If Corporations Are Sustainable, Why Are So Many Workers Dying: The Business Case for Workforce Sustainability

Tom Cecich, CSP, CIH
Chairman, Center for Safety and Health Sustainability
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Sustainability

- Sustainability is generally considered to be the combination of the following that when balanced lead to a productive future:
  1. Economic
  2. Environmental
  3. Social
Sustainability May Also Be Viewed as the Four “P’s”
Examines the occupational health and safety practices of the world’s 100 top rated sustainable companies
Research Findings

• Very low (<10%) reporting to GRI occupational health and safety indicators

• Reporting very low for contract/temporary workers

• No organization reported on fatal occupational diseases

• High number of fatalities (>10) reported by 5 organizations. One reported 49 fatalities in past year
The Center for Safety and Health Sustainability

- The Center for Safety and Health Sustainability (CSHS) is a global collaborative effort among the American Society of Safety Engineers (ASSE), the American Industrial Hygiene Association (AIHA), the Institution of Occupational Safety and Health (IOSH) and the Canadian Society of Safety Engineers (CSSE).

- A 501(c)3 not-for-profit organization launched in 2011

- Represents 100,000 workplace safety and health professionals worldwide
CSHS Vision

• For all organizations to consider the safety, health and well-being of workers, customers and the community as part of their sustainable business practice.
C SHS Goals

• To provide a strong voice and comprehensive leadership for safety and health in shaping sustainability policies

• To educate the business community on the importance of safety as part of good corporate governance and corporate social responsibility/sustainability

• To provide new insights into the measurement, management, and impact of safety and health sustainability

• To be a recognized thought leader for sustainability and corporate social responsibility
High Profile Tragedies Have Highlighted the Importance of Safety and Health in Sustainability
Four Worst Garment Factory Tragedies

- Ali Enterprises, Pakistan
  - Sept. 11, 2012, **262 dead**

- Tazreen, Bangladesh
  - Nov. 24, 2012, **112 dead**

- Rana Plaza, Bangladesh
  - April 24, 2013, **1132 dead**

- Triangle Shirtwaist Fire, NY, USA
  - March 25, 1911, **146 dead**
Triangle Shirtwaist Fire

The beginning of the occupational safety and health movement in the USA

How much have we learned in 100 years?
A Tale of Two Cities
A Tale of Two Cities

London, UK

Doha, Qatar
A Tale of Two Cities

- Doha, Qatar
  - Home of the 2022 World Cup
  - At least 900 fatalities (as of March 2014)
  - At least 4,000 migrants expected to die by 2022
  - 2.2 million migrant workers expected to work
A Tale of Two Cities

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  • Home of the 2022 World Cup
  • At least 900 fatalities (as of March 2014)
  • At least 4,000 migrants expected to die by 2022
  • 2.2 million migrant workers expected to work

• London, UK
  • Home of the 2012 Summer Olympic
  • Safest Olympic Games in terms of construction
  • 46,000 workers, 62 million hours worked, 0 fatalities
A Tale of Two More Cities
A Tale of Two More Cities

City Center, Las Vegas

One World Trade Center
New York
A Tale of Two More Cities

• Las Vegas – City Center Project
  • $9.2 Billion project (largest privately funded in US)
  • 8,000 construction workers
  • LEED Approved Green Building
  • At least 12 construction fatalities
A Tale of Two More Cities

- **Las Vegas – City Center Project**
  - $9.2 Billion project (largest privately funded in US)
  - 8,000 construction workers
  - LEED Approved Green Building
  - At least 12 construction fatalities

- **New York – One World Trade Center**
  - 10,000 construction workers
  - $3.9 Billion
  - Complicated project/densely populated area
  - 0 Fatalities
So, What is the Tale of Two Cities?

- The tale of the two cities is that with the proper amount of management leadership and planning complex projects can be completed without fatalities and serious losses.

- If complex construction projects can be completed without serious losses then any business activity can be completed without workers suffering serious injuries and deaths.

- That’s the definition of a sustainable organization!
Why Safety and Health as Part of Sustainability?

- 2.3 million people killed by work accidents and disease
- 337 million work accidents
- 6,300 deaths per day (one every 15 seconds)
- 160 million people with occupational disease
- around 4% of world GDP = occupational accidents and diseases
The Final Frontier in Workforce Sustainability – Occupational Disease Prevention
As OSHA Emphasizes Safety, Long-Term Health Risks Fester
Thank you!
For Information Contact:

Tom Cecich
tcecich@centershs.org