

Statistical Survey on the Modernization of Occupational Health and Safety Laws 2025

Construction Site Component

About the survey

This survey is conducted by the Institut de la statistique du Québec (ISQ) at the request of the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST). Its purpose is to monitor progress in the implementation of the *Act to modernize the occupational health and safety system* (AMOHSS) in Québec and to measure some of the effects of the changes brought about by its adoption on September 30, 2021.

Your construction site was selected for this survey. Your participation is **mandatory** in accordance with the *Act respecting the Institut de la statistique du Québec*. Your answers must be sent to the Institut de la statistique du Québec as requested in this questionnaire.

Confidentiality

The Institut de la statistique du Québec guarantees that the answers provided about your construction site as part of this survey will be kept confidential and will only be used for statistical purposes.

Assistance

For assistance, please contact the Direction de la gestion de la collecte by phone at 1-800-561-0213 or by email at collecte@stat.gouv.qc.ca.

Instructions

- ▶ Do not send the paper questionnaire back to us. To participate in the survey, you must complete the online questionnaire within the next two weeks by following the instructions in the letter or email you received. The Institut de la statistique du Québec will call the organizations that have not submitted their online questionnaire to obtain their answers by telephone.
- ▶ Your answers must relate to the selected construction site.
- ▶ Questions 1.1, 1.2, 1.3 and 3.1 are mandatory. Make sure you have the answers to these questions before completing the online questionnaire.
- ▶ The construction sites eligible for this survey are those that were active at any point between January 1, 2024 and September 13, 2025. If the construction site was inactive during the entire period surveyed, please call the Institut de la statistique du Québec at 1-800-561-0213.
- ▶ In the following questionnaire, underlined text formatting is used to indicate that a word is important. Words followed by an asterisk are defined in the glossary.

Glossary

The definitions below refer to the terms in the questionnaire marked with an asterisk (*).

Analyzing risks

Risk analysis consists in identifying the level of risk by assessing the severity of damage and the probability that it will occur.

Construction site

A place where foundation, erection, maintenance, renovation, repair, alteration or demolition work is carried out on buildings or civil engineering works, on and at the site itself. It can also be a place where preparatory land clearing or excavation work or other work determined by regulation is carried out, or where housing, food or recreational facilities are put at the disposal of construction workers by the employer.

Construction worker

An employee within the meaning of the *Act respecting labour relations, vocational training and workforce management in the construction industry* (chapter R-20).

Distress

Psychological distress refers to a set of negative emotions such as irritability, fatigue, discouragement and low self-esteem, which can lead to depression or anxiety.

First aid and first response

First aid and first response are different, as first aid is given by first aiders, and first response is given by professionals trained in pre-hospital care.

Health and safety coordinator (HSC)

The designation of a health and safety coordinator is one of the participation mechanisms specific to construction sites. The designated person has a supervision role under the responsibility of the principal contractor and is assigned full time to a construction site.

Health and safety representative (HSR)

The designation of a health and safety representative for construction sites is one of the participation mechanisms specific to construction sites. The designated person ensures the health and safety of workers on the construction site.

Identifying risks

Identifying risks on the construction site and associating them with the places where they can be found.

Implement

Taking concrete action to reduce or eliminate the risks identified on the construction site. First, prevention measures are identified, then they are applied on the construction site.

Job-site committee

A job-site committee is one of the participation mechanisms specific to construction sites. It promotes collaboration between the different parties on the construction site and aims to increase occupational health and safety oversight.

Manage

Putting in place the necessary measures to eliminate/reduce and control risks that could affect the health and safety of workers while promoting their participation.

Participation mechanisms

Mechanisms aimed at enabling workers and employers to jointly manage occupational health and safety in order to eliminate hazards at the source.

Prevention mechanisms

Mechanisms that promote the management of occupational health and safety and enable the employer to implement workplace prevention measures with the participation of workers.

Prevention program for construction sites

The prevention program for construction sites is a prevention mechanism that aims to eliminate at the source dangers to the health, safety and physical and mental well-being of construction workers.

Principal contractor

The owner or any other person who, on a construction site, is responsible for the carrying out of all the work.

Representative association

An association to which the Commission de la construction du Québec has issued a certificate that ascertains its degree of representativeness and the list of workers who are members of this association.

Workplace

The physical and social environment where workers carry out their work activities.

