

YHS

THE SEED YOU PLANT TODAY

**THE PROCEEDINGS OF THE
OCTOBER 15TH -18TH CONFERENCE
ON YOUTH HEALTH AND SAFETY
IN THE WORKPLACE**

OTTAWA

This project was financially assisted by the Labour-Management Partnerships Program and the Youth Employment Strategy. The opinions expressed in this document do not necessarily reflect those of the Government of Canada or of the major organizers, the Communications, Energy and Paperworkers Union of Canada and the Canadian Chemical Producers' Association of Canada.

DECEMBER 31, 2000

EXECUTIVE SUMMARY

On October 15th to 18th, 130 youth and an equal number of health and safety professionals and interested parties representing industry, the labour movement and government attended the first ever Canadian conference concerning Youth Health and Safety in the Workplace. Held in Ottawa, the conference focused on identifying problems that youth experience in the early years of their working careers and how these problems can be addressed from the perspective of youth.

The Honorable Ethel Blondin-Andrew, Secretary of State for Children and Youth, formally opened the proceedings.

All delegates were asked to take part in concurrent sectoral breakout sessions to discuss aspects of youth health and safety. The concurrent sessions examined:

- The agriculture and fisheries sector,
- The mining, oil and gas sector,
- The forestry and construction sector,
- The manufacturing, transportation, utilities and communications sector,
- The hospitality, food industry and retail sector,
- Small businesses and independent and contract workers,
- The office and high technology sector,
- The health sector, and
- The volunteer sector.

A separate group also examined health and safety from a national perspective.

Youth delegates representing the different breakout sessions presented their findings on a sector by sector basis. Youth delegates identified seven major concerns that impact significantly on youth health and safety in Canada's workplace today including:

- A need for enhanced education and training,
- A need to enhance the general awareness of employers and employees,
- A lack of enforcement,
- The poor communications skills of supervisors,
- The availability and cost of information,
- A need for national standards, and
- A number of work activities that fall outside the health and safety net.

Key recommendations of youth included:

- Enhanced training/education of youth with respect to health and safety with inclusion within the core curriculum from Kindergarten to Grade 12,
- A national health and safety awareness program focused especially on youth, families and children,
- Enhanced enforcement with increased penalties for non-compliance,
- Course offerings to improve the communication skills of supervisors,
- Consistency in health and safety standards across the country,
- Application of health and safety legislation to the Volunteer Sector, and a wider use of incentive programs aimed at improving health and safety practices within small business,
- The immediate formation of Youth Health and Safety Advisory Committees within each territory and province and at the national level.

Youth delegates also gave a special warning that youth, when employed, should never sign a waiver reducing the health and safety responsibilities of employers.

The youth delegates presented their findings and recommendations to the Senior Panel consisting of Ms. Sandra Morgan, Mr. Hassan Yussuff, the Honorable Perrin Beatty, and M. Maurice Proulx.

In receiving the recommendations of the youth delegates, the Honorable Claudette Bradshaw, the Federal Minister of Labour, saw the conference as a new beginning that had taken a hundred years to occur.

The Minister of Labour committed to move forward by:

- Agreeing to review the recommendations of the youth delegates,
- Ensuring that her advisors study the recommendations to see what can be done,
- Circulating the youth delegates' proposals to her provincial and territorial colleagues in the coming weeks,
- Presenting the recommendations for review and discussion at the next meeting of the Ministers of Labour in February 2001 in Newfoundland, and
- Working with other levels of government as several of the issues raised cut across municipal, provincial and federal jurisdiction.

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1. INTRODUCTION

“The seed you plant today will eventually germinate into the future health and safety of workers.”

Jodyne Greene: Youth delegate from Manitoba

On October 15th to 18th, 130 youth and an equal number of health and safety professionals and interested parties representing industry, the labour movement and government attended the first ever Canadian conference concerning Youth Health and Safety in the Workplace. Held in Ottawa, the conference focused on identifying problems that youth experience in the early years of their working careers and how these problems can be addressed from the perspective of youth.

