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.
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
20. Make emergency controls and switches clearly visible.

Do you propose action?
- No
- Yes
- Priority

Remark: .................................................................

III- PRODUCTIVE MACHINE SAFETY

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

Do you propose action?
- No
- Yes
- Priority

Remark: .................................................................

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

Do you propose action?
- No
- Yes
- 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
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