



The Effects of Project Assessment, Safety Management Training, and Risk Assessment on Migrant Labor

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Abstract: Migrant laborer are workers or individuals that migrate within their home countries or to other states for the sake of work. The intention of these employees is not to live permanently in the region or country where they work. Migrant laborer faces many challenges, as well as some benefits. This study analyzed the impact of project assessment, safety management training, and risk assessment on migrant labor. The population of the study is made up of Pakistani food industry workers who have previously worked in various cities and countries. A total of 200 people were contacted, and 180 responses were included in the final analysis. The study is both quantitative and descriptive in nature. Data is collected through a questionnaire and administered on a 5-point Likert scale. Smart PLS is applied to the collected data. The findings demonstrated that project evaluation and risk assessment have a positive impact on migrant labor. Safety management training also has an impact on risk assessment and migrant labor. Moreover, risk assessment mediates the relationship between safety management training and migrant labor in the food industry in Pakistan. The management and policy makers of food industry should focus on project safety measures, and safety management training to protect their migrant labor.

Introduction

Migrant workers are employees who migrate to other states or regions for the sake of work. Migrant workers have no intention of living permanently in the region or state where they live for work. The term "foreign worker" is used to describe employees who move to another country or state in order to find employment. Before going to any other state or region for work, they first study their new jobs, language, and job opportunities. This migration of employees to other countries or regions starts or gives them

benefits by filling the skills gap, creating new contracts, learning new skills, and creating career opportunities. This migrant's labor creates benefits for the economy of their new home by working for them in their economies, which also supports their families in their homeland and contributes to the homeland's economy (Hodges, Moore, Lockee, Trust, & Bond, 2020).

Project assessment is the evaluation and assessment of a newly started project, with the goal of ensuring that newly started projects do not

pose any risk to the economy, social system, or society, particularly migrant labor. The success or failure of the project before it starts physically is determined by its management. The management of the project assessed the resources that are necessary for the project, the expected danger from the project, and other factors that cause the success or failure of the project. Evaluation and assessment of the project are necessary in the sense that managers want to know the expected utilization of resources in an effective way and the expected rate of return from the project (Tolkachev, Bykov, Morkovkin, Borisov, & Gavrillin, 2020). The safety management system is used to manage the factors or elements that are used in the workplace for safety purposes. Safety management includes managing business activities like principles, processes, and injuries due to risk. Safety management training has four parts: safety policy, safety risk management, assurance, and promotion. Safety management is a series of principles that companies apply in the case of accidents and illnesses that happen to employees. An effective safety management system has been proven to be an important factor in the event of danger or crisis at the workplace. Safety management training is given to migrant labor in the event of starting a new project. This safety management training is helpful for migrant workers in case they encounter any crises or accidents at the workplace (Tolstyykh, Kretova, Logun, Popikov, & Kuznetsov, 2020).

Migrant workers, both men and women, are the most important part of Pakistan's economy. These migrant workers contribute largely to the Pakistani economy and have a substantial effect on economic performance. Pakistan's government gives many advantages and ensures the protection of migrant labor, but migrant workers in Pakistan also face some challenges. Many migrant workers remain helpless and at-risk during migration. Many migrant workers face many hardships, like a lack of food, abuse, low wages, and always the fear of deportation. With all these hardships, migrant workers also face the risk and danger of accidents

and low-security management at workplaces. Many migrant workers lost their lives, body parts, or jobs at work because they didn't have enough safety management training, projects, or risk assessments (Mai, Ellis, Christian, & Porter, 2016). This study aims to analyze the impact of a project assessment on safety management training for migrant labor in Pakistan. The theoretical framework is shown in Figure 1, in which project assessment, safety management training, and migrant labor act as independent variables; risk assessment acts as a mediator; and migrant labor acts as a dependent variable. The scope of this study includes employees working in the Pakistani food industry. The objective of this study is to:

1. To analyze the impact of Project assessment on migrant labor.
2. To analyze the impact of Safety Management Training on migrant labor.
3. To analyze the impact of Safety Management Training on Risk Assessment.
4. To analyze the impact of Risk on migrant labor.
5. To analyze the mediation of risk Assessment between Safety Management Training and migrant labor.

