

Upskilling Migrant Workers in Construction and Placing Them in Jobs with Fair Pay Structures Will Boost Output and Performance

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Abstract

This paper explores how upskilling migrant workers in construction and placing them in jobs with fair pay structures can improve productivity and performance. It examines the current state of the construction industry, which is heavily reliant on foreign-born workers, and the challenges faced by these workers. It then looks at the potential benefits of upskilling migrant workers, such as improved job security, better wages, and improved working conditions. It also considers the potential effects of upskilling on the construction industry, including increased productivity and improved safety. Finally, it suggests potential strategies that could be adopted by governments, employers, and other stakeholders to ensure migrant workers are provided with adequate training and fair pay structures.

Keywords: State government, Skill India initiative, schemes, migrant workers, skill development, upskill India.

1. Introduction

Upskilling migrant workers in construction is an important step towards helping them gain access to better jobs and fair pay structures. Migrants often fill the labour gap in construction and have the potential to contribute significantly to the industry's productivity. By providing opportunities for upskilling, employers can ensure that their migrant workers are equipped with the necessary skills and knowledge to take on more complex tasks, leading to better job satisfaction and higher wages.[1] In addition, upskilling migrant workers can help to reduce the cost of construction projects as skilled labour is more efficient and productive than unskilled labour. When migrant workers are given the opportunity to upskill and become more productive, employers can increase their output, resulting in greater profits. Furthermore, upskilling migrant workers can also help to promote workplace safety, reducing the risk of injury for both workers and employers. Finally, upskilling migrant workers and providing them with fair pay structures will help to ensure that the construction industry

can continue to thrive and that migrant workers can contribute to its success.[2]

2. Related work

There are many benefits to upskilling migrant workers in construction. First, it will help to create a more diverse and inclusive workforce by giving individuals an opportunity to gain more skills and qualifications. It will also help to reduce the workforce gender gap, as male-dominated construction workforces often lack female representation. Additionally, upskilling migrant workers will allow them to become more competitive in the job market and increase their earning potential. With better pay structures in place, this can help to improve their financial security and work-life balance.[3] Finally, upskilling migrant workers will also improve job performance, as they will be better equipped to handle the demands of their roles and produce higher quality work.

Governance of Skill Development Initiative Prime Minister's National Council on Skill Development has been established as an elite organization for the direction and evaluation of policy under the chairmanship of the prime

minister. Members include the ministers of labor and employment, micro, small, and medium enterprises, finance, industries, rural development, housing, and urban poverty alleviation. Six specialists in the field of skill development, the Deputy Chairman of the Planning Commission, the Chairperson of the "National Competitiveness Council, and six other members also make up the group. The Member Secretary to the Council is the Prime Minister's Principal Secretary.[4]

National Skill Development Co-ordination Board:

A National Skill Development Coordination Board has been established, with the Deputy Chairman of the Planning Commission serving as its chairman. Members include secretaries from the departments of finance, human resources development, labor and employment, rural development, housing, and urban poverty alleviation. Other members are the chairperson/chief executive officer of the National Skill Development Corporation, the secretaries of four states in turn for a two-year term, and three eminent academicians/subject area specialists. Planning Commission Secretary is also the Board Member Secretary.[5]

National Skill Development Corporation:

According to the Companies Act of 1956, the National Skill Development Corporation is a non-profit organization with a suitable governance system. A renowned specialist in the area of skill development serves as the corporation's head. Sector Skills Councils with the following responsibilities would be part of the Corporation:

- Identification of skill development requirements includes creating a list of the various kinds, levels, and depths of skills so that people may pick from it
- creating a strategy for the growth of sector skills and keeping track of skill inventories.

- determining criteria and standards for skills and competence
- standardized accreditation and affiliation procedures
- taking part in certification, accreditation, and affiliation processes.
- Plan and carry out the trainer training.
- promotion of top universities.
- construction of a well-organized sector-specific labor market information system (LMIS) to aid in planning and training delivery.

Social Partners in Skill Development:

Partnerships between the government, business, labor unions, local governments, civil society organizations, and all skill suppliers shall be actively encouraged. Training providers, professional associations, Self Help Groups, cooperatives, and NGOs/institutions of civil society will also be included. The cornerstone of the Skill Development Initiative will be the establishment of an institutional system and ongoing stakeholder interaction.[6]

Strategies for Skill Development

One of the key factors in every country's socioeconomic growth is the building sector. It significantly contributes to raising the standard of the built environment. The increasing need for building projects, particularly in emerging countries, as a consequence of urbanization and improving standards of living, and the corresponding requirement to provide shelter for their population, is a frequent feature. Because building structures requires a significant financial investment, the construction sector is mainly focused on resources like materials, labor, and equipment. The shortage of competent, qualified construction employees and the surge of untrained, ineffective, and disgruntled individuals who see the industry as a last choice are to blame for the poor quality of project deliveries. There are some people who do

consider a job in building to be worthwhile.[7] Due to the unavoidable effects it would have on the national economy, the skill gap that will undoubtedly follow from this situation is a significant problem. However, there are no reliable data on the trade skill gap in the construction sector. The shortage of competent, qualified construction employees and the surge of untrained, ineffective, and disgruntled individuals who see the industry as a last choice are to blame for the poor quality of project deliveries. Even though the construction industry throughout the globe has been adopting skills acquisition programs to meet the requirement of occasional change in technology, it is noteworthy that a significant proportion of craftsmen still lack proper training. It should be noted that workers in the building business who contribute well with their hands to the actual execution of projects are known as craftsmen. [8]

