

# **PLAN OF ACTION (2010-2016)**

to achieve widespread ratification  
and effective implementation  
of the occupational safety and health  
instruments (Convention No. 155, its 2002  
Protocol and Convention No. 187)

Adopted by the Governing Body of the International Labour Organization  
at its 307th Session (March 2010)

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# Plan of action (2010-2016)

**to achieve widespread ratification and effective implementation  
of the occupational safety and health instruments  
(Convention No. 155, its 2002 Protocol and Convention No. 187)**

## **I. Background and justification**

1. The right to decent, safe and healthy working conditions and environment has been a central issue for the ILO since its creation, as reaffirmed in the 1944 Declaration of Philadelphia and the ILO Declaration on Social Justice for a Fair Globalization.<sup>1</sup> About half of all ILO Conventions and Recommendations are either wholly or partly concerned with issues related to occupational safety and health (OSH). The past 90 years have also witnessed the development of a significant body of laws and regulations at the national level, covering many areas relevant to OSH. Progress has been achieved in numerous countries and working conditions have improved significantly in many parts of the world.
2. Many problems persist, however, and there is general agreement that further sustained and coordinated action is needed at the international and national levels to reinforce mechanisms for continued improvement of national OSH systems. ILO estimates in 2008 (for 2003) indicate that about 358,000 fatal and 337 million non-fatal occupational accidents occurred in the world and that 1.95 million persons died from work-related diseases. The annual economic cost of major occupational accidents

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<sup>1</sup> Adopted by the International Labour Conference at its 97th Session (2008).

alone is estimated at US\$5 billion.<sup>2</sup> In the context of the current crisis, increased and more efficient focus on prevention to ensure sustainably safe workplaces appears to be of particular importance.

3. Since the articulation of the Decent Work Agenda in 2001 and the conclusion in 2002 of the review of international labour standards, based on the work of the Cartier Working Party, the ILO and its constituents have devoted a great deal of attention to improving the global OSH situation as well as to enhancing the relevance and impact of existing OSH-related tools and actions. The general discussion on standards-related activities in the area of OSH at the 91st Session (2003) of the International Labour Conference (ILC) resulted in a strong consensus that increased awareness of and attention to OSH concerns was needed globally. The adoption of the Global Strategy on OSH resulting from this discussion<sup>3</sup> and the development and adoption of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), responded to these needs.
4. In 2008, based on contributions from 123 countries, the Committee of Experts on the Application of Conventions and Recommendations concluded an article 19 General Survey on the application of the Occupational Safety and Health Convention, 1981 (No. 155), its 2002 Protocol and the Occupational Safety and Health Recommendation, 1981 (No. 164).<sup>4</sup> This General Survey, which was discussed at the 98th Session (June 2009) of the ILC, constitutes a comprehensive up to date analysis of the global situation regarding OSH and provides useful guidance on the application in practice of these instruments. The Conference Committee on the Application of Conventions and Recommendations (Conference Committee), when it discussed the General Survey, adopted a set of Conclusions which, inter alia, called on the Office to develop a plan of action and give guidance to this effect.<sup>5</sup> Based on these Conclusions, which also took account of recent developments, including the adoption of Convention No. 187, the Office took steps to develop a plan of action for the effective implementation and promotion of ratification of what are now considered the key instruments in this area – Convention No. 155, its 2002 Protocol and Convention No. 187. Following a discussion of this proposal as part of the ILO's plan of action for the implementation of the standards strategy,<sup>6</sup> the Governing Body decided at

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<sup>2</sup> ILO: *General Survey concerning the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Safety and Health Recommendation, 1981 (No. 164), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981*, Report of the Committee on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution), Report III (Part 1B), Geneva, 2009, paras 3 and 272–275.

<sup>3</sup> ILO: *ILO standards-related activities in the area of occupational safety and health*, Report IV, and Provisional Record No. 22, International Labour Conference, 91st Session, Geneva, 2003.

<sup>4</sup> GB.300/LILS/6 and GB.300/13.

<sup>5</sup> ILO: Report of the Committee of Experts on the Application of Standards, Provisional Record No. 16 (Part One (Rev.)), International Labour Conference, 98th Session, Geneva, 2009, para. 209.

<sup>6</sup> GB.306/LILS/4(Rev.) and GB.306/10/2(Rev.), paras 1–44.

its 306th Session (November 2009) to invite the Office to submit such a plan of action. The present plan of action responds to this invitation and takes as its point of departure the nine points contained in the Conclusions adopted by the Conference Committee. It will initially be implemented within the limits of existing budgetary frameworks, but implementation of substantial parts of this plan of action will depend on additional extra-budgetary funding.

5. The strategy and activities proposed are particularly timely as there are several indications that efforts over recent years have created an important window of opportunity for high impact. As further detailed in the General Survey on OSH, in many countries, in all regions of the world, efforts are made to improve the OSH situation at the policy, legislative and operational levels. Since the adoption of the Global Strategy in 2003 on OSH, Convention No. 155, its 2002 Protocol and Convention No. 187 have together attracted 38 new ratifications.<sup>7</sup> According to information submitted in the context of reporting pursuant to article 19, ten new ratifications are in the process of being finalized.<sup>8</sup> Furthermore, 33 countries have reported their intention to ratify, or are considering ratification of, Convention No. 155, its 2002 Protocol and Convention No. 187.<sup>9</sup> It is thus timely to assist constituents in pursuing their efforts to bring their OSH systems in line with international standards.

## II. Strategic goals

6. The Strategic Policy Framework 2010–15 provides the context for the present plan of action, which aims at improving the OSH situation globally by motivating decision-makers and policy planners among the constituents, in government agencies and social partner organizations, to commit to improving the national OSH system through the development and implementation of national policies and action programmes in line with ILO standards. There is a general need for awareness raising to increase the understanding of the purpose and usefulness of the systems approach and the need for continuous attention to OSH, as well as of the three targeted OSH instruments. This plan of action aims at contributing thereto. Special attention will also be given

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<sup>7</sup> **Convention No. 155:** 16 ratifications by *Albania, Algeria, Australia, Bahrain, Central African Republic, China, Fiji, Republic of Korea, Montenegro, New Zealand, Niger, Sao Tome and Principe, Seychelles, Syrian Arab Republic, Tajikistan and Turkey*; and **Protocol of 2002 to Convention No. 155:** seven ratifications by *Albania, El Salvador, Finland, Luxembourg, Slovenia, Sweden and the Syrian Arab Republic*; and **Convention No. 187:** 15 ratifications by *Bosnia Herzegovina, Cuba, Cyprus, Czech Republic, Denmark, Finland, Japan, Republic of Korea, Republic of Moldova, Niger, Serbia, Slovakia, Spain, Sweden and the United Kingdom*.

<sup>8</sup> **Convention No. 155:** *Belgium and Trinidad and Tobago*; **Protocol of 2002 to Convention No. 155:** *Portugal*; and **Convention No. 187:** *Austria, Belgium, Burkina Faso, Mongolia, Philippines, Portugal and Singapore*.

<sup>9</sup> **Convention No. 155:** *Azerbaijan, Congo, Lebanon, Madagascar, Mali, Mauritius, Mozambique, Philippines, Syrian Arab Republic, Yemen and Zambia*; **Protocol of 2002 to Convention No. 155:** *Australia, Congo, Latvia, Lebanon, Malaysia, Mali, Mauritius, Mozambique, Namibia, Poland, Qatar, Romania and Thailand*; and **Convention No. 187:** *Brazil, Cameroon, Lithuania, Malawi, Peru, Seychelles, Syrian Arab Republic, Yemen and Zambia*.

to sectors of economic activity where OSH measures are particularly important. The challenges faced by small and medium-sized enterprises (SMEs) and the informal economy will also be addressed. This plan of action also includes a series of actions targeted at the specific needs of countries prior to as well as after ratification of Convention No. 155, its 2002 Protocol and Convention No. 187. The three instruments are complementary, but have certain distinctive features and focus which will be taken into account in the development of national strategies to improve OSH conditions.

## 1. Implementing partners

7. With the Programme on Safety and Health at Work and the Environment (SafeWork) and the International Labour Standards Department (NORMES) as lead units, and in close cooperation with the Bureaux for Employers' and Workers' Activities, this plan of action aims at enhancing coherent Office-wide collaboration for its implementation. It is expected that this collaboration will involve headquarters, field offices, including OSH and standards specialists as well as other relevant specialists in the field, the Sectoral Activities Department, Industrial and Employment Relations Department, Labour Administration and Inspection Programme, and the Turin Centre.
8. The plan of action will seek synergies with other ILO activities that have an impact on the promotion of the target instruments, including the plan of action of the four governance instruments. Efforts will be made to ensure that action is taken to improve OSH in accordance with the three instruments – Convention No. 155, its 2002 Protocol and Convention No. 187 – in the follow-up to the Global Jobs Pact, the recurrent discussion on employment and the conclusions on promoting rural employment for poverty reduction. The plan of action also aims at ensuring, in consultation with the field offices concerned, that due account is taken in Decent Work Country Programmes of action to improve OSH in accordance with Convention No. 155, its 2002 Protocol and Convention No. 187.
9. SafeWork and NORMES will work with all other relevant departments, in particular those dealing with social dialogue and labour inspection as well as with the Bureaux for Workers' and Employers' Activities, to provide advice when requested. Particular attention will be given to countries with significant gaps in organizational rights and collective bargaining as well as social dialogue practices so as to ensure that the technical advice provided can be effectively utilized by strong and independent workers' and employers' organizations and their representatives, particularly at the national and identified sectoral levels. Collaboration will include, for instance, the provision of technical advice on the design and implementation of technical cooperation programmes concerning OSH and regular and mutual exchange of information on technical assistance needs and projects.
10. With regard to capacity building, the existing partnership with the Turin Centre will be reinforced with a view to rationalizing and making the best possible use of human and financial resources, as most training activities will be planned and carried



out at the Turin Centre or with its assistance and in the field. The plan of action will include, as an integral part, a major effort to train national officials, and workers' and employers' organizations on the provisions of Convention No. 155, its 2002 Protocol and Convention No. 187 so as to build national capacities for implementation and appropriate monitoring of the effectiveness of OSH measures.

