



International
Labour
Organization

The background of the cover is a dark purple color with a collage of white line-art icons. These icons represent various themes related to occupational safety and health, including: a gear, a lightning bolt, a calendar, a clock, a thermometer, a cloud with rain, a clipboard with a checklist, a sun, a recycling symbol, a heart, a factory, a boot, a shield with a cross, a hand holding a glass, a classical building with columns, a radiation symbol, a hard hat, a life vest, a group of people under an umbrella, a gavel, and a plus sign. A blue arrow points from the left towards the main title.

▶ The ILO Global Strategy on Occupational Safety and Health and its Plan of Action (2024-2030)

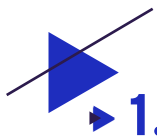
**Adopted by the Governing Body
at its 349th Session**
(October–November 2023)

► **The ILO Global Strategy on Occupational Safety and Health and its Plan of Action (2024-2030)**

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► 1. Background and context

1. Workers in all sectors and across the world are exposed to unsafe and unhealthy working environments on a daily basis. Many lose their lives due to occupational accidents and diseases, with millions more suffering from work-related injuries or chronic illnesses.¹ As new dynamics affect the labour landscape,² workers must now contend with a range of emerging hazards, in addition to those that already existed. Aside from the devastating impacts on individuals, their families and communities, the impact on enterprises' efficiency and productivity and the economic losses for societies are also of importance.
2. At its 110th Session (2022), the International Labour 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.³ At its 347th Session (March 2023), the Governing Body 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 and requested to prepare the strategy and the plan of action for its implementation.⁴
3. The recognition of a safe and healthy working environment as a fundamental principle and right at work creates momentum for increasing occupational safety and health efforts worldwide, provides a rights-based approach in which to ground actions, and underlines the central role of the ILO in this field. The strategy acknowledges the mutually reinforcing nature of the fundamental principles and rights at work, leveraging the synergies between occupational safety and health and the other fundamental rights.⁵
4. The strategy takes into consideration the challenges and opportunities of the changing world of work, addressing new occupational safety and health priorities, while continuing to address enduring issues in traditionally hazardous sectors, such as agriculture, construction and mining. It also recognizes the evolving nature of work and workplaces, including pressing topics like climate change and just transition and the integration of new technologies and work processes. Furthermore, it aspires to foster responsive initiatives that accommodate changing working modalities, demographic shifts, and the diverse needs of a dynamic workforce. It acknowledges that inequalities in the workplace must be addressed as a requirement to effectively advance social justice for all.

1 See WHO and ILO, [WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016: Global Monitoring Report](#), 2021.

2 See section 2 on "Trends, challenges and opportunities" in [GB.347/INS/7](#).

3 See [Resolution on the inclusion of a safe and healthy working environment in the ILO's framework of fundamental principles and rights at work](#).

4 See [GB.347/PV\(Rev.\)](#), para. 400.

5 ILO, [ILO Declaration on Fundamental Principles and Rights at Work](#), 2022.

5. The strategy is grounded in the 2003 Global Strategy on Occupational Safety and Health and takes into account observations of ILO supervisory bodies and key ILO documents developed since its adoption.⁶ It builds upon guidance provided by the Governing Body⁷ and inputs received from constituents through extensive consultations.⁸ Leading specialist institutions at global and regional level also provided their perspectives to ensure that the strategy incorporates up-to-date scientific and technical knowledge. The strategy is aligned with the plan of action on labour protection for the period 2023-29,⁹ synergises with other ILO strategies and initiatives¹⁰ and will guide the development and implementation of Programme and Budget outputs relating to occupational safety and health.
6. In line with the 2030 Agenda for Sustainable Development, the strategy will be implemented through a plan of action defining objectives and outputs for the period 2024–30. It will ultimately contribute to the achievement of several Sustainable Development Goals, in particular targets 8.8 and 3.9.¹¹



► 2. Global Strategy on Occupational Safety and Health

2.1 Goal

7. The goal of the strategy is to support ILO constituents in accelerating progress towards the promotion, respect and progressive realization of the fundamental right to a safe and healthy working environment worldwide and, ultimately, to contribute to a global decrease in the number of occupational fatalities, injuries and diseases, along with a reduction in the associated socio-economic costs. The strategy calls upon ILO constituents to accelerate action towards continuous improvement in building a preventative safety and health culture, as defined in the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), with the support of the Office. The strategy confirms the commitment of the ILO and its constituents to advancing social justice,¹² by protecting the health and lives of workers and promoting decent work for all.

