



International Labour Organization

Safety and Health in the Construction Sector- Overcoming the Challenges

ILO / UN Global Compact Webinar
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Webinar Features

- UN Global Compact and ILO Int'l Labour Standards
- Construction Global Market Trends
- Construction Hazards and Risks
- Managing for Safety and Health
- Some ILO Tools and Resources
- Questions and Answers

UN Global Compact and the ILO

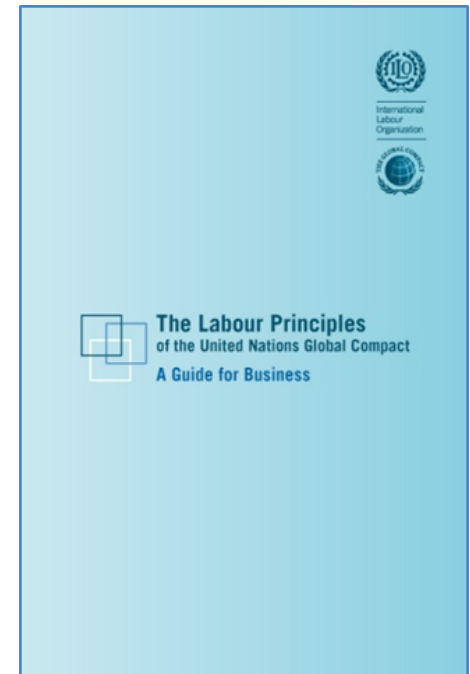
- The webinar is the 14th organized by the International Labour Organization and the UN Global Compact.
- Each webinar addressed specific labour topics and provide practical guidance, tools and resources for advancing the UN Global Compact labour principles.

UN Global Compact Labour Principles

Companies should uphold:

- Freedom of Association and effective recognition of the right to collective bargaining
- Elimination of forced or compulsory labour
- Effective abolition of child labour
- Elimination of discrimination in respect of employment and occupation

To ensure the safety and health of workers it is key for managers to engage in a dialogue with them. The right to freedom of association and the effective recognition of collective bargaining is closely linked to the safety and health protection of workers.



ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

The MNE Declaration sets out principles multinational enterprises are recommended to observe.

Article 38:

« Multinational enterprises should maintain the highest standards of safety and health, in conformity with national requirements...»

Article 40:

«...Where appropriate, matters relating to safety and health should be incorporated in agreements with the representatives of the workers and their organizations.»

