

FACT SHEET

BUILDING A CULTURE OF OCCUPATIONAL SAFETY AND HEALTH IN MYANMAR, THE PHILIPPINES, AND VIET NAM

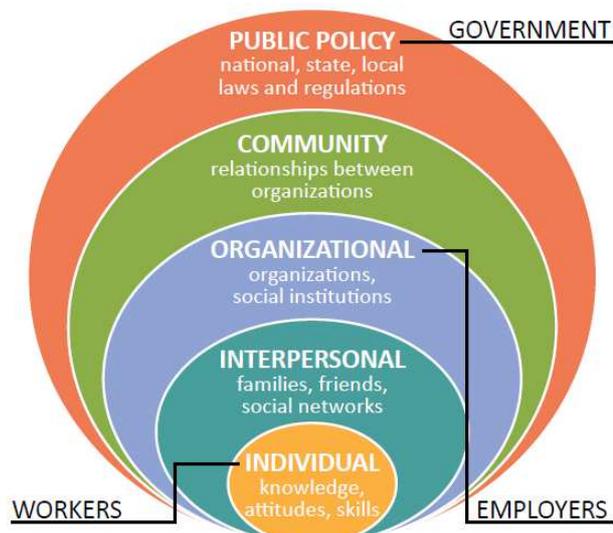
The International Labour Organization's (ILO) SafeYouth@Work Project, which aims to improve occupational safety and health (OSH) conditions for young workers, conducted mixed methods studies to understand current OSH knowledge, attitudes, and behaviour (KAB) among young workers in agriculture, construction, and craft villages in select regions of Myanmar, the Philippines, and Viet Nam. The purpose of the quantitative surveys was to establish baseline values on a series of awareness, knowledge, attitudinal, and behavioural variables related to OSH issues, and to identify potential priorities for project interventions. Qualitative key informant interviews (KIIs) were conducted with tripartite stakeholders representing the government, employers, and workers to complement the quantitative survey.

The SafeYouth@Work Project conducted these KAB studies to ensure that its OSH awareness campaigns targeting young worker vulnerability address the specific knowledge and awareness gaps identified for the workers in question. This approach makes it possible to isolate priority OSH issues, and to allocate scarce public resources to maximum effect.

The following sections of this Fact Sheet summarize the key findings related to workers, employers, and government actors that pose barriers and indicate potential directions for a comprehensive social and behaviour change communication campaign to improve OSH-related KAB.

Future campaign efforts should address the overlapping spheres of behaviour change influence, as depicted in the Socio-Ecological Model below. While workers, employers, and government actors are distinct audience segments, these groups also influence each other, along with social networks and community-level networks. Social and behaviour change initiatives are not linear in nature; human behavior is complex, and OSH campaign efforts must build on behavioural science principles to foster a culture of OSH prevention.

SOCIO-ECOLOGICAL MODEL



McLeroy KR, Bibeau D, Steckler A, Glanz K. "An ecological perspective on health promotion programs". *Health Education Quarterly*. 1988 Winter; 15(4):351-77.

YOUNG WORKERS

KEY FINDINGS

- Overall, there are no significant differences in male and female perceptions and behaviour concerning OSH issues.
- Most young workers in all sectors have limited knowledge about OSH standards and practices, yet they believe they have a fairly good understanding of these issues.
- Young workers' primary work motivation is to earn money to support their families.
- Staying healthy and safe at work was not found to be a key priority for young workers.
- Young workers have low awareness about the risk of workplace illnesses and accidents that could affect them.
- Young workers are reluctant to report OSH incidents to their employer.
- Many young agricultural workers do not recognize the harmful long-term effects of pesticides.
- Many young workers work in informal settings with minimal OSH protections. Often these businesses are family owned, and they rarely provide OSH training.
- There is significant scope to improve OSH conditions for young workers.

RECOMMENDATIONS

	<p>OSH awareness campaigns should address the gap between young workers' perceived and actual knowledge levels. For example, most young workers say OSH is the means for 'prevention of accidents' and 'using safety equipment'; they think they have enough information to do their jobs safely and protect themselves.</p>		<p>Young workers' key motivation for working is to support their family, so highlighting the importance of OSH to protect one's family from hardship can be an effective way to transmit important OSH information.</p>		<p>Encourage young workers to speak up about their OSH rights and safety and health concerns.</p>
KNOWLEDGE	<p>Awareness-raising efforts should improve risk perception among workers, including their knowledge about immediate and long-term hazards and ways to address them. This is especially important for pesticide risks in agriculture, working at height in construction, and hazardous working conditions in craft villages.</p>	ATTITUDE	<p>Most young workers perceive that they and their employers regard OSH as important and have open dialogue in the workplace; however, perceptions about workplace risks and what a 'culture of OSH prevention' means need to be strengthened.</p>	BEHAVIOUR	<p>When incidents occur, young workers should report them to their employers.</p>
	<p>Young workers would benefit from a better understanding of their OSH rights and responsibilities.</p>				<p>Identify 'model workers' who practice desired OSH behaviours and highlight the benefits of these practices in awareness campaign activities.</p>
	<p>OSH messages should focus on young workers' goals for the future and emphasize the importance of staying safe and healthy in order to achieve these goals.</p>				<p>Television and internet should be used as primary mass media channels, with family, friends and co-workers as additional interpersonal channels.</p>
	<p>Workers in all sectors use informal channels (family, friends, co-workers) to share OSH information; more formal, consistent and reputable channels should be used to disseminate accurate information. Social media, the internet and television offer ways to improve OSH knowledge measures.</p>				<p>Where appropriate, workers' organizations should play a role in negotiating improvements in worker protection.</p>

