INTRODUCTION TO THE TRAINING

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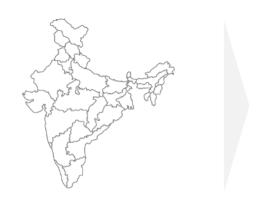
INTRODUCTION TO THE TRAINING

Why doing this training?



01. Why doing this training?

Although the Indian construction industry is a vital component of the nation's economy, it faces critical challenges undermining its sustainable development, and three of them are related to training deficiencies





India's construction sector contributes ~8.76% of GDP and employs over 50 million people



The construction sector is one of the top three in terms of fatal workplace accidents with an average of around 38 fatal accidents a day



The majority of jobs in the construction sector are characterized by low wages, informality and unskilled workers

Main challenges:

Fragmented and weak enforcement of OHS regulations

High risk among informal and migrant workers Limited supervisory capacity and accountability

Absence of standardized and scalable training tools

Poor safety culture and behavioural compliance

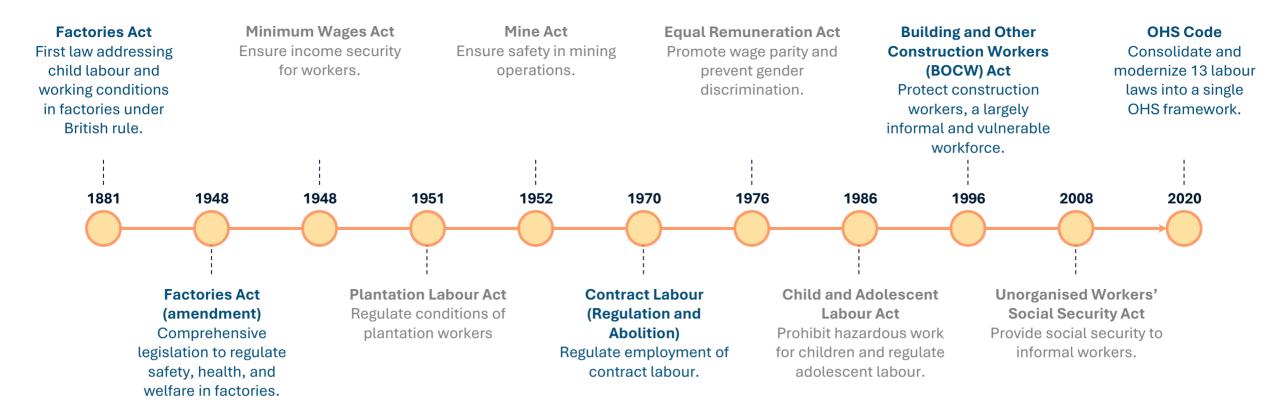
Data gaps and weak monitoring

The aim of this training material is to raise awareness among professionals in the construction sector in India, across all phases of the projects.



02. Regulatory framework analysis

India's occupational health and safety (OHS) legal and policy framework has undergone significant evolution, transitioning from colonial-era regulations to a more rights-based and comprehensive system aligned with international standards





03. Systemic and operational challenges

Despite this legal robustness, especially with the enactment of the OSH Code, India's OHS framework continues to face systemic and operational challenges that undermine its effectiveness summarized in 8 gaps

Limited coverage of the informal sector

Nearly 90% of India's workforce is employed in the informal sector, including construction, agriculture, home-based work, and gig platforms

Weak enforcement capacity

India suffers from a severe shortage of inspectors, both in terms of quantity and technical training

Inconsistent implementation across states

Many states have not fully implemented or notified the OSH Code, leading to regulatory uncertainty and variable compliance levels across industries and geographies

Low penalties and poor deterrence

The OSH Code prescribes relatively low penalties for non-compliance, making enforcement ineffective

Underreporting of occupational incidents

Lack of a reliable system for recording occupational injuries, illnesses, and fatalities; attributed to fear of legal consequences, lack of awareness, and a culture of concealment

Lack of employer accountability

Many enterprises, especially in the Micro, Small and Medium Enterprises (MSME) and informal sectors, demonstrate a low level of commitment to worker safety

Minimal worker participation and awareness

Although safety committees are required for larger units, worker participation in OHS governance remains minimal

Technological and institutional gaps

India does not have a centralized, independent OHS regulatory body like OSHA (USA) or HSE (UK)



04. International Benchmarking and Best Practices

Top 5 High Performing Countries











		UK	NETHERLANDS	AUSTRALIA	SINGAPORE	SWEDEN
	High Level methodology	CDM Regulations with Prevention through Design (PtD). Systemic approach with visible leadership	Mandatory RI&E (Risk Inventory & Evaluation), externally verified.	SWMS required for high-risk work. Integrated into early project planning.	Mandatory risk reviews during design. Risk assessment embedded in planning.	Strong union model with mandatory risk evaluations. Clear, structured regulatory framework.
	Best Practices	Independent regulator (HSE), mandatory worker training (CSCS), strong worker involvement, visible leadership.	Digitalized inspections, RI&E update regularly, active worker participation (safety councils).	Mandatory "White Card", project-level WHS plans, worker consultation requirements.	bizSAFE program, mandatory Design for Safety (DfS) professionals, digital inspections.	Union-appointed safety delegates, enforceable fines, proactive safety culture.

05. Objectives of the training

Objectives of the training

Based on the **five foundational pillars** these are the **core objectives** of the occupational health and safety (OHS) training:

PILLAR 1 Introduction to Safety and Good Practices

Objetctive 1: Raise awareness about the importance of safety and good practices.

C1: Educate workers and supervisors on the need for a safe and healthy.

C2: Introduce national regulations and international good practices(GIIP).

C3: Emphasize safety as a shared responsibility.

PILLAR 2 Potentially Fatal Hazards and Serious Injuries

Objective 3: Prevent serious and fatal accidents by identifying critical hazards.

C4: Help participants recognize life-threatening hazards (falls, electrocution, excavation risks, etc.).

C5: Reinforce the importance of hazard reporting and near-miss identification.

C6: Encourage proactive safety vigilance at all levels of the site.

PILLAR 3 Critical Controls

Objective 4: Train workers and staff on critical controls and emergency response

C7: Teach emergency procedures including fire response, evacuation plans, and first aid basics.

C8: Ensure every team member knows emergency contact information and assembly points.

C9: Promote site-wide preparedness for unexpected events.

PILLAR 4 Behavioral Safety / Communications

Objective 5: Foster safe behavior and open communication culture onsite.

C10: Promote safety as a core value, not just a policy.

C11: Encourage workers to take ownership of safety and speak up about unsafe conditions.

C12: Strengthen communication between workers, supervisors, and management

PILLAR 5 PPE Usage and Signage

Objective 2: Promote correct and consistent use of Personal Protective Equipment (PPE) and signage

C13: Identify appropriate PPE for different tasks and risk levels.

C14: Train workers on proper usage, maintenance, and the supervisor's role in enforcement.

C15: Ensure workers understand safety signs and markings, regardless of literacy level.

