

**THE CHALLENGES ON OCCUPATIONAL
HEALTH AND SAFETY (OHS) IN
RELATION TO THE IV SUMMIT OF
THE AMERICAS MANDATES AND
SUB REGIONAL EXPERIENCES**

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SafeWork

**ILO InFocus Program on
Safety and Health at Work
and the Environment**

**TRABAJO
DECENTE**



OFICINA INTERNACIONAL DEL TRABAJO



CURRENT DEMANDS FROM THE LABOR MARKETS IN THE CONTEXT OF GLOBALIZATION

- ECONOMIC INTEGRATION PROCESSES
- PRODUCTIVE MODERNIZATION
- COMPETITIVENESS
- FLEXIBILITY



IMPACT OF GLOBALIZATION DEMANDS IN LABOR MATTERS

Reduction of social expenditure and
increase of poverty

Costs reduction through labor relations and
employment conditions precariousness:

- New hiring forms
- Temporal work
- Part-time work
- Employment instability
- Underemployment and unemployment





REGIONAL INTEGRATION AND OCCUPATIONAL HEALTH AND SAFETY

Labor policies:

- **NAFTA:** North American Agreement on Labor Cooperation (NAALC) (1994)
- **MERCOSUR:** Subgroup on Labour Relations, Employment and Social Security (1992)
- **SAI:** Convenio Simón Rodríguez (2001)
- **CARICOM:** Council for Human and Social Development
- **CAFTA:** ILO Declaration on Fundamental Rights, Labor, Safety and Health Conditions (2006?)





ECONOMIC INTEGRATION PROCESSES OPPORTUNITIES

- Horizontal cooperation
- Improvement of national and regional norms
- Improvement of risks prevention levels
- Increased competitiveness

Response to State's tasks reduction

- Social Auditing (NGO's certification)
- International norms and ILO Declaration on the Fundamental Principles and Rights at Work





REGIONAL INTEGRATION AND OCCUPATIONAL HEALTH AND SAFETY

Can current national OHS standards guarantee an adequate protection of workers' health in the countries of this region?



CHARACTERIZATION OF LATIN AMERICAN POPULATION ACCORDING TO THE ILO:

60 % of the population living in poverty
(Panama 40%)

36% of the EAP with incomes below the minimum wage

17.5 million working children

2.5 million in Central America and Dominican Republic

40% of urban workforce are women (precarious employment, informal economy)





ILO's ESTIMATES ON WORKPLACE INJURIES AND ILLNESSES (2005)

- THE WORLD
- World EAP: 2.8 thousand million
- 270 million injuries at the workplace
- 350 thousand fatalities at global level
- 160 million workplace illnesses
- 2,2 million work-related fatalities
- 4% world GDP lost in work-related injuries and illnesses



ILO's ESTIMATES ON WORKPLACE INJURIES AND ILLNESSES IN LATIN AMERICA (2005)

- EAP: 219 million
- 30 million injuries at the workplace (estimates)
- 39,400 fatalities (estimates)
- 2,009 Fatalities reported to the ILO
- 11% Injury rate: (world's 3rd place)
 - Argentina 13%
 - Brazil 16%
 - Colombia 6%
 - Costa Rica 9.3%
 - Guatemala 4.3%
 - El Salvador 3.1%
 - Panama 9.1%
 - Peru 4.43%
 - Venezuela 11%
- Just 1 to 5% of the cases are reported
- 10% of GDP lost within the region (4% to 14% per country)
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SOCIAL SECURITY COVERAGE IN LATIN AMERICA

Social security regional coverage on labor risks 30%

Brazil 40%

Chile 62%

Colombia 31%

Costa Rica 55%

Guatemala 28%

Panama 66%

Peru 25%

Venezuela 12%

Partially or totally excluded:

small enterprise
informal economy
agriculture workers
independent workers

+ 50% EAP

Precarious conditions and unprotected workers (7 out of 10 employment of the informal sector).





