

# SNAPSHOTS ON OCCUPATIONAL SAFETY AND HEALTH (OSH)

## THE ILO AT THE WORLD CONGRESS ON SAFETY AND HEALTH AT WORK 2017

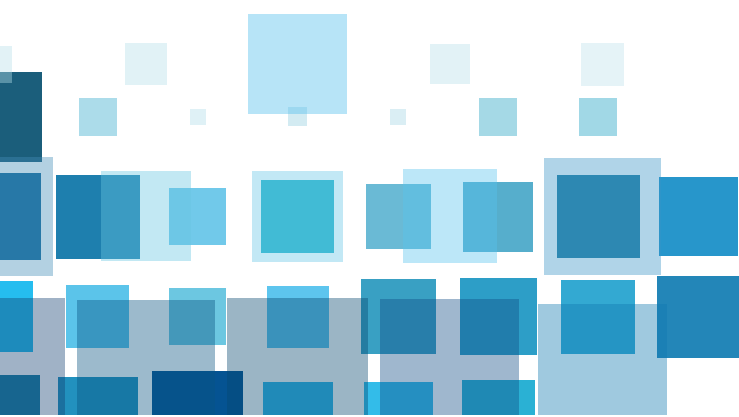


International  
Labour  
Organization



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## Introduction

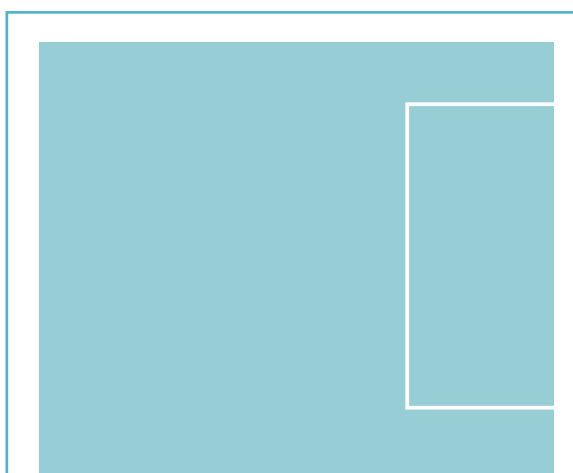
Welcome to Singapore and to the XXI World Congress on Safety and Health at Work. The ILO is proud and privileged to be a co-organizer of this international event that brings together the Occupational Safety and Health (OSH) community from across the globe every three years. For this World Congress, instead of publishing a static report, the ILO is introducing the idea of “snap shots” of our activities over the last three years. These snapshots are a “quick read” about key initiatives and will be updated and added to as the ILO’s work on OSH progresses.

The new global estimates announced by the ILO, that there are 2.78 million fatal work-related injuries and illnesses each year, with 2.4 million due to work-related diseases, places in sharp relief the human suffering caused by the failure to make the needed investments in occupational safety and health at the international, national and enterprise levels. This human suffering also carries with it a significant economic cost. **The new global estimate of the economic cost of work-related fatal and non-fatal injuries and illnesses amounts to 3.94 percent of the global GDP.** These global estimates, developed through the collaboration of the ministries and institutes of Singapore and Finland, ICOH and EU-OSHA demonstrate the power of data to drive action.

The demand for safe and healthy working conditions for women and men at work has continued to grow since the World Congress in Frankfurt, driven in part by estimates like these, but also by well publicized occupational accidents, from which no country is immune, and the growing body of evidence connecting occupational safety and health with sustainable development. In response to this growing demand governments, workers’ and employers’ organizations, international organizations, civil society from the community to the international level, academia and other stakeholders have recommitted themselves to improving occupational safety and health and to creating a culture of prevention. Of significant importance is the adoption by the United Nations of the 2030 Sustainable Development Goals, which include several goals that will only be achieved through concerted global action to improve the safety and health of the world’s workplaces.

**The ILO has also recommitted itself to improving occupational safety and health and creating a culture of prevention, launching the OSH-Global Action for Prevention flagship programme** and agreeing to administer the G7 Vision Zero Fund, with its focus on OSH in global supply chains. In addition to these key initiatives and the growing number of projects they support, the ILO has also been working to develop resources for labour inspectorates, to equip them with strategies to meet the compliance challenges in today’s world of work.

It has been a busy three years since the World Congress in Frankfurt and I hope you will take a moment to read the first collection of “snap shots” about the work the ILO has been engaged in to do its part in improving the safety and health of work.



## Snap Shot - ILO National System-Based Approach to OSH

The ILO Occupational Safety and Health Flagship Programme – Global Action for Prevention (OSH GAP) seeks to assist member states to create the OSH capacities that are necessary to improve workplace safety and health, through Convention 187's proactive system-based approach, with the objective of advancing a global culture of prevention and achieving real reductions in the incidence of work-related fatal and non-fatal injuries and illnesses.

Convention 187 requires member States to apply a system-based approach and promote the continuous improvement of OSH through the development of (i) a national policy; (ii) a national system; and (iii) a strategic national programme on OSH. Forty-two countries have ratified Convention No. 187. In the current biennium (2016 – 2017), 30 countries (Algeria, Benin, Cote d'Ivoire, Cameroon, Senegal, South Africa, Zambia, United Arab Emirate, Iraq, Jordan, Kuwait, Lebanon, occupied Palestinian territories, Qatar, Bangladesh, China, Cook islands,

Fiji, India, Mongolia, Papua New Guinea, Western Samoa, Turkey, Chile, Cuba, Guyana, Jamaica, Saint Lucia, Peru, Uruguay) requested technical support to implement or prepare for the ratification of Convention 187.

Drawing from the elements set out in the Promotional Framework for OSH Recommendation 197, the OSH-GAP programme establishes an outcome-based intervention framework comprised of a set of inter-connected OSH capacities that are necessary to improve the occupational safety and health of workers and workplaces. This set of inter-connected "OSH capacities" are as follows:

- **Legal, regulatory and adjudicative frameworks** that address and integrate OSH, including core OSH laws and technical regulations
- **Enforcement of and compliance with OSH in workplaces**, including public, private and non-governmental initiatives that operate independently or in concert
- **Employer and worker competencies** that are necessary to improve OSH enterprise levels
- **Social dialogue** that supports OSH
- **Public and private financial resources** for investment in OSH
- **Occupational health services** delivered by public and private health services
- **Employment injury insurance programs** that support prevention of OSH fatalities, injuries and illnesses
- **OSH professionals, institutions and networks**
- **OSH indicators** and implementation of **effective mechanisms for OSH data collection**
- **Demand for safety and health** of workers and workplace

Certainly some of these OSH capacities are more foundational than others however a minimum level of capacity in each is needed. The absence of, or limited capacity in one or more of the OSH capacities will hinder a nation's ability to achieve and sustain safe and healthy work, workers and workplaces. Article 4 of ILO Convention 187, gives priority to the first four OSH capacities in the OSH GAP intervention framework and the programme will continue to prioritize those OSH capacities when assisting countries. Where there are gaps in knowledge, good practices and tools to support countries in creating those conditions, the OSH GAP will also prioritize filling those gaps. (See Snap Shots: OSH Legal Frameworks and Fostering Strategic Compliance and OSH Data).

