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International Labour Organization (ILO)
Contents

• The ILO, Decent Work and OSH;
• Recent developments;
  ✓ International framework;
  ✓ Strengthening of the national OSH systems;
  ✓ Development, implementation and review of national OSH policies and programmes;
• ILO’s portfolio on OSH with focus on 2014-15;
The International Labour Organization (ILO)

- Constituted in 1919 to promote universal and lasting peace…based upon social justice;
- Joined the UN in 1946;
- A specialized UN-agency mandated to deal with all issues related to the World of Work;
- Tripartite (ILC, GB and partners);
- 185 Member States, including all ASEAN countries;
  - The Philippines member State since 1948;
- The current agenda: “Decent Work for All”;
- International Labour Office, the Secretariat for the ILO;
- Approx. 3000 staff (offices and projects);
Advancing opportunities for women and men to obtain decent and productive work in conditions of:

- freedom,
- equity,
- security and
- human dignity

Decent Work – the Heart of Social Progress
Decent Work – the Heart of Social Progress

Four inseparable, interrelated and mutually supportive strategic objectives

- Decent Employment and Income Opportunities
- Social Protection for All, including OSH
- Fundamental Principles and Rights at Work
- Tripartism and Social Dialogue

Poverty eradication, gender equality, labour market information etc. as cross-cutting issues
Implementation of Decent Work

- Similar for OSH

- Standard-setting (Conventions and Recommendations);
- Advice to Governments, Employers and Workers;
- Awareness-raising, training and advocacy;
- Research;
- Information development and dissemination;
- Technical Cooperation (projects and programmes);
- International collaboration;

Guided by

- The Strategic Policy Framework and the P & B
- Decent Work Country Programmes;

- Areas of Critical Importance;
Decent Work – reflected at national level
Safety and Health – an integral part of Decent Work

« DECENT WORK MUST BE SAFE [AND HEALTHY] WORK »

But we still have a way to go... « »
Why is Safety and Health at Work important?

Unsafe and unhealthy work may lead to:

- **Worker injuries (accidents or diseases):**
  - Fatalities, physical and/or mental harm;
  - Loss of income;
  - Difficulties in meeting the basic needs of the family;

- **Less productive and competitive businesses:**
  - Damage to equipment, materials and products;
  - Down-time;
  - Expenses to compensation, repair etc.;
  - Mistrust among workers and management (poor IR);
  - Poor image;
Why is Safety and Health at Work important?

Unsafe and unhealthy work may lead to:

• Impact on society at large:
  • Increased expenses to treatment;
  • Loss of revenues, tax, overall productivity;
  • Average 4 % of Gross Domestic Product is lost due to accidents and diseases;

• And while we speak – in one hour…
  • 37 people will die because of an accident at work;
  • 36,000 people will be injured;
  • 230 people will die due to a work-related disease;

Source: Safety and Health at Work. A vision for Sustainable Prevention. (Report to XX World Congress, 2014)
Proportions of OSH-related accidents and diseases in the world

Source: Safety and Health at Work. A vision for Sustainable Prevention. (Report to XX World Congress, 2014)
Global estimates of occupational accidents in 2010 by region

Source: Safety and Health at Work. A vision for Sustainable Prevention. (Report to XX World Congress, 2014)
Global estimates of work-related diseases in 2011 by region

- **HIGH, 387,482, 20%**
- **AFRO, 186,549, 9%**
- **AMRO, 111,749, 6%**
- **EMRO, 105,692, 5%**
- **EURO, 210,216, 11%**
- **SEARO, 494,474, 25%**
- **WPRO, 483,100, 24%**

Source: Safety and Health at Work. A vision for Sustainable Prevention.
(Report to XX World Congress, 2014)
Regional divisions used for global estimates

