



International
Labour
Organization



SafeYouth@Work Action Plan

28 April 2018

**World Day
For Safety and Health at Work**





Introduction

Young workers are vulnerable workers

Every day, approximately 7,600 people die from occupational accidents or diseases, and around one million workers are injured on the job.¹ Safety and health at work should be strengthened for all workers, but with a particular attention to young workers, who are particularly at risk, suffering up to a 40 per cent higher rate of non-fatal work-related injuries according to available studies.²

With approximately 40 million young people entering the global labour market every year, a major challenge for the international community lies in creating safe and healthy work opportunities for all and especially for the younger generation, large numbers of whom work in the informal economy and in hazardous activities in sectors such as agriculture and construction.

This SafeYouth@Work Action Plan was developed through the ILO's SafeYouth@Work Project, funded by the U.S. Department of Labor. The project aims to improve the occupational safety and health (OSH) of young workers above the minimum age of work up to 24 years, and to build a culture of prevention on OSH. The project strategy includes four main components: (1) Help countries collect and effectively use timely and relevant OSH data; (2) Work to strengthen legal and policy frameworks to better protect young workers; (3) Strengthen the capacity of tripartite partners to address workplace hazards and risks; and, (4) Increase global knowledge and awareness of the hazards and risks faced by young workers.

¹ Hämäläinen, P. et al. (2017). Global Estimates of Occupational Accidents and Work-related Illnesses 2017. XXI World Congress on Safety and Health at Work. Singapore: Workplace Safety and Health Institute

² European Agency for Safety and Health at Work, EU-OSHA (2007). OSH in figures: Young workers - Facts and figures. European risk observatory report. Luxembourg: Office for Official Publications of the European Communities.

How to use the SafeYouth@Work Action Plan and Matrix

In this context, the SafeYouth@Work Action Plan aims at improving safety and health for young workers, by proposing key actions that should be considered by Governments, employers and employers' organizations, workers' and workers' organizations, and young people and youth organizations. Aligned to the strategy of the SafeYouth@Work Project these actions are organized in five priority areas: Compliance; Data and Research; Education and Training; Advocacy; and Networks.

The accompanying Matrix, based on the SafeYouth@Work Action Plan, is intended as a guide and catalyst for ILO constituents, concerned stakeholders, and especially young people to take concrete steps to promote safe and healthy workplaces; it provides specific examples of actions to be taken for each stakeholder under each priority area.

How the SafeYouth@Work Action Plan was developed

At the XXI World Congress on Safety and Health at Work in September 2017, the ILO SafeYouth@Work Project organized a cross-generational exchange among OSH experts, policymakers, employer and worker representatives and youth representative organisations on the subject of OSH and youth. For the first time, 125 Youth Champions, representing various regions and backgrounds, were invited to participate in the event, providing them with basic OSH knowledge and giving them a voice in the proceedings. This included the inception of a process to develop the SafeYouth@Work Action Plan.

Consultations to develop this Action Plan were undertaken with Governments, employers' organizations, workers' organizations, OSH experts and youth during the A+A Congress in Düsseldorf, Germany in October 2017; the IV Global Conference on the Sustained Eradication of Child Labour in Buenos Aires, Argentina in November 2017; during the Labour Inspection Academy and OSH in SMEs programme at ITC-ILO in Turin, Italy in December 2017; and, at a Sub-Regional Consultation in Jakarta, Indonesia in January 2018. These consultations were supplemented by inputs received from youth and other stakeholders from September 2017 to January 2018 via an online platform. Overall more than 673 inputs were collected and processed by the ILO SafeYouth@Work Project team.

To bring together the inputs received and finalize the SafeYouth@Work Action Plan and Matrix, a Drafting Committee was convened in February 2018 comprised of OSH experts, hazardous child labour experts, representatives of employers and workers, and five Youth Champions. The result of these efforts is today launched as the SafeYouth@Work Action Plan.

Acknowledgments

The SafeYouth@Work Project wishes to acknowledge the valuable support provided by the ILO's Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH) Branch, the Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) Branch, the Bureau for Employers' Activities (ACT/EMP), the Bureau for Workers' Activities (ACTRAV), the Youth4OSH Project, and the Youth Champions.





