

YANGON UNIVERSITY OF ECONOMICS
DEPARTMENT OF COMMERCE
MASTER OF BANKING AND FINANCE PROGRAMME

**FINANCIAL LITERACY AND ACCESS TO CREDIT OF CONSTRUCTION
WORKERS**

KAY THWE THAN
(DAY 1ST BATCH)

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Supervised by:

Daw Yee Yee Thein
Associate Professor
Department of Commerce
Yangon University of Economics

Submitted by:

Kay Thwe Thaan
Roll No. 25
MBF Day 1st Batch
Yangon University of Economics

ABSTRACT

This study focuses on measuring the financial literacy and accessibility of construction workers in Shwe Taung Construction Company Limited. There are two main objectives in this study; to identify the financial literacy of construction workers in Shwe Taung Construction Company Limited and to analysis the financial accessibility of construction workers Shwe Taung Construction Company Limited. The sample size of 100 construction workers was drawn from Shwe Taung Construction Company Limited. Primary data were collected by interview with the supervisor level and worker level in Shwe Taung Construction Company Limited. By using the quantitative research method, this study provided the valuable results and answers to use of financial knowledge, behavior and accessibility of construction worker. According to the results of the study, the construction worker's financial knowledge and financial behavior effect on financial institution. Construction workers has financial literacy level is normal. Construction workers need to educate the financial literacy. The Bank was produce product for minimum wages person to support. Thus, the government, the public, the private banks and financial institutions should provide the favorable conditions to get the financial knowledge.

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TABLE OF CONTENTS

ABSTRACT		i	
ACKNOWLEDGEMENT		ii	
TABLE OF CONTENTS		iii	
LIST OF FIGURES		iv	
LIST OF TABLES		v	
CHAPTER	I	INTRODUCTION	1
	1.1	Rational of the study	2
	1.2	Objectives of the study	3
	1.3	Scope and Method of the study	3
	1.4	Organization of the study	4
CHAPTER	II	LITERATURE REVIEW	5
	2.1	Financial Literacy	5
	2.2	Theoretical Review	8
	2.2.1	Experiential Learning Theory	
	2.2.2	Social Learning Theory	
	2.2.3	The Behavioral Finance Theory	
	2.3	Important of Financial literacy	9
	2.4	Benefits of Financial literacy	10
	2.5	Saving Behavior and Investment	11
	2.5.1	Individual Savings	12
	2.5.2	Financial Literacy and Individual Savings	12

	2.5.3	Investment	13
	2.6	Financial Institution and banking services of Myanmar Bank	13
	2.7	Conceptual Frame Work	14
CHAPTER	II	Overview on financial sector and profile of Shwe Taung Construction Group	
	3.1	Myanmar Road Map in Financial Sector	16
	3.2	Myanmar Financial Sector Overview	17
	3.3	Myanmar Construction Sector	18
	3.4	Shwe Taung Profile	19
	3.4.1	Project of Shwe Taung Group of Company Limited	20
	3.4.2	Building Materials	22
	3.4.3	Shwe Taung Construction workers of financial Literacy knowledge	22
CHAPTER	IV	Analysis of Financial Literacy and Accessibility of Construction Workers	
	4.1	Research Design	23
	4.2	Demographic Profile of Respondents	23
	4.3	Financial Literacy	26
	4.3.1	Financial Knowledge of the Construction Workers	27
	4.3.2	Financial Behavior of Construction Workers	28
	4.4	Financial Accessibility	29
	4.4.1	Financial Accessibility of construction workers	30
	4.5	Credit Accessibility	31

4.6	Analysis on Effect of Financial Literacy on Financial Institution	32	
4.7	Analysis on Effect of Financial Literacy on Financial Accessibility	33	
4.8	Analysis on Effect of Financial Literacy and Financial Accessibility On Credit Accessibility	34	
CHAPTER	V	CONCLUSIONS	36
5.1	Finding	36	
5.2	Suggestion	37	
5.3	Needs for Further Studies	39	
APPENDICES			
Appendix	I	Questionnaire	40

LIST OF FIGURES

Figure no.		Page
2.1	Conceptual Framework	14
4.1	Salary of Construction Workers	25
4.2	Utilization of Bank Products in construction workers	26

LIST OF TABLES

Table no.		Page
4.1	Demographic Factors of Respondents	24
4.2	Financial Knowledge of the construction Workers	27
4.3	Financial Behavior of the Construction Workers	28
4.4	Use of Financial Institution	29
4.5	Financial Accessibility	30
4.6	Credit Accessibility	31
4.7	Analysis on Effect of Financial Literacy on Financial Institution	32
4.8	Analysis on Effect of Financial Literacy on Financial Accessibility	33
4.9	Analysis on Effect of Financial Literacy on Financial Accessibility	35

ABSTRACT

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CHAPTER (I)

INTRODUCTION

Financial literacy is very important than ever in today's world. Being aware of money management, income, saving, and spending can equip our people with knowledge to fight fraud and take charge of their finances. Financial literacy is the education and understanding of various financial arenas including topics related to managing personal finance, money and investing. The topic focuses on the ability to manage personal finance matters in an efficient manner, and it includes the knowledge of making appropriate decisions about personal finance such as investing, real estate, paying for college, budgeting, retirement and tax planning.

Financial literacy also involves the proficiency of financial principles and concepts such as financial planning, compound interest, managing debt, profitable lead to making poor financial choices that can have negative consequences on the financial well-being of an individual. Consequently, the federal government created people who want to learn more about financial literacy.

Poor people in developing countries share the same goals as all people economic security for themselves, their families, and future generations. The main differences are that they have fewer resources and opportunities. Most live in high-risk and unpredictable environments. Construction Workers can get daily wages good money management is critical for meeting day-to-day needs, dealing with life cycle events and unexpected emergencies, taking advantage of opportunities when they present themselves and planning.

The promotion of financial literacy in developing countries is timely and can be a win-win situation for poor people and financial service providers alike, It can help poor people build assets and create wealth financial literacy skills can be applied in managing a wide range of individual, household, business and community resources. Moreover, once people have acquired financial literacy skills, they cannot be taken away.

The construction industry plays an important role in the economy, and the activities of the industry are also vital to the achievement of national socio-economic development goals of providing shelter, infrastructure and employment. A major factor constraining the development of the real estate sector is the lack of a nature mortgage market. The construction sector is large

and responsive, as well as it has a strong linkage with other industries, it is a key sector can affect economic development

Access to finance is the ability of individuals or enterprises to obtain financial services, including credit, deposit, payment, insurance, loan product, money transfer and other risk management services. Financial literacy has long-term benefits that directly impact the lives of participant. Those who involuntarily have no or only limited access to financial services are referred to as the unbanked or under banked, respectively.

1.1 Rationale of the study

Financial literacy is vital for an individuals' professional and personal growth. It will have a profound impact on individual ability to general abundant wealth and create a sustainable future. Understanding basic money management skills such as living within a budget and handling credit and debt is very important for construction workers. Having little or no knowledge regarding financial management can affect workers in many different aspects of their life. Financial education plays a key role in improving the lives of individuals. Financial Planning has become not just a convenience but also an essential survival tool. Contextually, the standard of living does not matter but it is somehow and somewhat strategic techniques on knowledgeable individuals persist and endeavor in the accurate way of everyday living (Jacob, 2000).

In the records of Department of Labor and Employment, there is a variety of numbers of Minimum Wage Earners in Myanmar, which includes construction workers, security guards, and other low-income earners. These earners need to learn about broad definition of money on every errand for their guidance. People are usually guided as to their attempts to budget, to outlay or to save their money up to the utmost financial management. Minimum Wages in Myanmar increased to 4800 MMK/day in 2018 from 3600 MMK/day in 2017. Minimum Wages in Myanmar averaged 3900 MMK/day from 2015 until 2018, reaching an all-time high of 4800 MMK/day in 2018 and a record low of 3600 MMK/day in 2016. The study regarding low-income earners shows how knowledgeable and functional they are in the future choices and decisions on managing money. The continuous involvement of minimum wage earners on their ability to make economic financial decisions pertaining money affairs caught the attention of the

researchers to conduct a study. This eagerly induces researchers to enlighten and to aware their minds about the monetary refinement of minimum wage earners as their bases for future economic actions.

Construction workers need financial literacy since it is due to their little money that they have to learn how to budget for it in order to survive and later save some money and get out of poverty. In addition, construction workers do not know their rights. They do not even claim their rights when their rights are violated.

Shwe Taung Group of Companies is a Myanmar conglomerate. It has a large construction and engineering arm and is the parent company of a cement business in Myanmar. Shwe Taung Group of Companies is diversified portfolio of business interests with a focus on six core sectors building materials, distribution, engineering and construction, infrastructure investments, lifestyle, and real estate. Shwe Taung Group of companies is improving the quality of life for the Myanmar people and Sustainability is a key part of our strategy.

