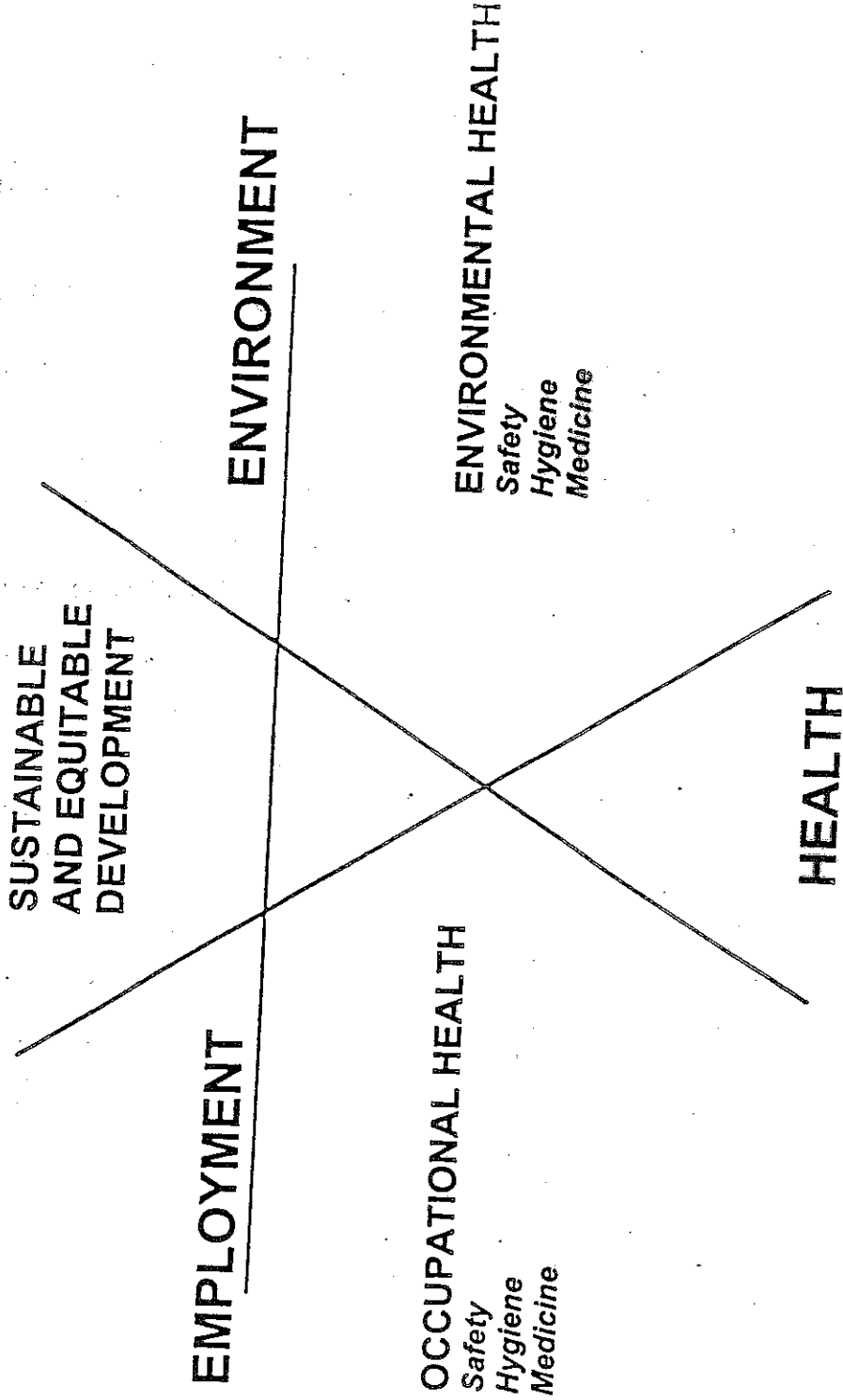
