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Report Summary on

Assessment to Inform a Capacity Building Programme on Working Conditions

including Occupational Safety and Health (OSH)
and Decent Work within the Telecommunication
Sector in Egypt

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Acronyms

CSR	Corporate Social Responsibility
dB	Decibel
DW	Decent Work
FGDs	Focus Group Discussions
HR	Human Resources
HS	Health and Safety
HSS	Health and Safety System
IGC NEBOSH	International General Certificate in Occupational Health and Safety
ILO	International Labour Organization
ILS	International Labour Standards
KPI	Key Performance Indicators
L&D	Learning and Development
OSH	Occupational Safety and Health
OSHA	Occupational Safety and Health Administration
PMO	Project Management Office
PPE	Personal Protective Equipment
RDT	Random Drug Testing
RF EMF	Radiofrequency Electromagnetic Field
ROI	Return on Investment
SPOC	Single Point of Contact
TBT	Tool Box Talk
TNA	Training Needs Analysis



Executive summary

The “Assessment to Inform a Capacity Building Programme on Working Conditions, including Occupational Safety and Health within the Telecommunication Sector in Egypt” aims to measure the extent to which Ericsson’s service providers apply the requirements of the Occupational Health and Safety (OSH) and Decent Work (DW).

The survey was conducted by “MIND for Management Innovation and Development” as per the call for proposals initiated by the International Labour Organization (ILO) in Cairo.

The survey sample was selected by Ericsson to include 15 of its service providers in the telecommunications, civil work, fleet, logistics, electromechanical and outsourcing sectors.

The designed methodology was based on metadata collection method to gather information about the OSH and DW status at the surveyed companies, according to Ericsson guidelines, the International Labour Standards (ILS) and the national laws. The survey consisted of 140 questions that cover 22 areas on OSH and 4 on the

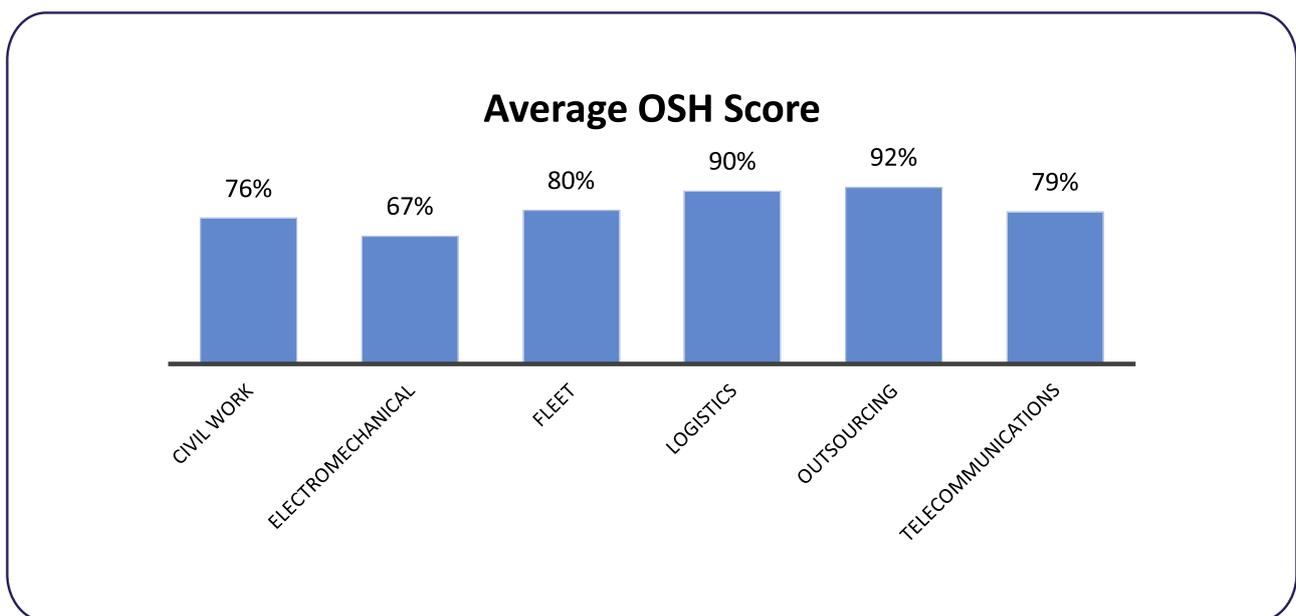
DW. It is noted that some of the OSH questions do not apply to some companies in view of their scope of work. Accordingly, their scores are not considered in the total score of the company.

