

VISION ZERO 

Safety.Health.Wellbeing.

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Vision Zero and well-being at work: Country experience from Chile

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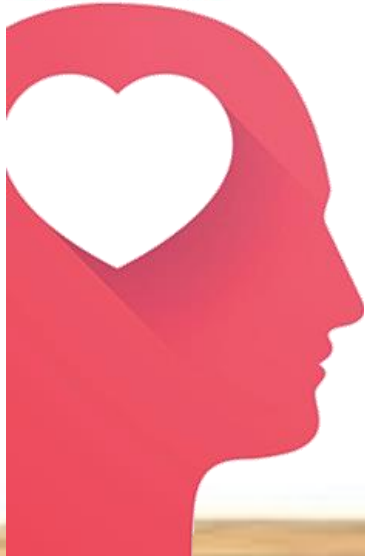
Vision Zero and well-being at work



**Wellbeing by
*leadership and a
prevention culture***

Vision Zero and well-being at work

Relational skills



Technical skills



7 GOLDEN RULES



Well-being at work in Chile

ILO's contribution in the design of workplace policies and preventive programmes on OSH takes into account global knowledge gained through research and good practices. As part of this approach, the ILO/WHO Joint Committee on Occupational Health adopted a comprehensive definition of the aim of occupational health:³

“The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations”.

To achieve this objective, a safe and healthy working environment and access to occupational health services should be ensured for all workers as provided for in ILO Convention (No. 155) and ILO Convention (No. 161) mentioned above. In this framework, OSH is defined as a multidisciplinary field devoted to the anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers, taking also into account the possible impact on the surrounding communities and the environment.

In addition, the scope of occupational health practice is expanding beyond the traditional scope of occupational health and safety to also incorporate psychological and social well-being and the ability to conduct a socially and economically productive life.

- Chile has signed both ILO Conventions (N°155 – 161)
- National Health and Safety Policy does not address wellbeing at work explicitly
- Prevention Focus is shifting from accidents to occupational diseases

Well-being at work in Chile: Happiness perspective

**Rodrigo Rojas Foncillas Gerente
de Felicidad Bancoestado
Microempresas S.A | Chile**

Well-being at work in Chile: Happiness perspective



The screenshot shows a dark-themed website interface. At the top left is a hamburger menu icon. To its right are three navigation buttons: 'DIPLOMADOS', 'PROFESSIONAL CERTIFICATES', and 'CURSOS'. On the top right is the logo for 'UNIVERSIDAD ADOLFO IBÁÑEZ' featuring a crest and the acronym 'UAI'. The main heading is 'Curso Felicidad Organizacional - Online' in large white text. Below it is a descriptive paragraph in smaller white text.

≡ DIPLOMADOS PROFESSIONAL CERTIFICATES CURSOS

 **UAI**
UNIVERSIDAD ADOLFO IBÁÑEZ

Curso Felicidad Organizacional - Online

Comprende los aspectos centrales de la felicidad para mejorar la calidad de vida y para aportar a la construcción de organizaciones eficientes, efectivas, felices y sustentables.