The Honorable Ethel Blondin-Andrew, Secretary of State for Children and Youth, formally opened the proceedings. The Secretary of State noted that the conference was the first step in the right direction to resolve an unacceptable situation.

To provide a context for health and safety in the workplace, keynote speakers addressed several far reaching topics. Keynote speakers included:

- Mr. Paul Kells who discussed why health and safety of youth at work is a unique issue and a priority for all stakeholders,
- Mel Camilli who spoke from his own experience to motivate young workers about the importance of workplace health and safety,
- Dr. Louis Francescutti who spoke to the medical aspects of injury control, and
- Laura Hannant who dealt with the wider issue of child labour.

Panelists and youth delegates then provided expert advice on:

- Youth health and safety at work: issues and priorities, and
- Nature of the work environment: potential impacts on the health and safety of young workers.

Workshops, again with the assistance of experts and youth delegates, were held to discuss more technical aspects of:

- Issues, challenges and impact of work on youth,
- Education and training needs – reducing the risk for young workers, and
- Roles and responsibilities – health and safety.

All delegates were asked to take part in concurrent sectoral breakout sessions to discuss aspects of youth health and safety. The concurrent sessions examined separately:

- The agriculture and fisheries sector,
- The mining, oil and gas sector,
- The forestry and construction sector,
- The manufacturing, transportation, utilities and communications sector,
- The hospitality, food industry and retail sector,
- Small businesses and independent and contract workers,
- The office and high technology sector,
- The health sector, and
- The volunteer sector.

A separate group also examined health and safety from a national perspective.

Based on the presentations and workshops of the conference and their own experiences, youth delegates within the breakout sessions developed findings and recommendations with respect to Youth Health and Safety in the Workplace. Youth delegates then presented these to a senior panel for consideration. Members of the senior panel included:

- Sandra Morgan, Deputy Minister, Government of Saskatchewan Department of Labour and Immediate Past President of the Canadian Association of Administrators of Labour Legislation,
- Hassan Yussuff, Executive Vice-President, Canadian Labour Congress,
- The Honourable Perrin Beatty, President and Chief Executive Officer, Canadian Manufacturers and Exporters, and
- Maurice Proulx, Assistant Deputy Minister, Ontario Ministry of Education.

The Honorable Claudette Bradshaw, Minister of Labour, received the recommendations of the youth delegates and closed the conference.

2. KEY FINDINGS

“Health and Safety is considered a high priority within youth today across Canada and must be first and foremost with the government.”

Deveilyau Tymusko: Youth delegate from British Columbia

Youth delegates representing their respective breakout sessions presented their findings on a sector by sector basis to the Senior Panel. In doing so, the youth delegates identified seven major concerns that impact significantly on youth health and safety in Canada’s workplace today including:

- A need for enhanced education and training,
- A need to enhance the general awareness of employers and employees,
- A lack of enforcement,
- The communications skills of supervisors,
- The availability and cost of information,
- A need for national standards, and
- A number of work activities that fall outside the usual health and safety net.

Details of the youth delegates’ findings follow. For reference, the rough working notes of the youth presenters can be found in the annex to this report.

2.1 Education and Training

Presenters from all sectors observed that both employers and employees lack knowledge as to both their obligations, rights and responsibilities with respect to health and safety, and the identification and benefits of effective health and safety processes.

One youth delegate was quoted as saying: “There is inconsistency in training people for different jobs.” Another noted: “Machinery is dangerous without proper training,” while a third stated: “There is a lack of knowledge on both sides.”

Training is especially important for youth as, without work experience, it provides them with an initial approach to the workplace that can only enhance their safety. It is also important to experienced workers to keep them current with new developments in health and safety.

Presenters also stated that customized training may be necessary for specific areas of employment. Training should also deal specifically with conflict resolution, violence in the workplace and volunteerism.