Given that the term "skills development" is used to describe a wider range of institutions and activities influencing employment and earnings, as well as covering every form of informal education, provided there can be seen, a positive influence on the ability on the individuals to accomplish a specific task, the need for enhanced skill development has been advocated to contain unpredictable workloads in the construction industry and reduce high costs involved in keeping idle labor One of the economic areas that will reportedly continue to be crucial in supporting the growth of the

national economy is the construction sector.[9] proposes that via staff upgrading and manpower development, training and development should be seen as genuine instruments that serve to transform the construction industry's antiquated character into a contemporary one. The average age of qualified craftsmen and artisans in the sector is presently between 45 and 50 years old, and there aren't as many skilled employees available to replace the aging workforce. This is one of the biggest issues the Nigerian construction industry is currently experiencing.[10] The ever-increasing complexity of computer technology in this era has made it necessary for organizations to adapt to changing scenarios with globalization in the construction sector and customer expectations, therefore this explanation is not implausible. It was discovered that there are several methods to motivate a professional workforce, but regardless of the strategy used, it must be understood that financial benefits must be a key factor. It was suggested that firms would have issues filling open positions or shortages of certain personnel because either there aren't enough of them available or those that are don't have the requisite abilities, including computer literacy.[11][12]

3. Data Analysis & Results

Table 1: Descriptive Analysis of Impact of unskilled workforce on revenues of construction project

Impact of unskilled workforce on revenues of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	27	14.1	14.1	14.1
	Low	23	12.0	12.0	26.0
	Medium	44	22.9	22.9	49.0
	High	55	28.6	28.6	77.6
	Very High	43	22.4	22.4	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 14.1 % respondents

believed very low impact of unskilled workforce

on revenues of construction project, 12 % respondents believed low impact of unskilled workforce on revenues of construction project, 22.9 % respondents believed moderate/medium impact of unskilled workforce on revenues of construction project, 28.6 % respondents believed high impact of unskilled workforce on revenues of construction project and 22.4 % respondents believed very high impact of unskilled workforce on revenues of construction project.

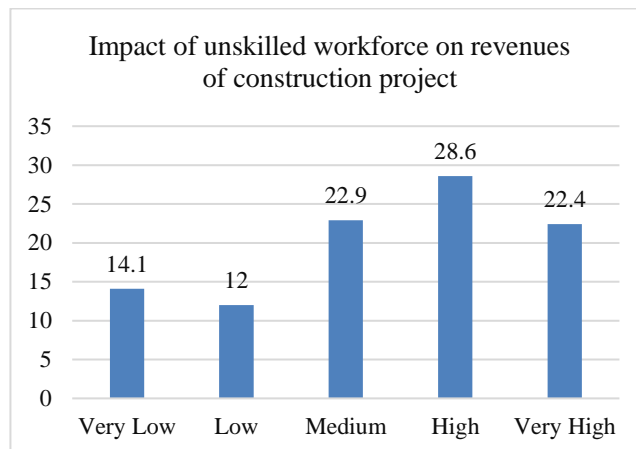


Figure 1: Impact of unskilled workforce on revenues of construction project

Table 2: Descriptive Analysis of Impact of unskilled workforce on profits of construction project

Impact of unskilled workforce on profits of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	33	17.2	17.2	17.2
	Low	101	52.6	52.6	69.8
	Medium	36	18.8	18.8	88.5
	High	3	1.6	1.6	90.1
	Very High	19	9.9	9.9	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 17.2 % respondents believed very low impact of unskilled workforce on increasing profits of construction project, 52.6 % respondents believed low impact of unskilled workforce on profits of construction project, 18.8 % respondents believed moderate/medium

impact of unskilled workforce on profits of construction project, 1.6 % respondents believed high impact of unskilled workforce on profits of construction project and 9.9 % respondents believed very high impact of unskilled workforce on profits of construction project.

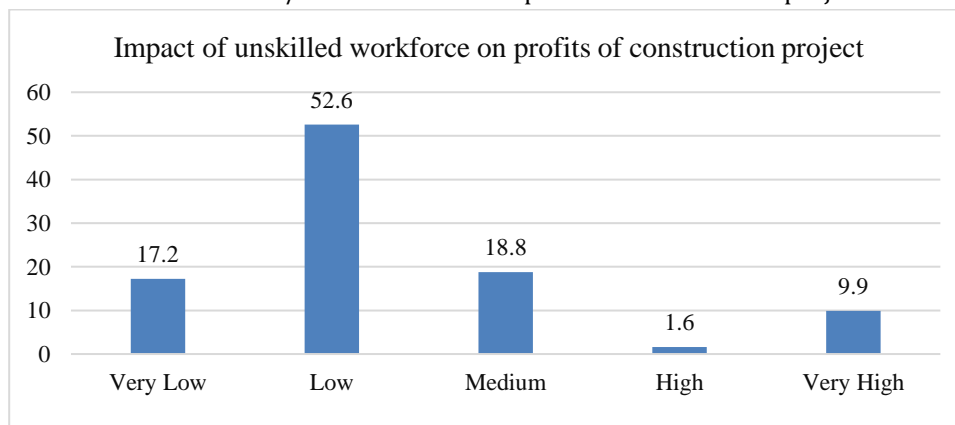


Figure 2: Impact of unskilled workforce on profits of construction project

Table 3: Descriptive Analysis of Impact of unskilled workforce on payment to workers of construction project

15. Impact of unskilled workforce on payment to workers of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	16	8.3	8.3	8.3
	Low	16	8.3	8.3	16.7
	Medium	53	27.6	27.6	44.3
	High	54	28.1	28.1	72.4
	Very High	53	27.6	27.6	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 8.3 % respondents believed very low impact of unskilled workforce on payment to workers of construction project, 8.3 % respondents believed low impact of unskilled workforce on payment to workers of construction project, 27.6 % respondents believed moderate/medium impact of unskilled

workforce on payment to workers of construction project, 28.1 % respondents believed high impact of unskilled workforce on payment to workers of construction project and 27.6 % respondents believed very high impact of unskilled workforce on payment to workers of construction project.

