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SOCIO-PSYCHOLOGICAL MOTIVATIONAL NEEDS OF UNSKILLED WOMEN WORKING IN NIGERIA'S CONSTRUCTION INDUSTRY

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The construction sites are characterised by poor planning, deregulation and poor protection in the Nigerian construction industry. This is demotivating for unskilled women workers who are unable to work effectively under such site characteristics. To address the problem, women workers need to be motivated according to the socio-psychological challenges and needs that help them to work effectively. This study explores the motivation of unskilled women site workers with an emphasis on their social and psychological challenges and needs using the qualitative research methodology. It involves a face-to-face interview of nineteen (purposively selected) unskilled women working across different construction project sites in Akure, Ondo State, Nigeria. The data obtained were analysed using the combination of inferential statistics and thematic analysis. The findings reveal the women's 'prevalent challenges on construction sites, including sexual harassment, verbal abuses, unfavourable working conditions, and stress. The findings also reveal the preference of the women for financial incentives to help them overcome the prevalent challenges and increase their morale and effectiveness at work. This study concludes that unskilled women workers can be motivated to work effectively by addressing their socio-psychological challenges and needs. This study is unique by linking women workers 'motivation to unfavourable site characteristics in a developing country. Therefore, the findings in this study can be adapted to other developing countries to motivate unskilled women working on construction sites.

Keyword: challenges, construction sites, motivation, needs, unskilled women workers

INTRODUCTION

Motivation helps people to achieve their goals (Monese, 2012). It has been described as both internal and external driving forces that produce the willingness to perform an act to a conclusive end (Nnabuife, 2009). As a process, motivation arouses, energizes, channels, and sustains behaviour and performance into a specific course of action. In the construction industry, the motivation of construction workers encourages them to do work (Steers et al., 2004). Therefore,

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the motivation of construction workers has become a policy action-point for supervisors to enhance job efficiency (Shadier et al., 2009). More broadly, by enhancing the willingness of construction workers to work, motivation improves the construction industry efficiency (Shadare, 2009). Also, where motivation is lacking, construction productivity suffers (Monese and Thwala, 2009).

In developing countries like Nigeria, unskilled women workers experience demeaning conditions on construction sites (Ahuja et al., 2012). Unlike men workers, the unskilled women construction workers need to combine tedious construction tasks such as loading and lifting building materials with active family life on construction sites. Azhar and Griffin (2013) state that this can be challenging for unskilled women workers to produce expected productivity levels in construction sites. For instance, owing to lacking regulation, unskilled women workers have been found to handle their babies while working on construction sites. This piles pressure on the women throughout the long hours of work and without rest in most cases (Rajanna, 2015). According to Anvekar et al. (2015), the tedious workload, extremely long work hours and intense pressure to work harder leaves unskilled women workers physically and emotionally drained. Consequently, these experiences (mentioned above) create social and psychological challenges and needs that are unique to unskilled women workers in construction sites.

The socio-psychological challenges and needs refer to the various needs pertaining to women's social and psychological influences engaged in the construction process. Also, research has shown that the socio-psychological challenges and needs of construction workers can be addressed by appropriate motivation. Ogunlana and Chan (1998) reveal that high pay (wages), better accommodation, challenging job, good safety provision, good relationships, and recognition are the workers' motivations from their supervisors on site. Parkin, Tutesigensi and Büyükalp (2009) find that money earned (good wages) is a foremost motivation of construction workers. Regarding unskilled women workers, Rajanna (2015) reveals that they are motivated by higher wages and relatively regularity of employment. Similarly, Dabke (2008) reveals that unskilled women workers can be motivated by increased wages, safety facilities, and supervisor encouragement. However, the studies of Rajanna (2015) and Dabke (2008) are not limited to unskilled women workers who undertake tedious tasks under demeaning conditions on construction sites in developing countries. Therefore, specific insights into motivation for addressing the socio-psychological challenges and needs of unskilled women workers in construction sites are unknown.

This study explores the motivation of unskilled women construction site workers with an emphasis on their social and psychological challenges and needs. The objectives are to identify the challenges of unskilled women workers, assess the specific motivators for unskilled women workers, and assess the factors influencing unskilled women workers' motivation. This study is significant by linking unskilled women workers 'motivation to unfavourable site characteristics. Therefore, supervisors on construction sites and construction employers can use the findings of this study to address the challenges facing unskilled women workers in construction sites and meet their needs at the same time. This study has been undertaken in a developing country context, and the findings can be adapted to

other developing countries to motivate unskilled women working on construction sites.