2.2 General Awareness and Attitude

Youth presenters noted that both employers and employees need to change their awareness of and attitude towards health and safety, especially as it affects youth. As one delegate put it, the attitude towards youth is often:

“What do you know? You don’t have our experience.”

Other presenters recognized that non-youth and employers often either are not aware or ignore the plight of youth with respect to health and safety. One presenter said:

“We (Youth) can only do so much – you (non-youth and employers) must know the value of our life. It is your responsibility at the end of the day to make sure you (and your children) are safe.”

Examples of unsafe awareness include: farmers who, when employing youth, use chemicals without a full knowledge of accompanying hazards, and young contract workers who often ignore health and safety as they are only on site for a short period of time. Delegates within the Hospitality, Food and Retail, and Health Breakout Sectors also noted that employers within their sectors often ignore the health and safety opinions of youth. They are only low-paid substitute workers.

2.3 Enforcement

Youth delegates from nearly all breakout sessions reported a lack of effective enforcement of health and safety regulations with respect to both employers and employees.

2.4 Communications

Youth delegates observed that many employers have difficulty relating to youth, and that supervisors often lack the soft-skills required to communicate. Youth often are aware of dangerous situations, but if these situations are not openly discussed between youth and management, health and safety can be jeopardized. One presenter emphasized: “There must be clear two-way communications between employers and employees.”

This observation should be put in the context that many employers do not want youth to make waves.

2.5 The Availability and Cost of Information

Health and safety information costs both money and time both to obtain and to distribute among employees. Delegates noted that this could be detrimental to health and safety in the workplace, especially in small business, agriculture, and fisheries.

2.6 Standards and Orientation Procedures

A key issue to young workers is that safety standards and orientation procedures change from industry to industry and province to province. One presenter suggested that industries and provinces should identify the “best” processes and bench mark with them.

2.7 Being Outside of the Net

Presenters also observed that some activities within the workplace either are not covered by present health and safety legislation or appear to fall outside of the present administrative structure used to enforce compliance. This concern is critical to youth as it is often in these sectors where youth find initial employment.

The activities include employment within small business, employment on farms, contractual employment, work at home, and volunteerism. Non-applicability means that effective information on health and safety may not be distributed, and processes to enhance health and safety may be limited. Non-applicability also means compensation in cases of actual injury may not be available. Being outside of the effective enforcement net will have the same effect.

The phenomenon of being outside of the net is probably most pronounced in the Agricultural and Fisheries Sector and in Volunteerism.

3. KEY RECOMMENDATIONS

“Everyone in our workshop agrees that youth employees are scared to ask questions; fear employers; don’t know where to go.”

Jacqueline Johnson: Youth delegate from Saskatchewan

Youth delegates also presented recommendations on a sector by sector basis to the Senior Panel. Major recommendations are provided below categorized according to the earlier findings. Included below are as well special recommendations concerning the formation of youth advisory councils and the practice of youths signing waivers reducing employer responsibilities with respect to health and safety.

Details of the recommendations are found below: For reference, the rough working notes of the youth presenters with respect to the recommendations can be found in the annex to this report.

3.1 Education and Training

All reports coming back from breakout sessions recommended the enhanced training/education of youth. Several reports recommended that health and safety comprise an integral part of the core curriculum from Kindergarten to Grade 12. One presenter described the need for the latter recommendation with the following words:

"It is hard to get older generations to change, so we must focus on youth – they are the future. Start at the first grade."

Other reports recommended that the need for specialized training geared to actual job requirements as well as the need to educate employers. Job related training could be linked to certification which would lapse if employees did not remain current.

Courses and/or training should also focus on the needs of small business.

3.2 General Awareness and Attitude

Most youth presenters emphasized the need for a national health and safety awareness campaign focused especially on youth, families and children. Several recommendations were made as to the basic message of the campaign and its methods. Summarizing, the campaign would centre on:

- Putting the message out to youth, families and children emphasizing simple precautions, safety tips etc., and

- Making employers and employees fully aware of the obligations, rights, responsibilities and laws with respect to workplace health and safety.