Section 1 Construction site profile

1.1 What is the total cost of the work for this construction site?

- Up to 12 million dollars
- More than 12 million dollars

A construction worker under Section 194 of AOHS is an employee within the meaning of the *Act respecting labour relations, vocational training and workforce management in the construction industry* (chapter R-20). To determine whether a prevention or participation mechanism applies to a construction site, only workers that meet the above definition must be considered. For example, flagpersons, independent truck drivers, and cable workers (for Bell, Videotron, etc.) are not considered as construction workers. Note that even if workers are not included in the participation mechanisms provided for under Sections 204 and subsequent, the Safety Code for the construction industry (SCCI) and the Act respecting occupational health and safety (AOHS) apply equally to those workers.

1.2 What was the maximum number of construction workers* on this site at any one time?

- 1 to 9 workers
- 10 to 19 workers
- 20 to 99 workers
- 100 or more workers

1.3 At any point in time, were any construction workers* within the meaning of Act R-20 present on the construction site at the same time as non-construction workers?

- Yes → [Go to question 1.4](#)
- No → [Go to section 2](#)

1.4 To your knowledge, what percentage of all workers present on the construction site were construction workers?

- 1% to 25%
- 26% to 50%
- 51% to 75%
- 76% to 100 %

Section 2 Participation and prevention mechanisms in construction

This section is for :

- construction sites with 10 or more workers
- or
- construction sites worth more than \$12 dollars.

The next questions are about the selected construction site, whether it is completed or not. To make the questionnaire easier to read, we will refer to the construction site in the past, even if it is not completed. Unless otherwise indicated, please refer to the situation from the time construction began until today.

If your construction site had fewer than 10 workers and was worth up to 12 million dollars, go to Section 3.

Enter 0 for both categories if there was no active HSR on this site, and go to question 2.21.

2.1 How many full-time or part-time health and safety representatives* (HSRs) were active simultaneously on this construction site?

This question does not apply to this construction site.

A Number of full-time HSRs on the site → If 0, ignore questions 2.2A, 2.3 and 2.5

B Number of part-time HSRs on the site → If 0, ignore questions 2.2B, 2.4 and 2.6

Enter 0 for both categories if none.

2.2 Among the health and safety representatives* who were active on the construction site from the time it began until today, how many have attended the training offered to them by CNESST?

A Number of full-time HSRs who attended training (40 hours)

B Number of part-time HSRs who attended training (3 hours)

If all HSRs who were active on the construction site have attended the training offered to them by CNESST, go to question 2.5.

2.3 Why haven't all full-time health and safety representatives* (HSRs) who were active on the construction site attended the training?

	Yes	No
A HSRs were too busy	<input type="checkbox"/>	<input type="checkbox"/>
B Training was not available within the required timeframe	<input type="checkbox"/>	<input type="checkbox"/>
C Training was not available in the region	<input type="checkbox"/>	<input type="checkbox"/>
D 120-day deadline after designation was too short	<input type="checkbox"/>	<input type="checkbox"/>
E Other reason. Specify: <input type="text"/>		

2.4 Why haven't all part-time health and safety representatives* (HSRs) who were active on the construction site attended the training?

	Yes	No
A HSRs were too busy	<input type="checkbox"/>	<input type="checkbox"/>
B 120-day deadline after designation was too short	<input type="checkbox"/>	<input type="checkbox"/>
C Other reason. Specify: <input type="text"/>		

2.5 Has the training enabled the health and safety representatives* to develop the necessary skills to properly carry out their duties?

- Yes → [Go to question 2.7](#)
- No
- Not applicable → [Go to question 2.7](#)

2.6 Why hasn't the training enabled the health and safety representatives* to develop the necessary skills to properly carry out their duties?

	Yes	No
A Training content did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
B Organization responsible for providing training did not meet expectations	<input type="checkbox"/>	<input type="checkbox"/>
C Training delivery mode did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
D Training was not long enough	<input type="checkbox"/>	<input type="checkbox"/>
E Other reason. Specify: _____		

Round off to the nearest hour. You can provide an approximate number.

2.7 On average, how many hours a week did a full-time or part-time health and safety representative* (HSR) spend on their functions as HSR on the construction site?

- A Average number of hours per full-time HSR _____
- B Average number of hours per part-time HSR _____

The next questions specifically ask about the full-time health and safety representatives* who were active on the construction site.

