

UNIVERSITY OF EDUCATION, WINNEBA
COLLEGE OF TECHNOLOGY EDUCATION - KUMASI

**EXPLORING LABOUR STANDARDS IN THE CONSTRUCTION INDUSTRY-
A CASE STUDY OF BUILDING CONSTRUCTION FIRMS IN THE SUNYANI
MUNICIPALITY OF BRONG AHAFO REGION**



EBENEZER LARTEY-INCOOM (B. Ed)

JUNE, 2019

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**A Project Report in The Department of CONSTRUCTION AND WOOD,
FACULTY OF TECHNICAL EDUCATION, Submitted to The School of
Research and Graduate Studies, University of Education, Winneba In Partial
Fulfillment of The Requirements for The Award of Master of Technology
Education (Construction Technology) Degree.**

JUNE, 2019

DECLARATION

STUDENT'S DECLARATION

I, EBENEZER LARTEY-INCOOM, declare that this Project report, with the exception of quotations and references contained in published works which have all been identified and duly acknowledged, is entirely my own original work and that it had not been submitted either in part or whole for another degree elsewhere

SIGNATURE.....

DATE.....

SUPERVISOR'S DECLARATION

I hereby declare that the preparation and presentation of this work was supervised in accordance with the guidance for supervision of Project Report/Dissertation as laid down by the University of Education, Winneba.

NAME OF SUPERVISOR: NONGIBA ALKANAM KHENI (PhD)

SIGNATURE.....

DATE.....

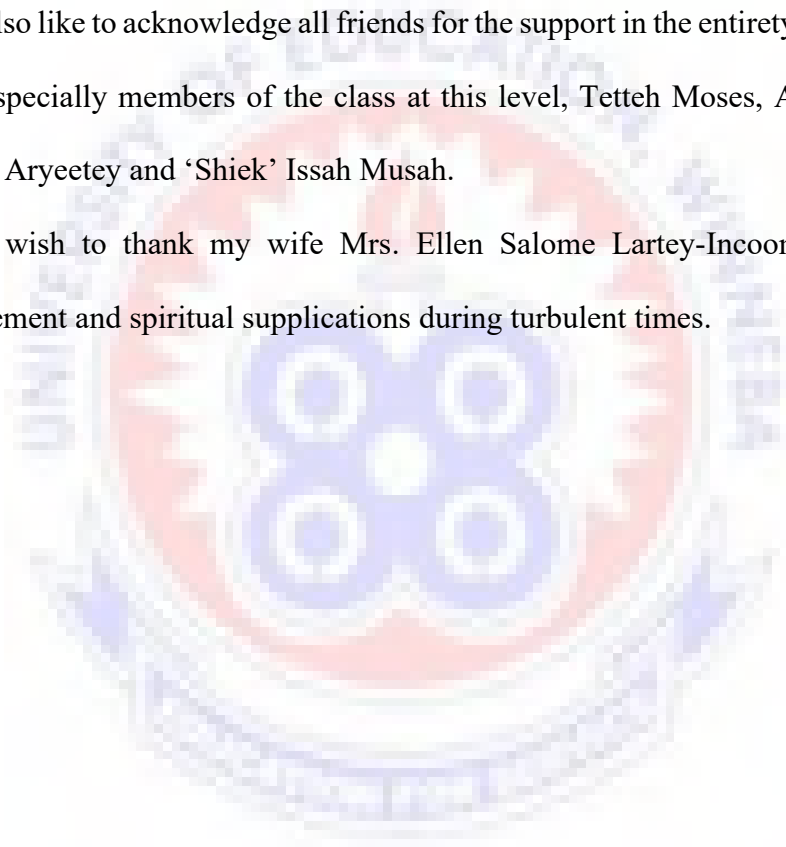
ACKNOWLEDGEMENTS

All things bright and beautiful; all things great and small; all things light and wonderful, the Lord God made them all. Accordingly, my first appreciation goes to the Almighty God for awesome his Grace on me.

Special gratitude also goes to my Supervisor Dr. Nongiba N. Kheni for his fatherly role in guiding this research work which he so expressly did with love and patience till it became a success. Indeed you are a mentor.

I should also like to acknowledge all friends for the support in the entirety of my academic pursuit, especially members of the class at this level, Tetteh Moses, Ato Rockson, Mr Benjamin Aryeetey and 'Shiek' Issah Musah.

Finally I wish to thank my wife Mrs. Ellen Salome Lartey-Incoom for the moral encouragement and spiritual supplications during turbulent times.



DEDICATON

This work is dedicated to the everlasting memory of my late father Rev Samuel Incoom and the entire INCOOM family. Amazing love, how can it be!

Special dedication also goes to my late brother, Emmanuel Otu Lartey. Rest in peace and thanks for the love and sacrifices you made to the family. Pray for me to uphold our heritage.

The final dedication goes to my wife and kids, Franklin, Maggie, Palm, Kristoff and Beauty. You have all been supportive.



ABSTRACT

Studies have found labour standard practices among construction companies to be generally low in Ghana. This study therefore sought to assess labour standard practices among building construction companies in the Sunyani Municipality, identify constraints that affect same and also strategies for implementation. The study adopted descriptive research design. The research approach was a mixed method which is a combination of quantitative and qualitative approaches. The population consist of construction managers for the various construction firms that work with the Sunyani Municipal Assembly. Purposive sampling technique was used to select 50 construction managers for the study. Questionnaire and interview guide were used to gather primary data. Quantitative data was analyzed statistically using Statistical Package for Social Sciences (SPSS) Version 18 while the qualitative data was analyzed using content analysis. The study found that construction companies in the given jurisdiction provided clothing and first aid for worker safety. They also kept record of payment and complied with the standard hours of work in Ghana. However, companies did not pay wages in full and promptly. Also work lasted six days including holidays and Saturdays whenever contracted existed. Other findings include low levels of trade union activities among construction companies, non-issuance of employment letters to employees, non-payment of both End of Service benefits and Compensation Payments. Factors found to be constraining labour standard implementation are a lack of due awareness about the labour standard subject, absence of a sector union in the immediate environment, instability among the workforce and the non-application of sanctions to culpable companies. Best strategies identified for implementing labour standards include making companies indicate plan to implement labour standards in bid documents, giving awards to companies that performed well in upholding labour standards and empowering appropriate agencies to monitor and check compliance among other things. Based on the findings the study recommended that construction companies should embrace trade unionism as a subculture of company practices, pay workers full salaries and in good time, issue workers with valid written contract documents and also include in bid documents their plan and cost of implementing labour standards. Also, the study recommended that there should be regular workshops to educate stakeholders about the essence of labour standards, while government takes steps to establish as well as empower appropriate agencies to monitor and check compliance.

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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Construction is a huge employment provider in the developing world (Cotton, Sohail, & Scott, 2005). Chang (2008) also observes that construction is the biggest non-agricultural industry in the capitalist world. In Ghana the sector's share of GDP has been impressive in recent years (9.1% in 2005; 9.4% in 2010 and 9.9% in 2011) (Osei, 2013). Ghana's construction sector employs 320,000 people and approximately 2% of young people as well as providing more training and apprenticeship opportunities for young people than any other sector (Ghana Statistical Service, 2014). The rapid expansion of infrastructure by both government and the private sector in recent years has triggered off more construction activities and fuelled demand in many key sectors like cement, steel, paints and chemicals, glass, timber and earth moving equipment & machinery (Osei, 2013). These suggest that issues within the sector, especially that which has the greater propensity to affect growth and productivity, cannot be taken for granted.

Srivastava & Ajit (2016) outlines the construction sector in two main categories namely Engineering or Infrastructure construction and Building Construction or Real Estate. Building Construction is associated with both residential (housing) and non-residential facilities (office, hospitals, schools, etc.) while Civil Engineering construction involves the construction of utilities (i.e. power, road, water supply, telecommunications, etc.), urban infrastructure, transportation (i.e. railway, roads, civil aviation, etc.) (World Bank, 1984). Averagely, the Building Construction sector tends to account for between 65-75% of the construction market in both developed and developing countries (Halpin, 2012). The Millennium Development Goals (MDGs) seek to combat extreme poverty and address human development in areas of hunger, disease, illiteracy, environmental

degradation and discrimination against women (UN, 2002). Most of these targets can be met only with a significant contribution from the construction industry in terms of work, provision of infrastructure for services and improvements in the quantity and quality of work available for the poor in developing countries (Cotton et al, 2005).

1.2 Statements of the Problem

When Ghana discovered oil in commercial quantities in 2007 many researchers predicted a boom in the economy with an attendant expansion in infrastructure (Darko & Lowe, 2016). Other researchers argued that the attainment of a middle-income status in 2010 (Darko & Lowe, *ibid*) as well as the stability in both the macro economy and the political climate was going to lead to an increase in urban infrastructure especially housing (Kheni & Braimah, 2014; Darko & Lowe, 2016). While investors and other industry players laced their boots to explore the opportunities inherent in these potentials, it remained unclear the kind of preparations made as a nation to accommodate this boom. This is particularly evident by the fact that till date there has not been any clear policy guideline meant to direct and regulate the construction industry. Supervisory roles from government still remain scattered across many ministries/agencies resulting in several inconsistencies. Health and Safety rules remain superficial; the skill level of majority of the workforce remain low (Kwakye, 1997) with the curricular of vocational institutions being unable to provide a detailed training for the teeming youth who aspire to build a future with the industry (Darko & Lowe, 2016). In terms of the achievement of distinctive labour standards, preparation hadn't been better either. Casualization remained rife (Gockel & Vormawor, 2014), construction sites continue to remain accident prone (Darko & Lowe, 2016; Kwakye, 1997), governments inability to pay contractors in good time, the inability to enforce appropriate sanctions for the payment of fair wages and compensations to

workers, etc, have culminated to deprive majority of manual labourers in the industry of an improved living condition. In a study conducted to lay emphasis on the need to have a centralized construction- biased agency for the development and regulation of the sector, Ofori (2012) cite a scenario where countries like Tanzania, Zambia, South Africa, Malawi, etc, have all established a Construction Development Board for which reason coordination and management of the sector is comparatively smoother.

(Darko & Lowe, 2016) opine that literature on developmental issues in the construction industry remain limited. While this is true, the available literature on labour standards is particularly dominated by Health and Safety issues alone leaving other areas that fall under the scope of the subject of labour standards such as wages, work hours, casualization, rest periods, etc, inadequately addressed. Again, much of the available literature has focused on the general construction industry, leaving the building construction industry alone with little or no exclusive extensive discussion as far as labour standards is concerned. This study is therefore geared towards bridging such a gap.

1.3 Aim of the Study

The aim of the study was to explore labour standards in the construction industry using some selected building construction firms in the Sunyani Municipality of Brong Ahafo Region as a case study.

1.4 Specific Objectives of the Study

The specific objectives of the study include:

- i. to assess the labour standards in the construction industry in the Sunyani Municipality.

- ii. to identify constraints to the implementation of labour standards in building construction firms in the Sunyani Municipality.
- iii. to identify the strategies that can be used to improve labour standards in building construction firms.

1.5 Research Questions

The following research questions were used for the study:

- i. What are the types of labour standards in the construction industry in the Sunyani Municipality?
- ii. What are the factors affecting labour standards in the selected building construction firms in the Sunyani municipality of Brong Ahafo region?
- iii. What are the strategies that can be used to improve labour standards in the building construction industry?

1.6 Significance of the Study

It is expected that the study would have the following significances:

- i. The study outcome would give an insight to policymakers and other construction stakeholders in taking measures to overcome the existing problems associated with observing labour standards in the construction industry.
- ii. The findings of this study would also add to the knowledge we have about the current labour standards.
- iii. It would also indicate strategies and interventions to explore in order to overcome the challenges in labour standards within the construction industry.

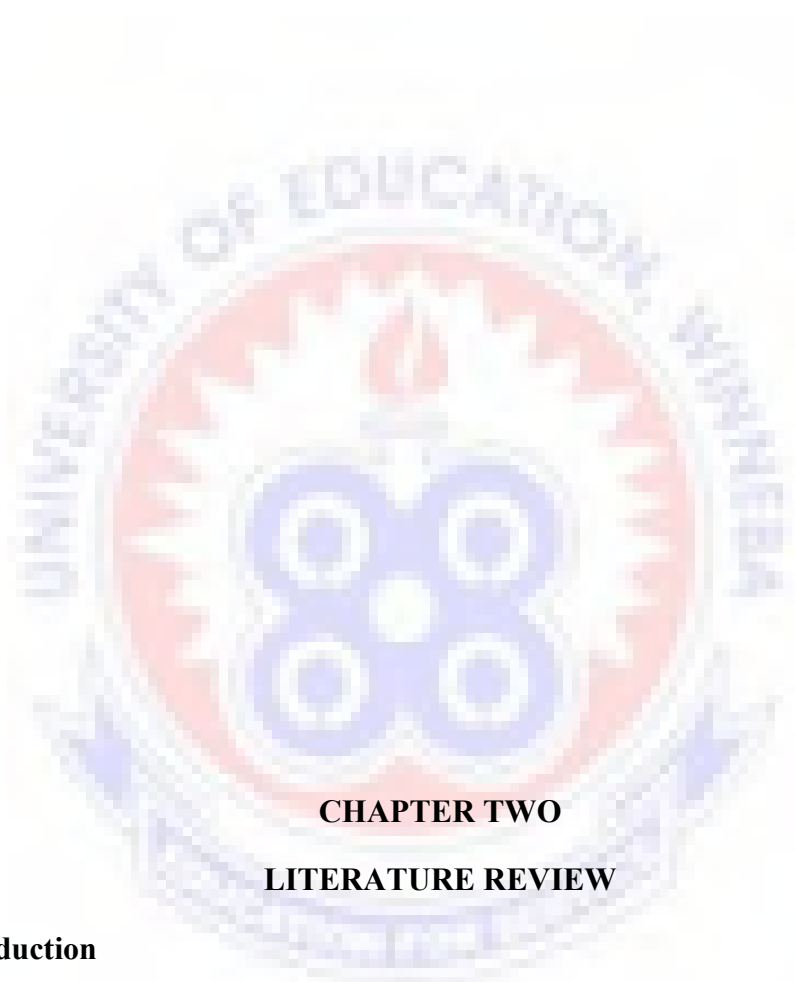
- iv. The study outcome could also be used as a reference material by other researchers who may want to do their research on related topics in the building construction industry in Ghana.

1.7 Scope of the study

Since the purpose of the study is to explore labour standards in the construction industry using building construction firms in the Sunyani Municipality of Brong Ahafo Region as a case study this research work is geographically limited in scope to the Sunyani Municipality. Similarly, the study is conceptually limited in scope to the research objectives stated above.

1.8 Organization of the Study

The structure of this study is divided into five chapters. Chapter one deals with the introduction and background to the study. It also states the aims or objectives of the study, the significance of the study and the organization of the study. Chapter Two provides the literature framework to the study. Chapter Three details the research methodologies that were selected for the study. Issues of research design, population, sampling and data collection are adequately addressed here too. Chapter Four is made up of the findings of the research and their interpretations. This is then followed by a discussion of the findings in relation to the objectives of the study. Chapter Five focuses on the conclusions and recommendations including what may need to be further researched into in the future.



CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter is geared towards reviewing previous studies that have relevance to the current study. The ensuing discussions were consequently built around thematic areas such as the meaning and scope of the term labour standard, the nature of the building construction industry, labour productivity and factors affecting it, motivation and its influences on productivity, trade unionism and legislations affecting labour in Ghana, the role of government, etc.

2.2 Labour standards

Labour standards can be defined as a set of worker rights provided and enforced by national governments of different countries, that is a reflection of those countries' preferences and the extent to which they comply with international conventions they have signed unto (Dehejia & Samy, 2004). Posthuma and Rossi (2017) contend that core labour standards are a framework of internationally agreed conventions which determines minimum expectations of rights at work. Specific examples of issues that form the scope of labour standard include wages, timeliness of payment, providing payment records, minimum/standard working hours, health and safety at the workplace, accident insurance, provision of first aid, provision of basic amenities such as food, water, shelter, etc, equality/fairness in treatment, the right to strike, pension benefits, collective bargaining, the right and freedom to form or belong to unions, job security, etc (Cotton et al. 2005).

Labour standards usually specifies rights and rules that serve the common interest of employers, employees, governments and other development agencies. Be it as it may, experts postulate two popular schools of thought in the entire debate about the place of labour standards in the contemporary society. The first school of thought sees the actual roots of labour standards as a social/moral commitment while the second sees it as both an economic and legal consideration (Brown,2001; Ladbury,2000; OECD,2000). While some standards are held to be consistently and generally valid, others are much more conditional and lose their effect over time. Therefore, it is necessary to periodically evaluate the available labour standards for its validity. Brown (2001) adds his voice to this point succinctly thus:

'Some statements about labour standards may be attractive general goals but they vary too much across countries to be defined as rights' (Brown, 2001, p94).

