

## **SAFETY IMPLEMENTATION ON FOREIGN WORKERS IN CONSTRUCTION INDUSTRY – CIDB**

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### **ABSTRACT**

This study was conducted to develop model to solve problems related to the safety implementation on foreign workers in construction industry. This study was conducted to identify problems that occurred among foreign workers in Malaysia in the construction industry, to propose the best way to reduce the problem of implementation of safety among foreign workers in the construction industry and to develop model for solve the problem of implementation of safety among foreign workers in the construction industry. To get information with precise, the study was conducted using qualitative research methods. The expected finding in this study are found that can alleviate the problems suffered by foreign workers as a result of the proposal and safety workers and can provide a solution to overcome the problem on safety implementation of foreign workers in the construction industry. As a conclusion, the contribution of this study is to provide and develop a model as an effective solutions to reduce the problems among foreign workers in implementation of safety work on construction industry. This study also showed a high level of awareness of successful pervaded by foreign workers from the safety work at the construction site that was successfully implemented. The significant in this study are to help foreign workers to resolve problems on foreign workers, to provide a clear understanding about safety implementation in construction industry meanwhile to provide a best solution to overcome the problem on safety implementation of foreign workers in the construction industry and to emphasize the foreign workers to carry out these methods on an going basic at construction industry.

Keywords: Safety Implementation, Foreign Worker, Construction Industry

### **INTRODUCTION**

According Ofari, (2009) stated that the construction industry is a sector that includes planning, designing, conserve, breaking down and repair various types of buildings and all type of civil engineering works, mechanical and other fields of work. The construction industry is one of the industries listed as a major contributor to the economic development of the country. Now, in the construction industry in Malaysia is booming and many construction projects underway in the country. The construction industry is fundamental to the economic structure in the growth of domestic economic activity in which he has been a contributor in realizing Wawasan 2020

(Rahim, 2000). Construction industry can also contribute to economic growth through construction projects undertaken in Malaysia. ). Therefore, the contribution of the construction industry contributed significantly to the country than the contribution of other sectors in the country. Growth in the construction sector in the country is increasing and at the same time can increase the Gross Domestic Product (GDP) in Malaysia. Now the construction sector is fast growing and is one of the main sectors of the national economy. As a result, Malaysia is well positioned to continue to benefit from the gradual global economic recovery with growth of a more comprehensive result of several initiatives and reforms undertaken by the government in recent years.

### **STATEMENT OF PROBLEM**

However, the entry of foreign workers into this country to bring a lot of problems to the growth of the construction industry itself and not the exception to the country itself. The entry of foreign workers would pose a problem because they are from different countries. Their involvement has raised some problems, particularly the problem of language issues, social and cultural problems, attitude of foreign workers and so on. Their involvement has raised some problems, particularly the problem of language issues, social and cultural problems, attitude of foreign workers and so on. Logically, more and more foreign workers into Malaysia in the more problems will occur between each of them.

One of the problem that occur on foreign workers is their attitude. Effect, foreign workers could compromise the safety of others as a result of problems occurring. The language problem issue among foreign workers is not a new issue in the construction industry in Malaysia. According to Trajkovski and Loosemore (2006), language is the barrier for communication, whether verbal or written, when presenting information to the foreign workers. Nurul Azita et al. (2012) express that following the phenomenon of influx of foreign workers into the country since the 1980 has caused the language problem issue especially in the construction industry that has caused accidents risks.

The presence of foreign workers is also threatening the social aspects of the country, especially the health aspects. Most foreign workers come from underdeveloped countries who have the control of poor health. Other than that, there are several other problems that occurred among foreign workers in the country. If the situation is not contained and prevented, this will lead to an accident at the construction site and at the end can delaying progress, injury, disability or even death of workers.