The survey was conducted in two phases. It started with interviews with the senior management, and representatives of Human Resources (HR), Health and Safety (HS) and the Operation teams in each company. Based on the results, Focus Groups Discussions (FGDs) were conducted with six companies only according to set criteria, to give more insights about the results concluded.

The results of assessing the OSH and DW clusters are shown in the figures below, indicating the scores by scope of suppliers’ services:

Through focus on the OSH application across the different sectors, the outsourcing and logistics sectors come at the top of the list whereas electro-mechanicals sector has the lowest score.

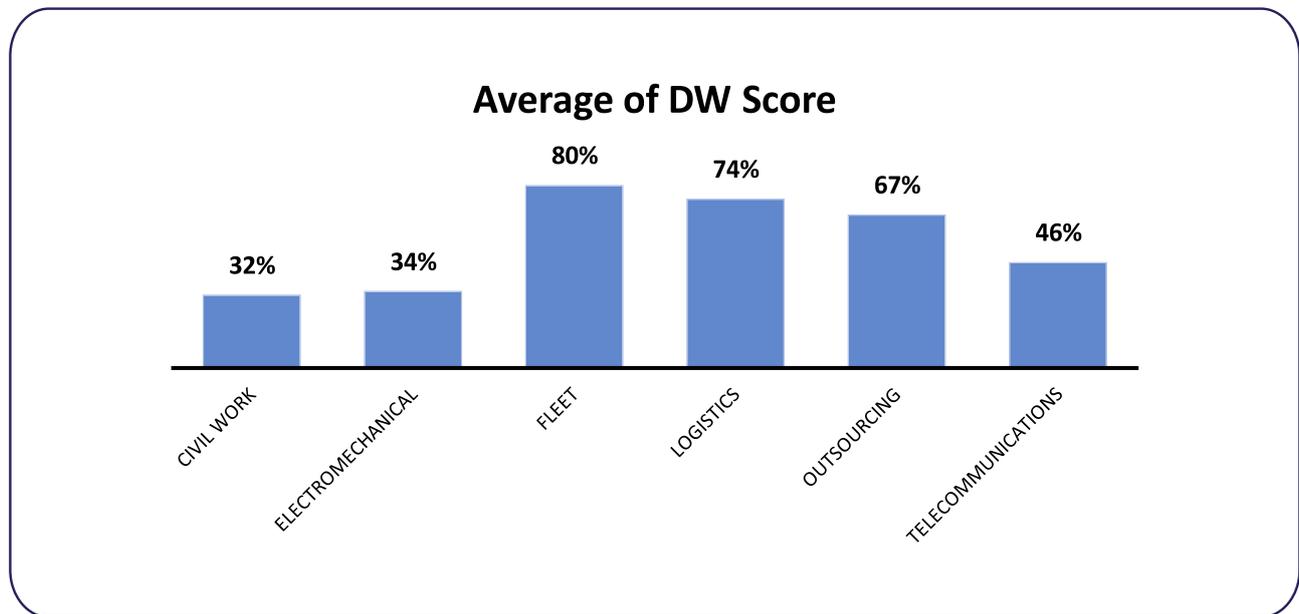
► **Figure 1.** Occupational Safety and Health Scores



As for the DW aspects, the clusters reflect the extent to which the selected sample adopt the ILS. The analysis indicates significant shortfalls in the entire sample,

especially within the electromechanical and civil work sectors, as shown in the following diagram:

► **Figure 2.** Decent Work Scores



The report provides recommendations for each cluster to support the improvement of the OSH and Decent Work measures at Ericsson’s service providers, as well as an improvement action plan. In addition, the report highlights the good practices observed during the survey.

