

# INNOVATIVE SOLUTIONS IN LABOR LAW AND CONSTRUCTION SECTOR: FUTURE PERSPECTIVE

Ayşe ARICI, PhD, Umut ELBİR, LL.M.

## ABSTRACT

This article addresses important issues at the intersection of labor law and the construction industry. It examines the new challenges and solutions that arise in terms of labor law in the transition from traditional construction methods to sustainable construction technologies. In a period when the concept of sustainability is becoming increasingly important in the construction industry, the need to adapt to this change from a labor law perspective is emphasized. Occupational safety measures not only protect workers' health, safety, and well-being in the construction industry but also increase the stability and sustainability of businesses. Implementing these measures effectively in the sector minimizes work accidents, increases work efficiency, and contributes to a safer working environment.

The article discusses the relationship between new technologies and sustainable construction practices used in the construction industry within the framework of labor law and legal regulations and legislation. It also analyzes the effects of these technologies and applications on the rights and security of employees in terms of labor law. Additionally, the effects of current legal regulations regarding the use of personal protective equipment and worker health on sustainable construction processes are examined. The provisions of education in construction works stipulated in our legislation and the practical applications of these provisions are discussed together with the deficiencies in the legislation. The difficulties experienced in the education process and the problems in the sector were examined, and solution suggestions were presented. While it is aimed at increasing safety awareness and creating a safety culture, especially in order to reduce occupational accidents, it is emphasized that a risky sector such as construction works is an important starting point in developing the understanding of safety.

The survey conducted on approximately 300 workers working at six different construction sites in different cities of Turkey revealed awareness of labor law, occupational health and safety, level of knowledge, expectations, and demands, personal protective equipment, their knowledge about the use of personal protective equipment and awareness about the need to use it. It is designed to measure the situation and the levels of.

The survey is considered an important data source for researchers, lawyers, and construction professionals who aim to understand the relationship between innovations in the field of labor law and the sustainability- and technology-oriented future of the construction industry and to develop future solutions in this field. This study is also based on a 20-question survey to measure workers' awareness of occupational health and safety, their knowledge of labor law, their rights, their knowledge of personal protective equipment, and their use. This survey aims to be an important data source to evaluate workers' knowledge and awareness levels and understand the relationship between labor law and occupational health and safety.

**Keywords:** Labor Law, Occupational safety in the construction industry, Sustainable construction, Sustainability construction technologies, Personal protectors

**Ayşe ARICI, PhD**

*Faculty of Engineering  
and Architecture,  
International Vision  
University, Gostivar  
N.Macedonia*

**e-mail:**

[ayse.arici@vision.edu.mk](mailto:ayse.arici@vision.edu.mk)

**Umut ELBİR, LL.M**

*Bilgi University,  
Vocational School of  
Health Sciences,  
Department of  
Property and Protectio*

**e-mail:**

[umutelbirr@gmail.com](mailto:umutelbirr@gmail.com)

**UDK:**

349.2:624(560)

331.45:624(560)

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## **INTRODUCTION**

Labor law is the branch of law regulating labor relations and the relations, rights, and responsibilities between the employer and the employee. This legal field includes working conditions, employment contracts, employee and employer rights, occupational health and safety, recruitment and dismissal, wages and social rights, unions, and collective bargaining agreements. Labor law includes various legal regulations to regulate, protect, and fairly conduct business relations.

**Employee Rights in Labor Law:** Employees' wages and social rights are protected regarding working conditions such as working hours and overtime. Workers have the right to be fairly hired and fired by their employers and to be treated equally in the workplace. Occupational health and safety standards must be maintained by employers to protect the health and safety of workers. Employees' organizational rights, such as union membership and collective bargaining, are evaluated within the scope of labor law.

**Employer Rights in Labor Law:** Employers can evaluate workers' performance and determine business decisions such as hiring and dismissal. Employers have the right to organize employees' work by business objectives and establish workplace rules when necessary. Employers are obliged to pay employees wages per the conditions specified in employment contracts.

Labor law aims to maintain the balance between employee and employer, ensure fair labor relations, and properly apply the legislation in labor law. In this context, dealing with issues such as regulation of working conditions, provisions of employment contracts, and worker health and safety within the legal framework forms the basis of labor law.

Occupational safety in the construction industry is the set of measures taken to reduce the risks employees may be exposed to during work and prevent occupational accidents. These measures are critical for the health and safety of workers and are everyone's responsibility in the industry. Occupational safety measures aim to prevent harm to workers and other people.

Various steps should be taken to ensure occupational safety in the construction industry. These include taking safety measures in and around the construction site, training and awareness of workers, detecting and reporting dangerous situations, and using appropriate personal protective equipment (PPE). In addition, consultancy by occupational safety experts and continuous inspections are also important.

