

**Free Resources Available in Spanish for Safety Professionals
Servicing the Spanish-Speaking Community of Workers
(Recursos Sin Costo Disponibles en Español para Profesionales
de Seguridad que Sirven a la Comunidad de Trabajadores de
Habla Hispana)**

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Summary

For the past two decades, thousands of employees have died each year from fatal occupational injuries. For the period between 2001 and 2006, this trend has moved upwards, reaching 5,840 total fatalities recorded in 2006. Of these, almost 17 percent or 990 were fatal work injuries involving Hispanic or Latino workers, of which 67 percent or 667 were foreign-born Latino workers. Studies of fatal accidents investigated by OSHA suggest that contributing factors for such high rate of fatalities among Hispanic workers are that the workers did not speak English, did not understand the language by the employer or other workers, and had limited or no training.

While there are hundreds of OSHA standards requiring safety training and Directives requiring that effective training take effect, including in the native language of the workers, many employers are not aware of or are unable to deliver such training to their workers effectively. This presentation will provide vital information that such employers and their safety professionals can use to procure safety training and information resources to enhance their safety training programs and increase employee awareness levels and, thus, reduce the risks of fatal injuries.

This presentation will outline the challenges facing many non-English speaking employees in the U.S., will provide proven effective techniques to train Hispanic workers, and list many free training resources available to their employers and safety professionals servicing the Spanish-speaking community of workers. These will include resources from OSHA, educational institutions and professional organizations readily available to all interested parties.

Introduction

According to a Bureau of Labor Statistics study release dated 12/07, the Latino workforce is projected to increase to almost 27 million workers, a growth of 29.9% from 2006 to 2016. Are you prepared?

Such demographic explosion comes with a human cost associated with higher rates of fatal injuries and accidents among the Hispanic and Latino workers in America. For the past fifteen years, over six thousand employees have died on average each year from occupational fatal injuries in the U.S. For the period between 2001 and 2006, this trend has moved upwards reaching 5,840 total fatalities as recorded in 2006 by the Bureau of Labor Statistics (BLS), see Exhibit 1 below.

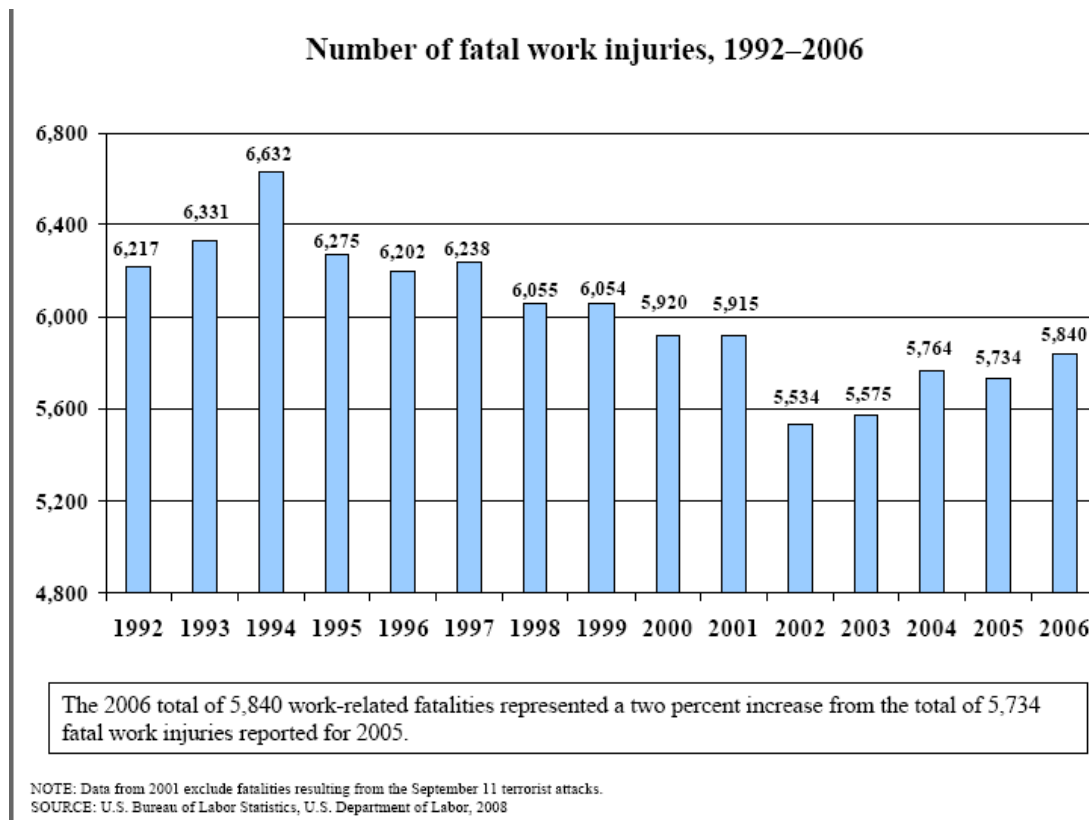
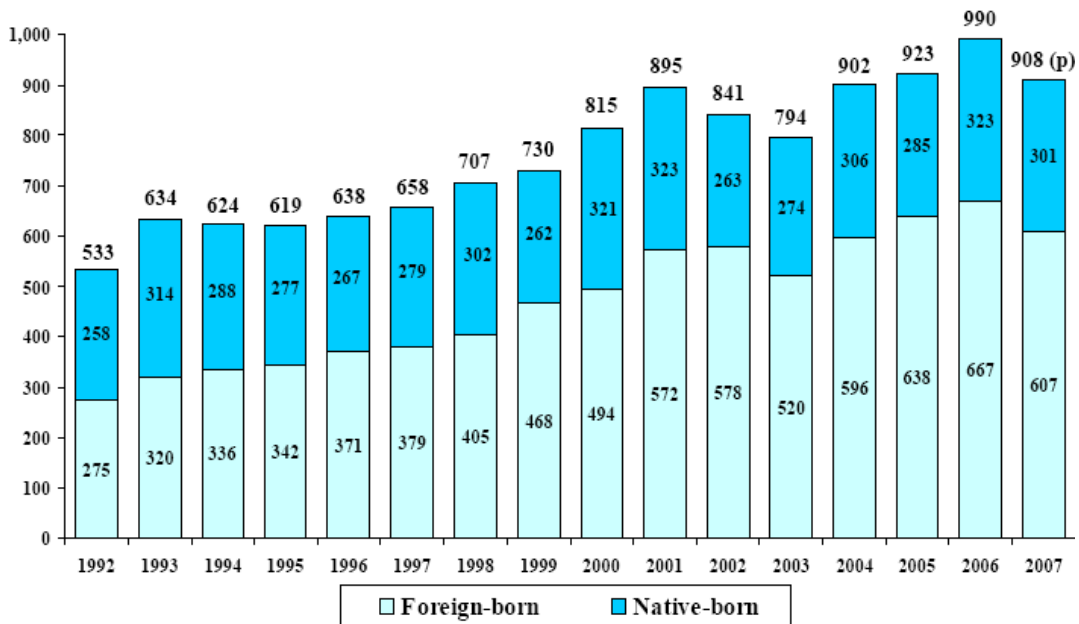


Exhibit 1 – Number of Total Fatal Work Injuries in the U.S. (1992-2006).

