PERCEPTION OF DRUG ABUSE ON PRODUCTIVITY OF CONSTRUCTION SITE WORKERS IN MINNA, NIGER STATE.

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The prevalence of drug and alcohol abuse globally has become a matter of concern to organisations globally. Organisations such as construction industries constitute the majority of work-related drug abusers worldwide. These drugs when misused or abused could bring about adverse psychological and behavioural changes that hampered productivity on sites. This research aims to investigate the perception of drug abuse on the productivity of construction site workers in Minna, Niger state. A quantitative research approach was adopted for the study through a self-administered structured questionnaire. The data gotten were analysed using descriptive statistics which included frequencies, percentages, mean item scores, relative important index (RII) and graphical presentations. Findings from the study revealed that the most negative effect of drug abuse on construction sites which plays a negative impact on workers' productivity are workers inability to follow instructions, carelessness, violence on sites and friction among workers with mean scores of 3.84, 3.80, 3.55 and 3.53 respectively. The study also discovered that very little attention is given by the construction industry (regarding employee drug testing, the setting of anti-drug policy and awareness programme) to curb drug abuse on site. Based on these findings, the paper recommended that anti-drug policies should be set up and enforced on sites. Additionally, the industry should constantly create awareness about the negative impact of drug abuse on the users with a bid to foster labour productivity on construction sites.

Keywords: Drug abuse, labour, productivity, construction sites, site workers

INTRODUCTION

The current trend in the abuse of drug and alcohol all over the world is at an alarming and worrisome rate virtually in all industries. This scenario is of great concern most especially in the construction industry compared to other industries owing to the vast workers engaged on construction sites (Evans 2014; Frone, 2006; Whirwind Team, 2016). Plants and herbs have found useful applications to human health and well-being. However, many people have explored their negative and harmful properties to damaging use (Falco 1998, as cited by Sambo, 2008).This abuse can cause serious damages to the psychological reasoning of the abuser and the environment he relates with (Sambo, 2008). Work activity on construction site has been termed hazardous, and many workers resort to the use of drugs as a stimulant to meet up with the challenges of the sites work. Nevertheless, the number of accidents that occurs at the various phase of construction work especially when working at height, using hazardous equipment, and operating heavy equipment are obviously numerous when substance abuse, whether it be alcohol, illicit drugs (Whirlwind Team, 2016). This is because the nature of the construction work demands that employees depend on the competence of the entire team to work safely.

Hence employees are exposed to harm from the actions of their team members and themselves. However when a worker is into drugs abuse while on the job, that competence is gone, and this may affect the entire team productivity (Evans, 2014; Whirlwind Team, 2016). Although Nigeria's research into their usage in the construction industry is limited, international researchers have been able to prove that it is an on-going problem, and Nigeria construction industry faces the same challenges (Evans, 2014).

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A nationwide survey on 300 human resource professionals conducted by Hazelden (2007) discovered that substance misuse was one of the key issues they faced in the area of workforce coordination, with consequences related to absenteeism, reduced productivity and a negative impact on the names of their construction company's reputation. (Frone, 2004) Postulated that the use of alcohol and other drugs in the workforce represents an essential social policy issue for the reason that it may emasculate productivity, safety and the overall health of the employee and these outcomes could reduce an employer's aptitude to compete effectively in the industry. The outcome of the pilot study conducted by members of the Master Builders and Allied Trades' Association (Cape Peninsula) disclosed that drug and other material misapplication is dominant to a larger degree in the construction industry (Smallwood, 1998; Whirlwind Team, 2016). Ames and Bennett, (2011) revealed from the research carried out in the USA regarding drug abuse in the place of work that 15.9% of full-time construction workers aged between 18 to 64 had used illicit drugs in the month prior to when they were surveyed. Furthermore, the construction industry was ranked highest on the list out of nineteen industries that were surveyed for the adverse use of illicit drugs during work (Ames and Bennett, 2011). Feeney (2012) mentions a study conducted among construction workers in Brisbane, Australia, which found out that 50% of the workers surveyed consumed alcohol at 'hazardous' levels, and a further 15% were at significant risk of harm. More than 30% of respondents had used ecstasy or methamphetamine-type substance in the past year, while about 16% had also used cannabis during the same period.

