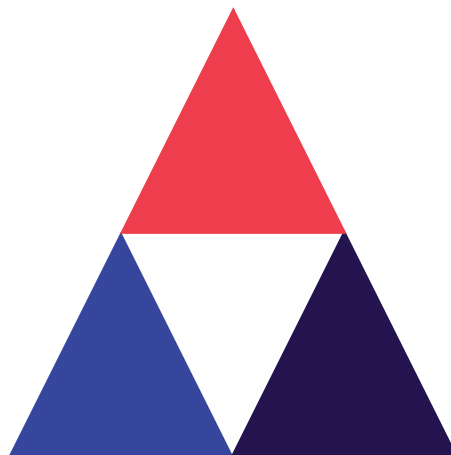




► Record of Proceedings

Meeting of Experts for the tripartite validation of the technical guidelines
on biological hazards in the working environment
(Geneva, 20–24 June 2022)



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► Introduction

1. The Meeting of Experts for the tripartite validation of the technical guidelines on biological hazards in the working environment (Guidelines) was held in Geneva from 20 to 24 June 2022, in accordance with the decision adopted by the Governing Body at its 343rd Session (November 2021).¹
2. The Meeting of Experts was composed of 22 experts – eight experts from Governments, six experts nominated by the Employers' group and eight experts nominated by the Workers' group of the Governing Body. There were also three Government observers, two observers representing the United Nations specialized agencies, one observer from official international organizations and one observer representing non-governmental international organizations.
3. The purpose of the Meeting of Experts was to review and adopt a set of technical guidelines on biological hazards (the Guidelines), based on a draft prepared by the International Labour Office (Office).
4. The Secretary-General of the Meeting of Experts, Ms Vera Paquete-Perdigão (Director, ILO Governance and Tripartism Department), introduced the background of and rationale for the preparation of the Guidelines. The request to develop the Guidelines had originated from the decision of the Governing Body following the recommendations of the Standards Review Mechanism. The Secretary-General highlighted the importance that the Guidelines would acquire as the first tripartite guidelines ever adopted on biological hazards, which would serve as a useful reference for governments, employers and workers for the management of biological hazards at national and workplace levels, including for the formulation of policies and measures to prevent and prepare for future health crises. Although the adopted Guidelines would not be legally binding, they would complement the provisions of international labour standards, including the Occupational Safety and Health Convention, 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), which had been recognized as fundamental Conventions at the 110th Session (2022) of the International Labour Conference.
5. The Officers of the Meeting of Experts were elected without objection:

Chairperson:	Ms Sophia Kisting-Cairncross (South Africa)
Vice-Chairpersons:	Mr Ricardo Daniel Soto Toledo (Government, Chile)
	Ms Maria Isabel Maya Rubio (Employer, Spain)
	Mr James Wilson Ritchie (Worker, Switzerland)
6. The Chairperson, Ms Sophia Kisting-Cairncross (Professor, University of Cape Town), stressed the importance of developing guidelines for the entire world of work. The outcome should apply and be useful to all countries in all stages of development and for all sectors, all workers and all working environments.
7. The Deputy Secretary-General of the Meeting of Experts, Mr Joaquim Pintado Nunes (Chief, LABADMIN/OSH) emphasized that the Guidelines would be the first tripartite technical guidelines on biological hazards ever adopted. He reiterated the importance of providing simple and sound advice to all ILO constituents on preventing and mitigating the risk of injury and illness due to

¹ GB.343/INS/15.

biological hazards at national and workplace levels. He introduced the proposed guidelines on biological hazards, which consisted of eight main parts:

- (1) General obligations, responsibilities, duties and rights
- (2) Risk management at the workplace level
- (3) Workers' health surveillance
- (4) Information, instruction and training
- (5) Investigation of dangerous occurrences, occupational accidents and diseases
- (6) Recording and notification of occupational accidents and diseases
- (7) Preparedness and response to emergencies
- (8) Inspection and compliance with legal provisions

The guidelines also included four appendices:

- (1) Risk assessments using a numerical weighting system to determine priorities for action
- (2) Applying the hierarchy of controls
- (3) Possible biological hazards associated with work activities
- (4) Main ILO and WHO references for the management of biological hazards in specific sectors

8. The Government Vice-Chairperson, Mr Ricardo Daniel Soto Toledo (*Asesor en salud ocupacional, Intendencia de Seguridad y Salud en el Trabajo, Superintendencia de Seguridad Social, Chile*), thanked the Office for giving him the honour of participating in this important meeting on biological hazards, which was particularly relevant in the context of the coronavirus disease (COVID-19) pandemic. He recognized that during the COVID-19 pandemic, there had been diverging opinions on priorities and measures to protect workers. While the economy was affected, he emphasized that the health of workers should come first.
9. The Employer Vice-Chairperson, Ms Maria Isabel Maya Rubio (*Análisis del entorno en prevención, Mutua Universal, Spain*), said that she was honoured to have the opportunity to participate in the development of the Guidelines. She stressed that the COVID-19 pandemic had shown that newly emerging risks could cause massive setbacks to social and economic development and stability in regions across the world. The work was very timely. She highlighted the importance of making distinctions between two different situations of exposure to biological agents: (a) when the exposure to a biological agent was caused by an outbreak, epidemic or pandemic situation in which the biological agent was widespread and the contagion was not necessarily caused by work activities; and (b) when there was a work-related exposure to a biological agent that had been manipulated or produced or had simply originated at the workplace due to the nature of the work. She stressed that clearly defining the difference between those two situations, as well as clarifying how to proceed in each case, would provide a better understanding of different obligations and a better selection of the measures to put in place to protect workers' health. She welcomed the characterization of pandemics as an emergency. However, the responsibility of health services should not be transferred to the actors of the workplace when considering biological agents that were not of a clear and distinctive occupational nature and instead represented a wider, societal challenge. She noted the necessity of formulating practical, up-to-date and balanced guidelines that would be responsive to the needs of both developed and developing countries and would stipulate protections for both employers and workers. She highlighted the need for an approach based on the reduction and pre-emptive prevention of risks rather than an approach based on reaction to risks as they arose.

10. The Worker Vice-Chairperson, Mr James Wilson Ritchie (Assistant General Secretary, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association, Switzerland) said he was honoured to be appointed to represent the Workers' group. He observed that although the pandemic had drawn global attention to the need to put in place public policies to deal with COVID-19, biological hazards were and had long been a significant concern across all sectors. The standards should be applicable to all at-risk jobs and sectors and all biological hazards should be covered. The risk assessment and hierarchy of control approaches should be central to the response. He recalled the designation of Conventions Nos 155 and 187 as fundamental Conventions and called for that to guide the work of the Meeting of Experts. He emphasized that freedom of association and collective bargaining were the highest form of social dialogue. He reiterated that without those two enabling rights, workers would be impeded from achieving a healthy working environment and obstructed from implementing the Guidelines. A good outcome for the Workers' group would be guidelines that reflected the range of jobs in which risks from biological hazards arose, the nature of the exposures and the preventive measures to be employed, and a detailed elaboration of the appropriate provisions for social dialogue to implement the risk assessment and hierarchy of control approaches. He concluded by drawing attention to the need for greater emphasis on the occupational health services provisions and functions laid out in the Occupational Health Services Convention, 1985 (No. 161), including health surveillance and coherent notification, reporting and review systems at the workplace, sector and national levels.
11. For ease of reference, the report that follows tracks the numbering of the Guidelines as adopted.

► Consideration of draft guidelines

Title

12. The Employer Vice-Chairperson introduced an amendment to add the words "in the workplace" at the end of the title as the Guidelines dealt with biological hazards in the workplace and not biological hazards in general.
13. The Worker Vice-Chairperson proposed a subamendment to substitute the words "in the working environment" for the words "in the workplace".
14. The amendment was adopted as subamended.
15. The title was adopted as amended.

Introduction

Paragraph 1

16. The Employer Vice-Chairperson proposed an amendment to replace the word "infectious" with the word "contagious" and the word "non-infectious" with the word "non-contagious" in the first paragraph.
17. The amendment was adopted.
18. The paragraph was adopted as amended.

Paragraphs 2-5

19. The paragraphs were adopted without amendment.

Paragraph 6

20. To recognize the historic designation of a safe and healthy working environment as a fundamental principle and right at work and of Conventions Nos 155 and 187 as fundamental Conventions, which had occurred after the preparation of the draft Guidelines, the Office proposed the insertion of a new paragraph 6 to read:

At the 110th Session (2022), the International Labour Conference decided to include a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work and declared that the Occupational Safety and Health Convention, 1981 (No. 155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) shall be considered as fundamental Conventions within the meaning of the ILO Declaration of Fundamental Principles and Rights at Work, 1998, as amended in 2022.

21. The wording of the new paragraph proposed by the Office was accepted.
22. The paragraph was adopted without amendment.

Paragraph 7

23. The paragraph was adopted without amendment.
24. The section was adopted as amended.

Purpose and scope

Paragraph 1

25. The Employer Vice-Chairperson introduced an amendment to add the words "in the working environment" to the words "technical guidelines on biological hazards" in the first sentence in order to reflect the amended title of the Guidelines.
26. The amendment was adopted.
27. The Worker Vice-Chairperson introduced an amendment to add the words "and dangerous occurrences" after the word "diseases" in the final sentence.
28. The amendment was adopted.
29. The paragraph was adopted as amended.

Paragraph 2

30. The Employer Vice-Chairperson introduced an amendment to replace the words "organic material", whose meaning was too broad, with the words "mono or multicellular living organism".
31. The Worker Vice-Chairperson did not support the amendment as its meaning was too narrow.
32. The Government Vice-Chairperson preferred the original wording "organic material" because it could include biological agents.
33. The Worker Vice-Chairperson proposed a subamendment to replace the words "organic material" with the words "mono or multicellular living organism or organic material".
34. The Employer Vice-Chairperson noted that the original wording "organic material" was not correct because a plant was an organic material but not necessarily a biological agent.
35. The Worker Vice-Chairperson noted that the wording "organic material" should be understood to cover plants because plants could also be hazardous. Workers could be burned by the hogweed plant and get green tobacco sickness from a tobacco plant.

36. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
37. The Office, upon returning to the discussion, proposed that the original wording should be retained.
38. The Worker Vice-Chairperson accepted the Office's proposal, noting the Office's advice that it was correct to refer to "organic material" in the definition of biological hazards.
39. The Employer and Government Vice-Chairpersons also accepted the Office's proposal.
40. The amendment was withdrawn.
41. The paragraph was adopted without amendment.

Paragraph 3

42. The Government Vice-Chairperson proposed an amendment to remove references to the word "mould" because a mould was a type of fungus.
43. The Government expert from Poland, Rafal Górny (Professor, Head of Laboratory of Biohazards, Central Institute for Labour Protection, National Research Institute), clarified that a mould was a subgroup of certain fungi and thereby would be covered by the word "fungi".
44. The amendment was adopted.
45. The Government Vice-Chairperson introduced an amendment to delete the words "bodily fluids" because the term was covered by the words "DNA materials".
46. The Worker Vice-Chairperson did not support the amendment, because "bodily fluids" were biological hazards if infected with infectious agents.
47. The Employer Vice-Chairperson noted that the "bodily fluids" were not in themselves "infectious agents".
48. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
49. The Office, upon returning to the discussion, clarified that bodily fluids were commonly associated with the spread of diseases such as COVID-19, HIV/AIDS and Ebola virus disease and as such the term was relevant.
50. Based on the Office's guidance, it was agreed that the words "bodily fluids" should be retained.
51. The amendment was withdrawn.
52. The Worker Vice-Chairperson introduced an amendment to draw attention to the health impact of biological hazards by adding the sentence: "Health impacts could include infectious and non-infectious diseases and injuries, allergies, poisonings and long-tail diseases like cancer".
53. The Employer Vice-Chairperson proposed a subamendment to remove the words "and injuries, allergies, poisonings and long-tail diseases like cancer", so that the sentence would read "Health impacts could include infectious and non-infectious diseases".
54. The Government Vice-Chairperson supported the subamendment because the sentence would have a broader meaning without providing examples. He stressed that in paragraph 3 it was correct to use the words "infectious and non-infectious" rather than the words "contagious and non-contagious".

55. The Worker Vice-Chairperson did not support the subamendment and reiterated the importance of including the words “injuries, allergies, poisonings” as they referred to health impacts. For example, agricultural and construction workers could be bitten by a snake or a spider and be poisoned as a result. He also highlighted the importance of making it clear that biological hazards could also include long-tail diseases like cancer.
56. The Deputy Secretary-General proposed alternative wording for the amendment to read: “Health impacts could include infectious and non-infectious diseases and injuries”.
57. The wording proposed by the Office was accepted.
58. The amendment was adopted.
59. The paragraph was adopted as amended.

Paragraph 4

60. The Government Vice-Chairperson introduced an amendment to delete the footnote:

Definition adapted from the Directive 2000/54/EC of the European Parliament and of the Council, 2000; South African Occupational Health and Safety Act 85, 1993; and Safe Work Australia, *National Hazard Exposure Worker Surveillance: Exposure to Biological Hazards and the Provision of Controls against Biological Hazards in Australian Workplaces*, 2011.
61. The amendment was adopted.
62. The Employer Vice-Chairperson introduced an amendment to align the final sentence with the amended title of the Guidelines by including the words “in the working environment” after the words “biological hazards”.
63. The amendment was adopted.
64. The Worker Vice-Chairperson introduced an amendment to add the words “as well as physical and psychosocial hazards arising from biological risks” at the end of the final sentence. He stressed that the COVID-19 pandemic had highlighted the importance of addressing the psychosocial hazards related to biological risks. Hazards were not just biological vectors or transmitters but also physical and psychosocial hazards arising from biological hazards.
65. The Employer Vice-Chairperson and the Government Vice-Chairperson did not support the amendment on the grounds that it went beyond the scope of the document.
66. The Worker Vice-Chairperson supported the amendment but was flexible about its wording and placement in the Guidelines.
67. The text was bracketed for subsequent discussion. The Office was requested to propose alternative wording and placement.
68. The Office, upon returning to the discussion, proposed alternative wording related to the physical and psychosocial hazards arising from biological risks for discussion under Chapter 2.
69. The amendment was withdrawn.
70. The paragraph was adopted as amended.
71. The section was adopted as amended.

Chapter 1. General obligations, responsibilities, duties and rights

Paragraph 1

72. The Worker Vice-Chairperson introduced an amendment to add a new sentence at the beginning of the paragraph:

Respecting, promoting and realizing all ILO fundamental rights is critical to securing safe and healthy work, including as provided in the Occupational Safety and Health Convention, 1981 (No. 155), the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

73. The Worker Vice-Chairperson indicated that the amendment would serve two functions: (a) to provide a context for the Guidelines within the framework of the fundamental principles and rights at work; and (b) to emphasize that freedom of association and collective bargaining were enabling rights. He highlighted the issue of access to those rights.
74. The Employer Vice-Chairperson proposed a subamendment to retain only the first part of the paragraph since the remainder of the proposed new paragraph fell outside the under the scope of the Guidelines:

Respecting, promoting and realizing all ILO fundamental rights is critical to securing safe and healthy work.

75. The Government Vice-Chairperson supported the subamendment. He stressed that exposure to biological hazards often occurred where there was little unionization.
76. The Worker Vice-Chairperson noted that retaining the remainder of the proposed new paragraph should not be read to suggest that freedom of association and collective bargaining had to be in place before the Guidelines can come into effect. He agreed with the Government group that the Guidelines might be most needed where those rights were absent. Access to those rights, however, was an important step towards the implementation of the Guidelines.
77. The Government Vice-Chairperson asked the Office whether the reference could be included in a footnote to the paragraph, as amended by the Employers' group subamendment.
78. The Worker Vice-Chairperson introduced a subamendment to include the reference as a footnote to the paragraph, as amended by the Employers' group subamendment.
79. The Employer Vice-Chairperson indicated that such references should be integrated into Appendix 4. She indicated that the text should remain "technical" and should not address other social or labour rights issues.
80. The Government Vice-Chairperson suggested that references to Conventions should be placed either in a footnote or in Appendix 4.
81. The Worker Vice-Chairperson did not support the suggestion to place references to ILO fundamental Conventions in an appendix. He reiterated that the Guidelines should include references to the fundamental principles and rights at work.
82. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
83. The Office, upon returning to the discussion, proposed alternative wording for the amendment to read:

Recognizing the inseparable, interrelated and mutually supportive nature of all fundamental principles and rights at work is critical to effectively prevent and mitigate biological risks in the working environment.

- 84. The wording proposed by the Office was accepted.
- 85. The amendment was adopted.
- 86. The paragraph was adopted as amended.

Paragraph 2

- 87. The Government Vice-Chairperson introduced an amendment to the final sentence to add the words “occupational safety and health protection of workers” after the words “concerned with the”.
- 88. The Worker Vice-Chairperson suggested a subamendment to replace the words “occupational safety and health protection of workers” with the words “protection of the occupational safety and health of workers”.
- 89. The amendment was adopted as subamended.
- 90. The paragraph was adopted as amended.

Paragraph 3

- 91. The Employer Vice-Chairperson introduced an amendment to use the word “agent” instead of the word “hazard” because agents caused hazards and the use of that word would therefore be more accurate.
- 92. The Worker Vice-Chairperson explained that a “biological agent” was not the same as a “biological hazard” and noted that a snake that bit a worker was not an agent.
- 93. The Government Vice-Chairperson stated that the terms “hazards” and “risks” needed to be clarified.
- 94. The Employer Vice-Chairperson recalled that there were distinctions between agents, hazards and risks and that the use of those terms in the Guidelines was not consistent. However, she could accept the original wording in the spirit of consensus.
- 95. The amendment was withdrawn.
- 96. The paragraph was adopted without amendment.

1.1. The competent authority

Paragraph 1.1.1

- 97. The Employer Vice-Chairperson introduced an amendment to replace the words “on biological hazards in particular” with the words “including on biological hazards”.
- 98. The amendment was adopted.
- 99. The paragraph was adopted as amended.

Paragraph 1.1.2

- 100. Subparagraphs (a) to (c) were adopted.

- 101. The Government Vice-Chairperson introduced an amendment to replace in subparagraph (d) the word “population” with the word “workers” as the Guidelines were intended to refer to workers.
- 102. The amendment was adopted.
- 103. Subparagraph (d) was adopted as amended.
- 104. Subparagraph (e) was adopted.
- 105. The Government Vice-Chairperson introduced an amendment to insert a new subparagraph (f) “promote healthy workplaces”.
- 106. The Worker Vice-Chairperson proposed a subamendment to replace the words “promote healthy workplaces” with the words “healthy work environments” in order to align the amendment with the amended title of the Guidelines.
- 107. The amendment was adopted as subamended.
- 108. Subparagraph (f) was adopted as amended.
- 109. The paragraph was adopted as amended.

Paragraph 1.1.3

- 110. The Worker Vice-Chairperson introduced an amendment to insert at the end of the paragraph the sentence: “Where sufficient information is not available, the precautionary principle should apply.” He noted that more than 100,000 healthcare workers had died during the pandemic because of the lack of the precautionary principle in protecting them from COVID-19, on which we did not have sufficient information. He stressed the importance of applying the precautionary principle even when there is not enough scientific evidence to establish the method of prevention.
- 111. The Employer Vice-Chairperson did not support the amendment because the paragraph referred to “requirements” and requirements should be based on scientific evidence.
- 112. The Government Vice-Chairperson stated that it was important to apply the precautionary principle but agreed that requirements should be supported by scientific evidence.
- 113. The Worker Vice-Chairperson referenced the ILO’s code of practice on safety and health in textiles, clothing, leather and footwear² and the ILO’s code of practice on safety and health in construction,³ which used the term “precautionary principle”, as precedents for including the term in the Guidelines.
- 114. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
- 115. The Deputy Secretary-General explained that the Office did not have a standard definition of the term “precautionary principle”. The reference cited by the Workers’ group from ILO codes of practice had been used in a different context. Moreover, ILO standards did not refer to the precautionary principle but to the “principle of prevention”. Article 12(c) of Convention No. 155 referred to the need to “undertake studies and research or otherwise keep abreast of the scientific and technical knowledge necessary” to ensure that there was no danger to workers’ safety and health. Article 4(3)(e) of Convention No. 187 stated that the national system shall include “research on occupational safety and health”.

² ILO, *code of practice on safety and health in textiles, clothing, leather and footwear*, 2022.

³ ILO, *code of practice on safety and health in construction*, 1992.

- 116. The Office, after additional consultations, proposed three alternative wordings for the amendment, the third of which read: "Where sufficient information is not available, the competent authority should elaborate guidelines, procedures and precautionary measures, when indicated and applicable."
- 117. The Employer and Worker Vice-Chairpersons accepted the third alternative wording of the amendment.
- 118. The Government Vice-Chairperson also accepted the third alternative wording of the amendment, adding that it reflected the reality of the COVID-19 pandemic, during which standards and guidelines had been continually adapted as more was learned about the virus.
- 119. The amendment was adopted.
- 120. The paragraph was adopted as amended.

Paragraph 1.1.4

- 121. The paragraph was adopted without amendment.

