

## G4-LA6

### TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER

- a. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities, for the total workforce (that is, total employees plus supervised workers), by:
  - Region
  - Gender
- b. Report types of injury, injury rate (IR), occupational diseases rate (ODR), lost day rate (LDR), absentee rate (AR) and work-related fatalities for independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:
  - Region
  - Gender
- c. Report the system of rules applied in recording and reporting accident statistics.

#### GUIDANCE

##### Relevance

Health and safety performance is a key measure of an organization's duty of care. Low injury and absentee rates are generally linked to positive trends in staff morale and productivity. This Indicator shows whether health and safety management practices are resulting in fewer occupational health and safety incidents. An evaluation of trends and patterns may also indicate potential workplace inequity.

##### Compilation

Identify the system of rules applied in recording and reporting accident statistics. The ILO *Code of Practice on Recording and Notification of Occupational Accidents and Diseases*<sup>56</sup> was developed for the reporting, recording, and notification of workplace accidents. Where national law follows the ILO *Code*, it is sufficient to state that fact and that practice follows the law. In situations where national law does not follow the ILO *Code*, indicate which system of rules it applies and their relationship to the ILO *Code*.

Identify the system used to track and report on health and safety incidents and performance. Ensure that this system covers all significant operations and geographic locations. In some cases multiple systems may be used across an organization. Use the information in these systems to calculate the following statistics.

##### Fatalities

Identify the absolute number of fatalities that occurred during the reporting period.

Report this information separately for the total workforce (that is, total employees plus supervised workers) and independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:

- Region
- Gender

##### Injury rate (IR)

Identify the injury rate (IR) experienced during the reporting period.

Since some organizations include minor (first-aid level) injuries in their data, indicate whether such injuries are included or excluded.

Report this information separately for the total workforce (that is, total employees plus supervised workers) and independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:

- Region
- Gender

The injury rate includes fatalities.

##### Occupational disease rate (ODR)

Identify the occupational disease rate (ODR) experienced during the reporting period.

Report this information separately for the total workforce (that is, total employees plus supervised workers) and independent contractors working on-site to whom the organization is liable

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for the general safety of the working environment, by:

- Region
- Gender

**Lost day rate (LDR)**

Identify the lost day rate (LDR) experienced during the reporting period.

In calculating 'lost days' indicate:

- Whether 'days' means 'calendar days' or 'scheduled work days'
- At what point the 'lost days' count begins (for example, the day after the accident or 3 days after the accident)

Report this information separately for the total workforce (that is, total employees plus supervised workers) and independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:

- Region
- Gender

**Absentee rate (AR)**

Identify the absentee rate (AR) experienced during the reporting period.

Report this information separately for the total workforce (that is, total employees plus supervised workers) and independent contractors working on-site to whom the organization is liable for the general safety of the working environment, by:

- Region
- Gender

**Definitions**

See Glossary in *Implementation Manual*, p. 244

- [Absentee](#)
- [Absentee rate](#)
- [Fatality](#)
- [Injury](#)
- [Injury rate](#)
- [Lost day](#)
- [Lost day rate](#)
- [Occupational disease](#)
- [Occupational disease rate](#)
- [Supervised worker](#)
- [Total workforce](#)

**Documentation sources**

Potential sources of information include employee records, employee contracts, attendance records, and accident records.