The campaign would be nation wide, and use all aspects of the media including: television, radio, billboards, busboards etc. To be successful, the campaign would require the active support of all parties, including youth, industry, unions, and government.

Recognition was given that special training programs should be developed for:

- Small businesses,
- The agricultural sector,
- The fisheries sector, and
- The volunteer sector.

Several presenters noted that awareness and attitude, especially related to employees and small businesses, would be enhanced if more use were made of already established support groups and local organizations. The use of local support groups and local organizations should be part of the National Awareness Campaign mentioned above. Local support groups could include, for example, the Safe Communities Foundation, the YMCA/YWCA, small business organizations, parent/teacher councils, farming service dealerships, etc.

3.3 Enforcement

Most Youth presenters recommended that the enforcement of existing health and safety laws and regulations should be enhanced. Also recommended was a significant increase in penalties for non-compliance and, if necessary, amendments to the Criminal Code to apply to health and safety infractions where deliberate negligence has led to serious injury or fatalities.

Presenters also noted that enhanced enforcement should apply both to employers and employees.

3.4 Communications

Youth presenters recommended course offerings to supervisors to enhance their soft-skills to communicate better with youth. Courses should prepare supervisors to dialogue with youth as well as to respect their opinions.

3.5 Standards and Orientation Procedures

The need for consistency in standards and orientation procedures across Canada was recognized among most youth presenters. Consistency could be achieved either through the establishment of national standards based on national legislation or through the practice of each jurisdiction bench marking to the best standard in the country.

Orientation procedures should also be standardized across industries throughout Canada.

3.6 Being Outside of the Net

Presenters made the following key recommendations:

- Application of existing health and safety legislation to the volunteer sector,
- Registration of agencies using volunteers,
- Government provision of training for the volunteer sector, including their volunteers,
- Financial assistance to the volunteer sector to compensate for health and safety injuries,
- Financial assistance to small business and the agriculture and fisheries sector to obtain and distribute health and safety information to employees, and
- A wider use of incentive programs especially aimed at inducing improved health and safety practices within small business.

3.7 The Formation of Youth Advisory Committees

The immediate formation of Youth Health and Safety Advisory Committees was recommended by the presenters. It is anticipated that there would be a committee in each territory and province and at the national level.

3.8 Special Warning

Presenters noted that youth, when employed, should never sign a waiver reducing the health and safety responsibilities of employers.

4. WHAT WAS HEARD AND WHERE DO WE GO FROM HERE

“If this stops here, what have we done; (we) need to go on”.

Derek Hayden: Youth delegate from Newfoundland

The youth delegates presented their findings and recommendations to the Senior Panel consisting of Ms. Sandra Morgan, Mr. Hassan Yussuff, the Honorable Perrin Beatty, and M. Maurice Proulx.

Ms. Sandra Morgan summarized her assessment of the messages the youth presenters and delegates had delivered during the conference and in their sectoral reports with the words:

- “You are being hurt on the job and that is unacceptable;”
- “You want to do something and you want to be involved;”
- “You want to be informed about your rights and responsibilities;”
- “You want universal, accessible education programs and preferably from kindergarten on upwards;”
- “You want the laws already in place enforced;”
- “You want national standards and awareness programs;”
- “You have very good ideas and recommendations to share with government;” and
- “You want to work with us and have effective input.”

Ms. Morgan committed to sharing the findings and recommendations of the youth presenters with every Deputy Minister of Labour in Canada and to report on the conference at the next meeting of the Canadian Association of Administrators of Labour Legislation. Ms. Morgan also advised that Saskatchewan has created a Youth Advisory Committee on Health and Safety, and will urge her colleagues in all of the other provinces to do likewise.

Mr. Hassan Yussuff remarked that the one central theme flowed through all of the presentations of the youth delegates: “education, education, education, education”. He noted that youth must be aware of their rights and the dangers in the workplace, and that this can be achieved through education.