To assist countries in evaluating their current capacity, determining their needed capacity, and identifying opportunities to improve their capacity, the OSH GAP is developing a participatory assessment process and tools for each OSH capacity. This participatory approach will involve government agencies, workers and employers and other stakeholders with interests in the OSH capacities to be assessed. The results of the assessment process are intended to create a roadmap for action in addition to a profile of a country's current status.

Based on assessment findings, the OSH-GAP will further assist countries in setting priorities, developing plans of action, and implementing integrated actions informed by current knowledge and best practices in response to identified opportunities. To this end, the programme will seek the assistance of strategic partners, internally and externally, that have a demonstrated depth of expertise and experience in one or more of the OSH capacities. The results of the assessment and developed plan of action may be articulated in a National OSH Policy as provided for in ILO Conventions No. 155 and 187, and should be integrated in and supported by national programmes.



When developing the assessment process and tools, conducting assessments of OSH capacities, and developing plans of action, particular attention will be given to how each condition takes into consideration small and medium sized enterprises (SMEs), encompassing both formal and informal enterprises; the construction and agricultural sectors; and workers most vulnerable to OSH injuries and illnesses, focusing on young workers ages 16-24, women workers and migrant workers. Actions taken to improve the OSH capacities will assist countries in their efforts to effectively respond to these OSH challenges.

In order, to further promote systems approaches, ILO has organized a technical session for the XXI World Congress on Safety and Health at Work in Singapore. Speakers from different regions (Chile, European Union, Jordan, Senegal) will present their experiences. Focus will be placed on practical ways to use a systems based approach to promote OSH at national level and develop and implement national OSH programmes. In particular, the following two points will be important; (1) how the speakers' countries identified and set up their priority areas for national action in their National OSH Programmes, and (2) what organizational processes were used to develop and implement their National OSH Programmes, ensuring cooperation and participation with employers' and workers' organizations.

## Leading strategies for a systems approach to OSH - ILO

Tuesday, 5 September 2017,  
10:30 – 12:30



### Co-chairs/Moderators:

**Tsuyoshi Kawakami**

*International Labour Organization, India*

**Low Wook Fong**

*Singapore Polytechnic International, Singapore*

### Introduction to the session

**Tsuyoshi Kawakami**

*International Labour Organization, India*

**Low Wook Fong**

*Director, Singapore Polytechnic International, Singapore*

### OSH strategies in Senegal

**Ndieme Seck Diouf**

*Professional Organizations and Relations with Institutions, Senegal*

### Process of formulation and contents of the Chilean national OSH policy

**Pedro Contador**

*Ministry of Labour and Social Security, Chile*

### Development and implementation of national OSH policy and strategy in Jordan

**Maysoon Shafeeq Al Remawi**

*Ministry of Labour, Jordan*

### Recent EU initiatives addressing the key challenges to improve health and safety of workers

**Dr Zinta Podniece**

*European Commission, Luxembourg*

# Snap Shot - Modernizing Regional and International Networking Practices

International networking in OSH is paramount for the ILO. Since 2014 a significant effort has been undertaken to strategically modernize its international networking practices in OSH knowledge and information on the basis of 55 years of collaboration with a range of national OSH organizations, institutions and agencies.

## Modernization in action

The ILO actively engaged in resource mobilization and found financial support from the Government of Korea (2015-17) and voluntary technical contributions from leading OSH agencies, institutions and organizations (AIOs) and experts from around the world collaborating with the ILO in an advisory role<sup>1</sup>. The ILO thereafter undertook to survey OSH knowledge agencies, institutions and organizations around the world with the aim of using the results to support and develop sustainable regional networking capacities for effective prevention strategies, systems and programmes in low-and-middle income (LMI) countries.

The global survey was launched during the third quarter of 2016 and the results constitute the first comprehensive global knowledge base on their status, governance and internal organization, resources, research priorities, scope and pricing of services, public information and awareness-raising activities, as well as international networking practices.

Targeted respondents were identified through a systematic collection of information from existing sources, professional exchanges and an extensive web-based search aiming at identifying AIOs from five categories directly involved in OSH knowledge development through research, studies and/or analysis. This research also allowed identifying other AIOs of relevance and networks, notably with regard to OSH knowledge and information capacity enhancement and dissemination. A total of 271 responses were received and later screened against a strict set of criteria, resulting in a total of 159 contributors. Together these 159 AIO have the potential to outreach to 2.5 billion workers around the world, or 74.2 per cent of the global workforce<sup>2</sup>. The information collected is already organized and secured while a dedicated database is being developed building on a modern and innovative IT platform, analytical work has been completed and a technical report is in preparation.

An innovative multiple case-study analysis of six regional OSH networks<sup>3</sup> was undertaken in parallel to the survey in order to understand their constitution, functioning, development opportunities and challenges. In addition to preparing individual profiles of each, a cross-cutting analysis on key parameters highlights common and differentiated ways of organizing international collaboration in occupational health and safety. The preliminary results already enrich global knowledge and provide a better understanding of how and why OSH knowledge AIOs and experts collaborate with one another. Coupling the results of the survey on networking aspects with early observations from the complementary case-study analysis already informs the development of the ILO policy portfolio in OSH while also providing insights to devise projects to strengthen and extend international collaboration.



<sup>1</sup> The International Advisory Committee (IAC) is a sub-group of the long standing ILO network of CIS National and Collaborating Centres. The IAC was established in 2014 to provide technical guidance and support to the ILO in developing its technical cooperation programme focussing on strengthening institutional capacities to acquire and use knowledge and information for developing prevention strategies and action programmes.

<sup>2</sup> Estimate based on the distribution of the global workforce using World Bank and ILO data:

- <http://data.worldbank.org/indicator/SL.TLF.TOTL.IN>

- [http://www.ilo.org/beirut/countries/occupied-palestinian-territory/WCMS\\_532917/lang--en/index.htm](http://www.ilo.org/beirut/countries/occupied-palestinian-territory/WCMS_532917/lang--en/index.htm)

<sup>3</sup> Baltic Sea OH&S Network (BSN); Association of Southeast Asian Nations OSH Network (ASEAN OSHNET); South Eastern European Network for Workplace Health (SEENWH); Partnership for European Research in OSH (PEROSH); Interafricaine de Prévention des Risques professionnels (IAPRP); Asociación Latinoamericana de Seguridad e Higiene en el Trabajo (ALASEHT).

New development cooperation project proposals in relation to OSH knowledge and information are being prepared working closely with three regional networks. These action oriented projects aim to respond to needs expressed by the respective network members. Thus, the ILO is developing a large-scale project with IAPRP<sup>4</sup> to mainstream OSH into technical vocational education and training (TVET) in sub-Saharan French speaking African countries. Another development cooperation project aiming at strengthening regional OSH networking in Latin America is under preparation in consultation with ALASEHT<sup>5</sup>, and a project to develop a robust methodology to undertake national needs assessment for qualifications, competencies and skills in occupational health and safety, is being designed in collaboration with the Baltic Sea network on Occupational Health and Safety and Northern Dimension Partnership for Health and Well-Being Expert Group on OSH.

