

Reaching the Unreached: Safeguarding the Safety and Health of Self-Employed Persons

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VISION ZERO
Safety. Health. Wellbeing.

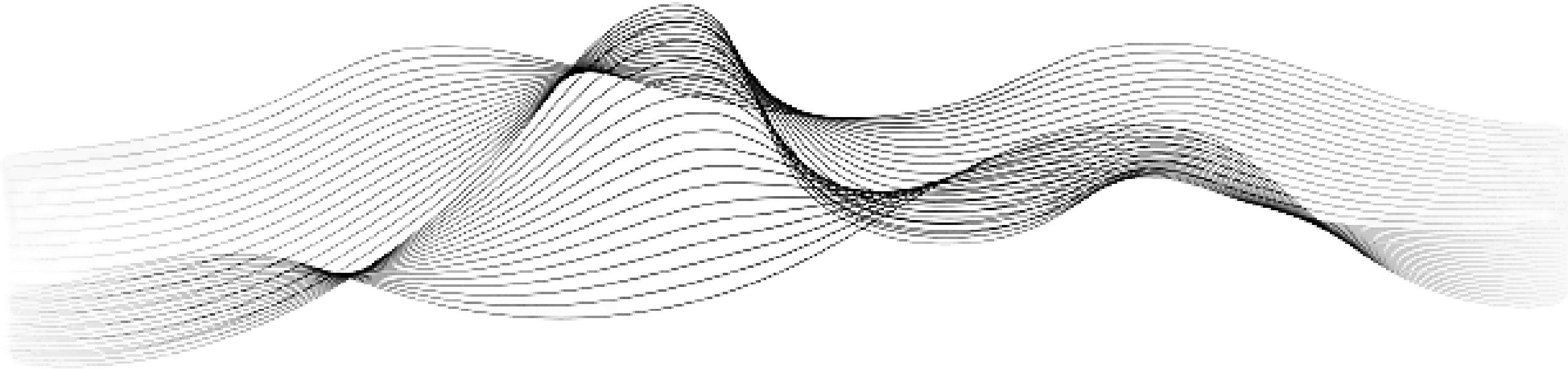


Self-Employed Person – Challenges

- Self-employed person also face a range of work-related risks that can **impact their safety and wellbeing.**
- These risks are often more pronounced for self-employed workers compared to traditional employees due to the nature of their independent business operations.
- Self-employed workers often operate without the support and resources of an established workplace, which can lead to inadequate safety measures and increased risks of accidents, injuries, and work-related health issues.



The best form of social security



is for the worker to stay safe and healthy

Social Security Coverage for the Self-Employed

Risk of Falling Outside the Social Protection Coverage

- Guaranteed rest time and paid holidays
- National or sectoral minimum wage
- Maternity, paternity or parental leaves
- Unemployment, sickness and healthcare benefits
- Safety and health protection
- Pension rights including invalidity
- Social benefits against occupational injury or occupational diseases



Aggravating factors in coverage, safety and health

- Inadequate regulatory framework and social protection systems.
- The loss of the traditional employer – employee relationship.
- Ambiguity of the roles of the platform providers and employment status (gig-economy).
- Perception on coverage, information barriers.
- The limitation of roles of safety and health practitioners or labor inspectors.



Social security protection



Open the doors for **safety and health**

Closing the gap in coverage

- Enhancing the legal framework
 - Mandatory participation under the law – various forms including social security law, tax law or data protection law
 - e.g. France, Malaysia, Uruguay
- Utilising Digitalisation
 - Facilitate contributions process
 - Platform remittance, digital payment system
 - e.g. Switzerland, Estonia, Indonesia, Malaysia, Uruguay



Closing the gap in coverage

- Reclassification of platform economy workers
 - Unique platform providers and platform workers relationship
 - Classification as employees as a quick measure to close the gap
 - Portugal, Spain, the UK (for e-drivers)
- Increasing awareness
 - Improve representation and organization
 - Social security organizations and platform workers association to work together
 - Continuous education and promotion