1.2 Objectives of the study

This study is constructed by following objectives:

- (1) To identify financial literacy of construction workers.
- (2) To analyses the financial accessibility of construction workers

1.3 Scope and Method of the Study

In this study, Yangon District Shwe Taung Group of construction manual workers. Shwe Taung Group has many project of private and public sector. Shwe Taung Group of construction has many projects in the whole Myanmar Hydropower Project, Yangon-Mandalay high way project, infrastructure investment, landmark project and distribution the building material. Among them, only three private project and 300 construction workers are selected of simple random sampling method for conducting survey, (1) Lanthit Yeik Tha Housing Project (2) Dala-Sanpya Bridge Project and (3) Aloan hotel project. Selected 100 construction workers are the various types of construction manual workers.

The method of study is based on a primary data in term of quantitative survey type. The research is designed and will be displayed in descriptive form. The primary data collection will be personal interview survey and questionnaires with descriptive statistics method. The secondary data will be obtained from many data sources such as previous researches and findings on similar subjects, labor office, library books, and journals articles from newspaper, internet and other reliable academic based website from the Internet and other related reports.

1.4 Organization of the study

This study is organized with five Chapters. Chapter One will include introduction, Rationale of the study, Objective of the study, Scope and method of the study, and organization. Chapter Two will describe the literature reviews of financial literacy of the construction workers. Chapter Three will types of the Shwe Taung Construction Profile. Chapter Four will analysis of financial literacy level of Shwe Taung Construction's manual workers. Chapter Five will presents the Finding, Discussion, Suggestions, Recommendation and Conclusion of the study.

CHAPTER (II)

LITERATURE REVIEW

This chapter explains the theory applied for the research and discover how each dependent variable affects the independent variable by viewing past literatures related to the topic. This chapter also includes a proposed conceptual framework developed for the research objective. This chapter including literacy definition and theory, important of literacy, types of literacy and saving behavior.

2.1 Financial Literacy

Financial literacy is frequently discussed in the national arena there is no clear definition of financial literacy this ambiguity has led to multiple definitions. Financial literacy was defined as "an individual's ability to obtain, understand, and evaluate the relevant information necessary to make decisions with an awareness of the likely financial consequences" (Mason & Wilson, 2000). (McKenzie 2009)

Financial literacy is the ability to make informed judgments and to take effective decisions regarding the use and management of money (Noctor, Stoney and Stradling 1992, definition used by Beal and Delpachitra 2003 and ANZ 2008). (Sandra 2010) It is the ability to process financial information and make informed decisions about personal finance has received growing attention in the developed world and recently in the developing world, as a potentially important determinant of household well-being. (Shawn Cole 2008). It also means learning about finance and money which will help one to take better financial decisions in life. (Sheetal 2013)

Financial literacy means knowledge about finance. In layman's language it means providing financial knowledge to those people who are not aware of financial products and services. (Sheetal 2013) Specifically we focus on financial literacy, by which we mean peoples' ability to process economic information and make informed decisions about financial planning, wealth accumulation, debt, and pensions. (Lusardi 2014)

The Organization for Economic Co-operation and Development (OECD) came up with a definition that describes financial literacy as "the process by which financial consumers/investors

improve their understanding of financial products and concepts and, through information, instruction and/or objective advice, develop skills and confidence and become more aware of financial risks and opportunities, to make informed choices, to know where to go for help, and to take other effective actions to improve their financial well-being” (OECD 2005, p. 21). (Luise 2010)

Financial literacy is the ability to understand finance. It refers to the set of skills and knowledge that allows an individual to make informed and effective decisions through their understanding of finance. (Samriti Kamboj 2014) Financial literacy is a person’s ability to understand and make use of financial concepts (Servon & Kaestner, 2008.) (Candice Arrington 2009) Financial literacy is the ability to make informed judgments and to take effective decisions regarding the use and management of money (Noctor, Stoney, and Stradling 1992, definition used by Beal and Delpachitra 2003 and ANZ 2008). (Sandra 2010)

Personal financial literacy is the ability to read, analyze, manage and communicate about the personal financial conditions that affect material well-being. It includes the ability to discern financial choices, discuss money and financial issues without (or despite) discomfort, plan for the future and respond competently to life events that affect every day financial decisions, including events in the general economy (Vitt et al. 2000; also cited by Cude et al. 2006). (Sandra 2010)

Financial literacy is both continuous and relative. There is no such thing as being perfectly financially literate and all individuals have a need for ongoing learning on personal finance. There is also no pass-fail benchmark that separates financial literacy from illiteracy. Financial outcomes (such as income or wealth) are not good indicators of financial literacy and persons with lower incomes or wealth are not, by definition, necessarily less financially literate. (Jennifer Robson, 2012)

Financial literacy is significantly related to participation in financial markets and negatively related to the use of informal sources of borrowing. Individuals with higher financial literacy are also significantly more likely to report greater unspent income and levels of spending. (Leora 2011) It is expected to impart the wherewithal to make ordinary individuals into informed and questioning users of financial services. It is not just about markets and

investing, but also about saving, budgeting, financial planning, basics of banking and most importantly, about being “Financially Smart”.

As many researchers have noted (SEDI, 2004; Orotun, 2007; Schwartz, 2010; Pignal and Arrowsmith, 2006), the term “financial literacy”² has many definitions and, furthermore, is often used interchangeably with other terms like “financial capability” and “economic literacy.” (Jennifer Robson 2012) Remund (2010) and Huston (2010) indicated that most prior research focused on subtopics of financial literacy but not all dimensions of the concept. They suggested the inclusion of knowledge, skills, protection, and confidence. (2010).

Financial literacy can mean different things to different people; in developed economies, being financially literate might require knowledge of tax codes insurance requirements, and credit cards, while for the ‘unbanked’ in the developing world, financial literacy is more likely defined by basic concepts of safe and secure savings, budgeting and wise borrowing. (Monique 2011)

It can be significantly related to formal banking and borrowing and negatively related to the use of informal sources of borrowing. Individuals with higher financial literacy are also significantly more likely to report greater unspent income and less likely to experience lower levels of spending. (Leora 2011) Financial literacy is still a new and evolving field of study, theory and practice. Today’s definitions and understandings reflect this dynamism and will almost certainly change and improve over time. Consequently, any definition we use today should be viewed as provisional, but no less useful because of that. (Lisa Xu 2012).

Financial literacy is a measure of the degree to which one understands key financial concepts and possesses the ability and confidence to manage personal finances through appropriate, short-term decision making and sound, long range financial planning, while mindful of the life events and changing economic conditions.

2.2 Theoretical Review

2.2.1 Experiential Learning Theory

The Experiential learning theory theorized by David Kolb in 1979. Nazarova (2007) states that as theorized by Kolb, experiential learning theory considers figuring out the procedure

where information is created through the grasping and transforming of experiences.”Sebstad and Morcos (2011) suggest that experiential learning theory (ELT) assumes that experience plays a central role in the learning procedure and grown-up improvement, both of which are steady with how individuals learn, develop, and grow along these lines making it significant to this experience.

The logic of this theory is that university students do not only learn from the activities of the classroom seminars, but also acquire knowledge from their real life situations thus makes it ideal to base this study. The theory is also ideal for understanding student’s financial experience because it prospects learning as “the process whereby knowledge is created through the transformation of experience and from the combination of grasping and transforming experience” (Nazarova, 2007).Therefore, University students are required to learn by reflecting on their previous financial experience.

2.2.2 Social Learning Theory

Social learning theory outlines how social elements impact in forming a man's conduct. The financial dispositions and qualities individuals have about cash originate from their condition. The impacts of social collaborations have been demonstrated, tried and connected to a wide assortment of circumstances (Glaeser and Scheinkman, 2011). Social cooperation may influence economic choices as individuals get and process data through connecting with others.

Social learning theory clarifies how individuals learn conduct by watching that of others'. If people watch useful results coming about because of a specific conduct, they will probably copy that conduct; on the off chance that they watch antagonistic results they are less inclined to do as such. Social Learning Theory has been connected to an assortment of themes including impulsive behavior (Fabien and Joliceour, 2013) and financial conduct. This theory clarifies how people learn conduct (Cude et al., 2010). This theory is pertinent to this study since it shows impacts amongst individual and family foundation factors ie; (students living arrangement, and parent's education) and financial prosperity. This gives a ground to comprehend college students' socio-economic factors in connection to financial literacy.

2.2.3 The Behavioral Finance Theory

The Behavioral Finance Theory draws from behaviorist theories in psychology to explain financial decisions across several platforms. Wong (2017) asserts that this theory offers a basis to explain the financial behavior of individuals, particularly why the majority of the people take the investment decisions they tend to take today. Additionally, the theory explains why an individual would realize their need for financial literacy thus make an effort to obtain financial knowledge through training or experience, which in turn results in a change in their financial behavior (Hirshleifer, 2015). The theory stresses that the process of seeking information about investment opportunities with the aim of making rational investment decisions is what brings about the desire to acquire financial literacy in many individuals (Garcia, 2013).

