UNACCEPTABLE FORMS OF WORK FOR SAFETY IN THE CONSTRUCTION SECTOR-PALESTINIAN NATIONAL AUTHORITY

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ABSTRACT

This study aims to describe the occurrences of unacceptable forms of work (UFW) for safety and health occupation (OSH) in the construction sector in Palestinian National Authority and identify policies, measures and strategies to be taken to accelerate the transition to decent work. The quantitative part of the study had as objective to evaluate the currently existing UFW by using 368 responses to a developed questionnaire. In the qualitative part, three focus groups and interviews with diverse stakeholders were established to develop framework of policies strategies and possible interventions to enable a transition to decent work. The questionnaire results showed that the highest ranked priority interventions of UFW for OSH are related to “no medical examination check before starting and during the current job”, “no clear instructions on OSH”, “no list of penalties available in the case of violation of OSH” and “at the workplace, there is little formal representation from official inspectors on OSH”. Experts from the focus groups agreed that it is necessary to work with each project parties with integration mandates, increasing knowledge, expertise
INTRODUCTION

The recent theories in economy including the work of new economic foundation considers that decent work (DW) or good work as one of the main five indicators of national success. Providing safe, stable and secure work with income-friendly is the right of everyone. The employment is valuable in itself, which include job and quality (Simonovaa et al., 2016). In 2013, the International Labour Organization (ILO) considered protecting labours from UFW as one of the eight most critical areas for priority work during 2014-15 (Raymond, 2015 and ILO, 2015). UFW include any event contrary to the main labours rights at work such as health, family expectations, freedom, equity, etc. (International Institute for Labour Studies, 2002 and World Health Organization, 2000). There are many agreements and initiatives such as the Declaration on Fundamental Principles and Rights at Work (1998) and the ILO's Declaration on Social Justice for a Fair Globalization (2008) that aim to achieve DW. Having UFW in the business place breaks DW environment as well as the good quality of work. Therefore, it is necessary to recognize UFW in each work sector in order to make programmes to eliminate them and measure progress towards DW. UFW is a new concept that originated to include ILO concept of DW launched in 1999. DW agenda as declared by ILO was designed to achieve ambitiousness of people in their working lives. It includes chance to work in safe, equity, productive and suitable income. Additionally it includes freedom to practice the syndicate work and social and legal protection for labour family. The construction sector (CS) have been identified as one of the most hazardous works because it is heterogenous process between knowledge and skills of supervisors, behaviour, culture and attention of workers, and environment of work place (Haro and Kleiner, 2008, Kawuwa, et al., 2018).

This study aims to trace and describe the occurrences of UFW for OSH in CS in Palestinian National Authority (PNA) and identify policies, measures and strategies to be taken to accelerate the transition to DW in CS.

RESEARCH APPROACH

The investigating team relied on the outcome of three information sources to achieve the research objectives. In particular, the findings of the available literature, focus groups meetings, and pilot questionnaires were used to explore and guide the evaluation of UFW for OSH and areas of critical importance (ACI) in the context of CS. The triangulation method, through cross-verification of the three data sources, was adopted to enhance the reliability and validity of the research findings.

Using the quantitative and qualitative approaches are essential to cover the different aspects of DW. The quantitative part aims to evaluate the currently existing UFW for OSH in CS by using 368 responses to a questionnaire in all PNA provinces.

In the qualitative part of the study, focus groups and interviews with diverse stakeholders were established to develop a framework of policies, strategies and possible interventions to
enable transition from working conditions that are unacceptable, to conditions that allow workers to work safely. The process of this study was supervised by tripartite committee, which includes members from Palestinian Contractor Unions (PCU), General Federation of Palestinian Labours (GFPL), and the Ministry of Labour (MoL).

**LITERATURE REVIEW**

DW is one measure of economic and social development and well-being. In the 17th International Conference of Labour Statisticians (ICLS), the representative of the Secretary-General (Mr. P. Peek) stated four key aspects of DW namely, rights at work, social protection, employment and social dialogue (ILO, 2015). There are three principles underlying the notion of DW.

**Firstly,** foremost human activity, a worker is not a commodity that can be bought and sold.

**Secondly,** the notion of DW has to be constructed by people themselves within their social context. This is because DW in developing countries and in developed countries is not the same.

**Thirdly,** work is part of workers’ identity and their contribution to society (Burchell et al. 2014).

Boyer (2006) outlined eight main obstacles for DW in developing countries - (1) lack of jobs and increasing the unemployment rate, (2) Weakness of government, (3) Weak unions representing workers, (4) low-income levels and weak purchasing power, (5) unorganized work, (6) the lack of stability of economic, (7) no integration with the world economy and (8) rare public training.