<table>
<thead>
<tr>
<th>Region code</th>
<th>WHO regions and World Bank income categories</th>
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</thead>
<tbody>
<tr>
<td>HIGH</td>
<td>High income countries</td>
</tr>
<tr>
<td>AFRO</td>
<td>Low- and middle-income countries of the African Region</td>
</tr>
<tr>
<td>AMRO</td>
<td>Low- and middle-income countries of the Americas</td>
</tr>
<tr>
<td>EMRO</td>
<td>Low- and middle-income countries of the Eastern Mediterranean Region</td>
</tr>
<tr>
<td>EURO</td>
<td>Low- and middle-income countries of the European Region</td>
</tr>
<tr>
<td>SEARO</td>
<td>Low- and middle-income countries of the South-East Asia Region</td>
</tr>
<tr>
<td>WPRO</td>
<td>Low- and middle-income countries of the Western Pacific Region</td>
</tr>
</tbody>
</table>

Source: Safety and Health at Work. A vision for Sustainable Prevention. (Report to XX World Congress, 2014)
Safety and Health at Work
- Universal recognition

- Universal Declaration on Human Rights (UN, 1948);

- International Covenant on Economic, Social and Cultural Rights (UN, 1966/1976);

- Several ILO Conventions and Recommendations, among them
  - C155 and its Protocol;
  - C187
  - C 81 and C129 (Labour Inspection)
Key ILO OSH and OSH-related Conventions provide the framework

Occupational Safety and Health Convention, 1981 (No. 155)
- Tri-partism;
- Prevention;
- Continuous improvement;
- Systems approach;
- Responsibilities, duties and rights; (ensure protection)

Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)
- OSH Policy; to promote a preventative safety and health culture;
- OSH System;
- OSH Programme;
- take active steps towards achieving progressively a safe and healthy working environment through above by taking into account the principles set out in relevant ILO instruments;
Key ILO OSH and OSH-related Conventions provide the framework

**Labour Inspection Convention, 1947 (No 81)**
- Objective and scope of Labour Inspection;
- Principal functions;
- Structure, collaboration, recruitment criteria etc.;
- Duties and accompanying powers;
- Rights;

**Labour Inspection (Agriculture) Convention, 1969 (No 129)**
Safety and Health at Work: A Vision for Sustainable Prevention

Creating Safe and Healthy Workplaces for All
International Labour Organization

Report prepared for the G20 Labour and Employment Ministerial Meeting
Melbourne, Australia, 10-11 September 2014


Improving workplace safety and health is an urgent priority that protects workers and contributes to increased productivity and growth. We agree to take further steps to reduce human and economic costs associated with unsafe workplaces and work-related illnesses. We endorse the attached G20 Statement on Safer and Healthier Workplaces (Annex C), and we commit, as appropriate, to implement its recommendations in collaboration with governments, international organizations and social partners.
Global Strategy on OSH (adopted at ILC 2003)

Main Pillars:

- Preventative Safety and Health Culture; and
- Systems Approach to OSH


ILC 2015: Labour Protection (OSH, working condition and wages) on the agenda

Global trends and emerging issues

- Magnitude of occupational accidents and work-related diseases, including major accidents;
- Emerging work-related diseases and concerns on work-related ill-health;
- Cost of work-related accidents and diseases and contribution of OSH to increasing productivity and growth;
- Outsourcing and supply chain issues in the areas of OSH;
- Limited national statistics on occupational accidents and particularly on occupational diseases;
- Inadequate resources for national OSH systems, including resources for enforcement;
- OSH prevention and enforcement in SMEs, informal economy and for vulnerable groups of workers;
Positive national and international practices

✓ Improvements in OSH legislation;
✓ Strong engagement with social partners;
✓ Innovative initiatives for compliance, including OSH promotion at workplaces;
✓ Studies on and attention to workers’ health;
✓ International and sub-regional alliances and networks;

✓ In Asia and Pacific, also e.g.
✓ Overall improvement (poverty, health, education etc.);
✓ Growing awareness, information and knowledge (IT)

Improved scope for addressing safety and health at work
What is the ILO doing?
Recent Developments
Strengthened national legislation on OSH

✓ New or revised legislative framework adopted in e.g.
  ✓ China, Mongolia, New Zealand, Thailand,
  ✓ Bangladesh, Lao PDR*, Maldives, Timor Leste, Viet Nam

