Governing Body

347th Session, Geneva, 13–23 March 2023

Institutional Section　　　　　　　　　　　　　　　　**INS**

Date: 22 February 2023
Original: English

Seventh item on the agenda

Proposals and road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session (2003) of the International Labour Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work

Purpose of the document

As requested by the Governing Body at its 346th Session (October–November 2022), this document contains proposals and a road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session (2003) of the Conference and the promotion of a safe and healthy working environment as a new fundamental principle and right at work. The Governing Body is invited to provide guidance on the proposals and road map (see the draft decision in paragraph 29).

Relevant strategic objective: Fundamental principles and rights at work.

Main relevant outcome: Outcome 7: Adequate and effective protection at work for all.

Policy implications: None.

Legal implications: None.

Financial implications: None.

Follow-up action required: Consultations and preparation of a document for the 349th Session (October–November 2023) of the Governing Body.

Author unit: Governance and Tripartism Department (GOVERNANCE).

Related documents: GB.346/INS/PV; GB.346/INS/3/3; GB.346/INS/17/1; GB.343/POL/1(Rev.1); GB.341/PV; GB.331/LILS/2; GB.331/PV.

▶ Contents

▶ 1. Background and context

1. In June 2022, the International Labour Conference at its 110th Session adopted the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work. In November 2022, the Governing Body requested the Office to prepare a document for its 347th Session (March 2023) containing proposals and a road map for the review of the Global Strategy on Occupational Safety and Health adopted at the 91st Session (2003) of the Conference (Global Strategy) and the promotion of a safe and healthy working environment as a new fundamental principle and right at work.

2. The Global Strategy, adopted in 2003, called for the development and maintenance of a national preventative safety and health culture and the introduction of a systems approach to occupational safety and health management. It outlined an ILO action plan for the promotion of safety and health at work, comprising: (i) promotion, awareness-raising and advocacy; (ii) ILO instruments; (iii) technical assistance and cooperation; (iv) knowledge development, management and dissemination; and (v) international collaboration. Within the three years following its adoption, the Conference adopted the Promotional Framework for Occupational Safety and Health Convention (No. 187) and the associated Recommendation (No. 197), 2006, calling for the development of a national preventative safety and health culture [1] and the promotion of continuous improvement in the prevention of occupational injuries, diseases and deaths.

3. Since the adoption of the Global Strategy, other important ILO developments relating to occupational safety and health include the following.

   (a) The 2009 *General Survey concerning the Occupational Safety and Health Convention 1981 (No.155), the Occupational Safety and Health Recommendation, 1981 (No. 164), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981* called for a shared commitment to the promotion of occupational safety and health and highlighted the relevance of the approach advocated by Conventions Nos 155 and 187. When the Committee on the Application of Standards discussed the General Survey, it adopted a set of conclusions calling, inter alia, on the Office to develop a plan of action and give guidance to this effect.

   (b) The Plan of Action (2010–16) to achieve widespread ratification and effective implementation of the occupational safety and health instruments (Convention No. 155, its 2002 Protocol and Convention No. 187), adopted by the Governing Body at its 307th Session (March 2010), called on the ILO to play an advocacy role in increasing awareness of all the elements necessary for a preventative occupational safety and health culture; to promote and support the ratification and implementation of Convention No. 155, its 2002 Protocol and Convention No. 187; reduce implementation gaps in respect of ratified international labour standards; and support other efforts to reinforce national occupational safety and health systems and improve occupational safety and

---

[1] Defined in Article 1(d) of the Convention as a term that "refers to a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority".

health conditions, paying special attention to small and medium-sized enterprises and the informal economy.

(c)   In 2013, the Evaluation Unit published an independent evaluation of the ILO's strategy for occupational safety and health, in which it recommended that the ILO's occupational safety and health interventions be guided by the Global Strategy and the ILO's normative mandate and that the Office involve tripartite partners throughout (see box 1 below). [2]

(d)   The flagship programme on occupational safety and health, which became Safety and Health for All, was set up in November 2015 and the Vision Zero Fund, launched by the G7 in the same year, was subsequently incorporated as part of the programme. [3]

(e)   The 2017 *General Survey on the occupational safety and health instruments concerning the promotional framework, construction, mines, and agriculture* resulted in the adoption by the Committee on the Application of Standards of an outcome document noting that much more needs to be done to address major challenges relating to occupational safety and health in these sectors.