11. The efforts to raise the visibility of the need for continuous improvements in the area of OSH in accordance with Convention No. 155, its 2002 Protocol and Convention No. 187 will be made in cooperation with other relevant international and regional bodies as appropriate, including the European Agency for Safety and Health at Work (EU-OSHA), Food and Agriculture Organization of the United Nations (FAO), International Atomic Energy Agency (IAEA), International Commission on Occupational Health (ICOH), International Maritime Organization (IMO), International Social Security Association (ISSA), the World Health Organization (WHO), United Nations Institution for Training and Research (UNITAR) and United Nations Environment Programme (UNEP) The plan of action will also seek to reinforce or promote synergies with public-private partnerships, where appropriate.

## 2. Strategy

12. Building on the momentum that has been created in recent years, and in line with the strategic objectives of the ILO as they relate to OSH and international labour standards, the plan of action has the following main objectives: creating a global environment increasingly aware of the importance of OSH standards; the need to place concern for OSH high on national agendas; and to improve the OSH situation at the workplace level.

### 2.1. *Promote and support*

*the development of a preventative safety and health culture*

***Increase awareness of all the elements necessary for establishing and sustaining a preventative safety and health culture***

13. The fostering and promotion of a preventative safety and health culture is a fundamental basis for improving OSH performance in the long term. A preventative safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties. Since the promotion of such a preventative culture is very much a leadership issue, the ILO has to play an advocacy role. Building and maintaining a preventative safety and health culture requires making use of all available means to increase general awareness, knowledge and understanding of the concepts of hazards and risks and how they may be prevented or controlled, and introducing a systems approach to OSH management at national and enterprise levels and creating a high level of political commitment on the importance of OSH at the international and national levels.

14. The related advocacy and awareness-raising activities will include the organization of the annual global knowledge and awareness campaign: “World Day on Safety and Health at Work” (28 April) which is an effective means for the promotion of a preventative safety and health culture at the international, national and enterprise levels. The activities will also include strategic use of international meetings to promote a preventative safety and health culture in order to give higher priority to OSH at international and national levels and to engage all social partners to initiate and sustain mechanisms for a continuous improvement of national OSH systems. Attention will be given to incorporating follow-up to the promotion of the Seoul Declaration on Safety and Health at Work<sup>10</sup> adopted on the occasion of the XVIII triennial World Congress on Safety and Health at Work organized jointly by the ILO, ISSA and the Korea Occupational Safety and Health Agency. Efforts will be made to raise the visibility of the ILO’s OSH instruments through participation in other international congresses and events, elaboration of promotional materials and regular updating of relevant web sites.
15. In several aspects the present plan of action will depend on development of the knowledge base and capacity building in relation to OSH. The objective is to develop practical and easy-to-use training materials and materials for the dissemination of information to support OSH specialists in the field and improve capacities in those offices without an OSH specialist, in collaboration with the Turin Centre. The information material will include brochures on the content and approach of Convention No. 155, its 2002 Protocol and Convention No. 187, their complementarity and distinctive features.
16. Training tools will be developed which will focus on key principles of good practices regarding OSH and will complement the provisions of ILO standards in this field in order to contribute to their ratification through capacity building in ILO member States. In the field of OSH, adequate capacities to develop, process, disseminate and access knowledge that meets the needs of governments, employers and workers are a prerequisite for identifying key priorities, developing coherent and relevant strategies, and implementing national OSH programmes. Such knowledge includes: technical guidelines; methodologies for recording and notification of occupational accident and disease statistics; sharing of good practices and educational and training tools on OSH; and hazard and risk-assessment methods taking into account that OSH is an area which is in constant technical evolution. As part of these efforts support for the translation of the key instruments into local languages will also be promoted.
17. Targeted training programmes will be organized in cooperation with the Turin Centre. In supporting national implementation of OSH Conventions, the tools and methodologies developed will be used in relevant national training courses. Based on the experience of these courses, training methodologies and materials will be regularly reviewed.

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<sup>10</sup> The Seoul Declaration on Safety and Health at Work was adopted on 29 June 2008 by the Safety and Health Summit on the occasion of the XVIII World Congress on Safety and Health at Work in Seoul. See [www.seouldeclaration.org/](http://www.seouldeclaration.org/).

Training for ILO staff, with a view to improving the integration of OSH aspects in Decent Work Country Programmes, will also be organized on a stand-alone basis or as a part of courses with wider objectives. Integration of OSH elements, particularly OSH Conventions and Recommendations in the courses organized by the Turin Centre will be pursued, particularly those involving employers and workers. Efforts will be made to develop partnerships for the design of training tools with other relevant United Nations (UN) agencies within the framework of the UN reform process.

## 2.2. *Promote and support the ratification and implementation of key OSH instruments*

***Promote and support the ratification and effective implementation of Convention No. 155, its 2002 Protocol and Convention No. 187 taking into account the context of each country and the particular needs of its constituents***

18. Widespread ratification and implementation of Convention No. 155, its 2002 Protocol and Convention No. 187 is of particular strategic importance. It will trigger an important process which has the potential not only for an overall improvement in the area of OSH but also to boost the ratification of other instruments.<sup>11</sup> Countries selected for priority action should primarily include those that have demonstrated a political will to take action in this area and awareness raising should be addressed to the highest possible levels of government through high-level tripartite workshops or meetings to elicit national commitment to implement OSH policies or strategies. Efforts will also be made to use or establish national mechanisms to sustain high-level tripartite dialogue. Account must be taken of the fact that, in practice, overall country situations, the nature of problems and the national capacities to cope with OSH-related problems differ widely from country to country and a flexible approach is therefore required.
19. The basic rationale is to promote a systems approach to OSH at the national level which will help governments and social partners work together to develop a national programme and strategy to continuously improve OSH infrastructure and conditions. Support will be provided in the form of guidance material to develop, on a step-by-step basis, a national OSH profile, policy and programmes, and action plans to address targeted improvements in national OSH infrastructures and systems. The development of national OSH profiles – including legislative gaps analyses – is important as the information collected will enhance the possibilities to provide targeted assistance to countries so that they can effectively implement the corresponding legislations once the Conventions have been ratified.
20. Policy guidance will be developed, through technical cooperation projects' workshops and OSH training networks, in such areas as OSH inspection, recording and notification of occupational accidents and diseases, and establishing or strengthening

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<sup>11</sup> Convention No. 187 specifically provides that ratifying parties shall carry out a periodical review of what measures could be taken to ratify relevant OSH Conventions. The instruments relevant for Convention No. 187 are listed in the annex to Recommendation No. 197.

tripartite mechanisms for dialogue on OSH. The development of guidance material and model documents for the formulation of national policies will also be considered. Such material will include guidance aimed at ensuring consultation and cooperation of workers and their representatives on OSH-related issues as well as at enhancing capacities of employers' and workers' organizations to provide support services to their members in OSH.

21. Available information on demonstrated political will to take action in this area will be used to select countries and to prioritize targeted action through technical assistance. This includes information concerning countries which have: (a) prepared or are in the process of preparing national OSH profiles; (b) developed or are in the process of developing a national OSH policy; (c) launched or are in the process of launching national OSH programmes; (d) requested ILO support in developing legislation relevant to OSH; and (e) declared ratification intents in the context of reporting under article 19 or in another form. Particular attention will be given to declared obstacles to ratification of Convention No. 155, its 2002 Protocol and Convention No. 187 in order to seek to remove these obstacles. Assistance will also be given to countries that have only ratified outdated OSH Conventions or where no OSH Conventions have been ratified. As part of general awareness-raising efforts, good examples of national OSH policies and programmes will be made available on the SafeWork web site to support countries considering ratification of Conventions Nos 155 and 187.
22. Office assistance will include support for the preparation of legislative gap analyses, research and development of tools to support action on OSH and to enhance the visibility of the benefits of improving OSH. Such tools could be used to convince policy-makers to consider OSH as an essential ingredient in development. They will include a methodology to determine more accurately the number of occupational accidents and diseases in a country, tools to enable countries to make their own estimate of the costs of occupational accidents and diseases to the national economy, templates for country profiles to support policy decisions regarding OSH and training courses for policy-makers on prioritizing OSH.
23. The ultimate aim of national OSH programmes and other action taken at the national level is to improve OSH at the workplace. Promotion of the provisions directed at the enterprise level in Convention No. 155 is thus essential. Depending on expressed needs and prior consultation, workshops, seminars, training courses, awareness-raising activities and meetings will be organized to reinforce national mechanisms and programmes to support enterprise level action. These activities will be organized with government institutions and organizations of employers and workers taking into account, in particular, relevant provisions in Convention No. 155 and its 2002 Protocol, specifying duties and responsibilities in relation to OSH at the enterprise level. Actions will be taken to:
  - implement the management systems approach in the enterprise, based on the *ILO Guidelines on occupational safety and health management systems (ILO-OSH 2001)*;