Of the total number of fatal accidents depicted above, almost 17 percent or 990 were fatal work injuries involving Hispanic or Latino workers. Analysis of the data above and related to the Hispanic and Latino fatal accidents in America during the 2001-2006 period, suggest a consistently upward moving trend where more than two thirds of these fatalities were among foreign-born Latino workers in each of these years(see Exhibit 2 below).

**Number of fatal work injuries involving Hispanic or Latino workers,
1992-2007**



Fatal work injuries involving Hispanic or Latino workers decreased in 2007 after reaching a series high in 2006. More than two-thirds of fatally-injured Hispanic or Latino workers in 2007 were born outside of the United States.

p = Preliminary
 NOTE: Data from 2001 exclude fatalities resulting from the September 11 terrorist attacks.
 SOURCE: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2008.

**Exhibit 2 – Number of Fatal Injuries in the U.S. involving Hispanic or Latino workers
(1992-2007P).**

The sector with the most fatalities in 2006 was the construction industry, with 1,239 fatal accidents resulting in 354 Hispanic worker deaths (a 1 in 4 ratio). Other sectors with significant rates of fatalities among Hispanic workers in 2006 were manufacturing, agriculture and services, among others.

The Bureau of Labor Statistics established that the rate of fatalities in 2006 was around 5 per every 100,000 workers, but for the Hispanic population it was 25 percent higher than for the total worker population of the U.S., even though Hispanics only account for about 14 percent of the entire population of the U.S.

The problem is that the fatality rate among Hispanic workers is high and continues to rise at a disproportionately higher rate compared to the U. S. general worker population. Studies of fatal accidents investigated by OSHA in 2007 suggest that contributing factors for such a high rate of fatalities among Hispanic workers can be attributed to the fact that these workers did not speak English, did not understand the language of their employer or other workers and had limited or no safety training in their jobs. Many employers lack an adequate understanding of the root causes necessary to take a proactive approach to explore ways to eliminate these fatalities.

The remainder of this paper will be dedicated to addressing the lack of adequate worker training, which we believe is a root cause of the problem at hand among Hispanic and Latino workers in the United States. We hope that the resources presented below will address some of the gaps in Hispanic employee training in the United States.

The Training Issue

OSHA Requirements: Most Occupational Safety and Health Administration (OSHA) regulations include training requirements in more than 160 health and safety standards for general industry, construction, longshoring, logging, shipyards and other industries covered by OSHA. The OSHA directive on “effective training” and “native language” guidelines aimed at ensuring non-English speaking workers are accommodated during mandatory safety and health training.

Training Challenges: There are other variables on the Hispanic worker training equation that need not be overlooked by employers and safety professionals, such as the employee’s cultural background, level of education and natural fears in a foreign environment.

Cultural barriers common to many Hispanic workers include their family values, respect for authority, level of trust and religion. Let’s briefly examine each cultural trait:

- Hispanics tend to value their family above anything else, and in a typical nuclear family, the head of the family is the main bread winner and support to, not one but sometimes several, generations in the household. As such, there is a tremendous pressure to provide and the belief is that they must prove hard working and reliable to all around them. Whether he/she understands the task at hand, the work must be done to support the family, regardless of the consequences. Typical mindsets among Hispanics is that a person incapable of supporting his/her family is not worthy of respect, thus, losing the status among family and community networks.
- Hispanics tend to share a high level of respect for authority and authoritarian figures, such as employers or bosses, so very seldom they will challenge or question unsafe practices or instructions provided to them at work. Out of respect, they will just do as told, even if those instructions may put them or their co-workers at risk. Hispanic employees will be less likely to ask or demand more instructions or training before starting a job because doing so may indicate their boss did not do a good job and they don’t want to appear disrespectful and embarrass him/her in the process.
- Hispanics tend to trust only people they know well and/or people like them, those who speak their language, profess the same religion, have the same family values, etc. An Anglo boss may not inspire a high level of trust initially, but given the right conditions, he/she can gain their Hispanic workers’ trust. In the meantime, Hispanic workers may not believe all they are being told by their “gringo” supervisor and not follow all precautionary measures as told because these are coming from a non-trusted source.
- Most Hispanics are very religious and tend to believe in the will of God above anything else, so they may not be open to change their ways by following safer practices at work or using proper personal protective equipment if they believe that

the Almighty is protecting them and, thus, such uncomfortable PPE may not be necessary.

Education is a barrier to training when the level of literacy is low and the language skills poor. Hispanics are the largest immigrant group in the workforce today and it is estimated that a quarter of a million undocumented immigrants enter the U.S. each year. Most of these new arrivals are illiterate and speak very little or no English at all.

- Educated workers tend to migrate into better paying and professional jobs with lower risk levels, but the majority of Hispanic and Latino workers, particularly those recently arrived and associated with high risk jobs, are less likely to have a high school diploma. Illiterate day laborers are not uncommon in many industries, thus, making their training and instruction a challenge to safety professionals.
- But the language is the greatest of all barriers, as employees tend not to understand most or all of the safety instructions provided by their employers, translating into errors and mistakes on the job that result in accidents and, on occasions, death. It is of the utmost importance to provide safety training and instructions in the native language of the worker whenever possible.

Fear of losing their job and, ultimately, of deportation, are at the forefront of every Hispanic and Latino worker, whether undocumented or not. It is this primal fear that prevents many Hispanics from speaking out, demanding better working conditions or asking questions before engaging in dangerous work that may result in injury or death.

Training Techniques: Fortunately, there are several effective training techniques that can be used to properly prepare Hispanic and Latino workers to address the challenges outlined above. Below we present several of such techniques to enhance any safety training program.

- Verbal – In the language the worker understands, to address the illiteracy common among Hispanic laborers.
- Visual – Demonstrate (show them) what needs to be done and how to operate and use equipment, including personal protective equipment.
- Touch – Hands-on training and demonstrations allow the employees to learn by doing.
- Feedback – Ask the employees to demonstrate the skills learned to ensure training was effective and adequate.
- Signage and Hazard Warnings – In the language the worker understands (this is sometimes a Federal or State requirement – i.e.: asbestos, lead work)
- Training Materials – Handouts, operator manuals, safety programs and procedures, MSDSs, etc. should be provided in the language the workers understand.
- Focus Groups – Conduct focus groups among Hispanic employees to assist with translated materials, review content and relevance and identify natural leaders that can deliver the training effectively to their peers.

Free Training Resources

There are many free training resources in Spanish available to employers and safety professionals servicing the Hispanic and Latino community of workers in the United States. Below we present some of the best and complete resources readily available with training materials in Spanish to interested parties, including websites from OSHA, Georgia Tech University, Hispanics Work Safe, CalOsha, Truman College, Puerto Rico OSHA, ASSE and the Safety Professionals and the Latino Workforce (SPALW).

- The Occupational Safety and Health Administration (OSHA) has one of the most comprehensive resource websites with free training and education materials in the U.S. Most of these resources can be found on the Hispanic Employers and Workers Compliance Assistance portal which contains links to the Spanish-Language Compliance Assistance Resources, Dictionaries, State programs in Spanish and other useful resources in Spanish. Below we present Exhibits with some of these portal screen shots from the OSHA website (www.OSHA.gov).

