

PROVIDE SAFE, SECURE AND SUFFICIENT WORK



Ensuring that the terms and conditions of work protect and enhance the physical, mental, social and financial health and wellbeing of all workers

The need for business action

Safe and secure work is the bedrock of upward mobility. Although protections have been put in place over the years, far too many people still lack safe and secure work. Work-related accidents and ill health remain commonplace, as well as unstable and unpredictable work schedules. There has also been a marked rise in “informal” and “non-standard” work that offers fewer benefits and protections than traditional employment.

2M

people die every year due to work-related accidents and diseases

25x

higher growth in part-time employment than full-time in the EU between 2009 and 2019

Catalyzing business action

Some key actions that business can take to provide safe, secure and sufficient work include:

1 Ensuring workplace cultures that promote the highest standards of physical and mental health and wellbeing

This includes building on traditional occupational health and safety efforts to prioritize employee health, address psychosocial hazards and openly discuss mental health.

2 Guaranteeing “living hours,” in addition to living wages

Living hours are just as important to financial security and upward mobility as living wages, including a minimum number of hours that meets workers’ needs, a decent notice period for shifts and a written contract that reflects accurate hours worked.

3 Providing benefits that meet the needs of all workers in their local contexts

Benefits such as sick pay, family leave and health insurance are necessary for workers to manage routine life events without jeopardizing their financial security or social support structure.

The business case

Business benefits to providing safe, secure and sufficient work include:



Reducing the costs associated with poor health and wellbeing: Studies have demonstrated beyond doubt the enormous impact that workers’ physical and mental health have on their employers.



Meeting investor expectations: Investors are increasingly requesting data around companies’ workforce practices to better evaluate the trade-offs being made when reducing labor costs and increasing other costs and risks.



Attracting and retaining talent through health and wellbeing programs: Strong strategies around employee health and wellbeing are critical for enhancing the employee value proposition.

US\$ 575B

Annual cost of poor worker health to US companies

>£40B

Annual cost of poor mental health to UK companies