Critics of labour standards argue that it constitutes an element of rigidity in production, distort market mechanisms and contribute to inflexibility in the economy. Another line of reasoning that challenges labour standards is that they are sometimes perceived as outdated and ill-adapted to an altered economic and social environment at present times and consequently are seen as having lost vigour and legitimacy. Several responses are however offered by proponents of labour standards. One of such responses submit that even if for instance a global minimum wage applying across all countries is nonsensical, there are still certain core standards that should be imposed universally because they are arguably independent of national income and reflect natural rights or broadly held values (Brown, 2001).

A number of events have contributed to put labour issues and labour standards on the international agenda, namely the increasing globalization of markets and implications this has for labour standards, the casualization of labour, the large- scale lay-offs and unemployment (Ladbury & Gibbons, 2000). It is believed that a successful implementation of core labour standards can directly contribute to poverty elimination. (Ladbury & Gibbons 2000; Samuel, 2014)

2.3 History/ Evolution of Labour Standards

Studies have shown that the period before the Industrial Age witnessed an occasion where workers (usually agricultural workers) had been independent craftsmen who owned their own tools and designated their own work hours (Mokyr.2018). The onset of the industrial revolution and subsequent factory system however recorded a change in approach with the employer owning the tools and materials and also setting the hours and other conditions under which the workers laboured. The harsh conditions under which these

workers worked provoked massive labour and social upheavals (Goolsarran, 2005). The foundation of current labour administration system thus became established, largely owing to the need for the authorities at the helm of affairs having to set up a course of action to grant hearing to the concerns and protestations of the ordinary workers.

The regulation of labour markets existed before the fourteenth century in Europe with laws generally written to serve the interest of the elite rather than protect labour (Brown, 2001). Years of epic struggles in the entire Europe and other industrialized regions however led to the formation of the International Labour Organization (ILO) as an offshoot of the United Nations Organization in 1919 (Sewell, 2015; Thomann, 2011). The primary goal of the ILO then was to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity (Fudge, 2018). Decent work here means productive and sufficient works in which rights are protected generates adequate income and has adequate social protection (Ladbury & Gibbons, 2000). In the initial years of 1919- 1939 the ILO promulgated a number of conventions and recommendations and member states were entitled to ratify same (Brown, 2001). Examples of these conventions/recommendations include an 8-hour work day, a 48-hour workweek, a minimum of 14 years work age (children working with family members were excluded), etc. In 1998 the ILO formalized its approach to global labour issues with what is popularly described as the Core Labour Standards (CLS). These include

- i. Freedom of association and the right to collective bargaining
- ii. Elimination of forced/compulsory labour
- iii. Effective abolition of child labour

- iv. Elimination of discrimination in respect of employment and occupation (ILO, 1998).

The International Labour Right agenda broadened dramatically at the end of the World War I with the creation of the ILO (Brown, 2011). Critics of the ILO core standards however point out that it is unfair to attempt to establish a common standard in all member countries where conditions are never the same (Brown, *ibid*). Accordingly, individual nations have proceeded to pass local laws using those of the ILO as the basis, to be used in tandem with the ratified ILO conventions.

Ghana joined the ILO in 1957 and has as at 2016, ratified fifty-one of the ILO conventions (Asamani and Mensah, 2013). Aside this, Legislations that regulate labour issues are embedded in most of the important legislative instruments including the 1992 constitution, The Labour Act 2003, the Children's Act 1998, The Free Zones Act, 1995, The Fair Wages and Salaries Act 2007, etc. The 1992 constitution for instance establishes the right to satisfactory, safe and healthy work, equal pay for equal work, adequate rest periods, maternity leave and protection from child labour (The 1992 Republican Constitution of Ghana). Aside these legislative frameworks the state has also established institutions that champion issues of worker/labour rights. The National Labour Commission is a governmental body with the mandate to ensuring that employers and unions comply with labour laws. Other tripartite structures include the Ministry of Manpower Development, Youth Employment, etc. Several other institutions/organizations such as the Ghana Federation of Labour play direct and indirect roles towards the realization of labour standards in Ghana.

2.4 Actors/partners in the promotion of labour standards

Labour standards and its implementation across the globe is being promoted by a number of agencies, including but not limited to The international Labour Organization(ILO), the World Bank, the International Monetary Fund(IMF) , the World Trade Organization (WTO),the Business Community, National Governments, Non-Governmental Organizations, Development-Oriented Financial Institutions (eg; the Inter-American Development Bank, Asian Development Bank, African Development Bank), Regional Bodies/Unilateral Government Actions (eg. the Southern African Development Council (SADC), the North American Agreement on Labor Cooperation (NAALC), Organization of Economic Co-operation and Development (OECD), the Commonwealth Development Corporation (CDC), the United Nation(UN) system (eg. the United Nations Educational, Scientific and Cultural Organization (UNICEF), United Nations Industrial Development Organization (UNIDO), United Nation Development Fund for Women (UNIFEM).

The ILO functions by (i) adopting international labour standards in the form of conventions open for ratification(ii) establishing legally non-binding recommendations(iii) monitoring and controlling the application of its standards through a bundle of supervisory procedures (iv) offers technical co-operation and assistance and carries out research projects and studies (Thomann,2011).

The World Trade Organization (WTO) also functions by using trade sanctions as a weapon to cause countries with low labour standards to improve upon their performance (Brown, 2001). The body famously made a statement in 1996 declaring its support for the labour standard agenda as follows:

“We renew our commitment to the observance of internationally recognized Core Labour Standards. The International Labour Organization (ILO) is the competent body to set and deal with these standards, and we affirm our support for its work in promoting them. We believe that economic and development fostered by increased trade and further trade liberalization contribute to the promotion of these standards. We reject the use of labour standards for protectionist purposes, and agree that the cooperative advantage of countries, particularly low-wage developing countries, must in no way be put into question. In this regard, we note that the World Trade Organization and International Labour Organization secretariats will continue their existing collaboration” (WTO, 1996).

On the other hand, the World Bank functions by influencing borrower member countries to analyze core labour standards and to implement them. Equally it offers technical support on matters relating to social-economic issues which has the potential to advance the cause of poverty alleviation

In terms of how the UN system promotes labour standards, its sub-organs are the main agencies that champions such an agenda. For instance, the UNICEF develops a checklist of strategic options that meet the interest of children (OECD, 2000), while the UNIFEM promotes the cause of women, especially in the world of work. (OECD, 2000),

2.5 Constraints to labour standard implementation

Constraints may be explained as factors that militate against the smooth implementation of labour standards. Empirical evidence indicate that globally there are a number of laws, regulations, conventions, codes, etc , towards the realization of decent work for the working masses, eradication of forced labour and human right abuses as well as the

eradication of poverty that is induced by poor labour standards at work. Ladbury et al (2003) accordingly observes that the underlying problem is not a lack of labour laws. Rather, it is the mechanisms to ensure that labour laws are applied and monitored. The following are some key constraints identified by literature:

2.5.1 The Entangle between Developed and Developing Countries

From an international perspective, the initial constraint to labour standard implementation came when calls were made by industrialized nations to have punitive measures introduced into the trade field against countries that failed to implement labour standards in their local environments (Rudra, 2002). By this it was intended that labour standards would be raised throughout the world. The strategy was however rejected by governments of developing nations mostly in Africa and Asia. Speculations for the stance taken by these governments were that either they had no regard for the rights of workers or they just wished to keep labour costs artificially low so as to pursue a cheap labour development agenda in their respective countries with the view to maximizing returns to enable them close the development gap (Singh & Zammit, 2000). The above situation is believed to have given the labour standard concept a slow start in its early stages.

2.5.2 Effects of Underbidding

The construction industry in developing countries such as Ghana is characterized by a high rate of competition (Ladbury et al, 2003). As a result of these high competition levels, contractors in bidding for contracts, often keep prices low in order to win contracts. Then when contracts have been won, it turns out that these contractors (now faced with price realities) tend to pay lower wages, refuse to provide safety equipment or

coverage for accidents and also keep a high number of temporary workers as well as indulge in many other forms of labour standard abuses (Ladbury et al, ibid).

2.5.3 Lack of commitment from Government

A number of studies have confirmed that, by its demeanour, the government of Ghana has not committed itself to the full implementation of labour standards. The first evidence is found in the lack of a central agency to manage/coordinate the affairs of the industry in general and labour standards in particular. (Ofori, 2012; Darko & Lowe, 2016). So far supervisory role over the construction industry is variously managed by The Ministry of Roads and Highways, The Ministry of Water Resources, Works and Housing (MWRWH), The Ministry of Transport, The Ministry of Employment & Labour Relations and The Ministry of Education, (Darko & Lowe, 2016).

Again the Ministry of Ministry of Labour and Employment Relations, together with its allied agencies typically have insufficient resources to inspect sites or represent workers outside the major towns, let alone address labour issues in community contracting or unpaid labour schemes (Ludbury et al, 2003). These tend to affect the sort of control that is supposed to be effected on the sector by government across so many issues in the industry including labour standards.

2.5.4 Inadequate Union presence on Construction Sites

There is a widespread perception that workers in unionized workplaces enjoy better conditions of work than non-unionized workplaces (LO/FTF Council, 2017). Empirical evidence from a study in India reveals that as at 2016 trade unions were yet to make inroads on construction sites. Thus, out of a sample of 250 construction workers surveyed a whopping 85.2% confirmed the non-existence of a labour organization at the workplace

(Srivastava et al, 2016). In Ghana trade unionism is largely sector-based (LO/FTF Council, 2017) .Until 2016 the Construction and Material Workers Association (CBMWU), Construction & Allied Workers Union(CAWU), Timber & woodworkers union (TWU) and General Manufacturing & metal workers union(GEM) which collectively absorb a larger proportion of the labour force in the construction industry were yet to acquire a certificate of collective bargaining as at 2016(LO/FTF Council, 2017)(See Appendix C).This may have affected the growth and spread of the union across all construction sites.

2.5.5 The nature of construction project execution& casualization

Gockel and Vormawor (2014) contend that casualization is actually rife in the construction industry in Ghana. In this case casualization is unfortunately triggered by the nature of the industry itself as a result of how projects are carried out. The construction industry (especially building construction, for our purpose) is such that different stages of the production requires different types of work/skills. For instance, manual and skilled workers like masons, scaffolders, steel benders, etc, are required at the initial stage of excavation and erection of structure. However, the finishing and service stages would employ other skilled workers like electricians, electric welders, painters, etc. (Srivastiva et al, 2016). These prompts the disbanding of workers based on demand and specialization from stage to stage as work progresses. In other words, the system gives rise to casualization of some sort even though the idea may be well intended to keep company resources judiciously utilized.

2.5.6 The ‘a bad job is better than no job’ syndrome

Construction has been found to be a labour-intensive enterprise (Darko & Lowe, 2016). Accordingly, it engages majority of the youth aged 18-45 years (Srivastava et al, 2016). Construction workers are said to have less social capital to have started their own enterprises or go into high income-earning jobs (Darko & Lowe, 2016). Beside this most construction workers are either illiterates or have lower levels of education. The cumulative effective of all these is that the sector is characterized by higher rates of workers being unable to protest cases of labour standard abuses. In the end, this translates into a socio-economic disempowerment and ultimately the common declaration that ‘a poor job is better than no job’. This is obviously a challenge to effective labour standard implementation.

2.6 Strategies for Implementing Labour Standards

The concept of labour standards is believed to have emerged on the international stage in the 19th century (Heintz, 2002). From then, series of techniques/ strategies have been employed in implementing labour standards at various geographical locations. This began with strong advocacy works by pioneers like Robert Owen, Charles Hindley , Daniel Legrand, etc.(Heintz,2002) The advocacy works then led to the formation of the ILO which function largely by creating conventions that set standards as well as use negotiations/ persuasions to get national governments, international development agencies and other actors/partners in labour standard implementation to comply. (Samuel, 2014; Brown, 2001, Heintz, 2002)

In other strategies, influential global organizations have developed corporate codes of conduct that aims at getting aspects of labour standards implemented. For instance the Organization for Economic Co-operation and Development(OECD) launched its own

Declaration on International Investment and Multinational Enterprises in 1976 which also set up a framework for governing corporate actions (OECD,2000).It must however be said that these codes were later found to have several shortcomings which include paying little attention to implementation(Hassel,2008)

Another strategy that has come up for the implementation of labour standards is the 'social clause' system. This system ties labour practices to the rules governing international trade thereby allowing trade sanctions to be directed at countries in which substandard labour practices existed (Heintz,2002)

In a paper prepared for the Department of International Development. (DFID), Ladbury & Gibbons (2000) first reviews examples of existing instruments that had been put in place towards getting labour standards effectively implemented. These include:

- i) The establishment of international conventions on labour standards such as the EU's Generalized System of Preferences, the 1998 Fundamental Declaration on Principles and Rights at Work, etc.
- ii) The establishment of national legislations (which helps to deliver Core Labour standards on a day-to-day basis)
- iii) Voluntary regulations by the business community (which has the advantage of being voluntarily adopted for business reasons)
- iv) Collective agreement (between trade unions/employers, a group of workers or their representatives and employers or a group of employers and government)
- v) Conventions set out through procurement and government contracts (which enables government departments use both procurement and contracting procedures to encourage the implementation of labour standards by its national and international suppliers) and
- vi) Consumer or civil society action.

In proposing their own strategies however, they submit some useful strategies for the implementation of labour standards in the UK as well as developing countries. These strategies are summarily spread around the following:

- a) Raising the importance attached to the promotion and implementation of core labour standards amongst DFID's international partners.
- b) Developing more effective working relationship with trade unions to promote the understanding and implementation of core labour standards.
- c) Supporting initiatives which aim to improve labour standards for informal sector and home-based workers including women and migrant workers.
- d) Supporting national governments in their efforts to implement labour standards.
- e) Influencing private sector businesses to adopt labour standards in a way to help eliminate poverty.

Making their contribution to the subject of strategies Cotton et al (2005) also tables these useful suggestions for the consideration of labour standard implementation

2.6.1 Contract documents

- Labour standards should be considered in relation to the full range of contract documents in the form of agreement to general clauses in the conditions of contract
- Additional clauses should be inserted into any special conditions or conditions of particular application, ensuring continuity with general conditions.
- Clauses usually express an intention to do something. Guidelines and checklists are therefore needed to identify how these clauses will be made operational.

2.6.2 Costs

- Implementing labour standards involves direct and indirect costs. These should be identified within the preliminaries and accommodated within prime cost items in the Bill of Quantities (ensuring that indirect cost for training, monitoring, etc , are included). Any penalties for non-compliance of labour standards should also be clearly explained in the contract.
- The employer will pay the increased costs of implementing labour standards in formal contracting through higher bid prices. In due course, contractors familiar with the implications can improve their competitiveness in bidding.
- For community contracting and voluntary schemes, costs are included in the agreed price to be paid by government (or donors) for the work.

2.6.3 Communication

- Workers and communities need to be made aware of what their rights and entitlements are, and why they should receive them
- Responsibility for raising awareness should be agreed and a communication strategy worked out with stakeholders, including the workers themselves

2.6.4 No monitoring, no compliance

- Without the application of incentives and/or sanctions, contractors are unlikely to see the need or benefit in implementing standards. Robust mechanisms are required to check on implementation. These include (a) visual monitoring to check on correct use of protective clothing and equipment and so on (b) viewing the record systems, to check on working hours, pay accidents and so on (c) doing regular site visits to hold discussions and addressing issues arising from the monitoring process

2.6.5 Incentives or sanctions

- Incentives can be in the form of a drawdown payment to the contractor on completion of contracts, provided compliance with all labour standards has been achieved
- Sanctions may be in the form of disqualification from bidding for future contracts, withholding payment and/or social pressure applied at site meetings

2.6.6 Inputs

- Monitoring the impact of labour standards on workers has two important aspects:
 - (i) Ensuring a positive impact with no unforeseen negative impacts and
 - (ii) increasing awareness among workers of their rights
- Workers and communities should be involved in regular monitoring
- Findings should be disaggregated to identify the impacts on female/male, permanent/casual, skilled/unskilled, migrant/local and poorest/less poor workers
- Compliance and non-compliance should be recorded and tracked, including how situations of non-compliance have been dealt with.
- Grievances and mechanisms to address them also need to be recorded

Notwithstanding the suggestions given above, the study further proposes a Step-by- Step Approach as being useful if labour standards are to be effectively implemented. This involves

- a) identifying gaps where labour standards are missing from law, policy framework, standard contract documents as well as common site practices
- b) Consulting with all relevant stakeholders to identify ways forward
- c) Agreeing on roles and responsibilities
- d) Choosing which labour standards to focus on (as a result of prevailing circumstances)

- e) Planning for the best strategy to apply for implementation and monitoring and eventually
- f) Institutionalizing labour standards into documents, defined responsibilities, future strategies and national agreements.

