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An Investigation into the Health, Safety and Environmental Management of Migrant Workers engaged in the Construction Industry in the United Kingdom (UK).

By

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Abstract.

The overall purpose of this research project was to investigate the Health, Safety and Environmental Management of migrant workers engaged in the Construction Industry in the United Kingdom (UK).

With the expansion of the European Union in 2004 and 2008, which allowed free movement of migrant workers from the Ascension States of Central and Eastern Europe, the construction industry of the UK saw a sudden surge in available, employable, and an affordable workforce.

This paper discovered that there was a diversity of the migrant workers in their job expectation before entering the UK and most thought that they would match the qualification gained in their own country e.g. accountancy, logistics etc. A significant number of migrants ended up in construction work having had no previous experience or training, for no other reason than these were the only jobs available to them. The issues highlighted by the migrant workers, within this paper, include no information or guidance given in their own language so that they are able to understand and comply with the health, safety and environmental standards of the UK. They also had grievances with employment agencies regarding their terms and conditions.

This paper also explored the attitudes and opinions of the Principal Contractors towards the migrant workforce and in the main found that they considered them hard working, reliable and flexible. The negative aspects that were highlighted by the Principal Contractors were the language barrier and their lack of health, safety and environmental awareness.

Construction sites are high risk working environments and Principal Contractors have a duty of care to ensure that workers engaged on their sites are competent and safe from harm. This paper has highlighted that not only is there an awareness that migrant workers are at increased risk through the language barriers and lack of training, but this in turn also increases hazards and risks to their fellow workers on sites.

This paper concludes with the recommendation that there should be a provision for clear and concise information available to the migrant workers in their own language and that training should be available in health, safety and environmental standards to increase their awareness.

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1.0.3.

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1.0.5.

A2
A8
BERR
CC/PI's
CEE
CITB
COSHH
COVE
CSCS
EEC
EU
FM
GP
H&S
HAS
HOC
HR
HS2
HSC
HSE
HSEM
HSEQ
HSW Act 1974
IPS
LFS
MHSWR 1999
MRes
MW
N/A
NEBOSH
NI
NVQ
NZ
OCG
PC
PDF
PFI
PLM
PPE
RIDDOR
RMT
SSN
T&C's
TBT's
TCS
TUC
UCATT
USA
WLRI
WRS

Abbreviations.

Central & Eastern European Ascension States 2007.
Central & Eastern European Ascension States (2004).
Department for Business Enterprise and Regulatory Reform's.
Close Call & Positive Interventions.
Central and Eastern Europe.
Construction Industry Training Board.
Control of Substances Hazardous to Health Regulations 2002.
Commission of Vulnerable Employment.
Construction Skills Certification Scheme.
European Economic Community.
European Union.
Facilities Management.
General Practitioner.
Health and Safety.
Irish Health and Safety Authority.
House of Commons, Work and Pensions Committee 2004.
Human Resources.
High Speed 2
Health and Safety Commission.
Health and Safety Executive.
Health, Safety & Environmental Management.
Health, Safety, Environment and Quality.
Health and Safety at Work etc. Act 1974.
International Passenger Survey.
Labour Force Survey.
Management of Health & Safety at Work Regulations 1999.
Master of Research.
Migrant Worker.
Not Applicable.
National Education Board of Occupational Safety & Health.
National Insurance.
National Vocational Qualification.
New Zealand.
Office of Government Commerce.
Principal Contractor.
Portable Document Format
Public Funding Initiative.
Paid Labour Market.
Personal Protective Equipment.
Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 2013.
Union of Rail, Maritime and Transport Workers.
Stop Slavery Network
Terms and Conditions.
Tool Box Talks.
Task Control Sheet.
Trades Union Congress.
Union of Construction, Allied Trades and Technicians.
United States of America.
Working Lives Research Institute.
Worker Registration Scheme.

2.0.0. Introduction.

The construction industry has been highlighted as a high risk, ever-changing, dynamic environment in which to work, and a construction site exposes its workers to hazards and risks constantly. It is therefore imperative to improve and develop health, safety and environmental standards on construction sites to reduce harm and increase safety awareness for all who are affected by construction work. The HSE (2017) state the following on their website *“There have been big improvements over recent years in reducing the number and rate of injuries to construction workers. Despite this, construction remains a high-risk industry and accounts for a high percentage of fatal and major injuries.”*

Since the expansion of the European Union (EU) in both 2004 and 2007, the construction industry has become reliant on the employment of migrant workers (Pollard et al, 2008 in Cook et al, 2010).

There are both positive and negative influences on the health, safety, and environmental management regarding the employment of migrant workers within the construction industry in the UK. This research has been designed to study the attitudes and approach, levels of competency, qualifications and employment status of these workers and to explore the relationship between migrant workers and construction professionals employed on the same construction sites.

2.0.1 Hypotheses.

Kumar (2014) suggests that the formulation of a Hypothesis in quantitative research brings both clarity and focus to a research problem, and although they are not vital, they arise from ‘hunches’ that are put to the test within the research process. In epidemiological studies they also help to narrow the field of investigation which assists in bringing direction and helps to identify the information to collect.

The research question will look to highlight examples of best practices that can be shared openly between organisations where migrant workers are engaged on a regular basis. It will look at the migrant labour force who are currently engaged on projects in the UK, and how they are integrated into the construction process.

Workers from several countries have had a significant effect on the labour market in the UK according to Cook, et al., (2010). They carried out a qualitative study in a Northern English city to explore the motivations and experiences of migrants from Central and Eastern Europe (CEE). These states, Czech Republic, Estonia, Latvia, Lithuania, Hungary, Poland, Slovenia

and Slovakia, are known as the Accession 8 States (A8). Their research highlighted that there was a strong draw which makes employment in the UK an attractive proposition for migrant workers. This is due to a favourable disparity in wage earning potential between A8 countries and the UK, coupled with the UK's relatively low and regressive tax system. (Stenning et al., 2006 in Cook et al., 2010).

2.0.2. History of Health and Safety in the workplace.

In 1883 His Majesties Factory Inspectorate was formed primarily to prevent injury and the exploitation of children in the textile industry. This developed over time to include other areas of concern for the health and safety of workers in many areas and included nuclear installations and agriculture in 1959 (HSE, 2017).

Following a chemical explosion at a factory owned by Nypro UK Ltd, Flixborough, in 1974, which resulted in the deaths of twenty-eight workers and serious injury to another thirty-six, the government commissioned Lord Robens to carry out a thorough revision of health and safety law and the Labour Government of the time passed primary legislation in the form of 'The Health and Safety at Work etc. Act 1974' (HSW Act 1974). This was a landmark change in policy and through this legislation the Health and Safety Commission (HSC), and The HSE was formed (HSE, 2017).

The HSW Act 1974, was described as "*a bold and far reaching piece of legislation*" by the HSE's first Director General John Locke and made a marked departure from the framework of prescribed and detailed regulations which was in place at the time. It introduced a new system based on less-prescriptive and more goal-based regulations supported by guidance and codes of practice. For the first time, employers and employees, were to be consulted and engaged in the process of designing a modern health and safety system (HSE, 2017).

The next major change to health and safety law in the UK occurred in January 1992, when the European Economic Community (EEC) introduced a series of directives which were developed into regulations known as the Six-Pack (HSE,2017)

2.0.3. History of Migrant Workers in the UK.

The increasing prevalence of migrant construction workers has formed a distinctive characteristic of the industry's labour market in recent years, and the industry needs to focus on conveying key messages from management to workers (Tutt et al., 2011).

Migrant workers are people who come from other countries to work in the UK. They include seasonal workers, full-time and part-time employees, and contract or self-employed workers.

To work legally in the UK all migrant workers, including those from countries outside of the EU, must register for a national insurance (NI) number (Tutt et al., 2011).

Migrant workers are protected by the same labour laws as all workers in the UK and are also entitled to the same minimum pay rates (Unison, 2017).

The International Passenger Survey (IPS) defines migrant workers as *“A person who has resided abroad for a year or more, and who states on arrival the intention to stay in the UK for a year or more”* (Robinson, 2002 in McKay et al., 2006). However, they go on to explain that this does not capture the complexity of the migrant workforce as it excludes seasonal workers, or workers who overstay or arrive through false/illegal methods.

The HSE (2017) define migrant workers as *“A migrant worker is someone who is or has been working in the UK in the last 12 months and has come to the UK from abroad in the past 5 years.”*

The construction industry has had a history of employing migrant workers for centuries and migrant worker numbers in the UK have grown as a direct result to the expansion of the EU on 1st May 2004. These A8 states were admitted under a series of rules restricting free movement of workers into the EU for a period of seven years. The UK were one of only three countries, together with Sweden and Ireland, to allow immediate access to the Paid Labour Market (PLM), as long as the workers first registered onto the Workers Registration Scheme (WRS) (Cook et al., 2010).

The WRS did not seem to impede their resolve, as between 1st May 2004 to 30th September 2007, 715,000 A8 migrants' requests to work in the United Kingdom were approved by the home office (Lemos and Portes, 2008 in Cook et al., 2010). A further accession of two other CEE states occurred in 2008 when Romania and Bulgaria joined the EU. These were known as the A2 states (Cook et al., 2010). Reports estimate the number of CEE migrants topped the 1 million mark at the time (Pollard et al., 2008 in Cook et al., 2010).

Up to January 2009, the feeling in the UK was that this labour migration was strongly championed by the Government. It was argued that migrant workers contributed to growth and flexibility as they filled vacancies in sectors that faced labour shortages (Home Office, 2007 in Fitzgerald & Hardy, 2010).

The numbers of migrant workers that are thought to be engaged in work in London and the South East, are likely to exceed 60% of all construction workers in that area, but this pattern shows migrant workers are now moving further afield to more rural areas of the UK and one

of the factors for this is the creation of new work schemes where sectors are experiencing labour shortages (McKay et al., 2006). The findings of studies suggest that Eastern Europeans are highly mobile in the UK labour market, and if they are good at speaking English, they can move from job to job until they get their dream job, especially after the Poles and Lithuanians became EU citizens (Parutis, 2011).

The UK construction industry is a very dynamic working environment, with Principal Contractors (PC) operating as management companies, which in turn sub-contract the majority of work to smaller or more specialist contractors. In the past, main contractors would have employed a large direct work force, including apprentices who were engaged on the projects, and eventually would be employed as experienced tradespeople. Since the recession of the construction industry in the 1970's, main contractors have now shed their direct work force and in the main do not employ apprentices, which has led to a demand for trades people from other parts of the world (Ruhs et al., 2010).

Migrant workers are engaged in many specialist trades such as dry lining and allied trades including carpentry and joinery. Polish and Lithuanian workers have been studied and it has been found that they are highly qualified in their country of origin but end up in low-skilled positions (Parutis, 2011).

According to the Construction Confederation (May 2002 in McKay et al., 2006), the lack of understanding of English has the direct effect of putting migrant workers at greater risk of health and safety issues. A disturbing fact is that all construction workers are already at a higher risk of being involved in an accident at work (Craw et al., 2007 in Tutt et al., 2011). In 2007/8 migrant workers accounted for 2.4% of construction workers engaged on projects but accounted for 17% of all recorded deaths within the industry (Mitchell, 2009 in Tutt et al., 2011).

The HSE has identified migrant workers as a particularly vulnerable group of construction workers and have employed three outreach workers within London who speak Polish, Romanian and Gujarati/Hindi. This was carried out to gain a better understanding of the construction process with migrant workers, and to assist the HSE staff with inspections and enquiries (HSE, 2017).

The effect of the vote to leave the EU (Brexit) in the referendum on 23rd June 2016 has still to be judged, and the research process will look at this area of concern during the research period (Greef, 2016).

According to Petter (2016), *“In light of the EU referendum result, the potential consequences of the future supply of the much-needed workforce means that creating a positive image of the construction industry is of paramount importance, arguably now more than ever before.”* Construction Week (2016), stated that *“The UK’s withdrawal from the EU will focus minds on the need to grow and develop home grown talent. By investing more in apprenticeships and training, and reducing reliance on temporary migrant workers, we have a unique opportunity to create a more sustainable skills base for the construction industry.”*

2.0.4. Background to area of research.

The area of research is based in a construction and concessions company established in 1899. It has a worldwide presence in over one hundred countries and its 2017 turnover was in excess of forty billion Euro. It has a direct worldwide workforce of over 194,000 employees and many more contractors. In the UK the main trading arm of the company is split into three divisions, construction, facilities and civil engineering. It ranks among the top twenty contractors in the UK.

The construction division carries out both traditional and design and build projects worth up to £200m across the UK. This includes joint venture projects with other major contractors. The construction division is decentralised in its structure allowing regional directors to develop local relationships within their specific regions. Its current order book includes student accommodation, commercial premises and hospitals across the UK. Turnover for 2017 increased by 3.5% to £422 million and staff levels have remained constant at five hundred people.

The concessions and Facilities Management (FM) arm carry out various facilities contracts with a turnover for 2017 that increased to £224 million. They offer soft and hard FM services to both the public and private sector, examples of which are Public Funding Initiative (PFI) hospitals as well as many blue-chip organisations. They also offer a bespoke organisation of small scale project management of construction projects.

Another arm is a national civil engineering contractor involved in Cross Rail, High Speed Two (HS2) and other civil engineering projects throughout the UK.

The Health, Safety, Environment and Quality Dept. (HSEQ) is headed up by the HSEQ Director who is directly responsible to the management board for advice and guidance and formulating the strategic direction of the board in relation to health and safety.

Each of the four divisions are headed up by a Head of HSEQ who is appointed by the HSEQ Director as the health and safety competent person under Regulation 7(1) of the Management

of Health and Safety at Work Regulations 1999 (MHSWR). Each Head of HSEQ has a line management relationship directly with the HSEQ Director but also has a working relationship with the Divisional Managing Director. The Head of HSEQ in each division has a team of managers and advisors who work across the regions to deliver the day to day health, safety and environmental management support to the project teams through a regular scored inspection or an advice and guidance visit for each site.

The HSEQ department has a management computer system known as 'Footprint' that allows online real time reporting on incidents, accidents, inspections, internal audits and Close Calls & Positive Interventions (CC/PI's) (near misses), for health and safety matters. It also has an environmental facility attached for the recording and reporting of waste management, sustainable timber usage, environmental incidents, CC/PI's and other environmental report functions that are required. These areas can be interrogated separately to allow site teams to research and monitor trends on each project, or group of projects, which can then be displayed in a dash board format.

The author is a HSEQ Manager in the construction division and also a member of a regional safety group, he is also a member of the regional safety leadership team for another Principal Contractor within Central London.

During site visits it has been seen that challenges and opportunities exist where migrant workers are engaged in the construction process, Greef, (2016), stated that *"such a valuable, hardworking and technically skilled workforce, deserves to be treated on a level playing field with all other construction workers."*

Ensuring a fair and equitable workforce for all workers, regardless of their ethnic background, remains a challenge on many sites (Tutt et al., 2011).

3.0.0 Aims & Objectives.

3.0.1. The Aim of the Research Project.

The aim of this research project is to investigate the health, safety and environmental management issues that occur when employing migrant workers in the construction industry within the UK.

3.0.2. The Objectives.

3.1.1. To investigate the opinions and experiences of construction professionals employed on sites who engage with migrant workers on a day to day basis and to develop an understanding of both positive influences and negative influences on behaviour that the employment of migrant workers may have in the construction industry in the UK.

3.1.2. To discover the experiences of migrant workers in their country of origin and the effects on employment when migrating to the UK. This will include the validity of qualifications and levels of training achieved prior to migration.

3.1.3. Develop an understanding of any practices that employers or labour providers place on migrant workers that may have a negative influence on the behaviour of the workers.

