International Labour Organization

Sharing of Experiences on OSH in the tea plantation sector in South Asia

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ILO Safety and Health Convention, No 155 (1981)

Rights of workers in OSH

- Receive adequate information on OSH and the right to consult representative organizations;
- Receive appropriate training in OSH;
- Enquire and be consulted on all OSH aspects;
- Report any imminent and serious danger; and
- Right not to return to a work situation where there is continuing imminent and serious danger.



ILO'S Work in SDGs
Agenda 8 Plus



Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

- **Indicator 8.8.1: *Frequency rates of fatal and non-fatal occupational injuries***, *by sex and migrant status*

Promoting safety and health are opportunities for improving Business

There are many simple, low-cost ways of improving safety and health, productivity, & company image



ILO Trial: Participatory, workplace-based OSH training in tea sector in Nepal & Sri Lanka









ILO Action-checklist: practical support tool for employers and workers in OSH

20. Make emergency controls and switches clearly visible.



Do you propose action?
o No o Yes o Priority
Remark:……..…
…

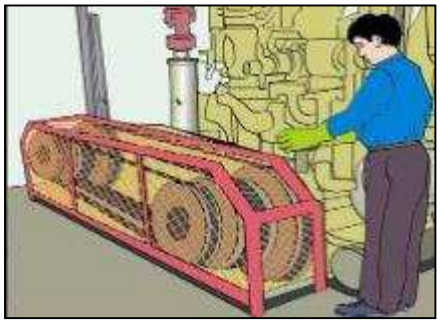
III- <u>PRODUCTIVE MACHINE SAFETY</u>

21. Use safe feeding and ejection devices to keep the hands away from dangerous parts of machinery.



Do you propose action?
o No o Yes o Priority
Remark:……

22. Use properly fixed guards or barriers to prevent contact with moving parts of machines.



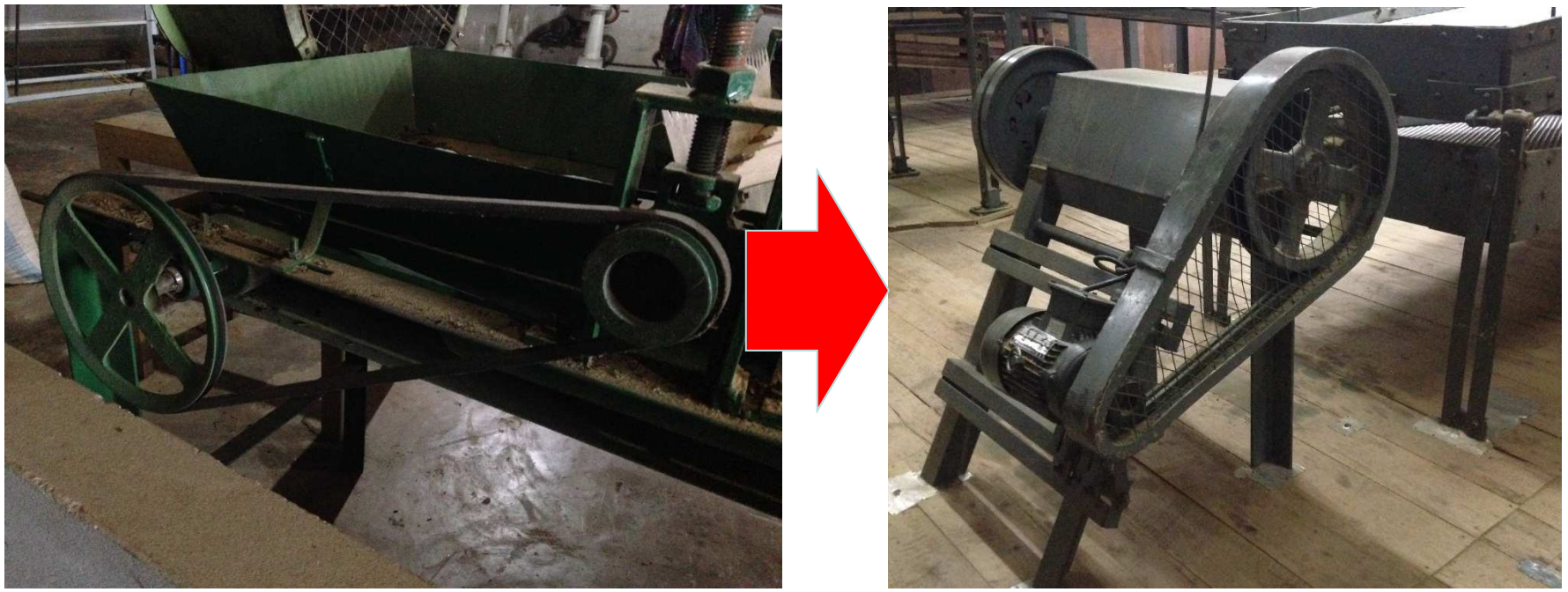
Do you propose action?
o No o Yes o Priority
Remark:……