2.7 The Informal Economy in Ghana

The Cambridge English Dictionary defines the term ‘economy’ as the system of trade and industry by which the wealth of a country is made and used. (dictionary.cambridge.org/dictionary/English/economy). An informal economy is explained to cover activities and incomes that are partially or fully outside government regulation, taxation and observation. The main attraction of the undeclared economy is financial. This type of activity allows employers, paid employees and the self-employed to increase their take-home earnings or reduce their costs by evading taxation and social contributions (World Bank, 2014). According to Ludbury and Gibbons (2000), the informal economy consists of small-scale (often self-employed) activities, typically at the low level of organization and technology, with the primary objective of generating employment and incomes. Their activities are usually conducted without proper recognition from the authorities, and escape the attention of the administrative machinery responsible for enforcing laws and regulations.

Fleming et al (2000) states that the structure of the informal economy comprises of the following characteristics:

- (i) Absence of an official protection and recognition-unregistered economic activities, non- taxation and incapability of public workers to fulfill their duty lead to a lack of recognition by state agents
- (ii) Predominance of self- employed workers

- (iii) Non coverage of minimum wage and programmes in social security
- (iv) Absence of trade union organization
- (v) Low income and wages
- (vi) Little or no job security
- (vii) Majority of workers are mostly unskilled
- (viii) Workers level of training depends in their ability to get formal or informal education and/ or to pay for a good apprenticeship

In Ghana the informal economy is widely seen as the growth engine for internally driven economic transformation. With less than 14% of national employment coming from private formal and public sector, most of the labour force in Ghana has to be employed within the informal part of the economy (Haug, 2014). Even though the building construction sector in the Ghana may not wholly be an informal industry it is instructive to note that the sector is heavily influenced by its traits worth linking to this study. The private informal economy in the Sunyani municipality is reported to be the largest employer with a percentage of 74.6 followed by the public sector with 14.3% (see appendix D)

2.8 The Construction Industry

The construction industry is a manufacturing industry of some sort (Kwakye , 1997). What distinguishes the construction industry from mainstream manufacturing industry is that in the manufacturing industry products are designed and produced without a designated purchaser. The product is produced on the speculation that a purchaser will be found for the item. In the construction industry however the item is purchased and later produced rather than being in a finished state (Halpin, 2012).

Kwakye (1997) opines that the construction industry has some peculiar characteristics which require consideration in order to explain its specialization, complexity and organizational structure. He accordingly submits some fourteen points that sets the industry apart from others as follows:

- A fragmented industry - the industry is fragmented in terms of the number of institutions representing construction professionals, the number of trade associations representing trades people and specialization within the industry. Hence the industry is weak in its consultative process and for these reasons can neither lobby effectively nor let its voice be heard in higher places.
- Irregular employment - the industry has a higher than average level of unemployment as a result of its inability to match capacity with demand at any point in time. Resultantly, the industry may work under capacity at one moment, implying full employment for all workers in it, but the next moment (i.e. when the national economy is in recession) over capacity returns to the industry and in its wake workers face redundancy.
- Reliance on casual labour - employment of casual labour and subcontracting instead of full-time employed operatives is a common feature of the industry. Moreover, directly employed workers tend not to be employed for longer periods of time and some enter and leave the industry several times.
- Lack of investment - the industry is also characterized by contractors often relying on subcontracting and plant hire than investing in fixed capital assets.
- Unpredicted workload - the amount of work available to the industry and its firms over a period of time is difficult to predict. This makes it impossible to forecast the training needs, the level of investment and the level and value of each firm's output.

- Complex structure- the industry is noted to have a complex structure in terms of the different establishments involved in design, engineering, surveying, contracting, and plant hire and materials production/supply. These make the industry susceptible to disputes, delays, avoided responsibilities and missed opportunities for innovation.
- Separation of function- unlike other manufacturing industries, the design and production functions in the construction process are separate and therefore in this industry production begins only when the design process has ended. This is likely to lead to the situation of a design without concern for build ability or production economies and perpetuation of costly mistakes from one project to another.
- Lack of unity of approach - the contracting arrangements tends to cause and sustain a 'them and us' attitude. It is the client who often pays for this attitude as the project team tend to fight among themselves instead of tackling the problems posed by the project in unity for the client's benefit Thus project often fail to meet user requirements and delays and cost overruns are endemic in the industry.
- Dependency on several industries - the construction industry relies heavily on a number of other industries (both construction and non-construction related) for the production and supply of a variety of prefabricated and semi-finished materials/components. This makes the industry vulnerable to the shortages and inefficient production methods of those industries.
- Long production cycle - there is usually a long gestation period between inception and production phases of a construction project and also the production time for a major project is measured in years rather than days or weeks. Accordingly sudden increases in the demand for construction products cannot be met as all the pre-construction products are inelastic, even in the long term.

- Transient organization – production organization is transient and each new project requires fresh management and participants from a number of disciplines and establishments to undertake a sequence of tasks which, to a degree at least, vary from project to project.
- Mobile operatives and equipment – the workplace and production process need to be reorganized continuously with each new construction project and thus operatives, equipment and tools have to be moved from site to site.
- Operations in an ever changing environment – production is highly susceptible to the uncontrollable and often unfavourable conditions imposed by the weather and this affects productivity and thereby increases the cost of production
- Multi-party industry – the construction industry is a multi- party industry with cash flowing from client to main contractor and down the sub-contract chain. For this reason those at the lower end of chain hardly experience any financial problems that those at the top end may endure.

In terms of the structure of the industry, Halpin (2012) admits to the diversity of the construction industry and hence summarizes his opinion with a pie chart as in figure 2.1.

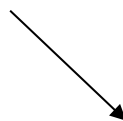
Figure 2.1: Breakdown of construction industry segments

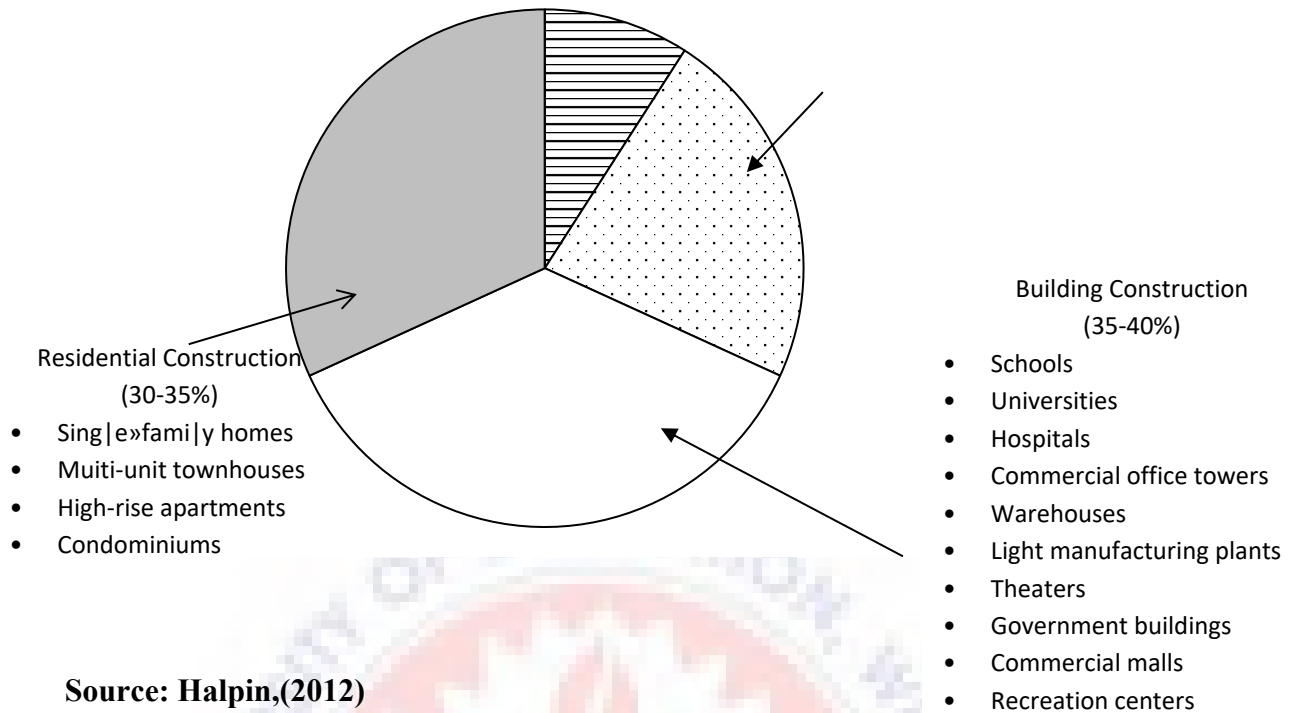
Industrial Construction
(5-10%)

- Petroleum refineries
- Petrochemical plants
- Synthetic fuel plants
- Nuclear power plants
- Steel mills
- Heavy manufacturing plants

Heavy Engineering
Construction
(20-25%)

- Dams
- Tunnels
- Bridges
- Highways
- Airports
- Urban transit systems
- Ports
- Pipelines
- Water treatment plants
- Communication networks





Source: Halpin,(2012)

Construction is a high-risk industry in view of the physical environment in which work takes place, the nature of construction operations, the materials used, methods used as well as the kind and size of equipment used (Menzel & Gutierrez, 2010)

2.9 The Ghanaian Construction Industry

The Construction industry in Ghana is an important player as far as the socio-economic life of the people is concerned. It provides shelter and infrastructure to deliver the built environment (Ofori, 2012). It also contributes significantly to the overall Gross Domestic Product (Osei, 2013). Given its strong forward and backward linkages, construction has got one of the highest multiplier effects. The sector also employs a high number of people especially the youth (Ofori, 2012). Key players in the industry include the client community(private and public),the design community, the supply chain, main contractors and sub-contractors, universities and other technological institutions,

professional associations, economic drivers such as banks and other financial institutions, as well as trade unions (Osei, 2013). Also, the main stakeholders in the industry are users and consumers of the built environment, demand side operators, supply side operators and then regulators. (Osei, *ibid*). The industry in Ghana is however a high labour-intensive enterprise with a vast majority of the youth in the sector employed informally (Darko & Lowe, 2016). The sector is also noted for its negative image due to its poor health and safety record as well as low earnings by the majority of the labour force. In the case of the latter point the Ghana Living Standard Survey (GLSS) 6 reported the average wage for a construction worker in 2013 to be \$100 per month while his counterpart in the Mining sector had \$210, Health & Social work had \$ 152, Transport and Storage had \$110 and Agriculture \$144.

Construction in Ghana is marked by a few large-scale construction firms, compared with small and medium-sized ones (Kheni, 2008). While the large construction firms are foreign companies, majority of the domestic contractors are small and medium –scale enterprises (Kheni, 2006). Engmond et al. (2007) submit that out of the total registered number of local construction firms in Ghana 10% do not have the technology, plant & equipment to take up large scale work. Accordingly, Kheni et al (2006) cites Aniekwu (1995) in saying large construction firms employing over two-hundred and fifty workers are few and are usually foreign contractors who are mainly engaged to handle large projects.

In Ghana, contractors in the construction industry are mainly Road/Civil Engineering Contractors or Building Contractors with the designations K and D respectively (Kheni et al, 2006). The Ministry of Water Resources, Works and Housing however designates building contractors as ‘DK’. Thus, the four main category of building contractors are

D4K4, D3K3, D2K2 and D1K1. Contractors in the D4K4 class are the least in rank while contractors in the class D1K1 are the highest in rank. Contractors in class D4K4 are explained to be those with the capacity to undertake building construction works of below \$75,000 in value; those in class D3K3 qualify to undertake building constructions of between \$75,000-200,000 in value, D2K2 contractors undertake building works whose value is between \$200,000 and \$500,000 while contractors in the D1K1 category qualify to undertake contracts whose value is above \$500,000 (interview with the Municipal Engineer). Qualification into higher classes is by application to the Ministry of Water Resources Works and Housing or its accredited agency and subsequent approval. This is however based on one's financial /resource base as well as volume of work executed previously. It is instructive to also note that although building contractors partly bear the title 'K' it does not permit them to undertake major road/civil works. The partial use of the 'K' designation is rather because building construction is found to also involve some amount of civil works, usually drainage. Classification of road contractors is actually done by the Ministry of Road and Highways who rather designates and classifies road contractors into classes A4B4, A3B3, A2B2, and A1B1.

2.9.1 Construction in the Sunyani Municipality

Construction in the Sunyani municipality follows many of the characteristics identified at the national level. Housing stock in the municipality however stands as 13226 (GSS,2014). This is expected to rise in the future due to the upsurge in economic activities as well as the need for infrastructural expansion to accommodate the increased population (GSS,2014). A corresponding future boom in constructional activities is also expected. The main materials used for construction are cement blocks/concrete (75.5%), mud bricks/earth (16.8%), wood (3.2%) and landcrete (2.2%) respectively. (see Appendix E).

The local industry employs 2155 persons (4.4%) of the total employed population of 48548 (GSS,2014). In terms of employments the public (government) sector employs 14.3 % of the total population, private (formal) sector employs 10.5%), private (informal) sector employs 74.6% (see Appendix D). Application of modern technology is low, which means manual constructional methods are mostly adopted which also imply a labour intensive approach.

Construction firms in the municipality are dominated by small and medium-scale enterprises (Kheni, 2006) especially those in the classes of D2K2 and D3K3. Stating the official number of registered contractors would however be challenging due to the varying number of ‘work opportunity’ centers spread across the Architecture and Engineering Services limited, the Sunyani Municipal, the Office of the Regional Coordinating Council and the Public Works Department. It is thus feared that there may be a possible case of double registration of construction firms at the various work centers since the idea of registration is largely influenced by the quest to be awarded contracts than any other consideration. This notwithstanding about twenty building contraction firms are said to be registered and working with the Sunyani Municipal Assembly which is the agency charged with the mandate of developmental agenda in the municipality (GSS, 2014).

2.10 Productivity

The concept of productivity has become a useful scientific tool used by establishments to measure certain growth trends in modern times. Experts however give a varied definition and interpretation to the term depending on the objectives sought, the parameters involved in its assessment with reference to the benchmark used for comparison, etc. For instance, the Building and Construction Sector Productivity Taskforce (BCSPT, 2009) in

New Zealand sees it as an industry's ability to convert inputs into outputs. Kwakye (1997) defines productivity as the amount of goods or services produced by a productive factor in a unit of time. Ohuero, Enegbuma, Wong, Kuok and Kenley (2018) on the other hand describe it in the context of construction as a measure of a unit of output per unit of labour. Overall, an operational definition of productivity that fits well with the various approaches to defining the concept, and which draws on the output-input model, is the amount or quantity of output of a process per unit of resource input. (Durdyev & Mbachu, 2011). It is significant to point out that the common thread that consistently runs through the different definitions or contextual interpretations of productivity relate to

- Effectiveness: i.e. how effective is the leveraging of the resources to achieve the set objectives e.g. A system can be adjudged in effective context if the set objective achieved through effective resource leverage;
- Efficiency: i.e. in achieving the set objectives, how efficient was the utilization of the scarce resources in the implementation process (Durdyev & Mbachu, 2011).

