

Ambassadors for Duty of Care

Report of the second international
forum on the Duty of Care of Employers
for People Working Away from Home

The second international forum on the Duty of Care of Employers for People Working Away from Home was held in Singapore on 11 September 2012 at the Pan Pacific Hotel. Fifty-eight participants attended the forum from government agencies, private industry, workers' organisations, universities and occupational safety and health institutions. The forum was organised by the International SOS Foundation.



Opening remarks

Dr David Gold, Moderator of the forum, welcomed everyone to the event, thanking the organisers, the Singapore Workplace Safety and Health Institute and the International SOS office in Singapore for the opportunity of working together in bringing forward the first Asian forum on the topic.

Before introducing the first speaker, Dr Gold stressed that he considered the Duty of Care of Employers for People Working Away from Home an integral element of occupational safety and health. He emphasised that the forum was designed to share information about the Duty of Care and the role of the Foundation, and expressed hope that there would be a high level of participation by everyone present. He then introduced the panel, whose names and biographical sketches can be found in Annex 1.



Dr Jukka Takala, representing the Workplace Safety and Health Institute of the Ministry of Manpower in Singapore welcomed the participants on behalf of the institute. He put forward that in today's world, its people and their work are dynamic. Workers are moving from one area to another and from one culture to another. They are learning new cultures and the need to adapt to different behaviours. However, in this changing work environment, things can and do go wrong. There needs to be leadership at the international, governmental, workplace and organisational level to look after this growing mobile population.

Dr Takala stated that the occupational safety and health community needs the support of organisations such as the International SOS Foundation in order to gain the information and code of conduct in understanding how to protect the mobile worker. It is necessary to have a means of building consensus, of lobbying governments and stakeholders on building international guidance. It is equally necessary to find a way to identify the risks, to eliminate, minimise or prevent these risks and for these reasons International SOS Foundation is critical. He wished the forum every possible success in its deliberations.

"Today there is a lack of understanding amongst many of the health and safety risks"



Dr Pascal Rey-Herme, representing the International SOS Foundation, also welcomed the participants. He explained that although the Foundation was quite young, the organisation that established and is currently funding the Foundation, International SOS, was founded in Singapore in 1985 and headquartered there too.

He explained that the ideas and concepts behind the Foundation were based on nearly three decades of experience in dealing with the problems mobile workers face around the world. Today there is a lack of understanding amongst many of the health and safety risks people face when they leave their home country, as well as a lack of adequate information and a lack of adequate data.

Dr Rey-Herme expressed that for the occupational safety, health and security community to move forward, there needs to be a place where documents covering the Duty of Care can be deposited and accessed, allowing for the analysis of data and the development of guidance documentation. There are many people in government, industry, international organisations and institutions, who are lacking these documents to make informed decisions. As people responsible for mobile employees travel from country to country and/or region to region, there are vast differences in what people consider to be their responsibilities for the Duty of Care.

Evaluating the situation relative to his 30 years based in Asia, Dr Rey-Herme said that he sees the issues associated with Duty of Care as very relevant to the Asian business community. All companies, organisations and institutions working beyond their national borders need to realise that they hold the responsibility should something go wrong.

He closed by outlining three principal activities of the Foundation:

1. Maintaining a repository of documents related to the Duty of Care
2. Providing help in conducting research on the return of prevention (investment) on Duty of Care
3. Hosting an international meeting of experts with a view to developing a guidance document

He wished the forum every success in its deliberations.

Dr Olivier Lo gave an overview of Duty of Care for People Working Away from Home, pointing out that employers have both a legal and moral responsibility towards the Duty of Care. When employees, contractors, volunteers or families of employees travel abroad for work, the employer must avoid acts of omission that could be foreseen in the area of health, safety and security. He cited an example of sending a worker to a malaria endemic area with no risk assessment, no prevention information, no system to contact someone if the employee fell sick and no protection. If that employee contracted malaria and was not able to work, he/she could file a lawsuit for negligence.