ILO conventions on OSH

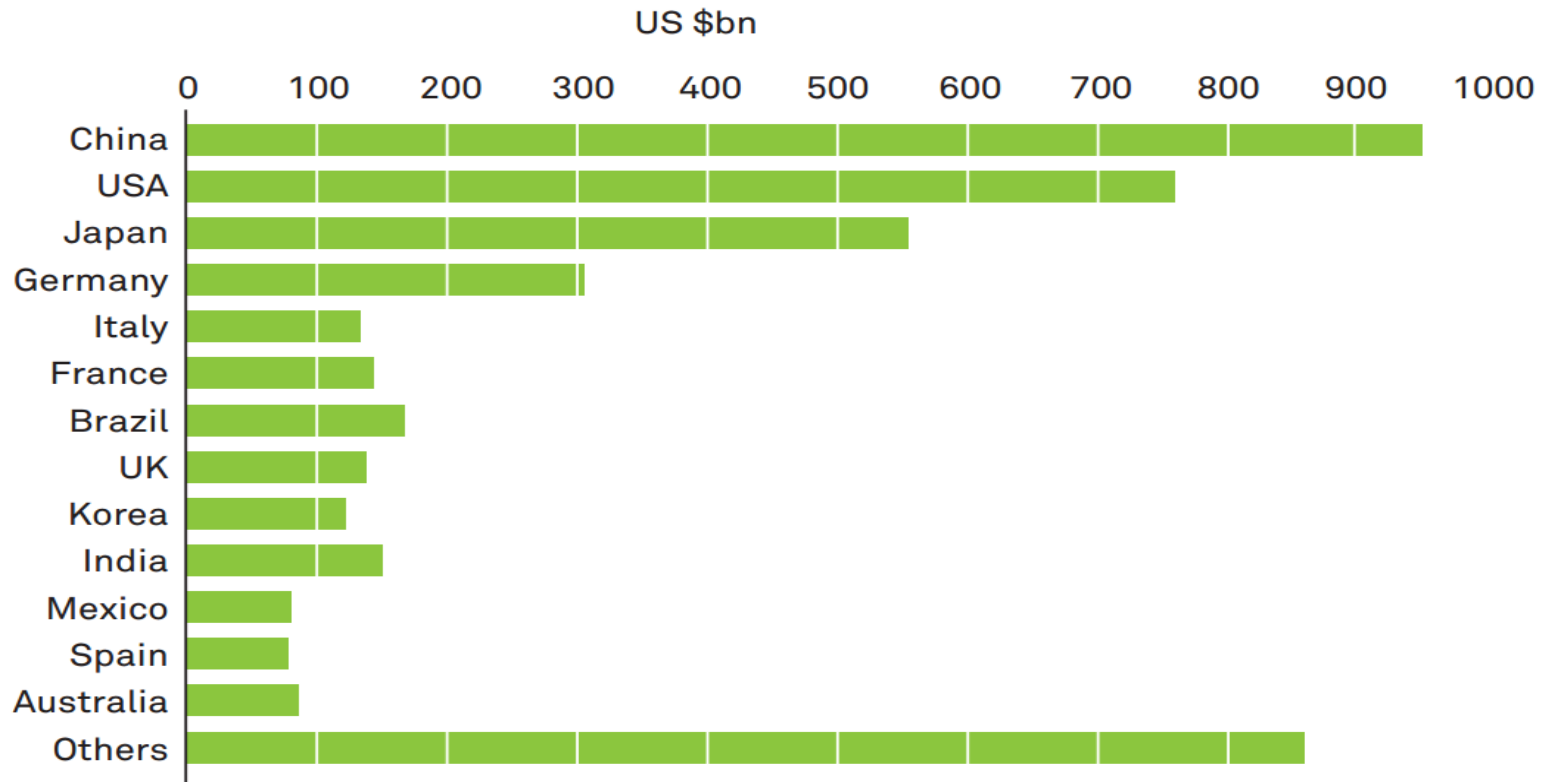
Fundamental conventions on Freedom of Association (No 87) and Collective Bargaining (No 98)

- Labour Inspection Convention, 1947 (No 81)
- Occupational Cancer Convention , 1974 (No 139)
- Occupational Safety and Health Convention, 1981 (No 155)
- Asbestos Convention, 1986 (No 162)
- Safety and Health in Construction Convention, 1988 (No 167)

Details on Conventions : www.ilo.org/normlex

Construction Markets - Global

Figure 1: Global Construction Spending 2011 (US \$bn)