### **LITERATURE REVIEW**

The construction industry has been identified as one of the most hazardous industries in many parts of the world, as measured by work related mortality, workers' compensation, injury and fatality rates. The construction sector recorded high rates of injury-related accidents. Construction workers who worked in the construction industry faces a higher risk of death than workers in other industries because of work in the construction industry is a dangerous job.

Accidents in the construction industry often associated with negligence in the execution of the work, neglect of safety, awareness and training programs neglect, lack of discipline, lack of

communication, as well as many others outside interference that could enhance the effect of rising accident cases today. In Malaysia the number of accidents at construction sites is a serious concern with the increase in the numbers of accidents and deaths involving workers at the construction site. Department of Occupational Safety and Health (DOSH) shows the number of accidents on construction sites are the highest compared to other industry.

Foreign worker or foreign workers in Malaysia are workers coming from abroad who come to work or to work in Malaysia for a certain period. Foreign workers who come to Malaysia from various countries made up of foreign workers who are skilled, semi-skilled and unskilled workers to come to Malaysia to look for workers in this county. According Che Hassim Hassan (2009) stated the involvement of foreign workers does not restrict the employment opportunities of local workers, but it can help in developing the national economy. This is because most foreign workers involved in sectors that require absolute energy or categories that are considered dirty, dangerous and difficult and are not favored by locals.

The entry of foreign workers in Malaysia cause some problems faced by them as a result of the difference of various aspects. According to Accumulation (1990), Loosemore et al. (2003); Lee (2003); Duffey and Saull (2003); Holinagel (2004); Ismail (2006), most of the accident, was caused by human error. Opinion on the attitude of the workers as a cause of the accident agreed to by Rogers (2000), which establishes the study found 90 per cent of accidents at work are caused by employee attitudes, practices or behavior and culture. Opinions about employee behavior as the cause of the accident agreed by Mohd Saidin Misnan et al. (2003) which establishes an accident at work is due to the behavior, attitudes and work practices or work culture.

Personal factors such as the lack of any foreign worker knowledge, experience, no qualifications in the work carried out and other underlying causes of accidents at construction sites. Based on research by Mohd Saidin Misnan et al. (2003), human behavior is an important element that should be changed to minimizing accidents. According Mohd Zahari Nordin (2010) stated that accident caused by employee negligence that occurs when a malicious employee behavior. Most of the accidents on construction sites are caused by the employee's own self as well as other factors that cause accidents that claimed the lives of their own will.

Among the problems often done by foreign workers will lead to an accident at the construction site are:

- Foreign workers who do not use the Personal Protective Equipment (PPE) provided by the employer. PPE to be worn by everyone at the pipeline construction site includes head protection (hard hat), eye protection, safety footwear, hand protection, long pants and shirts with sleeves extending over the shoulder and high visibility vest or other outer most high visibility clothing. According Mohd Firdaus Mohamad (2006) stated there are foreign workers who do not comply with the rules and regulations.
- According Nordin Mohd Zahari (2010) stated the attitude of workers who fail to follow instructions issued by their employer. Most of the foreign workers who come to Malaysia is of underdeveloped country, so they are composed of the uneducated that will cause them difficult to be disciplined because of different backgrounds. It will be affected by the accident at the construction site because they lack discipline because they fail to comply with the rules provided.