Tangible progress was achieved in developing a distinctive e-OSH Forum seamlessly integrating into the online ILO Encyclopaedia of Occupational Health and Safety ([www.iloencyclopaedia.org](http://www.iloencyclopaedia.org)). The e-OSH Forum is meant to bring the OSH knowledge community of practice, notably all respondents to the global survey and potentially most OSH experts around the world, to this unique knowledge asset for ease of knowledge identification and retrieval, and to mobilize experts around its continuing content extension and update. This feature brings “social networking” add-ons to the Encyclopaedia application. It offers genuine potential for connecting institutions and experts with the knowledge they need. There remains more work ahead to finalize the subject-topic structure and populating initial content in order to attract and retain users. The launch and operations will require dedicated attention in the coming year along with partnership arrangements with OSH AIO from around the world.

### Modernizing for greater impact

Understanding how the worldwide OSH community organizes knowledge and information development and identifying priority needs in this area informs the development of new and better adapted strategies, programmes and projects in response. Early results of the modernization process are already providing useful information on the work of OSH knowledge AIOs and how they collaborate internationally, regionally and nationally. In practice, the modernization provides new data and knowledge for use by a vast diversity of stakeholders, networks and development partners. Practical tools such as an interactive web-portal where information on OSH networks, agencies, institutions and organizations can be found offers the possibility to locate OSH research and service delivery capacities anywhere in the world. Likewise, the forthcoming e-Forum embedded into the Encyclopaedia web portal will facilitate knowledge and information sharing for the worldwide OSH community. Reports, fact sheets, a newsletter, articles, policy briefs, web pages and symposia also provide useful information for a large audience. These advancements are helping to consolidate a new and modern networking model for strengthening institutional capacities to acquire and use OSH knowledge for prevention globally.

The state of OSH knowledge development and networking will be discussed during a symposium of the XXI World Congress on Safety and Health at Work in Singapore<sup>6</sup>. Participants from government agencies and institutions, research centres and universities, employers’ and workers’ organizations, as well as professional associations will be able to benchmark their own organization and practices with key findings of the global survey on the scope of work of AIOs, missions, governance modalities, research priorities, structure, funding sources and networking in OSH.



<sup>4</sup> Interafricaine de Prévention des Risques Professionnels ([IAPRP](http://www.iaprp.org)) is an established network legally constituted in Mali as an association of national social security institutions from 14 countries.

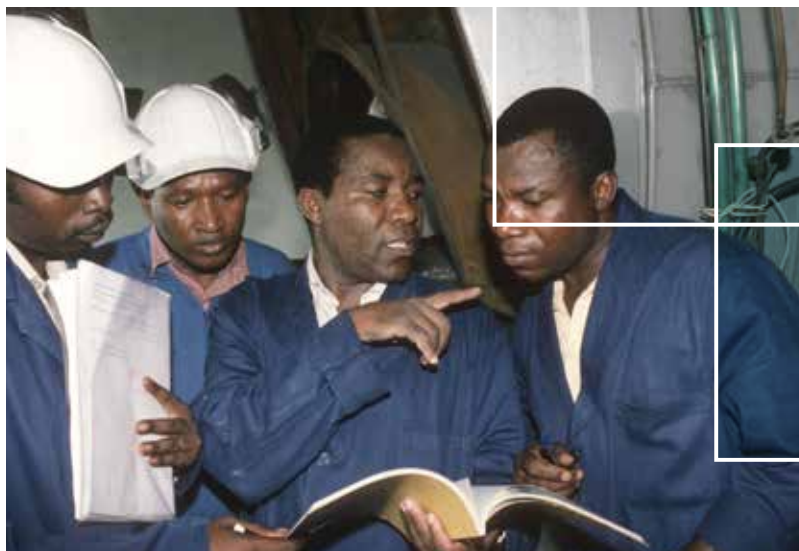
<sup>5</sup> The Asociación Latinoamericana de Seguridad e Higiene en el Trabajo ([ALASEHT](http://www.alaseht.org)) is a network constituted in 1977 regrouping the national associations of OSH professionals in Latin America.

<sup>6</sup> Symposium No 22: State of OSH Knowledge Development and Networking, Monday 4 September 2017.



# State of OSH Knowledge Development and Networking - ILO

Monday, 4 September 2017,  
16:00 – 18:00



## Chair

**Dr Margaret Kitt**

*Centers for Disease Control and Prevention/ National Institute for Occupational Safety and Health (NIOSH), United States of America*

## Moderator

**Claude Donald Loiselle**

*International Labour Organization, Switzerland*

## Introduction to session

**Dr Margaret Kitt**

*Centers for Disease Control and Prevention/ National Institute for Occupational Safety and Health, United States of America*

**Claude Donald Loiselle**

*International Labour Organization, Switzerland*

## Understanding regional network through a multiple case study analysis

**Prof Jorma Rantanen**

*University Of Helsinki, Finland*

## Partnership for European Research in Occupational Safety and Health (PEROSH)

**Prof Dietmar Reinert**

*Institute for Occupational Safety and Health of the German Social Accident Insurance (DGUV), Germany*

## Scope of research being conducted by global organizations engaged in OSH knowledge development

**Dr Sara Luckhaupt**

*National Institute for Occupational Safety and Health (NIOSH), United States of America*

## Recognition and assessment of OSH research needs and priorities based on the perspective of the European OSH research community

**Dr Diana Gagliardi**

*National Institute for Insurance against Accidents at Work (INAIL), Italy*

## Contribution of professional associations to the development of occupational safety and health in developing countries: Case study of Cameroon

**Dr Joseph Silvere Kaptue**

*Société Camerounaise de Sécurité et Santé au Travail*





According to ILO estimates, 60 to 80 per cent of global trade involves global production networks, called global supply chains (GSCs) or global value chains (GVCs), whereby goods cross borders from suppliers to end users (Distelhorst, 2016; OECD, 2013).

While the contribution of these trade mechanisms to global economic growth and job opportunities is evident, their impact on the working conditions and especially the safety and health of workers involved in GSCs in developing countries raises concern. Though there is great potential to harness the growing power of GSCs towards better occupational safety and health (OSH), examples of successful initiatives remain limited.

## Approaching OSH in GSCs

While OSH hazards are intrinsic to all workplaces, whether part of GSCs or not, there are certain conditions that increase OSH risks for workplaces connected to GSCs:

- The transfer of work from high income countries with well-resourced enforcement and support functions for safety and health to lower income countries with limited resources, legislative frameworks and enforcement and support mechanisms;
- The transfer of work by relatively larger enterprises to smaller ones that have less sophisticated and inadequately resourced health and safety management systems and lower levels of OSH technical expertise;
- A shift of work to workplaces without adequate worker representation mechanisms through which unsatisfactory working conditions can be challenged;
- The introduction of more fragmented systems of health and safety management in which subcontracting results in personnel from two or more organisations working alongside each other;
- Cost pressures on suppliers that reduce their capacity to make health and safety-related investments and prompt them to cut labour costs through intensified work regimes, changing terms and conditions of employment and greater reliance on 'non-standard' forms of employment, including the use of employment agencies (Walters and James, 2009).