The screenshot shows the OSHA website homepage as of May 15, 2008. The header includes the OSHA logo, the URL www.osha.gov, a search bar, and navigation links for "Advanced Search" and "A-Z Index". Below the header, there is a "Site Index" with letters A through Z. The main content area is divided into several sections:

- What's New:** Includes RSS Feeds, QuickTakes (with a subscribe email address field), and Audiences (En Español, Hispanic Employers & Workers, Small Business Workers, Teen Workers).
- In Focus:** Features three main items:
 - Proposed Guidance on Workplace Stockpiling of Respirators and Facemasks for Pandemic Influenza** [PDF 438K]
 - OSHA Kicks Off 2008 Teen Summer Job Safety Campaign**
 - OSHA Resources on Combustible Dust**, including a Fact Sheet [PDF 790K], a Poster [PDF 35KB], and Safety and Health Information Bulletin and Safety and Health Topics Page.
- OSHA News:** Lists recent news items such as OSHA teams with ASSE, CSSE and industry groups to promote job safety during North American Occupational Safety and Health Week, OSHA schedules Maritime Advisory Committee meeting, OSHA announces new key personnel, and a statement by Edwin G. Foulke Jr., assistant secretary of labor for U.S. Department of Labor's OSHA, on Workers Memorial.

On the right side of the page, there is a vertical navigation menu titled "Find It! In DOL Department of Labor". The "Compliance Assistance" section is circled in green and contains several sub-links, each circled in red:

- Compliance Assistance
- eTools
- Grants
- Hispanic Employer/Worker
- Posters
- QuickCards
- Quick Start
- Recordkeeping
- Small Business
- Training

Below this are sections for "Laws & Regulations" (Standards, Interpretations, Federal Registers, Directives, Lookback Reviews, Dockets & E-Comments) and "Enforcement" (Federal Agency Programs, Local Emphasis, Whistleblower Protection).

Exhibit 3 – OSHA Web portal with links to compliance assistance sites (circled).

- From here, the Compliance Assistance site provides a wealth of information and resources in English and Spanish as well as links to other resources on the web.



Hispanic Employers and Workers Compliance Assistance

August 18, 2005

Site Index: [A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#)



Compliance Assistance: Hispanic Employers and Workers

Welcome! From this site you can access OSHA's compliance assistance resources for Hispanic employers and workers. While this site includes links to Spanish-language resources, it is intended primarily for English-speaking and bilingual users. For OSHA's Spanish-language site, please visit [OSHA en Español](#).



[Spanish-Language Compliance Assistance Resources](#)



[Hispanic/English-As-Second-Language Coordinators](#)



[Employer and Employee Rights and Responsibilities](#)



[OSHA Cooperative Programs](#)



[Success Stories](#)

Highlights

- [PSA by WWE Wrestler Rey Mysterio](#)
- [OSHA Hispanic Outreach Fact Sheet \[PDF - 24KB\]](#)
- [What's New](#)
- [Hispanic Outreach Quick Start](#)
- [Hispanic Summit](#)
- [Spanish-Language Publications](#)
- [Dictionaries](#)
- [Teen Summer Jobs \(Spanish version\)](#)
- [Oregon OSHA PESO Training Program](#)

Quick Links

- [OSHA en Español](#)
- [Puerto Rico State Plan Standards in Spanish](#)
- [Consultation Programs](#)
- [State Plan Spanish-Language Publications](#)

Exhibit 4 – Compliance Assistance Program website with links to Resources in Spanish.


- The Georgia Tech University Occupational Safety and Health Program provides many excellent free resources and outreach consultation services in both English and Spanish to workers and employers in OSHA's Region IV, covering Florida, Georgia, Alabama, South Carolina, North Carolina, Mississippi, Tennessee and Kentucky. The resources and links are available through their website to anyone interested, including training materials such as Power Point Presentations. Many of the services are provided through the Region IV OSHA Training Institute Education Centers. (See Exhibit 5)
- The Hispanics Work Safe website is aimed at helping the Construction Industry's Spanish-speaking workers and employers and contains training modules in Spanish and links to OSHA 10 and 30-hour seminars in Spanish. The training modules not only contain the slides containing the presentation, but also the training manual for trainees and a trainer's guide. The site can be found at: www.hispanicssafe.org. (See Exhibit 6)
- The Consultation Connection (ConNect) contains free materials for trainers conducting OSHA 10-Hour Construction and General Industry job safety outreach training in Spanish. (See Exhibit 7)

GEORGIA TECH OCCUPATIONAL SAFETY & HEALTH PROGRAM

- Home
- What's New
- Consultation Program
- Success Stories
- Outreach
- Staff Profiles
- Publications
- Service Request
- Links
- Web Counter

SHARP
Click Here For More Information

Georgia Tech




[View Campus Map](#)

Georgia Tech provides a broad range of safety and health services to organizations in Georgia and the Southeast through its Region IV OSHA Training Institute Education Center and OSHA 21D Consultation Program.

The OSHA 21D Consultation Program provides a free, confidential, on-site consultation service for small companies (fewer than 500 employees) in Georgia that need assistance in occupational safety and health. Employers have the option to choose several different types of assistance.

The OSHA Training Institute Education Center offers safety and health courses in more than 20 topics throughout Region IV, an area covering Florida, Georgia, Alabama, South Carolina, North Carolina, Mississippi, Tennessee, and Kentucky. Georgia Tech provides these training services through informal partnerships with Florida Atlantic University, the Medical University of South Carolina, North Carolina State University's Industrial Extension Service, and the University of Tennessee's Center for Industrial Services.


For further information on these programs, contact Diane Knobloch at 404/894-2646 or by email at diane.knobloch@gtri.gatech.edu.



A Georgia Tech safety specialist conducts an ergonomic inspection of a computer workstation.


Exhibit 5 – Georgia Tech Occupational Safety & Health Program site.

Address <http://www.hispanicsworksafe.org/view.php?page=osha&sub=10hr&lang=english>



Training & Educational Materials for Hispanic Construction Workers

Promoting Safe and Healthy Conditions of Work for All



Home Page
OSHA 10-hour Training Course
Educational Materials
Construction Dictionary
Video/Safety at Work
Other Resources
What's New
Contact Us

OSHA 10-hour Training Course [Who Could Be the Trainers?](#)

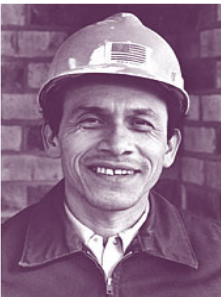
OSHA 10-hr Construction Training Course

The OSHA 10-hour construction training program for Hispanic workers includes various training modules on construction safety and health. They all have been designed based on a linguistic and culturally appropriateness criteria. Each training module includes a set of slides containing the technical presentation, a training manual for trainees, and a trainer's guide.

All our training materials include three basic components:

- a description of the most dangerous tasks,
- identification of the hazards associated with these hazardous tasks, and
- recommended methods of controlling and reducing the identified hazards.

An important component of the training program is an introductory 30-minute lecture (Welcome Hispanic Worker!) that focuses on the following issues: 'why is this training important', 'what are we going to learn', and 'how can we take advantage of the training and translate the knowledge acquired into our own daily work practices'. All participants in the training program must receive a training manual and various educational materials. Upon successful completion of the 10-hour course participants will receive an OSHA-10hour card, a document that is mandatory for employment in construction in various states including Massachusetts.



▶ ESPAÑOL

TRAINING MODULES

- Welcome Hispanic Worker
- Introduction to OSHA
- Fall Protection
- Stairways and Ladders
- Scaffolds
- Electrical Safety
- Personal Protective Equipment (PPE)
- Tools (hand & power)
- Materials Handling
- Ergonomics
- Lead & Asbestos Hazards
- Confined Spaces
- Hazard Communication
- Fire Protection

Exhibit 6 – Hispanics Work Safe web portal.