LITERATURE REVIEW

Characteristics of construction sites in developing countries

Construction site practices and procedures did not change for many years, and common mistakes were regularly occurring (Holroyd, 1999). In developing countries, construction sites have been labelled as dangerous or highly hazardous because of the high incidence of accidents and fatalities (Smallwood and Haupt, 2008). In the literature, different factors of poor construction site characteristics have been identified. The first factor is poor site layout and planning. According to Muiruri and Mulinge (2014), this factor refers to bad planning and untidy sites resulting from accidents. The second factor is lacking welfare facilities in construction sites. According to Kolo Daniel (2015), construction workers are denied basic toilet and water facilities because of this factor. The third factor is the poor working environment. According to New York Committee for Occupational Safety and Health (2017), this factor may also be experienced in the form of a toxic working environment where hazardous chemicals are spilt over construction sites. Abdul et al. (2003) state that these chemicals have been found to lead to health problems such as skin diseases and lung poisoning among construction workers. The last factor is the lack of safety awareness procedures in construction sites. This manifests in inappropriate use of protective equipment, lack of knowledge of hazard recognition and prevention and safe work practices (Keng and Rasak, 2014).

Theoretical frameworks of motivation

There are many theories of motivation explaining the nature of motivation at work. These theories are McClealland's Achievement theory, Maslow and Alderfer theory. Others are Goal setting theory, Reinforcement theory, Equity theory, Herzberg's motivation-hygiene theory and Job characteristics theory. The premise of these theories is that humans need to be motivated to carry out work. However, none of the theories is generally acceptably (Langford, 1995).

Furthermore, the theories of motivation mainly expresses the social and psychological needs of humans to work effectively. The McClealland's Achievement Theory reveals the need for achievement, need for affiliation, and need for power as sources of motivation (Mcshane and Glinow, 2000). These needs expresses the social desires of human, for instance, to feel powerful and relevant at work. Also, both the Maslow and Alderfer theories expresses both social and psychological needs for motivation. Maslow considered that humans have five identifiable needs, namely physiological, safety, social, esteem and self-actualization and that these are ordered hierarchically according to whatever need is proponent (Ball, nd). In the Alderfer theory, existence suggests human safety needs, relatedness suggests human belongings needs and growth suggests human esteem and self-actualization needs (Ball,nd). Goal setting theory focuses more on the achievement of goals, and it premise is that people are motivated to successfully attain challenging goals. The achievement of a goal is motivating in itself, however, incentives associated with goals have the effect of encouraging people to work harder. Money encourages commitment to a task, but in itself is not motivating beyond a necessary level of income (Hollyforde and Whiddett 2002). The

reinforcement theory is slightly different by emphasizing on human behaviors. The theory explains that people repeat behaviors followed by favorable consequences and avoid behaviors resulting in unfavorable consequences (Kreitner and Kinicki, 2001). Equity theory is based on fairness. It supposes that a major determinant of job satisfaction and performance of an individual's perception is the relationship between input and output in which input refers to the amount of work put in, while output is the reward from the work. In cases where the two ratios are perceived to be the same, equity is said to exist, and where there is difference, inequity exists, and the person will consider himself as under or over rewarded (Newcombe 1990). The Herzberg's theory is hygiene based (Herzberg, 1959). Hygiene means job environment and if a company fails to provide adequate hygiene factors, the workers are dissatisfied no matter how adequate the salaries and working conditions. Job characteristics theory proposes that there are three psychological states which are experienced meaningfulness of the work, whether the worker feels the job is generally worthwhile. Experienced responsibility for the outcomes of the work – how much the worker feels responsible for the results of their work and Knowledge of the results of the work – the level of knowledge the worker has about their own effectiveness (Hollyforde and Whiddett 2002).

