HEALTH AND SAFETY IN THE NIGERIAN CONSTRUCTION INDUSTRY: A REVIEW OF LITERATURE

Agiren, Tuoyo Eresanara
Department of Human Resource Management, Faculty of Management Sciences,
University of Benin, Benin City, Edo State.
tuoyo.eresanara@uniben.edu +2347038415716
&
Dr. Enaruna Ehimwenma Idubor
Department of Human Resource Management, Faculty of Management Sciences,
University of Benin, Benin City, Edo State.
ehimwenma.idubor@uniben.edu +2348169399507

Abstract
The study examined health and safety in the construction industry in Nigeria. It identified the health and safety practices, the challenges in implementation and how they affect workers' outcome in the construction industry. The study adopted a comprehensive review of the literature. It identified health and safety practices within the industry as risk assessment and management, proper use of personal protective equipment etc. It identified the challenges in implementing health and safety procedures in the construction industry to include lack of adequate regulatory enforcement and compliance mechanisms, prevalence of informal and precarious employment arrangements and many others. Furthermore, it reveals scarcity of empirical studies that examine health and safety outcomes of workers in the Nigerian construction industry. The conclusion was that the scarcity of evidence on the effect of health and safety on worker's outcomes in construction industry in Nigeria underscores the urgency for increased research and data collection initiatives to inform evidence-based policies and interventions within the construction sector. It was recommended among others that government agencies responsible for occupational health and safety regulation should strengthen enforcement mechanisms within the construction industry.
Keywords: Risk assessment, personal protective equipment, construction industry, compliance mechanism, health, safety

Introduction

All business organisations across globe are characterised with one form of health and safety issue or the other. This is because as workers perform their jobs, they get exposed to various working conditions (Nkuba & Mtebe, 2023). As a result, it is crucial that the workers' health and safety be given adequate attention. The construction industry in Nigeria is among the industries that require adequate health and safety procedure. This is because of the health risk that characterises the industry (Alzyoud, Ogalo & Acdmhr 2020). The construction industry places a high value on health and safety aspects (Chellappa, Srivastava, & Salve, 2021). Beyond its importance in traditional job contexts, its value is indisputable in all facets of human existence. The construction industry is extremely important because of the type of work it entails, not only in Nigeria but all throughout the world. Alzyoud, et al (2020) note that Workers in the construction business are vulnerable to a wide range of accidents due to the industry's diversity. This industry has reported the largest number of fatalities among all others. Also, International Labour Organisation (ILO, 2020) states that every year, millions of construction workers suffer from work-related accidents and illnesses, highlighting the urgency for proactive measures to mitigate risks and safeguard the well-being of workers.

Health and safety in the construction industry encompass a broad spectrum of measures aimed at preventing accidents, injuries, and illnesses among workers (Chellappa, et al., 2021). It involves creating and maintaining a work environment that is free from hazards and risks, ensuring compliance with relevant regulations and standards, providing adequate training and protective equipment, and fostering a culture of safety awareness and accountability (European Agency for Safety and Health at Work, 2019). The major health and safety procedure in the construction industry include but are not limited to, risk assessment and management, hazard identification and control, proper use of personal protective equipment (PPE), training and education, emergency preparedness, and health promotion initiatives (Hamalainen et al., 2020; Simon, 2020). Neglecting any of these aspects can have severe consequences, not only in terms of human suffering and loss of life but also in terms of financial costs, legal liabilities, and damage to reputation for construction companies (Nkuba et al., 2023). Although worker health is a concern in many industries, its significance and urgency have increased threefold in the construction sector because of its instability. Therefore, the purpose of this study is to engage in a thorough review of health and safety practices within the construction industry in Nigeria. Specifically, the study identifies the main health and safety procedure in the construction industry, the challenges in implementing the health and safety practices, and how they affect workers' outcome in the construction industry Nigeria. The objective of the study is to identify the main health and safety procedure in the construction industry, the challenges in implementing the health and safety practices, and how they affect workers' outcome in the construction industry Nigeria. This paper draws inference from previous studies using the Nigerian work terrain as a basis and two theories underlie this paper to give a lucid explanation on the subject of discourse. Studies used for this paper were derived mainly from journal articles, conference papers, text books mainly from year 2018 to 2023.