Malaysia – providing social protection to the platform economy

- The gig economy workforce in Malaysia had grown by 31% in 2017, surpassing growth in conventional workforce (DOSM)
- Nearly four in 10 of the Malaysian workforce would be gig workers in the next five years – double the global average (EPF, 2019)
- The Self-Employed Social Security Scheme was introduced in 2017
- Malaysian Government announced initiatives for the self-employed
 - PenjanaGig under PENJANA (Pelan Jana Semula Ekonomi Negara) or the Economic Recovery Plan stimulus package
 - 70% of contribution for self-employed workers under platforms registered under the Malaysia Digital Economy Corporation (MDEC) are covered by the government
 - SPS Lindung
 - 100% of delivery riders' social security contribution
 - SPS Prihatin Wanita
 - SPS Prihatin Wanita covers 70% social security contribution for female self-employed workers
 - Kerjaya Gig announced under PEMERKASA.,
 - RM600 incentive per month for six months to new self-employed individuals joining the gig industry
 - Geran padanan Caruman SPS



Vision Zero Campaign Philosophy



All occupational accidents, harm and diseases are preventable

A process – rather than a target

A transformational approach to prevention

Building a culture of prevention that integrates both **safety**, **health** and **well-being** at work

Model based on: Zwetsloot, Leka, Kines. Vision zero: from accident prevention to the promotion of health, safety and well-being at work; in Policy and Practice in Health and Safety, IOSH 2017



VISION ZERO MALAYSIA STRATEGIES



Strategy 1

Promotion and Awareness



Strategy 2

Improving Literacy and Resources



Strategy 3

Field Implementation



VISION ZERO MALAYSIA - STRATEGY 1

Promotion and Awareness

Vision Zero as focus for seminar / conferences held by PERKESO

Vision Zero as main presentations / plenary presentations in other Safety and Health events in the country

Co-branding in PERKESO prevention initiatives

Recruitment of Vision Zero Partners/ Companies

- To increase awareness of Vision Zero among employers in Malaysia
- Introduce the elements of Vision Zero (7 Golden Rules)



PROMOTION THROUGH SOCIAL MEDIA & COMPETITION

VISION ZERO
 Safety.Health.Wellbeing
Vision Zero Perkeso
 1K likes • 1.1K followers

Intro
 This is a platform or one of the pillars of Vision Zero is the modernization of the management and pr

Page - Non-profit organisation
 Pertubuhan Keselamatan Sosial, Menara PERKESO, 281 Jalan Ampang, Kuala Lumpur,

Commuting Safety Training Network
 600 likes • 631 followers

Intro
 Page - Education
 Kuala Lumpur, Malaysia
 Not yet rated (0 reviews)

Photos
[See All Photos](#)

VISION ZERO
MALAYSIA
 Safety.Health.Wellbeing.

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JOIN US

Join the Vision Zero Campaign

You can take part in a global effort

- To improve safety, health and wellbeing at work
- To prevent occupational accidents, diseases and harm
- To reduce the economic burden of poor working conditions

Be part of a global community of

- Vision Zero Companies seek to internally apply the 7 Golden Rules to improve the safety, health and wellbeing of their own employees
- Vision Zero Partner Organisations apply the 7 Golden Rules and share the

Recruitment of VZ Companies ~ 630 (as of Nov 23)

[Sign up here to the pledge](#)

Company / Organization :

Company/Partner :

Name of Person In-charge :

Email :

Contact No :

[Take action](#)

Become part of the Vision Zero community! By signing up, you will have access to exclusive downloadable content and you will receive our updates and other information.