(f)   Based on the recommendations of the Standards Review Mechanism Tripartite Working Group (SRM TWG), the Governing Body at its 331st Session (October–November 2017) requested the Office to prepare proposals for possible standard-setting on biological hazards and ergonomics, the consolidation of the instruments on chemical hazards, and the revision of the instruments concerning guarding of machinery. [4]

(g)   At its 108th Session (2019), the Conference adopted the ILO Centenary Declaration for the Future of Work, declaring that "safe and healthy working conditions are fundamental to decent work"; [5] it also adopted the accompanying resolution on the ILO Centenary Declaration for the Future of Work, requesting the Governing Body "to consider … proposals for including safe and healthy working conditions in the ILO's framework of fundamental principles and rights at work". [6] At the same session, the Conference adopted the Violence and Harassment Convention, 2019 (No. 190), which notably calls on Members to ensure that violence and harassment in the world of work is addressed in relevant national policies, such as those concerning occupational safety and health.

---

[2] ILO, *Independent Evaluation of the ILO's Strategy on Occupational Safety and Health: Workers and Enterprises Benefit from Improved Safety and Health Conditions at Work*, 2013. In recent years, the Office has continued its efforts to implement the Global Strategy taking into account the recommendations identified in the 2013 independent evaluation. At its 343rd Session (November 2021), the Governing Body was updated on ILO occupational safety and health programmes, activities and resources by document GB.343/POL/1(Rev.1), providing information based on the five main Global Strategy areas and discussing the ILO resources dedicated specifically to occupational safety and health.

[3] Safety and Health for All gives priority to low and middle-income countries, high-risk sectors, recurrent and new occupational safety and health challenges and workers in vulnerable conditions. It addresses the needs and challenges of micro, small and medium-sized enterprises as well as occupational safety and health in global supply chains. For the year ending 31 December 2022, over 182 million workers are potential beneficiaries of programme interventions across the 23 participating countries. The programme has contributed to improving the coordination of work related to development cooperation projects addressing occupational safety and health, as recommended by the 2013 independent evaluation.

[4] An item related to protection against biological hazards has been placed on the agenda of the 112th and 113th (2024–25) Sessions of the Conference (GB.341/PV, para. 50(b)), and an item on the consolidation of the standards on chemical hazards either on the agenda of the 114th (2026) and 115th (2027) Sessions or the 115th (2027) and 116th (2028) Sessions of the Conference (GB.346/INS/PV, para. 92(a)). Following up on the recommendations of the SRM TWG, the Governing Body adopted guidelines on general principles of labour inspection at its 344th Session (March 2022) and technical guidelines on biological hazards at its 346th Session (October–November 2022).

[5] ILO Centenary Declaration for the Future of Work, Part II(D).

[6] Resolution on the ILO Centenary Declaration for the Future of Work, para. 1.

(h) At its 109th Session (2021), the Conference adopted the Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient, which calls for the prioritization of occupational safety and health in national policy and development cooperation.

(i) In 2022, at its 110th Session, the Conference adopted the resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work, which recognizes Conventions Nos 155 and 187 as fundamental Conventions.

(j) In November 2022, the Governing Body decided to include the two new fundamental Conventions Nos 155 and 187, and their accompanying Recommendations, under the strategic objective of fundamental principles and rights at work for the purposes of future recurrent discussions, and to keep other international labour standards related to occupational safety and health under the strategic objective of social protection (labour protection).

▶ **Box 1. Independent evaluation of the ILO's strategy on occupational safety and health: An overview**

The evaluation assessed the overall performance of the Office with regard to the implementation of the Global Strategy. It found that advocacy and partnerships could be managed more efficiently, with more clearly defined roles and relationships and defined priorities and synergies between external organizations and the ILO. Furthermore, it indicated that resources could be used effectively to promote the ratification and implementation of international labour standards and that increasing Office support to strengthen local capacities for the application of international labour standards relating to occupational safety and health would allow for better measurement of occupational safety and health indicators and lead to sound situation analyses. The evaluation further found that the development of technical documentation should be adjusted to constituents' specific needs. It also noted the importance of innovative project design and collaboration with internal partners to achieve broader impact. The evaluation emphasized the importance of good communication between field and headquarters staff to ensure regular input and timely follow-up.