Challenges facing women construction site workers

In the last section, the theoretical framework of motivation has been identified. The studies on the challenges facing unskilled women construction workers in construction sites are reviewed in this section. This review is more indicative than exhaustive, and not all the challenges may have been covered. The first challenge is lack of sanitation and care. Chittibabu (2007) finds that standard toilets are not available for unskilled women workers, and where they are available, they have to share with men construction workers on construction sites. For instance, a recent study by Lekchiri et al (2020) find that women in the construction industry in the USA operate in environments that do not satisfy the basic needs for them to succeed on the job. Also, care facilities like kiddies 'restroom for unskilled women workers with children are not available in construction sites (Baruah, 2010). The second challenge is limited opportunities given to unskilled women construction workers because they are stigmatised as neither reliable nor hardworking (Ojo et al., 2019). The third challenge is reduced wages for unskilled women construction workers in construction sites. Rajanna (2015) reveals that unskilled women workers have been paid ridiculously lesser than men construction workers and lesser than the government's minimum wage. The fourth challenge of unskilled women construction workers is limited opportunities for upskilling in construction tasks on sites. Barnabas, Anbarasu and Clifford (2009) state that such training conditions do not equitably permit women to leave their families (or young families) as their men counterparts. The fifth challenge is belittling remarks which extend to harassments and physical assaults of unskilled women workers on sites (New York Committee for Occupational Safety and Health, 2017). According to Toor et al. (2018), this is almost a culture exacerbated by the "man's world" assumption in the construction industry. Worst still, unskilled women workers, especially the ethnic minority women, perceive themselves negatively and consider themselves at a disadvantage to women of the ethnic majority to secure construction roles (Toor et al., 2018).

Factors that influence unskilled women workers motivation

In the previous sections, the challenging construction site characteristics and the challenges facing unskilled women construction workers on these sites are reviewed. The factors that influence unskilled women construction site workers motivation are reviewed as follows. This can be categorized into financial stability and good supervision. Devi and Golden Rahul (2019) in their study find that unskilled women workers are faced with problem of low wages and other financial benefits that can encourage them to be committed and also to work well. Financial compensation and reward should be provided to help to motivate them. Kumar (2013) and Maneesh and Jasna (2017) in their study pointed out that unskilled women workers are compel with financial problem and the wage structure of the construction labor is found to be inadequate considering the type of rigorous work they do on site. Parkin, A.B; Tutesigensi, A & Buyukalp, A.I (2009), though they were not particular to female but labours in general. They stated that money earn which can be attributed to wages and financial incentives is the foremost motivating factors. Supervision also plays a leading role in influencing unskilled women workers 'motivation. Kazaz et al (2010) in their study finds that good supervision and adequate follow up while working is very vital and helps in motivating construction workers on site. Bacharach, Bauer and Coloney (1989) in their study explained that good supervision helps in improving motivation because workers are treated with respect while on the other hand, bad supervision leads to constantly criticism of workers which then breeds poor job satisfaction.

Factors of socio-psychological motivations of unskilled women in construction

In the previous sections, the factors that influence unskilled women site workers motivation are reviewed. The factors of socio-psychological motivation that encourage unskilled women construction workers are reviewed in this section as follows. Malone et al. (2013)'s study finds five factors of socio-psychological motivation. The first one is having a good working relationship with co-workers, which provides satisfaction on the job. The second one is respect and fair treatment from superiors which also enhances the job satisfaction of unskilled women construction workers and their desire to stick with employers. The third one is a very interesting one, whereby unskilled women construction workers appreciate the rigour (or challenge) of construction tasks. Another study by Regis et al. (2019) supports this finding. The study concludes that although unskilled women working in construction sites face difficulties, they are proud of their work, mainly because it is an honest job, with legal guarantees and courage to participate in the construction work environment. The fourth one is the feeling of accomplishment by unskilled women construction workers while performing such tedious construction tasks. The fifth one is similar and is the feeling valued by employers to enhance women's work satisfaction. A recent study about tradeswomen in the Australian construction industry suggests that women construction workers who experience socio-psychological motivation would not leave their trades career for another job with the same pay and benefits (Lim et al., 2020).

From the accounts in the body of knowledge, it could be seen that construction sites are challenging, especially for unskilled women workers in developing countries who must work under detrimental construction site characteristics. At the same time, the factors of socio-psychological motivation have been identified to encourage unskilled women construction workers. This study will probe into the

specific factors of socio-psychological motivation for encouraging unskilled women workers in construction sites in the developing country of Nigeria.

RESEARCH METHODOLOGY

This study focuses on the motivation of unskilled women workers who work on construction sites with an emphasis on their social and psychological needs. This study adopts qualitative means of analysis to explore the views of unskilled women workers on the factors of motivation. According to Hamilton (2013), qualitative methods can be employed to draw out complex and deep-lying issues that confront unskilled women in construction. The population of the study is unskilled women construction workers in selected construction sites in Ondo State, Nigeria. The sites were selected because of their nearness to gather raw data and because they had quite many women working on them. Twenty-one construction sites were initially visited, and twelve of them had unskilled women workers working on the projects undergoing construction on these sites. From these sites, nineteen unskilled women workers willing to participate in the research were interviewed. As shown in the table below, the projects undergoing construction in these sites at the time of research are educational, commercial and residential project types. Also, the number of sites with women construction workers are presented.