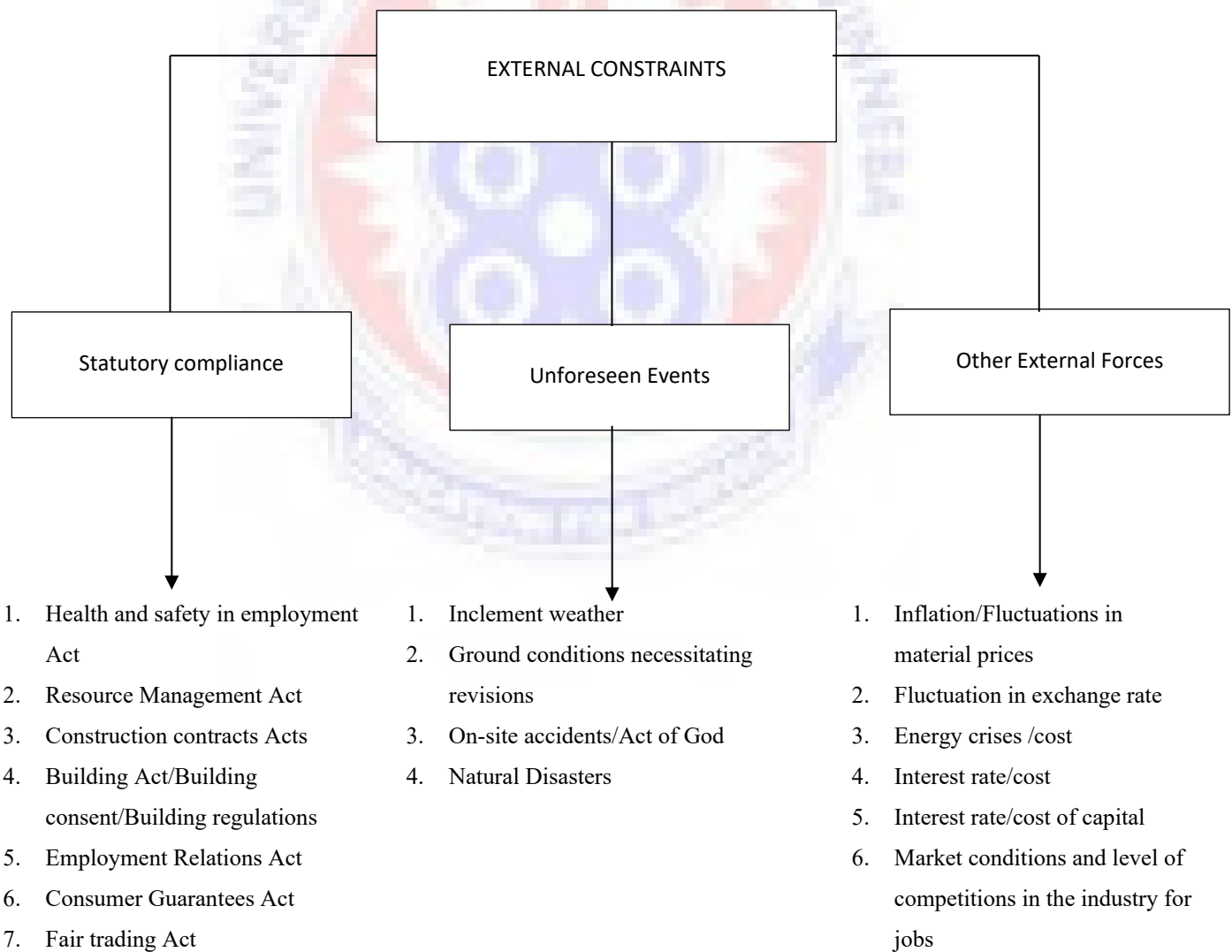
Productivity is critical to the survival and growth of any organization, industry or nation. It enables an organization to be competitive, achieve set goals, meet stated value propositions and maintain strategic and financial health. At the industry level, productivity enables the sector to maintain satisfied clientele, attract investment, remain viable and contribute to the nation (Durdyev & Mbachu, *ibid*).

2.11 Factors Affecting Construction Labour Productivity

To the extent that construction labour productivity differs in approach from other sectorial productivities it stands to reason that the factors/ constraints militating against it would also differ. Hence a study in New Zealand suggested that the variety of constraints affecting construction labour productivity is both internal and external

(Durdyev & Mbachu, 2011). The internal and external factors were found to relate to project finance, workforce, technology/process, project characteristics and project management while the external factors could broadly be summarized under statutory compliance, unforeseen events and other external forces.(see figure 2.2)

Fig 2.2: External factors affecting labour productivity



8. Arbitration Act

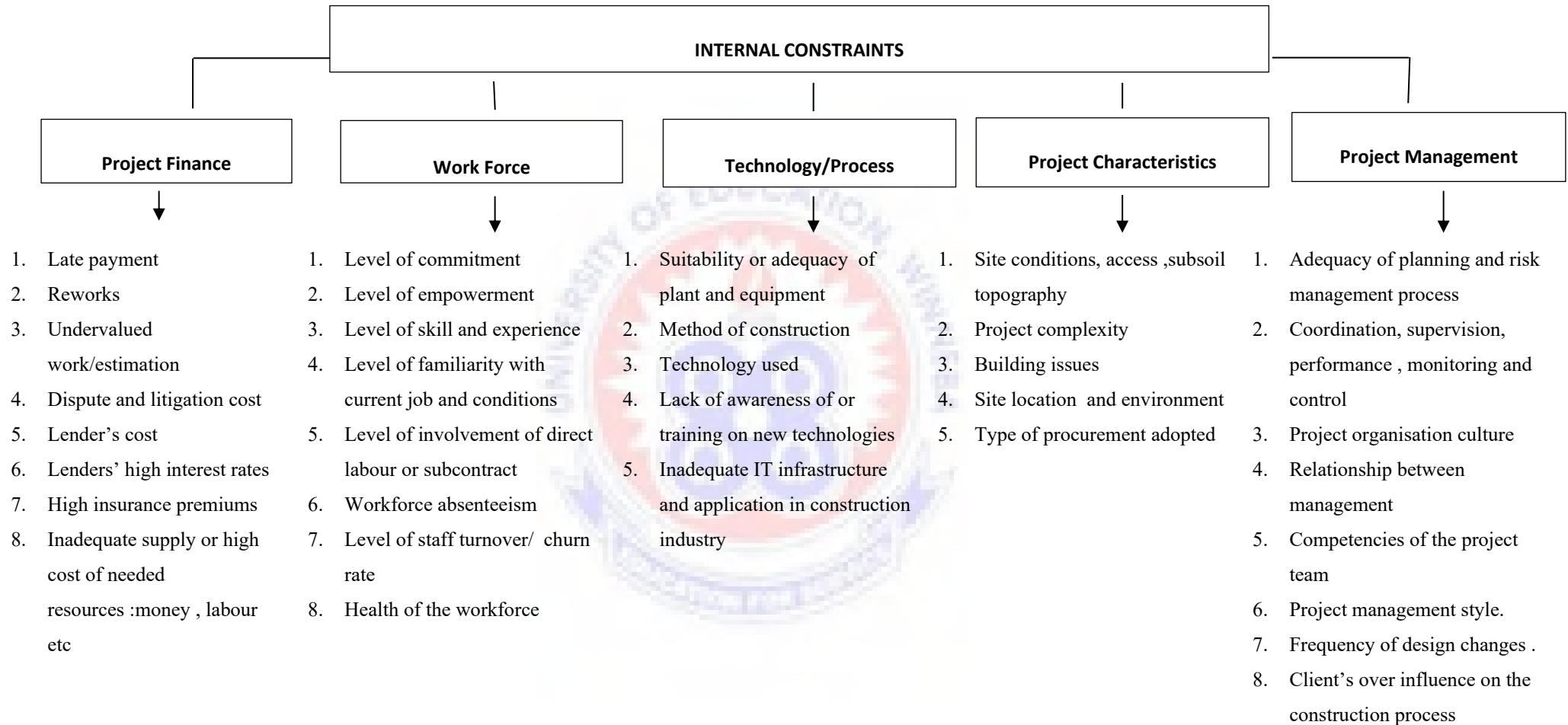
7. Rapid Technological advances

8. Frequent changes in
government policies
/Legislations/adversarial
relations

Source: Durdyev & Mbachu, (2011)



Figure 2.3: Internal Factors affecting Construction Labour productivity

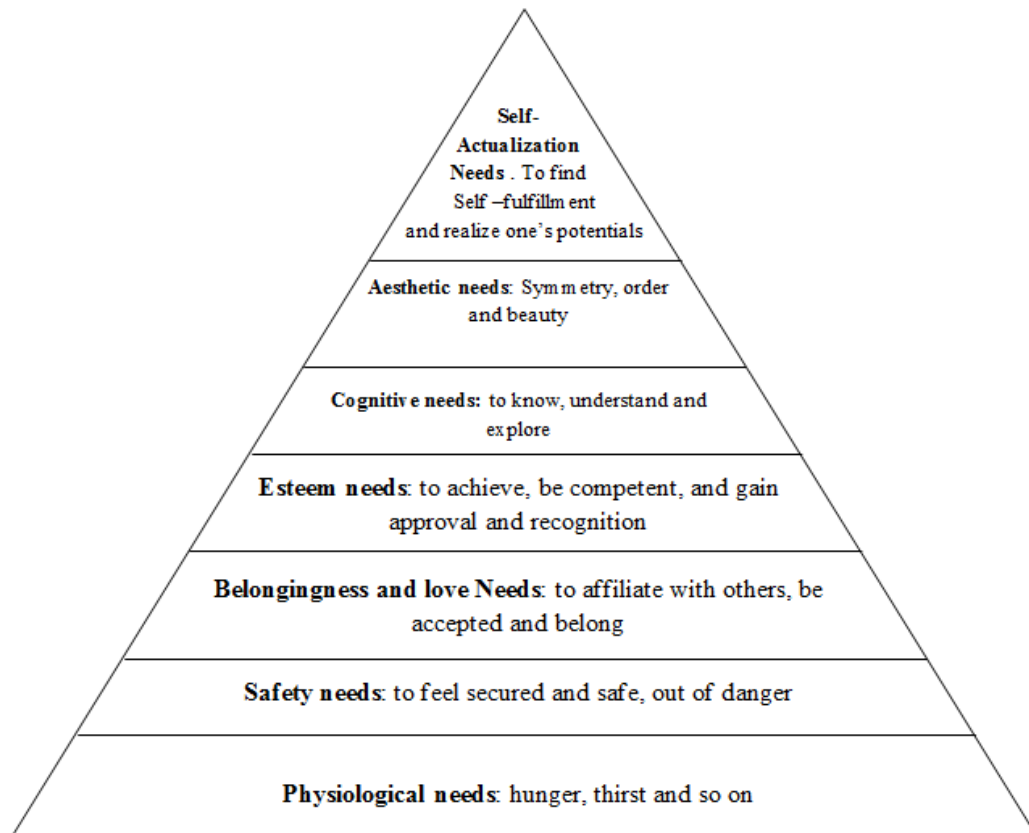


Source: Durdyev & Mbachu (2011)

2.12 The Concept of Motivation

Humans are basically psychological beings and need inspiration whether extrinsic or intrinsic for achieving organizational as well as personal objectives and goals (Parijat & Bagga, 2014). Psychologists have propounded various theories that seek to explain how motivation manifests itself. The hierarchy of need theory for instance mainly identifies seven different kinds of needs of humans namely the physiological needs, safety needs, the belongingness & love needs, the esteem needs, cognitive needs, the aesthetic needs and self-actualization needs. He further arranges these in a hierarchical order arguing that needs that are lower the hierarchy must at least be partially satisfied before needs that are higher in the hierarchy become important sources of motivation (Atkinson et al. 1983). see figure 2.4

Figure 2.4: Hierarchy of human needs by Abraham Maslow

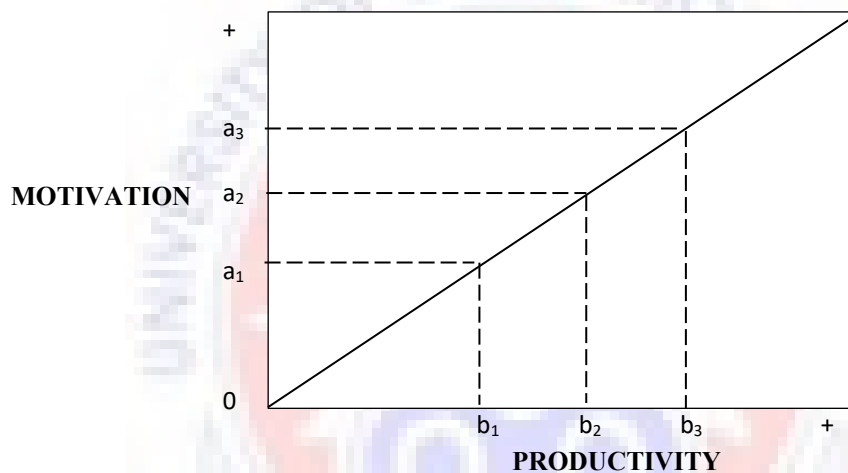


Source: Atkinson et al. (1983)

2.13 Motivation versus Labour Productivity

Warren, (1989) states that although productivity is dependent on motivation the reverse is true that motivation is also dependent on productivity. He illustrates this in figure 2.5 saying that as motivation is increased from a_1 to a_2 productivity increases from b_1 to b_2 . An illustration of the reverse scenario is that when productivity is increased from b_1 to b_2 it causes motivation to increase from a_1 to a_2 .

Figure .2.5: Motivation versus Productivity



Source: Warren, (1989)

The efficiency wage model also postulates that increasing wages can, in some circumstances, increase labour productivity (Samuel, 2014). This is because workers would show greater loyalty and commitment when employers improve conditions of work by implementing labour standards.

2.14 Role of Governments in labour standards implementations

The role of governments in promoting and implementing core labour standards is very crucial (Ladbury & Gibbons, 2000). A pivotal role is attributed to the state in stimulating activities such as the provision of credit, training and so on (World Bank, 2014; ILO,

2007). Globally there is enough evidence to show that governments have been working towards promoting labour standards through direct and indirect approaches (Cotton et al. 2005). For instance in India, the government has ratified various ILO conventions that relate to labour standards indicating its commitment in that regard. It has also gone ahead to establish both institutions and legislations that seek to uphold appropriate labour standards for the common good of employees ,employers as well as government. Useful legislations that readily comes to mind include the Trade Union Act 1926, the Minimum Wage Act,1948,the Equal Remuneration Act 1976, the Workman’s Compensation Act 1923, the Contract Labour Act 1970, the Interstate Migrant Workmen’s Act, etc.

The role of labour standards as an instrument for social inclusion of the working class in the social, political and economic development of Ghana was recognized in the early period of Ghana’s Independence (The National employment policy, 2014). Roles played by government in promoting labour standards vary from direct to indirect roles as follows:

2.14.1 Ratification of ILO conventions

The first of the series of roles played by Ghanaian government comes by way of signing on to international conventions/recommendations relating to labour standards. In 1957 for instance the government of Ghana joined the ILO and automatically ratified a number of its conventions (see table 2.1). By signing onto these conventions/recommendations it signaled government’s readiness to join the international community to uphold the tenets inherent in labour standard values. As at December 2016 Ghana had ratified 51 conventions, 40 of which are still in force while 11 had been denounced (LO/FTF Council, 2017).Again, the fundamental conventions amongst them are 8, governance conventions are 2, while technical conventions are 44.

Table 2.1: Ratified ILO conventions in Ghana

Subject /or right fundamental convention	Convention	Ratified date
Freedom of association and collective bargaining	C087-Freedom of Association and protection of the right to organize , 1948 C098-Right to organize and collective bargaining convention, 1949	1965 1959
Elimination of all forms of forced labour	C029-Forced Labour convention,1930 C105-Abolition of Forced labour Convention, 1957	1957 1958
Effective abolition of child labour	C138-Minimum age convention,1973 C182-Worst Form of child labour convention, 19557	2011 2000
Elimination of Discrimination in Employment	C100-Equal remuneration convention, 1951 C111-Discrimination(Employment and occupation) Covention,1958	1968 1961
Governance conventions		
Labour inspections	C081-Labour Inspection Convention,1947 C129-Labourinspection(Agriculture)convention , 1969	1959 Not ratified
Employment policy	122-Employment Policy convention ,1964	Not ratified
Tripartism	144-Triparte consultation(International Labour Standards)convention 1976	2011
Up-to-date Coventions	C014-weekly Rest(Industry Convention),1921	1960
Working time	C106-Weekly Rest(Commerce and office) Copnvention,1957	1958
Wages	C094-Labour clauses (Public contracts) convention, 1949	1961
	C115-Radiation Protection Convention,1960	1961
Occupational safety and Health	C120-Hygiene Commerce and office s)Convention , 1964 C148-Working Environment(Air, Noise and vibration)Convention, 197 C184-Safety and Health in Agriculture Convention, 2001	1966 1986 2011
Seafarers	C147-Merchant shipping (Minimum Standards)Convention, 1976	2005
Labour Administration	C150-Labour Relations Convention, 1978	1986
Industrial Relations	C151-Labour Relations(Public Service)Convention, 1978	1986
Specific Categories or workers	C149 Nursing Personnel Convention, 1977	1986

Source: LO/FTF Council, 2017

It is to be noted that fundamental conventions are the eight most important ILO conventions that cover fundamental principles and rights at work. They are equivalent to basic human rights at work. Governance conventions are the four conventions that the ILO has designated as ‘important’ to building national institutions and capacities that serve to promote employment. In other words, they are the conventions that promote a well-regulated and well – functioning labour market.

Another instance for the Ghana case is the partnership agreement signed with the United States African Growth & Opportunity Act (AGOA) in 2000 (LO/FTF Council, 2017). As part of the agreement Ghana offered to surrender the main benefits attached to the Act if it failed to uphold the core ILO conventions. This particular conditionality was intended just for the purpose of ensuring that there were enough guarantees for acceptable minimum wages, hours of work, occupational health and safety and general improvement in safety standards, etc.

2.14.2 Institutional Framework

Darko & Lowe, (2016) cites Ofori, 2013 in saying that the government of Ghana does not recognize the importance of the construction sector, the reason for which there is no single ministry responsible for it as well as a single sector –wide development policy or strategy. Further evidence is found in the government scattering its role the construction industry across so many agencies/ institutions.