On the OSH side, some of the recommendations relate to securing safe transportation at the companies through the regular evaluation of both the drivers and vehicles; improved qualifications of workers working at heights and ensuring the safety of the sites.

In light of the current situation of Covid-19 pandemic, it is recommended that all Ericsson suppliers ensure the

existence of an OSH mitigation plan with a coherent reporting mechanism for the safety of all staff.

More significantly, it is highly recommended for Ericsson to adopt unified training standards to ensure the suppliers’ application of the needed OSH measures.

On the Decent Work side, it is highly recommended for most of the suppliers to apply the requirements of the national labour law in terms of the working hours, and the social and medical insurance. It is also essential to enhance the internal governance system and ensure a sound dialogue and communication mechanism, as this is very much required for a decent work environment.



Introduction

Based on the contractual agreement between the ILO and MIND to inform a capacity building programme on working conditions, including OSH within the telecommunications sector, MIND has conducted a survey on 15 selected companies/service providers working for Ericsson.

The survey aimed at measuring the application of Ericsson's OSH standards, ILS, and the national labour laws at the companies which provide services to Ericsson, in order to inform an improvement plan.



Survey Background

The ILO, in cooperation with Ericsson, has agreed to conduct a survey on “Capacity Building Programme on Working Conditions, including Occupational Safety and Health and Decent Work within the Telecommunication Sector in Egypt” to inform the level of applying Ericsson’s OSH guidelines, the ILS and the relevant national labour laws.

MIND has suggested a certain methodology to conduct the survey through its specialized team. The survey

comprised a number of clusters to cover all the OSH and DW aspects according to set criteria.

The survey covered 15 selected companies, according to a pre-set schedule accepted by the ILO and Ericsson. These companies cover different services provided to Ericsson as follows:

Sector	No. of companies
Civil services	2
Fleet	1
Logistics	1
Outsourcing	4
Telecommunications	6
Electromechanical	1



Survey: Approach and methodology

In view of the purpose of the survey and its desired outcomes, MIND has developed

a working approach that followed a metadata collection method through conducting a number of interviews and Focus Group Discussions (FGDs) with the selected sample.

The interviews were conducted with the sample representatives to meet with their OSH, HR and top management officials. These interviews covered all the OSH aspects stipulated in Ericsson's guidelines. In addition, they covered the Decent Work aspects.

Following the set approach, the survey was designed by a specialized team in OSH and DW areas to respond to the ILO request to measure the OSH and DW application level at the companies working with and serving as suppliers to Ericsson, as per ILS, national laws and Ericsson's OSH guidelines.

The topics covered in the questionnaire were classified as follows:

Area	Cluster
Occupational Health and Safety	Management commitment
	Improvement programme
	OSH national legislations
	OSH governance
	Incident reporting and investigation
	Risk assessment standard
	Sub-contractors management
	Fire prevention
	Driver and vehicle safety
	Construction and civil work management
	Climbing and working at heights
	Overhead lifting
	Electrical work
	Exposure to radio frequency electromagnetic fields
	Chemical handling
	Manual handling
	Environmental and occupational noise
	Lone working
	Personal protective equipment
	Training and competency
Death and disability benefits	
Emergency plan	

Area	Cluster
Decent Work	Equal employment opportunities
	Adequate earnings
	Decent Work
	Workplace cooperation and stability

All the questions are intended to be equally applied to each service provider. As the service providers are classified by sector (telecommunications, civil work, electromechanical, outsourcing, fleet and logistics), some of the questions are not relevant to the scope of work provided by each of these sectors.

To ensure the equality and impartiality of the evaluation, the survey team thought of posing questions relevant to

- Two companies with the lowest scores in the OSH and DW assessment.
- Two companies with the highest scores in the telecommunications sector.
- One company representing the civil work sector.
- One company representing the outsourcing and training sectors.

The purpose of the FGDs was to support the outcomes of the interviews and give more insights into some results.

In terms of data sources, the survey depended on primary and secondary data collection tools to come up with qualitative and quantitative results. The primary data was

each service provider, given the scope of work and the service provided.