OSHA reports as cited by Wesch (2016) disclosed that almost 18 percent of all private industry fatalities in 2011 were in the construction field. The most common causes of fatalities in the industry included falls, being struck by an object, being trapped between objects and electrocution. Putting forward an intervening measure that may involve personally approaching the drug abusers, may seem as interfering with their privacy (Master Builders Queensland construction policy director cited in Feeney, 2012). Employee drug abuse results in increased costs for employers and organisations who suffer hugely as a result thereof. Employers have to endure higher healthcare expenses for injuries, reduced productivity and performance, increased absenteeism, a greater number of workers' compensation claims, higher rates of employee turnover and H&S and other associated risks. It is not the only financial hardship that organisations have to endure; often an organisation's reputation and public image can also be adversely affected (NBGH, 2009; Evans, 2014). The problem the research attempts to solve involves finding out the extent to which abuse of drugs and alcohol has affected the productivity/output of construction workers within construction sites in Minna, Niger State, Nigeria. The aim of this research is to investigate the perception of drug abuse on the productivity of construction site workers in Minna, Niger state.

The objectives to realise the aim are outlined below:

1. To determine the extent to which construction organisations experience difficulties as a result of drug abuse in Minna.
2. To determine the probable reasons responsible for the misuse of drugs and alcohol by workers in the construction industry.
3. To determine the effects of drug abuse on labour productivity on construction sites in Minna
4. To identify the measures put in place by the construction firms in Minna to mitigate drug abuse on sites.

Prevalence of Drug Abuse on Construction Sites

The construction industry has a high rate of worker drug abuse, not only in Nigeria but also across the world. Statistics which relate to drug abuse in the construction industry are not readily available in Nigeria, however international research has proven that it is an on-going problem(Evans, 2014), and Nigeria faces the same problems relating to it. Even though not as prevalent as alcohol abuse, drug abuse is an issue that continues to remain a problem (Evans, 2014). Workers in the construction industry report higher than average rates of at-risk drug use. A large cohort study conducted in the USA between 1989 and 1998, discovered that 6.6% of the workers had received a substance abuse related diagnosis (Alberta Health Services, 2010). People in construction have higher rates of substance use and related disorders than persons in other industries: 16% with past month heavy alcohol use, 14% with past-month illicit drug use, 16% with past-year alcohol abuse or dependence, and 5% with past-year illicit drug abuse or dependence (Ramchand *et al*., 2009 and Alberta Health Services, 2010). Ames and Bennett (2011) disclosed that a study conducted in the USA regarding worker drug abuse revealed that 15.9% of construction workers aged 18-64 who are full-time employed had used illicit drugs in the month before being surveyed. Furthermore, a different nationwide survey piloted in 2012 established an occurrence of epoch use of 7% for cannabis and 4% for cocaine. The findings also proved that the lifetime prevalence was more among construction workers. This higher statistics may be meaningfully associated with the occurrence of consistent use, which can advance to continual and lifelong use. Nonetheless, the sequence of development followed in

involvements with drugs is unidentified; signifying that energetic prevention when drug use is instigated may be the only real means of avoidance (Milanés and Gómez-Bustamente, 2012). The construction industry placed highest on the list out of nineteen industries that were surveyed. The construction industry ranked higher than industries such as 'Arts, entertainment, and recreation'; 'Mining' and 'Accommodation and food services' (SAMHSA, 2012 cited in Hazelden, 2012).

Problems Arising From Worker Drug Abuse in The Construction Industry

The abuse of Drugs is a major influencing factor to the rampant occurrence of accidents within the workplace in the construction industry (Evans, 2014). According to Smallwood (1998), drug abuse impairs workers' mental, emotional and physical state which is reflected by high absenteeism, decreased productivity, re-work and high levels of both fatal and non-fatal injuries. It was also discovered that crime and violence in the workplace are often heightened by drug abuse. Hence it is not out of place to infer that, where there is drug abuse in the workplace the chance of employee theft increases and there is a greater chance of workplace violence occurring (GVK, 2014; Chandler, 2014). Worker substance abuse increases costs for employers as a result of decreased productivity, re-work, higher rates of employee turnover and increased workers' compensation and disability claims (Chandler, 2014; Alberta Health Services, 2010; NBGH, 2009; Smallwood, 1998). Breugem *et al*. (2006) reported that one of the most important factors to explore when examining the issue of drug-related harm in workplaces is the relationship between consumption and impairment. It does not necessarily follow that a person is impaired simply because of consumption of alcohol or other drugs. A range of factors must be taken into consideration, including patterns of consumption and the relative effects of consumption on the workplace.