Several studies examined the impact of project assessment and safety management training on many organizations, but those studies overlooked Pakistan's geographical area as well as migrant labor employed in the country's food industry (Dichter, 2007; Garikipati, 2008; Ghalib, Malki, & Imai, 2015; Roy, 2011). Many studies conducted on migrant laborer working in the food industry of Pakistan did not include variables like project assessment, safety management training, risk assessment, or migrant labor. This study has made substantial contributions to the literature.

Literature review

Migrant labor is the work of a person who migrates for work within or outside of their home country. This labor is also known as casual or unskilled labor. They do not stay with any

organization for an extended period of time. They keep moving from place to place as they find any opportunity. Different countries have migrant labor for different sectors. Labor in one location may be migrant in one sector but permanent in another for the same sector. These workers, most of the time, work seasonally rather than year-round. They provide their services for a limited time and then move on to the next task. These tasks can be called "projects," because a project is a task that has a start and end date. Most of the jobs are turning into project-based ones now. It has a very bright scope. Base tasks save money and offer high salaries. Labor migrant is the old version of "project performer." Migrant labor is found in Migrant labor in various forms is found in South Africa, the Middle East, western Europe, North America, and India. In Europe, migrant labor is hired for urban rather than rural areas. Various parts of Pakistan are famous for their food industries. Migrant labor is also used here. The industry must commit to labor for the long term in order to retain experienced workers is about to find the factors that can affect migrant labor's ability to stay for a long time (Khan, Shah, Bashir, & Iqbal, 2021). As influencing factors, the current study involves project assessment, safety management training, and risk assessment.

Project Assessment and the Migrant Labor

Project assessment is the leading plan to check the validity of a project. Its purpose is to ensure legality as well as environmental and cultural safety. Project assessment is now progressing as the project-base tasks increase. Before the start of every project, it needs to be assessed from all angles to determine whether it is legal or not. Does the project ensure the safety of the environment and society? Will it cause any harm or danger? It needs to start the projects that have been completely authorized by the project assessment. These types of projects are both economical and eco-friendly. When this type of project becomes operational, it produces value for customers and employees. Employee safety will

be ensured by a well-planned project (Brune, Giné, Goldberg, & Yang, 2016).

On the other hand, migrant labor refers to the workers that come for a short time to give their services. The food industry is very famous and faces high competition. The migration of migrant laborer after a short time creates a disturbance in the market. It impacts the food industry negatively. Project assessment can ensure this type of labor will work for a long time. When a project in an industry is evaluated, it means that it is completely safe and meets the needs of the labor. Working labor can be happy and satisfied, which can lead to an increase in working time. This study aims to examine this relationship between project assessment and migrant labor. Studies have been conducted in the field of project management. Similarly, by following the essence of the study conducted by Khan, Bhatti, Hussain, Ahmad, and Iqbal (2021) we can argue that project assessment increases the satisfaction level of employees, making them more loyal and committed. From the discussion, a hypothesis can be formulated and given as:

H1: Project assessment significantly affects the migrant labor

Safety Management Training and Risk Assessment

Safety management training is part of the project assessment. Every project should include safety precautions to protect workers and other stakeholders. Every employer needs to furnish the workplace with the necessary safety items. Before the start of a project, special training is conducted to save oneself and employees from any type of hazard (Kessy, Msuya, Mushi, Stray-Pedersen, & Botten, 2016).

A risk assessment is the combined effort of identifying and analyzing potential events that may negatively impact individuals, assets, and the environment, and making judgments on the tolerability of the risk on the basis of a risk analysis while considering influencing factors. These are the possible outcomes for each

industry. The nature of the events may differ from industry to industry. Training also includes instructions on how to educate others about this type of emergency. Ways to handle the events are explored. In previous research, it has been suggested that when there is safety training provided to the employees, they feel confident at work. Confidence in working in a safe environment can increase the productivity of employees (Pahi, Hamid, & Khalid, 2016). The objective of the study is to examine the impact of safety training on risk assessment in the Pakistani food industry. A hypothesis is being formulated to verify the assumption.

