International Organisation of Employers
Organisation Internationale des Employeurs
Organización Internacional de Empleadores

GOSH.net
GLOBAL OCCUPATIONAL SAFETY & HEALTH NETWORK
INTERNATIONAL ORGANISATION OF EMPLOYERS

CAN CSR CONTRIBUTE TO THE DEVELOPMENT AND PROMOTION OF A WORKPLACE PREVENTION CULTURE?

ISSA SYMPOSIUM
DUSSELDORF, 7 NOVEMBER 2013

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THE BUSINESS OF BUSINESS IS BEING COMPETITIVE TO REMAIN IN BUSINESS

BUSINESS MISSION

- GET THE RIGHT PRODUCT OR SERVICE
- TO THE RIGHT PEOPLE, AT THE RIGHT PRICE AND AT THE RIGHT TIME
- WITHOUT HARMING THEIR STAFF

CSR AND COMPETITIVENESS – REPUTATION MANAGEMENT

- AND WITHOUT HARMING – THE ENVIRONMENT AND ANIMALS
- RESPECTING BIODIVERSITY, INDIGENOUS PEOPLE, GENDER, HUMAN RIGHTS
- SUPPORTING THEIR COMMUNITIES
- BEING ALTRUISTIC AND CHARITABLE AND LOTS MORE