This theory finds use in this study as it will offer a foundation to relate the financial behavior of individuals to their financial literacy. The theory is, thus ideal to unmask the personal characteristics that may influence the financial literacy of an individual. For instance, it will explain why an individual may seek information about investment opportunities to improve their economic conditions, the social welfare of their families and acquire financial security. Regarding financial experience and economic conditions, the theory explains why university students may work to improve their economic conditions through controlled spending, savings, and investment to take advantage of business opportunities, which is an indicator of financial literacy.

2.3 Important of Financial literacy

Finance is the science of funds management. The general areas of finance are business finance, personal finance, and public finance. Finance includes saving money and often includes lending money. The field of finance deals with the concepts of time, money, and risk and how they are interrelated. It also deals with how money is spent and budgeted.

In a loan, the borrower initially receives or borrows an amount of money, called the principal, from the lender, and is obligated to pay back or repay an equal amount of money to the lender at a later time. Typically, the money is paid back in regular installments, or partial repayments; in an annuity, each installment is the same amount. The loan is generally provided at a cost, referred to as interest on the debt, which provides an incentive for the lender to engage

in the loan. In a legal loan, each of these obligations and restrictions is enforced by contract, which can also place the borrower under additional restrictions known as loan covenants.

Although this article focuses on monetary loans, in practice any material object might be lent. Prior research suggests that lack of financial literacy is one of the causes of inertia in financial decision-making. A range of demographic, social and contextual factors have a direct effect on financial literacy, these factors also indirectly influence investment choice decisions. Financial literacy has wide-reaching implications for household savings and investment behavior. (Bernheim (1997)) identifies that in households which lack basic financial knowledge, saving behaviors are dominated by basic rules of thumb.

2.4 Benefits of Financial Literacy

Research has shown that financial literacy is beneficial for individuals and families (Blalock et al., 2004; Danes & Hira, 1987; Grable & Joo, 1998; Hibbert & Beutler, 2001; Kerkmann, Lee, Lown, & Allgood, 2000). It increases students' chances for saving and investing, getting out of debt, spending less than they earn, and living on a budget. It also decreases their chances for bankruptcy, receiving government assistance (Bauer et al., 2000; Blalock et al, 2004; Huston et al., 2003), and making poor consumer decisions (Grable & Joo, 1998; Hayhoe, Leach, Turner, Bruin, & Lawrence, 2000). Students who lack financial knowledge have increased financial difficulties that continue into later years (Danes & Hira, 1987; Hibbert & Beutler, 2001; Hira, 2002). Chen and Volpe (1998) found that students with less financial knowledge had more negative opinions about finances and made more incorrect financial decisions. They point out that having a low level of financial knowledge limits students' ability to make informed decisions. Danes and Hira related students' financial behavior to their future earning capacity. Danes (1994) mentioned that a higher level of financial knowledge was positively correlated to a higher level and regular source of income as well as a higher savings rate. The financial habits students have while in college tend to carry on into adult life. The better their financial literacy is when they leave college, the fewer financial hardships they may have in life (Grable & Joo, 1998).

Another benefit of increased financial literacy is an increase in marital satisfaction. Kerkmann et al. (2000) found that behaviors and perceptions of finances as well as problems and

their perceived magnitude were significantly related to marital satisfaction. Some have suggested that financial problems are one of the leading causes of marital conflict and divorce (Amato & Rogers, 1997; Cleek & Pearson, 1985). Oggins (2003) found that in both the first and third years of marriage the top reason for marital disagreement was finances. Conger et al. (1990) found that economic difficulties affected family relationships through increased hostility in marital interactions while limiting warm and supportive behaviors expressed by the couple.

Financial behaviors are important in marriage because good financial behaviors such as budgeting, paying down debt, saving, and spending less than one earns increase marital satisfaction more than just what one earns (Kerkmann et al., 2000). For example, Kerkmann et al. found that when couples argue about finances, they tend to disagree more about how available finances should be managed or spent rather than about how much or how little they have. Financial literacy is beneficial for individuals and families through making better financial decisions, increased physical and psychological well-being, and enhanced family and marital relationships, improving their overall quality of life.

2.5 Saving Behavior and Investment

The word “saving “ contained broad-based meaning and numerous explanations. In economics contexts, saving is defined as the residual income after deducting current consumption over a certain period of time (Browning & Lusardi, 1996; Warneryd, 1999). Conversely, saving in psychological context is referred to the process of not spending money for current period in order to be used in future (Warneryd, 1999). In other word, saving behavior is the combination of perceptions of future needs a saving decision and a saving action. On the other hand, people are likely to define saving as investing, putting money in a bank account, speculating and paying off mortgages (Warneryd, 1999).

2.5.1 Individual Savings

Saving is defined as what is left out of personal disposable income. Saving may also be seen as the difference between income and consumption. This implies that savings automatically declines consumption increases (Lusardi, 2003). An individual can decide on whether to save or

hold his savings in a term deposit, Sacco deposit, Treasury bill or bonds, unit trust, pension plan, or even an insurance plan. Savings benefit not only households but also the entire nation as it provides the base for long-term investments and infrastructure development for every country, this obviously contribute towards economic growth. Saving also acts as a hedge for nations against economic downturns and financial crisis.

Tang and Chuna (2009) assert that high levels of saving indicate an economy that is in good condition. They argue that policies which support saving should be performed because savings a source of economic development through its effect on capital structure. In the life-cycle saving theory, Modigliani and Brumberg (1954) posits that individuals will follow a hump-shaped saving pattern over their lifetime. During high earning periods of employment, individuals will save increasing amounts and smooth out expenditure. During low income levels (for Instance, prior to employment earning periods, and later, during retirement), people will use up their savings to fund their lifetime spending needs.

2.5.2 Financial Literacy and Individual Savings

The conventional economic approach to saving and consumption decisions posits that a fully rational and well-informed individual will consume less than his income in times of high earnings, and he will save to support consumption when income falls (e.g. after retirement). Lusardi and Mitchell (2007) examined how financial literacy impacts people's preparedness for their retirement and established that financial literacy increases the likelihood of planning for retirement and that people who plan for retirement have higher levels of wealth compared to people who do not plan.

They show that financial literacy, by its significant effect on planning, indirectly impacts household saving behavior. Research has shown that people with higher knowledge of finance are more capable of preparing themselves for retirement through better saving and insurance plans. Clark and Madeleine (2008) showed that financial knowledge and saving programs can be very effective in overcoming the decrease in saving. Although the connection between financial illiteracy and financial mistakes may appear to be obvious, it is worth highlighting some of the abundant evidence relating the two.

Studies employing differing measures and definitions of financial literacy have found that households or individuals who are less financially literate are also less likely to have a bank account, maintain an emergency fund, have a retirement plan, or hold stocks (Hilgert, Hogarth and Beverly,2003). Such individuals are more likely to take payday loans, take on high-costmortgages, have higher debt levels, and fail to service their debts (Stango and Zinman,2006). Low levels of financial literacy account for a big share of individuals who make major financial mistakes such as under participating in financial markets and even In adequately diversifying their portfolios Financial literacy affects not only individual welfare and saving behavior, but also the nature of products offered in financial markets.

2.5.3 Investment

Investment is a commission of money or capital in order to acquire a financial return; to spend for future advantage and devote for benefit. Investment is related to saving and deferring consumption; an act of putting money, usually over a longer term, into something with the expectation to gain in return of the invested amount. Monetary matter is which money is concerned, such as financing budgeting or saving.

2.6 Financial Institution and banking services of Myanmar Bank

Myanmar has various sort of financial and banking products and services. It offers saving deposit accounts, current accounts, foreign currency accounts, fixed accounts, children's savings accounts, call deposit accounts, money transfer and account transfer. The company's lending lines include hire purchase loans for account holders, SME business owners and organizations; loans and overdrafts, trade finance and prepaid and debit cards. It also offers gift cheques, currency exchange, safe deposit lockers, online banking and E-commerce service, cash management services, including payroll, payment and collection services; remittance services; bank certificates, payment orders, and procurement services. The individual loan lending is staff loan product.

The financial services provided by all Myanmar bank are to achieve the convenience and satisfaction of the bank's customers. The bank provides the more financial services year and

after year. Myanmar bank provides the full range of retail and commercial banking services including deposits, loans, cash management, bank guarantees and remittance.