Improving OSH for workers

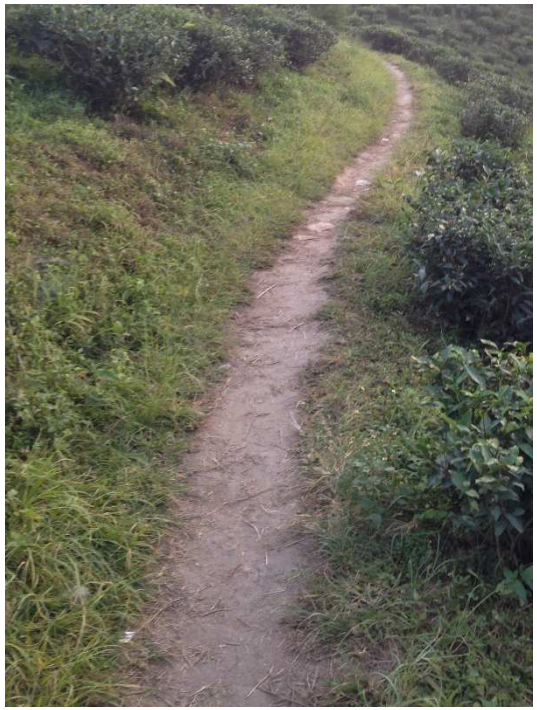
- Start with simple, low-cost improvements -















Look at multiple improvement areas in OSH

- Workers' ideas for improving OSH & Productivity -

1. Use better baskets for collecting tea leaves
2. Build resting room and toilet in the farm
3. Cut tea tree branches to keep clear passageways
4. Secure resting hours
5. Repair broken floors
6. Avoid long standing work
7. Apply more push carts
8. Provide Better health services