H2: Safety management training significantly effects the Risk Assessment

Safety Management Training, Risk Assessment and Migrant Labor

When there is high risk associated with firms, the turnover rate increases. All the employees look for psychological, physical, and financial safety. When there is a team of experts to predict future events, it can help organizations survive during this kind of emergency. Risk assessment not only informs organizations about environmental events, but also assists them in forecasting economic fluctuations. Policies are formed according to the situation. When there is a proper mechanism for risk assessment, workers feel safe. Migrant laborers are more concerned with risk assessment. They don't make formal bonds with organizations. They work on a daily basis and move on to the next opportunity. Studies have shown that satisfied employees are more loyal than the highly paid. In another study, it was concluded that organizations that focused on the safety of employees experienced less employee turnover (Marston, Brown, Rainey-Smith, & Peiffer, 2019; Prasad, Vaidya, & Anil Kumar, 2015). The food industry is experiencing migrant labor at work. The purpose of the study is to measure the impact of the risk assessment on migrant labor. The below given hypothesis is formed for the examination of the assumption:

H3: Risk Assessment Significantly effects the Migrant Labor

H4: Safety Management Training has significant impact on Risk Assessment.

H5: Risk Assessment mediates the relationship between Safety Management Training and migrant labor.

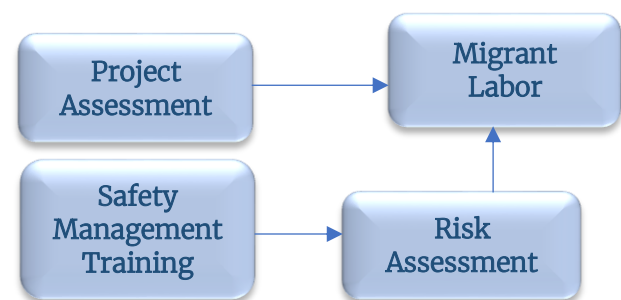


Figure 1: Theoretical framework of the study shows the relationship between Migrant Labor, Risk Assessment, Safety Management Training, and Project Assessment

Research Methodology

In this part, the methods of research used in the study are discussed. It is explained through the research design and by explaining the population and samples (Khan, Ul Hameed, Iqbal, Shah, & Tariq, 2022). The nature of the following study is quantitative. Data for the study was gathered using the survey method. The questionnaires were adapted from previous studies related to variables (project assessment, safety management training, risk assessment, migrant labor). Considering the requirement, the cross-sectional method was applied. The questionnaire was filled out once by the respondents on the five-scale Likert scale. Each participant in the study is a unit of analysis, whereas the sample consists of Pakistani food industry employees. In the present study, the researcher collected the data by the dropdown method and by the online survey method, both of which included a cover letter that explained the purpose of the current study. After the distribution of survey documents to the individual respondents, researchers wait for the respondents to become free and conveniently fill

out the survey form. After filling out the survey form, researchers collect the form back from the respondents. A total of 200 people were contacted, and 180 responses were included in the final analysis.

Data Analysis

This study used structural equation modelling (SEM) path analysis, using Smart PLS 3.0 software to test the inter-relationship between dependent and independent variables. Measurement of reliability and validity is the first and most important step in the data analysis

Table 1. Data Statistics	No.	Missing	Mean	Median	Min	Max	SD	Kurtosis	Skewness
PA1	1	0	2.36	1	1	4	0.532	2.059	1.324
PA2	2	0	2.709	2	1	4	1.119	0.828	0.007
PA3	3	0	2.709	2	1	4	0.577	1.377	1.295
PA4	4	0	2.672	2	1	4	0.607	0.154	0.458
SMT1	5	0	2.048	2	1	4	0.661	-0.393	0.059
SMT2	6	0	2.958	2	1	4	1.157	0.082	0.27
SMT3	7	0	2	2	1	4	0.554	1.99	1.188
SMT4	8	0	2.54	3	1	5	0.968	-0.669	-0.025
SMT5	9	0	2.317	2	1	5	0.876	-0.505	0.095
RA1	10	0	2.286	2	1	4	0.85	-0.678	0.091
RA2	11	0	2.164	2	1	5	0.835	-1.068	0.396
RA3	12	0	2.397	2	1	5	1.057	-1.086	1.152
ML1	13	0	2.063	2	1	5	0.739	0.99	0.612
ML2	14	0	2.037	2	1	4	0.629	-0.071	0.1
ML3	15	0	2.46	3	1	5	0.807	-0.175	-0.053
ML4	16	0	2.317	2	1	5	0.832	1.035	1.178
ML5	17	0	2.206	2	1	5	0.709	0.296	0.128
ML6	18	0	2.185	2	1	5	0.758	1.978	0.852