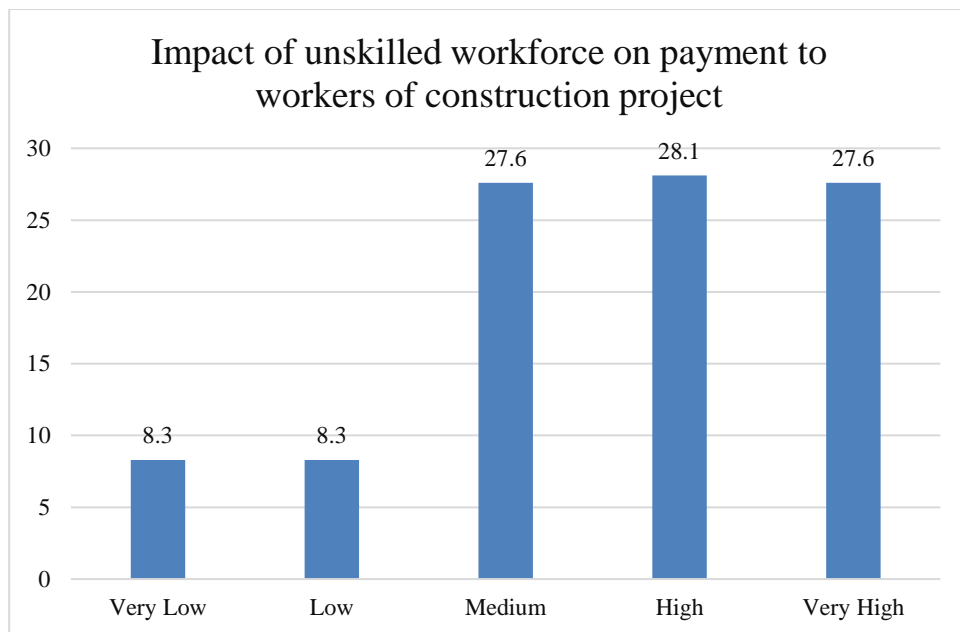


Figure 3: Impact of unskilled workforce on payment to workers of construction project

Table 4: Descriptive Analysis of Impact of unskilled workforce on size of construction labor of construction project

Impact of unskilled workforce on size of construction labor of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	23	12.0	12.0	12.0
	Low	66	34.4	34.4	46.4
	Medium	67	34.9	34.9	81.3
	High	26	13.5	13.5	94.8
	Very High	10	5.2	5.2	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 12 % respondents believed very low impact of unskilled workforce on size of construction labor of construction project, 34.4 % respondents believed low impact of unskilled workforce on size of construction labor of construction project, 34.9 % respondents believed moderate/medium impact

of unskilled workforce on size of construction labor of construction project, 13.5 % respondents believed high impact of unskilled workforce on size of construction labor of construction project and 5.2 % respondents believed very high impact of unskilled workforce on size of construction labor of construction project.

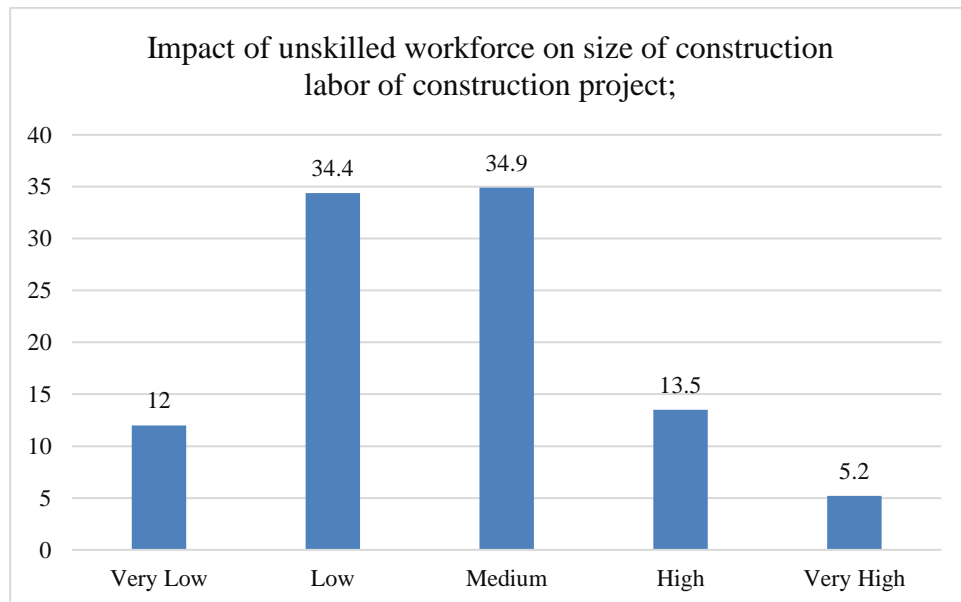


Figure 4: Impact of unskilled workforce on size of construction labor of construction project;

Table 5: Descriptive Analysis of Impact of unskilled workforce on increasing accidents' rates in construction project

17. Impact of unskilled workforce on increasing accidents' rates in construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	1	.5	.5	.5
	Low	7	3.6	3.6	4.2
	Medium	59	30.7	30.7	34.9
	High	65	33.9	33.9	68.8
	Very High	60	31.3	31.3	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 0.5 % respondents believed very low impact of unskilled workforce on increasing accidents' rates in construction project, 3.6 % respondents believed low impact of unskilled workforce on increasing accidents' rates in construction project, 30.7 % respondents believed moderate/medium impact of unskilled

workforce on increasing accidents' rates in construction project, 33.9 % respondents believed high impact of unskilled workforce on accidents' rates in construction project and 31.3 % respondents believed very high impact of unskilled workforce on accidents' rates in construction project.

