

HAZARDS CAMPAIGN

International Workers Memorial Day #IWMD19 Hazards Campaign Briefing for

Organisers of #IWMD19 events



WORKERS' MEMORIAL DAY ♦ 28TH APRIL Remember the Dead: Fight for the living

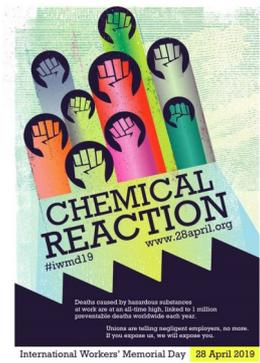
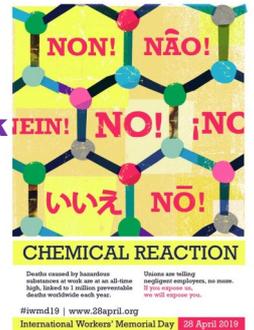


28 April is International Workers Memorial Day 2019

Aims: Remember the Dead: Fight for the Living

**Theme: Dangerous Substances—
Getting them out of work**

***“If you expose us –
we’ll expose you “***



Background

[Hazards Campaigner Tommy Harte brought Workers' Memorial Day](#), WMD, to the UK in the early 1990s from Canadian union CUPE, and USA groups, with two aims: to *“Remember the Dead”* and *“Fight for the Living”*. WMD was rapidly taken up by Hazards Groups, Trades Councils, adopted by the STUC, TUC and Trade Unions, and the Hazards Campaign has promoted and resourced it, helped to spread it across the UK where it is now marked by hundreds of events from Aberdeen to Penzance, and across the world. It is now called International Workers Memorial Day, IWMD.

Greater Manchester Hazards Centre runs the secretariat for the Hazards Campaign and has made a [film about the importance of the day](#). On IWMD we focus on both aims by holding events or memorials to remember all those killed through work, and at the same time campaigning against the causes of these preventable tragedies to stop workers being killed in future. International Workers Memorial Day, IWMD, is now commemorated throughout the world, in thousands of events involving millions of people, and is recognised by dozens of countries including the UK Government in 2009. The #IWMD19 theme agreed by ITUC and Trade Unions internationally is: *“Dangerous Substances—getting them out of the workplace”*

**No-one should ever die just for going to work
Millions do every year not in freak accidents or of rare illnesses, but because employers did not
comply with the law, and governments let them get away with it
Almost ALL workplace death, injury and illness is PREVENTABLE**

Work hurts and kills on industrial scale

The true numbers of people killed and hurt by work in GB are not published by the Health and Safety Executive, HSE, annual figures for 2017/18. The HSE reports ‘144 deaths at work’ but this only covers those reported to HSE and Local Authorities under Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, RIDDOR. It excludes members of the public killed in work incidents, workers killed on roads, at sea, in air and by work-suicide. The figure also excludes those dying because of bad work conditions from cancers, heart, lung and other diseases. Using expert research, the Hazards Campaign estimates a more realistic figure for those killed in work-related incidents is 1,500 and those dying of work illnesses is 50,000 per year and publishes these in ‘The Whole Story’.

That is around 140 people dying from work per day or one person every 10 minutes in GB.

The UN ILO estimates 2.78 million people worldwide die from work every year

One person killed by work every 11 seconds worldwide.

One person killed by toxic exposure every 30 secs

Juka Takkala ILO said : “If terrorism took such a toll, imagine what would be said and done”.

Organising for #IWMD19 impact @work, locally, nationally , building international solidarity to stop work deaths