Paragraph 1.1.5

- 122. The Worker Vice-Chairperson introduced an amendment to delete in subparagraph 1.1.5(a) the words "as appropriate" before the words "dangerous occurrences".
- 123. The Employer Vice-Chairperson did not support the amendment, noting that recording, notification and investigation were not common practice in all countries and were therefore not part of the standards and practices of all companies.
- 124. The Government Vice-Chairperson noted that as the operative verb of the paragraph was preceded by the auxiliary verb "should" it was therefore not an obligatory provision and he supported the amendment.
- 125. The Employer Vice-Chairperson replied that in her view the auxiliary verb "should " implied an obligation. She added that retaining the words "as appropriate" would not prevent the competent authority from establishing procedures per national practice.
- 126. The Deputy Secretary-General clarified that the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, used the auxiliary verb "shall". The Guidelines used the auxiliary verb "should" owing to their non-binding nature. The Protocol also used the words "as appropriate".
- 127. The Employer Vice-Chairperson preferred to be consistent with the Protocol of 2002 and retain the words "as appropriate".
- 128. The Worker Vice-Chairperson proposed a subamendment to replace the word "should" with the word "shall" in order to be consistent with the Protocol of 2002.
- 129. The Government Vice-Chairperson could accept the subamendment only if a further subamendment was adopted to add at the end of the subparagraph the words "in accordance with national legislation".
- 130. The Deputy Secretary-General clarified that the Guidelines were non-binding instruments and it was therefore not advisable to use the word "shall".
- 131. The Worker expert, Mr Rory O'Neil (Professor, University of Liverpool, United Kingdom of Great Britain and Northern Ireland), emphasized that the provisions of Convention No. 155 should now be followed by all Member States, as it was now a fundamental Convention.

- 132. The Worker Vice-Chairperson repeated that the Workers' group supported the use of the word "should" and the deletion of the words "as appropriate".
- 133. The Government Vice-Chairperson clarified that the Government group subamendment would only be necessary if the Workers' group subamendment was adopted. The subamendment was withdrawn.
- 134. The text was bracketed for subsequent discussion.
- 135. The Office, upon returning to the discussion, reiterated that the use of the words "as appropriate" was consistent with the Protocol of 2002 and should be maintained.
- 136. The amendment was withdrawn.
- 137. The subparagraph was adopted without amendment.
- 138. Subparagraphs 1.1.5(b)–(d) were adopted without amendment.
- 139. The paragraph was adopted.

Paragraph 1.1.6

- 140. The paragraph was adopted without amendment.

Paragraph 1.1.7

- 141. The Worker Vice-Chairperson introduced an amendment to add the words "been injured or" before the words "contracted illness or disease" and the words "impacted or exacerbated" before the words "by biological hazards". He noted that the terms "impacted or exacerbated" better described the real-world impact of biological hazards when they cause injuries, illnesses and diseases.
- 142. The amendment was adopted.
- 143. The Employer Vice-Chairperson introduced an amendment to insert the words "where there is strong evidence of a relationship between such illnesses or diseases and exposure at work, and" after the words "due to their work," to highlight that there was a need to draw a clear causal link between the illness/disease and exposure at work. She stated that the situation was not always straightforward as a disease might result from a combination of factors, some of which were work-related and some of which were not. In many countries, the causal relationship must be proven to access compensation.
- 144. The Government Vice-Chairperson recognized that the linkages were sometimes complex. The causal relationship might be direct or indirect. Exposure to the hazard could exacerbate an issue but not be the sole determining factor. Many States did not recognize such indirect links. The Government group could support the amendment with a subamendment to add the words "in line with national legislation".
- 145. The Employer Vice-Chairperson proposed a subamendment to delete the word "strong" from the amendment. Nonetheless, she re-emphasized the need to draw attention to determining a causal relationship between exposure and illness/disease.
- 146. The Worker Vice-Chairperson did not support the amendment because it was unnecessary. He stated that if it was required under national law, the causal relationship would be established by the relevant authorities in any case.

147. The Deputy Secretary-General proposed that the amendment be revised by replacing it with a reference to the List of Occupational Diseases Recommendation, 2002 (No. 194) before the words “national law”.
148. The Employer Vice-Chairperson supported the wording proposed by the Office.
149. The wording proposed by the Office was accepted.
150. The amendment was adopted.
151. The paragraph was adopted as amended.

Paragraph 1.1.8

152. The Worker Vice-Chairperson, to encourage cooperation and dialogue between competent authorities in order to improve safety and health at work, as well as to highlight the very serious issues that could arise in global supply chains and multinational enterprises (MNEs), introduced an amendment to add a new paragraph 1.1.8:

The competent authority should seek to cooperate with competent authorities of other countries to improve safety and health in the industries and their domestic and global supply chains, in line with the MNE Declaration.

153. The Employer Vice-Chairperson did not support the amendment, especially if it included a reference to global supply chains.
154. The text was bracketed for subsequent discussion. The Office was requested to identify an ILO document that could be referenced in the paragraph.
155. The Office, upon returning to the discussion, noted that there was no specific reference in international labour standards. However, the Office proposed new wording for the amendment, based on the code of practice on safety and health in textiles, clothing, leather and footwear, to read:

Governments and employers’ and workers’ organizations and all enterprises, including multinational enterprises, should observe the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). As required, cooperation between national competent authorities should be encouraged to improve the protection of workers against biological hazards.

156. The Worker and Government Vice-Chairpersons accepted the wording proposed by the Office.
157. The Employer Vice-Chairperson did not support the first sentence and supported only the second sentence of the proposed new wording: “As required, cooperation between national competent authorities should be encouraged to improve the protection of workers against biological hazards.”
158. The text was bracketed for subsequent discussion.
159. Upon returning to the discussion, the Employer Vice-Chairperson noted that she could accept the proposed new wording of the amendment except for the words “including multinational enterprises” and proposed a subamendment to delete those words.
160. The Government Vice-Chairperson supported the subamendment.
161. The Worker Vice-Chairperson agreed to the subamendment but reiterated that the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy was important to the normative framework.
162. The amendment was adopted as subamended.

163. The paragraph was adopted as amended.

1.2. Employers

Paragraph 1.2.1

164. The Employer Vice-Chairperson introduced an amendment to revise the paragraph to read: “Employers have a duty to protect”. As to deleting the words “coordinate and manage”, she maintained that they were part of an occupational safety and health (OSH) management system and therefore their mention would be redundant in the text. As to deleting the word “promote”, she emphasized that employers had a duty to protect workers but not a duty to promote the safety and health of all workers.
165. The Worker Vice-Chairperson underlined that Convention No. 155 established the duty of the employer to promote the safety and health of workers. He recalled that the intention of the Guidelines was to provide assistance to Member States on how to protect workers from biological hazards. The reference to ILO normative documents was relevant since the ILO was the authority on occupational safety and health internationally.
166. The Government Vice-Chairperson supported the deletion of the words “coordinate and manage” but not the deletion of the word “promote” because promotion was different from protection and should be included.
167. The Employer Vice-Chairperson stressed that the employer’s duty should be to protect the safety and health of all workers and that the means used by the employer to comply with that duty should be at their discretion. She noted that although not all employers adopted the same practices, that did not mean they were not complying with the duty to protect workers.
168. The Worker Vice-Chairperson proposed a subamendment to insert the words “respect”, “promote” and “realize”, referencing vocabulary in the ILO Declaration on Fundamental Principles and Rights at Work, 1998, as amended.
169. The Employer Vice-Chairperson requested legal clarification from the Office as to the Declaration’s effects for individual employers.
170. The Office of the Legal Adviser clarified that the Declaration addressed the Members of the Organization, which were represented through tripartite constituents – the governments and the employers’ and workers’ organizations. With regard to Members, the Office recalled that the legal effects of the 1998 Declaration had been addressed at length both during the process of adoption of the Declaration and the preparations leading to its amendment at the 110th Session of the International Labour Conference. During those discussions, it had been recalled that: (a) the Declaration itself was a resolution of the Conference; and (b) it did not create any new constitutional obligation for Members but purported to express through a solemn statement their commitments as ILO Members. In short, the 1998 Declaration had a declaratory and not a constitutive effect in relation to the ILO Members. Nothing prevented the Meeting of Experts from using the terms of the 1998 Declaration or referencing it in the Guidelines.
171. The Office of the Legal Adviser also recalled that the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy stated in paragraph 9 that “All parties [including MNEs] should contribute to the realization of the [1998] Declaration” and that “Multinational enterprises, through their operations, can contribute significantly to the attainment of [the] objectives [of the 1998 Declaration]”. The MNE Declaration also stated in paragraph 10(d) that: “Enterprises, including multinational enterprises, should carry out due diligence to identify, prevent, mitigate and account for how they address their actual and potential

adverse impacts that relate to internationally recognized human rights, understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the ILO Declaration on Fundamental Principles and Rights at Work.”

172. The subamendment was withdrawn.
173. The Employer Vice-Chairperson thanked the Office for the clarification and asked whether the original wording “duty to coordinate, manage, protect and promote” had been used in other ILO instruments.
174. The Deputy Secretary-General explained that the wording proposed by the Office in the draft guidelines was in line with paragraph 2.3 of the ILO code of practice on safety and health in textiles, clothing, leather and footwear, which read: “Employers have a duty to coordinate, manage, protect and promote the safety and health of all workers on-site.” He proposed that the insertion of the words “and should promote” would be consistent with other ILO instruments.
175. The Government Vice-Chairperson preferred to retain the words “protect and promote” and delete the words “coordinate, manage”.
176. The Worker Vice-Chairperson supported that suggestion.
177. The Employer Vice-Chairperson proposed a subamendment to revise the wording of the amendment to read: “Employers have a duty to protect and should promote the safety and health of all workers.”
178. The amendment as subamended was adopted.
179. The paragraph was adopted as amended.

Paragraph 1.2.2

180. The Worker Vice-Chairperson introduced an amendment to create a new paragraph, based on the wording of the original paragraph 1.2.1, revised to read:

Employers, in consultation with workers and their representatives, should prepare an OSH policy and develop OSH management systems, in line with ILO-OSH MS guidelines 2001.
181. The Employer Vice-Chairperson suggested that such content was better suited to Chapter 2 on risk management.
182. The Government Vice-Chairperson concurred with the Employers’ group suggestion.
183. The Worker Vice-Chairperson emphasized the need to maintain that content in paragraph 1.2.2 and stressed that wording on consultation with workers and their representatives should not be a concern as it was standard ILO language.
184. The Deputy Secretary-General proposed alternative wording for the amendment to read:

In consultation with workers and their representatives, employers should make appropriate arrangements for the establishment of an OSH management system in line with ILO-OSH MS guidelines 2001 and should comply with the measures to be taken regarding risks to safety and health in general and to biological hazards in particular, including nationally and internationally recognized instruments, codes and guidelines, as prescribed, approved or recognized by the competent authority.
185. The wording proposed by the Office was accepted.
186. The Worker Vice-Chairperson proposed a subamendment to insert the words “and collective agreements” after the words “codes and guidelines”. He recalled that collective agreements

typically included provisions for OSH management. The ILO flagship report *Social Dialogue Report 2022* stated that “around 69 per cent of the agreements reviewed contain one or more clauses on OSH”.⁴ He also referenced the *Guidelines on occupational safety and health management systems ILO-OSH 2001* (ILO-OSH 2001).⁵

- 187. The Employer Vice-Chairperson proposed an additional subamendment to replace the words “as prescribed” with the words “where appropriate, as”.
- 188. The amendment was adopted as subamended.
- 189. The paragraph was adopted as amended.

Paragraph 1.2.3(a)

- 190. The Government Vice-Chairperson introduced an amendment to subparagraph 1.2.3(a) to replace the word “assessment” with the word “evaluation” to avoid confusion, especially in the Spanish translation. He explained that it was important to make a distinction and avoid confusion between identifying hazards and assessing risk.
- 191. The Employer Vice-Chairperson proposed a subamendment to replace the words “assessment of the risks” with the words “risk assessment”.
- 192. The amendment was adopted as subamended.
- 193. The Worker Vice-Chairperson introduced an amendment to insert at the end of the subparagraph the words “ensuring that workers and their representatives are fully informed and encouraged to participate actively in the OSH management system”.
- 194. The amendment was adopted.
- 195. The Worker Vice-Chairperson introduced an amendment to insert at the end of the subparagraph a new bullet point to read:

Risk assessments should be reviewed and updated regularly and address gender, age, disability and other potentially vulnerable groups including temporary, migrant, and seasonal workers, and those with underlying health conditions. This should include risks to pregnant and breastfeeding women.
- 196. The Employer Vice-Chairperson proposed a subamendment to replace the words “regularly” with the words “where necessary”.
- 197. The Employer Vice-Chairperson did not support the wording of the amendment following the words “Risk assessments should be reviewed and updated regularly” as that content appeared elsewhere in the Guidelines. She also noted that some people would be potentially left out if the text attempted to enumerate vulnerable groups.
- 198. The Worker Vice-Chairperson preferred to retain the reference to risk assessment for vulnerable groups but could accept the Employers’ group suggestion to delete the detailed list.
- 199. The Employer and Government Vice-Chairpersons reiterated that the inclusion of that content would be repetitive as it was also included in subsequent chapters.
- 200. The Deputy Secretary-General proposed alternative wording for the amendment to read:

⁴ ILO, *Social Dialogue Report 2022: Collective Bargaining for An Inclusive, Sustainable, and Resilient Recovery*, 2022, 83.

⁵ ILO, *Guidelines on Occupational Safety and Health Management Systems ILO-OSH 2001*, 2001.

Risk assessments should be reviewed and updated, where necessary. Risk assessments should address specific vulnerabilities including gender, age, and disability.

201. The wording proposed by the Office was accepted.

202. The amendment was adopted.

203. The subparagraph was adopted as amended.

Paragraph 1.2.3(b)

204. The Employer Vice-Chairperson introduced an amendment to delete the word “feasible”.

205. The amendment was adopted.

206. The Worker Vice-Chairperson introduced an amendment to replace the word “controls” with the word “control” and to add the following paragraph to outline hierarchy controls and how that works for biological hazards:

Hazards and risks to workers’ safety and health should be identified and assessed on an ongoing basis. Preventive and protective measures should be implemented in the following order of priority:

- (a) eliminate the hazard/risk;
- (b) control the hazard/risk at source, through the use of engineering controls or organizational measures;
- (c) minimize the hazard/risk by the design of safe work systems, which include administrative control measures; and
- (d) where residual hazards/risks cannot be controlled by collective measures, the employer should provide for appropriate personal protective equipment, including clothing, at no cost, and should implement measures to ensure its use and maintenance.

207. The Employer Vice-Chairperson did not support the amendment because the hierarchy of controls was already laid out clearly in Appendix 2 and it should not be repeated.

208. The Government Vice-Chairperson concurred and suggested that a reference to Appendix 2 could be added instead.

209. The Worker Vice-Chairperson appreciated that the hierarchy of controls was covered in Appendix 2 but preferred its inclusion in subparagraph 1.2.3(b) given its practical importance. He proposed a subamendment to revise the text to read:

Hazards and risks to workers’ safety and health should be identified and addressed in the following order of priority: eliminate, control and minimize, with the use of personal protective equipment where a residual hazard/risk cannot be controlled” and add “(see Appendix 2).

210. The Government Vice-Chairperson mentioned that the basic idea was already referred to in subparagraph 1.2.2(b), so the wording of the amendment would still be redundant. He added that Appendix 2 could be referred to in subparagraph 1.2.2(b) instead of in paragraph 1.2.3. He suggested merging 1.2.2(b) and 1.2.3 without deleting or eliminating their content.

211. The Worker Vice-Chairperson agreed with that suggestion and withdrew the amendment.

212. The Worker and Employer Vice-Chairpersons proposed a subamendment to merge subparagraph 1.2.2(b) and paragraph 1.2.3 to create a new paragraph subparagraph 1.2.3(b) to read:

Take all reasonable and practicable measures to eliminate or, if this is not possible, control the risks to safety and health identified in the above-mentioned risk assessment in order to reduce exposure. In taking preventive and protective measures, the employer should address

biological hazards and associated risks, in accordance with the hierarchy of control as defined by the ILO-OSH 2001 guidelines, to eliminate, control and minimize such hazards/risks, with the use of personal protective equipment (PPE) where a residual hazard/risk cannot be controlled (see Appendix 2).

213. The amendment was adopted as subamended.

214. Subparagraph 1.2.3(b) was adopted as amended.

Paragraph 1.2.4

215. The Worker Vice-Chairperson introduced an amendment to insert the words “in consultation with workers and their representatives,” after the word “Employers” in the chapeau.

216. The Employer Vice-Chairperson proposed a subamendment to insert the words “Workers and their representatives will cooperate with” before the word “Employers” and to insert the words “in the application of prevention activities”, after the word “Employers” since the cooperation of workers and employers was prescribed in Conventions Nos 155 and 187.

217. The Government Vice-Chairperson noted that the words “in consultation with workers and their representatives” already appeared in paragraph 1.2.2 so were not needed in this paragraph. He supported retaining the original text.

218. The amendment was withdrawn.

219. The chapeau was adopted without amendment.

220. Subparagraphs 1.2.4(a)–(b) were adopted without amendment.

221. The Employer Vice-Chairperson introduced an amendment to insert the words “and efficiency” at the end of subparagraph 1.2.4(c).

222. The amendment was adopted.

223. Subparagraphs 1.2.4(d)–(e) were adopted without amendment.

224. The Government Vice-Chairperson proposed an amendment to replace the words “and diseases” with the words “and/or diseases” at the end of paragraph 1.2.4(f). He noted that in some countries something involving biological hazards could be considered either an accident or a disease, depending on the circumstances, so that all options should be left open.

225. The amendment was adopted.

226. The paragraph was adopted as amended.

Paragraph 1.2.5

227. The Employer Vice-Chairperson proposed an amendment to insert the words “and when identified as a reasonably practicable control measure” after the words “Employers should be required to provide, where necessary”. She noted that providing personal protective equipment (PPE) was not always the best practice and therefore it should be provided only when reasonably practicable.

228. The Worker Vice-Chairperson did not support the amendment because it would distort the hierarchy of control.

229. The Government Vice-Chairperson did not support the amendment as it was redundant.

230. The amendment was withdrawn.

231. The Government Vice-Chairperson introduced an amendment to replace the word “should” with the word “shall” because it was the employer’s responsibility to provide PPE. He also asked the

Office to ensure consistency in the translation of the term PPE into Spanish, which should not be in the plural.

- 232. The Employer and Worker Vice-Chairpersons supported the amendment and agreed with the necessity of ensuring consistency in translations of the Guidelines.
- 233. The amendment was adopted.
- 234. The paragraph was adopted as amended.

Paragraph 1.2.6

- 235. The Worker Vice-Chairperson proposed an amendment to insert a new paragraph to read:

The employer should ensure that personal protective equipment provided is:

- (a) selected to minimize risk to health and safety, including by ensuring that the equipment is:
 - (i) suitable having regard to the nature of the work and any hazard associated with the work; and
 - (ii) a suitable size and fit and reasonably comfortable for the worker who is to use or wear it;
- (b) maintained, repaired or replaced so that it continues to minimize risk to the worker who uses it, including by ensuring that the equipment is:
 - (i) clean and hygienic; and
 - (ii) in good working order; and
- (c) used or worn by the worker, so far as is reasonably practicable.

- 236. The Worker Vice-Chairperson explained that it was essential not only to provide PPE but also to make sure that it was adequate and appropriate. For example, thousands of health professionals had died during the COVID-19 pandemic because they were wearing PPE that was not appropriate or adequate for the work they were doing. That was also an issue during Ebola virus outbreaks.
- 237. The Employer and Government Vice-Chairpersons were not in favour of including such specific details and suggested replacing it with more general wording.
- 238. The Worker Vice-Chairperson asked the Office for a proposal to make the paragraph more concise.
- 239. The Deputy Secretary-General suggested alternative wording for the amendment to read:

The employer shall ensure that the PPE provided is adapted to the worker and the working environment and that measures are taken to ensure its adequate use, maintenance and replacement.

- 240. The Government Vice-Chairperson proposed a subamendment to add the words “and the type of risk” after the words “employer shall ensure that PPE provided is adapted to the worker”.
- 241. The Worker Vice-Chairperson did not support the wording proposed by the Office and requested clarification from the Government and Employer Vice-Chairpersons of why they did not support the amendment.
- 242. The Government Vice-Chairperson clarified that all the details provided by the Workers’ group were important but that the Government group preferred a short and general paragraph in order to ensure that no important details were inadvertently omitted in the attempt to be comprehensive.

- 243.** The Employer Vice-Chairperson proposed a subamendment to substitute the words “the characteristic of risk” for the words “nature of the risk”. The wording “adopted to the working environment” proposed by the Office covered the details highlighted by the Workers’ group on the ergonomic requirements of PPE and should therefore be considered equivalent.
- 244.** The Worker Vice-Chairperson could not accept the wording proposed by the Office and reiterated the position of the Workers’ group that since the Guidelines were to be the international standard for biological hazards they should provide full and detailed guidance on the use of PPEs in a way that was comprehensive for all workers.
- 245.** The text was bracketed for subsequent discussion. The Workers’ group agreed to provide alternative wording.
- 246.** The Worker expert, Ms Veronica Black (Lead Professional Officer, Work, Health and Safety, New South Wales Nurses and Midwives’ Association, Australia), after additional consideration, proposed alternative wording for the amendment to read:

The employer must ensure that personal protective equipment provided is:

- (a) appropriate having regard to the nature of the work and any hazard associated with the work, and a suitable size and fit and comfortable for the worker who is to use it. Appropriate consideration should be given to gender; and
- (b) maintained, repaired or replaced so that it is clean and hygienic, and in good working order.

Workers requiring use of respiratory protective equipment (RPE) must be fit-tested to ensure that RPE is providing suitable protection.

The employer must provide the worker with information, training and instruction in the proper use, wearing, storage and maintenance of PPE.