3.1.4. Investigate the demographics of migrant workers that are engaged on construction sites to gain a better understanding of this group of people and what influences their health, safety and environmental behaviour and approach.

3.1.5. To discover and understand the issues and experiences that migrant workers themselves face on sites and their opinions have regarding their employment on construction sites and what would assist them to influence health, safety and environmental awareness.

3.1.6. Hypotheses – For this research proposal the following hypotheses have been developed which will be used in the formulation of research instruments.

h1. Migrant workers are employed because there are not sufficient indigenous workers available for the current market conditions.

h2. Migrant workers are considered as good workers who do not complain about the work they are given and get on with it.

h3. Migrant workers are believed to be working at a lower health, safety and environmental standard to that of the UK regulatory standard.

h4. Migrant workers are at greater health, safety and environmental risk than indigenous workers due to their poor understanding of English.

h5. Migrant workers have insufficient UK Health, Safety and Environmental Management (HSEM) experience or knowledge of standards and are not included in any form of meaningful consultation on UK sites which lead the UK staff and workers to believe that migrant workers are not as engaged in the HSEM process (Greef, 2016).

4.0.0 Literature Review.

The literature review helps to formulate new ideas and allows the previous research to be critically analysed and this will then help to formulate a firm and academic base for the remainder of the Research Project development (Matthews & Ross, 2010).

The subject being researched is the effective health, safety and environmental management of migrant workers employed in the construction industry in the UK. The initial literature review is based on a series of published reports and articles that have been researched on the employment of migrant workers in the UK labour market. This initial literature review helps the researcher to gauge the context and direction that the review would take (Matthews & Ross, 2010).

Reports include an overview of the experiences of A8 migrants written jointly by Cook, Dwyer and Watts (2010). Some of these reports deal specifically with the UK construction sector, such as a Construction Industry Training Board (CITB) funded report, looking at Health & Safety communications and written by Dainty, Gibb and Pink (2008).

Boden and Rees were commissioned by the HSE to carry out research into improving the reliability of estimates of migrant worker numbers and their relative risk of workplace injury and illness. Further research was carried out by McKay, Craw and Chopra of the Working Lives Research Institute (WLRI) funded by the HSE, to discover migrant worker's health and safety risks. McKay also published a separate report in 2009, highlighting employers use of migrant labour with regard to the motivations and experiences of migrant workers and Human Resource (HR) responses. A series of other reports were researched and have been added into this literature review.

A search within the University of Hull library system was carried out to critically analyse reports and literature regarding the subject of migrant workers engaged in the UK construction industry. This search for current knowledge is to see what published authors have found as the main issues of the management of health and safety of migrant workers and help to identify any gaps that there may be in this knowledge base which will help formulate the research questions. It also helps to gain a better understanding of the issues that have been identified regarding the subject and what pitfalls may be encountered when utilising different methods of research. Another area that it will assist in is to check any opinions of authors to

see if there are differing opinions regarding the area being researched (Matthews & Ross, 2010).

Search techniques that were used for this research project included a straight search for the direct subject of “Health, safety and environmental management of migrant workers engaged in the UK construction industry” which produced a result, but with little information that was found to be useful.

A further search within Hull University library system produced better results when Boolean logic was used. Phrases that were used included health and safety executive, Brexit, migrant, migrant worker, European Union, Ascension States, Health and safety, environmental, construction and HSE.

This review of the literature raises many questions that this research project will endeavour to answer.

4.0.1. The demographics of migrant workers employed in the UK.

McKay et al., (2006) found through their research that there are relatively few studies in the UK or internationally that have explored the health and safety of migrant workers specifically. There is however, a large amount of research that looks at different work factors and/or different work groups.

The evidence base on immigrants and injuries or accidents at work (mostly from France) is limited. Some studies report higher rates of injury and others lower rates, but rates are not systematically corrected for occupation (Szczepura et al., 2004).

The Labour Force Survey (LFS) is the only comprehensive source of data on migrants working in the UK, irrespective of their immigration status or route of entry into the UK. It is a large randomised household survey of working age people which formulates estimates of total populations. It has its limitations, as has any survey, and does not sample people in some communal establishments, and tends not to pick up temporary or casual workers.

Construction relies heavily on this type of worker. They conclude that the likelihood is that migrant workers are one group that could possibly be underestimated (McKay et al., 2006).

The LFS survey of migrants of working age from autumn 2005 shows statistics relating to occupations and distribution of migrant workers. One set of information (see table 1) shows that a total of migrant workers employed in the construction sector is 52,100 (2.38%) of the

total construction workforce, but does not take into consideration workers who are self-employed. Self-employment being the main employment category within construction (McKay et al., 2006).

Table 1

LFS Migrant workers by sector.

<i>Sector</i>	<i>UK Total</i>	<i>MW Total</i>	<i>% MWs</i>
Agriculture, hunting & forestry	340,900	*	
Fishing	14,300	*	
Mining, quarrying	107,400	*	
Manufacturing	3,587,600	124,000	3.46%
Electricity gas & water supply	166,200	*	
Construction	2,193,200	52,100	2.38%
Wholesale, retail & motor trade	4,058,700	101,800	2.51%
Hotels & restaurants	1,151,500	91,400	7.94%
Transport, storage & communication	1,897,800	56,600	2.98%
Financial intermediation	1,222,400	37,700	3.08%
Real estate, renting & business activities	3,088,900	124,600	4.03%
Public administration & defence	1,957,500	27,400	1.40%
Education	2,417,000	48,700	2.01%
Health & social work	3,335,200	166,000	4.98%
Other community, social & personal	1,479,300	39,900	2.70%
Private households with employed persons	110,300	11,200	10.15%

** in some sectors the number of migrants were too few to provide a statistically reliable sample.*

(McKay et al., 2006:23)

Boden and Rees (2009) found that at the time the Government regarded migrant workers as a key part of its strategy of continued economic growth, but the statistical instruments available to measure the multi-dimensional impact of migration remained inadequate. This under measurement of migrant worker numbers in the UK is exacerbated in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013, where specified injuries and dangerous occurrences are reported to the HSE. They point out that the RIDDOR report, (Form F2508), also does not require the nationality, country of birth, or first language to be recorded. As it is the government's main source of accident and injury statistics, it is seen that migrant worker numbers are predominantly being under reported. This is especially true in areas of self-employed persons and migrant workers, and they suggest that it makes it difficult to gather, access, or to study accurate figures (Boden & Rees, 2009).

Another observation with the reporting criteria under RIDDOR is that it does not ask questions relating to migrant or ethnic status, again not focusing on migrant workers, and this should be done in order to capture data to understand the actual statistics. (Boden & Rees, 2009).

Szczepura et al., (2004) reported that the UK ethnic minority population is sizeable (8%) and concentrated in specific geographical areas. This population is also more youthful in age structure and therefore will rise as a proportion of the working population, and as a proportion of older people in the workforce well into the 21st Century.

The HSE (2017) state *“Ethnic minority population of the United Kingdom (UK), excluding Irish, is projected to rise from 6.5% in 1998 to 10% in 2020. Ethnic minorities have become disproportionately represented in new business start-ups (9% in 1997). This trend is projected to continue and prioritisation of this sector by the HSE will remain of particular pertinence to the health and safety of ethnic minorities and immigrant workers.”*

The HSE commissioned the University of Warwick to provide an expert, evidence-based review and assessment of whether certain minority groups in Britain are disproportionately affected by work related health and safety outcomes, issues or activities. This study was in line with the HSE’s strategy of the time, to pay particular attention to the needs of ethnic minorities in developing programmes and to ensure that the needs of these workers are met (Szczepura et al., 2004).

The aim of their study were threefold. Are ethnic minority groups disproportionately represented in high risk industries or occupations? Do these groups of people suffer disproportionately from workplace injuries or work related ill health? And finally to allow a clear evidence base to be developed which will be able to stand up to scrutiny and be assessed with rigour (Szczepura et al., 2004).

Szczepura et al., (2004) conclude that people born abroad are less likely to report workplace injuries. They also report, that this under reporting of incidents reduces over time with no significant difference in overall twelve-month accidental workplace injury rate after 10 years’ residence. They also highlighted the fact that workers aged 16-24 are more likely to suffer a work-related injury within the first twelve months of employment, particularly within the first 6 months. As construction workers are always moving from site to site they remain at HIGH risk.

Workers employed in smaller workplaces have less chance of being injured, therefore the larger construction sites are identified as higher risk due to the nature of the work environment. In terms of workplace accidents as a whole, there is evidence that Bangladeshi and Chinese workers report the lowest workplace injury rates. Indian and Pakistani workers are less likely than white workers to report that they have experienced a workplace injury. The longer a person has been in residence in the UK the higher the rate of reported workplace injuries. (Trends over time have not been analysed) (Szczepura et al., 2004).

Further research in the United States of America (USA) and New Zealand (NZ) show trends that ethnicity, age and gender, increase the likelihood of injury at work, and in NZ Maori's are prone to more fatal accidents, however, an influence in that may be due to different employment patterns (Szczepura et al., 2004).

4.0.2. Demographics of migrant workers in construction in the UK and their country of origin.

A Construction Industry Training Board (CITB) white paper in June 2017 pointed out that at present the vast majority of workers in the construction industry across the UK are British at 87%. However, in London LFS data for 2015 showed that half the construction workforce (50%) was non-UK. The next highest proportion were seen in the South East (10%). The lowest was seen in North East England and in the countries of the UK outside England.

The CITB (2017) stated *“the most common countries of origin are from the EU states and are mainly self-employed, work within easy to move jobs, are more flexible and can earn more money. The majority are a younger workforce than indigenous workers (25 to 35yr olds), 45% of non-UK workers being from EU Accession countries with Poland leading the way with 55.5k, followed by Romania at 27k and India at 19.4k.”*

LFS data for 2015 also show that non-UK construction workers are far more likely to be self-employed (57%) than UK born construction workers (38%). It is only among non-UK workers aged under 25, where a minority are self-employed (44%), but this is twice the level found among UK-born construction workers of the same age (21%).

Among employers with non-UK workers indirectly employed, 53% said all these workers were from the EU and a further 15% said most were. This is equivalent to 14% of all employers having non-UK workers indirectly employed where all or most are from the EU.

Other factors that have a direct effect on the health and safety of migrant workers is that many groups from abroad are willing to ‘opt out’ of the Working Time Directive and end up working extremely long hours to gain financial rewards (Mackenzie & Forde 2009 in Cook et al., 2010). There is also evidence to suggest that migrant workers were more susceptible to workplace injury and illness and there are few parts of the UK that has not been affected by the A8 migration (Boden & Rees, 2009).

The CITB (2017) report found that in 2015 the five most common non-UK countries of birth of construction workers were Poland (55.5k), Romania (27k), India (19.4k), Lithuania (17.9k) and Ireland (15k).

4.0.3. Political View - Migrant/Vulnerable workers’ rights.

The UK immigration policy through the years shows how successive governments have altered the criteria to allow migrant workers into the UK in times of need and business demand, but little work has been done to address workers’ rights during this time (McKay et al., 2006).

The demand for migrant worker’s skills has also been a driving force for political change. In February 2004, the then Home Secretary David Blunkett noted that, *“The UK needed migrant workers to fill skills gaps and the 550,000 vacancies in our labour market, especially in the hospitality, cleaning, agriculture, food processing, care home, and construction services”* (Home Office, in McKay et al., 2006).

The construction industry relies on a cheap and flexible labour force as a key component and is now replacing the traditional Irish labour pool with a ready supply of migrant workers from the expanded EU (Boden & Rees, 2009).

Tragic incidents, such as the deaths by drowning of at least twenty-one illegal Chinese cockle pickers in Morecombe Bay in February 2004, highlighted to the HSE, the vulnerable position some migrant workers find themselves in. Previous research had never looked specifically at the health & safety issues that these types of workers encountered (McKay et al., 2006). With such a large and diverse migrant workforce, the vulnerability and exploitation of migrant workers in the workplace, is a major issue.

The Trade Union Congress (TUC) examined aspects of exploitation in the North of the UK where Polish and Lithuanian workers are engaged in the construction and food processing industries. They estimated that organised workplaces have half the serious injury rate of those

without trade unions or other forms of consultation. It has issued specific health and safety guidelines for dealing with migrant workers on the basis that, *“Many migrant workers are more vulnerable than UK workers to illness, injuries, or even death at work, due to a combination of a lack of safety training, non-existent or inadequate safety clothing and equipment, and poor English skills”* (TUC, 2007, in Boden & Rees, 2009).

The Union of Rail, Maritime and Transport Workers (RMT) response to the Department for Business Enterprise and Regulatory Reform’s (BERR) consultation on measures to protect agency workers, was clear on its view that accidents in the workplace are more prevalent, due to the use of agency and migrant labour. The RMT (2007) stated that, *“The overwhelming majority of serious accidents and fatalities that have occurred since Network Rail brought infrastructure back in-house, have involved contractors or agency workers. As agencies rely on migrant workers as a cheap and flexible source of labour, the union is concerned that some workers may lack a sufficient level of competency in the English language to fully understand Health and Safety advice or warnings, let alone about their rights at work”*

The Union of Construction, Allied Trades and Technicians (UCATT) responded in a similar manner when the number of deaths increased in the year 2007/08. They stated at the time, *“It is now widely accepted that the migrant workers who are most likely to be in casual forms of employment, are at a greater risk of being killed or injured on construction sites.”*

The TUC embraced the whole issue of vulnerability with the creation of its Commission on Vulnerable Employment (COVE). It states that up to 2 million people in the UK are in vulnerable employment, and that migrant workers are particularly vulnerable because of their employment status and because of the dependence upon recruitment agencies for entry into the labour market. Its recommendations included that there should be improved awareness and advice on employment rights of vulnerable people, and the rights of vulnerable people (including migrant workers) should be greater enforced ensuring employers are made to comply. Government should ensure that better protection is afforded to ensure regulatory and legal protection is maintained and union organisations should ensure they are aware and act on protective measures and advice. Rights for these types of people should also be maintained throughout the supply chain (TUC, 2008, in Boden & Rees, 2009).

In February 2005, the UK government released its 5-year strategy for asylum and immigration which proposed to replace the current visa systems with a 5-tier plan for migration. This included tiers of migrants according to occupations and situations they were

faced with. This plan has been criticised for exacerbating the vulnerability of migrant workers and their families (UNA-UK, 2005 in McKay et al., 2006)

The HSE (2010) pointed out that migrant workers have a vital role to play in the construction sector. However, between April 2008 & March 2009, nine foreign workers were killed in construction work in the UK. This represents 17% of the total number of fatalities during the year. The three-year average is between 14% to 15%. Because the HSE recognised that migrants are vulnerable workers, three migrant outreach workers were recruited in the HSE Office in London.

4.0.4. Health and safety standards regarding migrant worker.

The House of Commons Works and Pensions Committee (HOC) (2004) reported that the UK has the second lowest rate of workplace fatalities at 1.7 deaths per 100,000 workers, compared with an EU average of 2.8. Migrant workers therefore, through no fault of their own, may influence this lowering of standards within the UK unless these issues are addressed.

During the period of April 2005 to March 2008 there were sixteen vulnerable workers killed in construction, four of which had only been on site for that day. A further three worker's deaths occurred between day two to five, and a further eight were killed in the first ten days. 55% of these deaths were of people with NO construction experience (Tutt et al., 2011). The CITB, (2017) reported that more than two-fifths (42%) had not worked in construction outside the UK.

Concerns were being felt that, at a time when the HSE was under increased pressure to improve its inspection and enforcement process, particularly in industries such as construction, there was a perception that the number of fatal injuries had increased whilst prosecutions for poor health and safety practice has declined (Observer 2008, in Boden & Rees, 2009).