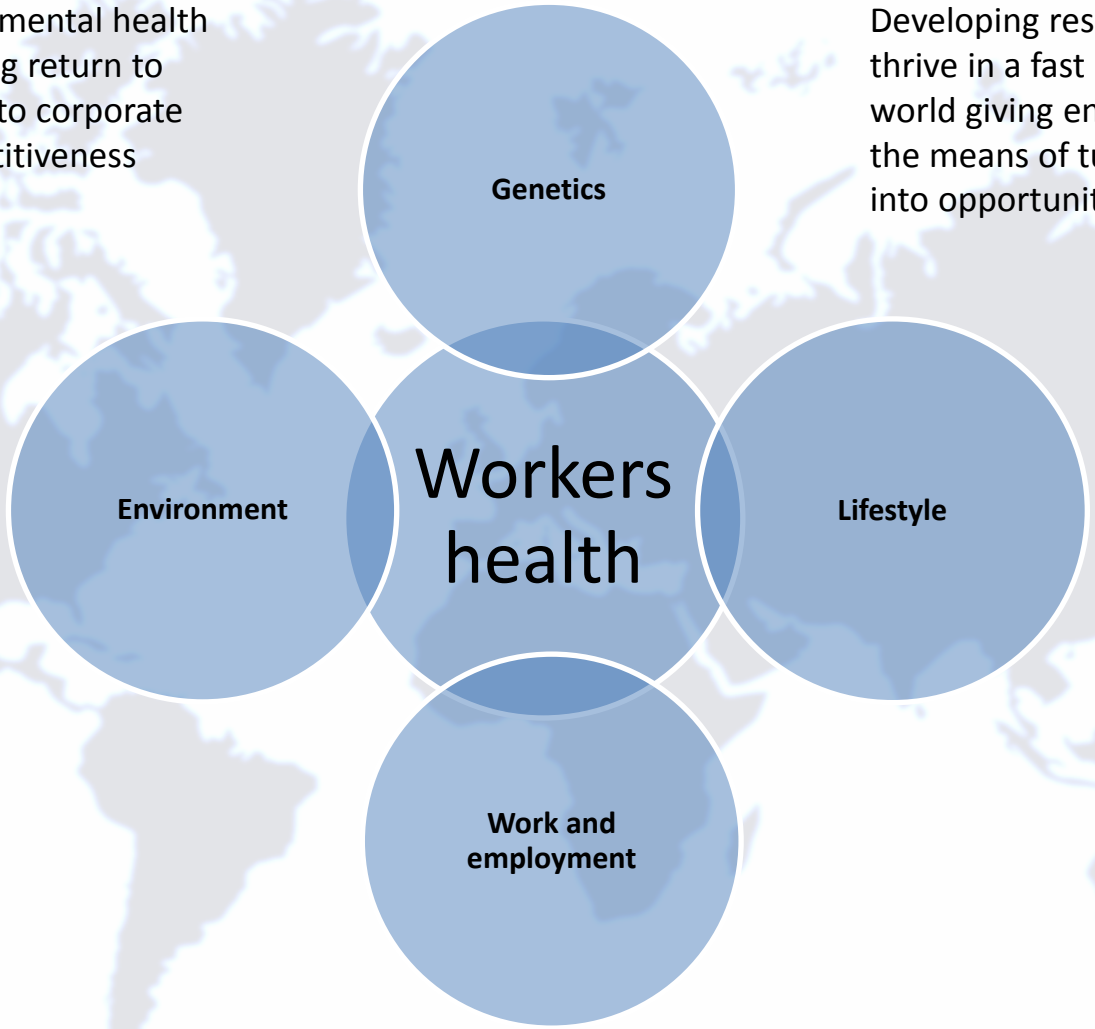
PREVENTIVE RISK MANAGEMENT APPROACH – MANAGING THE INTERNALITIES

OSH - GOING BEYOND COMPLIANCE

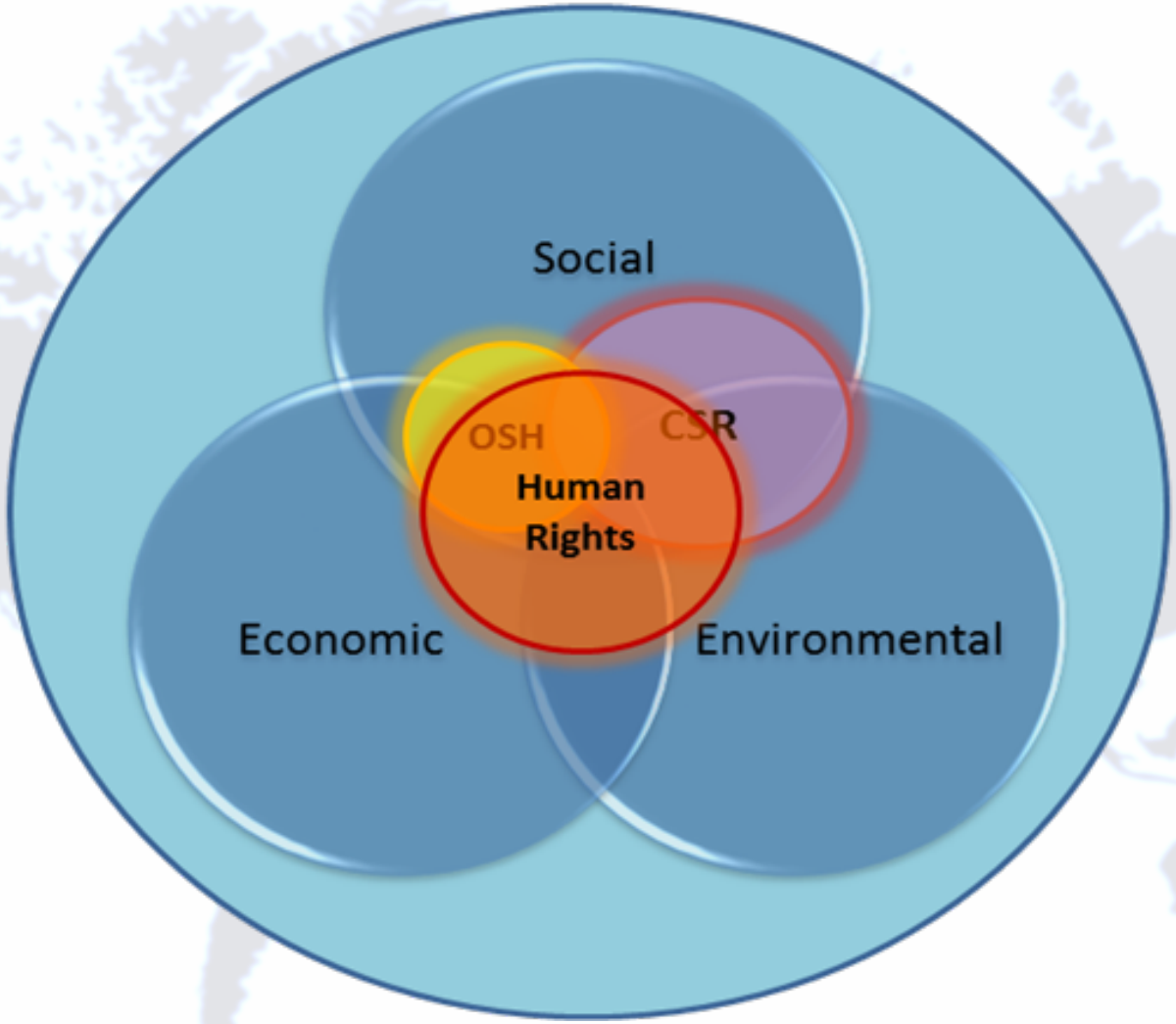
for workers - holistic view of work and lifestyle