Preamble

- i. The right to safe and healthy work is a fundamental human right.¹ The protection of workers against diseases and injuries arising out of work has been a core concern for the International Labour Organization (ILO) since its creation in 1919.² The ILO has adopted more than 40 standards dealing specifically with Occupational Safety and Health (OSH) as well as more than 40 Codes of Practice. Nearly half of all ILO instruments deal directly or indirectly with OSH issues.
- ii. Much progress has been achieved in many countries to improve workplace safety and health, but important challenges remain. Every day, approximately 7,600 people die from occupational accidents or diseases, and around one million workers are injured on the job.
- iii. There is an acute need to improve safety and health for young workers who suffer up to a 40 per cent higher rate of non-fatal work-related injuries.³ In light of the fact that approximately 40 million young people enter the global labour market every year, a major challenge for the international community lies in creating safe and healthy work opportunities for all and especially for the younger generation, large numbers of whom work in the informal economy and in hazardous activities in sectors such as agriculture and construction.
- iv. Young workers between the minimum age of employment and the age of 18 have the right to special protection from the worst forms of child labour, including work which is likely to harm their health, safety, or morals.⁴
- v. Safety and health at work should be strengthened for all workers. Young employees are particularly vulnerable to workplace risks and hazards;⁵ the occupational safety and health of young workers calls for targeted action. The ILO SafeYouth@Work project calls upon member States, workers' and employers' organizations, and all concerned stakeholders to work together with young people to improve and promote OSH more effectively, in order to lower the unacceptably high rate of work-related injuries and diseases suffered.
- vi. Young workers have a critical role to play in shaping the future of work, so that their rights at work can be fully realized and exercised. They should be engaged in achieving Target 8.8 of the Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development which aims to "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".⁶

¹ Universal Declaration of Human Rights (United Nations, 1948) "Everyone has the right to life, to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment" (Article 23(1)).

² ILO Constitution (1919)

³ ILO Brief – The World Day for Safety and Health at Work (SafeDay 2018): Improving the Safety and Health of Young Workers

⁴ ILO Worst Forms of Child Labour Convention, 1999 (No. 182). See: http://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182

⁵ ILO Brief – SafeDay 2018, op cit.

⁶ http://www.ilo.org/global/topics/sdg-2030/goal-8/WCMS_403787/lang-en/index.htm

- vii. In keeping with the ILO's mandate to advance programmes to achieve protection for the life and health of all workers in all occupations, this SafeYouth@Work Action Plan has been developed to serve as a guide and catalyst for ILO constituents, concerned stakeholders, and especially young people, with a view to taking concrete steps towards safe and healthy workplaces.
- viii. The SafeYouth@Work Action Plan is based on the following principles:
 - The importance of engaging with and empowering youth and their organizations in the promotion of safety and health at work;
 - An emphasis on the protection and promotion of safe and healthy work for young workers, in light of their specific vulnerability to occupational risks and hazards;
 - The integration of specific measures to address the OSH of young workers in OSH policies, systems, and programmes;
 - The broad applicability of the key actions outlined in the Action Plan, which should be further refined for implementation at workplace, national, regional and global levels, taking into due account the predominant OSH issues facing young workers in particular sectors; and
 - The importance of effective and clear communication in OSH using languages and media that are readily accessible to, and understandable by, youth.
- ix. Recognizing the importance of strategic and coherent approaches of key actors including Governments, employers' and workers' organizations, young people and youth organizations, this SafeYouth@Work Action Plan focuses on five priority areas: Compliance; Data and Research; Education and Training; Advocacy; and Networks.
- x. Actions undertaken to improve OSH for young workers in the context of the SafeYouth@Work Action Plan should complement national efforts; be designed and implemented in consultation with employers' and workers' representatives and in close collaboration with young people, students and their organizations; and should align with relevant international labour standards related to OSH.
- xi. The promotion of actions and monitoring of progress in improving OSH for youth is an integral part of the SafeYouth@Work Action Plan. All actors are encouraged to communicate actions that they take within the context of this Action Plan to the ILO. The ILO will, on an annual basis, publish the achievements made.

Compliance

This section looks at compliance, sound industrial relations, and joint procedures, including OSH policies and programmes that prioritize prevention measures to eliminate workplace hazards and risks with particular attention to young worker OSH vulnerability.

Governments

should consider the following priority actions:

- Develop national policies, systems, and programmes on OSH that address young worker OSH vulnerability, are gender-responsive, and that provide specific prevention measures in consultation with workers' and employers' organizations, ensuring the engagement of young workers and/or their representatives;
- Develop regulations containing specific provisions on OSH for young workers, consistent with relevant international labour standards, including prohibitions on assigning young workers to particular tasks, and for their overall protection;
- Engage constructively with the relevant employers' and workers' organizations to promote – in consultation with young workers and/or their organizations – a preventive safety and health culture including with respect to young workers;
- Enhance the capacity of OSH institutions at national and sub-national levels, including officers responsible for OSH; in particular, sectors such as agriculture, transport, construction and fisheries to improve young worker occupational safety and health;
- Improve compliance of employers with OSH standards through actions including (among others): strengthening labour inspection systems, improving reporting and notification systems, presenting impact of OSH on business, establishing appropriate incentive and support schemes, establishing penalties for non-compliance, and enforcing sanctions for violations; and
- Establish and strengthen mechanisms for young workers – including those in the informal economy – to access OSH services and secure their legal rights.