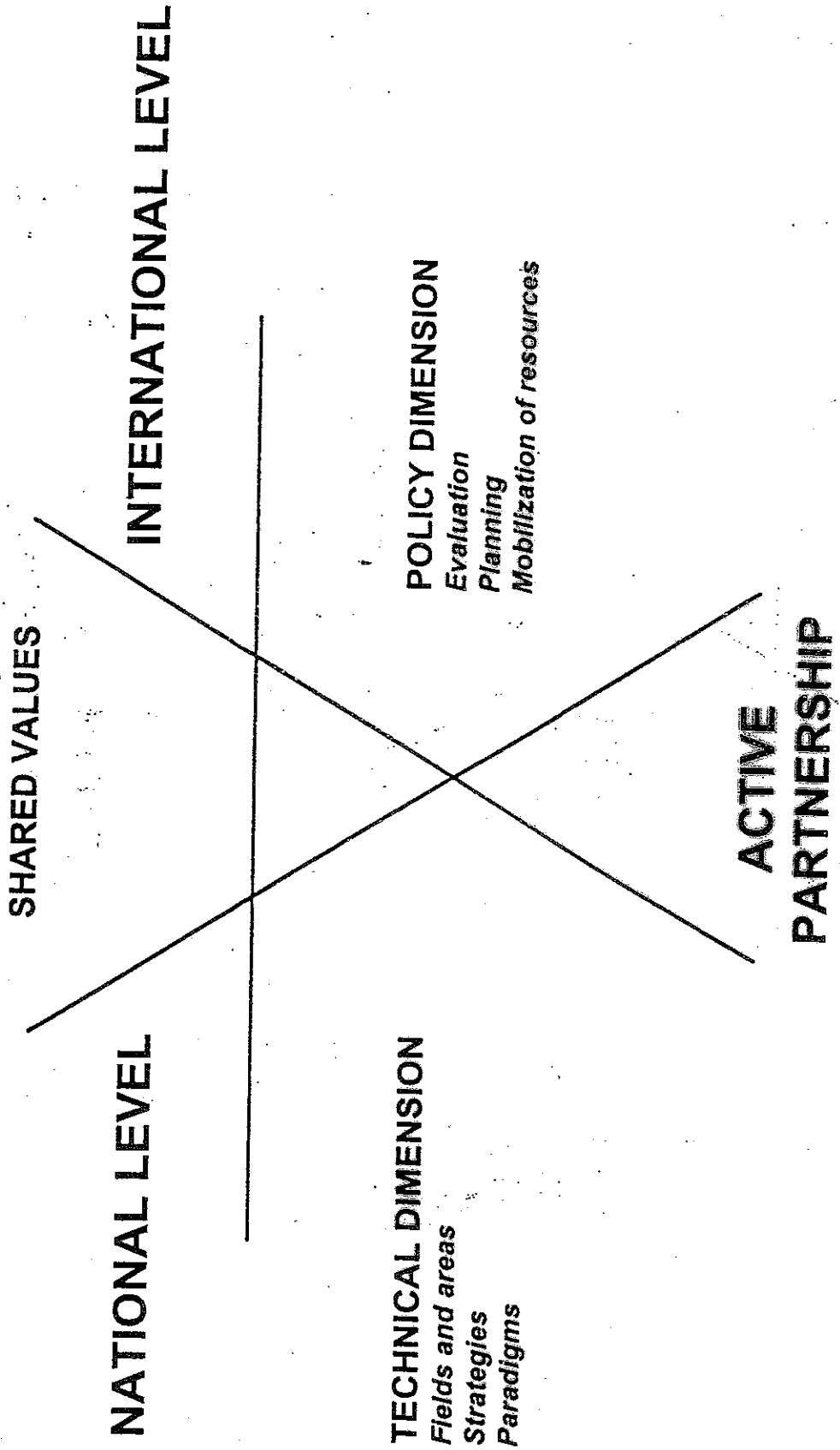


