



Hazards Campaign Briefing and Call to Action Plan International Workers Memorial Day 28 April 2020 #IWMD20

'Heartbroken: Bad jobs can break your heart. Unions fighting for hearts and minds'

Whether the threat at work is another new virus, dangerous substances or heartbreaking demands, your life should not be on the line. Unions can make it better

Normal public events for April 28th won't be possible because of measures to contain Coronavirus/Covid-19. But marking International Workers Memorial Day has never been more important for workers lives and health and those of our families and communities. Some workplace events may still go ahead but we are taking #IWMD20 online, developing a social media campaign that we want everyone to join in. This will keep the day and its perennial aims on the public and political agenda with the twin slogans to **'Remember the Dead and Fight for the Living'**. This year's international theme has been changed t by ITUC to **'Stop the Pandemic in the Workplace'**. The Hazards Campaign is going ahead with: **'Unions fighting for hearts and minds'** incorporating the fight against Coronavirus.



[Hazards Magazine](#)

"The prime minister Boris Johnson announced sombrely some of us are going to die as a result of the coronavirus, Covid-19. But unless he fixes permanently the country's under-resourced health care system, its mean and patchy sick pay coverage and its disposable worker culture, [the unfairness and the early deaths will continue](#). It is just the cause of death that will change."

<http://www.hazards.org/infections/exposed.htm>

Workers health is public health

"The COVID pandemic has made the links between occupational health and safety and wider public health very stark indeed. Workers Health is Public Health. It has also highlighted the fact that not only the health and safety of health, social and emergency workers is critical to fighting the pandemic but so too is the health and safety of key workers in the service, retail , transport, distribution and manufacturing etc sectors. If you do not protect the workforce in a pandemic you do not protect the public."

[Professor Andrew Watterson](#)

"Workers are in the coronavirus frontline, protective equipment is absent, in short supply or inadequate, poor work practices are putting a wide-range of frequently low paid essential workers at risk, and health and safety enforcement agencies are demonstrating an 'unprecedented' dereliction of duty. ..It is stunning for most of us to realize the weakness of the legal protections for worker safety and health. It is amazing to see the incredible efforts of the unions and rank and file workers – both unorganized and organized – [to stand up and demand protections from employers](#)." Deborah Berkowitz

"[Low pay and high risks](#) always been in a toxic marriage. Coronavirus of course is an awful and deadly new threat, but in terms of the overall harm facing the low paid now recognised as 'essential' , it is unlikely to impact on the gross excess mortality they face as a consequence of their everyday jobs, [everyday hazards, and everyday low pay](#) What will with absolute certainty harm low paid, essential workers is the daily grind, hardship and insecurity which pares years off life expectancy and off years of healthy life. [The evidence from the UK is that this inequality is widening](#). Neither are safety interventions in health care settings equal opportunities solutions, the low paid tend not to benefit to the same degree, this [AJPH paper suggests](#) Add in race and gender to the social class and inequalities Crap Jobs Index, and it is not difficult to predict who is hurt and why.

If there is a gain we need to secure from this crisis, it is that we must fix the perversity that means many of the jobs now deemed essential are the absolute polar opposite of the jobs society would usually lionise and reward. Hazard pay, whatever euphemism you use, won't do that. A living wage in a secure, union-organised job would." Rory O'Neill, editor Hazard Magazine, ITUC Occupational Health Adviser.