2.7 Conceptual Frame Work

The notion of the financial literacy is very wide and includes the following parameters such as knowledge, behavior and attitude in relation to the financial terms. The basic meaning of the financial literacy is linked with the capacity of the knowledge and understanding of financial products and also the risk and the returns associated with it therein. According to OECD defines “Financial Literacy as a combination of financial awareness, knowledge, skills, attitude and behavior necessary to make sound financial decisions and ultimately achieve individual financial wellbeing. People achieve financial literacy through a process of financial education”. (IOSR Journal of Business and Management)

Figure (2.1) Conceptual Frame Work (For this study)



Source: Linda Sharon Nyangweso Lubanga, of the University of Nairobi, Nov, 2016

The above framework is adapted from the framework development by Linda Sharon Nyangweso Lubanga and serves as the foundation of this study. The Framework is formulated to explain the relationship of the independent variables (Financial Knowledge and Financial Behavior) and dependent variable (Financial Accessibility and use of financial institution).

Hogarth J. M. (200631) has concluded in his study that financial education include: (1) being knowledgeable, educated, and informed on the issues of managing money and assets, banking, investments, credit, insurance, and taxes; (2) understanding the basic concepts underlying the management of money and assets (e.g., the time value of money in investments and the pooling of risks in insurance); and (3) using that knowledge and understanding to plan, implement, and evaluate financial decisions.

OECD (200533) defines financial education is the process by which financial consumers/ investors improve their understanding of financial products and concepts and, through information, instruction and/or objective advice, develop the skills and confidence to become more aware of financial risks and opportunities, to make informed choices, to know where to go for help, and to take other effective actions to improve their financial well-being.

Linda Sharon Nyangweso Lubanga study concludes that with the financial knowledge the construction workers can make effective household budget, which enables them to manage their debts well, they could plan for their investment which yielded higher returns enabling them to meet their financial obligations in an easy way. The construction workers could also control their spending. This is due to the fact that the construction workers made comparisons between one product/service with others and hence they were able to choose the best.

CHAPTER (III)

OVERVIEW ON FINANCIAL SECTOR AND PROFILE OF SHWE TAUNG CONSTRUCTION GROUP

This chapter includes overview on Financial Sector in Myanmar including Financial Institution. The profile of the Shwe Taung Group of company limited including their project.

3.1 Myanmar Road Map in Financial Sector

Good banking governance in Financial Institutions (FIs) plays a vital role in underpinning the integrity and efficiency of a strong, sound financial system. Banks in particular, perform two standard tasks on behalf of the economy: 1. Maturity transformation, whereby they transform short-term deposits into longer-term loans. 2. Managing the payments system, such as clearing the cheques and credit card payments. As a steward of economic development which supports the financing of further economic growth, FIs including privately owned ones, need to be held to a very high standard of governance than other corporations.

The recent global financial crisis can be best understood as a crisis of governance. While policy makers are doing their best to avoid a repeat, having strong banking governance is the best form of defense.

There are many elements of strong governance, and these include the following:

- General oversight of strategy, risk management, the control framework and management's capabilities

- This means that the Board must: o Have adequate skill, experience and be sufficiently independent to ensure that it asks the right questions and that management does the right things. Often in emerging economies, foreign expertise is brought in to strengthen the Board's expertise.

- The following elements are seen as requirements of good governance at the Board level:

- (1) Independent, non-executive chairman;

- (2) Sufficient number of independent non-executive directors;

- (3) Dedicated Board Risk Committee, to whom the Chief Risk Officer has direct access; and

- (4) Dedicated Board Audit Committee, to who internal audit reports.

3.2 Myanmar Financial Sector Overview

Myanmar's largely unbanked population of over 53 million presents vast growth opportunities, and rising demand for the newly emerging financial sector has already led to a sizeable expansion of services and investments. Enthusiasm for the Myanmar market among private domestic and international insurers has been high, as the country promises significant potential returns. With the new Yangon Stock Exchange (YSX) established as recently in October 2015, Myanmar's capital markets are at a very early stage of development; however, the authorities are embarking upon a series of legislative and regulatory reforms. Notably, this will involve removing some of the main barriers to entry for both domestic and international players.

There is a lack of public trust in the banking sector, and this is not surprising given Myanmar's financial history. In 1962, the Revolutionary Council government nationalized all privately owned banks in the country. Later, the military government merged all banking into a single entity that would later be dismantled into four separate state-owned banks. In the early 1990, the market was opened again to privately owned banks, but the 1997 Asian financial crisis, Myanmar's 2003 domestic banking crisis, and international sanctions severely impaired the development of the sector.

After several years of rapid expansion and double-digit credit growth, Myanmar's banking sector underwent several necessary reforms in 2017 and 2018, as the Central Bank of Myanmar moved to introduce new prudential regulations and reduce overdraft lending. Although foreign banks remain prohibited from participating in retail activities, a spate of recent directives has made promising strides towards liberalization, with foreign entities now permitted to provide import and export financing, as well as lend to local businesses a major step forward for the development of the sector.

Since 2011, policymakers have enacted a series of reforms meant to develop the financial sector as part of a wider agenda for accelerating economic growth. The section below looks at some of the key measures of recent progress and then provides a current landscape of the major institutions in the sector, including both private- and state-owned banks as well as their regulators

3.3 Myanmar Construction Sector

Myanmar's construction is still mainly concentrated in the residential sector fuelled by government plans and private commercial residential developments such as detached houses, apartments and high end condominiums driven by urbanization. Construction in Myanmar is still very labor intensive due to a large workforce and low wages. On average in 2012, a construction worker earns kyat 3,000 to 8,000 a day depending on their work experience. The construction labor market is unstable due to many workers joining another company for a daily pay raise of kyat 500 to kyat 1,000. After growth rates of more than 10 percent in recent years, the Myanmar construction sector is ready for large investments. In 2018, the construction industry had a value of more than US\$ 9.5 billion. This is a share of around 16.5 percent of the country's GDP and a major driver of the economy in 2019. Construction workers are receiving the lowest or minimum wages fixed by legal authority or by contract as the least.

Both of the major economic centers of the country, Yangon and Mandalay, have a strong demand for middle-class condominiums. The demand in Mandalay is especially high for property worth around US\$ 300,000. Yangon's population is estimated to grow by 3 million within the next ten years requiring massive housing investments. The infrastructure sector displays another major investment opportunity for foreign businesses. The Asian Development Bank (ADB) estimates the infrastructure gap between now and 2030 to be worth US\$ 120 billion. All infrastructure sectors like roads, railways, harbors and airports require massive investments where international developers can get involved with joint venture operations or as a supplier with more foreign businesses eyeing the local market, industrial area development is a major driver of construction. Three Special Economic Zones close to Yangon, Kyauk Phyu and Dawei are currently being developed. Further, several industrial parks are planned in the country while in Yangon industrial parks are already under construction.

3.4 Shwe Taung Profile (in our country of position)

Shwe Taung Engineering and Construction Group is one of the largest construction companies and leading corporation in Myanmar with extensive experience and ability to deliver cutting edge sustainable solutions. Shwe Taung Group has a diversified portfolio of business

interests with a focus on six core sectors. Shwe Taung Group of Company Limited delivers solutions that sustain progress. Shwe Taung Group of Company Limited is Myanmar's leading infrastructure company. Shwe Taung Group of Company Limited provide infrastructure and energy solutions that enable growth in Myanmar. Shwe Taung has been contributing to the economic growth of Myanmar for over a quarter of a century. Since 1991, Shwe Taung Engineering and Construction have delivered more than 200 public and private sector projects across a wide spectrum of sectors including residential, commercial, retail, industrial and infrastructure, improving the quality of life for the Myanmar people.

Shwe Taung Group of Company Limited are one of Myanmar's largest employers with a workforce of over 6,800 employees, all united by our shared core values of integrity, responsibility and resilience. Sustainability is at the core of our strategy. Shwe Taung Group of Company Limited actively invest in sustainable initiatives to build communities, enhance human capital, protect the environment, and strengthen corporate governance through our wide-ranging corporate social responsibility program. Shwe Taung Group of Company Limited hopes to become a catalyst for positive change in Myanmar.

Shwe Taung Engineering and Construction is building the future of Myanmar, providing sustainable engineering and construction solutions for smarter growth. Shwe Taung Engineering and Construction is continually improving standards of living and connecting people by creating international quality housing, commercial developments, and transportation infrastructure and energy solutions. Sustainability is a key part of our strategy. Shwe Taung Group constantly looks for environmentally sustainable solutions. Development of human capital is a priority and Shwe Taung Group of company has comprehensive training programmes for our employees. Shwe Taung Group of company promotes high standards of workplace health and safety. Shwe Taung Group of Company Limited has a zero tolerance policy on corruption and expects the same from our subcontractors.

