



Some challenges in promoting **OSH improvements** in micro & small businesses

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ILO Main Objective in OSH

Increase the constituents' capacity to develop and implement policies and programmes to improve OSH.

- **Develop and disseminate knowledge and tools to develop policies on improving safety and health**
- **Provide technical assistance to the constituents**
 - **Member states adopt laws and regulations, establish and strengthen OSH regulatory or tripartite advisory bodies;**
 - **Constituents develop OSH programmes and/or strengthen workplace-oriented services and facilitate implementation.**
- **Facilitate institutional relations between stakeholders**



Challenge: Choosing a possible approach to OSH

ECONOMIC

Try to reach an « optimal level » between the costs and benefits of solving OSH related problems according to a specific costs structure, in an attempt to maximize profits.

ADVISORY

Let people manage OSH related issues themselves by providing the necessary means, mainly protective equipment and information on hazards.

NORMATIVE

Act by establishing standards and rules, and by controlling their effective implementation using relevant enforcement means.

PARTICIPATORY

Value the participation of people in decision making regarding the protection of their safety and health.

Challenge: Targeting a community of reference

International

National

**Regional
and/or sector**

Governorate

City

Neighborhood

Workplace

Challenge: Combining approaches with territorial issues

| Approach Level | Economic | Advisory | Normative | Participatory |
|---------------------------|----------|----------|-----------|---------------|
| National | | | | |
| Regional and/or sector | | | | |
| Governorate | | | | |
| City | | | | |
| Neighborhood | | | | |
| Workplace | | | | |

Challenge: Defining what can be done

| Approach Level | Economic | Advisory | Normative | Participatory |
|---------------------------------|--|--|---|---|
| National | e.g. National fiscal policy to exempt protective equipment from duty taxes | e.g. Enhanced quality of OSH content in vocational training programs | e.g. Adoption of new legislation on chemical safety | e.g. Tripartite body for consultation of workers' union on workplace safety |
| Regional and/or sector | ... | e.g. National OSH awareness campaign in construction | ... | ... |
| Governorate | ... | ... | e.g. Labour inspectors fulfill their obligation of visits | ... |
| City | ... | ... | ... | ... |
| Neighborhood | ... | ... | e.g. Community defines machinery noise acceptance threshold | ... |
| Workplace | e.g. Providing lower interest rate to take action on OSH | e.g. Facilitate peer-to-peer knowledge sharing on hazards | e.g. Owner imposes wearing protective goggles when grinding metal | e.g. Shop owner listens to workers in solving an OSH problem |



Challenge: Defining what can be done

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| National | e.g. National fiscal policy to exempt protective equipment from duties | e.g. Enhanced quality of OSH training in occupational training programs | e.g. Adoption of new legislation on chemical safety | e.g. Tripartite body for consultation of workers' union on workplace safety |
| Regional and/or sector | A matrix for each sector of economic activity? Mining & Quarries Agriculture Woodworking Commerce Etc... | | | |
| Governorate | | | | |
| City | | | | |
| Neighborhood | | | | |
| Workplace | e.g. Providing lower interest rate to take action on OSH | e.g. Facilitate peer-to-peer knowledge sharing on hazards | e.g. Owner imposes wearing protective goggles when grinding metal | e.g. Shop owner listens to workers in solving an OSH problem |

Main challenge: Making it work..!

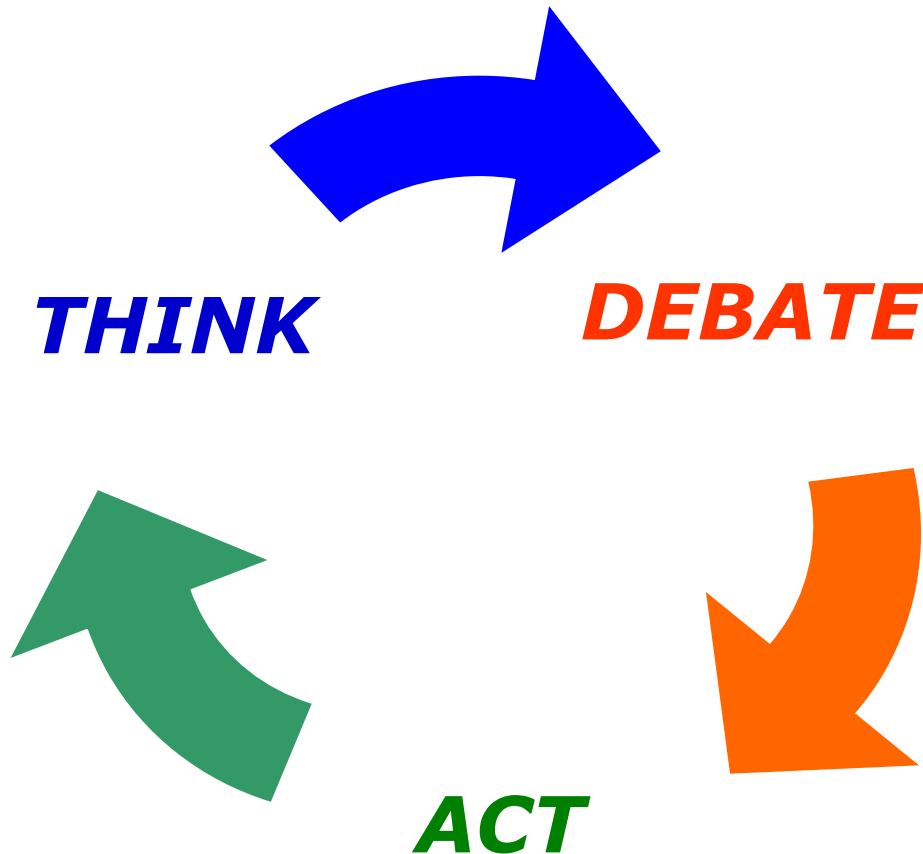
Need to understand:

- Does improving OSH contribute to the micro / small business owner's objective?
- Does not improving OSH contribute to the owner's objective?
- Why is that?

1st clarify:

- What is the owner's main objective?
- How does he learn what he knows?
- Is protection of safety and health part of that knowledge?
- How is this knowledge reflected in practice?
- How to incorporate notions of safety and health in other "doing business" knowledge?
- How to transform intuition-led "survival" know-how into action-oriented knowledge for business development?

Objective: Initiating a simple process



Think:
Making people consider different ways of looking at things

Debate:
Enabling people to develop relations to engage in constructive discussions

Act:
Making people conscious of their ability to implement improvements



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How can they learn from each other?



ILO WISE Training Methodology

- **Training approach for improving safety, health and productivity**
- **Empowers business owners to act by focusing on simple, low-cost and sustainable improvements that have a positive effect**
- **Based on local “good practices”, using ideas from the participants themselves and materials available locally**
- **People have good ideas, WISE gives them opportunities to learn from each other**
- **Enhanced solidarity through group work and use of existing networks for collaboration and support**
- **Can be community-based, sustainable and replicable at low-cost for a government, public agency and/or NGO**
- **Initial investment in tailoring the material and implementation strategy ensures suitability and facilitates sustainability**


ILO WISE Training Methodology

- **Modular Training Programme on Technical Topics**
 - **Materials storage and handling**
 - **Workstation design**
 - **Machine safety**
 - **Control of hazardous substances**
 - **Lighting**
 - **Work-related welfare facilities**
 - **Work premises**
 - **Work organization**
- **New topics**
 - **Working Time**
 - **Wages and Benefits**
 - **Maternity Protection**
 - **...**

ILO WISE Training Methodology

6 Key Principles:

- 1. Build on local practice**
- 2. Focus on achievements**
- 3. Link working conditions with business goals**
- 4. Use learning-by-doing**
- 5. Encourage exchange of experience**
- 6. Promote workers' involvement**



**A pump is a HEAVY
piece of equipment**

Difficult to move for use or maintenance, potential harm, additional needs in pipes and hoses, etc.

Putting a pump on wheels



Moving it more easily allows for regular and cheaper maintenance, possible co-ownership, more intensive use during dry season, etc.

Ladders are so common that they are often unnoticed



A strong nail and a metal wire can save a leg!

An appropriate habitat for livestock



Protection from heat, humidity and some diseases; from wildlife; blocked from eating vegetables; excrements recovered as natural fertilizer (OSH related)...

Some lessons learned

Fundamentals:

- Participatory training induces improvement actions and innovations;
- Innovations are usually private; they become collective innovations once shared within and beyond community boundaries;
- Difficulties in sharing innovations may arise when private innovations provide economic benefits or power over resources ; there could be an intrinsic limit to neighborhood collaboration;

Double objective required:

- Identifying, sharing and valueing « good practices »
- Stimulating will / capacity to innovate individually and collectively.

**Generating ideas, prioritize improvements and make actual changes
boost ability and confidence to implement efficient changes**

Key points for future OSH related work in Egypt

- Further development of knowledge on OSH, dissemination, education and training
- Strengthening mechanisms for recording and notifying of accidents and diseases as a tool to set priorities
- Improving regulatory and enforcement systems
- Mainstreaming prevention through awareness raising
- Integration of OSH strategies throughout other programmes
- Encouraging and facilitating collaboration on OSH
- And much more..!



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Thank you !

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