



**Supporting Inclusive Resource Development (SIRD)
East Africa
TRAINING PROGRAM: MODULE 4
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Occupational Health and Safety (OHS) International Standards and Best Practices

- ❑ History of international H&S standards
- ❑ Key international standards related to the extractive industry (EI)
- ❑ Best practices



History of international OHS standards



- Labour movements as workers concerned about safety in light of industrial revolution
- 1840 - Royal Commission published findings of dangerous environment for workers in the mining industry – resulted in the Mines Act of 1842 in England
- 1886 – First ever International Workers’ Day, 350,000 workers walked away from their jobs, calling for an eight-hour working day
- After WWI, recognition that workplace inspection and employer accountability was weak. Industrial tragedies were common.
- Recognition that safety standards were required and global cooperation was needed to protect workers



Key International Standards

- International Labour Organization (ILO)
- International Organization for Standardization (ISO)
- Organization for Economic Cooperation and Development (OECD)
- The International Finance Corporation (IFC) - a sister organisation of the World Bank and member of the World Bank Group
- Corporate social responsibility standards



International Labour Organization

- Specialized agency that deals with labour issues. Main aims, *inter alia*, are to promote rights at work and strengthen dialogue on work-related issues.
- The ILO *Occupational Safety and Health Convention, 1981 (No. 155)*, its *2002 Protocol*, and the *Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)* (Convention No. 187) are key to achieving a preventative health and safety culture in all sectors, including EIs.
- Article 1(d) of Convention No. 187 describes a preventative health and safety culture as a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.



International Organization for Standardization – ISO 45001



- ISO 45001 Standard on Occupational Health and Safety is an OHS management system that is designed to help organisations improve employee safety, reduce workplace risks and to create safer working conditions.
- The purpose of an OHS management system is to provide a framework for managing OHS risks and opportunities.
- Intended to enable an organisation to provide safe and healthy workplaces, prevent work-related injury and ill health, and continually improve its OHS performance.
- It is critically important for the organisation to eliminate hazards and minimize OHS risks by taking effective preventive and protective measures.



IFC Performance Standards

- There are eight Performance Standards that developers are expected to meet throughout the life of an investment by IFC.
- Performance Standard 4 - Community Health, Safety, and Security
 - Project activities, equipment, and infrastructure can increase community exposure to risks and impacts.
 - While public authorities have a role in promoting the health, safety, and security of the public, developers also have a responsibility to avoid or minimize the risks and impacts to community health, safety, and security that may arise from project related-activities, with particular attention to vulnerable groups.
- *Environmental, Health and Safety Guidelines* (EHS Guidelines) are technical reference documents with general and industry-specific examples of Good International Industry Practice. The EHS Guidelines are intended to be used with the applicable Industry Sector EHS Guidelines which provide guidance to users on EHS issues in their specific industry sector. Industry-specific guidelines are available for the mining sector.



Corporate Social Responsibility Standards

- *Global Reporting Initiative (GRI) Standards* - first global standards for sustainability reporting.
 - GRI 403: Occupational Health and Safety requires reporting organisation to list any legal requirements it has followed in implementing the occupational health and safety management system.
- *International Council on Mining and Metals (ICMM)*. Developed 10 defining principles for guiding change in mining industry. Includes pursuing continual improvement in health and safety performance with the ultimate goal of zero harm.
- The *Natural Resource Charter* sets out 12 principles for governments and societies on how to best harness the opportunities created by extractive resources for development.
- The *Initiative for Responsible Mining Assurance (IRMA)* is a coalition of non-government organisations and businesses in the minerals and metals sectors.
 - In June 2018, IRMA released its *Standard for Responsible Mining*, which defines good practices for what responsible mining should look like at the industrial-scale. It also provides the list of expectations that independent auditors will use as the benchmark for responsible mines.



Best Practices

- Guidelines, legal frameworks and enforcement that directly address OHS will help to ensure socially, economically and environmentally responsible management of the extractive sector for the benefit of all – women, men, government, extractive companies and their communities.
- Gap analysis between international standards and regulatory requirements and corporate practice
- Focus on prevention and pursuing continual improvement in health and safety performance with the ultimate goal of zero harm.
- The development and continuous improvement of good practices can lead to increased opportunity and benefit for all involved.
- Proactively engage key stakeholders on sustainable development challenges and opportunities in an open and transparent manner. Effectively report and independently verify progress and performance.

References

International Labour Organization: <https://www.ilo.org/global/lang--en/index.htm>

ILO Labour Standards: <https://www.ilo.org/global/standards/lang--en/index.htm>

ISO 45001: <https://www.iso.org/obp/ui/#iso:std:iso:45001:ed-1:v1:en>

OECD Guidelines: <https://mneguidelines.oecd.org/guidelines/>

International Finance Corporation (IFC):

https://www.ifc.org/wps/wcm/connect/Topics_Ext_Content/IFC_External_Corporate_Site/Sustainability-At-IFC/Policies-Standards/Performance-Standards

IFC - A complete list of industry-specific guidelines is available online:

www.ifc.org/ifcext/enviro.nsf/content/environmentalguidelines.

UN Women, [Promoting Women's Participation in the Extractive Industries Sector: Examples of Emerging Good Practices](#) (2016)

References Continued

ICMM: <https://www.icmm.com/en-gb/members/member-commitments/icmm-10-principles>.

Natural Resource Charter: <https://resourcegovernance.org/analysis-tools/publications/natural-resource-charter-2nd-ed>

Responsible Mining: <https://responsiblemining.net/> and https://responsiblemining.net/wp-content/uploads/2018/07/IRMA_STANDARD_v.1.0_FINAL_2018.pdf



THANK YOU