4. Occupational safety and health is a subject of importance to several Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development, including Goal 3 (Ensure healthy lives and promote well-being for all at all ages), Goal 8 (Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all), and Goal 16 (Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels). Furthermore, target 8.8 specifically aims to protect labour rights and promote safe and secure working environments; indicator 8.8.1, in particular, measures fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status.

5. This document outlines the overarching goal, guiding principles and pillars proposed for the review of the Global Strategy, which will be finalized drawing on the Governing Body's guidance and submitted with a proposed plan of action for its implementation to the 349th Session (October–November 2023) of the Governing Body.

▶ 2. Trends, challenges and opportunities

6. The concerns identified when the Global Strategy was adopted in 2003 remain relevant today. World Health Organization (WHO) and ILO joint estimates of the work-related burden of disease and injury, focusing on 19 occupational risk factors, indicate that 1.88 million people died in 2016 due to exposure to these risk factors alone, with diseases being responsible for more than 80 per cent of deaths. [7]

7. The burden of occupational mortality is not equally distributed across the world. The South-East Asia region and the Western Pacific region had higher death rates than the global rate, whereas the WHO African Region, Region of the Americas, European Region and the Eastern Mediterranean Region had lower death rates than the global rates. [8] Approximately one in six fatal accidents reported globally takes place in the construction sector, amounting to 60,000 fatal accidents per year. [9] It is estimated that at least 210,000 agricultural workers are killed in accidents each year, [10] while more than 11,000 agricultural workers die annually due to unintentional acute pesticide poisoning alone. [11] Mining is another hazardous industry with challenging workplace conditions such as collapse and burial, dust and particle inhalation and exposure to hazardous chemicals. [12] It is well known that workers in the informal economy, who comprise more than half of the global labour force, face heightened threats to their physical and mental health through lack of structural support and occupational safety and health protection. Men and women also have differences in exposure to hazards and risks at work and subsequent health impacts due to biological differences, segregation across and between sectors and jobs and social roles and structures.

8. Occupational safety and health continue to be affected by the same drivers of change identified in 2003, including the effects of demography, employment shifts and changes in work organization, gender differentiation, the size and structure of enterprises and technological progress, and by persisting challenges in sectors such as construction, agriculture and mining. New dynamics with implications for occupational safety and health are also affecting the labour landscape. An increasing part of the global workforce is engaged in new forms of employment, and the use of technology has expanded substantially. [13] Flexible working arrangements, such as remote and hybrid work, have become more common in certain regions, especially since the COVID-19 pandemic. [14] Flexible working arrangements can be beneficial for workers' mental health and increase productivity as they enable workers to optimally balance paid work and personal commitments. [15] However, if not adequately

---

[7] WHO and ILO, *WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016: Global Monitoring Report*, 2021, 47.

[8] WHO and ILO, *WHO/ILO Joint Estimates*, 2021.

[9] ILO, *Good Practices and Challenges in Promoting Decent Work in Construction and Infrastructure Projects*, Issues Paper, Sectoral Policies Department, 2015, 22.

[10] ILO, "Agriculture: A Hazardous Work".

[11] ILO, *Exposure to Hazardous Chemicals at Work and Resulting Health Impacts: A Global Review*, 2021, 58.

[12] ILO, *Exposure to Hazardous Chemicals*, 21; between 25 and 33 per cent of artisanal small-scale gold miners suffer from chronic metallic mercury vapour intoxication.

[13] ILO, *World Employment and Social Outlook 2021: The Role of Digital Labour Platforms in Transforming the World of Work*, 2021.

[14] In Europe, for example, the proportion of workers engaged in telework increased from 11 per cent prior to the pandemic to 48 per cent during the pandemic. See WHO and ILO, *Healthy and Safe Telework: Technical Brief*, 2021, 1.

[15] ILO, *Working Time and Work–Life Balance Around the World*, 2022, 67.

managed, such arrangements may create additional risks, including in relation to ergonomics and mental health.