NEGATIVE IMPACTS IN GLOBALIZATION

RISK INCREASE IN TRADITIONALLY RISKY SECTOR:

Agriculture and forest work
Construction
Mining
Fishery

WORKING CONDITIONS BECOMING PRECARIOUS

Agriculture
Maquila
Small and micro-enterprises
Informal economy



EMERGING RISKS IN LATIN AMERICA

- Precarious working conditions (*maquila*, informal economy)
- Major accidents, environmental impact
- Exposure to new chemical substances
- Increase in ergonomic problems
- Health impacts from new technologies and work processes
- New workplace illnesses
- Stress, psychosocial traumas and mental health problems
- Alcoholism, drug addiction
- Social conflict and violence at work
- Risks associated with Biotechnology (GMO)
- HIV/AIDS in the workplace



OCCUPATIONAL HEALTH AND SAFETY NATIONAL STRUCTURES IN MEXICO AND CENTRAL AMERICA:

- Updates to OHS legislation. Flexibility vs. reducing workers' health prevention and protection
- There are no OHS National Policies
- There are national coordination structures (Occupational Health Councils) and Workplace Health Institutes in several countries. Some countries have defined strategies for action.
- In order to define needs and priorities, the institutions do not consider national OHS diagnoses, which limits the implementation of strategies





OCCUPATIONAL HEALTH AND SAFETY NATIONAL STRUCTURES:

- Inadequate recording and workplace risks notification systems: only severe injuries and fatalities are reported
- Absence of a Epidemiologic Surveillance National Systems for workers health
- Limited coordination among Competent Authorities, roles and responsibilities are not well defined.
- In the majority of countries there are no preventive services for workplace health.



OCCUPATIONAL HEALTH AND SAFETY NATIONAL STRUCTURES:

- Deficient Work Inspection Systems
- Scarce participation of employers and employees on national OHS structures.
- Limited worker's participation on OHS. Worker's health is not a priority in the union's agenda.
- Bipartite action on OHS at enterprises is limited (CMSH).
- Poor employers perception of the relation among working conditions and productivity





OCCUPATIONAL HEALTH AND SAFETY NATIONAL STRUCTURES:

- Non-specialized OHS Human resources
- Increased demand on OHS professionals
- Proliferation of consultants, associations and networks of professionals in OHS
- Proliferation of graduate courses on Occupational Health, Industrial Safety and OHS
- Competencies certification national programs



POSITIVE IMPACTS OF INTEGRATION AT NATIONAL LEVEL:

- Reforms to legislation
- New measures for law enforcement: Certification, Social Auditing, voluntary National Management Systems
- Reactivation of national and sub-regional consultation and coordination mechanisms
- Corporate Social Responsibility (labor good practices)
- Attracting resources to promote the improvement of labor conditions and occupational health and safety.
- OHS National Systems Approach
 - Reforms on Labor Risks Insurance Systems





THE CHALLENGE OF A NEW PREVENTIVE CULTURE:

INTERNATIONAL FRAMEWORK:

- behavioral codes
- voluntary management systems
- multinational and international unions framework agreements
- corporate social responsibility

IN THE BUSINESS SECTOR:

Integration of OHS Management Systems, Product Quality and Environmental Risks

Efficient OHS programs:

- An investment in workers
- Prevention of labor risks
- CYMAT Training Improvement
- CSMH Participation



DECENT WORK

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Productive work

GOALS

Freedom and equal opportunities

To protect workers on risky tasks

Adequate incomes and economic security

To broaden protection to workers that do not have access to it

Protection of rights and social protection and

To promote workers' health and welfare

Access to quality employment opportunities

To demonstrate that prevention is an investment

TRABAJO
DECENTE



ORGANIZACIÓN INTERNACIONAL DEL TRABAJO

ILO HEMISPHERIC AGENDA 2006-2015 PRIORITIES

1. OHS NATIONAL POLICY: Safe Work national programs Promotion
2. OHS LEGISLATION UPDATE AND ENFORCEMENT
3. NATIONAL OHS INFORMATION SYSTEM
4. TO REINFORCE OHS INSPECTION COMPETENCIES AT WORK
5. OHS MANAGEMENT SYSTEMS (action at business level)





ILO'S SCOPE OF ACTION IN CENTRAL AMERICA: WITHIN THE CAFTA FRAMEWORK

ILO SUBREGIONAL TRIPARTITE LABOR AGENDA (2004)