(1)



2



VALUES SHARED BY ILO CONSTITUENTS

WORKING CONDITIONS AND ENVIRONMENT

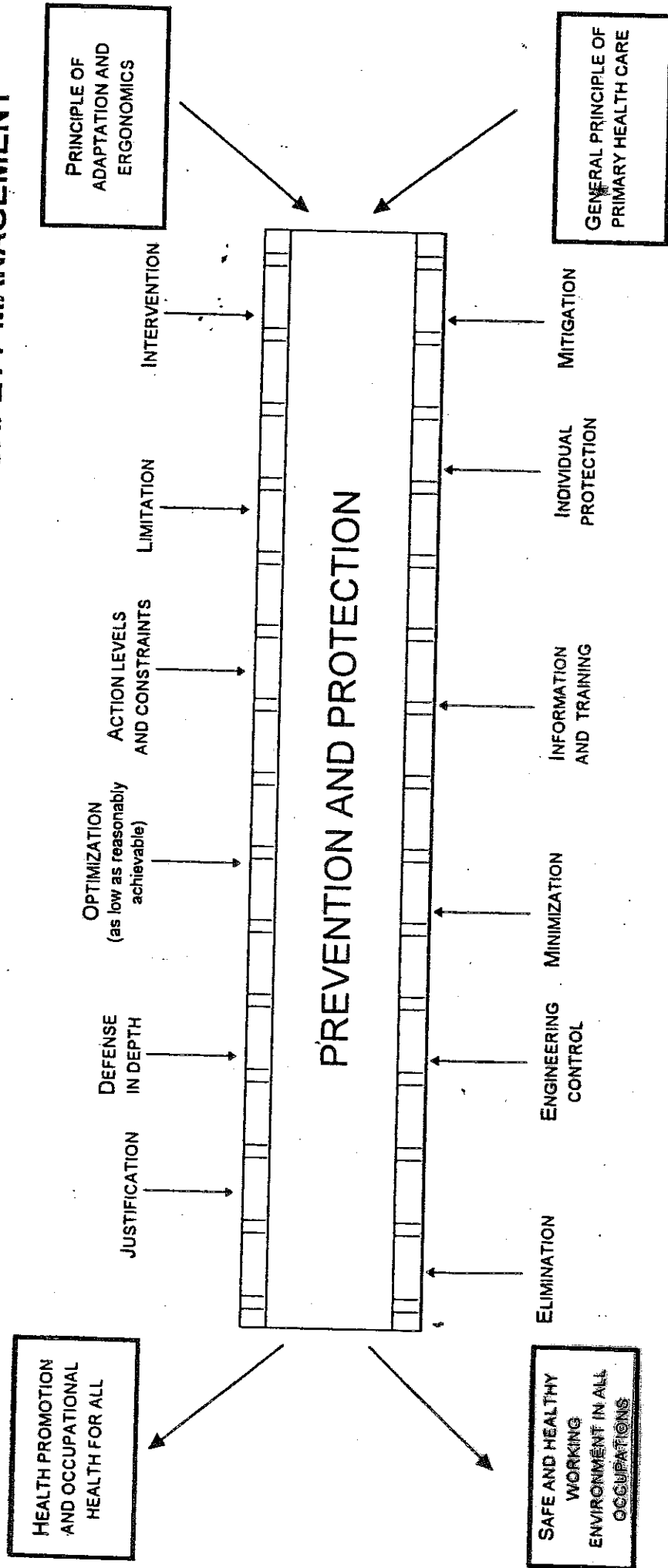
- The improvement of working conditions and environment is an essential element in the promotion of social justice.
- In pursuing this objective, the following principles are fundamental:

work should take place in a safe and healthy working environment
conditions of work should be consistent with workers' well-being
and human dignity
work should offer real possibilities for personal achievement,
self-fulfilment and service to society

Conclusions concerning Future Action in the
Field of Working Conditions and Environment
International Labour Conference, 1984.

- The ILO set minimum standards in the field of occupational safety and health which have a strong ethical component. The Occupational Safety and Health Convention (No. 155), 1981 allocates duties and responsibilities. The Occupational Health Services Convention (No. 161) and especially Recommendation (No. 171), 1985, cover in some details ethical aspects: confidentiality and access to data, professional independence and organization of occupational health services.

FIGURE 2 [OHS100F2] OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT



Many disciplines contributed to the development of the concepts of prevention, protection and promotion in relation to work, such as occupational medicine, safety, hygiene, an radiation protection. The various approaches to combat occupational hazards (risk management) and their hierarchy are presented in this figure (from left to right). Together with risk assessment (identification, measurement, evaluation) surveillance of workers' health, monitoring of the working environment, risk communication, quality assurance, quality management and the underlying principles of ergonomics and primary health care, they constitute the core of an occupational safety and health philosophy and maybe the basis of a comprehensive system of prevention and protection.