- 247.** The Employer Vice-Chairperson proposed a subamendment to replace the words “Workers requiring use of respiratory protective equipment (RPE) must be fit-tested to ensure that RPE is providing suitable protection” with the words “the respiratory protective equipment used shall be duly approved in accordance with applicable regulations and will be adapted to the applicable roles at the workplace”. Business capacities were limited to what was available on the market. She noted that the Spanish translation might be causing a misunderstanding and corrected the subamendment to replace the words “the applicable roles at the workplace” with the words “the risks present at the workplace”.
- 248.** The Government Vice-Chairperson noted that the issue was not the certification of PPE but whether a particular PPE item was adapted to the size of an individual person, which could be done at the workplace with seal tests and so on.
- 249.** The Worker expert, Ms Black, explained how imperative fit-testing was in the use of RPE based on her experience in Australia.
- 250.** The Employer Vice-Chairperson withdrew the subamendment and proposed a new subamendment to add the words “according to the instructions provided by the manufacturer” after the words “suitable protection”.
- 251.** The Government Vice-Chairperson suggested that the subamendment should satisfy the concern of the Workers’ group.
- 252.** The Worker Vice-Chairperson supported the subamendment.
- 253.** The amendment was adopted as subamended.
- 254.** The paragraph was adopted as amended.

Paragraph 1.2.7

- 255.** The Worker Vice-Chairperson introduced an amendment to insert the words “all training should be in paid work time and so far as is practicable during normal working hours”.
- 256.** The Employer and Government Vice-Chairpersons did not support the amendment as it repeated the content of Chapter 4.
- 257.** The amendment was withdrawn.
- 258.** The Worker Vice-Chairperson requested clarification from the Office of the meaning of the term “pedagogical approach”.
- 259.** The Deputy Secretary-General proposed replacing the words “pedagogical approach” with the words “approach that is meaningful, participatory and easy to understand”.
- 260.** The wording proposed by the Office was accepted.
- 261.** The Employer Vice-Chairperson introduced an amendment to delete the words “and their workers” after the word “subcontractors”. The paragraph stated that employers should ensure that all workers were informed and then stated that such information should also be transmitted to subcontractors “and their workers.” However, the subcontractor was responsible for transmitting such information to the workers of the subcontractor. Therefore, the prime contractor could not be responsible for transmitting information to the workers of the subcontractor.
- 262.** The Worker Vice-Chairperson supported the amendment.
- 263.** The Government Vice-Chairperson explained that subcontracting chains could put workers at risk in the area of OSH. It was essential to specify that the prime contractor must share the obligation with the subcontractor to transmit such information to the workers of the subcontractor, so that they were not able to distance themselves from the responsibility.
- 264.** The Worker Vice-Chairperson requested clarification as to whether the position of the Government group was that the prime contractor should be responsible for ensuring that OSH information was transmitted to the workers of the subcontractor. The Workers’ and Government groups agreed that that should be the case and that in an ideal world that should be part of the contract with the subcontractor. In that sense, they could accept the amendment. But they did not in any way mean to imply that the subcontractor was not also responsible for transmitting information to subcontracted workers.
- 265.** The Employer Vice-Chairperson emphasized that for the prime contractor to ensure that the workers of the subcontractor were informed could create an employment relationship. For that reason, she reiterated the necessity of the amendment she had proposed.
- 266.** The Government Vice-Chairperson proposed a subamendment to replace the words “subcontractors and their workers” with the words “subcontractors, who should ensure that such information is transmitted to their workers”.
- 267.** The amendment was adopted as subamended.
- 268.** The Worker Vice-Chairperson introduced an amendment to insert a new point under paragraph 1.2.7 in order to ensure that the Guidelines covered all workers, including those working remotely, as well as travel to/from work, to read:

Employers should apply these provisions to all workers, including those in remote work. These provisions should also apply to risks associated with commuting as appropriate, travelling to and from work and between worksites.

- 269.** The Employer Vice-Chairperson proposed a subamendment to insert the words “According to national laws and regulations” before the words “employers” and to insert the words “where it falls within the employers’ control” after the words “remote work”. The Employers’ group did not support the second sentence of the amendment in its entirety as coverage related to travel to and from work depended on the national social security system and, moreover, it was not the employer’s responsibility to cover travel to and from the workplace.
- 270.** The Government Vice-Chairperson noted that it would be redundant to specify that the provision should apply to all workers. With regard to travel to and from work, he agreed that national laws and practices varied in relation to coverage. He emphasized that it was difficult for employers to manage risks in situations of remote work. He further noted that the question of biological hazards was not relevant to travel to and from work.
- 271.** The Worker Vice-Chairperson provided examples to show situations in which workers could be exposed to biological hazards while working remotely or while travelling/commuting from/to their workplace, such as: (a) a nurse working remotely while visiting patients in different places; and (b) exposure to the COVID-19 virus during a worker’s commute. He did not support the subamendment to insert the words “According to national laws and regulations”. He proposed instead a subamendment to replace the words “where it falls within the employers’ control” with the words “where applicable” and the addition of the words “commuting between”.
- 272.** The Employer Vice-Chairperson recalled that the focus of the Meeting of Experts was biological agents and that emergencies should be discussed separately. She reiterated that the Meeting of Experts should not confuse the COVID-19 pandemic with biological hazards. Employers could provide preventive measures for remote work but could not monitor or impose the application of those measures in workers’ homes. With regard to travel to/from work, she reiterated that national laws and practices differed and that the employer could not be called on to take preventive measures in those situations.
- 273.** The text was bracketed for subsequent discussion. The Workers’ group withdrew the amendment and agreed to provide alternative wording.
- 274.** The Worker Vice-Chairperson, upon returning to the discussion, proposed a new amendment to insert a new point under paragraph 1.2.7 to read:
- Employers should apply these provisions to all workers. These provisions should also apply to the risks associated with commuting, as appropriate, to and from work and between worksites.
- 275.** The Employer Vice-Chairperson proposed a subamendment to delete the words “to and from work and” because by definition that was an action *in itinere*, or en route, which was never the responsibility of the employer.
- 276.** The Government Vice-Chairperson noted that the Government group had also had some difficulty with how to classify the events that might occur on the way to or from work. However, there were some countries which recognized the classification of such offences as labour-related provided that the employer had provided the means of transport. He indicated that he therefore could accept retaining the second sentence on the condition that a subamendment was adopted to add the words “as appropriate” at the end of the sentence, since some countries covered commuting to and from work and some did not.
- 277.** The Worker Vice-Chairperson supported the Government group subamendment and reiterated that commuting was referenced in the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

- 278. The Employer Vice-Chairperson indicated that that was not acceptable and the text was bracketed for subsequent discussion.
- 279. The Employer Vice-Chairperson, upon returning to the discussion, indicated that, as noted previously, the Employers' group could accept the amendment if the subamendment to delete the words "to and from work" was removed. She reiterated that employers could not be responsible for the safety and health of employees during their commute.
- 280. The Worker Vice-Chairperson noted that he could accept the Employers' group subamendment but wished to place on record the importance for the Workers' group of protecting workers travelling to and from work and various workplace settings in agriculture and so on.
- 281. The amendment was adopted as subamended.
- 282. The new paragraph was adopted as amended.

1.3. Occupational health services

Paragraph 1.3.1

- 283. The Government expert from Morocco, Ms Naima Tchiche (*Cheffe, Division de la Médecine du Travail, de la santé et Sécurité professionnelles*), introduced an amendment to insert the words "and cooperators". The objective of the amendment was to align the wording of the Guidelines with Article 3 of Convention No. 161 and to recognize the risks of such workers not being covered by the health services.
- 284. The amendment was adopted.
- 285. The paragraph was adopted as amended.

Paragraph 1.3.2

- 286. The Government Vice-Chairperson introduced an amendment to replace the word "arrange" with the word "ensure" because the paragraph was intended to confer an obligation.
- 287. The Employer Vice-Chairperson recalled that Convention No. 161 used the word "provide" or the word "organize" and requested clarification from the Office with respect to the wording in Convention No. 161.
- 288. The Government Vice-Chairperson seconded the request for clarification by the Employers' group as to the meaning of the words in question and any implications for the Spanish translation.
- 289. The Worker Vice-Chairperson proposed a subamendment to insert the sentence: "Provision shall be made for the establishment of occupational safety and health services by laws or regulations, collective agreements and any other manner approved by the competent authority", which would be more in line with Convention No. 161.
- 290. The Deputy Secretary-General confirmed that Convention No. 161 used neither the word "arrange" nor the word "ensure" and that its wording was closer to the wording of the Workers' group subamendment.
- 291. The Employer Vice-Chairperson could accept the amendment as subamended provided that a further subamendment was adopted to add the word "national" before the words "competent authority" and the words "laws and regulations".
- 292. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.

- 293.** The Office, upon returning to the discussion, proposed that the amendment be revised by adding the following wording to the chapeau:

Provisions should be made for the establishment of occupational safety and health services for the exercise of the functions and under the conditions of operation identified in Convention No. 161. Provision should also be made for the availability of these services in all undertakings, as necessary, in line with Recommendation No. 164.

- 294.** The wording proposed by the Office was accepted.

- 295.** The amendment was adopted.

- 296.** The paragraph was adopted as amended.

Paragraph 1.3.3

- 297.** The Employer Vice-Chairperson introduced an amendment to insert at the beginning of subparagraph 1.3.3(a) the words “coordinate with the employer and advise on the” in order to clarify that occupational health services did not have executive capacity in companies but rather the role of advising and assisting the employer.

- 298.** The Worker Vice-Chairperson did not support the amendment because the subparagraph was already clear in that respect and appropriately reflected the content of Convention No. 161.

- 299.** The Government Vice-Chairperson supported the position of the Workers’ group because the original wording proposed by the Office was taken from Convention No. 161.

- 300.** The Employer Vice-Chairperson noted that the amendment sought to expand the text of the Convention, not to amend it. She agreed that all of the tasks listed needed to be undertaken but that the text needed to make it clear that occupational health services were not executive in nature and did not have absolute control over every workplace.

- 301.** The Deputy Secretary-General noted that the definition of “occupational health services” in Convention No. 161 made it clear that they were advisory services. The Guidelines should be read in line with the definitions provided in the Convention.

- 302.** The Employer Vice-Chairperson, in view of the Office’s guidance with respect to the wording of Convention No. 161, withdrew the amendment.

- 303.** The Employer Vice-Chairperson, in order to make it clear that the list that followed explained the functions of those services, introduced an amendment to revise the chapeau to read:

The occupational health services should have the following functions, in accordance with Convention No. 161:

- 304.** The amendment was adopted.

- 305.** Subparagraphs 1.3.3(a)–(l) were adopted without amendment.

- 306.** The Worker Vice-Chairperson, in order to ensure preparation for future pandemics such as COVID-19, as well as any other outbreaks or incidents, introduced an amendment to revise subparagraph 1.3.3(m) to read:

(m) preparedness for major outbreaks or incidents, including stocks of necessary PPE and arrangements for the procurement of this and other resources and preparation of emergency action plans.

- 307.** The Employer Vice-Chairperson proposed a subamendment to replace the words “arrangements for the procurement of this and other resources and preparation of emergency action plans” with

the words “arrangement for its procurement according to emergency action plans” because in an emergency situation the emergency action plan dictated the actions.

308. The amendment was adopted as subamended.

309. The paragraph was adopted as amended.

Paragraph 1.3.4

310. The Employer Vice-Chairperson introduced an amendment to delete the paragraph in its entirety because of privacy implication for workers’ medical records.

311. The Worker Vice-Chairperson appreciated the concerns of the Employers’ group for the privacy and confidentiality of medical records but noted that the duty of occupational health services was to provide information to workers on risk and to encourage them to follow up on that information with a health adviser or primary care physician.

312. The Government Vice-Chairperson explained that the paragraph provided operational guidance and did not concern the transfer of personal information but rather the transfer of information on risk and should therefore be retained.

313. The Worker Vice-Chairperson, to address the Employers’ group’s concerns, proposed a subamendment to replace the words “ensure that” with the words “encourage the workers to notify”; delete the words “are notified” after the word “physicians”; and insert the words “and should ensure that details are recorded, where appropriate, on health records, and communicated to at-risk workers” at the end of the sentence.

314. The Employer Vice-Chairperson supported the subamendment and proposed a further subamendment to delete the word “potential” before the word “risks”.

315. The amendment was adopted as subamended.

316. The paragraph was adopted as amended.

Paragraph 1.3.5

317. The Employer Vice-Chairperson introduced an amendment to delete the words “or another appropriate solution” because the meaning was too vague.

318. The Deputy Secretary-General noted that the wording was in line with the Occupational Health Services Recommendation, 1985 (No. 171), and therefore recommended that it not be deleted.

319. The Government and Worker Vice-Chairpersons supported the Office’s recommendation.

320. The amendment was withdrawn.

321. The paragraph was adopted without amendment.

1.4. Workers

Paragraph 1.4.1

322. The Employer Vice-Chairperson introduced an amendment to insert the words “According to national OSH law and regulations” before the words “workers and their representatives” in the chapeau.

323. The Worker Vice-Chairperson did not support the amendment because those rights were derived from Convention No. 155 and Recommendation No. 164. Many national laws and regulations did not speak to these rights and in those cases workers looked to international law.

- 324.** The Government Vice-Chairperson reiterated that the rights that were listed in the paragraph were fundamental rights and should not be restricted in any way, including by national laws and regulations.
- 325.** The Employer Vice-Chairperson stated that the Employers' group would be happy to refer to Convention No. 155 and Recommendation No. 164 in an appendix.
- 326.** The Government Vice-Chairperson preferred those references to be included as a footnote.
- 327.** The Worker Vice-Chairperson recalled that references to fundamental principles and rights at work did not belong in appendices or footnotes, as they were of critical importance for the Guidelines.
- 328.** The text was bracketed for subsequent discussion. Four different subamendments were proposed:
- According to the provisions of Convention No. 155 and Recommendation No. 164 as well as national laws and regulations, workers and their representatives have the right to:
 - Taking into account national legislation and practice in accordance with Convention No. 155 and Recommendation No. 164, workers and their representatives have the right to:
 - In accordance with Convention No. 155 in light of national conditions and practice, workers and their representatives have the right to:
 - In accordance with Convention No. 155 and Recommendation No. 164 and in light of national conditions and practice, workers and their representatives have the right to:
- 329.** The Worker Vice-Chairperson requested the advice of the Office on the potential legal implications of the different subamendments proposed.
- 330.** The text was bracketed while the Office prepared a response.
- 331.** The representative of the Office of the Legal Adviser, in response to the Meeting of Expert's request for clarification of whether there were any substantial differences between the four different subamendments, noted that one of them referred to "national law and regulations" and the others referred to "national conditions and practice". The ILO typically used the wording "national law and practices".
- 332.** She noted that the objective of all the subamendments was to highlight the origin of the rights of the workers. For a Member State that had ratified Convention No. 155, national law would already need to be in accordance with the Convention. For a Member State that had not ratified the Convention, given that it was now a fundamental Convention, national law would now need to be brought into accordance with the Convention. The differences between the subamendments did not seem to be significant because all Member States needed to align law and practice with the Convention.
- 333.** The fourth subamendment, which read: "In accordance with Convention No. 155 and Recommendation No. 164 and in light of national conditions and practice, workers and their representatives have the right to:", was accepted.
- 334.** The amendment was adopted as subamended.
- 335.** The chapeau was adopted as amended.
- 336.** Subparagraph 1.4.1(a) was adopted without amendment.

337. The Worker Vice-Chairperson introduced an amendment to insert in subparagraph 1.4.1(b) the words “and health risks related to” after the words “receive information on the identity and properties”.
338. The Employer Vice-Chairperson supported the amendment.
339. The Government Vice-Chairperson proposed a subamendment to replace the words “health effects” with the words “health risks”.
340. The amendment was adopted as subamended.
341. The Government Vice-Chairperson introduced an amendment to delete the words “including labelling, markings or other formats” because the methods to disseminate the information should not be limited to the examples listed.
342. The amendment was adopted.
343. Subparagraph 1.4.1(b) was adopted as amended.
344. Subparagraph 1.4.1(c) was adopted without amendment.
345. The Worker Vice-Chairperson introduced an amendment to insert at the end of subparagraph 1.4.1(d) the words “and injuries”, noting that the Workers’ group wished to repeat that amendment throughout the document.
346. The Employer Vice-Chairperson noted that there was a conceptual error concerning biological agents. She did not support the amendment because the list was already exhaustive in specifying the words “accidents, dangerous occurrences and occupational diseases”.
347. The Worker expert, Mr O’Neil, explained that there was a distinction between biological hazards and biological agents. He provided the example of occupational asthma and snake bites.
348. The Government Vice-Chairperson considered that, given the general definition of accidents and diseases, there was no need to add the word “injury” as it was the outcome of an accident. He added that referring to accidents, dangerous occurrences and occupational diseases already covered all the different situations that should be investigated. The Government Vice-Chairperson therefore did not support the amendment.
349. The text was bracketed for subsequent discussion.
350. The Worker Vice-Chairperson, after further consideration, withdrew the amendment.
351. Subparagraph 1.4.1(d) was adopted without amendment.
352. The Government Vice-Chairperson introduced an amendment to delete from subparagraph 1.4.1(e) the words “as well as to review occupational sickness records and records of notifiable/reportable diseases/conditions”.
353. The Worker Vice-Chairperson proposed a subamendment to insert at the end of subparagraph 1.4.1(e) the words: “Where issues of confidentiality arise, anonymized findings should be provided, where applicable.” The objective was to prevent confidentially being used to justify not releasing a report that could be anonymized.
354. The amendment was adopted as subamended.
355. Subparagraph 1.4.1(e) was adopted as amended.
356. The paragraph was adopted as amended.

Paragraph 1.4.2

- 357.** As was the case for the chapeau of paragraph 1.4.1, based on the guidance of the Office of the Legal Adviser, an amendment to the wording of the chapeau was proposed to read: “In accordance with Convention No. 155 and in light of national conditions and practice, workers have the right to:”.
- 358.** The amendment was adopted.
- 359.** The chapeau was adopted as amended.
- 360.** Subparagraph 1.4.2(a) was adopted without amendment.
- 361.** The Worker Vice-Chairperson introduced an amendment to insert in subparagraph 1.4.2(b) the words “or exacerbated due to” before the words “exposure to biological hazards at work”.
- 362.** The Employer Vice-Chairperson supported the amendment.
- 363.** The Government Vice-Chairperson did not support the amendment because there were countries that did not recognize occupational diseases that were exacerbated by work. He therefore proposed a subamendment to insert a reference to “national legislation and regulation”.
- 364.** The Worker Vice-Chairperson reiterated the importance of the amendment he had introduced. He provided the example of asthma, which could be a health issue arising outside the workplace but could be exacerbated by conditions at work.
- 365.** The Government Vice-Chairperson stressed the difference between work-related diseases and pre-existing diseases that could be exacerbated by work. Even if he recognized that employers had a duty to protect workers’ safety and health in all these circumstances, he reiterated that the Government group could not accept the amendment because not all national legislation recognized occupational diseases that were exacerbated by work.
- 366.** The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
- 367.** The Office, upon returning to the discussion, proposed that the amendment be revised based on the wording of paragraph 6.20 of the *Technical and Ethical Guidelines for Workers’ Health Surveillance*:⁶
- The worker should have the right to request an assessment of health (that is a medical examination or other tests as appropriate) if a disorder occurs which the worker believes is due to or related to work.
- 368.** The wording proposed by the Office was accepted.
- 369.** The amendment was adopted.
- 370.** Subparagraph 1.4.2.(b) was adopted as amended.
- 371.** Subparagraph 1.4.2.(c) was adopted without amendment.
- 372.** The Worker Vice-Chairperson introduced an amendment to insert in subparagraph 1.4.2(d) the words “without any adverse consequences”, because the right to remove themselves from dangerous situations should be without any adverse consequence to workers, individually or collectively.

⁶ ILO, *Technical and Ethical Guidelines for Workers’ Health Surveillance* (OSH No. 72), 1998.

