The paper aims to contribute with new insights on issues related to health and safety of workers. The theme *The right to refuse hazardous work / serious and imminent risks* presented itself as central and pivotal axis for this contribution, especially for the complex issues surrounding the topic. The right to refuse instrument can contribute for new perspectives on work, assisting the direction of the studied company to recognize and utilize the experiences of workers as the primary component that helps to manage the issues and situations of real work, enabling the construction and maintenance of worker's health. This discussion is based on research experiences and their results, built in the productive sectors of mining and electricity, in Belo Horizonte, capital of Minas Gerais state, Brazil. The theoretical and methodological approach is associated with Activity Ergonomics and Ergology, the results of the research experiments point to the importance of the "right of refusal" instrument in the positive labor management, further indicating the urgency for innovation in approaches to health and safety, building perspectives that emphasize working relationships centered on trust and cooperation between teams and management that promotes convergence between the standardized safety (in compliance with the rules and procedures) and the self-managed security (interventions for workers on the contingencies of real work situations with their knowledge, values and skills).

**Keywords:** Right of Refusal, Occupational Safety, Ergonomics, Ergology.