

**Training on the construction site of a business facility,
Phase I (UP1 consisting of KP 3646/1, 3647, 3645/1 KO
Podgorica III within the scope of DUP "Titex"), for
"Cungu & Co" d.o.o. Ulcinj, in Podgorica
Contractor "Kod Brkanovića" d.o.o. Podgorica
August 02, 2021**

According with the activities of the project "Build knowledge - protect yourself", funded by the Ministry of Economic Development, The Safety at Work Association of Montenegro (SWAM) organized training for employees of the company "Kod Brkanovića" doo Podgorica, which performs works on the construction site of a business facility, Phase I, (UP1 consisting of KP 3646/1, 3647, 3645/1 KO Podgorica III within the scope of DUP "Titex") for "Cungu & Co" doo Ulcinj, in Podgorica.

Since, statistically speaking, about 90% of employees in the construction sector are men, and in relation to age groups, the largest number belongs to the group of 35 to 44 years, and slightly less to the group of 25 to 34 years. The percentage of those employees who have only completed primary school is still very high. In addition, there is a significant share of undeclared work, which is recognized as another problem - the fact that Montenegro has struggled for years with a lack of adequate labor and compensated for it by hiring labor from the region.

The aim of this training was to strengthen the capacity of employees, as there is a great unmet need to improve capacity in the field of health and safety at work, both for employers and employees, in order to more effectively apply the measures of the Law on Public Health. This has been achieved through training, hiring competent experts in this field. Emphasis was placed on the education of employees with a low level of education, who are most often injured, through practical training on the spot, on the site, where a team composed of experts in the field of health and safety at work introduced them to their rights, obligations and responsibilities.

The training was held by experts in the field of safety and health at work, who also work as coordinators on construction sites - Tanja Šćepanović and Marjan Brčić.

Rough construction works are being carried out on the mentioned construction site, so the education of employees is focused on the dangers and harms that are characteristic of this phase of works.

Through on-site practical trainings (on the construction site), 10 employees were informed about the most common hazards on the construction site during normal work, such as, among other things, work at height, since falls account for a high percentage of accidents on construction sites. By the very nature of their work, a large number of these accidents result in serious and even fatal injuries. Accordingly, all employees and their work organizers were provided with information through training and risk perception and safe work practices from

the aspect of work at height, as well as the importance of using personal protective equipment as a protective measure to prevent exposure to hazards, all in accordance with Rule book of safety and health measures at work on temporary and mobile construction sites.

Since all construction sites employ, except for people from our speaking area, people from Albania, the training was organized in special groups - in Montenegrin and with translators in Albanian.

On that occasion, the participants of the training were given flyers that contain basic, pictorial information about the greatest risks of injury on construction sites. In addition, the participants received promotional T-shirts, jackets and raincoats from the BALcan OSH network.

On this occasion, great differences were found in the organization of work on construction sites, their order, hygiene, level of information and awareness of employees about safety at work, the need to use personal protective equipment and how to treat respect for rules and regulations, but also knowledge of their rights, obligations and responsibilities.

Employees expressed fear that if they demanded their rights from the employer, in that case, in their experience, it would mean losing their job and returning to Albania.







In Podgorica, on August 03, 2021

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