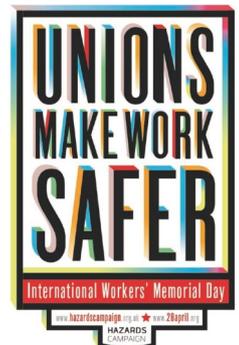
There are hundreds of public events across the UK involving thousands of people and also many that go on inside workplaces but are invisible to the public and wider world. There are thousands of events across the world involving millions of people. But still we do not make the headlines nationally or internationally. To try to increase our impact and get it mainstream press/ media and public agenda, we are using the same Twitter hashtag across the world, maximising the publicity and impact for all our events, for the aims of IWMD, and increasing UK and international solidarity. Our comrades in Asia, Australia and New Zealand are hours ahead of us and fill up Twitter with news of their events, then we in the UK and in Europe add ours through the day, and then the activities of our friends in the USA kick in. The National Council for Occupational Safety and Health confirmed in [a webinar we took part](#) - that National OSHA and local OSHA groups across USA will also use the #IWMD19 hashtag this year. All our activities, messages, figures, graphics and stories will be publicly visible and searchable on Twitter #IWMD19 hashtag.



Many of the public events some of you organise have a long, proud history and their own local traditions. This adds to the richness and strength of International Workers Memorial Day and amplifies our response to the fact that work is killing and hurting us on an industrial scale. For those organising events for the first time ideas about what others have done before, and some guidance may be welcome. We are not telling anyone what to do, nor teaching our grandmothers to suck eggs! However, we believe that we can organise to get more impact on #IWMD19 by coordinating our actions better, ensuring consistent messages, the use of our realistic figures for work deaths, common posters and graphics, and active publicising using social media and common hashtags. We can all support each other, learn from each other, and develop some new and more effective ideas too.



Death and harm caused by work is a crime! IWMD is our day to call it out. One day a year when we can counter the 'tragic accident/rare disease/careless worker stories. #IWMD19 is workers' and families day, to tell our truths, to speak truth to power, to ask why are workers still dying because of work when we know that strong health and safety laws, their strict enforcement and strong active unions with trained safety reps make work safer! It's our day to use our real figures to show how unacceptable the death and harm of work still is. We never call injuries 'accidents', we call them 'incidents' almost all of which are foreseeable, could have and should have been prevented. We call work deaths Corporate Killing. Some criminologists, linking work deaths with the Grenfell disaster as a failure of health and safety overseen by government, call them social murder. In Turkey they call them work murders. Employers are committing crimes when they hurt us at work and government deregulation and enforcement slashing is denying us our human right to a safe and healthy workplace which is achieved by strong laws, strict enforcement and strong active unions with trained safety reps which make work safer.



The Hazards Campaign wants to support everyone with materials and facts and figures which will help you raise awareness at work, in your community, at local events, and to build national and international solidarity and make our demands heard as loudly as possible: we demand change, we demand an end to harm caused just for going to work, and to workplace death, we demand or decent work and decent lives for all, with a health and safety system fit for all workers.

If we unite under the same banner, we will be more visible, our voices will be louder, and we will have more impact Order some [Hazards Campaign Resources](#) for #IWMD19 which include 'Union workplaces are safer workplaces' car stickers, forget-me-(k)not purple ribbons, new posters based on the theme of removing dangerous substances from work, and high-viz WMD jackets. [An updated version of 'The Whole Story'](#) with latest estimates for work-related deaths is available on Hazards Campaign Website along with this briefing and a more detailed briefing on removing dangerous substances from work' with links to latest [Hazards Magazine](#) resources follows.

To increase our impact we ask all organisers of #IWMD19 events to:

- ◆ Register your event with TUC– and publicise widely!
- ◆ Use the national and international6y unifying #IWMD19 on twitter and other social media
- ◆ Remember the Dead AND Fight for the Living on IWMD
- ◆ Tell 'The Whole Story', the real numbers hurt and killed by work NOT just the HSE figures
- ◆ Include the harms to ALL workers on #IWMD19
- ◆ Use Hazards Campaign material plus your own to unify #IWMD19 nationally and internationally
- ◆ Attend your local IWMD event
- ◆ If there is no local public event consider organising one
- ◆ Demand a health and safety system fit for workers: decent work and decent lives for all
- ◆ Pssst International Workers Memorial Day is not a secret – tell everyone about it!