✓ ...and new OSH Laws in progress in e.g.
  ✓ PNG, Maldives, Myanmar, Viet Nam

✓ Issues
  ✓ Social partner consultation?
  ✓ Reflects ILS principles – generally yes, but with gaps;
    ✓ Workplace cooperation; Imminent danger; responsibilities of designers, manufacturers etc.
  ✓ Capacity to implement and enforce??
  ✓ OSH or/and workers’ health?
Recent Developments
Strengthened national OSH authority and inspection

✓ OSH authority functions improved in several countries e.g. in connection with development of new legislation, outreach to SMEs, addressing particular topics

✓ Almost all countries are currently strengthening their labour inspection system e.g.
  ✓ South Asia (general upgrading)
  ✓ Philippines (new compliance system and IT); China (standards, advisory services, outreach to SMEs), Indonesia (technical capacity), Thailand (e.g. in fisheries), New Zealand (reshaping national OSH system), PNG (building the OSH authority and inspection);

✓ Issues
  ✓ Social partner consultations?
  ✓ Overall capacity and HR remain challenges (SME, comprehensive OSH
  ✓ Integrity issues;
  ✓ Use of information technology
Recent Developments
Arrangements for bipartite collaboration at workplaces

✓ Some countries have legal provisions for e.g. bipartite OSH committees;
✓ Provisions likely to be introduced in new laws and legislation e.g. in Myanmar, PNG and Vietnam;

✓ Issues:
  ✓ Formal arrangements for e.g. committee typically limited to larger enterprises (but principle of collaboration should apply to all workplaces);
  ✓ Capacity building of committee members (employers and workers)
  ✓ Selection/election of workers’ representatives;
    ✓ Appointment by employer – No
    ✓ Requirement of trade union membership??
  ✓ Protection of workers’ representatives
  ✓ Safety officers are not workers’ representatives;
Recent Developments
National Tripartite Bodies addressing OSH

✓ Some countries have such body/ies either
  ✓ A body exclusively dealing with OSH e.g. Fiji, Singapore, Bangladesh (Indonesia);
  ✓ Part of the mandate of the tripartite body for labour matters in general e.g. Sri Lanka, India (TCC);

✓ Issues:
  ✓ A body on OSH exclusively or the tripartite body on general labour matters?
Recent Developments
Policies and Programmes

✓ OSH Policies adopted in a few countries e.g. India and Bangladesh.
✓ Other countries have endorsed tripartite commitments towards strengthening OSH e.g. Indonesia and Pakistan;
✓ OSH programmes (and strategies) are under implementation in most of the countries in Asia (Pacific: formal OSH programmes may not exist, but significant activities in several countries)
✓ Issues:
  ✓ Basis for the prioritized issues? (national profiles);
    ✓ Lack of data – accidents and in particular diseases;
  ✓ Capacity and commitment to implement policies and programmes;
  ✓ Consultation with and participation by social partners;
  ✓ Interagency coordination;
  ✓ Formulation and adoption, but monitoring, review and evaluation equally important;
Recent Developments
Social Partners on OSH

✓ Capacity building of employers’ organizations to offer services on OSH to their members (EOSH) – **ECOP participates**;

✓ Mainstreaming of OSH into C-BED/EDGE approach
  ✓ C-BED/EDGE: entrepreneurship development for micro enterprises – introduced in Yolanda recovery and rehabilitation;

✓ Regional Symposium on OSH for trade union representatives (PHL participation)

✓ Requests for capacity on OSHMS, OSH in SMEs;

✓ OSH in the AEC context;

✓ Issues:
  ✓ Linkage to national policies, strategies and programmes on OSH;
  ✓ Prioritization of OSH?
  ✓ Capacity
Recent Developments
Occupational Accidents and Work-Related diseases

- Limited systems for data collection – limited capacity to analyze and disseminate information; efforts underway to strengthen the systems;
- In particular, information on work-related diseases is lacking:

- Compensation for occupational accidents and diseases;
- Issues:
  - Coverage still lacking, in particular for informal economy;
  - Size of compensation;
  - From employer liability to general insurance;
  - From compensation to prevention;
Recent developments - Integration of Safety and Health into other initiatives/areas

✓ Mainstreaming of safety and health into skills development;
✓ Addressing safety and health as part of crisis response;
✓ Philippines (post Yolanda response)
✓ Timor Leste (Labour Intensive Work)
✓ Labour market surveys (use the available model on safety and health);
✓ Addressing safety and health as part of sector specific initiatives (maritime, fishing, domestic workers, construction, mining etc.)
✓ Safety and health of migrant workers;
✓ Microfinance
National Preventative Safety and Health Culture

A national preventative safety and health culture is one in which:

- The right to a safe and healthy working environment is respected at all levels,

- Where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and

- Where the highest priority is accorded to the principle of prevention

Thank you

For more information, please contact:

ILO Regional Office for Asia and the Pacific/
ILO Decent Work Technical Team

Tel: 662 288 1743,
E-mail: christensen@ilo.org

www.ilo.org/asia
ILO Decent Work Programming Framework

**SPF (2010-15)**

**P&B (2014-15)**

19 P&B Outcomes
- Strategy
- Indicators
- Baselines
- Targets
- Measurement criteria

Institutional Capacities
Governance, Support & Management

**ACI Areas of Critical importance**

**Decent Work Country Programmes**
- Country Analysis & Results Framework (duration of DWCP)
- DWCP narrative document (with signed MoU)

**Monitoring Plan**
- Outcome-based Workplan (biennial)
- Implementation Plan (biennial or DWCP duration)

**Reporting Schedule & Format Evaluations**

**UNDAF/One Programme**

- Programming principles
  - HRBA
  - Gender Equality
  - Environmental Sustainability
  - RBM
  - Capacity Building
### The current situation:
National OSH system (selected features)

<table>
<thead>
<tr>
<th>Country</th>
<th>Legislation</th>
<th>Authority</th>
<th>Enforcement</th>
<th>Bipartite</th>
<th>Tripartite Body</th>
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<td>Yes</td>
<td>Yes</td>
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<td>Yes (sect)</td>
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The current situation:
National OSH Policies and Programmes

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<tr>
<th>Country</th>
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<td>Australia</td>
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<tr>
<td>China</td>
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<td>Fiji</td>
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<td>India</td>
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<td>(Yes, Appr. Paper)</td>
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<tr>
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<td>Timor Leste</td>
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<tr>
<td>Viet Nam</td>
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<td>Yes</td>
<td>Yes</td>
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<tr>
<td>New Zealand</td>
<td></td>
<td>Multipronged strategy</td>
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</table>
Informal economy/informal employment – not covered by legislation or in practice outside the scope of national legislation;

Rural economy – agriculture, fishing etc.;

Imminent and serious danger;

Designers, manufacturers, suppliers etc.;

Several ministries have mandates on or related to OSH;

Limited resources to e.g. implement policies and programmes;

Inadequate OSH system;

Reporting obligations;
C155, its Protocol and C187

- Framed over the same basic principles;
- Complementary to each other;
- The Global Plan of Action (2010-2016) for the Widespread Ratification and Effective Implementation of C155, its Protocol and C187
  - Adopted by GB in March 2010;
  - Sets out the strategy for ILO;

Strengthening Workplace Compliance through Labour Inspection

- Capacity building needs assessment, diagnostics, labour administration and inspection assessment or audits etc. as basis for prioritizing and designing interventions;
- Strengthening the legal and policy framework;
- Capacity building of Labour/OSH inspection, using ITC/ILO developed training package “Building modern and effective Labour Inspection Systems (TOT, general, specialized) and other country-adapted materials;
- Strengthening operational procedures and tools, international coordination;
- Piloting and further development of compliance enhancing approaches that compliment labour inspection;
- Strengthening the engagement with social partners;
- Labour Inspection Networks