The survey was divided into two phases: the first on conducting interviews with representatives from the 15 selected companies. The interviewees represented OSH, management officials and some workers. Following the interviews, FGDs were conducted with six companies only according to the following criteria:

collected through the visits to the 15 selected companies and the FGDs with six selected companies.

The secondary data was derived from review of Ericsson's OSH guidelines, as well as the ILS and the relevant national labour laws.



Findings

Based on the data collected from the survey and the FGDs and in light of the overall objective of the survey, the following findings are derived from the 15 surveyed companies across the six sectors.

The findings are presented by sector and horizontally among the clusters. Also, the main issues will be highlighted as main findings.

>>> 1. Management Commitment

The “Management Commitment” cluster reflects the management strategy in adapting its OSH policy in light of Ericsson guidelines and the national and international legislations, as well as the site inspection by the management.

On the company level, the results indicate that nine companies out of the 15 apply the needed measures. Their management regularly conducts inspection visits to the field sites to ensure the application of the OSH measures; meanwhile other companies fail to apply these measures.

>>> 2. Improvement programme

The “Improvement Programme” cluster shows the extent to which the company intends to improve the OSH capacities of their staff, and whether it has a clear performance improvement plan in this regard or not.

(civil work, electromechanical, telecommunications and fleet) suffer a clear shortfall in this area, with average scores between 0 – 20%. This is manifest in the lack of a clear improvement objective or an existing /effective action plan of either their OSH policies or staff capacities.

The results indicate that the logistics sector is completely compliant with the requirements. The other four sectors

>>> 3. OSH National Legislation

The “OSH National Legislation” cluster reflects the company’s application of the OSH articles stipulated in the Egyptian Labour No. 12 of 2003, as well as the traffic law.

This cluster applies to all the companies across the different sectors. The analysis indicates that all the 15 companies apply the Egyptian Labour Law (100% score).

>>> 4. OSH Governance

The “OSH Governance” cluster reflects the company’s steps taken towards the enforcement of its OSH plan. These include appointment of a competent OSH Single Point of Contact (SPOC), having an OSH mitigation plan to maintaining the safety of its workers and their safe return during Covid-19, and a strategy to monitor the employees’ performance in terms of OSH.

followed by the telecommunications with an average score of 88%. For the civil service, fleet and outsourcing sectors, the average score was between 70% and 75%.

The highest score was in the logistics and electromechanical sectors (100% and 90%, respectively),

One of the identified deficiencies in some of the companies is related to the qualifications and capacities of the OSH SPOC who in some cases did not receive the necessary training before assignment.

››› 5. Incident Reporting and Investigation

The “Incident Reporting and Investigation” cluster reflects to what extent the company reports and investigates incidents.

This cluster applies only to 12 companies across the different sectors.

The analysis indicates that the outsourcing sector is the highest in applying the required measures with 100% score followed by the civil work and the logistics sectors with average score

between 80% and 84%. As for the electromechanical sector, it falls at the bottom of the list with a score of 27%.

The shortage in low scoring sectors is attributed to non-observance of the incident reporting system that provides reports within 24 hours, an incident investigation system and a monthly summary record/log.

››› 6. Risk Assessment Standard

The “Risk Assessment Standard” cluster provides the quality of risk assessment outlined in the corporate strategy and the relevant documents, in addition to recording any violations and taking the necessary corrective actions.

The analysis indicates that the fleet sector has the highest score with 93%; followed by the civil work,

electromechanical and telecommunications sectors with average scores between 84% – 88%.

The quality of the risk assessment is considered the main concern in this cluster. It has the lowest score among the other criteria assessed.

››› 7. Sub-contractor Management

The “Sub-contractor Management” cluster is concerned with evaluating the company’s strategy in terms of conducting an OSH pre-employment assessment, sites and PPE inspection, OSH contractual agreement management and identifying any violations.

The analysis shows that the telecommunications sector is the highest on the list with an average score of 80%;

followed by the civil work, electromechanical and logistics sectors with average scores between 33% – 40%.

The main deficiency found is related to the Sites’ inspection and the presence of a related site inspection plan to be followed on fixed periodic basis.