Causes of Drug Abuse

Haladu (2003) gave the following as the main causes for the abuse of drugs as Experimental Curiosity, Peer Group Influence, Lack of supervision and counselling, Personality Problems due to socio-Economic Conditions, The need for energy to work for long hours, Availability of the drugs, and the need to prevent the occurrence of withdrawal symptoms: If a drug is stopped, the user experiences what is termed "withdrawal symptoms". Pain, anxiety, excessive sweating and shaking characterise such symptoms. The inability of the drug user to tolerate the symptoms motivates him to continue with the drug (Ige, 2000).

Effects of Drug Abuse on Workers on Construction Sites

Based on reports from Alberta Health Services (2010), Twenty percent of all work-related injuries occur in the construction industry. Construction workers experience a higher risk of disability than the general workforce. Breugem *et al*. (2006) stated that alcohol and another drug-related harm in the workplace could manifest regarding physical harms, i.e. injuries and fatalities. In Australia, between 3 and 11% of workplace injuries and 4% of work-related deaths involve alcohol; other drugs contribute to 2% of work-related deaths. In total, it is believed that substance abuse is a contributing factor in at least 5% of work-related fatalities (Breugem *et al*., 2006). According to Cesarini *et al*. (2013), construction works involve complex tools and machinery, with some works carried out at significant heights above ground level and as such, companies need to actively war against the abuse of mind-altering substances, which remains a widespread problem in the construction industry. Construction companies should focus on preventing impaired workers from gaining entry or even handling job functions in and within site.

Health Issues

Consuming excessive amounts of alcohol puts employees at risk of developing an array of costly physical health problems such as liver diseases, heart disease, cancer, pancreatitis, and foetal alcohol syndrome in children. Long-term use of alcohol may also lead to hypertension, high cholesterol, and increased levels of triglycerides (NBGH, 2009). Approximately 15% of heavy users of alcohol battle with liver cirrhosis and pancreatitis. Individuals that inject opioids are at risk for hepatitis, HIV, and tuberculosis; cocaine users may have sinusitis, malnutrition, or myocardial infarction, among other lists of related health difficulties (NBGH, 2009). Alberta Health Services (2010) further revealed that cancer of the oral cavity and the pharynx resulted in an increased risk of disability for construction workers when compared to the general workforce. This finding may reflect the high rates of smoking and heavy drinking among construction workers. It was also stated that the risk of disability greatly increased in direct proportion to individual ages of the users.

Mental Health Disorders

The excessive use of alcohol and other drugs can also be linked to untreated depression and other mental illnesses. As such, high expenditures for physical healthcare often accompany the regular use and abuse of drugs. 52% of privately insured persons being treated for drug abuse had also been

diagnosed with at least one psychiatric condition. The most frequent conditions were depression (35%), adjustment disorder (11%), bipolar disorder (8%), anxiety disorder (6%), and personality disorder (5%). Often, the co-occurring psychiatric disorder is related to drug use, and it may disappear as a result of a reduction in the illicit consumption of those drugs (NBGH, 2009). It is recommended that this observation should take place over a 3-4 week drug-free period where possible. Substance abusers should also be monitored for tendencies to commit suicide as they are observed to have higher rates of suicide at a rate of between 3-4 times higher than the general population (NBGH, 2009). According to Alberta Health Services (2010), a survey by Statistics Canada found that 33% of trades helpers and labourers reported poor mental health; it is plausible that some employees have turned to substance use and abuse to cope with stress.

RESEARCH METHODOLOGY

This study was carried out through a survey of selected literature together with an empirical study that was conducted using a quantitative approach. A well-structured questionnaire that reflects the peculiarity construction work, distributed to all respondent forming part of the sample population, formed the quantitative research.

This study draws its population from two (2) major stakeholders in the construction industry within the study area, which are; site managers and consultants respectively. It was initially intended that this population would be drawn from on-going registered construction projects within Minna-as directed by the development control agency of the state. But on questioning the agency, it was discovered that there were no on-going registered construction projects within the area of study and that this was due to the current corruption chase going on around the country, forcing clients to avoid pushing out too much cash for construction works. So major construction works were either halted or permanently stopped. Due to this challenging twist, the study was forced to draw its sample population from a survey conducted by V-connect (2014), an online job-hunt site, which gathered that there were 50 registered construction firms in Minna, Niger state Hence, the sample frame is estimated at 300.