**Dimensions of DW**

By revising many previous studies such as (Anker et al., 2003; ILO, 2005; Lund, 2009; Karen, & Michaelson, 2015; Davies et al., 2009; Chen, 2012; Muñiz et al., 2007; Gonzalez, et al, 2015) there are eight dimensions of DW:-

- **Adequate earnings and productive work (income):** DW must also address dynamic aspects to provide appropriate income continuously as ability of individuals to improve future work and income by training and education. Appropriate pay can be measured by an indicator on rate of wages and working time (Anker et al., 2003). This dimension includes insufficient wages (not enough to provide basic needs) and other payments (benefits of service end, discounts, wage of overtime, etc.)

- **Decent hours (working time):** additional hour of work especially in risk work lead to physical and mental health, and have negative impacts on labour family life. This dimension includes time overrun, rest, and weekend.

- **Stability and security of work:** it includes not ending the worker’s contract suddenly for reasons connected with work, such as loss of market. This dimension includes day labour and insecure employment, no promotion, and no skills development or training.

- **Balancing work, family and personal life:** The worker can practice family rights without subject to discrimination.

- **Safe working:** prevention of risk from different resources and making a safer workplace.

- **Social protection:** it includes benefits, protection against illness, medical examination, insurance for both unemployment and aging, work injury, family, motherhood, disability and death.

- **Equality, human rights and dignity:** without bias to religion, gender, nationality, etc. It also includes ability to education and training.
Legal protection: it includes suitable employment contracts, legal rights, effective inspection system and identification of responsibilities.

Descriptors of UFW

The study performed by ILO in 2015 about protection of workers from UFW (Results of a Delphi Survey) obtained a set of 73 descriptors for UFW that could help structure and prioritize ILO action in this ACI. These descriptors belong to one of seven dimensions that categorize UFW: (1) Working time, (2) Employment-related income, (3) OSH, (4) Recruitment and contractual arrangements, (5) Social protection, (6) Access to remedies and (7) Worker’s dignity. OSH aims to inhibit work-related risks, accidents, occupational disease, as well as to preserve workers’ health. It aims at improving conditions of work and environment. Table 1 presents the OSH output as suggested by ILO Delphi method in 2015 (Fudge & Mccann, 2015; Wan et al., 2017; Sanchez et al., 2017; Noll, 2004; Nordic council of ministries, 2017; Laitinen, & Päivärinta, 2010; Cenovus, 2017; Genovus Energy, 2015).

Table 1: Occupational Safety and Health descriptors

<table>
<thead>
<tr>
<th>#</th>
<th>Descriptors</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Lack of suitable personal protective clothing at the workplace</td>
</tr>
<tr>
<td>2</td>
<td>Using materials that have negative impacts on health</td>
</tr>
<tr>
<td>3</td>
<td>Exposure to physical and psychological violence at work (including stress, bullying, verbal harassment and sexual harassment)</td>
</tr>
<tr>
<td>4</td>
<td>Weakness of emergency handling including first-aid arrangements</td>
</tr>
<tr>
<td>5</td>
<td>OSH information not available for labours</td>
</tr>
<tr>
<td>6</td>
<td>OSH training not available</td>
</tr>
<tr>
<td>7</td>
<td>No effective inspection on OSH measurement on sites</td>
</tr>
<tr>
<td>8</td>
<td>The worker did not have the decision to remove himself/herself from the danger in which he/she was imminent</td>
</tr>
<tr>
<td>9</td>
<td>Using hazardous equipment and adversely affect OSH of workers</td>
</tr>
<tr>
<td>10</td>
<td>Lack of safety system at the workplace, such as risk assessments</td>
</tr>
<tr>
<td>11</td>
<td>Lack of formal representation on working conditions and OSH</td>
</tr>
<tr>
<td>12</td>
<td>No suitable alternative employment for workers who are unable to continue working under the same occupational hazardous exposure</td>
</tr>
<tr>
<td>13</td>
<td>Substituting preventative OSH measures by providing different forms of compensation</td>
</tr>
</tbody>
</table>

UFW for OSH in the Context of Palestinian Labour Law ONTEXT #7 in 2000

Table 2 presents the exposure of Palestinian Labour Law #7 as declared in 2000 to the dimensions of UFW for OSH.
Table 2: Articles related to OSH in Palestinian Labour Law