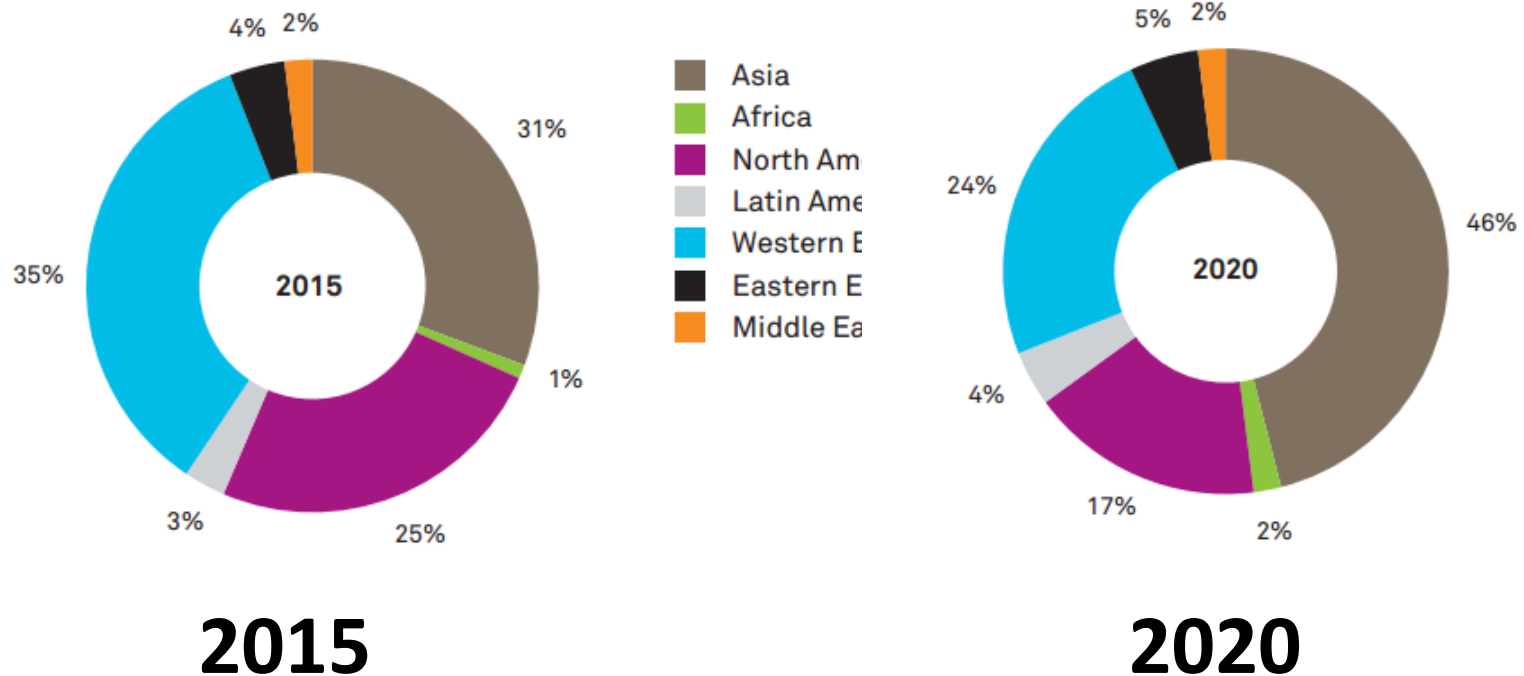


Source: http://www.aecom.com/deployedfiles/Internet/About/CAM/WorldConstructionReport_2012.pdf

Construction Markets – Forecast by Region

Figure 3: Share of construction spending by region 2015-20

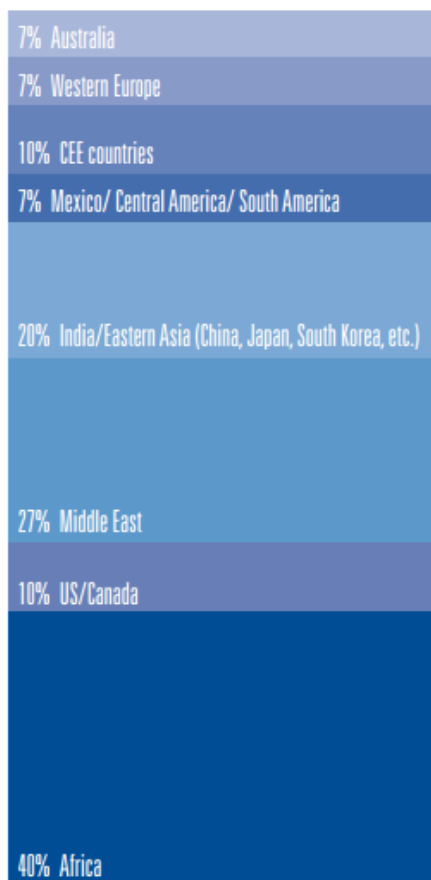
Source: IHS Global Insight (2011)



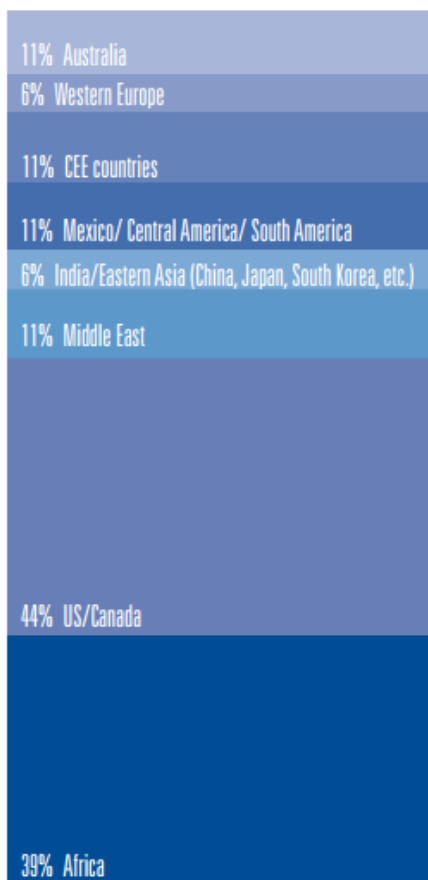
Source: http://www.aecom.com/deployedfiles/Internet/About/CAM/WorldConstructionReport_2012.pdf

