

Psychosocial Risks in Construction

Social Partners, FIEC and EFBWW, joint activities





FIEC – European Construction Industry Federation, representing employers of the construction sector.

EFBWW – European Federation of Building and Woodworkers, representing workers of the construction sector.

Social Partners activities:

- Social dialogue meetings
- Joint declaration in 2006 and publication of a research report
- Joint project 2018/19

Psychosocial Risks and the specificities of the construction sector

- A complex environment:
 - A permanent changing work environment.
 - Long working hours.
 - Pressure and deadlines.
 - Physical demands.
 - ...
- Temporary and mobile work.
- Activities impacted by technological evolution and economic recessions.
- Fragmented sector

Psychosocial Risks

in Construction

A good practice guide
to assessing and reducing
psychosocial risks

For all Stakeholders:
Employers, Workers and
Worker Representatives,
Clients, Project Supervisors,
and Coordinators.

European Federation
of Building
and Woodworkers



Joint EU project: Psychosocial risks in construction

Report on mental health in the
construction industry:

- Overview of the legal and policy framework at European level
- Overview of occupational mental health in the construction industry
- National case studies
- Recommendations

A good practice guide to assessing
and reducing psychosocial risks for
all stakeholders.

The project focused on the aspects which can be influenced by social partners:

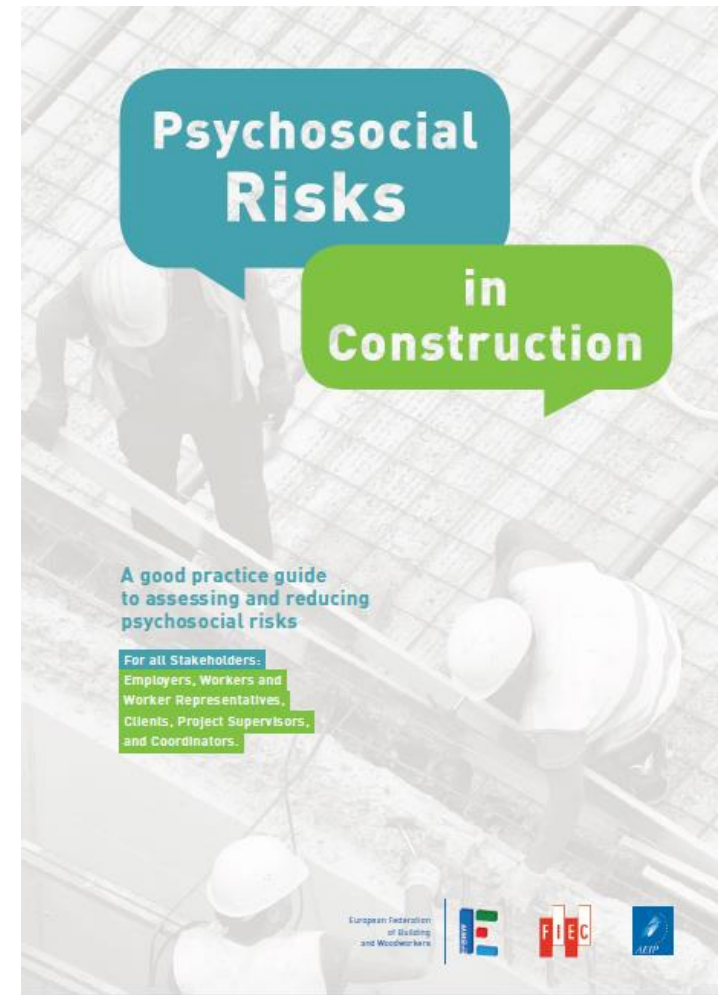
- The content and organisation of work
- Reactions to a situation at work.
- Demands at work

Risk assessment for construction work – methods for conducting risk assessments:

- Challenge in particular for small enterprises.
- Complexity of construction worksites.
- Coordination and cooperation between the different stakeholders operating in a worksite is key.

The role of the employers and workers:

- Responsibility of the employers.
- Workers must be involved in OSH measures. This will improve the prevention culture, the effectiveness and acceptance of measures and their implementation.



