

**15
MAY
26**

09:00-17:30

**SOFITEL
ATHENS
AIRPORT
HOTEL**

Organised by
 **MANAGEMENT
FORCE Group**
Risk Management & EHSS Services

18 SAFETY GALA

The Int'l ESG Conference

**Visionary Leadership & Governance for
Safety at
Workplaces and Beyond**

**Day 2 | Delphi
Interactive Workshops**

Safety Education as a Human Right - Empowering Workers through Education



**Russell
Prince
HSB**





**Workplace Safety is not an
"optional extra"**

**It is a fundamental right that
begins with **knowledge****



Safety Education is beyond Policy - It is a Fundamental Right
Safety is not a “PERK” - **it is a prerequisite for dignified work.**

Knowledge is the bridge between a hazard and safety.



HAZARD



SAFETY

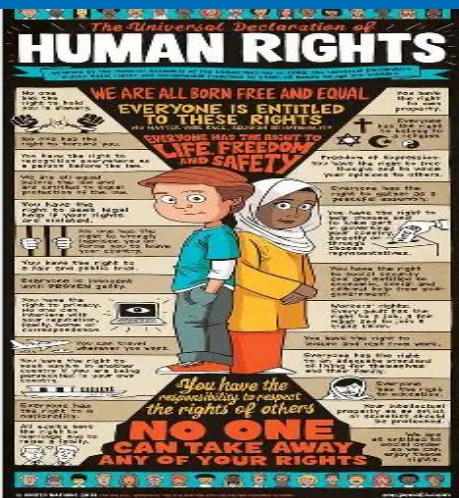
Empowerment begins when a worker understands their right to refuse unsafe work and has a say in how to do it

The Global Perspective

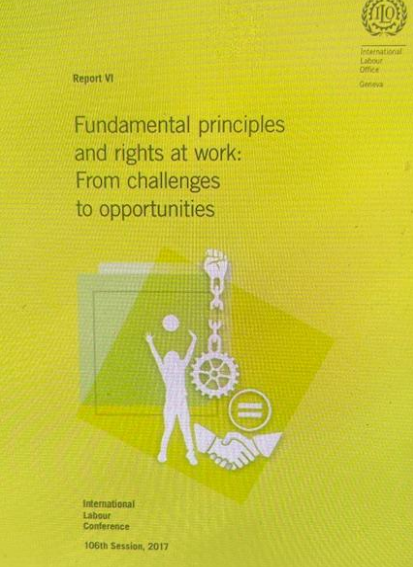




UN Human Rights 1948: Article 23 of the UDHR (Universal Declaration of Human Rights) asserts the right to **"Just and favourable conditions of work."**



The Link: Education is the primary tool to exercise these rights



The ILO Landmark Decision:

In June 2022, the International Labour Organisation (ILO) added a **"safe and healthy working environment"** as its fifth fundamental principle and right at work.

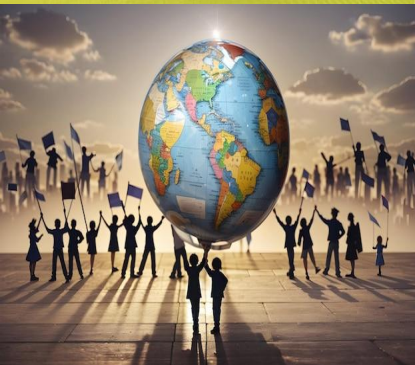
Core Meaning:

Governments and Employers are now obligated to provide safety as a **basic human value**, vital to social and economic life - and in reality, many Employers do!

The Role of Education:

Rights cannot be exercised if they aren't understood;

Education - *is the bridge between a "paper right" and a "safe reality."*



Safety Training - is essential for preventing injuries, illnesses, and fatalities in the workplace.

Many Organisations - fail to provide adequate and effective safety training for their employees.

Result - in serious safety gaps that can compromise their performance, reputation, and compliance.

The Problem - The silence of ignorance

The cost of Educational Gaps

- Uninformed workers are less likely to report issues
- Vulnerable populations (young people/migrants) face higher injury rates due to lack of education and training
- etc. etc.



Key Statistics - UK HSE (2024 - 2026)

Key statistics from the Health and Safety Executive (HSE) and related research for 2024 - 2026 highlight the impact of this training gap:

Workplace training deficiencies equate to @ **80%** of "wholly avoidable" workplace accidents due to poor planning or lack of risk assessment - which fundamentally **includes inadequate training.**

High-Risk new hires - Workers in their first month with a new employer are **four times** more likely to be injured than those with over a year of experience, pointing directly to **inadequate induction training**.

Overall Injury Volume: Approximately **680,000 workers** sustained a non-fatal injury in 2024/25.

Manual Handling: **Inadequate training** in lifting and carrying is a major factor in the **17% of non-fatal injuries** caused by manual handling.

Slips, Trips, and Falls: Account for **30% of non-fatal injuries**, often stemming from poor housekeeping procedures that **should be part of employee training**.

UK Fatal Injuries: **124 workers** were killed in work-related incidents in 2024/25.

Global Context:



A 2024 report found that **62%** of the **global workforce** has never received health and safety training.

Industry-Specific Training Failures - UK

Construction: Remains the most dangerous sector, with **35 fatalities** in 2024/25, often involving falls from height due to poor training and safety management.

