

***Social security challenges
- towards an effective prevention culture-***

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Compensation
Rehabilitation
Prevention



issa

ISSA Special Commission on Prevention and International Sections



Workers' health: The challenges

- *Globalization* leads to increased informal employment, massive migration and profound social shifts
- *Demographic developments*, in particular the employability of an ageing workforce
- The *global economic downturn* affects workers' safety and health, including psychosocial strain due to job insecurity
- New technologies, like nanotechnologies, ergonomic and psychosocial risks, increase the *complexity of prevention*
- While the prevention of safety risks has resulted in positive outcomes, *health risks remain a key challenge*
- Workers' health is increasingly determined by *both occupational and non-occupational factors*

Prevention at a crossroads

A new prevention approach is needed!



A new, integrated prevention approach

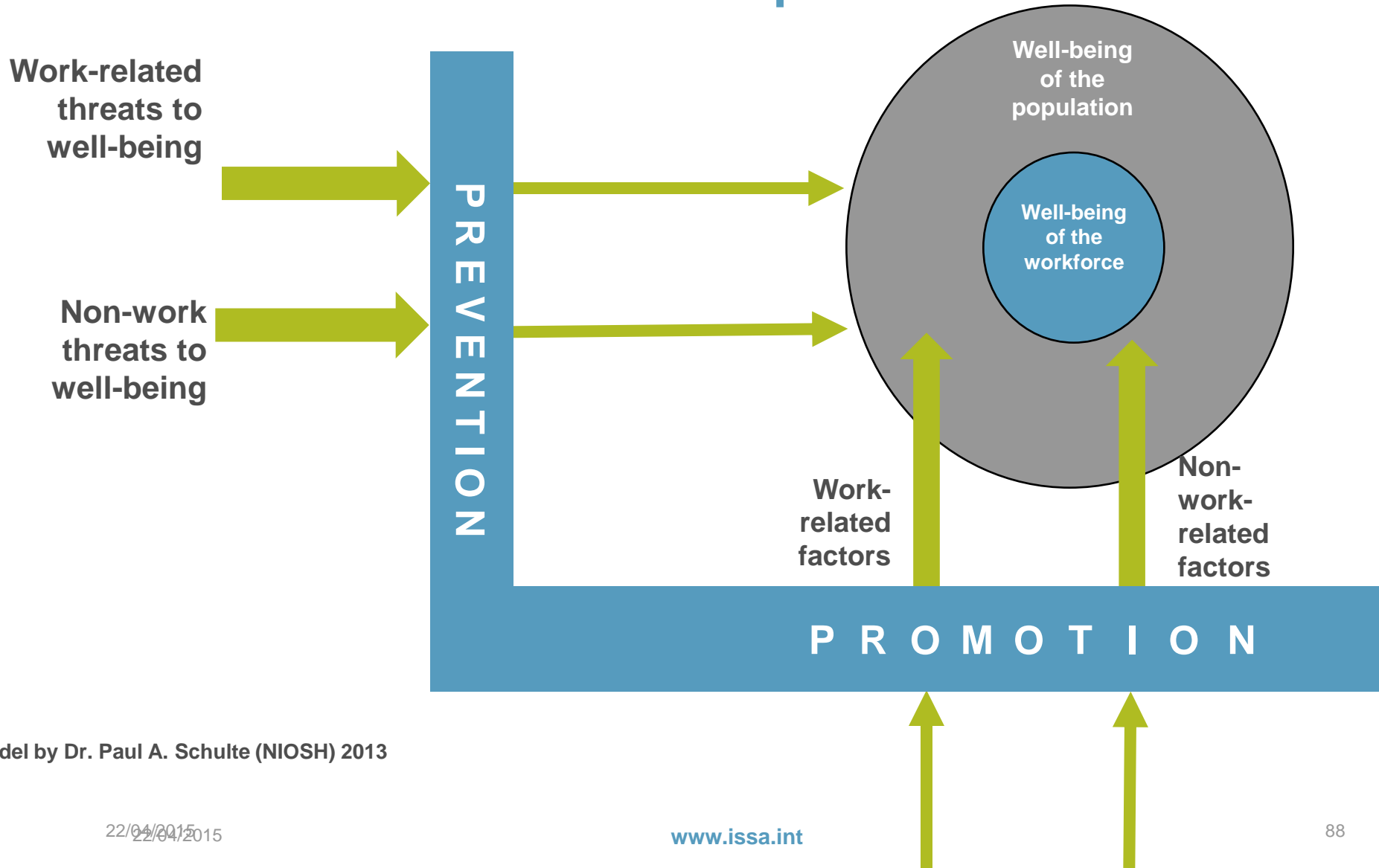
- Reduce work accidents and occupational diseases via measures such as regulation, enforcement and guidance, risk assessment and management systems *but also*
- Promote a prevention culture by raising awareness, involving all relevant actors and building partnerships
- Promote health and healthy lifestyles at work
- Promote and support employability and activity, including through early intervention and return to work measures
- Include the individual's resources i.e. health, family situation, social environment, qualifications etc.