9. Innovation in technology including robotization, the use of artificial intelligence, systems automation and new digital options can help in better preventing work-related injuries and diseases by reducing stress and fatigue on workers. For instance, the automation of tasks that pose an increased risk of injury to workers can result in fewer occupational accidents. However, developments in technology may also present new occupational safety and health risks to workers, such as concerns for job security, increased surveillance and cyberbullying, as well as cybersecurity threats to the safety of automated systems.

10. The profound impact of the COVID-19 pandemic on the world of work provides compelling evidence of the importance of occupational safety and health. The pandemic, as well as earlier outbreaks of disease such as avian flu and Ebola, reminded the world of the threat posed by biological hazards and the need for resilient occupational safety and health systems. At the same time, these disruptive events represent a learning opportunity to prevent and prepare for similar events in the future.

11. Climate change and the associated environmental degradation have profound impacts on occupational safety and health, increasing or creating new risks. They place workers – in particular those working outdoors, such as construction workers, those employed in jobs linked to natural resources or in hot indoor environments, as well as emergency responders to natural disasters – at increased risk of extreme weather events such as heat-related conditions, which may result in occupational injuries and diseases and reduced productivity if adequate prevention and protection measures are not put in place.

12. Exposure to hazardous chemicals, including pollutants, dusts, vapours and fumes also remains a global challenge, with over a billion workers exposed to these hazardous substances each year. [16] Major industrial accidents pose a threat to workers, the public and the environment; recent accidents such as the 2020 explosion of a large store of ammonium nitrate at the Port of Beirut and the 2021 explosion at a chemical waste plant in Leverkusen, Germany, clearly demonstrate the crucial need to prevent major accidents involving hazardous substances.

13. In recent years, mental health at work has become a theme of growing importance. Estimates indicate that 15 per cent of working-age adults live with a mental disorder and that 12 billion workdays are lost every year due to anxiety and depression. [17] For all people, irrespective of whether they have a mental health condition, workplaces can enhance or undermine mental health. Safe and healthy working environments are more likely to enhance work performance and productivity, improve staff retention and minimize tension and conflict. Conversely, unsafe or unhealthy working environments can undermine mental health, affecting a person's ability to work if left unattended.

14. Common occupational safety and health deficits in ILO Member States have been repeatedly highlighted by the Committee of Experts on the Application of Conventions and Recommendations in the context of the supervision of Conventions Nos 155 and 187, including recurrent deficits relating to the weakness of occupational safety and health recording and notification systems; the absence or limited or outdated scope of occupational safety and health policies and the lack of involvement of social partners in their formulation; limited

[16] ILO, *Exposure to Hazardous Chemicals*, 5.

[17] WHO and ILO, *Mental Health at Work: Policy Brief*, 2022, 3.

coverage of occupational health services; failures in mainstreaming occupational safety and health into education and training; and the need to strengthen systems of labour inspection.

15. The inclusion of a safe and healthy working environment as a fundamental principle and right at work calls attention to the mutually reinforcing nature of all such principles and rights. For example, occupational safety and health violations can be indicative of potential forced labour, while interventions to address occupational safety and health concerns can prevent work situations from degenerating into situations of forced labour. Effective occupational safety and health policies and compliance approaches prioritize the elimination of work likely to harm the health, safety or morals of children; ensuring that children attend school rather than work better prepares them for decent work as adult workers. Freedom of association is necessary for the effective formulation of national occupational safety and health policies and programmes; the inclusion of occupational safety and health provisions in collective bargaining agreements can help to better identify specific preventative approaches in different sectors and workplaces and promote the involvement of the social partners in decision-making on related matters. The recognition of diversity is vital to ensuring the safety and health of workers. As a result of gender differences, for example, men and women may be exposed to different physical and psychological risks at the workplace requiring different control measures. Occupational safety and health policies and programmes that integrate the needs of all groups of workers and address inequalities in occupational safety and health practice, promoting equal access to safe and healthy working environments, occupational health services and healthcare, can promote decent work for all workers. Deficits in occupational safety and health are particularly pronounced in populations with deficiencies in other fundamental principles and rights at work, hence the need for integrated strategies to address them.