2.14.2.1 Trade unions

Trade unionism was established in Ghana in 1945 (Gockel & Vormawor,2014). After this date the original union has undergone series of transformations. As at 2016, LO/FTF Council, (2017) report that there were five main categories of trade union groups with about 72 unions in Ghana (see table 2). Most of these unions are organized on industrial lines (Gockel & Vormawor, 2014; LO/FTF Council, 2017)

Table 2.2: Trade Union Centres in Ghana-2012

TRADE UNION CENTERS	AFFILIATED	TOTAL MEMBERS
Group 1:Trade Union congress(Ghana)	18	500,000
Group 2(Ghana Federation of labour	19	48,300
TRADE UNIONS		
Group 3:Non-affiliated National Unions	6	Lack aggregate data
Group4 :Sector Based Unions	14	172,500
Group 5:Enterprise-based Unions	25	Lack aggregate data

Source: Ghana TUC, 9th Quadrennial Congress-2012 and LO/FTF Council Research, 2017

The Trade Union Congress has 18 affiliated unions and the Ghana Federation of Labour has 9. Beside this however there are still some 6 non-affiliated unions, 14 sector-based unions and 25 enterprise- based unions. Almost all of these unions are found in the formal sector. However, there is also the union of Informal Workers Association (UNIWA) established in 2013(LO/FTF Council, 2017). The TUC is affiliated to the International Trade Union Confederation while the Ghana Federation of Labour is affiliated to the World Confederation of Labour (Abiodun, 2015). The Labour Act 2003 defines, regulates and empowers the

activities and functions of labour unions. The core functions of trade unions include leading their respective unions in dispute resolution, seeking the certificate of collective bargaining as well as aspiring to achieve improved conditions of work for their members, etc. Unionized workplaces have a comparatively better employment and working conditions than the non-unionized workplaces (LO/FTF Council, 2017). The reason is because unions are able to negotiate for improved conditions and monitor compliance with labour standards. Government's role in this case ranges from establishing to setting up the legal/ legislative framework and also creating the needed political and administrative atmosphere for trade unionism to thrive. Unfortunately unions like the Construction and Material Workers Association (CBMWU), Construction & Allied Workers Union (CAWU), Timber & woodworkers union (TWU) and General Manufacturing & metal workers union (GEM) which collectively absorb a larger proportion of the labour force in the construction industry were yet to acquire a certificate of collective bargaining as at 2016 (LO/FTF Council, 2017). See Appendix C

Even though the relationship between government and unionism cannot be said to be cordial, it is also not adversarial (Gockel & Vormawor, 2014). The movement is invited to serve on several policy making bodies in Ghana including The National Tripartite Committee, The National Advisory Committee on Labour, The National Media Commission, The Public Utilities & Regulatory Commission, The Divestiture Implementation Committee, The Board of Social Security and National Insurance Trust, The National Population Council, The Narcotics Control Board and The National Institutional Renewal Programme.

2.14.2.2 The National Tripartite Committee

The Labour Act 2003 established the National Tripartite Committee to among other things

1. determine the national minimum wage
2. advise on employment and labour market issues, including labour laws , international labour standards , industrial relations and occupational health and safety
3. consult with partners in the labour market on matters of social and economic importance
4. perform such other functions as the minister may request for the promotion of employment development in peace in the labour set up (Labour Act 2003).

The National Tripartite Committee compose of the Labour Minister who is the chairperson, five representatives of the government, five representatives of employee organizations and five representatives of organized labour (Gockel & Vormawor, 2014). The creation of the National Tripartite Committee is a conscious platform offered by the state as an avenue for collaboration and consensus building to ensure peace at all times within labour on one hand and in the broader context of economic and national peace and harmony.

2.14.2.3 The National Labour Commission

The National Labour Commission is another governmental body formed in 2003 under the Labour Act 2003 (The Labour Act 2003, ACT 651). It composes of a chairperson and two representatives each from government, employers' organizations and unions. The functions of the commission include

- To facilitate the settlement of industrial disputes;
- To settle industrial disputes

- To investigate labour-related complaints particularly unfair labour practices and take steps to prevent labour disputes
- To maintain a database of qualified persons to serve as mediators and arbitrators
- To promote effective labour co-operation between labour and management
- To perform any other function conferred on it under this Act or any other enactment.

(Ghana Labour Act ,2003)

Whenever the National Labour Commission failed in an attempt to settle a given dispute, the commission is mandated to appoint a mediator. If this should also fail an arbitration panel is set up with the consent of the parties involved to resolve any impasse that is still outstanding. (LO/FTF Council, 2017)

2.14.3 Government Ministries /Agencies

As has earlier been stated there is no single ministry/ agency that oversees the construction industry in Ghana. The sector is however variously overseen by the Ministry of Water Resources, Works and Housing (MWRWH), the Ministry of Transport, the Ministry of Roads and Highways, the Ministry of Education and the Ministry of Employment and Labour Relations (Darko & Lowe, 2016) .While the Ministry of Water Resources Works and Housing, the Ministry of Roads & Highways and the Ministry of Transport are jointly responsible for the built environment, the Ministry of Employment and Labour Relations cover labour and employment aspect of the sector .The Ministry of Education however partially covers research and development and vocational training (Darko & Lowe , 2016) . Each of these ministries has departments established under their functions to interpret the various policies that have been formulated. For instance, the Ministry of Manpower

Development and Employment has under it the Department of Factories Inspection and the Labour Department. The Labour Department is responsible for administering the Labour Act 2003 and the Workmen's Compensation Act. It also issues labour certificates to contractors bidding for a contract to certify that they are ready to comply with relevant labour laws (Kheni et al. 2006). The Factories Inspectorate Department on the other hand is empowered to enforce workplace health and safety standards, conduct workplace surveys, provide occupational health and safety information, registers factories including construction sites and also promote workplace health & safety through workshops and seminars (Kheni et al. ibid). In the case of the Ministry of Water Resources Works and Housing it comprises of The Public Works Department, the Department of Rural Housing, Department of Hydrology and the Department of Rent Control together with other agencies for implementing programmes emanating from government policies. Physical developments, especially roads and housing, are carried out after the relevant departments are satisfied that the project has met the requirement stipulated within the planning and building regulations of Ghana. Overall, the ministries are responsible for policy formulation while the departments under them implement the policies (Kheni & Braimah, 2014). At this juncture it is worth pointing out that the significance of the activities of both the ministries and their allied departments has, inherent in it, the idea of ensuring health and safety, nondiscrimination, improved work conditions and general compliance to labour standards.

2.15 Legislative Framework

Studies have shown that almost all nations have passed local laws that seek to regulate, enforce and promote labour standards. The regulations vary from country to country especially in technical details. Factors influencing these variations usually include the

historical and sometimes colonial background, the basis of legal systems to adhere to international legislations, pressure from other international institutions, etc (Ladbury & Gibbons, 2000). National laws are sensitive to national economic and cultural conditions, are much more specific than international ones, more known by the local population and can be amended or supplemented as appropriate by the national /local government (Ladbury & Gibbons, *ibid*).

Legislative provisions that relate to or support labour standards in Ghana are mainly found in the 1992 4th Republican Constitution and the Labour Act 2003. Labour-relevant provisions in the national constitution summarily establishes the right to satisfactory, safe and healthy work, equal pay for equal work, adequate resting periods, maternity leave, freedom of association, participation of workers in decisions at workplaces, etc. (LO/FTF Council,2017). In terms of the 1992 National Constitution the specific provisions that relate to labour or labour standards include.

- **Article 12, Clause 2:** Every person in Ghana, whatever his race, place of origin, political opinion, colour, religion, creed or gender shall be entitled to the fundamental human rights and freedoms of the individual contained in this chapter but subject to respect for the rights and freedoms of others and for the public interest.
- **Article 16, Clause 1:** No person shall be held in slavery or servitude
Clause 2: No person shall be required to perform forced labour
- **Article 21, Clause 1:**All persons shall have the right to
(d): freedom of assembly including the freedom to take part in processions and demonstrations.

(e): freedom of association, which shall include freedom to form or join trade unions or other association, national or international for the protection of their interest.

- **Article 24, Clause 1:** Everyone has the right to work under satisfactory, safe and healthy conditions, and shall receive equal pay for equal work without distinction of any kind.

Clause 2. Every worker shall be assured of rest, leisure and reasonable limitation of working hours and periods of holidays with pay, as well as remuneration for public holidays.

Clause 3: Every worker has the right to join a trade union of his choice for the promotion and protection of his economic and social interest.

- **Article 27 Clause1:** Special care shall be accorded to mothers during a reasonable period before and after child birth, and during those periods, working mothers shall be accorded paid leave.

Clause 2: Facilities shall be provided for the care of children below school-going age to enable women, who have the traditional care for children, realize their full potential.

- **Article 28, Clause 1(d):** Children and young people shall receive protection against exposure to physical and moral hazards

Clause 2: Every child has the right to be protected from engaging in a work that constitutes a threat to his health, education or development.

- **Article 36, Clause 10:** The state shall safeguard the health, safety and welfare of all persons in employment and shall establish the basis for full development of the creative potential of all Ghanaians.

Clause 11: The state shall encourage the participation of workers in the decision-making process at the work place (The 4th Republican Constitution of Ghana, 1992).

Unlike the 1992 constitution of Ghana, the Labour Act 2003(Act 651) is solely and purposefully designed to address labour issues. In terms of completeness this document responds to the diverse needs of the Ghanaian worker by spelling out the state's responsiveness to various labour challenges that may arise in the future. The act actually seeks to integrate all previous legislations into a single all-purpose document to forestall the fragmentations that had been the bane of stakeholders of labour and trade unionism. The main chapters of the one hundred and seventy-nine articles deals with important topics within the labour circles ranging from forced labour, occupational health and safety, labour inspection, unfair labour practices, strikes, public and private employment centers, protection of employment, general conditions of employment, hours of work, rest periods, employment of persons with disability, employment of women, employment of young persons, fair & unfair termination of employment , protection of remunerations, issues relating to temporary and casual workers, trade union & employer's organizations, to collective agreement (The Labour Act, 2003). The document also has the unique feature of establishing agencies that were going be at the forefront of championing labour standards including the National Labour Commission and The National Tripartite Committee.

2.15.1 Antecedent Laws to the Labour Act 2003 (Act 651)

Until the Labour Act 2003 was enacted and adopted, there had been some antecedent legislations taking care of labour issues in- Ghana. These include the Factories and Shops Act 1970 (Act 328), the Workmen's Compensation Act, 1987, the Trade Union Ordinance 1941, the Conspiracy & Protection of Property Ordinance, the Trade Disputes Ordinance

1941, the Industrial Relations Act 1965, the Labour Decree 1967, etc. (Gockel & Vormawor, 2014).

- **The Industrial Relations Act:** the act provided for the recognition of the Trades Union Congress (TUC) as a body corporate or legal person with perpetual succession and a common seal, with the power to acquire and hold property and also act as the labour movement in Ghana.
- **The Labour Decree, 1967:** governed the general conditions of employment in Ghana
- **The Factories, Offices & Shops Act, 1970:** for regulating the health and safety standards that have to be observed in workplaces and was designed to meet standards set in the relevant ILO conventions on health and safety at workplaces.
- **The Civil Service Law 1993:** provided the legal backing to the office of the head of civil service.
- **The Public Service Law, 1992:** it allowed public servants (i.e. government employees) to negotiate with their employer (i.e. the government)
- **The Workmen's Compensation Law:** this sought to provide for compensation to be paid to the employee or their dependents for work-related injuries or deaths.
- **The Trade Unions Ordinance 1941:** for the registration and regulation of trade unions and for other purposes connected therewith.
- **Conspiracy & Protection of Property Ordinance:** prohibited employees of essential services from embarking on a strike.
- **Trade Disputes Ordinance 1941:** empowered the minister of labour to refer industrial disputes for arbitration with the consent of the parties involved in the disputes. (Gockel & Vormawor, 2014).

2.16 Impact of Government' s roles

Studies have shown that the mere existence of labour legislations have not yielded tangible desirable impacts within the construction industry in most developing nations. Cotton et al (2005) confirms this through a study conducted about labour standards in three developing countries namely Ghana, Zambia and India. The study concluded that availability of relevant labour laws was not the problem but rather there was a general lack of effective mechanisms to ensure that these laws are applied and monitored. The study further pointed out that although national laws were robust and covered most standards, National Framework Agreements also reflected some standards in contract clauses but were minimal and rarely specific enough to provide sufficient guidance for implementation. The report also stated that Ministries of labour and Trade Unions typically have insufficient resources to inspect sites or represent workers outside major towns.

In terms of health and safety in the construction industry, Donkoh & Aboagye-Nimoh (2016) cites Kheni(2008) by saying that the government of Ghana and many other developing countries have paid little attention to hazards that the activities of the industry pose to construction workers and the public thus far. Assuming et al (2015) contend that till date Ghana does not have a well-recognized health and safety policy as required by the ILO even though there are the Factories, Offices and Shops Act, the Mining Regulations, the Labour Act 2003, etc ,all of which have provisions about health and safety management at the work environment. To such policies however Kheni and Braimah, (2014) observes that in comparison with developed countries the legal and institutional frameworks for occupational health and safety administration in developing countries are far less extensive and comprehensive. In their contribution to this same point Darko &Lowe (2016) opine that the

somewhat inconsistent and adhoc nature of construction policies is exemplified by the manner in which responsibility for the sector has been divided across many ministries, departments and agencies. Unfortunately the many departments and agencies responsible for health and safety result in bureaucracy and an increase in corruption common in the construction industry (Kheni & Braimah, 2014).

Even though the ILO conventions places a duty on national governments to take steps to improve the living conditions of workers ,especially with the view to bringing them out of poverty, (and this is adequately supported by Articles 68-78 of the Ghana Labour Act 2003 as well as Article 24 clause 1 of the 1992 constitution), evidence point to the fact that government, which together with state- owned enterprises is the key employer in the construction industry (Osei, 2013) ,often delay payments for contracts that have been executed on its behalf for several months. This situation does not only make the government shoot itself in the foot in its leadership roles but more critically worsen the plight of Contractors and ultimately the poor construction worker (Darko & Lowe, 2016).

Another interesting point to the debate at this juncture is provided by Cotton et al (2005). They indicate a situation where government in awarding its' contract to contractors fail to insist that labour standards costs is indicated in the bid documents and the contract awarded to the bid with the most elaborate labour standards plan. This creates the impression that government may be paying lip services to the labour standard agenda after all. Finally, the study indicates the scenario where tender propositions requested bidders to indicate labour standards costs in the bill of quantities and yet bidders failed to respond. This is due to a general lack of awareness of labour standards or a lack of understanding of the entire concept.

As the researchers suggests, this may be put down to a lack of education /awareness creation, ineffective communication as well as a lack of consultative building.



CHAPTER THREE

METHODOLOGY

3.1 Introduction

Carrying out any desirable activity requires that one follows certain procedures or methods in order to achieve favourable results. This chapter examines the general procedures used for the study. It covers a description of the study area, the research design, the study population,

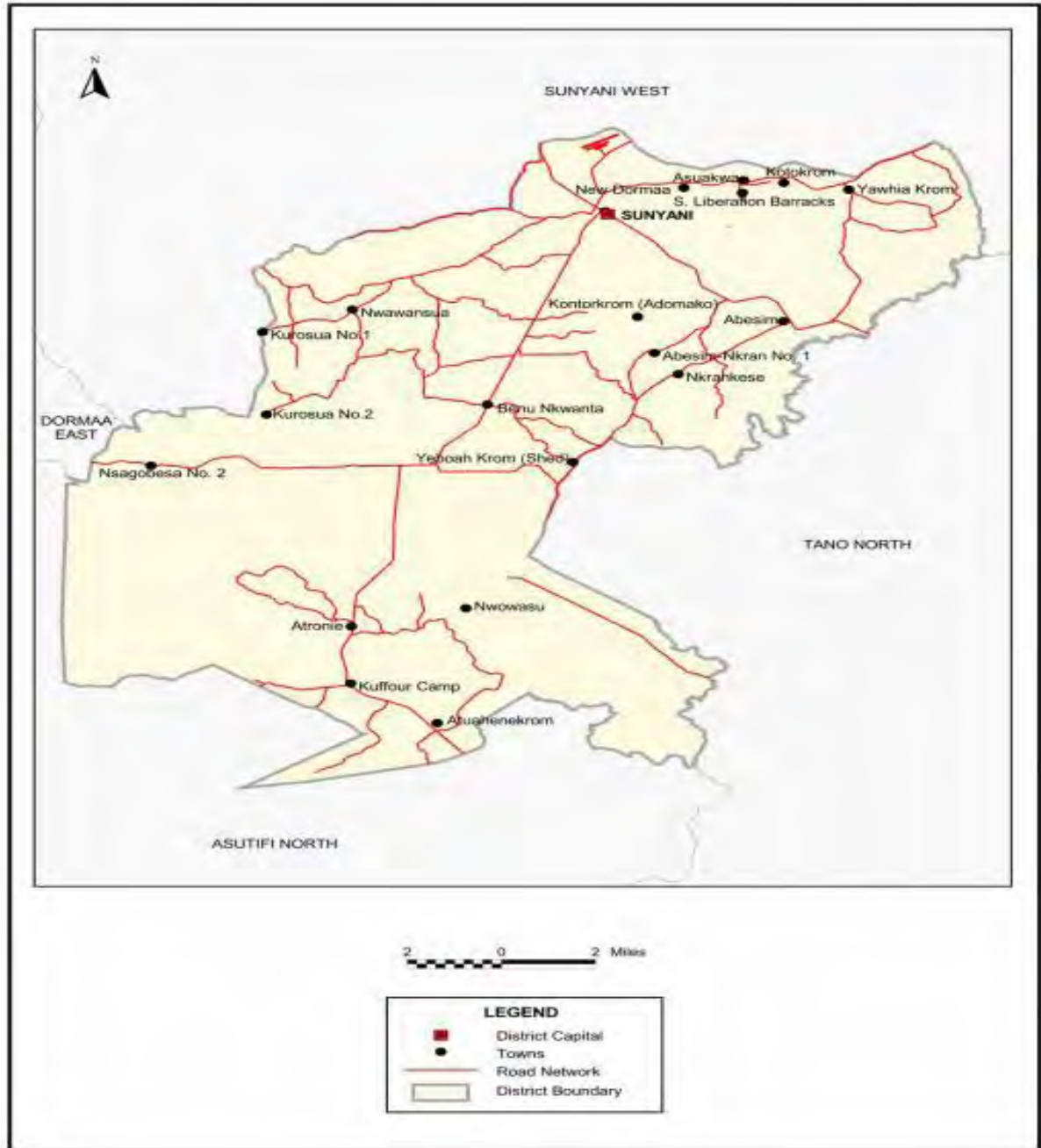
sampling size and sampling procedure, types and sources of data, instruments of data collection, validity and reliability of instruments, methods of data analysis and ethical considerations in the data collection processes.