Spanish PowerPoint Presentations - Construction and General Industry

These materials are designed to assist trainers conducting OSHA 10-hour Construction and General Industry job safety outreach training to Hispanic workers.

Construction modules are listed first, followed by General Industry modules.

OSHA 10-Hour Construction Outreach-Trainer Presentations for Spanish-Speaking Employees

Trainers who are conducting 10-hour Construction OSHA outreach training for Spanish-speaking workers may use these PowerPoint® presentations for assistance. Since workers are the target audience, the training should emphasize hazard identification, avoidance, and control - not standards.

Spanish PowerPoint Presentations

Construction Modules

- Introduction to OSHA
 - Roadway Safety Awareness Program. http://wzsafety.tamu.edu/program_download/, National Work Zone Safety Information Clearinghouse (2004)
 - Unsafe Behavior (Liderazgo en Seguridad). <http://siri.uvm.edu/nnt/powernt.html>, Washington State Dept. of

Exhibit 7 – Consultation Connection website home page.

Last, but not least, we present the Safety Professionals and the Latino Workforce (SPALW) Common Interest Group sponsored by ASSE, which provides a forum for trainers, consultants, employers and other interested parties sharing safety information and resources for the Spanish-speaking market. (see Exhibit 8 below)

Membership	Publications	Professional Development	Practice Specialties	Govt/Prof Affairs	Newsroom	ASSE Foundation	Shop
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Safety Professionals and the Latino Workforce (SPALW)

<p>NEWSLETTERS</p> <p>LINKS</p> <p>Diversity Poster</p> <p>ARTICLES (ENGLISH)</p> <p>Follow-Up Article on Z10 Standard</p> <p>How to Empower and Communicate with your Spanish Speaking Workforce</p> <p>Revisiting the Cahaba Towboat Incident 25 Years Later—A Case Study</p> <p>Using ES&H Practices as a Business Strategy</p> <p>Designing for Construction Worker Safety by John W. Mroszczyk, Ph.D., P.E., CSP</p> <p>ARTICLES (SPANISH)</p> <p>El Diseño y la Seguridad para los</p>	<div style="border: 1px solid gray; padding: 5px; text-align: center;"> <p>SPALW Newsletter – Vol. 2, No. 2</p> <p>English (PDF)</p> </div> <p>Membership in Safety Professionals and the Latino Workforce (SPALW) is open to all ASSE members. We look forward to your participation!</p> <p>SPALW Objectives</p> <ul style="list-style-type: none"> To provide an arena for safety directors, managers, supervisors, consultants and others who have a common interest in this subject to discuss, research, develop and implement new suggestions, ideas and recommendations for issues related to the Latino workforce To offer important and valuable networking experience whereby individuals interested in safety efforts for the Latino workforce can support each other through existing and new strategies To create an avenue and welcomed environment for individuals who have just entered the safety profession or who have existing safety responsibilities To share and learn from one another using ASSE safety, health and environmental (SH&E) resources To provide an environment and opportunity for one-on-one support through the development of a mentoring program in both English and Spanish
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Exhibit 8 – ASSE’ Safety Professionals and the Latino Workforce website.

Conclusions

Hispanic and Latino workers have a higher rate of accidents and fatal injuries than any other ethnic group or the total population of workers in America. The trend is accentuated by a continuous stream of undocumented Hispanic workers joining the U.S. workforce each year who tend to be less educated and not fluent in the English language. Many employers and safety professionals dealing with the largest group of employees in America, the Hispanic and Latino workforce, do not provide effective training and instructions to this large group of people because of their lack of knowledge of the Hispanic/Latino culture, social and demographic differences. They may also lack the knowledge of resources available to them aimed at the Hispanic community of workers in the U.S. There is plenty of evidence suggesting that training employees in their native language can significantly reduce the risks of severe injuries and even eliminate fatal accidents.

This paper outlined a few of the free resources available en Spanish for those safety professionals and employers serving the community of Spanish-speaking workers in the United States. These resources can be utilized to train and educate this workforce in an effective manner, as required by OSHA.

But where to begin? We recommend that those interested in enhancing their safety and health training programs seek to partner with OSHA by contacting their regional Hispanic Coordinator, their local Area Office or their local Compliance Assistance Specialist to take advantage of all the resources in Spanish developed by OSHA or in partnership with other interested parties such as the American Society of Safety Engineers (ASSE) through the Safety Professional and the Latino Workforce (SPALW) common interest group. There are many other institutions developing or compiling training resources in Spanish that are free of cost and readily available online.

We believe that a collective effort must be made to enhance the safety knowledge and comprehension of Hispanic and Latino workers in America, regardless of their immigration status and type of industry where they work. We believe that together we can make a difference in reducing workplace accidents and saving lives.

References

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**Recursos Sin Costo Disponibles en Español para Profesionales
de Seguridad que Sirven a la Comunidad
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**(Free Resources Available in Spanish for Safety Professionals
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Resumen

En las ultimas dos décadas, miles de empleados han perecido cada año en accidentes de trabajo. En el periodo entre el 2001 y el 2006, esta tendencia se incrementó hasta alcanzar un total de 5,840 fatalidades durante el año 2006. De estas, casi 17 por ciento, o 990 fueron accidentes fatales que involucraron trabajadores de origen Hispano o Latino, más del 67 por ciento de estos eran Hispanos o Latinos nacidos fuera de los EEUU. Estudios de accidentes fatales investigados por OSHA sugieren que los factores principales que contribuyeron con esta alta tasa de accidentes entre los trabajadores Hispanos fueron la incapacidad de hablar Ingles, de no entender el idioma del patrón o de otros trabajadores y la falta de entrenamiento de seguridad en el trabajo.