Target market focus in the coming years

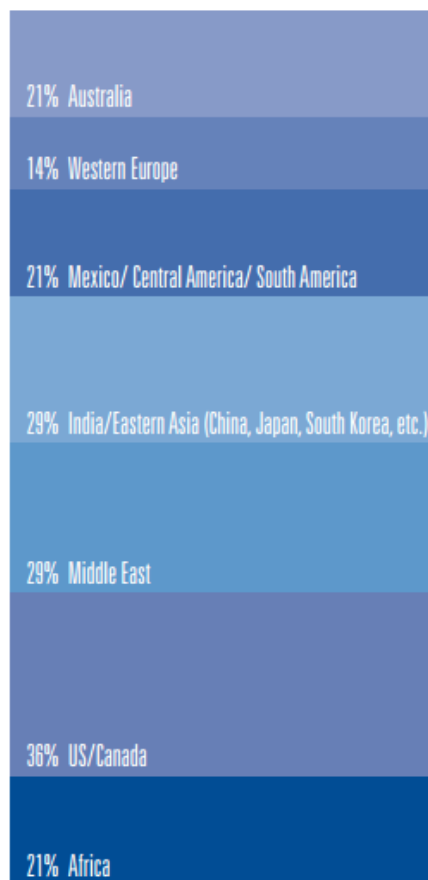
Less than US\$1 billion



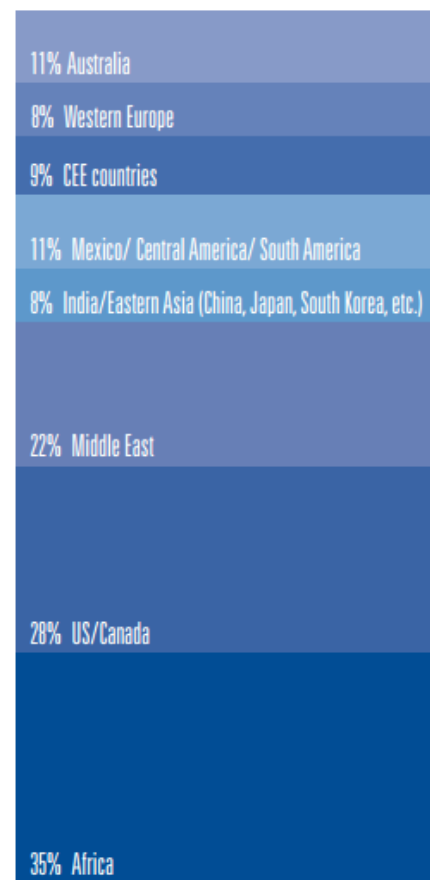
Between US\$1 billion and \$5 billion



Greater than US\$5 billion



Global



Source: KPMG International, 2013

Fast evolving business environment

- Level of economic development of countries
- Innovative architectural designs, technology, tools, materials, evolving construction methods
- Types of construction sites, multiple occupations
 - Small to Mega size (time bound) projects; Residential, commercial, institutional, industrial, recreational
 - Examples: Road works, water-crossing bridges, skyscrapers, underground, home building, industrial building, stadium, ...
 - Overlapping and interacting with other processes: e.g. factory production, city building, road works with cars and trucks
- Culture, values, languages

Construction Hazards and Risks

- Construction Sites : Fleeting, Ephemeral, Transient
- Climate conditions, seasonal vs all year long
- Linked to construction site, and type of work
- Most common:
 - Falls from height, slips and trips, falling objects, being struck by vehicle or crush in excavation work, musculoskeletal disorders from working positions or ill-designed hand tools and machinery, heavy handling, dust, chemicals, exposure to silica or asbestos, welding fumes and radiation, noise, drowning, climatic conditions, others

Size of the Challenge

- In industrialized countries, construction workers are 3-4 times more likely than other workers to die from accidents at work.
- In developing countries, the risks associated with construction work are estimated to be 3 to 6 times greater in comparison to developed countries.
- Majority of serious accidents involve workers employed by subcontractors. A casual worker is three times more likely to suffer an occupational accident than one with a permanent contract.