Literature Review

Employee Health and Safety

The concept of health and safety of workers encompasses a various approaches aimed at safeguarding the physical, mental, and social well-being of individuals in the workplace (Nkuba et al., 2023). World Health Organisation, WHO, (2020) defines health and safety at work as advancing and preserving the maximum level of an employee's social, emotional, and physical well-being across all vocations. This definition emphasises a holistic view of health and safety, recognising the interconnectedness of physical, mental, and social factors in the workplace (WHO, 2020). The International Labour Organisation ILO (2020) used the term occupational safety and health to represent the promotion and preservation of the highest level of social, emotional, and physical well-being among employees across all professions through risk management and health deviation avoidance. This definition underscores the proactive nature of health and safety measures, emphasising the importance of prevention and risk management.

From a legal perspective, health and safety at work are often defined in terms of statutory regulations and obligations. For instance, the Occupational Safety and Health Administration OSHA (2021) in the United States defines occupational safety and health as ensuring that employers provide an organization devoid of recognised risks that are killing or very likely to kill workers or seriously hurt them physically. This definition underscores the responsibility of employers to identify and mitigate hazards in the workplace. It follows that health and safety encompasses health procedure that have to be observed in order to avoid serious harm to workers at work.

Importance of Health and Safety

The importance of health and safety in the workplace cannot be over-emphasised, as it directly impacts the well-being of workers and adds to the general growth and development of organisations. Firstly, prioritising health and safety raises a constructive work environment where employees feel appreciated, treasured, and reinforced. When workers perceive that their employers prioritise their health and safety, they are more probable to be engaged, motivated, and productive (Fernandes, Suárez, & Ferreira, 2021). A positive work environment, in turn, can lead to higher job satisfaction, reduced turnover rates, and enhanced organisational performance. Secondly, promoting health and safety in the workplace reduces the incidence of work-related accidents, injuries, and illnesses, thereby minimising human suffering and financial costs. According to the International Labour Organisation (ILO), work-related accidents and illnesses impose a significant economic burden on individuals, families, employers, and society as a whole (ILO, 2020). By implementing preventive measures such as risk assessments, training programmes, also provision of personal protective equipment (PPE), employers can mitigate risks and create safer work environments.

Moreover, prioritising health and safety enhances the reputation and credibility of organisations, both internally and externally. A solid obligation to health and safety validates corporate responsibility and moral leadership, which can attract top talent, investors, and clients who prioritise working with socially responsible organisations (Eurofound, 2020). Conversely, a poor health and safety record can tarnish an organisation's reputation, leading to legal liabilities, financial losses, and damage to brand image. Furthermore, promoting health and safety in organisations is crucial for legal compliance and regulatory adherence. Governments around the world have enacted laws and regulations to guard labors from occupational hazards and guarantee protected working conditions (OSHA, 2021). By complying with these regulations and standards, employers not only fulfill their legal obligations but also contribute to the overall well-being of society by preventing workplace accidents and promoting public health.

Health and Safety Elements in the Construction Sector

Health and safety elements in the construction sector include risk assessment and management, hazard identification and control, proper use of personal protective equipment (PPE), training and education, emergency preparedness, and health promotion initiatives. They are discussed below.

Risk Assessment and Management

Risk assessment and management are crucial aspects of health and safety in the construction sector, as they involve recognizing, assessing, and ordering potential hazards and applying procedures to mitigate risks. Effective risk assessment requires a systematic approach that considers various factors such as the nature of work activities, environmental conditions, and the competency of workers (European Agency for Safety and Health at Work, 2019). By conducting thorough risk assessments, construction companies can proactively identify potential hazards such as falls, electrical hazards, and exposure to harmful substances, and implement control measures such as engineering panels, managerial controls, and the use of personal protective equipment (PPE) to minimise risks also prevent accidents and injuries.

Hazard identification and control

Hazard identification and control are fundamental to ensuring the safety of construction workers and mitigating risks in the workplace. Hazard identification involves identifying potential sources of harm or danger, such as unsafe working conditions, hazardous materials,

or equipment malfunctions, while hazard control focuses on implementing measures to eliminate or minimise these hazards (Hamalainen et al., 2020). As noted by Alzyoud et al. (2020), the majority of accidents occur from a failure to control tools and equipment, which is the duty of top authorities to oversee and mentor, rather than from personnel being handled poorly. Additionally, Alzyoud et al (2020) give a summary of the main dangerous behaviours and circumstances at construction sites. *This is shown in Table 1.*

