

# **Theme 3**

**Human resources, Financing & Technology  
(including human resources-professionals and  
gender issues)**

# 1. Occupational Health Services financing

a) How are Occupational Health Services in the construction industry financed?

- Answers

**b). Are the small and medium enterprises( SME's) covered by the financing mechanism? If not, how can essential OHS be financed for the SMEs?**

- Answers

## 2. Occupational health resources

- Does South Africa have the required resources for the provision of OHS in the construction industry?
  - a) Human Resource:
    - i. Who are the required professional?
    - ii. Where are they trained? Does training address occupational health needs?
    - iii. Is there a possibility of career paths in the construction industry?
  - b) Other resources

# a) Human Resource

- i. Who are the required professional?
  - Answer:
- ii. Where are they trained? Does training address occupational health needs?
  - Answer
- iii. Is there a possibility of career paths in the construction industry?
  - Answer

# Other resources

# 3. Human resources development

a) Are there any teaching and training programme on occupational health in the construction industry?

- No dedicated formal programme in place
- Current focus is more on safety than health
- Professionals: Occupational medicine, occupational hygienist, inspectors, health and safety agents, etc.
- None in most education institution
- Sharing of information is lacking/confidentiality, refusal to refuse medical records

# 3(a) Human resources development

If not, what is required to fill this gaps?

- A need for Scope of teaching and training programme: Basic skills training to include health and safety aspects
- Risk assessment to assist in designing training programme
- Regulation of training programmes(e.g site specific, proof of training)
- Legislation: inspectorate capacity increase
- Certification of contractor(compliance and enforcement)
- Accountability :employee, employer, contractor
- Challenges specific to construction industry: casual employees, cost of investing in teaching & training of casuals, remote construction sites(registration of casuals, medical records)
- Employees: Right to refuse risk work
- Skills development levy
- Train the employer and employee(Pro-active training)
- Ethics and culture of caring(employer)
- Invest in training/FINANCE/BUDGET



# 4. Gender aspects

- a) What are the gender aspects( recruitment, employment, OHS services,etc) which impact on occupational health in the construction industry?
- Culture issues( preference of individual/employer, like women), Gender roles at home vs workplace
  - Discrimination on job description
  - Type of work hazard /physical challenges
  - Choice of individual
  - Societal role and gender equity: women are slowly infiltrating construction
  - Legislation allows for equity(fairness)
  - Human physiology: men seen as stronger than women
  - Solution: remove barriers, accommodation, minimise sexual discrimination

# What can the workshop take forward?

- Workshops for building contractors focusing more on **HEALTH** than safety
- There is progress, inter-sectoral collaboration, training at schools and skills level, address accountability, include ethics training
- Engage with other department/ other industries
- Do needs analysis/ informed training/ research/
- Central database for medical surveillance data for employees-neutral custodian