<table>
<thead>
<tr>
<th>The Dimension: Occupation Health and Safety</th>
</tr>
</thead>
<tbody>
<tr>
<td>Article #</td>
</tr>
<tr>
<td>A.90:</td>
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<td></td>
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<tr>
<td></td>
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<td></td>
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<td></td>
</tr>
<tr>
<td>A.91:</td>
</tr>
<tr>
<td>A.92:</td>
</tr>
</tbody>
</table>

Quantitative Study

The data collection in the quantitative part of the study included four stages - questionnaire design, the process of data collection, the population and the sample size and data analysis (Enshassi et al., 2010, Enshassi et al., 2011, Enshassi et al., 2012, El-Hallaq and Tayeh, 2016, Albhaisi et al., 2016, Tayeh et al.,2016, Tayeh et al.,2017, Tayeh et al.,2018, Tayeh et al.,2018; and Tayeh et al.,2018).

Questionnaire Design

Design of the questionnaire went through four major phases, which are described hereafter.

First phase, the literature on DW, ACI, and UFW for OSH was reviewed. In this phase, the dimensions and descriptors were derived.

Second phase, the Palestinian labour law of 2000 #7 was also revised on light of the previous step, which aims to develop measures and indicators as well as the first drafted questionnaire.

Third phase, the first drafted questionnaire was sent to the members of the tripartite committee who provided independent and anonymous responses to a set of questions. Responses were then analysed and synthesized to produce the second adjusted questionnaire. Based on based on previous phases, the dimensions of the UFW for OSH and the indicators was developed by a tripartite meeting.

Final phase, the final draft of the questionnaire was revised by using a focus group, which included inspectors from MOL, PCU and ILO.

Data Collection Process

Setting data collection process: arrange with the GFPL, PCU and MOL the process of data collection.

Identification of the data collection helpers: 15 labour inspectors specializing in OSH for data collection.

Training the data collectors: training the inspectors on the data collection by revising and explaining each question. Also explaining how to help respondents in case they have literacy issues and ethical consideration during the data collection process.
The pilot test: 30 questionnaires as a pilot, then the questionnaire was updated accordingly.
The schedule of data collection: 15 inspectors to collect data within two weeks.

Population and Sample Size
Using statistical principles, the tripartite committee concluded that the sample size should not be less than 200 participants. These participants should have diverse occupations in CS including masonry, carpentry works (doors/windows), isolation works, decoration/gypsum, formwork carpenter, marble works, aluminium works, concrete reinforcement work, painting, electrical work, roofing, welding works, plumber and air conditioning, plastering and flooring/tiling. The discussion of tripartite committee suggested the use of stratified random sampling within each occupation. Fifteen well-trained data collectors distributed the questionnaire to 400 individuals within two weeks.

Questionnaire Reponses’ Analysis
The inspectors collected 368 questionnaires for analysis, which means that a 92% response rate was achieved. The analysis included frequency tables, diagrams, and analysis of means.

Qualitative Study
The main purpose of the focus groups is to provide an in-depth exploration related to UFW for OSH in CS. The participants in the focus group have been selected based on their experience on OSH. The focus groups include workers and their unions, employers and their unions, and relevant non-government organizations along with MoL.

Selection of Participants
Selection of participants for the focus groups was based on recommendations made by the tripartite committee. A list of experts and policy makers was prepared and revised by the committee. About 39 experts from a wide range of institutions were invited. Institutions included ILO, Non-governmental organizations, Government officials, academics, and civil society actors. An invitation letter attached with the results of the questionnaire, a summary of the study, and the schedule of the focus groups were sent to each participant. About 19 experts representing different organization contributed on the first focus group, which included: ILO, Palestinian Contractors Union, MoL (Labour Office), MoL (Inspector Office), Association of Engineers- Palestine, Faculty of Engineering- IUG, Contractor companies, GFPL & The United Nations Relief and Works Agency for Palestine Refugees (the office of construction). About 18 experts representing different organization contributed on the second focus group, which included ILO, MoL, GFPL, General Union of construction Workers, General Union of textile workers, General Union of educational Services, General Union of Media and Publishers, General Union of transportation Workers and General Union of Health Service. In depth, interviews were also conducted with executive managers of GFPL & PCU. Other formal and informal interviews were also conducted with workers at the construction sites.