TheKotak Pictures
 2 Oct 2022 · 🌐

Short Video "SABAR LAH ARIFF" telah pun melepasi saringan awal pertandingan video kreatif.... See more

67 67 comments • 223 shares • 1.5K views

Lina Kljajic
 20 Oct 2022 · 🌐

Anda sebagai penunggang P-Hailing, sekiranya berlaku kemalangan...Anda jangan panik! Tonton tips-tips tindakan kecemasan perlu diambil! #visionzeromalaysia #vzvideokreatif2022

Dapatkan rawatan segera

185 2 shares • 408 views

VISION ZERO MALAYSIA - STRATEGY 2

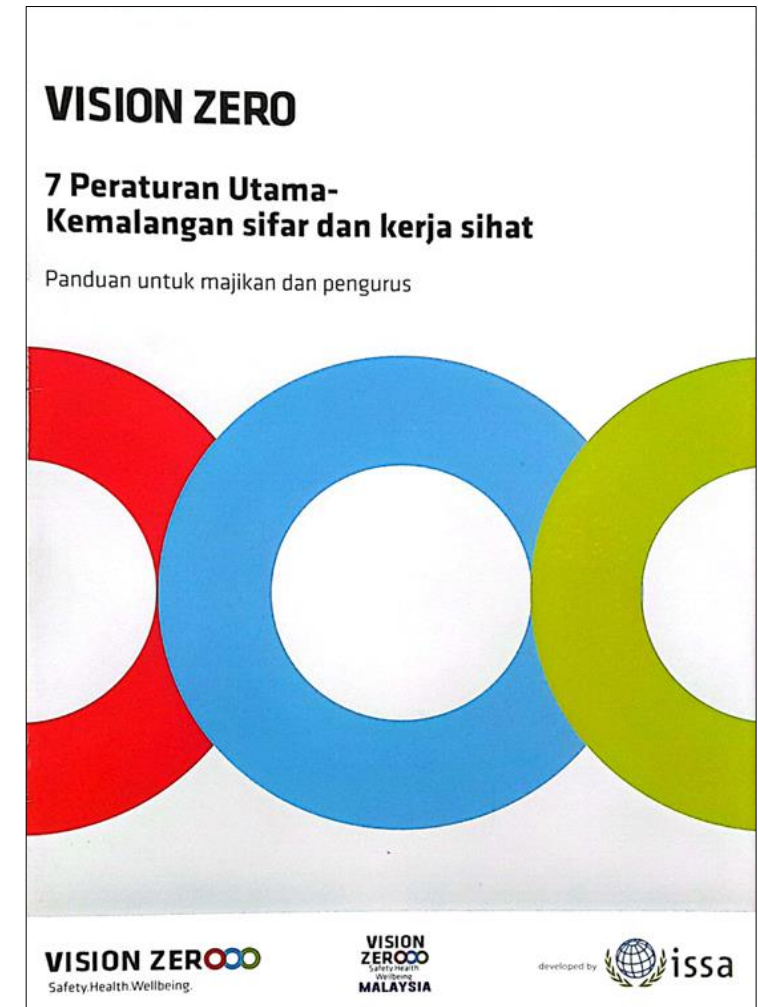
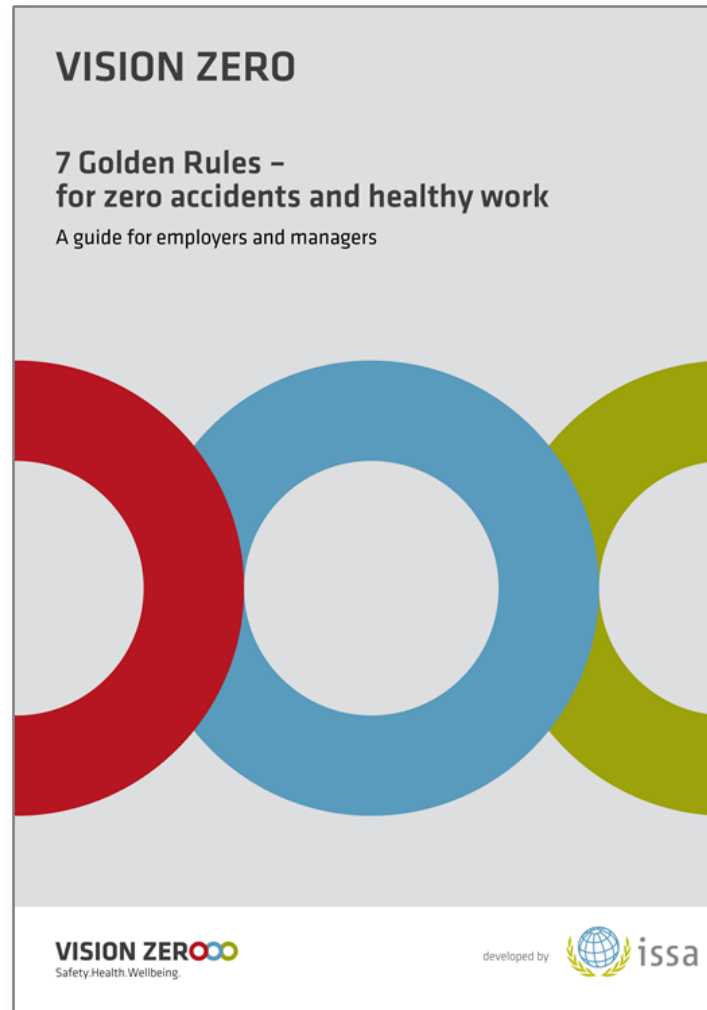
Improving Literacy and Resources