The ISSA's 3-dimensional approach to prevention

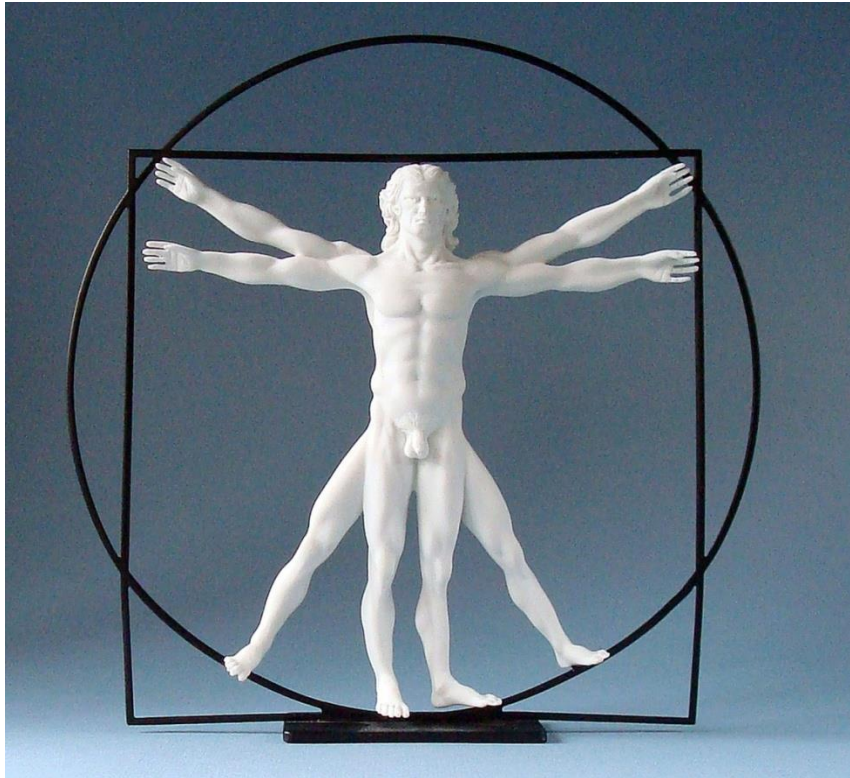


A holistic view on prevention



Model by Dr. Paul A. Schulte (NIOSH) 2013

A holistic prevention concept



**Introducing
person-centered
prevention
approaches...**

**...to build
an economic and
social development
strategy
for our societies.**

Focussing on the health, safety and social wellbeing of the individual means to prevent contingencies and economic losses