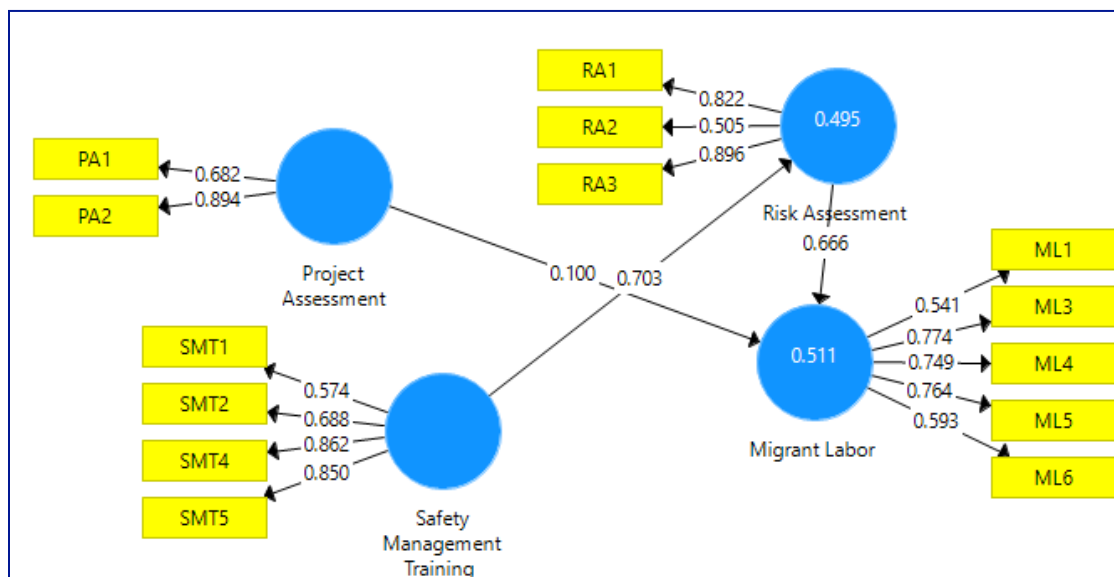


Figure 2: Measurement Model

Reliability is measured by checking the consistency of the measuring instruments and the validity of the research design. Reliability is measured by Cronbach's alpha, and its acceptance level is 0.7. Factor loading and average variance extracted (AVE) are used for assessing inter-item consistency and convergent validity. Factor loading and AVE should be greater than 0.5 (Hair

& Lukas, 2014; Hair et al., 2010). In the analysis of this article, Cronbach's alpha and composite reliability are both greater than 0.7 further factor loading, and the AVE is also greater than 0.5, which is accepted and shown in Tables 2 and 3 and in Figure 2. The cross loadings ratio is used to assess the discriminant validity of external consistency. Cross loadings are shown in Table 4.

Table 2. Factor Loadings

	Migrant Labor	Project Assessment	Risk Assessment	Safety Management Training
ML1	0.541			
ML3	0.774			
ML4	0.749			
ML5	0.764			
ML6	0.593			
PA1		0.682		
PA2		0.894		
RA1			0.822	
RA2			0.505	
RA3			0.896	
SMT1				0.574
SMT2				0.688
SMT4				0.862
SMT5				0.85

Table 3. Reliability and Convergent Validity

	Alpha	rho_A	CR	(AVE)
Migrant Labor	0.72	0.744	0.817	0.577
Project Assessment	0.741	0.708	0.772	0.633
Risk Assessment	0.715	0.798	0.796	0.578
Safety Management Training	0.745	0.811	0.836	0.567

Table 4. Cross-Loadings

	Migrant Labor	Project Assessment	Risk Assessment	Safety Management Training
ML1	0.541	0.226	0.341	0.309
ML3	0.774	0.234	0.519	0.505
ML4	0.749	0.336	0.58	0.572
ML5	0.764	0.225	0.549	0.481
ML6	0.593	0.311	0.413	0.37
PA1	0.225	0.682	0.241	0.188