Non-standard forms of work<sup>7</sup> are associated with adverse OSH outcomes including higher injury rates, poor physical health, poor mental health, and occupational violence (Quinlan, 2015). Data from the World Bank Enterprise Survey (2014), indicates that the share of firms using temporary labour in developing countries in the textile, food and electronics sector was 36 %, 47%, and 36% respectively (Aleksynska, 2016).

In global manufacturing supply chains, accelerated timelines exert pressure on suppliers to increase or decrease production on short notice, leading to excess overtime and increased use of non-standard forms of employment. Since statutory minimum wages in supplying countries are low, and workers are often paid on a piece rate, this results in excessive hours of work, which increases OSH risks and denies workers a healthy work-life balance<sup>8</sup>. Since the root causes of poor OSH outcomes in GSCs are multi-faceted and complex, addressing OSH risks in supply chains will simultaneously require addressing other working conditions of concern, including sub-minimum wages, excessive and irregular working hours, the absence of effective and meaningful social dialogue, and increasing usage of non-standard forms of work.

Nevertheless, suppliers that are integrated into a GSC are often subject to increased oversight from lead firms regarding working conditions of their workers and potentially have more access to resources than companies catering to the domestic market only<sup>9</sup>. However, even where lead firms have pushed for functional and social upgrading of their suppliers, the benefits of that upgrading are often limited to the specific companies that are integrated into the global market and not extended to non-export companies or even other similar supply chains (Barrientos, 2011, Dedrick, 2009, Gerrefi, 2012, Nadvi, 2004).

This undermines the capacity to harness the power of GSCs towards improved safety and health at work in developing countries, and highlights two main bottlenecks:

- The lack of horizontal good practice sharing between actors at the same stage of production in developing countries;
- The limited understanding of the dynamics of GSCs by the authorities and institutions in charge of OSH at country level.

Against this background, the ILO is implementing two initiatives specifically aimed at understanding and addressing occupational safety and health in GSC's, namely (i) a research project on OSH in Global Supply Chains, with a focus on food and agriculture global value chains; and (ii) a work place injury and disease prevention and protection Fund - the Vision Zero Fund.

<sup>7</sup> The ILO Tripartite Meeting of Experts on Non-Standard Forms of Employment (February 2015) defined non-standard forms of work to include: (1) temporary employment; (2) temporary agency work and other contractual arrangements involving multiple parties; (3) disguised employment relationships and dependent self-employment; and (4) part-time employment.

<sup>8</sup> Decent work in global supply chains, International Labour Conference, 105th Session, 2016  
[http://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_468097.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_468097.pdf)

<sup>9</sup> For example, access to technological and competencies transfers from lead firms.

## OSH in food and agriculture Global Value Chains

While most of the literature on global supply chains focuses on manufacturing and sub-contracting of labour, less evidence is available on food and agriculture supply chains. The integration of agricultural commodities in the supply chains of agro-food companies and, more recently, big retailers, has resulted in modified employment patterns (increase in temporary jobs) and work rhythms (the timing of exports, especially for fresh products, disrupts established working time arrangements) in the sector (Dolan, 2000). To date, limited literature or evidence is available on the specific OSH impacts of this integration on workers in developing countries. At the same time, agriculture is characterized by labour-intensity and the wide use of informal work, making it both strategic and challenging for the improvement of OSH.

In response to these emerging OSH challenges, the ILO Flagship OSH-GAP Programme<sup>10</sup>, in collaboration with the European Union (EU) undertook three case studies on drivers and constraints for OSH improvement in global supply chains including: coffee from Colombia; palm oil from Indonesia; and lychee from Madagascar. These products are important agricultural exports and significant job providers in the respective countries. In addition, their selection was aimed at capturing the complexity of food and agriculture GSCs in a diversity of institutional, cultural and development settings. Focusing the research on one dry product, one fresh product and one transformed product captures a diversity of occupational risks in a variety of settings, each involving distinct contractual arrangements, market constraints, and supply chain governance modalities.

The ILO-EU research confirms a number of initial hypotheses developed on the basis of previous work on global supply chains (Locke, 2013 and Walters, 2010) including:

- A confirmed link between the level of organization of workers and producers and their relative level of OSH awareness;
- Increased vulnerability among workers in non-standard forms of employment – daily wage labourers – and employed through sub-contracting practices;
- Prevalence of women and young workers in non-standard forms of employment, and often at the bottom of the supply chain, exposed to increased occupational risks related to chemical handling or ergonomic risk factors and hence the particular vulnerability of these workers;
- Proven correlation between level of integration of the GSC and level of awareness on OSH, the existence of OSH management systems and the effective allocation of resources for OSH;
- Level of product differentiation, quality assurance, and brand image all were seen to encourage traceability and visibility;
- Food and safety requirements, especially in terms of chemical residues, drive demand from end buyers for full traceability and certification. This represents an opportunity for supply chain engagement on OSH and increases pressure to reduce or suppress a number of hazards related to chemical use.

### Creating a culture of prevention in GSCs: the Vision Zero Fund

In 2014, the World Congress on Safety and Health at Work put forward a vision for building a culture of sustainable prevention and discussed the “vision zero concept” – a vision in which people work in a safe and healthy environment and in which they are protected against serious or fatal occupational accidents and diseases (ILO, 2014). A number of causes for concern were noted, including the occurrence of major incidents such as the collapse of the Rana Plaza Building in Bangladesh in 2013, the poor working conditions that exist in small and medium-sized enterprises (SMEs), and the unequal burdens faced by vulnerable workers such as women workers, migrant workers and children who tend to be disproportionately represented in precarious employment.

In June 2015, against this background, and against the backdrop of the unacceptable social and economic losses caused by work-related injuries and diseases, the G7 Heads of State called for more concrete action in low-income sourcing countries to prevent workplace-related deaths, injuries and diseases in Global Supply Chains (GSCs)<sup>11</sup>. Notably, it was decided that this was to be achieved **through the establishment of a workplace injury and disease prevention and protection Fund - the Vision Zero Fund (VZF)**.

The ILO administers and implements VZF projects, which allows the Fund to benefit from the ILO's expertise as a global leader in occupational safety and health and social protection systems. The Fund constitutes a strategic vehicle for the ILO's flagship Occupational Safety and Health Global Action for Prevention (OSH-GAP)<sup>12</sup> Programme and complements ILO's social protection floors extension strategy<sup>13</sup>, and the ILO-IFC Better Work Programme<sup>14</sup>.