If there were no full-time HSR on this construction site, go to question 2.12.

2.8 A Were the full-time health and safety representatives* (HSRs) on this construction site designated by representative associations*?

- Yes → [Go to question 2.8C](#)
- No

B Why weren't the full-time HSRs* for this construction site designated by representative associations*?

- I have not/not yet contacted one of the five representative associations* to let them know about our need in this regard → [Go to question 2.9A](#)
- One or more representative associations* interfered with the designation → [Go to question 2.9A](#)

C When were full-time HSRs* designated for this construction site?

- As soon as work began
- After work had already begun

If there were several full-time HSRs* on this construction site, go to question 2.9B.

2.9 A Was the full-time health and safety representative* present on the construction site until work was completed?

- Yes → [Go to question 2.12](#)
- No → [Go to question 2.10](#)
- N/A Work is not yet completed → [Go to question 2.12](#)

B Were the full-time health and safety representatives* present on the construction site until work was completed?

- Yes, all of them were → [Go to question 2.12](#)
- Yes, some of them were
- No, none of them were
- N/A Work is not yet completed → [Go to question 2.12](#)

2.10 Why weren't the health and safety representatives* present on the construction site until work was completed?

	Yes	No
A Unexpected absence (e.g. illness or personal emergency)	<input type="checkbox"/>	<input type="checkbox"/>
B Reduced number of workers on the construction site	<input type="checkbox"/>	<input type="checkbox"/>
C Construction took longer than expected, or HSR couldn't stay until it was completed	<input type="checkbox"/>	<input type="checkbox"/>
D Other reason. Specify: _____		

If several HSRs weren't present on the construction site until work was completed, go to question 2.11B.

2.11 A Was this health and safety representative* replaced?

- Yes → [Go to question 2.12](#)
- No → [Go to question 2.12](#)

B Were these health and safety representatives* replaced?

- Yes, all representatives who left the construction site were replaced
- Yes, some of the representatives who left the construction site were replaced
- No, no representative was replaced

The next questions will ask specifically about the part-time health and safety representatives who were active on the construction site.

If there were no part-time HSR on this construction site, ignore question 2.12.

2.12 Who designated the part-time representatives for the construction site?

- A majority of the construction workers present → [Go to question 2.14](#)
- The representative association* with the most affiliated workers on the construction site → [Go to question 2.14](#)
- Other – specify: _____

If the selected construction site had between 10 and 99 workers, if it was worth less than 12 million dollars, and if there were no part-time HSR on the site, answer question 2.13.

2.13 Why was no part-time health and safety representative* (HSR) designated for this construction site?

	Yes	No
A Construction too short	<input type="checkbox"/>	<input type="checkbox"/>
B Workers* or representative association* lacked information	<input type="checkbox"/>	<input type="checkbox"/>
C Not enough construction workers* applied	<input type="checkbox"/>	<input type="checkbox"/>
D HSR nomination was stopped or blocked by workers* or by the representative association*	<input type="checkbox"/>	<input type="checkbox"/>
E No workers* available to take on this role	<input type="checkbox"/>	<input type="checkbox"/>
F Other reason. Specify: _____		

For example, the process may have been repeated because an HSR left and had to be replaced.

2.14 How many times was the designation process for part-time health and safety representatives* initiated on this construction site?

Number of times designation process was initiated: _____

If there was at least one part-time HSR on this construction site, answer question 2.15.

2.15 Which of the following impacts resulted from the presence of part-time health and safety representatives* on the construction site?

	Yes	No
A Improved risk management	<input type="checkbox"/>	<input type="checkbox"/>
B Quicker response to problems	<input type="checkbox"/>	<input type="checkbox"/>
C Improved organization of health and safety duties on the construction site	<input type="checkbox"/>	<input type="checkbox"/>
D Labour restructuring	<input type="checkbox"/>	<input type="checkbox"/>
E Increased health and safety costs for the construction site	<input type="checkbox"/>	<input type="checkbox"/>
F Obligation to adjust overall planning of job site	<input type="checkbox"/>	<input type="checkbox"/>
G Other. Specify: _____		

2.16 How many health and safety coordinators* (HSCs) were active simultaneously on the construction site?

This question does not apply to this construction site.

Number of active HSCs on the construction site

→ If 0 or if this question does not apply to this construction site, go to question 2.21.

