



Group 7

**Ignite Presentation
Occupational and
Environmental Justice
and the Service
Industry**

Occupational Justice Definitions

- Prevent putting marginalized populations from being at risk to inequitable work and environmental conditions
 - addressing how racial injustice, human rights issues, and social vulnerability can contribute to these conditions
 - Promote fair treatment and valuing people
- Achieving overall equity in the job and work-life, including safety, well-being, fair wages
- Organize resources from stakeholders, collaborating with communities to create an overall hazard-free work and living environment

Occupational Justice in relation to Environmental Justice

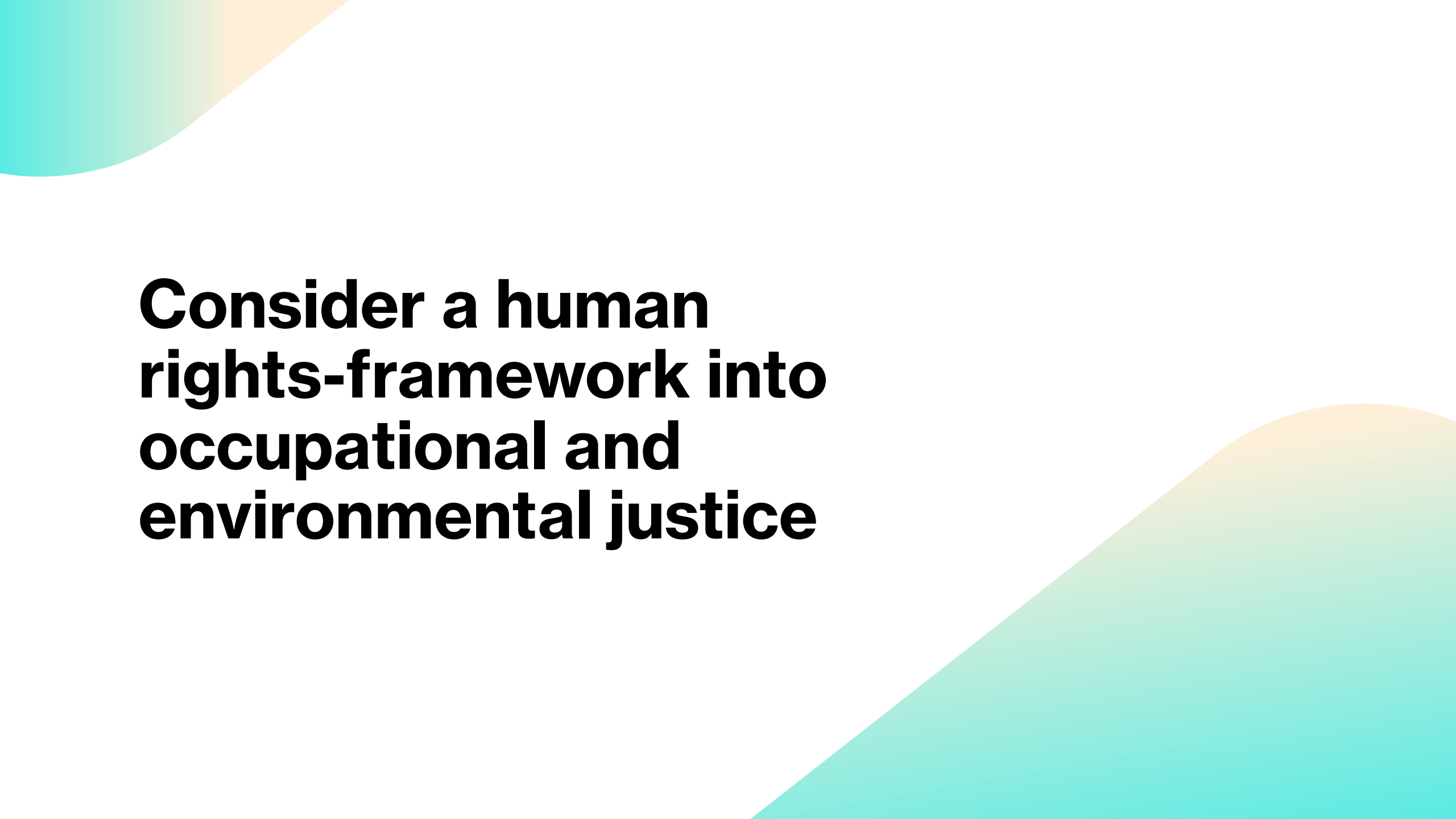
- OJ and EJ must work together to simultaneously address both OJ and EJ
- More cooperation among agencies (EPA, OSHA, NIOSH) to address each other issues, avoid siloing issues, working with stakeholders and less fragmentation

Service Industry

- Workplace violence
- Psychosocial Issues
- Ergonomics
- Biological Agents
- Chemical Agents used for Cleaning
- High job instability
- These workers also historically face the same subpopulations that have faced OJ issues over time
- Same subpopulations overburdened by EJ issues
 - Work/Living populations overlap
- They have inequitable access to resources
 - different levels of income despite being in the same industry
 - “skilled” vs “unskilled” workers
 - Bargaining with workers vs employers, if being pushed through at all does not cover all hazards

Addressing Service Industry OJ issues

- Multilevel approach of engagement and accountability among unions, workers, employers, government
- Community and workers' need and right to know about risk assessment reports and results, make them more available and as easy as possible to understand
- Developing indicators for precarious workers (ex. National survey for precarious workers -> inform policy changes and interventions)
 - Incorporate higher importance of common physical indicators and reporting found in other industries (such as construction) into the service industry
 - Social Vulnerability
 - Address coercion, shift instability
- More regulatory approach for employers and companies
 - Less of a response-based investigation but more of a preventative approach (service workers are not investigated more because regulatory inspections look more into acute, physical injuries, but not more psychosocial, chronic stressors)



**Consider a human
rights-framework into
occupational and
environmental justice**