4.0.5. Health, safety and environmental communication.

The Stop Slavery Network (SSN) (2017) points out that there is a clear business case for promoting effective communication within the workplace. They add that effective communication leads to better performance, higher production and more staff buy in. They go on to highlight that issues arising from poor communication lead to major incidents such

as serious or fatal accidents, quality and safety issues, cases of discrimination and tensions, and conflicts within the workforce. When assigning work tasks, establishing standards and providing health and safety information, one effective tool to assist in the communication to a multi-language workforce is the establishing and implementation of a formal communication and language policy. The language policy enables a plan to be made and processes to be put into place and rolled out to managers to ensure that business objectives, basic policies and procedures, required behaviours, and health and safety standards are achieved and maintained. Part of the language policy will take into consideration if the business requires workers to have a certain level of understanding of English or if the business accepts differing levels and will therefore publish safety critical documents in various languages (SSN, 2017).

The HSE are quite clear on the responsibility of employing migrant workers in the UK. On its website hse.gov.uk it states the following, *“The same health and safety law applies to migrant workers as to the GB workforce, and everyone at work, including employers and workers, has responsibilities under it.”* It goes on to say, *“When a business uses workers supplied by an independent labour provider, the business and the labour provider have a shared responsibility to protect their health and safety, regardless of which one is the employer.”*

Aspects of what should be considered include (i) Who has day-to-day direction and control over the work? (ii) Are there any special qualifications or skills needed for the job and ensure that any worker supplied has them, and finally (iii) Do all parties think about the extent of English language skills of workers before they start work? (HSE, 2017).

The HSE go on to say that both labour providers and labour users should take account of the needs of overseas workers and consider language issues that include basic competencies, e.g. literacy, numeracy, physical attributes, general health, relevant work experience and whether their vocational qualifications are compatible with those in the UK (HSE, 2017). Labour providers should also make sure as to what inductions and job-related training the labour user is providing for the workers they supply. In particular, with migrant workers, they should advise the labour user about how well the workers they supply can speak and read English.

The labour user should provide essential induction training and any necessary job-related/vocational training. They should also provide relevant information about the risks to

which they may be exposed and the precautions they will need to take to avoid those risks. And in the case of migrant workers, consider the needs of workers who may not speak English well, if at all, and whether they need translation services.

The HSE also state that all parties should also ensure migrant workers have received and understood the information, instruction, and training they need to work safely, and consider how to ensure it is acted upon. To meet the requirements of these vulnerable workers HSE documents have been translated online (HSE, 2017).

Boden and Rees (2009) identified that the inability to understand English has been identified as the biggest factor affecting the risks to migrant workers, particularly when workers are new to a workplace. This is accentuated when combined with a lack of prior experience, and the ambiguous lines of responsibility evident in the long supply chains.

The HOC (2004), stated that managing the health and safety risks is particularly complex where there are communication difficulties for workers who do not speak English as a first language and sometimes have a different cultural background, especially in terms of safety at work. This was highlighted when the committee visited Madrid, where they were told that an influx of unskilled migrant workers was a contributory factor to high accident rates in the Spanish construction sector. The committee recommended that urgent research was needed to improve the understanding of the occupational health and safety risks faced by migrant workers so that a targeted strategy to manage those risks faced by this particularly vulnerable group can be effectively implemented as soon as possible.

Dench et al., (2006) pointed out that a lack of understanding of health and safety issues due to language barriers is a very negative issue. Employers in the construction sector stressed the need for migrant workers to have adequate English to understand health and safety instructions. Some employers quoted that the HSE website has translated notices in several languages.

McKay et al., (2006) also pointed out that where limited knowledge of the UK's health and safety system exist this can have a negative effect on migrant workers especially if their country of origin has a totally different safety system and culture.

The proliferation of migrant workers, particularly in construction, agriculture, horticulture, and food processing, has led to increasing concerns over issues of health and safety in the workplace. Language and cultural differences combined with ambivalent employer attitudes

to worker health and safety, have been identified as key contributory factors (Boden & Rees, 2009).

The motivations of migrant workers coming into the UK, particularly where these are premised on earning as much as possible in the shortest time, also influences the care taken in health and safety terms. This together with differences in language and their ability to communicate with other workers and supervisors, has an impact particularly in relation to their understanding of risk. It has suggested that this need for information, training, induction, translation and supervision of migrant workers in reality is rarely given and that the only training that new migrant workers receive are site inductions, which often are not effectively communicated or understood as the site induction for most migrant workers is in English and poorly communicated (McKay et al., 2006).

Tutt et al., (2011) found that the standards and format of induction varied enormously from site to site, and contractor to contractor, with varying levels of interpretation and support for migrant workers. Some inductions were seen as a head nodding exercise, whereas other contractors were seen to use modern practices to ensure inductees were fully supported through the site induction. They found evidence of good practice which included site safety cards and hazard reporting cards in differing languages. These were seen as a way to improve the engagement of migrant workers into the health and safety culture of the site.

Another method adopted of helping migrant workers to recognise key people on site is the use of coloured hard hats depicting the roles of individuals such as banksmen, supervisors, managers and general workers. This has been adopted by Build UK as a standard on sites. Some sites have gone further and affixed stickers of the nationality of the worker on their hats to help identify where workers are from and who may be able to help in day to day communication between workers.

Informal translators were also seen on site, with work colleagues stepping in to help fellow countrymen when translation is required (Tutt et al., 2011). A set of case studies were used to generate an understanding of communication practices when site inductions for migrant workers were observed. The use of photographs was a highly useful research tool for this process (Tutt et al., 2011).

Hare, et al., (2013) researched the ideas of communicating health and safety information and instruction in the form of pictures. They pointed out that safety signs are depicted in images currently but that very little is done using pictures to drill down in greater detail with images

of a health and safety nature. They researched different organisations who had attempted to do this including, the Irish Health and Safety Authority (HAS), who had developed a series of “pictograms” to communicate the health and safety message to workers unable to understand English. Chinien, and Cheyne, (2006) carried out research into pictorial guides and developed the “Trojan Horse” project in 2005 to look into the construction industry. It was concluded that the pictures in each piece of research were different and were not developed into a recognised standard and were a bit ‘ad-hoc’. They also found that the competence of workers needed to be established as there was evidence that workers following training, with these images and pictures, did not necessarily guarantee an improvement in the accident or injury rate. They concluded that pictures can assist with the communication of simple hazards, however, only experienced workers (with prior knowledge) fully understood the images. McKay (2009) looked into the practice and frequency of companies translating key HR documents, including those relating to health & safety, to allow migrant workers a clearer understanding of their employment Terms and Conditions (T&C’s). She also discovered that most employers had taken steps to translate key documents, particularly health and safety documents, into the language of the main migrant groups. This was seen as an essential pre-condition to the employment of migrant workers. Key documents were translated into the languages of the dominant migrant groups within the workplace and the arrangements were made to guarantee essential communications were understood, especially regarding health and safety. Sometimes translators or mediators were used to get the message across to those who did not understand English and inductions were translated into migrant’s own language.

Where access is limited to health and safety training and there are difficulties in understanding what is being offered, together with the failure of employers to check their language and work skills has shown this to lead to issues on site (McKay, 2009).

4.0.6 Standard of jobs that migrant workers are engaged in.

Migrant workers make up a large proportion of the workforce engaged in low-skilled occupations. This type of work is typically what the local population is reluctant to do and there is evidence to show that migrant workers are engaged on the most physically demanding and toughest jobs with the highest productivity targets. Evidence also suggests that migrant workers are working longer hours and may take second jobs to increase their income. This increases their health and safety risk and the quality of their service delivery (Boden & Rees, 2009).

The quality of many jobs that the A8 migrants obtain are low-skilled, manual and repetitive jobs in industries including construction (Pollard, et al., 2009. in Cook, et al., 2010).

However, the level of qualifications and skills of the migrant workers carrying out these jobs are not necessarily as low as the jobs are themselves. Stenning et al., 2006 found that some A8 migrants are overqualified for many of the jobs they undertake in the UK (Cook et al., 2010).

4.0.7. Employment status of migrant workers.

The profile of construction based migrant workers shows that they are mainly self-employed and are more amenable to working in unfavourable conditions with longer hours and less pay than indigenous workers. Researchers found that most migrants had a better work ethic and attitude and are harder working, are more reliable and motivated than domestic workers. (Dench et al., 2006).

4.0.8. Migrant workers are engaged in higher risks areas.

Boden and Rees (2009) found evidence that identified that migrant workers are more likely to be working in areas where they are already at higher risks of health and safety concerns and fail to report accidents. Though mainly qualitative evidence is shown in their studies, a number of factors highlight that migrant workers are more vulnerable to health and safety issues in the workplace.

Craw et al., 2007, pointed out that construction workers are already at a higher risk of accidents than any other industry. In 2007/08 a disproportionate number of migrant workers were killed in work-related accidents. They go on to say that migrant worker's deaths in construction account for 66% of all migrant worker's deaths.

4.0.9. Problem solving and helpfulness.

Chan et al., (2008) found that around 50% of construction employers look to migrants for their workforce, not only because of their availability and trade knowledge, but also because of their problem solving and transferable social and personal skills.

The make-up of the construction skills base also shows that the workforce is made up of a high rate (50%) of people with well-developed manual skills compared to 10% of the population (McKay, 2009).

4.0.10. Competency checks.

It was seen that the employment of migrant labour meant that for most of the construction sector companies, employers placed greater reliance on competence testing. This was necessary as there was a confusion on the levels of qualifications obtained in the country of origin compared to accepted qualification standards in the UK (McKay, 2009).

The HSE (2017) state in ‘Protecting migrant workers’ an online guidance note, that, *“Competence can be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely. Other factors, such as attitude and physical ability, can also affect someone’s competence. As an employer, you should take account of the competence of relevant employees when you are conducting your risk assessments. This will help you decide what level of information, instruction, training and supervision you need to provide. Competence in Health and Safety should be seen as an important component of workplace activities, not an add-on or afterthought.”*

They go on to state what employers MUST do when they are employing migrant workers. *“If you have migrant workers in your workplace you will need to consider in particular, (i) Language and communication issues; (ii) Basic competencies, such as literacy, numeracy, physical attributes, general health, and relevant work experience; (iii) Whether vocational qualifications are compatible with those in Great Britain, and are genuine; (iv) The possible effects of the attitudes and assumptions of workers new to work in Great Britain, or of British workers towards them.”*

4.0.11. Health and safety management and the use of labour agencies.

The HOC (2004) highlighted that the increase in the use of different ways that workers are engaged, such as temporary workers and agency migrant workers, pose a serious threat to health and safety issues. Temporary workers it says are more likely to suffer an accident, particularly in the construction industry. Migrant workers and particularly agency workers may be at a higher risk of injury. They identified that agency workers, as a group, were at risk in terms of health and safety. This, they said, was due partly to the fact that there is a lack of clarity regarding where responsibilities fall. The Simon Jones Memorial campaign argued that there were lower levels of awareness of health and safety responsibilities among employment agencies and the requirement to conduct a risk assessment is ‘commonly flouted’.

The HOC (2004) suggested that the current legislative framework does not deal adequately with the ‘apparently self-employed’ workers and does not identify who is responsible for the risks that they are subjected too. The committee suggest that workers in construction may be at a higher risk including agency and migrant workers.

The committee further identified that the Office of Government Commerce (OGC), had issued guidance on how central government can achieve excellence in health and safety in construction procurement. Two initiatives they advise is the assessment of suppliers for their commitment to continuous health and safety performance and compliance with the Construction Skills Certification Scheme, (CSCS). The Construction Confederation considered this guidance but thought it not tough enough and wanted the Government to go further and demand departments only give work to contractors who can demonstrate that they have a fully qualified workforce.

Migrant workers can be ignorant of contractual arrangements, and their pay may be subject to deductions covering poor workmanship, tied accommodation and other services. These types of conditions are not conducive to a healthy and safe working environment (Boden & Rees, 2009). They also suggest that even though these migrant workers are being exposed to these potential risks, it has been suggested that they are willing participants seeking to capitalise on the available economic opportunities. The age profile also suggests that they are younger and typically healthier, unlikely to register at a General Practitioner (GP), and less likely to report accidents and injuries in the workplace.

According to Bundesregierung, (2010) the construction industry in the UK has relied on a ‘reserve-army’ of cheap foreign labour and a significant level of bogus ‘self-employment’ with cash-in-hand payments and complicated sub-contracting arrangements. This complication, together with over 1,500 construction companies in 2009 being fined for underpaying their workers and forcing workers to work unpaid overtime, does little to develop a sound health and safety culture between workers and management (Hardy et al., 2012).

Migrant workers are seen by many as more flexible and hardworking than indigenous workers. Boden and Rees (2009) point out that these workers, particularly those who have migrated from Central and Eastern Europe in 2004, have changed the profile of the UK. They suggest that they have been more willing to take on the ‘dirty, dangerous and demanding 3D

roles' providing employers with an attractive alternative to the more reluctant, and generally more expensive, indigenous population.

The use of agencies with regard to the recruitment of migrant workers direct, has helped with the organisation of workers. It has been reported that Polish workers offer the trade unions an excellent opportunity to increase their membership and diversity, and also the possibility of renewal and recruitment into sectors where they have up to now not been well recognised. However, the unions still struggle with the idea of full embedment of these workers as the fear of indigenous or more vulnerable workers may see them being treated as special cases. Another view is that the unions, in lots of sectors, are already struggling with resources to stop membership decline (Fitzgerald & Hardy, 2010).

Even government opinion changed in 2009 from the view that migrant workers were changing from a positive towards skills shortages, to now a potential burden towards growing unemployment (Fitzgerald & Hardy, 2010).

5.0.0. Methodology.

Research needs to be designed to ensure that the data collected gives value to the researcher to develop information and with regards to this particular research the health, safety and environmental management of migrant workers on construction sites in the UK. The design needs to be able to assist the researcher to achieve the aims and objectives of the research questions (Mathews & Ross, 2010). This is especially true in quantitative study design as this research needs to be specific and well-structured and have been tested for validity and reliability. Qualitative study design is less formal and not as specific or precise (Kumar, 2014).

Following the development of the literature review and resulting formulation of both the hypothesis reached and questions to be answered, the decision was made to divide the research into two distinct areas: - quantitative and qualitative.

5.1.0. Quantitative Research

5.1.1. The study design.

Quantitative methodology was chosen for the larger sample of people who were to be surveyed as these people were located across England and Wales. Kumar (2014) points out that this method of research tends to be more specific, well-structured, explicitly defined and easier to be designed. It also allows it to be answered by remote access to the survey and this was deemed to be more suitable for this type of research.

The format chosen was a cross-sectional study, known also as a one-shot or status study design. The advantage of this design type is that it aims to discover the prevalence of a phenomenon, situation, problem, attitude, or issue, by taking a cross section of a population. This method was decided upon as the study sample for this research, as it looks at a variety of different organisations with similar roles who may meet migrant workers. It is a good way of painting a picture of how things stand at the time of the study (Kumar, 2014). The design was also chosen as a way of understanding what the opinions are of site-based personnel towards the employment of migrant workers on construction sites. These include what the staff see as the positive advantages of employing migrant workers which may include if they are hardworking, reliable, have good construction skills, and are non-confrontational to site staff. It also covers what the negative areas may be, such as a difficulty in communication due to

language barriers. Another negative area could be that staff are unsure of the level of competency due to foreign qualifications and may possibly believe that migrant workers are less compliant in regards to HSE issues. Another aspect of the range of questions was designed to explore, in a broader environment, if some companies or sites are putting more effort into the health and safety aspect of employing these migrant workers.

The first area to be researched were the site-based managers and advisors to find out their personal opinions and experiences of working with migrant workers.