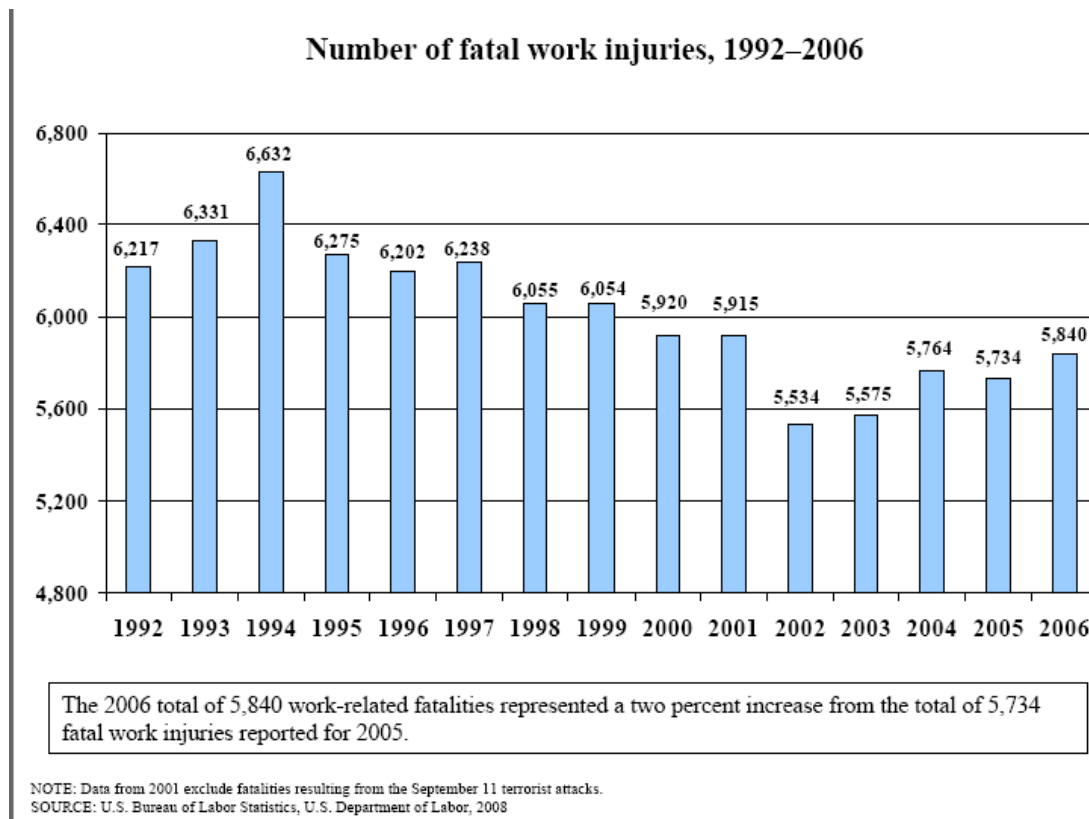
Aun cuando hay cientos de regulaciones de OSHA que requieren entrenamiento de seguridad para los trabajadores y directivas que exigen que este entrenamiento sea efectivo, incluyendo que sea en el idioma nativo de los trabajadores, muchos patronos no están al tanto de estos requisitos o no saben que este debe ser efectivo y en el lenguaje nativo del trabajador. Esta presentación proveerá información vital que, tanto patronos como profesionales de la seguridad industrial, pueden usar para conseguir material de entrenamiento en seguridad y recursos de información en Español sin costo alguno. Esta información les servira para mejorar sus programas de entrenamiento en seguridad y aumentar el conocimiento de sus trabajadores, reduciendo así los riesgos de tener accidentes fatales en sus sitios de empleo.

Esta presentación describirá las dificultades que enfrentan muchos empleados en los EEUU y que no hablan Inglés, proveerá técnicas efectivas comprobadas de entrenamiento para entrenar a trabajadores Hispánicos y listará muchas fuentes de información y entrenamiento sin costo alguno y que están disponibles a los patronos así como también a los profesionales de la seguridad que sirven a la comunidad de trabajadores de habla Hispánica. Estas fuentes incluirán recursos en Español de OSHA, instituciones educativas y organizaciones profesionales que están al alcance de todas las partes interesadas.

Introduccion

Un estudio con fecha 12/2007 del Buró de Estadísticas del Trabajo (BLS) proyecta que la población de trabajadores Latinos en EEUU será de 27 millones de empleados, un crecimiento del 29 por ciento en 10 años, entre el 2006 al 2016. ¿Esta Usted preparado?

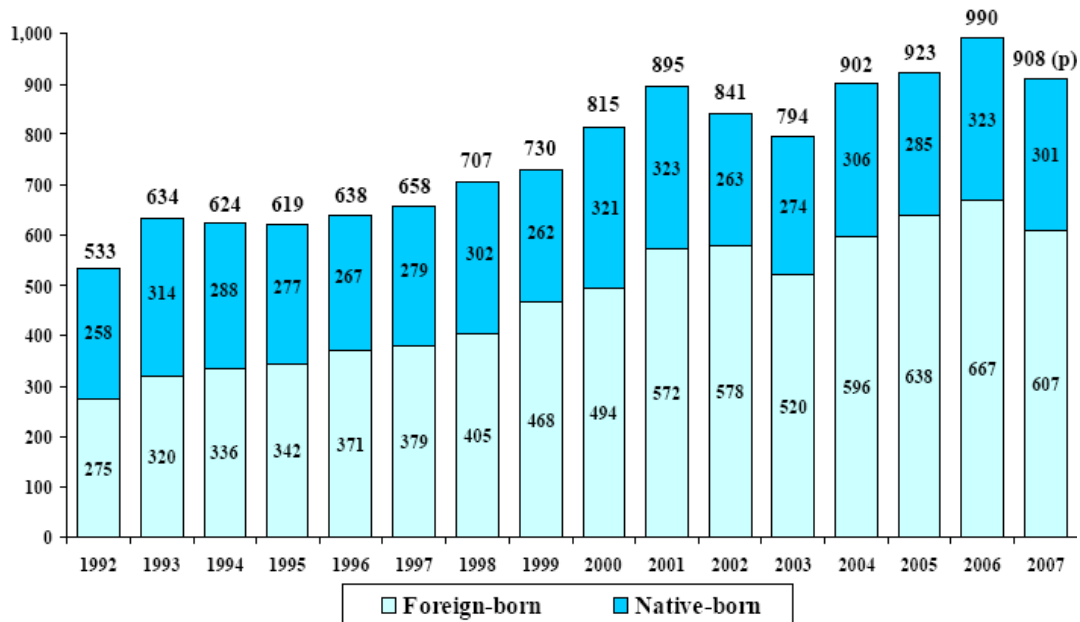
Tal explosión demográfica viene con el costo humano asociado a tasas de accidentabilidad y fatalidad mas elevadas entre los trabajadores de origen Latino o Hispano en los EEUU. En los últimos 15 años, un promedio de más de seis mil trabajadores han muerto por accidentes de trabajo cada año en los EEUU. Durante el periodo entre el 2001 al 2006, esta tendencia se incrementó cada año, alcanzando 5.840 fatalidades registradas en el 2006 por el Buró de Estadísticas del Trabajo (BLS), ver Exhibición 1 abajo.



Exhibición 1 – Número Totales de Accidentes Fatales de Trabajo en los EEUU (1992-2006).

Del total de accidentes fatales registrados en el 2006 e ilustrados en Exhibición 1 arriba, casi 17 por ciento o 990, fueron fatalidades de trabajadores de origen Hispano o Latino. El análisis de la información relacionada con estas muertes entre trabajadores Hispánicos o Latinos laborando en EEUU durante el periodo 2001-2006, sugiere una tendencia a incrementarse, y donde cada año mas de dos tercios de estas fatalidades laborales fueron entre trabajadores latinos nacidos fuera de los EEUU (ver Exhibición 2, abajo).

Number of fatal work injuries involving Hispanic or Latino workers, 1992-2007



Fatal work injuries involving Hispanic or Latino workers decreased in 2007 after reaching a series high in 2006. More than two-thirds of fatally-injured Hispanic or Latino workers in 2007 were born outside of the United States.

p = Preliminary

NOTE: Data from 2001 exclude fatalities resulting from the September 11 terrorist attacks.

SOURCE: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2008.

Exhibición 2 – Numero de Accidentes Fatales de Trabajo en los EEUU involucrando Trabajadores Hispánicos o Latinos (1992-2007).

El sector industrial con el mayor numero de fatalidades de trabajo en el 2006 fue el sector de la construcción, con 239 accidentes fatales de los cuales 354 trabajadores fallecidos fueron de origen Hispano o Latino (1 de cada 4 muertes en esta industria). Otros sectores con tasas de mortalidad elevadas entre Hispánicos durante el 2006 fueron las industrias de manufactura, agricultura y servicios entre otras.

El Buró de Estadísticas del Trabajo (BLS) de los EEUU estableció que la tasa de mortalidad laboral total en el 2006 fue de aproximadamente 5 fatalidades por cada 100,000 empleados, pero para la población laboral Hispánica, la tasa de mortalidad laboral es 25 por ciento

mas alta que la de la población total de trabajadores en los EEUU, aun así cuando los Hispanos solo conforman un 14 por ciento de la población total de trabajadores en los EEUU.

