

Research Article

New forms of labour alienation – The dire need for a comprehensive solution

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Abstract

An unorganised workforce and the inadequate corporate participation in the operational side of the business, however, has kept the construction sector at bay, causing it from realising its full potential. To rebalance the high-risk aspects of migrant workers, and to motivate corporate executives, new forms of labour attention are called for, as evidenced in the study. A theoretical framework with a Karl Marx theory of labour alienation is elaborated short in the paper. While many studies have noted labour alienation, few have taken such a comprehensive approach to understand why this business model is less profitable than others, and few have placed the solution to this recurring problem is extensive training and supervision to migrant workers. If comprehensive solutions are embedded such as training and supervision ,a company offers, all these changes, he becomes an employee who identifies himself with his product and his productivity and well being will increase. This is a benefit to the organisation and to the society as the future workforce lies in migrant workers.

Keywords: Labour alienation, Karl Marx, training, organisation, migrant workers, Government, supervision

Introduction

Karl Marx, the 19th-century German intellectual, in the labour theory of alienation, mentions four distinct types of alienation. They are the alienation from the product of labour; another is alienation from the activity of labour; a third is alienation from one's own specific humanity; and a fourth is alienation from others, from society (Marx 1976). No such diagnosis is the malaise of migrant labour who suffer estrangement by having no fixed abode in the construction site.

Migrant workers are the most vulnerable members of society. They are treated badly and so they do not feel any affinity with their company as they see themselves like another part of a line and they become alienated from the product that their life energies are being exerted to create. They do not see anything of themselves in the product. Moreover, they may see the product come back to them in another form that is out of reach for them. Therefore, the first aspect of labour alienation comes into force.

The second aspect of alienation is the feeling that they are losing a part of themselves, that is, what they are putting into the product that they don't recognise. The employer is ordering them to undertake a hard and challenging task. Through their labour, which is usually repetitive and without skill,

workers' force as a dynamic is mis-shaped from being a force of production to a growing feeling of alienation and anguish. The worker has nothing to do with this choice of how he spends most of his life, and he receives meagre wages. These factors affect his health physically and mentally, leading to stress and depression. Gayadin, a migrant worker, started working when he was 15 years old, and he has stated that his back hurts badly due to extreme manual labour and he has no skills to try other jobs (Vikas Pandey 2019). Thus he has become completely alienated from the product.

The third aspect is alienation from one's own specific humanity. This alienation arises in part because of the antagonisms, which inevitably result from contractors or fellow workers. Migrant workers have undergone so much emotional turmoil before moving to construction sites. The reasons are the exploitation of bourgeoisie society, stigmas of caste and religion and loss of wealth and property. As a result of poverty, hunger, starvation and unemployment, they travel miles to seek employment. Since migrant workers are non-locals and outcast, contractors treat them with contempt and harass them by passing derogatory comments, beat them and sometimes sexually harass them (Baiju 2019; Bhalla 2015). On the other hand, local workforce considers them as *jungli* (filthy or savage), and there is less support from the government and trade unions (Shah Alpa Lerche Jens 2020; Dhals 2020). All these factors develop an inferiority complex and make him hostile from the organisation.

The job of a migrant worker in the construction site is short as the companies work on the principle "hire and fire" (Vikas Pandey 2019). Hence, there is no good or friendly interpersonal relationship between the mediators or contractor or employer. As a result, they tend to stay aloof from the outside world, and the fourth alienation from others and society comes into place.

Why is comprehensive solutions necessary for migrant construction workers? Comprehensive solutions are necessary as it reduces and lessens the burden of workers and lessens the burden of companies. When a good and positive environment is enhanced, the workers are happy and their productivity will increase and with increased productivity their output will also rise. On the other hand, the companies are made to borne these unnecessary expenses happening due to accidents and other mishaps in the site, they incur losses and so there is a huge delay in the construction projects.

BUT when a migrant worker gets hooked up to a comprehensive and cost effective training and supervision by the management, a program that a company offers with all these changes, he then becomes an employee who identifies himself with his product. He is approached by removing "migrant worker" to a "worker". This is a benefit, perhaps more excellent than the others such as the company, that is overlooked in other studies. The reason is being that once these benefits are shared mutually across the span of all workers and taking into account that some worker cohorts require specifically designed applications to meet the same standard that others enjoy. The company and its stake-holders see a new and more profitable enterprise unfold in front of them, which attracts record-breaking investments to their State. In other words, Yes, employees will be better trained, supervised, motivated, increase in performance and a safer work environment (Bhalla 2015; Varghese et al 2018). These changes would subsequently encourage identity of themselves, remove worker alienation and will feel as "makers" of the product.

And when there are NO company programs that include them as valuable human workers whose daily labour constitute the "living source" of their product, workers lose the sense of value in the product; they become alienated from it. They then develop an understanding of self-alienation (Gattungswesen) since their daily efforts do not affect their self-worth. In Marxian terms, these labourers have lost the opportunity of self-actualisation, which is to become one's self through their labour. All these alienations result in high attrition rate, low productivity, increases compensation claims, delays in project implementation, and loss of market, which is a massive loss for the employer.

Conclusion

Even though the State is ranked 11th in "Human Development," its colonial history is still a massive influence on the organisation. All this happened in this sequence because of the worker or owner social order that has reigned supreme in the majority of the minds of workers, especially those who have been most disenfranchised, the migrant workers. For a company to become genuinely successful no matter where their location is or whether they fall under the Marxian binary worker or owner idea or other theories that create governments based upon economic opinions place more value on the product than the worker. Hence, companies in the future will be obliged to create companies that are founded on the idea of: "Hire the man, teach the skill". Companies like Apple and Amazon were begun with this principle, and few governments have implemented the scheme of developing their workers' skillset (Athradhy2020).

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