5.1.2. Sample selection.

The study sample selected were from the three organisations that the researcher has access to. These organisations are the construction company that the author is employed by, a Principal Contractors Regional Safety Leadership Team that the author has been co-opted onto as a member, and a Regional Construction Safety Group all of whom may employ migrant workers.

The selection criteria set down for this sample was based on management staff who were either based on site permanently or visit site regularly and would therefore interact with the site workers and who would have gained an understanding of the level of health, safety and environmental awareness migrant workers show. It was designed to look at both the positive as well as the negative opinions of site staff towards the management of migrant workers.

The sample size was estimated at 534 people, which at first seems a great volume of questionnaires, however, Kumar (2014) points out that using this form of data collection notoriously suffers a low return rate.

The sample group were selected using the electronic address book within the internal email system. Each employee was identified within the address book by their name and job title. The roles that were selected for inclusion in the study sample consisted of operational staff that would be engaged in site management on live construction sites across the UK. They include site management staff and commercial staff based on site. The members of the Regional Leadership Team and the Members of Regional Safety Group were contacted via their email addresses after a brief explanation of the research project at various meetings that the researcher attended.

A questionnaire was developed looking at the reasons that may exist for construction companies employing migrant workers and some of the advantages and disadvantages that

this may bring based on the research in the literature review and discussions held with site based personnel.

An excel spreadsheet questionnaire (See appendix 2) was developed into a set of twelve questions, some with a single answer required and some with multi choice questions with the potential of multi answers being given.

Questions were developed asking the respondents to name the organisations that they work for and the role that they were employed in. Other questions were developed to ascertain if their sites employed migrant workers and if so what were their countries of origin and what they felt were the advantages and disadvantages of employing them. The attitude and approach of the migrant workers was also asked about. Another aspect of the research was looking to find out if certain organisations were doing more than others, in respect to migrant workers, regarding the management of the health, safety and environmental standards.

A prototype questionnaire was published and a trial was carried out by some site managers, known to the author, to ensure that the questionnaire made sense and was workable and was based on studies in the literature review as suggested by Kumar (2014). The final draft of the questionnaire adopted for the research, was coded to allow the uploading of the answers to be made easier and an excel spreadsheet was developed in a logical format coded in the same manner to allow answers to be easily up-loaded and results easily obtained, calculated and understood. These results were developed into a format that could be utilised to develop charts and graphs to highlight results later in the research project.

The members of the sample group were sent a digital copy of the final questionnaire with a covering letter that was cut and pasted onto the email message itself. The message explained the reason for the research, how to complete the questionnaire or what to do if the respondent would rather print the questionnaire and complete it by hand. Instructions were also included on how to correct a mistake on the printed form. A final message was included thanking the respondents for their assistance in advance and asking them to return their completed response as soon as possible.

Finally, a statement ensuring confidentiality and guaranteeing that returned data would be stored securely and destroyed after the research was completed.

A reminder was sent to all the initial addressees after five days. A total of ninety-seven responses were received which was calculated as a 18.2% response rate.

5.1.3. Managing data returns.

The completed questionnaires were saved into a folder located on a password protected laptop and were assigned a consecutive number from one to ninety-seven. A note of the responder was logged, and the questionnaire number noted. These responses were coded and translated onto a data spreadsheet which was developed and coded in line with the completed questionnaire. The responses were checked against the data sheet and the original emails were deleted to ensure data security.

Each questionnaire was checked for errors or omissions and the data was punched onto the spreadsheet. Each column was auto summed to calculate totals within each column at the bottom and top of the spreadsheet. This double check was used to ensure the calculation formula was correct and accurate. The spreadsheet was divided into sections for each separate question to allow the answers to be inserted.

Some questions only required one answer such as Question three, *“Does your organisation/sub-contractor employ migrant workers on their sites?”* and Question twelve, *“Do you have previous experience with the management of migrant workers in construction in any other capacity or previous employment you would like to share with me?”* which required an answer of Yes or No.? Other questions such as Question five asked, *“What nationality of workers are employed on your sites? (Choose ALL that applies)”* which gave a total of sixteen options which all could be chosen if required. Further questions were constructed to evaluate which organisation the responder was employed in to assess if there were differences in organisations towards migrant workers.

Respondents were asked for the positive and negative aspects that they believe exist when employing migrant workers. Both of these are listed in the literature review information and allowed for the responder to also note down any other aspect they felt was relevant under a section marked ‘Other’.

When a question listed an ‘Other’ answer, the responder was asked to write down their own answer. This was noted when the data was transferred to the spreadsheet with an added ‘Comment’ in the cell for the answer with a narrative typed in the comment bubble.

Question ten was concerned with different organisations translating information into the migrant workers own language and gave eight possible answers together with an ‘Other’ option.

5.2.0. Qualitative Methodology.

5.2.1. The Study Design.

The second type of research methodology used within this research project was Qualitative methodology. A research instrument guide (Appendix 1) was constructed as a method to develop questions that could be asked, face to face, with the migrant workers being interviewed. This interview guide is seen as a good tool to follow as a back-up during interviews according to Kumar, (2014), as it helps to keep the interview on course and follows the desired coverage of the areas being researched, and keeps a level of consistency between respondents.

This interview guide consisted of twenty-eight separate questions. The first set of questions from Question one to Question eleven were simple Yes or No answers to help put the interviewee at ease and to gain statistical data regarding the nationality of the worker being interviewed and the number of years the worker had been resident in the UK.

Question twelve to Question twenty-eight were much more open and searching questions that allowed the interviewer the ability to delve deeper depending on response gained.

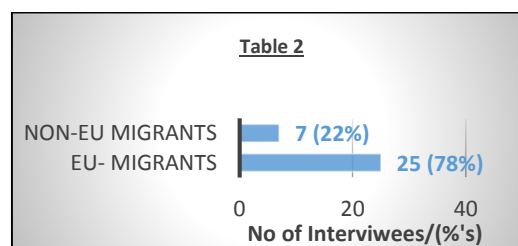
Question fourteen asked, *“What happened when you arrived in the UK?”* This was designed to allow the interviewer to ask a series of questions about areas such as the first job taken by the migrant worker or what their housing facilities were like on first arriving in a foreign country. Also were they alone in the UK or were they with family or friends etc. Question twenty asked *“Do any contractors give you clear instruction in English regarding HS&E?”* this was a more specific question that allowed the worker to explain what their experience was in regards to the construction industry and how they are assisted in their health and safety. Question twenty-one asked *“Do any contractors give you information in your own language? Does it make sense/well translated?”* This was to investigate which contractors, if any, were translating health, safety and environmental information to allow the migrant workers a better understanding of what is required of them on site. Question twenty-eight asked *“Are you aware of HSE information available in your own language?”* This was a direct question asking (a) if they were aware of the Health and Safety Executive as a Government Dept. (b) were they aware of Guidance Note INDG410 – Working in the UK from overseas? This was explained to the interviewees as available to download free from the HSE website in their own language. They were also given a copy in their own language.

A separate sheet was developed which was designed to give the interviewee information regarding what the research was aimed at and introducing the interviewer to the migrant worker. It pointed out that it was a voluntary interview that could be stopped at any time for any reason by the interviewee. It confirmed that all answers were given in strictest confidence and completed forms would all be stored securely until the research was complete after which they would be destroyed. A signature was required from the interviewee that was given as a sign of agreement to the T&Cs. A message of thanks for involvement in the research was printed at the bottom of the page next to the signature box.

This was read out to the interviewee by the researcher for those who could understand English or by the migrant worker's supervisor acting as a translator for those who had little or no understanding of English. The interview started with basic questions and lead to deeper questioning of the migrants to discover their true feelings and experiences. Each migrant worker's answers were written down as they spoke and clarification was sought to ensure their point of view was understood.

5.2.2. Sample Selection.

The sample group consisted of thirty-two migrant workers employed on four construction sites in the UK. These sites were selected by the researcher because he visits them on a regular basis whilst carrying out health, safety and environmental scored visits and audits, in the normal course of his work. The researcher asked the site team for a random selection of migrant workers who were available at the time and who would be willing to share their experiences. The sample group consisted of twenty-five EU citizens and seven Non-EU citizens, of which is depicted in table 2.



Each interviewee was assigned a unique number from one to thirty-two, and was noted on the top of each interview sheet as a cross reference.

The interview was arranged to occur on an actual site to ensure that the migrant workers felt free to attend and not be penalised by leaving site with a loss of income. A separate office was selected and the interviews were arranged to be held in private to allow the workers to be

able to be safe to express any issues. The interview was kept informal to allow the interviewee to feel as comfortable as possible. Their supervisor was also asked to attend to act as an interpreter if required with the added intention of allowing the supervisor to understand that no question would be asked of the migrant worker that they, the supervisor, would feel uncomfortable with. Kumar (2014) highlights that this type of interview can be the only option when language or literacy is an issue as they are flexible in nature and allows the interviewer the liberty to deviate, if needs be, during the interview.

The interview schedule was then developed and put together as a guide to follow when interacting with the interviewee, to allow for further questions depending on the answers given to the original questions. Kumar (2014) however, points out that researcher bias is more prevalent in this type of research and needs to be kept in mind when using this approach.

Each question was read out and fully explained to ensure the interviewee had a full understanding of what they were being asked. Once this was established their responses were recorded and reviewed before going on to the next question.

Respondents and their supervisors were thanked for their assistance and were assured that the information regarding their identities would be kept private and confidential.

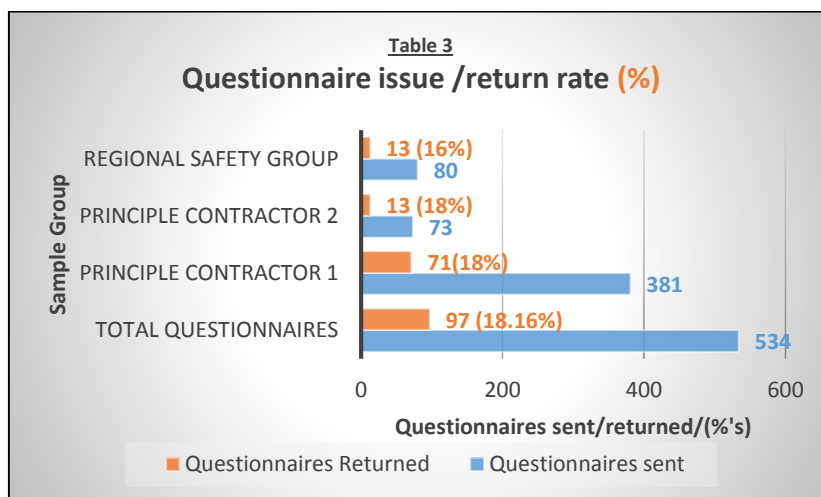
5.2.3. Managing data records.

The answers were collated into a results document and collated to produce the overall results.

6.0.0. Results & Discussions.

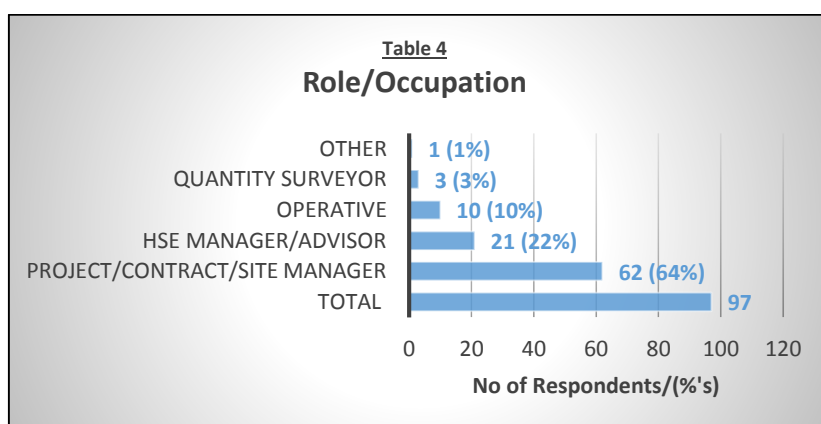
6.0.1. Quantitative results.

The following were results obtained from the returned questionnaires.



A total of 534 questionnaires were sent via email to staff of the two chosen principal contractors, together with members of the selected regional safety group, to discover which methods these organisations had adopted when engaging with migrant workers and what their opinions and experiences were in regard to health, safety and environmental management. The regional safety group responses were returned as either 'sub-contractor' or 'other' and these two categories have been added together. There were a total of ninety-seven questionnaires returned with a return rate calculated at 18.16% overall.

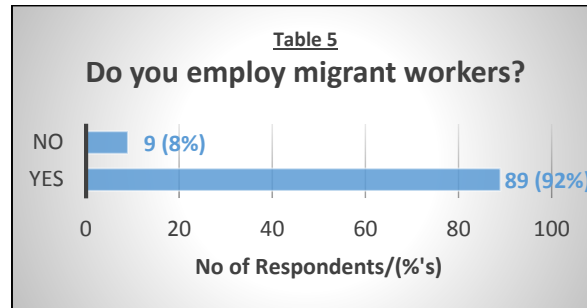
One of the first questions raised was aimed at identifying the different roles that the respondents held within each of their organisations.



This was to ascertain their direct experiences with migrant workers. The results were obtained from a cross section of roles of the staff who work directly with migrant workers on construction sites. The highest response of 64% was received from managers/supervisors

working directly on site, with the second highest set of data received from twenty-one HSE professionals at 22%.

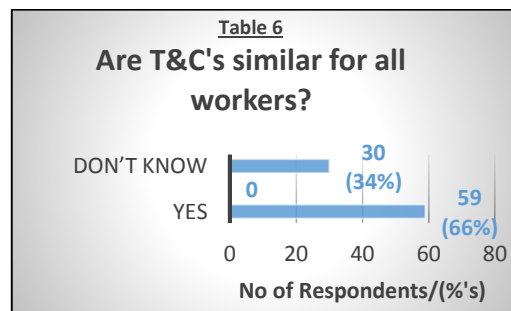
The next question was designed to discover which organisations employ migrant workers.



Those answering ‘Yes’ were asked to continue answering all the remaining questions. Those answering ‘No’ were instructed to go directly to question eleven.

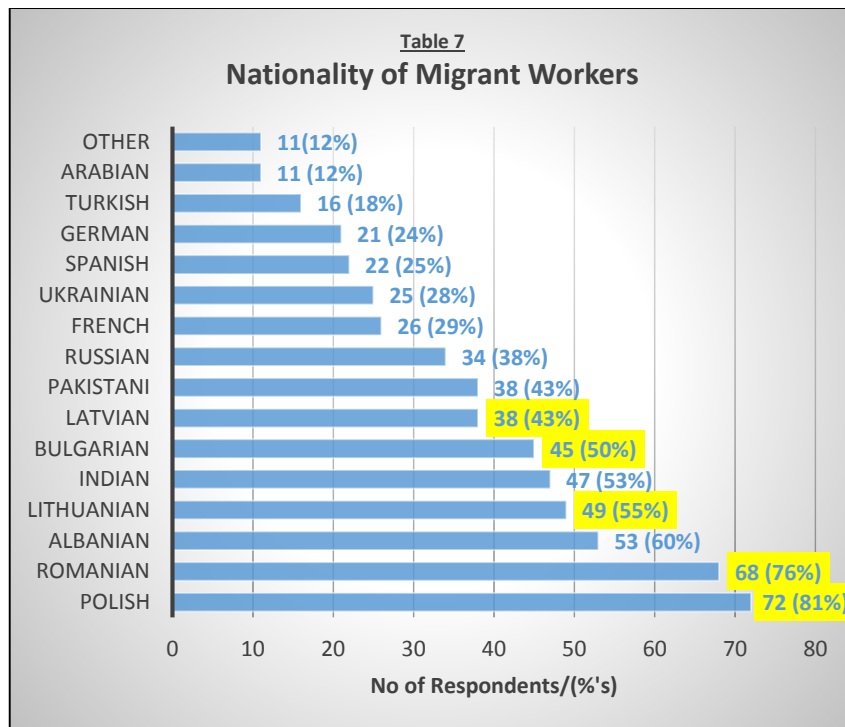
The total number of respondents who stated that their organisations do not employ migrant workers were nine (9.2%.) The remaining eighty-nine respondents confirmed they did employ migrant workers, showing that 92% of all sites, that were represented, employ migrant workers at some level.