- promote training activities for workers and their OSH representatives, managers and employers;
  - establish and support effective safety and health committees;
  - promote OSH-related information products designed for the enterprise such as codes of practice, databases of the Occupational Safety and Health Information Centre (CIS), the International Programme on Chemical Safety's (IPCS) chemical safety cards, and the Globally Harmonized System of Classification and Labelling of Chemical (GHS);
  - establish and implement systems for the recording and notification of occupational accidents and diseases; and
  - develop manuals and methodologies to assist enterprises in the technical and practical aspects of applying OSH requirements.
24. Fatal and non-fatal occupational accidents and diseases have economic costs due to compensation, lost working time, interruption of production, training, medical expenses and the like. These increased costs are in the final analysis a burden to social security systems of countries. There is thus a close link between OSH and social security, in the sense that a preventative OSH culture may have a positive impact on social security systems.
25. In order to underpin the basic strategy of this plan of action, research will be undertaken into different areas. As a follow-up to research initiated at the ILO on the economic impact of international labour standards, research will be pursued on the impact of legislation on OSH improvements, the role of legislation in the reinforcement of national OSH systems, as well as the relationship between a safe and healthy working environment and productivity and competitiveness, and the relevance of international labour standards in this context. Research should also target OSH applications or practices which are particularly cost-effective, affordable or suitable to the needs of SMEs and the informal economy. Furthermore, research will also be carried out to address the gender dimension of OSH.

### 2.3. *Reducing the implementation gap in respect of ratified Conventions*

***Promote and support efforts to reduce the implementation gap in respect of Convention No. 155, its 2002 Protocol and Convention No. 187***

26. The effort to improve the impact of standards-related activities is a process with different characteristics depending on the stage at which action is taken. The comments of the Committee of Experts on the Application of Conventions and Recommendations (Committee of Experts) are evidence that in a number of cases there are significant implementation gaps in respect of ratified Conventions. Part of the objective of this plan of action is to assist parties to the three key instruments in improving their capacity to implement their undertakings effectively. In these cases, the Office will provide advice and support, for instance in the development of implementation plans, drafting legislation and facilitating tripartite dialogue for developing plans of action. Support that can be offered at this stage will be critical for effective implementation.

This strategy will also include efforts, involving the field offices, to assist countries to prepare their first report under article 22 of the Constitution.

27. Particular attention should be given to a follow-up of issues identified by the Committee of Experts on the basis of these first reports including through targeted technical needs analyses. This will increase the possibilities for an early resolution of obstacles to implementation. Such issues will be systematically monitored in order to target and prioritize assistance in this respect. Relevant issues and target countries will be identified in close consultation with the countries concerned and a plan for assistance developed accordingly. It will be proposed and implemented, on a tripartite basis, in interested countries.
28. Countries where implementation problems appear to persist are another target. Based on information submitted in the context of article 22 reports, targeted assistance may be instrumental to overcome obstacles to implementation and may speed up the process towards effective implementation. Awareness-raising action including information on the content and application of the instrument(s) at issue and on the practices in other countries may also contribute to resolving certain obstacles to an effective implementation. A systematic inventory of existing problems of implementation will be carried out in order to identify countries for priority action. Technical assistance will be implemented on a tripartite basis.

#### 2.4. *Improving OSH conditions in SMEs and in the informal economy*

***Promote and support efforts to improve OSH conditions in SMEs and in the informal economy***

29. Building on experiences gained and research carried out in this area, an effort will also be made to address the challenges faced by SMEs, and in the informal economy, with regard to implementation of OSH measures and improving OSH conditions. Available information on national practice in this area will be systematically collected and analysed in order to determine an appropriate strategy. Further application of practical action-oriented approaches will be promoted through the Work Improvement in Small Enterprises (WISE)<sup>12</sup> and Work Improvement in Neighbourhood Development (WIND)<sup>13</sup> programmes.

#### 2.5. *Other action to support the impact of OSH measures*

***Promote and support efforts to increase the impact of Convention No. 155, its 2002 Protocol and Convention No. 187 as a means to reinforce national OSH systems and improving OSH conditions***

30. Given the constantly evolving nature of the world of work, OSH is by necessity an area where adequate preventive and protective measures have to be developed on a continuous basis to address new and emerging occupational hazards and situations inherent in technological and scientific advances as well as socio-economic changes. As noted in the context of the development of Convention No. 155, achieving in absolute

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<sup>12</sup> Designed to promote practical voluntary action to improve working conditions by owners and managers of SMEs.

<sup>13</sup> Designed to promote practical improvements in agricultural households by the initiatives of village families.

terms a safe and healthy environment may, in many ways, be an unattainable objective. Consequently, effective implementation of OSH standards must rely on continuous efforts to improve the working conditions and the application of the systems approach to the management of OSH based on the Plan–Do–Check–Act model reflected, *inter alia*, in the three instruments targeted in the plan of action. Promotion of a preventative safety and health culture will include efforts to sensitize all levels of the workforce and management. Information will be collected and shared on best practices in the implementation of OSH measures and in the application of OSH Conventions.

31. As emphasized in the General Survey on OSH and in the conclusions resulting from the discussion of this Survey, the application of the systems approach relies, *inter alia*, on a periodic assessment of outcomes to emulate improvements or to take new or better focused actions and to resolve identified obstacles and further improve the situation. There is, however, a lack of reliable statistical data regarding the general level of effectiveness of national OSH systems and particularly the number and nature of occupational accidents and diseases. Such data is particularly important in order to prioritize measures and economic sectors in special need of attention and as a means to assist enterprises to prevent work-related accidents and diseases. In addition, the structures and methodology of national systems for recording and notification of occupational accidents and diseases vary greatly. International comparisons and analyses are therefore difficult to carry out, which hampers the possibility to learn from experience. It is thus essential to improve the collection, evaluation and dissemination of statistical data relevant to OSH. In cooperation with the Department of Statistics, and as appropriate with other units within the ILO, targeted promotional efforts will be made, and technical assistance provided. The objective is also to compile systematically, and render publicly available, existing global data in cooperation with units such as the CIS and the Department of Statistics. Efforts will be made to use this information, to the extent possible and relevant, as an indicator of the impact of action taken in this area. In this connection, increased awareness and use of the recently adopted<sup>14</sup> list of occupational diseases will be promoted for the updating of national lists of occupational diseases.
32. A closely related objective is to develop a methodology for evaluating OSH in practice, particularly in the form of specific OSH indicators. Convention No. 187 provides that national OSH programmes shall include objectives, targets and indicators of progress. Building on national developments and mindful of the methodological issues raised in the context of the ongoing efforts related to measuring decent work,<sup>15</sup> member States will be assisted in the development and use of indicators in this area and research will be carried out into the relevant methodological issues. Information used will be systematically made available, as appropriate, including through the Internet.

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<sup>14</sup> Adopted at the Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194) (Geneva, 27–30 October 2009); see GB.307/STM/2/4.

<sup>15</sup> See, *inter alia*, GB.306/17/5 and GB.307/18/3.

33. Effective implementation also depends on adequate and appropriate inspection systems, which should not only ensure enforcement of national laws and regulations through monitoring and sanctioning but also assist enterprises in understanding OSH regulations and in preventive efforts. The crucial role of national inspection systems was underscored in the General Survey on labour inspection in 2006.<sup>16</sup> Efforts will thus be made to link action with the promotion of ratification and implementation of the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129).

### III. Implementation framework

#### 1. Strategic and budgetary frameworks

34. The plan of action will contribute to the realization of outcomes 6 and 18 of the Strategic Policy Framework 2010–15.<sup>17</sup> It will also contribute to the realization of the Programme and Budget for 2010–11, which, in relation to international labour standards and social protection, provides for a “firm commitment to ensure that transparent and tangible progress is made in the area of OSH and in the ratification and application of up to date standards”. The targets set in indicator 18.1 (progress in the application of international labour standards) and indicator 18.3 (ILO action should lead to the ratification of up to date Conventions) are to be reached through the use of regular budget and extra-budgetary resources and through concerted work throughout the ILO at both headquarters and in the field.
35. As part of the plan of action to enhance the effectiveness of ILO standards, NORMES has sought extra-budgetary resources by submitting a technical cooperation proposal aimed at strengthening the ratification and implementation of international labour standards guided by the ILO supervisory bodies. In addition to the targeted actions proposed for the governance instruments, the proposal includes as a priority the implementation of Convention No. 155, its 2002 Protocol and Convention No. 187. Together with regular budget allocations allocated to SafeWork and NORMES, it will serve as the vehicle to implement the present plan of action. It will be linked, to the extent possible, to the plan of action for the governance instruments. Technical cooperation project proposals for the implementation of the plan of action will be prepared and donor support will be sought in order to implement substantial parts of the plan of action.