373. The Government Vice-Chairperson proposed a subamendment to insert the words “and in this case, they should inform without due delay their supervisor or the workers’ representatives”.
374. The Employer Vice-Chairperson proposed a subamendment to replace the words “supervisor or” with the words “employer and” because in a situation of serious imminent danger, in which a worker needs to make such a decision, they may be on their own. If the supervisor was present, then the worker would probably not have to make that decision. For that reason, it could be advisable to immediately inform the employer.
375. The Deputy Secretary-General noted that the wording “worker reports to the immediate supervisor” was derived from Article 19(f) of Convention No. 155.
376. The Employers’ group subamendment was withdrawn.
377. The amendment was adopted as subamended.
378. The Employer Vice-Chairperson introduced an amendment to insert the words “based on sufficient evidence” after the words “reasonable justification”.
379. The Worker Vice-Chairperson noted that the wording was derived from Convention No. 155 and did not need to be qualified in that way.
380. The Government Vice-Chairperson noted that if sufficient evidence was required people might be unlikely to report a dangerous situation and preventive measures might arrive too late.
381. The amendment was withdrawn.
382. Subparagraph 1.4.2(d) was adopted as amended.
383. Subparagraph 1.4.2(e) was adopted without amendment.
384. Subparagraph 1.4.2(f) was bracketed for subsequent discussion. The Office was asked to propose new wording for the subparagraph.
385. Upon returning to the discussion, the Deputy Secretary-General proposed new wording for the subparagraph derived from paragraph 4.6 of the *Technical and Ethical Guidelines for Workers’ Health Surveillance*, to read:
- access their own personal health and medical files. This right should preferably be exercised through a medical professional of their choice. Special attention should be devoted to the need to maintain accurate and up-to-date records. Measures should be taken to facilitate the exercise of the right of each worker to have any erroneous data corrected.
386. The wording proposed by the Office was accepted.
387. Subparagraph 1.4.2(f) was adopted.
388. Subparagraph 1.4.2(g) was adopted without amendment.
389. The Worker Vice-Chairperson introduced an amendment to insert two new subparagraphs 1.4.2 (h) and (i) in order to further elaborate on the provisions in line with the ILO code of practice on safety and health in textiles, clothing, leather and footwear, to read:
- (h) in the case of a safety or health condition that places them at increased risk of harm, to be transferred to alternative work not exposing them to that increased risk, if such work is available and if the workers concerned have the qualifications or can reasonably be trained for such alternative work;
 - (i) to receive adequate compensation if the case referred to in (h) above results in loss of employment;

390. The Employer Vice-Chairperson did not support the amendment. It was unacceptable if the alternative to finding another job within the company was to receive adequate compensation. It should be either one or the other, not both.
391. The Government Vice-Chairperson could support the amendment only if a subamendment was adopted to insert the words “in accordance with national laws and regulations” at the end of both proposed subparagraphs.
392. The Worker Vice-Chairperson noted that the wording was derived from the ILO code of practice on safety and health in textiles, clothing, leather and footwear, and he therefore preferred to retain the amendment without the subamendment.
393. The Deputy Secretary-General noted that the reference was in line with the Employment Injury Benefits Convention, 1964 (No. 121). He proposed to revise the subamendment to substitute the words “in accordance with the Employment Injury Convention, 1964 (No. 121)” for the words “in accordance with national laws and regulations”.
394. The Government Vice-Chairperson supported the wording proposed by the Office.
395. The Employer Vice-Chairperson noted that the proposed new subparagraph (h) referred to injuries and diseases. For injuries due to occupational accidents, the cause was quite evident. For diseases exacerbated in the course of work such as diabetes, whose origin had nothing to do with work although it could be exacerbated by work, the company could not provide economic compensation as the disease had not been caused by work. She proposed that the amendments should be withdrawn.
396. The Government Vice-Chairperson noted that diseases exacerbated in the course of work might or might not be compensated but that workers should not lose their jobs because of that.
397. The Worker expert, Mr O’Neil, noted that employers had a higher duty of care for pre-existing conditions. He clarified that the proposed new wording referred to workers’ rights and compensation, not employers’ duties.
398. The Employer Vice-Chairperson noted that compensation was not the responsibility of the employer but something provided by the national compensation system.
399. The Deputy Secretary-General clarified that Convention No. 121 did not concern compensation paid by employers but compensation provided by the national systems.
400. The proposed new subparagraphs (h) and (i) were bracketed for subsequent discussion. The Office was requested to provide alternative text.
401. The Deputy Secretary-General, with respect to the proposed new subparagraph 1.4.2(h), proposed that the wording of the amendment be revised, based on Paragraph 17 of Recommendation No. 171, to read:
- Where continued employment of a worker in a particular job is contraindicated for health reasons and under the advice of the occupational health services, be transferred to alternative work, if such work is available and if the workers concerned have the qualifications or can reasonably be trained for such alternative work.
402. The wording proposed by the Office was accepted.
403. The amendment was adopted.
404. Subparagraph 1.4.2(h) was adopted as amended.
405. The proposed new subparagraph 1.4.2(i) was bracketed for subsequent discussion.

- 406. The Government Vice-Chairperson proposed a subamendment to include a reference to national laws and regulations as compensation systems largely differed from country to country.
- 407. The Worker Vice-Chairperson supported the subamendment.
- 408. The Employer Vice-Chairperson reiterated that she did not support the amendment to insert a new subparagraph 1.4.2(i).
- 409. The Government Vice-Chairperson stated that in the interests of consensus he would support the withdrawal of the amendment.
- 410. The Worker Vice-Chairperson asked the Employers' group to confirm its position that social protection fell outside the scope of the Guidelines. He noted the Workers' group would agree to withdraw the amendment as long as it was understood that social protection was very much within the scope of the Guidelines.
- 411. The Employer Vice-Chairperson reiterated that she had already clearly expressed her concern with the wording of the amendment and her reasoning did not support the assertion that social protection was outside the scope of the Guidelines.
- 412. Unable to obtain a consensus, the Workers' group withdrew the amendment.
- 413. The Worker Vice-Chairperson introduced an amendment to insert a new subparagraph 1.4.2(i) in order to further elaborate on the provisions in line with the ILO code of practice on safety and health in textiles, clothing, leather and footwear, to read:

receive rehabilitation.
- 414. The amendment was adopted.
- 415. Paragraph 1.4.2(i) was adopted as amended.

Paragraph 1.4.3

- 416. The Worker Vice-Chairperson introduced an amendment to insert the words "In paid work time, as so far as practicable during normal working hours, workers should be consulted about and".
- 417. The Employer Vice-Chairperson preferred to include a single reference to consultation with workers at one place in the Guidelines rather than to repeat it in various places throughout the text.
- 418. The Government Vice-Chairperson reiterated that the issue had been referred to in Chapter 4 and should be confined to that chapter.
- 419. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
- 420. The Office, upon returning to the discussion, proposed alternative wording for the amendment to read:

Training programmes to improve knowledge on biological hazards should be provided at no cost and if possible during working hours by the employer, the competent authority or other qualified institution. Workers and their representatives should be consulted on the effectiveness of these trainings.
- 421. The Worker Vice-Chairperson and the Government Vice-Chairperson supported the proposed new wording.
- 422. The Employer Vice-Chairperson proposed a subamendment to replace the final sentence with the following two sentences:

The outcomes of training should be assessed taking into account inputs from trained workers. The training programme should be reviewed periodically.

- 423. The Employer Vice-Chairperson asked the Office to point to ILO text that used that wording.
- 424. The Deputy Secretary-General noted that the wording was loosely inspired by paragraph 3.4.3 of the ILO-OSH 2001.
- 425. The Worker Vice-Chairperson indicated that wording on consultation with workers and their representatives was derived from Convention No. 155 and was standard ILO wording. He expressed the concern that the Employers' group was seeking to remove a reference to workers' fundamental rights from the Guidelines.
- 426. The Employer Vice-Chairperson responded that workers and their representatives did not need to be consulted about every point in a training programme.
- 427. The Government Vice-Chairperson, notwithstanding his support for the wording proposed by the Office, requested clarity about the reference to "the competent authority or other qualified institution". It was the responsibility of the employer to provide training.
- 428. The Deputy Secretary-General noted that it was common practice for employers to cooperate with the competent authority or other institution, even though the employer had the duty to provide the training.
- 429. The Employer Vice-Chairperson reiterated her position with respect to consultation with workers on the assessment of training.
- 430. The Government Vice-Chairperson requested the Employers' group to reconsider its position and recognize the fundamental right to consultation with workers and their representatives. He proposed that inserting the words "in accordance with the laws and constitutions" might respond to the Employers' group's concern.
- 431. The Employer Vice-Chairperson explained that the wording of the amendment "assessed taking into account inputs from" captured what the other parties wanted. She offered "workers' representatives in accordance with national law and practice".
- 432. The Deputy Secretary-General proposed inserting at the end of the Employers' group subamendment the words "in consultation with workers' representatives and, as the case may be, their organizations in the undertaking".
- 433. The wording proposed by the Office was accepted.
- 434. The amendment was adopted as subamended.
- 435. The paragraph was adopted as amended.

Paragraph 1.4.4

- 436. The Employer Vice-Chairperson introduced an amendment to delete the words "or to maintain his or her income through social security measures or otherwise" because it was not clear who was responsible for that issue.
- 437. The Employer Vice-Chairperson said that the text could be acceptable if the word "otherwise" was removed. She shared the opinion that social protection was a matter relating to national labour legislation that had little to do with the Guidelines.
- 438. The Worker Vice-Chairperson reiterated that social protection was included in the scope of the Guidelines.

439. The Deputy Secretary-General noted that the source of the original text proposed by the Office was Article 11(3) of the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148). He explained that while most of the text in the Guidelines referred to prevention and control, provisions were also included on the protection of workers who suffered negative impacts on their health because of exposure to biological hazards.
440. The Worker and Government Vice-Chairpersons preferred to revert to the original wording in the light of the Office's clarification.
441. The Employer Vice-Chairperson did not agree with the scope. The objective was to protect the safety and health of workers, which had nothing to do with their incomes. She proposed a subamendment to delete the words "measures or otherwise" and insert the words "national system" because social protection was the responsibility of national social security systems.
442. The Worker and Government Vice-Chairpersons did not support the proposed subamendment. Since the text was derived from Convention No. 148, they considered it should not be changed.
443. The Employer Vice-Chairperson maintained her position, explaining that she could not accept the original wording.
444. The text was bracketed for subsequent discussion.
445. The Employer Vice-Chairperson, upon returning to the discussion, suggested that the entire paragraph could be deleted because it repeated the content of subparagraph 1.4.2(h).
446. The Government Vice-Chairperson stated that paragraph 1.4.4 would not impose any obligation but rather provided for the ideal situation that governments would try to achieve. He contended therefore that the paragraph should not pose an issue for the other groups.
447. The Worker Vice-Chairperson proposed a subamendment to insert the words "through social protection mechanisms or other" after the word "income".
448. The Deputy Secretary-General clarified that the wording of subparagraph 1.4.2(h) and of paragraph 1.4.4 had different scopes and referred to the national level and the workplace level, respectively.
449. The Employer Vice-Chairperson reiterated that paragraph 1.4.4 exceeded the scope of the Guidelines, which should focus on biological hazards. It was too general and went too far by dictating what social security systems should or should not do.
450. The Worker Vice-Chairperson noted that the reason for including issues such as social protection in the Guidelines was that every employment mechanism was relevant in the context of protecting workers against biological hazards and the consequences of being exposed to such hazards.
451. The Deputy Secretary-General clarified that the Guidelines mostly concerned prevention and mitigation measures. However, in line with other similar documents of the Office, the protection dimension could not be missed. Compensation was part of that, so that workers did not return to employment and endanger their health further.
452. The Government Vice-Chairperson noted that the paragraph referred to what governments were called to do. Since the Government group had no issue with the paragraph, the Employers' group might wish to support it as well.
453. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.

454. The Office, upon returning to the discussion, proposed to revise the amendment by inserting, after the first sentence of the paragraph, the following sentence based on Paragraph 12 of Recommendation No. 121:

Where an employment injury entails unemployability or disfigurement and this is not taken fully into account in the evaluation of the loss sustained by the injured person, supplementary or special benefits should be provided by the social security system.

455. The wording proposed by the Office was accepted.
456. The Worker Vice-Chairperson proposed a subamendment to replace the word “disfigurement” with the word “disability”.
457. The amendment as subamended was adopted.
458. The paragraph was adopted as amended.

Paragraph 1.4.5

459. The Worker Vice-Chairperson introduced an amendment to replace the entire text of the paragraph with the text of Article 19 of Convention No. 155.
460. The Employer Vice-Chairperson did not support the amendment.
461. The Government Vice-Chairperson suggested that the chapeau be amended to read “in accordance with Article 19 of Convention No. 155” and that the remainder of the paragraph be retained as in the original text.
462. The Worker Vice-Chairperson noted that Convention No. 155 did not use the words “workers have the responsibility”. He suggested that the word “responsibility” should be replaced with the word “cooperation”.
463. The Employer Vice-Chairperson noted that the word “cooperation” was not enough to ensure OSH obligations as indicated in Article 19 of Convention No. 155.
464. The Deputy Secretary-General clarified that Article 19 of Convention No. 155 did not refer to the duties of workers but to their role in terms of collaboration.
465. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
466. The Office, after further consideration, recommended that the original wording be retained.
467. The proposal of the Office was accepted.
468. The paragraph was adopted without amendment.

1.5. Collaboration and cooperation

Title

469. The Worker Vice-Chairperson introduced an amendment to revise the title to read “Social dialogue, collaboration and cooperation” because social dialogue was the enabling factor for collaboration and cooperation.
470. The amendment was adopted.
471. The title of the paragraph was adopted as amended.

Paragraph 1.5.1

472. The paragraph was adopted without amendment.

Paragraph 1.5.2

473. The Employer Vice-Chairperson introduced an amendment to replace the word “regular” with the words “when appropriate”, as the frequency of consultations should be determined by the circumstances.

474. The Worker Vice-Chairperson proposed a subamendment to delete the word “regular”.

475. The amendment was adopted as subamended.

476. The Employer Vice-Chairperson introduced an amendment to replace the words “monitoring the working environment” with the words “risk assessment” as risk assessment had a broader scope. She noted that the Spanish translation was appropriate but that the English version should be amended.

477. The Chairperson called on the Office to ensure the appropriate translation of those words.

478. The amendment was adopted.

479. The Worker Vice-Chairperson introduced an amendment to insert the words “on the results of any health surveillance, relevant injury or disease reports, or other relevant health data” before the words “and on preventive and protective actions or measures to be taken”, with the understanding that the proposed wording did not imply the transfer of sensitive personal data.

480. The amendment was adopted.

481. The paragraph was adopted as amended.

Paragraph 1.5.3

482. The Employer Vice-Chairperson indicated that existing OSH committees should take up biological hazards as a new responsibility. There was no need to establish new OSH committees to deal exclusively with biological hazards. To clarify that, she introduced an amendment to insert at the beginning of the paragraph the sentence: “OSH committees should include biological hazards in its scope, along with other hazards existing in the workplaces”.

483. The Government Vice-Chairperson proposed a subamendment to insert the word “also” after the word “should”.

484. The amendment was adopted as subamended.

485. The paragraph was adopted as amended.

Paragraph 1.5.4

486. The Worker Vice-Chairperson proposed an amendment to make the text more comprehensive by adding the words “and any incidents of related injury, disease, dangerous occurrences or near misses”.

487. The Employer Vice-Chairperson could accept the amendment if the words “near misses” were deleted.

488. The Government Vice-Chairperson felt that the original text was sufficiently comprehensive.

489. The amendment was withdrawn.

- 490. The Government Vice-Chairperson introduced an amendment to replace the word “undertaking” with the word “employer”.
- 491. The Employer Vice-Chairperson noted that the word “undertaking” appeared elsewhere and the text would therefore have to be amended elsewhere as well.
- 492. The Worker Vice-Chairperson did not support the amendment because the original text was consistent with the Convention.
- 493. The amendment was withdrawn.
- 494. The paragraph was adopted without amendment.

Chapter 2. Risk management at the workplace level

Chapeau

- 495. The Employer Vice-Chairperson introduced an amendment to substitute the word “biological” for the words “biosafety and biosecurity” because the latter epithets were not used anywhere else in the text, and to delete the word “biological” before the words “risk management” as there was usually only one risk management plan covering all risks and not one specific to biological risks.
- 496. The amendment was adopted.
- 497. The Office was asked to identify an appropriate place in the Guidelines for a general reference to cooperation between management and workers. The Office proposed the insertion of a second paragraph in the chapeau of Chapter 2, to read:

Cooperation between management, workers and their representatives within the undertaking is an essential element of all measures related to the prevention of biological hazards. Workplace cooperation should cover all forms provided by Paragraph 12 of Recommendation No. 164, as appropriate, and should cover all aspects identified under Articles 19 and 20 of Convention No. 155.

- 498. The wording proposed by the Office was accepted.
- 499. The chapeau was adopted as amended.
- 500. The Worker Vice-Chairperson reiterated that there was a need to highlight the hierarchy of controls and introduced an amendment to insert after the words “mitigation strategies to” the words:

eliminate, substitute, control or reduce the risk so far as reasonably practicable. Where there are extremely serious risks, for example exposure to deadly pathogens or carcinogens, all practical measures should be employed to eliminate or, where this is not possible, to minimize the risk.
- 501. The Employer Vice-Chairperson noted that the amendment was redundant but that she could accept it in the spirit of consensus except for the use of the term “carcinogens”.
- 502. The Government Vice-Chairperson proposed a subamendment to delete the words “for example exposure to deadly pathogens or carcinogens” from the amendment.
- 503. The Worker expert, Mr O’Neil, referred to the Occupational Cancer Convention, 1974 (No. 139), and noted that the reference to carcinogens was appropriate given the number of occupations in which workers could be exposed to this biological hazard. However, the Workers’ group could accept the subamendment.
- 504. The amendment was adopted as subamended.

505. The paragraph was adopted as amended.

2.1. Biological hazard identification and risk assessment

Paragraph 2.1

506. The Worker Vice-Chairperson, noting that the topic should be defined before elaborating specific risk assessment and identification issues, introduced an amendment to add a new chapeau to paragraph 2.1 to read:

Exposure to biological hazards can occur in any work activities involving contact with humans or human-related products, animals or animal products and biological waste, plants and food, among others; as well as physical and psychosocial hazards arising from biological risks.

507. The Employer Vice-Chairperson supported the first part of the amendment but proposed a subamendment to delete the words “among others; as well as physical and psychosocial hazards arising from biological risks”.

508. The Government Vice-Chairperson indicated that the issue had already been addressed earlier but could accept the amendment as subamended.

509. The amendment was adopted as subamended.

510. The chapeau was adopted as amended.

Table: Non-exhaustive list of biological hazards associated with work activities

511. The Worker Vice-Chairperson introduced an amendment to place the table entitled “Non-exhaustive list of possible biological hazards associated with work activities”, which was currently located in Appendix 3, in the main body of the text under the chapeau of Chapter 2.1 in order to make it more accessible for the reader.

512. The Employer and Government Vice-Chairpersons preferred to follow the typical structure of a document but could accept the amendment.

513. The Employer Vice-Chairperson stated that her group also preferred to retain the table in Appendix 3 but could accept the amendment, although any other changes to Appendix 3 made during the discussion should be retained.

514. The amendment was adopted.

515. The placement of the table was adopted as amended.

Paragraph 2.1.1

516. The Employer Vice-Chairperson introduced an amendment to insert the words “droplet spread” after the words “aerosols” and to insert the word “parenteral” after the words “mucous membranes”, because all methods of transmission should be reflected in the text; the amendment would also delete the word “surfaces”.

517. The Worker Vice-Chairperson supported the amendment as useful and proposed a subamendment to delete the words “portal of entry/” before the words “routes of exposure”.

518. The amendment as subamended was adopted.

519. The Worker Vice-Chairperson introduced an amendment to include the words “fomites”, “zoonotic” and “adsorption and absorption”.

- 520. The Government Vice-Chairperson noted that the word “fomites” was covered by the word “surfaces” but he could accept the amendment.
- 521. The Worker Vice-Chairperson proposed a subamendment to delete the words “adsorption and absorption” from the amendment.
- 522. The amendment was adopted as subamended.
- 523. The paragraph was adopted as amended.

Paragraph 2.1.2

- 524. The Employer Vice-Chairperson requested that a reference to Appendix 3 be added to the chapeau.
- 525. Subparagraphs 2.1.2(a) and (b) were adopted without amendment.
- 526. The Worker Vice-Chairperson introduced an amendment to subparagraph 2.1.2(c) to insert the words “contaminated” and “breastfeeding”, in order to ensure that all relevant categories were captured.
- 527. The Employer Vice-Chairperson supported the amendment and proposed a subamendment to include a reference to “immunosuppressed patients and patients with previous pathologies”, based on the understanding that this section referred to the group of most vulnerable workers.
- 528. The Worker Vice-Chairperson proposed a further subamendment to replace the word “patients” with the word “workers” to better align the wording with the focus of the Guidelines.
- 529. The Office was requested to ensure that the final text flowed well without modification of its meaning.
- 530. The Office proposed alternative wording for the amendment, to read:

those likely to be contaminated or harmed, including but not limited to temporary workers, young workers, older workers, migrant workers and those with specific health susceptibility such as pregnant or breastfeeding workers, immunosuppressed workers and workers with predisposing pathologies; and”
- 531. The wording proposed by the Office was accepted.
- 532. The amendment was adopted.
- 533. The Worker Vice-Chairperson introduced an amendment, which had not been submitted by the established deadline, to add a new point to subparagraph 2.1.2(c) to read:

This should also consider psychosocial risks associated with exposure to biological hazards, for example mental health effects while awaiting test results.
- 534. The Chairperson, after consultation with the Office, informed the Meeting of Experts that the discussion of the proposed new point was not possible as it had not been submitted in time.
- 535. Subparagraph 2.1.2 (c) was adopted as amended.
- 536. The Government Vice-Chairperson introduced an amendment to insert at the end of subparagraph 2.1.2(d) the words “any tendency to develop allergic reactions”.
- 537. The Worker Vice-Chairperson proposed a subamendment to insert at the end of the amendment the words “and any incidents and sentinel health events”.
- 538. The Employer Vice-Chairperson supported the amendment but requested clarification of the subamendment.

539. The Worker expert, Mr O'Neil, explained that sentinel health events were routinely used in occupational health as an early warning of possible health problems.
540. The Deputy Secretary-General highlighted that there were references in other ILO documents to sentinel health events, such as in paragraph 3.29 of the *Technical and Ethical Guidelines for Workers' Health Surveillance*.
541. The Worker expert, Mr O'Neil, proposed a further subamendment to insert at the end of the amendment the words "any incidents and early evidence of health effects through a sentinel health events approach".
542. The amendment was adopted as subamended.
543. Subparagraph 2.1.2(d) was adopted as amended.