Shwe Taung Group of Company Limited have state-of-the-art geotechnical engineering capabilities that includes tunnel construction, press piling, bore piling, retaining wall construction work and mining work. Shwe Taung Group of Company Limited has a track record of successful collaboration with international agencies on infrastructure development. Shwe

Taung Group of Company Limited won the tender called by Japan International Cooperation Agency (JICA) and constructed three roads under the poverty reduction scheme for regional development, funded by Japan's Overseas Development Assistance. In an international competitive bidding process, Shwe Taung Group of Company Limited won the tender for the Mau Bin – Kyait Lat – Pya Pon road project funded by the Asian Development Bank and are currently constructing the road.

3.4.1 Project of Shwe Taung Group of Company Limited

Shwe Taung Group of Company Limited delivers landmark projects that help build the new Myanmar. Some of Our Landmark Projects include: (1) Junction City product - A multiple award-winning world class mixed-use development in the heart of downtown Yangon that comprises Grade A offices, the 5-star Pan Pacific Yangon hotel, a lifestyle retail shopping Centre, and premium serviced residences.(2) Crystal Residences luxuriously designed apartments, personalized concierge services, comprehensive amenities and unparalleled convenience with Junction Square at its doorstep, Crystal Residences is the epitome of luxury living in Yangon. (3) MICC This 60,000 sq. building in Nay Pyi Taw is the venue for the ASEAN Summit in 2014.

Our expertise is in energy, roads and bridges, geotechnical engineering, and pre-cast facilities. One of the first major players in Myanmar's energy sector, Shwe Taung Group of Company Limited were the sole supplier of roller-compacted concrete (RCC) for the Yeywa Hydropower Project, the third largest RCC dam in the world with installed capacity of 790 MW. Our portfolio of hydropower projects includes Upper Paunglaung near Naypidaw, Thahtay and Ann in Rakhine State, Upper Yeywa in Southern Shan State, and Baluchaung No. 3. Shwe Taung Group of Company Limited have extensive experience in the construction of highways, roads, bridges and flyovers all over Myanmar. Shwe Taung Group of Company Limited constructed the Yangon-Mandalay highway, the Sagaing-Monywa Highway and the Ohtaw-Shwe Bo Highway, providing intra-city connectivity. In the bridges sector, Shwe Taung Group of Company Limited builds the Upper Yeywa Bridge and the Shwe Li (3) Bridge within Yangon.

Shwe Taung Group of Company Limited constructed the Hledan Flyover and the Tamwe Flyover, enhancing connectivity for residents and visitors alike in the capital. Shwe Taung Group of Company Limited provided geotechnical engineering work for the Shwegyin Hydropower Project, construction of the tunnel in Kun Hydropower project, and carried out bore piling for four of the five construction projects along the Ayeyarwaddy Bridge – Sinkhan, Pakokku, Yadanar Theinga and Nyaung Done. In a joint venture with Tiong Seng Holdings, Shwe Taung Group of Company Limited operate a precast plant that supplies precast components to construction projects in Myanmar.

Our Baluchaung No. 3 Hydropower project has generated power for many parts of the country. Hledan Junction flyover in Yangon and Yangon-Mandalay Highway improved connectivity for travel and tourism in the biggest urban center and around Myanmar. Junction City, our flagship mixed-use development in downtown Yangon, is the latest addition to our portfolio of shopping centers, residential properties, offices and hotels designed to transform Myanmar and inspire peoples' lives.

3.4.2 Building Materials

Shwe Taung Group of Company Limited manufacture and supply high quality cement, concrete and related services throughout the country. Our core activities include quarrying for cement raw materials, manufacturing and distributing cement as well as providing a wide range of high quality ready mix concrete products and related services. Our two trade brands are Apache Cement and High Tech Concrete.

Shwe Taung Group of Company Limited is committed to adopting sustainable business practices. These include developing environmentally friendly product technologies that consume less energy, reduce pollution and sustain resources. Shwe Taung Group of Company Limited are the first ISO (9001:2000) certified company in the ready-mixed concrete industry in Myanmar. Shwe Taung Building Materials is committed to providing consistently high quality building materials and related services to the Myanmar market.

3.4.3 Shwe Taung Construction workers of financial literacy knowledge

In Shwe Taung Construction Co., Ltd has two types of construction worker (i) educated person and uneducated person. Educated construction workers are known for literacy and accessibility. The financial literacy levels of construction workers are low relative to other industries. Construction companies are legally required to consult workers on health and safety issues. Shwe Taung construction workers possess a wealth of knowledge based on their practical experience, often gained over many years. They also cover under insurance plans of unexpected incidents at work place. Digital and mobile technologies are now an integral part of everyday life. Using a smartphone to capture and share knowledge, experiences and ideas in video format is not only possible, but now second nature to many.

CHAPTER (IV)

ANALYSIS OF FINANCIAL LITERACY AND ACCESSIBILITY OF CONSTRUCTION WORKERS

This chapter, the result analysis of data and findings of the study will be exhibited. The objective of the study was to ascertain the relationship between financial literacy and accessibility, financial accessibility and credit access with the construction workers of Shwe Taung Group of Company Limited. During data collection out of the 100 questionnaires were returned giving a response rate of 100%.

4.1 Research Design

Research design is the overall strategy construction worker to carry out the research that would effectively and efficiently the research objective. A descriptive research design was employed in order to describe the what, when and how of an existing phenomenon. Descriptive research design is more applicable to this study as it will help in describing the existing situation as per the objective of this study

4.2 Demographic Profile of Respondents

This chapter begins with the demographic characteristics of the respondents such as designation, gender, age group, material status, educational level and occupations which were all presented using. Frequency tabulations, later in the chapter, more descriptive were used to present based on the responses from staff.

Table (4.1) Demographic Factors of Respondents

No	Demographic Factors	Number of Respondents	Percent
1	Gender		
	Male	57	57
	Female	43	43
	Total	100	100
2	Age Group		
	18-20	6	6
	21-30	42	42
	31-40	34	34
	41-50	11	11
	50 Over	7	7
	Total	100	100
3	Material Status		
	Single	51	51
	Married	49	49
	Total	100	100
4	Education		
	Primary	5	5
	Middle	19	19
	High School	29	29
	University	47	47
	Total	100	100
5	Occupation		
	Supervisor	28	28
	Staff (Workers)	72	72
	Total	100	100

Source: Survey Result

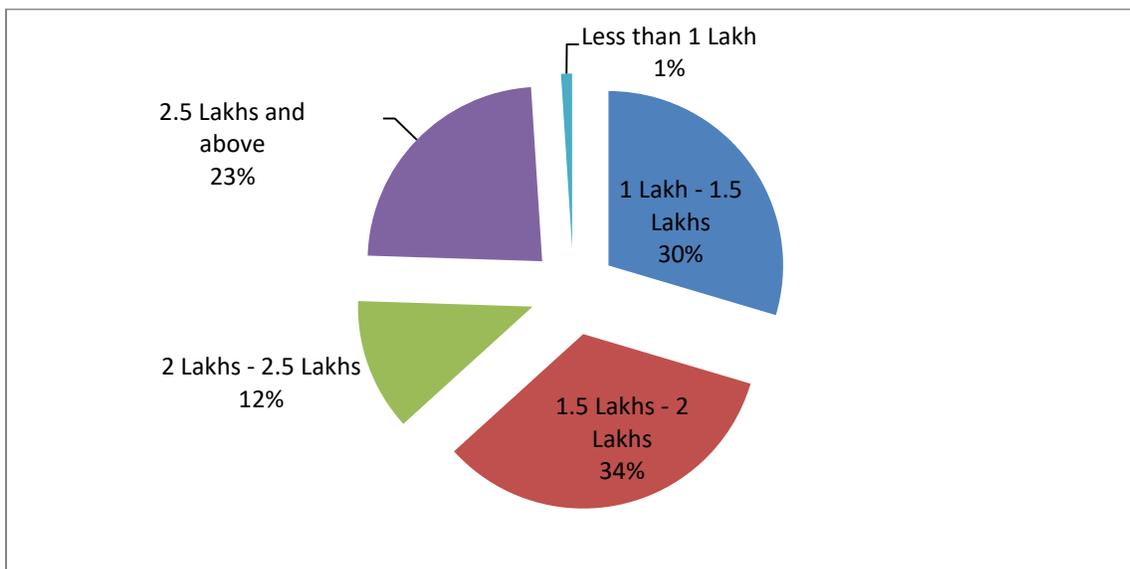
Among 100 respondents, the result indicated that the majority of the respondents were male (57%) and (43%) were female. This implies that the majority of the construction workers

involved in the construction area was male. According to the result in Table 4.1, there were on construction workers of 6% the age of 18-20 years. The majority of the respondents fell in the age of 21-30 with a percentage of 42%. The respondents were aged 41-50 years are 11% and over 50 years of age constituted 7% the results imply the the composition of the respondents was made up of construction workers who were mature enough and possessed the required experience to risky operations at the construction areas.