Employers' organizations

should consider the following priority actions:

- Take a leadership role to facilitate workplace dialogue involving young workers on the promotion of safety and health at work;
- Guide employers to ensure they meet their responsibilities on safety and health for all including young workers, in line with international labour standards and national laws and practices; and
- Extend membership and services to all types of workplaces and promote formalization of those in the informal economy, including the protection and promotion of the safety and health of all employees including young workers.

Employers

should consider the following priority actions:

- Place OSH for young workers high on the agenda in all parts and at all levels of the enterprise;
- Fulfil responsibilities on OSH for all employees including young workers;
- Develop gender-responsive workplace OSH policies with special attention to the protection of young workers, ensure their engagement and that of their representatives in the entire process, and bring the policy to the attention all employees, in a language and medium that is easily understandable;
- Establish well-functioning joint OSH mechanisms and procedures by engaging constructively with workers and their representatives, consistent with relevant international labour standards;
- Inform all employees, including young workers, of their rights to a safe and healthy work environment, including: the right to withdraw from unsafe work, access to active complaint mechanisms and contact with labour inspectors, under national laws and practice; and
- Periodically conduct OSH risk assessments to identify workplace hazards and control risks with attention to the specific vulnerability of young workers while ensuring their engagement, and take remedial action as required.

Workers' organizations

should consider the following priority actions:

- Be consulted by, and cooperate with, employers in the improvement and promotion of OSH including for young workers;
- Represent the interests and concerns of all employees, including young workers, on OSH;
- Ensure that, where possible, workplace safety and health committees and associated joint procedures have age-diverse representation that allows young workers to be included and to raise their safety and health concerns; and
- Ensure that all employees, including young workers, receive appropriate information on their right to a safe and healthy work environment, including: the right to withdraw from dangerous work, access to active complaint mechanisms and contact with labour inspectors, under national laws and practice.

Youth

should consider the following priority actions:

- Protect and promote their own occupational safety and health and that of all other workers, including by observing relevant OSH requirements; and
- Advocate for specific OSH protections of young workers and for specific measures to ensure that OSH information and guidance is available and accessible to them at the workplace.

Youth organizations

should consider the following priority actions:

- Guide young workers to comply with OSH requirements and mobilize them against OSH compliance failures in cooperation with workers and employers and their organizations.

Data and Research

This section looks at the collection and analysis of gender-sensitive OSH data and research carried out by Government and non-government agencies, OSH institutions, OSH experts, academic institutions, and others in the research community, including the analysis of root causes of occupational accidents, injuries, diseases, and incidents affecting young workers; in respect to these, it includes the identification of knowledge gaps to strengthen the knowledge base for preventive policy and practice.

Governments

should consider the following priority actions:

- Develop and strengthen national systems of recording and notification for occupational accidents, injuries, and diseases. This includes the collection and analysis of age-disaggregated data, and the monitoring of injury and illness trends, taking into account young worker OSH vulnerability;
- Ensure effective collection and use of data on occupational accidents, injuries, diseases, and incidents disaggregated by age, gender, migrant status, and sector of economic activity. This includes the timely analysis of severity, cause, and other relevant factors such as urban vs. rural, and formal vs. informal;
- Compile data on occupational accidents, injuries, diseases, and incidents publicly available; and
- Identify knowledge gaps and carry out targeted evidence-based research on young worker OSH vulnerability with supporting research from public and private institutions, including on non-standard employment. These results should be shared widely and used to inform OSH policies and programmes.

Employers' organizations

should consider the following priority actions:

- Encourage and support employers to accurately record and report workplace accidents, injuries, diseases, and incidents and to notify the competent authorities in accordance with national laws and practice. This involves providing employers with training, guidance, and tools; and
- Share good practices on the advancement of a workplace culture of prevention.

Employers

should consider the following priority actions:

- Accurately record and report workplace accidents, injuries, diseases, and incidents, as required by national laws and practice; and
- Manage OSH records and data appropriately. Analyse these to identify the most significant OSH accidents, injuries, diseases, and incidents affecting young workers, and develop appropriate and targeted prevention measures.

Workers' organizations

should consider the following priority actions:

- Support and encourage all employees, particularly young workers, to comply with OSH reporting requirements, such as by providing guidance and assistance to accurately report workplace accidents, injuries, diseases, and incidents; and
- Enhance their capacity to conduct OSH research including, for example, to carry out gap analyses of systems for the recording and notification of occupational accidents, injuries, diseases, and incidents, and to share the results widely.

