

SOLUDEC S.A. committed itself at an early stage to the occupational health and safety of its employees and the company is viewed in its own country as a pioneer in this field. Even before there were any statutory requirements in this sector, the company had made occupational health and safety an integral element of its corporate policy.

### **Concentrating on the employees' safety**

SOLUDEC S.A. had already called in an officially registered test institute in the sixties to inspect the building sites long before this was prescribed by law. This was followed by the provision of helmets and safety shoes for the building workers. Since 1985 the company has had a department of occupational safety. It organises weekly visits to the building sites, prepares written reports and evaluates all this statistically. A safety register is kept as a supplementary measure. In 1991 a safety service was set up which organises, under the supervision of a safety engineer, training seminars and life-long learning courses on safety issues. New employees also go on introductory courses. Moreover, the safety instructions are revised at regular intervals and communicated to the workforce. Close co-operation is maintained between the occupational doctors, the safety officers and the co-ordinators of occupational health and safety.

accident to change over to easier work. Moreover, SOLUDEC S.A. is committed to addiction prevention and has issued a ban on alcohol at all building sites.

### **Competitiveness improved**

With the introduction of the safety service at SOLUDEC S.A. in 1991 and the resultant activities, the time lost due to illness fell in the same year by 20% and in the following year by 26%. Owing to the increase in measures to protect the employees, job satisfaction and the working atmosphere have improved substantially. This has also had a positive impact on the competitiveness of the construction company.

Branch:

**Construction industry**

No. of employees:

**466**

Products/Services:

**Above and below-grade construction**

Locations:

**Luxembourg**

Miscellaneous:

**Activities on domestic and foreign markets;**

**5.4% women,**

**94.6% skilled workers;**

**certified to ISO 9002 since 1997**