The VZF aims to achieve zero fatal and severe work-related injuries and diseases by improving occupational safety and health practices and conditions in sectors that link to global supply chains. It also seeks to strengthen institutional frameworks that are part of national OSH systems, such as labour inspectorates and employment injury insurance schemes in countries linked to such global supply chains.

<sup>10</sup> Global Action for Prevention on Occupational Safety and Health.

See [http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS\\_495278/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS_495278/lang--en/index.htm)

<sup>11</sup> Meeting of the G7 Employment and Development Ministers, Ministerial Declaration, Berlin, 13 October 2015

<sup>12</sup> Global Strategy on Occupational Safety and Health, Conclusions adopted by the International Labour Conference at its 91st Session, 2003. Available here: [http://www.ilo.org/wcmsp5/groups/public/@ed\\_protect/@protrav/@safework/documents/policy/wcms\\_107535.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@safework/documents/policy/wcms_107535.pdf)

<sup>13</sup> <http://www.ilo.org/secsoc/areas-of-work/policy-development-and-applied-research/social-protection-floor/>

<sup>14</sup> <http://betterwork.org/>

In the **public sphere**, the Fund works in three distinct but interrelated areas: establishing or strengthening effective national OSH systems and programmes, including legislative frameworks on occupational safety and health and social insurance; improving the capacity of regulatory authorities (primarily labour inspectorates) in order to strengthen injury, disease and accident prevention; and supporting the development of public employment injury insurance and compensation schemes.



In the **private sphere**, VZF implements targeted interventions at sector and company level to achieve sustainable safe and healthy working conditions and practices, and to improve the linkages between enterprises and the institutional support functions for OSH (i.e. occupational health services and Employment Injury Insurance schemes).

The VZF acknowledges that each supply chain is different and may require a different set of public and private interventions in order to achieve compliance in respect of OSH. Accordingly, before specific intervention models are developed, VZF conducts a detailed assessment of the main drivers and constraints for safety and health improvement in supply chains and their legal and institutional environment. The assessment tool used for this purpose was developed under the ILO Flagship Programme on OSH<sup>15</sup>, and allows for an holistic assessment that identifies: principle risks and vulnerabilities at different levels of the supply chain and its legal and institutional environment; the commercial practices and policy gaps in which vulnerabilities are rooted; and the main actors and their incentives and capacities to contribute to a solution. The assessment tool sheds light on the need for a mix of interventions and the engagement of a broad range of actors, including input and equipment providers, for the improvement of OSH in GSCs.

The VZF makes investments in countries with a joint public-private commitment of businesses, government, the social partners and other relevant stakeholders via action plans for specific sectors, sustainability compacts or similar agreements. The Fund supports countries and stakeholders that commit themselves to prevention and the implementation of minimum labour, environmental and safety standards. Against this background, and after consideration of the criteria for country and sector selection, the VZF funds (or plans to fund) interventions in a number of low-income countries<sup>16</sup>, with an initial focus (2017-2019) on the garment and textile<sup>17</sup> and agricultural and food sectors<sup>18</sup>.

While the VZF complements other initiatives aimed at reducing work-related deaths, injuries and diseases in global supply chains, there are nevertheless a number of features that make the VZF innovative:

- The VZF is a multilateral initiative, launched by G7 countries, but open to all governments willing and ready to contribute;
- It is a public-private partnership, open to contributions from businesses;
- The Fund seeks to work towards structural improvements in safety and health practices at the work place, which requires the commitment of all relevant stakeholders;
- Lastly, the VZF aims to strengthen capacity in both public and private spheres, realising that public compliance activities and private practices at the sector and company level are interdependent.

## OSH in GSCs – Conclusions

The conclusions of the 105th Session of the International Labour Conference (2016) concerning decent work in global supply chains recognized that supply chains have contributed to economic growth, job creation, poverty reduction and entrepreneurship, and can contribute to a transition from the informal to the formal economy. Nevertheless, the Conference acknowledged that failures at all levels within global supply chains have contributed to decent work deficits, especially in the areas of occupational safety and health, wages, working time, and the employment relationship.

Following the adoption of the resolution concerning decent work in global supply chains by the ILC, the ILO was tasked to develop a programme of action to address Decent Work in Global Supply Chains. OSH is considered one of the priority areas, and represents one of the ten outcomes that the Office will focus on during the next ILO biennium 2018-2019.

The two initiatives discussed above represent a direct contribution to the ILO programme of action for Decent Work in Global Supply Chains (2017-2021), which aims to improve OSH outcomes in GSCs through five strategic components, namely knowledge generation and dissemination, capacity building, effective advocacy for decent work in global supply chains, policy advice and technical assistance, and partnerships and policy coherence.

<sup>15</sup> Which is adapted from the ILO's Market Systems Development for Decent Work approach.

See <http://www.ilo.org/empent/projects/the-lab/lang--en/index.htm>

<sup>16</sup> Interventions have started in Myanmar and Ethiopia, and are planned in Madagascar, Tunisia and Lao PDR.

<sup>17</sup> The garment and textiles sector contains many hazards to workers. Each processing stage, from the production of materials to manufacturing, finishing, colouring and packaging of final products, exposes workers to hazards that are harmful to their health, with certain of these hazards being particularly dangerous for women's health. European Agency for Safety and Health at Work, E-FACTS: Occupational Safety and Health in the Textiles Sector, <http://osha.europa.eu>

<sup>18</sup> Agricultural and food global supply chains, in particular, represent a significant percentage of global trade in value and in volume. The agricultural and food sector is labour-intensive with numerous hazards that frequently result in serious injury, ill-health and death. With its integration in to GSCs, the sector brings to the GSC business model longstanding and significant OSH challenges.

[http://www.ilo.org/wcmsp5/groups/public/@ed\\_protect/@protrav/@safework/documents/publication/wcms\\_110193.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@safework/documents/publication/wcms_110193.pdf)



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## Improving OSH in global supply chains - ILO



Wednesday, 6 September 2017,  
9:00 – 11:00  
Room: Orchid Jr. 4211

### Chairperson

**Nancy Leppink**

*LABADMIN/OSH, International Labour Organization (ILO), Switzerland*

### Social dialogue and capacity building in OSH: Tripartite training for global supply chains in Bangladesh

**Dr Christian Bochmann**

*Institute for Work and Health (IAG) of the German Social Accident Insurance (DGUV), Germany*

**Dr Thomas Kohstall**

*Institute for Work and Health (IAG) of the German Social Accident Insurance (DGUV), Germany*

### Drivers and constraints for OSH Improvement in food and agriculture global supply chains

**Lou Tessier**

*International Labour Organization (ILO), Switzerland*

### Vision Zero Fund: Promoting prevention and protection and global supply chains

**Ockert Dupper**

*International Labour Organization (ILO), Switzerland*

### Digging deeper: Engaging global industry to improve safety in the “hidden” mining sector: The cases of artisanal mining in DRC and Indonesia

**Ayi Farida**

*PACT, Indonesia*

### Researching health and safety in global supply chains

**Prof David Walters**

*Cardiff University, United Kingdom*

### bizSAFE Programme: Fostering WSH through leveraging on supply chains

**Winston Yew**

*Workplace Safety and Health Council, Singapore*

### Employment injury insurance and protection: Lessons from Bangladesh to improve and complement prevention in global supply chains

**Anne Drouin**

*International Labour Organization (ILO), Switzerland*

### Moderated dialogue session and closing

All presenters

## Snap Shot - Fostering Strategic Compliance

Effective labour administration and labour inspection agencies are key to achieving compliance with occupational safety and health (OSH) laws and regulations. As a baseline, labour inspectorates must meet the requirements of ILO Labour Inspection Conventions 81 and 129 and the Occupational Safety and Health Convention 155. Consequently, the first priority is to ensure that legislation meets the minimum requirements of those international labour standards, and that labour inspectorates have sufficient capacity to enforce those laws. Adherence, however, to International Labour Standards does not ensure labour inspectorates' effectiveness in achieving compliance with the laws it is responsible for enforcing.