UNIFYING CONCEPTS

◆ FIELDS OF INTERACTION

- Occupational health
- Occupational health care
- Sustainable development

◆ COMMON GOALS

- Safe and healthy working environment: "Healthy Workplaces"
- Protection and promotion of workers' health: "Healthy Workers"

◆ SHARED VALUES

- Quality
- Working cultures
- Ethics and health

6

HOW



WHAT MUST BE DONE



WHAT SHOULD
BE DONE



ETHICAL PRINCIPLES



VALUES



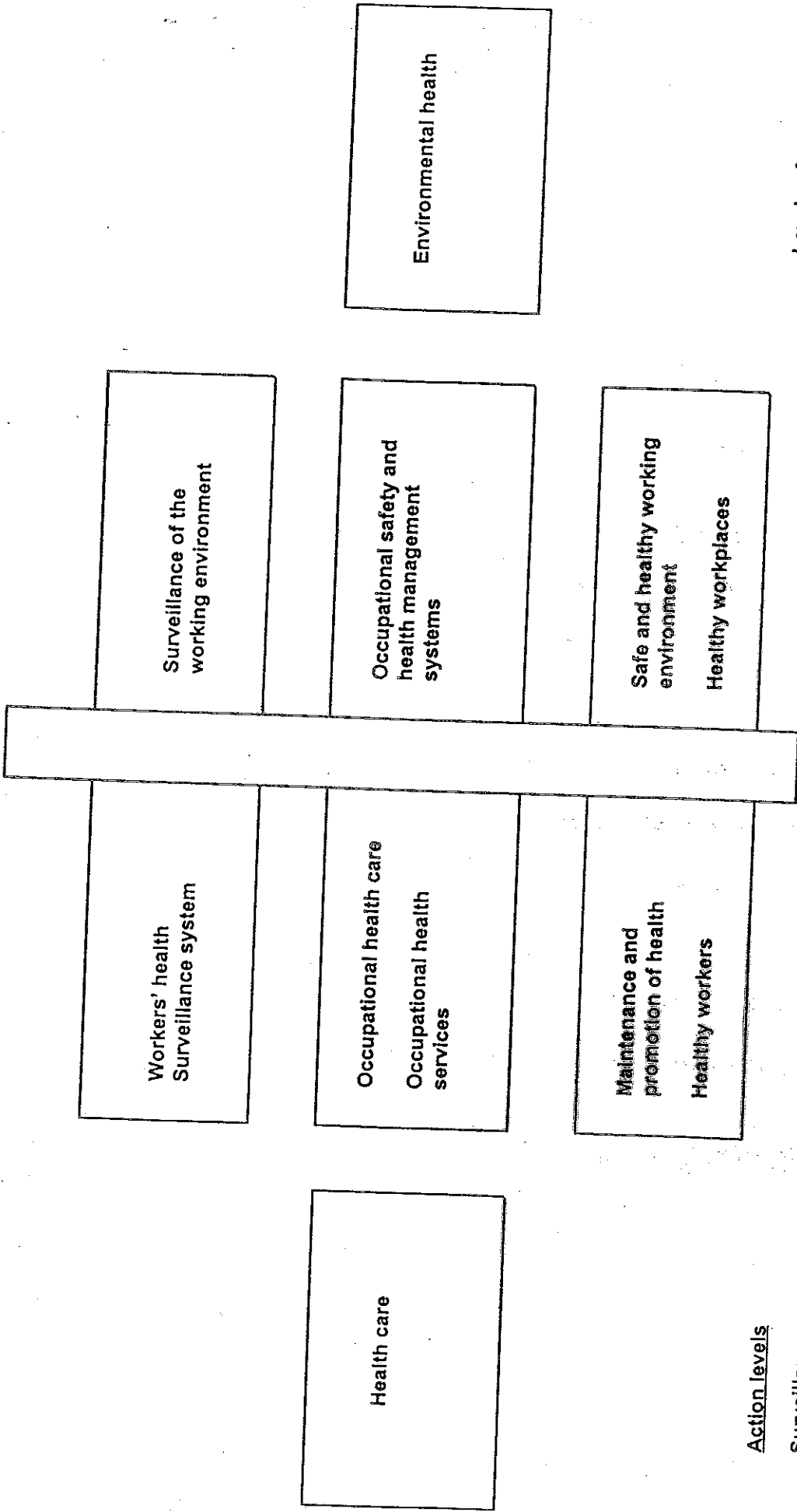