Mr. Yussuff also stated: “There will be a summary of the conference. I certainly am prepared to take them (the recommendations) back to the Canada Labour Congress Joint Health and Safety Committees and discuss what you are saying and see how my colleagues and I can work on the implementation of these recommendations across this country to give some meaning to them.” He concluded: “You give a message of hope and optimism. There are some battles that we are losing, but, I think on the battle of health and safety, I think we can win. And with your commitment and dedication, with the future workers of this country, I know we can not go wrong. We are going to make a difference, and we are going to make the kind of change that you have asked us here today to do.”

The Honorable Perrin Beatty saw the recommendations of the youth presenters falling into three main categories: awareness, greater national coordination and consistency, and adequate enforcement. Mr. Beatty agreed that information on rights in the workplace needs to be disseminated early, preferably within the school system before youth join the labour force. As to national standards, he pointed out that more would be achieved if we jointly search for practical solutions, focusing especially on coordination and harmonization. He said: "I will certainly go back to our people and to governments and say that there is more that associations like mine can be doing in working with employers to make the case (for health and safety in the workplace). We simply can not afford these tragic economic and human losses as a result of accidents and illnesses in the workplace."

Mr. Beatty questioned the delegates as to what they were going to do once the conference ended. He said: "Let me then put the challenge to you. You are going to be leaving today to go home to all parts of the country. What are you going to do to carry this (the findings of the conference) forward? Will you be content to just leave it as a session where you came, met, spoke to colleagues from across the country, made your recommendations, and then went home, and let your recommendations be forgotten or will you take individual action to try to make sure that your concerns are now heard." He concluded: "You can make a difference if you are prepared to get involved."

In accord with his panel colleagues, M. Maurice Proulx agreed that enhanced education is a critical recommendation with respect to Youth Health and Safety in the Workplace. He doubted whether there was a single teacher in Canada who would not take advantage of the educational resources to teach health and safety in the school systems if they were made available to them.

M. Proulx elaborated on the proposed activism of the Honorable Perrin Beatty. He referenced "The Power of One" put forth by Paul Kells earlier in the conference. M. Proulx emphasized that young workers can make a difference. There are concrete things that they can do. They can carry the message of the need for health and safety for youth back to their local newspapers, their former high schools and others in their part of Canada. M. Proulx concluded by paraphrasing Antoine de Saint Exupéry:

"Being a man, being a woman is to be responsible. It is to feel that by setting a stone we are contributing in building the world."

In receiving the recommendations of the youth delegates, the Honorable Claudette Bradshaw, the Federal Minister of Labour, saw the conference as a new beginning that had taken a hundred years to occur. Noting that one third of lost-time injuries happen to youth, the Minister said:

“To the young people, I say that I have found your views of the world usually perceptive and often unique. I’m interested in what you have to say. I respect your views. To the rest of us, I say we can learn from our young people just as we can learn from each other. And that is what this conference has been about. It has been about bringing people together to better understand health and safety issues confronting young workers and how to make progress in dealing with the issues.”

As to the findings and recommendations of the youth delegates, the Minister of Labour committed to move forward by:

- Agreeing to review the recommendations of the youth delegates,
- Ensuring that her advisors study the recommendations to see what can be done,
- Circulating the youth delegates’ proposals to her provincial and territorial colleagues in the coming weeks,
- Presenting the recommendations for review and discussion at the next meeting of the Ministers of Labour in February 2001 in Newfoundland, and
- Working with other levels of government as several of the issues raised cut across municipal, provincial and federal jurisdiction.

The Minister thanked the delegates for their frankness, and concluded that the process involving youth with health and safety must continue.

SECTORAL REPORTS

(Please note that the following provides the unedited speaking points of the youth delegates representing their particular breakout sessions.)