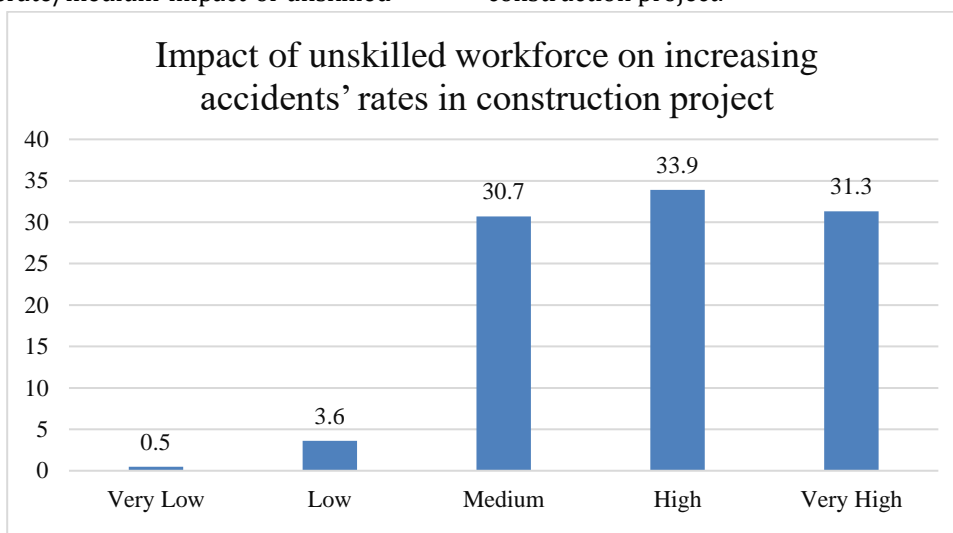


Figure 5: Impact of unskilled workforce on increasing accidents' rates in construction project

Table 6: Descriptive Analysis of Impact of unskilled workforce on reducing organizations' competitiveness

Impact of unskilled workforce on reducing organizations' competitiveness;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	11	5.7	5.7	5.7
	Low	69	35.9	35.9	41.7

	Medium	46	24.0	24.0	65.6
	High	42	21.9	21.9	87.5
	Very High	24	12.5	12.5	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 5.7 % respondents believed very low impact of unskilled workforce on reducing organizations' competitiveness, 35.9 % respondents believed low impact of unskilled workforce on reducing organizations' competitiveness, 24 % respondents believed moderate/medium impact of unskilled

workforce on reducing organizations' competitiveness, 21.9 % respondents believed high impact of unskilled workforce on reducing organizations' competitiveness and 12.5 % respondents believed very high impact of unskilled workforce on reducing organizations' competitiveness.

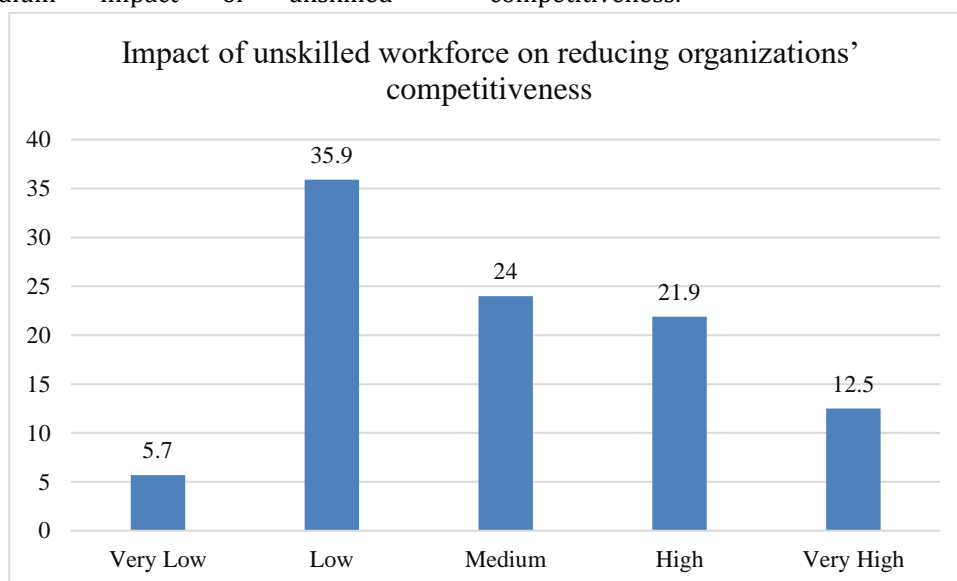


Figure 6: Impact of unskilled workforce on reducing organizations' competitiveness

Table 7: Descriptive Analysis of Impact of unskilled workforce on enterprise failure

Impact of unskilled workforce on enterprise failure;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	1	.5	.5	.5
	Low	21	10.9	10.9	11.5
	Medium	28	14.6	14.6	26.0
	High	61	31.8	31.8	57.8
	Very High	81	42.2	42.2	100.0

	Total	192	100.0	100.0	
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In the questionnaire survey, 0.5 % respondents believed very low impact of unskilled workforce on enterprise failure, 10.9 % respondents believed low impact of unskilled workforce on enterprise failure, 14.6 % respondents believed moderate/medium impact of unskilled

workforce on enterprise failure, 31.8 % respondents believed high impact of unskilled workforce on enterprise failure and 42.2 % respondents believed very high impact of unskilled workforce on enterprise failure.