Protect all workers from #COVID19

In UK and worldwide, workers in essential jobs - health and care, food sector, retail, transport, farming, cleaning, prisons, postal and other emergency services - are on the front line in maintaining life as near normal as possible for all of us. They are at high risk of infection. Workers in non-essential workplaces – manufacturing, warehousing, construction, arms manufacture – forced by employers to continue work or starve, are also at risk of infection and of continuing the spread. The [Hazards Campaign has written to HSE](#) urging rigorous enforcement of workplace health and safety law, complemented by specific public health approaches recommended both inside and outside the workplace. [Health and Safety Executive](#) notes: “Main piece of legislation that applies to infections at work is The Control of Substances Hazardous to Health Regulations 2002 (COSHH)”. Via letter and social media we have demanded they enforce in response to workers Reports of Concern about unsafe, unhealthy workplaces, in both non-essential work and also the lack of any or good PPE in essential health and care work, to back up workers worried for their lives and families. There has been some HSE movement on [RIDROR reporting dangerous occurrences and cases of CV19](#) But [TUC CBI joint statement with HSE](#) still says 2metre apart rule applies ‘where possible’ and is not stringent on PPE. Hazards [Hazards Campaign Statement](#): ‘Deadly failures have placed millions of workers at unnecessary coronavirus exposure risk’ calls for a Precautionary Approach -closure of all non-essential work that cannot be made safe and highest levels of control and PPE for all essential workers. Hazards Magazine [Outbreak Guide to unions keeping workers safe](#) covers cleaning, PPE, need for employers to have Coronavirus policies for unions, [safety reps to be involved using SRSC Regs](#) ‘*As entire nations go into a coronavirus shutdown, unions are playing a crucial role in ensuring all workers, including those keeping health and essential services viable, are protected.*’

Exposed - the dirty, exploitative, unfair, insecure, unsafe and unhealthy aspects of work for many workers

Coronavirus/Covid-19 has shone a spotlight on the dirty, exploitative, unfair, insecure, unsafe and unhealthy aspects of work for many workers that were always there but have now been made visible to the rich and powerful. The lower your wages the higher your risk of being made ill, injured or killed at work and to have your life shortened. This inequality applies equally and horrifically to #Covid pandemic – inequality kills and we see the death toll of essential and other workers growing day by day due to Government inaction. Workers are sent into battle without the armour they need, it is a national scandal and a death sentence for many. Lack of protective health and safety enforcement, low pay, zero hours and precarious work, lack of sick pay for all at liveable wage, a war on the working class from cradle to grave over the last ten years of austerity, cause injury, illness and death on an industrial scale. In Britain around 140 die due to work every day! [Up to 50,000 killed by work-related illness and around 1,500 from work-related incidents EVERY Year](#), more than wars and terrorism before #Covid19 struck. Bad bosses and slashed regulation and enforcement of health and safety make workers more vulnerable to #COVID19.

Fighting for hearts and minds of all workers

For #IWMD20 workers and unions are fighting for workers’ health and safety to be paramount; for liveable sick pay, job and income protection; for high standards of PPE; all necessary safety measures to stop #Covid, save lives now; and made permanent in the future. We not going back to unsafe, unhealthy and potentially deadly business as usual. No-one voted to die at work, its time they stopped killing us and surprise, surprise, red tape is better than bloody bandages and dead bodies. [Decent jobs are essential for decent lives for all](#)

It’s the Workers who will get us through

‘As entire nations go into a coronavirus shutdown, unions are playing a crucial role in ensuring all workers, including those keeping health and essential services viable, are protected.’ Workers will get us through this Coronavirus crisis, not banker or billionaires. We fight for the PPE and Income protection all workers need now and for a better future where all workers have high standards of health and safety, living wages, sick pay, pensions and security plus a fully funded NHS, welfare state safety net and public services. No going back to normal. We use [#IWMD20](#) to highlight our demands:

FOR Decent jobs and decent lives for all AGAINST indecent work that

Makes us ill, can lead to long and short term, mental and physical disability, cuts short our lives, even kills us.

We Remember the Dead: Even before Coronavirus takes its toll, work in Britain kills more than wars, around 140 a day due to incidents and illnesses from past bad work conditions [The Whole Story](#)

Fighting for the Living at any time we DEMAND:

- Employers act on their duty to keep all workers safe and healthy
- Enforcement bodies hold bad employers to account
- Government invests in rigorous regulation and enforcement
- The empowerment of Trade Union Safety Reps

and especially NOW in Coronavirus Pandemic we demand

- Government full support for protection of all workers incomes and health
- Closure of all non-essential workplaces with full income protection for workers
- Full enforcement of health and safety in essential and non-essential workplaces
- Liveable [#SickPayForAll](#) from day1
- Full adequate & sufficient PPE for ALL workers exposed to COVID-19 risk
- Testing, tracing and quarantining

Resources:

