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REGULATING EFFECTS OF SKILLED LABOR SHORTAGE IN SRI LANKA

G. R. W. Prasadini, Chandana Jayalath and S. R. Muditha Seneviratne

*Department of Quantity Surveying, University of Vocational Technology, Sri Lanka
prasadiwathsala@yahoo.com*

Abstract: Skill labor is a primary and necessary source for the construction industry. Shortage of skilled labor is a major problem in the construction industry. This study considered the causes, effects, and mitigation measures related to the problem of “Impacts of skilled labor shortage in Sri Lanka”. A literature review was done by identify the reasons and suggestions skilled labor shortage of the construction industry in Sri Lanka and through individual and institutional field questionnaire surveys conducted. Random Sample selected from Engineers, Architects, Technical Officers, and Quantity Surveyors and client, contractor, and consultant groups. Collected data were analyzed and ranked using the Relative Importance Index (RII). Overall case study ranking indicates: Inadequate training, following with less work Experience, younger generation unwillingness to take part in industry and low motivation affects the skilled labor shortage in the construction industry in Sri Lanka, as high impacting Reasons for skilled labor shortage. Finally, suggestions were proposed to mitigate the skilled labor shortage in the construction industry: educational system and long-term training program, improving human-related factors, Analysis of the skill gap, Changing the nature of career expectations of the youth and parents, Introducing the investing, proper grading system for the skill, appropriate salary scale across the industry, improve employee motivation and satisfaction at the organizational level.

Keywords: Skilled Labor, Construction Industry, Quality of Work, Labor Shortage