



ub s n na t or as
Prof Saf, Jun 4, 2014

Safety & the Diverse Workforce:

Lessons From NIOSH's Work With Latino Immigrants

Michael A. Flynn

The U.S. workforce is undergoing dramatic changes that are likely to continue into the future. The increasing participation of women in the workforce, the aging of the workforce, and the increasing diversity of the workforce are all factors that will shape the future of the workforce. The National Institute for Occupational Safety and Health (NIOSH) is committed to understanding the challenges and opportunities of the diverse workforce and to developing strategies to protect the health and safety of all workers. This paper discusses the lessons learned from NIOSH's work with Latino immigrants in the construction industry.

Immigrants & the Workforce

Immigrants are a key contributor to the U.S. workforce. They are a diverse group of people who come to the United States for a variety of reasons, including economic opportunity, family reunification, and political asylum. Immigrants have made significant contributions to the U.S. economy and society. However, they often face challenges in the workplace, including discrimination, language barriers, and lack of access to training and education. This paper discusses the challenges and opportunities of the immigrant workforce and the role of NIOSH in addressing these issues.

The construction industry is a major employer of immigrants in the United States. Immigrants are often employed in low-wage, high-risk jobs in the construction industry. They are also more likely to be employed in temporary or seasonal jobs. This makes them more vulnerable to exploitation and abuse. NIOSH is working to improve the health and safety of immigrant workers in the construction industry by providing training and education, conducting research, and advocating for policy changes.

Occupational Health Disparities

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Promoting Occupational Health Among Immigrant Workers

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Knowledge as a Barrier to Safety

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Gany. Dobs aw a r ta- / / Connor Loo s unyan ta- / / -

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Language as a Barrier to Safety

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/ / -

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as t sup rv sor b v s-A t ona y t puts t s p oy n a pos t on to at t

Workers' Culture as a Barrier to Safety

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ct v w t t onon ua p oy s b caus t y sp a t sa an ua –
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 a r–F n n qua n v ua s can b cu t sp c a y n ar as o t country w t
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 on b n ua n v ua –

Institutional Culture as a Barrier to Safety

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Structural Realities as a Barrier to Safety

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t n v ua wor r or or an at on-- n v ua wor rs or or an at ons can
a vocat ov r t or structura c an to nat barr rs to sa ty t y o t n can ta
s ort t r act ons to t at t cts o structura barr rs on sa ty--

n suc xa p r at s to prop r tt n sa ty qu p nt or v rs wor rs--Many E
sp c cat ons n t --ar bas on asur nts ta n ro tary a r cru ts n
t -- ur n t s to s pa r Kau Hs ao ta-- s ata o not
account or t ran o bo ys ap s an s so t o rn c v an wor orc an
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not on y r uc s t E s ab ty to prot ct t wor r as s n t ay a so caus a
wor r to r uc or nat ts us b caus t ar s p re v to b t r n ct v or
unco ortab Go n ar w n y --

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an nsur t at atas ts us to s n Ear or nc us v --For xa p r s arc rs ar
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o t n pr v nt t s opt ons ro r ac n wor rs D Lan y --

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Conclusion

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an p nt sa ty pro ra s t at account or t s v rs ty- o ct v y pro ot H
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wor ore an ow wor rs approac on t ob sa ty-

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Biography

Michael A. Flynn, M.A. s a soc a sc nt st w t I H s ra n n s arc an
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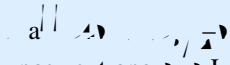
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- A b rs J–Cato J–Er ono c awar n ss co un cat on or r s nt a construct on wor rs– I H
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ubM -
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IN BRIEF

Companies must ascertain significant proportion of sales from
new sales versus work order and contract volume and sales –

sales can be new now all  Lr –
such as unavailability of raw materials and other Lr –

or an effective copy to the author and ensure that they have the
necessary capacity to successfully negotiate the process of
writing the book.

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E orts to cr at nst tut ona capac ty to ct v y wor w t a v rs wor orc
r qu r bot s ort an on t r p ann n –

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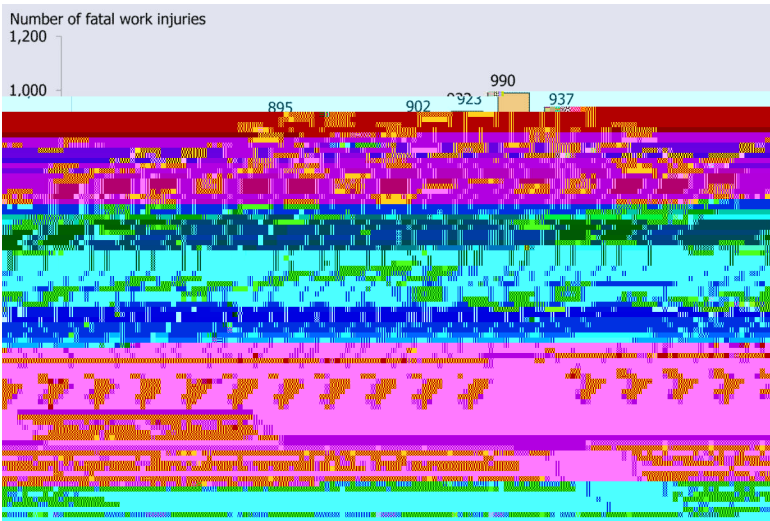


Figure 1. Number of Fatal Work Injuries for Latinos, 199 - 011

Note. Data from the U.S. Bureau of Labor Statistics, Bureau of Census, Fatal Occupational Injuries and Illnesses by Industry and Detailed Occupational Group, 1990-2011. Data are presented in the following table.

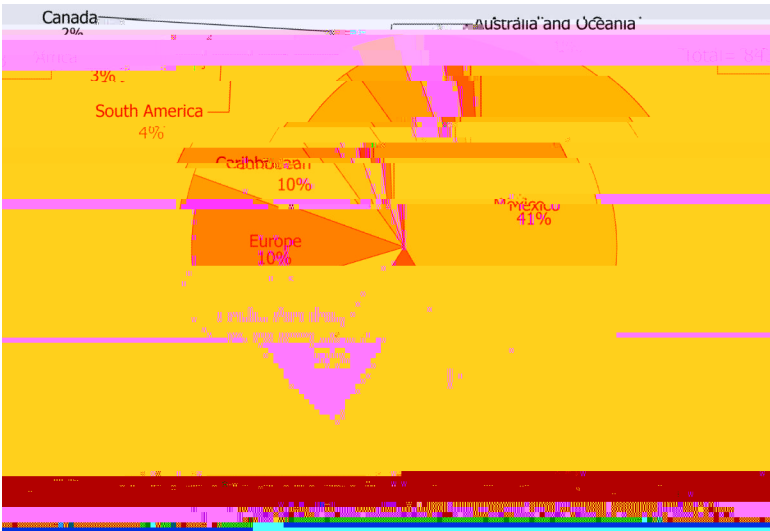


Figure . Fatal Injuries for Foreign-Born Workers, by Country or Region of Birth, 011
Note. Percentages may not add to 100% due to rounding. Data from the Census of Fatal Occupational Injuries in the United States, by Country of Birth, by Bureau of Labor Statistics. Data part of the Labor Department.