Translation of the Guidelines for Vision Zero to the Malay language.

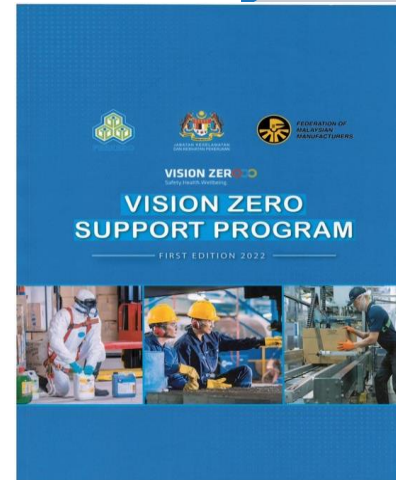
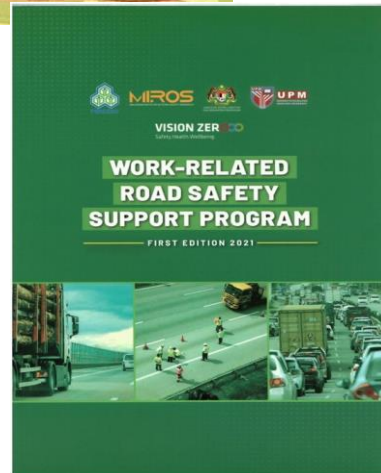
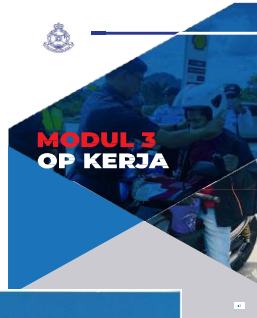
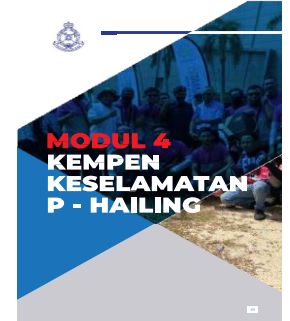
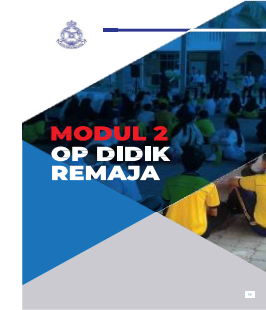
Development of second level documents to complement the ISSA Guidelines for Vision Zero.