Taking occupational safety measures provides many contributions to the sector. First, reducing or completely preventing occupational accidents protects workers' health and does not put their lives at risk. This increases workers' morale and motivation, increases work efficiency, and positively affects the reputation of businesses. Additionally, implementing occupational safety measures ensures compliance with legal regulations and can prevent criminal sanctions. This ensures that companies are in a stronger legal and financial position.

Sustainable construction is one of the focal points of the construction industry today and represents an approach that balances environmental, economic, and social impacts. This method aims to minimize environmental impacts at every stage, from design to construction and subsequent operation of construction projects, to use resources efficiently, and to create livable structures that do not harm human health.

The concept of sustainability is evaluated in a wide range of areas in the construction industry, from material selection to energy use. In this context, construction technologies and building materials are critical in achieving sustainability goals. Highly efficient energy sources, recyclable materials, and renewable energy sources are important elements in creating sustainable structures.

Personal protective equipment used in the construction industry is used to ensure the safety of workers and protect their health. This equipment is important in reducing physical injuries and chemical and biological hazards, especially occupational accidents. For example, equipment such as protective helmets, glasses, work gloves, and respirators protect workers from dangers and provide a safe environment at the workplace.

Using these elements in the construction industry not only protects the health and safety of employees but also contributes to adopting environmentally friendly approaches, reducing operating costs, and increasing social responsibility awareness. Sustainability and occupational safety measures promote a more efficient and ethical business culture in the construction industry. This situation supports the development of the sector in a more competitive, environmentally friendly, and society-contributing structure in the future.

## **1. Material And Method**

This study was carried out to understand the impact of occupational health and safety legislation on training processes in the construction sector. The literature review discussed the basic concepts of occupational health and safety legislation examined in the context of construction works and statistics in the sector. In this screening process, in-depth analysis of occupational health and safety legislation, field research in the sector, detailed examination of statistical data, and observation of occupational safety practices in a particular sector were used.

During the literature review, the focus was on the effects of occupational health and safety legislation on training processes in the construction sector and how these processes affect the health and safety of workers. In this context, issues such as how enterprises implement the current legislation, the compliance of training processes with occupational safety standards, and the impact of these processes on workers' health have been examined in detail.

This study is a survey conducted on approximately 300 workers working at six different construction sites in different cities of Turkey, their awareness, knowledge level, expectations and demands regarding labor law, occupational health and safety, their knowledge about personal protective equipment, and their use and usage. It is designed to measure the level of awareness about the need for The research aims to include individuals working at six different construction sites in different cities in Turkey and having different demographic characteristics. Sample selection was made using the random sampling method. The size of the sample and its level of representation were determined depending on the research aims, the sources, and the statistical calculations followed by the researcher. The survey form was designed to cover the following topics and demographic information. Their knowledge levels of labor law, occupational health, and safety, awareness, expectations, and demands, knowledge about the use of personal protective equipment, and awareness about the need to use them were collected using a survey form and face-to-face interviews. During the data collection process, it is important to provide necessary guidance to participants to understand and answer the survey form. It was prepared by complying with the principles of confidentiality and voluntariness during the data collection phase. The collected data were analyzed using statistical methods. Demographic characteristics and responses to survey questions were evaluated with statistical frequency distributions and percentages.

The survey includes 20 questions in total. Five of these questions are used to determine demographic characteristics, while the other 15 are designed as multiple-choice questions. The data obtained was evaluated with percentage values. These tables show the distribution of participants with different demographic characteristics and their answers to various questions.

The literature review aims to evaluate the integration of occupational health and safety legislation into training processes in the construction sector, the measures to be taken to increase the safety and health of workers, and the applicability of these measures. In this way, it is aimed to develop suggestions for improving occupational health and safety standards in the construction sector and to ensure harmony between the legislation and practical practices in the sector.

## **2. Discussion**

**Worker Participation and Labor Law Awareness:** The knowledge levels of the 300 construction workers who participated in the survey on labor law were distributed in different ranges. 25% of the workers stated that they had little knowledge of labor law, 40% stated that they had moderate knowledge, and 30% stated that they had a general awareness of it. Only 5% stated that they had a sufficiently in-depth knowledge. These results show that construction workers generally have a moderate level of knowledge about labor law.

**Awareness Levels on Employee and Employer Rights:** The awareness levels of the survey participants regarding employee and employer rights vary. While 55% of the participants stated that they had some basic information about labor rights, 30% stated that they had more detailed information about these rights. Regarding employer rights, 40% of the participants stated they had a general level of awareness.

**Personal Protective Use and Awareness:** 70% of the workers surveyed said they thought using personal protective equipment was important. However, only 45% stated they had sufficient knowledge about correctly using this equipment. This situation shows that although the importance of personal protective equipment is known, there are areas for improvement in correctly using this equipment.