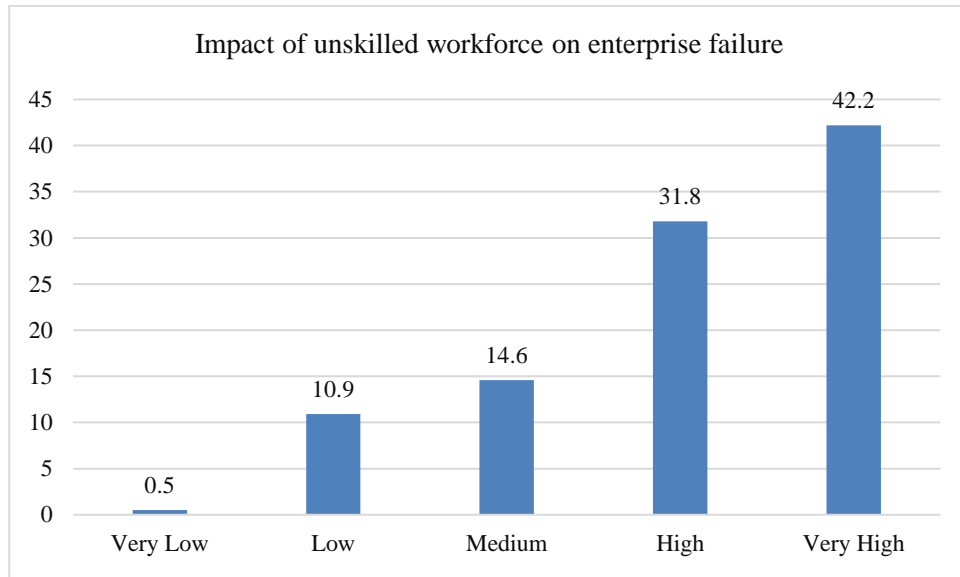


Figure 7: Impact of unskilled workforce on enterprise failure

Questions Related to Skill Development of Unskilled Workforce on Construction Sector of Ahmed Nagar

Table 8: Descriptive Analysis of Impact of skill development on economy performance of construction project

Impact of skill development on economy performance of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	5	2.6	2.6	2.6
	Low	12	6.3	6.3	8.9
	Medium	50	26.0	26.0	34.9
	High	35	18.2	18.2	53.1
	Very High	90	46.9	46.9	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 2.6 % respondents believed very low impact of skill development on economy performance of construction project, 6.3 % respondents believed low impact of skill development on economy performance of construction project, 26 % respondents believed moderate/medium impact of skill development

on economy performance of construction project, 18.2 % respondents believed high impact of skill development on economy performance of construction project and 46.9 % respondents believed very high impact of skill development on economy performance of construction project.

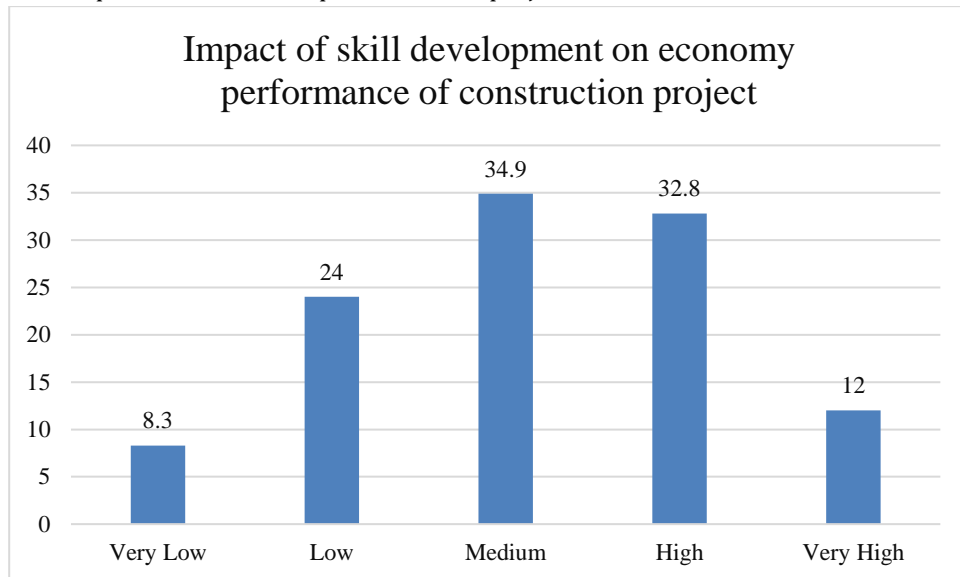


Figure 8: Impact of skill development on economy performance of construction project

Table 9: Descriptive Analysis of Impact of unskilled workforce on time performance of construction project

Impact of unskilled workforce on time performance of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	4	2.1	2.1	2.1
	Low	27	14.1	14.1	16.1
	Medium	41	21.4	21.4	37.5
	High	75	39.1	39.1	76.6
	Very High	45	23.4	23.4	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 2.1 % respondents believed very low impact of unskilled workforce on time performance of construction project, 14.1 % respondents believed low impact of unskilled workforce on time performance of

construction project, 21.4 % respondents believed moderate/medium impact of unskilled workforce on time performance of construction project, 39.1 % respondents believed high impact of unskilled workforce on time performance of

construction project and 23.4 % respondents believed very high impact of unskilled workforce

on time performance of construction project.