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<sup>16</sup> ILO: *General Survey of the reports concerning the Labour Inspection Convention, 1947 (No. 81), and the Protocol of 1995 to the Labour Inspection Convention, 1947, and the Labour Inspection Recommendation, 1947 (No. 81), the Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82), the Labour Inspection (Agriculture) Convention, 1969 (No. 129), and the Labour Inspection (Agriculture) Recommendation, 1969 (No. 133), Report III (1B)*, International Labour Conference, 95th Session, Geneva, 2006.

<sup>17</sup> *Outcome 6: Occupational safety and health*: Workers and enterprises benefit from improved safety and health conditions at work. *Outcome 18: International Labour Standards*: International labour standards are ratified and applied.



36. Given the central role of the Decent Work Country Programmes in the delivery of technical cooperation projects, it is important to ensure that those in the countries targeted for action include an OSH component and that due account is taken of relevant ratification prospects, as well as of comments made by the supervisory bodies on the application of the target Conventions.

## 2. Activities and time frame

### 2.1. *Initial phase (0–18 months)*

37. The initial phase of the action plan will be devoted to building a body of information on the OSH situation in each of the selected countries to serve as a baseline for selecting target countries and future monitoring of progress of actions taken. It will also focus on establishing the necessary communication, consultation and collaboration channels with the tripartite constituents, and technical assistance agreements defining priorities for action with the selected countries as well as formulation and submission of technical cooperation proposals to support the implementation. A number of informative and promotional documents will be developed to be used in workshops and seminars to introduce the plan of action, its purpose and the OSH standards. A database assembling all the relevant key information for each country, particularly the data relevant to the OSH indicators mentioned above, will be developed and integrated, where appropriate, in the NORMES database. More specifically the activities will include:

- systematic compilation of relevant country-specific OSH information to support the process of selecting countries targeted for action;
- developing promotional packages and other general awareness-raising tools concerning Convention No. 155, its 2002 Protocol and Convention No. 187, including presentation materials for use by ILO field specialists and field offices and support for translation of materials into local languages;
- developing a training programme on the management systems approach to OSH;
- assisting countries to undertake legislative gaps analyses to enable them to give effect to and implement relevant OSH Conventions;
- developing programmes for the promotion of the ratification of Convention No. 155, its 2002 Protocol and Convention No. 187; for the provision of assistance at the different stages of the implementation process of these instruments including support for the preparation and updating of the different components of national OSH systems;
- promotion of the integration of OSH in Decent Work Country Programmes as they are developed or reviewed and in other UN programming processes;
- participation in conferences, symposia and other meetings including the World Day for Safety and Health at Work;
- ensuring Office-wide collaboration, involving headquarters, the field and the Turin Centre, on the basis of the targets and indicators set;

- carrying out research on the effects of safe and healthy working conditions on productivity and competitiveness in developing as well as in industrialized countries and the relevance of international labour standards in this context;
- carrying out research into OSH applications or practices which are particularly cost-effective, affordable or suitable to the needs of SMEs and the informal economy;
- support national efforts to include declines in the number of fatalities and accidents as an indicator of progress for national OSH programmes;
- formulating technical cooperation projects and negotiating with donors.

## 2.2. Main phase (19–72 months)

- Implementing programmes in selected countries for the promotion of the ratification of Convention No. 155, its 2002 Protocol and Convention No. 187 and for the provision of assistance to the implementation process of these instruments including support for the preparation and updating of the different components of national OSH systems envisaged.
- Technical assistance for the reinforcement of selected national OSH system components such as legislation, inspection and training, particularly through field specialists on OSH and standards.
- Implementation of the technical cooperation programme for the promotion of the ratification of Convention No. 155, its 2002 Protocol and Convention No. 187 and other OSH Conventions in selected countries.
- Promotion of the integration of OSH in Decent Work Country Programmes and other UN programming processes.
- National and subregional seminars and workshops to promote national OSH systems and programmes and the roles of OSH Conventions.
- Supporting the preparation and updating of national OSH profiles.
- Awareness-raising activities at the regional and international levels.
- Compilation and dissemination of information on good practices with a view to encouraging a systems approach to OSH at the national level.
- Continuous updating of the information database.
- Developing new indicators to measure and evaluate the impact of activities carried out under the plan of action.
- Carrying out research to address the gender dimension of OSH.

## 3. Indicators

38. While the primary objectives of the plan of action are awareness raising and support for ratification and effective implementation of Convention No. 155, its 2002 Protocol and Convention No. 187, ratification and effective implementation of other up to date OSH Conventions<sup>18</sup> may also be seen as a sign of progress in countries that are

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<sup>18</sup> See annex to Convention No. 187.

parties to Convention No. 155 and, in particular, to Convention No. 187. Progress will be monitored on the basis of all or some of the following indicators:

- number of ratifications of Convention No. 155, its 2002 Protocol and Convention No. 187;
- number of ratifications of other up to date OSH Conventions;
- number of countries which have developed and adopted a national OSH profile;
- number of countries which have developed and adopted a national OSH policy and programme;
- number of countries tabling or adopting national legislation necessary for ratification or implementation;
- number of communications by member States of decisions to take steps for the effective application of Convention No. 155, its 2002 Protocol and Convention No. 187 and of other OSH instruments;
- number of requests for assistance for the purpose of ratification or implementation of Convention No. 155, its 2002 Protocol and Convention No. 187 and of other OSH instruments;
- number of countries which have set up, or substantially improved, national systems for recording and notification of occupational accidents and diseases;
- number of countries that have developed a methodology for and use specific OSH indicators;
- number of requests for assistance for purposes of ratification or implementation of the OSH instruments, notably requests from national authorities for legal opinions or advice necessary for ratification;
- number of countries which apply the *ILO Guidelines on occupational safety and health management systems* (ILO-OSH 2001);
- number of cases of improved implementation as reflected by positive comments (expression of interest or satisfaction) by the ILO supervisory bodies on the application of Convention No. 155, its 2002 Protocol and Convention No. 187 and other OSH Conventions;
- number of persons effectively trained by the ILO in OSH-related capacity-building activities at national, regional and interregional levels;
- number of requests for training materials, thematic and research papers to be produced;
- number of Decent Work Country Programmes which include commitments to improve the OSH system;
- information submitted by countries on the decline in the number of fatalities, accidents and diseases due to an improved implementation of OSH measures in the workplaces;
- number of cases in which the constituents, with ILO support, adopt legislation, a national or sectoral profile, a policy or programme, improve implementation or ratify OSH Conventions.

#### **IV. Monitoring and evaluation**

39. Progress regarding the implementation of this plan of action will be monitored on a yearly basis and evaluated using the above indicators. Progress reports will be prepared by the Office and submitted to the Governing Body. Monitoring and evaluation will take place in accordance with standard ILO procedures. Account will be taken of the possible need to adjust the plan of action, including its indicators, in the light of experiences gained in its implementation.

#### **V. ILO institutional input**

40. The plan of action will be the joint responsibility of SafeWork and NORMES. It will be implemented in close collaboration with the Bureaux for Employers' and for Workers' Activities and in collaboration with the relevant units at headquarters. Collaboration will also be sought with ILO field offices, in particular OSH and standards specialists, as well as relevant units of the Turin Centre. Short-term consultants and external collaborators will be engaged to provide advice and assistance as required.



## Text of the relevant instruments

### 1. Occupational Safety and Health Convention, 1981 (No. 155)

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-seventh Session on 3 June 1981, and

Having decided upon the adoption of certain proposals with regard to safety and health and the working environment, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one the following Convention, which may be cited as the Occupational Safety and Health Convention, 1981:

#### PART I. SCOPE AND DEFINITIONS

##### *Article 1*

1. This Convention applies to all branches of economic activity.

2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the representative organisations of employers and workers concerned, exclude from its application, in part or in whole, particular branches of economic activity, such as maritime shipping or fishing, in respect of which special problems of a substantial nature arise.

3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any branches which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion and describing the

measures taken to give adequate protection to workers in excluded branches, and shall indicate in subsequent reports any progress towards wider application.

### *Article 2*

1. This Convention applies to all workers in the branches of economic activity covered.

2. A Member ratifying this Convention may, after consultation at the earliest possible stage with the representative organisations of employers and workers concerned, exclude from its application, in part or in whole, limited categories of workers in respect of which there are particular difficulties.

3. Each Member which ratifies this Convention shall list, in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organisation, any limited categories of workers which may have been excluded in pursuance of paragraph 2 of this Article, giving the reasons for such exclusion, and shall indicate in subsequent reports any progress towards wider application.

### *Article 3*

For the purpose of this Convention--

- (a) the term «branches of economic activity» covers all branches in which workers are employed, including the public service;
- (b) the term «workers» covers all employed persons, including public employees;
- (c) the term «workplace» covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;
- (d) the term «regulations» covers all provisions given force of law by the competent authority or authorities;
- (e) the term «health», in relation to work, indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.

## PART II. PRINCIPLES OF NATIONAL POLICY

### *Article 4*

1. Each Member shall, in the light of national conditions and practice, and in consultation with the most representative organisations of employers and workers, formulate, implement and periodically review a coherent national policy on occupational safety, occupational health and the working environment.