Both married and single construction workers are included into sample. Table 4.1 shows marital status of respondents of the sample. Table 4.1 indicated that out of 100 respondents, 51 are single workers and 49 are married construction workers. According to the table 4.1, 47% of the respondents were university level, 29% of the respondents were high school level whereas, and 19% were middle, 5 % of the primary level of the respondents. From the findings, the majority of the responses were university level.

The implies the respondents had relevant knowledge on financial literacy and credit access thus they had ease in addressing the question and provided the correct responses. From Figure 4.1 below, majority of the respondents were staffs at 72% and 28% of the respondents were supervisor. The diversity in the respondent's occupation meant they would give reliable responses.

Figure (4.1) Salary of Construction Workers



From Figure (4.2) below, majority of the respondents were earning a monthly income of construction workers 1 Lakh - 1.5 Lakhs at 29%, 1.5 Lakhs - 2 Lakhs of 33%, 2 Lakhs - 2.5 Lakhs of 12%, 2.5 Lakhs and above of 23% and Less than 1 lakh of 1% of the respondents were earning. Construction workers are received the lowest or minimum wage fixed by contract and by project as the least. Construction workers can't save the more money. Construction workers are including the minimum wages level workers. Economists know that the minimum wage can have a positive impact on employment, for a longer period, Construction workers has been known that the minimum wage can have a negative impact on employment.

Figure (4.2) Utilization of Bank Products in construction workers

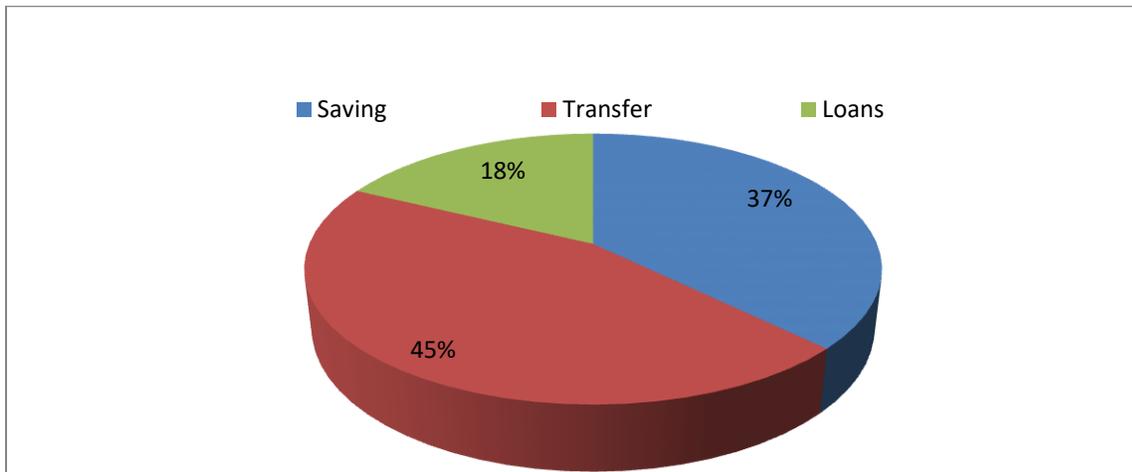


Figure (4.1) shows the construction workers were use in bank 45% of the respondents were use the money transfer, 37% are saving products and 18% are loans products. The respondents had an account with the bank and transfer products in bank. This information was used to know the availability and use of financial institutions among the respondents. Construction workers are use the wave money and ok pay application to make a money transfer for family.

4.3 Financial Literacy

Questions are designed to obtain the level of respondents on the extent to which the financial literacy they possessed. The higher level of mean score indicates respondents possess greater financial literacy and vice versa.

4.3.1 Financial Knowledge of the Construction Workers

Measurement refers to the assignment of numbers to objects or event systematically. The four levels of measurement scales are nominal, ordinal, interval and ratio. Interval scale measurement is employed to measure the independent variables and dependent variable. All the independent and dependent variables are measured via five-point on a likert scale of 1-5, where 1=Strongly Disagree, 2=Disagree, 3=Neutral,4=Agree and 5=Strongly Agree extent. Table 4.2 shows in summary the calculation of the mean and the standard deviation for each statement. The respondents were asked to rate on the statements that describe their financial knowledge. A higher scale demonstrates the respondents practices effective on financial knowledge.

Table (4.2) Financial Knowledge of the Construction Workers

Sr.	Decryptions	Mean	Standard Deviation
1	I can make payment on time	2.86	1.172
2	I can evaluate financial products	2.51	1.202
3	I manage my debts properly	2.55	1.242
4	I can manage for my financial activity	2.92	1.107
5	My Household budget is very effective	2.56	1.14
6	I have created a saving plan	2.51	1.176
7	I make strategic investment decisions using financial knowledge	2.43	1.174
8	I meet my financial obligations through wise planning	2.62	1.003
9	I can control my financial future	2.77	1.043
10	I have no fraud case	2.37	1.261
11	I property prefer to buy a Assets	2.68	1.213
12	I have adequate knowledge of price changes on cost of living	2.79	1.038
13	I am able to compare bank Interest For loan	2.47	1.396
14	I am able to compare bank Interest For saving loan	2.48	1.382
15	I can make optimal decisions on credit and loan options	2.46	1.243
16	I am able to compare and contrast the different payment instruments	2.7	1.02
17	I able to know the insurance	2.51	1.193
Overall Mean		2.6	

Source: Survey Result

Construction workers can manage for financial activity the high mean 2.92 and Construction workers can make payment on time the mean 2.86 for survey data results. Construction workers are lower income level but regular to pay bill and always check cash flow. Construction workers have no fraud case the mean 2.37 of the survey data results. Construction workers can't make lending and borrowing any other person and financial institution. Financial knowledge of construction workers overall mean level is 2.6. Construction worker's financial knowledge level is moderate. Construction workers need more financial knowledge needs to be educated for financial.

The respondents give an average score of 2.6 based on the 17 questions that assess the organization of structure according to Table (4.2). According to the results show two indicators of construction workers have good financial management activity on their income. Construction workers have lower fraud cases.

4.3.2 Financial behavior of Construction Workers

The respondents were required to indicate the degree to which they were in agreement with the statements on financial access and the mean and standard deviation was calculated as shown on Table 4.3.

Table (4.3) Financial Behavior of the Construction Workers

Sr.	Decryptions	Mean	Standard Deviation
1	I budget and trace for monthly	3.06	0.93
2	I compare my receipts of purchases to my monthly statement	2.89	0.994
3	I don't have the money I buy a thing by credit to pay the bill	2.14	1.035
4	I get cash advances from other person	2.4	0.974
5	I can borrow to my parents	2.31	1.237
6	I contribute to a saving account regularly	2.55	1.029
7	I compare prices when shopping for purchases	2.89	0.994
8	I read to increase my financial knowledge	2.81	1.134
9	I save regularly for my future	2.5	1.259
10	The Family with the habit of saving behavior	3.05	0.978
Overall Mean		2.66	

Source: Survey Result

Construction workers have budget and trace for monthly income and expense the high level mean 3.06 and family member with the habit of saving behavior the mean 3.05. We can observe that particularly in Myanmar as an Asian culture, there are big influences of parental guidance or socialization on financial management of their children even when they become adults independently. Some of the parents support to their children. Construction workers have no extra income. Construction workers don't have the money buy a thing by credit to pay the bill the lower level mean 2.14. The rest of the dimensions have positive but moderate level on financial behavior.

According to the result shown in Table (4.3), have two indicators of construction workers. They strongly manage to their budget and trace for monthly. Construction worker was interrogating their money. They can buy a thing by credit in the bank and other financial institution.

4.4 Financial Accessibility

The respondents were required to answer several statements on financial knowledge by indicating the degree to which they are in agreement with them on a likert scale of 1-5, where 1= Strongly Disagree, 2= Disagree, 3=Neutral, 4=Agree and 5=Strongly Agree extent. Table 4.3 shows in summary the calculation of the mean and the standard deviation for each statement.

Table (4.4) Use of Financial Institution

Sr.	Decryptions	Mean	Standard Deviation
1	I Have a saving account in the banks	2.67	1.4
2	I use the money transfer products in the bank	2.99	1.133
3	I borrow the money in the bank	1.89	1.053
4	I use the Debit Card or Credit Card.	2.6	1.4
5	I use the mobile banking	2.21	1.416
6	I apply the hire purchase.	1.74	1.021
7	I know about the microfinance	2.62	1.187
Overall Mean		2.39	

Source: Survey Result

Another seven questions have been set up to measure the financial institution on the saving behavior of construction worker. A higher mean score indicates respondents have been greater influenced which results a lower financial institution. The highest means in a row are 2.99 which is respondent likely to use the money transfer products in the bank the second mean 2.67. Construction workers lower levels apply to hire purchase product in bank the mean 1.74. The result indicate that though they are earning less or at the least, the respondents level of knowledge in this field is normal when analyzed in its mean approximately 2.39 of the overall item statement thus construction workers are knowledge when it comes to investing money affairs.