››› 8. Fire prevention

The “Fire Prevention” cluster refers to the company’s existing firefighting system and incident recording.

The analysis indicates that the logistics sector is the highest with a 90% score, followed by the civil work, telecommunications and fleet sectors with average scores

of 83% – 89%. The electromechanical sector comes at the end of the list with 77% score.

The main deficiency among the companies with conservative compliance relates to the fire evacuation drills.

››› 9. Driver and Vehicle Safety

The “Driver and Vehicle Safety” cluster reflects the precautionary and OSH measures taken to ensure safety of drivers and all passengers as well.

The results reflect the high safety application level of the driver and vehicle across the different sectors. The fleet and logistics sectors got 100% score, whereas the other sectors (electromechanical, civil work and telecommunications) got average scores of 94% - 99%.

It is worth mentioning that some companies have adapted their policies to cope with the mitigation measures of Covid-19 pandemic. On the other hand, some companies have weak follow-up and lack regular training plans for their employees in this regard.

››› 10. Construction and Civil Work Management

The “Construction and Civil Work Management” cluster represents the company’s commitment to provide planned activities, and secure the presence of the OSH representative in the field. In addition, it emphasizes the availability of the Personal Protective Equipment (PPE) for the site workers, the development of violation records and adoption of corrective mitigation measures.

This cluster relates only to two companies: one company in the civil work sector and another company in the

telecommunications sector. These companies are the only ones working on providing construction and civil work management services.

The two sectors showed high compliance in terms of meeting the requirements of this cluster with a 100% score.

››› 11. Climbing and Working at Heights

The “climbing and working at heights” cluster shows how the company deals with issues related to climbing and working at heights, through planned activities, certified workers, availability of the PPE, periodical checkups on the equipment and the workers, as well as providing the required trainings. In addition, the cluster entails development of violation records and adoption of corrective action plans.

This cluster applies to the civil work and telecommunications sectors.

The civil work sector has an average score of 91%, while the telecommunications sector has an average score of 86%.

It was found that there is no formal process for drop zone. It is only communicated in pre-job safety meeting and in some cases, neither implemented nor communicated.

››› 12. Overhead lifting

The “Overhead lifting” cluster indicates to what extent the company applies Ericsson’s OSH guidelines in terms of maintaining the quality of the lifting equipment, and developing an appropriate plan for this purpose.

This cluster applies to the civil work and telecommunications sectors. The civil work sector shows

a 100% compliance level, while the telecommunications sector has an average score of 93%. This slight shortage appears in the lifting plan and the Lifting Appliance/ Machine Inspection Certificate.

››› 13. Electrical Work

The “Electrical work” cluster reflects the company’s compliance with Ericsson’s OSH guidelines in terms of the required safety measures for the electrical work. The criteria are based on measuring the availability of qualified workers, and adequate tools. These criteria also address work permits, activity and emergency plans.

The cluster applies to the civil work and telecommunications sectors.

Though this sector is essential for the safety of workers, the compliance of the telecommunications sector to Ericsson’s OSH guidelines in this regard is 85% only. The electromechanical sector has a score of 68%. Non-compliance is evident in terms of having an Electrical Isolation Permit (with L.O.T.O.), and lack of contractors involvements in the authority to work permits.

››› 14. Exposure to Radio Frequency Electromagnetic Fields

The “Exposure to Radio Frequency Electromagnetic Field” cluster explains the company’s monitoring, precautionary and mitigation measures concerning the exposure of its workers to radio frequency electromagnetic fields.

The civil work sector has an average score of 20%, while the telecommunications sector an average score of

27%. This clear deficiency is detected in issues related to monitoring exposure, Handheld/ Body Worn Personal Monitor (in case of no information or uncertainty), Calibration Certificate for RF EMF Measurement Instrument, and the suspected overexposures incident reporting and investigation.

››› 15. Chemical Handling

The “Chemical Handling” cluster presents the company’s policy in dealing with chemical substances in terms of usage, recording, monitoring and observance of Ericsson’s restricted list.