Regulating Workplace Risks

- EU Directives (for EU Member States only)
- Labour, Employment, Safety & Health, Public Health, Industry specific Legislation and Regulation, others

Main ILO Legislation Databases:

NATLEX : www.ilo.org/natlex

LEGOSH: www.ilo.org/legosh

- Possible exclusions of economic activities or categories of workers (e.g. military, police, others)
- Compliance is encouraged, expected and controlled
- Collective agreements and labour relations dynamic

Making Safety and Health an integral part of your business model

Managing for Safety and Health

First: Understanding Risks

- Overall acceptance that risks are “part of the job”
- Deliberated risk taking? By workers or managers?
 - Individual factors: Work experience, physical and mental conditions, risk awareness, understanding of on-going work processes, ability to interact with co-workers, ++
 - Organizational factors: Construction site arrangement, equipment, availability of tools, protective equipment, work organization, co-activity, time pressure, ++
 - Contextual factors: Continuing adjustment to contingencies
 - Limited capacity of site managers, contractors, workers
 - Limited possibility to voice concerns individually and collectively

Managing for Safety and Health

Occupational Perspective

- Culture of industry and occupations
- OSH skills set learning through “Apprenticeship” and/or “Companionship”
- Generational transfer of experiential knowledge
- Collective voice of workers on risks through adequate representation and consultation arrangements
 - By occupation, by construction site, by employer, no representation?
 - Effectiveness of dialogue arrangement

Managing for Safety and Health

Site Management Perspective

- Level of integration of OSH matters from the design phase, site planning and organizing, and daily work programming
- Leadership, responsibility and authority of the construction project manager on OSH matters
- Effective engagement of contractors, legally binding
- Adequate management of construction “Space” and “Time”
- Effective coordination of preventative measures, including information sharing and consultation with contractors, workers and their representatives
- Construction site safety and health committee is an asset

Managing for Safety and Health

Site Management Perspective

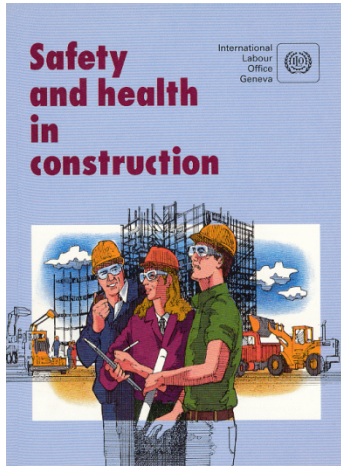
- Clarity of roles and responsibilities
- On-site availability of:
 - Competencies and skills in OSH, with site specific induction training for contractors and their workers
 - Material resources, including lifting devices, fall from height protection, access control, rubbish containers, spare protective equipment, drinking water, shade, adequate sanitary facilities, heated / cooled rest and meal areas, ++
- On-going / On-site risk identification and responsiveness

Managing for Safety and Health:

Integral part of doing business

- Labour is not a commodity, workers bring distinctive skills and personal contributions, they contribute to business growth
- Workmanship is a key competitive factor in construction
- Protecting those performing the work is a primary condition for achieving a project, and the utmost condition of existence and profitability of businesses depending on work being performed
- Leading firms give effective priority to protecting the safety and health of workers under their responsibility
- Priority translates in sound management of safety and health

Some ILO Tools and Resources



Code of Practice on Safety and Health in Construction

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/normativeinstrument/wcms_107826.pdf