- Awareness of the dangers of low work by employees also became one of the causes that led to the accident in construction industry. This assertion is supported by studies A. Roy Duff (2001) who also said one of the factors that influence the accident at the construction site is negligence or an employee attitudes are less careful work besides making rude jokes employee (Horseplay) while using equipment that could potentially to create accidents.
- A large number of workers in this country do not practice good behavior while working. According to Amarjit Singh (1999), the accident was caused by unsafe act and unsafe condition. Unsafe act or unsafe act refers to all safety regulations and procedures that do not follow the rules. Meanwhile, unsafe condition is usually beyond the control of the employee. Therefore, several precautionary steps need to be taken to reduce the problems that occur among the foreign workers.
- Safety training and policies are important determinants to enhance safety performance. Occupational Safety and Health (OSH) define that the training consists of instruction in hazard recognition and control measures, learning safe work practices and proper use of personal protective equipment (PPE), and acquiring knowledge of emergency procedures and preventive action. The OSH training and education could also provide workers with ways to obtain added information about potential hazard and their control, to gain skills to assume a more active role in implementing hazard control programs or to effect organizational changes that would enhance worksite protection. The OSH training's role in safety and health management is a necessary element in developing an error free work environment.
- Safety and health program also can organized for reduce the problems that occurred among foreign workers in Malaysia. According Petersen (2000) stated that the greatest problem in safety is the measurement of organization efforts and determination of effective safety programs. Dr. Rensis Likert suggest that a "high achievement" organization express a high degree of supportive relationship, utilize the principles of group decision-making and has supervision in areas with high performance aspirations.
- Management commitment and leadership also can practice to all foreign workers and all company to produce a good employees in workplace. Management commitment and leadership is a broad, dynamic area of practice and thought, as it can be difficult to fully grasp its implications on safety and health. Management leadership refer to extent to which upper-level management identifies as a core value or guiding principle of the organization and communicates to their employee an attitude that subsequently influences the degree to which employee comply with safety operating rules and procedures, and with safety and health operating practices. Employees are treated as a valuable resources rather than as a cost of doing business. They are treated as individuals and with respect.

Construction Industry Development Board (CIDB) players main role to assess and mitigate the problems that occur in foreign workers and develop a new model to increase the problem occurs among foreign workers. The result of the study are expected to contribute to findings that are relevant to the issues of foreign workers at the construction industry in more details.

## **METHODOLOGY**

The research methodology is a systematic way to solve the problem well as examine how science research to be carried out. . Qualitative method about implementing by the using the primary

data and secondary data. Qualitative method can be conducted through interview, research and observation direct analysis and other way. The qualitative method means refer to structured question that given to respondent to get information. This research analysis is done by the interview and support the data which primary data and secondary data. For further parking information obtained, data were also obtained through journal, articles, magazines, book and including interview with the CIDB construction personnel. After that through record a research must be able analyze the information from interview and write the report. In addition, this study involves searching some information from the secondary data that related data from journals, articles, and other sources. Lastly, the analysis was also performed using reliability to determine the reliability of the item under review.

## **RESULTS AND FINDING**

The analysis and findings made by the information and data obtained from interviews by respondents of CIDB Personnel Construction (R1) and Officer CIDB (R2).

Based on interviews with R1, respondents said that the main problem that occurred among foreign workers at this time is the attitude of foreign workers. They act without thinking of the effect on what will happen when they perform an action. According to the interview, R1 stated that many foreign workers do not follow the instructions given by the contractor. Majority foreign workers do not have a high discipline that can influence their acts of an employee.

R1 also noted that the issue of skills is also a problem experienced by foreign workers in the country. Mostly foreign workers work under their vacancies to meet the quota for existing workers. R1 also said that most employers only require a job with no experience because they can pay lower wages. , CIDB has made the assessment of foreign workers who want to work in this country in the construction industry. They will be evaluated before they work at the construction site following the instructions of their employers. When foreign workers passing an examination conducted by CIDB, they will be given a Certificate of Competency to those who passed the test.

R1 also states that the employer is also the cause of the problem among foreign workers at construction sites. Most employers were initially promised with their employees to safeguard their welfare and as at end of projects they had broken their promise to implement such policies. R1 said the problems often incurred by the employer is not paying their salaries to their employees when the projects were completed.

While R2 state language issue is a major problem that occurred among foreign workers in the country. Most of the foreign workers are from developing countries with a significantly lower exchange rate. This, however, leads to complications in the worksite as most of them cannot understand or speak the local language with their supervisors, which causes a breakdown in team cohesion due to inability to communicate. This situation will be difficult for them to communicate with other employees in the performance of any work in the project.