Procedure
The focus groups were divided into three parts. The first part summarized the experience of the participants on the strategies of DW as well as UFW for OSH; the second part discussed the main findings for each UFW for OSH; the third part produced policies or actions for possible interventions, and forming strategic framework for alleviation of UFW for OSH. In particular, the third part raised the priorities of intervention (UFW, sectors, and sub-sector), possible key stakeholders for the strategic framework and suggested action and procedures to
alleviate UFW for OSH. The procedure of conducting the focus groups was governed by four criteria including prioritization, deterrence, sustainability, and systemic effects. The focus groups also aimed to develop a dynamic framework that allows for a series of interventions to reduce UFW for OSH.

Focus Group Work Analysis
The data collection in the qualitative part of the study includes priorities of intervention (UFW, sectors, and sub-sector), deterrence of addressing UFW for OSH and possible key stakeholders for the strategic framework and suggested action and procedures to alleviate UFW for OSH.

RESEARCH FINDINGS AND DISCUSSION

Population Information
As shown in Table 3, 368 participants responded to the survey. Most of the responders had 1 to 5 dependents in his/her family and were married.

<table>
<thead>
<tr>
<th>Number of Dependents</th>
<th>N</th>
<th>%</th>
<th>Social status</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5 dependents</td>
<td>237</td>
<td>64.4</td>
<td>Married</td>
<td>246</td>
<td>66.8</td>
</tr>
<tr>
<td>6-10 dependents</td>
<td>114</td>
<td>31.0</td>
<td>Single</td>
<td>111</td>
<td>30.2</td>
</tr>
<tr>
<td>More than 10 dependents</td>
<td>17</td>
<td>4.6</td>
<td>Divorced</td>
<td>3</td>
<td>0.8</td>
</tr>
<tr>
<td>Total</td>
<td>368</td>
<td>100%</td>
<td>Widowed</td>
<td>8</td>
<td>2.2</td>
</tr>
</tbody>
</table>

Figure 1 shows the distribution about the education level of the respondents. The analysis of educational level shows that the big portion of workers in CS have at least a high school (53%).

Figure 2 shows the skill level of the respondents. The analysis of skill level shows that the 25 portion of workers in CS have limited skills, which is greater than the proportion of skilled workers (22%).
Table 4 shows the average, proportion and rank of each UFW for OSH in CS. The results showed that the majority of items are considered UFW for OSH.

<table>
<thead>
<tr>
<th>#</th>
<th>Statement</th>
<th>Mean</th>
<th>%</th>
<th>Rank</th>
<th>UFW</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Lack of suitable personal protective clothing at the workplace.</td>
<td>2.65</td>
<td>53.0</td>
<td>11</td>
<td>UFW</td>
</tr>
<tr>
<td>2</td>
<td>Using hazardous equipment that adversely affect safety and health of workers</td>
<td>2.66</td>
<td>53.3</td>
<td>10</td>
<td>UFW</td>
</tr>
<tr>
<td>3</td>
<td>Using materials have negative impacts on health</td>
<td>1.66</td>
<td>33.2</td>
<td>15</td>
<td>-</td>
</tr>
<tr>
<td>4</td>
<td>In the workplace, the necessary health conditions is not presented</td>
<td>3.1</td>
<td>62.0</td>
<td>6</td>
<td>UFW</td>
</tr>
<tr>
<td>5</td>
<td>Weakness of emergency handling including first-aid arrangements</td>
<td>2.69</td>
<td>53.8</td>
<td>9</td>
<td>UFW</td>
</tr>
<tr>
<td>6</td>
<td>You did not get medical check before starting the current job</td>
<td>4.27</td>
<td>85.3</td>
<td>1</td>
<td>UFW</td>
</tr>
<tr>
<td>7</td>
<td>You don’t have periodical medical examination in the work place</td>
<td>4.27</td>
<td>85.3</td>
<td>1</td>
<td>UFW</td>
</tr>
<tr>
<td>8</td>
<td>You do not have clear instructions on OSH</td>
<td>3.59</td>
<td>71.7</td>
<td>3</td>
<td>UFW</td>
</tr>
<tr>
<td>9</td>
<td>At the workplace, no list of penalties available in the case of violation of OSH</td>
<td>3.51</td>
<td>70.1</td>
<td>4</td>
<td>UFW</td>
</tr>
<tr>
<td>10</td>
<td>You don’t have Knowledge/experience on safety and health regulation</td>
<td>2.83</td>
<td>56.5</td>
<td>8</td>
<td>UFW</td>
</tr>
<tr>
<td>11</td>
<td>No effective inspection on OSH measurement in sites</td>
<td>3.1</td>
<td>62.0</td>
<td>6</td>
<td>UFW</td>
</tr>
<tr>
<td>12</td>
<td>At the workplace, there is no or little formal representation from official inspectors on working conditions and OSH</td>
<td>3.4</td>
<td>68.0</td>
<td>5</td>
<td>UFW</td>
</tr>
<tr>
<td>13</td>
<td>At the workplace, there is no alternative employment for workers who are unable to continue working under the same occupational hazardous exposure</td>
<td>2.72</td>
<td>54.4</td>
<td>12</td>
<td>-</td>
</tr>
<tr>
<td>14</td>
<td>The employer do not pay the cost of health care in case of get injured or having occupational disease</td>
<td>2.17</td>
<td>43.5</td>
<td>13</td>
<td>-</td>
</tr>
<tr>
<td>15</td>
<td>Discount of salary to provide occupational safety and health requirements</td>
<td>1.71</td>
<td>34.2</td>
<td>14</td>
<td>-</td>
</tr>
</tbody>
</table>