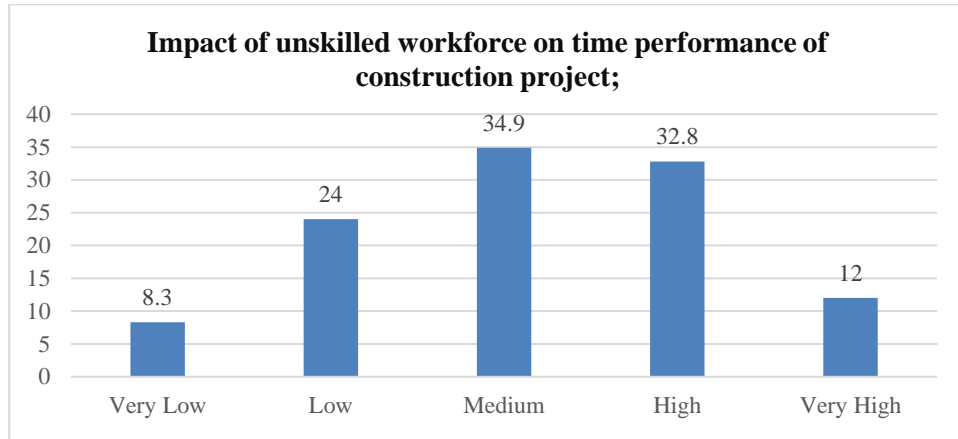


Figure 9: Impact of unskilled workforce on time performance of construction project

Table 10: Descriptive Analysis of Impact of unskilled workforce on quality performance of construction project

Impact of unskilled workforce on quality performance of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	7	3.6	3.6	3.6
	Low	34	17.7	17.7	21.4
	Medium	45	23.4	23.4	44.8
	High	62	32.3	32.3	77.1
	Very High	44	22.9	22.9	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 3.6 % respondents believed very low impact of unskilled workforce on quality performance of construction project, 17.7 % respondents believed low impact of unskilled workforce on quality performance of construction project, 23.4 % respondents believed moderate/medium impact of unskilled

workforce on quality performance of construction project, 32.3 % respondents believed high impact of unskilled workforce on quality performance of construction project and 22.9 % respondents believed very high impact of unskilled workforce on quality performance of construction project.

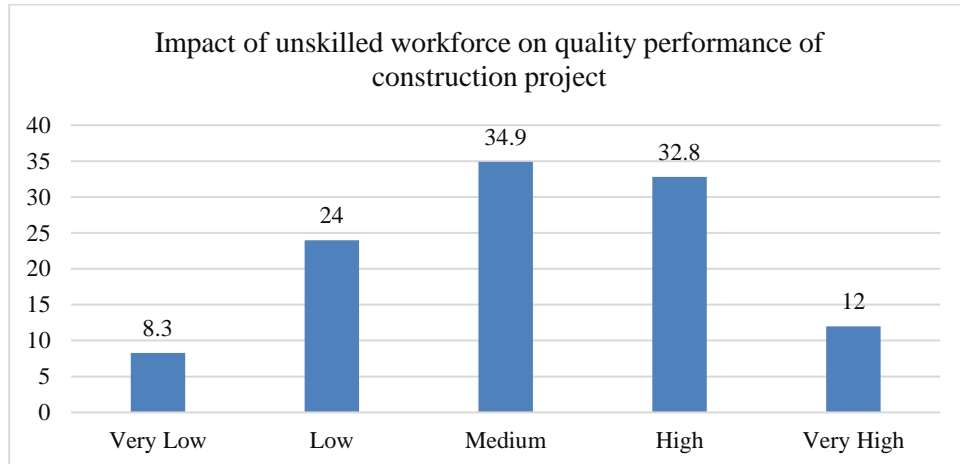


Figure 10: Impact of unskilled workforce on quality performance of construction project

Table 11: Descriptive Analysis of Impact of unskilled workforce on productivity performance of construction project

Impact of unskilled workforce on productivity performance of construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	9	4.7	4.7	4.7
	Low	35	18.2	18.2	22.9
	Medium	47	24.5	24.5	47.4
	High	51	26.6	26.6	74.0
	Very High	50	26.0	26.0	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 4.7 % respondents believed very low impact of unskilled workforce on productivity performance of construction project, 18.2 % respondents believed low impact of unskilled workforce on productivity performance of construction project, 24.5 % respondents believed moderate/medium impact of unskilled workforce on productivity

performance of construction project, 26.6 % respondents believed high impact of unskilled workforce on productivity performance of construction project and 26 % respondents believed very high impact of unskilled workforce on productivity performance of construction project.