Beyond the workplace

Mainstreaming safety culture

Behaviour, values, beliefs

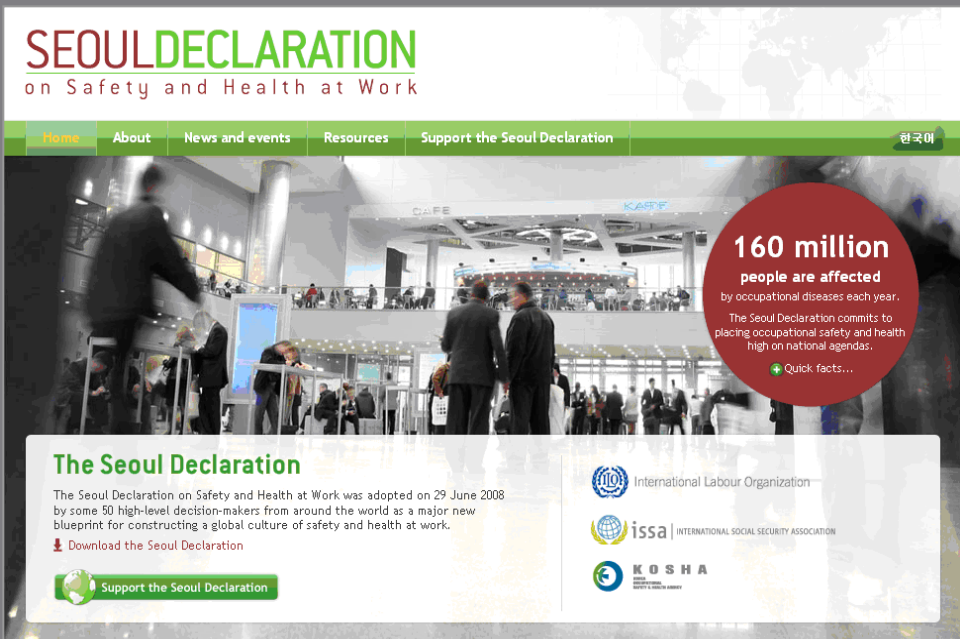
Organizational proficiency

Accidents & injuries

#5 Powerful arguments for promoting a prevention culture

#1 The Seoul Declaration

at the core of
ISSA's activities for the
promotion of a global culture of prevention



SEOUL DECLARATION
on Safety and Health at Work

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160 million
people are affected
by occupational diseases each year.

The Seoul Declaration commits to placing occupational safety and health high on national agendas.


[Quick facts...](#)


The Seoul Declaration


The Seoul Declaration on Safety and Health at Work was adopted on 29 June 2008 by some 50 high-level decision-makers from around the world as a major new blueprint for constructing a global culture of safety and health at work.

[Download the Seoul Declaration](#)

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 International Labour Organization

 issa | INTERNATIONAL SOCIAL SECURITY ASSOCIATION

 KOSHA
KOREAN OCCUPATIONAL SAFETY AND HEALTH AUTHORITY



#2 Socio-economic benefits of prevention



- Various studies calculating the potential return on *occupational risk prevention* come to a similar cost-benefit result of **1:2.2** (EC benOSH, ISSA RoP and OPPBTP, France)
- *Workplace health promotion* leads to reductions of approximately **25%** in sick leave, health plan costs and workers' compensation and disability insurance costs (Meta-evaluation by Larry S. Chapman, USA)
- The potential benefits of *return-to-work programmes* are likewise considerable, both for employees, enterprises and social security systems e.g. a RoI for SocSo, Malaysia, of **1:2.4**