Project sites	Number of sites with women workers
Educational projects	3
Commercial projects	2
Residential projects	7
Total	12

Table 1: Project and numbers of sites with women

In line with the qualitative methodology, the interview method of data collection was employed. This data collection method is useful to obtain deep and rich data regarding the motivation of unskilled women construction workers, which would not be possible to reach through surveys (Krishnaswami & Satyaprasad, 2010). Specifically, the semi-structured interview was used whereby the unskilled women workers responded to a set of questions, but in the process, they could share additional viewpoints about their responses (Sanders, 2012). The semi-structured interview guide had the background and main questions about the respondents covering age, marital status, level of education, type of project, mode of payment, challenges they face on site, how often they face these challenges, how they respond to these challenges, how do these challenges affect them and their work, their motivators for working on the site, when these motivators should be provided, why they think the motivators are necessary. The procedure for data collection was a face-to-face interview of the respondents by the researcher. Before the start of the interview, each of the respondents was told what the interview was about, that the interview would be recorded, and if some questions seemed unclear, clarification should be sought from the researcher. Each interview lasted about thirty to fifty-five minutes. Also, the interview took three weeks which involved going from site to site. All the interviews were recorded on two different devices to ensure that the recordings remain safe and additional notes were made during

the interview. Afterwards, the interviews were transcribed immediately after the last interview to facilitate the analysis.

The data obtained on the background information of respondents was analysed by frequency. The interpretation of analysed data was made by the highest percentage using the SPSS software. Also, the method of analysis of textual data about the main research questions was thematic analysis. According to Guest et al. (2012), thematic analysis is very useful for capturing the complexities of meaning in a textual data set. Consequently, the thematic analysis process by Guest et al. (2012) was followed as follows. Firstly, the transcripts of the data obtained were reviewed, and important sentences or phrases related to the research objectives were highlighted. Thereafter, all the highlighted sentences were organized under each objective to review their similarities and differences. Secondly, the highlighted and organized data was reviewed again to identify first-order concepts. Afterwards, the first-order concepts were viewed and reviewed again to identify the potential second-order concepts. This led to the second-order themes. Thirdly, following the second-order themes, the aggregate dimensions were formed based on what would simply describe each theme found. In the following section, after presenting the results of the background information of respondents, the results of the thematic analysis of the challenges and factors of motivation of women construction site workers are presented.

DATA ANALYSIS, PRESENTATION AND DISCUSSION

Demographic information of respondents

Table 2: Demographic information of respondents

Factors		Frequency	Percentage
Age of Respondents	21-30	4	21.1
	31-40	12	63.2
	41-50	2	10.5
	51-60	1	5.3
	Total	19	100.0
Marital Status	Single	7	36.8
	Married	10	52.6
	Divorced	2	10.5
	Total	19	100.0
Level of Education	Primary school	7	36.8
	Secondary 'O' level	12	63.2
	Total	19	100.0
Working years	1 year	3	15.8
	2-5 years	11	57.9
	6-10 years	5	26.3
	Total	19	100.0
Mode of Payment	Daily	15	78.9
	Weekly	4	21.1
	Total	19	100.0
Mode of Employment	Casual	15	78.9
	Ongoing/permanent	4	21.1
	Total	19	100.0

The results of the analysis of demographic information of respondents are presented in this section. As shown in Table 2, 63.2% (12) of the interviewees are between 31-40 years of age, 10.5% (2) of the respondents are between the ages of 41-50 years, while only one of them is over 50 years of age. In terms of marital status, 52.6% (10) of the respondents are married, 36.8% (7) are single, and 10.5% (2) are divorced. This means there are more married women construction workers in the sites where data was obtained. Regarding the level of education, the findings revealed that most respondents are secondary school graduates (63.2% or 12 number). Those who have only primary school level of education are lesser (36.8% or 7 number). For the years of working experience, 57.9% (11) respondents have been working between 2-5 years in construction sites, 26.3% (5) of them have been working between 6-10 years while 15.8% (3) of them have only been working for less than a year. For the mode of payment, 78.9% (15) of the respondents were paid daily, while 21.1% (4) were paid weekly. For the mode of employment, 78.9% (15) of the interviewees are casual workers, while 21.1% (4) are ongoing or permanent workers in their respective contracting companies.