The next question was investigating if migrant workers are employed under the same T&C’s as other workers.



The results show that two thirds of those questioned believe that migrant workers receive the same T&C’s as other workers. No respondents answered that they thought that migrant workers were being employed on different T&C’s, however, the remaining 34% were unsure. This could be due to the fact that most site based personnel are not interested or aware of the self-employed worker’s T&C’s.

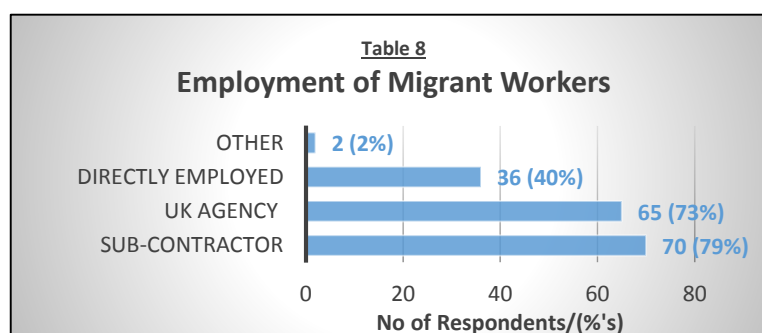
The following question was designed to discover the diversity of nationalities that are employed on UK construction sites. This question was worded to allow the respondents to list all the nationalities of migrant workers that they are aware of, employed on their sites.



81% of the respondents stated that Polish workers were the largest group employed on their construction sites, with 76% confirming that Romanians were the second largest group and 60% stating that Albanians were the third.

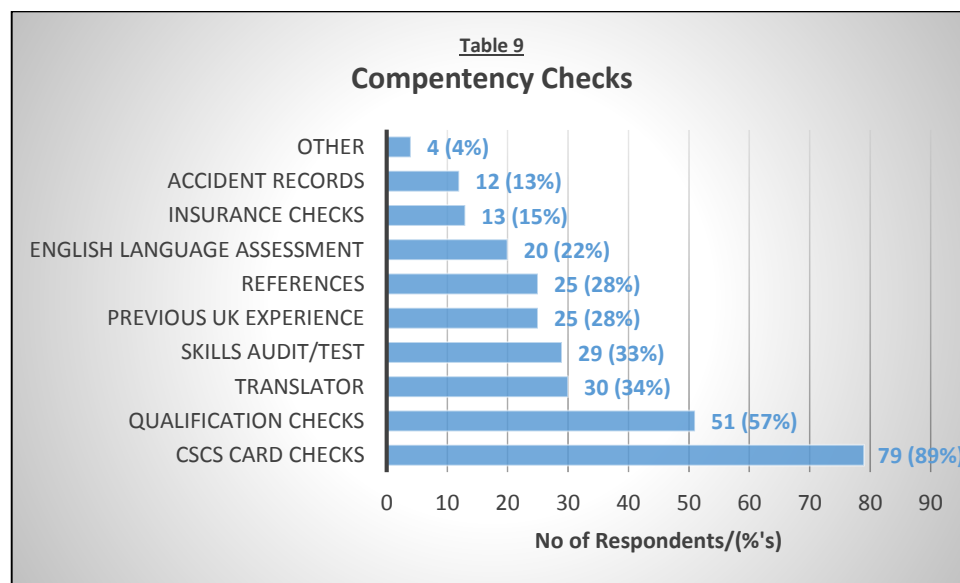
A8 and A2 countries account for the largest number of migrant workers and represent five out of the top seven countries where these workers originate from, as highlighted in yellow in table 7.

The next question looked to see how migrant workers were employed by contractors.



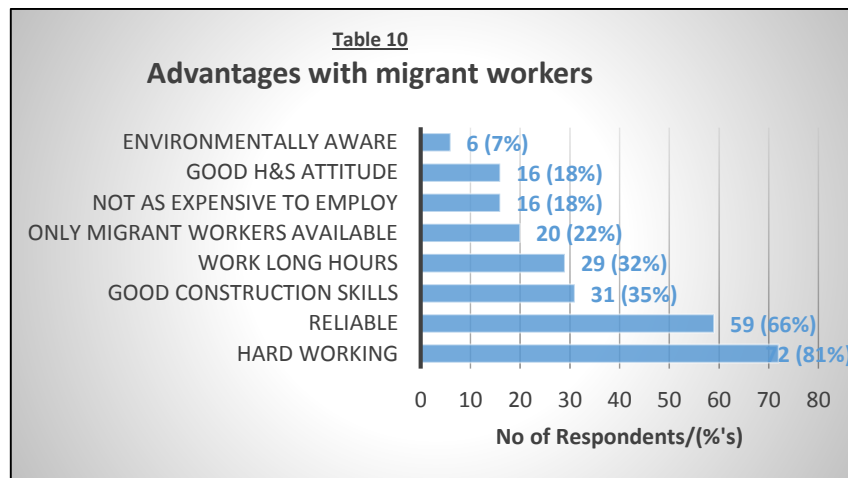
The results from the questionnaires showed that 79% of the respondents confirmed that the largest group of migrant workers were employed on their sites as sub-contractors, with 40% confirming that they employed them directly. Employment agencies accounted for the second highest form of employment with 73% of the respondents reporting that migrant workers are engaged in this way.

The following question looked at the area of worker competency and was designed to investigate which measures were engaged in the checking of that competency.



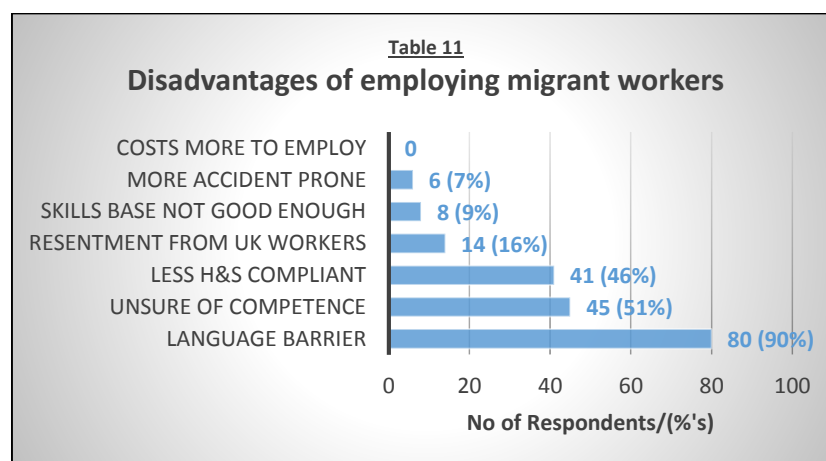
The results show that there is a high reliance on the CITB-CSCS card scheme to assess migrant worker competency, with 89% of the respondents reporting that they carried out this type of assessment. Very few respondents, 34%, reported that migrant workers were checked for competence by a translator, and only 22% reported that any English assessments were carried out.

The next question looked into the positive aspects that respondents felt about the employment of migrant workers.



81% of the respondents reported that the reason for employing migrant workers is that they are hard working with 66% replying that they are reliable. Worryingly however, the results showed that very few respondents, 18%, thought that migrant workers had a good attitude and approach to health, safety and environmental awareness.

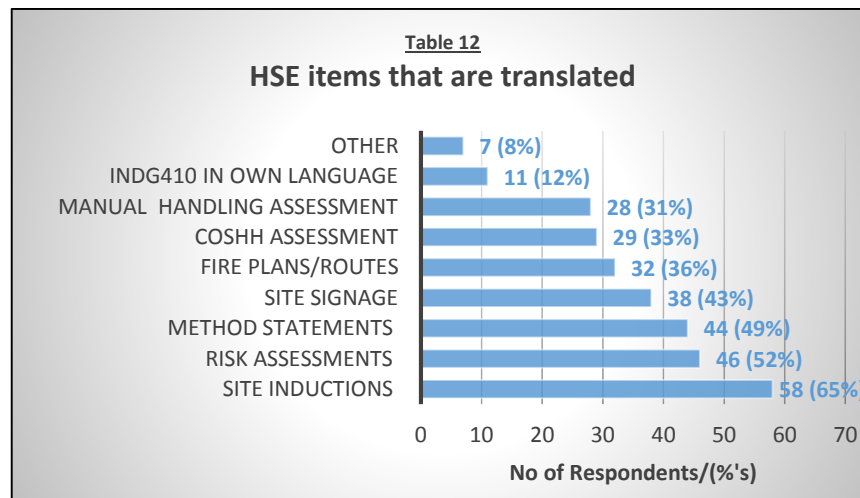
The next question looked at what is seen as the disadvantages of employing migrant workers.



The language barrier is seen as the highest concern by far, with 90% of respondents recognising this as an issue. Over half of the organisations, 51%, are unsure of competence and believe that migrant workers are less compliant with health and safety standards. Only 7% of those questioned believed that migrant workers were more accident prone.

The next question was designed to look deeper into the understanding of information and instructions that migrant workers are subject to when on construction sites. In particular, it

was seeking to discover what information is translated into the language of the workers and how it was being communicated to those who have difficulty understanding English.

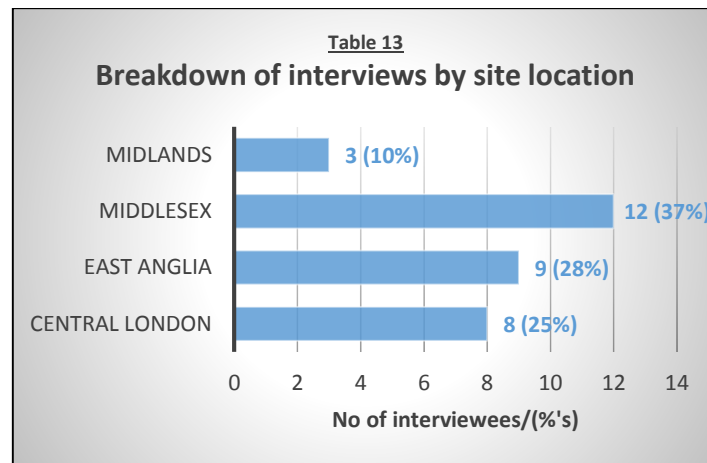


52% of respondents confirmed that they translate risk assessments and 49% translate method statements into the migrant workers own language. There is a legal duty for employers to ensure that all workers under their direct employ understand and follow these documents. Only 36% of the respondents reported that they had translated fire plans/routes into the migrants own language. The results also showed that 65% of respondents reported that site inductions, more than any other method of communication, are the most commonly translated. The site induction and the fire plan/routes are both sets of information that are developed and instructed by the Principal Contractor. HSE guidance note INDG410, which is available in the language of the migrants themselves, is only made available by 12% of those who responded.

The final question asked if any respondents have had previous experience with the management of migrant workers in construction and if they would be willing to assist in further research. 45% of respondents said they would be happy to assist.

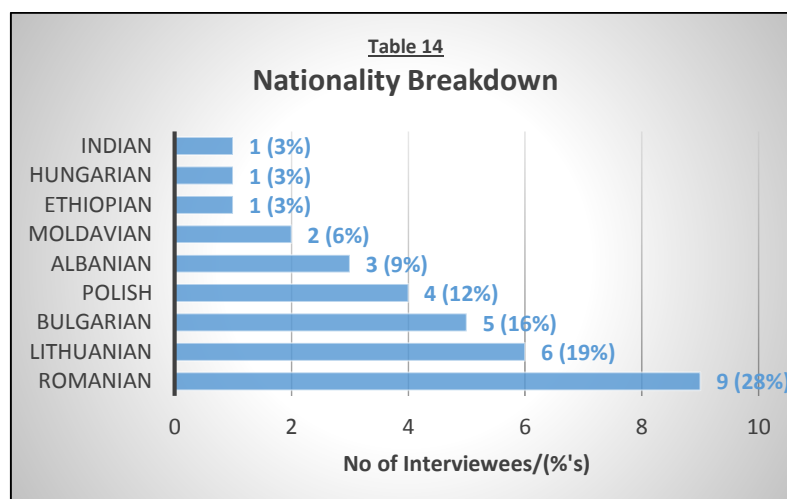
6.0.2 Qualitative Results.

In this section there were twenty-eight questions that were asked face to face to the sample group of migrant workers who were employed on the four chosen construction sites.



The site locations were based in the following areas of the UK, The Midlands, Middlesex, East Anglia, and Central London. The total number of migrant workers who agreed to be interviewed were thirty-two and they were interviewed in a separate room from other workers engaged on site to allow for confidentiality and open and honest discussion. Table 13 shows the breakdown of migrant workers interviewed at each site location.

The following question investigated the breakdown of nationalities of the migrant workers within the sample group.



The top three nationalities represented were all from the expanded EU countries, Romania was the highest represented at 28%, Lithuania second with 19% and thirdly Bulgaria with 16%. The sample group consisted of twenty-five EU migrants and seven Non-EU migrants.

The following question asked how many years the migrant workers had been living in the UK.

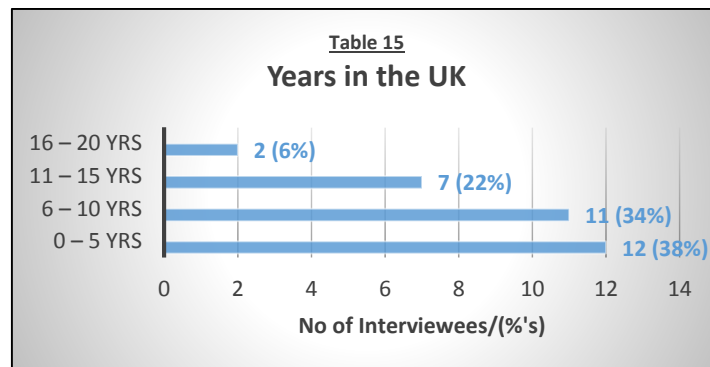
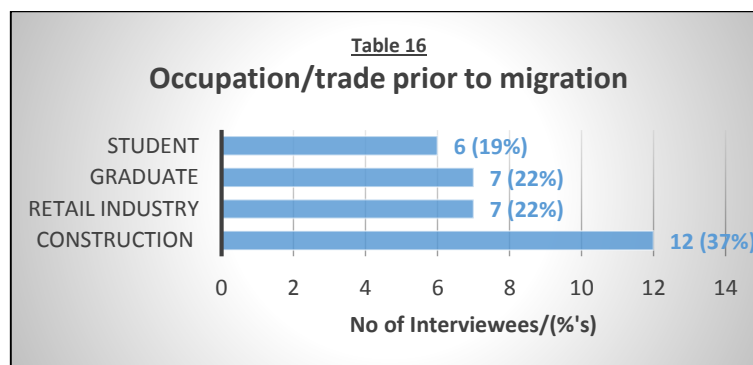


Table 15 shows that over 62% (20) of the migrant workers who were interviewed had lived in the UK for six years or more, with an Albanian worker employed as a Dry Liner having lived in the UK for nineteen years. During discussions it was evident that the migrant workers who have been in the UK the longest wish to stay here. Many have started families and bought homes and do not wish to leave in the near future.

The next question was designed to find out the previous trade/occupation in the country of origin before migration to the UK.