1. **Register your event with TUC so it goes on the on-line list**_ Send short details – name of the organisation holding the event, what day and date, where, what time, very brief programme, key speakers, plus contact details to: healthandsafety@tuc.org.uk These details will go on the list of events on the 2019 [Workers Memorial Day dedicated page on the TUC](#) website Publicise your event in local press/media, make sure all your workmates, union members know about it, and talk about it in the pub, in your community, as work hazards affect families and those nearby too.
2. **Use unifying national and internationally hashtag #IWMD19 on twitter and other social media** This links us all together in the UK and internationally. It increases our profile for getting our message out and it allows us to share information, ideas, add links to useful facts and stories, pictures and graphics; to publicise our own events, and shows the strength of the movement against work deaths and harm. Check the #IWMD19 twitter thread for resources and ideas, add your own, tweet to publicise your own event and afterwards send a message with key points raised, and add a couple of good photos including posters, banners so we can all see what you did. Use your own union twitter handles to let them know what you are doing. Useful Hazards Campaign twitter handles to follow: hazardscampaign @hazardsmagazine, @hazardseitor @Jnewsham Websites: [Hazards Campaign](#) [Hazards Magazine](#) [ITUC/ Hazards](#) Facebook: We didn't vote to die at work; Families Against Corporate Killers, Hazards Magazine
3. **Remember the Dead AND Fight for the Living on IWMD** #IWMD19 is about remembering and honouring those who have died due to work, but is not just about memorialising. It is also about taking action to achieve our aim to stop people being made ill, injured and killed at work, and for safe, healthy work for all workers as a human right.

Remember the Dead

Wear a purple forget me (k)not- this supports the work of Families Against Corporate Killers

Lay wreaths flowers or wreaths at events where appropriate

Stage something visual such as respectfully representing those killed with flowers, shoes, empty chairs, photos, candles, hard hats- whatever your creativity and imagination can come up with

In Manchester we read out the names of those we know who have been killed, put their photos and names on purple tear drops and hang them in Albert Square. We [installed 'Fallen Tears'](#) a permanent memorial at the People's History Museum

Talk about the real numbers of people killed and hurt by work and make very clear the reasons why workers are killed at work- not in freak unforeseeable accidents or rare illnesses, but because employers did not care enough, did not comply with laws and governments did not make them.

Find out the [names and details of local people killed at work](#) - look at local press and HSE records but remember, whatever the HSE records under RIDDOR is only a fraction of real number of work-related deaths in your area.



Tell the human stories —

Contact FACK at mail@gmhazards, to see if we have FACK speakers in your area. If not, then use the annual FACK IWMD Statement that Louise Taggart, Founder FACK member, Scottish Hazards produces each year to be read out all across the country, which will be on www.hazardscampaign.org.uk nearer the day.

Contact local [Asbestos Victims Support Groups](#) for speakers

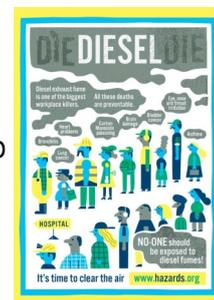


Fight for the living

Buy a 'Union workplaces are safer workplaces' sticker and put in the back window of the car, it's true, unions save lives and health and we should be telling everyone in our communities with pride!

Talk about fighting back. How unions make work safer (along with strong laws and strict enforcement), by educating, agitating and organising. See [Hazards Campaign Briefing for #IWMD18](#) 'Unions make work safer', celebrating 40 years of the Safety Reps and Safety C/tes (SRSC) Regulations and the life and healthy saving work of Safety Reps [Leaflet on SRSC Regs](#) shows what union safety reps can do and employers' legal duties towards them Ask union speakers, especially safety reps, to talk briefly on how they tackle specific issues relevant to your area

Talk about this year's dangerous substances theme: think about asbestos in schools; diesel fumes and air pollution as it affects both outdoor and indoor workers; and what we can do about it. A detailed Hazards Campaign Briefing on Dangerous Substances—getting them out of work, and links to latest issue of Hazards Magazine follows, but useful sources include Hazards Magazine Diesel Special: [Fuming](#), [Diesel Out Fact Sheet](#) and [Die Diesel Die poster](#); [TUC Diesel Guide](#); [TUC Eradicate Asbestos Guide](#); [TUC Workplace cancers](#); [Toxic work: Stop deadly exposures today!](#) ITUC [2015]; [Occupational cancer/zero cancer: A union guide to prevention](#), Global Unions [2007]. [Cancer and work: understanding occupational cancers and taking action to eliminate them](#), ETUI [2018] [Hazards Magazine Cancer pages](#)