- [Hazards Magazine latest issue 149](#) is a unique and valuable source of information. [Outbreak Guide to unions keeping workers safe](#) and [Exposed](#)

- [ITUC/Hazards coronavirus resource hub](#) Comprehensive list of union, Hazards and International resources
- [Subscribe to Hazards Magazine](#) and follow [Facebook Group Workers' Memorial Day * 28 April](#)
- [Hazards Campaign Minimum Standards for Workers](#)
- [TUC Covid Guide for Reps](#) [TUC 2020 Workers Memorial webpage](#)
- [Workforce Coronavirus Support Group](#)

Hazards Campaign Call to Action #IWMD20

Actions we'd like you to take in run-up to and on 28th April

- 1 **Put up Heartbroken poster (s) in street-facing windows at home, or in workplaces; put it on notice boards too. Make a window display -Purple Forget-me-knot Ribbon poster and Unions Make Work Safer Posters. Download and print or [order](#) .We will pack these wearing gloves so if useful please order posters and ribbons for personal use and for workplaces NOW.**

- 2 **Take a selfie with Heartbroken poster** or a photo of your window display

Post on twitter and/or on your Facebook timeline and share with Hazards Campaign Facebook Group 'We didn't vote to die at Work', use #IWMD20 hashtag and add a slogan. Try these you can copy and paste:

<i>Stop heartbreaking work ->50,000 a year killed by work #IWMD20</i>	<i>Stop heartbreaking work- more health & safety not less #IWMD20</i>
<i>Workers health before employers' wealth #IWMD20</i>	<i>Stop stressful work driving us over the edge #IWMD20</i>
<i>Unions fighting for our hearts and minds to save our lives #IWMD20</i>	<i>Unions make work safer, healthier, better #IWMD20</i>
<i>Don't go breaking our hearts- give us health & wage protection now #IWMD20</i>	<i>Collective Action Save Lives #IWMD20</i>
<i>Don't expose us to any sort of workplace risk #IWMD20</i>	<i>Don't expose us to Toxic work #IWMD20</i>
<i>Staying Alive -Keep young workers safe #IWMD20</i>	<i>Give us appropriate PPE for Coronavirus Now #IWMD20</i>
<i>Liveable Sick pay for all from Day1 #IWMD20</i>	
<i>Wages for all workers laid off by Covid-19 #IWMD20</i>	<i>#ShutTheSites #PAYEveryWorker #IWMD20</i>
<i>Workers health =Public health #IWMD20</i>	<i>Unions fighting for our health over profits #IWMD20</i>
<i>Unions make work safer, win protection from risks Join a Union #IWMD20</i>	<i>Can't trust boss to protect you- join a union #IWMD20</i>
<i>Stop non-essential work pay us to #StayHomeSaveLives #IWMD20</i>	<i>Solidarity to the Workers on the #CV19 Frontlines #IWMD20</i>
<i>Stop breaking our hearts our lives depend on workers health #IWMD20</i>	<i>Staying Alive: Unions make us safer #IWMD20</i>
<i>No longer invisible but still grossly undervalued PayKeyWorkers their worth #IWMD20</i>	<i>StopCOVID19 killing us @work #IWMD20</i>
<i>No-one voted to die at work #GE19- save the workers #IWMD20</i>	<i>They lie we die: Government step up protect workers health #IWMD20</i>
<i>Employers: obey health& safety law or close down #IWMD20</i>	<i>Government: Test, Test, Test NHS and Care/health workers #IWMD20</i>
<i>After #Covid19 No going back to deadly business as usual #IWMD20</i>	<i>After #Covid we want better health, safety and welfare for all #IWMD20</i>
<i>After #Covid19 we want Decent Job for Decent Lives for all #IWMD20</i>	<i>#CV19 Test, test, test. PPE, Keep our workers virus free #IWMD20</i>
<i>Stop the #CV19 pandemic at work #IWMD20</i>	<i>Stop #Covid19 Test, trace, Protect workers #IWMD20</i>

You can make up better ones more appropriate to your workplace and issues you are facing. Add Union name.

