Training course on Occupational Injury Benefits and Workplace Social Protection

Professional Development Training Course Outline

Category	Social Protection	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Occupational Injury Benefits and Workplace Social Protection is a fundamental pillar of decent work and comprehensive social security, providing essential protection to workers who suffer injuries or contract diseases as a result of their employment. In an evolving world of work, marked by new technologies, changing employment relationships, and emerging health risks, ensuring robust compensation, rehabilitation, and prevention mechanisms for work-related accidents and illnesses is paramount. This specialized field encompasses the entire spectrum of workplace social protection, from legal frameworks and financing to claims management, return-to-work programs, and proactive occupational safety and health (OSH) measures. It recognizes that protecting workers' health and safety is not only a moral imperative but also crucial for economic productivity and social well-being. Training Course on Occupational Injury Benefits and Workplace Social Protection is meticulously designed to equip with the advanced theoretical insights and intensive practical tools necessary to excel in Occupational Injury Benefits and Workplace Social Protection. We will delve into the foundational principles of OSH and employment injury schemes, master the intricacies of designing and operating various benefit types, and explore cutting-edge approaches to prevention, rehabilitation, and digital administration. A significant focus will be placed on understanding international labor standards (e.g., ILO Conventions), fostering multi-stakeholder collaboration, ensuring financial sustainability, and navigating the practical challenges of extending coverage to diverse segments of the labor force, including informal workers and new forms of employment. By integrating industry best practices, analyzing real-world complex case studies, and engaging in hands-on policy analysis and simulation exercises, attendees will develop the strategic acumen to confidently champion and implement effective occupational injury benefit schemes, fostering unparalleled worker protection, safety, and social justice.

Programme Curriculum

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Introduction

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Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the fundamental concepts of **occupational injuries, diseases, and workplace hazards**.
2. Comprehend the strategic importance of **occupational injury benefits** and their role in social protection.
3. Master the **key international labor standards** (e.g., ILO Conventions on OSH and Employment Injury Benefits).
4. Develop expertise in designing various **types of occupational injury benefits** (medical, wage replacement, disability).
5. Formulate strategies for **financing and ensuring the financial sustainability** of occupational injury schemes.
6. Understand the critical role of **prevention of occupational accidents and diseases** in workplace social protection.
7. Implement robust approaches to **rehabilitation and return-to-work programs** for injured workers.
8. Explore key **governance, administration, and claims management processes** for occupational injury schemes.
9. Apply methodologies for **monitoring, evaluation, and data analysis** in workplace social protection.
10. Develop strategies for **extending occupational injury coverage to informal workers** and new forms of employment.
11. Analyze the **challenges and opportunities** of implementing workplace social protection in diverse contexts.
12. Design a preliminary **occupational injury benefit scheme component or OSH strategy** for a specific sector.

13. Examine **global best practices and lessons learned** from successful workplace social protection initiatives.

Target Audience

This course is essential for professionals involved in workplace safety, labor, and social security:

1. **Social Protection Policymakers & Program Managers:** Designing and overseeing social security systems.
2. **Labor Inspectors & OSH Specialists:** Enforcing OSH regulations and promoting workplace safety.
3. **Legal Professionals:** Working on labor law, social security, and workers' compensation.
4. **Actuaries & Economists:** Specializing in social security financing and risk assessment.
5. **Government Officials:** From ministries of labor, health, social welfare, and finance.
6. **Social Security Administrators:** Managing employment injury benefit schemes.
7. **Employers' Representatives & Trade Union Officials:** Advocating for worker safety and rights.
8. **M&E Specialists:** Evaluating workplace social protection programs.

Course Duration: 10 Days

Course Modules

Module 1: Foundations of Occupational Injury and Workplace Social Protection

- Define occupational injuries, diseases, and workplace hazards.
- Discuss the socio-economic impacts of work-related accidents and illnesses on workers, families, and enterprises.
- Explore the concept of workplace social protection and its components (prevention, compensation, rehabilitation).
- Analyze the rationale for employment injury benefit schemes.
- Overview of global trends and challenges in occupational safety and health (OSH).

Module 2: International Labor Standards on OSH and Employment Injury Benefits

- Deep dive into key ILO Conventions:
    - ILO Convention No. 155 on Occupational Safety and Health.
    - ILO Convention No. 161 on Occupational Health Services.
    - ILO Convention No. 121 on Employment Injury Benefits.
    - ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).
- Discuss national OSH legislation and workers' compensation laws.
- Analyze the legal obligations of states and employers under these instruments.
- Explore the role of tripartite dialogue in OSH policy development.