Como mencionamos anteriormente, el problema esta en que la tasa de mortalidad entre los trabajadores Hispanos es muy alta y continua incrementándose cada año a una velocidad desproporcionadamente mas alta cuando se compara con la población total de trabajadores en EEUU. Estudios de accidentes fatales investigados en el 2007 por la Administración de Seguridad y Salud Ocupacional (OSHA) sugieren que los factores que mas contribuyeron con las fatalidades entre trabajadores hispanos fueron la falta de conocimiento del idioma Ingles, la incapacidad de comunicarse con los patronos o compañeros de trabajo y la falta de entrenamiento (o entrenamiento limitado) de seguridad en sus trabajos. Mas aun, muchos patronos no entienden las causas raíces fundamentales para tomar acciones correctivas y proactivas dirigidas a eliminar o reducir estos accidentes fatales entre sus trabajadores Hispanos.

El resto de este artículo estará dedicado a discutir la falta de entrenamiento adecuado para trabajadores, lo cual creemos es una de las causas principales del problema en cuestión entre trabajadores Hispanos y Latinos en los EEUU. Esperamos que los recursos educativos presentados en las siguientes páginas puedan reducir algunas de las deficiencias en los programas de entrenamiento para trabajadores Hispanos y Latinos de los EEUU.

El Problema del Entrenamiento

Requisitos de Entrenamiento de OSHA: La mayoría de las regulaciones de la Administración de Seguridad y Salud Ocupacional (OSHA) incluyen requisitos de entrenamiento en más de 160 normas de seguridad y salud en vigencia para la industria general, construcción, la industria marítima, astilleros, y otras industrias bajo al jurisdicción de OSHA. Las directivas de OSHA respecto al “entrenamiento efectivo” y las guías sobre el “lenguaje natal” de los trabajadores, cuyo lenguaje principal no es el Inglés, están dirigidas a acomodar las barreras de lenguaje de estos trabajadores durante sesiones de entrenamiento obligatorio ofrecido por los patronos y requerido por OSHA.

Barreras de Entrenamiento: Hay otras variables en la ecuación para el entrenamiento efectivo de trabajadores Hispanos que necesitan ser consideradas por patronos y profesionales de la seguridad, como lo son la base cultural del trabajador, el nivel de educación formal y el miedo natural a entornos foráneos que el trabajador siempre tiene, particularmente si no esta familiarizado con el idioma y cultura Norteamericana.

Las Barreras Culturales más comúnmente encontradas entre muchos trabajadores Hispanos incluyen los valores familiares, el nivel de respeto por la autoridad, el grado de confianza y la religión del trabajador. Examinemos seguidamente cada una de estas barreras culturales:

- Hispanos tienden a valorar a sus familias por encima de todo, y, en la típica familia nuclear, la cabeza de familia es el que se gana el pan trabajando duro y que soporta, no solo a una, sino, muchas veces, a varias generaciones en su casa. Como tal, estas cabezas de familia trabajan bajo una presión tremenda de proveer para sus familias y probarse a si mismos y sus familias que pueden soportar a sus familiares de forma responsable. Al final, estos trabajadores resuelven que sepan o

no la faena por hacer, el trabajo hay que hacerlo y mantenerlo para el bien de la familia, sin pensar en las consecuencias. La creencia típica entre Hispanos es que una cabeza de familia incapaz de soportar a su familia no merece respeto y pierde su estatus entre sus familiares y dentro de su comunidad.

- Los Hispanos comparten un alto nivel de respeto por la autoridad y por figuras de autoridad, como sus patronos y supervisores, por lo que muy pocas veces van a protestar o cuestionar condiciones inseguras o instrucciones de trabajo que los pongan a ellos o a sus compañeros en situaciones de riesgo laboral. Por lo general, los trabajadores Hispanos no piden o demandan mas instrucciones o entrenamiento antes de comenzar un trabajo porque al hacerlo están implicando que su supervisor no hizo un buen trabajo explicando la faena y los empleados no quieren pasar por falta de respeto hacia el y/o hacerle pasar un momento engorroso a su jefe.
- Los Hispanos confían solo en las personas que conocen bien y/o en personas como ellos que comparten sus mismos valores familiares, hablan el mismo idioma, profesan la misma fe, etc. Un jefe “gringo” pueda que no inspire inicialmente un alto nivel de confianza en sus empleados latinos, con el tiempo y dadas las condiciones ideales, puede que se gane la confianza de sus empleados de habla Hispana. Pero mientras tanto, es posible que sus trabajadores no crean todo lo que su patrón “gringo” les dice y, por ende, no sigan todas las medidas de precaución como se le ordenaron porque estas vienen de una fuente que no es totalmente confiable.
- La mayoría de la población Hispana y Latina es muy religiosa y tienden a creer en “lo que Dios quiera” por encima de todo, por lo que estos no están muy abiertos a cambiar sus hábitos y a seguir practicas de trabajo mas seguras o a usar el equipo de protección de seguridad exigido. Si ellos creen que El Todopoderoso los esta protegiendo, entonces, el inconfortable EPP no es tan necesario después de todo.

La educación es una barrera de entrenamiento cuando el nivel literario es bajo y la habilidad de lenguaje (en Inglés) es pobre. Los Hispanos son el grupo de inmigrantes de trabajo más grande de los EEUU hoy día y se estima que un cuarto de millón de nuevos inmigrantes indocumentados entran a los EEUU cada año. Muchos de estos nuevos inmigrantes son iletrados y hablan muy poco (o nada) de Inglés.

- Empleados con mayor nivel de educación generalmente gravitan hacia trabajos de mejor paga y trabajos profesionales con menor nivel de riesgo. La mayoría de los trabajadores Hispanos y Latinos, particularmente aquellos que llegan recientemente, y que normalmente uno asocia con trabajos riesgosos, por lo general no han terminado la educación secundaria. Jornaleros Hispanos iletrados son muy comunes en muchas industrias riesgosas, haciendo que su entrenamiento e instrucción sean uno de los problemas mas difíciles de resolver para los profesionales de la seguridad
- El lenguaje es la barrera más grande para el entrenamiento, porque los empleados tienden a no entender nada o casi nada de las instrucciones de seguridad provistas por sus patronos, lo cual se traduce en errores y faltas en el trabajo que finalmente resultan en accidentes y, en ocasiones, en muertes laborales. Es por esto que es de la más alta importancia que se le provea al empleado instrucciones de trabajo y entrenamiento de seguridad en el idioma nativo del trabajador siempre y cuando sea posible.

Miedo de perder su trabajo y, ultimadamente, de ser deportado, están en la mente de cada trabajador Hispano o Latino, sea indocumentado o no. Es este miedo primordial que previene a muchos Hispanos de protestar por o demandar mejores condiciones de trabajo o hacer preguntas antes de comenzar trabajos peligrosos o desconocidos que pueden resultar en accidentes graves o muerte laboral. Cabezas de familia, particularmente, son muy susceptibles a este sentimiento de miedo, mas que todo por temor a defraudar a sus familiares si es deportado.

Técnicas de Entrenamiento: Afortunadamente, hay varias técnicas efectivas de entrenamiento que pueden ser usadas para preparar adecuadamente a los trabajadores Hispanos y Latinos y combatir las barreras de entrenamiento detalladas anteriormente. Seguidamente presentamos algunas de tales técnicas dirigidas a mejorar cualquier programa de entrenamiento de seguridad.