3.2 The Study Area-Sunyani Municipality

The Sunyani Municipality is one of the twenty-seven districts in the Brong-Ahafo region created in 1989 through the legislative instrument (LI) 1473 (Ghana Statistical Service, 2014). It actually is the premier district in the Brong Ahafo region with its capital in Sunyani. The municipality is also one of the 8 districts in the region to have been named after the district capital. (Ghana Statistical Service, 2005) The municipality lies between latitude 7°20'N and 7°05'N and Longitudes 2°30'W and 2°10'W. It is bordered on the north by the Sunyani West District; west by the Dormaa East District, south by the Asutifi North District and to the south and east by the Tano North District (see figure 6). The municipality occupies a total land size of 506.7 km square and having a population of 123,224 as at 2010 (Ghana Statistical Service, 2014).

Even though the Sunyani West district was carved out of the Sunyani Municipality in 2007, the two districts have virtually become inseparable in terms of facility utilization, economic activities, etc. As a result, although this study is focused on the Sunyani Municipality the dynamics are somehow influenced by the socio-economic activities of its sister district.

Figure 3.1: The map of Sunyani Municipality



Source: Ghana Statistical Service, 2014

In Ghana the classification of a locality as an urban or rural area is based on population (Ghana Statistical Service, 2014). Thus localities with a population of 5000 or more are classified as urban. This provides the basis to state that the Sunyani municipality is a perfect

example of an urban society with 102,389 people living in the urban area while 20839 are rural dwellers (Ghana Statistical Service, 2014).

The Municipality is predominantly an Akan society although other ethnic groupings such as Ewes, Ga-Adangmes as well as some northern tribes are in the minority. The municipality is generally neat and peaceful with no history of chieftaincy disputes (Sunyani Municipal Assembly, *ibid*) Experts predict the municipality to be a budding buzzing city with the upsurge of industrial, service and commercial activities (Ghana Statistical Service, 2014). This is further boosted by the fact that only one-third of its land size is inhabited or cultivated, setting it apart from other major cities such as Accra and Kumasi which are noted to be battling with the problem of land acquisition for commercial, industrial and developmental projects (The Frontier, Nov.2011).

In the Sunyani Municipality, population and the socio-economic dynamics have changed significantly within the last ten to fifteen years (Ghana Statistical Service, 2000a&2010b). For instance, the Ghana Statistical Service reports that in 2000 there was a population of 179165 people in the then Sunyani District comprising of the now Sunyani Municipality and the Sunyani West Districts. In 2010 however the population in the Sunyani municipality alone stood at 123,224, with 102389 (i.e. 83%) living in the urban areas. Further to this housing stock is estimated at 13226, with 9782(74%) found in the urban area. Again, there is the establishment of the University of Energy and Natural Resources, the Sunyani Nurses and Midwifery School, the Catholic University College, the Community Health Nurse School at Tanoso, the Newmont Ahafo Mines at Kenyasi (whose workers reside in Sunyani)

which hitherto were not in existence. All these have necessitated an expansion in infrastructure especially in housing to accommodate the increased population.

3.3 Research Design

The purpose of a research design is for the determination and statement of the strategy adopted for a particular project (Creswell, 2009). The design explains the method of enquiry, the objectives and the approach (Kumar, 2011). Several research designs are available for social scientists including the exploratory, descriptive, the survey, case study etc. (Kumar, 2019; Neuman, 2007). This research uses the Descriptive method of study. The descriptive method of study accurately describes the characteristics of a particular individual, situation or a group (Kothari, 2004). The main feature of this method is that the researcher has no control over the variables. Rather he only report what happens or is happening (Cohen et al. 2007).

The research approach was be a mixed method which is explained by Creswell (2017) to mean an enquiry that is based on the use of both qualitative and quantitative methods. The adoption of the mixed methods allows the researcher to be flexible in the measurement of variables and hence discuss the results using different paradigms (Neuman, 2007). The qualitative aspect of this study consists of interviews with stakeholders who are front runners in the building construction industry. The quantitative aspects of the study equally consist of the responses from managers, site managers, human resource officers, etc.

3.4 Population

The population of any study refers to the targeted group from which the researcher is interested in gaining information from and drawing conclusions. Therefore, the population of this study was made up of construction managers of all the twenty construction companies

within the category of D1K1, D2K2, D3K3 and D4K4 that are registered with the Sunyani Municipal Assembly. Other members of the population were trade unionists. The population was made up of 50 construction managers.

3.5 Sampling Techniques and Sample size

The Purposive sampling technique was used to select all the 50 participants for the study. According to Creswell (2009), in purposive sampling researchers intentionally select individuals and sites to be able to learn or understand a phenomenon. This way, the researcher builds up a sample that is satisfactory to specific needs. In this case the adoption of the purposive sampling technique was largely influenced by ability to read and comprehend questionnaire items independently.

3.6 Data Collection

Basically, primary and secondary data were used in the study. Primary data are the firsthand information obtained from respondents. The primary data were obtained from construction managers such as project managers, site supervisors, contractors, engineers, trade unionists etc. The secondary data also comes by way of a review of previous works done on similar topics by other researchers.

On the whole the data cover issues such as health and safety, wages, working hours, contract documents, period of payment of salaries, trade unionism, etc.

3.6.1 Research instruments for Data Collection

Studies that utilize only one source of data produces poor or weaker results. Therefore, this study will use multiple tools consisting of questionnaires and interviews guides.

3.6.2 Questionnaires

Questionnaires have been found to be an efficient way to collect large statistically quantifiable information. The relatively large sample size in this study justifies the use of questionnaires as a data collection tool. The questionnaires used contain items on the background information of respondents, level of educational attainment, types and nature of labour standards, constraints to labour standard implementation, strategies for implementing labour standards, etc. This data gathering instrument targets literate construction and pro-construction professionals. Generally, the instrument consists of two main sections namely section A and section B. Section A is concerned with eliciting the background information of respondents including gender, age/age bracket, level of educational attainment, position held in the company and the number of years served. Section B focuses on assessing the type and extent of labour standard practice in the individual companies. It also addresses the issue of key constraints to the implementation of labour standards in the building construction company as well as strategies that could be utilized for effective implementation of labour standards. In terms of the items in section B a weight of 1,2,3,4 and 5 has been placed on the responses to the specific items to establish the degree to which they manifest themselves. A tick under 1 indicates a strong disagreement, 2 suggest ordinary disagreement, 3 indicates neutral stance, 4 represents an agreement while 5 indicates a strong agreement.

3.6.3 Interview Guide

The researcher used structured interviews for the data collection during the study. This was targeted at contractors, consultants, project managers, human resource officers, and trade unionists. The interview guide explores the nature and types of labour standards in the local

construction industry. Again, it attempts to identify possible constraints that affect the implementation of labour standard issues among construction companies. Also, the interview guide solicits for views on strategies which can be put in place by the stakeholders to review and upgrade labour standards in the construction industry.

3.6.4 Validity and Reliability of instruments

Cohen et al. (2007) asserts that validity is the extent to which the research instruments records what it intends to record. Neuman (2007) also explains the term to mean the truth that can be applied to the logical tightness of an experimental design, the ability to generalize findings outside the study, the quality of measurement and proper use of procedures. Neuman (2007) defines validity as the degree to which a measuring instrument actually measures what it is designed to measure. On the other hand reliability refers to the extent to which an instrument measures the same way each time it is used, under the same conditions with same objects. . According to Neuman (2007) reliability is the dependability or consistency of the measure of a variable.

In order to achieve validity and reliability the questionnaire and interview guide were piloted on some selected respondents (site supervisors and management staff). This was to test for errors in the form of repetition of questions, typographical mistakes as well as ambiguities in questions.

3.6.6 Ethical Considerations

Considering issues of ethics are very important in every research adventure or study. Ethical considerations such as confidentiality, anonymity, access, betrayal, trust, etc, were critically

addressed. Indeed, ensuring anonymity and trust with the participants helps to establish greater content validity. With regards to anonymity and confidentiality, participants were instructed not to write their names or any identifiable details on the questionnaire sheets. The data collected were stored and handled in a professional manner in order not to disclose the identity of participants or reveal any information that could lead to identifying the individual responses provided by participants in the discussion of research results.

Respondents were also briefed on the possible impact of the study.

To gain access to key informants, letters of introduction were sent to the concerned construction companies and any other establishments that came up in the course of the study

3.7 Data analysis

Data collected were analyzed statistically using Statistical Package for Social Sciences (SPSS) Version 18. Statistical techniques such as frequencies, percentages, tables and charts were used to explain various findings.

CHAPTER FOUR

RESULTS AND DISCUSSIONS

4.1 Introduction

The purpose of the study was to explore labour standards in the construction industry using some selected building construction firms in the Sunyani Municipality of Brong Ahafo

Region as a case study. Several variables were analyzed based on the objectives of the study. This chapter presents the analysis and discussion of the results. This is done in four main sections namely the demographic information/background of respondents, common labour practices on building construction sites, constraints to the implementation of labour standards as well as useful strategies for implementing labour standards.

4.2 Demographic Background of Respondents

This section looks at the demographic characteristics of the respondents ranging from the gender of respondents, their age group, number of years served in present position, educational background and the position held in the given building construction firm.

4.2.1 Gender of respondents

The respondents for the study consisted of both males and females. In terms of the gender distribution the data revealed that 40 males representing 80% were involved while 10 females representing 20% formed the minority group.

Table 4.1: Gender of Respondents

Gender	Frequency	Percentage (%)
Male	40	80.0
Female	10	20.0

Total	50	100
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Source: Field Survey, 2018

4.2.2 Age of respondents

Given the fact that the 1992 Constitution of the Republic of Ghana classifies people under the age of 18 to be minors and not capable of taking matured informed decisions this study attempted to find out the extent to which the information provided by respondents could be relied upon as matured responses.

Table 4.2: Age distribution of Respondents

Age	Frequency	Percentage (%)
Less than 18 years	2	4.0
18-27 years	8	16.0
28- 37 years	10	20.0
38- 47 years	20	40.0
Above 47	10	20.0
Total	50	100

Source: Field survey, 2018

Table 4.2 indicates that only 2 respondents fell below the age of 18. Other aspects of the results point out that 16% of the respondents were between 18-27yrs, 20% were between 28-37yrs, 40% were between 38-47yrs while another 20% were found to be above 47yrs. Since majority of the respondents were above 18yrs it can be deduced that the information

given by respondents are a well thought-through and matured responses worthy of being relied upon for this research

4.2.3 Educational background of respondents

Respondents were generally found to possess varying backgrounds of educational qualification. The data indicated that 25(50%) of respondents possessed Diploma/Vocational/Technical certificates, another 20(20%) possessed a Degree or Post graduate Degree while only 5(10%) were found to have no formal education. (see table 4.3)

Table 4.3: Educational Status of Respondent

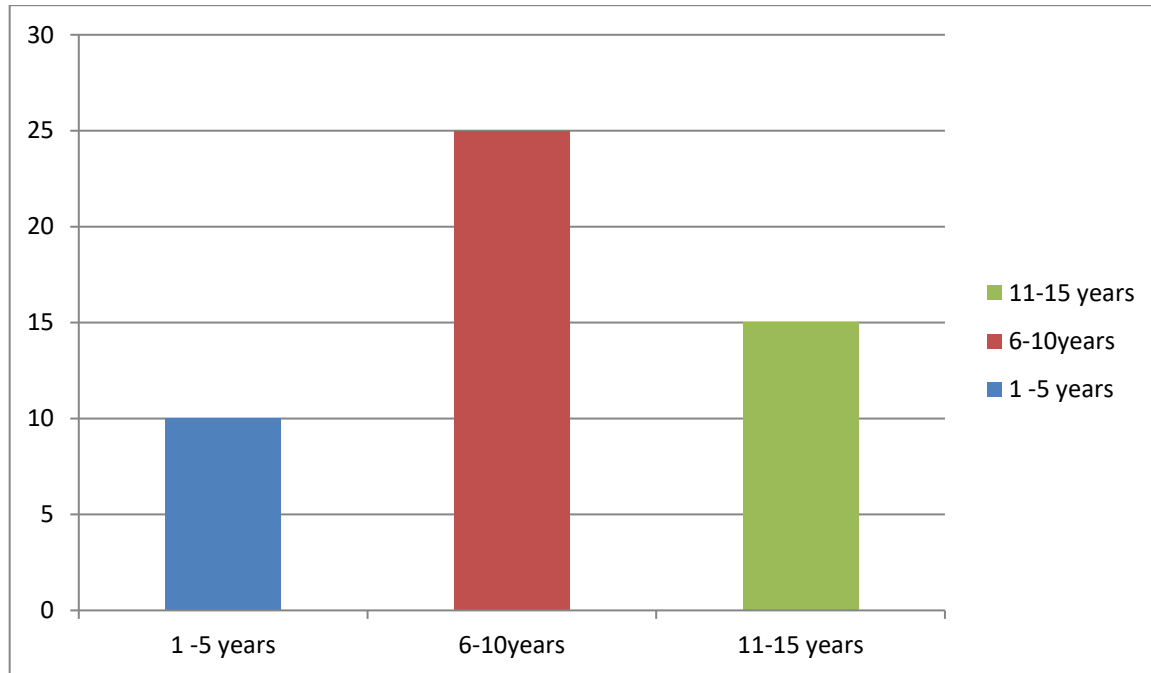
	Frequency	Percentage (%)
Diploma/Vocational/Technical	25	50.0
Tertiary	20	20.0
No formal education	5	10.0
Total	50	100

Source: Field survey, 2019

Therefore, a greater proportion of the information gathered from respondents can be said to be based on an in- depth knowledge and understanding as far as the building construction field is concerned.

4.2.4 Years served in present position

In terms of the years served in the position 25(50%) respondents were found to possess a 6-10year experience, 15(30%) were found to possess 11-15year experience while only 10(20%) respondents were found to possess an experience of between 1-5years. See figure 4.1

Figure 4.1: Years spent in the building construction industry

Source: Field Survey, 2019

4.2.5 Respondent's position in the construction company

The study found respondents to be holding varying positions in the various construction companies even though each of them can be said to be a position of trust or responsibility. Table 4.4 indicates that majority of the respondents, thus 40%, were Site Managers, 12% were Human Resource Officers, 6% were Deputy Managing Directors while 4% were Managing Directors.

Table 4.4: Position of Respondent in the Company

	Frequency	Percentage (%)
Managing director	2	4.0

Deputy managing director	3	6.0
Site manager	19	38.0
Contract manager	20	40.0
Human resource officer	6	12.0
Total	50	100

Source: Field Survey, 2019

4.3: Labour Standard Practices among construction firms

This section sought to establish which labour standard practices were popularly held on building construction sites and vice versa. Some of the practices in this case relate to health and safety, wages /bonuses & allowances, working hours, trade unionism, formal and decent working conditions as well as social security/ welfare.

