



Managing the safety, health and security of mobile workers

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Three eras of international assignments



Table 1: The Ten Global Risks in Terms of Likelihood and Impact

Top 10 global risks in terms of **Likelihood**

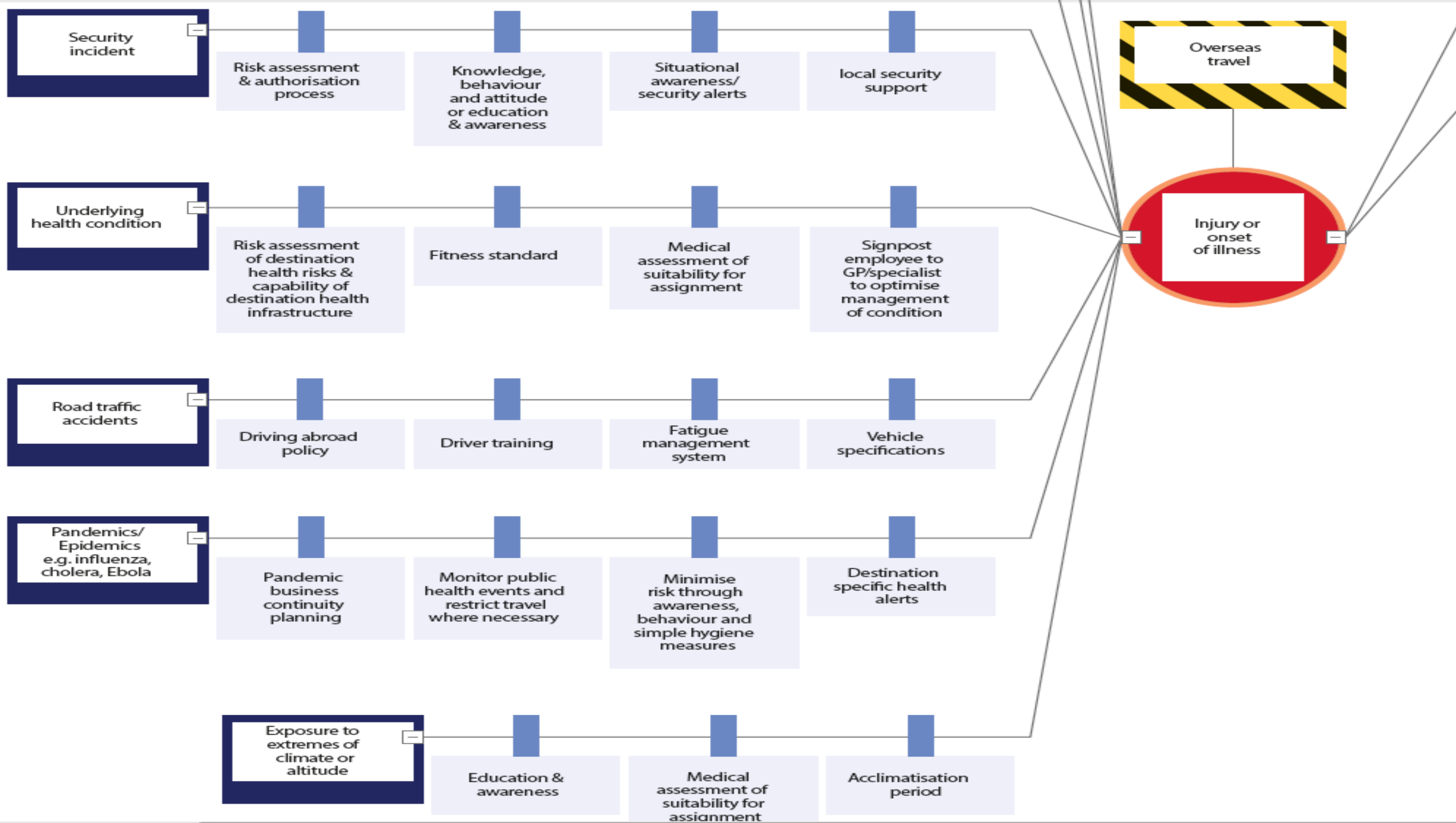
- 1 Interstate conflict
- 2 Extreme weather events
- 3 Failure of national governance
- 4 State collapse or crisis
- 5 Unemployment or underemployment
- 6 Natural catastrophes
- 7 Failure of climate-change adaptation
- 8 Water crises
- 9 Data fraud or theft
- 10 Cyber attacks