Preventing COVID-19 at work

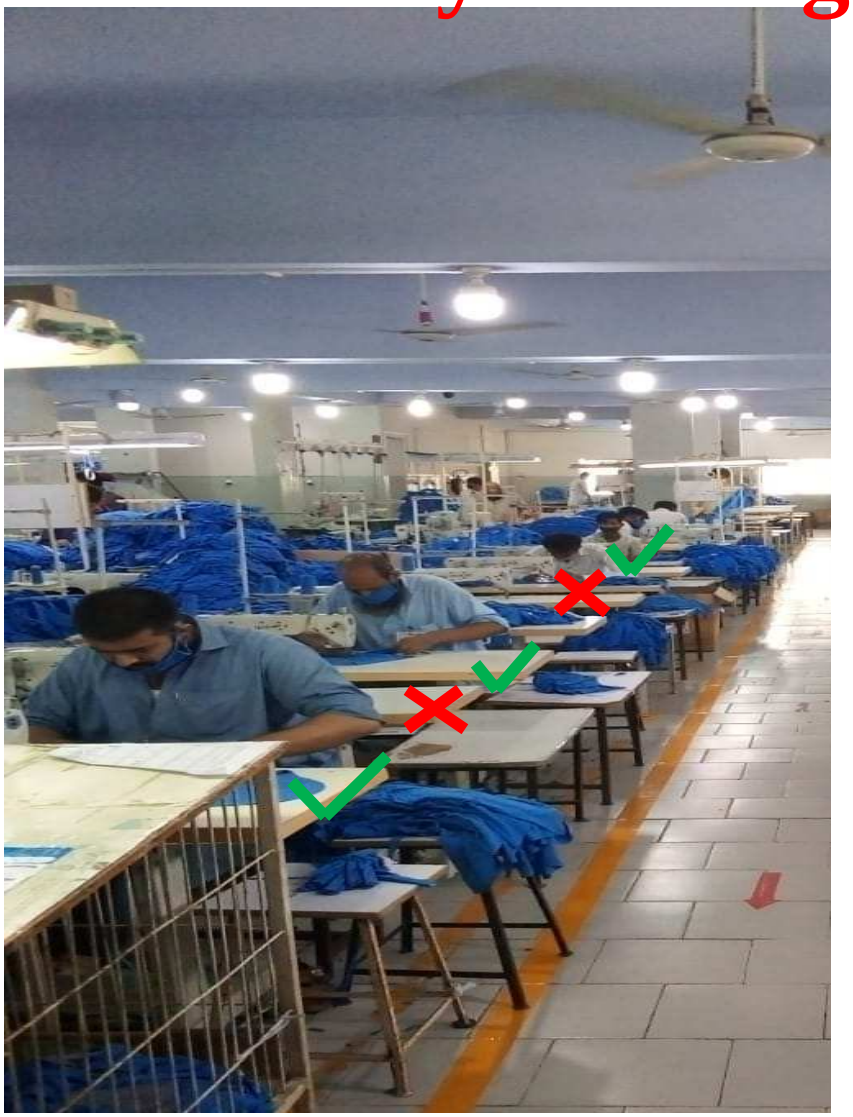
Workers' voice is essential for proposing physical distancing

