

ENGINEERING & CONSTRUCTION RISK INSTITUTE

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Managing Multi-Cultural Workforces on Major E&C Projects

Page
1 of 1

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Purpose

To review the many challenges and issues of working on multi-cultural projects with a diverse workforce and to discuss the measures that can be taken to mitigate the risks and provide best practices for successful project execution.

Introduction

Many projects, especially those whereby the construction site is located in the Far East and Middle East, usually comprise a multi-cultural workforce. Also, with the increasing immigration levels throughout Europe and North America, then the same issues can apply to projects undertaken in these regions.

Issues considered include, language, literacy, ethics, attitudes to safety, religious behaviour.

Scope

Many E&C companies already have much experience of working in multi-cultural diversity environments and can pass on this experience and lessons learned to follow on projects.

It is necessary that those companies that have no experience, or very little experience, of such types of project recognises the issues involved and put in place specific measures to ensure that the project runs smoothly. What might appear as a trivial problem can sometimes turn into a difficult situation that can be very disruptive to the Project.

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