The sample size of this research was determined using Berlett, Kotrlik and Higgins (2001) table for determining sample size for a given population. Hence, the sampling size chosen for a population of 300 is 65. Out of the 65 distributed questionnaires, 60 were completed and returned within the required time frame. Hence the questionnaire response rate is estimated at approximately 92.3%. The various opinions of respondents were gotten and ranked from the positive rating to the negative rating using a Likert scale of 1-5. Where 1 = Very Low and 5 = Very High. In using the ranking method, the mean ranks were obtained.

Descriptive statistics were used to analyse the quantitative data; this was employed primarily to reveal the difference in the demographic attributes of respondents. This involved the use of frequencies, percentage analysis, and mean score ranking. Data presentation was done in the form of tables, pie and bar charts and these analyses were carried out using SPSS version 20.0 and Microsoft Excel (spreadsheet) respectively.

ANALYSIS AND DISCUSSION

This section presents the research findings, analyses and provides discussions based on such respective findings.

Table 4.1: ***The grouping of mean scores (MS) for five-point 'Likert' scales***

> 1.00 ≤ 1.80	- Not important to less than important - Minor to near minor extent - Very poor to poor - Very rarely to rarely
> 1.80 to ≤ 2.60	- Not important to less than important (less than important) - Minor to near minor extent (near minor extent) - Poor to slightly poor (slightly poor) - Rarely to more than rarely (rarely)
> 2.60 to ≤ 3.40	- Less than important to important (important) - Near minor extent to some extent (some extent) - Slightly poor to almost good (average) - More than rarely to almost frequently (almost frequently)
> 3.40 to ≤ 4.20	- Important to more than important (more than important) - Some extend to near major extent (near major extent) - Averagely good to good (good) - Almost frequently to frequently (frequently)

Source: William, 2014

> 4.20 to ≤ 5.00	- More than important to very important (very important) - Near major extent to major extent (major extent) - Good to very good (very good) - Frequently to very frequently (very frequently)

Importance of Certain Project parameters to Productivity

Table 4.2 below, displays how important certain project parameters are to the overall productivity of the construction site according to the surveyed respondents. The responses are tabulated regarding percentages at a range of 1 (not) to 5 (very), and a Mean Scale with a minimum value of 1.00 and a maximum value of 5.00. Mean Scales > 3.00 indicates that respondents deem that the parameters are important as opposed to unimportant, as in the case of Mean Scales ≤ 3.00. It is notable that all the Mean Scales calculated are above 3.40 (i.e., Important to more than important).

Cost is ranked highest on a Mean scale of 4.84 (Which signifies it is a Very important parameter to overall productivity). In other words, this indicates that –according to the respondents- cost is the most important project parameter above all the other listed.

Table 4.2: Importance of certain project parameters to productivity

PARAMETER	RESPONSE IN PERCENTAGE						MEAN SCALE	RANK
	UNSURE	NOT----------VERY						
		1	2	3	4	5		
Cost	5.00	0.00	0.00	5.00	5.00	85.00	**4.84**	**1**
Environment	0.00	0.00	5.00	40.00	45.00	10.00	**3.60**	**6**
Health and Safety	0.00	0.00	5.00	10.00	35.00	50.00	**4.30**	**4**
Quality	0.00	0.00	0.00	20.00	25.00	55.00	**4.35**	**3**
Schedule (time)	0.00	0.00	5.00	15.00	15.00	65.00	**4.40**	**2**
Labour	0.00	0.00	0.00	15.00	45.00	40.00	**4.25**	**5**

Source: Authors' Fieldwork, 2016

Effects of Drug Abuse on Productivity in Construction Sites

From Table 4.3 below it is seen that workers' ability to follow instructions with a mean scale of 3.84 is ranked first among the listed aspects of construction which are negatively affected by drug abuse. Following closely at second place is carelessness with a mean scale of 3.80. At third place, we have Violence on site which is ranked on a mean scale of 3.55. Occupying the fourth position is Friction among workers with a mean scale of 3.53. Mistakes and Theft on site are ranked jointly at the fifth positions with mean scales of 3.50 respectively. According to the respondents, all of the above-mentioned aspects are negatively affected by workers' drug abuse in a near major extent (that is > 3.40 to ≤ 4.20), and these aspects represent (60%) of the total listed aspects. These, in turn, affect the Cost, Schedule and Job Quality as ranked in Table 4.2. Workplace injuries, trustworthiness, and performance (speed) are ranked least among the negatively affected aspects of construction with mean scales of 3.35, 3.17, and 2.60 respectively indicating that they are affected negatively at a near minor to some extent. It is also worthy to note that none of the aspects fell in the bottom two Mean scale ranges of > 0.00 to ≤ 0.83 or > 0.83 to ≤ 1.67.