Tweet it to @hazardscampaign @borisjohnson @MatthewHancock, your own MP, Cllrs, Mayor your own union. More will develop so follow and retweet @hazardscampaign @hazardsmagazine @CentreGreater @JNewsham @hildapalmer

- 3 **Hold a physical workplace or on-line meeting on 28th April #IWMD20**

a) For those still in workplaces on 28 April:

Hold a short, safe physically distanced vigil, 2 mins silence. Read out the Families Against Corporate Killers annual statement (out shortly), use 'The Whole Story'; make short speeches about the problems you are facing at work now, how unions working collectively can make work safer and healthier, and what you want, our demands for the future. Use information and resources in this Action Briefing to help. Hold up posters, photographs of those you know who have died, take pictures, films and post on Facebook and Twitter using #IWMD20 **Tell us what you plan to do**

b) For Branches where members are laid off, furloughed, self- isolating etc on 28th April

Think about holding a similar meeting as above but on-line, on Facebook, Zoom or other meetings software– See 5 minute [guide to using, for example zoom for small meetings](#): or link up via Whatsapp or share issues in texts.

Do whatever works best –gather contacts, work out agenda, who is going to speak, experiment now and practice before 28th.

- 4 **Use 'The Whole Story' real figures on death at work** which are higher than the HSE's official but partial statistics.

In Britain around 140 die due to work every day! Every year that's around 1,500 from work-related incidents of all types - incidents in workplaces, while driving for work, in air and sea, work related suicides + 50,000 dying from work-related illnesses cancers, heart and lung disease. Worldwide the ILO estimates 2.78 million killed by work, more than wars and terrorism before #Covid19 struck.

- 5 **Mapping #IWMD20: tell us what you are doing and about workers memorials near you**

Working with Scottish Hazards we will publicise and if possible, map activity. Tell the TUC too healthandsafety@tuc.org.uk These details will go on their list of events on the dedicated page to [2020 Workers Memorial Day on the TUC website](#)

- 6 **Create huge wave of #IWMD20 posts on social media with demands & union action, get it trending on twitter**

Posts about workers lives and health, what we demand now for good health and safety during the #COVID19 pandemic, but also for the future and always for decent jobs for decent lives for all via better health and safety for workers. Encourage members to post their thoughts to Twitter and FaceBook, use a [#IWMD20 Twibbon](#), take care not to contravene workplace policies. Remember to copy your union, @hazardscampaign and your MP, Cllrs, local press into your posts and tweets.

- 7 Watch and send out the Hazards Campaign Film for #IWMD20 ‘Fighting for Hearts and Minds
- 8 Light a candle in your window on Tuesday 28th at 9pm to remember all workers killed by #COVID - but be safe
- 9 #IWMD20 On-line Memorials – We will remember all the dead killed by work
[#IWMD20 Workers Memorial https://t.co/8pf4ktXdea?amp=1](#) add details to spreadsheet count all of those workers who have died of #COVID19 Aldo post names and details of deaths on [Families Against Corporate Killers](#) Facebook group
Post pictures of workers killed at work with a brief story to us or direct to Twitter, Facebook Post names and details of deaths on [Families Against Corporate Killers](#) Facebook group
- 10 **Solidarity: Use the #IWMD20 for national and international solidarity with our union colleagues all across the world to ‘Stop the pandemic at work’**

Be creative, come up with new ideas, share them!

We are developing the campaign and will launch more memes, graphics, films, the FACK Statement, [#IWMD20 Twibbon](#) for Twitter during April. **Keep in touch for weekly updates and follow and retweet, new graphics, films etc share posts on @hazardscampaign & #IWMD20 on Twitter; Facebook Group: [We didn't vote to die at work](#) & [Hazards Campaign website](#)**

Background Resources

- [Video of Carole Harte](#) explaining how Hazards Campaigner Tommy Harte brought Workers’ Memorial Day to UK in 1990s
- Families Against Corporate Killers: Face the FACKs- The Human Face of Corporate Killing [Part 1](#) [Part 2](#) [Part 3](#) [Part 4](#)
- [Louise Taggart’s video](#) about her brother Michael Adamson who went to work & was killed by employer’s negligence-
- [Fallen tears memorial stained glass window](#) installed at Peoples History Museum, Manchester
- [The importance of IWMD](#)