▶ 3. Proposals for the review of the Global Strategy on Occupational Safety and Health and the promotion of a safe and healthy working environment as a fundamental principle and right at work
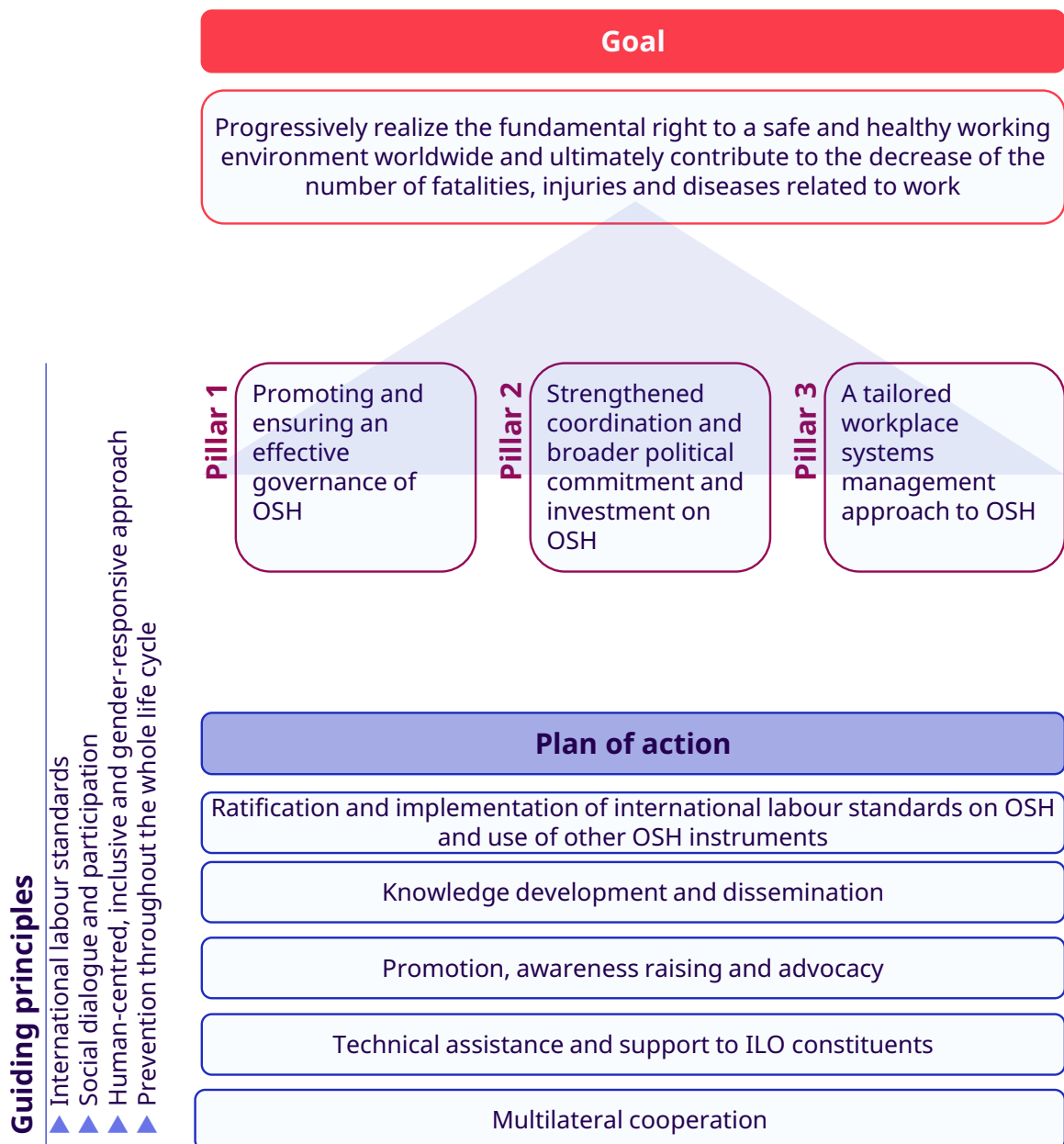
3.1. Strategic goal

16. By reviewing the 2003 Global Strategy, the ILO and its Members will reaffirm their commitment to protecting the health and life of workers, thus promoting decent work and social justice in line with the Director-General's proposal to establish a Global Coalition for Social Justice. [18] The goal of the proposed global occupational safety and health strategy is to progressively realize the fundamental right to a safe and healthy working environment worldwide and, ultimately, contribute to a global decrease in the number of occupational fatalities, injuries and diseases. In addition, the review will seek to improve the Office's capacity to assist constituents in realizing the new fundamental principle and right at work and encourage ILO Members to accelerate action for continuous improvements in building a culture of prevention, as defined in Article 1(d) of Convention No. 187.