Top 10 global risks in terms of **Impact**

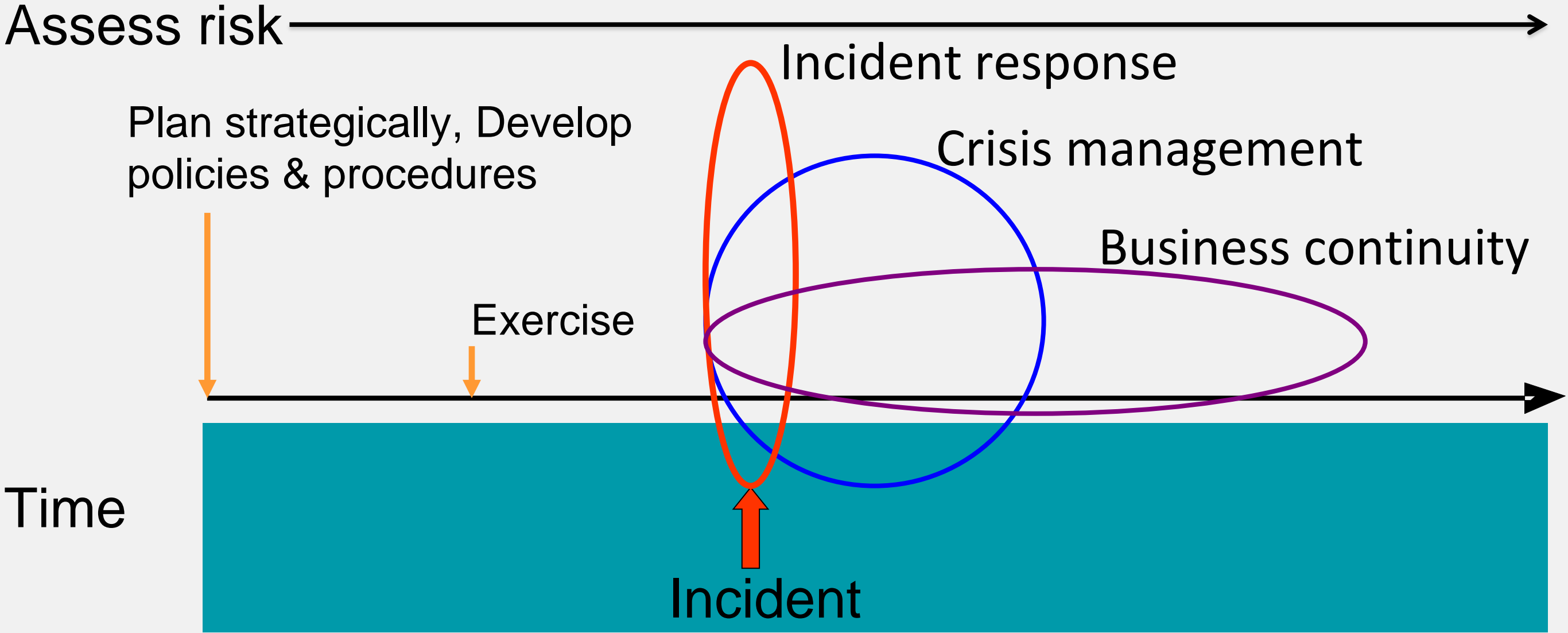
- 1 Water crises
- 2 Spread of infectious diseases
- 3 Weapons of mass destruction
- 4 Interstate conflict
- 5 Failure of climate-change adaptation
- 6 Energy price shock
- 7 Critical information infrastructure breakdown
- 8 Fiscal crises
- 9 Unemployment or underemployment
- 10 Biodiversity loss and ecosystem collapse

Categories

-  Economic
-  Environmental
-  Geopolitical
-  Societal
-  Technological



Embedding resilience





**The role of the
safety and health
practitioner**

Changing mobile workers demographics

Women

Older workers



Changing mobile workers demographics

Workers with disabilities



LGBT workers



Students on placement



Conclusion



Travel health and the associated risk management are complex and ever-evolving topics, encompassing medical, legal, security, business continuity, financial and reputational considerations.