#3 Prevention Guidelines



ISSA Guidelines

Prevention of Occupational Risks



ISSA Guidelines

Workplace Health Promotion



ISSA Guidelines

Return to Work and Reintegration



4# ISSA Safety Culture Indicator Project

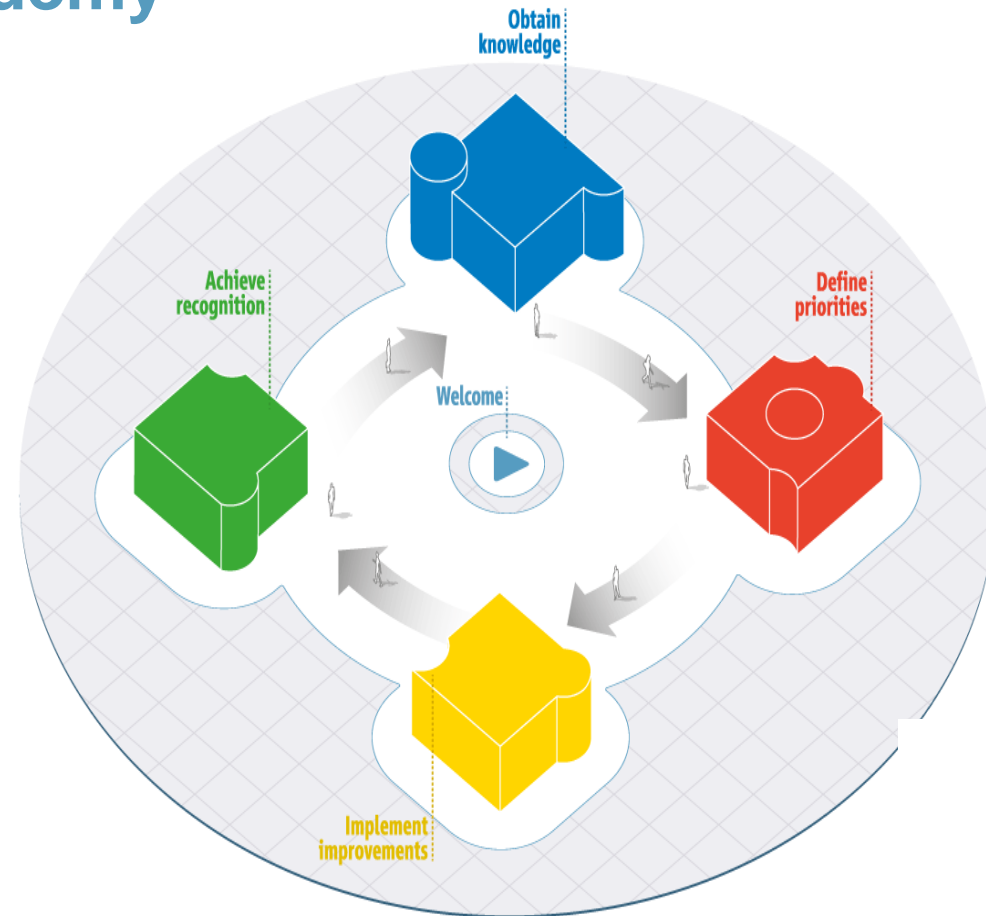
- measuring the level of OSH performance in an enterprise -



- Management commitment
- Communication
- Productivity vs. safety
- Information, instruction & training
- Safety resources
- Participation
- Shared perceptions about risks
- Trust & transparency
- Autonomy –
job satisfaction & being valued
- Reporting