---

[18] GB.346/INS/17/1.

17. It is proposed that the global occupational safety and health strategy covers the period 2024–30, throughout which it would guide the definition and implementation of programme and budget outputs relating to occupational safety and health and, ultimately, contribute to the achievement of the SDGs, specifically targets 8.8 and 3.9. The Office proposes to develop a plan of action covering the same period, with precise objectives, outputs and indicators to measure progress and success.

3.2. Proposed strategic framework

▶ **Overview of the proposed strategic framework**

Goal

Progressively realize the fundamental right to a safe and healthy working environment worldwide and ultimately contribute to the decrease of the number of fatalities, injuries and diseases related to work

Pillar 1
Promoting and ensuring an effective governance of OSH

Pillar 2
Strengthened coordination and broader political commitment and investment on OSH

Pillar 3
A tailored workplace systems management approach to OSH

Guiding principles
- International labour standards
- Social dialogue and participation
- Human-centred, inclusive and gender-responsive approach
- Prevention throughout the whole life cycle

Plan of action

Ratification and implementation of international labour standards on OSH and use of other OSH instruments

Knowledge development and dissemination

Promotion, awareness raising and advocacy

Technical assistance and support to ILO constituents

Multilateral cooperation

18. The global occupational safety and health strategy will comprise three pillars on which the achievement of the strategic goal of progressively realizing the right to a safe and healthy working environment will be based. It will be grounded on four transversal guiding principles, the purpose of which is to bring the ILO's mandate, in particular international labour standards

and tripartism, to the forefront of all ILO action on occupational safety and health and increase its critical influence on multilateral policy-setting. The strategy will adopt a human-centred, inclusive and gender-responsive approach and apply the principle of prevention throughout the whole life cycle.

▶ **Box 2. Overview of the guiding principles**

International labour standards. The global strategy on occupational safety and health and its plan of action will be grounded in the ILO normative framework and, in particular, fundamental Conventions Nos 155 and 187 on occupational safety and health.

Social dialogue and participation. The strategy and plan of action will recognize the critical importance of tripartism and the active involvement of social partners in the governance of occupational safety and health at global, national, sectoral and workplace levels.

A human-rights, inclusive and gender-responsive approach. Efforts to realize the fundamental right to a safe and healthy working environment as a fundamental principle and right at work should follow a human-centred approach, taking into account the mutually reinforcing nature of occupational safety and health and the full set of fundamental principles and rights at work. The needs of all groups of workers should be integrated into the development, implementation and monitoring of occupational safety and health measures, including by encouraging and supporting the participation of relevant groups in the decision-making process. Gender issues should be integrated into the analyses, formulation and monitoring of policies, programmes and preventative measures in order to reduce occupational safety and health inequalities between men and women, taking into account that women and men are not a homogenous group and that there is no "one-size-fits-all" solution.

Prevention throughout the whole life cycle. Prevention of occupational safety and health risks should consider workers across life cycle stages, including transition periods. Occupational safety and health-related issues should be integrated in general education, as well as in technical and vocational education and training, before starting work, as well as in job design, access to employment and skills strategies.

19. The global occupational safety and health strategy will build on the 2003 Global Strategy in the new context in which a safe and healthy working environment is a fundamental principle and right at work and address the resulting new challenges and opportunities. As such, it will reinforce synergies between occupational safety and health and other fundamental principles and rights at work and address new occupational safety and health priorities, while continuing to look into persisting occupational safety and health problems in traditionally hazardous sectors such as agriculture, construction and mining. The formulation of the strategy will take into account the recommendations of the 2013 independent evaluation, the recurrent observations of ILO supervisory bodies and other sources of information, such as the Safety and Health for All programme strategy and evaluation forecast for the first quarter of 2023, emerging lessons from the implementation of the Vision Zero Fund and the evaluation of the Fundamental Principles and Rights at Work Strategy 2017–23. The Global Strategy on Occupational Safety and Health will build on the guidance received from the Governing Body and inputs received from constituents through extensive consultations.