Young people

should consider the following priority actions:

- Comply with OSH reporting requirements in accordance with national laws and practice;
- Collect and share information and experience on workplace accidents, injuries, diseases, and incidents with other employees especially young workers as well as employers' and workers' organizations; identify the root causes of such incidents; and, collaborate with Governments, employers, and workers' organizations to develop specific preventive measures and remedial action; and
- Identify knowledge gaps and seek measures to address these, including the development of OSH research proposals and engagement in research activities.

Youth organizations

should consider the following priority actions:

- Carry out targeted research on young worker OSH vulnerability and gaps in national OSH systems – including through cooperation with stakeholders – and share the results widely.

Education and Training

The section looks at gender-sensitive education and training around the OSH of young workers and addresses: legal rights and obligations, the identification and control of workplace hazards, and prevention-oriented policies and practices and workplace compliance, with a particular focus on young worker vulnerability to OSH risks.

Governments

should consider the following priority actions:

- Enhance the capacity of labour inspectors and other relevant officials involved in OSH, placing a specific emphasis on young worker OSH vulnerability;
- Provide clear guidance for employers and education and training institutions – via consultation with the relevant workers’ and employers’ organizations – on OSH education and training requirements, especially for young workers;
- Support employers to comply with OSH education and training requirements, such as by providing practical, gender-responsive information and training materials, including checklists and guidelines on hazard and risk assessment and the elimination of hazards and control of risks, with special attention being paid to OSH vulnerability of young workers and their capacity enhancement;
- Ensure that young workers in all settings – including the informal and rural economy – have access to OSH training; and
- Mainstream OSH into education and training by:
 - Increasing the competency of teachers on OSH through training and guidance materials;
 - Developing and implementing at all levels of education – including primary and secondary schools, vocational, technical, and tertiary institutions – programmes on awareness-raising and training on OSH, such as: promoting a culture of prevention, which would include knowing the rights and responsibilities of workers and employers’ responsibilities, and learning skills for the identification, elimination, and control of workplace hazards and risks.

Employers’ organizations

should consider the following priority actions:

- Provide training for employers on young worker OSH vulnerability and specific prevention measures, emphasizing the link between OSH good practices and productivity; and
- Develop guidance for protecting young workers from occupational hazards and risks, including targeted guidance for young entrepreneurs, and for employers in sectors and contexts characterized by the employment of large numbers of young employees.

Employers

should consider the following priority actions:

- Provide appropriate OSH information, education, training, and supervision to all workers irrespective of their contractual status, with particular attention to young workers with OSH vulnerability; and
- Ensure appropriate OSH and task training is given to workers when they join the workforce or change tasks, and provide work materials, especially to young employees with less experience.

Workers' organizations

should consider the following priority actions:

- Develop the capacity of all workers – including young workers and workers in informal and rural economies – to jointly promote a culture of prevention, taking into account young worker OSH vulnerability and using language and media that are readily accessible to and understood by the younger generation. Provide appropriate training particularly on basic rights and responsibilities, prevention measures and reporting obligations; share experience with their younger peers; and, support workers to train and mentor each other; and
- Enhance the capacity of worker members of and – if present – trade union representatives on workplace OSH committees to support young worker OSH vulnerability with specific prevention measures.

Young people

should consider the following priority actions:

- Promote peer-to-peer learning and support on OSH protection by sharing information and good practices, organizing regular meetings, and adopting a “buddy system”;
- Advocate, including through cooperation with youth organizations and workers' and employers' organizations, the integration of OSH into education and training curricula; and
- Promote online databases of OSH information that is accessible to and useful for young people.

Youth organizations and other stakeholders

should consider the following priority actions:

- Develop the capacity to train members on OSH; and
- Advocate for mainstreaming OSH into education and training curricula, including in the context of the development of relevant personal and social competencies of young people as a life skill.

Advocacy

This section looks at advocacy, including the development and sharing of resources and materials to raise awareness on young worker OSH vulnerability and the need for special OSH protections for young workers. This is achieved via social media and targeted campaigns (among other means) to spur public demand for safer and healthier workplaces for young people.

Governments

should consider the following priority actions:

- Raise awareness on safety and health at work for all employees, including young workers, their families, communities, and the general public;
- Ensure coherence across policy areas by increasing the capacity of relevant agencies and departments at both the national and sub-national level, for example: ministries of labour, health, infrastructure and public works, economic development, planning, skills development, and finance. These should be informed of and act in a manner compatible with national OSH policies, systems, and programmes; and
- Develop – with the engagement of young people and/or youth organizations and the social partners – materials and messages to raise awareness of young worker OSH vulnerability and appropriate measures of prevention, through the media, social media channels and platforms, targeted campaigns, and other means.