The Vision Zero Survey

- **Improve the understanding of Vision Zero in the country**
- **Enhance localized resources for Vision Zero**



TRAINING MODULE & STANDARD DEVELOPMENT WITH STAKEHOLDERS



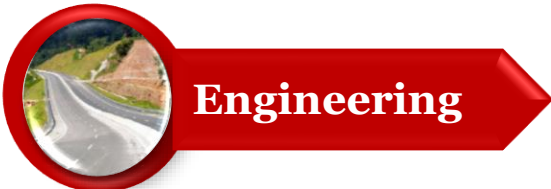
VISION ZERO MALAYSIA - STRATEGY 3

Field Implementation

The Commuting Safety Support Program
The SME – OSH Compliance Program
Vision Zero Community
The Workplace Health Promotion Program
Vision Zero Secretariat
Vision Zero Webinar Series

- To reduce employment injury
- To introduce a systematic safety approach using Vision Zero as a template
- To assist industries for implementation of Vision Zero in their safety and health measures

VISION ZERO COMMUNITY



VISION ZERO SUPPORT PROGRAM



P-HAILING SAFETY INDUCTION



FOREIGN WORKER SAFETY INDUCTION



INFORMAL SECTOR



Improving safety and health of the workers

1) Reassessing OSH Policies

- Conduct a thorough analysis of existing OSH policies and regulations.
- Identify any gaps, inconsistencies, or outdated measures that may have contributed to the increase in accidents.



Improving safety and health of the workers

2) Industry-Specific Risk Assessments

- Establish industry-specific task forces to conduct detailed risk assessments.
- Tailor OSH strategies based on the unique challenges and hazards prevalent in each sector, ensuring a targeted and effective approach.



Improving safety and health of the workers

3) Utilizing Technology for Prevention

- Explore the adoption of cutting-edge technologies for accident prevention.
- Implement real-time monitoring systems, predictive analytics, and automation to identify and mitigate potential risks before they escalate.



Improving safety and health of the workers

4) Continuous Monitoring and Evaluation

- Establish a robust system for continuous monitoring and evaluation of OSH initiatives e.g., integrated reporting system PERKESO & JKKP
- Implement regular feedback loops involving stakeholders to quickly identify and address emerging safety challenges.



Improving safety and health for the self-employed

1) Increasing priority

- National agenda on OSH, standards and code of practice for platform economy
- Licensing and training
- Standards
- Awareness and exposure



National Plans

- **OSHMP 2021-2025**
 - **Strategy 7 (STRENGTHENING OSH IN WORK-RELATED ROAD SAFETY, INFORMAL SECTORS AND FUTURE JOBS)**
 - **Programme 2:** Enhancing awareness and alertness of OSH practices in e-hailing services
 - **Programme 4:** OSH Improvement in informal sectors
- **MALAYSIA ROAD SAFETY PLAN 2022 - 2030**
 - **Priority Area 5 (SAFER WORK-RELATED JOURNEY)**
 - **Sub-Area 5.2:** Enhancing commuting safety for gig economy sector



The National OSH Master Plan 2021-2025

Strategy 7 - Addressing Work Related Road Safety, Informal Sectors and Future Jobs

- Research
- Stakeholder engagement
 - E-hailing / p-hailing workers
 - Technological platforms
 - Future companies



The National OSH Master Plan 2021-2025

Addressing Work Related Road Safety, Informal Sectors and Future Jobs

Increasing OSH awareness for the future jobs

Strengthen OSH in the e-hailing platform

Reinforcing management of Work-Related Road Safety

Improving OSH practices in the informal sector



The National OSH Master Plan 2021-2025

Addressing Work Related Road Safety, Informal Sectors and Future Jobs

- Improving legal competencies
- Standards development and widening certification
 - ISO39001
- Increasing training resources

