



SUSTRAINY

Sustainable action Training for Youth



Co-funded by the
Erasmus+ Programme
of the European Union

SUSTRAINY PROJECT



PANORAMA OF SUSTAINABLE BUSINESSES PRACTICES

HEALTH, SAFETY AND RESPECT OF RIGHTS OF WORKERS IN THE SUPPLY CHAIN

The project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



Health, safety and respect of rights of workers in the supply chain



Copyright: Pixabay

Category – Key words	Sustainable Development Goals, Circular Economy, Business, Environment, CSR, Culture, Healthy workplace, Rights of workers, respect, Occupational Health
Who?	Volkswagen. Organization founded in 1937
Location	The company's headquarters are situated in Wolfsburg, Germany. The Group operates 118 production plants in 20 European countries and a further 10 countries in the Americas, Asia and Africa
Years of implementation	From 1937 - ongoing
Website	https://www.volkswagen.es/ https://www.volkswagen.co.uk/



Abstract

The partners' mutual goal was to improve labor standards in order to build a health and safety culture at work. Volkswagen chose to address this issue because it wants to strengthen its policy on Health Protection, Promotion, and Occupational Safety through its wide program, which includes the company's participation in the Global Compact, the Social Charter and the Group Guidelines. Volkswagen believes that the OSH (Occupational Safety and Health) strategy requires a comprehensive approach. The concept should not be limited to the company's walls; it should apply to the full value generating chain. As a result, through project activities and the social partner network, one of Volkswagen's key project goals is to improve overall OSH understanding and identify best practices.

ACTIVITIES

Selected Volkswagen suppliers from Brazil, Mexico, and South Africa were part of the initiative. Initial audits of OSH in their workplace were conducted. Several recommendations were made based on the findings, and a checklist for a second evaluation was created (conducted up to six months after the initial audit).

The audit results, as well as any changes made, were subsequently reported in a statement. Best practices and solutions discovered across all project nations will be developed and aggregated into an online network once all vendors have been appraised. This network will supply the countries and businesses engaged with the required health and safety information. The project's ultimate purpose is to create an international standard for OSH and supply chain management. The goal is to build an information and consulting network to deliver expert expertise. The network will disseminate knowledge on best practices and lessons gained, and it will be available to people seeking assistance with OSH issues.

RESULTS

The first audit and a portion of the second audit were completed at the time this case study was written. On the basis of its findings, learnings, and suggestions for effective supply chain OSH have been drafted.



Concept Addressed

Workplace health and safety is about encouraging positive wellness in terms of people's comfort, pleasure, and contentment, rather than simply preventing illnesses and accidents. It also imposes a number of substantial obligations on employers.

Occupational health and safety is involved with the following:

- Promotion and maintenance of workers' optimum level of physical, mental, and social well-being in all occupations
- Worker leave due to poor health induced by their working circumstances is avoided.
- Protection of workers in the workplace from hazards caused by variables that are harmful to their health
- Taking into account an employee's work environment and adjusting to their physiological and psychological skills

Relevance

With the launch of the CARS centre, which has pioneering facilities in preventive, care and rehabilitation medicine, a team of 25 specialised professionals offer free and personalised services not only to the more than 14,500 SEAT employees, but also to all employees of Volkswagen Group companies in Spain, directly impacting on the reduction of diagnosis and recovery time of patients, on the reduction of absenteeism and, therefore, on the improvement of productivity. For the President of the Company, Luca de Meo, "the launch of CARS is a milestone in our commitment to being a healthy company that will have an impact on the well-being of our employees and their environment".

Eventually accreditation

Volkswagen-Audi España was awarded the runner-up prize in the 13th edition of the MC Mutual 'Antonio Baró' Awards for Occupational Risk Prevention by MC Mutual, a mutual organization that partners with Social Security.



Tips to implement

- Administer Satisfaction Surveys to Employees, to ensure the high level of quality of the company in terms of well-being (This will help to the impact measurement)
- Workplace health checks are a good idea. Bringing in medical specialists is easy for employees, saves money on health-care costs, and brings everyone together for a common goal—improving employee health wellness.
- Make a team for health and wellness.

Bibliography

Claves para convertirse en una empresa saludable 4.0. (2019, 23 mayo). Prevención Integral & ORP Conference. <https://www.prevencionintegral.com/actualidad/noticias/2019/05/23/claves-para-convertirse-en-empresa-saludable-40>

Health and safety in the workplace | Phoenix Blog. (2018). Phoenix Health & Safety. <https://www.phoenixhsc.co.uk/blog/meant-health-safety-workplace.html>

MC Mutual premia a Volkswagen-Audi España por su compromiso con la Prevención de Riesgos Laborales. (2015, 13 julio). Posventa. https://www.posventa.info/empresas/mc-mutual-premia-a-volkswagen-audi-espana-por-su-compromiso-con-la-prevencion-de-riesgos-laborales_49949_102.html

Ustailieva, E., Starren, A., Eeckelaert, L., Lopes Nunes, I., & Hauke, A. (2012). Promoting occupational safety and health through the supply chain (N.o 978-92-9191-963-5). European Agency for Safety and Health at Work (EU-OSHA). <https://doi.org/10.2802/39216>