Employers and their organizations

should consider the following priority actions:

- Communicate with, and inform employers of, the importance of their responsibility regarding the protection of young workers and the links between OSH and productivity, emphasizing the economic and social costs of unsafe work and the business benefits of safe and healthy workplaces, specifically in regard to young workers.
- In consultation with workers' representatives, carry out information sessions during working hours to inform workers about their OSH rights, specific hazards and risks in the workplace, appropriate measures for elimination and control of hazards and risks, and the specific vulnerability of young workers to OSH risks and hazards; and
- Advocate for the safety and health of young workers to clients, suppliers, peers, and the wider business community, through the organization of awareness-raising events, good practice awards, and other means.

Workers' organizations

should consider the following priority actions:

- Raise awareness of all employees, including young workers, on their rights to safety and health at work, including the right to know, the right to participate, and the right to withdraw;
- Promote and facilitate media coverage on priority OSH issues, including young worker OSH vulnerability and the economic and social costs of unsafe work; and
- Ensure opportunities for young workers to fully participate in, and form part of, activities of workers organizations as a means to ensure representation of their safety and health concerns at the workplace.

Youth

should consider the following priority actions:

- Remain informed on workplace safety and health initiatives at the national, regional, and global levels, in consultation with Governments, workers', employers' and youth organizations;
- Support and take part in OSH programmes including those established by Governments, workers', employers' and youth organizations; and
- Share knowledge and experience on workplace safety and health with peers and networks.

Youth organizations and other stakeholders

should consider the following priority actions:

- Conduct promotional campaigns on OSH for young workers – including social media campaigns and media competitions – jointly with the Government, social partners, and other relevant stakeholders; and
- Facilitate the dissemination of OSH awareness materials among members and their peers.

Networks

This section looks at the establishment and use of youth-centred networks to raise awareness, support research and knowledge development, and facilitate improvement and promotion of OSH for young workers. This includes Governments, social partners, research institutes, education institutions, professional associations, and youth organizations at sectoral, national, sub-national, regional, and international levels.

All stakeholders

should consider the following priority actions:

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support platforms on OSH and young people by engaging them and other stakeholders. This includes Governments, workers', employers' and youth organizations to facilitate effective implementation of action plans at sectoral, national, sub-national, regional, and international levels and involves sharing information and good practices, policy dialogue, peer-to-peer support, and continues through bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, identifying, and addressing priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers; and
- Promote communication and exchange between networks.

In addition,

Governments

should consider the following:

- Strengthen collaboration and coordination among different ministries and agencies at all levels;

In addition,

youth organizations

should consider the following priority actions:

- Actively engage with Governments, OSH institutions, research institutions, the social partners, and other stakeholders to build alliances to advocate for the protection of young workers from occupational risks and hazards;
- Encourage and facilitate young workers to network with peers and youth communities, including via social media and other accessible channels and modes of communication; and
- Support young workers and young employers to establish appropriate mentoring and/or “buddy” relationships with suitably qualified and experienced workers, employers, or public and private OSH specialists for enquiries and consultations on OSH concerns and to share experiences.

SafeYouth@Work Action Plan Matrix

SIMVAP

NETWORKS

lack of knowledge exchange
to promote culture of prevention
on OSH for youth.



Governments

Governments should consider the following priority actions:

Data & Research

- Develop and strengthen national systems of recording and notification for occupational accidents, injuries, diseases, and incidents. This includes the collection and analysis of age-disaggregated data, and the monitoring of injury and illness trends, taking into account young worker OSH vulnerability;
- Ensure effective collection and use of data on occupational accidents, injuries, diseases and incidents disaggregated by age, gender, migrant status, and sector of economic activity. This includes the timely analysis of severity, cause, and other relevant factors such as urban vs. rural, and formal vs. informal;
- Make data on occupational accidents, injuries, diseases, and incidents publicly available; and
- Identify knowledge gaps and carry out targeted evidence-based research on young worker OSH vulnerability with supporting research from public and private institutions, including on non-standard employment. These results should be shared widely and used to inform OSH policies and programmes.

Education & Training

- Enhance the capacity and number of labour inspectors and other relevant officials involved in OSH, placing a specific emphasis on young worker OSH vulnerability;
- Provide clear guidance for employers and education and training institutions – via consultation with the relevant workers’ and employers’ organizations – on OSH education and training requirements especially in regard to young workers;
- Support employers to comply with OSH education and training requirements, such as by providing practical, gender-responsive information and training materials, for example checklists and guidelines on hazard and risk assessment and the elimination and control of hazards and control of risks, with special attention being paid to OSH vulnerability of young workers and their capacity enhancement;
- Ensure that young workers in all settings – including the informal and rural economy – have access to OSH training; and
- Mainstream OSH into education and training by:
 - Increasing the competency of teachers on OSH through training and guidance materials;
 - Developing and implementing at all levels of education – including primary and secondary schools, vocational, technical, and tertiary institutions – training and awareness-raising programmes on OSH, including the promotion of a culture of prevention, the rights and responsibilities of workers and employers and learning skills for the identification, elimination, and control of risks and workplace hazards and risks.