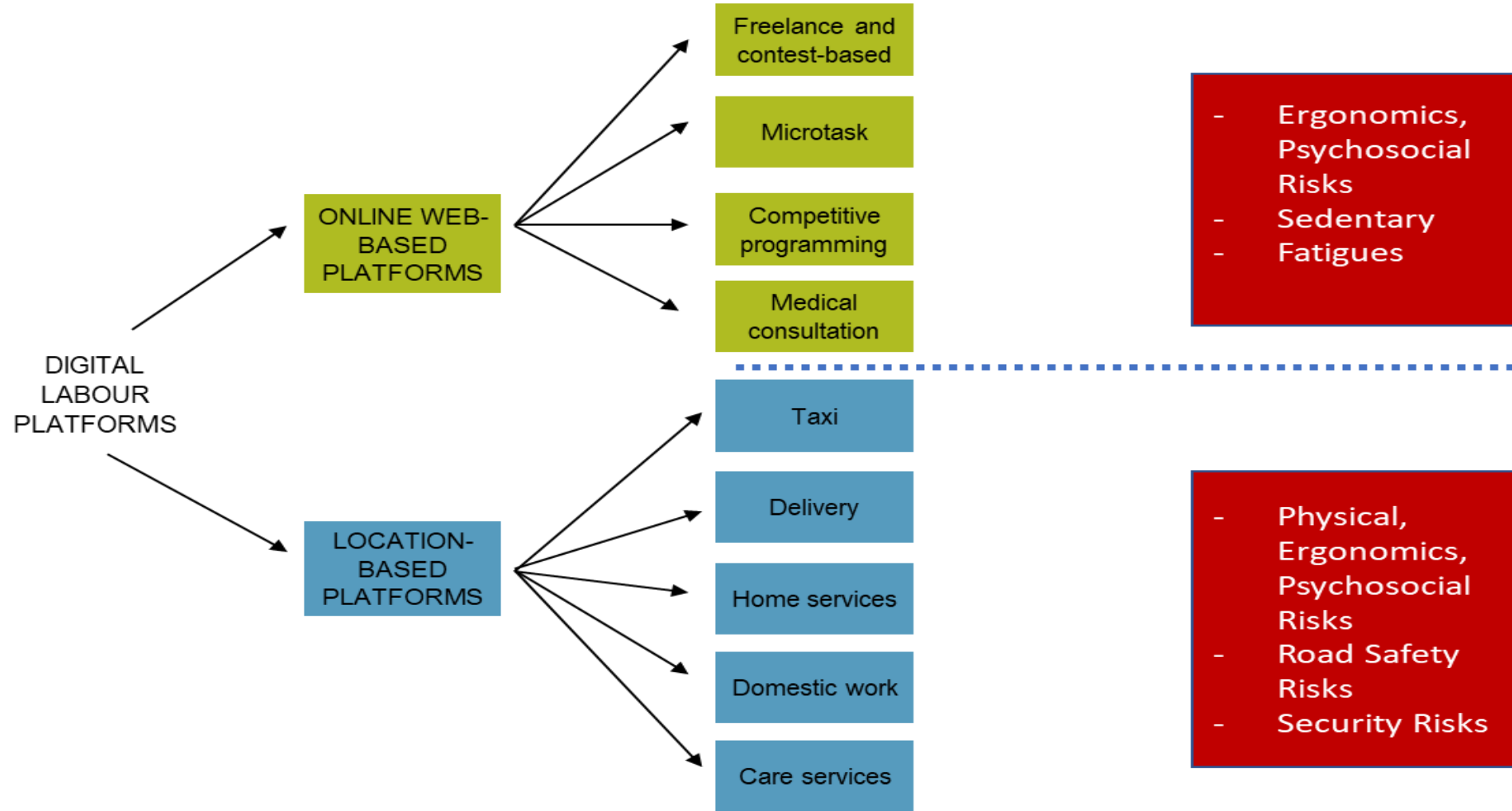


Improving safety and health for the self-employed

2) Inclusion into Occupational Safety and Health (platform economy)

- Breakaway from the role of safety and health legislations to the employed only.
- “The responsibility for safety and health for those who work with the risk lies with the one who created the risk”
- Change of approach for the OSH practitioners and legislators





