bsi.

The new world of construction

Creating a culture of opportunity for health, safety and wellbeing

Contents

Introduction	4
Global landscape of construction	6
Join the movement	8
- Principle 1: culture of change	10
- Principle 2: prioritizing people	17
- Principle 3: strategic digitalization	24
Conclusion: a mindset for commercial success	29
Interactive quiz: putting health, safety and wellbeing to the test	31
Tool: the BSI global HSW standards checklist (2020 edition)	32



Section 1 Introduction

We are in the midst of unprecedented change.

Now more than ever, the impact of the construction industry's aging workforce, intensifying material costs, sustainability pressures and slow digitalization is being felt by organizations. With international emergencies and pandemics like Covid-19 and global warming reshaping the way the industry operates, it's never been more important to strengthen organizational resilience and support workers' health, safety and wellbeing.

In the race to protect their workers from today's evolving risks and hazards, and to enhance their operational agility, organizations across the globe are taking steps to create a safer, more people-centric construction industry. Leading organizations have begun to do this by connecting their health, safety and wellbeing (HSW) initiatives with wider business strategies. Not only are these strategies helping them safeguard and prioritize their workers, but it is unlocking new commercial opportunities – and this is just the beginning.

To secure your place in the future of construction, this report will help you create an HSW culture that **drives business** resilience, brand authority, competitiveness and ultimately, commercial impact.

Backed by expertise from global pioneers, this report explores the three core principles professionals need to transform their organization's HSW programme, no matter where you are in the world.

BSI panel of health, safety and wellbeing pioneers









Kate Field

Global Head of Health, Safety and Wellbeing at BSI

Jon Brownstein

Senior Vice President, Managing Principal, EHS Services and Solutions at BSI

Kathy A. Seabrook

Founder and President at Global Solutions, Inc. and Convenor ISO/TC283/ TG1 Communications and related work

David Solomon

Executive Officer Safety & Risk at Master Builders Association New South Wales

We will explore:

PRINCIPLE 1

Culture of change

How a mindset of prevention and proactiveness paired with a standards-based approach to HSW can boost organizational resilience and competitiveness.

PRINCIPLE 2 Prioritizing people

How prioritizing the wellbeing and equality of workers can improve workforce productivity, agility and brand trust. PRINCIPLE 3

Strategic digitalization

How investing in the right technology will not only protect workers, but will deliver long-term commercial success.

Take our HSW quiz on page 31 to see how your organization's HSW strategy will fare in the new world of construction.

Section 2 Global landscape of construction

The world of health, safety and wellbeing today

"Globally, there are around 340 million occupational accidents and 160 million victims of work-related diseases each year. This accounts for almost 4% of the world's GDP, or \$3.2 trillion."

- ILO

Today, the global construction industry is under increasing demand to improve the daily health, safety and wellbeing of its workers. To help ease these pressures, international bodies such as the United Nations, BSI and the ILO have taken proactive measures to create universal guidelines and standards that countries and organizations can follow to strengthen and mature their HSW policies. Alongside these efforts, individual organizations are increasingly modernizing and digitizing processes to create safer, healthier workspaces for their employees and protect their workers.



Image: SUSTAINABLE
DEVELOPMENTUnited NationsSUSTAINABLE
DEVELOPMENTSustainableGALSDevelopment Goals

Established in 2015, the United Nations Sustainable Development Goals (SDGs) were designed to help end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030 through 17 interconnected guidelines¹. However, in 2019 the United Nations announced that "urgent attention and more rapid progress" is needed by member states to realize the Agenda's vision,² which is why it's crucial for organizations to prioritize their HSW strategies today.



International health, safety and wellbeing standards

ISO 45001 is the world's first international standard dedicated to health and safety management at work. It draws on the foundations of OHSAS 18001, but promotes a more holistic and decentralized approach to occupational health and safety, by advocating a preventative approach to workers' physical, mental and cognitive health, as well as safety. To further support organizations a new standard for psychological health and safety in the workplace (ISO 45003 Occupational health and safety at work: managing psychosocial risks – Guidelines) which will be released in 2021.