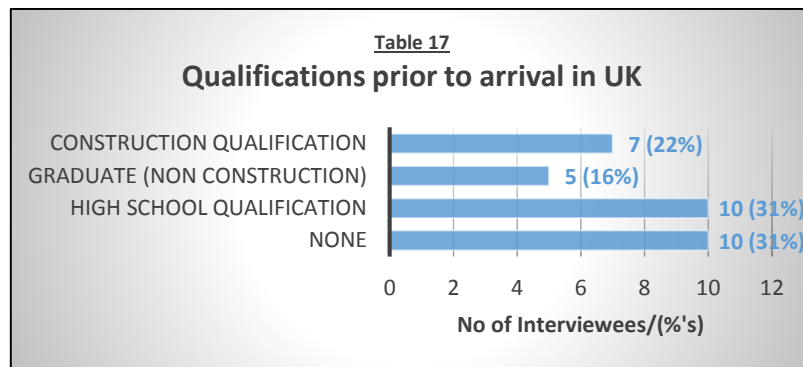


The majority of workers, 63%, were either students before they migrated or were employed in differing roles within the retail sector. The remaining 37% had been in construction before they migrated to the UK. The main reason for migration was to earn money, with many stating that the earning potential in the UK is so much higher.

“I worked as a surveyor in Romania and left my family at home to work in the UK.” (Traffic Marshall, Middlesex).

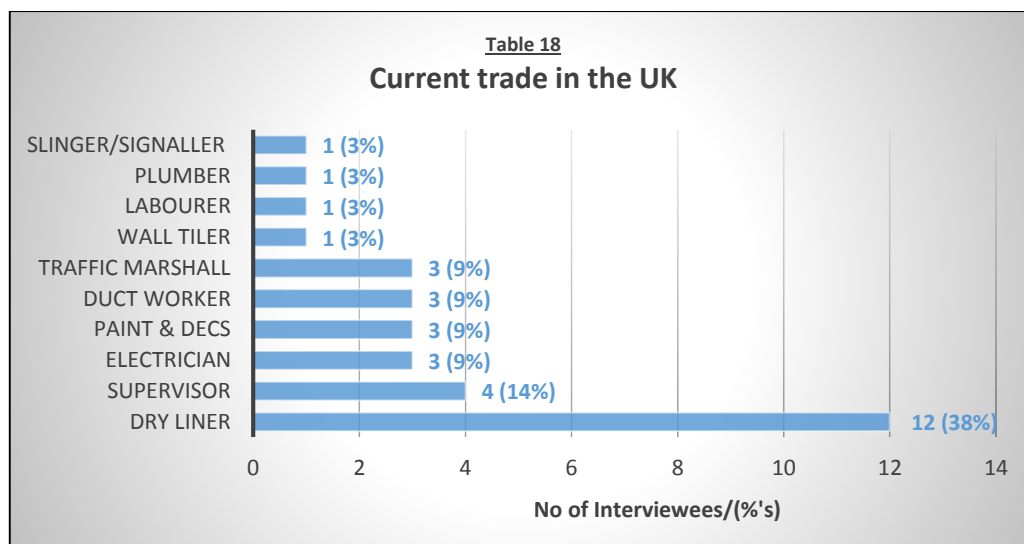
“I visited my sister 15 years ago in the UK and decided to move in with her and work in a car wash for more money.” (Dry Liner, Central London).

The following question asked what qualification had they been awarded in their country of origin.



Only seven interviewees (22%), reported that they had construction related qualifications gained in their country of origin. The majority of migrant workers had either, no formal or just basic High School qualifications, from their home country. Those workers who were in construction related trades included, a Quantity Surveyor from Romania now employed as a Traffic Marshall, and a Telecoms Engineer currently employed through an agency as a Traffic Marshall. Three Painters and Decorators from Lithuania were also employed on UK sites as Painters & Decorators but only held a Building Labourer CSCS card. Other migrant workers who have migrated include factory workers, bar staff, and several graduates from outside construction who are now employed as either Building Labourers or Dry Liners.

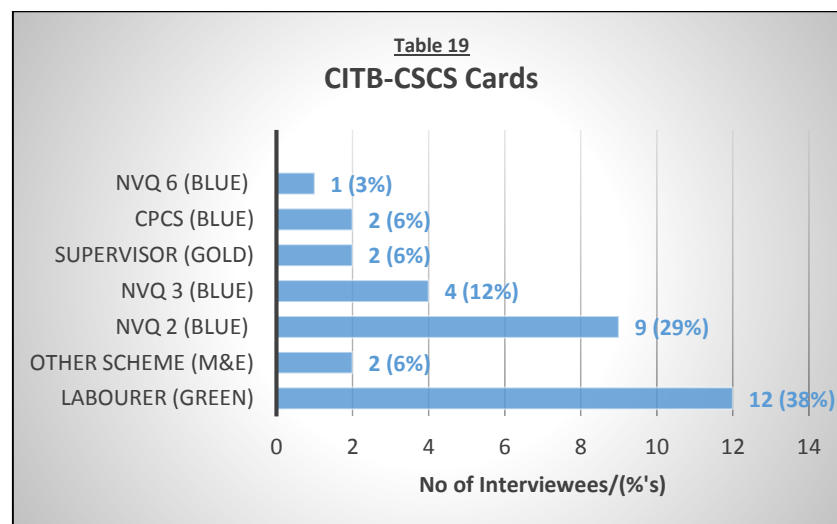
The following question was aimed at identifying the trade that the workers are employed in.



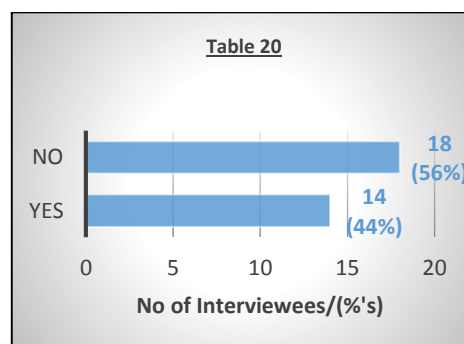
The largest group, 38%, of migrant workers represented in this sample group, are made up of twelve Dry Liners. They were mainly workers from Eastern Europe and only two of these

had been employed in the construction industry prior to migrating to the UK. Previous employment for the other Dry Liners included a hotel management graduate from Romania and a logistics graduate from Lithuania. They both agreed that dry lining was a very well paid job in the UK and a minimal amount of money is required for materials to enable readiness for this employment.

The next question enquired as to what CITB CSCS card the workers held. All thirty-two operatives interviewed had a current and valid CSCS card. Of these, twelve workers were in possession of a Building Labourers card and were employed as either Duct Workers, Painters & Decorators, Traffic Marshalls, and a Supervisor. There were only four of these workers actually employed as Building Labourers. The remaining twenty migrant workers in the sample group were in possession of either NVQ Level 2 or 3 cards for their trade, or other experienced worker cards.



This was followed by a question looking to find out if the migrant workers had taken the CSCS test in English.



This was asked to gain an understanding of the options available for the health and safety element of the CSCS Card test. 56% of the migrant workers took their CSCS health and

safety test in their own language. Several interviewees said that they first took the H&S test in their own language but have now taken a second test in English.

“I took my first CSCS test in Polish but after that I have taken them in English.” (Dry Liner, Central London).

“Learning English is helped by revising for the test in English”. (Plumber, East Anglia).

The next series of questions were answered very differently than any of the questions beforehand. They were a lot more focused on the individual worker’s life story. The purpose was to compare and contrast the interviewees lives and experiences in their country of origin, before their arrival in the UK, and to discover what health, safety and environmental experiences the migrants may have been influenced by in their own country.

The questions were also designed to explore the work the migrants had been engaged in prior to arrival in the UK. The results show that the migrant workers were employed in totally different and various roles in their country of origin compared to their current jobs within the UK.

Seven migrants had been educated to degree level (NVQ 6) in various subject areas including construction and civil engineering, logistics management, and hotel management.

“I passed my degree in Ethiopia and had no issues getting a permit to work, I thought I would get an accountancy job but it didn’t happen” (Labourer, Middlesex).

“I didn’t know anybody, no money and really struggled, worked in a kitchen and it was hard to get a National Insurance No, bank account and CSCS card”. (Dry Liner, Middlesex.)

Many of these graduates ended up in manual work, including dry lining and labouring, mainly because their degree and/or qualifications were not recognised as applicable to UK standards.

The majority of migrant workers interviewed explained that they found that they had minimal issues when entering the UK from abroad.

The Non-EU migrants within the sample group were made up of Albanians, Moldovans, an Ethiopian, and an Indian. They either had to apply, in the case of one of the Albanians, for a work permit, or they were already married to UK citizens as were two other workers.

The EU nationals reported that with the open border with EU countries, entry has been relatively easy. Sixteen workers reported that they had either moved in with family or were encouraged to come to the UK by friends who had already arrived and started work.

Some of the migrants said they were affected by migration document delays and when this occurred they continued to live in the UK but took up working for cash-in-hand until everything was official.

“I worked at a car wash then done some farm work before looking to work as a ceramic tiler.” (Tiler, Middlesex).

“I worked cash in hand until I got a work permit.” (Electrician, Middlesex.)

Most of the migrant workers were well supported by either family or friends who had migrated earlier.

“I arrived in the UK fifteen years ago and stayed with my sister who was here already. I worked in a car wash before getting a job as a Dry Liner. I didn’t mind what job I got as long as I was earning more than I would have done in Poland.” (Dry Liner, Central London).

However, there was a feeling that health and safety was not such an important feature in their working lives in their country of origin.

“I came over in 2012 with my two daughters. My sister was already here and we lived with her. There was very little health and safety in Romania.” (Supervisor, Middlesex)

A trained worker in Bulgaria who migrated to the UK pointed out that his family were here to support him when he first arrived. Again, he had to change from the work he was used to in his home country.

“I was an Electrician in Bulgaria, but had to work as a Tour Guide as there was no work over there. My sister was here and she showed me the ropes. I work as a Dry Liner now.” (Dry Liner, East Anglia)

The next question looked to explore what the expectation of work was when migrating and was that expectation met.

Ten of the migrant workers said that the job they ended up with was not what they had expected before leaving their country of origin. These workers were professionally qualified people who expected to get the job of their choice but found that their qualifications from

their country of origin were not recognised and therefore had to settle for whatever they could get. One migrant worker was employed in Hungary as an Electrician and migrated with the intention of carrying on working in his trade in the UK.

“I arrived in the UK in 2005, I didn’t realise that I would need to retrain as an Electrician. I paid to go to language school in Central London to help me understand the training and exams. I passed my electrical course in 2010,” (Electrician, Middlesex)

Another worker said he was quite shocked at the time he arrived in the UK.

“I thought I could get an accountancy job but it didn’t happen, I work now as a Building Labourer. You are just a number and there is no loyalty” (Building Labourer, Middlesex)

Ten other migrants had no expectation of jobs and just wanted to earn money in any job that was available.

“I worked in a supermarket and in charity shops when I first arrived in the UK before working as a labourer.” (Building Labourer, Midlands).

The remaining twelve migrants said that they realised their expectations.

“I just wanted a job with money to pay the bills etc. I worked first as a Labourer but you get more as a Traffic Marshall.” (Traffic Marshall, Middlesex).

“I just wanted a job and I had arranged it before leaving home.” (Dry Liner, Midlands).

The next question was seeking to find out how the migrant workers felt about how they had been treated by UK construction companies since they began working here in the UK. The general opinion of working for UK construction companies was that the migrant workers were treated fairly by the larger companies with health and safety covered in some detail.

“I had to buy my own PPE when starting work in the UK. Some of the main contractors were better than others and some gave Tool Box Talks (TBT’s) in Romanian which helped me understand the health and safety requirements so much better. I then worked at the Olympic Park which was very good health and safety.” (Supervisor, Middlesex).

One migrant said about how she was first treated by construction firms when she first arrived.

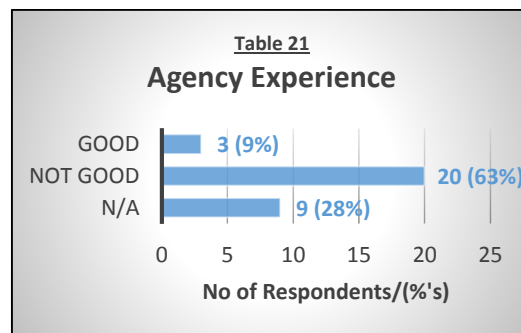
“I started to work as a cleaner. The agency would send you to a job and when the client found out I was Romanian they suddenly didn’t want a cleaner that day.” (Supervisor, Central London).

One Painter & Decorator had a different point of view.

“I think workers are restricted by too much health and safety, you can’t get work because of it.” (Painter & Decorator, Central London).

“They are good to work for but too much health and safety” (Duct Worker, East Anglia).

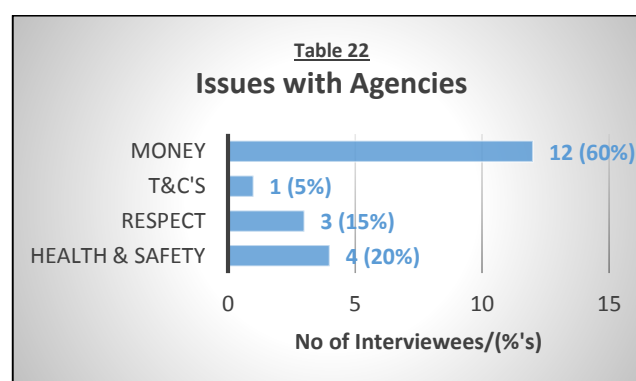
The following question looked at the opinion of migrant workers when working through a labour agency.



28% of migrant workers reported that they have not worked through an agency and are therefore represented by N/A in table 21.

Only 9% of all workers who had worked through a labour agency said that they had a good experience with them.

The remaining 63% (20) migrant workers who had worked through a labour agency reported that they had not had a positive experience and these reasons are highlighted in table 22.



60% of those workers who had an issue with agencies said the issues were financially driven and in particular the stoppages that the agencies imposed on them.

“I have worked for 3 years with an agency over here. They charge too much money, sometimes 45% through an umbrella company.” (Plumber, East Anglia).

“I have worked in the UK for 6 years, I mainly work through an agency and have to pay between £16 to £20 per week, I think it is very expensive.” (Painter & Decorator, Central London).

“It’s expensive to work for them, they take too much money,” (Electricians Mate, Middlesex).

Another significant issue raised with agencies were around health and safety. This was mainly regarding the supply of Personal Protective Equipment (PPE) and health, safety and environmental information. Out of those who said they were aware of HSE issues, 75% said they had to buy their own PPE.

“I worked as a cleaner for an agency. I had to buy my own PPE. There is very little health and safety information in my language but other Romanians help each other to understand and we pass it on.” (Supervisor, Middlesex).

“The agency was polite but you get no health or safety details or PPE. They treat you as self-employed.” (Traffic Marshall, Middlesex).

“Very difficult to start, expensive agency fees and little respect. The job is advertised as an easier job but they are not honest with the expectations they promise. You get no health and safety or PPE.” (Supervisor, Central London).

“Agency work is painful; they show very little respect.” (Site Manager, Middlesex).

“From the beginning the agency was not satisfactory. You have to pay double with them and they are a rip off.” (Supervisor, Central London.)

The cohort of migrant workers who have worked through agencies were quite clear that there are issues with this form of employment. This subject was probably the most negative of all of the face to face interviews.

The next question was designed to explore what the migrant workers thought was the opinions, attitudes and approach of their indigenous colleagues in relation to them. The general feeling is that most migrant workers don’t have many problems with indigenous workers now, but there was a time when they did have issues of racism and aggravation. Most migrants said that they have the odd person being a pain, but in the main there are no issues.