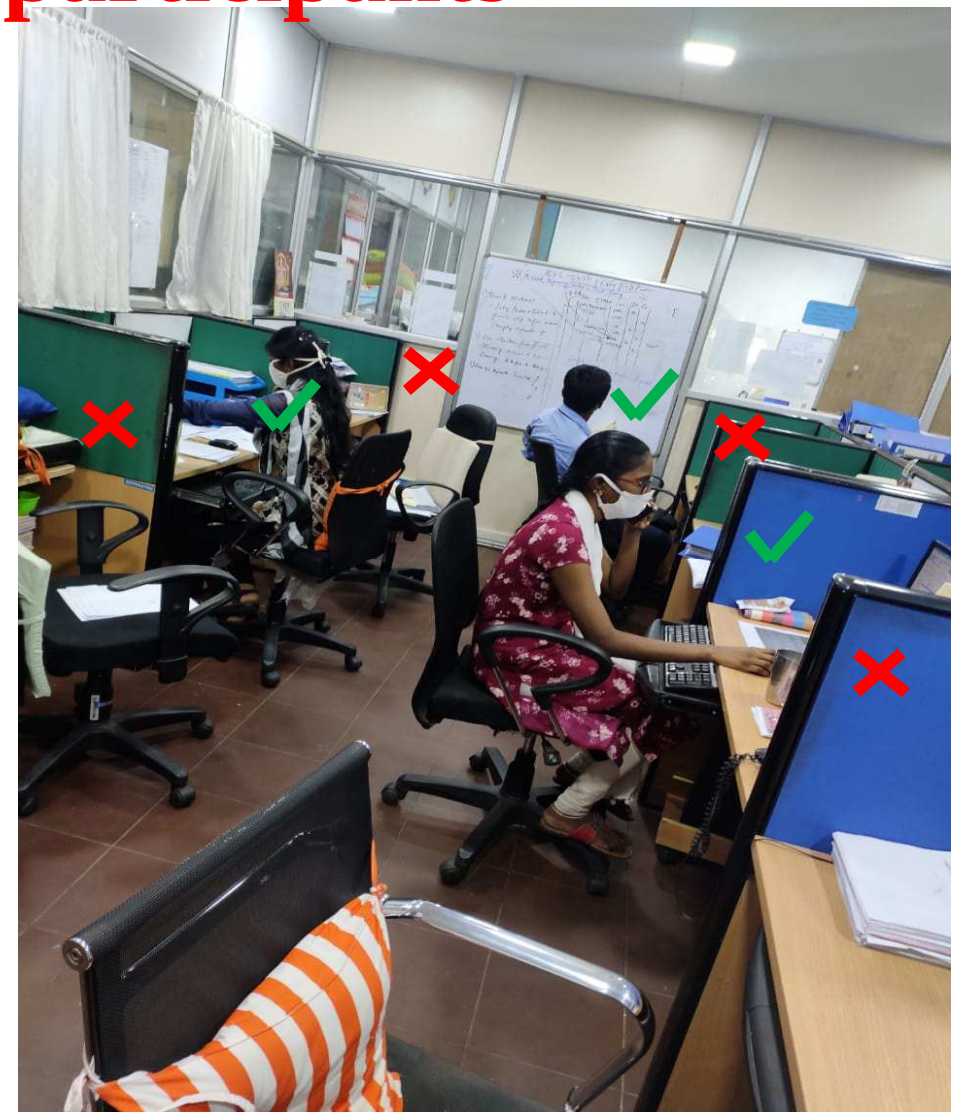






Improvements implemented by training participants





Hand washing stations & practices





















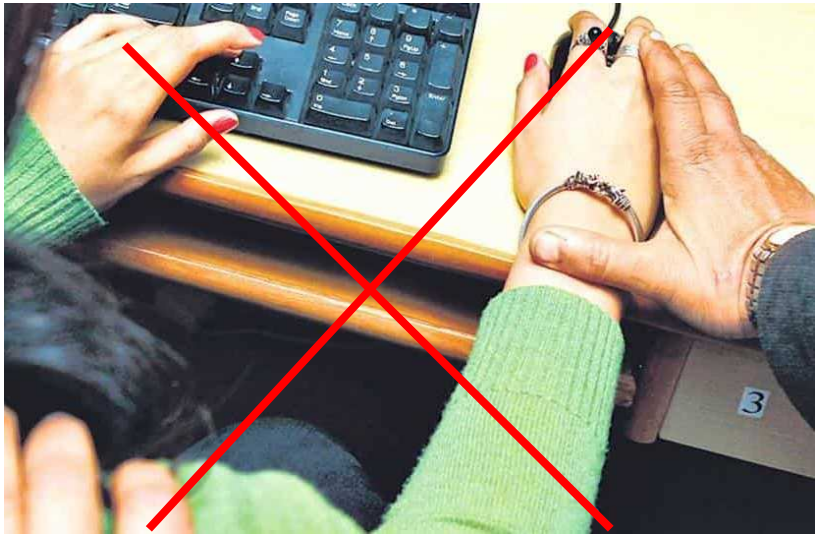
ILO

End Violence & Harassment at Workplace

New ILO Convention (No.190)

Risk Assessment for preventing *Violence & Harassment*

- ***night work***
- **health, hospitality**
- **domestic work**
- **entertainment,**
- ***work in isolation***
- **social services**
- **transport**
- **education, etc.**





Worker - Employer *OSH Committee*

- Key for practical solution -

Promote worker participation! Workers are the first persons who notice OSH risks at work.



Regular meetings



Joint workplace walk-through

The Way Ahead

- The project promotes practical OSH measures -

1. Strengthen national policy-legal frameworks and labour inspection for improving OSH in the tea sector;
2. Provide direct training to workers and supervisors;
3. Start with simple, practical solutions;
4. Establish workplace safety & health committees for ensuring worker participation.

Thank you





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