2. The aim of the policy shall be to prevent accidents and injury to health arising out of, linked with or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

#### *Article 5*

The policy referred to in Article 4 of this Convention shall take account of the following main spheres of action in so far as they affect occupational safety and health and the working environment:

- (a) design, testing, choice, substitution, installation, arrangement, use and maintenance of the material elements of work (workplaces, working environment, tools, machinery and equipment, chemical, physical and biological substances and agents, work processes);
- (b) relationships between the material elements of work and the persons who carry out or supervise the work, and adaptation of machinery, equipment, working time, organisation of work and work processes to the physical and mental capacities of the workers;
- (c) training, including necessary further training, qualifications and motivations of persons involved, in one capacity or another, in the achievement of adequate levels of safety and health;
- (d) communication and co-operation at the levels of the working group and the undertaking and at all other appropriate levels up to and including the national level;
- (e) the protection of workers and their representatives from disciplinary measures as a result of actions properly taken by them in conformity with the policy referred to in Article 4 of this Convention.

#### *Article 6*

The formulation of the policy referred to in Article 4 of this Convention shall indicate the respective functions and responsibilities in respect of occupational safety and health and the working environment of public authorities, employers, workers and others, taking account both of the complementary character of such responsibilities and of national conditions and practice.

#### *Article 7*

The situation regarding occupational safety and health and the working environment shall be reviewed at appropriate intervals, either over-all or in respect of particular areas, with a view to identifying major problems, evolving effective methods for dealing with them and priorities of action, and evaluating results.

### PART III. ACTION AT THE NATIONAL LEVEL

#### *Article 8*

Each Member shall, by laws or regulations or any other method consistent with national conditions and practice and in consultation with the representative organisations of employers and workers concerned, take such steps as may be necessary to give effect to Article 4 of this Convention.

### *Article 9*

1. The enforcement of laws and regulations concerning occupational safety and health and the working environment shall be secured by an adequate and appropriate system of inspection.

2. The enforcement system shall provide for adequate penalties for violations of the laws and regulations.

### *Article 10*

Measures shall be taken to provide guidance to employers and workers so as to help them to comply with legal obligations.

### *Article 11*

To give effect to the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure that the following functions are progressively carried out:

- (a) the determination, where the nature and degree of hazards so require, of conditions governing the design, construction and layout of undertakings, the commencement of their operations, major alterations affecting them and changes in their purposes, the safety of technical equipment used at work, as well as the application of procedures defined by the competent authorities;
- (b) the determination of work processes and of substances and agents the exposure to which is to be prohibited, limited or made subject to authorisation or control by the competent authority or authorities; health hazards due to the simultaneous exposure to several substances or agents shall be taken into consideration;
- (c) the establishment and application of procedures for the notification of occupational accidents and diseases, by employers and, when appropriate, insurance institutions and others directly concerned, and the production of annual statistics on occupational accidents and diseases;
- (d) the holding of inquiries, where cases of occupational accidents, occupational diseases or any other injuries to health which arise in the course of or in connection with work appear to reflect situations which are serious;
- (e) the publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work;
- (f) the introduction or extension of systems, taking into account national conditions and possibilities, to examine chemical, physical and biological agents in respect of the risk to the health of workers.

### *Article 12*

Measures shall be taken, in accordance with national law and practice, with a view to ensuring that those who design, manufacture, import, provide or transfer machinery, equipment or substances for occupational use--



- (a) satisfy themselves that, so far as is reasonably practicable, the machinery, equipment or substance does not entail dangers for the safety and health of those using it correctly;
- (b) make available information concerning the correct installation and use of machinery and equipment and the correct use of substances, and information on hazards of machinery and equipment and dangerous properties of chemical substances and physical and biological agents or products, as well as instructions on how known hazards are to be avoided;
- (c) undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary to comply with subparagraphs (a) and (b) of this Article.

#### *Article 13*

A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health shall be protected from undue consequences in accordance with national conditions and practice.

#### *Article 14*

Measures shall be taken with a view to promoting in a manner appropriate to national conditions and practice, the inclusion of questions of occupational safety and health and the working environment at all levels of education and training, including higher technical, medical and professional education, in a manner meeting the training needs of all workers.

#### *Article 15*

1. With a view to ensuring the coherence of the policy referred to in Article 4 of this Convention and of measures for its application, each Member shall, after consultation at the earliest possible stage with the most representative organisations of employers and workers, and with other bodies as appropriate, make arrangements appropriate to national conditions and practice to ensure the necessary co-ordination between various authorities and bodies called upon to give effect to Parts II and III of this Convention.

2. Whenever circumstances so require and national conditions and practice permit, these arrangements shall include the establishment of a central body.

### PART IV. ACTION AT THE LEVEL OF THE UNDERTAKING

#### *Article 16*

1. Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.

2. Employers shall be required to ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken.

3. Employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health.

*Article 17*

Whenever two or more undertakings engage in activities simultaneously at one workplace, they shall collaborate in applying the requirements of this Convention.

*Article 18*

Employers shall be required to provide, where necessary, for measures to deal with emergencies and accidents, including adequate first-aid arrangements.

*Article 19*

There shall be arrangements at the level of the undertaking under which--

- (a) workers, in the course of performing their work, co-operate in the fulfilment by their employer of the obligations placed upon him;
- (b) representatives of workers in the undertaking co-operate with the employer in the field of occupational safety and health;
- (c) representatives of workers in an undertaking are given adequate information on measures taken by the employer to secure occupational safety and health and may consult their representative organisations about such information provided they do not disclose commercial secrets;
- (d) workers and their representatives in the undertaking are given appropriate training in occupational safety and health;
- (e) workers or their representatives and, as the case may be, their representative organisations in an undertaking, in accordance with national law and practice, are enabled to enquire into, and are consulted by the employer on, all aspects of occupational safety and health associated with their work; for this purpose technical advisers may, by mutual agreement, be brought in from outside the undertaking;
- (f) a worker reports forthwith to his immediate supervisor any situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health; until the employer has taken remedial action, if necessary, the employer cannot require workers to return to a work situation where there is continuing imminent and serious danger to life or health.

*Article 20*

Co-operation between management and workers and/or their representatives within the undertaking shall be an essential element of organisational and other measures taken in pursuance of Articles 16 to 19 of this Convention.

*Article 21*

Occupational safety and health measures shall not involve any expenditure for the workers.

[PART V. FINAL PROVISIONS]

## 2. Occupational Safety and Health Recommendation, 1981 (No. 164)

The General Conference of the International Labour Organisation,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Sixty-seventh Session on 3 June 1981, and

Having decided upon the adoption of certain proposals with regard to safety and health and the working environment, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Occupational Safety and Health Convention, 1981,

adopts this twenty-second day of June of the year one thousand nine hundred and eighty-one, the following Recommendation, which may be cited as the Occupational Safety and Health Recommendation, 1981:

### I. SCOPE AND DEFINITIONS

1.

(1) To the greatest extent possible, the provisions of the Occupational Safety and Health Convention, 1981, hereinafter referred to as the Convention, and of this Recommendation should be applied to all branches of economic activity and to all categories of workers.

(2) Provision should be made for such measures as may be necessary and practicable to give self-employed persons protection analogous to that provided for in the Convention and in this Recommendation.

2. For the purpose of this Recommendation--

- (a) the term «branches of economic activity» covers all branches in which workers are employed, including the public service;
- (b) the term «workers» covers all employed persons, including public employees;
- (c) the term «workplace» covers all places where workers need to be or to go by reason of their work and which are under the direct or indirect control of the employer;
- (d) the term «regulations» covers all provisions given force of law by the competent authority or authorities;
- (e) the term «health», in relation to work, indicates not merely the absence of disease or infirmity; it also includes the physical and mental elements affecting health which are directly related to safety and hygiene at work.

### II. TECHNICAL FIELDS OF ACTION

3. As appropriate for different branches of economic activity and different types of work and taking into account the principle of giving priority to eliminating hazards at their

source, measures should be taken in pursuance of the policy referred to in Article 4 of the Convention, in particular in the following fields:

- (a) design, siting, structural features, installation, maintenance, repair and alteration of workplaces and means of access thereto and egress therefrom; (b) lighting, ventilation, order and cleanliness of workplaces;
- (c) temperature, humidity and movement of air in the workplace;
- (d) design, construction, use, maintenance, testing and inspection of machinery and equipment liable to present hazards and, as appropriate, their approval and transfer;
- (e) prevention of harmful physical or mental stress due to conditions of work;
- (f) handling, stacking and storage of loads and materials, manually or mechanically;
- (g) use of electricity;
- (h) manufacture, packing, labelling, transport, storage and use of dangerous substances and agents, disposal of their wastes and residues, and, as appropriate, their replacement by other substances or agents which are not dangerous or which are less dangerous;
- (i) radiation protection;
- (j) prevention and control of, and protection against, occupational hazards due to noise and vibration;
- (k) control of the atmosphere and other ambient factors of workplaces;
- (l) prevention and control of hazards due to high and low barometric pressures;
- (m) prevention of fires and explosions and measures to be taken in case of fire or explosion;
- (n) design, manufacture, supply, use, maintenance and testing of personal protective equipment and protective clothing;
- (o) sanitary installations, washing facilities, facilities for changing and storing clothes, supply of drinking water, and any other welfare facilities connected with occupational safety and health;
- (p) first-aid treatment;
- (q) establishment of emergency plans;
- (r) supervision of the health of workers.