4. Tell **'The Whole Story'**, the real numbers hurt and killed by work NOT just the HSE figures which they accept are not the total The [HSE only records a fraction](#) of the real number killed by work. #IWMD19 is OUR day to speak our truth to power and it would be an insult to those who have died because of work but are not counted by the HSE to use their partial figures. Over the years, we have tried to counteract the partial, fractional figures put out by the HSE and developed our own estimates. Based on work done by Professor. Rory O'Neill at Hazards Magazine in ['Job to die for'](#) and the work of criminologists Professors Steve Tombs and Dave Whyte, making clear more people are killed by work than by murder in UK, we made [estimates of more realistic work death figures](#) first published in 2008 and have updated these each year for IWMD in ['The Whole Story'](#): Louise Taggart, Founder member of FACK [told The Whole Story](#) at the SHP conference where she was voted 'The most inspirational health and safety person of 2018' Louise travels the UK and abroad telling [her brother Michael's story](#) of his death at work to companies to help them improve their health and safety.

In Britain around 1,500 people are killed in incidents at work, and 50,000 die from work related illnesses EVERY YEAR, plus millions made ill That is around 140 dying because of work per day One person dies from work cancer every half an hour



The ILO estimates 2.78 million killed by work worldwide which comes from official figures provided by each country. But evidence from UK, from Turkey, Canada and Asia, is that the official country figures are massive underestimates. We estimate that the UK figures for deaths in work incidents in Britain are about 10 times too low, and for work-illness deaths about four times too low. [Asli Odman told us at Hazards 2018](#) that in Turkey the number of death in incidents is not properly reported or recorded and their systems mean that almost no worker is ever recorded as dying of an occupational illness! In [Canada recent research](#) claims that the real figures for work caused deaths may be 10 to 13 times as high as official statistic report. Colleagues in Australia report the same concerns and are investigating their own figures. The Asian Network for Rights of Environmental and Occupational Victims, ANROEV, and the Asia Monitor Resource Centre say some Asia countries record work-death and injury rates similar to Denmark which they know is impossible, and believe the real number is many times higher.. It is clear that the ILO 2.78 million killed by work is an appalling toll, 'more killed by work than war' each year, but is in fact very likely to be a massive underestimate.

5. Include the harms to ALL workers on #IWMD19 Although those killed in work incidents and reported to the HSE tend be mostly men, this is not true of all work-related deaths or all the injuries and ill-health caused by work. Try to ensure your event covers the harms done to women and men, to young and older workers, to disabled people, black and minority ethnic and LGBT workers and vulnerable workers across all sectors, due to employers' failure in their legal duty to provide workplaces free from risks to our health, safety and welfare. Health and safety is about inequality. In general the lower your wages the higher the risk of being injured, made ill or killed at work, add in race, sex and other characteristics, then many groups of workers are far more at risk. This year is the TUC year of the Young Worker so try to include young speakers.

Fair Enough? We are all sickened by inequality at work Exhibition by Hazards Campaign
People's History Museum, Bridge St. Manchester M3 3ER
21st April to 1st May #IWMD17



This year including all workers will include for example, looking at how exposure to dangerous substances affects women and men differently, how young people are more at risk from carcinogenic substances; how the most vulnerable person in a workplace is a foetus, and a female foetus is also developing eggs for future generations. Think about men exposed to diesel fumes in work and as outdoor workers and to asbestos as tradesmen, but all of us, including our children, are exposed to diesel fumes in external air pollution which also gets inside buildings; women teachers are dying of mesothelioma from asbestos in schools, women clearers exposed to chemicals equivalent to the risk of smoking; retail workers are exposed to endocrine disrupting chemicals (EDCs) in till receipts; and nail bar and beauty workers are exposed to toxic organic solvents, carcinogens and EDCs in cosmetics.