Dr Lo mentioned a recent report from PricewaterhouseCoopers entitled Talent Mobility 2020, which indicated that there has been a 25% increase in overseas assignee levels over the past ten years, and it is projected that there would be a 50% growth in this number by the year 2020. Therefore, there will be more assignments and more business travel, impacting both white- and blue-collar workers. In Asia today, we are seeing a trend that Asian workers are starting to travel excessively to work abroad on projects, especially blue-collar workers.

He also pointed out that an employer today should take reasonable measures to prevent and mitigate situations that could impact the employee working away from home, starting with a dynamic (on-going) risk assessment. These measures would most probably be financially lower than the direct and indirect cost of an incident (leading to failed assignment and/or deployment) that could have been avoided. Therefore, with a positive return on investment, the Duty of Care may be good for business.

Many businesses, organisations and institutions are aware today of their responsibility, but struggle in defining the legal framework. With currently little or no international guidance, few countries today are positioning their national occupational safety and health legislation to protect their workers abroad. He stated that although there are challenges ahead, there is hope today, at this forum, that the Foundation can help find answers that will help within the international context, and especially within the Asian context.

“Many businesses, organisations and institutions are aware today of their responsibility, but struggle in defining the legal framework”

Panellists' presentations

Dr Gold thanked Dr Takala, Dr Rey-Herme and Dr Lo for their opening remarks and their important views on the Duty of Care for People Working Away from Home. He explained that for the following 20 minutes, he would ask the panellists if they would give a three to four minute reflection on their perspectives. He would then open the forum for questions and debate. He introduced the first panellist, **Ms Michele Patterson**, the President of the International Association of Labour Inspection.

Ms Patterson said that today, a good practice and a positive trend is that there is a move towards the harmonisation of key parts of occupational safety and health legislation across countries, regions and internationally. She spoke of the challenge and success of harmonising legislation across the nine different jurisdictions in Australia, indicating that the experience demonstrated that a most positive outcome of harmonisation can be that, as long as employer and worker representatives are fully engaged together with the government representatives, the best elements of the existing legislation survive the harmonisation process.

Ms Patterson pointed out that a challenge with the Duty of Care (wherever it is being applied), is the limitation of the traditional definition of employee and employer. She noted that this is particularly important when applying the Duty of Care to workers on overseas assignments because the work arrangements usually involve a range of people in different roles that can affect the health, safety and welfare of the worker. Australia's approach to addressing this issue during the harmonisation process involved changing the concept of an 'employee' to a 'worker', and broadening the concept of an 'employer' to 'a person conducting a business or undertaking'. With these two terms, a number of gaps in both coverage and obligations are closed. Duty of Care can not only be applied as appropriate to employers and employees, but also to relevant contractors, planners and managers, and everyone up and down the supply chain - from designers, suppliers and installers, through to supervisors and project managers - to the extent that they have control over a person's health and safety. The duty applies in principle regardless of where a person works - whether they are at home, interstate or overseas. She also pointed out that, as the practical reality is that labour inspectors in one country do not have a travel budget to ensure protection of national workers overseas, it is essential to have the development of regional agreements and harmonisation between countries on the key principles of Duty of Care for People Working Away from Home.

"...the challenge with the Duty of Care (wherever it is being applied), is the limitation of the traditional definition of employee and employer."



Dr Takala, this time as a panellist, suggested that the Duty of Care for People Working Away from Home is important at the national occupational safety and health level. He spoke personally about the death of a friend and colleague that died while on international mission in Asia from SARS. There was no planning, and few – if any – measures in place. To start planning once someone gets sick is too late. He stated that this situation should not happen again.

He asked how we should behave to prevent or at least mitigate the circumstances that might surround an incident impacting on an individual working away from home. He cited the old adage that prevention is better than cure. Countries have lists of occupational diseases and workers on assignment should be covered by legislation and the employer. He stated the most important vaccine in protecting the worker is knowledge. Workers need to know what the very likely risks they will be facing are. Few nations have comprehensive coverage. More coverage is required, starting with the most developing countries – not only about diseases, but also about traffic accidents, psycho-social issues, security problems, etc.