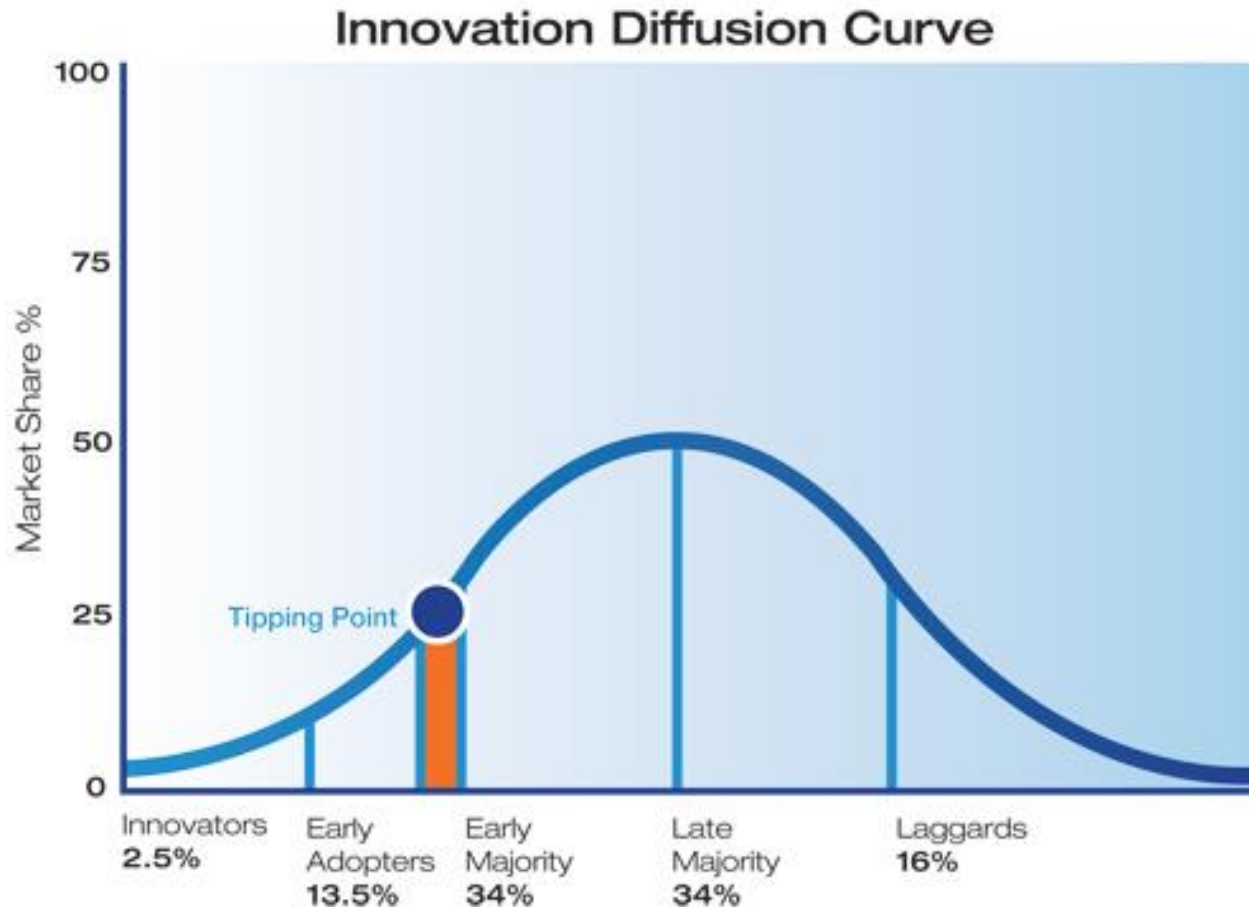
5 The ISSA Centre for Excellence and the ISSA Academy

- Provides three internationally-recognized prevention standards in social security administration
- Offers implementation support (technical advice and capacity-building) and recognition
- Offers Workshops and Diploma programmes



Promoting a prevention culture

- applying the market share approach by Everett Rodgers (1962)-



Conclusions

- ***The complexity of prevention is growing***, as health and well-being at work are increasingly influenced by both occupational and non-occupational factors
- ***More unified approaches are needed with focus on the individual***, supplementing classical risk prevention measures with health promotion and return to work programmes
- ***Prevention structures and practices*** of all actors involved need to be reviewed and new competencies and synergies developed in order to jointly build a prevention culture
- ***ISSA prevention guidelines and Centre for Excellence*** strengthen the prevention capacities of social security administrations and promote a major change in their role from “payer” to “player” in that process

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www.issa.int/safeday