Challenges facing unskilled women construction workers in construction sites

As mentioned previously, nineteen (19) unskilled women site workers were interviewed to reveal their challenges in construction sites (Objective 1). The results based on the frequency of responses and their ranking are presented in Table 3. Due to overlapping responses, the sum of the frequency of responses is greater than the number of respondents. From the table, nine (9) of the respondents mentioned sexual harassment as the main challenge they encounter in construction sites. The male workers try to misuse the relationship they have with them. With this, their privacies are violated and becomes a serious challenge for them. This challenge is ranked in the first place.

To illustrate, one respondent said….

"ahh, I used to play with everybody, but someone can come to me now and tell me that he or she will slap me and even call me different names that I hate to bear"

Another respondent said:

"the major challenges I have been facing is sexual harassment from the male workers that I work with on site. Male workers that are not even up to my age do come to disturb me with sexual advances"

Unfortunately, these women further pointed that sexual harassment has become a regular occurrence and has made them less bothered by focusing on their works. This could be regarded as a strategy that unskilled women workers employ to prevent them from becoming victims of sexual harassment in construction sites.

Also, in Table 3, six (6) of the women mentioned that they are challenged by work stress due to high workload. This is because these women workers participate in a lot of stressful tasks on site. The stressful tasks include carrying blocks, transporting aggregates and sand, fetching water and even carrying cement daily. The tediousness of these tasks is further exacerbated by the hot weather conditions where unskilled women workers do operate in Nigeria. These tedious tasks affect these women, and some even have to use half of the wages for medical bills. Most

of them suffer from back pain and other musculoskeletal disorders. It is even more difficult for nursing mothers who have to experience stress while taking care of their babies. This can be very disrupting to the flow of work on sites. Also, some of the six respondents mentioned that they had thought about quitting due to work stress. This challenge is ranked in second place.

To illustrate, one of the respondents said…….

"this work is all about stress and though it is something I do every day. To carry head pan, fetch water into drums or even sand fill excavated area is not a joke. Sometimes I get home and I wouldn't be able to feel every part of my body"

Furthermore, four (4) respondents mentioned unfavourable working conditions such as unprotected sites as the challenge they faced in the construction site. It is a result of poor welfare facilities. This is because of the extended and excessive working hours and exposure to harsh environmental conditions resulting in dehydration and later sickness. Facilities such as toilets, first aid and child care facilities are completely ignored in construction sites. Also, unskilled women workers are exposed to noise, sensitizing and irritant materials, fumes and gases, dust, and other hazardous materials, resulting in adverse health risk. This challenge is ranked in third place.

Lastly, three (3) respondents mentioned constant verbal abuse by male construction workers as their challenge in construction sites. This is because of the supervisor's lack of supervision and the frustration of male workers to lash out at female workers to exercise control. This is done by yelling and screaming different names, lewd comments and abuses. This can be psychologically unhealthy and prevent the women workers from performing satisfactorily. It is ranked in the last place.

Table 3: Challenges on construction sites

Challenges	Frequency of women	Rank
Sexual harassment	9	1st
Work stress	6	2nd
Unfavourable working condition	4	3rd
Verbal abuse	3	4th

Equally, the respondents were asked how often they encounter these challenges. Many of them responded that the challenges occur daily at work, and others they encounter occasionally. For instance, the majority of the respondents agree that verbal abuse by male construction workers as a daily occurrence. This is plausible when the women construction workers have conversations with the male ones. The women also mentioned that they shrug off verbal abuses to focus on work and maintain working relationships with their abusers. Also, the majority of the women agree that they encounter sexual harassment occasionally and have been handling this challenge by playing maturity.

To illustrate, one respondent said……

"… when the male workers come to me with their sexual talks, some will be like they will like to go down with me but I do act mature by playing along with them"

Lastly, the respondents also mentioned that they have been handling the stressful work by using pain-killing drugs.