6. Use Hazards Campaign material to link all our activities together in common cause

In addition to your own union posters and resources please use free Hazards Campaign posters, plus car stickers, purple ribbons and #IWMD19 to link us all together for a bigger overall impact. Put up the Hazards A3 and A4 posters at meetings and stalls, ensure they are on notice boards, make them into placards for outdoor rallies- ensure they are seen. Take some photos and post them on social media, using #IWMD19. [Hazards Magazine has fantastic graphics](#) from its quarterly magazine and from past IWMD, go to Graphics.

7. Attend your local IWMD event [Check TUC IWMD listing](#) If there is a local public event then try to attend with work colleagues or union members, take: union banner, Hazards Campaign and your own union posters as placards, flowers/wreath if appropriate. And take good photos with posters, banners and post them to show what you have done!

8. If there is no local public event consider organising one If nothing is happening in your area then get together with some of your workmates, or other activists in the area where you work and organise something. It can be a commemorative rally, a workplace meeting or just a small get-together. **For example:**

Arrange an event such as planting a memorial tree in a public place, putting up a plaque, dedicating a sculpture, a piece of art, or a bench, to remember workers who have been killed at the workplace or in the community

Ask local religious centres to include Workers' Memorial Day in their worship on the day

Distribute purple 'forget-me-not' ribbons, the symbol of Workers Memorial Day

Publicise - Let people know about anything that happened in your area on the day. Use hashtag #IWMD19

Ask your local council, or any other public body, to fly official flags at half-mast on the day. Remember that the day is officially recognised by the UK government Contact us for resources - info@hazardscampaign.org.uk

Organise some activity @work on nearest day to 28th if it is not open on Sunday.

Inform your employer of your activity and ensure workmates and union members are alerted.

Set up a stall: put up your union IWMD19 and Hazards Campaign posters; give out ribbons and 'Unions make workplaces safer' car stickers

Have a minutes silence, light some candles, lay some flowers, remember those who have died

Organise a meeting to focus on the importance of health and safety, what IWMD is about, why we need to fight for our health and safety; and what unions and safety reps can do

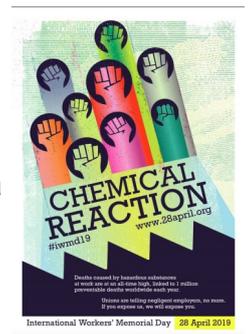
Carry out an inspection on an issue members are concerned about or do some body mapping to find out what people think is affecting them at work so you can develop plans to tackle the causes.

Focus on 'Getting Dangerous Substances out of work' – do you know all the chemicals you are exposed to? Do you know their risk to your short and long term health and that of any children you may have? Is air pollution inside and outside workplace an issue?, see above for resources

How can you use the Control of Substances Hazardous to Health (COSHH) Regulations? Make a plan to find out what you are exposed to, including hidden chemicals such as in the fabric of building – is asbestos present in any pre 2000 building– furniture & fittings off gassing of formaldehyde from MDF, flame retardants and stain resisters; cleaning chemicals, dust, microbes in the air and from ventilation and air conditioning systems

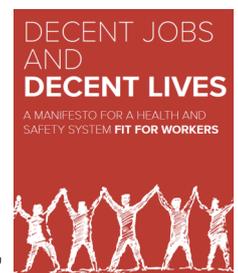
Ask employers for COSHH risk assessments, get involved ask for air sampling

Publicise - remember to let people know about anything that happened in your area on the day.



9. Demand a health and safety system fit for workers: decent work and decent lives for all

Adopt, support and publicise the [Hazards Campaign Manifesto](#) demands.



10. Pssst International Workers Memorial Day is not a secret– tell everyone! Publicise your views, your support, your actions, big up Union life-saving effect, far and wide! Use local press media, use social media to get the message out, and use #IWMD19 . This will magnify your efforts by linking workers across the UK and the world together in a demand for an end to corporate killing, and for safe healthy workplaces as the human right of every worker wherever they work and whoever they are.

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