Round off to the nearest hour. You can provide an approximate number.

2.17 On average, how many hours a week did a health and safety coordinator* spend on their functions as HSC on this construction site?

Average number of hours per HSC:

2.18 Among the health and safety coordinators* (HSCs) who were active on the construction site from the time it began until today, how many have attended the training offered to them by Collège Ahuntsic?

Number of HSCs who attended training: → If 0, go to question 2.21

2.19 Has the training enabled the health and safety coordinators* to develop the necessary skills to properly carry out their duties?

Yes → Go to question 2.21

No

2.20 Why hasn't the training enabled the health and safety coordinators* to develop the necessary skills to properly carry out their duties?

	Yes	No
A Training content did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
B Organization responsible for providing training did not meet expectations	<input type="checkbox"/>	<input type="checkbox"/>
C Training delivery mode did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
D Training was not long enough	<input type="checkbox"/>	<input type="checkbox"/>
E Other reason. Specify: <input type="text"/>		

Prevention program

The next questions are for construction sites with 10 or more workers.

2.21 Was a prevention program* developed for the construction site?

- Yes
- No → [Go to question 2.27](#)
- This question does not apply to this construction site → [Go to question 2.27](#)

2.22 Please indicate who was involved in the preparation of this prevention program*.

	Yes	No
A Principal contractor*	<input type="checkbox"/>	<input type="checkbox"/>
B Health and safety coordinators*	<input type="checkbox"/>	<input type="checkbox"/>
C Workers* on the construction site	<input type="checkbox"/>	<input type="checkbox"/>
D Employers and subcontractors	<input type="checkbox"/>	<input type="checkbox"/>
E External private consultation services	<input type="checkbox"/>	<input type="checkbox"/>
F Other – specify: _____		

2.23 How many employees in your organization worked on preparing this prevention program*?

Number of employees: _____

Round off to the nearest hour

2.24 In total, how many hours did all of these employees spend on preparing this prevention program*?

Number of hours: _____

You can provide an approximate amount

2.25 What was the total amount billed by the external private consultation services that worked on preparing this prevention program*?

Amount in Canadian \$: _____

2.26 When preparing or implementing your prevention program*, did you experience any challenges with the following parts of the program?

	Yes	No
A Identifying* and analyzing risks*	<input type="checkbox"/>	<input type="checkbox"/>
B Identifying prevention* measures and priorities for action	<input type="checkbox"/>	<input type="checkbox"/>
C Implementing risk prevention* and control measures	<input type="checkbox"/>	<input type="checkbox"/>
D Identifying the required personal protective equipment	<input type="checkbox"/>	<input type="checkbox"/>
E Establishing occupational health and safety training and information programs	<input type="checkbox"/>	<input type="checkbox"/>
F Creating a list of dangerous substances	<input type="checkbox"/>	<input type="checkbox"/>
G Maintaining an adequate first aid and first response* service in case of emergencies	<input type="checkbox"/>	<input type="checkbox"/>
H Other – specify: _____		

Job-site committee

The next questions are for construction sites with 20 or more workers.

2.27 Was there a job-site committee* for the construction site?

- Yes
- No → [Go to section 3](#)
- This question does not apply to this construction site → [Go to section 3](#)

2.28 On this job-site committee*, how many members represented the employer and how many members represented the workers?

	Number of members...
A ... who represent the employer	_____
B ... who represent the workers	_____

A job-site committee should consist of:

- a health and safety coordinator* or a representative of the principal contractor
- a representative of each employer present on the site
- a health and safety representative*
- a representative of each representative association* present on the site

2.29 The composition of a job-site committee* may change several times while the construction work is being completed. To your knowledge, in the case of the construction site, were there any challenges with the composition of the job-site committee*?

- Yes, a lot
- Yes, a little
- No, not really
- No, not at all

2.30 Was every representative association* present on the construction site able to name a representative to the job-site committee*?

- Yes → [Go to question 2.32](#)
- No

2.31 Why weren't all representative associations* present on the construction site able to name a representative to the job-site committee*?