R2 also said besides language problems, the attitude is also the problem that occurred among foreign workers employed in this industry. Accident caused by employee negligence that occurs when a malicious employee behavior. A large number of workers in this country do not practice

good behavior while working. This can because accidents often occur at construction sites. They often make trouble as a result of their undisciplined attitude and their actions will fall to the worksite accidents.

According R2 interview, they said that there are foreign workers who do not wear personal protective equipment (PPE). They work on construction sites without the use of personal protective equipment (PPE) is provided which can pose a danger to them and are also prone to accidents in the workplace. In addition, all foreign workers entering the country to work as an employee at the construction site must undergo intensive training on the use of Personal Protective Equipment (PPE) conducted by the parties concerned.

They are result from respondents R1 and R2 about the best way to reduce the problems of implementation of safety among foreign workers in the construction industry in Malaysia.

According R1, to mitigate the problems done by foreign workers, each of them have to be registered with the CIDB before they work with their employers. Recently, the CIDB Green Card program has been introduced, namely foreign workers and local workers employed in the construction industry must have a green card.

The next step that can be taken against foreign workers in the event of a problem is the enforcement of the construction site CIDB. . if convicted, the guilty contractor will be fined RM50 000 if not declared and submitted contract construction work that has been on the award or not fully disclose all the facts and circumstances of the liability to pay the levy to the CIDB.

R1 also said measures to reduce the problems that occurred among foreign workers are taking action against employers in the event of problems among them. Management also failed to provide a good basic security system at the construction site. Failure to provide police security, safety signs and safety committees set up as recommended by the authority's results in a very simple accident occurred at a construction site. If there is a mistake or an accident at work, the contractor shall also be liable to disciplinary action against them in the event of an accident at work. The contractor will also be fined up their Contractor Registration Suspended, Revoked and Contractor Registration Contractor Registration Cancelled.

While the R2 state measures that can prevent the occurrence of problems among foreign workers in the construction industry is implementing a program on safety and health of foreign workers. All foreign worker should attend to the safety and health program of workers before they start work at the construction site. The main purpose of health and safety programs is to bring awareness and input to the employees so that they are more cautious in carrying out the work at the construction site.

Registration of workers with the CIDB is a way to reduce the problems incurred by foreign workers is expressed by R2. They must have approval from the CIDB to work in the construction sector in the country. Foreign workers must register with the CIDB Green Card plan to ensure the safety and welfare of foreign workers are guaranteed in the event of any problems the construction site.

The next step is presented by R2 is taking action against employers. If there is a mistake or an accident at work, the contractor shall also be liable to disciplinary action against them in the event of an accident at work. Employers should play their role properly to ensure the foreign workers they manage to perform the job properly without problems in the workplace and prevent accidents on construction sites occur.

### **RECOMMENDATIONS FPR FUTURE RESEARCH**

The research of the study focused to identify the problems among foreign workers in construction industry and to propose the best way to reduce the problem of implementation of safety among foreign workers in the construction industry. In the proposed extension, there a few suggestions can be studied by future researchers. There are:

- a) Creating a technology and software to reduce the rate of accidents in the workplace.
- b) Research on methods to improve safety management in construction site is more focused on using quantitative methods. This is because, using quantitative information obtained more accurately.
- c) The research more too open up a wider scope is not made up of respondents CIDB but rather a questioner to the contractors and safety officer at the construction site.

### **CONCLUSION**

As a conclusion, this study proves that there is a problem among foreign workers employed in Malaysia in the construction industry. Problem among foreign workers should be dealt with by the parties involved to reduce the problem of implementation of safety among foreign workers in the construction industry. The study also state the measure to overcome the problems that occurred among foreign workers in Malaysia to reduce this issues. Hence, it shall overcome to reduce the problems occurred among foreign workers to ensure the project carried out smoothly without any obstacles. Besides CIDB and DOSH, the other party shall also be responsible for ensuring that problems among foreign workers could be reduced to ensure that the construction industry can be carried out properly.