By analysing the results of Table 4, it appears that 11 from 15 forms of work for OSH are unacceptable.

Medical care factors occupied the highest level of UFW for OSH. This is due to the high cost of conducting medical examinations, and the employers consider that these costs are a waste of money, in addition to the absence of penalties in the labour law for employers' violators and non-follow-up of labour inspectors for these violations.
The second level of inappropriate work relates to the weakness of the official inspection system. This is due to the lack of inspection visits, lack of legal action against violators, and weak awareness programs for labours by inspectors.

The results show too much weakness in OSH in CS. This is consistent with the many ILO reports, and stresses the need to pay attention to this area. These results reasons will discussed in depth by focus groups and identify the interventions that should be done.

**Priorities of the Possible Intervention**

The discussion of the focus groups considered the importance of CS as a pilot study and they raised the attention of targeting other sectors such Steel industries and Carpenters. The participants listed the five most important priorities of sub-occupation for urgent intervention (1) Formwork carpenter, (2) External Plastering, (3) Masonry/Builder, (4) concrete reinforcement work and (5) flooring/tiling.

The above occupations are dangerous because they include loading and unloading, long standing, back bending, weight bearing, and work in elevated places. These conditions increase the likelihood of accidents and/or occupational diseases to the workers.

The focus groups prioritized the dimensions of UFW as follows: (1) Occupational Safety and Health, (2) Social protection, (3) Employment related Income, (4) Prevention and access to remedies, (5) Working Time, (6) Recruitment and contractual arrangement and (7) Workers’ dignity and training.

The representative of labour unions consider that the OSH is the most important priority in UFW. The academics and labour unions explain weakness of using the OSH tools for many reasons:

- Workers do not have the culture of OSH and no training courses available on OSH.
- The protective clothes is not guaranteed and workers are not comfortable in using them.
- The employers or contractors are not motivating their workers to use the OSH tools.
- The employers or contractors are not providing their workers with the OSH tools.
- No values for human life.

**Deterrence of Addressing UFW for OSH**

Discussions of the focus groups as well as the in depth-interviews concluded that the main deterrence factors of having DW are:

**Unstable situation of PNA crossings:** The closure of PNA crossing have significant impact on the following aspects: the flow of construction material makes the construction project expensive so the unemployment rate is high as well as the wages and salaries are very low. The flow of people from and to PNA have considerable impact on their skills. Before closed crossing workers develop their experience from surrounding and external states, but on the time of closed crossing the skills are outdated for about 12 years. Therefore, less skilled and inexperienced workers dominate CS, which is the reason for decreased wage and compensation.

**Power Cuts:** The cut of electricity during the past 12 years has disrupted basic services and undermined economic sectors. In particular, workers in CS manage their timetable according to the availability of power. Therefore, the expected starting and ending hours are not predicted. The alternative solution by using generators is very expensive and not practical.

**Socio Political Environment and Social Dialogue:** Due to the socio political environment in PNA, the social dialogue and partnerships with employers, labour unions, contractors with
governments is complicated, which significantly deters the implementation of strategies, policies, and procedures of having better wages and better conditions of work.

**Nature of CS:** The nature of CS is a complex. Multiple work sites, the presence of workers of different professions in the workplace at the same time, differentiation of the level of culture among workers and the danger inherent in the work itself such as work at heights or electrical works. Therefore, commitment and applying OSH is a difficult process.

**Skills Gap:** CS in PNA has chronic shortage of qualified workers due to current situation of PNA, limited training, low wages, poor working conditions, poor recruitment policies, and high turnover rates, as many qualified workers change CS to more safe sectors with better employment opportunities.