Most sectors showed average to low compliance in this cluster with the civil work sector being the lowest. The

incompliance of these sectors was clear on issues related to the awareness and communication of Ericsson’s list of banned and restricted substances, chemical handling, PPE and trainings, as well as monitoring and review (Annual Evaluation).

››› 16. Manual handling

The “Manual Handling” cluster explains how the company’s OSH measures maintain the workers’ safety together with the manual lifting of objects; moving or carrying objects. The cluster addresses points related to the workers’ physical fitness, mechanical handling equipment, trainings provided and the reporting mechanisms of any incident.

The least scoring sectors are e the telecommunications sector with an average score of 66%, and the electromechanical sector with a score of 33%. The deficiencies are attributed to physical fitness assessment and training aspects.

››› 17. Environmental and Occupational Noise

The “Environmental and Occupational Noise” cluster reflects how the company’s management applies the OSH measures on workers working in a noisy environment, through maintenance of the maximum noise decibels (dBA), PPE usage, regular check-ups of non-compliant employees and providing the necessary trainings in this regard.

The results indicate very high deficiency rates ranging between 0 – 8% across the surveyed sectors. This

demonstrates that the companies do not consider the safety measures to reduce the noise risks, such as noise measurement, usage of hearing protection PPE, periodic hearing checks, and provision of the required trainings for workers. The majority of these companies do not actively implement the policies outlined in Ericsson’s guidelines.

››› 18. Lone working

The “Lone working” cluster relates to the company’s management of lone workers. For that purpose, the company is required to take into account some measures that maintain the safety of the workers. This has to be reflected in the company’s planned activities, training and emergency programmes.

This cluster applies to one company only in the telecommunications sector, due to its nature of work that secures full compliance.

››› 19. Personal Protective Equipment (PPE)

The “Personal Protective Equipment” cluster refers to the availability of all the PPE according to Ericsson’s OSH standards, the scope of work of the company, the periodical inspection and recordings, as well as provision of the necessary trainings.

The fleet, logistics and outsourcing sectors have the highest average score of 100% as they fully apply the OSH requirements. The civil work sector and the electromechanical sectors fall under the conservative compliance category.

››› 20. Training and Competency

The “Training and Competency” cluster indicates the extent to which the company adopts Ericsson’s OSH guidelines in providing the necessary OSH trainings and updates to the employees.

The telecommunications sector has the top average score of 96%, followed by the fleet and logistics sectors with an average score of 90%. The least scoring sector was the electromechanical with a score of 67%.

》》》 21. Emergency plan

The “Emergency Plan” cluster reflects the existence and enforcement of an emergency plan within the company.

The fleet, logistics, outsourcing and telecommunications sectors are fully compliant with Ericsson’s requirements

in this area with a 100% score. On the other hand, the civil work sector has an average score of 70%, whereas the electromechanical sector has a score of 20% due to deficiency in the Tool Box Talk/ Pre-job Safety Meeting.

》》》 22. Death and Disability Benefits

The “Death and Disability Benefits” cluster reflects the company’s plan to compensate its employees in case of occupational injuries, disability or death on the job.

The cluster applies to all the companies across the different sectors.

The analysis indicates that the fleet and logistics sectors fully adopt Ericsson’s requirements with a

score of 100%. This is followed by the outsourcing and telecommunications sectors with average scores between 33% and 50% respectively. The civil work and fleet sectors have 0% score, as they do not show any interest in providing death and disability benefits to their employees. Accordingly, 60% of the surveyed companies suffer a lack of compliance and any well-defined policies in this regard.



Decent Work clusters

Part of the survey relates to measure to what extent Ericsson suppliers adopt the ILS requirements. Accordingly, the survey includes clusters on the working conditions across the different sectors.

These shall measure the equal employment opportunities, adequate earnings, workplace cooperation as well as the decent work pillars.

>>> 1. Equal employment opportunities

The “Equal employment opportunities” cluster is designed to reflect the company’s policy in achieving equal employment opportunities, observing gender dimensions, and the promotion and reward systems.

The analysis shows a clear deficiency in the application of the equal employment opportunity aspects across all sectors.

The top score is in the fleet sector with 52%, whereas the civil work has the least average score of 10%.