### III. ACTION AT THE NATIONAL LEVEL

4. With a view to giving effect to the policy referred to in Article 4 of the Convention, and taking account of the technical fields of action listed in Paragraph 3 of this Recommendation, the competent authority or authorities in each country should--

- (a) issue or approve regulations, codes of practice or other suitable provisions on occupational safety and health and the working environment, account being taken of the links existing between safety and health, on the one hand, and hours of work and rest breaks, on the other;

- (b) from time to time review legislative enactments concerning occupational safety and health and the working environment, and provisions issued or approved in pursuance of clause (a) of this Paragraph, in the light of experience and advances in science and technology;
- (c) undertake or promote studies and research to identify hazards and find means of overcoming them;
- (d) provide information and advice, in an appropriate manner, to employers and workers and promote or facilitate co-operation between them and their organisations, with a view to eliminating hazards or reducing them as far as practicable; where appropriate, a special training programme for migrant workers in their mother tongue should be provided;
- (e) provide specific measures to prevent catastrophes, and to co-ordinate and make coherent the actions to be taken at different levels, particularly in industrial zones where undertakings with high potential risks for workers and the surrounding population are situated;
- (f) secure good liaison with the International Labour Occupational Safety and Health Hazard Alert System set up within the framework of the International Labour Organisation;
- (g) provide appropriate measures for handicapped workers.

5. The system of inspection provided for in paragraph 1 of Article 9 of the Convention should be guided by the provisions of the Labour Inspection Convention, 1947, and the Labour Inspection (Agriculture) Convention, 1969, without prejudice to the obligations thereunder of Members which have ratified these instruments.

6. As appropriate, the competent authority or authorities should, in consultation with the representative organisations of employers and workers concerned, promote measures in the field of conditions of work consistent with the policy referred to in Article 4 of the Convention.

7. The main purposes of the arrangements referred to in Article 15 of the Convention should be to--

- (a) implement the requirements of Articles 4 and 7 of the Convention;
- (b) co-ordinate the exercise of the functions assigned to the competent authority or authorities in pursuance of Article 11 of the Convention and Paragraph 4 of this Recommendation;
- (c) co-ordinate activities in the field of occupational safety and health and the working environment which are exercised nationally, regionally or locally, by public authorities, by employers and their organisations, by workers' organisations and representatives, and by other persons or bodies concerned;
- (d) promote exchanges of views, information and experience at the national level, at the level of an industry or that of a branch of economic activity.

8. There should be close co-operation between public authorities and representative employers' and workers' organisations, as well as other bodies concerned in measures for the formulation and application of the policy referred to in Article 4 of the Convention.

9. The review referred to in Article 7 of the Convention should cover in particular the situation of the most vulnerable workers, for example, the handicapped.

#### IV. ACTION AT THE LEVEL OF THE UNDERTAKING

10. The obligations placed upon employers with a view to achieving the objective set forth in Article 16 of the Convention might include, as appropriate for different branches of economic activity and different types of work, the following:

- (a) to provide and maintain workplaces, machinery and equipment, and use work methods, which are as safe and without risk to health as is reasonably practicable;
- (b) to give necessary instructions and training, taking account of the functions and capacities of different categories of workers;
- (c) to provide adequate supervision of work, of work practices and of application and use of occupational safety and health measures;
- (d) to institute organisational arrangements regarding occupational safety and health and the working environment adapted to the size of the undertaking and the nature of its activities;
- (e) to provide, without any cost to the worker, adequate personal protective clothing and equipment which are reasonably necessary when hazards cannot be otherwise prevented or controlled;
- (f) to ensure that work organisation, particularly with respect to hours of work and rest breaks, does not adversely affect occupational safety and health;
- (g) to take all reasonably practicable measures with a view to eliminating excessive physical and mental fatigue;
- (h) to undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary to comply with the foregoing clauses.

11. Whenever two or more undertakings engage in activities simultaneously at one workplace, they should collaborate in applying the provisions regarding occupational safety and health and the working environment, without prejudice to the responsibility of each undertaking for the health and safety of its employees. In appropriate cases, the competent authority or authorities should prescribe general procedures for this collaboration.

12.

(1) The measures taken to facilitate the co-operation referred to in Article 20 of the Convention should include, where appropriate and necessary, the appointment, in accordance with national practice, of workers' safety delegates, of workers' safety and health committees, and/or of joint safety and health committees; in joint safety and health committees workers should have at least equal representation with employers' representatives.

(2) Workers' safety delegates, workers' safety and health committees, and joint safety and health committees or, as appropriate, other workers' representatives should--

- (a) be given adequate information on safety and health matters, enabled to examine factors affecting safety and health, and encouraged to propose measures on the subject;
- (b) be consulted when major new safety and health measures are envisaged and before they are carried out, and seek to obtain the support of the workers for such measures;
- (c) be consulted in planning alterations of work processes, work content or organisation of work, which may have safety or health implications for the workers;
- (d) be given protection from dismissal and other measures prejudicial to them while exercising their functions in the field of occupational safety and health as workers' representatives or as members of safety and health committees;
- (e) be able to contribute to the decision-making process at the level of the undertaking regarding matters of safety and health;
- (f) have access to all parts of the workplace and be able to communicate with the workers on safety and health matters during working hours at the workplace;
- (g) be free to contact labour inspectors;
- (h) be able to contribute to negotiations in the undertaking on occupational safety and health matters;
- (i) have reasonable time during paid working hours to exercise their safety and health functions and to receive training related to these functions;
- (j) have recourse to specialists to advise on particular safety and health problems.

13. As necessary in regard to the activities of the undertaking and practicable in regard to size, provision should be made for--

- (a) the availability of an occupational health service and a safety service, within the undertaking, jointly with other undertakings, or under arrangements with an outside body;
- (b) recourse to specialists to advise on particular occupational safety or health problems or supervise the application of measures to meet them.

14 Employers should, where the nature of the operations in their undertakings warrants it, be required to set out in writing their policy and arrangements in the field of occupational safety and health, and the various responsibilities exercised under these arrangements, and to bring this information to the notice of every worker, in a language or medium the worker readily understands.

15.

(1) Employers should be required to verify the implementation of applicable standards on occupational safety and health regularly, for instance by environmental monitoring, and to undertake systematic safety audits from time to time.

(2) Employers should be required to keep such records relevant to occupational safety and health and the working environment as are considered necessary by the competent authority or authorities; these might include records of all notifiable occupational



accidents and injuries to health which arise in the course of or in connection with work, records of authorisation and exemptions under laws or regulations to supervision of the health of workers in the undertaking, and data concerning exposure to specified substances and agents.

16. The arrangements provided for in Article 19 of the Convention should aim at ensuring that workers--

- (a) take reasonable care for their own safety and that of other persons who may be affected by their acts or omissions at work;
- (b) comply with instructions given for their own safety and health and those of others and with safety and health procedures;
- (c) use safety devices and protective equipment correctly and do not render them inoperative;
- (d) report forthwith to their immediate supervisor any situation which they have reason to believe could present a hazard and which they cannot themselves correct;
- (e) report any accident or injury to health which arises in the course of or in connection with work.

17. No measures prejudicial to a worker should be taken by reference to the fact that, in good faith, he complained of what he considered to be a breach of statutory requirements or a serious inadequacy in the measures taken by the employer in respect of occupational safety and health and the working environment.

## V. RELATIONS TO EXISTING INTERNATIONAL LABOUR CONVENTIONS AND RECOMMENDATIONS

18. This Recommendation does not revise any international labour Recommendation.

19.

(1) In the development and application of the policy referred to in Article 4 of the Convention and without prejudice to their obligations under Conventions they have ratified, Members should refer to the international labour Conventions and Recommendations listed in the Appendix.

(2) The Appendix may be modified by the International Labour Conference, by a two-thirds majority, in connection with the future adoption or revision of any Convention or Recommendation in the field of safety and health and the working environment.

### **3. Annex to the Occupational Safety and Health Recommendation, 1981 (No. 164)**

[LIST OF INSTRUMENTS CONCERNING OCCUPATIONAL SAFETY AND HEALTH AND THE WORKING ENVIRONMENT ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE SINCE 1919]

[Obsolete – See Annex to Recommendation No. 197, pp. 42-43.]

#### 4. Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)

The General Conference of the International Labour Organization,  
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 90th Session on 3 June 2002, and  
Noting the provisions of Article 11 of the Occupational Safety and Health Convention, 1981, (hereinafter referred to as "the Convention"), which states in particular that:

«To give effect to the policy referred to in Article 4 of this Convention, the competent authority or authorities shall ensure that the following functions are progressively carried out:

...

(c) the establishment and application of procedures for the notification of occupational accidents and diseases, by employers and, when appropriate, insurance institutions and others directly concerned, and the production of annual statistics on occupational accidents and diseases;

...