EMPLOYMENT TRIPARTITE FORUM (2005)

TRIPARTITE DECLARATION TO FOSTER EMPLOYMENT AND DECENT WORK OF THE COUNCIL OF MINISTERS OF CENTRAL AMERICA, PANAMA AND DOMINICAN REPUBLIC (2005)

DECLARATION OF THE XXXVII ORDINARY MEETING OF HEADS OF STATE AND GOVERNMENT OF THE SICA (2005)

ILO TRIPARTITE SUBREGIONAL HIGH LEVEL COMMISSION AND PLAN OF ACTION (2005)





**ILO's SCOPE OF ACTION:
TO IMPROVE WORKER'S
HEALTH AND SAFETY WITHIN THE
FRAMEWORK OF CAFTA**

**OHS AND LABOR CONDITIONS IN FREE TRADE
AGREEMENTS WITH UNITED STATES AND
CANADA**

**ILO DECLARATION ON FUNDAMENTAL
PRINCIPLES AND RIGHTS AT WORK, AND
DECENT WORK**

**ILO TRIPARTITE DECLARATION ON
MULTINATIONAL CORPORATIONS**

**DECENT WORK/ SAFE WORK: NATIONAL
PROGRAMS ON SAFE WORK**





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Areas identified for priority action in Central America

- National programs on safe work with a sectoral approach (Agriculture, construction, textile industry)
- OHS good practices and Corporate Social Responsibility
- OHS Management Systems in businesses
- Central American union institute on occupational health and safety (ISSAC)
- National records and notification of workplace injuries and illnesses systems
- Dangerous child labor IPEC
- HIV/AIDS prevention at the workplace





CHALLENGES FOR COMPETENT AUTHORITIES AND PROFESSIONALS IN OCCUPATIONAL HEALTH AND SAFETY:

Development of OHS national policies and incorporation of social and labor policies

To improve inter-institutional coordination in OHS

To improve professional competencies in OHS

To improve OHS management and services infrastructure

To build OHS services models according to local needs

To promote awareness and information and experiences sharing





CHALLENGES FOR EMPLOYERS ORGANIZATIONS ON OCCUPATIONAL HEALTH AND SAFETY:

Productive modernization and competitiveness with corporate social responsibility

Visibility, ethical and socially responsible behavior

Evolution of workplace and environmental risk management approaches

Incorporation of the principle of continuous improvement. Synergies in other business areas

An organizational culture that values OHS as the organization's competitive attributes and workers' participation in the OHSMS implementation



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CHALLENGES FOR WORKERS AND THEIR ORGANIZATIONS ON OCCUPATIONAL HEALTH AND SAFETY:

Improvement of working conditions and protection of the right to health and life

Integration of a culture with a prevention approach in the workplace

Change on priorities and conceptual models in union's agendas

Integration of workplace health and safety in national and union policies

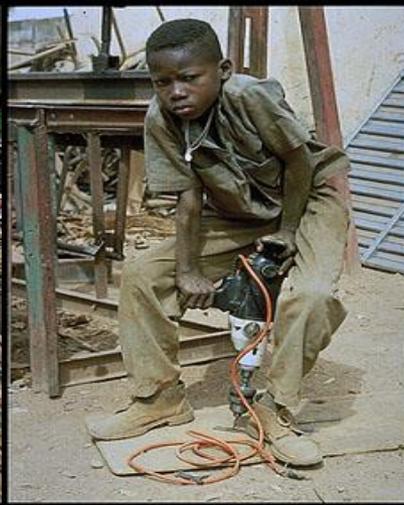
Development of union competencies in OHS to participate in OHS at national and business level (CMSH)



OHS HEMISPHERIC AGENDA NEEDS

- TO RECOGNIZE THAT HEALTH AND LIFE AT WORK ARE A PRIORITY FOR THE PROMOTION OF DECENT WORK AND THE ENFORCEMENT OF THE IACML AGREEMENTS
- INTEGRAL VISION TO ANSWER MANDATES AND TECHNICAL AND FINANCIAL PROPOSALS OF THE ILO/OAS/PAHO ALLIANCE





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