>>> 2. Adequate earnings

The “Adequate Earnings” cluster indicates to what extent the company’s wages and benefits system supports an appropriate decent life for workers and promote their loyalty to the company.

The analysis further indicates that the fleet and logistics sectors are fully compliant with the cluster measurement requirements with 100% score, followed by the outsourcing sector with 75%. Finally, the civil work, fleet

>>> 3. Decent Work

The “Decent Work” cluster addresses the different Decent Work requirements such as the working hours, health and life insurance, apprenticeship, and the measures for dealing with Covid-19 cases. Moreover, it explains how the company resolves any raised disputes, and the function of sound industrial relations and effective social dialogue at workplace.

The top scores are in the fleet and logistics sectors with an average score 90% in both sectors; followed

Accordingly, the survey reached the following conclusions through analysis of the 15 surveyed companies across the different sectors.

The companies do not have any policies and procedures for promotion and reward. They do not offer equal employment opportunities for people with disability. Women are not represented in top management. Companies do not have a policy to ensure equal employment opportunities for women, especially in relation to maternity leave.

and telecommunications sectors with average scores ranging between 40% - 58%, reflecting inconsistency with the national and international legislations in terms of applying the minimum requirements to ensure appropriate living standards for employees.

The low performing companies do not have a clear compensation and benefit system for remunerations and bonuses.

by the outsourcing sector with an average score of 78%. At the bottom of the list come the civil work and electromechanical sectors with average scores of 43% and 44% respectively.

One of the main findings is associated with the apprenticeship programme, which is not offered by any of the surveyed companies. Also, most the companies lack any grievance or dispute settlement mechanism to maintain the dialogue between the workers and

employers. It is also evident that the working hours' system within the companies does not help workers strike a balance between work and their social life and family

commitments. Furthermore, this system does not help mitigate stress at work.

»»» 4. Cooperation at the workplace

The "Cooperation at the Workplace" cluster addresses the extent to which the company's policy ensures adequate cooperation at all levels and establishes a dialogue between the employees and the management.

The analysis indicates that the fleet sector has the highest score of 80%; followed by the outsourcing sector with an average score of 68%.

Finally, the civil work, electromechanical, logistics and telecommunications sectors average scores are between 0 – 50%, which reflects the non-compliance with the workplace cooperation requirements.

The companies have very weak systems for complaints and disputes mechanisms required to ensure work stability, affecting cooperation and dialogue between the workers and the management.



Conclusion

Based on the survey's findings, analysis and scoring methodology, the following points provide insights about the findings and the status of OSH and DW within the companies.

Taking into account the different scope of work for the sample and following the above-mentioned scoring methodology, the analysis demonstrates that Ericsson's suppliers have an acceptable level of compliance with its OSH guidelines. However, the performance is not sufficient to ensure the safety of the employees.

The outsourcing, logistics and fleet sectors provide a very good model in observance of Ericsson's OSH guidelines. However, these companies are not obliged to adopt all Ericsson's OSH requirements due to their scope of work and the type of service provided.

As for the telecommunications sector, the sample covered six companies to be surveyed, in which the average score of applying the OSH necessary measures is 79%. Though the companies do not fully comply with Ericsson's OSH guidelines, they show high interest in following the national OSH legislations. These companies are governed by multinational laws, this obliges them to comply with the national laws, to avoid any penalties and banning actions in the local market.

The civil work sector is represented by two companies. The average OSH compliance score of these companies is 76%, noting that both companies – under this sector – completely follow the OSH national legislation. Both companies show non-compliance intentions with respect to death and disability benefits and provision of safety measures for environmental and occupational noise.

The electromechanical sector is represented by one company which is conservatively compliant with Ericsson's OSH guidelines. It demonstrates a clear deficiency in many clusters such as the OSH improvement programme, death and disability benefits and the environmental and occupational noise. However, it is fully compliant with the OSH national legislation.

As for the DW requirements, the analysis of the Decent Work clusters reflect the application of ILS requirements within the companies.