1. THE ORGANISATION OF WORK
AND WORKING TIME



2. THE ORGANISATION OF
OCCUPATIONAL SAFETY



3. WORK TASKS



4. COOPERATION WITH OTHER TRADES
AND COMPANIES



5. QUALIFICATION

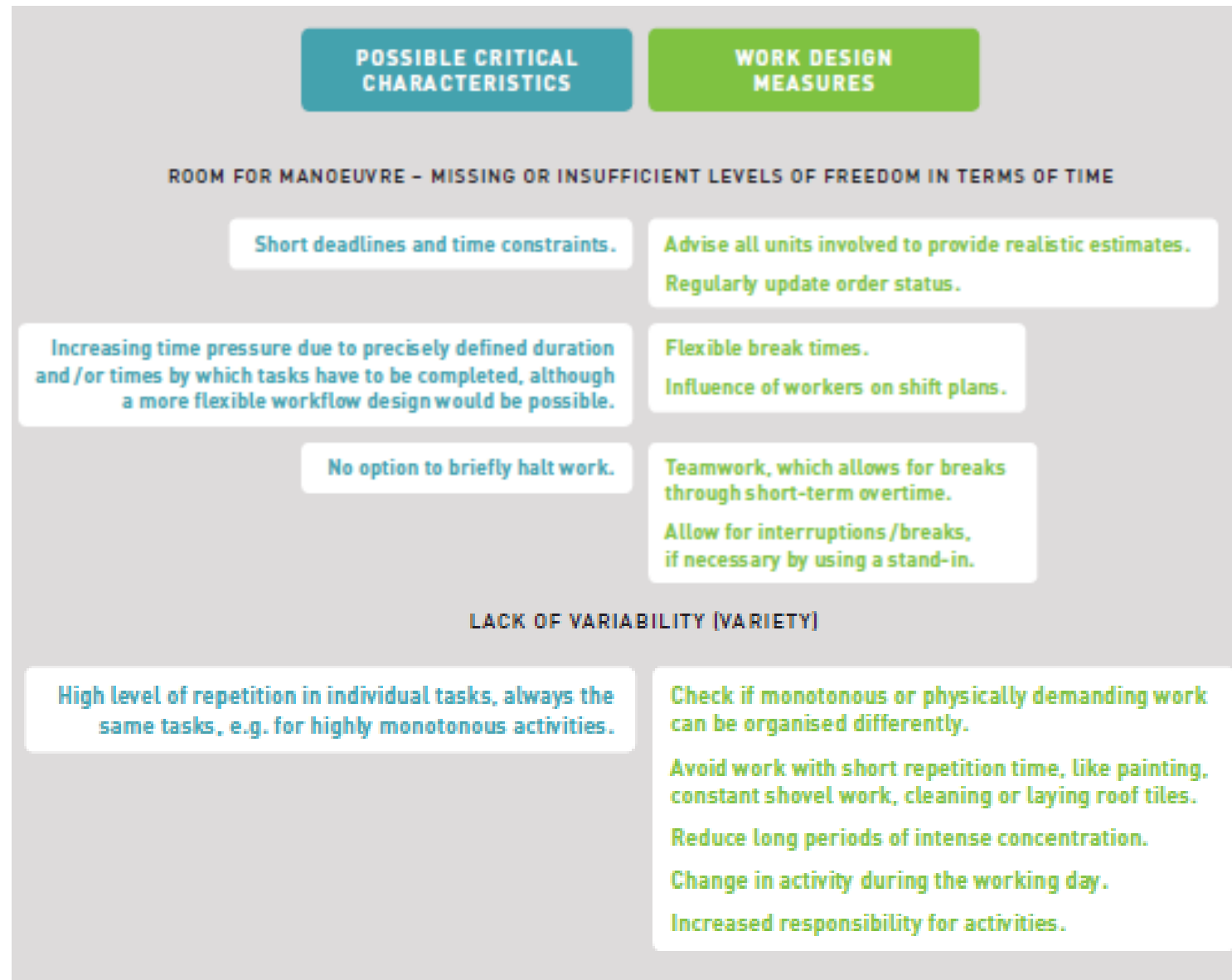


6. COMMUNICATION



Risk reduction measures in construction – 6 areas of action

Example – Work tasks



Example - Cooperation with other trades and companies

POSSIBLE CRITICAL CHARACTERISTICS	WORK DESIGN MEASURES
If you need to coordinate multiple companies on one site.	<p>Clarify skills, capabilities and responsibilities for all people working on site.</p> <p>Work towards an improved, transparent information and communication structure in the project /on the construction site.</p>
If problems or complaints arise regarding cooperation between different companies/trades.	<p>Coordinate parallel work performed by different companies with a clear schedule to make dependencies transparent for everyone.</p> <p>Have regular meetings with the other trades and companies if this is a long-term project /construction site to give feedback and set out a common schedule.</p>
In case the work of one worker can endanger workers from other companies and in case of lacking communication.	<p>Define common solutions for dangerous work situations for all companies involved in the respective work process (e.g. general safety provisions, the coordinated use of cranes, earthworks, transport).</p> <p>Take into account the possible presence of foreign workers who may struggle to understand your language.</p> <p>Provide common areas for everyone.</p> <p>Appoint worker representatives to support cooperation.</p>

Example - Communication

POSSIBLE CRITICAL CHARACTERISTICS	WORK DESIGN MEASURES
Working alone without contact with colleagues the whole day.	Organise projects with other departments or rotate jobs with colleagues.
No positive feedback from managers. Missing appraisal.	Establish a routine for passing on positive feedback from customers. Hold debriefings after projects to talk about achievements and lessons for the future.
Foreign workers who are partly isolated from communication structures and lack information.	Take the time to provide all workers with the same level of information. Include workers in all possible measures. Consult workers explicitly. They are often best placed to identify the things that lead to better communication/cooperation.
Unclear communication structures and repeated disruption because of misleading communication.	Clarify competences and responsibilities. Work towards an improved, transparent information and communication structure within the company. Reflect on and discuss leadership behaviour. Introduce regular feedback on working situations and opportunities for improvement.
Language problems caused by multiple nationalities working on the same site.	Provide information on occupational health and safety, codes of conduct or operating instructions in multiple languages. Check whether workers have language skills and can provide others with information. Attend or offer training if this is possible within the company.
Conflict in the workplace.	Create opportunities for aid and support. Health and safety training should be provided, or conflict management measures offered (possibly also externally).



**THANK YOU FOR
YOUR ATTENTION**