Table 4.3: ***Effects of drug abuse on happenings in the construction site***

ASPECTS	RESPONSE IN PERCENTAGE							MEAN SCALE	RANK
	UNSURE	DOES NOT	MINOR----------MAJOR						
			1	2	3	4	5		
Ability to follow Instructions	5.0	0.0	0.0	15.0	15.0	35.0	30.0	**3.84**	**1**
Carelessness	0.0	0.0	0.0	15.0	20.0	35.0	30.0	**3.80**	**2**
Mistakes	0.0	0.0	0.0	10.0	35.0	50.0	5.0	**3.50**	**5**
Performance and Speed	0.0	0.0	40.0	15.0	10.0	15.0	20.0	**2.60**	**9**
Workplace Injuries	0.0	0.0	5.0	10.0	45.0	25.0	15.0	**3.35**	**7**
Absence from Site	5.0	0.0	25.0	40.0	15.0	5.0	10.0	**2.31**	**10**
Violence on Site	0.0	0.0	0.0	15.0	40.0	20.0	25.0	**3.55**	**3**
Friction among workers	5.0	0.0	0.0	5.0	45.0	35.0	10.0	**3.53**	**4**
Crime and theft on Site	10.0	0.0	5.0	20.0	5.0	45.0	15.0	**3.50**	**5**
Trustworthiness	10.0	0.0	0.0	30.0	25.0	25.0	10.0	**3.17**	**8**

Source: Author's fieldwork, 2016

Extent of Difficulties Experienced on Construction Sites Due to Drug Abuse on Sites

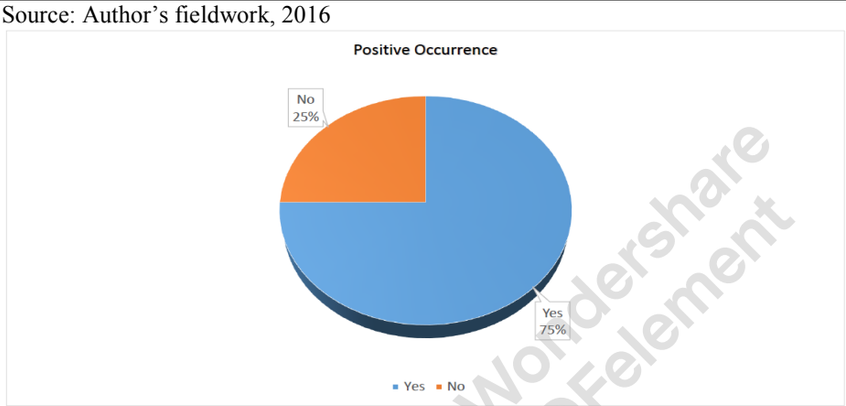
Table 4.4 below ranks the respondent's opinion on the occasions when worker drug abuse normally occurs. The various opinions are tabulated regarding percentages at a range of 1 (rarely) to 5 (frequently), and a Mean Scale with a minimum value of 1.00 and a maximum value of 5.00. Mean Scales > 3.00 indicates that respondents judge the occasions frequent as opposed to rare, as in the case of Mean Scales ≤ 3.00

From Table 4.4 below, according to the respondents, worker drug abuse frequently occurs during break time. This was chosen at first place with a mean scale of 4.05. Following closely at second place is a mean scale of 3.75, which showed that workers also frequently abused drugs before work periods. Furthermore, the table shows that drug is abused by workers frequently at the above mentioned periods as opposed to after work and during work hours with mean scales of 3.10 and 3.00 respectively (signifying that they occur only almost frequently). It should also be noted that the table illustrates that drug abuse can occur by workers at any time ranging from before to after work since none of the mean scales is within the 0.00 ≤ 0.83 range.