- Hágalo Verbal – En el lenguaje que el trabajador entiende, para contrarrestar el analfabetismo, muy común entre los jornaleros Hispanos.
- Hágalo Visual – Muéstrelas lo que tienen que hacer y como operar y usar el equipo de trabajo de forma segura, incluyendo el equipo de seguridad personal.
- Táctil y Práctico – Demostraciones prácticas donde los trabajadores puedan tocar y manipular por si mismos permiten que el empleado aprenda haciendo.
- Crítica Constructiva – Pídale a los trabajadores que le demuestren lo aprendido en el entrenamiento y que lo expliquen en sus propias palabras. Observe y provea una crítica constructiva hasta asegurarse que el entrenamiento fue efectivo y adecuado.
- Simbología y Letreros de Seguridad – Provea letreros, símbolos, instrucciones y carteleras de seguridad en el idioma del trabajador para mayor comprensión y comunicación (esto es a veces un requisito de regulaciones estatales o federales de seguridad como en trabajo en plomo, asbestos, etc.).
- Materiales de Entrenamiento – Manuales de operación, materiales de adiestramiento, películas, folletos, programas de seguridad, procedimientos de seguridad, hojas de datos de seguridad, etc. deberían ser provistos en un lenguaje que el trabajador entienda.
- Conduzca Sesiones de Grupo – Pídale a sus empleados Hispanos que lo asistan en la revisión de material de entrenamiento o el desarrollo y/o traducción de nuevo material. Esto sirve para asegurarse que el material y contenido es relevante y permite identificar a líderes naturales que puedan comunicar el entrenamiento de forma efectiva a sus compañeros de trabajo.

Recursos Para Entrenamiento Sin Costo Alguno

Hay muchos recursos en Español sin costo alguno disponibles a patronos y profesionales de la seguridad que sirven a la comunidad de trabajadores Hispanos y Latinos en EEUU. Seguidamente presentamos algunas de los mejores materiales disponibles con cursos de entrenamiento en Español. Estos incluyen paginas Web de OSHA, Georgia Tech, Hispanics Work Safe, CalOSHA, Truman Collage, Puerto Rico OSHA, ASSE y Safety Profesionales and the Latino Workforce (SPALW) entre otros.

- La Administración de Seguridad y Salud Ocupacional (OSHA) tiene uno de los recursos mas completos en su pagina Web, con recursos gratis de entrenamiento de seguridad en Ingles y Español. Muchos de estos recursos pueden encontrarse a través del portal Hispanic Employers and Workers Compliance Assistance, el cual contiene links al Spanish Language Compliance Assistance Resources, Diccionarios, Programas Estatales en Español y otros recursos en Español muy útiles. Abajo se presentan figuras de algunas de estos portales de la página Web de OSHA (www.OSHA.gov).

Occupational Safety & Health Administration
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OSHA News

- [OSHA teams with ASSE, CSSE and industry groups to promote job safety during North American Occupational Safety and Health Week](#)
- [OSHA schedules Maritime Advisory Committee meeting](#)
- [OSHA announces new key personnel](#)
- [Statement by Edwin G. Foulke Jr., assistant secretary of labor for U.S. Department of Labor's OSHA, on Workers Memorial](#)

Figura 3 – Portal Web de OSHA con links a las paginas de asistencia en Español (círculos).

- Desde este portal, se puede navegar a la página de Compliance Assistance, desde donde se puede acceder una gran cantidad de recursos en Ingles y Español.



Hispanic Employers and Workers Compliance Assistance

August 18, 2005

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Compliance Assistance: Hispanic Employers and Workers

Welcome! From this site you can access OSHA's compliance assistance resources for Hispanic employers and workers. While this site includes links to Spanish-language resources, it is intended primarily for English-speaking and bilingual users. For OSHA's Spanish-language site, please visit [OSHA en Español](#).



[Spanish-Language Compliance Assistance Resources](#)



[Hispanic/English-As-Second-Language Coordinators](#)



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Highlights

- PSA by WWE Wrestler Rey Mysterio
- OSHA Hispanic Outreach Fact Sheet [PDF - 24KB]
- [What's New](#)
- [Hispanic Outreach Quick Start](#)
- [Hispanic Summit](#)
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- [Teen Summer Jobs \(Spanish version\)](#)
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Figura 4 – Pagina Web del Compliance Assistance Program con links a Recursos en Español.

- La Universidad de Georgia Tech tiene una pagina Web para su programa de seguridad y salud ocupacional que contiene muchos recursos gratis de entrenamiento y servicios de consultoria en Ingles y Español para patronos y empleados en la Región IV de OSHA que cubre los estados de Florida, Georgia, Alabama, South Carolina, North Carolina, Mississippi, Tennessee y Kentucky. Los recursos y links están disponibles a cualquiera que este interesado en usarlos. El material incluye presentaciones en PowerPoint y material de apoyo para cada entrenamiento. Muchos de los servicios gratis son provistos a través de los centros educativos de la Región IV de OSHA (ver Figura 5).
- La pagina del Hispanics Work Safe esta dirigida primordialmente a la industria de la construcción y sus trabajadores de habla Hispana. Contiene módulos de entrenamiento completos para aquellos trabajadores que quieren obtener el curso de OSHA de 10 horas para la construcción completamente en Español, consistente en las presentaciones PowerPoint, el manual del asistente y la guía para el instructor. Esta pagina puede encontrarse en www.hispanicssafe.org . (ver la Figura 6)

- La pagina de Consultation Connection (ConNect) contiene materiales gratis para entrenadores autorizados para dar los cursos de OSHA 10-Horas de Construccion y de Industria General en Espanol. (ver la Figura 7)

GEORGIA TECH OCCUPATIONAL SAFETY & HEALTH PROGRAM

[View Campus Map](#)

Georgia Tech provides a broad range of safety and health services to organizations in Georgia and the Southeast through its Region IV OSHA Training Institute Education Center and OSHA 21D Consultation Program.

The OSHA 21D Consultation Program provides a free, confidential, on-site consultation service for small companies (fewer than 500 employees) in Georgia that need assistance in occupational safety and health. Employers have the option to choose several different types of assistance.


The OSHA Training Institute Education Center offers safety and health courses in more than 20 topics throughout Region IV, an area covering Florida, Georgia, Alabama, South Carolina, North Carolina, Mississippi, Tennessee, and Kentucky. Georgia Tech provides these training services through informal partnerships with Florida Atlantic University, the Medical University of South Carolina, North Carolina State University's Industrial Extension Service, and the University of Tennessee's Center for Industrial Services.

For further information on these programs, contact Diane Knobloch at 404/894-2646 or by email at diane.knobloch@gtri.gatech.edu.

SHARP
Click Here For More Information


Georgia Tech

Figura 5 – Pagina Web del Georgia Tech Occupational Safety & Health Program.



Training & Educational Materials for Hispanic Construction Workers

Promoting Safe and Healthy Conditions of Work for All



Home Page | OSHA 10-hour Training Course | Educational Materials | Construction Dictionary | Video/Safety at Work | Other Resources | What's New | Contact Us

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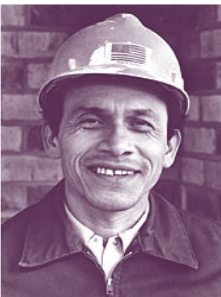
[OSHA 10-hour Training Course](#) | [Who Could Be the Trainers?](#)

OSHA 10-hr Construction Training Course

The OSHA 10-hour construction training program for Hispanic workers includes various training modules on construction safety and health. They all have been designed based on a linguistic and culturally appropriateness criteria. Each training module includes a set of slides containing the technical presentation, a training manual for trainees, and a trainer's guide.

