



International
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Enhancing social dialogue towards a culture of safety and health

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Outline

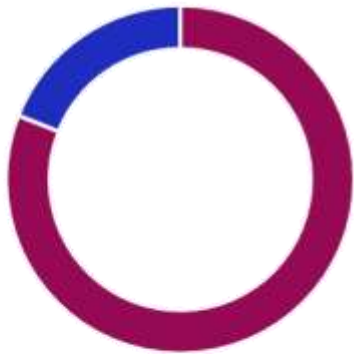
- ▶ Introduction
- ▶ What is social dialogue?
- ▶ Social dialogue at the national level
- ▶ Social dialogue at the workplace level
- ▶ Strengthening social dialogue

Introduction: Act together to build a positive safety and health culture



Impact of OSH deficits is high

- ▶ **2.9 million**
annual **deaths** due to
occupational accidents
and diseases globally



- Work-related diseases
- Occupational injuries

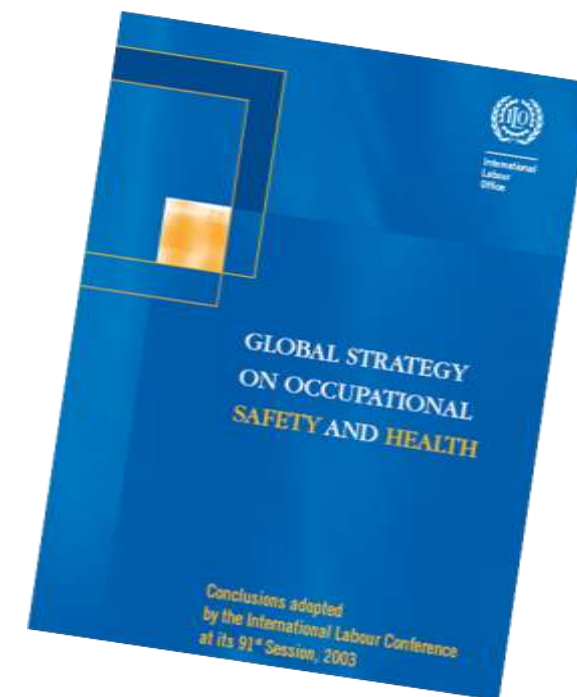
- ▶ **402 million**
non-fatal occupational
injuries globally
- ▶ **5.4 %**
annual **global GDP lost**
due to occupational
accidents

*Data from the International Commission
on Occupational Health (ICOH)*

Global Strategy on OSH (2003 ILC Conclusions)

Main pillars:

- ▶ Preventative safety and health culture
- ▶ Systems approach to OSH



What is social dialogue?



Social dialogue is

- ▶ All types of negotiation and consultation; or
- ▶ Simply the exchange of information

between, or among, representatives of **governments, employers** and **workers** on issues of common interest relating to economic and social policy.

Social dialogue may

- ▶ be **informal** or **institutionalized**, and often includes both;
- ▶ take place at **different levels** (international, national, regional, local or workplace);
- ▶ involve the social partners in **different economic sectors**, within a **single sector** or in a **single company** or **group of companies**.

The various forms of social dialogue

- ▶ **Tripartite** process, with the government as an official party to the dialogue
- ▶ **Tripartite “plus”** process (for issues beyond the world of work), with actors representing specific concerns and interests of the civil society
- ▶ **Bipartite** relations, between labour and management (or employers and workers)

Social dialogue is a key tool for

- ▶ **Collective bargaining:** working conditions and terms of employment
- ▶ **Workplace cooperation:** ranging from information sharing to consultation or joint decision-making

At the national level:
the role of the social partners
in building a preventative
safety and health culture



Participation of the social partners in the OSH governance

- ▶ Improvement in **communication**
- ▶ Better **understanding** of any concerns and constraints
- ▶ Development of a **collaborative culture** for addressing OSH challenges
- ▶ Definition of **common goals, priorities, objectives** and **targets** for strengthening the OSH system
- ▶ Efficient use of the available **resources**

Actions at the national level

- ▶ Adopting sound OSH **policies**
- ▶ Implementing effective OSH **regulatory frameworks**
- ▶ Bipartite and tripartite **agreements** on OSH
- ▶ **Guidance** and **technical assistance**
- ▶ Awareness-raising **campaigns**
- ▶ OSH **research**
- ▶ Collection of **data** and **information** on OSH

Throughout the COVID-19 pandemic, **collaboration** between **the labour sector** and **the public health sector** was highlighted.

In such public health crises, workplaces have a role to play in the overall mitigation of community spread.



Philippines: Tripartite national level dialogue on Public health – labour collaboration on the prevention of COVID-19 at the workplace provided an opportunity for the authorities to explain the benefits of emergency volunteer workers, as well as to inform workers likely to be infected by COVID-19 of available social protection measures. It resulted in the establishment of an interdisciplinary knowledge management system, which would harness available epidemiological, labour inspection, social protection and international best practice data, with a view to continuously monitoring risks at the workplace and further guiding OSH policies and programmes.

At the workplace level: employer and worker cooperation for effective OSH management



Employers' responsibilities

- ▶ Ensure that **workplaces, machinery, equipment and processes** under their control are safe and **without risk to health**
- ▶ Ensure that **chemical, physical and biological substances and agents** under their control are **without risk to health**
- ▶ Provide **adequate PPE** (at no cost to workers)
- ▶ Provide measures to deal with **emergencies and accidents**
- ▶ Ensure that **workers and their representatives are consulted, informed, and trained on OSH**

Workers' rights and duties

- ▶ Right to **remove themselves** from a work situation which they have reasonable justification to believe presents an imminent and serious danger to their life or health, without undue consequences
- ▶ Right to receive **adequate information and training** on OSH
- ▶ Right to **enquire** into (and to be consulted on) all aspects of OSH associated with their work
- ▶ Duty to **co-operate with the employer** in the field of OSH

Ensuring worker and employer cooperation on OSH

Participative arrangements in the workplace:

- ▶ improved OSH management practices
- ▶ better OSH performance
- ▶ reduced accidents and injury rates
- ▶ higher productivity

- ▶ **64%** fewer safety incidents
- ▶ **58%** fewer hospitalisations in workplaces promoting **workers' engagement** while implementing a positive OSH culture

- ▶ **Over 300 million** workers around the world feel that they **cannot report OSH issues** to their employers without fear of punishment

Strengthening social dialogue to promote OSH during crises and beyond



Global Call to Action for a human-centred recovery (June 2021)

- ▶ Targets 4 key areas:
 1. Inclusive economic growth and employment
 - 2. Protection of all workers**
 3. Universal social protection
 - 4. Social dialogue**
- ▶ Recognizes that safe and healthy working conditions are **fundamental to decent work**
- ▶ Recognizes the role that social dialogue, both bipartite and tripartite, has played in the **immediate response to the COVID-19 pandemic**



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► **Thank you**

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