The fleet sector has the highest DW compliance score with 80%, followed by the logistics sector with 74%, and the outsourcing sector with an average score of 67%. As for the telecommunications sector, the average score is 46%; whereas the electromechanical and the civil work sectors average scores are 34% and 32% respectively.

More specifically and in relation to the Equal Employment Opportunities cluster, the civil work sector has the lowest score with an average score of 10%. The highest score 52% is in the fleet sector. The overall average score of this cluster is the lowest among other clusters, with an average of 30%. This reflects that these companies do not secure equal treatment of all employees.

The adequate earnings cluster has the highest average score with a 65%. The fleet and the logistics sectors are fully compliant with its requirements. More focus is required for the civil work and electromechanical sectors to support the development of a learning strategy to reach the desired goals.

The Decent work cluster has an average score of 63% for the entire sample. The fleet and logistics sectors have the top scores with a 90% for each. The outsourcing sector has an average score of 78%. As for the telecommunications sector, civil work and electromechanical sectors, they have average scores between 55% and 43%. The main issue pertains to the dispute settlement mechanisms across the entire sectors. All the surveyed sample are not keen to provide apprenticeship programmes. They do not adopt dialogue mechanisms between the workers and the employers.

Finally, the workplace cooperation cluster has an average score of 47%. The electromechanical sector lacks any mechanisms to maintain cooperation between the workers and employers. The fleet sector has 80% score and provides a good model for maintaining an adequate dialogue and collaboration mechanism to promote cooperation at the workplace. The other sectors have average scores ranging between 68% – 25% with the same shortfalls.



Appendix

The following table provides a snapshot of the average OSH scores of each criterion across the different sectors:

Scope	Management Commitment	Improvement Program	OSH National Legislations	OSH Governance	Incident Reporting and Investigation	Risk assessment standard & sites' documents
Civil Work	100%	10%	100%	75%	84%	84%
Electromechanical	50%	0%	100%	90%	27%	87%
Fleet	100%	0%	100%	70%	67%	93%
Logistics	100%	100%	100%	100%	80%	N/A
Outsourcing	75%	N/A	100%	75%	N/A	N/A
Telecommunications	85%	20%	100%	87.5%	78%	88%
Grand Total	84%	22%	100%	82%	76%	87%

Sub-contractors management	Fire Prevention	Driver & Vehicle Safety	Construction & Civil Work Management	Climbing & Working at Heights	Overhead Lifting	Electrical Work	Exposure to Radio Frequency/ Electromagnetic Fields	Chemical Handling
40%	89%	100%	100%	91%	100%	N/A	20%	5%
40%	77%	96%	N/A	N/A	N/A	67.5%	N/A	50%
N/A	83%	100%	N/A	N/A	N/A	N/A	N/A	72%
33%	90%	94%	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	99%	N/A	N/A	N/A	N/A	N/A	N/A
80%	87%	97%	N/A	86%	N/A	85%	27%	N/A
61%	86%	97%	100%	87%	98%	82%	25%	49%

Manual Handling	Environmental and Occupational Noise	Lone Working	Personal Protective Equipment (PPE)	Training & Competency	Fatality & Disability Compensation	Emergency Plan	OSH Compliance Score
75%	0%	N/A	84%	83%	0%	70%	76%
33%	0%	N/A	87%	66.67%	0%	20%	67%
N/A	0%	N/A	100%	90%	100%	100%	80%
80%	N/A	N/A	100%	90%	100%	100%	90%
N/A	N/A	N/A	100%	78%	50%	100%	92%
66%	8%	100%	93%	96%	33%	100%	79%
66%	5%	100%	94%	86%	40%	91%	81%

This table provides a snapshot of the average DW scores of each criterion across the different sectors:

Criterion/Sector	Equal employment opportunities	Adequate earnings	Decent Work	Workplace cooperation	DW Compliance Score
Civil Work	10%	40%	43%	25%	32%
Electromechanical	20%	50%	44%	0%	34%
Fleet	52%	100%	90%	80%	80%
Logistics	40%	100%	90%	50%	74%
Outsourcing	40%	75%	78%	68%	67%
Telecommunications	27%	58%	55%	43%	46%
Grand Total	30%	65%	63%	47%	53%



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