3.3. Proposed strategic pillars

20. The proposed strategic pillars reflect the guiding principles mentioned above and will be implemented through a set of areas of action that will be further defined in a plan of action. The first pillar will call for accelerated efforts for the adoption of governance frameworks based on Conventions Nos 155 and 187, notably the formulation, review and implementation of occupational safety and health policies and programmes, and the establishment of national

systems for occupational safety and health to progressively cover all physical and mental dimensions of health, all workplaces and all workers. The second pillar will call for the mainstreaming of occupational safety and health in other relevant policy areas, and for strengthened commitment, coordination and investment for the development of the occupational safety and health governance instruments described under the first pillar. The third pillar will call for a wider application of a tailored systems approach to the management of occupational safety and health at the workplace level, adapted to the specific requirements of sectors, undertakings and workforces. A systems approach considers all components of work and their interaction, adopts preventative measures based on the hierarchy of controls and promotes effective worker involvement. The interrelationship between occupational safety and health and other fundamental principles and rights at work will cut across the three pillars, while respecting the technical specificities required for the effective prevention of occupational injuries and diseases. The proposed strategic pillars are described in greater detail below.

Pillar 1. Promoting and ensuring effective governance of occupational safety and health

21. Pillar 1 is centred around implementing the key elements for the good governance of occupational safety and health as identified in Conventions Nos 155 and 187, notably through the formulation, implementation and periodic review of coherent and comprehensive national occupational safety and health policies and programmes and the establishment of national occupational safety and health systems comprising all elements enumerated under Article 4 of Convention No. 187. This pillar will support universal ratification and implementation of the fundamental Conventions on occupational safety and health as a priority while also promoting and supporting efforts to increase the ratification of other international labour standards on occupational safety and health in line with previous decisions of the Conference and the Governing Body, including as part of the follow-up to the recommendations of the SRM TWG. [19] It will promote the creation and implementation of a national preventative occupational safety and health culture, through the active participation of governments, employers and workers in a defined system of rights, responsibilities and duties in the field of occupational safety and health. This pillar will also support increased assistance for improvements in the governance of occupational safety and health through new knowledge products and technical tools, dissemination of information on comparative practice, and capacity-building. The strategy will promote the progressive universal coverage, preparedness and resilience of national occupational safety and health systems through the adoption or adaptation of national laws and regulations, effective advisory services and enforcement through labour inspection. In addition, it will promote the establishment and/or reinforcement of occupational safety and health institutions and bodies, including national tripartite specialized bodies or committees, occupational safety and health institutes and labour inspectorates; the availability and quality of data on occupational accidents and diseases; and the progressive expansion in coverage of occupational health services.

Pillar 2. Strengthened coordination and broader political commitment and investment on occupational safety and health

22. Pillar 2 aims to strengthen multilateral and national political commitment, investment and policy coordination on occupational safety and health. The attainment of this aim will require

---

[19] GB.331/LILS/2 and GB.331/PV, para. 723.

advocacy and awareness-raising efforts to be upscaled and the ILO to play a stronger influential role in the multilateral system in relation to other United Nations agencies, international and regional financial institutions and global and regional platforms. Consequently, the ILO will need to renew its role as a convener and facilitator of joint commitments and action and of improved information-sharing between international, regional and national institutions and platforms, with a view to placing tripartism and social dialogue centre stage in policy debates. The purpose of this pillar is to expand collaboration between occupational safety and health institutions and other authorities and bodies in order to promote the mainstreaming of occupational safety and health in national, regional and international policies and interventions that may have an impact on, or be affected by, occupational safety and health, including policies and interventions on fundamental principles and rights at work, social protection, formalization, active labour market and skills, climate change, investment and national development. New knowledge products and tools on the social and economic value of occupational safety and health will be required for this purpose, and for the development of sustainable financing mechanisms to ensure that resources are available for the effective implementation of occupational safety and health policies and programmes.