Table 1: Unsafe acts and conditions in the construction site

Unsafe Act	Unsafe Conditions
Not wearing essential protective clothes for personal protection	Clogged work sites
Failure to warn co-workers or to secure equipment	Defective machinery/tools
Ignoring equipment/tool defects	Poor lighting
Inappropriate lifting	Lowly airing
Improper working conditions	Insufficient supports/guards
Inappropriate use of tool and machinery: undue speed, using faulty machinery or tools, repairing machinery or tools while in use	Improperly stored explosive or hazardous materials
Deploying tools of machinery without permission	Poor domestic tidiness
Horseplay	Radioactive explosives

Source: Alzyoud et al (2020)

From Table 1, it can be deduced that there are various unsafe activities and conditions in the construction companies. Hence, the construction companies can employ various strategies for hazard identification and control, including regular inspections, hazard mapping, job hazard analysis, and the execution of manufacturing controls, organizational controls, and safe work practices. By effectively identifying and controlling hazards, building companies can produce harmless work settings and reduce the probability of accidents and injuries.

Use of Personal Protective Equipment

The proper use of personal protective equipment (PPE) is vital for protection the health and safety of construction workers and curtailing the risk of occupational injuries and illnesses. PPE includes equipment such as helmets, gloves, safety glasses, and respiratory protective equipment, which are designed to protect workers from hazards such as falling objects, chemical exposure, and airborne contaminants (European Agency for Safety and Health at Work, 2019). Construction companies must ensure that workers are provided with appropriate PPE, that it fits properly, and that workers are trained on its correct use and maintenance. By promoting the proper use of PPE, construction companies can significantly reduce the risk of workplace injuries and illnesses and protect the health and well-being of their workers.

Training and education

Training and education play a crucial part in encouraging values of safety consciousness and ensuring that construction workers have the information, aids, and capabilities to work safely. Training programmes should oversee issues such as hazard recognition, safe work practices, emergency measures, and the proper use of equipment and PPE (Hamalainen, et al., 2020). Additionally, current tutoring and exercise should be provided to ensure that workers stay informed about new hazards, technologies, and regulations. By investing in training and education, building companies can permit their employees to identify and ease dangers, prevent accidents and injuries, and contribute to a safer work environment. Emergency preparedness is

crucial for safeguarding the security and well-being of construction workers in the event of an emergency or crisis situation. Construction companies should develop comprehensive emergency response plans that outline procedures for evacuating the worksite, responding to medical emergencies, and addressing other potential hazards such as fires, explosions, or natural disasters (European Agency for Safety and Health at Work, 2019). Additionally, workers should receive training on emergency procedures and trainings should be steered regularly to confirm that workers are equipped to respond effectively in emergency situations. By prioritising emergency preparedness, construction companies can minimise the potential impact of emergencies on workers, prevent injuries and fatalities, and protect the overall safety and resilience of their operations.

Health Promotion Initiatives

Health promotion initiatives are essential for promoting the physical, mental, and emotional well-being of construction employees and developing a culture of health and wellness in the workplace. Health promotion initiatives may include programmes and activities aimed at promoting healthy lifestyles, preventing work-related injuries and illnesses, and addressing specific health concerns such as musculoskeletal disorders, stress, and substance abuse (Fernandes et al., 2021). Construction companies can implement a variety of health promotion initiatives, such as wellness workshops, fitness programmes, smoking cessation programmes, and access to mental health resources. By prioritising the health and well-being of workers, construction companies can improve employee morale, reduce absenteeism and turnover, and enhance overall productivity and performance.

Challenges in the Health and Safety of Workers in the Construction Industry in Nigeria

The construction industry in Nigeria faces numerous encounters related to health and safety, which significantly impact the welfare of workers and the overall performance of structure projects. One of the primary challenges is the lack of adequate regulatory enforcement and compliance mechanisms. Despite the existence of legislation and regulations intended at shielding the health and safety of workers, enforcement remains weak due to factors such as limited resources, capacity constraints, and corruption (Adebayo & Olawale, 2019). As a result, many construction sites in Nigeria operate in conditions that pose serious risks to workers, including exposure to hazardous substances, unsafe working conditions, and inadequate safety measures. Another challenge is the prevalence of informal and precarious employment arrangements within the construction industry, which often leads to exploitation and neglect of workers' health and safety rights. Many construction workers in Nigeria are hired on a casual or temporary basis, with limited access to social protections, healthcare benefits, and safety training (Dauda & Abdulkadir, 2018). This precarious employment status makes workers more vulnerable to workplace hazards and less likely to report safety concerns or seek redress for injuries or illnesses suffered on the job.