Compliance

- Develop national policies, systems, and programmes on OSH that address young worker OSH vulnerability, are gender-responsive, and that provide specific prevention measures in consultation with workers' and employers' organizations, ensuring the engagement of young workers and/or their representatives;
- Develop regulations containing specific provisions for young worker OSH, consistent with the relevant international labour standards, including prohibitions on assigning young workers to particular tasks, and their overall protection;
- Engage constructively with the relevant employers' and workers' organizations to promote – in consultation with young workers and/or their organizations – a preventive safety and health culture including with respect to young workers;
- Enhance the capacity of OSH institutions at national and sub-national levels including officers responsible for OSH; in particular, sectors such as agriculture, transport, construction and fisheries to improve young worker safety and health;
- Improve compliance of employers with OSH standards through actions including (among others): strengthening labour inspection systems, improving reporting and notification systems, presenting impact of OSH on business, establishing appropriate compliance incentive schemes, establishing penalties for non-compliance, and enforcing sanctions for violations; and
- Establish and strengthen mechanisms for young workers – including those in the informal economy – to access OSH and social protection services and to fully exercise their labour rights.

Advocacy

- Raise awareness on safety and health at work for all employees, including young workers, their families, communities, and the general public;
- Ensure coherence across policy areas by increasing the capacity of relevant agencies and departments at both the national and sub-national level, for example: ministries of labour, health, infrastructure and public works, economic development, planning, skills development, and finance. These should be informed of and act in a manner compatible with Government OSH policies, systems, and programmes; and
- Develop – with the engagement of young people and/or youth organizations and the social partners – materials and messages to raise awareness of young worker OSH vulnerability and appropriate measures of prevention, through the media, social media channels and platforms, targeted campaigns, and other means.

Networks

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support knowledge platforms on OSH and young workers by engaging them and other stakeholders - including Governments, workers', employers' and youth organizations - to facilitate effective implementation of action plans at sectoral, national, sub-national, regional, and international levels, through information and good practices, policy dialogue, peer-to-peer support and bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, to identify and address priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers;
- Promote communications and exchanges among networks; and
- Strengthen collaboration and coordination among different ministries and agencies at all levels.

Workers' organizations

Workers' organizations should consider the following priority actions:

Data & Research

- Support all employees, particularly young workers, to comply with OSH reporting requirements, such as by providing guidance and assistance to accurately report workplace accidents, injuries, and incidents; and
- Build their institutional capacity to conduct OSH research including, for example, to carry out gap analyses of systems for the recording and notification of occupational accidents, injuries, diseases, and incidents, and to share the results widely.

Education & Training

- Develop the capacity of all workers, including young workers and workers in informal and rural economies, to promote a culture of prevention, taking into account young worker OSH vulnerability and the use of language and media that are readily accessible to and understood by the younger generation;
- Provide appropriate training particularly on basic rights and responsibilities, prevention measures and reporting obligations, and by sharing experience with younger peers and supporting workers to train and mentor each other; and
- Enhance the capacity of members and representatives on workplace OSH committees to address young worker OSH vulnerability with specific prevention measures.

Compliance

- Consult and cooperate with employers in the improvement and promotion of OSH including for young workers;
- Represent the interests and concerns of all employees, including young workers, on OSH;
- Ensure that, wherever possible, workplace safety and health committees and associated joint entities have age-diverse representation that allows young workers to be included and to raise their safety and health concerns; and
- Ensure that all employees, including young workers, receive appropriate information about their rights to a safe and healthy work environment, including the right to withdraw from dangerous work, access complaint mechanisms and contact labour inspectors, in accordance with national laws and practice.

Advocacy

- Raise awareness of all employees, including young workers, on their rights to safety and health at work, including the right to know, the right to participate, and the right to withdraw;
- Promote and facilitate media coverage on priority OSH issues, including young worker OSH vulnerability and the economic and social costs of unsafe work; and
- Ensure opportunities for young workers to fully participate in, and form part of, activities of workers organizations as a means to ensure representation of their safety and health concerns at the workplace.

Networks

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support platforms on OSH and young people by engaging them and other stakeholders - including Governments, workers', employers' and youth organizations - to facilitate effective implementation of OSH action plans at sectoral, sub-national, national, regional, and international levels, including by sharing information and good practices, policy dialogue, peer-to-peer support, and through bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, to identify and address priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers; and
- Promote communication and exchange among networks.

