Occupational diseases:
Are trends and challenges for Occupational Safety & Health (prevention) the same that for Occupational Accidents and diseases Insurance (compensation)?

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“Make it visible: Occupational Diseases - Recognition, compensation, and prevention”

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Abstract

“Occupational diseases: Are international trends and challenges on Occupational Safety & health (prevention) the same for Occupational Accidents and diseases Insurance (compensation)?”

There is no doubt about the need for cooperation between prevention and compensation to better achieve respective and common objectives. However, trends and challenges for prevention and compensation are not always the same. In this presentation I will show some points on the differences in the perspectives of decision makers in OSH and insurance, with special emphasis on occupational diseases. Understanding these differences, might help to guide decision makers from both OSH and insurance to better align their efforts in order to benefit all parties involved.
IBM Cúram Research Institute Overview

Bridging the gap between Policy & Service Delivery
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What is the IBM Cúram Research Institute?
The IBM Cúram Research Institute is IBM’s social policy research arm

Research Focus
The Institute's research focuses on the cross-over from policy to service delivery with the aim of developing new social business models and the best practices that they encompass

Mission
To foster the development of best practice service delivery models and evidence-based solutions for

The Cúram Research Institute creates cutting edge research in partnership with:
— Universities with a focus on new social trends
— Multi-lateral agencies
— Think Tanks
— Non-Governmental Organizations
The Basic Unit of the traditional working environment

From Hippocrates through Ramazzini to our days:

Concerns, treatments, statistics, research, etc.
The Basic Unit of the traditional working environment*

Social security (labeled here compensation) was afterwards, introduced to provide coverage in order to help the employee and the families to overcome the burden of an occupational injury or an occupational disease.

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*Adapted from Hector Upegui, CoC for Workers’ Compensation Munich Re
Thesis 1: Focus on OSH shifting from one segment to the other

In many countries the non-structured, informal labor force is larger than the structured/formal one. In addition, self-employed are not always subject of compensation.

**Thesis 1:**
the focus on OSH might be changing from here to here.

Concerns, treatments, statistics, research, etc.
In many countries the non-structured, informal labor force is larger than the structured/formal one. In addition, self-employed are not always subject of compensation.
The „divorce“ between Social Security Insurance and OSH

- Occupational hazards, occupational risks must be minimised and in case of a contingency compensation must be paid.
- More OSH should imply less insurance premium, however this is not always the case (for example terrorist attacks, natural catastrophes)
- Not everything done by OSH experts within a company has a direct impact in the insurance policy (for example campaigns against drugs abuse, or sexually transmitted diseases)

* Hector Upegui, CoC for Workers’ Compensation Munich Re
### Different Models

#### Prevention and WCI*

| Insurance and prevention | A mandate *(explicit in the law)* | A mandate *(implicit in the law)* | Allowed | Not allowed | Something "neutral"
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<tbody>
<tr>
<td>a. Included in the premium/contribution</td>
<td>Colombia, Argentina, Chile</td>
<td>Germany, Costa Rica</td>
<td>Belgium</td>
<td>USA*</td>
<td>Spain</td>
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<td>b. Out of the profits/surplus</td>
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<td>c. Can or should be sold</td>
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<td>d. included in the premium as a fee for another organization</td>
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<td>China (Hong Kong) Denmark, Norway, Finland, Peru, UK</td>
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* Depending on the State

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Adapted from Hector Upegui, CoC for Workers' Compensation Munich Re

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In many countries the non-structured, informal labor force is larger than the structured/formal one. In addition, self-employed are not always subject of compensation.

**Thesis 3:** Challenges here are different than here.

**Financials, legislation, definitions, objectifying diseases**
Different Dynamics
Clash of laws*

- OSH = Occupational Safety and Health
- EL = Employers’ Liability
- Workers’ Compensation Insurance = Occupational accident and Diseases Insurance, Industrial Injuries Schemes, Industrial accidents, etc.

Adapted from Hector Upegui, CoC for Workers’ Compensation Munich Re
### Different Dynamics

**Triggers in WCI - Allocating a claim to better define payments and rights**

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<tbody>
<tr>
<td>Trigger</td>
<td>Exposure to occupational hazard(s)</td>
<td>Fact of injury</td>
<td>Clinical manifestation of a disease. First visit(s) to a physician</td>
<td>Medical acceptance of the presence of an OD</td>
<td>Legal acceptance or additional approval of the diagnosis of an OD</td>
<td>% of disability</td>
<td>Payment</td>
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*Adapted from Hector Upegui, CoC for Workers' Compensation Munich Re-2008*
Improving prevention, identification, recording and compensation of occupational diseases

Reflections:

Give a new impulse to OSH regarding concerns, treatments, statistics, research, etc. for workers?

For instance, General population surveys, triage, preventive actions, coordination, instead of harmonization, between these two segments?