To respond to existing and emerging compliance issues, including those presented by global supply chains, labour ministries and their inspectorates have begun to develop more proactive strategies based on data-driven diagnoses of their compliance issues. Enforcement actions and use of deterrence are more carefully targeted and calculated to achieve the greatest impact not only on the inspected employer but also on employers who may never be inspected due to limited capacity and resources of the labour inspectorate. These proactive inspection strategies, which engage other government authorities, the social partners and other stakeholders, are coupled with the distribution of carefully crafted information that not only raises awareness and understanding of legal requirements, but empowers the intended audience to exercise their influence to achieve compliance. In particular, these strategies empower employers to take steps to comply with legal requirements and empower workers to exercise their rights.

In this context, ILO's LABADMIN/OSH Branch has compiled research on labour inspectorates that have shifted focus toward data-informed proactive compliance strategies to showcase good practice in:

- Targeting priority compliance issues
- Diagnosing positive and negative influences on compliance
- Tailoring the utilization of labour inspectorate enforcement authority to drive compliance
- Leveraging influence on compliance of government partners and stakeholders, including compliance initiatives in and outside of government
- Integrating a combination of awareness-raising, guidance and training, in compliance strategies

Building on this research ILO is developing and piloting a suite of new practical tools and strategies to foster strategic compliance.

Strategic Compliance Planning Toolkit – Guides labour inspectorates through a deliberate and detailed six-step process to formulate, sequence, and operationalize, broader thinking and actions, into a winnable path to effective and efficient enforcement and sustained compliance, to maximize the impact of limited resources and powers. The toolkit offers methods, strategies, and processes to prioritize compliance issues and targets, and build a Strategic Compliance Plan to tackle those priorities, by engaging varied stakeholders and leveraging multifaceted interventions, specifically tailored to enhance drivers and overcome constraints to compliance.

Value Chain Analysis for Global Supply Chains – Provides a road map for labour inspectorates of the drivers and constraints for OSH, fundamental principles and rights at work and general work conditions in supply chains, and possible compliance interventions. This tool uses in depth and comprehensive analysis and identification of the main risks and vulnerabilities at different levels of the supply chain and the main stakeholders and their incentives and capacities to contribute to a solution.

Labour Inspection Assessment – Contributes to strengthening the administration and operation of labour inspectorates through a comprehensive assessment of its functions, procedures, legal and regulatory authority, training tools and practices, human, financial and technical resources, data collection and analysis capacity.

Labour Inspection and Occupational Safety and Health Information Management System(s) Assessment Tool & Guides on Labour Inspection Statistics – Improves aptitude of labour inspectorates to collect and analyse data related to enterprises, workers (including worker status), compliance history and information necessary to promote and achieve compliance with working conditions, OSH, and social protection requirements. The tool assesses inspectorate data collection and analysis resources, effectiveness, efficiency, quality, and coherence with the Guides on Labour Inspection Statistics.

Labour Inspection Participatory Methodology for the Informal Economy – Up skills the technical capacity of labour inspectorates to tackle the unique challenges of the informal economy with a comprehensive set of guidance materials to assess protection deficits in the informal economy and expand protection through labour inspection in collaboration with social partners and community-based stakeholders.

Technical Sectorial Toolkits for Labour Inspectorates – Up skills the technical capacity of labour inspectorates with sector specific guidance, training and awareness raising materials and best practices to act upon compliance challenges (e.g. construction, agriculture, fishing, manufacturing, domestic work).



These new tools and strategies are being rolled out as part of the ILO's broader initiatives to advance OSH through the OSH GAP (Global Action for Prevention) Programme and the Vision Zero Fund. Among many other objectives, the OSH GAP intends to enhance the capability and capacity of labour inspectorates to utilize more strategic approaches to achieve compliance with OSH, namely in SMEs, the agriculture, and construction sectors. The G7 Vision Zero Fund under the administration of the ILO, focuses on improving OSH in global supply chains, including through strengthening labour inspectorates in low and middle income countries to better address compliance issues in employment-intensive exporting sectors, like textile, footwear, electronics, and agri-food processing.

During the XXI World Congress on Safety and Health, the ILO has organized a technical session on compliance strategies and good practices on OSH. The technical session will address developments in strategies and practices of national authorities to promote compliance with applicable OSH laws and regulations and foster good practices that support well-being at work. The session will include national experiences from Asia, Europe and South America.

## Compliance strategies and good practices on OSH - ILO

Monday, 4 September 2017,  
13:30 – 15:30



### Introduction to the session

**Mr David Clarke**

*Chief Executive Officer  
Safety Institute of Australia Ltd, Australia*

### Compliance and beyond: US approaches to increase compliance and encourage employers to embrace safety management

**Dr David Michaels**

*Professor Milken Institute School of Public Health  
Department of Environmental and Occupational Health George Washington University, United States of America*

### Risk Management System

**Ministry of Labour**

*Employment and Social Security of Argentina, Argentina*

### Labour inspection campaign as a new tool for compliance in Vietnam

**Mr Nguyen Tien Tung**

*Chief Inspector  
Ministry of Labour Invalids and Social Affairs of Vietnam, Vietnam*

### New strategies to enhance a voluntary approach for occupational safety and health: The case of Japan

**Mr Shojiro Yasui**

*Deputy Chief Occupational Safety Specialist  
Department of Occupational Safety and Health Ministry of Health Labour and Welfare, Japan*

### Deliver the future of HSE in the United Kingdom

**Dr Richard Judge**

*Chief Executive Officer  
Health and Safety Executive, United Kingdom*

### Promote establishment of hazard identification and control system, innovate preventive OSH inspection

**Li Zheng**

*Director Department of Safety Inspection and Management IV of State Administration of Work Safety, China*

## Snap Shot - OSH Data and Indicators



Globally, the reporting, collection, and analysis of data related to work-related deaths, injuries and diseases is grossly deficient and fails to provide an accurate picture of the magnitude of OSH challenges<sup>19</sup>. In many countries, these deficits are due in part to the failure to detect, in particular work-related diseases, and to report when work-related deaths, injuries and diseases occur. But these deficiencies are also due to the failure of national notification and recording systems to require reporting of recognized occupational diseases and their failure to include large segments of the labour force, including: domestic and agricultural workers; workers in non-standard employment; workers employed by small and medium enterprises (SMEs); and those working in the informal economy<sup>20</sup>. Deficits are also often the result of accident and disease data being siloed in government agencies (labour, social protection and health ministries

for example) responsible for compliance with different laws and regulations and using different processes, criteria, terms and definitions. Under reporting of work-related deaths, injuries and disease has been estimated to be as high as 50 per cent even in countries with established reporting systems.

