**From:** Joseph King <joseph.king@outlook.ie>
**Sent:** Friday, May 24, 2024 6:39 PM
**To:** Labour Court Contact Information <info@labourcourt.ie>
**Cc:** Darren Erangey <darren\_e@connectunion.ie>; Tamara Harte <tamara\_h@connectunion.ie>
**Subject:** Submissions for Terms and Conditions in the Construction Sector

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A Chara,

Thank you for your request for submissions for Terms and Conditions in the Construction Sector and I hereby make the following submission:

First, I would like to highlight a pressing concern regarding the working conditions of construction workers, particularly in relation to the prevalence of bogus self-employment and the need for comprehensive training programs.

Despite a report entitled “Examination of Bogus Self Employment” in June 2021, there is currently, to my knowledge, no provision regulating false self-employment in Irish legislation.

This is a critical issue that needs to be addressed is the widespread practice of bogus self-employment within the construction industry. This practice not only undermines the rights and protections of workers but also leads to a lack of access to essential benefits and training opportunities. It is imperative that measures are put in place to combat this issue and ensure that all construction workers are fairly classified and afforded the benefits and protections they are entitled to.

In terms of training, there is a significant need for a structured and comprehensive approach, especially for electricians, water and gas installers. I propose that a minimum of 20 hours of training per year be mandated for these skilled workers to ensure that they are up to date with the latest industry standards, safety protocols, and technological advancements. Furthermore, it is crucial that the responsibility for providing this training does not solely rest with company owners, as there is often a disconnect between the training received by the company and the individual skilled worker. Therefore, there should be a direct and dedicated effort to ensure that each worker receives the necessary training to enhance their skills and knowledge.

While acknowledging that blocklayers, plasterers, and carpenters may not require the same extent of training as electricians, plumbers and gas installers, it is essential to keep them updated on new insulation and energy conservation measures. This will not only contribute to their professional development but also align with the industry's increasing focus on sustainability and energy efficiency.

By addressing these issues and implementing the proposed improvements, we can create a safer, more equitable, and highly skilled workforce within the construction industry.

Thank you for considering these recommendations. I am available to discuss these matters further and collaborate on developing effective solutions.

Sincerely,

Joseph King

Chairman of Connect Trade Union Galway