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1. Invited symposium: Training migrant workers to safety in the construction industry: A European study

Symposium Chairs: José María Peiró & Karina Nielsen

IDOCAL CONTRIBUTION 1: Enhancing Safety Training for Migrant Workers in the Construction Industry: A systematic review.

Authors: Rose Shepherd, José María Peiró, Karina Nielsen, Michaela Vignoli, & Felisa Latorre

Purpose: Whilst there are extensive literatures on safety and training, there are few studies of migrant construction workers in Europe, a group particularly at risk. With the aim of improving safety for this group, this paper presents the findings of a systematic literature review of studies focusing on the design, implementation and evaluation of safety training for migrant construction workers.

Methodology: Multiple databases (e.g., Web of Science, Scopus) were searched for papers in the disciplines of psychology, medicine and engineering between 2000 and 2017. Of the 890 papers identified, 42 related to the safety of migrant construction workers, with only 10 empirical studies focused on training design, implementation and/or evaluation.

Results: All 10 studies were conducted in the US and primarily concerned Hispanic or Latino workers. They focused on technical skills, identifying difficulties relating to language, safety attitudes/values, poor workplace integration and lack of learning/knowledge retention. Evaluation was particularly scarce, with no studies assessing post-training transfer.

Limitations: Assessing the transferability of the findings of this small number of US studies to Europe is challenging, as migrants are from multiple nationalities and speak many different languages.

Implications: The literature review highlighted the challenges associated with training migrant construction workers, such as language barriers and cultural differences, which must be considered when designing training interventions. Additionally, soft skills training and training transfer evaluation frameworks are needed.

Value: To enhance safety for migrant construction workers it is essential to review the current literature and identify implications for future research, practice and policy.

IDOCAL CONTRIBUTION 2: Issues and Challenges of Training Construction Migrant Workers in Spain: A Qualitative Study on the multiple stakeholders' views.

Authors: José María Peiró, Laura Lorente, Alicia Salvador, Vicente Martínez-Tur

Purpose: This paper aims to identify the critical issues and challenges of the safety training for the migrant construction workers in Spain.

Methodology. Qualitative methodology with a combination of semi-structured interviews (7 migrants and 3 national workers) and focus groups with Safety and Health trainers (6 participants), work managers (7 participants) and safety professionals (6 participants). The analysis has been carried out using template analysis and inserted on within NVivo.

Results. Information about the issues on the training, language, design, methods and communication addressed by the different stakeholders. Migrants and national workers emphasized safety outcomes while experts focus on the risks the workers face

Limitations. The study provides relevant insights but it needs to be complemented by a quantitative analysis.

Implications. Understanding the specificities of training for low skilled migrant workers has theoretical and practical implications.

Value. The study contributes to clarify the training context, conditions, processes, and outcomes providing insights for a better design and practice of migrant constructions workers training.