Agriculture and Fisheries Sector

Presenter: Jodyne Green

Key Issues Identified:

- Workers on farms and boats starting at a young age (10 years old etc.) running machinery and other equipment. Machinery is dangerous without proper training.
- Working long hours, wanting to go until job is done because it is a very seasonal job; therefore, workers are fatigued and not working at their best ability
- These are mainly family run businesses so there is difficulty in regulating, compensating. They are not happy to change methods.
- Need more health awareness – farmers using chemicals and not knowing the hazards – fumes from silos, manure storage tanks, dust.
- High percentage of the total work related deaths are in the agriculture sector. In Manitoba, 46%.

Key Recommendations:

- Education: National Awareness Campaign with posters, advertisements in retailers, service dealerships directed towards the family/parents with focus on children. Focus on simple precautions, safety tips, habits. Commercial on television, radio with realistic graphics words, pictures.
- Experienced people to speak to local communities (such as survivors of injuries) to give them a personal story; people need to realize it can happen to them. Start advertising campaign at busy season (i.e. harvesting, haying etc.) to make more of an impact. Have an eye-catching, grabbing slogan/ad to start off campaign.
- Try to get sponsorship from companies to join our campaign. But in order to be successful we need the support and commitment of all parties involved. Example; similar to that of Ford. Get adults to think, evaluate, then act. "We can only do so much – You must know the value of your life. It is your responsibility at the end of the day to make sure you (and children) are safe."
- It is hard to get older generations to change, so we must focus on youth - they are the future. Start at first grade. Too often young children are on machines, not wearing safety equipment. Tell everyone this is not safe.

Mining, Oil and Gas Sector

Presenters: Kevin Piffard, Brandon Price, Kerry Loades

Key Issues Identified:

- Enforcement: Lack of
- Statistically Driven: Need to add 'human factor'
- Awareness and Attitude: Needs to change

Key Recommendations:

- National Organization:
 - has to set standards across Canada for enforcement and regulations
 - has high level of power/authority
 - represent workers
 - similar to WCB
 - big in media (commercials)
- Schooling/Training/Mentoring:
 - continued education/reeducation

Forestry and Construction Sector

Presenter: Derek Hayden

Key Issues Identified:

- Need to achieve greater compliance with existing regulation
- Education of workers' rights and responsibility and training
- Education of employers obligations and knowledge of youth
- Not enough job specific safety issues

Key Recommendations:

- Education of Youth:
 - in grade school,
 - general knowledge
- Education of Employees:
 - their obligations,
 - knowledge about youth,
 - focus on small employers
- Consistency across industry, employers, employees, provinces and country (same basic guidelines)
- Shared cost partnership with business, organizations, government, employees
- Require Youth Participation:
 - Set-up "Provincial Youth OH&S Advisory Committees"
 - Set-up a "Canadian Youth OH&S Advisory Committee"
- Youth to call on the government to act quickly to criminalize negligence leading to serious injury or fatalities on the job by making the necessary amendments to the criminal code.

Manufacturing, Transportation, Utilities and Communications Sector

Presenter: Richard Luxon

Key Issues Identified:

- Education and training regarding safety procedures and the rights of the employee.
- Appropriateness of training – are the training method and objectives appropriate? (Consider the length of term and experience/education of worker)
- National safety standard – performance standards (guards on machinery, etcetera)
- Communication – there must be clear two way communication between employer and employee. Supervisors require soft skills – possibly training to acquire training skills
- Enforcement and supervision
 - government must enforce rules on employers
 - employers must enforce rules on employees
 - supervision should be geared to education and experience of employee
 - fining employers for safety infraction is not sufficient. You can not place a dollar amount on a life. Consequences should be severe enough to give a message to employers. Use the penalties. Labour Departments need to dialogue with the Solicitor General to move the financial penalties up.
- Attitude and cultural change – resolution of the other issues should result in this.

