

**A STUDY ON THE IMPACT OF LABOUR LAWS ON
ROAD CONSTRUCTION PROJECT PERFORMANCE
IN SRI LANKA**

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DECLARATION

I declare that this is my own work and this thesis / dissertation does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any other University or Institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text. I retain the right to use this content in whole or part in future works (such as articles or books).

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The above candidate has carried out research for the Master's dissertation under my supervision. I confirm that the declaration made above by the student is true and correct.

Name of Supervisor: Prof. Yasangika Sandanayake

Signature of the Supervisor:

Date:

DEDICATION

To my beloved family and the lecturers who have served as the greatest sources of motivation throughout this journey

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ABSTRACT

A Study on the Impact of Labour Laws on Road Construction Project Performance in Sri Lanka

This research delves into the examination of how labour laws impact the performance of road construction projects in Sri Lanka. Utilising a qualitative research approach, the study incorporated an extensive literature review and conducted semi-structured interviews with 15 subject matter experts. The collected interview data were analysed through content analysis. The study identifies key performance metrics relevant to road projects in Sri Lanka, encompassing quality, timely completion and labour utilisation. The findings reveal that labour laws wield a significant influence on project performance, time delays, quality issues, safety incidents, and worker productivity concerns. To mitigate these impacts, the study recommended measures such as enhancing compliance with labour laws, improving stakeholder engagement, and adopting best practices from global construction projects.

The study acknowledges limitations, including its focus on the road construction sector in Sri Lanka and potential influences of broader socio-economic factors on project performance. The insights generated from this research hold significance for policymakers, project managers, and various stakeholders engaged in road construction projects in Sri Lanka.

Keywords: Labour Laws; Project Performance; Road Construction; Sri Lanka

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LIST OF ABBREVIATIONS

Abbreviation	Description
BIM	Building Information Modelling
CIDA	Construction Industry Development Authority
FLSA	Fair Labour Standards Act
GDP	Gross Domestic Product
GIS	Geographic Information Systems
HR	Human Resource
HRM	Human Resource Management
ICC	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ILO	International Labour Organisation
LAB/ADMIN	Labour Administration and Inspection
OSHA	Occupational Safety and Health Administration
PLA	Project Labour Agreement
PPE	Personal Protective Equipment
UDHR	Universal Declaration of Human Rights
USA	United States of America

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