IMPLEMENTING AN INTEGRATED OCCUPATIONAL SAFETY AND MANAGEMENT SYSTEM BASED ON SUBCONTRACTING WITHIN THE FRAMEWORK OF 4857 LABOR LAW

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With the industrialization and technological developments in the world and our country, several problems have emerged related with workers’ health and safety in workplace. Although the problem is ignored initially, this issue has gained importance and need to consider on it with reducing the work performance and endangering the operation. As a result of studies and research done on this, “Occupational Health and Safety (OHS)” concept was born and has been approached as a scientific subject.

The main purpose of our thesis was to investigate the Occupational Health and Safety issues on a construction firm and to monitor the implementation of an Occupational Health and Safety Management System related on Subcontracting within the Framework of 4857 Labor Law.

In this thesis, first of all, historical developments of OHS in world and Turkey, factors that affected the development of OHS as a social, economic and political factors and regulation & guide lines of OHS that issued in Turkey were researched and evaluated.
In second part, subcontracting issue which became widespread after 1980s had researched based on 4857 Labor Law. As a general term, a subcontractor is an individual or in many cases a business that signs a contract to perform part or all of the obligations of another's contract. With based on this term and to understand better within the framework of 4857 Labor Law, primary employer and subemployer terms, their relationship and responsibilities had analyzed.

After these researches, a condition had observed for subcontracting firms to fulfill its responsibilities by taking advantage of various lucidity in Labor Law and unless making improvement for 4857 Labor Law, Labor Health and Safety will continue to be under threat.