

Evaluation Summary: Occupational Health and Safety

This evaluation focuses on the Occupational Health and Safety program, which is part of the Labour Program of Employment and Social Development Canada, for the period between 2011 and 2016. The program enforces the occupational health and safety provisions under Part II of the *Canada Labour Code* and the *Canada Occupational Health and Safety Regulations* in federally regulated workplaces.



KEY FINDINGS AND RECOMMENDATIONS

Modernization and Awareness

There are emerging occupational health and safety challenges (e.g., mental health and non-standard employment) that are leading to a rise in vulnerable workers.

- **Recommendation:** Increase awareness of occupational health and safety to address emerging challenges, prevent future issues and risks, and further support vulnerable workers.

Proactive Activities

Proactive inspections declined by 45 percent, while the Disabling Injury Incidence Rate increased by 7 percent during the evaluation period.

- **Recommendation:** Explore ways to increase proactive activities, including strategically targeted inspections in high risk sectors, in order to detect violations and prevent potential injuries and/or illnesses.

Reactive Activities

All surveyed employers are satisfied with the results of the internal complaints resolution process; however, 60% of employees are less satisfied with the overall process.

- **Recommendation:** Identify and address issues that may have hindered the effectiveness of the internal complaints resolution process, and develop service standards to address violations in a timely and effective manner.

Performance Measurement Practices

The performance measurement practices in place do not fully support the monitoring and measuring of the program's expected outcomes.

- **Recommendation:** To support monitoring and reporting activities, the program could improve performance measurement practices to capture reliable information with respect to key metrics, such as incidence rates, compliance levels, and the severity of violations.

The full report can be found at:

<https://www.canada.ca/en/employment-social-development/corporate/reports/evaluations/occupational-health-safety-program.html>