He stated that he is looking forward to the debate and the next steps the Foundation will take. Countries should cover their citizens when they are working abroad in exactly the same way they would cover them working at home – for example, by the preventive occupational health services and by adequate compensation in case of injuries and illnesses resulting from being abroad, including endemic and tropical diseases, not necessarily common at home. Arrangements for adequate treatment and, if necessary, evacuation need to be planned in advance.



“Workers need to know what the very likely risks they will be facing are.”



Mr DongChang Kim, Senior Manager, International Cooperation, Korea Occupational Safety and Health Agency (KOSHA), was asked to give his perspective. Mr Kim explained that the role of the KOSHA includes workplace inspection, technical and financial assistance, education and training on occupational safety and health, developing and distributing occupational safety and health related information and material and conducting research and development for the prevention of occupational injuries and illnesses.

He explained that there are two systems in Korea - one for the general public and the other for workers going abroad. For the general public and business travellers, the Ministry of Foreign Affairs and Trade is responsible, and sends warning notices to people’s mobile phones automatically.

For the health and safety of workers, according to the law, employers are responsible. The employers should gather national and workplace-level information on risks, social security systems, and occupational safety and health systems of the location where the worker is being sent. However, gathering this information is very difficult, especially from non-English-speaking countries and from small scale enterprises where the worker would be going. There is therefore a lack of communication and a lack of information on occupational safety and health.

Both the occupational safety and health system as well as the social welfare system in each country have different complications in their countries. For example in Korea, the Human Resource Development Service Agency (HRD) has been nominated for training of all workers being sent to foreign countries. KOSHA’s role is to assist HRD with occupational safety and health issues with training in hazard assessment and with health check-ups. Therefore KOSHA does not have the authority to train overseas workers. But for safety and health of overseas workers, KOSHA responds to HRD requests by providing training in areas such as hazard assessment, health check-ups, etc.

To address workers’ compensation, the government established The Worker’s Compensation & Welfare Service Agency. Recently, concerns were expressed by the Ministry of Employment and Labour about the compensation for Korean overseas workers who were suffering from the results of the tsunami in Japan and political uprisings in Libya. As of 2011, Korean overseas workers are covered by compensation by the Korean Government.

Mr Kim suggested that the priorities of occupational safety and health institutions should be to provide information to the employer for protecting overseas workers. The Foundation could be of great assistance by providing:

1. A comprehensive knowledge repository built through global cooperation.

Occupational safety and health organisations and the social security organisations should share information, focusing on the Duty of Care. The International SOS Foundation should collect this information and share the data through its website.

2. Information should be developed and shared, including a benchmarking of each country.
3. Detailed guidelines need to be developed for overseas workers and disseminated in different languages.

Mr Marc De Greef, Executive Director of Prevent, Belgium, was invited to present his perspective. Mr De Greef suggested that until now, Prevent has not been involved in the Duty of Care for People Working Away from Home; however, he sees it as an integral part of occupational safety and health. Employers today are sending workers all over the world. People are living away from home but are still at work. Compliance should be the same as at home.

He suggested that there should be a focus on return on prevention (ROP) rather than return on investment (ROI). It is important to link health and safety to the business

strategy of a company. The ROI should focus on the negative costs that can be avoided by a company, such as absenteeism, turnover, presenteeism and non-motivated employees because they feel they are not supported by their employer when they are overseas. These costs can be avoided by assessing risks and by training and informing staff. Therefore there is a need to invest in prevention because prevention is an investment that yields a positive return.