“When I first arrived it was bad, but now I am ok” (Ground Worker - Middlesex).

The feeling in general, when talking face to face with the migrant workers, was that they really protect and support each other. And that goes for translating information for each other.

“It’s mostly ok. We stick together from the same country. Watch each other’s backs. If somebody doesn’t understand we help each other out”. (Painter, Middlesex).

The next question was designed to see if any contractors give the migrant workers clear instruction in English regarding health, safety and environmental information.

35% of interviewees expressed that the information given was unclear, this applied also to migrant workers who understood English well.

“It’s always in English and not always very clear.” (Slinger/Signaller, Middlesex).

“I speak good English but it is hard to really understand.” (Traffic Marshall, Middlesex).

“My English is good so no problem, but it’s hard for some migrant workers as the UK does not really try to help.” (Dry Liner, Central London).

The following question looked at the other point of view with the translating and briefing for migrant workers in their own language. Nearly 91% of the sample group said that there is little or no translation of information into the migrants own language. Three interviewees said they had a little experience with a translator on one site. There is a danger in a workforce not understanding the instructions and information on a construction site, both to themselves and to their colleagues.

“If you don’t understand they send you away from site, so you pretend you understand and talk things through with your mates and sign.” (Painter & Decorator, Central London).

“I prefer when the information is translated into my own language so I can understand the detail a lot better.” (Traffic Marshall, Middlesex).

The general feeling when discussing information was that they would encourage translation so they could understand. There was a positive feel to their answers that they really want to understand health and safety information. The issue, they say, is that most contractors just go through the motions.

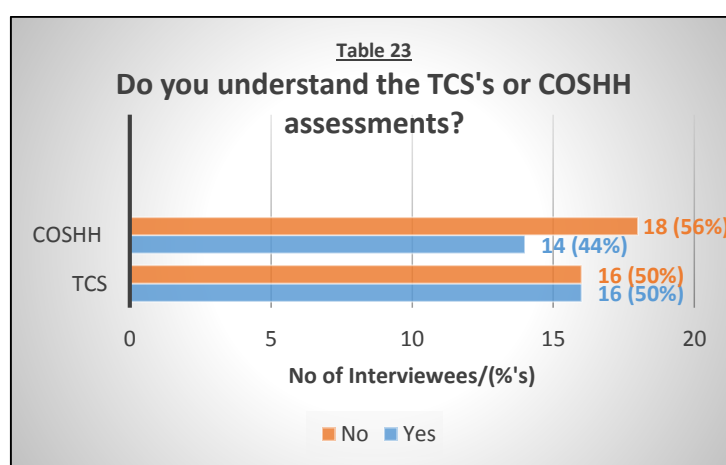
“Very few people really explain correctly, they are always in a rush to get it done,” (Dry Liner, East Anglia).

“I speak good English but I find it hard to understand.” (Traffic Marshall, Middlesex).

“The information is in English most of the time, I only understand 60% of the information.”
(Duct Worker, East Anglia).

The next two questions were related to the understanding of specific risk management documents used on sites which are produced in English and should be briefed on a daily basis at the start of the shift. They cover the significant risks appertaining to the task being carried out that day and are contained in the Task Control Sheet (TCS) and the Control of Substances Hazardous to Health (CoSHH) assessments.

Table 23 shows the response to these questions.



Only 50% of the sample group understands the TCS and many of those who do not understand them suggested that they should be translated into their own language. CoSHH assessments are less understood, not surprisingly, given the technical nature of chemicals, with 56% of the sample group saying they did not understand them.

“I understand the TCS and translate them for other migrant workers in Romanian and Albanian to help them understand, I also translate and deliver tool box talks in those languages.” (Site Manager, Middlesex).

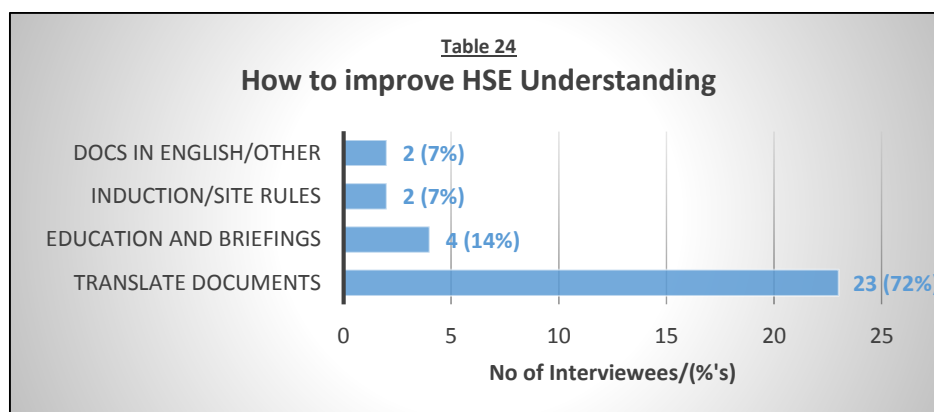
“I get google-translate to translate them” (Duct Worker, East Anglia).

“50-50 I understand; I get google-translate to check out the details if needed.” (Dry Liner, East Anglia).

A further question was seeking to discover what migrant workers would like to see on UK construction sites that may assist them in the understanding of health and safety issues. Nearly every migrant worker had an idea that they suggested would assist them in understanding health and safety better.

“I would welcome the better education of all workers towards HSE, especially behavioural safety and gaining a better attitude. Some translating would also help migrant workers to learn quicker the HSE issues that they need to be aware of.” (Site Manager, Middlesex).

“Briefings and inductions with translators would help a lot, sometimes somebody will help and now I give inductions and help one to one.” (Supervisor, Middlesex).



Other areas that are concerning to migrant workers is the translation of site information such as signs or instructions. 72% of the sample group were concerned at some level as to the understanding of health and safety information and requested that some information should be translated into their language.

“It would help if information was in English together with my own language, it would help me to understand.” (Painter & Decorator, Central London).

“We should all speak English as different languages make things harder to understand.” (Slinger/Signaller, Middlesex).

Maybe working in a trade that has international signals gives him a different understanding of issues regarding communication. Some migrants who understand English well said they still struggle with some aspects of HSE information. Over 75% of migrants suggested that more information should be translated into their language which would include briefings, inductions and site rules.

“It would be good to have some basic HSE information in the canteen explaining the bigger picture on site,” (Dry Liner, Midlands).

“It would be good to get the site induction and site rules in our own language.” (Painter & Decorator, Central London).

The production of different documents in both English and the migrants own language was seen as a positive as they see that it would assist them to learn English more efficiently.

The next question was looking to explore the migrant workers understanding of the HSE information guidance note 'INDG410 – Working in the UK from overseas.' It was explained by the author to each migrant worker that this guidance note is available from the HSE website as a Portable Document Format (PDF) download, free of charge, and is a health and safety guide for people in work in the agriculture and food processing industry. A copy of the guidance note in each language was downloaded and printed and each migrant worker was given a copy in their own language at the time of interview and asked if they were aware of this document.

Out of the thirty-two migrant workers only two were aware of this easy to understand and free aid to health and safety. It was explained that it was designed to inform workers from overseas what the legal duty is in regards to the health and safety of their employers towards the employee. It also highlights the workers own responsibility for their health and safety and who may be affected by their actions and omissions. A Site Manager in Middlesex took a copy of all the different languages and said she would issue them to the migrant workers on site.

7.0.0. Conclusions.

7.0.1. Introduction.

These conclusions are based on the research that has been carried out and are presented in a format to reflect the overall aims and objectives of the research project. The overall aim of the research project was to investigate the health, safety and environmental management issues that occur when employing migrant workers in the construction industry in the UK. This aim was broken down into specific objectives allowing for the ability to assess each of the facets of its overall aim.

7.0.2 Construction professional's opinions of migrant workers.

The first objective was to investigate the opinions and experiences of construction professionals in regards to the employment of migrant workers on construction sites. The quantitative research questionnaire was designed to obtain data to discover what construction professionals, working in a series of organisations, felt about the issues of health, safety and environmental management of these workers. The results were tabulated from ninety-seven construction professionals employed across three distinct areas within the UK construction industry who deal on a day to day basis with health, safety and environmental issues on site. The response rate was calculated at 18.16% and it can be concluded that it is not a representative sample for this type of research. However, Kumar (2014) does state the response rate is not overly important as questionnaires suffer from low response rates.

Over 92% of the construction professionals stated that they employ migrant workers on their sites, this leads to the conclusion that even now, the construction industry relies heavily on migrant workers to allow them to deliver their projects on time and to budget. This concurs with the government's view, in the period of EU enlargement, that stated that migrant workers would be a key part of a strategy to feed economic growth. This reliance on the use of migrant workers needs to be tempered by the fact that migrants are more likely to be working in areas of high risk such as construction and they are more vulnerable to health and safety incidents (Boden & Rees, 2009).

The majority of construction professionals, 81%, recognised that migrant workers were hardworking and the survey reported that 66% of these professionals felt that these workers were reliable. This confirmed earlier research which found that migrant workers had a better attitude and approach to work and were found to be hard working and more reliable than

domestic workers (Dench et al., 2006). Chan et al., (2008) found that 50% of construction employers took on migrant workers because of their problem solving and social and personable skills.

This positive opinion of migrant workers was tempered by a negative one in that 90% of the professionals surveyed during the research process, stated that the language barrier was seen as the biggest disadvantage with the employment of migrant workers. However, the survey found that African and Indian migrant workers did not fall into this category as language is rarely an issue because most of these nationalities speak and understand English well. Boden and Rees (2009) identified language barriers as the biggest factor affecting the risks to migrant workers, particularly when new to the work place. This language barrier has also been highlighted by the HSE (2017) in their online guidance who state, *“Labour providers and labour users should take into account the needs of overseas workers and consider language issues that include basic competencies.”*

Those construction professionals managing migrant workers, who have already highlighted language as an issue, confirmed they only translate certain documents into a language that the migrant workers can understand. It can be concluded that even though many construction professionals are aware of the negative issues regarding difficulties in understanding English, very little is done to address this problem. The HSE are clear as to the responsibilities that exist with the training and instruction in regards to these workers and state that the labour user should provide essential induction training together with job related and vocational training (HSE, 2017).

The research discovered that two thirds, 65%, of respondents reported that the most likely health and safety documents to be translated into the migrants own language were site inductions. Only around half of the construction professionals who responded stated that the mandatory health and safety site documents, such as risk assessments and method statements, are translated into the migrants own language. This reinforced research carried out by Dench et al., (2006), who found that the lack of understanding of health and safety issues, due to language barriers, is a negative issue in itself. This was further reinforced by McKay, et al., (2006), who stated that information, training, induction, translation, and supervision of migrant workers, in reality is rarely given, and the only training that new migrant workers are given is induction training. The HSE have produced this information in many languages to assist industries to meet this task but few migrant workers or construction professionals seem

to be aware of this valuable resource (HSE, 2017). This research confirmed this with only 12% of those surveyed confirming that they were aware of the HSE INDG 410 availability in different languages and only two migrant workers themselves stating awareness of this document. This is an area of concern that needs to be addressed within the industry.

With language being seen as a negative issue on site, an assessment as to the level of understanding of English, before these workers are put to work, would be a positive intervention. The research has highlighted that only 22% of construction professionals check migrant workers English language competency. It can be concluded that very little effort takes place on site to ensure that health, safety and environmental information is communicated in a manner that is understood. McKay, (2009) looked into the practice of the translation of key documents and also concluded that this was required to guarantee essential health and safety communications were understood.

Qualitative results from face to face interviews of the migrant workers was also viewed and the following conclusions were drawn. Migrant workers themselves said they would prefer if some health, safety and environmental information was provided in their language. This they say would ensure that they had a better understanding of the detail. If those who understand English have problems, then those who have little or no English are facing real difficulties. There is a clear requirement for employers to ensure that information is clear and concise and delivered to migrant workers in a format that they can understand. Again migrant workers themselves stated that very few people explain details correctly and rush to get it done.

The Stop Slavery Network (SSN, 2007) highlighted the issues that poor communication causes that in turn leads to major incidents such as serious or even fatal accidents, quality and safety issues, cases of discrimination and tensions and conflicts within the workforce. This research concludes that failure to translate and communicate health, safety and environmental information can lead to unnecessary incidents and accidents at work.

46% of construction professionals surveyed felt that migrant workers were less compliant with health and safety issues on site. A further concern was expressed by 51% who expressed that they had concerns at the evidence of competency of migrant workers. Altogether, 89% of these construction professionals stated that they rely only on the presentation of a valid CSCS card as a guarantee of health and safety competency, with just over half, 57%, of construction professionals stating that they actually check the migrant worker's formal qualifications.

The HSE (2017), are clear regarding the standards of worker competency in their online guidance for the employment of migrant workers, “*Competence can be described as the combination of training, skills, experience and knowledge that a person has and their ability to apply them to perform a task safely.*” They go further and advise that employers need to take into account the employees' levels of competence when developing risk assessments as this will lead to the relevant training, information, instruction and supervision that is required. The conclusion reached is that if more effort is put into checks for levels of competency it will lead to reducing the levels of untrained workers being put at unnecessary risk whilst on construction sites. This was highlighted also by McKay, et al., (2006) who reported that rarely is it found that adequate information, training, induction, translation or supervision of migrant workers is given and new migrant workers only receive site inductions which often is not effectively communicated or understood.

The discussions with the migrant workers showed that only 16% of migrant workers were in possession of a construction related qualification before entering the UK to work and the level of experience was low. There were twelve migrant workers holding green Building Labourers cards who were carrying out specific trades that requires a specific training card such as Duct Workers. This led to the conclusion that migrant workers may hold valid CSCS cards, but in many cases the only reason for this is that it is used as proof of passing the five yearly CSCS HSE Touch Screen test and little notice is given to the level of experience or trade of the cardholder. This may be the case for indigenous workers too. This was not covered by this research but is recommended to be included in any future research.

The overall conclusions reached are that construction professionals recognise that migrant workers are a valuable and hardworking asset to the UK construction industry, but their employment does bring with it issues that the industry must address. The industry fails to carry out sufficient checks before employing migrant workers.

7.0.3. Level of qualifications, experiences and training of migrant workers.

The second objective investigated and identified what qualifications, training and experiences the migrant workers are in possession of before migrating to the UK, especially in regard to the level of relevant health and safety exposure to the hazards and risks that could be encountered on UK construction sites. Talking directly with the migrant workers it was found that the vast majority stated that they had migrated to the UK to earn more money than they could ever hope to achieve in their country of origin. This was also concluded in previous

research by McKay et al., (2006), who pointed out that the motivations for migrant workers migrating to the UK was to earn as much as possible in the shortest time.

This research looked at the migrant worker's previous experiences and jobs in their country of origin and it was evident that only 38% of them had ever worked in construction in their own countries, and even less, 16%, were holders of construction related qualifications. The majority, 62%, said they had either been full time students or had been working in a totally unrelated trade or occupation prior to migrating.

It can be concluded therefore, that these migrant workers have not had any in-depth training or experience for the works that they carry out on site. In many cases workers are being employed on the most basic labourer's cards whilst being employed to carry out skilled work. The CITB 2017, pointed this out when it reported that more than two fifths (42%) of migrant workers had not worked in construction outside the UK.

There was evidence however, that many of the migrant workers interviewed held a higher qualification in another discipline. Seven of the migrant workers, 22%, held a degree, but only two of those were construction related. This was highlighted in research that some A8 migrants were overqualified for many of the jobs they undertook in the UK (Stenning et al., 2006. in Cook et al., 2010). The HSE point out in their advice for employers, that migrant workers need to be assessed for competency, which includes language and communication, literacy, physical attributes and relevant work experience. The checking of a CSCS card does not adequately meet these requirements or standards.