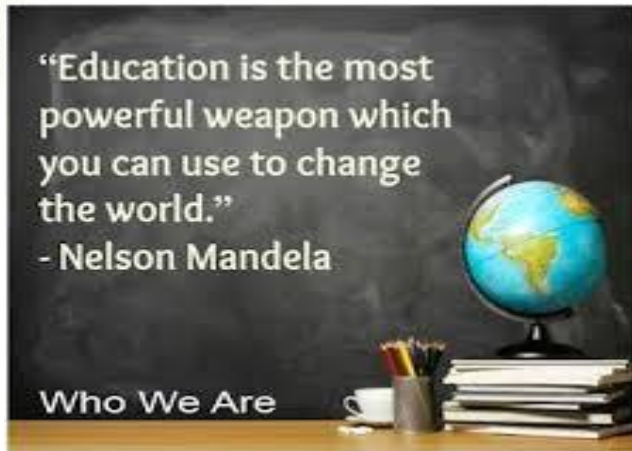
Health and Social Care: Recent analysis indicates this sector now has the highest number of accidents (**79,000 incidents**), overtaking manufacturing.

Agriculture, Forestry, and Fishing: Consistently **high fatalities** (**23** in 2024/25), largely due to machinery accidents and inadequate safety training.

Legal and Financial Impact

Prosecutions: The HSE frequently prosecutes under **Section 2** of the Health and Safety at Work Act 1974 (HASAWA), which demands safe systems of work **and training**

Education as Empowerment



From passive compliance to active participation

Compliance - I follow the rules to avoid a fine

Empowerment - I understand the risks and can improve my environment

Shifting the culture from Command to Control to Consult and Collaborate

The ROI of Health and Safety Education

Better for People, Better for Business



- Reduced insurance premiums & legal liabilities
- Increased worker retention and worker moral
- Safety as a 'value' attracts top tier talent

Hazard Recognition

Seeing the unseen



- Teach workers how to identify Physical, Chemical and Psychological hazards
- The Risk Assessment mind as a life skill
- Learn to feel 'Chronic Unease'
- Move beyond generic safety videos to site specific context

Communication & Advocacy

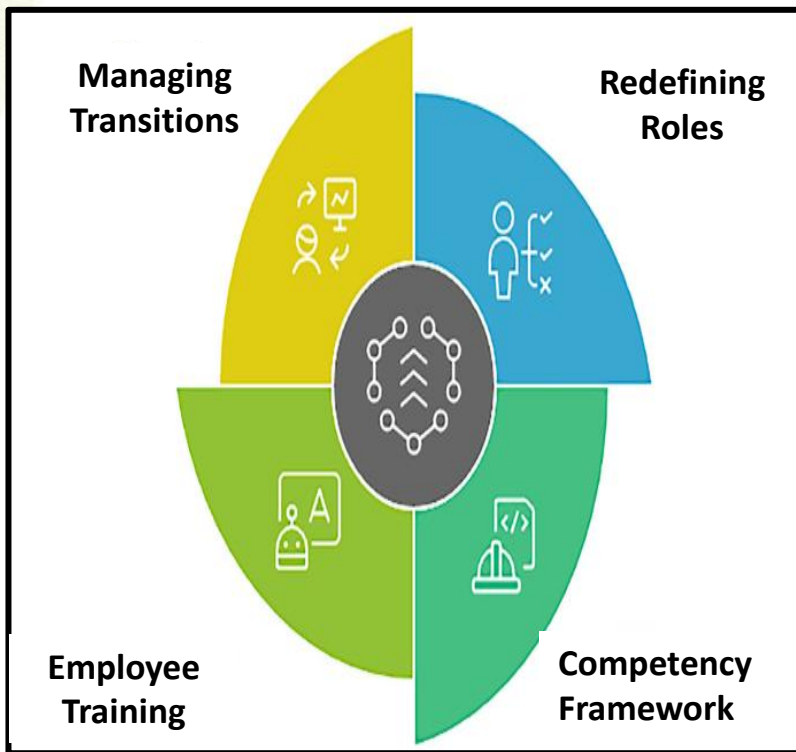
Giving Workers a Voice



- Education must include 'Soft Skills' - how to report a concern without the fear of retaliation
- The Role of Health & Safety Committees & Worker Representatives
- Bilingual & accessible training for inclusive safety

The 'Human' Training Model

How should we Educate?



Interactive Learning

- Integrate training into the workflow

Micro Learning

- Using visual based safety guides

Cultural Sensitivity

- Ensure offline access to critical HS Information

Overcoming Barriers

Bridging the implementation Gap



Time Constraints

- Integrate training into the workflow

Language Barriers

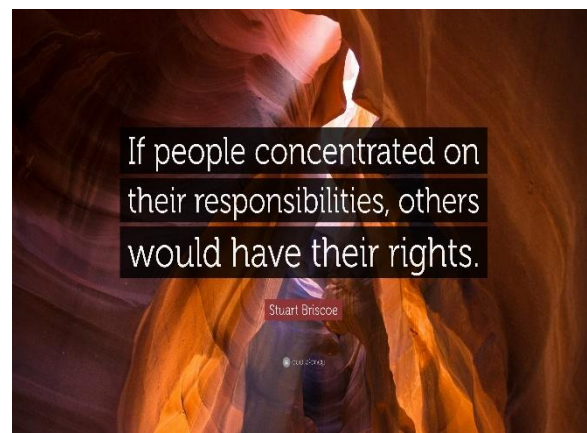
- Using visual based safety guides

Digital Divide

- Ensure offline access to critical HS Information



Our Responsibility



Employers - invest in more than the minimum required



**Governments - enforce educational standards at work
as a human right**



Workers - advocate your 'right' to be trained

A Closing thought!



An educated worker is a safe worker
A safe worker is a FREE Worker
Free to go home to their families at the end of their work

Safety Education as a Human Right - Empowering Workers through Education

Come and see us at the Nebosh Hub



Thank you very much