Employers' organizations

Employers' organizations should consider the following priority actions:

Data & Research

- Encourage and support employers to accurately record and report workplace accidents, injuries, diseases, and incidents and to notify the competent authorities as required by national laws and practice. This involves providing training, guidance, and tools; and
- Share good practices on the promotion and advancement of a workplace culture of prevention.

Education & Training

- Provide training for employers on young worker OSH vulnerability and specific prevention measures, emphasizing the positive link between OSH good practices and productivity; and
- Develop guidance to protect young workers from OSH hazards and risks, including targeted guidance for young entrepreneurs, and for employers in sectors and contexts characterized by the employment of large numbers of young employees.

Compliance

- Take a leadership role to facilitate workplace dialogue involving young workers on the promotion of safety and health prevention at work;
- Guide employers to ensure they meet their responsibilities on safety and health for all employees including young workers, in line with international labour standards and national laws and practices; and
- Extend membership and services to all types of workplaces and promote formalization of those in the informal economy, including the protection and promotion of the safety and health of all employees including young workers.

Advocacy

- Communicate with, and inform employers of, the importance of their responsibility regarding the protection of young workers and the links between OSH and productivity, emphasizing the economic and social costs of unsafe work and the business benefits of safe and healthy workplaces, specifically in regards to young workers; and
- In consultation with workers' representatives, carry out information sessions during working hours to inform workers about their OSH rights, specific hazards and risks in the workplace, appropriate measures for elimination and control of hazards and risks, and the specific vulnerability of young workers to OSH risks and hazards; and
- Advocate for particular attention to the safety and health of young workers to clients, suppliers, peers, and the business community through awareness-raising events, good practice awards, and other means.

Networks

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support OSH networks for young workers by engaging them and other stakeholders. This includes working with Governments, workers', employers' and youth organizations to facilitate effective implementation of OSH action plans at sectoral, national, sub-national, regional, and international levels; and, sharing information and good practices through policy dialogue, peer-to-peer support and bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, to identify and address priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers; and
- Promote communication and exchanges among networks.

Employers

Employers should consider the following priority actions:

Data & Research

- Accurately record and report workplace accidents, injuries, diseases, and incidents as required by national laws and practice; and
- Manage OSH records and data appropriately. Analyse these to identify the most significant OSH accidents, injuries, diseases and incidents affecting young workers, and develop appropriate and targeted prevention measures.

Education & Training

- Provide appropriate OSH information, education, training, and supervision to all workers irrespective of the nature of their employment relationship or contractual status, with particular attention to young workers' OSH vulnerability; and
- Ensure appropriate OSH and task training to workers when they join the workforce or change tasks, including by providing necessary work materials, especially to young workers with less experience.

Compliance

- Place OSH for young workers high on the agenda at all levels of the enterprise;
- Fulfil responsibilities on OSH for all employees including young workers;
- Develop gender-responsive workplace OSH policies with special attention to the protection of young workers through a bipartite process, and bring the policy to the attention of all employees, in a language and medium that is easily understood;
- Establish well-functioning joint OSH mechanisms and procedures by engaging constructively with the relevant trade union(s) and worker representatives, consistent with international labour standards;
- Inform all workers, including young workers, of their rights to a safe and healthy work environment, including: the right to withdraw from unsafe work, access active complaint mechanisms and contact labour inspectors, according to national laws and practice; and
- Periodically and jointly conduct OSH assessments to identify and control workplace hazards and risks, with particular attention to the specific vulnerability of young workers, ensuring their engagement in the process. Take remedial actions as necessary to eliminate and control workplace hazards and risks.

Networks

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support networks on OSH and young people by engaging them and other stakeholders - including Governments, workers', employers' and youth organizations - to effectively implement OSH action plans at sectoral, sub-national, national, regional, and international levels; and, share information and good practices, policy dialogue, and peer-to-peer support, including through bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, identifying, and addressing priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers; and
- Promote communication and exchange between networks.

Advocacy

- Communicate with and inform other employers of the importance of meeting their responsibility to provide specific protection to young workers; and, the productivity benefits of OSH compliance, emphasizing the economic and social costs of unsafe workplaces and the economic benefits of safe and healthy workplaces; and
- In consultation with workers' representatives, conduct OSH information sessions during working hours to inform workers about their rights, specific hazards and risks in the workplace, appropriate measures for elimination and control of hazards and risks, and the specific vulnerability of young workers to OSH risks and hazards; and
- Advocate for the safety and health of young workers to clients, suppliers, peers, and the business community through awareness-raising events, good practice awards, and other means.