Table 4.4: ***Instances when Worker drug abuse mostly occurs.***

OCCASION	RESPONSE IN PERCENTAGE						MEAN SCALE	RANK
	UNSURE	RARELY----------FREQUENTLY						
		1	2	3	4	5		
Before work	0.00	20.00	10.00	0.00	15.00	55.00	**3.75**	**2**
During work	0.00	5.00	20.00	55.00	10.00	10.00	**3.00**	**4**
Break time	0.00	0.00	5.00	10.00	60.00	25.00	**4.05**	**1**
After work	0.00	15.00	30.00	10.00	20.00	25.00	**3.10**	**3**

Source: Author's fieldwork, 2016



Figures 4.1: Positive events which occurred in on the construction site as a result of drug abuse.
Source: Author's fieldwork, 2016

From figure 4.1 above, 75% (majority) of the respondents have witnessed positive occurrences as a result of drug abuse in the construction site. These positive events were noted to be from areas on performance/speed (which was ranked as least to be negatively affected by drug abuse from table 4.1). The other 25% (minority) were of the opinion that they hadn't witnessed any positive occurrences owing to drug abuse in the construction site.

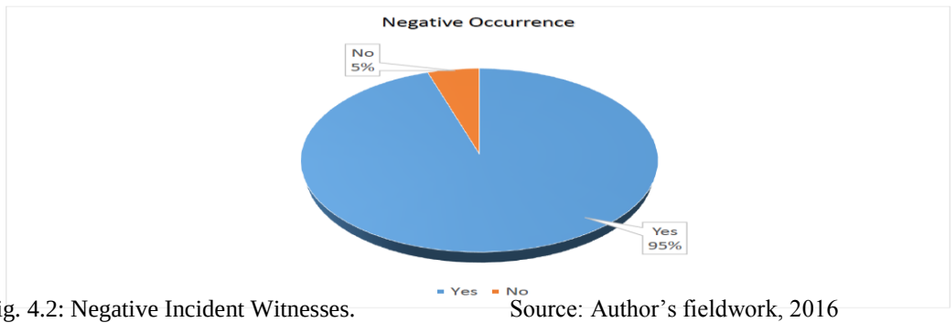


Fig. 4.2: Negative Incident Witnesses. Source: Author's fieldwork, 2016

From figure 4.2 above it can be seen that 95% (majority) of the respondents have witnessed negative occurrences owing to drug abuse. These occurrences arise from areas such as Inability to follow instructions, Carelessness, Violence on site, etc. (as ranked respectively in table 4.1.) The other 5% (minority) are of the opinion that they have not witnessed any negative occurrences in any construction site as a result of worker drug abuse. However, it should be worthy of note that a higher percentage of the respondents (precisely 95%) have witnessed negative occurrences owing to worker drug abuse in construction sites, as compared to about 75% who have witnessed positive occurrences.

Respondents' Opinion on Reasons behind Drug Abuse by Workers

This section analysed the possible reasons behind the abuse of drugs by construction site workers. A ranking of the respondent's opinion on the reasons behind worker drug abuse is given in table 4.5 below.

Table. 4.5 ***Reasons behind drug abuse by construction site workers.***

REASONS	RESPONSE IN PERCENTAGE UNSURE	MINOR----------MAJOR 1	2	3	4	5	MEAN SCALE	RANK
Experimental curiosity	10.0	35.0	15.0	30.0	5.0	5.0	**2.22**	**6**
Lack of Supervision	0.0	15.0	35.0	20.0	20.0	10.0	**2.75**	**5**
Pressure from other workers	0.0	15.0	25.0	30.0	20.0	10.0	**2.85**	**4**
Availability of drugs	0.0	5.0	30.0	15.0	45.0	5.0	**3.15**	**3**
Personal Problems	0.0	0.0	10.0	15.0	45.0	30.0	**3.95**	**2**
Need to work for long Hours	0.0	0.0	0.0	5.0	25.0	70.0	**4.65**	**1**

Source: Author's fieldwork, 2016

The various reasons are tabulated in terms of percentages at a range of 1 (minor) to 5 (major), and a Mean Scale with a minimum value of 1.00 and a maximum value of 5.00. Mean Scale's > 3.00 indicates that respondents deem the reason as a major one as opposed to a minor one, as in the case of Mean Scales ≤ 3.00. It can be observed from the table that –according to the surveyed respondents- the need to work for long hours (ranking 1st with a Mean scale of 4.65) and personal problems (ranking 2nd with a Mean scale of 3.95) are major reasons why drugs are abused by construction site workers. It can also be observed that drug availability, pressure from other workers, and lack of proper supervision, ranking 3rd, 4th, and 5th respectively (with Mean scales of 3.15, 2.85, and 2.75) are to some extent, reasons behind workers drug abuse. The table also shows that Experimental curiosity is least among the listed reasons behind worker drug abuse, due to a calculated mean scale of 2.22 (which signifies only a near minor extent).