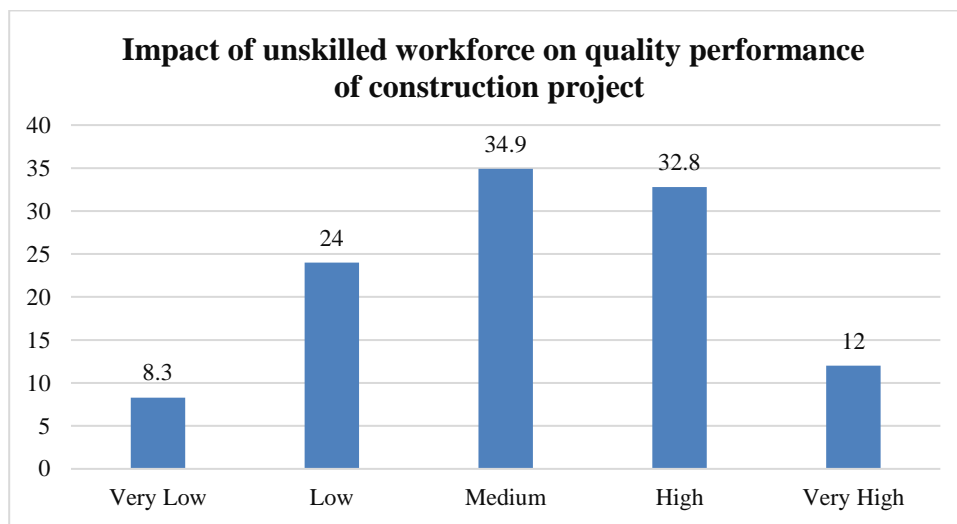


Figure 11: Impact of unskilled workforce on quality performance of construction project

Table 12: Descriptive Analysis of Impact of unskilled workforce on safety performance in construction project

Impact of unskilled workforce on safety performance in construction project;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	16	8.3	8.3	8.3
	Low	52	27.1	27.1	35.4
	Medium	45	23.4	23.4	58.9
	High	38	19.8	19.8	78.6
	Very High	41	21.4	21.4	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 8.3 % respondents believed very low impact of unskilled workforce on safety performance in construction project, 27.1 % respondents believed low impact of unskilled workforce on safety performance in construction project, 23.4 % respondents believed moderate/medium impact of unskilled

workforce on safety performance in construction project, 19.8 % respondents believed high impact of unskilled workforce on safety performance in construction project and 21.4 % respondents believed very high impact of unskilled workforce on safety performance in construction project.

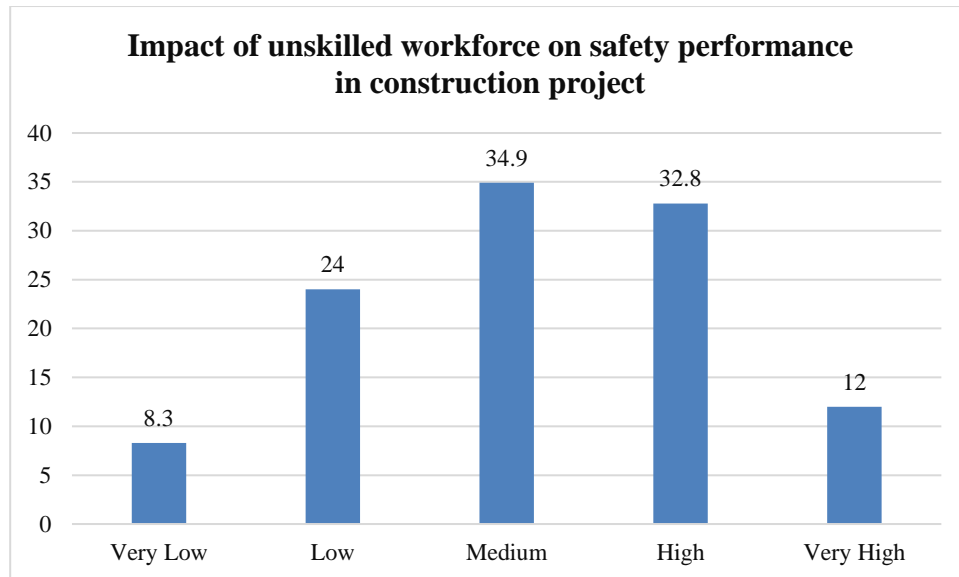


Figure 12: Impact of unskilled workforce on safety performance in construction project

Table 13: Descriptive Analysis of Impact of unskilled workforce on organizations' competitiveness

Impact of unskilled workforce on organizations' competitiveness;					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very Low	27	14.1	14.1	14.1
	Low	68	35.4	35.4	49.5
	Medium	48	25.0	25.0	74.5
	High	26	13.5	13.5	88.0
	Very High	23	12.0	12.0	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 14.1 % respondents believed very low impact of unskilled workforce on organizations' competitiveness, 35.4 % respondents believed low impact of unskilled workforce on organizations' competitiveness, 25 % respondents believed moderate/medium impact of unskilled workforce on organizations'

competitiveness, 13.5 % respondents believed high impact of unskilled workforce on organizations' competitiveness and 12 % respondents believed very high impact of unskilled workforce on organizations' competitiveness.

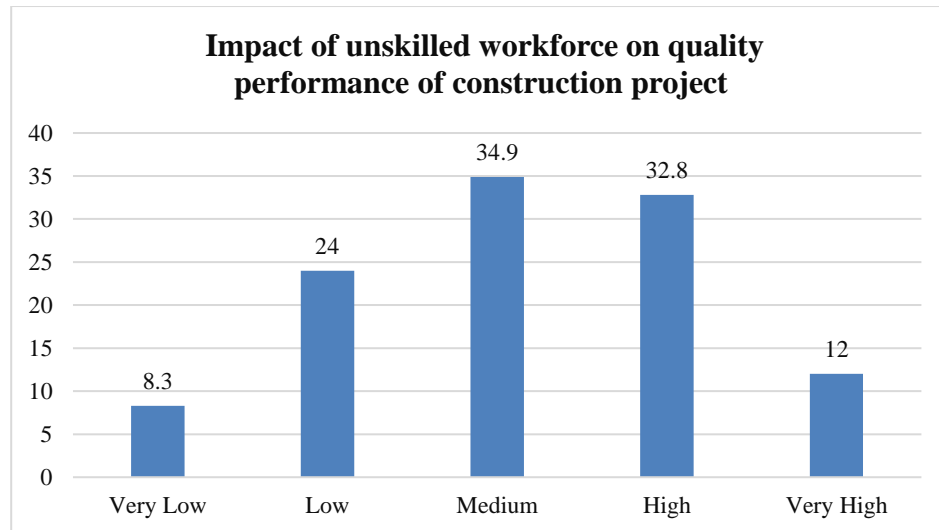


Figure 13: Impact of unskilled workforce on organizations' competitiveness

Table 14: Descriptive Analysis of Impact of unskilled workforce on enterprise success