Furthermore, the high prevalence of accidents and injuries in the Nigerian construction industry is a significant challenge that compromises the health and safety of workers. According to the Nigerian Institute of Building (NIOB), construction accidents account for a significant amount of workplace mortalities in Nigeria, with causes ranging from falls from height and electrocutions to collapses and equipment failures (Olotuah & Ayodeji, 2020). These accidents not only result in human suffering and loss of life but also impose significant financial costs on employers, including medical expenses, compensation claims, and reputational damage.

Moreover, inadequate safety awareness and training among construction workers and employers contribute to the challenges of health and safety in the Nigerian construction industry. Many workers lack basic knowledge of occupational hazards and safety protocols,

while employers may prioritise productivity over safety or lack the resources to invest in proper training and protective measures (Ojelabi, Afolabi, Tunji-Olayeni, & Fagbenle, 2018). This lack of safety awareness and training increases the likelihood of accidents and injuries on construction sites and undermines efforts to promote a culture of safety within the industry. Finally, the rapid pace of urbanisation and infrastructure development in Nigeria exacerbates the challenges of health and safety in the construction industry. As demand for construction projects grows, there is increased pressure on workers to meet tight deadlines and deliver projects within budget constraints, often at the expense of safety standards (Ogunbayo & Fagbenle, 2018). Additionally, the influx of inexperienced and unskilled workers into the construction sector further compounds safety risks, as they may lack the training and expertise needed to perform tasks safely.

Theoretical Framework

This study is anchored on the social cognitive and diffusion of innovation theories.

Social Cognitive Theory (SCT): SCT was established by Albert Bandura in the year 1986. The theory posits that persons learn by detecting the behaviour of others and the outcomes of those behaviors, as well as through direct experience. Bandura emphasised the role of cognitive processes in learning and behavior change, suggesting that people not only imitate observed behaviors but also engage in self-regulation and self-efficacy beliefs. According to SCT, individuals' beliefs about their own capabilities to perform certain actions (self-efficacy) play a crucial role in determining whether they will initiate and sustain behavior change (Bandura, 1997).

One strength of SCT is its comprehensive nature, as it integrates various factors such as individual cognitive processes, social influences, and environmental determinants in explaining behaviour (Geller, 2001). This holistic approach allows for a thorough understanding of how behavior change occurs. Additionally, SCT provides practical strategies for behavior change interventions, emphasising the importance of modeling, social support, and self-regulation techniques. However, one weakness of SCT is its complexity, which can make it challenging to apply in certain contexts or for individuals with limited cognitive resources. Critics argue that the theory's emphasis on cognitive processes may overlook the influence of other factors, such as emotions or environmental constraints, on behavior (Huang & Lee, 2017). Additionally, SCT has been criticised for its limited predictive power, as self-efficacy beliefs may not always accurately predict behavior. SCT has been widely applied in the setting of work-related health and safety to understand and promote safe behaviors among workers. For example, interventions based on SCT principles may include modeling safe work practices by supervisors or colleagues, providing social support and feedback to enhance self-efficacy beliefs, and implementing organisational policies that promote a safe work environment. By addressing both individual and social factors influencing worker behavior, SCT-based interventions have the potential to improve safety outcomes in the workplace.

Diffusion of Innovation Theory (DIT): The DIT was proposed by Everett Rogers (1962). The theory suggests that innovations, such as new thoughts, technologies, or activties, spread across a social system over time. It highlights the importance of communication networks, social grids, and perceived features of innovations in manipulating the rate and degree of approval (Rogers, 2003). One strength of the DIT is its emphasis on understanding the social processes that influence the adoption of innovations (Rogers, 2003). By focusing on factors such as communication channels and social networks, the theory provides insights into how to effectively disseminate new ideas or practices within an organisation. Additionally, the theory offers practical guidelines for promoting the adoption of innovations, such as targeting opinion leaders and emphasising the benefits of the innovation (Flaspohler, Duffy, Wandersman,

Stillman, & Maras, 2008). However, Critics argue that the theory may not adequately address the challenges of sustaining adoption over time or addressing resistance to change. The DIT has been applied to promote health and safety practices among workers in various industries (Kim & Kim, 2019). For example, organisations may use the theory to understand the factors influencing the adoption of safety technologies or procedures in the workplace. By identifying key influencers within the organisation and leveraging communication channels effectively, employers can facilitate the spread of safety innovations and encourage widespread adoption among workers.