Key Recommendations:

- Schools:
 - continual safety training from kindergarten
 - education should be geared to life events (before age 14)
 - modules appropriate for age levels
- Consider experience and education of employee. Is training appropriate method? Is it geared to employees? Should standards for training be required for certain positions or be left to safety committees that have been trained?
- We would like to see national safety standards.
- Soft skills training for employers to open two-way dialogue between employers and employees
- Enforcement
- Support groups in communities such as the Safe Communities Foundation
- National Safety Campaign – commercials, brochures, bus boards. Governments should spend the necessary dollars to do this. (Campaign needs a commercial aimed at younger people to draw them in; what catches the attention of youth is something puts a face and name to a story.)

Hospitality, Food and Retail Sector

Presenter: Develiyau Tymusko

Key Issues Identified:

- Lack of employer interest regarding Health and Safety issues
- Employer – employee relations
- Lack of customized training for specific areas of employment:
 - conflict resolution
 - violence in the workplace
 - employee suitability/ job qualification
- Lack of knowledge of rights and responsibilities on both sides – employer and employee
- Lack of standard orientation procedures
- Hours of work
- Lack of legislative enforcement and requirements
- Ergonomics

Key Recommendations:

- Employer Interest:
 - penalties, better enforcement in place
 - better employer education programs with safety and health checks
 - more social awareness with youth as well as communication
 - more support for opinions received
 - health and safety programs for new businesses entering community
- Employer – Employee Relations:
 - improved communications skills
 - regular staff meetings
 - community involvement and experience during employees teen years
 - employer/employee promotions by TV, radio, pamphlets, workshops etc.
 - social interaction workshops including public speaking, hands-on involvement, active participation, political education for youth, better overall understanding, procedures for change-awareness for others, and complaints

- Training:
 - specialized training
 - employee certificates upon completion of courses (with expiry dates to urge employees to remain updated)
 - increased awareness of free courses offered within the community
- Rights and Responsibilities:
 - posters, visual pictures of health and safety procedures
 - union and non-union workshops discussing the benefits, advantages and disadvantages of both
 - school and non-school programs
 - more information overall through youth involvement, community support, university student associations, large organizations that will provide knowledge and support
 - parent councils should involve students with current H&S concerns
- Orientation Procedures:
 - standardized orientation to the workplace with training backed by the law and enforced
 - employee H&S certification with mandatory updates to continue in the workplace
 - feedback, checklists, questionnaires, standard safety lists for each sector
 - simple fun activities – content is easy to understand and remember and therefore translate and put into use in the workplace
 - overall orientation procedures and information for:
 - new Canadians
 - small business and major business organizations
 - youth and students
 - employer participation, interaction, awareness and responsibility
- Hours of Work:
 - increased awareness of laws both nationally and provincially regarding hours and breaks etc.
 - employer/employee understanding regarding normal and special circumstances within the current workplace
 - emergency awareness for all times of employment
 - when youth are alone or with others
 - have a back-up plan
 - protection policies (youth awareness, understanding regarding terms and exceptions to the rules laid out

- Legislative Enforcement:
 - ratio change between inspectors/enforcers to workers
 - community involvement and promotions
 - more recommendations for inspections from and by the workers
 - time frame for inspections
 - penalties for lack of safety and health standards and failed inspections
 - education (nationally and provincially)
 - overall awareness
- Ergonomics:
 - training in the school systems
 - orientation procedures that expand on different benefits of proper ergonomically correct structures that increase health and safety for youth and overall workers
 - communication between employer and employee that openly discusses current issues and situations within the workplace
 - open discussion to effectively change and improve current conditions to satisfy all who work within the current facility

Overall:

Information needs to be directed through the school board, library, YMCA/YWCA, youth centres, disadvantaged youth, youth internet links, public places.

The content of this presentation is considered a high priority within youth today across Canada and must be first and foremost across within government.