4.4.1 Financial Accessibility of construction workers

The respondents were required to indicate the degree to which they were in agreement with the statements on financial access and the mean and standard deviation was calculated as shown on Table 4.5.

Table (4.5) Financial Accessibility

Sr.	Descriptions	Mean	Standard Deviation
1	I Support education program to my family	2.64	1.142
2	Saving plan for Future to my family	2.63	1.022
3	Investing plan for my family	2.38	1.213
4	Investing in land and building for my family	2.07	1.225
5	Investing in a business for my family	2.15	1.114
6	Keep money for emergencies medical fees.	2.86	1.054
7	Keep money for food and other necessary items	2.9	0.969
8	Keep money for major expenditure	2.86	0.954
9	Keep for a planned future Purchase	2.84	1.126
10	Invest money in assets (Bicycle, Machine and other)	2.52	1.168
11	Spend money on self / buying non-essential (alcohol, hair, games, party and other)	2.65	1.114
12	Give / Send to family for donation.	2.91	1.111
13	Lend money it to others person	1.95	1.104
14	Repay debts	2.19	1.07
Overall Mean		2.54	

Source: Survey Result

Meanwhile, this study also construction workers a five-point Likert scale to measure the financial accessibility of the respondents. The respondents were asked to rate on the statements that describe their accessibility on financial institution. The result signifies that they are keep money for emergencies medical fees and food the high mean 2.86 and 2.9. The result of lend money it to other person the lower mean 1.95. Construction workers can't borrow to any other person because there are minimum wage earners levels. The result signifies that they are financial accessibility overall mean approximately 2.54.

4.5 Credit Accessibility

In this study, credit accessibility of the construction worker in shwe taung group of company limited is analyzed. Credit accessibility related to the financial literacy and financial accessibility of the financial knowledge and behavior.

Table (4.6) Credit Accessibility

Sr.	Descriptions	Mean	Standard Deviation
1	I can access credits from financial institutions	2.29	1.25
2	Lack of collateral limits my access to credit services	2.43	1.273
3	Accessing credit has improved my personal financial status	2.28	1.296
4	The credit terms are good when I seek credit service	2.51	1.432
Overall Mean		2.38	

Source: Survey Result

Meanwhile, this study also construction workers a five-point Likert scale to measure the financial accessibility of the respondents. The respondents were asked to rate on the statements that describe their accessibility on financial institution. The result signifies that they are credit terms are good when seek credit service the high mean 2.51 and the lowest mean of the accessing credit has improved my personal financial status is the mean 2.28. The result signifies that they are credit accessibility overall mean approximately 2.38 the moderate level.

4.6 Analysis on Effect of Financial Literacy on Financial Institution

In this study, the two indicators are used to measure the construction workers in shwe taung construction group. To analysis the effect of each of indicators on construction workers, Linear Regression model is applied. Results from the regression between financial literacy and Financial Institution by generating this model are show in Table below.

Table (4.7) Analysis on Effect of Financial Literacy on Financial Institution

Variable	Unstandardized Coefficients		Beta	t	Significant	VIF
	B	Standard Error				
Financial Behaviors	0.682	0.101	0.526	6.784	0.00	2.914
Financial Knowledge	0.461	0.087	0.413	5.324	0.00	2.914
R Square						0.800
Adjusted R Square						0.796
F Value						0.44374
Durbin - Watson						1.937

Notes *** Significant at 1% level, **Significant at 5% level, *Significant at 10% level,

According to Table (4.7), the specified model could explain very well about the variation of the organizational environment at construction workers, since the value of R square is almost 80.00%. The model can explain 79.6% about the variance of the independent variable and dependent variable because Adjusted R square is 0.796. The value of F test, the overall significance of the model, is highly significant at 1% level. This specified model can be said valid.

The Durbin Watson value is close to 2(1.937). Therefore, it indicates that there is no correction in the sample. All VIF values of two independent variables: Financial Behaviors and Financial Knowledge are less than 10. Thus, there is no substantial multi collinearity problem in this case. This means that there is no correlation among independent variables.

Moreover, indicators of construction worker financial literacy have relationship with internal process because all of significant values are less than 0.05. It means there is relationship with construction worker financial literacy at 95% confidence interval which can be found in Table (4.7).

According to the results shown in Table (4.7), these results show that the construction worker has a saving account in the bank. Occasionally, the construction workers are using credit activity to buy something for future investment. The majority of the construction worker is use money transfer in financial institution.

4.7 Analysis on Effect of Financial Literacy on Financial Accessibility

In this study, the two indicators are used to measure the construction workers in shwe taung group of company limited. To analysis the effect of each of indicators on construction workers, Linear Regression model is applied. Results from the regression between financial literacy and Financial Accessibility by generating this model are show in Table below.

Table (4.8) Analysis on Effect of Financial Literacy on Financial Accessibility

Variable	Unstandardized Coefficients		Beta	t	Significant	VIF
	B	Standard Error				
Financial Behaviors	0.467	0.117	0.436	3.994	0.00	2.914
Financial Knowledge	0.352	0.101	0.381	3.493	0.001	2.914
R Square						0.604
Adjusted R Square						0.596
F Value						0.516
Durbin - Watson						1.858

Notes *** Significant at 1% level, **Significant at 5% level, *Significant at 10% level,

According to Table (4.8), the specified model could explain very well about the variation of the organizational environment at construction workers, since the value of R square is almost 60.4%. The model can explain 59.6% about the variance of the independent variable and dependent variable because Adjusted R square is 0.596. The value of F test, the overall significance of the model, is highly significant at 1% level. This specified model can be said valid.

The Durbin Watson value is close to 2(1.858). Therefore, it indicates that there is no correction in the sample. All VIF values of two independent variables: Financial Behaviors and

Financial Knowledge are less than 10. Thus, there is no substantial multi Collide rarity problem in this case. This means that there is no correlation among independent variables.

Moreover, indicators of construction worker financial literacy have relationship with internal process because all of significant values are less than 0.05. It means there is relationship with construction worker financial literacy at 95% confidence interval which can be found in Table (4.8).

According to the results shown in Table (4.8), these results show that the construction worker has a saving account in the bank. Occasionally, the construction workers are using credit activity to buy something for future investment. The majority of the construction worker is use money transfer in financial institution.

4.8 Analysis on Effect of Financial Literacy and Financial Accessibility on Credit Accessibility

In this study, the two indicators are used to measure the construction workers in Shwe Taung Construction group. To analysis the effect of each of indicators on construction workers, Linear Regression model is applied. Results from the regression between financial literacy and Financial Accessibility on Credit Accessibility by generating this model are show in Table below.

Table (4.9) Analysis on Effect of Financial Literacy on Financial Accessibility

Variable	Unstandardized Coefficients		Beta	t	Significant	VIF
	B	Standard Error				
Financial Institution	0.456	0.113	0.401	4.046	0.00	1.780
Financial Accessibility	0.475	0.136	0.346	3.487	0.001	1.780
R Square						0.464
Adjusted R Square						0.453
F Value						0.82404
Durbin - Watson						2.348

Notes *** Significant at 1% level, **Significant at 5% level, *Significant at 10% level,

According to Table (4.9), the specified model could explain very well about the variation of the organizational environment at construction workers, since the value of R square is almost 46.4%. The model can explain 45.3% about the variance of the independent variable and dependent variable because Adjusted R square is 0.453. The value of F test, the overall significance of the model, is highly significant at 1% level. This specified model can be said valid. The Durbin Watson value is close to 2(2.348). Therefore, it indicates that there is no correction in the sample. All VIF values of two independent variables: Financial Behaviors and Financial Knowledge are less than 10. Thus, there is no substantial multi Collide rarity problem in this case. This means that there is no correlation among independent variables.

Moreover, indicators of construction worker financial literacy have relationship with internal process because all of significant values are less than 0.05. It means there is relationship with construction worker financial literacy at 95% confidence interval which can be found in Table (4.9).According to the results shown in Table (4.9), these results show that the construction worker has financial knowledge and good condition of financial behavior. Construction worker are using the financial institution absolutely microfinance and bank. The construction worker access credit form financial institution for credit activity but application documents is difficulty for them.

CHAPTER (V)

CONCLUSION

This study focused on financial literacy and Accessibility of Construction workers in Shwe Taung Construction Company Limited by literacy and Accessibility. The suggestion and recommendation derived from the finding of the study are also discussed and identified areas for further research and limitations of the study.

5.1 Findings

The study found out that the respondents paid their bills on time they were also able to evaluate financial products by making decisions on finances. The study found that the respondents made affective household budget and managed their debts well. The study further revealed that many construction workers created a saving plan invested and easily met their financial obligations through wise planning. They were also able to control their financial spending. The study also found out that the construction workers made a comparison between the different bank accounts had they also made optimal decisions on credit and loan options while comparing the various available payment options.