Paragraph 2.1.3

544. The Worker Vice-Chairperson introduced an amendment to:
- (a) insert the words "the likelihood that someone could be harmed and the seriousness of the potential of" for clarification as to injury;
 - (b) list "race" alongside age and sex as factors for which special attention was needed to determine the level of risk, because for many diseases the prevalence of a disease was higher in a population of a certain race than in others; and
 - (c) move the words "of workers" to the end of the sentence.
545. The Employer Vice-Chairperson supported the third proposed change but not the first two. As to the inclusion of the word "race", she expressed concerns that its inclusion was not clearly explained and could cause confusion.
546. The Government Vice-Chairperson supported the first and third change but also expressed concerns about the inclusion of "race". Mentioning race in that context might lead to misinterpretation of the text and had the potential to lead to discrimination.
547. The Worker Vice-Chairperson proposed a subamendment to withdraw the first proposed change but preferred to retain the word "race" because the heightened risk for people of colour was well accepted in epidemiology.
548. The Worker expert, Mr Gerson Sobrinho Salvador de Oliveira, (*Médico, División de Clínica Médica e infectólogo, Comisión de Control de Infecciones, Hospital Universitario, Universidad de São Paulo, Brazil*), explained the importance of the inclusion of the word "race". In multi-ethnic countries or indigenous countries that had been colonized, there was a greater burden of disease, including occupational diseases, concentrated in people of colour, both because they had a higher frequency of informal work and less access to occupational health services and because they occupied jobs with greater exposure. For example, during the COVID-19 pandemic, hospital cleaning professionals, nursing technicians and bike couriers were primarily people of colour and had suffered a greater proportion of COVID-19 cases and deaths, not only in Brazil but also in the United States. That was not just the case with respect to the pandemic. The racial component could not be ignored with respect to issues that affected health in general, including OSH. Race did not exist from a biological point of view, but it was a sociological concept for understanding geopolitics in general and the social hierarchy in countries that had experienced slavery. Concrete facts showed that black and indigenous people were more exposed, were taken ill more and died more, including from occupational diseases. Racial inequities must be assessed to offer the best

solutions. Race should be included alongside gender and age as a component for understanding hazards and to propose the best interventions.

- 549. The Chairperson proposed a subamendment to substitute the word “ethnicity” for the word “race”.
- 550. The Worker Vice-Chairperson supported the subamendment.
- 551. The Employer Vice-Chairperson reiterated the concern that the amendment could have a negative interpretation because it suggested differential treatment based on ethnicity but he could accept the amendment as subamended.
- 552. The amendment was adopted as subamended.
- 553. The paragraph was adopted as amended.

Paragraph 2.1.4

- 554. The Employer Vice-Chairperson introduced an amendment to insert the words “in the workplace” in subparagraph 2.1.4(1) to make the sentence more specific.
- 555. The Worker Vice-Chairperson proposed a subamendment to revise the amendment to read “in the working environment” in order to be consistent with the amended title of the Guidelines.
- 556. The Government group supported the amendment as subamended.
- 557. The Employer Vice-Chairperson did not support the subamendment. The workplace was a defined place, while the working environment was not, and in the context of the paragraph the word “workplace” was appropriate.
- 558. The subamendment was withdrawn.
- 559. The amendment was withdrawn.
- 560. Subparagraph 2.1.4(1) was adopted without amendment.
- 561. The Employer Vice-Chairperson introduced an amendment to insert in subparagraph 2.1.4(2) the words “as well as severity of harm”.
- 562. The Deputy Secretary-General noted that the words “probability of harm” were already included in subparagraph 2.1.4(3).
- 563. The amendment was withdrawn.
- 564. Subparagraph 2.1.4(2) was adopted without amendment.
- 565. The Worker Vice-Chairperson introduced an amendment to insert the words “the likelihood and the severity of harm” in subparagraph 2.1.4(3).
- 566. The Employer Vice-Chairperson reiterated the need to include additional reference to the likelihood of the harm.
- 567. Subparagraph 2.1.4(3) was adopted as amended.
- 568. Subparagraphs 2.1.4(4)–(5) were adopted without amendment.
- 569. The paragraph was adopted as amended.

Paragraph 2.1.5

- 570. The Worker Vice-Chairperson introduced an amendment to insert the words “immediate, short- and long-term” before the word “harm” and to insert the words “disease or injury” after the word “toxicity”. He asked the Office for clarification of the reference to weaponization.

- 571. The Employer Vice-Chairperson supported the first part of the amendment but did not support the inclusion of the word “injury”.
- 572. The Worker Vice-Chairperson proposed a subamendment to replace the word “injury” with the word “accident”.
- 573. The Office clarified that the reference to “weaponized” was linked to anthrax outbreaks and bioterrorism.
- 574. The Government Vice-Chairperson indicated that the term was beyond the scope of the Guidelines and introduced a second subamendment to delete the word “weaponized”.
- 575. The amendment was adopted as subamended.
- 576. The paragraph was adopted as amended.

Paragraph 2.1.6

- 577. The Office had been asked to find a place for a reference to physical and psychosocial hazards arising from biological hazards during the discussion on the section “Purpose and scope”.
- 578. The Office proposed the insertion of a new paragraph 2.1.6 to read:

Risk assessment should include other categories of risks generated or exacerbated by exposure to biological hazards such as psychosocial, physical and chemical risks.
- 579. The Employer Vice-Chairperson proposed a subamendment to delete the words “such as psychosocial, physical and chemical risks”.
- 580. The Workers’ group accepted the wording proposed by the Office but did not support the subamendment.
- 581. The Government Vice-Chairperson could accept the wording proposed by the Office but noted that even without that explicit reference, it was understood that physical and psychosocial hazards arising from biological hazards were included.
- 582. The Employer Vice-Chairperson thanked the Government group for its willingness to compromise but was not willing to withdraw the amendment because specific risks should not be referenced as other risks might arise.
- 583. The Worker Vice-Chairperson expressed his deep disappointment that after two and a half years of the COVID-19 pandemic, the Employers could not agree in considering the impacts of the grave psychosocial and physical risks on health professionals and so many other professionals, that arose from exposures to biological hazards. In any future normative discussions at the ILO, the psychosocial and physical risks should be included as a result of exposure to biological hazards. He stressed that any future discussions around Conventions, guidelines, etc., must take into account psychosocial, physical and chemical risks, but particularly psychosocial and physical risks. He indicated that they did not accept the arguments of the Employers and that they were quite hurt and incredibly saddened. He further indicated that only because they wanted the technical guidelines adopted and with a great sorrow they would accept the subamendment (namely delete the words “such as psychosocial, physical and chemical risks”).
- 584. The amendment was adopted as subamended.
- 585. The paragraph was adopted as amended.

Paragraph 2.1.7

- 586. The Employer Vice-Chairperson introduced an amendment to replace the words “workers who might be harmed when exposed to biological hazards” with the words “specific factors that may affect the ability to suffer harm or the severity of the harm” in order to make the text clearer.
- 587. The Worker and Government Vice-Chairpersons preferred the original wording.
- 588. The Employer Vice-Chairperson requested the Office to propose alternative wording.
- 589. The Deputy Secretary-General proposed to remove the bracketed text “(a process also known as “worker vulnerability assessment”)", which would obviate the need for the Employers’ amendment.
- 590. The wording proposed by the Office was accepted and the amendment was withdrawn.
- 591. The paragraph was adopted as amended.

Paragraph 2.1.8

- 592. The paragraph was adopted without amendment.

2.2. Control measures

Chapeau to paragraph 2.2.1

- 593. The Worker Vice-Chairperson introduced an amendment to insert the words “in consultation with workers and their representatives”.
- 594. The Employer Vice-Chairperson reiterated the preference of the Employers’ group to include that wording in one place in the Guidelines and not to repeat it throughout.
- 595. The Government Vice-Chairperson supported the amendment.
- 596. The Deputy Secretary-General noted that the wording was derived from Article 19 of Convention No. 155.
- 597. The Employer Vice-Chairperson noted that the Employers’ group was aware of the wording in Article 19 but that consultation with workers was related to risk management generally and should be incorporated in the chapeau of Chapter 2.
- 598. The Worker Vice-Chairperson reiterated that the amendment was important in the context of preventive and protective measures. Workers needed to see that those measures would be designed in consultation with them and their representatives.
- 599. The words “in consultation with workers and their representatives” were bracketed for subsequent discussion. The Office was requested to provide alternative wording.
- 600. The Employer Vice-Chairperson introduced an amendment to insert the words “and applying the hierarchy of controls (see Appendix 2)” in order to make the document easier to understand.
- 601. The Worker Vice-Chairperson could accept the amendment if a subamendment was adopted to reorganize the subsequent subparagraphs to track the hierarchy of controls.
- 602. The subamendment was accepted.
- 603. The amendment was adopted as subamended.
- 604. Upon returning to the discussion of the words “in consultation with workers and their representatives”, the Chairperson recalled the amendment to insert the words “in consultation

with workers and their representatives” in the paragraph and asked the Employer Vice-Chairperson if she could accept it.

- 605. The Employer Vice-Chairperson reiterated that she did not support the amendment.
- 606. The Chairperson proposed that since the Employers’ group did not support the amendment, that part of the text should be bracketed for subsequent discussion.
- 607. The Worker Vice-Chairperson noted that the ILO’s freedom of association jurisprudence stated that workers should be consulted on every measure taken that affected them. He stated that the proposed exclusion of the words “consultation with workers and their representatives” was not acceptable. He appealed to the Office to discuss the matter.
- 608. The Chairperson consulted with the Office and invited the input of the Employer Vice-Chairperson.
- 609. The Employer Vice-Chairperson noted that the words “in consultation with workers and their representatives” were repeated in 11 different places in the Guidelines; therefore, it was not correct to say that they were being excluded. The point was that they need not be repeated in every paragraph, which would be repetitive. It was sufficient to mention them at the beginning of each section. She further added that the Convention stated that workers had the right to be consulted in a more generic sense, which was not the same as saying they should be consulted on training, on preventive measures, on risk assessment and so on. The Meeting of Experts had agreed to include the words “in consultation with workers and their representatives” in 11 places. That need not be repeated in multiple chapters.
- 610. The Deputy Secretary-General explained that the issue was not the rights of workers or employers. He explained that references to consultation with workers and their representatives were made throughout the Guidelines, based on the Conventions and Recommendations. Article 20 of Convention No. 155 was mentioned as a reference in the text but there were other references to the provisions of the Conventions and Recommendations in that regard. The ILO–OSH 2001 included several references to consultation with workers and their representatives throughout the document. An example of how that issue was dealt with in Conventions, Recommendations, guidelines and so on was Paragraph 3.10.2.2 of the ILO–OSH 2001, which stated that:

A workplace hazard identification and risk assessment should be carried out before any modification or introduction of new work methods, materials, processes or machinery. Such assessment should be done in consultation with and involving workers and their representatives, and the safety and health committee, where appropriate.

- 611. The Employer Vice-Chairperson stated that that was a good example. Management systems were not obligatory but voluntary. What was being discussed applied to all kinds of workplaces, whether or not they had an OSH management system in place. The point was that the process was becoming repetitive. It was better to have an introductory paragraph that noted that “the following section needs to take into account the rights of consultation of the workers and their representatives”, after which there would be no need to repeat those words in all paragraphs. She then reiterated that she did not support the amendment.
- 612. The Worker Vice-Chairperson noted that when the control measures chapter was read, the reference to “consultation with workers and their representatives” was very important on that point. It was important for workers reading the document to see that they would be consulted. The repetition of seven words was a small price to pay to uphold the fundamental principles and rights at work. He requested the position of the Employers’ group to be noted in the record. The Chairperson asked the Vice-Chairpersons to gather.

- 613. The text “in consultation with workers and their representatives” was again bracketed for subsequent discussion. Upon returning to the discussion of the text a third time, the Employer Vice-Chairperson and the Government Vice-Chairperson confirmed that both groups accepted the amendment.
- 614. The amendment was adopted.
- 615. The chapeau was adopted as amended.

Paragraph 2.2.1

- 616. The Employer Vice-Chairperson introduced an amendment to delete the entire subparagraph because that section concerned workplace-level measures, whereas the subparagraph addressed general health measures.
- 617. The Worker Vice-Chairperson did not support the amendment. The subparagraph referred to issues that should be under the employer’s control and considered as part of OSH.
- 618. The Government Vice-Chairperson proposed a subamendment to revise the subparagraph to read:

The employer should also undertake to eliminate the occurrence of biological agents through a combination of disease-eradication measures; provision of safe water supplies; proper disposal of human and animal waste; sanitation of buildings, workspaces and housing; cleaning and protection of open wounds; and use of PPE.

- 619. The Government Vice-Chairperson stated that regardless of whether it was a public health issue, employers had a duty to protect the health of their workers.
- 620. The Worker Vice-Chairperson could accept the Government group’s subamendment if a further subamendment were agreed to replace the words “biological agents” with the words “biological hazards”.
- 621. The Government Vice-Chairperson supported the Workers’ group subamendment.
- 622. The Employer Vice-Chairperson did not support the Government group’s subamendment. She recalled that since the outset of the discussion, she had asked to make a clear distinction between the biological hazards arising from the workplace and those that were related to an epidemic or had originated outside work but affected workers. Employers should cooperate with public authorities in those situations, take measures to prevent the spread of virus and protect their workers’ health. However, when dealing with pandemics, epidemics or outbreaks, the responsibility fell to the public authorities to establish standards. Employers would implement those measures, but it was not the employer’s responsibility to establish them. She suggested to move the discussion to Chapter 7 on emergencies.
- 623. The Worker expert, Mr O’Neil, explained that that paragraph addressed a situation in which public health risks entered the workplace. He stated that it was not a matter of asking the employers to take on a public health function but asking them to deal with public health risks when they manifested in the workplace.
- 624. The Employer Vice-Chairperson reiterated that the Employers’ group did not consider that the right place to deal with that issue.
- 625. The Worker Vice-Chairperson recalled that employers were responsible to ensure that working environments were safe and healthy. The employers should provide safe water and sanitation as part of their duties and not just related to public health issues.

626. The Deputy Secretary-General proposed the insertion at the end of the Government group's subamendment the words "Responsibility for these measures is established by national law."
627. The Government Vice-Chairperson reiterated that the Government group's amendment was clear enough. He could accept the Workers' group subamendment but could not agree to the Office proposal.
628. The text was bracketed for subsequent discussion. The Office was requested to provide alternative wording.
629. The Office, upon returning to the discussion, proposed two alternative wordings for the amendment:
- The elimination of biological hazards can be achieved through, among other things, a combination of disease-eradication measures; the provision of safe water supplies; the proper disposal of human and animal waste; the sanitation of buildings, workspaces and housing; the cleaning and protection of open wounds; and the disinfection of potential sources (for example, by biocides, ultraviolet light). Responsibility for these measures is established by national law.
 - In line with the Hygiene (Commerce and Offices) Convention, 1964 (No. 120), all premises used by workers, and the equipment of such premises, should be properly maintained and kept clean, have sufficient and suitable ventilation, natural or artificial or both, supplying fresh or purified air. A sufficient supply of wholesome drinking water or of some other wholesome drink should be made available to workers. Sufficient and suitable washing facilities and sanitary conveniences should be provided and properly maintained.
630. The Employer Vice-Chairperson could accept the second alternative wording but reiterated that it did not belong in a chapter on risk management.
631. The text was bracketed for a second time for subsequent discussion.
632. The Employer Vice-Chairperson, upon returning to the discussion, reaffirmed her position that biological hazards and hygiene issues should not be combined. In the interests of consensus, however, she could accept the second alternative wording of the amendment.
633. The Worker Vice-Chairperson proposed a subamendment to insert at the beginning of the second alternative wording of the amendment the words "The elimination of biological hazards is the first priority of the hierarchy of control" in order to indicate that elimination was the most important step in the hierarchy of control.
634. The Employer Vice-Chairperson did not support the subamendment and reiterated that she could accept the second alternative wording of the amendment only in the spirit of compromise.
635. The Government Vice-Chairperson supported the second alternative wording of the amendment.
636. The Worker Vice-Chairperson supported the second alternative wording of the amendment and withdrew the subamendment.
637. The second alternative wording of the amendment was adopted.
638. Subparagraph 2.2.1(a) was adopted as amended.
639. The Employer Vice-Chairperson introduced an amendment to insert in subparagraph 2.2.1(b) the words "and identify the chain of transmission" after the words "exposure potentials and their consequences".
640. The amendment was adopted.
641. Subparagraph 2.2.1(b) was adopted as amended.

- 642. Subparagraph 2.2.1(c) was adopted without amendment.
- 643. The Employer Vice-Chairperson introduced an amendment to insert in subparagraph 2.2.1(d) the words “according to sector or type of activity,” after the words “as few worksites as possible,” because that needed to be clarified as different options might be taken depending on the type of activity.
- 644. The amendment was adopted.
- 645. Subparagraph 2.2.1(d) was adopted as amended.
- 646. The Government Vice-Chairperson introduced an amendment to delete in subparagraph 2.2.1(e) the words “wearing PPE” and “training” and to insert the words “among others” because that section addressed the method.
- 647. The amendment was adopted.
- 648. The Employer Vice-Chairperson introduced a subamendment to substitute in subparagraph 2.2.1(e) the words “apply good laboratory practices” for the words “no mouth pipetting”.
- 649. The amendment was adopted.
- 650. Subparagraph 2.2.1(e) was adopted as amended.
- 651. The Government Vice-Chairperson introduced an amendment to replace in subparagraph 2.2.1(f) the word “activities” with the word “measures”.
- 652. The amendment was adopted.
- 653. Subparagraph 2.2.1(f) was adopted as amended.
- 654. The paragraph was adopted as amended.

2.3. Risk communication

Paragraph 2.3.1

- 655. The Worker Vice-Chairperson introduced an amendment to extend the scope of risk communication by inserting the words “and subcontractors along the supply chain”.
- 656. The Employer Vice-Chairperson proposed a subamendment to delete the words “along the supply chain” from the amendment.
- 657. The Government Vice-Chairperson supported the amendment as subamended.
- 658. The Worker Vice-Chairperson did not support the subamendment as the issue of the supply chain was of great importance to the Workers’ group.
- 659. The amendment was bracketed for subsequent discussion.
- 660. Upon returning to the discussion, the Employer Vice-Chairperson proposed a further subamendment to replace the word “honest” with the word “transparent” in order to add clarity and to delete the words “along the supply chains” from the amendment.
- 661. The Worker Vice-Chairperson supported the subamendment.
- 662. The Government Vice-Chairperson supported the amendment as subamended.
- 663. The amendment was adopted as subamended.
- 664. The paragraph was adopted as amended.

Paragraph 2.3.2

- 665.** The Employer Vice-Chairperson introduced an amendment to insert the words “appropriate means and” before the word “language” and to insert the words “to ensure good comprehension” after the words “relevant workers”, as well as to insert the words “according to national regulations and practice” as risk communication tended to be very well regulated at the national level.
- 666.** The Worker Vice-Chairperson supported the first two parts of the amendment but did not support the insertion of the words “according to national regulations and practice” and proposed a subamendment to delete them.
- 667.** The Government Vice-Chairperson supported the amendment as subamended.
- 668.** The amendment was adopted as subamended.
- 669.** The Employer Vice-Chairperson introduced an amendment to insert the words “taking into account the national conditions and practices”, which was derived from Article 4 of the Collective Bargaining Convention, 1981 (No. 154).
- 670.** The Worker Vice-Chairperson noted that the wording of Convention No. 155 was more appropriate in that instance.
- 671.** The Deputy Secretary-General clarified that the document was a non-binding instrument and that all provisions need to be read in conjunction with ILO standards and recommendations. All ILO Conventions considered national specificities in terms of regulations and practices even if they were not explicitly mentioned.
- 672.** The amendment was withdrawn.
- 673.** The paragraph was adopted as amended.

Chapter 3. Workers’ health surveillance

Paragraph 3.1

- 674.** The paragraph was adopted without amendment.

Paragraph 3.2

- 675.** The paragraph was adopted without amendment.

Paragraph 3.3

- 676.** The Government Vice-Chairperson introduced an amendment to insert a new paragraph to read:
- Such surveillance should include the active surveillance of workers’ occupational health through direct medical examination that includes the collection of data on the signs and symptoms of health problems related to occupational risks.
- 677.** The Employer and Worker Vice-Chairperson supported the amendment.
- 678.** The amendment was adopted.
- 679.** The paragraph was adopted as amended.

Paragraph 3.4

- 680.** The paragraph was adopted without amendment.

Paragraph 3.5

681. The paragraph was adopted without amendment.

Paragraph 3.6

682. The Employer Vice-Chairperson introduced an amendment to insert a new paragraph to read:

Measures should be taken, in accordance with national law and practice, to ensure adequate cooperation and coordination between occupational health services and, as appropriate, other bodies concerned with the provision of health services.

683. The Employer and Worker Vice-Chairpersons agreed.

684. The paragraph was adopted as amended.

Chapter 4. Information, instruction and training

Paragraph 4.1

685. The Government Vice-Chairperson introduced an amendment to delete the words “that may be exposed” after the word “workers” and to insert the words “and how to be informed about activities on health promotion” after the word “exposure”.

686. The Employer Vice-Chairperson supported the amendment and proposed a subamendment to insert the words “where appropriate” at the end of the sentence. She noted that not all businesses had strong capacities to promote health, such as micro and small enterprises, which were more reliant on government promotion activities.

687. The Worker Vice-Chairperson supported the amendment as subamended and reminded the Meeting of Experts that the Guidelines should not depart from the formulation of Convention No. 187.

688. The Government group accepted the Employer’s group subamendment.

689. The amendment was adopted as subamended.

690. The Worker Vice-Chairperson introduced an amendment to insert after the word “workers” in the second sentence the words “and their representatives”.

691. The amendment was adopted.

692. The paragraph was adopted as amended.

Former paragraph 4.2

693. The Worker Vice-Chairperson introduced an amendment to replace the word “individuals” with the word “workers”, pending a request for clarity from the Office about the use of those terms, and to delete the words “using correct PPE”.

694. The Deputy Secretary-General noted that the use of the term “individuals” denoted all individuals, regardless of the nature of the employment relationship, such as self-employed, and all individuals potentially affected by the hazards in the working environment.

695. The Worker Vice-Chairperson proposed a subamendment to insert the words “workers regardless of their employment relationship”.