6 See GB.347/INS/7, paras 3 and 19.

7 See GB.347/INS/7.

8 Two rounds of informal consultations with Employers, Workers and Governments were held in May and September 2023.

9 See GB.349/INS/3/2.

10 For instance, the Social Justice Coalition, the Decent Work Agenda, the four Priorities Action Programmes (on transitions from the informal to the formal economy; on just transitions towards environmentally sustainable economies and societies; on decent work in supply chains, investment and trade; and on decent work in crisis and post-crisis situations); the [Integrated Strategy on Fundamental Principles and Rights at Work 2017-2023](#); the [ILO strategy on skills and lifelong learning 2030](#); the ILO strategy on decent work in supply chains ([GB.347/INS/8](#)); the Matters arising out of the work of the 108th Session (2019) of the International Labour Conference: Follow-up to the resolution concerning the elimination of violence and harassment in the world of work ([GB.337/INS/3/1](#)); the Progress report on strategy on violence and harassment (GB.349/INS/6) (to be discussed at the 349th Session of the Governing Body); and development cooperation programmes, especially the Safety + Health for All Programme and its Vision Zero Fund.

11 Although targets 8.8 and 3.9 are particularly relevant in this field, the strategy acknowledges the interconnected nature of occupational safety and health across many SDGs and therefore the wider benefits and impacts it can create.

12 See [GB.346/17/1](#).

2.2 Overview of the strategic framework

8. Based on four transversal principles, the strategy comprises three complementary pillars, to be implemented through a plan of action.¹³

► Figure 1: Overview of the strategic framework



¹³ It is recognized that a “one size fits all” approach will not sufficiently address the concerns of the different regions, sectors and workplaces, and therefore the strategy and plan of action are sufficiently adaptable to cover these varied needs.

2.3 Guiding principles

9. The strategy is grounded on the following four transversal guiding principles.

- a. **International labour standards.** The ILO normative framework, including the fundamental Conventions on occupational safety and health, the Occupational Safety and Health Convention, 1981 (No. 155), and Convention No. 187, will guide the strategy implementation, with the aim of assisting constituents to promote, respect and realize the right to a safe and healthy working environment and build a culture of prevention. Ratification and implementation of risk-specific and sector-specific standards on occupational safety and health, as well as standards focused on critical elements of national occupational safety and health systems, such as occupational health services and recording and notification systems, will also be promoted. Assistance will be provided to constituents for their implementation, by means of ILO guidelines, codes of practice and capacity-building materials. The inter-complementarities between occupational safety and health and the other fundamental principles and rights at work will be considered in the implementation of the three strategic pillars, particularly regarding policy formulation and workplace interventions.
- b. **Social dialogue and participation.** The active engagement of tripartite constituents in the development and implementation of the strategy and plan of action will ensure sustainable and successful interventions. Effective social dialogue on occupational safety and health will be promoted at workplace, sectoral, national, and global levels, including in the formulation of policies and programmes, design of development cooperation initiatives and participation in international initiatives. The right to freedom of association and the effective recognition of the right to collective bargaining will be promoted as an enabler for achieving the right to a safe and healthy working environment.
- c. **A human-centred, inclusive and gender-transformative approach.**¹⁴ Realizing the fundamental right to a safe and healthy working environment requires a comprehensive approach that accounts for the diverse realities of the world of work and the unique characteristics of workers. Interventions will consider that policies, programmes and workplace actions on occupational safety and health should recognize that workers are not a homogenous group and that there is no universal solution to meet their varied needs, and that a human-centred approach to occupational safety and health is essential for ensuring equal opportunities and treatment in employment. In order to reduce inequalities, consideration of gender, disability and age, and the special vulnerabilities of migrant workers, will be mainstreamed into occupational safety and health policies and programmes. In addition, the impacts of gender, age and disability on occupational safety and health will be further investigated, to promote equal access to occupational health services and health care for all workers, as well as to design and implement preventative measures and develop targeted information, education and training programmes.
- d. **A focus on prevention throughout the life cycle.** The goal of occupational safety and health is to prevent occupational injuries, diseases and deaths, by eliminating or minimizing workplace hazards and risks. Prevention of occupational safety and health risks should consider all stages of life, including raising awareness from a young age, during transition periods, and before or after participating in the labour market. The strategy will promote the integration of occupational safety and health-related issues in general education, technical and vocational training and quality apprenticeships,¹⁵ as well as in job design, access to employment and skills strategies.

¹⁴ See ILO, *Gender equality in the world of work: Towards a transformative and measurable agenda for more equal societies*, 2020; and ILO, *Theory of Change towards a transformative agenda for gender equality in the world of work*, 2022.

¹⁵ See ILO, *Final text of the Recommendation concerning quality apprenticeships*, CN/D.3, 2023, para. 10.

2.4 Strategic pillars

10. The strategy seeks to assist and encourage ILO constituents to take action on the following three complementary and interdependent pillars.