Well-being at work in Chile: Mental health perspective

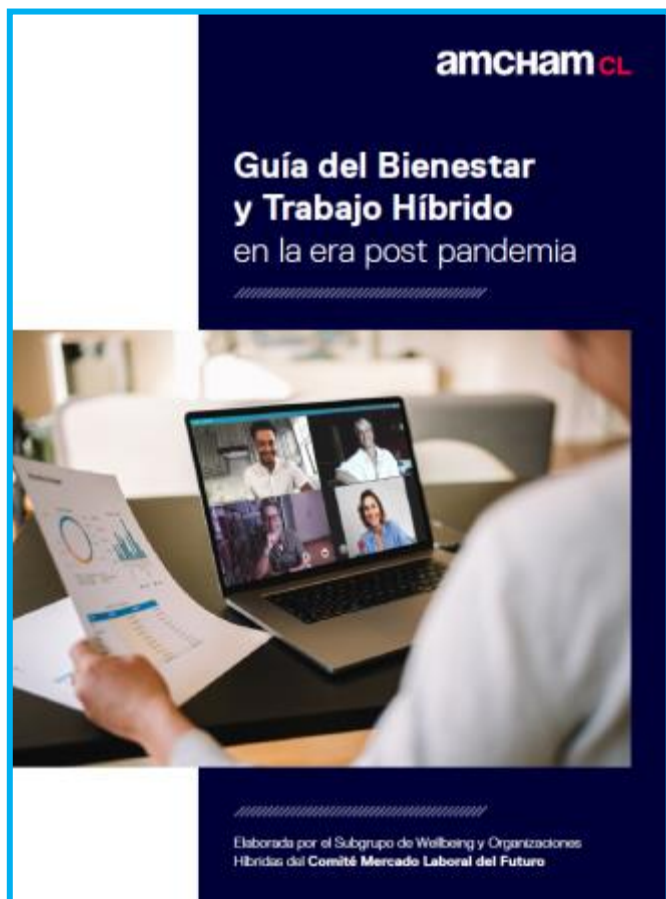


Andina ha iniciado programa de Salud Mental para fomentar el bienestar de las y los trabajadores

Más de 100 trabajadores y trabajadoras han asistido telemáticamente a la primera semana de la iniciativa corporativa que busca sensibilizar sobre el cuidado emocional a través de distintas herramientas y actividades participativas.