696. The Employer Vice-Chairperson noted that “individuals” was a very general term and that if the objective was to include “self-employed” it should specify “self-employed”. However, she noted that an employer was not responsible for training the self-employed.
697. The Worker Vice-Chairperson proposed a subamendment to delete the entire paragraph as it was problematic for all three groups.
698. The Government Vice-Chairperson noted that the Office’s input had clarified the meaning of the paragraph but that she could accept the subamendment in the spirit of consensus.
699. The amendment as subamended was adopted.
700. The paragraph was deleted.

Paragraph 4.2

701. The paragraph was adopted without amendment.

Paragraph 4.3

702. The Worker Vice-Chairperson introduced an amendment to insert the words “in the absence of applicable standards a precautionary approach should be followed”.
703. The Employer Vice-Chairperson did not support the amendment since the proposed wording could be misunderstood and she preferred the existing wording.
704. The Government Vice-Chairperson supported in principle the adoption of a precautionary approach, but noted that that was not the right place to introduce it.
705. The amendment was withdrawn.
706. The paragraph was adopted without amendment.

Paragraph 4.4

707. The Government Vice-Chairperson introduced an amendment to replace the words “competent authority” with the words “employer” as it was ultimately the responsibility of the employer although the competent authority could assist.
708. The Employer Vice-Chairperson supported the amendment. However, she noted that it was common practice for the competent authority to prepare materials in different languages for migrant workers, even if it was the employer’s responsibility to train workers using those materials.
709. The paragraph was adopted as amended.

Paragraph 4.5

710. The Employer Vice-Chairperson introduced an amendment to replace the words “workers’ safety and health delegates” with the words “according to national law and regulation”, because the establishment and functions of safety committees were defined by national legislation; to delete the words “necessary resources and” before the words “reasonable time during paid working hours to receive”; and to add just after the words “relevant information and”.
711. The Worker Vice-Chairperson did not support the insertion of the words “according to national law and regulation” as the establishment of safety committees was a principle stated in Convention No. 155. For the same reason, he also considered it critically important to mention “necessary resources”. He supported the insertion of the words “relevant information and”.

- 712. The Government Vice-Chairperson supported the insertion of the words “relevant information” but did not support the deletion of the words “necessary resources”. He acknowledged that the establishment of OSH committees was provided for in Convention No. 155, but that their functions were defined in national legislation. He asked the Office to propose alternative wording.
- 713. The Deputy Secretary-General noted that the paragraph was in line with Recommendation No. 164 and Convention No. 155.
- 714. The Government Vice-Chairperson reiterated that even if the principle of establishing OSH committees was clearly defined in Convention No. 155 and Recommendation No. 164, the way they functioned depended on national laws.
- 715. The Deputy Secretary-General clarified that the focus of the paragraph was not on the organization and functions of OSH committees but on giving them the appropriate resources and providing them with training.
- 716. The Government Vice-Chairperson thanked the Office for the clarification and proposed that the original text be retained.
- 717. The amendment was withdrawn.
- 718. The paragraph was adopted without amendment.

Paragraph 4.6

- 719. The Worker Vice-Chairperson introduced an amendment to insert the words “in consultation with workers and their representatives and” before the words “in line with the results of periodic risk assessments”; to replace the word “trainees” with the words “workers undertaking training” as the word “trainees” might restrict the application of the paragraph to persons new to the job who were being trained rather than to any workers undertaking training; and to replace the words “biological agents” with the words “biological hazards” to encompass the wide range of biological hazards.
- 720. The Employer Vice-Chairperson did not support the insertion of the words “in consultation with workers and their representatives and” but supported the remainder of the amendment.
- 721. The Government Vice-Chairperson supported the insertion of the words “in consultation with workers and their representatives and” and the replacement of the word “trainees” with the words “workers undertaking training” but did not support the replacement of the words “biological agents” with the words “biological hazards”.
- 722. The text was bracketed for subsequent discussion. The Office was requested to propose alternative wording.
- 723. The Office, upon returning to the discussion, proposed alternative wording for the amendment to read:

Training and information requirements and procedures should be kept under review. The review should include workers’ representatives, where they exist,⁷ and the training programmes should be modified as necessary to ensure their relevance and effectiveness in relation to protection against biological hazards.
- 724. The wording proposed by the Office was accepted.

⁷ In relation to the wording “workers’ representatives, where they exist”, this wording was already agreed by the Tripartite Committee in the adoption of Convention No. 161, articles 8 and 10.

725. The amendment was adopted.

726. The paragraph was adopted as amended.

Paragraph 4.7

727. The Worker Vice-Chairperson introduced an amendment to replace the word “trainee” with the words “worker undertaking training”, as trainees might be construed to mean apprentices, interns or persons new to the job and the paragraph should apply to any worker undertaking training.

728. The Employer and Government Vice-Chairperson supported the amendment.

729. The amendment was adopted.

730. The paragraph was adopted as amended.

Paragraph 4.8

731. The Employer Vice-Chairperson introduced an amendment to replace the word “and” by the word “or”, since it could be both or one or the other.

732. The Worker Vice-Chairperson did not support the amendment since both compensation and time off could be given.

733. The Government Vice-Chairperson could accept the amendment.

734. The Employer Vice-Chairperson clarified that she considered that the word “or” meant that all options were possible, meaning that compensation and/or time off could be given.

735. The Worker Vice-Chairperson requested the Office to provide clarification.

736. The Office offered alternative wording for the amendment to read:

Training should be provided to all participants at no cost and should take place during working hours. If this is not possible, the timing and other arrangements should be agreed upon between the employer and workers’ representatives.

737. The wording proposed by the Office was accepted.

738. The amendment was adopted.

739. The paragraph was adopted as amended.

Chapter 5. Investigation of dangerous occurrences, occupational accidents and diseases

Paragraph 5.1

740. The Government Vice-Chairperson requested that the Office ensure that the word “hazards” was rendered into Spanish as “*peligros*”.

741. The paragraph was adopted without amendment.

Paragraphs 5.2 and 5.3

742. The Government Vice-Chairperson introduced an amendment to divide the paragraph into two paragraphs to read:

5.2. The competent authority should arrange for investigations to be carried out by labour inspectorates, OSH services or other authorized agencies. Representatives of the employers and of the workers of the undertaking should have the opportunity to

accompany investigators, unless the latter consider, in the light of the general instructions of the competent authority, that this may be prejudicial to the performance of their duties.

- 5.3. The competent authority should hold inquiries (and publish reports on those inquiries) into cases of dangerous occurrences, occupational accidents and occupational diseases due to workplace biological hazards that appear to reflect serious situations in terms of the actual or potential risk to workers or the public.

743. The Worker and Employer Vice-Chairpersons supported the amendment.
744. The Government Vice-Chairperson introduced a subamendment to insert the words “other than those set up by the company” after the words “OSH services”.
745. The Employer Vice-Chairperson requested clarification on that addition.
746. The Government expert from Morocco responded that the sentence referred to “competent authorities” and therefore it was important to clarify that the OSH services being referred to were services provided by the authorities and not by the employer.
747. The Employer and Worker Vice-Chairperson supported the subamendment.
748. The Worker Vice-Chairperson introduced a further subamendment to insert at the end of paragraph 5.2 the sentence: “In all circumstances, they should be kept fully informed in a timely manner of the progress and findings of the investigation.”
749. The Employer Vice-Chairperson noted that she could accept the Workers’ group subamendment if it was further subamended to read “in light of national conditions and practice” at the end of the new sentence.
750. The Worker Vice-Chairperson supported the Employers’ group subamendment.
751. The Government Vice-Chairperson supported the amendment as subamended.
752. The amendment was adopted as subamended.
753. The paragraphs were adopted as amended.

Paragraph 5.4

754. The paragraph was adopted without amendment.

Paragraph 5.5

755. The Government Vice-Chairperson introduced an amendment to replace the word “workplace” with the words “working environment” throughout the Guidelines in order to match the amended title.
756. The Employer Vice-Chairperson did not support the amendment because in some places, including in that paragraph, the term “workplace” was more appropriate.
757. The Employer Vice-Chairperson proposed an amendment to insert at the end of the paragraph the words “according to national regulations and practice”.
758. The Worker Vice-Chairperson noted that he could accept the use of the word “workplace” if the Employers’ group withdrew its amendment.
759. The Government Vice-Chairperson recalled that some biological hazards such as COVID-19 went beyond the workplace and it was therefore more appropriate to use the term “working environment”, but he could accept the term “workplace” in the interests of consensus. He did not support the Employers’ group amendment.

760. Both amendments were withdrawn.

761. The paragraph was adopted without amendment.

Paragraphs 5.6 and 5.7

762. The paragraphs were adopted without amendment.

Paragraph 5.8

763. The Worker Vice-Chairperson introduced an amendment to insert the words “workers, their representatives and” before the words “the safety and health committees of the undertaking, where it exists”. He explained that it was important to specify the words “where it exists” because safety and health committees did not necessarily exist in all undertakings and that the insertion of the words “workers, their representatives” enhanced the text.

764. The Employer Vice-Chairperson did not support the amendment because OSH committees already had worker representatives, so that the additional mention was redundant, and because workers did not necessarily need to be given the results of the investigation of occupational disease or accident but should only be informed of the risks to health and the emergency steps that were to be taken.

765. The Government Vice-Chairperson noted that the original text included the words “where it exists” because there were instances in which OSH committees did not exist. National legislation differed in terms of the requirements to establish committees, such as with respect to the required minimum number of workers. Therefore, in some undertakings an OSH committee might not be required and in others they might not function properly with due representation of workers. In addition, it was important for the representatives of workers to be informed of the results of the investigations. He therefore supported the amendment.

766. The Deputy Secretary-General clarified that the text of the paragraph had been derived from the ILO code of practice on the recording and notification of occupational accidents and diseases⁸ and that the wording in paragraph 5.8 was also included in paragraph 5.14.

767. The Government Vice-Chairperson thanked the Office for the explanation and suggested that since the wording had been covered in paragraph 5.14, there was no need to repeat it in paragraph 5.8.

768. The Employer Vice-Chairperson supported the Government group’s suggestion to avoid repetition.

769. The Worker Vice-Chairperson requested time to consider merging the wording of paragraphs 5.8 and 5.14.

770. The amendment was bracketed for subsequent discussion.

771. The Employer Vice-Chairperson noted that the text stated that the committee should make appropriate recommendations but was silent on specifying to whom the recommendations should be made. She proposed a subamendment to insert the words “to the employer for consideration” for the purpose of clarification and to delete the subsequent text since it would serve no purpose as the subamendment made it clear that the recommendations should be made to the employer.

⁸ ILO, *Recording and Notification of Occupational Accidents and Diseases: An ILO code of practice*, 1996.

- 772.** The Worker Vice-Chairperson noted that recommendations might be made to others beyond the employer. To clarify that option, he proposed a subamendment to insert the words “should be communicated to appropriate persons” and to retain the rest of the sentence.
- 773.** The Government Vice-Chairperson supported the Workers’ group subamendment.
- 774.** The Employer Vice-Chairperson noted that not all companies had management reviews and continual improvement activities. Nor was it clear from the text what “corrective action” meant or whether it should be taken in response to the recommendations or might include even better ideas for improvement. She preferred her subamendment.
- 775.** The Employers’ subamendment was bracketed for subsequent discussion.
- 776.** The Office, upon returning to the discussion, proposed alternative wording for the paragraph to read:

The results of such investigations should be communicated to workers, their representatives and the safety and health committee of the undertaking, where it exists, and the committee should make appropriate recommendations. The results of investigations, in addition to any recommendations made by the safety and health committee, should be communicated to appropriate persons for corrective action, included in the management review and considered for continual improvement activities.

- 777.** The Employer Vice-Chairperson supported the inclusion in the proposed wording of the words “workers, their representatives and” but reiterated her preference to replace the words “appropriate person” with the word “employer” and to delete the remaining text.
- 778.** The Deputy Secretary-General explained that the text was inspired by the content of the ILO-OSH 2001, in particular its paragraph 3.12.4, which provided that:

The results of investigations, in addition to any recommendations from the safety and health committee, should be communicated to appropriate persons for corrective action, included in the management review and considered for continual improvement activities.

- 779.** The Employer Vice-Chairperson noted that it was nevertheless inappropriate to include a reference to systems that might be difficult to apply in certain enterprises, such as small ones. In addition, the term “appropriate persons” did not seem adequate since the responsible person was the employer.
- 780.** The Government expert from Morocco explained that it was important to inform labour inspectors. The term “appropriate persons” should be retained.
- 781.** The Worker Vice-Chairperson did not support the deletion of the words “appropriate persons” given that there was an important group of persons who should be informed in addition to the employer. He proposed a subamendment to insert the words “and other appropriate persons” after the word “the employer”. He stated that if consensus could not be reached at this time, the Chairperson should rule and the position of the Employers’ group should be noted.
- 782.** The Employer Vice-Chairperson noted that the information to be shared was very sensitive and confidential. It must be handled correctly and carefully, which was more difficult to do the more widely it was shared. She also proposed a subamendment to insert the words “according to national laws and regulations” at the beginning of the paragraph.
- 783.** The Worker Vice-Chairperson noted that there was still no agreement on the use of the term “appropriate persons”.
- 784.** The paragraph was bracketed for subsequent discussion.

- 785.** The Office, upon returning to the discussion, proposed alternative wording for the paragraph to read:

According to national laws and regulations, the results of such investigations should be communicated to the concerned workers, the workers representatives and the safety and health committee, who should make appropriate recommendations. The results of investigations, in addition to any recommendations made by the safety and health committee, should be communicated to the employer and the competent authority for corrective action.

- 786.** The wording proposed by the Office was accepted.

- 787.** The paragraph was adopted as amended.

Paragraph 5.9

- 788.** The Employer Vice-Chairperson introduced an amendment to revise the first half of the paragraph to read:

As a result of such investigations the employer should implement effective and efficient corrective action ...

- 789.** The objective of the amendment was to indicate that corrective action by the employer should be as effective and efficient as possible. It also implied that as a result of the corrective action, the employer should take effective and efficient corrective actions. Recommended measures arising from an investigation might not prove to be the best ones and there should be scope for implementing even better measures.

- 790.** The amendment was adopted.

- 791.** The paragraph was adopted as amended.

Paragraph 5.10

- 792.** The Employer Vice-Chairperson explained that a common principle for the investigation of accidents and dangerous occurrence was not to disturb the scene. However, she introduced an amendment to insert the words "in accordance with national law and regulations" because each country would have its own legal obligations with regard to investigations.

- 793.** The Worker Vice-Chairperson did not support the amendment since the original text was appropriate.

- 794.** The Government Vice-Chairperson drew attention to the use of the words "the employer should", which covered all possibilities. However, he was uncertain whether to support the amendment.

- 795.** The Deputy Secretary-General clarified that the paragraph was derived from paragraph 10.2.4 of the ILO code of practice on recording and notification of occupational accidents and diseases. He reiterated that the code of practice was non-binding but that the reference existed.

- 796.** The Employer Vice-Chairperson reiterated that the amendment explained what to do or what not to do when there was an accident. The amendment might not be critical but it was informative. However, she withdrew the amendment since there was no consensus.

- 797.** The paragraph was adopted without amendment.

Paragraph 5.11

- 798.** The Worker expert, Mr O'Neil, introduced an amendment to insert the words "so far as practicable" because in some circumstances, a worksite might still be too dangerous to access.

799. The amendment was adopted.

800. The paragraph was adopted as amended.

Paragraph 5.12

801. The Worker Vice-Chairperson introduced an amendment to add a new subparagraph 5.12(d) to read:

devise a plan and timetable for implementation of these measures and a review process, with the participation of workers and their representatives.

802. The Employer Vice-Chairperson proposed a subamendment to insert the word “timely” before the word “plan”, to replace the word “timetable” with the words “time frame” and to delete the words “with the participation of workers and their representatives”.

803. The Government Vice-Chairperson suggested that the paragraph could be combined with another paragraph.

804. The Worker Vice-Chairperson noted that the reference of the Employers’ group subamendment to a time frame was too vague and he did not support the proposal to delete the words “with the participation of workers and their representatives”.

805. The text was bracketed for subsequent discussion.

806. The Worker Vice-Chairperson, upon returning to the discussion, proposed a subamendment to the original amendment to read:

devise a plan and time frame for implementation of these measures and a review process, with the participation of workers and their representatives.

807. The Employer Vice-Chairperson confirmed that the Employer’ group subamendment had been reflected and supported the Workers’ group subamendment.

808. The Government Vice-Chairperson supported the amendment as subamended.

809. The amendment was adopted as subamended.

810. The paragraph was adopted as amended.

Paragraph 5.13

811. The Worker Vice-Chairperson introduced an amendment to insert the words “Any other notifiable or reportable biological hazard should be similarly treated” for the sake of completeness.

812. The Employer Vice-Chairperson did not support the amendment.

813. The Government Vice-Chairperson supported the amendment.

814. The text was bracketed for subsequent discussion.

815. The Employer Vice-Chairperson, upon returning to the discussion, explained that the reasoning behind the amendment was not clear and the amendment too general.

816. The amendment was withdrawn.

817. The paragraph was adopted without amendment.

Paragraph 5.14

818. The paragraph was adopted without amendment.

Paragraph 5.15

819. The Employer Vice-Chairperson, noting that several notions were combined in the paragraph, introduced an amendment to insert the words “according to national law and regulations” and to delete the last sentence of the paragraph.
820. The Worker Vice-Chairperson noted that the paragraph should not refer to national laws and regulations but to the fundamental principles and rights at work and did not support the proposal to delete the final sentence.
821. The Deputy Secretary-General noted that the paragraph had been drafted based on paragraph 10.3.1 of the ILO code of practice on the recording and notification of occupational accidents and diseases.
822. The Government Vice-Chairperson proposed a subamendment to substitute the words “exposure to biological agents” for the words “use of biological agents”.
823. The Worker Vice-Chairperson proposed a subamendment to insert the words “and exposure to biological hazards”.
824. The text was bracketed for subsequent discussion. The Office was requested to propose alternative wording.
825. The Office, upon returning to the discussion, recommended retaining the original wording.
826. The Employer Vice-Chairperson could accept the proposal by the Office to retain the original wording if an amendment was adopted to insert the words “According to national laws and regulations,” at the beginning of the first sentence.
827. The Government and Worker Vice-Chairpersons supported the proposal of the Office and could accept the Employers’ group amendment.
828. The amendment was adopted.
829. The paragraph was adopted as amended.

Paragraph 5.16

830. The paragraph was adopted without amendment.

Paragraph 5.17

831. The Worker Vice-Chairperson introduced an amendment to replace in subparagraph 5.17(a) the word “agents” with the word “hazards”.
832. The Employer Vice-Chairperson noted that the word “agents” and the word “hazards” had different connotations and therefore proposed a subamendment to replace the word “agents” with the words “agents and hazards” in order to cover all possibilities.
833. The Worker Vice-Chairperson supported the subamendment.
834. The Government Vice-Chairperson noted that the word “agents” would reflect a more precise terminology but could accept the subamendment.
835. The Worker Vice-Chairperson proposed a further subamendment to replace the word “workplace” with the words “working environment”.
836. The Employer Vice-Chairperson expressed the view that the original wording was sufficiently detailed but could support the amendment as subamended.

- 837. The Government Vice-Chairperson preferred the terms “agents” and “workplace”.
- 838. The text was bracketed for subsequent discussion.
- 839. The Worker Vice-Chairperson, upon returning to the discussion, suggested a subamendment to replace the words “agents in the workplace” with the words “agents and hazards in the work environment”.
- 840. The Employer and Government Vice-Chairpersons could accept the subamendment.
- 841. The amendment was adopted as subamended.
- 842. The paragraph was adopted as amended.

Chapter 6. National system for recording and notification of occupational accidents and diseases

Title

- 843. The Office was requested to propose a new title for Chapter 6.
- 844. The Office proposed the title “National system for recording and notification of occupational accidents and diseases”, which corresponded with the wording of the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.
- 845. The title was adopted without amendment.

Paragraph 6.1

- 846. The Government Vice-Chairperson noted that the words “suspected cases” had not been rendered correctly into Spanish and the translation should be revised.
- 847. The Chairperson confirmed that the Office would revise the translation.
- 848. The Employer Vice-Chairperson introduced an amendment to delete the words “and, as appropriate, dangerous occurrences and suspected cases of occupational diseases,” because it was not common practice to record dangerous occurrences and suspected cases.
- 849. The Worker and Government Vice-Chairpersons did not support the amendment because the wording was derived from the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.
- 850. The Deputy Secretary-General noted that Article 3 of the Protocol of 2002 included the wording of the paragraph as drafted. Even if removed from the Guidelines, it would remain in the binding Protocol of 2002.
- 851. The amendment was withdrawn.
- 852. The paragraph was adopted without amendment.

Paragraph 6.2

- 853. The paragraph was adopted without amendment.

Paragraph 6.3

- 854. The paragraph was adopted without amendment.

Paragraph 6.4

- 855. A new paragraph 6.4 was created by moving former paragraph 5.17 from Chapter 5 to Chapter 6.
- 856. The Worker Vice-Chairperson requested a clarification from the Office on the meaning of “epidemiological surveillance”.
- 857. The Deputy Secretary-General noted that in that context it referred to the epidemiological surveillance performed by the competent authority.
- 858. The Worker Vice-Chairperson could accept retaining the original wording of the paragraph based on the Office’s explanation but suggested that the Office evaluate the definition of “epidemiological surveillance” for the future.
- 859. The Government and Employer Vice-Chairpersons could accept retaining the original wording of the paragraph.
- 860. The Worker Vice-Chairperson introduced an amendment to substitute the words “biological hazards” for the words “biological agents”.
- 861. The Government Vice-Chairperson proposed a subamendment to substitute the words “biological hazards and agents” for the words “biological hazards”.
- 862. The Worker and Employer Vice-Chairpersons supported the subamendment.
- 863. The Government Vice-Chairperson proposed a further subamendment to insert at the end of the first sentence the words “, for example, confirmed cases, suspected cases and close contacts, among others” in order to capture all types of cases that should be recorded.
- 864. The Worker and Employer Vice-Chairpersons accepted the further subamendment.
- 865. The amendment was adopted as subamended.
- 866. The paragraph was adopted as amended.