4.3.1 : Health and Safety Provisions

The study enquired among other things about popular labour standard practices that relate to health and safety. Appendix A shows that 25 respondents (50%) strongly disagreed on whether construction companies have a policy on health and safety for protecting workers .Some 8(16%) stayed neutral while only 4(8%) agreed on the subject. This confirms an earlier position expressed by Asumeng et al (2015) which held that till date Ghana has not provided an overall framework for Health and Safety as required by the ILO even though there are the Factories, Offices and Shops Act, the Mining Regulations, etc, in place which have provisions about health and safety management at work environments.

On whether construction companies provided safety clothing to protect workers,28 respondents (52%) strongly agreed ,10(20%) agreed while 4(8%) disagreed.

Again Appendix C indicates that either 60% or 18% of respondents confirmed the fact that building construction companies provided First Aid Equipment to handle emergency accidents.

4.3.2 Wages& Bonuses/Allowances

The researcher was interested in knowing the extent to which wages and bonuses/allowances were being well handled in view of the fact that these have been found to be the greatest driving force affecting the moral/productivity of the teeming youth in the construction industry (Samuel,2014). The results show that 20 respondents (40%) disagreed with the question of whether salaries are paid in full and promptly. Another 15(30%) strongly disagreed with the same question while only 7 (14%) agreed. In synchrony with the above a respondent lamented to the researcher through an interview guide as follows:

I think the problem of salaries not being paid in full and promptly is an age old evil that we are all not happy about. But it is all the fault of our clients including the Municipal Assembly. Can you imagine that sometimes for contracts executed and handed over we have to wait for about six months to get paid? So yes if our clients manage to pay us promptly we can also be in a position to offer full and prompt payments to our workers.

Appendix C again reveals that when it came to the question of salaries meeting the current daily minimum wage, 15(30%) strongly disagreed, 5 (10%) also disagreed while a whopping 24(48%) remained anonymous. Even though the neutral responses present a lack of clarity on this particular proposition, the number of respondents who Disagreed with the question (30 in all) still formed a slight majority (40%) over the number that agreed which is 6(12%) in this case.

As to whether records of payments were kept, the results again reveals that 18 respondents (36%) agreed, 10(20%) strongly agreed, 7(14%) remained neutral, 10(20%) Disagreed while 5(10%) Strongly Disagreed.

4.3.4 Work hours

The study attempted to evaluate whether building construction firms within the jurisdiction complied with the standard hours of work in Ghana (8-hours) or if exceeded, whether the extra hours of work commensurate with the income earned by workers. The study results show that 30 respondents (60%) agreed to the question of an 8-hour work period by workers in the various construction firms, 7(14%) Strongly Agreed, 6(12%) Disagreed while 3 (6%) Strongly Disagreed.

For the number of days worked in a week 20 respondents (40%) gave neutral responses, 10(20%) Agreed while 5(10%) Strongly Agreed. Another 12(24%) agreed while 3(6%) Strongly Disagreed. This signifies a lack of verdict on the given proposition. However, an interview granted by a 41-year-old provides evidence to the effect that whenever contract existed to be executed companies worked for six days including Saturdays and holidays, as in the lines below:

You see Boss as for this one I won't lie to you. This work is not like an office work so we can't do it as an office work. Even with office work some people sometimes work on Saturday. so yes whenever we had a contract to execute we needed to work on Saturdays and holidays and I think the workers bear with us. Sometimes we do that in order to meet deadlines given to us by our clients. Remember also that when contracts lasted too long it became a drain on our coffers especially when you have to pay your people whether you are making losses or not. Meanwhile it is not all contracts that we get paid early enough. Sometimes we have to

endure a long wait of about six months after contracts have been handed over before getting paid. So if you were in our shoes, it is the same approach you will use, isn't it.?

4.3.5 Trade Unionism

When the issue of whether workers are allowed to register with and join trade unions was posed 18 respondents (36%) gave neutral responses. This notwithstanding, 12 respondents (24%) Agreed on the question, 8(16%) others Strongly Agreed while only 4(8%) Strongly Disagreed.

4.3.6 Formal/Decent work conditions

The study outcome suggests that an overwhelming majority of respondents (82%) either disagreed or agreed with the point that construction workers had a valid contract document covering their employment. This confirms the assertion by Haug (2014) that due the lack of employment contracts the workforce becomes a flexible mass that can easily be hired and fired.

With regard to flexibility in the conditions of work, 68% of respondents either agreed or strongly agreed that sick and maternity leaves were granted by the construction companies in the research area.

4.3.6 Social Security/Welfare

As far as this study is concerned the key welfare/social security issues that were the subject of interest included the payment of workers social security contributions to the SSNIT secretariat, whether employers of construction companies paid welfare packages to workers on account of marriages and funerals and whether employers paid or are willing to pay both

end of service benefits and compensation payments. Appendix C shows that majority of respondents (82%) either agreed or strongly agreed that construction companies paid social security contributions due their workers. This disagrees with the opinion espoused by Cotton et al (2005) an earlier study in which the poor informal and unskilled workforce in India were found to be unprotected as a result of state apparatus not making social security provisions for the teeming majority of construction workers.

The study results also revealed a situation where 40% of respondents could neither confirm nor disagree with the assertion that construction companies provided welfare packages to workers on account of social programmes such as marriages, funerals, etc. However, 14% of respondents disagreed while another combined total of 22% agreed.

When the question of the payment of an end of service benefit to workers was posed, 44% either disagreed or strongly disagreed. Another 18% either agreed or strongly agreed while 19 others gave neutral responses.

Further revelations from the study shows that 58% of the respondents either disagreed or strongly disagreed with the proposition that construction firms were involved in the habit of making compensation payments to workers on account of injuries /deaths sustained in the line of duty. For some 11 others (22%) however they thought that companies paid or are willing to make compensation payments in times of injuries or deaths during work.

4.4 Constraints to the implementation of labour standards

The second objective of this study was to identify key constraints that were likely to affect the implementation of labour standards among building construction firms in the Sunyani Municipality. The results of the study suggest that majority of respondents either agreed (i.e. 70%) or strongly agreed (i.e. 10%) with the assertion that most construction firms do not

have a full appreciation of the concept of labour standards and its benefits to both local and national economies. It is not surprising therefore that previous studies in Ghana had found labour standard practices to be low.

Majority of respondents (80%) again either Agreed or Strongly Agreed that the financial clout of the various construction companies could not support it enough to fully commit itself to implementing the various components of labour standards even if it wanted to.

The results further pointed out that there was no sector -based union within the jurisdiction to promote trade unionism among construction workers. 5 respondents (10%) Agreed in this case, 6(12%) Strongly Agreed and 25(50%) gave neutral responses. Another 2(4%) Disagreed while 12(24%) Strongly Disagreed.

A 51-year-old unionist shared his views on whether trade unions were allowed to act on behalf of workers whenever disputes arose:

The general awareness level on unionism among the citizenry is low. Even though nowadays we have sector-based unions for which reason we don't necessarily jump into the affairs of individual unions we have done an extensive research that reveals that the ordinary Ghanaian worker is dormant when it came to trade union activism. As for constructions workers and their employers the least said about them the better. I don't know whether it is because the construction and material workers union is not here. But even if the union existed here, I don't know whether it would have changed matters any better. I have this feeling because you see most of these construction workers are usually illiterates which limit their level of awareness about the very environment in which they live as well as reduce their level of self-confidence. So yes, the presence of the construction and material workers union could prove beneficial to some extent. But I think the situation wouldn't get any better so long as majority of the workforce are illiterates. Maybe I should also bring to the fore the age-old Ghanaian attitude of 'mempe me ho asem' (I don't want trouble). So may be contractors and

construction managers would have to appreciate this fact and find ways of helping to promote unionism within their set up.

Another revelation from the study is that majority of respondents concluded that worker instability among construction companies made it difficult to adopt a definite working policy to implementing labour standards such as the payment of an End of Service package. 23 respondents (46%) Agreed in this case, 12(24%) Strongly Agreed and 4(6%) gave neutral responses. Another 5(10%) Disagreed while 6(12%) Strongly Disagreed.

The study also confirms that workshops to sensitize and educate both employers' and employees were non-existing; therefore, the subject of labour standards received inadequate mention within the circles of building construction firms. A combined total of 37 respondents (56%) either Agreed or Strongly Agreed on the proposition. However, another combined total of 10 respondents (20%) either Disagreed or Strongly Disagreed, while 3(6%) were neutral.

Also, it is widely acclaimed that punishments helps to reform. This implies that when laid down principles are flouted without sanctions; impunity becomes the order of the day. This situation is therefore consistent with another result of the study which indicates that 64% of respondents (32) either Agreed or Strongly Agreed that building construction firms in the Sunyani Municipality did not receive any sanctions as a result of flouting certain aspects of labour standards. This was against a combined total of 14 respondents (24%) who either Disagreed or Strongly Disagreed, while 3 others (6%) stayed neutral.

Finally the study held that 48% of respondents were undecided as to whether the informal nature of the sector affected the payment of SSNIT contribution due workers. However a

combined total of 28% of respondents either disagreed or strongly disagreed with the above subject while another combined total of 24% rather agreed or strongly agreed. (see appendix B)

4.5: Strategies for Implementing labour standards

The third objective of this research was to identify strategies that would be favourable for implementing labour standards effectively on building construction sites in the Municipality. In that regard seven key strategies were proposed by the researcher. These strategies were selected from a review of previous studies because several researchers have considered them significant in other jurisdictions. The data obtained was systematically entered into SPSS software and analyzed with descriptive statistics. Consequently, the mean for the individual items were calculated. The use of mean in research is paramount because it minimizes errors and also determines the overall trend for the research (Loether & McTavish, 2014). However, the Relative Importance Index (RII) was used to rank them according to their level of importance. The formula for Relative importance Index (RII) is given by

$$\mathbf{RII} = \frac{\Sigma \mathbf{W}}{\mathbf{A} \times \mathbf{N}} \quad (0 < \mathbf{RII} < 1)$$

Source: Ohueri et al, 2018

Where **W** is the weight given to each factor for the respondents; **A** is the highest weight (ie 5 in this case); and **N** is the total number of respondents.

Table 4.5: Strategies for implementing labour standards in the Sunyani Municipality

STRATEGY	1	2	3	4	5	TOTAL	WEIGHT	MEAN	SD	RII	RANK
Companies should specify strategies for implementing labour standards in bid documents		1	4	9	36	50	230	4.60	0.728	0.92	1st
Awards should be given to firms that are found to uphold labour standards to a better degree		4	4	11	31	50	219	4.38	0.945	0.88	2nd
Empower appropriate agencies to monitor and check compliance	6	6	3	11	24	50	191	3.82	1.453	0.76	3rd
Embark on education campaigns about labour standards	7	8	5	12	18	50	176	3.52	1.474	0.70	4 th
Apply sanctions on defaulting companies	9	6	5	15	15	50	171	3.42	1.486	0.68	5 th
Let companies have an overall policy framework on labour standards	6	12	6	15	10	50	162	3.24	1.349	0.65	6 th
Agencies that check compliance should be non-governmental	10	9	8	13	10	50	154	3.08	1.441	0.62	7 th

Source: Field Survey.2018

Table 4.5 shows that causing companies to specify strategies, plans and targets in bid documents (RII=0.92) has been ranked as the most important strategy for implementing labour standards in the Sunyani Municipality. Giving awards/recognition to companies that performed well in upholding labour standards was ranked second with RII=0.88. Other significant strategies that could be considered for implementation in the municipality include empowering appropriate agencies to vigorously monitor and check the implementation of labour standards on construction sites (RII=0.76), embarking on education and sensitization workshops to bring about due awareness on the labour standard subject (RII=0.70) and applying sanctions on companies that flouted specific labour standards (RII=0.68) respectively. Strategies such as making construction firms have an overall policy framework on labour standards (RII=0.65) and making sure that agencies that were put in charge of labour standard implementation and compliance were private/ non-governmental. (RII= 0.62) followed in the 6th and 7th position respectively.

CHAPTER FIVE

FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter captures the summary of the research following the analyses of the results. Therefore, the main sections of the chapter is seen in terms of (i) the major findings (ii) conclusions and (iii) recommendations

5.2 Major findings of the study

The following are the important findings made in respect of the specific objectives of the study

5.2.1 Evaluation of Labour Standard Practices

The results points to varying scenarios on a general scale. It was found that construction firms in the Sunyani Municipality provided safety equipment to protect its workers. They also provided first aid equipment to cater for unexpected accidents. These were however not backed by a well-defined policy framework on health and safety.

For standards relating to wages and allowances the results indicate that salaries or wages were not paid in full and promptly. Similarly, salaries did not meet the current minimum wage in the country which is 9.68. (see Appendix F). The results however suggest that record of payments was generally kept by construction companies.

It also emerged that most construction companies complied with the standard hours of work in Ghana (ie 8 hours) to a larger extent.

The study further confirms that construction workers worked for six days per week including Saturdays and holidays. However, this was when companies had a contract to execute. No evidence was found suggesting that work done in the extra days attracted extra income by workers.

Again, the study indicates that trade unionism wasn't popular among construction companies in the Municipality. This was found to be influenced by a number of factors including the absence of a sector-based union in the municipality, instability in the workforce of construction firms, the education/awareness level of majority of construction workers and a general lack of interest on the part of both construction managers and other stakeholders.

The study result also suggests that most construction companies did not provide workers with valid written contract documents. This implies that the terms of employment were not documented before work began, which potentially exposes the worker to abuses/exploitation.

Notwithstanding the earlier situation the study gives the indication that sick and maternity leaves were granted to sick workers and nursing mothers respectively to sort themselves out.

On findings relating to welfare and social security the study suggests that construction companies paid the social security contributions meant for their workers to the SSNIT Scheme. It was however not clear whether construction companies provide welfare packages during social programmes like funerals, marriages, outdooring.

The study also found no evidence about construction companies paying an end of service benefit to outgoing members. This was however found to be hugely influenced by workers inability to stay with individual companies for longer periods of time.

Finally, the study confirms that companies did not make arrangements to make compensation payments to their workers to cater for injuries, sick health or death encountered through work.

5.2.2 Constraints to the implementation of labour standards

The study made the following findings about potential factors that had become a challenge for the implementation of labour standards among construction companies in the Sunyani Municipality.

- (i) Construction companies do not have a fine appreciation of the labour concept and the extent to which the subject can help improve the fortunes of construction workers, the nation and the individual companies as well.
- (ii) Though the TUC is the mother body of trade unionism in Ghana it is also a fact that sector-based unions promote the activities of trade unionism among workers. Unfortunately, the absence of construction and material workers association in the municipality has contributed to a lower level of union activism. This justifies the assertion that unionized work places had better employment and working conditions than non-unionized workplaces (LO/FTF Council, 2017)
- (iii) The findings further points to the fact that the labour force among companies is generally unstable with workers constantly crossing over to other companies for greener pastures. This creates difficulties in adopting a clear plan such as presenting an End of Service scheme for workers
- (iv) The study again found that companies are not sanctioned for flouting certain aspects of labour standard provisions. There is therefore no deterrent for such companies.

- (v) The study neither supported nor disproved the proposition that the informal nature of the construction sector affected the payment of SSNIT contribution of workers to the SSNIT scheme.

5.2.3 Strategies for implementing labour standards

The study found that the best strategies for implementing labour standards(i) are making companies specify their strategies for implementing relevant labour standard practices and targets, (ii)awarding or recognizing construction firms that implementing labour standards to a better degree and (iii) empowering appropriate agencies to vigorously monitor and check compliance respectively.

Compelling construction companies to have labour standard practices as well as allowing non-governmental agencies to monitor, check and enforce labour standard implementation were however found to be relatively weaker strategies among the seven given strategies within the given municipality.

5.3 Conclusions

The results of the study suggest that construction companies in the Sunyani Municipality provided first aid for its workforce and also provided safety equipment to protect them against accidents. Besides, they complied with the 8-hour work period a day and further kept record of payment to its workers. Notwithstanding the above, labour standard practices were generally found to be low. For instance, wages were not paid in full and promptly, in some cases delaying for three months; wages did not meet the current daily minimum wage which is 9.68(see Appendix F). Also, workforce worked for six days including Saturdays and holidays. This however did not attract extra work allowances.

Again, the study found that there was the potential of worker abuses/exploitation because employment contracts were not backed by any employment letters or contract documents.

It is also concluded that trade union activities among construction companies was low. The absence of a sector-based union in the jurisdiction became a major contributory factor to this situation.

In terms of the constraints hindering the effective implementation of labour standards the study found the following to be true

- (i) Companies are unaware of the concept of labour standards and its true benefits to both workers and construction companies
- (ii) There is the lack of education/sensitization on labour standards among both employers and employees
- (iii) Appropriate sanctions have in the past not been applied on culpable companies who defaulted in labour standard implementation to serve as a deterrent.
- (iv) Worker instability had a significant impact on companies' ability to implement certain aspects of the labour standard such as the payment of End of Service benefits

5.4 Recommendations

In the light of the findings and conclusions drawn so far, the researcher recommends the following

- (i) Construction companies should be encouraged to include in bid documents their plan and targets for effectively implementing labour standards during contract execution.