The ILO has consistently promoted the need for improving national notification and recording systems. Rigorous collection and analysis of this data is critical to formulating prevention based national policies and establishing priorities for government agency and labour inspectorate activities<sup>21</sup>. ILO instruments, including Convention 155, Recommendation 164 and Protocol 155, and resources such as the “ILO code of practice: Recording and notification of Occupational Accidents and Diseases”, set out the requirements for effective data collection and analysis of occupational accidents and diseases. These instruments and resources were compiled in a toolkit for the 2017 International Day for Safety and Health at Work campaign urging member states to redouble their efforts to improve their notification and reporting systems. The campaign also included fact sheets on “Good Practices for the Development and Implementation of National Notification and Recording Systems”, “Data Sources for Optimizing the Collection and Use of OSH Data” and “Challenges for the Collection of Reliable OSH Data”. The toolkit and fact sheets can be found on the ILO website [www.ilo.org/safeday](http://www.ilo.org/safeday).

The ILO’s efforts to improve notification and reporting systems is not only driven by ILO instruments but more recently the adoption of the United Nations 2030 Agenda for Sustainable Development, a global plan of action comprised of 17 goals to end poverty, protect the planet, and ensure prosperity for all. Goal 8 of the 2030 Agenda for Sustainable Development establishes the goal of “inclusive and sustainable economic growth, full and productive employment and decent work for all”. Target 8.8 for Goal 8, focuses on the “protection of labour rights and promotion of safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.” To monitor global efforts related to Target 8.8, countries have been asked to report on the: “Frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status”.

This sustainable development target has made occupational safety and health a sustainable development priority and call for action by countries to improve their OSH notification and reporting systems so they may report on the target’s indicator. This presents a conundrum for many countries whose notification and reporting systems are deficient but who have been reporting fatality, injury and illness data to the ILO; when they work to improve their systems the numbers they report will most likely increase. Not necessarily because their performance has gotten worse but because the system is capturing more accurate data. For certain countries, this may create a disincentive to investing in their notification and reporting systems.

In response to this challenge, the ILO is developing a Confidence Level Index that will allow for the assessment of national OSH notification and recording systems capacity to produce reliable OSH data on work-related fatalities, injuries and diseases. As countries invest in their systems the confidence level for their systems should improve, providing an explanation for increases in the number of fatalities, injuries and diseases they are reporting, at least in the short term. The Confidence Level Index will also assist countries in identifying where improvements are needed in their systems, allowing them to target likely limited resources where they will have the greatest impact.

In many countries, the only OSH indicators are the occurrence or frequency rates of fatal and non-fatal work-related injuries. In addition to being unreliable due to under reporting and deficient national notification and recording systems, these are “lagging” indicators. Few countries require the reporting of

<sup>19</sup> Improvement of national reporting, data collection and analysis of occupational accidents and diseases, (ILO Safework 2012)p.1, available at [http://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_207414.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_207414.pdf)

<sup>20</sup> Estimating the Economic Costs of Occupational Injuries and Illnesses in Developing Countries: Essential Information for Decision-Makers, (ILO, 2012), available at [http://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_207690.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_207690.pdf)

<sup>21</sup> Improvement of national reporting, data collection and analysis of occupational accidents and diseases, (ILO, 2012), p. 39, 42, available at [http://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_207414.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_207414.pdf)



leading indicators that contribute to the reduction in work-related accidents and disease such as the percentage of enterprises that have joint worker-management safety and health committees, inclusion of OSH provisions in collective bargaining agreements, or implementation of occupational safety and health management systems. Fewer still are the countries that have in place data collection strategies that allow for measurement of the benefits of investing in OSH or the results of efforts to create a culture of prevention.

Under the ILO flagship programme, OSH-Global Action for Prevention (OSH-GAP) improving OSH data is a key objective. Under the OSH-GAP the ILO is engaged in the following work to develop OSH indicators for preventive action and innovative tools to improve the collection of reliable and relevant OSH data:

- Creation of OSH National Performance Index, for systematic and comprehensive monitoring and evaluation of national OSH system effectiveness;
- Implementing Knowledge-Attitude-Behaviour Survey on OSH establishing baseline information to inform effective outreach and communication strategies focusing on young workers.

The OSH-GAP also supported the development of the new global estimates for work-related fatalities, injuries and diseases and the estimates of their cost as a percent of global and regional GDP. These estimates were developed through the exemplary collaboration of the ministries and institutes of Finland and Singapore, the International Commission of Occupational Health and EU-OSHA. Looking to the future and recognizing the power of collaboration, the ILO is also working with the WHO to design a common methodology that can be used in the future by both organizations to develop global estimates on OSH, in this effort the two organizations are supported by ICOH and researchers from around the world.

For the XXI World Congress on Safety and Health at Work in Singapore, the ILO and EU-OSHA have organized a symposium on “Estimating the benefit of occupational safety and health to society”. The symposium includes presentations from experts in OSH data and indicators and how they are being developed and used to improve the health and safety of work. The Symposium is chaired by the head of the European Agency for Safety and Health at Work, Dr. Christa Sedlatschek. EU-OSHA is a leading OSH agency working to improve OSH data and knowledge in the EU and globally.



<sup>i</sup> Casale, G and Sivananthiram A.: Labour administration and labour inspection in Asian countries. Strategic approaches; ILO, 2015

<sup>ii</sup> John Howe, Tess Hardy and Fiona Adams; Literature Review for a Comparative Study on National Strategies to Promote and Assess Workplace Compliance. Centre for Employment & Labour Relations Law, Melbourne University, April 2015.