Empirical Review

Nkuba and Mtebe, (2023) investigated the effect of health and safety practices on employee performance in Tanzania Breweries Limited (TBL) in Mwanza. There were seventy-two employees as the population size. Performance among workers was positively and significantly impacted by risk management, working environment and wellbeing measures, and health and safety training, according to descriptive also with inferential statistics. Simon (2020) aimed to determine how Kenyan cement manufacturing firms performed in relation to "occupational safety and health" instruction. Since a descriptive study approach clarifies the what, when, and where of the occurrence, it was chosen. The six cement production companies in Kenya were the sample for the research, and a multi-stage sampling technique was used. The findings of the regression analysis demonstrate that the productivity of Kenyan cement manufacturing companies is highly impacted by OSH instruction regarding hazards recognition, accident at work, hazards avoidance, and staff involvement in OSH instruction. Kumarasinghe and Dilan, (2022) conducted a study on the “impact of occupational health and safety practices on the job performance of operational level employees in the construction industry in Sri Lanka”. A sample of 100 functioning level workers from particular Sri Lankan construction sites participated in the study. Using the method of random sampling, the investigation offered an extensive questionnaire to evaluate the effect of health and safety on the job effectiveness of operational level personnel. Secondary data, such as business health and safety practices, health and safety training, and accident records, were gathered from the company's historical data and information, web site, journals, and subject-related literature. Utilizing SPSS, data analysis was carried out. Utilizing SPSS, data analysis was carried out. The construction industry's operations workers' performance at work was found to be positively impacted by safety and health at work measures. Adagbor and Ukpere (2023) investigated the impact of trade unions’ presence in the enhancement of job safety performance of workers in the Maritime industry in Lagos state. Population was 200 workers. There were 200 workers in the population. Multiple regression analysis is used in the data analysis. The results show that trade union participation greatly improves workers' compliance to health and safety requirements and laws to do their jobs safely. It additionally substantially enhances their security expertise and ability to do their jobs effectively.

Gaps in Knowledge

Majority of the studies that examine the health and safety as it relates to workers’ outcomes in the construction industry exist outside Nigeria. The few studies carried out in Nigeria did not look at the construction industry. Hence even within the limited research conducted within Nigeria, there' is a neglect of the construction industry specifically. This means that while there might be studies on health and safety in other sectors or industries within Nigeria, the construction industry has not received as much attention. Also, the absence of comprehensive studies on health and safety in the building or structuring industry within Nigeria could have significant implications for the well-being of workers in this sector. Construction work is often associated with various hazards and risks, ranging from physical

injuries to exposure to hazardous materials. Without proper research and understanding of these risks, it becomes challenging to implement effective safety measures and policies to protect workers. Moreover, given that the conditions, regulations, and challenges within Nigeria's construction industry may differ from those in other countries, there is a pressing need for localised research and solutions. What works to ensure worker safety in one context might not be directly applicable in another, making it crucial to tailor interventions to the specific needs and challenges faced by Nigerian construction workers.

Implications for Human Resource Managers

The scarcity of empirical studies examining health and safety outcomes of workers in the Nigerian construction industry implies several implications for Human Resource (HR) practices in the country:

1. ***Research and Data Collection Initiatives:*** Human Resource departments should collaborate with research institutions, government agencies, and industry stakeholders to initiate comprehensive researches on health and safety outcomes in the construction sector. By investing in research and data collection efforts, HR practitioners can gain a deeper understanding of the specific challenges and risk factors faced by construction workers in Nigeria, enabling them to develop evidence-based policies and interventions to address these issues.
2. ***Training and Capacity Building:*** HR departments should prioritise training and capacity-building programmes aimed at enhancing the health and safety competencies of construction laourers and supervisors. Providing workers with comprehensive training on hazard recognition, risk valuation, safe work measures, and emergency procedures can empower them to take proactive measures to protect their health and safety on the job. Additionally, investing in the development of safety leadership skills among supervisors and managers can foster a culture of safety throughout the organisation.
3. ***Regulatory Compliance and Enforcement:*** HR practitioners should ensure strict adherence to existing health and safety regulations and standards within the construction industry. This may involve directing regular reviews and inspections to evaluate agreement levels, recognising areas for growth, and implementing remedial actions as necessary. Furthermore, HR departments should collaborate with regulatory agencies to strengthen enforcement mechanisms and penalties for non-compliance, sending a clear message that health and safety violations will not be tolerated.
4. ***Health and Wellness Initiatives:*** HR departments should implement health and wellness initiatives to support the physical and mental well-being of construction workers. This may include providing access to healthcare services, promoting healthy lifestyles through wellness programmes, and offering counseling and support services for workers experiencing occupational stress or mental health issues. By prioritising employee health and wellness, HR practitioners can improve morale, productivity, and retention rates within the construction industry.
5. ***Collaboration and Knowledge Sharing:*** HR departments should facilitate collaboration and knowledge sharing among construction companies, industry associations, and other stakeholders to exchange best practices, lessons learned, and innovative solutions for promoting health and safety in the workplace. This may involve participating in industry forums, workshops, and networking events, as well as leveraging digital platforms and communication channels to disseminate relevant information and resources. By fostering a culture of collaboration and continuous learning, HR practitioners can drive positive change and improvement in health and safety outcomes across the Nigerian construction industry.

