

Theme 1

Leadership, Governance and service
delivery

1. Occupational health legislation and policy in the construction industry

- In the construction industry, what are the relevant pieces of policy and legislation , pertinent to the protection of the health of workers?
- Are these comprehensive and adequate?
- Are there any specified roles, responsibilities and rights covered by these laws on health?
- What should the workshop take forward with regards to policy and legislation for health in the construction industry?

Occupational Health Legislative Framework

Acts

- The Constitution
- OHSA
- BCEA

Regulations

- Asbestos
- Hazardous Chemical Substances
- Hazardous Biological Agents
- Environmental Regulations for workplaces
- Lead
- NIHL
- General Safety Regulations
- Construction Regulations
- **Ergonomics Regulations**

Adequacy of the legislation

- “as far as is reasonably practicable” creates a compromise between worker protection and compliance requirements
- Creates a loop-hole for employers

Roles and responsibilities

Employers

- To ensure health and safety in the workplace
- Appoints H & S representatives

Workers

- Report unsafe work to health and safety reps

Challenges

- Job insecurity is not catered for in legislation. Workers push the boundaries due to low wages
- Labour brokers add to the vulnerability of workers and need to be addressed holistically
- Education and Training not covering all categories of workers (management)
- No National Policy
- Advocacy is lacking

Way forward

- Inculcate a culture of health and safety earlier, perhaps at school level to effect sustainable behaviour change
- Holding the employers accountable
- Increase enforcement capacity
- Empower workers to stop dangerous work (like in the MHSA)

- Thank you

2. Occupational health services

- In the current construction industry, what should be the essential preventive occupational health services?
- What are the current essential occupational health services in the construction sector?
- Who should provide these essential OHS
- Do workers, incl workers in small and medium enterprises and the formal economy, have access to these OHS in the construction industry?
- What are the challenges, if any, faced by the construction industry in the provision of these essential OHS? And how can the industry overcome these challenges?
- What should the workshop take forward with regards to access and availability of essential OHS in the construction industry?

Occupational Health Services

- Ideal Essential Occupational Health Service
- Current Essential Occupational Health Service

Potential Service Providers

Access of SME Workers to OHS

- Challenges

- Solutions

Way forward: Access and Availability to OHS

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3. Employment practices and conditions of work

- Are the employment practices in the construction industry moving towards the protection of worker's health, e.g. through permanent contracts as opposed to temporal contracts for workers, hours of work?