Improving safety and health for the self-employed

3) Reversing the impact of digitalization

- Digitalization creates the platform economy and the associated risks
- Digitalization may also form the solution
 - Increase in coverage opens for opportunities for safety and health training and programs
 - Integration of OSH requirement into the algorithms of the platforms : work hours, safe route, safe practice
- Data sharing – psychosocial health, work sharing



Improving safety and health for the self-employed

- Old risks – new exposure
 - Work related road safety
 - Social media campaign
 - Seminars and training modules
 - Sharing of best practices



CONCLUSION

- Number of reported industrial accidents continued to rise or stagnant over a decade, with both direct and indirect cost to the nation. A notable increase in industrial accidents was observed following the post-COVID-19 period.
- Various OSH interventions/initiatives have been implemented, but limited reach.
- Renewed approach is needed for improvement:
 - Reassessing the OSH policies
 - Industry-specific risk assessments for targeted and widening approach
 - Utilizing technology for prevention
 - Continuous monitoring and evaluation



CONCLUSION

- Self employment have rapidly expanded over the last decade, creating new work (earning) opportunities by easing labor market entry, gaining the labour market share significantly.
- The job mediation via platform providers and platform algorithm creates a unique work interaction unlike self employment or gig economies that pre-date platform economy, absence of the employer-employee relationship.
- Self employed workers risks falling out of the social security coverage including occupational safety and health prevention, benefits and rehabilitation.



CONCLUSION

- Measures to create a social security inclusiveness for the self employed includes legislative framework, digitalization, prioritization and a paradigm shift in thinking about work-safety and health.
- Occupational / Worker's safety and health:
 - Build a base of knowledge on the risks and management of that risks.
 - Increase the awareness for the requirement of safety and health while conducting platform economy activities.
 - Be aware that the tripartite relationship is different, and must be brought in early to ensure safety, health and well being.



PERKESO ACCIDENT PREVENTION STRATEGIC PLAN 2024-2026

STRATEGY 1: Reaching the unreached

- To execute accident prevention programs and expand outreach to the targeted groups/employers with high accident number/rate in alignment with the Pareto principle.

STRATEGY 4: Effective engagement/ collaboration

- To establish effective engagement and collaboration with relevant agencies/NGOs, fostering a mutually beneficial partnership that aligns with Vision Zero.

STRATEGY 3: Reliable data & resources

- To ensure the availability of reliable data and resources, facilitating the design of effective accident prevention programs, enabling comprehensive analysis, and making the resources accessible for a broader audience.

STRATEGY 4: Innovative media/promotion

- To enhance the dissemination of safety and health messages to a specific audience through innovative messaging and approaches.



PERKESO ACCIDENT PREVENTION STRATEGIC PLAN 2024-2026

STRATEGY 1: Reaching the unreached



- IN1.1 Ops Cegah
- IN1.2 Vision Zero Drive
- IN1.3 Tailored NGO Grants
- IN1.4 Web-Based Learning

STRATEGY 2: Effective engagement/ collaboration



- IN2.1 Collaborative Efforts in Advocacy/ Enforcement
- IN2.2 Self-Employed & Housewives Stakeholder Collaboration
- IN2.3 SOSCOE
- IN2.4 VZ Malaysia Business Council (VZMBC)

STRATEGY 3: Reliable data & resources



- IN3.1 PERKESO Code Classification Guide
- IN3.2 PERKESO Accident Cases Registry
- IN3.3 Data Sharing & Integration
- IN3.4 VZ Guidelines

STRATEGY 4: Innovative media/promotion



- IN4.1 Infographics & Videos
- IN4.2 Website & Social Media
- IN4.3 Influencer/Icon
- IN4.4 VZ Mobile
- IN4.5 VZ Malaysia Competition
- IN4.6 VZ Malaysia Podcast



COSH
2024
24th CONFERENCE AND
EXHIBITION ON
OCCUPATIONAL
SAFETY AND HEALTH

SCICOSH
6th SCIENTIFIC CONFERENCE ON OCCUPATIONAL SAFETY AND HEALTH

THANK YOU

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