Well-being at work in Chile

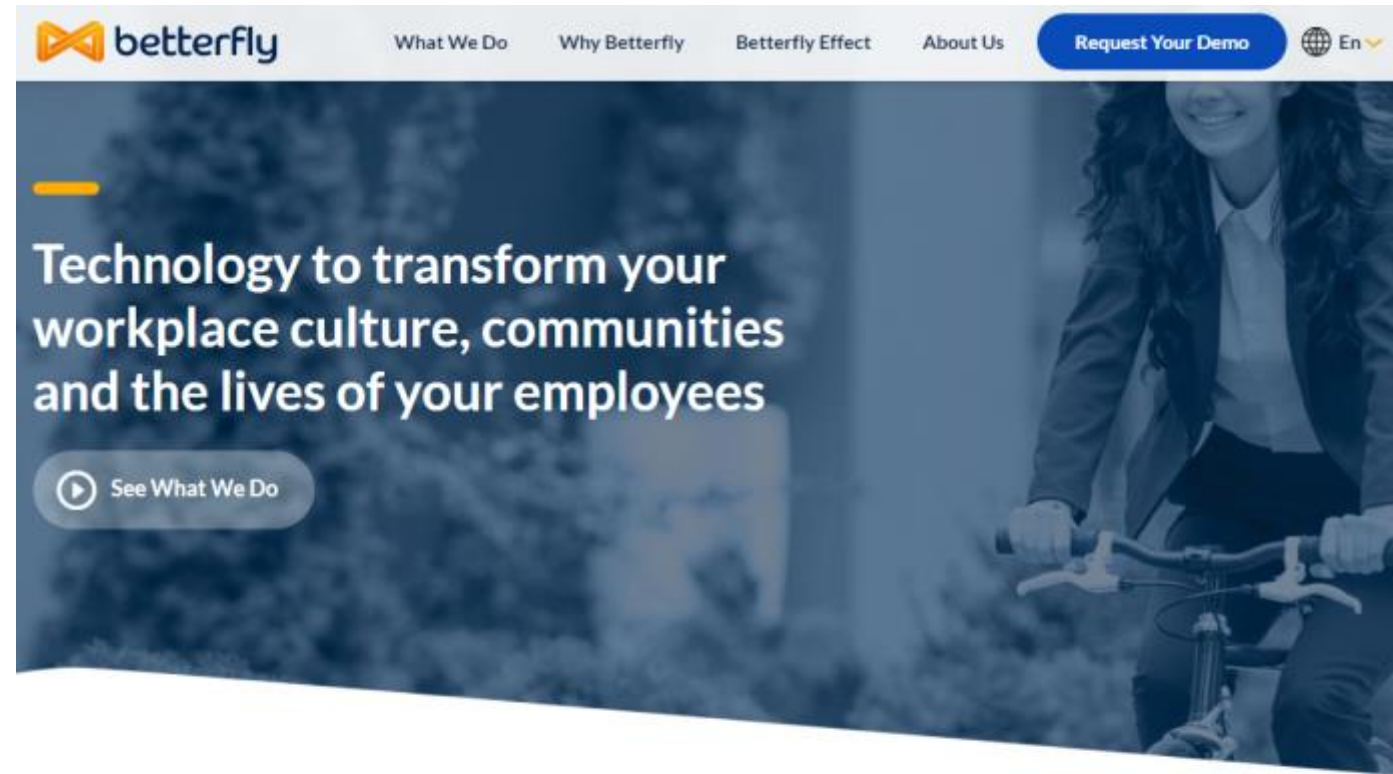
Benefits – well-being - balance



Mejores prácticas en bienestar

EMPRESA	INDUSTRIA	COLABORADORES	NOMBRE DE LA PRÁCTICA IMPLEMENTADA
Johnson&Johnson	Dispositivos Médicos	256	Healthy Way
Deloitte	Servicios profesionales	2.176	Compromisos de Equipo
Deloitte	Servicios profesionales	2.176	Programa de Well-being
Everis Chile S.A	Tecnología de la información	1.778	Programa calidad de vida everis
Anglo American	Minería	3.400	Check-In Bienestar
Anglo American	Minería	3.400	Programa Certificación Champions Salud Mental
Walmart Chile	Retail	46.000	Programa Balance
VISA	Tecnología financiera	80	Wellbeing hours Viernes sin reuniones
Microsoft	Tecnología	210	Programa Work & Balance
Willis Towers Watson	Financiera	250	Programa de Bienestar
The Boston Consulting Group	Consultoria	120	Wellbeing
Ahumada	Farmacéutica	2.800	Jornada mixta flexible y clínica virtual
Accenture	Consultoria	1.600	Accenflex
Accenture	Consultoria	1.600	Accenwell
Executive Forums	Consultoria	2.000	Desafío del bienestar


Well-being at work in Chile: Startup App




A Better World Begins With a Better You

Empowering each person to become the best version of themselves and make an impact in their families, communities and our planet.


Well-being at work in Chile: Startup App




Holistic Wellbeing

 **BetterBenefits**

Instant access to next-generation benefits, digital tools and wellbeing services.



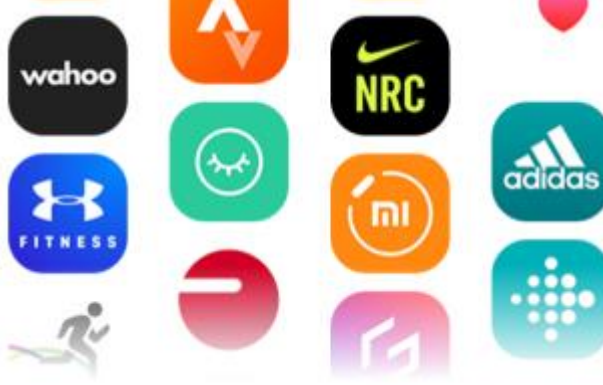
Dynamic Life Insurance

 **BetterCover**

Build your financial safety net with a no-cost life insurance coverage that grows with your good habits every day.

Track all your healthy habits

We automatically connect with the most popular wearable devices and apps so all your activities are accounted for.



Future of Work Platform

Increase Employee Engagement, Wellbeing and Social Impact – in One Place

Admin Dashboard Social Impact Engagement People Analytics

Well-being at work in Chile: Startup App

A screenshot of the BetterCoin mobile app. The screen shows a 'Giver' profile with a yellow coin icon. Below the icon, it says 'Ganados hoy 90/100' and has a 'Ganar más' button. The app's status bar at the top shows the time as 9:43 and a balance of 15,409.

BetterCoin

Earn BetterCoins with your good habits and redeem them as charitable donations, supporting the causes of closest to you.



Social Impact

 **BetterWorld**

Convert your healthy habits into your choice of charitable donations.

Well-being at work in Chile: Summary

- Some initiatives from Academia focused on Happiness and targeted to Human Resources professionals
- Focus on Wellbeing mainly from a Mental Health perspective (Psychosocial risks).
- Unclear definition and scope leads to a mixture of interventions labeled as “Wellness”; “Happiness”; “Wellbeing”.
- Managed from Human Resources Department (benefits) rather than from a Health and Safety holistic perspective.

To build a
POSITIVE
safety and health culture



WORLD DAY FOR SAFETY
AND HEALTH AT WORK

28 APRIL 2022

ilo.org/safeday

Vision Zero Philosophy





Thank You!