- (ii) Appropriate agencies should be set up and empowered to vigorously check and monitor labour standard implementation among construction firms.
- (iii) Both Construction Managers and field workers should regularly be educated on labour standard practices and its benefits to all industry players as well as other stakeholders. This can contribute to the raising of awareness levels as well as whip up interest in the subject.
- (iv) Both Construction Managers and field workers should be encouraged to embrace trade unionism as a sub-culture of company practices.
- (v) Construction companies should consider paying their workers promptly and in full, their due income by way of salaries, allowances and bonuses. Equally they should understand that granting workers fair remunerations contribute to an overall poverty alleviation scheme, which has particularly bedeviled the construction workers.
- (vi) Construction companies should be encouraged to improve upon their level of professionalism especially when it come to the idea of issuing appointment letters or written contract documents, establishing clear terms and conditions of work and fulfilling same.

5.5 Suggestions for further research

Based on the findings and conclusions of this study the researcher recommends that a similar study should be undertaken to gauge the perspective of field workers in the various construction industries on the same topic.



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APPENDIX A**Evaluation of Labour Standard Practices**

Statement	SD	D	N	A	SA
Health & Safety					
Company has a policy on health & safety for protecting employers	25(50%)	11(22%)	8(16%)	4(8%)	2(4%)
Company provides safety clothing & equipment to protect worker	4(8%)	6(12%)	2(4%)	10(20%)	28(52%)
Company provides first Aid equipment to handle emergency accidents	3(6%)	5(10%)	3(6%)	30(60%)	9(18%)
Wages and bonus/ allowances					
Wages are paid in full and promptly	15(30%)	20(40%)	4(8%)	7(14%)	4(8%)
Wages meet the current daily minimum wage	15(30%)	5(10%)	24(48%)	14(8%)	2(4%)
Record of payments are kept	5(10%)	10(20%)	7(14%)	18(36%)	10(20%)
Working hours					
Employees work 8- hours in a day	3(6%)	6(12%)	4(8%)	30(60%)	7(14%)
Employees work for 6-days per week including Saturdays & public holidays	3(6%)	12(24%)	20(40%)	10(20%)	5(10%)
Trade unionism /freedom of association					

Workers are allowed to register with and join trade union	4(8%)	8(16%)	18(36%)	12(24%)	8(16%)
Trade unions are allowed to act as intermediaries	11(22%)	19(38%)	8(16%)	10(20%)	2(4%)
Formal /decent work conditions					
Sick and maternity leaves are granted to workers	3(6%)	5(10%)	3(6%)	29(58%)	10(20%)
There is contract document covering employees	15(30%)	26(52%)	4(8%)	3(6%)	2(4%)
Social security /welfare					
Employers pay social security contributions to the SSNIT scheme	2(4%)	4(8%)	3(6%)	31(62%)	10(20%)
Employers provide welfare packages to workers on the account of marriages, funerals etc	5(10%)	7(14%)	20(40%)	11(22%)	7(14%)
Employers pay/are ready end of service benefit to workers	10(20%)	12(24%)	19(38%)	7(14%)	2(4%)
Employers makes compensation payment to workers or their dependent	12(24%)	25(50%)	2(4%)	6(12%)	5(10%)

Source: Field Survey, 2018

APPENDIX B**Constraints in implementation of labour standards**

Statement	SD	D	Neutral	A	SA
Company is unaware of the concept of labour standard and its benefits to local and national economies	2(4%)	5(10%)	2(4%)	35(70%)	5(10%)
The resource/ financial base of company is affecting the implementation of labour standard in absolute terms	3(6%)	4(8%)	3(6%)	30(60%)	10(20%)
There is the absence of a relevant sector union within the locality	12(24%)	2(4%)	25(50%)	5(10%)	6(12%)
Worker instability affects the adoption of a clear policy on the implementation of labour standards .	6(12%)	5(10%)	4(6%)	23(46%)	12(24%)
Company has never been sanctioned for flouting labour standards provisions in the country	12(24%)	2(4%)	3(6%)	5(10%)	27(54%)
The informal nature of the sector affects the payment of monthly SSNIT contributions due construction workers	12(24%)	2(4%)	24(48%)	8(16%)	4(8%)
Regular workshops to sensitize construction managers and field workers about labour standard is lacking	4(8%)	6(12%)	3(6%)	28(56%)	9(18%)

Source: Field Survey, 2018

APPENDIX C**TRADE UNION IN GHANA, 2012**

Members of the Ghana Trade Union Congress Total Members
1. Public Services Workers' Union (PSWU)
2. Public Utility Workers' Union (PUWU)
3. Health Services Workers' Union (HSWU)
4. Communications Workers' Union (CWU)
5. Timber and Woodworkers' Union (TWU)
6. General Agricultural Workers' Union (GAWU)
7. General Transport, Petroleum and Chemical Workers' Union (GTPCWU)
8. Teachers and Educational Workers' Union (TEWU)
9. National Union of Seamen (NUS)
10. Maritime and Dockworkers' Union (MDU)
11. Ghana Mineworkers' Union (GMWU)
12. Local Government Workers' Union (LGWU)
13. Railway Workers' Union (RWU)
14. Railway Enginemen's Union (REU)
15. Union of Industry, Commerce and Finance Workers (UNICOF)
16. Construction and Building Material Workers' Union (CBMWU)
17. Federation of University Senior Staff Association of Ghana (FUSSAG)
18. Ghana Private Road Transport Union (GPRTU)
19. Textile, Garment and Leather Employees' Union. (TEGLEU)
20. Food And Allied Workers' Union (FAWU)
21. General Manufacturing And Metal Workers' Union (GEMM)
22. Union Of Private Security Personnel (UPSP)
23. National Union of Teamster And General Workers (NUTEG)
24. Finance And Business Services Union (FBSEU)
25. Private School Teachers and Educational Workers' Union of Ghana (PRISTEG)
26. Media Of Printing Industry Workers' Union (MEDIANET)
27. ICT and General Services Employees Union
Non-Affiliated National Unions
1. Industrial and Commercial Workers' Union (ICU)
2. Construction and Allied Workers' Union (CAWU)
3. Union of Industrial Workers (UNI)
4. National Union of Harbour Employees (NUHEM)
5. Union of Private Security Employees, Ghana (UPSEG)

6. United Industrial and General Services Workers of Ghana (UNIGS)
A. Unions With Bargaining Certificate
1. Ghana National Association of Teachers (GNAT)
2. Judicial Service Staff Association of Ghana (JUSAG)
3. Senior Staff Association of Ghana Post Company Ltd.
4. Ghana Registered Nurses Association (GRNA)
5. Central University Teachers Association
6. Association Of Environmental Health Assistants Ghana (ASHEHAG)
7. Inspection and Control Services Enterprise Based Union
8. Polytechnic Administrators Association of Ghana (PAAG)
9. Civil and Local Government Staff Association of Ghana (CLOSSAG)
10. Blue Skies Staff Association
11. Meridian Port Services Enterprise – Based Union
12. Carl Tiedman Stevedoring Enterprise- Based Union
13. Scancom Local Staff Association
14. Senior Staff Association of Ghana International School
15. Senior Management Staff of GBC
16. UT Financial Services Staff Association
B. Enterprise-Based Unions without Collective Bargaining Certificate
1. Bank Of Ghana Senior Staff Association (BOGSSA)
2. Liberty And Integrity Trade Union
3. Senior Staff Association of Ghana Telecom Company Ltd.
4. Bogoso Gold Enterprise- Based Union
5. Commission on Human Rights and Administrative Justice Staff Association. (CHRAJSA)
6. Mol Staff Association
7. Church World Service Local Staff Association
8. Senior Staff Association of Electricity Company of Ghana Ltd.
9. Council for Scientific and Industrial Research Senior Staff Association
10. Association of District Mutual Health Insurance Staff , Ghana
11. Pro-credit Workers Local Union
12. Senior National Organized Workers of Liebherr-Mining Ghana Ltd (SNOW)
13. General Organization of on-Going Development Workers (GOODWU)
14. GNPC Senior Staff Association
15. Sic Senior Staff Association
16. Shell Senior and Supervisory Staff Association.
17. Hydro – Electric Thermal And Allied Workers Union (Ghana)
18. Research Staff Association of the Council for Scientific and Industrial Research

Source: LO/FTF Council-2017: 2016 Market Profile- Ghana

APPENDIX D

SECTOR EMPLOYMENT RATIOS IN THE SUNYANI MUNICIPALITY

EMPLOYMENT SECTOR	NUMBER	PERCENTAGE
Public (government)	6924	12.3
Private (informal)	5104	6.5
Private (informal)	36216	80.8
Semi-public/ parastatal	128	0.1
NGOs (local and international)	157	0.2
Other international organizations	19	0.0
Total employed population	48548	100

Source: Ghana Statistical Service, 2010 Population & Housing Census -2014

APPENDIX E**Popular materials used for outer wall building construction in Sunyani Municipality**

Material for outer wall construction	Total number	Percentage	Rank
Cement blocks /concrete	22183	75.5	1 st
Mud brick/earth	4926	16.8	2 nd
Wood	934	3.2	3 rd
Landcrete	648	2.2	4 th
Burnt bricks	223	0.8	5 th
Metal sheet/slate/asbestos	173	0.6	6 th
Stones	114	0.4	8 th
Bamboo	22	0.1	9 th /10 th
Palm leaf/,thatch(grass)/raffia	22	0.1	9 th /10 th
Other materials	151	0.5	7 th
Total number of materials	29396	100	

Source: Ghana Statistical Service, 2014



APPENDIX F

**COMMUNIQUE BY THE NATIONAL TRIPARTITE COMMITTEE (NTC)
ON THE 2018 NATIONAL DAILY MINIMUM WAGE**

The National Tripartite Committee (NTC) concluded negotiations on the determination of the 2018 National Daily Minimum Wage (NDMW) at its meeting held on *Tuesday, 11th July, 2017*.

The Committee agreed that the NDMW be increased by ten percent (10%) that is, from GH¢8.80 to GH¢9.68


The effective date for the implementation of the 2018 NDMW is 1st January, 2018.

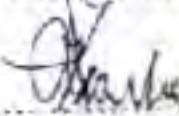
Accordingly the Committee directs that any establishment, institution or organization whose Daily Minimum Wage is below the new National Daily Minimum Wage should adjust its wages upward with effect from 1st January, 2018.

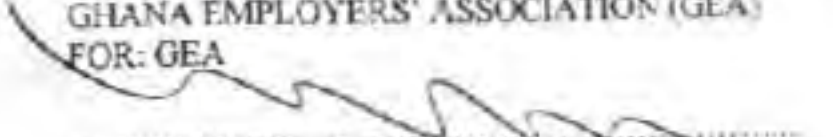
Any establishment, institution or organization that flouts the new rate shall be sanctioned in accordance with the law.

The NTC recommends that the NDMW should be tax exempt.

The NTC wishes to reiterate its commitment to the improvement of incomes and productivity in both the public and private sectors of the Ghanaian economy.


.....
**IGNATIUS BAFFOUR AWUAH, MP, MINISTER
MINISTRY OF EMPLOYMENT AND LABOUR RELATIONS
FOR: GOVERNMENT**


.....
**TERENCE R. DARKO, PRESIDENT
GHANA EMPLOYERS' ASSOCIATION (GEA)
FOR: GEA**


.....
**DR. YAW BAAH, SECRETARY GENERAL
TRADES UNION CONGRESS, (TUC), GHANA
FOR: ORGANISED LABOUR**

APPENDIX G

UNIVERSITY OF EDUCATION, WINNEBA

COLLEGE OF TECHNOLOGY EDUCATION-KUMASI

QUESTIONNAIRE FOR CONSTRUCTION WORKERS

(For Managers, Site Managers, Contract Managers, Human Resource Officers, etc)

Introduction

This questionnaire is seeking your opinion in an effort to collect data to write a thesis on the topic ‘**Exploring Labour Standards in the construction industry- A case study of building construction firms in the Sunyani Municipality of Brong Ahafo Region**’. This study is been conducted in partial fulfillment for the award of an academic degree only. Your support would therefore be greatly appreciated. Please be assured of the confidentiality of the information you supply.

SECTION A : Background information of respondents

Tick the most appropriate response

1. Gender: male female

2. Age bracket: below 18yrs 18-27yrs 28-37yrs
38- 47yrs above 47yrs

3. Level of Formal Education: Diploma/vocational/Technical
Tertiary No formal education

4. How long have you been in the building Construction industry?
1-5 years 6-10 years 11-15 years

5. What is your present position within the company?

Managing director Deputy managing director site manager
 Contract manager human resource officer

SECTION B:

6. To what extent do you agree on the following labour standards as being practiced by your company?

(Please tick \surd in the boxes, 1=Strongly Disagree, 2= Disagree, 3= No idea, 4= Agree, 5= Strongly Agree)

HEALTH & SAFETY	1	2	3	4	5
Company has a policy on health & safety for protecting employers & employees					
Company provides safety clothing & equipment to protect workers					
Company provides First Aid equipment to handle emergency accidents					
WAGES/BONUSES/ALLOWANCES					
Wages are paid in full and promptly					
Wages meet the stated daily minimum wage in the country					
Record of payment are kept					
WORKING HOURS					
Employees work for more than 8-hours in a day					
Employees work for 6-days per week including Saturdays & public holidays					
TRADE UNIONISM/FREEDOM OF ASSOCIATION	1	2	3	4	5
Workers are allowed to register with and join Trade Unions					
Trade Unions are allowed to act as intermediaries					

FLEXIBILITY/FAIRNESS/EQUALITY OF TREATMENT					
There are disparities in wages/allowances between men & women for same work.					
workers are victimized for expressing views on company issues					
People with physical challenges are not allowed equal opportunities as per their abilities.					
FORMAL/DECENT WORK CONDITIONS					
Sick and Maternity leaves are granted to workers					
There is a contract document covering my employment.					
SOCIAL SECURITY/WELFARE					
Employers pay contributions to the social security scheme					
Employers provide welfare packages to workers on account of marriages, funerals, etc.					
Employers pay/are ready to pay end of service benefit to workers					
Employers make/are ready to make compensation payment to workers or their dependents in case of death/injury sustained in the course of work					

7. To what extent do you agree on the following constraints to the implementation of labour standards within your company?

	1	2	3	4	5
Company is unaware of the concept of labour standards and its benefits to both local and national economies.					
The resource / financial base of company affects the implementation of labour standards in absolute terms					
There is the absence of a relevant sector union within the locality					
Worker instability affects the adoption of a clear policy on the implementation of labour standards					
Company has never been sanctioned for flouting labour standards provisions in the country					
The informal nature of the sector affects the payment of monthly SSNIT contributions to construction workers					
Regular workshops to sensitize company/employers and employees about labour standards is lacking					

8. What strategies can be used to improve labour standards practice in your company?

	1	2	3	4	5
Company should be compelled to have clear policy on labour standard practice and targets					
Company should specify strategies for implementing relevant labour standards in Bid Documents					
Sanctions should be applied on company for flouting certain aspects of labour standards					
Appropriate agencies should be empowered to vigorously monitor and check compliance.					
Stakeholders should embark on a massive campaign/education to enlighten sector players about the subject of labour standards.					

Agencies for enforcing labour standard should be non-governmental					
Awards should be given to firms that are found to uphold labour standards to a better degree					



APPENDIX H
UNIVERSITY OF EDUCATION, WINNEBA
COLLEGE OF TECHNOLOGY EDUCATION-WINNEBA
INTERVIEW GUIDE
(FOR CONSTRUCTION MANAGERS TRADE UNIONISTS, ETC)

Introduction

This interview is seeking your opinion in an effort to solicit information to write a thesis on the topic. **”Exploring Labour Standards in the Construction industry- A case study of the building construction firms in the Sunyani Municipality of Brong Ahafo Region”**. The study is being conducted in partial fulfillment for the award of an academic degree. Your opinion is for this purpose only and will be treated with due confidentiality.

SECTION A

1. Name of Respondent’s institution.....
2. Position of respondent in the institution.....
3. Years spent at present institution.....

SECTION B

1. Respondent’s previous know-how about labour standards issues (probe for examples of what constitute labour standards, number of training workshops attended, etc.)

2. The standard of health and safety in the company (probe for the existence of a health and safety policy whether safety equipment are provided to workers the provision of toilets, shelter, water, food, etc.
3. Social security provisions in the company (probe for the payment of SSNIT Contributions of workers, retirement packages, compensation payment, medical bills, etc.)
4. The extent to which workers are motivated to work (probe for the payment of bonuses, allowances, payment of wages, nature and channels of communication in the company)
5. Conditions of work (probe for the issuance of employment letters, whether paid leaves are granted, whether work hours are regulated and made flexible to suit workers, etc.)
6. The level of trade union activity in the company
7. Strategies for improving upon labour standards in the company

*let respondent make suggestions