

INTRODUCTION TO THE TRAINING

Why doing this training?



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2. Regulatory Framework Analysis
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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:

1

Fragmented and weak enforcement of OHS regulations

2

High risk among informal and migrant workers

3

Limited supervisory capacity and accountability

4

Absence of standardized and scalable training tools

5

Poor safety culture and behavioural compliance

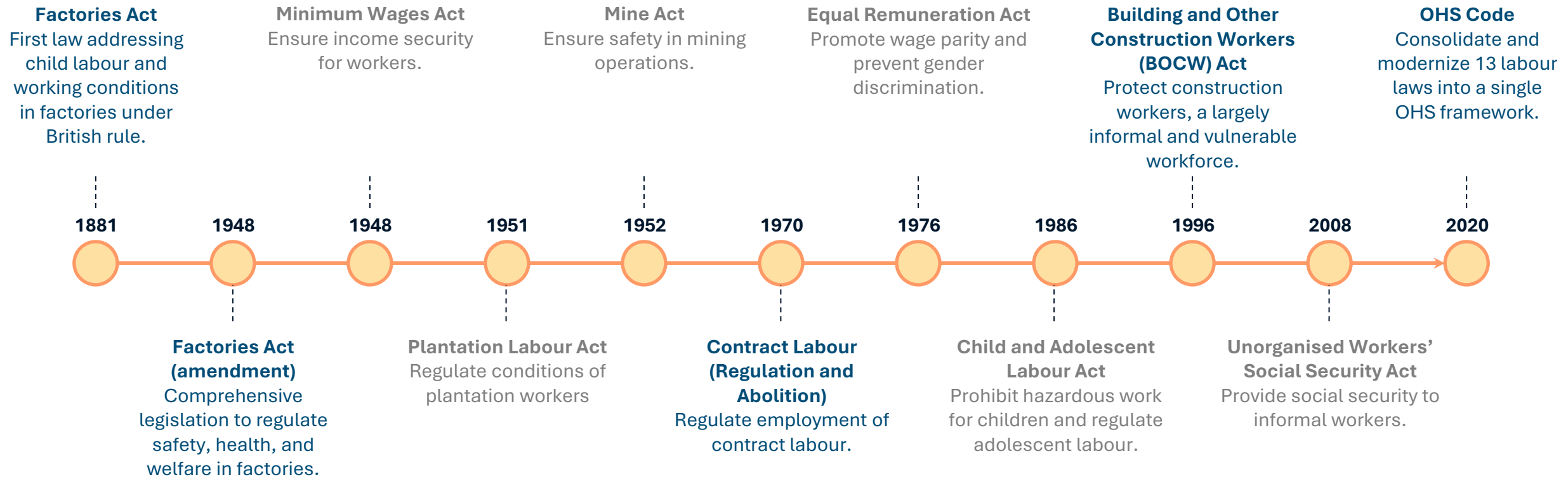
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Data gaps and weak monitoring mechanism

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



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.

Table 1: Top 5 High Performing Countries Source: Aninver based on HSE

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	PILLAR 2 Potentially Fatal Hazards and Serious Injuries	PILLAR 3 Critical Controls	PILLAR 4 Behavioral Safety / Communications	PILLAR 5 PPE Usage and Signage
Objective 1: Raise awareness about the importance of safety and good practices.	Objective 3: Prevent serious and fatal accidents by identifying critical hazards.	Objective 4: Train workers and staff on critical controls and emergency response	Objective 5: Foster safe behavior and open communication culture on-site.	Objective 2: Promote correct and consistent use of Personal Protective Equipment (PPE) and signage
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.	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.	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.	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	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.