<sup>iii</sup> [http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS\\_541545/lang-en/index.htm](http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS_541545/lang-en/index.htm)

<sup>iv</sup> [http://www.ilo.org/safework/projects/WCMS\\_517539/lang-en/index.htm](http://www.ilo.org/safework/projects/WCMS_517539/lang-en/index.htm)



Estimating the  
Benefit of  
Occupational  
Safety and  
Health to  
Society -  
ILO/EU - OSHA

Tuesday, 5 September 2017,  
16:00 – 18:00



**Chairperson**

**Dr Christa Sedlatschek**

*European Agency for Safety and Health at Work (EU-OSHA), Spain*

**Moderator**

**Nancy Leppink**

*International Labour Organization (ILO) Switzerland*

**Estimating the benefit of occupational safety and health to society**

**Dr William Cockburn**

*European Agency for Safety and Health at Work (EU-OSHA), Spain*

**Towards a global monitoring system for workers' health**

**Dr Frank Pega**

*World Health Organization (WHO), Switzerland*

**Metrics: Measuring for effective occupational safety and health outcomes**

**Kathy Seabrook**

*Global Solutions Inc., United Kingdom*

**Using a KAB survey to identify OSH priorities**

**Nicholas J. Levintow**

*International Labour Organization (ILO), Switzerland*

**Decent work smart lab**

**Thaigo Gurjão Alves Ribeiro** Labour Prosecution Service, Brazil

**Dr Luis Fabiano de Assis**

*Labour Prosecution Service, Brazil*

**Evaluation of the benefits of OSH Institute policies to society.  
Results of the ISSA Sub "Research" Prevention Section**

**Catherine Montagnon**

*Institut National de Recherche et de Sécurité (INRS), France*

## Snapshot - OSH and Youth

The ILO defines “young workers” as those within 15 to 24 years of age. Globally, young workers are found in all forms of work – full-time, part-time, temporary, seasonal, contractual and non-contractual, trainees, apprenticeships and internships. Young workers work in all types of enterprises – formal, informal, small and medium enterprises, family-owned businesses, and as self-employed and in all sectors, including manufacturing, mining, agriculture, service industry, transportation, construction, and crafts. Wherever they are found, young workers face a grim reality – their much greater vulnerability to experiencing workplace harm.

**Across developed and developing economies the evidence is clear; young workers suffer injury and disease on the job at unacceptably high rates.** It is difficult to quantify precisely how much greater the risk of injury and disease is for young workers than as compared to older workers. Deficiencies in the collection of OSH data prevent us from drawing an accurate picture of the occurrences and rates of young worker injuries and diseases. Some of these challenges include the fact there are competing definitions of what constitutes a work injury; multiple definitions of employment, particularly regarding informal employment; problems with the reliability of different data sources on the causes and severity of young workers’ injuries; problems attributable to the fact that young workers generally work fewer hours in a week than older workers; and, more generally, significant under-reporting of young worker injuries. The most complete picture under these circumstances is provided by estimating the increased incidence of harm suffered by young workers on the job – **it is widely accepted that young workers suffer at least a 40% greater incidence of injury on the job than do older workers.**

There are many reasons offered for this unacceptable toll of workplace harm. Some of these reasons are related to youth psychology. For example, young workers are said to lack workplace experience and maturity; they may not be aware of how their decisions on the job may endanger themselves or others. Young workers may also believe that if they speak up about a potentially dangerous situation or work task, they will suffer an adverse employment consequence. Young workers are not likely to receive the training and on-the-job supervision that they may require. Employers may also not be fully aware that young workers, despite their eagerness to learn and to please, present risk factors for workplace injuries that are more pronounced than for older workers.

These risk factors include exposure to additional job hazards (due, for example, to young workers being assigned more hazardous tasks than their job title suggests). Observers have noted that a young person’s typical employment in a temporary or part-time capacity may result in less autonomy or control over work tasks, in comparison to a full-time worker. Young workers may also experience increased vulnerability due to issues around their physical development (including, for example, their increased sensitivity to harmful chemical exposure) and their cognitive functioning: young workers may assess risk differently, with adverse results. The capacity of a young person to perceive, plan, and use foresight, may be significantly different from that of an older worker.

For all these reasons, **the ILO is implementing a global project – the SafeYouth@Work Project – which seeks to address young worker vulnerability through a national OSH systems approach.** The SafeYouth@Work Project uses young worker vulnerability as a point of entry to drive improvements in OSH data and information; to strengthen legal and policy frameworks to better protect young workers; to better equip tripartite constituents to address workplace hazards and risks, particularly those affecting young workers; and, to enhance knowledge and awareness of the hazards and risks faced by young workers. The SafeYouth@Work Project is also seeking to better understand the causes and consequences of young worker vulnerability, and to use that understanding to support national OSH systems in allocating scarce resources.

For example, the Project has conducted a Knowledge, Attitudes and Behaviours (KAB) study in three countries to dig deeper into what workers, employers and labour officials think about OSH, and how that understanding drives their actions at the worksite. The KAB study is an approach to assessing gaps and opportunities among the tripartite constituents so that OSH awareness campaigns can be more accurately targeted, for more sustainable impact.

The SafeYouth@Work Project (<https://www.ilo.org/safeyouth/en/>) is also piloting a range of interventions to more generally strengthen the capacity of national OSH systems to protect their most vulnerable cohort – young workers. In three pilot countries – Viet Nam, Philippines and Myanmar – a key objective is to increase young workers’ understanding of the importance of OSH and how to effectively address workplace hazards in the construction and agriculture sectors. To achieve this, the project will promote OSH awareness raising with employers’ and workers’ organizations and through their existing networks, to reach as many young workers as possible. The SafeYouth@Work Project also seeks to ensure that vocational skills training programmes and policies prepare young workers not only to accomplish their job tasks, but also to safely address OSH hazards and risks. The project works with national TVET institutions to revise training curricula so that instructors can teach OSH management concepts (such as risk assessment) hand in hand with job skills, making training courses more relevant to the realities of the workplace. The project also supports governments to implement new and stronger OSH laws and regulations, to better guide OSH inspectors in their day-to-day work.

The challenge to improve OSH outcomes for young workers is a global challenge, and one which will require concerted action by the ILO and its constituents. Through the U.S. Department of Labor funded SafeYouth@Work Project, the ILO is taking steps to map an effective and sustainable strategy that will help national OSH systems make headway against the longstanding problem of young workers' increased vulnerability to injury and illness.

### **About the SafeYouth@Work Congress**

The SafeYouth@Work Congress (<https://www.ilo.org/safeyouth/en/>) seeks to highlight the critical need for awareness of safety and health issues for youth in the workplace, by bringing their voice to the XXI World Congress on Safety and Health at Work. More than 120 Youth Champions from around the world, aged 18-24, are being recruited and prepared to participate in the SafeYouth@Work Congress, engage broader World Congress participants, and to become agents of change for SafeYouth@Work in their home countries.

### **SafeYouth@Work Dialogue**

The SafeYouth@Work Dialogue (<https://www.safety2017singapore.com/session/safeyouthatwork-dialogue/>) on young worker OSH vulnerability will be a key highlight of the XXI World Congress programme. In a plenary session before 800 attendees, with no concurrent symposia, the SafeYouth@Work Dialogue will provide a platform for cross-generational exchange and collaboration among OSH experts, policymakers, employer and worker representatives and young professionals on the subject of "OSH for Youth". The Dialogue therefore represents both an opportunity and a challenge to all participants to develop a framework for youth to take on significant roles as change agents and enablers of sustainable development. Through the Dialogue and other youth-centred interventions at the Congress, the ILO aims to foster youth leadership on OSH issues, and promote their active engagement to improve OSH conditions for young workers.



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International  
Labour  
Organization

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