Training package in occupational safety and health for the construction industry

http://www.ilo.org/sector/Resources/training-materials/WCMS_161706/lang--en/

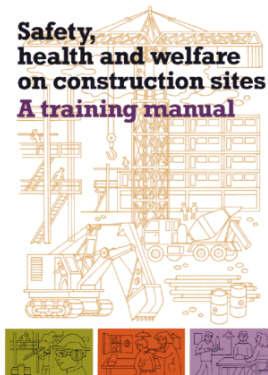
International Labour Office Training Programme:
Occupational Safety & Health for the Construction Industry
Construction OS&H
A training course construction companies ('contractors')



**Model
Course
Handbook**

A systematic programme for improving
procedures and practices
for the benefit of all who participate
in this major and socially important industry

"The primary goal of the ILO
today is to promote
opportunities for women and
men to obtain decent and
productive work, in
conditions of freedom, equity,
security and human dignity."
(Jean Domenech, ILO Director-General)



Training manual on Safety, health and welfare on construction sites

http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_PUBL_9221091821_EN/lang--en/index.htm

Some ILO Tools and Resources



INTERNATIONAL LABOUR ORGANIZATION
Sectoral Activities Department

WP 270

The role of Worker Representation and Consultation
in Managing Health and Safety
in the Construction Industry

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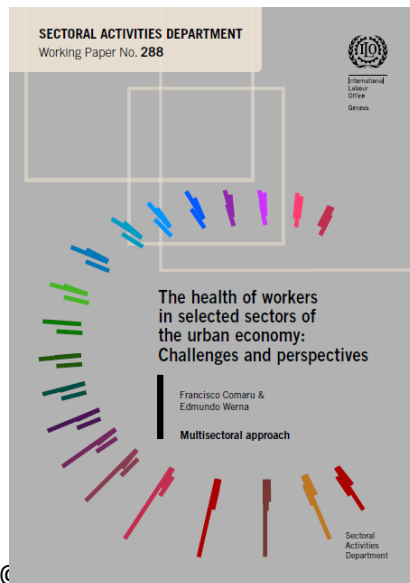
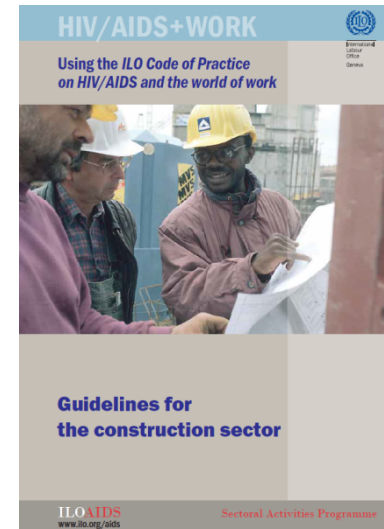
INTERNATIONAL LABOUR OFFICE GENEVA

The role of Worker Representation and Consultation in Managing Health and Safety in the Construction Industry.

http://www.ilo.org/sector/Resources/publications/WCMS_160793/lang--en/index.htm

Using the ILO Code of Practice on HIV/AIDS and the world of work - Guidelines for the construction sector

http://www.ilo.org/aids/Publications/WCMS_115123/lang--en/index.htm



The health of workers in selected sector of the urban economy: Challenges and perspectives

http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_208090.pdf



International Labour Organization

Some Good Practices

International Organization of Employers

- Global Occupational Safety and Health Network
- <http://www.ioe-emp.org/networks/gosh/>

European Construction Industry Federation (FIEC)

- Guide for Developing Health and Safety Management System
- <http://www.fiec.eu/>

National initiatives: e.g. Cámara Chilena de la Construcción

- Construyo Chile: Formación de Competencias Fundamentales en Seguridad y Salud en el Trabajo en el Sector Construcción
- http://www.mutual.cl/Portals/0/PDF/construccion/121023_mutual_buenas_practicas.pdf

Skanska, OHL, Ballast Nedam, Impregilo, Lafarge and the Royal BAM Group, among others

- International Framework Agreements
- <http://www.bwint.org/default.asp?issue=Multinationals&Language=EN>

European Network of Construction Companies for Research and Development (ENCORD)

- Health and Safety Group
- http://www.encord.org/?page_id=203

Master Builders South Africa (MBSA)

- Occupational Health and Safety Manual for Construction Sites
- <http://www.mbsa.org.za/What-we-do/occupationalhealth.html>



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Thank you !

ILO Helpdesk for Business

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