Mr De Greef stated that he was recently involved in a major research project on the ROI, which can be found at www.prevent.be by searching with the term 'BenOSH' (Benefits of Occupational Safety and Health). The study was completed in 2011 for the European Union. Approximately four hundred and fifty cases were studied, looking at different risks and calculating the costs related to a lack of occupational safety and health. By comparing the investments in prevention with the reduction of the costs of accidents and ill health, indicators such as the profitability index and net present value, as well as the benefit cost ratio were calculated. On the average, in virtually every investment in prevention, there was a profitability index (i.e the present value divided by the investment) of 1 to 4.8, meaning that for every Euro or Dollar invested in prevention, the company got a return of one to 4.8 Euros or Dollars. In conclusion, he suggested that in demonstrating the benefits of Duty of Care, it is important to take into account not only the human and legal benefits, but also the financial benefits i.e. avoiding costs and focusing on the return leading to tangible benefits.



General discussion

Dr Gold initiated the debate, opening up the forum for questions, observations and discussion. He asked that both questions and responses were brief, and suggested that responses did not necessarily have to come from the panel.

The first question was:

How much legislation is there in the region or the world on the Duty of Care?

Ms Patterson responded that in many developing economies, legislation is not the first step. Rather, efforts are being concentrated on making improvements across regions to develop standardised approaches to occupational safety and health. However, as many supply chains are global, the question of which standard should be applied is often a key question to be settled as part of the contracting arrangements. The only clear set of regional occupational safety and health standards today is in the European Union. There are difficulties in other regions. Employers, workers and labour inspectors are together, putting pressure on governments for decent standards in occupational safety and health around the world.



Dr Gold gave the floor to **Mr Laurent Fourier**, Regional Managing Director for Continental Europe and Maghreb Africa (CEMA), at International SOS introducing him as a leading driver of the development of the Duty of Care and a director of the Foundation. Mr Fourier remarked that there is no international legislation on the Duty of Care for people working away from home. Two countries, Canada and Australia, have legislation that extends the responsibility of the employer to cover their workers wherever they are in the world. He expects that other countries will follow. He noted that a number of countries have case law that points to the responsibility of employers in this issue. He also remarked that two institutions, the Institution of Occupational Safety and Health (UK) and the International Organisation of Employers have developed guidance notes on the Duty of Care. These guidance notes can be found on the Foundation website.



A participant asked two questions:

Can a worker sue a company for not providing adequate Duty of Care and how can employees be protected from these kinds of risks overseas?

Dr Lo responded, not from the perspective of the Foundation but that of the International SOS company. From the health and safety perspective, the employer has to prove the burden of being sensible. There are risks and companies should protect themselves or mitigate the risks through risk assessment, prevention and mitigation. They need to understand the health, safety and security risks of the destination country and inform, educate and protect the worker. They may use health screening and questionnaires such as the American self-risk assessment. Ms Patterson added that with the Duty of Care, it doesn't matter where the work occurs. Where the worker is shouldn't be relevant; to the extent that is reasonably practicable, the employer should assess and manage the risk if it arises from the work being undertaken by the worker.

Dr Gold summarised saying that information, education and taking the necessary measures based on a dynamic risk assessment is a fundamental aspect of Duty of Care.

The next question addressed the deliverables of the Foundation:

Is it the intention of the Foundation to post free guidelines on its website? What are people's motivations to take part and read it? How much will this cost?

Mr Fourier answered that there is a great deal of information already posted on the Foundation website from legislation to academic papers. The intention is to collect more and more. The work of the Foundation is free for everyone. The access to the material and the website is at no cost.

Mr De Greef suggested that the Foundation has two target audiences, the staff sent abroad and the employer sending the staff abroad. Workers need information and training and employers need guidance. There needs to be a business case to help employers make decisions. This is not a cost, but an investment with a return.

A question was asked on behalf of the trade unions:

Safety and health revolves primarily around the staff. What is the role of the trade union in the promotion of occupational safety and health? Guidelines are not always robust in the country where the worker is sent. How can trade unions be empowered?

Ms Patterson responded that a ministry of labour or employment cannot work successfully without the cooperation and participation of employers and workers. Governments can develop legislation but they need support and commitment from all parties. Dr Takala added that in the European Union, there is communication among the employers and workers - they negotiate and once a trade union and employer agree on a way forward, they can have considerable influential power.