Measures Put In Place to Eliminate Drug Abuse on Sites

Table 4.6 below ranks a list of measures usually employed to tackle the usage and abuse of drugs by construction site workers. The ranking is calculated based on the respondent's judgement on the implementation of the listed measures in the construction industry within the study area. The respective judgements of the 60 surveyed respondents are tabulated in terms of percentages at a range of 1 (very poor) to 5 (very good), and a Mean Scale with a minimum value of 1.00 and a maximum value of 5.00. Mean Scale's > 3.00 indicates that the respondents deem the implementation of a measure very good as opposed to poor implementation, as in the case of Mean Scales ≤ 3.00.

Table. 4.6: ***Table showing a ranking of measures put in place to eliminate worker drug abuse***

MEASURE	RESPONSE IN PERCENTAGE UNSURE	VERY POOR-----VERY GOOD 1	2	3	4	5	MEAN SCALE	RANK
Testing employees before allowing them on site.	0.0	65.0	15.0	10.0	5.0	5.0	**1.70**	**4**
Setting up laws against drug use on site	0.0	25.0	30.0	25.0	10.0	10.0	**2.50**	**2**
Employee assistant programmes.	0.0	40.0	35.0	15.0	10.0	0.0	**1.95**	**3**
Awareness programmes	5.0	15.0	35.0	25.0	5.0	15.0	**2.55**	**1**

Source: Author's fieldwork, 2016

It is evident from the respondents' judgement that not even one of the mean scale measure is equal or greater than 2.60 (almost/averagely good). This signifies that the implementation of the listed measures ranges only from a very poor to a slightly poor level. However, leading the group is the implementation of Awareness programmes which is ranked at first position with a mean scale of 2.55 (signifying just a slightly poor implementation rate). Setting up Laws and Employee assistant programs ranked at second and third positions are also judged by respondents as a slightly poor implementation rate as shown by the calculated mean scales of 2.50 and 1.95 respectively. Occupying the very last position is the measure which involves testing employees before allowing them on site. This measure is ranked fourth with a calculated mean scale of 1.70 signifying a very poor level of its implementation within the construction industry in the study area.

Summary of Findings

The summary of findings relative to the objectives of the study is as follows;

I. Drug and alcohol abuse negatively affects the workers' ability to follow instructions at a near major to major rate. It is also a major reason behind carelessness, violence on site, friction among workers, mistakes, and theft.
II. Trustworthiness and worker speed (performance) are not -necessarily- negatively affected by drug abuse. But on the contrary, worker speed (performance) boosted -to some extent- with the consumption of drugs.
III. The major reason behind drug abuse by workers is the need to work long hours and also due to workers' personal problems.
IV. Adequate measures are not put in place by the construction industry to tackle drug abuse by workers.

CONCLUSION

Construction sites work is challenging, and hazardous. To meet up with task challenges, many construction workers resorted to taking illicit drugs as a stimulant to aid their productivity. Although this stimulates them to carry out their work to some extent, the negative impact it has on them regarding paying attention to instruction, their health, absenteeism, friction on sites that play negatively on their productivity cannot be overemphasised. Drug abuse by workers in the construction industry is prevalently higher than the abuse as witnessed in many other industries worldwide. Hence this research has been able to show that drug abuse is a problem to the productivity within the construction environment. Furthermore, it is saddening to know that adequate measures are not put in place to curb this menace. This study, therefore, called for the construction industry to design, and adequately implement a policy that would eliminate the use of illicit drugs on sites by workers.

Recommendations

Based on the findings of this research, the following recommendations are proffered;

A major awareness campaign should be kick-started to feed members of the construction industry with the knowledge required to eliminate drug abuse out of the industry. A drug abuse policy must be implemented together with employee assistant counselling programs to help workers combat the desires and pressures to engage in drug misuse. This research has focused on the effect of worker drug abuse on labour productivity alone. Hence, further research can be done to determine the long-term effects of drug abuse by examining the average life expectancies of both construction workers who used and didn't use a drug to stimulate self for work. Also, further research could be done on the availability and implementation of health and safety policies against drug abuse by construction site workers. This would aid in knowing how far the industry has gone in trying to reduce drug usage by her workers.

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