(e) the publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work»,

and

Having regard to the need to strengthen recording and notification procedures for occupational accidents and diseases and to promote the harmonization of recording and notification systems with the aim of identifying their causes and establishing preventive measures, and

Having decided upon the adoption of certain proposals with regard to the recording and notification of occupational accidents and diseases, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a protocol to the Occupational Safety and Health Convention, 1981;

adopts this twentieth day of June two thousand and two the following Protocol, which may be cited as the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

#### DEFINITIONS

##### *Article 1*

For the purpose of this Protocol:

(a) the term «occupational accident» covers an occurrence arising out of, or in the course of, work which results in fatal or non-fatal injury;

- (b) the term «occupational disease» covers any disease contracted as a result of an exposure to risk factors arising from work activity;
- (c) the term «dangerous occurrence» covers a readily identifiable event as defined under national laws and regulations, with potential to cause an injury or disease to persons at work or to the public;
- (d) the term «commuting accident» covers an accident resulting in death or personal injury occurring on the direct way between the place of work and:
  - (i) the worker's principal or secondary residence; or
  - (ii) the place where the worker usually takes a meal; or
  - (iii) the place where the worker usually receives his or her remuneration.

## II. SYSTEMS FOR RECORDING AND NOTIFICATION

### *Article 2*

The competent authority shall, by laws or regulations or any other method consistent with national conditions and practice, and in consultation with the most representative organizations of employers and workers, establish and periodically review requirements and procedures for:

- (a) the recording of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases; and
- (b) the notification of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases.

### *Article 3*

The requirements and procedures for recording shall determine:

- (a) the responsibility of employers:
  - (i) to record occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases;
  - (ii) to provide appropriate information to workers and their representatives concerning the recording system;
  - (iii) to ensure appropriate maintenance of these records and their use for the establishment of preventive measures; and
  - (iv) to refrain from instituting retaliatory or disciplinary measures against a worker for reporting an occupational accident, occupational disease, dangerous occurrence, commuting accident or suspected case of occupational disease;
- (b) the information to be recorded;
- (c) the duration for maintaining these records; and

- (d) measures to ensure the confidentiality of personal and medical data in the employer's possession, in accordance with national laws and regulations, conditions and practice.

*Article 4*

The requirements and procedures for the notification shall determine:

- (a) the responsibility of employers:
  - (i) to notify the competent authorities or other designated bodies of occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases; and
  - (ii) to provide appropriate information to workers and their representatives concerning the notified cases;
- (b) where appropriate, arrangements for notification of occupational accidents and occupational diseases by insurance institutions, occupational health services, medical practitioners and other bodies directly concerned;
- (c) the criteria according to which occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases are to be notified; and
- (d) the time limits for notification.

*Article 5*

The notification shall include data on:

- (a) the enterprise, establishment and employer;
- (b) if applicable, the injured persons and the nature of the injuries or disease; and
- (c) the workplace, the circumstances of the accident or the dangerous occurrence and, in the case of an occupational disease, the circumstances of the exposure to health hazards.

III. NATIONAL STATISTICS

*Article 6*

Each Member which ratifies this Protocol shall, based on the notifications and other available information, publish annually statistics that are compiled in such a way as to be representative of the country as a whole, concerning occupational accidents, occupational diseases and, as appropriate, dangerous occurrences and commuting accidents, as well as the analyses thereof.

*Article 7*

The statistics shall be established following classification schemes that are compatible with the latest relevant international schemes established under the auspices of the International Labour Organization or other competent international organizations.

[IV. FINAL PROVISIONS]

## **5. Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)**

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Ninety-fifth Session on 31 May 2006,

Recognizing the global magnitude of occupational injuries, diseases and deaths, and the need for further action to reduce them, and

Recalling that the protection of workers against sickness, disease and injury arising out of employment is among the objectives of the International Labour Organization as set out in its Constitution, and

Recognizing that occupational injuries, diseases and deaths have a negative effect on productivity and on economic and social development, and

Noting paragraph III(g) of the Declaration of Philadelphia, which provides that the International Labour Organization has the solemn obligation to further among the nations of the world programmes which will achieve adequate protection for the life and health of workers in all occupations, and

Mindful of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-Up, 1998, and

Noting the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Safety and Health Recommendation, 1981 (No. 164), and other instruments of the International Labour Organization relevant to the promotional framework for occupational safety and health, and

Recalling that the promotion of occupational safety and health is part of the International Labour Organization's agenda of decent work for all, and

Recalling the Conclusions concerning ILO standards-related activities in the area of occupational safety and health - a global strategy, adopted by the International Labour Conference at its 91st Session (2003), in particular relating to ensuring that priority be given to occupational safety and health in national agendas, and

Stressing the importance of the continuous promotion of a national preventative safety and health culture, and

Having decided upon the adoption of certain proposals with regard to occupational safety and health, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this fifteenth day of June of the year two thousand and six the following Convention, which may be cited as the Promotional Framework for Occupational Safety and Health Convention, 2006.

## I. DEFINITIONS

### *Article 1*

For the purpose of this Convention:

- (a) the term “national policy” refers to the national policy on occupational safety and health and the working environment developed in accordance with the principles of Article 4 of the Occupational Safety and Health Convention, 1981 (No. 155);
- (b) the term “national system for occupational safety and health” or “national system” refers to the infrastructure which provides the main framework for implementing the national policy and national programmes on occupational safety and health;
- (c) the term “national programme on occupational safety and health” or “national programme” refers to any national programme that includes objectives to be achieved in a predetermined time frame, priorities and means of action formulated to improve occupational safety and health, and means to assess progress;
- (d) the term “a national preventative safety and health culture” refers to a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.

## II. OBJECTIVE

### *Article 2*

1. Each Member which ratifies this Convention shall promote continuous improvement of occupational safety and health to prevent occupational injuries, diseases and deaths, by the development, in consultation with the most representative organizations of employers and workers, of a national policy, national system and national programme.

2. Each Member shall take active steps towards achieving progressively a safe and healthy working environment through a national system and national programmes on occupational safety and health by taking into account the principles set out in instruments of the International Labour Organization (ILO) relevant to the promotional framework for occupational safety and health.

3. Each Member, in consultation with the most representative organizations of employers and workers, shall periodically consider what measures could be taken to ratify relevant occupational safety and health Conventions of the ILO.

## III. NATIONAL POLICY

### *Article 3*

1. Each Member shall promote a safe and healthy working environment by formulating a national policy.

2. Each Member shall promote and advance, at all relevant levels, the right of workers to a safe and healthy working environment.

3. In formulating its national policy, each Member, in light of national conditions and practice and in consultation with the most representative organizations of employers and workers, shall promote basic principles such as assessing occupational risks or hazards; combating occupational risks or hazards at source; and developing a national preventative safety and health culture that includes information, consultation and training.

#### IV. NATIONAL SYSTEM

##### *Article 4*

1. Each Member shall establish, maintain, progressively develop and periodically review a national system for occupational safety and health, in consultation with the most representative organizations of employers and workers.

2. The national system for occupational safety and health shall include among others:

- (a) laws and regulations, collective agreements where appropriate, and any other relevant instruments on occupational safety and health;
- (b) an authority or body, or authorities or bodies, responsible for occupational safety and health, designated in accordance with national law and practice;
- (c) mechanisms for ensuring compliance with national laws and regulations, including systems of inspection; and
- (d) arrangements to promote, at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures.

3. The national system for occupational safety and health shall include, where appropriate:

- (a) a national tripartite advisory body, or bodies, addressing occupational safety and health issues;
- (b) information and advisory services on occupational safety and health;
- (c) the provision of occupational safety and health training;
- (d) occupational health services in accordance with national law and practice;
- (e) research on occupational safety and health;
- (f) a mechanism for the collection and analysis of data on occupational injuries and diseases, taking into account relevant ILO instruments;
- (g) provisions for collaboration with relevant insurance or social security schemes covering occupational injuries and diseases; and
- (h) support mechanisms for a progressive improvement of occupational safety and health conditions in micro-enterprises, in small and medium-sized enterprises and in the informal economy.



## V. NATIONAL PROGRAMME

### *Article 5*

1. Each Member shall formulate, implement, monitor, evaluate and periodically review a national programme on occupational safety and health in consultation with the most representative organizations of employers and workers.

2. The national programme shall:

- (a) promote the development of a national preventative safety and health culture;
- (b) contribute to the protection of workers by eliminating or minimizing, so far as is reasonably practicable, work-related hazards and risks, in accordance with national law and practice, in order to prevent occupational injuries, diseases and deaths and promote safety and health in the workplace;
- (c) be formulated and reviewed on the basis of analysis of the national situation regarding occupational safety and health, including analysis of the national system for occupational safety and health;
- (d) include objectives, targets and indicators of progress; and

be supported, where possible, by other complementary national programmes and plans which will assist in achieving progressively a safe and healthy working environment.

The national programme shall be widely publicized and, to the extent possible, endorsed and launched by the highest national authorities.

## [VI. FINAL PROVISIONS]

## 6. Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Ninety-fifth Session on 31 May 2006,

Having decided upon the adoption of certain proposals with regard to occupational safety and health, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Promotional Framework for Occupational Safety and Health Convention, 2006 (hereinafter referred to as «the Convention»);

adopts this fifteenth day of June of the year two thousand and six the following Recommendation, which may be cited as the Promotional Framework for Occupational Safety and Health Recommendation, 2006.

### I. NATIONAL POLICY

1. The national policy formulated under Article 3 of the Convention should take into account Part I of the Occupational Safety and Health Convention, 1981 (No. 155), as well as the relevant rights, duties and responsibilities of workers, employers and governments in that Convention.