PA2	0.367	0.894	0.412	0.359
RA1	0.525	0.362	0.822	0.677
RA2	0.407	0.367	0.505	0.269
RA3	0.665	0.289	0.896	0.582
SMT1	0.403	0.147	0.347	0.574
SMT2	0.413	0.189	0.382	0.688
SMT4	0.621	0.316	0.607	0.862
SMT5	0.532	0.368	0.683	0.85

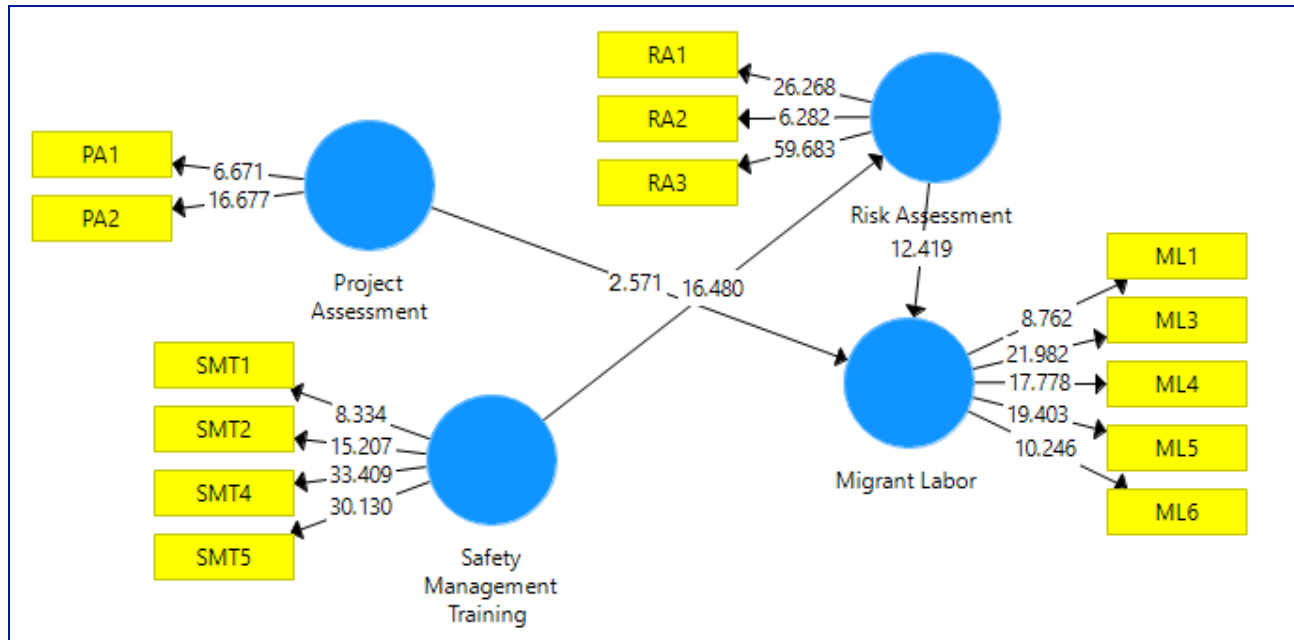


Figure 3. Structural Model

For testing the hypothesis, run bootstrapping through PLS. Given that, Table 5 is generated. It is confirmed that if t values are greater than 1.96, the hypothesis is accepted or rejected. This study's hypotheses have been accepted. Given