Factors of motivation for unskilled women construction workers in construction sites

To address the second objective, the respondents were asked to reveal their motivations and the results are presented in Table 4. As shown in the Table, the respondents agreed that the motivations given to them by contractors on construction sites are incentives, good wages, overtime allowances and good supervision. It could be seen that more respondents (11/19) agreed to incentive motivations. This is because the incentives help to encourage, attract and compensate women workers for working harder. It influences the behaviour of workers on construction sites. This also increases the morale of women workers. The incentives motivation is in the form of tips as stated by one of the respondents as follows……

"….for example, the day I carried three bags of cement the engineer on site had to give me 500naira (about 1$) as compensation"

However, few respondents (2/19) agree that contractors provide those good wages, overtime allowance and good supervision. Good wages allow workers to make a living from their labour. Good wages make the workers feel valued and also allows them to take care of the family. It helps the women workers to feel motivated. Good wages and overtime allowances make the women workers feel accomplished after each day job and make them work more hours when needed. Overtime allowances serve as extra allowances pay to women workers, which helps motivate them to work beyond normal working hours. Most of the women are happy because it adds to their daily wages, and at least they can settle more bills. Good supervision helps increase women workers confidence on site. It strengthens the relationship between the supervisors and the workers. It also saves them from frustration, confusion, embarrassment and lower productivity.

Regarding good supervision, one respondent said……

"….the engineer usually appreciate me anytime he come to the site, he used to say that I work like a man and these words makes me try to work more"

Regarding overtime allowance, one respondent said…..

"…sometimes I used to pray that the supervisor should tell us that we are going to work more than the normal time because whenever I don't have much with me that extra money used to fill in voids apart from the daily savings I used to deposit. So time like this I used to work more than normal"

Regarding wages, another respondent said……

"…. I don't know if you know how it feels to be expectant, the expectation that I will collect some amount of money at the end of the day motivates me a lots"

However, from Table 4, most respondents did not agree that contractors provide those good wages, overtime allowance and good supervision (17/19). This is because they see incentives as the major motivational factors. Regardless, the respondents were asked if the identified factors would enhance their motivation in construction sites. Interestingly, nine (9) of the respondents reported that the monetary factors (e.g. incentives, bonuses, good wages) are critical motivations that help them cater to their family, welfare, and motivation to work more on site.

To illustrate, one respondent said……

".. to help me to work hard on site, it's like my happiness do increase whenever oga (boss) decided to give more small change (money)."

Another respondent said……

"… why else will I need money if not to take care of my children, personally I work to cater for myself and for my children"

Another respondent said……

"most times these money makes me look at my engineer as a god sent, because sometimes it is as if he knew what I am passing through by helping me with some money apart from my daily pay"

Additionally, four (4) of the respondents reported non-monetary factor. They state that increasing cordial relationships between them and male construction workers, supervisors, and contractors is a critical motivation factor. This is because it strengthens the bond between them and so helps in understanding one another. To these women, this non-monetary factor alludes to good supervision in construction sites.

Table 4. Interviewees' motivational factors

Factors of motivation		Frequency	Percentage
Incentives	Yes	11	57.9
	No	8	42.1
	Total	19	100.0
	Yes	2	10.5
	No	17	89.5
	Total	19	100.0
	Yes	2	10.5
	No	17	89.5
	Total	19	100.0
	Yes	4	21.1
	No	15	78.9
	Total	19	100.0

DISCUSSION OF FINDINGS

This study has assessed the factors of motivation of unskilled women construction workers covering the challenges facing unskilled women workers in construction sites and their motivation factors. The first finding reveals that unskilled women workers encounter sexual harassment as their main challenge in the construction site. Sexual harassment is seen as a common practice by supervisors because of their power and status and financial influences on workers in the construction sites. Devi and Kiran (2013) stated that women workers face sexual harassment and several difficulties in construction sites. Findings of Choudhury (2013) also made us to understand that some women do not get to work regularly or sometimes dropped because they are not yielding to the demand of people attempting to make sexual advances. Research findings by Vettriselvan, Anu, and Rajan (2016) also reported that sexual harassment is a major problem of female workers because they are face with poor security in the construction sites whereby the supervisors and the male colleague abuse the unskilled women workers sexually in the name of payment of wages and giving them jobs.

The study reveals that over-stress due to multiple workload is another challenge that women construction site workers encountered in construction sites. Most works at construction site are tedious, strenuous and sometimes make construction workers tired and aging. This is consistent with the study of Kumar (2018) in India which states that women construction site workers have pain in different part of their body due to the strenuous nature of their work. The physical demand of jobs such as handling of heavy materials, vibration of machine and awkward position causes numerous work-related disorders and diseases like noise-induced hearing, silicosis, muscle strain and sprain and other occupational stress (Abrey and Smallwood, 2014).