Module 3: Types of Occupational Injury Benefits

- Master the design of various types of benefits provided under employment injury schemes:
    - **Medical Care and Rehabilitation:** Covering treatment, medicines, and assistive devices.
    - **Temporary Incapacity Benefits:** Wage replacement during temporary absence from work.
    - **Permanent Disability Benefits:** Compensation for partial or total permanent impairment.
    - **Survivors' Benefits:** Support for dependents in case of fatal accidents.
    - **Funeral Grants:** Covering funeral expenses.
- Discuss the calculation of benefits, duration, and eligibility criteria.
- Case studies of different benefit designs.

Module 4: Financing Occupational Injury Schemes

- Explore various financing mechanisms for occupational injury benefit schemes.
- Discuss contribution models: employer-only contributions, tripartite contributions.
- Analyzing the role of risk-based pricing and experience rating for employers.
- Strategies for ensuring the financial sustainability and adequacy of scheme reserves.
- Case studies of different financing approaches globally.

Module 5: Prevention of Occupational Accidents and Diseases

- The critical role of prevention as the first line of defense in workplace social protection.
- Discuss methodologies for hazard identification, risk assessment, and control measures.
- Exploring the hierarchy of controls (elimination, substitution, engineering, administrative, PPE).
- Strategies for promoting a strong safety culture in workplaces.
- Analyzing the cost-effectiveness of investing in OSH prevention.

Module 6: Rehabilitation and Return-to-Work Programs

- The importance of comprehensive medical, vocational, and social rehabilitation for injured workers.
- Designing effective return-to-work (RTW) programs: modified duties, job accommodations, retraining.
- Discuss the role of multidisciplinary teams in rehabilitation.
- Strategies for facilitating a smooth and sustainable return to productive employment.
- Case studies of successful rehabilitation and RTW programs.

Module 7: Governance, Administration, and Claims Management

- Principles of good governance in occupational injury scheme administration.
- Discuss the roles and responsibilities of governing boards, management, and oversight bodies.
- Streamlining claims processing: registration of injury, investigation, benefit determination.
- Ensuring timely, accurate, and transparent claims management.
- Managing appeals and dispute resolution mechanisms.

Module 8: Digital Transformation and Technology Utilization

- Leveraging digital technologies for enhanced occupational injury scheme administration.
- Discuss the use of IT systems for injury reporting, claims management, and data analytics.
- Exploring mobile applications for OSH training and hazard reporting.
- Addressing challenges related to digital infrastructure, cybersecurity, and data privacy.
- Case studies of successful digital transformation in workplace social protection.

Module 9: Extending Coverage to Informal Workers and New Forms of Employment

- Analyzing the challenges of extending occupational injury coverage to informal workers, self-employed individuals, and gig economy participants.
- Discuss adapting scheme design to the specific risks and employment relationships of these groups.
- Exploring innovative contribution and benefit models for non-standard employment.
- Strategies for formalization and integration of informal workers into OSH and employment injury schemes.
- Case studies of countries extending coverage to previously excluded populations.

Module 10: Monitoring, Evaluation, and Data Analysis

- Designing robust M&E frameworks to track the performance and impact of workplace social protection.
- Developing indicators to measure injury rates, disease prevalence, coverage, benefit adequacy, and return-to-work outcomes.
- Strategies for collecting high-quality data on occupational accidents and diseases.
- Using M&E findings to inform policy adjustments, OSH interventions, and demonstrate impact.
- Analyzing the broader socio-economic impacts of workplace social protection.

Module 11: Role of Social Dialogue and Tripartism

- The critical importance of social dialogue (between government, employers, and workers) in OSH and employment injury policy.
- Discuss the role of tripartite bodies in setting standards, monitoring compliance, and resolving disputes.
- Strategies for strengthening the capacity of workers' and employers' organizations in OSH advocacy.
- Promoting joint responsibility and collaboration for a safe and healthy working environment.
- Case studies of successful tripartite cooperation in OSH.

Module 12: Emerging Risks and Future of Workplace Social Protection

- Exploring emerging occupational risks: psychosocial hazards, new technologies (AI, automation), climate change impacts.
- Discussing the implications of changing world of work (remote work, platform work) for OSH and social protection.
- Analyzing the role of social protection in addressing new forms of work-related illness and injury.
- Advocating for a proactive and adaptive approach to workplace social protection.
- Developing a roadmap for future-proofing OSH and employment injury schemes.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

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Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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