	Yes	No
A Construction too short	<input type="checkbox"/>	<input type="checkbox"/>
B Representative association* lacked information	<input type="checkbox"/>	<input type="checkbox"/>
C Not enough construction workers* applied	<input type="checkbox"/>	<input type="checkbox"/>
D Representative nomination stopped or blocked by the representative association*	<input type="checkbox"/>	<input type="checkbox"/>
E No workers* available to take on this role	<input type="checkbox"/>	<input type="checkbox"/>
F Other reason. Specify: _____		

2.32 From the time construction began until today, how many meetings have been held by the job-site committee*?

Total number of meetings: _____ → [If 0, go to question 2.35](#)

The following members must be present to have a quorum:

- a representative of the principal contractor
- a representative of the employers
- half of HSRs and representatives of representative associations*

2.33 Did you have a quorum* at every job-site committee meeting?

- Yes
 No

You can provide an approximate duration

2.34 How long do these job-site committee* meetings last, on average, in hours and minutes?

Average duration: _____ hours _____ minutes

2.35 To your knowledge, from the time construction began until today, how many job-site committee* members attended the training offered to them by CNESST?

Number of members who completed the training: _____ → If 0, go to section 3

2.36 Has the training enabled job-site committee* members to develop the necessary skills to properly carry out their duties?

- Yes → [Go to section 3](#)
 No

2.37 Why hasn't the training enabled job-site committee* members to develop the necessary skills to properly carry out their duties?

	Yes	No
A Training content did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
B Organization responsible for providing training did not meet expectations	<input type="checkbox"/>	<input type="checkbox"/>
C Training delivery mode did not meet their needs	<input type="checkbox"/>	<input type="checkbox"/>
D Training was not long enough	<input type="checkbox"/>	<input type="checkbox"/>
E Other reason. Specify: _____		

Section 3 Work-related psychosocial risks

The next questions are about work-related psychosocial risks.

3.1 Have the workers* on the construction site received training about work-related psychosocial risks?

- Yes, **all of them** have
- Yes, **some of them** have
- No, none of them have → [Go to question 3.3](#)
- This question does not apply to this construction site → [Go to question 3.3](#)

3.2 Which of the following topics were covered during the training on work-related psychosocial risks?

	Yes	No
A Physical violence	<input type="checkbox"/>	<input type="checkbox"/>
B Psychological violence	<input type="checkbox"/>	<input type="checkbox"/>
C Harassment	<input type="checkbox"/>	<input type="checkbox"/>
D Potentially traumatic events	<input type="checkbox"/>	<input type="checkbox"/>
E Workload	<input type="checkbox"/>	<input type="checkbox"/>
F Recognition	<input type="checkbox"/>	<input type="checkbox"/>
G Autonomy to make decisions	<input type="checkbox"/>	<input type="checkbox"/>
H Support from colleagues and supervisor	<input type="checkbox"/>	<input type="checkbox"/>
I Workplace justice	<input type="checkbox"/>	<input type="checkbox"/>
J Other – specify: _____	<input type="checkbox"/>	<input type="checkbox"/>

3.3 Overall, how would you rate your construction site's capacity to...

	Very good	Fairly good	Fairly poor	Very poor
A ... <u>identify</u> * psychosocial risks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B ... <u>implement</u> * prevention measures* aimed at reducing the psychosocial risks identified?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have not used any tools or methods to identify* psychological risks on the construction site, check “No” to all.

3.4 Which of the following tools or methods have you used to identify* psychological risks for the construction site?

	Yes	No
A CNESST tools	<input type="checkbox"/>	<input type="checkbox"/>
B Identification tools by the Institut national de santé publique (INSPQ)	<input type="checkbox"/>	<input type="checkbox"/>
C Staff survey	<input type="checkbox"/>	<input type="checkbox"/>
D Application of CSA Z1003 standard (psychological health and safety in the workplace)	<input type="checkbox"/>	<input type="checkbox"/>
E External private consultation services	<input type="checkbox"/>	<input type="checkbox"/>
F Services from your joint sector-based association (JSA)	<input type="checkbox"/>	<input type="checkbox"/>
G Services from your prevention mutual	<input type="checkbox"/>	<input type="checkbox"/>
H Services from the Réseau de santé publique en santé au travail (RSPSAT)	<input type="checkbox"/>	<input type="checkbox"/>
I Other – specify: _____		

3.5 A Have you used any CNESST tools to manage* psychological risks for the construction site?

- Yes
- No → [Go to section 4](#)

B Did the CNESST tools help you take measures to reduce psychological risks for the construction?

- Yes
- No