Unskilled women workers encounter unfavourable working condition at construction sites. This is due to the extended and excessive working hours and overexposure to harsh environmental condition resulting in dehydration and later sickness. Also, unskilled women workers are exposed to noise, sensitizing and irritant materials, fumes and gases, dusts, and other hazardous materials, resulting in adverse health risk. The above exposes these women and their children to diseases which poses as a treat to their health and safety. Facilities for workers at site are generally poor and workers do not like such and should be provided with uniforms, proper ablution facilities and restroom (Choudhury, 2013 and Datta, 2002).

Women workers complains about contractors, supervisors and coworkers being abusive. This is consistent with findings of Choudhury (2013) in the study of construction workers in Bangladesh, the researcher reported that women are always exposed to verbal assaults at the construction sites. Also, findings of Kumar (2013) in Vijayawada (India) reported that women construction workers women are regularly abused verbally at work as they are financially weaker and have no way to talk back to their supervisors and employers.

The study also assessed the psychological motivation of unskilled women construction site workers and found that incentives serves as the main factor of

motivation in construction sites. For instance, Goal-Setting theory advocates the use of financial incentives to encourage commitment to achieve goals at work. It is also stated that incentives which aid goals have the effect of encouraging people to work harder. This aligns with Ogunlana and Chang (1998) on their study on worker motivation in Bangkok, Thailand. They reported that financial reward is the best way to motivate workers. They claim that workers are paid additional bonuses to increase the workers' income. but it is negates McClealland's achievement theory which cited that people has three sources of needs which are achievement, affiliation and power. These makes people believe more in unambiguous feedback rather than financial incentive.

The finding reveals that good supervision motivates women construction site workers. According to Skinner (1938), reinforcement theory ensures getting desired result and avoiding conflict by either encouraging or discouraging human behavior. This could be either encouraging or attempting to increase a desired behavior or imposing a negative consequences to reduce an undesirable one. This finding aligns with Yisa et al. (2000) and Ogunlana and Chang (1998), though the study focus generally on workers. It explains that positive supervision improves job satisfaction and then job satisfaction motivates workers by boosting their morale, increasing their performances, and strengthening the cordial relationship between workers and supervisors. Barnabas et al. (2009) also reported that

Likewise, overtime allowances and good wages are another factors that motivate construction workers on site. According to Adams (1965) and Pritchard (1969), equity theory shows that workers are rewarded base on the amount of work done. The tedious work that the female construction site workers do on site deserves better reward but this study negates Maneesh and Jasna (2017) and Barnabas et al. (2009) study which reported that women construction workers complained that they are paid less compare to their effort. Khurana (2016) also stated that women workers are not only denied minimum wages, they are also denied their overtime payment even after working beyond their work shift.

CONCLUSIONS

This study has assessed the factors that motivate unskilled women construction workers, the challenges facing unskilled women workers in construction sites and their factors of motivation. Challenges such as sexual harassment, verbal abuse, working under unfavorable weather and high degree of stress poses as difficulty to women workers and sometimes reduce performances. The study also assessed the various factors of motivation such as financial motivators which are incentives, good wages and overtime allowances and also good supervision. These will not only motivate women to work at construction sites but will improve their social and psychological needs of unskilled women construction workers on site. Sexual harassment has the highest frequency among the challenges, followed by work stress due to tedious workload, unfavourable working condition and verbal abuse. Also, incentives have the highest frequency among the factors of motivation then followed by good wages, followed by overtime allowances and good supervision. Therefore, these motivators strengthen the relationship between workers and supervisors and increase the morale of the women workers, meet their immediate expenses, and increase performance.

This study shows that unskilled women construction site workers faced some challenges, and also their major factors motivating construction workers are financial reward and good supervision. Furthermore, the unskilled women workers revealed that these motivators go a long way in helping them. It is on this premise that we recommend that challenges such as sexual harassment, stress and unfavourable working condition should be reduced to the minimum level on site by enacting a law that will protect the unskilled women workers against sexual harassment, provision of basic facilities such as toilet, first aid and child care services and then women should not be forced to work pass the working hour, and also social and psychological needs of workers should be attended to by the contractors to increase their performance which in turn increase productivity on site. This will go a long way by making the women construction site workers happy and will also create a better relationship with the women workers and the contractors or supervisors.

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