### II. NATIONAL SYSTEM

2. In establishing, maintaining, progressively developing and periodically reviewing the national system for occupational safety and health defined in Article 1(b) of the Convention, Members:

- (a) should take into account the instruments of the International Labour Organization (ILO) relevant to the promotional framework for occupational safety and health listed in the Annex to this Recommendation, in particular the Occupational Safety and Health Convention, 1981 (No. 155), the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection (Agriculture) Convention, 1969 (No. 129); and
- (b) may extend the consultations provided for in Article 4(1) of the Convention to other interested parties.

3. With a view to preventing occupational injuries, diseases and deaths, the national system should provide appropriate measures for the protection of all workers, in particular, workers in high-risk sectors, and vulnerable workers such as those in the informal economy and migrant and young workers.

4. Members should take measures to protect the safety and health of workers of both genders, including the protection of their reproductive health.

5. In promoting a national preventative safety and health culture as defined in Article 1(d) of the Convention, Members should seek:

- (a) to raise workplace and public awareness on occupational safety and health through national campaigns linked with, where appropriate, workplace and international initiatives;
- (b) to promote mechanisms for delivery of occupational safety and health education and training, in particular for management, supervisors, workers and their representatives and government officials responsible for safety and health;
- (c) to introduce occupational safety and health concepts and, where appropriate, competencies, in educational and vocational training programmes;
- (d) to facilitate the exchange of occupational safety and health statistics and data among relevant authorities, employers, workers and their representatives;
- (e) to provide information and advice to employers and workers and their respective organizations and to promote or facilitate cooperation among them with a view to eliminating or minimizing, so far as is reasonably practicable, work-related hazards and risks;
- (f) to promote, at the level of the workplace, the establishment of safety and health policies and joint safety and health committees and the designation of workers' occupational safety and health representatives, in accordance with national law and practice; and
- (g) to address the constraints of micro-enterprises and small and medium-sized enterprises and contractors in the implementation of occupational safety and health policies and regulations, in accordance with national law and practice.

6. Members should promote a management systems approach to occupational safety and health, such as the approach set out in the Guidelines on occupational safety and health management systems (ILO-OSH 2001).

### III. NATIONAL PROGRAMME

7. The national programme on occupational safety and health as defined in Article 1(c) of the Convention should be based on principles of assessment and management of hazards and risks, in particular at the workplace level.

8. The national programme should identify priorities for action, which should be periodically reviewed and updated.

9. In formulating and reviewing the national programme, Members may extend the consultations provided for in Article 5(1) of the Convention to other interested parties.

10. With a view to giving effect to the provisions of Article 5 of the Convention, the national programme should actively promote workplace prevention measures and activities that include the participation of employers, workers and their representatives.

11. The national programme on occupational safety and health should be coordinated, where appropriate, with other national programmes and plans, such as those relating to public health and economic development.

12. In formulating and reviewing the national programme, Members should take into account the instruments of the ILO relevant to the promotional framework for occupational safety and health, listed in the Annex to this Recommendation, without prejudice to their obligations under Conventions that they have ratified.

#### IV. NATIONAL PROFILE

13. Members should prepare and regularly update a national profile which summarizes the existing situation on occupational safety and health and the progress made towards achieving a safe and healthy working environment. The profile should be used as a basis for formulating and reviewing the national programme.

14. (1) The national profile on occupational safety and health should include information on the following elements, as applicable:

- (a) laws and regulations, collective agreements where appropriate, and any other relevant instruments on occupational safety and health;
- (b) the authority or body, or the authorities or bodies, responsible for occupational safety and health, designated in accordance with national law and practice;
- (c) the mechanisms for ensuring compliance with national laws and regulations, including the systems of inspection;
- (d) the arrangements to promote, at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures;
- (e) the national tripartite advisory body, or bodies, addressing occupational safety and health issues;
- (f) the information and advisory services on occupational safety and health;
- (g) the provision of occupational safety and health training;
- (h) the occupational health services in accordance with national law and practice;
- (i) research on occupational safety and health;
- (j) the mechanism for the collection and analysis of data on occupational injuries and diseases and their causes, taking into account relevant ILO instruments;
- (k) the provisions for collaboration with relevant insurance or social security schemes covering occupational injuries and diseases; and
- (l) the support mechanisms for a progressive improvement of occupational safety and health conditions in micro-enterprises, in small and medium-sized enterprises and in the informal economy.

(2) In addition, the national profile on occupational safety and health should include information on the following elements, where appropriate:

- (a) coordination and collaboration mechanisms at national and enterprise levels, including national programme review mechanisms;

- (b) technical standards, codes of practice and guidelines on occupational safety and health;
- (c) educational and awareness-raising arrangements, including promotional initiatives;
- (d) specialized technical, medical and scientific institutions with linkages to various aspects of occupational safety and health, including research institutes and laboratories concerned with occupational safety and health;
- (e) personnel engaged in the area of occupational safety and health, such as inspectors, safety and health officers, and occupational physicians and hygienists;
- (f) occupational injury and disease statistics;
- (g) occupational safety and health policies and programmes of organizations of employers and workers;
- (h) regular or ongoing activities related to occupational safety and health, including international collaboration;
- (i) financial and budgetary resources with regard to occupational safety and health; and
- (j) data addressing demography, literacy, economy and employment, as available, as well as any other relevant information.

## V. INTERNATIONAL COOPERATION AND EXCHANGE OF INFORMATION

15. The International Labour Organization should:

- (a) facilitate international technical cooperation on occupational safety and health with a view to assisting countries, particularly developing countries, for the following purposes:
  - (i) to strengthen their capacity for the establishment and maintenance of a national preventative safety and health culture;
  - (ii) to promote a management systems approach to occupational safety and health; and
  - (iii) to promote the ratification, in the case of Conventions, and implementation of instruments of the ILO relevant to the promotional framework for occupational safety and health, listed in the Annex to this Recommendation;
- (b) facilitate the exchange of information on national policies within the meaning of Article 1(a) of the Convention, on national systems and programmes on occupational safety and health, including on good practices and innovative approaches, and on the identification of new and emerging hazards and risks in the workplace; and
- (c) provide information on progress made towards achieving a safe and healthy working environment.

## UPDATING OF THE ANNEX

16. The Annex to this Recommendation should be reviewed and updated by the Governing Body of the International Labour Office. Any revised annex so established shall be adopted by the Governing Body and shall replace the preceding annex after having been communicated to the Members of the International Labour Organization.

## **7. Annex to the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)**

INSTRUMENTS OF THE INTERNATIONAL LABOUR ORGANIZATION  
RELEVANT TO THE PROMOTIONAL FRAMEWORK FOR OCCUPATIONAL  
SAFETY AND HEALTH

### I. CONVENTIONS

Labour Inspection Convention, 1947 (No. 81)  
Radiation Protection Convention, 1960 (No. 115)  
Hygiene (Commerce and Offices) Convention, 1964 (No. 120)  
Employment Injury Benefits Convention, 1964 (No. 121)  
Labour Inspection (Agriculture) Convention, 1969 (No. 129)  
Occupational Cancer Convention, 1974 (No. 139)  
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148)  
Occupational Safety and Health (Dock Work) Convention, 1979 (No. 152)  
Occupational Safety and Health Convention, 1981 (No. 155)  
Occupational Health Services Convention, 1985 (No. 161)  
Asbestos Convention, 1986 (No. 162)  
Safety and Health in Construction Convention, 1988 (No. 167)  
Chemicals Convention, 1990 (No. 170)  
Prevention of Major Industrial Accidents Convention, 1993 (No. 174)  
Safety and Health in Mines Convention, 1995 (No. 176)  
Protocol of 1995 to the Labour Inspection Convention, 1947 (No. 81)  
Safety and Health in Agriculture Convention, 2001 (No. 184)  
Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155)

### II. RECOMMENDATIONS

Labour Inspection Recommendation, 1947 (No. 81)  
Labour Inspection (Mining and Transport) Recommendation, 1947 (No. 82)  
Protection of Workers' Health Recommendation, 1953 (No. 97)  
Welfare Facilities Recommendation, 1956 (No. 102)  
Radiation Protection Recommendation, 1960 (No. 114)  
Workers Housing Recommendation, 1961 (No. 115)  
Hygiene (Commerce and Offices) Recommendation, 1964 (No. 120)  
Employment Injury Benefits Recommendation, 1964 (No. 121)  
Labour Inspection (Agriculture) Recommendation, 1969 (No. 133)  
Occupational Cancer Recommendation, 1974 (No. 147)  
Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977 (No. 156)  
Occupational Safety and Health (Dock Work) Recommendation, 1979 (No. 160)  
Occupational Safety and Health Recommendation, 1981 (No. 164)  
Occupational Health Services Recommendation, 1985 (No. 171)

Asbestos Recommendation, 1986 (No. 172)  
Safety and Health in Construction Recommendation, 1988 (No. 175)  
Chemicals Recommendation, 1990 (No. 177)  
Prevention of Major Industrial Accidents Recommendation, 1993 (No. 181)  
Safety and Health in Mines Recommendation, 1995 (No. 183)  
Safety and Health in Agriculture Recommendation, 2001 (No. 192)  
List of Occupational Diseases Recommendation, 2002 (No. 194)