Despite the development of international standards and guidelines, there is a vast spectrum of how mature HSW regulations are across the world – even across highincome economies. As you can see from the map (below), these varying degrees of safety measures have created a fractured global landscape, where the wellbeing of workers is often dependent on the region's willingness to invest in more advanced protocols and implement stricter non-compliance measures.

North America

- With new investment in infrastructure projects expected to take place over the next 18 months, the US will be under increasing pressure to ensure their state and federal legislation, and organizational policies meet necessary standards for workers' health, safety and wellbeing.
- Highway collisions, falls, struck by object, and electrocution are still the leading causes of private sector deaths, with 20.7% of all U.S. workplace fatalities occurring in the construction industry³.

• Europe

- European directive 2017/2398 has been introduced to increase worker protection from risks associated with exposure to carcinogens or mutagens at work. This is a reflection of the EU's acceptance that stricter measures need to be established for organizations dealing with hazardous materials⁶.
- Stronger measures are being introduced, such as the UK government's fire safety review which is committing to delivering the biggest change in building safety for a generation⁷.

Middle East

 Whilst there are lots of development opportunities within the UEA thanks to tourism and infrastructure investment, projects like Qatar's world cup stadium show how relaxed HSW initiatives have failed to protect workers with reports of 1,200 fatalities already⁸.

Latin America

- Several regions are planning for better protection and support for women's rights, with many countries proposing and enforcing new regulations that will limit the volume of greenhouse emissions and ozone-depleting substances countries can produce.⁴
- Brazil has plans to modernize all 36 of its Occupational Safety and Health Regulatory Standards this year⁵.

Africa

- Many regions in Africa, like South Africa and Botswana, face complex health and safety management challenges, such as lack of mature regulation, inadequate infrastructures and funds, and slow digital adoption.
- However, many countries are implementing higher enforcement of regulation through inspections, fines and shutdowns of sites that endanger lives and the environment⁹.

Asia

- Two thirds of all global work-related deaths happen in Asia¹⁰.
- Using Singapore's high HSW standards as a model, regions are developing more mature legislation such as China's required emergency response protocols and South Korea's new workplace harassment law¹¹.
- Regarded for their maturity, Australia's Work Health and Safety laws are closely in line with standards set in ISO 45001.

Oceania

 Despite the region's proactive approach to improving OHS standards, New Zealand still sits in the lowest quartile of the Organisation for Economic Co-Operations and Development (OECD) countries, with numbers of deaths per 100,000 workers up to five times that of the UK¹².

Section 3 Join the movement

How to create a culture of opportunity

In today's rapidly changing landscape, construction organizations are under increasingly intense pressure to deliver projects on time and to budget. As a result, many HSW programmes are being inadvertently deprioritized. The result – organizational HSW cultures that barely meet satisfactory standards.

But it is more important than ever that the construction industry focuses its efforts to drive resilience and protect workers.

Core principles of HSW Success

Every organization, regardless of region, must create HSW programmes that go beyond basic requirements to deliver the HSW standards that workers not only expect, but deserve.

On the horizon is a movement of change. A swell of construction, HSW and regulatory professionals who are collaborating to create a world where standardization and modernization **lead the way for safer, healthier and more ethical workspaces**.

A culture of change

People-first initiatives Strategic digitalization

Driven by three core principles which connect HSW initiatives with wider business strategies, this movement is not only improving the health, safety and wellbeing of workers, but it is creating a culture of opportunity for organizations. A culture that has opened doors to new possibilities, new commercial results and ultimately, the new world of construction. Discover how you can design a HSW programme that will not only help you secure your place in the future of construction, but one that will **help** you build business resilience, authority, trust and competitiveness for your organization.

bsi.

To find out more about how we can help you develop your health, safety and wellbeing programmes, visit

bsigroup.com/constructionhealthandsafety