Pillar 3. A tailored workplace systems management approach to occupational safety and health

23. Pillar 3 is focused on workplace interventions to ensure the effective prevention of occupational fatalities, injuries and diseases and the advancement of well-being through sound occupational safety and health workplace management systems, adapted to the specific requirements of sectors and undertakings. New tools and assistance on risk management that consider the needs of ILO constituents will be required. Specific efforts will be deployed to respond to the realities of micro and small enterprises. This pillar is oriented towards advocacy for and assistance to constituents in the use and implementation of the ILO's *Guidelines on occupational safety and health management systems*, [20] and other ILO guidelines on occupational safety and health and codes of practice.

3.4. Proposed ILO plan of action for the promotion of a safe and healthy working environment

24. The strategy will be implemented through a plan of action covering the period 2024–30. The plan of action will specify regional and thematic priorities in line with the strategy and will maintain the main areas of work identified in 2003, adapted to the new context as set out below, as well as further defining a precise set of objectives, outputs and indicators.

    (a) **Ratification and implementation of international labour standards on occupational safety and health.** This area of work will include promotion of the ratification and implementation of occupational safety and health Conventions, in particular Conventions Nos 155 and 187; modernization of the ILO's normative framework following up on the recommendations of the SRM TWG; and development and promotion of new guidance in the form of codes of practice and guidelines and support to ILO constituents in their implementation.

---

[20] ILO, *Guidelines on Occupational Safety and Health Management Systems: ILO–OSH 2001*, 2001.

(b) **Knowledge development and dissemination.** This area of work will involve research, the production and analysis of data and statistics and the identification and dissemination of good practices. Occupational safety and health databases on occupational safety and health legislation, profiles, policies and institutions will be updated and expanded. Special attention will be given to the mutually reinforcing role of occupational safety and health and other fundamental principles and rights at work, sectoral specificities, informality, recording and notification systems, estimates and the business case for occupational safety and health.

(c) **Promotion, awareness-raising and advocacy.** This area of work will comprise the global World Day campaign, the World Congress on Safety and Health at Work, the organization of regional and national forums and enhanced use of social media. Advocacy will target a wide range of stakeholders, including those responsible for the formulation and implementation of policies with an impact on occupational safety and health.

(d) **Technical assistance and support to ILO constituents.** This area of work will include capacity-building for constituents on formulating and implementing policies and programmes, establishing and strengthening national systems and addressing specific occupational hazards, hazardous sectors and new risks, as well as on developing approaches that support the protection of occupational safety and health and other fundamental principles and rights at work.

(e) **Multilateral cooperation.** This area of work will encompass mainstreaming occupational safety and health in the agenda of international institutions and leading efforts for coherent, coordinated and complementary multilateral responses. It will also entail collaboration with and support to multilateral collaborative frameworks, as well as the revitalization of collaboration with and between national occupational safety and health institutions.

25. Building on the findings of the 2013 independent evaluation of the strategy, increased resources and collaboration between units, departments and organizational structures on occupational safety and health in the Office, at the headquarters and field levels, will be needed in order to ensure the coherence of approaches, the best use of synergies and greater impact.

▶ 4. Proposed road map

26. The Office will engage in consultations with constituents from April to October 2023 in order to ensure that the Global Strategy on Occupational Safety and Health is responsive to the needs of all Members. The Office will also engage in discussions with specialized international and regional organizations and networks in order to ensure that the strategy is well informed by current policy and scientific debates on occupational safety and health.

27. The consultation process will enable the Office to further define the strategic framework, including key pillars, priorities and guiding principles, and to gather inputs for the formulation of the plan of action specifying areas of action, outputs and indicators to measure progress under each strategic pillar.

28. Following the consultations, the strategy and plan of action will be presented to the 349th Session of the Governing Body.

▶ Draft decision

29. **The Governing Body:**

     (a) approved the proposals and road map for the review of the Global Strategy on Occupational Safety and Health and for the promotion of a safe and healthy working environment as a fundamental principle and right at work;

     (b) requested the Director-General to prepare for the 349th Session (October–November 2023) of the Governing Body the Global Strategy on Occupational Safety and Health 2024–30 and the plan of action for its implementation, taking into account the guidance provided during the 347th Session (March 2023), as well as during the informal consultations to be held between April and October 2023.