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SURVEYING  
AN INVESTIGATION OF THE  
IMPACT OF HEALTH AND  
SAFETY STRATEGIES ON  
WORKERS BEHAVIOUR IN THE  
ZIMBABWEAN CONSTRUCTION INDUSTRY

# ABSTRACT

The construction industry is notorious for its record of being marred with high incidents of accidents and injuries on sites. Everyone who aims to reduce accidents and improve safe performance should be concerned about human behaviour. It was realised that most researches in construction health and safety mainly focused on only identifying the strategies or practices which were being used by contractors. This study was conducted to investigate the impact of health and safety strategies on the safety behaviour of workers in the Zimbabwean construction industry. The study sought to identify the strategies utilised to achieve health and safety on sites, the challenges and benefits associated with those strategies, and lastly the effect of the strategies in enforcing safe behaviour. The information necessary for this project was obtained from literature, interviews, questionnaires and on-site observations. Building contractors in Harare and Bulawayo were sampled and the study revealed that most contractors were using strategies such as safety training, supervision and reinforcement. It was discovered that these strategies, to a greater extent, were effective in fostering safe behaviour among workers. Positive reinforcements such as incentives and awards were more effective and thus favoured by contractors compared to negative reinforcements such as scolding and unpleasant assignments. However, contractors generally reported that employees were very compliant in terms of issues to do with health and safety but more can always be done to make the workplace a safer environment.