A question was raised concerning informal sector workers:

Can labour inspectors improve access to occupational safety and health services for the informal sector?

Dr Takala responded that neither tripartite nor bipartite discussions reach the informal sector. He suggested that it is important to use available media such as radio programs, the internet (Google and Facebook) and mobile phones (text messaging) as a way to raise awareness in the informal sector.

Dr Rey-Herme commented that he has been very involved in the mining sector in Indonesia. Well-planned prevention activities, information and education are driving down costs related to occupational accidents and diseases.

Dr Lo underscored the importance of pre-assignment medical evaluation as a solid case for return on investment. The identification of signs and values related to potential illness prior to posting can save an organisation a considerable amount of money. He said that two or three cases provide quantifiable results. Although these cases are important there is a need to agree on the methodology to determine the return on prevention.

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Forum summary

Dr Gold asked Dr Philippe Guibert if he would provide a summary of the forum.

Dr Philippe Guibert noted that the Duty of Care carries substantial ROI - ROI on meeting Duty of Care to employers is both direct and indirect. They range from reduction in healthcare costs and interruption to business activities to development of new opportunities, talent attraction and retention, and productivity gains. In a cost-benefit analysis of occupational safety and health in companies conducted by the International Social Security Association, the return on prevention is 2.2. In another case study by BenOSH, the figure ranges between 1.29 and 2.89 (in other words, one invested dollar may lead to a saving of between 1.29 and 2.89 dollars). This figure gives a good understanding of the magnitude of tangible ROI that decisions makers in governments, institutions and the private sector can expect from meeting their Duty of Care to people working away from home.

Concerning the need for international guidance on Duty of Care, Dr Guibert summarised that although numerous international institutions and national governments, such as Canada and Australia, are starting to make headway, international guidance on Duty of Care does not yet exist. There are still many discrepancies between various national regulations and the private sector faces a challenge of integrating different local regulations in their policies: how does a multinational corporation implement a workplace safety and health initiative for employees who work away from home across their operations world-wide?

Dr Guibert's final point was that Duty of Care is about raising awareness and changing behaviours in all stakeholders. He noted that Duty of Care is the moral, legal and fiduciary responsibility of all stakeholders involved. With more skilled workers from developing countries making up a larger percentage of globally-mobile employees, the demographics of globally-mobile employees are changing. National governments, employers, workers, contractors and their families must be aware of this and the need to ensure adequate health, safety, security and legal protection for these employees. Whilst the employer's Duty of Care obligation to their employees is clear, employees too should take ownership of their own workplace safety and health outcomes and understand how these can be optimised. This is the employee's Duty of Loyalty, to follow the employer's Duty of Care policies and procedures. The key for any company or organisation is to create and agree upon important competencies including the development of policies, standards and procedures; strategic planning and risk assessment; communication, education and training; and maintenance of contact.

Closing remarks

Thanking Dr Guibert for his excellent summary, Dr Gold proclaimed that the forum has produced excellent results and strengthened the resolve of the Foundation to continue to work together with all parties. He thanked the panellists, the participants and the staff for their work and their enthusiasm in making this second Foundation forum a success.





Dr Jukka Takala

Executive Director,
Workplace Safety and Health Institute
Singapore

Dr Jukka Takala is currently the Executive Director of the Workplace Safety and Health Institute in Singapore since Dec 2011. He has 40 years of experience in workplace safety and health.

Prior to joining the WSH Institute he was the Director of the European Agency for Safety and Health at Work from 2006-2011.

Dr Takala also held several positions in the International Labour Office (ILO) over many years in Africa, Asia and at ILO Headquarters, most recent as Director of SafeWork in Geneva, Switzerland.