Chapter 7. Preparedness and response to emergencies

Paragraphs 7.1 and 7.2

- 867. To keep the focus of paragraph 7.1 on biological hazards rather than bringing in “external factors”, the Employer Vice-Chairperson introduced an amendment to delete the second half of the paragraph so that it would read:

In recent decades, the world of work has witnessed a wide range of emergencies related to biological hazards, in particular outbreaks of infectious diseases, such as severe acute respiratory syndrome (SARS), H1N1 influenza, Ebola virus disease, Zika virus disease and COVID-19. Moreover, pandemics can lead to secondary incidents and emergencies in workplaces, as evidenced by the microbial contamination of workplace water networks and Legionnaire’s disease outbreaks during re-openings after COVID-19 lockdowns.

- 868. The Employer Vice-Chairperson also introduced a second amendment to add a new paragraph to read:

Situations of epidemics, outbreaks and pandemics affect all sectors of the society, including work and workplaces. Public health authorities should define policies and actions to be taken in consultation with the most representative employers’ and workers’ organizations. These jointly developed policies and actions should then be referred to when employers develop, implement and evaluate outbreak response and management plans at the workplace. It would be appropriate to establish mechanisms of coordination and information with public health authorities in order to be able to manage any possible biological risks that may arise.

869. The Worker Vice-Chairperson did not support the first amendment of the Employers' group but supported its second amendment.
870. The Worker Vice-Chairperson also introduced an amendment to insert a new paragraph to read:
- In line with the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all, the competent authority with workers, employers and their representatives shall address the issue of climate-proof work, risk of biological hazards, transmission, infectious diseases and vector-borne diseases caused by temperature rise, OSH standards for technologies, work processes and new materials related to the transition.
871. The Worker Vice-Chairperson explained that the inclusion of the new paragraph it had proposed was important because a just transition was required in the world of work when facing challenges related to climate change.
872. The Employer Vice-Chairperson did not support the amendment, arguing that the scope of the proposed new paragraph was too broad and was not directly related to biological hazards.
873. The Government Vice-Chairperson agreed that the issues mentioned in the new paragraph proposed by the Workers' group were important but joined the view of the Employers' group that the text was too broad and did not support the amendment.
874. The Worker Vice-Chairperson noted that climate change was relevant to the Guidelines because climate change enhanced the risk of several biological hazards.
875. The text and the amendments of the Employers' and Workers' groups were bracketed for subsequent discussion.
876. The Government Vice-Chairperson, upon returning to the discussion, supported the second amendment of the Employers' group but not its first amendment.
877. The Employer Vice-Chairperson, in the spirit of compromise, withdrew the Employers' group's first amendment.
878. The Worker Vice-Chairperson withdrew its amendment in the spirit of compromise.
879. The second amendment of the Employers' group was adopted.
880. Paragraph 7.1 was adopted without amendment.
881. New paragraph 7.2 was adopted.

Paragraph 7.3

882. The Employer Vice-Chairperson introduced an amendment to delete the entire paragraph as redundant.
883. The Worker Vice-Chairperson did not support the amendment.
884. The Government Vice-Chairperson also did not support the amendment as the paragraph included novel information on important collaboration that was not mentioned elsewhere in the text.
885. The amendment was withdrawn.
886. The Worker Vice-Chairperson introduced an amendment to insert the words "sanitary, water and waste authorities", as well as the words "to establishing an early warning system" in order to expand collaboration.

- 887. The Worker expert, Mr Salvador de Oliveira, in response to a request from the Employers' group for clarification, explained the difference between sanitary and public health and proposed a subamendment to delete the word "sanitary" as it was included in public health authorities.
- 888. The Government and Employer Vice-Chairpersons supported the amendment as subamended.
- 889. The amendment was adopted as subamended.
- 890. The paragraph was adopted as amended.

Paragraph 7.4

- 891. The Employer Vice-Chairperson introduced an amendment to reorder the paragraph and delete the words "supported by laboratory or clinically-based surveillance" because that level of specificity on public health systems was not required.
- 892. The Worker Vice-Chairperson supported the amendment.
- 893. The Government Vice-Chairperson requested that the Office provide clarification on the importance of specifying laboratories or clinical-based surveillance.
- 894. The Deputy Secretary-General explained that the reference to laboratories or clinical-based surveillance was a reformulation of World Health Organization (WHO) guidelines.
- 895. The Government Vice-Chairperson, given the Office's explanation, could accept the first part of the amendment but not the second part.
- 896. The Employer Vice-Chairperson proposed a subamendment to replace in the paragraph the words "laboratories or clinical-based surveillance" with "reference centres".
- 897. The Worker Vice-Chairperson clarified that either the original wording or the deletion of the words "laboratories or clinical-based surveillance" under the amendment would be preferable to the subamendment because the meaning of the words "reference centres" was not clear.
- 898. The Employer Vice-Chairperson withdrew the amendment in the interests of consensus.
- 899. The paragraph was adopted without amendment.

Paragraph 7.5

- 900. The Government Vice-Chairperson introduced an amendment to replace the word "workplace" with the words "working environment" in order to match the amended title of the Guidelines.
- 901. The Worker Vice-Chairperson supported the amendment.
- 902. The Employer Vice-Chairperson preferred the original wording but in the interests of consensus proposed a subamendment to insert after the word "workplace" the words "and in the working environment".
- 903. The amendment was adopted as subamended.
- 904. The paragraph was adopted as amended.

Paragraph 7.6

- 905. The Employer Vice-Chairperson introduced an amendment to delete the entire paragraph as redundant with respect to paragraph 7.5.
- 906. The Worker Vice-Chairperson did not support the proposal.

907. The Government Vice-Chairperson noted that paragraphs 7.5 and 7.6 were sufficiently distinct to retain both paragraphs. He proposed a subamendment to retain the paragraph, insert the words “the most representative” before the words “employers’ and workers’ organizations” and replace the word “workplace” with the words “working environment”.
908. The Employers’ Vice-Chairperson proposed a subamendment to merge the two paragraphs. As consultation with governments and representatives of employers and workers was not covered elsewhere in the Guidelines, it should be retained and could be linked to paragraph 7.5. She supported the first two proposals of the subamendment but not the third proposal to replace the word “workplace” with the words “working environment”, because the relevant measures were applied in the workplace even if the hazards were in the working environment.
909. The Worker Vice-Chairperson supported the subamendment.
910. The Government Vice-Chairperson withdrew the third proposal of the subamendment to replace the word “workplace” with the word “work environment”.
911. The Employer Vice-Chairperson withdrew the Employers’ group subamendment.
912. The amendment was adopted as subamended.
913. The paragraph was adopted as amended.

Paragraph 7.7

914. The Employer Vice-Chairperson introduced an amendment to replace the word “reviewed” with the word “updated”, delete the words “the potential for” before the word “incidents”, delete the words “including risks from emerging and novel biological hazards”, and insert the words “that could affect workplaces” in order to improve the clarity of the paragraph.
915. The paragraph was adopted as amended.

Paragraph 7.8

916. The Employer Vice-Chairperson introduced an amendment to the chapeau to insert the words “In coordination with public health authorities” at the beginning of the paragraph because with respect to outbreaks it was important to coordinate with public health authorities.
917. The Worker Vice-Chairperson proposed a subamendment to add the words “and other competent” after the words “public health”.
918. The Government Vice-Chairperson supported the amendment and subamendment.
919. The Employer Vice-Chairperson supported the subamendment.
920. The amendment was adopted as subamended.
921. The chapeau was adopted as amended.
922. The Employer Vice-Chairperson introduced an amendment to subparagraph 7.8(a) to replace the word “people” with the words “all workers” and to delete the words “including those due to biological agents existing in the work processes”.
923. The Worker Vice-Chairperson agreed with the first proposal of the amendment but preferred to retain the end of the subparagraph.
924. The Government Vice-Chairperson did not support the first proposal of the amendment, noting that it is was better to refer to all people in order to cover, for example, visitors to the workplace.

- 925. The Employer Vice-Chairperson responded that the wording “all workers” was more appropriate since the subparagraph referred to information and internal communication in a company.
- 926. The amendment was bracketed for subsequent discussion.
- 927. The Worker Vice-Chairperson, upon returning to the discussion, stated that the Workers’ group preferred to retain the word “people” instead of “all workers” and could accept the deletion of the words “including those due to biological agents existing in the work processes”.
- 928. The Employer Vice-Chairperson proposed a subamendment to replace the word “people” with the words “all workers and other interested parties”.
- 929. The Government and Worker Vice-Chairpersons supported the amendment as subamended.
- 930. The amendment was adopted as subamended.
- 931. Subparagraph 7.8(a) was adopted as amended.
- 932. Subparagraph 7.8(b) was adopted without amendment.
- 933. The Employer Vice-Chairperson introduced an amendment to subparagraph 7.8(c) to insert the words “into the premises of the undertaking” after the words “an emergency”.
- 934. The Worker Vice-Chairperson could support the amendment if the Employers’ group could support a subamendment to replace the word “into” with the word “within”.
- 935. The Employer Vice-Chairperson supported the subamendment.
- 936. The amendment was adopted as subamended.
- 937. Subparagraph (c) was adopted as amended.
- 938. Paragraph 7.8 was adopted as amended.

Paragraph 7.9

- 939. The Worker Vice-Chairperson introduced an amendment to insert the words “and their representatives” after the word “workers” to align the text with Convention No. 155.
- 940. The Employer Vice-Chairperson did not support the amendment.
- 941. The Government Vice-Chairperson supported the amendment.
- 942. The Employer Vice-Chairperson asked for more details on the relevant text in Convention No. 155.
- 943. The Deputy Secretary-General explained that Article 20 of Convention No. 155 applied to its provisions as given in Articles 16 to 19, while Article 18 of the Convention referred to measures to deal with emergency preparedness and cooperation with workers and their representatives.
- 944. The Employer Vice-Chairperson noted that she did not see any specific wording in Convention No. 155 on the need for employers to establish emergency preparedness in cooperation with workers’ representatives.
- 945. The Worker Vice-Chairperson reiterated his concern that the Employers’ group was questioning the fundamental principle of the ILO to cooperate with workers and their representatives. He asked whether the Employers’ group would prefer that workers not cooperate.
- 946. The Employer Vice-Chairperson clarified that the interpretation by the Workers’ group of the Employers’ group position was incorrect.
- 947. The text was bracketed for subsequent discussion.

- 948. The Worker Vice-Chairperson, upon returning to the discussion, reintroduced the amendment.
- 949. The Government Vice-Chairperson reiterated his support of the amendment.
- 950. The Employer Vice-Chairperson indicated that after further consideration she could accept the amendment.
- 951. The amendment was adopted as amended.
- 952. The paragraph was adopted as amended.

Paragraph 7.10

- 953. The Employer Vice-Chairperson introduced an amendment to substitute the word “outbreaks” for the word “emergencies” as the term was broader and more appropriate.
- 954. The amendment was adopted.
- 955. The Employer Vice-Chairperson introduced an amendment to insert in subparagraph 7.10(a) the words “the identification of potential situations where biological hazards may lead to an emergency and the action to be taken” in order to shift the focus from the elimination of the biological hazard.
- 956. The amendment was adopted.
- 957. The Employer Vice-Chairperson introduced a second amendment to delete from subparagraph 7.10(a) the words “their elimination or prevention by immunization”. She noted that the subparagraph concerned the management of emergencies and in that regard the words “elimination or prevention by immunization” were not appropriate as they dealt with risk assessment whereas the focus should be on taking action.
- 958. The Worker and Government Vice-Chairpersons supported the amendment.
- 959. Subparagraph 7.10(a) was adopted as amended.
- 960. The Employer Vice-Chairperson introduced an amendment to delete from subparagraph 7.10(b) the word “unknown” because mechanisms for early detection were needed and the sentence referred to “known or unknown biohazards”, but if the cause was unknown then evidently mechanisms for its early detection would not be known either.
- 961. The Worker Vice-Chairperson proposed a subamendment to delete the words “known and unknown”.
- 962. The Government Vice-Chairperson noted in that regard that when COVID-19 was an unknown virus we still needed mechanisms for early detection. The issue at hand was biological surveillance. However, he accepted the subamendment because it made the meaning of the subparagraph more open.
- 963. The Employer Vice-Chairperson also supported the subamendment.
- 964. The amendment was adopted as subamended.
- 965. Subparagraph 7.10(b) was adopted as amended.
- 966. Subparagraph 7.10(c) was adopted without amendment.
- 967. The Worker Vice-Chairperson introduced an amendment to insert in subparagraph 7.10(d) the words “the establishment of a chain of command” to ensure that workers had no doubt about who had the authority to make decisions in an emergency. Such a clear chain of command was vital for responding in a timely and adequate manner.

968. The Employer Vice-Chairperson proposed a subamendment to revise the subparagraph to read:
- an organization with a clear chain of command should be established to manage emergency situations and ensure that workers have no doubt about who has the authority to make decisions. Emergency response teams should be established and responsible individuals should be selected to coordinate their work;
969. The Worker Vice-Chairperson supported the subamendment and proposed a further subamendment to delete the words “manage emergency situations and” as that was already implicit in the text.
970. The Government and Employer Vice-Chairpersons supported the Workers’ group subamendment.
971. The amendment was adopted as subamended.
972. Subparagraph 7.10(d) was adopted as amended.
973. Subparagraph 7.10(e) was adopted without amendment.
974. The Employer Vice-Chairperson introduced an amendment to subparagraph 7.10(f) to insert the words “with public health authorities and, where appropriate, external emergency services”.
975. The amendment was adopted.
976. Subparagraph 7.10(f) was adopted as amended.
977. The Employer Vice-Chairperson introduced an amendment to insert in subparagraph 7.10(g) the words “benefiting from” before the words “research into methods of prevention, treatment and hazard containment of existing biological hazards” and to delete the words “and those yet to be identified at the global scale”. If a hazard was not known, one could not benefit from collaboration on its research.
978. The Worker Vice-Chairperson supported the amendment and proposed a subamendment to add the words “and emerging” after the word “existing”.
979. The Government Vice-Chairperson supported the amendment but proposed a further subamendment to delete the words “existing and emerging” in order to be consistent with the previous subparagraph, from which the words “known or unknown” had been deleted. If the words “existing and emerging” were not specified, it meant that both meanings were covered.
980. The Employer Vice-Chairperson supported both subamendments but preferred the simpler one proposed by the Government group.
981. The Worker Vice-Chairperson noted that one needed to be vigilant to detect emerging hazards and that point had not been mentioned in the document. However, he could accept the Government group’s subamendment and therefore withdrew the Workers’ group subamendment, while noting that there should be greater emphasis on preparedness.
982. The amendment was adopted.
983. Subparagraph 7.10(g) was adopted as amended.
984. The paragraph was adopted as amended.

Paragraph 7.11

985. The Employer Vice-Chairperson introduced an amendment to delete the entire paragraph, not because gender, equity and inclusion were not important but because that was not the most relevant place to include the issue. There were several factors and parameters that needed to be

considered in response plans, for example dealing with different kind of persons during evacuation plans. However, the original paragraph did not suggest any particular action.

986. The Worker Vice-Chairperson did not support the amendment. He agreed that there were many considerations in emergency responses – and gender, equity and inclusion considerations were fundamental.
987. The Government Vice-Chairperson suggested as a compromise moving the paragraph to another section. He requested the Office to explain why the paragraph had been included in that section.
988. The Deputy Secretary-General pointed to the guidance of the WHO in relation to the pandemic, in particular its guidance on strategic preparedness and response plans for the COVID-19 pandemic. The Office considered that guidance to have been appropriately reflected in that section.
989. The Government Vice-Chairperson, in view of the Office's explanation, supported retaining the paragraph in its original location.
990. The Employer Vice-Chairperson reaffirmed her position that everything related to the practical implementation of emergency preparedness should suggest specific action. Although the paragraph provided guiding principles, it did not specify any actions to be taken.
991. The Worker Vice-Chairperson cautioned that the Guidelines and the Meeting of Experts would be criticized for not being gender sensitive. It was not enough to mention gender and equity once in a document of such importance. He requested that the Chairperson rule given that the Workers' group and the Government group could not support the amendment.
992. The Chairperson requested guidance from the Office and sought approval from the constituents to speak on the matter. The Chairperson noted the importance of ensuring that the Guidelines reflected gender, equity and inclusion, given the differentiated impact of many emergencies, such as that of the HIV/AIDS pandemic. She noted the significance of the adoption by the Meeting of Experts of Guidelines that would be in keeping with global guidelines on emergency preparedness, such as those issued by the WHO. She expressed her strong hope that that could be achieved.
993. The Employer Vice-Chairperson noted that she could not be insensitive about the issues given the fact women represented a majority in the Meeting of Experts. She stated that gender, equity and inclusion should run throughout the document and that it was strange to see it standing alone here. She asked if it could possibly be included in an introductory section since that principle should be applied throughout the document as necessary.
994. The Government Vice-Chairperson noted that in considering biological risks, we should bear in mind other aspects of health, including gender, ethnicity, poverty and work that was not decent. He reaffirmed his support for retaining the paragraph in its original location.
995. The Worker Vice-Chairperson agreed that the principle should be referenced throughout the document every time it was applicable and referred to the UN Guiding Principles on Business and Human Rights, which supported the retention of the paragraph.
996. The Worker expert, Ms Veronica Black, was asked to clarify why gender considerations were so important in emergency situations. She noted that, for example, in the nurse's union in Australia 90 per cent of the members were women. During the COVID-19 pandemic, even after PPE became available, the sizes of available PPE were not suitable for many women and put them at greater risk.
997. The Employer Vice-Chairperson reiterated that the principles should be given more weight in the introduction. However, in the interests of consensus she withdrew the amendment.

998. Paragraph 7.11 was adopted without amendment.

Chapter 8. Inspection and compliance with legal provisions

Paragraph 8.1

999. The Government Vice-Chairperson reiterated the need for the Office to verify the accuracy of the Spanish translation. As the issue had been raised several times before, he did not refer to specific translation issues.

1000. The Chairperson assured the Government Vice-Chairperson that the Office would review the accuracy of the Spanish translation.

1001. The paragraph was adopted without amendment.

Paragraph 8.2

1002. The paragraph was adopted without amendment.

Paragraph 8.3

1003. The paragraph was adopted without amendment.

Paragraph 8.4

1004. The Government Vice-Chairperson introduced an amendment to delete the references to specific Articles of the Conventions in order to be consistent throughout the document.

1005. The Worker Vice-Chairperson could accept the amendment with regard to this chapter but not throughout the Guidelines.

1006. The Employer Vice-Chairperson proposed a subamendment to move the references to the footnotes.

1007. The amendment was adopted as subamended.

1008. The paragraph was adopted as amended.

Paragraph 8.5

1009. The paragraph was adopted without amendment.

Paragraph 8.6

1010. The paragraph was adopted without amendment.

Paragraph 8.7

1011. The Employer Vice-Chairperson introduced an amendment to insert a new paragraph incorporating the content of former paragraph 2.2.2 to read:

Sanitary conditions may be a source of contamination if they are not properly addressed at the workplace. The consequences of this contamination may also be a source of biological hazards not related to the nature of the activity but arising from non-hygienic conditions. Thus, proper hygienic conditions shall be maintained at the workplace including the provisions of safe water supply; the proper disposal of human and animal waste; the sanitation of buildings, workspaces and housing; and the disinfection of potential sources (for example by biocides, ultraviolet light).

- 1012.** The Worker Vice-Chairperson supported the amendment but proposed a subamendment to retain the content on hygiene in Chapter 2 as it was part of the hierarchy of controls.
- 1013.** The Employer Vice-Chairperson noted that those types of situations were not related to contamination in the workplace but rather basic sanitary conditions. Therefore, such content belonged in Chapter 8 and not in Chapter 2; it should not appear in both chapters.
- 1014.** The Government Vice-Chairperson supported the Workers' group subamendment as the content was part of the hierarchy of controls and should be included in both Chapter 2 and Chapter 8.
- 1015.** The amendment was adopted as subamended.
- 1016.** The paragraph was adopted as amended.

Appendix 1. Risk assessments using a numerical weighting system to determine priorities for action

- 1017.** The Employer Vice-Chairperson requested clarification of the origin of the appendix.
- 1018.** The Deputy Secretary-General indicated that it had been provided as an example.
- 1019.** The appendix was adopted without amendment.

Appendix 2. Applying the hierarchy of controls

Headings: Left-hand column

- 1020.** The Government Vice-Chairperson introduced an amendment to replace the heading "Administration" as part of the hierarchy of controls with the heading "Organizational measures and administrative controls".
- 1021.** The Worker Vice-Chairperson supported the amendment.
- 1022.** The Employer Vice-Chairperson proposed a subamendment to retain only the words "Administrative controls".
- 1023.** The Government and Worker Vice-Chairpersons supported the subamendment.
- 1024.** The amendment was adopted as subamended.
- 1025.** The headings were adopted as amended.

