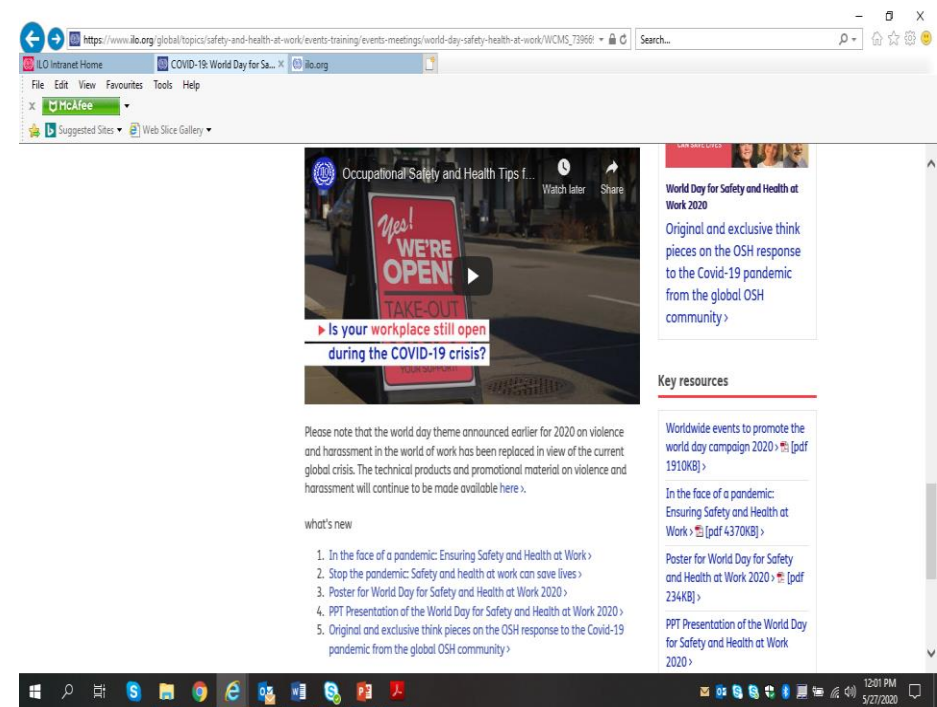
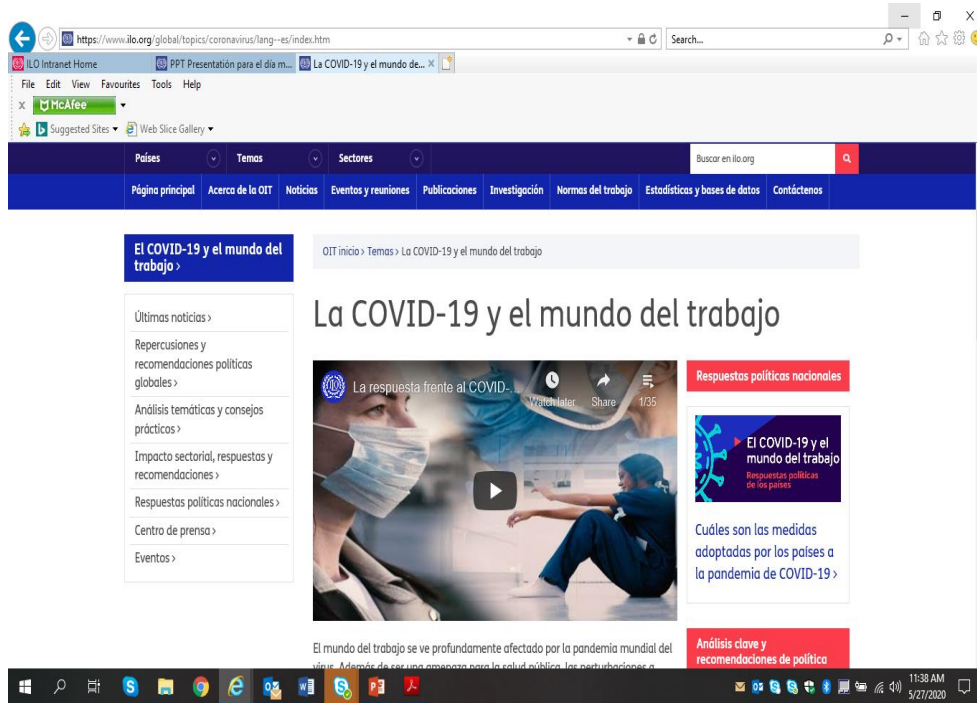


▶ A safe and healthy return to work during the COVID-19 pandemic

ILO guidance

▶ Key policy pillars to respond to the COVID-19 crisis

- ▶ Stimulating the economy and employment (active fiscal policy, flexible monetary policy and lending guidance, and financial support to specific sectors)
- ▶ Supporting business, employment and income (extending social protection, employment maintenance measures, financial/tax aid to companies and other means of relief)
- ▶ **Protecting workers in the workplace** by strengthening OSH measures, adapting the modalities of work (e.g. telework), preventing discrimination and exclusion, providing access to health for the entire population and extending the use of paid leave
- ▶ Social dialogue (strengthening the capacity and resilience of employers' and workers' organizations, strengthening the capacity of governments and social dialogue, collective bargaining, and industrial relations institutions and mechanisms)