The study also revealed that accessing financial institutions in construction worker constituency was very easy as they were within walking distance of the work. This increased the options for the construction workers seeking to borrow money as they could check on many financial institutions that are placed in one location. The study also noted that there were diverse financial firms within construction worker that could be contacted, though the amount the construction workers could borrow was depended on their incomes and their asset base. Higher incomes and higher asset base meant the construction workers could access more money. The study further revealed that the construction workers could access from financial institutions but this was limited by lack of collateral but whenever they accessed the credits an improvement in their economic status.

5.2 Suggestions

The study concluded that the construction workers were able to pay their bills on time after getting financial knowledge. This is because the construction workers could now make informed decisions and they could plan wisely for their incomes and prioritize their expenditure. Furthermore, the construction workers could analyze and evaluate the different financial products and make better decisions. The study concludes that with the financial knowledge the construction workers can make effective household budget, which enables them to manage their debts well, they could plan for their investment which yielded higher returns enabling them to meet their financial obligations in an easy way. The construction workers could also control their spending as now they are not vulnerable and susceptible to overzealous vendors or fraudulent ploys. This is due to the fact that the construction workers made comparisons between one product/service with others and hence they were able to choose the best.

The study further concludes that accessing financial institutions in construction workers constituency was very easy and that it was within the walking distance of the construction workers. Furthermore, construction worker constituency had many financial institutions that the youth could access for advice, financial knowledge, credits and loan borrowings. The study further concludes that the construction workers checked on many financial institutions within the construction worker constituency.

The study also concludes that the construction workers could access credits financial institutions. The construction workers had to have collateral before they could borrow. The study further concluded that whenever the construction workers accessed credit, they put it to good use resulting in improved economic status. The study further concludes that financial institution had to check the profile of the applicant before the credit was awarded.

Financial literacy is about not only gaining knowledge through financial education but also displaying better financial behaviors. SPF theory and the theory of planned behavior have been elaborated to highlight the objectives of this paper. Eventually, the process is hoped to produce the expected outcomes.

Households' current financial knowledge and financial behavior is, and what steps low-income consumers should take to succeed in their financial life. Sharing information on

programs and experiences at an international level to promote financial service accessibility and financial management can be helpful. More attempts to develop these programs would be helpful. Thus, social finance institutions should play an increasing role to support the government's agenda of financial inclusion through financial education for low-income populations

The study recommends that organizations in Myanmar should provide the construction workers with financial information which would enable them to access loans and credits from financial Institutions and put it to good use in an effort to improve their economic lives.

The study also recommends that before the awarding of credit to construction workers in rural areas, the financial institutions must conduct a financial literacy program to educate the construction workers. They must also evaluate the reasons for borrowings, to confirm that they are valid and will eventually benefit not only the construction workers but also the entire community. The credits given should be able to improve the economic life of the construction workers and the community.

The study also recommends that financial institutions should have policies that are geared towards giving credit to construction workers that may lack collateral acting as a guarantee or those seeking higher loans but lack the necessary asset base. Limitation of the Study the respondents were construction workers and they felt that revealing some personal information such as their incomes and education levels portrayed them as inadequate and inferior. They also felt embarrassed with some questions due to their inadequacies in their personal financial management aspect and especially where they are not assured of confidentiality hence some respondents were biased and dishonest in their answers.

5.3 Needs for Further Studies

This study's objective was the examination of the relationship between financial literacy and credit access among construction workers: a case of Shwe Taung Construction Group. It is therefore recommended that similar studies should be done to cover other very remote areas like the Rural household and Salary arrangement areas which could be facing different situations as compare to this study and investigate the case as it applies to construction workers in those areas.

A similar study could be conducted in the whole country due to the fact that construction workers account for the highest group of the country's population. This will enable the financial institutions in planning on how to improve the economic status of the construction workers both in urban and remote areas.

Yangon University of Economics

Department of Commerce

Master of Banking and Finance Programme (MBF)

(Questionnaires for Financing Literacy and Accessibility of Construction workers)

Section A : Demographic Profile

1. Gender

1. Male

2. Female

2. Age Group

1. 18 and above 2. 19-30 3. 31 – 40 4. 41 -50 5. 50 and above

3. Marital Status

1. Single

2. Married

4. Education

1. Primary

2. Middle

3. High School

4. University

5. Occupation Status (Grade)

Supervisor

Staff (Workers)

8. Current Salary (Per Month)

1. Less than 1 Lakh

2. Ks 1 Lakh – 1.5 Lakhs

3. Ks 1.5 Lakhs - 2 Lakhs

4. Ks 2 Lakhs – 2.5 Lakhs

5. Ks 2.5 Lakhs and above

9. Extra Income for other Job. Do you engage in part-time Job?

1. Yes

2. No

11. Utilization the Banking Products? (ဘဏ်မှတ်ပုံတင်သော Products များ)

1. Saving

2. Transfer

3. Loans

15. Saving Amount (One month)

1. None 2. Less than 2 Lakhs 3. Ks 2 Lakhs – 2.5 Lakhs
 4. Ks 2.5 Lakhs – 3 Lakhs 5. Ks 3 Lakhs and above

Section B: Financial Literacy and Accessibility (Independent and Dependent Variables)

Please circle your answer to each statement using 5 point Likert scale [(1) = strongly disagree; (2) = disagree; (3) = neutral; (4) = agree and (5) = strongly agree].

Financial Knowledge (Independent Variable)						
No.	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I can make payment on time	1	2	3	4	5
2	I can evaluate financial products	1	2	3	4	5
3	I manage my debts properly	1	2	3	4	5
4	I can manage for my financial activity	1	2	3	4	5
5	My Household budget is very effective					
6	I have created a saving plan	1	2	3	4	5
7	I make strategic investment decisions using financial knowledge	1	2	3	4	5
8	I meet my financial obligations through wise planning	1	2	3	4	5
9	I can control my financial future	1	2	3	4	5
10	I have no fraud case	1	2	3	4	5
11	I property prefer to buy a Assets	1	2	3	4	5
12	I have adequate knowledge of price changes on cost of living	1	2	3	4	5
13	I am able to compare bank Interest For loan	1	2	3	4	5
14	I am able to compare bank Interest For saving loan	1	2	3	4	5
15	I can make optimal decisions on credit and loan options	1	2	3	4	5
16	I am able to compare and contrast the different payment instruments	1	2	3	4	5
17	I able to know the insurance	1	2	3	4	5

Financial Behaviors (Independent Variable)						
No.	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I budget and track for monthly	1	2	3	4	5
2	I compare my receipts of purchases to my monthly statement.	1	2	3	4	5
3	I don't have the money in the bank to pay the bill.	1	2	3	4	5
4	I get cash advances from other person	1	2	3	4	5
5	I can borrow to my parents	1	2	3	4	5
6	I contribute to a saving account regularly.	1	2	3	4	5
7	I compare prices when shopping for purchases.	1	2	3	4	5
8	I read to increase my financial knowledge	1	2	3	4	5
9	I save regularly for my future	1	2	3	4	5
10	The Family with the habit of saving behavior	1	2	3	4	5

Use of Financial Institution (Independent Variable)						
No.	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I Have a saving account in the banks	1	2	3	4	5
2	I use the money transfer products in the bank	1	2	3	4	5
3	I borrow the money in the bank	1	2	3	4	5
4	I use the Debit Card or Credit Card.	1	2	3	4	5
5	I use the mobile banking	1	2	3	4	5
6	I apply the hire purchase.	1	2	3	4	5
7	I know about the microfinance	1	2	3	4	5

Financial Accessibility (Independent Variable)						
No.	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I Support education program to my family	1	2	3	4	5
2	Saving plan for Future to my family	1	2	3	4	5

3	Investing plan for my family	1	2	3	4	5
4	Investing in land and building for my family	1	2	3	4	5
5	Investing in a business for my family	1	2	3	4	5
6	Keep money for emergencies medical fees.	1	2	3	4	5
7	Keep money for food and other necessary items	1	2	3	4	5
8	Keep money for major expenditure	1	2	3	4	5
9	Keep for a planned future Purchase	1	2	3	4	5
10	Invest money in assets (Bicycle, Machine and other)	1	2	3	4	5
11	Spend money on self / buying non-essential (alcohol, hair, games, party and other)	1	2	3	4	5
12	Give / Send to family for donation.	1	2	3	4	5
13	Lend money it to others person	1	2	3	4	5
14	Repay debts	1	2	3	4	5

Credit Accessibility						
No.	Question	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	I can access credits from financial institutions	1	2	3	4	5
2	Lack of collateral limits my access to credit services	1	2	3	4	5
3	Accessing credit has improved my personal financial status	1	2	3	4	5
4	The credit terms are good when I seek credit service	1	2	3	4	5

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