RESPONSIBILITY
SOLIDARITY

EQUALITY

RESPECT

CARE

PLANNING



Workers' health
Surveillance system

Surveillance of the
working environment

Health care

Occupational health care
Occupational health
services

Occupational safety and
health management
systems

Environmental health

Maintenance and
promotion of health
Healthy workers

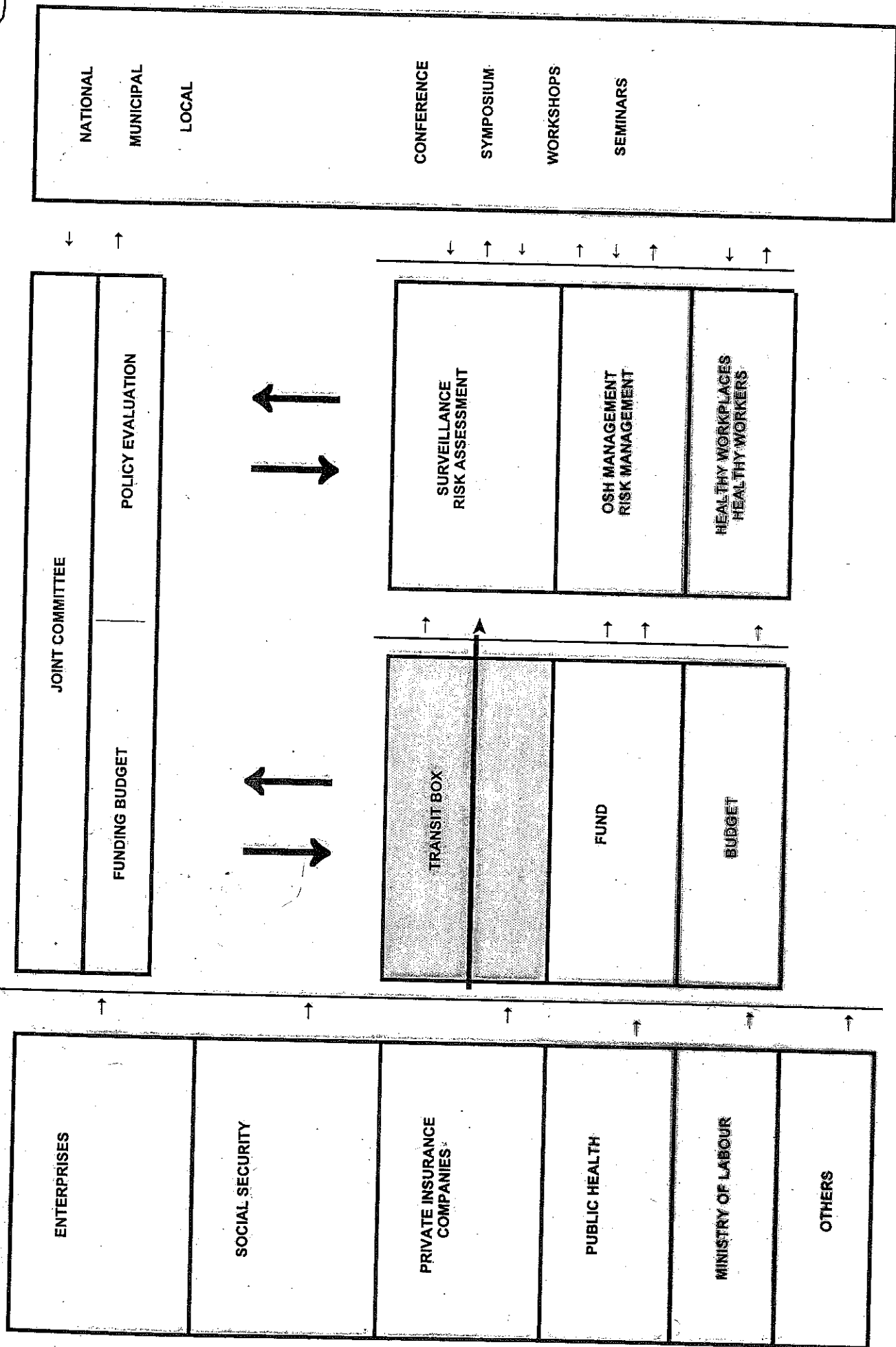
Safe and healthy working
environment
Healthy workplaces

