



**UNIVERSITI TEKNOLOGI MARA**

**EMPLOYER COMPLIANCE IN  
PROVIDING SAFETY EQUIPMENT  
AT CONSTRUCTION SITE**

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## **ABSTRACT**

In this developing country, the construction industry is one of the country's most important industries in proving that Malaysia's development is modern in the mainstream. In helping to enhance the economy, the construction industry has grown rapidly. Therefore, the safety and health on the employees at construction site must important be impact on the safety and health of workers on the site as it is high risk that involve fatal accident between employers and employees. Therefore, the provision of safety equipment is essential to give protection for the employees and it is a responsible of employer to provide as stipulated in Occupational, Safety and Health Act 1994. However, most accident happen due to the lack availability and low-quality safety equipment that provide by employer. Many research show that employer are not committed in provide adequate and quality of Personal Protective Equipment. Thus, the factors of employer compliance are necessary to find out which can result the safety measure in overcome the employer compliance. This topic is worth to be carry out in research to see the actual factor that effect their compliance and propose safety measure that hope to be a significant ideas to enhance the availability of safety equipment. Using close ended questionnaire and analyse result through Descriptive Analysis, few factors list by researcher has shown their compliance level is low based on the important level of the Likert Scale. Due to the limitation access from pandemic Covid-19 outbreak, the research area is highlighting compliance of employer in Selangor. The finding indicate that knowledge is employer are the most important level that effect the employer compliance to improve outdated nature.

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# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1. INTRODUCTION**

Malaysia is the developing country with estimated population of 32 million people. Thus, the construction industries are the leading contributor to the Malaysian Gross Development Product (GDP). Construction is an important national activity in the development of national development. This sector involves large numbers of high-risk workers. In addition, this sector is also a major contributor to the economy and job growth.

Developers, contractors and government agencies are the stakeholders that responsible in ensuring that site construction runs smoothly in line with the safety and health of employees. According to statistics by Occupational, Safety and Health Department (OSHD) a total of 1,276,400 total employees in 2019 at construction sites and accounted for 9% of jobs in Malaysia. With the advancement of construction method in Malaysia, safety is an important factor in the sector to launch projects under construction. Proper safety precautions are taken to prevent any loss of life and serious injury. Thus, the existence of Occupation Safety and Health 1994 (OSHA) and the Factory and Machinery Act 1967 (FMA) has provided safety regulations in the workplace and has compound fines if the employer does not comply with the act issued.

With the huge total of employees in the site, employers are responsible to provide adequate and quality on Personal Protective Equipment (PPE) as additional equipment to protect employees from workplace hazards. However, previous research and early observation expose that employer has issue in providing the safety equipment for the employees. This research will assess on the factor that contribute to the employer compliance and best measure to overcome the issue from the side of employer.