Ist quantum level above compliance
Optimising physical and mental health and wellbeing, facilitating return to work to contribute fully to corporate success in global competitiveness

2nd quantum level above compliance
Developing resilience to adapt and thrive in a fast changing and uncertain world giving enterprises and individuals the means of turning risk and turmoil into opportunity



Sustainable development
Human rights, CSR and OSH



GRI COVERAGE FOR REPORTING

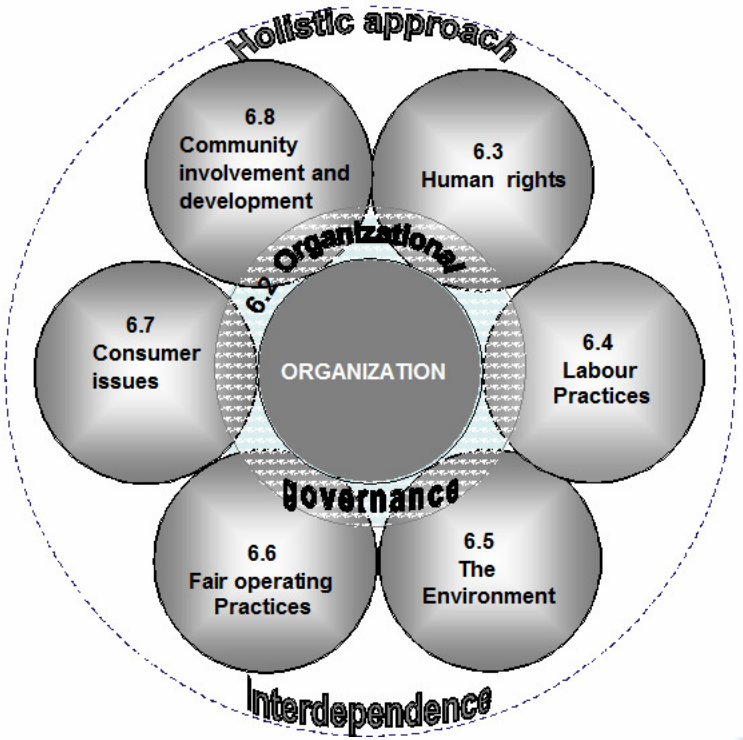
ISO 26000: 2010

GUIDANCE ON SOCIAL RESPONSIBILITY

companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis

- ORGANIZATION AND GOVERNANCE
- ENVIRONMENT
- HUMAN RIGHTS
- LABOUR PRACTICES AND DECENT WORK
- SOCIETY
- PRODUCT RESPONSIBILITY