Text boxes: Left-hand column

- 1026.** The Government Vice-Chairperson introduced an amendment to the subtext to replace, under the heading "Elimination", the word "practical" with the word "possible" because one either could or could not substitute, and to replace, under the headings "Substitution" and "Engineering", the word "practical" with the word "sufficient" because although one could substitute the substitution might not be sufficient.
- 1027.** The Worker Vice-Chairperson supported the amendment.
- 1028.** The Employer Vice-Chairperson preferred to retain the word "practical" under the heading "Elimination" and proposed a subamendment to that effect.
- 1029.** The Government Vice-Chairperson indicated that the word "practical" could present a challenge when being rendered into Spanish.

- 1030.** The Deputy Secretary-General proposed that the word “sufficient” might serve better than “practical” as a better fit under the heading “Substitution”.
- 1031.** The Employer Vice-Chairperson reiterated her preference to retain the original wording.
- 1032.** The Government Vice-Chairperson reaffirmed his amendment to insert the word “possible” under “Elimination” and the word “sufficient” under “Substitution”.
- 1033.** The Worker Vice-Chairperson supported the amendment.
- 1034.** The Employer Vice-Chairperson did not support the amendment or the Office’s suggested alternative wording. She offered a further subamendment to delete the subtext under all the headings.
- 1035.** The Government Vice-Chairperson reiterated his position and requested the Employers’ group to reconsider, given the short time remaining before the closing of the Meeting of Experts.
- 1036.** The Worker Vice-Chairperson seconded the Government group’s position and shared his concern at the impending closure of the Meeting of Experts.
- 1037.** The Chairperson noted the firm position of the Government group on the amendment and also noted that the Government group had been flexible throughout the proceedings. She further noted that the Government group and the Workers’ group were in agreement on the amendment. She asked the Employer Vice-Chairperson whether she wished to continue to block the consensus given that the Employers’ group’s position would be placed on the record of the Meeting of Experts.
- 1038.** The Employer Vice-Chairperson clarified that her intention was not to block the consensus. She noted that an alternative to a continued debate would be to delete all of the text as there would therefore be nothing on which to disagree.
- 1039.** The Government Vice-Chairperson noted that if the Employers’ group did not reconsider the amendment, which the Governments and Workers supported, then there was a real danger of the entire document not being adopted.
- 1040.** The text was bracketed for subsequent discussion.
- 1041.** The Employer Vice-Chairperson, upon returning to the discussion, proposed a subamendment to substitute the word “feasible” for the word “possible” because the hierarchy of controls was not conditional but a step-by-step approach.
- 1042.** The Deputy Secretary-General noted that the word “possible” was commonly used in the context of the hierarchy of controls.
- 1043.** The Worker Vice-Chairperson accepted the Office’s explanation.
- 1044.** The Employer Vice-Chairperson preferred the word “feasible” because it might be possible to eliminate a hazard but not be feasible to do so.
- 1045.** The Deputy Secretary-General proposed a compromise to add a footnote to read “Sometimes it is possible but not feasible”.
- 1046.** The proposal by the Office was accepted and the Employers’ group subamendments were withdrawn.
- 1047.** The amendment was adopted.
- 1048.** The text boxes were adopted as amended.

Text boxes: Right-hand column

- 1049.** The Government Vice-Chairperson introduced an amendment to delete the second and third bullets in the text box entitled “Elimination”. In relation to the second bullet, the heading “Practical for intentional use” was not clear. In relation to the third bullet, the heading “Impractical for unknown exposure” did not make sense at that stage where the risk was not known or had not been identified, because one could not do anything about the exposure.
- 1050.** The Employer and Worker Vice-Chairpersons supported the amendment.
- 1051.** The amendment was adopted.
- 1052.** The text box on elimination was adopted as amended.
- 1053.** The Government Vice-Chairperson introduced an amendment to reposition the wording of the text box as follows:
- move the text under the heading “Replace high exposure activity with less exposure” to appear under the heading “Administrative controls”;
 - move the text under the heading “Limit exposed workers” to appear under either the heading “Engineering” or the heading “Administrative controls”; and
 - move the text under the heading “Redesign the work process” to appear under the heading “Engineering” or the heading “Administrative controls”.
- 1054.** The Worker Vice-Chairperson supported the amendment. He also proposed a subamendment to replace the words “infectious agent with less infectious strain” with the words “biological hazards with less hazardous alternatives”.
- 1055.** The Employer Vice-Chairperson noted that normally the term “agent” was used rather than the word “hazard” but in the interest of consensus she could accept the Employers’ group amendment. She supported the Workers’ group subamendment.
- 1056.** The Government expert from Morocco intervened to note that while it would be possible to substitute a hazardous agent, it would not be possible to substitute a hazard/risk itself, with a less hazardous hazard/risk. Therefore, she recommended that the original wording be retained.
- 1057.** The Worker Vice-Chairperson, in view of the explanation provided by the Government expert, withdrew the subamendment.
- 1058.** The amendment was adopted.
- 1059.** The Government Vice-Chairperson introduced an amendment to insert, in the text box next to PPE, the word “comfort,” after the word “fit,” and at the end of the text the words “Workers should be trained on its correct use.”
- 1060.** The Employer and Worker Vice-Chairpersons supported the amendment.
- 1061.** The amendment was adopted.
- 1062.** The Worker Vice-Chairperson introduced an amendment to delete the element “Behaviour” from the hierarchy of control.
- 1063.** The Government and Employer Vice-Chairpersons supported the amendment.
- 1064.** The amendment was adopted.
- 1065.** The text boxes were adopted as amended.
- 1066.** The appendix was adopted as amended.

Appendix 3. Non-exhaustive list of biological hazards

Title

- 1067.** The Worker Vice-Chairperson introduced an amendment to replace the title “Possible biological hazards associated with work activities” with the title “Non-exhaustive list of biological hazards associated with work activities”.
- 1068.** The Employer Vice-Chairperson supported the amendment.
- 1069.** The Government Vice-Chairperson also supported the amendment and proposed a subamendment to insert a footnote reference to Recommendation No. 194.
- 1070.** The Employer and Worker Vice-Chairpersons supported the subamendment.
- 1071.** The amendment was adopted as subamended.
- 1072.** The title was adopted as amended.

Box: Work in food production plants

- 1073.** The Worker Vice-Chairperson introduced an amendment to add two new bullet points in the right-hand column to read “antimicrobial resistant pathogens”, which had not been mentioned elsewhere in the document, and “diseases caused by bacteria”.
- 1074.** The Employer Vice-Chairperson supported the amendment.
- 1075.** The Government Vice-Chairperson noted that the content of the amendment could be understood as part of the first bullet point on bacteria, “allergies caused by moulds/yeasts, bacteria and mites”, and also that bacteria were also pathogens, whether or not they were resistant to antimicrobials.
- 1076.** The Worker Vice-Chairperson noted that the first bullet only mentioned allergies and proposed a subamendment to add the words “and diseases” after the word “allergies” and to delete the words “diseases caused by bacteria” from the amendment.
- 1077.** The amendment was adopted as subamended.
- 1078.** The box was adopted as amended.

Box: Work in agriculture, forestry, horticulture, animal food and fodder production

- 1079.** The Employer Vice-Chairperson introduced an amendment to insert in the left-hand column the words “cattle raising” to the list of activities and to insert in the fourth bullet point the words “diseases caused by” before the words “specific risks”.
- 1080.** The Worker Vice-Chairperson noted that the words “cattle raising” were covered by agriculture but could accept the amendment.
- 1081.** The Employer Vice-Chairperson proposed a subamendment to delete the words “cattle raising” from the amendment.
- 1082.** The amendment was adopted as subamended.
- 1083.** The Government Vice-Chairperson introduced an amendment to insert at the end of the fourth bullet point the words “and vector-borne diseases” because vector-borne diseases were infections caused by vectors such as the sun fly, the mosquito and that specification was therefore warranted.
- 1084.** The amendment was adopted.

1085. The box was adopted as amended.

Box: Workers in healthcare and community services

1086. The Worker Vice-Chairperson introduced an amendment to remove, in the first bullet point in the right-hand column, the word “several”, and to insert the following examples of possible hazards and risks:

antimicrobial-resistant pathogens;
blood infections contracted from sharps and needlestick injuries, including infections such as HIV and hepatitis infections; and
respiratory diseases such as tuberculosis, COVID-19 and influenza;

1087. The Employer Vice-Chairperson supported the amendment to insert the words “antimicrobial resistant pathogens” but noted that the remaining examples were already covered and therefore proposed a subamendment to insert in the first bullet point the word “infections” after the words “virus and bacterial”.

1088. The Government Vice-Chairperson noted that the right-hand column was entitled “Possible hazards and risks” and those were two separate issues, which posed a problem for editing the content. He supported the amendment as subamended.

1089. The Employer Vice-Chairperson reiterated that the second and third new bullets proposed under the amendment should not be included and agreed with the Government group’s concerns that there was a technical error in the title of that column. The “agents” were the viruses and bacteria, whereas the “hazards” were the needlestick injuries, the contaminated surfaces and so on.

1090. The Worker Vice-Chairperson proposed a subamendment to withdraw the second and third bullet points from the amendment.

1091. The Employer Vice-Chairperson proposed a subamendment to insert in the sixth bullet point the words “diseases caused by” before the words “sharps and needlestick injuries” in order to clarify that the issue was not only blood infections but also the other kinds of infections that could be caused by such injuries.

1092. The Workers’ expert, Mr O’Neil, explained that the subamendment proposed by the Employers’ group was not appropriate because even if no disease occurred as a result of such injuries, the injured person would still need prophylaxis. In some cases, it might take time for the infection to manifest but the person would still need health services. Inserting the words “diseases caused by” might sound right but the injury might or might not cause a disease.

1093. The Worker Vice-Chairperson, given the opinion of the Workers’ expert, did not support the amendment proposed by the Employers.

1094. The Government Vice-Chairperson noted that the insertion of the words “diseases caused by” could introduce an additional complexity because in some parts of the world such injuries were considered accidents and in others they were considered occupational diseases. He therefore withdrew the previous subamendment and proposed a new subamendment to insert the words “accidents and diseases caused by” before the words “sharps and needlestick injuries” in the sixth bullet point.

1095. The Worker Vice-Chairperson supported the Government group’s new subamendment.

1096. The Employer Vice-Chairperson noted that that was not technically sound but could support the subamendment.

1097. The amendment was adopted as subamended.

1098. The Government expert from Poland introduced an amendment to add a new bullet point to read: “airborne transmission of viral bacteria and fungal pathogens, as well as substances and structures produced by and from them”.

1099. The amendment was adopted.

1100. The box was adopted as amended.

Box: Work in laboratory

1101. The tripartite groups jointly introduced an amendment that the content previously adopted in the box entitled “Work in healthcare and community services” should be copied in this section as the two sectors were related.

1102. The amendment was adopted.

1103. The box was adopted as amended.

Box: Work in metal-processing industry, wood-processing industry, mining industry

1104. The Government expert from Poland introduced an amendment to insert in the first bullet point of the right-hand column the words “gram-negative bacteria and their endotoxins” after the words “asthma due to”.

1105. The amendment was adopted.

1106. The Worker Vice-Chairperson introduced an amendment to insert in the right-hand column two new bullet points to read “bacteria and enzymes in manufacturing” and “wood dust linked to cancer and asthma”.

1107. The Employer Vice-Chairperson supported the first proposed new bullet point but not the second one as wood dust was a chemical and not a biological agent.

1108. The Government Vice-Chairperson supported the amendment.

1109. The Worker expert, Mr O’Neil, noted that wood dust was a carcinogenic agent.

1110. The Employer Vice-Chairperson repeated that it should not be considered a biological but a chemical agent and added that it would be a technical mistake to integrate it as such.

1111. The Worker expert clarified that wood dust was a biological agent.

1112. The point “bacteria and enzymes” was adopted and the second point of the proposed amendment, which read “wood dust linked to cancer and asthma”, was bracketed for subsequent discussion.

1113. The box was adopted as amended.

1114. The bracketed text was not discussed due to time constraints and therefore it was not included in the final text of the Guidelines.

Box: Work in refuse disposal plants, sewage purification installations

1115. The Government expert from Poland indicated that they withdrew their first amendment to replace, in the right-hand column, the word “spores” with the word “conidia”, and he presented their second amendment to insert a new bullet point to read “airborne transmission of viral bacteria and fungal pathogens and the substances and structures produced by them”.

1116. The amendment was adopted.

1117. The Worker Vice-Chairperson proposed to add the following bullet points to the right-hand column:

- antimicrobial-resistant pathogens;
- blood infections, through sharps and needlestick injuries, including infections such as HIV or hepatitis infections;
- respiratory diseases such as tuberculosis, COVID-19 and influenza;
- direct contact with contaminated surfaces or persons.

1118. The Employer Vice-Chairperson could accept the first and third proposed new bullet points and proposed a subamendment to modify the second one to read “infections caused by wounds due to contact with contaminated sharp objects” and to replace in the fourth one the word “surfaces” with the word “objects”.

1119. The Government and Worker Vice-Chairpersons supported the subamendment and encouraged the Office to further edit or organize the wording as needed.

1120. The amendment was adopted as subamended.

1121. The box was adopted as amended.

Box: Working areas with air conditioning systems and high humidity (for example, textile industry, print industry and paper production)

1122. The box was adopted without amendment.

Box: Work in archives, museums, libraries

1123. The Government expert from Poland introduced an amendment to insert in the right-hand column the words “Non-specific adverse health outcomes”.

1124. The Employer Vice-Chairperson could accept the amendment if health outcomes were further clarified.

1125. The Government expert from Poland proposed a subamendment to include the example of sick building syndrome and building-related illnesses.

1126. The Employer Vice-Chairperson supported the amendment but did not support the subamendment.

1127. The subamendment was withdrawn.

1128. The amendment was adopted.

1129. The box was adopted as amended.

Box: Work in building and construction industry; processing of natural materials such as clay, straw and reed; building redevelopment

1130. The Worker expert, Ms Fiona Murie (Adviser, Building and Wood Workers’ International, Switzerland), was requested to present the amendment proposed by the Worker group, which was to include the following points:

- see work in refuse disposal plants, sewage purification installations;
- moulds (allergenic, pathogenic, toxigenic) and bacteria due to deterioration of building materials;

- wood dust linked to cancer and asthma;
- exposure to animal waste, leptospirosis, Weil's disease;
- exposure to respirable dusts (silico-tuberculosis), HIV.

She mentioned that some of the hazards in the building and construction industry were also some of those that were mentioned in sewage purification installations. She explained that in demolition work there were many possible hazards associated with bacteria and mould that might cause asthma, allergic reactions, immunosuppression and possibly also cancers. Wood dust was also a problem as bacteria grew on wood and therefore presented a high risk of microbacterial infection.

1131. The Employer Vice-Chairperson introduced a subamendment to take the relevant section of the already adopted text from the box entitled "Work in refuse-disposal plants, sewage purification installations" and modify it based on the specificities of the building and construction industry, as follows:

- airborne transmission of viral bacteria and fungal pathogens as well as substances and structures produced by them;
- infections caused by wounds due to contact with contaminated sharp objects, such as HIV;
- respiratory diseases, like tuberculosis, COVID, influenza;
- direct contact with contaminated objects;
- moulds (allergenic, pathogenic, toxigenic), bacteria and fungi due to deterioration of building materials.

In addition, she proposed to subamend the point "moulds (allergenic, pathogenic, toxigenic) and bacteria due to deterioration of building materials" by adding "fungi" and she agreed with the proposed point "exposure to animal waste, leptospirosis, Weil's disease". She did not accept the inclusion of the points "wood dust linked to cancer and asthma" and "exposure to respirable dusts (silico-tuberculosis)" because dust was a chemical agent.

1132. The Government Vice-Chairperson supported the text as subamended by the Employers' group, particularly in terms of excluding dust as it was a chemical agent. He pointed out that silico-tuberculosis could be recognized as directly linked to work, however they were the consequence of the exposure to silica dust.

1133. The Worker expert, Ms Murie, noted that silico-tuberculosis was included because of the high risk of bacterial co-infection in workers exposed to respirable silica.

1134. The Government expert from Brazil, Mr Marques Muller, referring to their previous intervention, clarified that they did not want to delete "wood dust" but that they were referring to silica dust. He pointed out that wood dust was organic and therefore did not have a CAS number, contrary to silica which did have a CAS number.

1135. The Employer Vice-Chairperson proposed a subamendment to use the wording: "microorganism that could be contained in wood" instead of "wood dust". She specified that not all chemical agents were chemical substances and usually everything that was a chemical agent includes elements, compounds but also materials; and materials had no reason to have a CAS number or a chemical identification number. She added that wood dust was carcinogenic and was always treated within the classification of chemical agent.

- 1136.** The Government Vice-Chairperson agreed with the subamendment proposed by the Employers' group.
- 1137.** The Worker expert, Mr O'Neil, stressed that there was no qualifier of any sort of microorganism in the IARC recognition of wood dust as a carcinogen. He recalled that Government expert from Brazil pointed out that wood dust did not have a CAS number, as it was an organic substance. He said that the language proposed by the Workers' group, "wood dust linked to cancer and asthma", was correct because it was a biological agent that causes cancer.
- 1138.** The Employer Vice-Chairperson said that she could not accept the proposal of the Workers' group and suggested that the experts of the Office provide them with the correct information.
- 1139.** "Wood dust linked to cancer and asthma" and "exposure to respirable dusts (silico-tuberculosis)" were bracketed for further discussion.
- 1140.** The amendment was adopted as subamended, except for the bracketed text.
- 1141.** The bracketed text was not further discussed due to time constraints and therefore it was not included in the final text of the Guidelines.

New boxes

- 1142.** The Worker Vice-Chairperson introduced an amendment to insert more categories to the existing list, for the transport, services, education, and creative industries, with examples of possible hazards and risks such as:
- Transport: infectious diseases (including sexually transmitted diseases, Legionnaire's disease), vector-borne diseases.
 - Services: barbers' disease, diseases from handling biological agents such as organic dyes, and allergies and infectious diseases from food handling and food retail.
 - Education: infectious diseases.
 - Creative industries and sports: infectious diseases.
- 1143.** The Employer Vice-Chairperson did not support the inclusion of the examples proposed in the amendment. She noted that sexually transmitted diseases in the transport industry were not occupational in origin. She also pointed out that, regarding the education sector, the infectious diseases needed to be specified. She said that "creative industries" did not present any different situation compared with the general population.
- 1144.** The Government Vice-Chairperson expressed that what had been presented was a list of activities which had insufficient detail regarding the actual hazards and risks and that, moreover, it was agreed that the appendix was not exhaustive and therefore there was no need to insert additional industries in the text. He said that for those reasons the proposed amendment was not accepted.
- 1145.** The Worker expert, Mr O'Neil, commented that if he was a transport, service, education or creative industry worker he would be very disappointed. He mentioned that this would be a very small signal to those sectors, which were very large and employed a large number of workers, and that it was important because it covered most of the gaps in terms of sectors. He provided the justification to add those sectors and said that he was happy if the Office could provide a better language.
- 1146.** The Employer Vice-Chairperson said that, despite the additional explanations, they could not accept those additions.

- 1147.** The Government Vice-Chairperson said that, considering the insistence of the Workers' group, they agreed to request the Office to prepare a comprehensive final wording which could be subsequently taken into account.
- 1148.** The amendment was bracketed for further discussion. However, due to time constraints, the Office was not able to prepare the requested text. Consequently, the bracketed amendment was not included in the final text of the Guidelines.

Appendix 4. Main ILO and WHO references for the management of biological hazards in specific sectors

- 1149.** The Worker Vice-Chairperson introduced an amendment to insert a new appendix to list all the Conventions, Protocols, Recommendations, Declarations, and other guidance material mentioned in the Guidelines.
- 1150.** The Employer Vice-Chairperson supported the amendment but proposed a subamendment to require that only documents that had been specifically mentioned in the text should be listed, because many materials might form the basis of the text but had not in fact been cited and therefore should not be included.
- 1151.** The Government Vice-Chairperson supported the amendment as subamended.
- 1152.** The amendment was adopted as subamended.
- 1153.** The appendix was adopted as amended.

► Adoption of the Guidelines

- 1154.** The Chairperson declared that no further amendments had been received to the Guidelines.
- 1155.** The Guidelines were adopted as amended.
- 1156.** The Chairperson congratulated all participants on the excellent result achieved.

► Closing statements

- 1157.** The Employer Vice-Chairperson noted that the process had been difficult at points because some issues covered in the Guidelines exceeded the scope of biological hazards. However, the Employers' group was happy with the result. She stated that it was an honour to have participated and that she had learned a great deal. She appreciated the work and technical knowledge of all experts and the Office.
- 1158.** The Worker Vice-Chairperson stated that the Workers' group was pleased that the Guidelines had been adopted. He, too, noted that it had been a very difficult process. He expressed some disappointment at a certain lack of appreciation and reflection of the legal precedents and documents of the ILO and the rights they conveyed. He thanked the Chairperson and the Office for their very hard work.
- 1159.** The Government Vice-Chairperson thanked the Meeting of Experts for successfully adopting the Guidelines. He recalled that the Government group had tried to be as flexible as possible in order

to establish Guidelines that would be beneficial to many workers. He thanked the Office for its trust.

- 1160.** The Secretary-General recalled that she had participated in numerous Meetings of Experts and that each one was a continuous learning process. She recognized that often it could be a difficult process, but that was social dialogue in motion. She drew attention to the fact that the Guidelines were intended for those who were not present and that is why it was important that they be made transparent for those who had not been able to benefit from being present at the discussion. She thanked the tripartite groups for their support and the Vice-Chairpersons for their hard work. She gave a special and heartfelt thanks to her “big sister” for promoting engagement and achieving consensus.
- 1161.** The Chairperson thanked the ILO for the values and principles that we lived with in the field. She remarked on the beauty of seeking consensus and noted that it was something we should all treasure.
- 1162.** The Chairperson declared the Meeting of Experts closed.