**Occupational Health and Safety Awareness:** 60% of the workers participating in the survey stated that they have basic knowledge about occupational health and safety. However, only 35% stated they knew the need to prevent occupational accidents and reduce risks. This situation shows workers' awareness of occupational health and safety should be improved.

The findings show that occupational health and safety legislation significantly impacts training processes in the construction sector. The literature review revealed differences in the implementation level of existing legislation among enterprises and that training processes generally must comply with occupational safety standards. This situation led to the conclusion that occupational health and safety standards should be updated, and training processes should be reviewed to improve workers' health and safety conditions.

It has been determined that work accidents occur due to insufficient knowledge about labor law, workers' rights, and labor rights, and workers need to gain awareness about using personal protective equipment correctly. This causes financial harm to the workplace, and workers often unknowingly harm themselves and their families. The main reason is the need for more knowledge and awareness of workers, often resulting from a lack of education.

Raising awareness of workers on occupational health and safety issues, proper implementation of existing legislation by businesses, and developing occupational safety culture are vital in reducing occupational accidents and creating healthy working environments. In this context, it is recommended to implement solution-oriented approaches such as understanding workers' rights and working conditions, training on the correct use of personal protective equipment, and awareness-raising programs. These steps will contribute to protecting the health and safety of employees in the business sector and increase workplace productivity.

## **CONCLUSION AND RECOMMENDATIONS**

It emphasizes the need to implement more effective occupational health and safety legislation and the importance of making training processes compatible with occupational safety standards. Increasing workers' awareness of their rights and occupational safety, regular training programs, and more comprehensive information on labor law and rights are important in this context.

The results of the research conducted in the field of occupational health and safety are very important and striking. This study, based on a survey conducted with 300 construction industry workers, examined workers' knowledge and awareness levels on labor law, employee and employer rights, use of personal protective equipment, and occupational health and safety. The results revealed the need for more awareness and potential risks in the sector.

It has been determined that the workers' knowledge of labor law is generally at a medium level. However, although the level of awareness of workers and employers about their rights shows that workers have basic knowledge, they reveal that they need more detailed knowledge. It has been understood that workers generally need more knowledge about using personal protective equipment and occupational health and safety.

These findings highlight that there needs to be more awareness in the business sector, which can lead to occupational accidents and harm workers' health. One of the main reasons for occupational accidents and health problems is workers' need for more knowledge and awareness about labor law, rights, and occupational health and safety. This situation poses a serious obstacle in preventing accidents and risks that may occur in workplaces.

It is understood that it is vital for businesses to properly implement awareness programs, training, and current legislation in this field to protect the health and safety of workers. Training and awareness-raising activities must be implemented quickly to improve occupational safety culture, understand workers' rights, and correctly use personal protective equipment.

As a result, concrete steps should be taken to increase the knowledge and awareness of workers in the business sector on labor law, rights, use of personal protective equipment, and occupational health and safety. These steps will contribute to reducing occupational accidents, creating healthy working environments, and ensuring that workers work by health and safety standards. Protecting the health and safety of employees in the business sector will not only increase the efficiency of workplaces but also affect people's lives.

As a result, integrating occupational health and safety legislation into training processes in the construction sector is of critical importance for the health and safety of workers. Appropriate training programs, reviewing occupational safety standards, and more effective implementation of existing legislation will constitute the basic steps towards reducing occupational accidents and creating healthy working environments.

These steps should be planned as follows; The precautions to be taken and the solutions to be developed in the field of occupational health and safety in the construction sector are of critical importance. The following steps should be followed to improve the current situation and reduce work accidents:

- **Strengthening Training Programs:** Workers should receive comprehensive training programs on occupational health and safety. These trainings should include topics such as labor law, workers' rights, and the correct use of personal protective equipment. Raising awareness and training of workers is an important step in reducing work accidents.
- **Updating the Legislation:** Occupational health and safety legislation should be more comprehensive and effective for the construction sector. Existing legislation should be reviewed and updated, and businesses should be encouraged to comply with these new regulations.
- **Inspection and Monitoring of Applications:** Implementing occupational safety standards in workplaces should be regularly inspected and monitored. Audits are important to evaluate businesses' compliance with legislation and identify deficiencies.
- **Awareness Raising and Communication:** Employers and employees should establish An open communication network. Regular information meetings on occupational health and safety should be held, and workers should be encouraged to express themselves on this issue.
- **Use of Technology:** Studies should be carried out to predict and prevent occupational accidents using technological tools such as artificial intelligence and data analytics. These technologies can help create safer working environments in terms of occupational safety.

These recommended steps will provide important guidance for improving occupational health and safety standards and reducing occupational accidents in the construction sector. In this way, healthier and safer working environments will be created by paying more attention to the health and safety of workers, and work efficiency will increase by minimizing occupational accidents. Employees will work more efficiently in a safer environment. Safety of life and property will be ensured. Visible and invisible costs within the workplace will decrease, and these costs can be shared among workers as incentive payments.



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