Greater care and attention needs to take place when checking worker competency. Migrant workers are keen to work in the UK to earn money but they lack the experience of working on construction sites. The workers themselves lack specific training and experience when they first arrive and tend to learn as they go. This approach exposes these workers and others who are affected by their work and behaviour to unnecessary risks to health and safety. Individual levels of competency need to be checked thoroughly to ensure, not only that the migrant workers are holders of the relevant trade card, but more importantly, that they are trained and experienced workers in the trade that they are employed in. McKay (2009) pointed this out in her research when she said there was a level of confusion over the levels of qualifications obtained in the country of origin compared to the accepted qualification standard here in the UK.

7.0.4. Experiences of migrant workers when employed through employment agencies.

The survey asked construction professionals what methods of employment are migrant workers engaged in on their sites. The majority of respondents, 73%, stated that these workers were employed through an agency and two thirds of these professionals believe that migrant workers receive the same or similar T&C's to indigenous workers. At one time migrant workers were seen to be subject to lower rates of pay and less favourable terms and conditions, as highlighted in Dench et al, (2006), who reported that the migrant workers are mainly self-employed and are more amenable to working in less favourable conditions, with less pay and longer hours than indigenous workers. Hardy et al., (2012) stated that migrant workers were a cheaper alternative in the labour market, it was not uncommon for migrant workers to be underpaid and forced to work unpaid overtime. This survey however, showed that less than 18% of respondents felt that migrant workers were less expensive to employ. Furthermore, talking to the migrants face to face, the impression was given that pay was now mainly fair and equal, however not all migrant workers were willing to share specific financial information.

Labour providers such as agencies are influencers in the life of migrant workers. During the interviews with these workers 72% stated they had worked through an agency at some stage. A large proportion of these workers, 87%, highlighted their concerns with working in this manner. Some of the issues that were discussed may be down to a misunderstanding of the migrant worker as to the T&C's of working through an agency, especially where a language barrier exists. The majority of issues, however, were centred around financial irregularities including unauthorised stoppages from their weekly pay or a high weekly administrative charge by the agency. Other issues that the workers highlighted were the lack of health and safety information and equipment supplied and this included the issue of having to purchase their own PPE. The HOC, (2004) reported their concerns with this form of employment for workers and suggested that workers, including agency and migrant workers, may be at higher risk in construction and are more likely to suffer an injury at work.

The research concluded that migrant workers feel very vulnerable and badly treated by labour agencies and report that the agency fails to supply the relevant PPE required. They fail to supply relevant health and safety information, and money is removed from weekly pay packets without agreement and these important and emotive issues need to be addressed.

There are specific guidelines as to the removal of monies from workers' wages on the GOV.UK website that state that money must not be removed except, *"If it is allowed by law, e.g. National Insurance, Income Tax or Student Loan repayments etc. You agree in writing for it to be taken or it is subject to a contract. There is a statutory payment due to a public authority or you have not worked due to taking part in a strike or taken industrial action. You are subject to an earlier overpayment of wages or expenses or it is as a result of a court order."*

The migrant workers interviewed felt very aggrieved at the attitude and approach of agency staff towards them. This amount of self-employment also has had a negative effect on the labour market causing a confusion amongst some migrant workers in regards to their specific duty of care around health and safety legislation.

7.0.5. Demographics of workers and trades that are engaged on construction sites.

It was seen that the demographics of migrant workers are wide and this is an important area to research so that a clear understanding of the numbers of migrants working within construction is understood, together with their country of origin. Observations were taken regarding the opinions of the construction professionals and the migrants themselves. Each group of worker e.g. Polish, Lithuanian, looks after their own and supports each other when areas of concern arise, such as with challenges in language or health and safety actions. This was evident in the level of help and support seen during the face to face interviews. Tutt et al., (2011) pointed this out when they witnessed informal translators who would willingly step in to help fellow countrymen when translation was required.

Both the quantitative and qualitative research evaluated the nationalities that are known to be working on the sites and concluded that predominantly the group of workers that are recorded as working on UK construction sites are from the extended EU countries. In conclusion, where migrant workers are being employed, the majority of whom originate from Central & Eastern European countries, following the opening of EU borders and the freedom of movement in both 2004 and 2008, research has pointed out that even though they fall into the group of Eastern European workers they should be viewed as different nationalities (Cook et al., 2010).

7.0.6. Opinions of migrant workers employed on construction sites.

Migrant workers expressed several opinions during the research process. In the main, they seem to be happy to work within the UK construction industry, but like any other workers they believe they deserve fair treatment. They recognise that the language barrier has been an issue for them but many are willing to learn English to assist their understanding of what is required of them. An Electrician from Hungary enrolled in a language school so that he could understand English well enough to re-sit his technical exams and qualifications.

Further issues exist regarding the language barrier and migrant workers stated they would welcome more documents and training be produced in their own languages so they could understand what the law requires of them in terms of health, safety and environmental management. 67% of construction professionals reported that site inductions are translated in different languages, but most health, safety and environmental documents remained in English. Hare, et al., (2013) put forward the idea of the communication of important health, safety and environmental management training information, in the form of pictures, to assist in the migrant workers understanding of this subject. Tutt, et al., (2011) stated that this type of communication was a highly useful tool worth considering.

Conclusions were made that many construction site professionals do not do enough to ensure that migrant workers receive clear and suitable instruction, especially where only 52% of risk assessments and 49% of method statements were translated into the language of the migrant workers. Given these are the main health and safety documents it can be concluded that many migrant workers are working under written and agreed safe methods of work that they do not fully understand. In the face to face interviews the migrant workers were asked if they understood the Principal Contractors own Task Control Sheet (TCS), that contains the significant hazards and the control measures that should be taken. These TCS's should also be briefed each morning prior to starting work. 50% of the migrants interviewed did not understand the TCS's and slightly more, 56%, said that CoSHH assessments were not understood. Again translation would be appreciated by the migrant workers.

The respondents in the questionnaire also reported that there was little translation of most of the health, safety and environmental management information that was applicable to migrant workers on site. Nearly 72% of the sample group of migrant workers confirmed that they required some support to be able to understand the health and safety information on site. This they agreed would be helped by more translated documents into their own language. A copy

of INDG410 was given to each interviewee in their own language to assist them in their understanding of HSE matters.

The number of MW's interviewed was small and should be viewed as such, however, the information can be viewed against the larger results of the quantitative research and comparisons can be made.

8.0.0. Recommendations.

8.0.1. Introduction.

Migrant workers are a vital part of the construction industry within the UK. The majority of Principal Contractors within this industry rely heavily on their supply chain to deliver their construction projects and this is only achievable with the employment of these workers. They are recognised as hard working and reliable by many in the industry, but this research has shown that there are areas of concern regarding their health, safety and environmental awareness and approach in relation to their employment.

This research project has identified areas that require urgent improvement and these are put forward as recommendations that will, if followed, look to improve both the health, safety and environmental management of migrant workers and protect and improve the overall health and safety of other people who are effected by the migrant workers acts or omissions. Some of the recommendations may also benefit the health, safety and environmental management of indigenous workers who are engaged within the same construction projects.

These recommendations are divided into two clear categories. The first recommendations are for construction managers to implement changes and improvements that will assist in helping migrant workers to understand and comply with health, safety and environmental procedures and standards. The second category includes recommendations for future research to be carried out that has not been possible within the scope of this research project.

8.1.0. Recommended changes and improvements.

8.1.1. Risk Assessments and Method Statements (RAMS).

This research project recommends that any contractor, who intends to employ migrant workers on their sites, must carry out a thorough risk assessment to highlight the hazards and risks that the employment of these workers brings with them. This risk assessment should be suitable and sufficient to ensure that all foreseeable risks are identified and appropriate control measures are in place. These control measures should be shared with the Principal Contractor and other contractors who may be affected by these workers.

8.1.2. Competence.

The Principal Contractor should communicate with their supply chain to ensure that the sub-contractors provide workers who are experienced and trained, and are compliant with health,

safety and environmental standards, and that they understand their roles and responsibilities fully. This should be assessed before they attend the construction site. Competency checks should be thorough and effective and the use of an external provider such as a registered Safety Schemes in Procurement (SSIP) scheme should be used.

8.1.3. Translations.

If it is agreed that migrant workers, who do not have a good understanding of the English language written or verbal, are to be employed on construction sites, the relevant site inductions should be delivered in a manner that is fully understood by all of the workers. This may be a fully translated induction in the migrant workers own language or delivered by a competent interpreter. Evidence of the translation into the workers own language and the competence of the interpreter should be proven and recorded. Any other documents or procedures, such as risk assessments & method statements (RAMS), manual handling assessments, site specific permits such as, hot works permits or permits to dig, should be supplied in a form and manner that can be easily understood by the migrant workers and be complied with. Emergency evacuation or rescue procedures should also be in a form fully understood by all workers and practiced to ensure that it is effective and understood.

8.1.4. Training.

This report recommends that construction managers should arrange for migrant workers to be assessed for their training needs and a training programme developed for migrants who do not have a skill/trade but who are willing to learn. This should include English language training. A local college or training establishment may be willing to assist in some or all of this process.

8.1.5. Consultation.

The author recommends that construction managers adopt the approach to fully consult with the workforce and in particular migrant workers. There are legal requirements for consultation and involvement of the workforce which include providing information, instruction, training, and engaging in consultation with employees, especially in regards to trade unions where they are recognised. This will have an advantage for migrant workers to become more integrated into the construction process and ensure construction managers increase their awareness of the needs of these workers. The HSE (2017) state *“At its most effective, full involvement creates a culture where relationships between employers and*

employees are based on collaboration, trust and joint problem solving. Employees are involved in assessing workplace risks and the development and review of workplace health and safety policies in partnership with the employer.”

8.1.6. Employment Agencies.

The research has identified that the employment of migrant workers through an employment agency has many issues. It is recommended that construction managers assess the T&C's of the employment agencies that they are currently using, and they should check the credentials of the agencies used, especially in regards to correct procedures and whether they treat their clients, e.g. migrant workers, fairly.

8.1.7. Site Signage.

It is also recommended that construction managers develop and use site signage that is clearly understood and followed by migrant workers.

8.2.0. Future research recommendations.

8.2.1. Competency.

As this report has discovered, CSCS cards are not used as an effective competency check, the author recommends that further research, including audits and checks, are further carried out to discover if indigenous workers are also poorly checked for levels of competency.

8.2.2. Representative sample.

Further research into the subject needs to be carried out on a larger scale, with greater numbers of migrant workers to gain a more representative sample.

8.2.3. Employment Agencies.

Research into the structure, management and professional integrity of employment agencies needs to be carried out to uncover any irregularities that may exist within this work sector. Migrant workers should not be cheated and unlawfully charged for PPE, and should be provided with suitable and sufficient information regarding health, safety and environmental aspects of working on construction sites.

8.2.4. Brexit.

Research is needed to look at the effects of Brexit. There is still no clear understanding of the effects of Brexit on migrant workers currently resident in the UK, or for future migration and its impact on many of the industries, such as construction, where there is a reliance on migrant workers to ensure a hardworking and reliable workforce.

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Appendix 1 – Qualitative Research Instrument for data collection.



MRes Research Dissertation - University Module code 06049

Instrument for data collection - Migrant Workers in Construction.

Interviewee Number

Site Address

Date of interview

In the presence of Supervisor Y/N?

Nationality?

Number of years in the UK.....

Trade/Occupation in country of origin?

Qualifications in country of origin?

Trade/Occupation in UK?

CSCS Card occupation?

CSCS test was this carried out in your own language? Y or N

What was your experience before you came over to the UK?

What was the process for coming to work in the UK?

What happened when you arrived in the UK?

Did you get a job that you would expect? Y or N

If no – What did you expect?

What work did you end up with?

How do you feel you are treated by UK construction firms?

Have you worked through an employment agency?

How are you treated by co-workers?

Do any UK contractors give you clear instruction in English regarding HS&E management?
(List)

Do any UK contractors give you information in your own language?

Does it make sense/well translated?

Do you understand the Task Control Sheets?

Do you understand CoSHH assessments?

What would you like to see in UK construction sites that would help you appreciate HS&E issues better?

Are your wages in line with other workers?

What is your hourly rate?

What are your plans given the government is saying that if you have lived here for 5 yrs. or more you can stay?

Are you aware of HSE information in your own language? (INDG410)

Appendix 2. Quantitative Research Questionnaire.

MRes Research Dissertation - University Module code 06049.

Questionnaire No

Questions to be included in Questionnaire to Site managers and Supervisors relating to the management of migrant workers on UK construction sites.

Please put a X in the box of the answer that applies to you unless more options are stated in the question.

If you make a mistake, please put a line through the error and mark the correct answer with an X.

1. What organisation are you employed by?
 - a) Principal Contractor 1.
 - b) Principal Contractor 2.
 - c) Sub-contractor.
 - d) Other – Please state below.

2. What is your job role?
 - a) HSE advisor/manager.
 - b) Project/Contract/Site manager.
 - c) Quantity surveyor.
 - d) Operative.
 - e) Other – Please state below.

3. Does your organisation/sub-contractor employ migrant workers on your sites?
 - a) Yes – continue to question 4.
 - b) No – continue to question 11.

4. Do migrant workers receive the same terms and conditions as other workers?
 - a) Yes
 - b) No – please state the reason/difference below.
 - c) Do not know.

5. What nationality of workers are employed on your sites (Choose ALL that applies)?

- a) Albanian.
- b) Arabian.
- c) Bulgarian.
- d) French.
- e) German.
- f) Indian.
- g) Latvian.
- h) Lithuanian.
- i) Pakistani.
- j) Polish.
- k) Romanian.
- l) Russian.
- m) Spanish
- n) Turkish.
- o) Ukrainian.
- p) Other – Please state below

6. How are these engaged to work on your sites?

- a) Employed direct.
- b) Through a standard UK labour agency.
- c) Through a specialist UK agency.
- d) Through a sub-contractor.
- e) Other – Please state below.

7. Does your organisation/sub-contractor take any of the following steps when engaging migrant workers on site?

- a) Previous UK Experience
- b) References from others (Contractors etc.)
- c) Qualification checks
- d) CSCS compliance
- e) Skills audit/test
- f) English language assessment
- g) Translator services (Can be direct line supervisor)
- h) Accident records.
- i) Insurance checks.
- j) Other – Please state below.

8. What are the advantages of employing/using migrant workers? (choose all that applies)
- a) Hard working.
 - b) Only migrant workers are available
 - c) Work long hours
 - d) Reliable
 - e) Good construction skills
 - f) Good attitude to health and safety
 - g) Environmentally aware
 - h) Not as expensive to employ.
9. What are the disadvantages of employing/using migrant workers?
- a) Language barrier
 - b) Skills base not good enough
 - c) Costs more to employ
 - d) Unsure of competence of workers
 - e) Resentment from UK workers.
 - f) More accident prone.
 - g) Less compliant with HSE issues?
10. Does your organisation/sub-contractor translate/issue the following for migrant workers to allow better understanding?
- a) Site inductions.
 - b) Risk assessments.
 - c) Method statements.
 - d) Manual handling assessments.
 - e) CoSHH assessments.
 - f) Fire plans/routes.
 - g) Site signage.
 - h) Issue INDG410 "Working in the UK from overseas" in worker's native language.
 - i) Other – Please state below.
-
11. Why does your organisation/sub-contractor NOT employ migrant workers?
- a) Too expensive.
 - b) Not suitable trades for the work.
 - c) Language barrier is an issue.
 - d) Workforce does not integrate on site.
 - e) Skills base not good enough.
 - f) Unsure of competence of workers.
 - g) Previous bad experience. Please state below.
-
- h) Other – Please state below
-

Thank you for your time and effort completing this questionnaire.