

**A COMPARISON STUDY OF OCCUPATIONAL
HEALTH AND SAFETY PRACTICES AMONG
PERMANENT AND OUTSOURCED CONTRACT
EMPLOYEES IN CONSTRUCTION SITES**

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ABSTRACT

The accidents frequency in construction field is relatively high in Sri Lanka. Construction industry is one of the significant sectors that need an effective and fast site safety practices. The most suffered category is outsourced labours in labour market as the permanent workers in this field are protected by law and their employers provide reasonable protection to them. Accidents are happened mainly unsafe condition and unsafe behaviors of the workers. In most occasions accident happened not only one reason but combination of other factors too. To increase the safety of the construction field real root causes must be identified. At the beginning reviewed past literature relevant to this issue. Then reported accidents and other information from twelve construction sites around the country were collected and investigated to find causes of accidents. Questionnaire forms and interviews were carried out to collect information both outsource contractors and permanent workers. Separate questionnaire form was prepared for the supervisors working in the construction industry. The results of this study says that accidents are the causes of many hidden factors. They are unsafe method, unsafe human behaviors, unsafe or inferior quality equipment, bad site conditions, poor Occupational Health and Safety (OHS) knowledge, ineffective supervision, poor safety culture. The causes of accidents in Sri Lanka were also very similar while reviewing past literature of the world. Finally it was revealed that main causes to accidents in construction industry are the workers' risk taking behaviors, unable to follow safe work procedures, working at elevated area without proper precautions, unsafe electricity equipment and use them unsafely etc. In addition, work without proper training not using suitable and sufficient safety gear are other causes. The purpose of this study to take immediate actions by relevant managers in such industries in Sri Lanka to get rid of those issues to make their work sites safe and increases the productivity.

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List of Abbreviation

OHS	-Occupational Health and Safety
EU	-European Union
PPE	- Personal Protective Equipment
ILO	- International Labor Organization
HSE	-Health and Safety Executive
HSW	- Health and Safety at Work
OHSA	- Occupational Safety and Health Administration
GVA	-Gross Value Added.
BERR	-Department for Business, Enterprise and Regulatory Reform
CIRIA	- Construction Industry Research and Information Association
GDP	-Gross Domestic Product
GNP	- Gross National Product
CDC	-Centers for Disease Control and Prevention
ADSI	-Accidents death and suicides in India
CDM	-Construction, Design and Management
USBLS	- United States Bureau of Labor Statistic
HBV	-Hepatitis B virus
HCV	-Hepatitis c virus
HIV	-Human Immunodeficiency Virus