Action levels
Surveillance
Management
Implementation

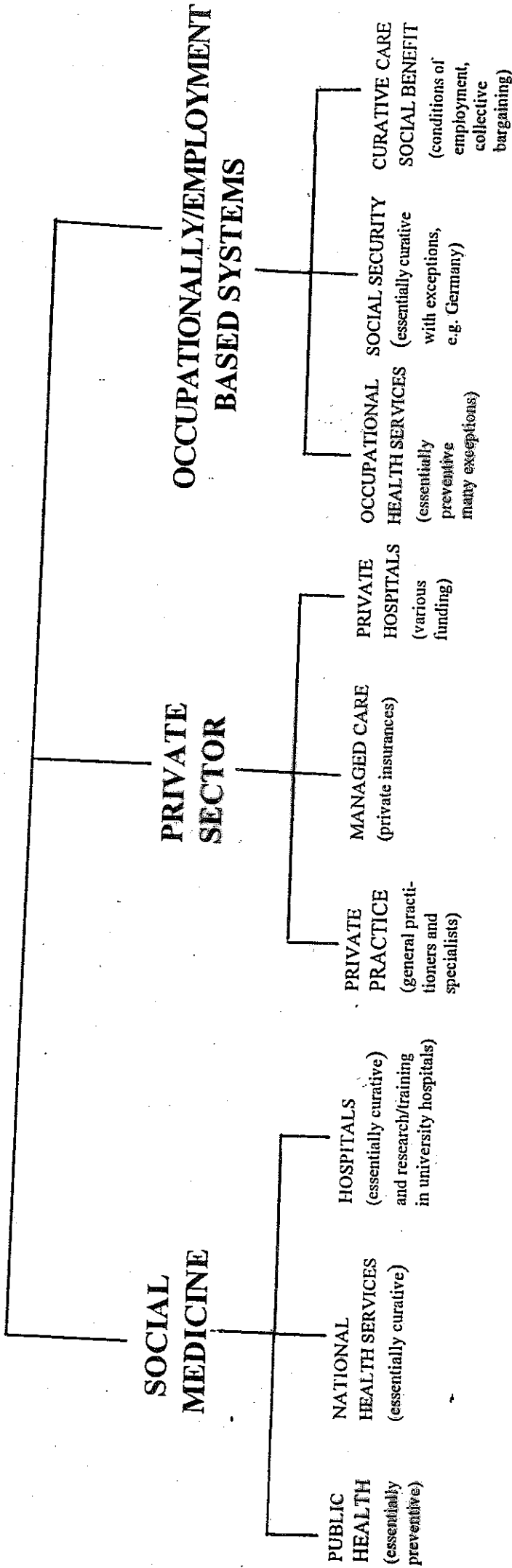
Levels of action
Local
National
International

EVALUATION

5



PREVENTIVE AND CURATIVE HEALTH CARE



FINANCING SUSTAINABLE HEALTH CARE DELIVERY SYSTEM

ORGANIZING TECHNICAL AND ETHICAL DEBATES

A FRAMEWORK FOR ACTIVE PARTNERSHIP

There is a need to organize a technical and ethical debate on occupational safety, health and the environment which places an emphasis on relationships at all levels. This debate should:

- catalyze interactions
- emphasize on solving problems and executing tasks
- facilitate discussions which lead to consensus

The rules and the ethics of the debate should be defined; it should be based on:

- respect and tolerance
- involvement of all interested parties
- desire to seek together solutions and resolution of problems
- no threat, no manipulation, no lies, avoid dichotomy, theories and dogmatic approaches

The parameters of the debate include the following:

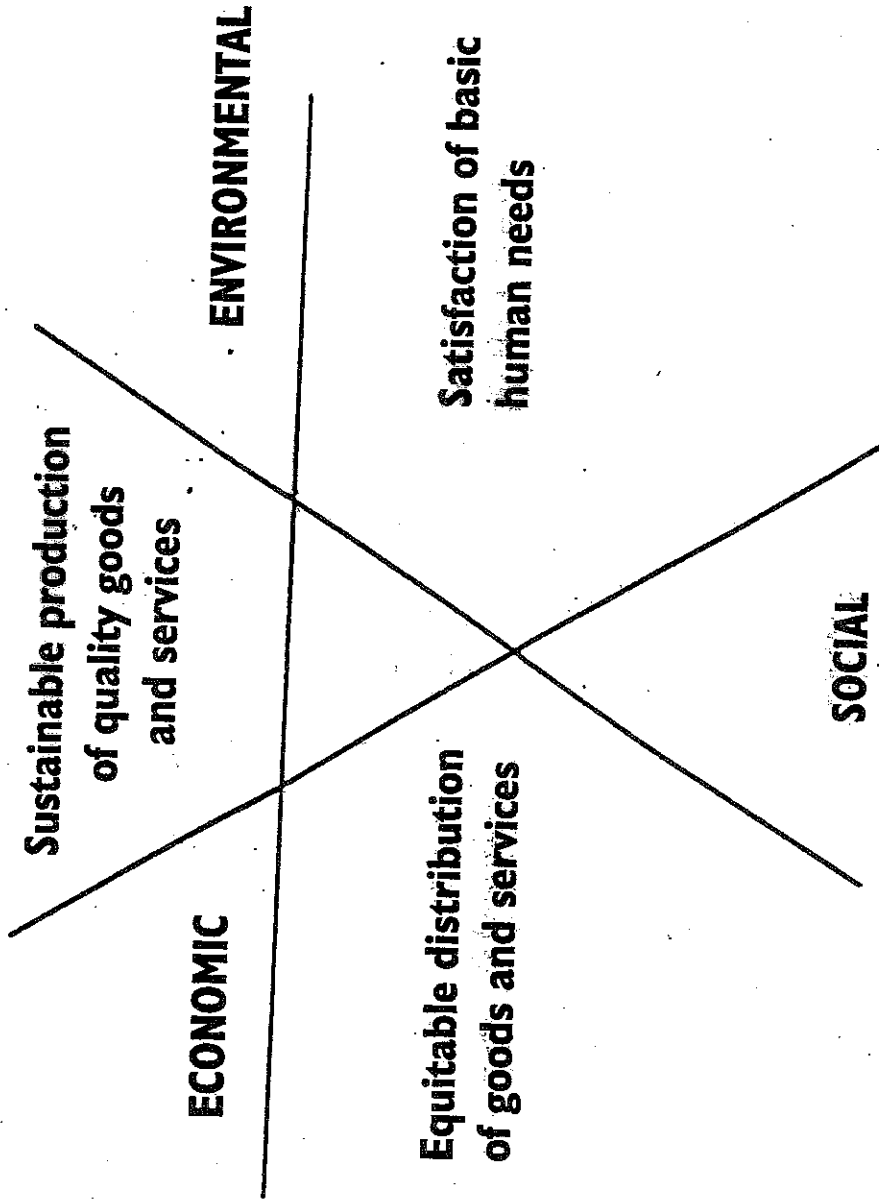
- to replace the opposition between two positions by an interaction between groups with different opinions
- to approach systematically the same problem at three levels: the individual, the group and society
- to select the subject so that the number of interested parties is relatively limited and the debate remains manageable
- avoid confrontation on underlying convictions and values but search for acceptable practical solutions

The purpose of the debate is not:

- to define ethical conflicts and then try to resolve them on an ethical ground by reference to sets of principles or values but to give practical and technical solutions to ethical conflicts
- to sermonize on disciplines (medicine, hygiene and safety) or fields of competence (health, labour) but to define the tasks to be done and to identify who is willing to carry them out
- to allocate leadership on the basis of mandates or fields of competence but to develop a climate of trust where those who do the work take the lead

EQUITABLE DEVELOPMENT AND SUSTAINABLE PRODUCTION

12



- Food and shelter, security and peace, health and safety, education and training, poverty alleviation and employment, human and workers rights.
- Freedom of association and expression should enable the working populations to claim, on the basis of equality of opportunity, their share of the wealth which they have helped to generate.

