

# The colas group international is leader construction essay



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The Colas Group International is a leader in the building and conservation of road, air and marine transport organization, urban development projects and entertainment facilities. Colas internationally consist of 66, 000 employees operating in nearly 50 countries on five continents. This business accounts for 80% of revenue which consists of three activities: Construction and conservation of roads, highways, airport taxiways, harbor, manufacturing and logistics organization, bus, urban transport and recreational facilities, bicycle paths, and more. Manufacture and reutilizing of construction resources (aggregates, mixtures, binders and asphalt mixes), bitumen and concrete plants; production and trade of bitumen. Colas similarly provides vast range of other road-related products and facilities: signage, safety and traffic management systems civil engineering structures and pipelines waterproofing, cladding and roofing building construction, restoration and deconstruction railroad infrastructure construction, upgrading and maintenance

## **2. 2 COLAS (MAURICE) LTÉE**

Colas (Maurice) Ltée is a subsidiary of the Colas Group operating since 30 years in Mauritius with its head office in Coromandel, Colas has also developed activities in Rodrigues Island. Road works is 70% of its overall activity, building and civil engineering 15% and private contracts 15%. Colas (Maurice) Ltée has set up a system of quality management with objectives for quality work, customer satisfaction, and continuous improvement of its performance. Colas is also committed to share its expertise by training graduates, operators, Mauritian engineers to new technologies not yet used on the island. With the thrust of the government's highway projects and the

overall economic development of the island, the activity of road construction has become very strong since 2008. The RDA (Road Development Authority) is at the origin of many innovative projects, and is now one of the main clients of Colas (Maurice) Ltée. In addition to the maintenance of standard sizes projects on the existing road network, Colas has turned to the "major projects" where duration of work exceeds 12 months. Spread throughout the island, they represent real technical challenges for the company. Some of the major achievements of Colas (Maurice) Ltée during the past three years have been the construction and completion of the Pamplemousses-Forbach Carriageway, the Triolet Bypass and the Phoenix Beau Songes Link Road. Based on its expertise and the efficiency of its manpower, three of the island's major infrastructural projects have been awarded to Colas (Maurice) Ltée: The Ring Road Phase 1 Pailles to Caudan, the Terre Rouge-Verdun-Trianon Link Road (A First in Mauritius) and the Runway and Parallel Taxiway at the Airport of Mauritius. Moreover, Colas (Maurice) Ltée is also participating in the PPP (Public Private Partnership) project for a better Mauritius.

## **2. 3ORGANIZATIONAL STRUCTURE**

### **2. 3. 1 Administrative Department**

The administrative department elaborates and implements the information, communication and financial management systems that enable the strategic planning of the company. Genuine control unit, the administrative department account for compliance with local regulation and ensures that internal procedures are in line with the Group general policy.

### **2. 3. 1. 1 The Accounting Department**

The detail figures of various operational and functional costs of the company reflect of the performance and profitability of the company; they explain its functioning and guide it towards optimal development.

### **2. 3. 1. 2 The Human Resources Department**

Responsible for managing over 1000 employees, the recruitment, payroll and compliance with social regulation, this department is a key link in the running of the company.

### **2. 3. 1. 3 The IT Department**

With more than 120 connection to the internet network, this department assures the flow of information and links over 150 configured terminal across the island for the colas department.

### **2. 3. 2 Divisional Manager of Building and Civil Department**

Divisional Manager of Building and Civil Department helps to establish objectives that define key result areas of the Division and communicate to their staff. Moreover, this department helps to prepare and submit construction project budget estimates so as the director can evaluate the project and provide resources.

### **2. 3. 3 Divisional Manager Road, Workshop and Major Works.**

Division Managers provide direction and support to their group members. They deliver practical direction and job-related advice. They supervise, review and direct the actions of their squad members' targets. Moreover, they also manage the communication and facilitate inter-departmental

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cooperation and shared assignments. They make certain that their staffs meet their organizational aims and so as to provide high quality of service.

### **2. 3. 4 Health and Safety Department**

Colas Mauritius reinforces its action towards the prevention of work related accidents for all of its activity. Indeed, increase labor force and the recruitment of staff that are not familiar with site activity amplify the risks of accidents. While benefitting from the exchange of good practices and experience of other branches of the group, Colas Mauritius has defined a security policy adapted to its activities and to the particularities of the local environment. With a continuous frame of mind, the frequency and gravity of work related accidents are monitored via indicators so as to meet annual targets. Action plans are implemented base on the assessment of the risks and the finding of the root causes of the work related accidents. The elaboration of the safety policy of colas Mauritius is based on the specific health and safety recommendations: monthly " safety talks", training module (road safety, scaffolding assembly, operating construction equipment, handling of fire extinguishers, etc.), enhancing awareness about the important of personal safety equipment and safety audits.

### **SITES OF COLAS (MAURICE) LTÉE**

After the completion of the Ring Road Phase 1, Pailles to Caudan, the major projects that Colas is working on are the Terre Rouge-Verdun-Trianon Link Road which is a first in Mauritius and the Runway and Parallel Taxiway at the Airport of Mauritius. For these constructions, Colas is using its own Asphalt Plant where it produces the different types of asphalt needed with the

mixture of bitumen and aggregates which it takes from UBP and Gamma.  
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Colas has always been placing its Asphalt Plant on the site where the stone crushing plant is found and near the construction sites so that it is easy for the loading and unloading of materials and asphalts.

## **PROBLEMS INVOLVING HEALTH AND SAFETY ON SITE**

Construction workers are at danger of exposure to numerous health hazards that can effect in injury, disease, incapacity or even death. Different types of health hazards are grouped as:

Chemical Physical Biological Ergonomic Chemical are found in diversity of products used at construction places. Employees might also be exposed to chemicals produced during construction works and these hazards are: dusts, fumes, liquids, gases, vapors and fibers (solids). Physical hazards are different kinds of energy that may be dangerous to employees and these include: noise, vibration, temperature extremes and radiation. Biological hazards also can cause diseases or illnesses for example, bacteria and viruses. Ergonomic hazards may cause aching and disabling wounds to joints and muscles and these occur from: Heavy, frequent or awkward lifting Repetitive tasks Excessive force Using wrong tools for a particular job or simply using the tool improperly Ergonomic hazards are the utmost commonly occurring health hazards in construction and the root cause of most injuries.

## **SITE SELECTION**

The site chosen for this assessment is the Runway and Parallel Taxiway at the Airport of Mauritius. Apart from road construction, Colas also provide wide airside competences and knowledge on all features of airfield roadway

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building and maintenance. Employees working at the Asphalt plant industry of the Parallel Taxiway, they are exposed to many health hazards resulting from their personal work as well as from adjacent activities. For example, they are exposed to materials that can cause grave illness and affect health in the long-term. Workers are also exposed to noise, vibration, chemicals and more hazards on the site. These types of hazards and risks should be prevented on construction sites and this can be done by doing a proper risk assessment.