

## RESEARCH EVIDENCE REGARDING THE POSITIVE EFFECT OF UNIONS ON HEALTH AND SAFETY PERFORMANCE

Barry Reilly, Peirella Paci and Peter Hall. *Unions safety committees and workplace injuries*. British Journal of Industrial Relations, 33.2, June 1995.

In workplaces with full union recognition and a joint management-union safety committee serious accident rates were less than half those at firms with no union recognition and no joint committee.

Paper for the Canadian Ministries of Labour, 1993. Cited in *Unions make your workplace safer*, Canadian Labour Congress.

Union supported health and safety committees have a significant impact in reducing injury rates.

Safety Behaviour in the Construction Sector by Nick McDonald, Dept of Psychology, Trinity College Dublin and Victor Hrymak, School of Food Science and Environmental Health, DIT Northern Ireland government research into the Construction industry that found "the variable with the strongest relationship with safety compliance is the presence or absence of a safety representative. ....safety representatives are associated with a greater likelihood of reporting risky situations and a lower likelihood of simply continuing to work in such situations."

Australian Workplace Relations Survey, 1990 - 1995

Unionised workplaces were three times as likely to have a health and safety committee, twice as likely to have health and safety representatives and twice as likely to have undergone a management occupational health and safety audit in the preceding 12 months

Michelle Ochsner and Michael Greenberg. *Factors which support effective worker participation in health and safety: A survey of New Jersey industrial hygienists and safety engineers*. Journal of Public Health Policy, volume 19, No.3, 1998

Effective strategies for involving workers appear to be conditional on a number of variables, most importantly on worker activism and the effective use of formal negotiations.

World Bank Report, 1995

Studies in industrial countries indicate that the role of labour unions in ensuring compliance with health and safety standards is often an important one.

Professor David Walters, TUC Professor of Work Environment, School of Social Sciences, Cardiff University, United Kingdom. July 2003

Workplace arrangements for OHS in the 21st century.  
NOHSC Conference Australian OHS Regulation for the 21st Century

Shannon, H., Walters, V., Lewchuck, W., Richardson, J., Verna, D., Haines T. and Moran I. (1992), (Toronto: MacMaster University).

Health and Safety Approaches in the Workplace.

Walters, D.R. and Frick, K. (2000), in K. Frick, P. Jensen, M. Quinlan and T. Wilthagen. (eds), *Occupational Health and Safety Management Systems* (Amsterdam: Elsevier).

Worker Participation and the Management of Occupational Health and Safety: Reinforcing or Conflicting Strategies?"

Walters, D.R, Kirby, P and Daley, F (2001). *Health and Safety Executive Contract Research Reports, No. 321/2001.*

The impact of trade union education and training in health and safety on the workplace activity of health and safety representatives.

Walters, D.R. (1997). *Personnel Review*, Vol. 26, 357-376. *White v Pressed Steel Fisher* (1980) IRLR, 1786.

Trade unions and the training of health and safety representatives - Challenges of the 1990s.

James, P. and Kyprianou, A. (2000), *Industrial Relations Journal*, 31, 1, 50-61.

Safety Representatives and Committee in the NHS: A Healthy Situation?

Litwin, A.S. (2000), *Discussion Paper 468*, Centre for Economic Performance, London School of Economics and Political Science, London.

Trade Unions and Industrial Injury in Great Britain.

Reilly, B., Paci, P. and Holl, P. (1995). *British Journal of Industrial Relations*, 33, 2, 276-288.

Unions Safety Committees and Workplace Injuries.

Kaj Frich and David Walters, *International Labour Review*, Vol. 137 (1998), No.3.

Worker representation on health and safety in small enterprises: Lessons from a Swedish approach.

HK Abrams. *A short history of Occupational Health*

Organised labour has been the essential factor central to most workplace health and safety improvements, from the industrial revolution to the present.

Adam Seth Litwin. *Trade union and industrial injury in Great Britain*. LSE discussion paper DP0468, August 2000.

Strikes and slow-downs serve as efficacious union tools for reducing workplace injuries ..... labour possesses vital, tacit, shopfloor knowledge regarding health and safety, knowledge that is imperative for reducing accident rates.

Ontario Workplace Health and Safety Agency. Cited in *Unions make your workplace safer*, Canadian Labour Congress.

78-79 per cent of unionised workplaces reported high compliance with health and safety legislation while only 54-61 per cent of non-unionised workplaces reported such compliance.