Social Contract
(human and workers' rights)

Workers
(individuals and families)

Society
(as a whole)

Workers' Protection
(access to preventive
and curative health care)

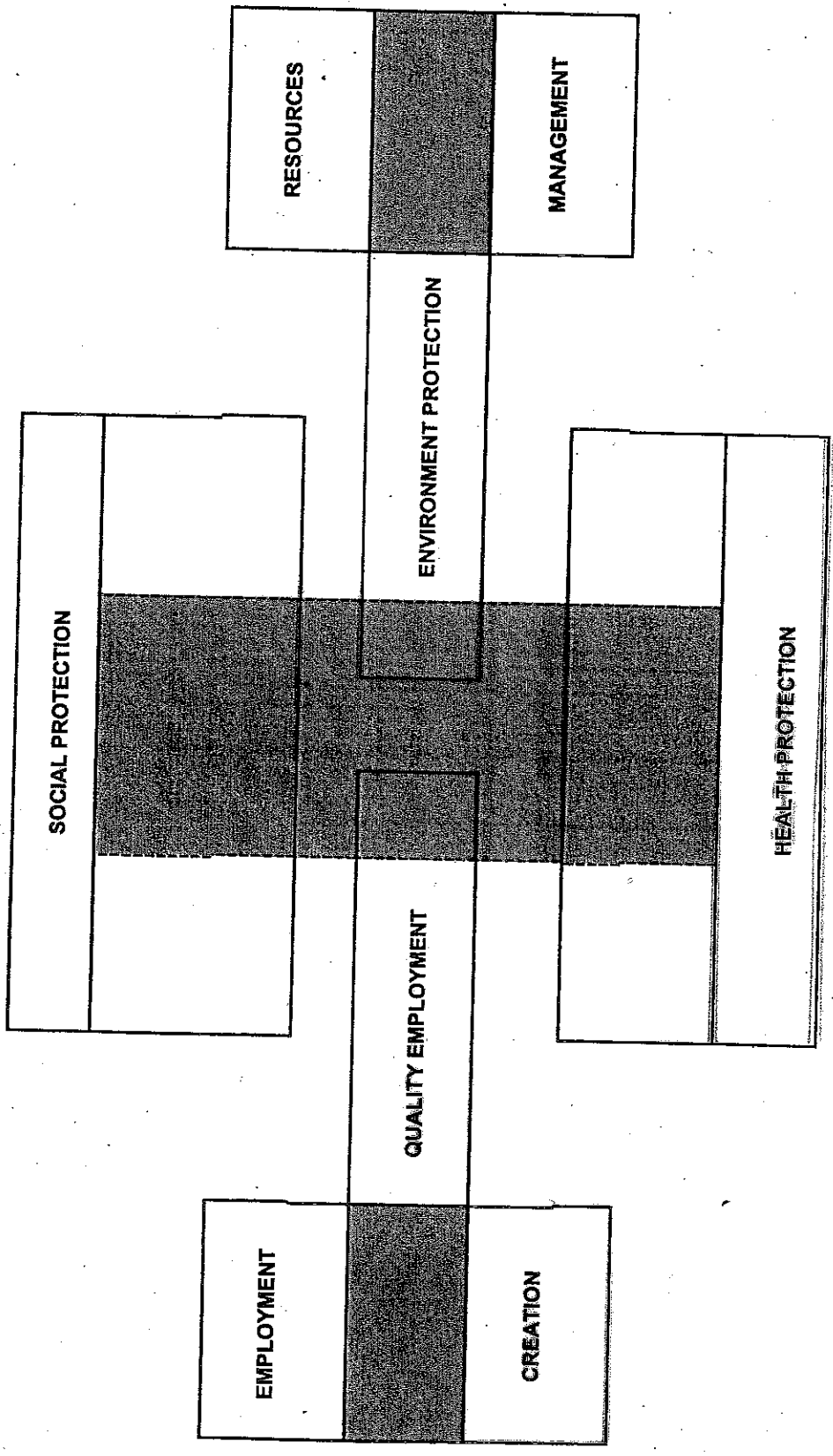
Employment creation
(access to quality jobs)

**Reference
and operational
values**

Workers' protection:
Reference values:
Operational values:
Derived values:

*Occupational safety and health, Workers conditions, Social security
Equity, Social Justice, Solidarity
Democracy, Governance, Participation
Tripartism, Social partners, Active partnership policy*

LABOUR PROTECTION SAFE WORK



**PROMOTE PRODUCTIVITY, PROTECTION AND PREVENTION FOR AN
EQUITABLE AND SUSTAINABLE DEVELOPMENT**