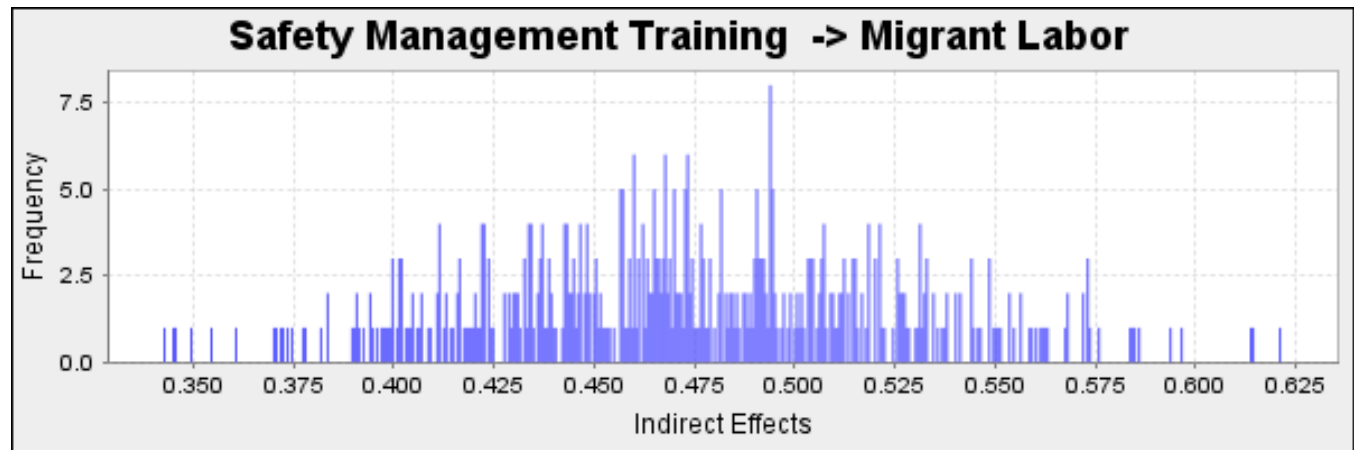
Table 5, the beta value is positive, which shows that relations that were made through hypotheses are positive. Table 6 depicts the risk assessment mediation effect between safety management training and migrant labor.

Table 5. Direct Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Project Assessment -> Migrant Labor	0.1	0.106	0.039	2.571	0.007
Risk Assessment -> Migrant Labor	0.666	0.669	0.054	12.419	0
Safety Management Training -> Risk Assessment	0.703	0.706	0.043	16.48	0

Table 6. Indirect Effect Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Safety Management Training -> Risk Assessment -> Migrant Labor	0.469	0.473	0.05	9.391	0

**Figure 4:** Indirect Effects Graph

Discussion and Conclusion

Migrant laborer are workers or individuals that migrate within their home countries or to other states for the sake of work. The intention of these employees is not to live permanently in the region or country where they work. Migrant laborer faces many challenges, as well as some benefits. In the literature review, hypotheses about this study related to variables like project assessment, safety management training, risk assessment, and migrant labor are made. These hypotheses are tested by using a statistical tool on data collected from Pakistan's food industry employees. Results indicate that project assessment has a positive and significant impact on migrant labor.

The first objective of this research is to examine how the project assessment significantly affects migrant labor. Results of the regression analysis indicated that project assessment has a significant impact on migrant labor and, thus, H1 is accepted. The significant impact has been attributed to the fact that project assessment and

evaluation entail assessing the economic, social, and societal factors that may contribute to migrant labor demand or the community. The assessment of these types of projects increases the quantity of migrant labor in the Pakistani food industry. The findings of this research are in line with the previous researches by (Walsh et al., 2022) and (Brune et al., 2016).

The second objective of this research is to examine whether safety management training significantly affects risk assessment. Results of the regression analysis indicated that safety management training has a significant impact on migrant labor, and thus, H2 is accepted. The significant effect has increased the safety management training and risk assessment for employees who migrate to other states or regions. This will also increase the quantity of migrant labor and decrease the challenges that they face in other states and regions. The findings of this research are in line with the previous researches by (Marston et al., 2019; Prasad et al., 2015); (Pahi

et al., 2016) and (Chiu, Chien, Lin, & Yun Hsiao, 2005).

The third objective of this study is to investigate risk assessment as well as the relationship between safety management training and migrant labor. Results of the mediation analysis indicated that risk assessment mediates the relationship between safety management training and migrant labor among migrant laborers working in the food industry in Pakistan. The results of this objective are also similar with previous researches (Organization, 2022; Risberg & Romani, 2022).

Limitations and Future Research

The scope of the study is constrained geographically and professionally, since it is conducted solely with members of staff now employed in the Pakistani food business who have previous experience working in other cities and countries. In subsequent research, the social and economic implications of migrant labor may serve as the primary emphasis. Future studies may also be carried out to examine whether the risk assessment mediates the relationship between safety management training and migrant labor in other developing countries.

Implications

This study has theoretical implications because it has made a vital contribution to previous literature by studying the impact of project assessment on safety management training for migrant labor. In practice, this study suggests that managers in the food industry should pay attention to project evaluations, safety measures, and management training for migrant workers or employees. Increased project evaluation, safety management training, and risk assessment are helpful to employees who migrate to other states or regions.

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