

Influence of Contractors on Immigrant Latino Construction Workers' Safety Behaviors in Small-Scale Residential Construction



Safety Behaviors in Small-Scale Residential Construction

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Background

- Young, immigrant Latino workers in construction have the poorest health outcomes. Compared to similar non-Latino workers, Latino construction workers experience a disproportionate rate of injury and fatality on the job.
- Previous studies have documented that immigrant construction workers work fast and put the speed of work over safety. Which can contribute to an increased risk of accidents and injuries.
- One of the most prevalent risk factors is lack of safety, whether due to lack of safety training or lack of adherence to safety protocols.
- Elevated injury and fatality could be due to language barriers, cultural beliefs about safety, or other structural impediments to safety like being encouraged by peers and bosses to work fast.
- Many contractors are Latino immigrants themselves, with little or no training on construction for the business or safety within that operation.



Results



Visual representation of a word cloud run through NVivo 12 software to demonstrate how frequently a code is used in the transcripts.

- **Common themes indicated in transcripts are:**
 - That workers expressed that contractors are the ones with the power to provide them with the tools and training they need to engage in safety behaviors.

"Providing them with everything they need with the tools. You must first give them things so that they can do things right...Therefore, to help them, mainly the contractor must help the workers. It's like a team."

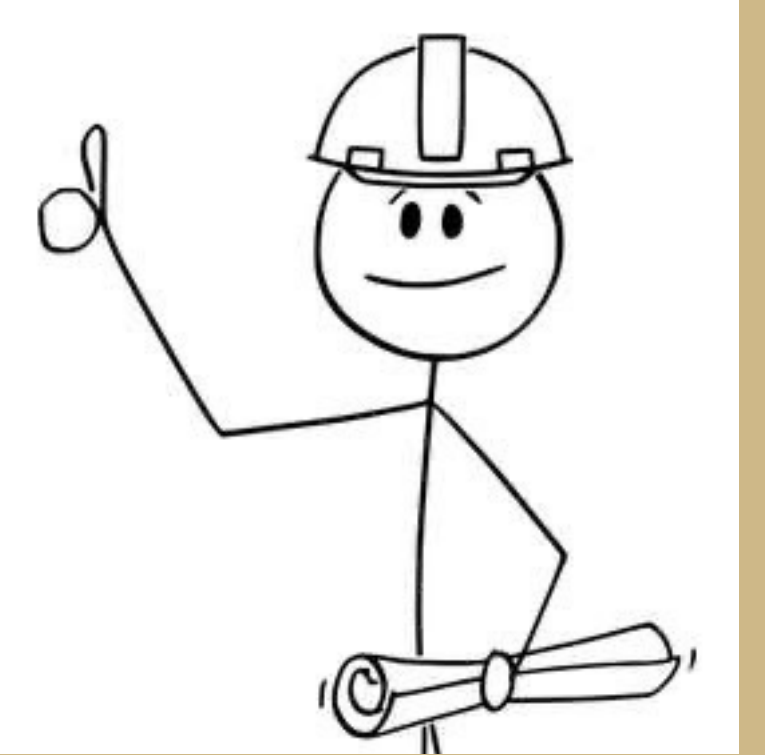
"Talk to my employer and maybe suggest that doing it that way might prevent many accidents. Doing it the right way, or wearing a harness, or using good ladders, or using the right tool...can prevent a lot of accidents."



Results (Cont'd)

- Contractors should communicate with workers that setting safety measures is a responsibility.

I have a rule for myself and my workers. Anyone who I find out has access to...drugs...alcohol...I won't give them a job, because I look out for my people. No drinking or getting high...while they're up there...if it were to happen and I realized what was going on, I'd get them off that roof right then and they'll be unemployed...Because that's where safety comes into play.



Conclusion

- This study highlights the importance of understanding the influence of the contractors on Latino immigrant workers to engage in positive or negative behaviors contributing to safety.
- Interventions may require contractors' contribution to implement safety measures to provide the tools for workers to be motivated in engaging in safety behaviors.
- Effective communication between workers and contractors can affect the worker's outcome on safe behaviors.



Purpose

The purpose of this study is to eliminate construction health disparities experienced by Latino immigrant workers and examine the relationship between contractors and workers influencing this safety behavior on their workers.



Methods

- Participants for this study were immigrant Latino workers in the small-scale segment of the residential construction industry in Tulsa county, OK, USA.
- Qualitative interviews were conducted, resulting in n=9 interviews (5 contractors, 4 workers)
- The interviews were recorded, transcribed, and analyzed through codes for recognizable common patterns.
- Two team members independently coded each interview transcript on NVivo 12, it was used for data management, coding, and to facilitate analysis.
- Generally, the codes had good inter-rater reliability (Cohen's Kappa ranged from 0.8-1.0). However, for codes that had poor inter-rater reliability, the coding agreement was met through discussion by the independent team members.

References

Grzywacz, J., Marin, A., Merten, M., Montgomery, S., Mills, T., Nolasco, H., Reyes, E. (2021). Work Ethic and Cognitive Models of Work: Contractors and Workers Perspectives on Elevated Injury and Fatality among Latino Workers in Small-Scale Residential Construction. In: Hare B., Sherratt, F., and Emuze, F. (Eds.) *Proceedings of the Joint CIB W099 & W123 Annual International Conference 2021: Good health, Changes & innovations for improved wellbeing in construction*, 9th-10th September, Glasgow (on-line), UK, ISBN: 978-1-91418-801-5

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