what to do and
what to tell people about what you are doing



CSR AND COMPETITIVENESS

AT COMPANY LEVEL LOOKING INTERNALLY

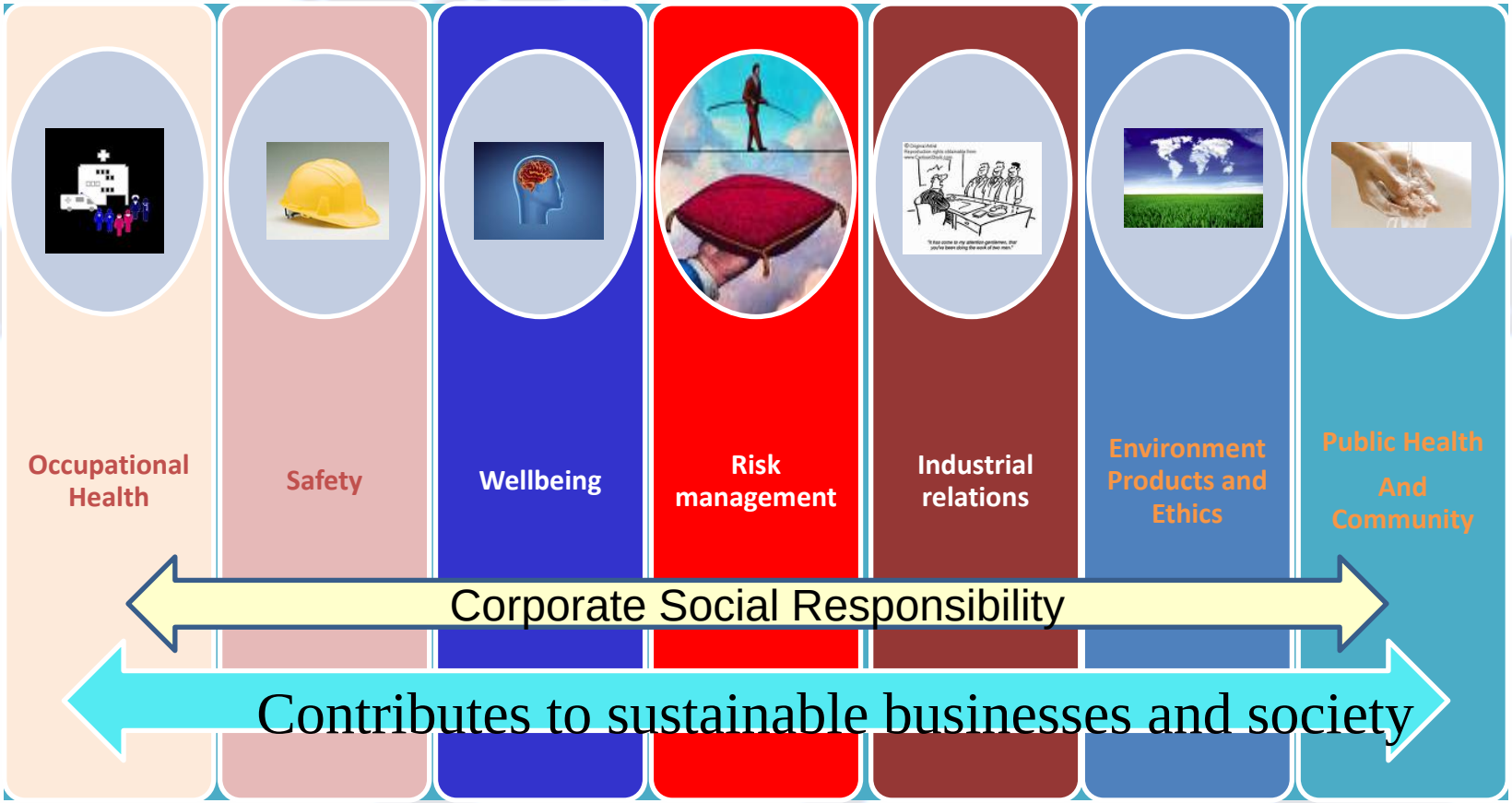
- Motivated cohesive workforce aligned with company objectives

AT COMPANY LEVEL LOOKING EXTERNALLY

- Enhances company reputation in business and consumer community
- Compare with peer group

What are links if any with sector, regional or national competitiveness

COMPANY SILOS



CHALLENGES OF CSR and REPORTING enablers and obstacles

- ACTIONS AND REPORTS MUST BE ALIGNED WITH BUSINESS SYSTEMS
- OSH ACCIDENT, INCIDENT AND DISEASE STATISTICS are hard facts highly visible facts - lagging indictors, other leading performance indicators training time, audits etc
- STAND ALONE CSR OR SEPARATE ISSUE REPORTS - extra bureaucratic demands
- TAILORED TO AUDIENCE - PR and legal overview

- Which ever comes first in company development – usually OSH management
- What has most visibility to senior management
- Ever growing demand for new categories of information
- Demand for analysis and reporting to reflect action.
- There can be reasons for companies not to disclose information
- Growth in corporate social responsibility and sustainability consulting services
- Development of software tools
- Growth in competing global standards for non-financial reporting,
- Who is using the reports? intended audience, consumers, shareholders, employees & civil society
- Company resources to deliver information to stakeholders, action in company and advocacy to information hungry commentators, benchmarkers and indices
- Company silos for managing CSR often does not proactively involve OSH