Impact of unskilled workforce on enterprise success					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Low	16	8.3	8.3	8.3
	Medium	46	24.0	24.0	32.3
	High	67	34.9	34.9	67.2
	Very High	63	32.8	32.8	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 0 % respondents believed very low impact of unskilled workforce on enterprise success, 9.4 % respondents believed low impact of unskilled workforce on enterprise success, 8.3 % respondents believed moderate/medium impact of unskilled

workforce on enterprise success, 34.9 % respondents believed high impact of unskilled workforce on enterprise success and 32.8 % respondents believed very high impact of unskilled workforce on enterprise success.

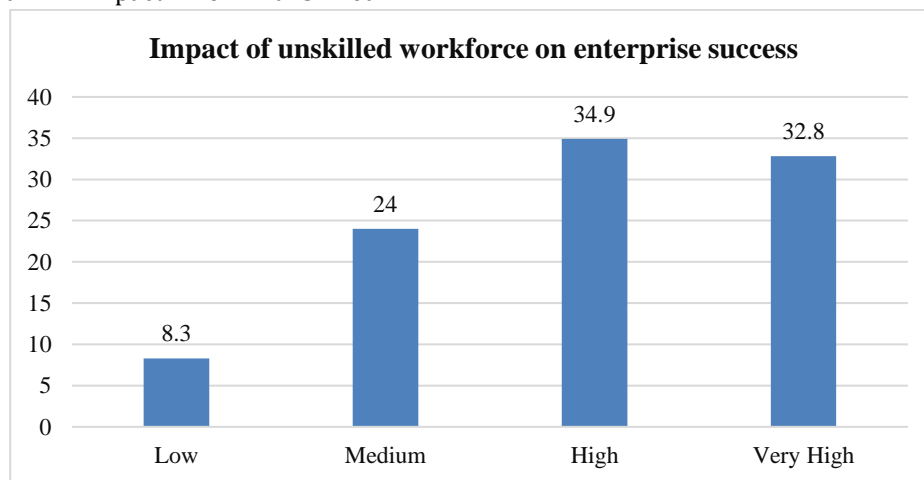


Figure 14: Impact of unskilled workforce on enterprise success
For the construction industries of Pune, Frequency analysis of data is given below;

Table 15: Descriptive Analysis of Age of Respondents of Industries workers in Pune

1. Age:					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-30 Years	62	32.3	32.3	32.3
	31-40 Years	38	19.8	19.8	52.1
	41-50 Years	47	24.5	24.5	76.6
	Above 50 Years	45	23.4	23.4	100.0
	Total	192	100.0	100.0	

In the questionnaire survey, 32.3 % respondents were in the 18-30 Years age group, 19.8 % respondents were in the 31-40 Years age group,

24.5 % respondents were in the 41-50 Years age group, and 23.4 % respondents were above 50 Years age group.

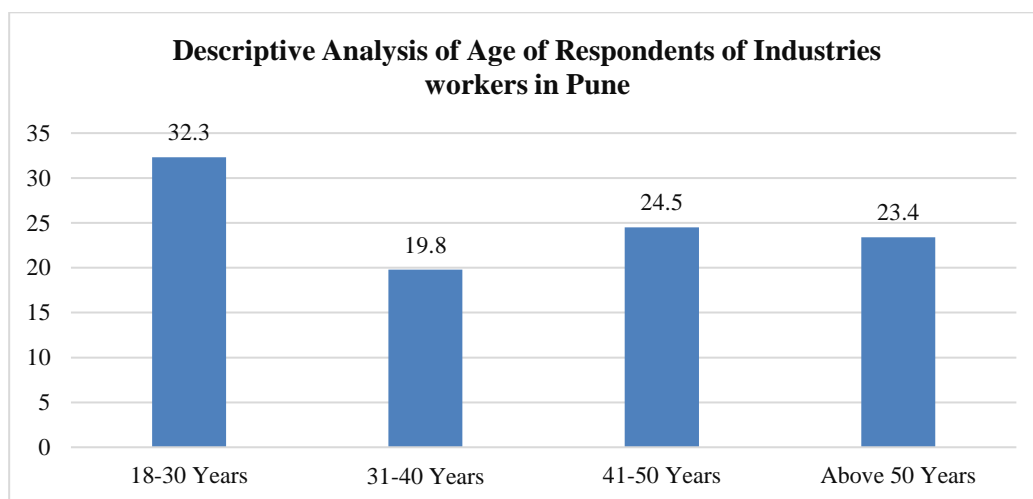


Figure 15: Descriptive Analysis of Age of Respondents of Industries workers in Pune

4. Conclusion

Upskilling migrant workers in construction and providing them with fair pay structures will benefit both employers and employees. Employers will benefit from increased productivity and performance, while employees will benefit from improved wages and job security. This will ultimately lead to a better working environment and an improved economy. Moreover, upskilling migrant workers will help to create a more equitable and inclusive construction industry, where all workers can reach their full potential.

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