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**HEALTH AND SAFETY PRACTICES IN THE ZIMBABWEAN CONSTRUCTION
INDUSTRY**

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Introduction (1)

- **The building and construction sector has the highest rate of H&S non-compliance (80%) with H&S provisions (Mutetwa, 2010; NSSA, 2012)**
- **The problem is amplified by several factors:**
 - **Inadequate financial provision for construction H&S, and appointment of stakeholders who do not systematically manage H&S (Chigara, 2018)**
 - **Perception that H&S is an economic burden, which severely impinges on their already slim profit margins (WHO, 2002; Agumba and Haupt, 2009)**
 - **Inadequate enforcement of H&S (Sherratt et al., 2016)**
 - **Economic recession**
- **Objectives reported on:**
 - **Factors influencing construction H&S performance**
 - **Effects of fatalities, injuries, and disease**

Research method and sample stratum

- **Quantitative:**
 - Questionnaire survey
- **Sample stratum:**
 - 45 Construction practitioners working for contractors, construction consultants, a regulatory agency, and central and local government in Masvingo Province
- **Response rate:**
 - 75.6% (34 / 45)

Research findings (1)

Statement	Response (%)						MS
	Unsure	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	
Injuries occur on construction sites	3.1	0.0	6.3	9.4	65.6	21.9	4.13
Accidents happen on construction sites	0.0	0.0	5.9	5.9	61.8	26.5	4.09
H&S performance is poor	3.1	0.0	6.3	25.0	46.9	26.0	4.00
There is inadequate awareness of H&S issues in the industry	3.1	0.0	9.4	25.0	50.0	18.8	3.88
There is non-compliance with H&S provisions on construction projects	0.0	0.0	5.9	26.5	47.1	20.6	3.82
Fatalities occur on construction sites	0.0	0.0	5.9	29.4	47.1	17.6	3.76
Plant and equipment are susceptible to accidents on sites	0.0	8.8	5.9	11.8	52.9	20.6	3.71

Table 1: Degree of concurrence with statements relative to H&S (MS = 1.00 – 5.00).

Research findings (2)

Factor	Response (%)						MS	Rank
	Un- sure	Not at all.....Major						
		1	2	3	4	5		
A depressed economy	0.0	0.0	8.8	14.7	14.7	61.8	4.29	1
Fragmented H&S legislation	5.9	0.0	2.9	41.2	23.5	26.5	3.74	2
Lack of management commitment	2.9	2.9	8.8	23.5	29.4	32.4	3.71	3
Lack of H&S training	2.9	0.0	11.8	17.7	41.1	23.5	3.71	3
A lack of awareness of H&S issues	2.9	0.0	8.8	29.4	26.5	32.4	3.56	5
A negative H&S culture	0.0	2.9	14.7	26.4	29.5	26.5	3.62	6

Table 2: Extent to which six factors adversely influence H&S performance in Zimbabwe (MS = 1.00 – 5.00).

Research findings (3)

Factor	Response (%)						MS	Rank
	Un- sure	Not at all.....Major						
		1	2	3	4	5		
A depressed economy	0.0	11.8	8.8	17.7	17.7	44.1	3.76	1
Inadequate H&S inspection	0.0	2.9	14.7	17.7	32.4	32.4	3.74	2
Lack of contractor commitment	0.0	5.9	5.9	23.5	44.1	20.9	3.68	3
Corruption (including bribing of NSSA officials)	2.9	8.8	0.0	29.4	52.4	26.5	3.59	4
Inadequate enforcement by the NSSA	0.0	8.8	8.8	26.5	29.4	26.5	3.56	5
Lack of Government commitment	0.0	14.2	17.7	8.8	23.5	35.3	3.47	6
Lack of qualified H&S inspectors for the construction industry	0.0	8.8	20.6	23.5	26.5	20.6	3.29	7=
Lack of H&S awareness	0.0	8.8	23.5	20.6	23.5	23.5	3.29	7=

Table 3: The extent to which eight factors contribute to non-compliance with H&S provisions (MS = 1.00 – 5.00).

Research findings (4)

Factor	Response (%)						MS	Rank
	Un-sure	HardlyMajor						
		1	2	3	4	5		
Pain, stress and family problems to workers	0.0	0.0	5.9	17.7	26.5	50.0	4.21	1
Financial difficulties to workers and their families	2.9	0.0	8.8	17.7	20.6	50.0	4.03	2
Injuries	0.0	2.9	11.8	11.8	14.7	55.9	4.03	2
Reduce productivity	0.0	5.9	11.8	11.8	29.4	41.2	3.88	4
Worker disablement	2.9	2.9	11.8	14.7	23.5	44.1	3.85	5
Lost time	0.0	8.8	8.8	20.6	26.5	38.2	3.79	6
Reduce workers' morale	0.0	5.9	5.9	11.8	20.6	47.1	3.79	6
Rework	0.0	0.0	17.7	14.7	35.3	26.5	3.59	8
Compromise company's image	0.0	14.7	14.7	8.8	8.8	50.0	3.56	9
Damage to plant and equipment	0.0	17.7	11.8	17.7	23.5	29.4	3.35	10
Penalties	0.0	5.9	20.6	29.4	11.8	29.4	3.32	11
Damage to materials	2.9	14.7	17.7	20.6	11.8	35.4	3.21	12
Standby costs	5.9	2.9	23.5	32.4	17.7	17.7	3.06	13=
Damage to structure and work in progress	2.9	8.8	23.5	17.7	23.5	20.6	3.06	13=
Clean up costs	17.7	14.7	14.7	29.41	14.7	8.82	2.35	15

Table 4: The extent of the effect of workplace fatalities, injuries, and disease in terms of fifteen factors (MS = 1.00 – 5.00).

Research findings (5)

Parameter	Response (%)						MS	Rank
	Un- sure	Not at allMajor						
		1	2	3	4	5		
Schedule (Time)	2.9	0.0	8.8	17.7	17.7	52.9	4.36	1
Cost	2.9	0.0	11.8	11.8	35.3	38.2	4.00	2
Quality	5.9	0.0	11.8	17.7	29.4	35.3	3.85	3
Environment	2.9	8.8	5.9	29.4	17.7	35.3	3.59	4

Table 5: The impact of inadequate H&S on the other project parameters (MS = 1.00 – 5.00).

Conclusions (1)

- **This study determined that the responsibilities of government, employers, and workers should be seen as complementary and mutually reinforcing in terms of the common task of promoting H&S**
- **A depressed economy, fragmented H&S legislation, inadequate management commitment to H&S, state of the economy, inadequate enforcement, corruption, a negative H&S culture, a lack of inspectors, a lack of training and education, inadequate provision for H&S are the major factors affecting H&S in Zimbabwe**
- **Inadequate H&S adversely affects construction firms, workers, and society**

Conclusions (2)

- **Fatalities, injuries, or disease result in workers experiencing pain, contribute to financial challenges, reduce productivity, contribute to the occurrence of rework, and cause damage to property**
- **Construction H&S is a multi-stakeholder issue**
- **H&S must be integrated into the supply chain**
- **Substantially more effort must be applied through various approaches to ensure that workers return home healthy and safe**
- **H&S legislation must be harmonised, and legislation that engenders contractor management commitment to H&S, and H&S compliance must be evolved**

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