ILO Portal COVID-19

<https://www.ilo.org/global/topics/coronavirus/lang-es/index.htm>

LABADMIN/OSH web site

<https://www.ilo.org/global/topics/safety-and-health-at-work/>

Safe return to work

Guidance for national policy

- ▶ **International Labour Standards** provide an adequate normative framework for a safe return to work, including a clear system of rights and responsibilities
- ▶ Critical role of **social dialogue** to ensure effective policy design and create trust
- ▶ Importance of embedding RTW policy guidance in **national OSH systems** to help combat COVID-19 (continuous OSH improvement, culture of prevention)
- ▶ Coordinated action of government institutions
- ▶ Policies must be gender-sensitive, prevent discrimination and assist those in vulnerable situations
- ▶ Effective and coordinated communication

Workplace level

- ▶ **Cooperation** between management and workers
- ▶ Decisions to open, close, reopen and suspend or scale down need to be **risk-based** and **prevention-oriented** and follow an **OSH management systems approach**
- ▶ Look into all operations, jobs and specifics of each workplace
- ▶ Tailored risk assessment and implementation of OSH measures following a **hierarchy of controls**
- ▶ Role of **safety delegates, OSH committees or workers' representatives**
- Availability of critical staff and services

Ten Action points tool

▶ Looking into all OSH risks and their interaction

Risk of contagion

- ▶ Contact with infectious patients/ clients/ customers/ suppliers/ co-workers
- ▶ Contact with contaminated materials, surfaces & environments
- ▶ PPE not properly used, cleaned or disinfected

Psychosocial risks

- ▶ Fear for being infected
- ▶ Job insecurity
- ▶ Lack of appropriate OSH measures, including PPE
- ▶ Isolation & lack of social support
- ▶ Increased workload, long working hours & reduced rest periods
- ▶ Multiple burdens (working duties, household chores, caretakers, home-schooling, etc.)
- ▶ Stigma, violence & harassment
- ▶ Difficulty in maintaining self-care activities (e.g. exercise, good eating habits, rest, etc.)

Ergonomics

- ▶ Manual handling of loads
- ▶ Awkward postures
- ▶ Inadequate facilities & equipment (i.e. when working from home)

Chemicals

- ▶ Cleaning and disinfection with chemicals (e.g. use of quaternary ammonium and sodium hypochlorite)
- ▶ (...)

▶ **Workplace risk assessment and control for COVID-19** (both for business continuity plans and for return to work plans)

- ▶ Mapping hazards and assessing risks of contagion in relation to all work operations and continuous monitoring
- ▶ Utilizing a participative risk assessment process to ensure input and understanding of affected workers
- ▶ Using planning guidance to identify risk levels in workplace settings and to determine any appropriate control measures
- ▶ Adopt appropriate control measures following the hierarchy of control: **Elimination, substitution, engineering controls, administrative measures, PPE**
- ▶ Continuous monitoring of OSH to ensure that control measures:
 - ▶ reflect the most updated scientific knowledge in relation to the protection from the risk of contagion
 - ▶ are adapted to the specific conditions of each work situation
 - ▶ do not introduce new and unforeseen risks for workers' safety and health (both physical and psychological), including psychosocial risks (e.g. long working hours, reduced rest periods, increased workload and pressure, violence and harassment, etc.), ergonomics, chemical and other risks

Careful attention to any source of hazards, in particular after a phase of lockdown (ex: systems)

▶ Relevant ILO International labour standards

Occupational Safety and Health Convention (No. 155) and Recommendation (No. 164):

- ▶ Employers' roles and responsibilities
- ▶ Workers' rights and responsibilities

Occupational Health Services Convention, 1985 (No. 161) and Recommendation (No. 171)

- ▶ Functions and purposes of the occupational health services

Employment Injury Benefits Convention, 1964 (No. 121)

- ▶ Cash compensation and medical and allied care for workers victims of occupational accidents and diseases

ILO updated list of occupational diseases (2010)

- ▶ Biological agents and infectious or parasitic diseases
- ▶ Post-traumatic stress disorder

Sectoral standards (Construction, C167 + R175; Mines, C176 + R183, Agriculture, C184 + R192)

▶ Roles and responsibilities of employers

- ▶ Ensuring, to the extent reasonable and practicable, that workplaces, machinery, equipment and operations and processes under their control are safe and do not pose any risk to the safety and health of workers
- ▶ Ensure, to the extent reasonable and practicable, that the chemicals, physical and biological substances under their control do not pose health risks when appropriate protective measures are taken when adequate protective measures are taken
- ▶ Provide appropriate protective equipment when necessary (at no cost to the worker)
- ▶ Provide, where necessary, for measures to deal with emergency situations and accidents, including appropriate means of administering first aid
- ▶ Ensure that workers and their representatives are consulted, receive adequate information and training in OSH

Convention (No. 155) and Recommendation (No. 164)

▶ Workers' rights and responsibilities

- ▶ Right to interrupt a working situation that poses an imminent and serious danger to life or health, without suffering unjustified consequences
- ▶ Right to receive adequate information and training on OSH
- ▶ Right to be informed (and consulted) on all aspects of OSH related to his work
- ▶ Duty to cooperate with the employer in the field of OSH (comply with OSH instructions and procedures, properly use PPE, inform your superior of hazardous work situations, etc.)

Convention (No. 155) and Recommendation (No. 164)