Youth organizations

Youth organizations should consider the following priority actions:

Data & Research

- Carry out targeted research on young worker OSH vulnerability and relevant gaps in national OSH systems – including through cooperation with stakeholders – and share the results widely.

Education & Training

- Develop the capacity to train members on OSH; and
- Advocate for mainstreaming OSH into education and training curricula, including in the development of personal and social competencies of young people as a life skill.

Compliance

- Guide young workers to comply with OSH requirements and effectively address OSH compliance failures in cooperation with workers and employers and their organizations.

Advocacy

- Conduct promotional campaigns on OSH for young workers – including social media campaigns and media competitions – jointly with the Government, social partners, and other relevant stakeholders; and
- Facilitate the dissemination of OSH awareness materials among members and their peers.

Networks

- Actively participate in a dialogue to create joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support platforms on OSH and young people by engaging them and other stakeholders. This includes Governments, workers', employers' and youth organizations to facilitate effective implementation of action plans at the sectoral, national, sub-national, regional, international levels and share information and good practices through policy dialogue, peer-to-peer support, and bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, to identify and address priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers;
- Promote communication and exchange among networks;
- Actively engage with Governments, OSH institutions, research institutions, the social partners, and other stakeholders to build alliances to advocate for the protection of young workers from occupational risks and hazards;
- Encourage and facilitate young workers to actively network with peers and youth communities, including through social media and other accessible channels and modes of communication; and
- Support young workers and young employers to establish appropriate mentoring and peer relationships with qualified and experienced workers, employers, or public and private OSH specialists, for enquiries and consultations on OSH and to share experiences.

Youth

Youth should consider the following priority actions:

Data & Research

- Comply with OSH reporting requirements in accordance with national laws and practice;
- Collect and share information and experience on workplace accidents, injuries, diseases, and incidents with other employees as well as employers' and workers' organizations; identify the root causes of such incidents; and, collaborate with Governments, employers, and workers' organizations to develop effective preventive measures and remedial actions; and
- Identify knowledge gaps and identify measures to address these, including by developing research proposals and engaging in research activities.

Education & Training

- Promote peer-to-peer learning and support on OSH protection by sharing information and good practices, organizing regular meetings, and adopting buddy and support systems;
- Advocate, including through cooperation with youth organizations and workers' and employers' organizations, for the integration of OSH into education and training curricula; and
- Promote online posting of OSH information that is accessible to and useful for young workers.

Compliance

- Protect and promote their own OSH and that of all other workers, including by observing relevant OSH requirements; and
- Support and take part in OSH programmes including those established by Governments, workers', employers' and youth organizations.

Advocacy

- Become informed on workplace safety and health initiatives at the national, regional, and global levels, in consultation with Governments, workers', employers' and youth organizations;
- Share knowledge and experience on workplace safety and health with peers and networks; and
- Advocate for specific OSH protections for young workers and ensure that OSH knowledge is available and accessible to them at the workplace.

Networks

- Actively participate in the creation of joint approaches to the prevention of occupational accidents, injuries, diseases, and incidents, including for young workers;
- Develop and support platforms on OSH and young people by engaging them and other stakeholders - including Governments, workers', employers' and youth organizations - to facilitate effective implementation of OSH action plans at sectoral, sub-national, national, regional, and international levels; and, share information and good practices through policy dialogue, peer-to-peer support and bilateral and multilateral collaboration;
- Foster expert groups, consisting of OSH practitioners, specialists and policy makers, to identify and address priority areas on OSH for young workers;
- Organize and support networking events and encourage the active participation of all stakeholders, especially young workers; and
- Promote communication and exchange among networks.

Credits

Cover photo: Maxime Fossat © ILO

Inside cover and DG photo with youth: Epilogue Photos / ILO

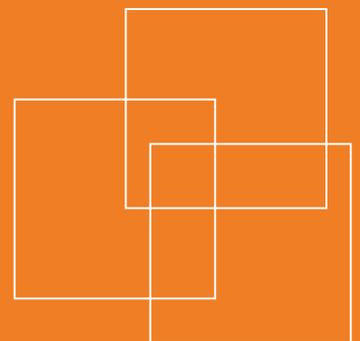
All other photos: © ILO

SafeYouth@Work Project

Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH)

Governance and Tripartism Department
International Labour Office
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

Tel: +41 22 799 67 15
Fax: +41 22 799 68 78
Email: safeyouth@ilo.org
www.ilo.org/safeyouth



SafeYouth@Work Action Plan
For a Safer and Healthier Future of Work

Funding for this project was provided by the United States Department of Labor. This material does not necessarily reflect the views or policies of the United States Department of Labor, nor does the mention of trade names, commercial products, or organizations imply endorsement by the United States Government.

