



PROTECCION EN CONSTRUCCION PenC

PROBLEM DEFINITION

LEVEL 1: INDIVIDUAL (INTRA-PERSONAL)

P1: Latino worker attitudes, beliefs and behaviors in the U.S. workplace

P2: Worker literacy levels and language barriers

P3: Latino workers' safety culture based on previous experiences in their home countries

LEVEL 2: INTERPERSONAL (PERSON'S CLOSEST SOCIAL CIRCLE-PEERS: WORK AND NON-WORK)

P4: Lack of effective communication on the job site

P5: Ambiguous role of workplace social support with positive and poor relationships with coworkers and supervisors respectively

P6: Lack of safety responsibility and commitment by supervisors

P7: Hispanic construction workers have lower levels of decision making at work in comparison with non-Hispanic workers

LEVEL 3: ORGANIZATIONAL (WORKPLACE: CONSTRUCTION WORKSITE)

P8: Lack of effective on-the-job training systems that are culturally and linguistically appropriate

P9: Availability of training: initial training and informal training system

P10: Inadequate and hazardous physical work environment in construction sites

P 11: Inadequate or non use of personal protective equipment

LEVEL 4: INTER-ORGANIZATIONAL (INSTITUTIONAL: WORKPLACES, THE CONSTRUCTION INDUSTRY)

P12: Organizational Culture, Safety Climate & the Construction Industry: lack of management commitment to safety

P13: Vertical organizational structure of the construction firm employing Latino workers

P14: Differences in technical/organizational resources and safety standards between small and large contractors

P15: Considering training and PPE as direct approaches to avoid accidents and reduce injuries

P16: Poor psychosocial work environment for Hispanic construction workers

P17: OSHA and the regulatory and enforcement framework

LEVEL 5: COMMUNITY (NEIGHBORHOOD, COMMUNITY ORGANIZATIONS, ETC)

P18: Awareness of union membership rights & responsibilities

P19: Unfair employment and health and safety conditions by employment (temp) agencies

LEVEL 6: SOCIETAL/POLICY LEVEL (SOCIO-ECONOMIC & EDUCATIONAL POLICIES, RELIGIOUS & CULTURAL BELIEFS)

P20: Socio-economic and legal pressures for Hispanic workers and their need to maintain a job