EMPLOYERS

KEY FINDINGS

- Most employers say they are aware of the OSH laws. Employers most frequently associated OSH with prevention of accidents and use of safety equipment and hygiene practices.
- However, most employers lack proper knowledge of OSH-related laws, and do not regularly document or report incidents.
- Many agriculture employers do not recognize the harmful long-term effects of pesticides.
- Many employers state that their employees do not suffer from health problems due to their work.
- Provision and use of personal protective equipment (PPE) is inadequate and inconsistent, with little to no training provided.

RECOMMENDATIONS

 <p>KNOWLEDGE</p> <p>Address the disconnect between employers perceived and actual OSH knowledge.</p> <p>Awareness-raising for employers should highlight the prevalence of injuries caused by sharp objects and working at height.</p> <p>Employers should also be trained on how to report OSH incident data.</p> <p>Increase employer awareness and knowledge of the labour inspectorate as an institution, as well as OSH laws and employers' responsibilities under those laws.</p> <p>Employer education efforts should highlight the business benefits of strong OSH policies.</p>	 <p>ATTITUDE</p> <p>Improve employers' appreciation of the value of OSH training.</p> <p>Increase employers' perception of the benefits of investing in OSH measures.</p> <p>Improve employers' risk perception about workplace hazards and risky worker behaviour.</p>	 <p>BEHAVIOUR</p> <p>Simple, sector-specific checklists and guidance materials can help employers identify risks in their workplaces and develop plans to mitigate them.</p> <p>Employers should be encouraged to record and report incidents to the relevant authorities.</p> <p>Advocacy efforts should aim to improve OSH conditions for young workers in all sectors, and should target employers as well as parents and caregivers for those in family businesses.</p> <p>Employers should address workplace hazards through engineering and administrative controls first. Employers should provide at no cost and closely monitor the use of protective equipment in their workplaces, and identify ways of making PPE usage more comfortable.</p>
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LABOUR INSPECTORS

KEY FINDINGS

- Labour inspectors feel they have sufficient knowledge to monitor compliance with safety and health regulations. However, many inspectors were unfamiliar with the level of risk and non-compliance in the agricultural sector.
- Few inspectors believed that they have enough time and resources, or access to adequate equipment.
- Labour inspectors perceive that employers overstate their OSH-related knowledge and practices.

RECOMMENDATIONS

KNOWLEDGE Inspectors should be trained on specific risk factors and compliance challenges for the agriculture, construction, and craft village sectors.

ATTITUDE There is significant scope to improve both physical conditions and the safety culture in all sectors. A culture of open discussion of OSH issues should be encouraged, as this is one of the most important preconditions for safety and health at work.

BEHAVIOUR Allocate additional resources to support labour inspectors to successfully advise on and enforce OSH laws and regulations. Penalties and incentives for OSH non-compliance should be reviewed to mitigate any administrative barriers and to strengthen inspectors' enforcement powers. Information collection and sharing within the inspectorate and labour ministry should also be strengthened.

CONCLUSIONS AND WAY FORWARD

A comprehensive social and behaviour change campaign is needed to create a culture of OSH prevention in the agricultural, construction, and craft village sectors in Myanmar, the Philippines, and Viet Nam. Working together, actors from the government, employer organizations, and workers' groups should partner with organizations such as the ILO to develop a campaign strategy and secure funding.

Local media consultants should be identified to create an overall brand for the OSH awareness campaign as well as relevant and compelling messages and materials for each target audience group. All communication messages and materials should reinforce and support the overall culture of prevention goal.

Campaign metrics should be defined so that the impact of the campaign on KAB variables can be measured and overall campaign impact can be measured.

This fact sheet is based on "Building a culture of prevention in the Philippines: Knowledge, Attitudes and Behaviour (KAB) on occupational safety and health among young workers in the agricultural sector of Region IV-A and Region VII and the construction sector in National Capital Region," International Labor Organization 2017



This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the United States Government. 100 percentage of the total costs of the global project is financed with Federal funds, for a total of 11.4 million dollars.



SafeYouth@Work Project
Building a Generation of Safe and Healthy Workers