ILO approach to OSH and good practices

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ILO Decent Work Team and Office for the Caribbean
A unique Tripartite Structure

Governments

Employers

Workers
Decent Work Agenda (1999)

Promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity

1. Guaranteeing rights at work
2. Creating opportunities to secure decent employment
3. Enhancing coverage and effectiveness of social protection for all
4. Promoting tripartism and social dialogue
Global challenges on occupational safety and health (OSH)

Estimated annual work–related accidents and diseases for 2008

Fatal accident: 321,000
Injuries: 317 million
Fatal work–related diseases: 2.02 million
ILO tools on OSH

1. International Labour Standards
2. Codes of Practice and Guidelines
3. Training materials
4. Information materials
Key Conventions on OSH

- Occupational Safety and Health Convention (C155)
- Occupational Health Services Convention (C161)
- Promotional Framework for OSH Convention (C187)

Others
1. Principles of National Policy

- Participation of employers & workers
- Periodical review of the policy
  - Material element of work
  - Training
  - Communication and cooperation at all levels
  - Protection of workers from disciplinary measures
2. Action at the National Level

- Inspection system
- Guidance to employers & workers
- OSH measures
- Notification system
- Statistics
- Coordination mechanism
3. Action at the Level of the Enterprises

- Employers’ duties
  - Safety and health measures
  - Personal protective equipment
  - Preparedness for emergency & accident

- Workers’ rights and duties
  - Information and training
  - Report to supervisor
  - Protection from undue consequences
  - No expenditure on OSH for the workers
Global Strategy on OSH (2003 ILC Conclusions)

Main Pillars

- Preventative safety and health culture
- Systems approach to OSH
Key Conventions on OSH

- C155 + protocol
- C161
- Others
- C187
World Day for Safety and Health at Work – 28 April –

Safety and Health in the Use of Chemicals at Work (2014)

- Coordinated and sustainable management of chemicals
- National preventive and control strategies and programmes
Seoul Declaration & Istanbul Declaration

- OSH as Societal Responsibility
- National Preventative Safety Culture
- Continuous improvement through systems approach
- Call for ratification of C187
- Employers: OSH–MS, Integration of OSH into business
- Workers: participate in training/awareness–activities
Principle of Systems Approach

PDCA Cycle
Elements of systems approach at the national level

- National OSH policy
- National OSH system
- National OSH profile
- National OSH programme
National OSH Policy

National OSH System

- Promotion & Advocacy
- Legislation
- Tripartite body
- Inspection
- Knowledge management

National OSH Profile

National OSH Programme

- Promotion of safety & health culture
- Time-bound
- Targeted action: Mining, agriculture…
Systems approach at the enterprise level

- OSH management system
- Risk assessment/management
- Other instruments
ILO Guidelines on OSH management systems (ILO–OSH 2001)

Adopted at Tripartite Meeting of Experts in 2001
ILO’s experience
OSH good practices

1. Action–oriented, participatory training programmes

2. Integrated approach
   – Productivity and OSH
   – Child labour and OSH
   – HIV/AIDS and OSH
Keys to successful OSH activities at enterprise level

1. Realistic goal setting in achieving “good practice”
2. Self-help stepwise action aiming at low-cost solutions
3. Measures to ensure sustainability

Participatory Action–oriented Training (PAOT)
Flow of PAOT programme

1. Orientation
2. Check-list exercise
3. Small group discussion/Presentation
4. Technical presentations
5. Small group discussion/Presentation
6. Development of action plans
7. Follow-up activities
Action-checklist exercise
Small group discussion
Presentation of idea
Follow-up visits to support improvement actions
Targets of participatory approach

- Small-sized enterprise workers
- Home-based workers
- Workers in agriculture
- Small construction sites workers
- Waste management workers…
Participation & communication

Problems flow

Management

Workers

Solutions flow

Improve productivity & working conditions
Philosophy of SYMAPRO

1. Bottom-up/Top-down communication and improvements
2. Social dialogue
3. Focus on results
4. Partner of other programmes
5. Open learning network
141 workers trained
64 workers certified

52% implemented

150 improvements proposed

BEFORE

AFTER

52 NEW EQUIPMENTS

15 MTS NEW GRATINGS
100 workers trained
50 workers certified

96 improvements proposed
67% implemented
2011:
78% REDUCTION

Accidents (x 100 Workers)

2009:
45% REDUCTION

2011:
78% REDUCTION

2009:
45% REDUCTION

Achievements
ILO Programme on Occupational Safety and Health and the Environment in the Caribbean

- Almost 1,200 tripartite constituents directly benefitted through training and sensitization activities.
- A total of 64 activities carried out.
- OSH resource team set up with over 20 experts in the subregion.
- Information resource is available at the Programme website.

Way forward

1. Raise awareness
2. Know and fulfill your role and responsibility
3. Promote social dialogue
4. Find and share good practices

Decent work is safe work