**Informal Economy:** Workers at informal CS are often engaged in low productive activities that do not allow enough income as explained by participants. In addition, informal sector in PNA, do not have health insurance, work related injury insurance, and other social benefits. Therefore, according to the participants, the informal sector should be motivated gradually to remove the UFW with minimum financial burdens in the early stages. The formal economic sector should apply the best practices also to motivate the informal one.

**Lack of Awareness:** The interviews with workers show that they have lack of the intrinsic awareness of existing labour legislation, existing rights, and OSH. The participants of the focus groups attribute the lack of awareness to several reasons including absence of legal department at the construction site or company and labour unions, insufficient inspection, no partnership and social dialogue, and inadequate role for media.

**Action for Possible Intervention**

Focus groups and tripartite committee developed a framework of policies, strategies and possible interventions to enable transition from UFW for CS to DW based on previous results.

**General Goals for sustainable framework:**

Promote sustainable economic development, jobs for all, effective productivity and DW for all.

**Progress Indicators for DW**

- Adequate protective clothing and protective equipment provided at the workplace.
- Protection against machinery, equipment, and processes at the workplace that are hazardous and dangerous to workers’ safety and health.
- The necessary health conditions is presented.
- Adequate measures at the workplace that deal with emergencies and accidents, including first-aid arrangements.
- Medical check.
- Clear instructions on occupational safety and health at the workplace.
- List of penalties available in the case of violation of OSH.
- Have knowledge /experience on safety and health regulation.
LEVEL OF INTERVENTION

The workplace level
- Compliance of the OSH
- Issue guidance of contractual and employment
- Apply the policies of medical check.
- Have Database for workers.
- Work related injury insurance.
- Develop internal inspection system

The Sector Level
- Develop vocational education and training courses related to CS to addresses the OSH at the workplace.
- Needs assessment for applying OSH.
- Develop Guidance for contracting and employment.
- Develop vocational education and training to address the skills gap in CS.
- Develop system for categorizing the level of skills and the relative compensation system.
- Build better Database for workers in CS with coordination of MoL.
- Develop National Occupation Licensing system.
- Develop Awareness program and campaigns related to the UFW.
- Enforce formal and informal business to apply at least the work related injury insurance as a pilot.

The National Level
- Enhance the inspection system for MoL and Labour Unions.
- Activate the role of Judicial Police by MoL inspection system.
- Form portable legal Services clinic
- Issue a list of penalties for UFW by MoL
- Develop Diploma program in OSH for all sectors.
- Promotion of decent and productive work through vocational education and training

The International Level
- ILO and UN agencies will supervise the implementation process.
- The construction project funded by international donors should Apply the Decent Work dimension as a best practice.
- Help MoL and other stakeholder to apply International labour standards as a guidance of national action.
- Work with each project parties with integration mandates, increasing knowledge, expertise and resources to mobilize action and enhance policy influence for the protection of labours from UFW.
CONCLUSIONS AND RECOMMENDATIONS

This study evaluated and described the occurrences of UFW for OSH in the CS in PNA.

- The five most important priorities of sub-occupation for urgent intervention as follow: Formwork carpenter, External Plastering, Masonry/Builder, concrete reinforcement work and (5) flooring/tiling.

- The research ranking the most five of UFW for OSH, labours did not get medical check before starting the current job, labours don’t have periodical medical examination in the work place, no clear instructions on OSH, at the workplace, no list of penalties available in the case of violation of OSH and at the workplace, there is no or little formal representation from official inspectors on working conditions and OSH.

- It is necessary to comply of the OSH issue, apply the policies of medical check and develop internal inspection system.

- It is necessary to develop vocational education and training courses related to CS to addresses the OSH at the workplace.

- Needs Assessment for applying OSH, develop Guidance for contracting and employment, develop vocational education and training to address the skills gap in CS, develop system for categorizing the level of skills and the relative compensation system.

- It is necessary to build better Database for workers in CS with coordination of MoL, develop National Occupation Licensing system and develop awareness program and campaigns related to the UFW.

- The construction project funded by international donors should apply DW dimensions as a best practice.

- Work with each project parties with integration mandates, increasing knowledge, expertise and resources to mobilize action and enhance policy influence for the protection of labours from UFW.

- The Protocol of 2014 to the Forced Labour Convention should be applied in PNA.

- It is recommended to form portable legal Services clinic

- It is recommended to develop diploma program in OSH for all sectors.

REFERENCES