By addressing these implications for HR practice, organisations operating in the Nigerian construction industry can enhance their capacity to protect the health and safety of workers, reduce the incidence of workplace injuries and illnesses, and ultimately promote a safer and more sustainable work environment.

Conclusion

This study sheds light on the critical importance of health and safety in the construction industry in Nigeria and highlights the need for concerted efforts to address the existing gaps and challenges. Despite the vital role that health and safety play in ensuring the well-being of construction workers and the overall success of construction projects, the industry in Nigeria faces a myriad of challenges related to health and safety, including weak regulatory enforcement, informal employment arrangements, high rates of accidents and injuries, inadequate safety awareness and training, and pressures associated with rapid urbanisation and infrastructure development. In addition to that there remains a notable dearth of empirical research examining health and safety outcomes in the Nigerian context. This scarcity of evidence underscores the urgency for increased research and data collection initiatives to inform evidence-based policies and interventions aimed at improving health and safety standards within the construction sector.

Recommendations

As a result of these findings and implications of this study, the following recommendations are proposed to improve health and safety outcomes in the construction industry in Nigeria:

1. ***Investment in Research and Data Collection:*** Stakeholders should prioritise investment in research and data collection initiatives to better understand the specific health and safety challenges facing construction workers in Nigeria. This includes conducting empirical studies to assess the prevalence of workplace hazards, identify risk factors, and evaluate the effectiveness of existing interventions. By generating evidence-based insights, policymakers, employers, and other stakeholders can develop targeted strategies to address priority areas and improve health and safety outcomes.
2. ***Enhanced Regulatory Enforcement:*** Government parastals responsible for occupational health and safety regulation should strengthen enforcement mechanisms to ensure agreement with existing laws and standards within the construction industry. This may involve increasing the occurrence and consistency of inspections, establishing firmer penalties for non-compliance, and providing adequate requirements for regulatory agencies to carry out their mandates effectively. By enforcing regulations consistently and effectively, regulators can create a culture of compliance and accountability, ultimately leading to safer workplaces for construction workers.
3. ***Promotion of Safety Culture and Leadership:*** Employers in the construction industry should prioritise the development of a strong safety culture and effective safety leadership within their organisations. This includes fostering a work environment where safety is valued, promoted, and integrated into daily operations, as well as empowering supervisors and managers to lead by example and prioritise safety in decision-making processes. By cultivating a culture of safety and providing strong leadership, employers can instill a collective commitment to health and safety among workers and promote continuous improvement in safety performance.
4. ***Training and Capacity Building:*** Employers should invest in comprehensive training and capacity-building programmes to equip construction workers with the knowledge, skills, and competencies needed to work safely. This includes providing training on hazard recognition, risk assessment, safe work practices, emergency procedures, and the proper

use of personal protective equipment (PPE). Additionally, supervisors and managers should receive specialised training on safety leadership and communication skills to effectively promote and enforce safety standards on construction sites. By investing in training and capacity building, employers can empower workers to identify and mitigate risks, reduce the incidence of workplace injuries and illnesses, and foster a culture of continuous learning and improvement.

5. ***Collaboration and Knowledge Sharing:*** Stakeholders across the construction industry should collaborate closely to share best practices, lessons learned, and innovative solutions for promoting health and safety in the workplace. This includes participating in industry forums, workshops, and networking events, as well as leveraging digital platforms and communication channels to facilitate knowledge exchange and dissemination. By fostering collaboration and sharing expertise, stakeholders can leverage collective insights and experiences to drive positive change and improvement in health and safety outcomes in the Nigerian construction industry.

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