Safety without borders
Keeping your staff healthy and safe abroad

iosh

www.iosh.co.uk/withoutborders Information guide

Managing the safety, health and security of mobile workers:
an occupational safety and health practitioner's guide

iosh
International SOS Foundation

Including a risk analysis by traveller gender, age, sexuality and disability

Managing the safety, health and security of mobile workers

Collaboration between IOSH and International SOS Foundation
Co-ordinators: Jill Joyce, Institution of Occupational Safety and Health; Dr David Gold, Gold-Knecht Associates

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International SOS Foundation

A collaboration between IOSH and International SOS Foundation to increase managers' awareness of their responsibilities for the safety, health and security of workers they send abroad for work. Organisations need to establish procedures and systems to mitigate risk - the IOSH professional has the competence required to do this.

The aim was to produce a guide giving practical information on travel and working abroad, with special sections on requirements for women, older workers, workers with disabilities, LGBT workers and students on placement.

Extent of overseas travel
The world is changing. Many people no longer work in their home country. Organisations around the globe are expanding and sending their people to work in emerging markets and high-risk locations. It has been suggested that the number of mobile employees will increase by 50 per cent by the year 2025. (Source: PwC, 2014)

The mobile population is large and organisations are increasing

Year	Average number of mobile employees per 100 employees
2014	10
2016	15
2020	20

Travel health and associated risk management are complex and evolving topics
Workers' expectations:
- Working in a safe and secure environment
- Using of a safe and secure site
- Access to adequate medical care
- Help in case of emergency

Companies are looking for mobile employees to more countries than ever before

Year	Average number of countries visited per 100 employees
2014	10
2016	15
2020	20

How employees can minimise risk

- Assess the risks properly
- Adopt appropriate prevention measures
- Alert in a reliable and expeditious way to incidents
- Plan a programme and review it regularly
- Take into account travel and mobile jobs, and evolving business and personnel needs
- Develop a travel risk management programme before an adverse event
- Have a travel policy and communicate it to workers
- Provide a pre-travel briefing
- Arrange health assessments

Global risk management concept

- An integrated risk management strategy is achieved through a combination of practices
- Dynamic risk assessment is core to this concept
- It goes beyond safety and health and involves other teams. Employee engagement is key
- It must be based on a single standard but cultural differences will dictate different approaches
- It must be a core value at all levels of the organisation
- Communicate, educate and train those involved in any relocation process, including the traveller
- Establishing and maintaining a culture of prevention is a long process

For more information, contact the IOSH information and training team at research@iosh.co.uk

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Dissemination and impact

BUSINESS / ★ IOSH

IOSH has launched a new guide to help firms keep those who travel for work safe, healthy and secure

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The road to improving work-related travel

Every day there are nearly 3,400 road deaths around the world. With the 120th anniversary of the UK's first road death being commemorated today (Wednesday 17 August), Dr David Gold CMIOSH highlights the issue of work-related road safety.

Road safety is a critical occupational health and safety issue. The World Health Organization reports that 30 per cent of all road crashes are work-related.

Different cultures, laws, customs and infrastructure can make every trip by road a risk - and being safer on the road isn't just about being a safer driver.

For people travelling the world for work, there are additional road safety considerations that should be taken into account.

There are two critical steps in mitigating road safety risks: think safety and know the roads.

IOSH is the Chartered body for health and safety professionals. With more than 44,000 members in over 120 countries, we're the world's largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with International NGO status.

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