- Doctor of Technology, DSc. (Tech) (PhD), Tampere University of Technology
- Helsinki School of Economics
- Helsinki University of Technology (Industrial Economics)
- Adjunct Professor in Safety Management and Engineering at the Tampere University of Technology



Dr Pascal Rey-Herme

Group Medical Director and Co-founder,
International SOS

Director, International SOS Foundation

Dr Pascal Rey-Herme is a co-founder and Group Medical Director of International SOS, the world's leading international healthcare, medical and security assistance, and concierge services company.

In 1985 Dr Rey-Herme founded International SOS with Mr Arnaud Vaissié in Singapore, pioneering international-standard healthcare, medical and then security assistance services for multinational corporations. At International SOS, he is responsible for the organisation and supervision of all of the company's medical activities and staff.

Prior to co-founding International SOS, Dr Rey-Herme was medical attaché with the French Embassy in Indonesia, responsible for the medical care of the embassy staff. During his tenure, he performed a consulting role advising French expatriates and companies on health issues.

Dr Rey-Herme has vast experience and expertise in numerous medical fields such as aeromedicine, and the provision of medical services and logistical planning in remote locations, particularly in Africa and Asia.

- Medical training from University of Paris Medical School
- Emergency training from Service d'Aide Médicale d'Urgence (SAMU)



Ms Michele Patterson PSM

President, International Association
of Labour Inspection

In June 2011, Ms Patterson was re-elected for a third three-year term as President of the International Association of Labour Inspection (IALI).

Ms Patterson has played a prominent role in occupational health and safety (OHS) in Australia at both State and National levels for 30 years, including serving as Executive Director of SafeWork SA and prior to this, as Assistant General Manager of WorkCover NSW (in charge of the OHS Division).

As South Australia's representative on Safe Work Australia until March 2012, Ms Patterson Chaired the national committee responsible for producing Australia's National Model OHS laws.

- Master's degree in OHS and Business Regulation, Harvard University, Boston, USA
- In June 2012, Ms Patterson was awarded the Public Service Medal of the Order of Australia "For outstanding public service in the area of occupational health and safety"



Mr DongChan Kim

Senior Manager of International
Cooperation Department, Korea
Occupational Safety and Health
Agency (KOSHA)

Mr Kim has been working for 25 years as Chemical Engineer, Researcher, Consultant, Trainer and Inspector in Occupational Health and Safety. He is well experienced in the testing and certification of protection devices on harmful/hazardous equipment and personal protective equipment (including the quality assessment of manufacturing companies). He also has many years of experience in workplace risk assessment, training workers in small and medium-sized enterprises and in consulting for safety and health managers.

Mr Kim has been working at KOSHA since 1996. As the Senior Manager of International Cooperation Department, Mr Kim is currently involved with ILO-CIS related work, assistance for developing a culture of prevention and the ICOH meeting, which will be held in 2015. Additionally, he is responsible for the control and management of KOSHA English Web site, editing the KOSHA English newsletter, assistance for developing country, and dissemination of OSH cultural materials and information.

- Bachelor of Chemical Engineering, Inha University



Dr Olivier Lo

Group Medical Director,
International SOS
Occupational Health Services

Dr Lo has extensive working experience in Asia and Europe. He started his career as the Northern Asia Medical director of International SOS (1992) in Hong Kong and held senior appointments in the Asian region.

He took a regional role as Medical Director for International SOS Singapore – Assistance services from 1998 to 2002, and moved to Shanghai supervising the company's activities in Japan (2003). He then took the position of Medical Director of the Global Medical Services (GMS) and then Occupational Health Services world-wide (2007).

His medical qualifications include specialisation in Air and Space Medicine, Tropical Diseases, Public Health as well as Disaster Medicine, Emergency Crisis Management and Occupational Medicine (UK).

- Diploma of Doctor of Medicine from the Louis Pasteur Medical University in Strasbourg, France, ACLS
- Qualified Occupational Health and Safety Management System Auditor (SEQM/IRCA)



Dr Philippe Guibert

Regional Medical Director,
International SOS
Medical Consulting

Philippe Guibert is a specialist in Public Health. He is the Regional Medical Director, Medical Consulting, South and South East Asia.