Small Business and Independent and Contract Workers

Presenter: Wendy March

Key Issues Identified:

- Resource material – where do the resources come from regarding health and safety in the workplace
- Training of employees – small business owners must have the resources necessary to educate (employees) for safety to take a priority
- Knowledge of provincial legislation – each province may have different legislation. How do provinces differ? Benchmark with the best.
- Reaching small business owners/contractors
- Being insured no matter how few employees
- No consistency in training people for different jobs
- Contract work – there for a short time. How much time do we invest in safety?
- Familiar and comfortable in small business – more relaxed and no policy manual. Safety may not be a big issue.

Key Recommendations:

- Ensure consistency in training. This can be done through resources, i.e. manual, videos, etc. and mandatory training.
- Never sign waiver reducing the employer's responsibility
- Training should be available to supervisors/owners. Should be inexpensive and short in duration. Provide incentives. Be proactive.
- Incentive programs should be implemented to recognize health and safety.
- Organizations such as safety agencies or workers compensation boards should make resource material more available.
- A central body should be established that manages health and safety nationwide. This will ensure consistency. All provinces and territories should be represented.

Office and High Technology Sector

Presenter: Jacqueline Johnson

Key Issues Identified:

- Lack of ministerial and high-level government attendance, involvement and support
- Lack of awareness – of employee and employer relating to health and safety in the workplace Education and training regarding safety procedures and the rights of the employee.
- We have the following concerns:
 - employers do not fully appreciate youth perspectives
 - standards/legislation/regulations are not effectively enforced

Key Recommendations:

- Increased (Ministerial and high-level government) actual attendance and involvement and direct dialogue
- Awareness: Nation-wide AWARENESS CAMPAIGN targeted to schools, workplaces in all sectors, all homes
- We want to make workplace health and safety common knowledge everywhere across Canada.
- We want national legislation that makes all employers responsible to provide all employees with a package (orientation package, name of representative or OHS committee, rights, roles and responsibilities of employees and employers, any relevant contact information and addresses)

Health Sector

Presenter: Darren Entner

Key Issues Identified:

- Exploitation of youth as low wage employees to offset loss of fully qualified staff
- Absence of health and safety training is aggravated because care crisis priorities and pressures are elsewhere
- Lack of awareness regarding rights and responsibilities
- Current health and safety standards are not being enforced.
- Needing management commitment to safety

Key Recommendations:

- Employer has responsibility to train any employee so that they are qualified to perform duties
- Education: Health and safety become a part of K – 12 core curriculum
- National youth safety campaign that educates youth on their rights and responsibilities
- Involvement of labour movement in youth health and safety
- Increased monetary benefits for keeping youth safe in the work place
- Provincial and national youth conferences on Health and Safety

The Volunteer Sector

Presenter: Serena D'Souza, Josh Shufel, Claudine Bulley, Karine Ouimet

Key Issues Identified:

- Volunteers have no benefits and no legal protection
- Volunteers are usually untrained, and aren't educated about their role
- Ignorance of dangers in many volunteer settings
- Volunteers are replacing paid staff
- Many organizations that depend on volunteerism have few financial resources
- Lack of respect, appreciation, and (the attitude that) volunteers are dispensable

Key Recommendations:

- Federal and Provincial regulations protecting volunteers' safety like regular employees.
- A free government registry for non-profit agencies that accept volunteers. This registry would provide training, educating and resources on health and safety for the agencies and for their volunteers.
- If someone did get hurt at a registered agency, the government would pay the compensation if the company is not found at fault.
- The agency must provide the volunteers with a job description and (describe) what their duties are. This description must be approved by the registry.

National Level

Presenter: Carlos Doubleday

Key Issues Identified:

- Education: school, work, individual
- Standard set across Canada
- Vision of the future

Key Recommendations:

- Education:
 - School: An action to incorporate the health and safety policies and procedures in Grades 3 – 12 and a health and safety committee in the schools
 - Work: employers should be trained in communications and presentations to introduce the content
 - Individual: Should be aware of the text and requirements needed
- Standards: all schools and provinces should be given a national test to bring provinces to an equal place
- Vision for the Future: A Youth Federation of Health and Safety