

OCCUPATIONAL SAFETY AND HEALTH



OVERVIEW

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- Facts on safe work
- Why promote safety and health at work
- ILO Convention # 155
- Responsibility of the Employer
- Employee Responsibility
- Employee safety and health concerns
- Summary



ILO PERSPECTIVE

- Promotes the principle of ‘Decent Work’.
- Decent work is defined as productive work in conditions of freedom, equity security and dignity.
- Decent work is safe work
- Safe work – fatalities, accidents and illness at work are highly preventable



FACTS ON SAFE WORK

- **Every year two million men and women die as a result of occupational accidents and work related diseases**
- **Each day an average of 5,000 people die as a result of work related accidents or diseases**
- **There are 355,000 on the job fatalities annually**
- **Hazardous substance kill 340,000 workers annually**
- **274,00 people injured last year, that equates to one worker being injured almost every minute of the working week. (British Safety Council Report 2008)**



FACTS ON SAFE WORK

- **Four percent of the world's gross domestic product is lost as a consequence of the cost associated with death, injury and diseases, and through absence from work, sickness treatment and disability.**
- **Globally there are 270,000 million occupational accidents and 160 million occupational diseases recorded annually.**

(ILO 2003)



WHY PROMOTE SAFETY AND HEALTH AT WORK

- **The safe work programme is aimed at creating nation wide awareness of the dimensions and consequences of work related accidents injuries and diseases. It promotes the goal of basic protection for all workers in conformity with international labour standards, and the design implementation of effective preventative policy programmes.**



WHY PROMOTE SAFETY AND HEALTH AT WORK

- Adequate working conditions are central to the achievement of long term sustainable growth, good living standards and social harmony.



WHY PROMOTE SAFETY AND HEALTH AT WORK

- **A work place culture comprises all values, attitudes, rules, managerial systems and practices, participatory principles and working behaviour conducive to creating a safe and healthy working environment – a place where people can produce a high degree of quality and productivity.**



C155 Occupational Safety and Health Convention, 1981

Article 3

For the purpose of this Convention—

(a) the term *branches of economic activity* covers all branches in which workers are employed, including the public service;

(b) the term *workers* covers all employed persons, including public employees;



Article 3 Continued

(c) the term *workplace* covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;

(d) the term *regulations* covers all provisions given force of law by the competent authority or authorities;



Article 3 Continued

(e) the term *health* , in relation to work, indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.



ENFORCEMENT

Article 9

1. The enforcement of laws and regulations concerning occupational safety and health and the working environment shall be secured by an adequate and appropriate system of inspection.



PROTECTION FOR WORKERS

- **A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health shall be protected from undue consequences in accordance with national conditions and practice.**



PROTECTION FOR WORKERS

Article 19 (f)

- **A worker reports forthwith to his immediate supervisor any situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health; until the employer has taken remedial action, if necessary, the employer cannot require workers to return to a work situation where there is continuing imminent and serious danger to life or health.**



LEGAL RESPONSIBILITY OF THE EMPLOYER

Article 16

1. Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.



Article 16 Continued

2. Employers shall be required to ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken.



Article 16 Continued

3. Employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health.



Article 18

- Employers shall be required to provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements.



CHECK LIST FOR EMPLOYERS

- Provide a workplace free from recognized hazards
- Provide and use means to make the the workplace safe
- Prohibit employees from entering, or being in , any workplace that is not safe
- Construct the workplace so that it is safe
- Prohibit alcohol and narcotic from your workplace
- Provide information, instruction, training and supervision as is necessary to ensure the health and safety of his / her employees



CHECK LIST FOR EMPLOYERS CONT'D

- Prohibit employees from using tools and equipment that are not safe
- Establish, supervise and enforce rules that lead to a safe and healthy work environment that are effective in the workplace
- Control chemical agents
- Protect employees from biological agents



EMPLOYEE RESPONSIBILITY

- To play an active role in creating a safe and healthy workplace and to comply with all safety and health rules.
- Study and follow all safe practices that apply to their work
- Coordinate and cooperate with all other employees in the workplace to eliminate on the job injuries and illnesses



EMPLOYEE RESPONSIBILITY CONT'D

- Be encouraged to apply the principles of accident prevention in their daily work and use proper safety devices and protective equipment as required by their employment or employer
- Take care of all protective equipment properly
- Not to wear torn or loose clothing while working around machinery



WHAT EMPLOYEES MUST DO

- **Report promptly to their supervisor every industrial injury or occupational illness**
- **Not to remove, displace, damage, or destroy or carry off any safe guard, notice or warning provided to make the workplace safe**
- **Not to interfere with the use of any safe guard by any one in the work place**
- **Not to interfere with the use of any work practice designed to protect them from injury**
- **Do every thing reasonably necessary to protect the life and safety of employees.**



EMPLOYEE SAFETY AND HEALTH CONCERNS

- **STRESS** – Studies suggest that between 50% of all lost working days in Europe are related to stress at work
- **ACCIDENTS AND VIOLENCE**- These contribute to as many work related deaths as communicable diseases



EMPLOYEE SAFETY AND HEALTH CONCERNS

- **CANCER** – This is the biggest cause for concern as it is responsible for 32% fatalities
- **HEART DISEASE / MUSCULO SKELETON DISEASE** – These account for more than half of the cost attributed to work related diseases



HIV/AIDS – ILO CODE OF PRACTICE

- No Discrimination on the basis of real or perceived HIV/AIDS status
- Confidentiality
- Testing should be voluntary



SAFETY AND HEALTH IS EVERYBODY'S BUSINESS

- **“Effective prevention of occupational accidents and diseases begin at the enterprise level but involves broad participation from governments, workers and employers’ organizations. Worker participation, implementation of work organization procedures, the provision of training and information to workers and inspection activities are important tools to promote a safety and health culture.”**



KEY POINTS TO REMEMBER

- **Promote measures that ensure the health, safety and welfare of persons at work**
- **Protect persons other than persons at work against risks to health or safety arising out of or in connection with the activities of persons at work**
- **Promote measures to control the keeping and use of explosive, hazardous and dangerous substances, that can endanger the lives of persons.**



THANK YOU

QUESTIONS
&
COMMENTS



GROUP ACTIVITY

- Identify two common safety and health concerns that are evident in the workplace, and outline your suggested strategies and approaches to be employed by your union in addressing them.