He joined International SOS in 1998 as the Deputy Medical Director, Medical Services, and was involved in the medical engineering of client remote sites in Africa, the development of projects' health plans and Public Health programs. He then took the position of Medical Director, Health programs in 2003, to develop Healthcare Management services in France. He was also deeply involved in crisis preparedness and specifically pandemic flu preparedness advisory services in Europe.

Based in Singapore since 2010, he now leads the South and South East Asia medical consulting team which provides health risks advisory services and designs corporate health solutions, to assist companies in their health strategies across Asia.

- Medical training from Pierre & Marie Curie University, Paris
- Master's degree in Public Health, Pierre & Marie Curie University, Paris



Mr Marc De Greef

Executive Director, Prevent
Institute of Occupational Safety
and Health, Belgium

Mr Marc De Greef currently holds several important positions in occupational safety and health.

He is the Executive Director of Prevent, Institute of Occupational Safety and Health, Belgium, the Executive Director of PreventLux, Centre de Promotion du Bien-être au Travail, Luxembourg and the Executive Director of the Prevent Academy of Working Life, Belgium. He also serves as an expert in the Supreme Council for Well-being at Work (Belgium), is the President of the International Information Section of the International Social Security Association (ISSA), Geneva and the Secretary General of the European Association of National Productivity Centres (EANPC).

Mr De Greef has specific interests in management and management systems, economic issues related to well-being at work, well-being at work and performance of companies, awareness raising and human behaviour and networking.

His research interests include costs of occupational accidents, cost-benefit analysis of well-being at work programmes, well-being at work and performance of companies, the development of monitoring instruments and work-health promotion.

- Master's degree in Applied Economics (Business Engineering), KU Leuven, Belgium
- Master's degree in Business Administration, KU Leuven, Belgium



Dr David Gold

Founder and Managing Director
Gold-Knecht Associates, Genolier,
Switzerland

Senior Consultant,
International SOS Foundation

Dr David Gold is the Founder and Managing Director of Gold-Knecht Associates and an international consultant providing expertise in occupational safety and health policy; workplace health promotion; occupational safety and health training capacity building; managing psychosocial issues at work; and behaviour based safety and health.

Dr Gold worked for the International Labour Office, a United Nations Specialized Agency, for 23 years. He had world-wide responsibility for implementing occupational safety and health programs for the more than 175 member States. He designed and facilitated educational programs including Managing Psychosocial Problems at Work (known as SOLVE).

During his career, Dr Gold worked in many countries in Africa, Asia, the Caribbean, Europe, the Arab States and the Americas. He has moderated focus groups from different national, cultural, ethnic and linguistic backgrounds for the ILO.

He is a member of the Institute of Occupational Safety and Health (UK), the International Commission on Occupational Health and the Swiss Public Health Association.

- PhD in Occupational Safety and Health Engineering, Tampere University of Technology, Finland
- Master's degree in Occupational Education, University of New Hampshire, USA

With the increase of globalisation, more and more individuals are working further afield and are exposed to risks which can impact health, security and safety. The Foundation, established in 2011, has the goal of improving the welfare of people working abroad through the study, understanding and mitigation of potential risks. The Foundation was started with a grant from International SOS. It is a fully independent, non-profit organisation.

Our mission is to:

- Study the potential health, safety and security risks linked to international and remote assignments
- Provide information to governments, employers, workers and contractors on the aforementioned risks
- Encourage employers to develop and strengthen their corporate social responsibility in areas in proximity to their worksite
- Encourage the development of an international instrument to address the prevention and mitigation of the aforementioned risks as well as guidance on what should be done when an accident, illness or security situation occurs
- Provide a means of wide-spread dissemination of information on the aforementioned risks using communications including: leaflets, web-based publications, scientific articles, books, films, meetings and seminars
- Conduct other activities in furtherance of the goal as determined by the board of the Foundation

We will accomplish our aims through research, analysis and study to better understand the risks and improve well-being.

For more information, please contact us at
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