All our training materials include three basic components:

- a description of the most dangerous tasks,
- identification of the hazards associated with these hazardous tasks, and
- recommended methods of controlling and reducing the identified hazards.



An important component of the training program is an introductory 30-minute lecture (Welcome Hispanic Worker!) that focuses on the following issues: 'why is this training important', 'what are we going to learn', and 'how can we take advantage of the training and translate the knowledge acquired into our own daily work practices'. All participants in the training program must receive a training manual and various educational materials. Upon successful completion of the 10-hour course participants will receive an OSHA-10hour card, a document that is mandatory for employment in construction in various states including Massachusetts.

> ESPAÑOL

TRAINING MODULES

- Welcome Hispanic Worker
- Introduction to OSHA
- Fall Protection
- Stairways and Ladders
- Scaffolds
- Electrical Safety
- Personal Protective Equipment (PPE)
- Tools (hand & power)
- Materials Handling
- Ergonomics
- Lead & Asbestos Hazards
- Confined Spaces
- Hazard Communication
- Fire Protection

Figura 6 – Portal del Hispanics Work Safe.



Spanish PowerPoint Presentations - Construction and General Industry

These materials are designed to assist trainers conducting OSHA 10-hour Construction and General Industry job safety outreach training to Hispanic workers.

Construction modules are listed first, followed by General Industry modules.

OSHA 10-Hour Construction Outreach-Trainer Presentations for Spanish-Speaking Employees

Trainers who are conducting 10-hour Construction OSHA outreach training for Spanish-speaking workers may use these PowerPoint® presentations for assistance. Since workers are the target audience, the training should emphasize hazard identification, avoidance, and control - not standards.

Spanish PowerPoint Presentations

Construction Modules

- Introduction to OSHA
 - Roadway Safety Awareness Program.
http://wzsafety.tamu.edu/program_download/, National Work Zone Safety Information Clearinghouse (2004)
 - Unsafe Behavior (Liderazgo en Seguridad).
<http://siri.uvm.edu/nnt/nowernt.html>, Washington State Dept. of

Figura 7 – La pagina principal de Consultation Connection.

Abajo presentamos la pagina del Grupo de Interés Común Safety Professionals and the Latino Workforce (SPALW) patrocinada por ASSE, la cual provee un foro de discussion para profesionales de la seguridad, entrenadores, consultores, patrones y empleados interesados en promover y compartir recursos de educacion para la comunidad laboral Hispana. (ver Figura 8)

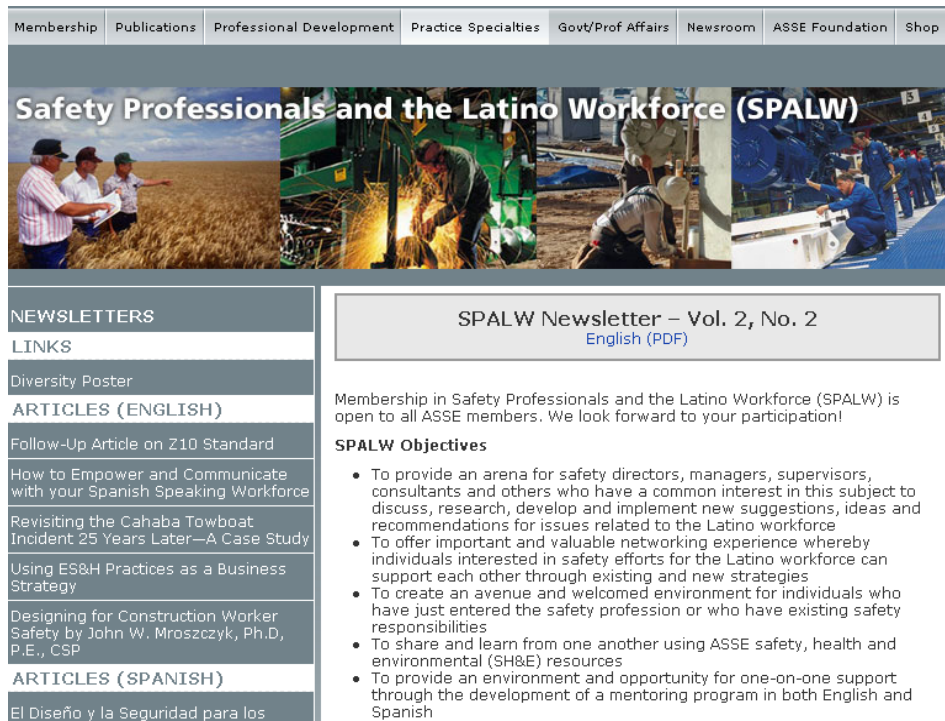


Figura 8 – Pagina de los Safety Professionals and the Latino Workforce.

Conclusiones

Los trabajadores Hispanos y Latinos tienen una tasa de accidentes y fatalidades laborales más alta que cualquier otro grupo étnico o el total de todos los trabajadores en Norteamérica. Esta tendencia es acentuada por el continuo flujo de inmigrantes latinos que se unen a la población laboral en EEUU cada año. Estos tienden a ser menos educados y no fluidos en el idioma Inglés si entran sin documentos. Muchos patronos y profesionales de seguridad que lidian con el grupo étnico más grande de empleados en los EEUU, la fuerza de trabajo Hispana y Latina, no proveen entrenamiento e instrucciones efectivas a este gran grupo de empleados por su falta de conocimiento sobre la cultura Hispana y las diferencias sociales y demográficas Latinas. Estos patronos tampoco tienen conocimiento de los recursos a su disposición en Español que están diseñados para la comunidad de trabajadores Hispanos en los EEUU. Hay cantidad de evidencia que sugiere que el entrenar a los trabajadores en su idioma natal puede reducir drásticamente los riesgos de accidentes severos e inclusive eliminar fatalidades laborales.

Este artículo describe algunos de los muchos recursos sin costo disponibles en Español para aquellos patronos y profesionales de la seguridad que sirven a la comunidad de trabajadores de habla hispana en los EEUU. Estos recursos pueden utilizarse para entrenar y educar a la población laboral Hispana de una forma efectiva y en su propio idioma, como lo requiere OSHA.

Pero, ¿Dónde Comenzar? Nosotros recomendamos a aquellos interesados en mejorar sus programas de adiestramiento de seguridad y salud en Español que busquen una asociación con OSHA contactando al Coordinador Hispano de su región, a su Oficina de Área Local o a su Especialista de Asistencia de Cumplimiento local para aprovechar todos los recursos en Español a su disposición desarrollados directamente por OSHA o en alianzas con la Sociedad Americana de Ingenieros de Seguridad (ASSE) a través de su Grupo de Interés Común Safety Professionals and the Latino Workforce (SPALW). Hay muchas otras instituciones y agencias desarrollando o compilando materiales de entrenamiento en Español que son gratis y disponibles a todas las partes interesadas por Internet.

Creemos firmemente que debe hacerse un esfuerzo colectivo para poder mejorar significativamente el conocimiento y comprensión en seguridad de los trabajadores Hispanos y Latinos en Norteamérica, sin importar su estado migratorio o el tipo de industria donde labora. Creemos igualmente que todos juntos podemos hacer una gran diferencia en reducir accidentes de trabajo y salvar vidas.

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