Pillar 1. Improved national occupational safety and health frameworks

11. The importance of a sound and resilient national framework for occupational safety and health was highlighted by the COVID-19 pandemic. The crisis exemplified the centrality of national occupational safety and health systems within broader emergency preparedness and response, and highlighted their vital role, not only to respond to future crises, but also to ensure a human-centred recovery.¹⁶
12. Pillar 1 is centred around developing and implementing a comprehensive, conducive, and resilient national framework on occupational safety and health, as outlined in the fundamental Conventions Nos 155 and 187. Such a framework for continuous improvement should comprise different interdependent components, namely a national occupational safety and health policy, programme and system.¹⁷
13. To establish a comprehensive and resilient national framework on occupational safety and health, it will be critical to promote and support the ratification and implementation of the fundamental Conventions on occupational safety and health, Nos 155 and 187, as well as other relevant occupational safety and health standards and instruments.¹⁸ Special attention will be devoted to advancing the creation and maintenance of a national preventative culture, through social dialogue and the active participation of governments, employers and workers, in a defined system of rights, responsibilities and duties.

16 See ILO, [Global call to action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient](#), 2021, para. 11(d).

17 Under Article 4 of [Convention No. 187](#), the national occupational safety and health system shall include: laws and regulations, collective agreements where appropriate, and any other relevant instruments on occupational safety and health; an authority or body, responsible for occupational safety and health; mechanisms for ensuring compliance with national laws and regulations, including systems of inspection; and arrangements to promote, at the level of the undertaking, cooperation between management, workers and their representatives as an essential element of workplace-related prevention measures. The national system for occupational safety and health shall also include, where appropriate, a national tripartite advisory body; information and advisory services; the provision of training; occupational health services; research; a mechanism for the collection and analysis of data on occupational injuries and diseases; provisions for collaboration with relevant insurance or social security schemes covering occupational injuries and diseases; and support mechanisms for a progressive improvement of occupational safety and health conditions in micro-enterprises, in small and medium-sized enterprises and in the informal economy.

18 See [List of instruments by subject and status: 12. Occupational safety and health](#) for a complete list of relevant international labour standards related to occupational safety and health.

14. A key enabler for the progressive improvement and resilience of occupational safety and health frameworks is the development of robust evidence-based research, coupled with a mechanism for the collection and analysis of occupational safety and health data.¹⁹ In addition to developing and regularly updating estimates on occupational injuries and diseases, the Office will support the strengthening of national recording and notification systems, and robust research on occupational safety and health, thereby fostering a proactive approach to the global prevention of hazards and mitigation of risks.²⁰
15. Effective enforcement and compliance mechanisms are central to the implementation of national regulatory frameworks. To this end, labour inspection systems and conducive environments for the implementation of occupational safety and health standards in the workplace will be strengthened. Assistance will be provided for the gradual extension of occupational safety and health protections to all sectors, whether private or public, and to all workers, including those in the informal economy.
16. Efforts will also be devoted to developing competency in delivering training, information and advisory services, across all disciplines of physical and mental health, well-being and safety, as well as strengthening occupational health services.
17. Throughout the implementation of the strategy, priority groups of workers and high-risk sectors will be identified in different regions to ensure targeted actions. Issues related to gender, disability, age and migrant status, as well as the needs of workers in both the private and public sectors, will be awarded high importance.



19 Both fundamental Conventions Nos 155 and 187 contain provisions on the collection, analysis and dissemination of data on occupational safety and health.

20 Under Article 4.3(e) and (f) of Convention No. 187, a national system shall include research, collection and analysis of data on occupational injuries and diseases. Similarly, Article 12(a) and (b) of Convention No. 155 requires that studies and research be undertaken to ensure that the machinery, equipment or substance does not entail dangers for the safety and health of those using it correctly and to make information available concerning their correct installation and use.

Pillar 2. Strengthened coordination, partnerships and investment in occupational safety and health

18. Pillar 2 seeks to position occupational safety and health high on global and national policy agendas and mainstream and improve policy coordination on occupational safety and health at national level, in line with Articles 5, 11 and 12 of Convention No. 155. The inclusion of occupational safety and health in other policy areas is key to realizing a national preventative safety and health culture. This pillar aims to reinforce and expand the link between occupational safety and health and the environmental policy agenda (for example, just transition, chemicals and waste); the broader health agenda (for example, crisis preparedness and response, mental health); education; social and economic development; the other four fundamental principles and rights at work; violence and harassment and other dimensions of labour protection; labour migration; formalization; active and inclusive labour market policies and skills; investment and trade.
19. Key partnerships will be secured at national and international levels to realize economies of scale and maximize outreach and impact. International cooperation with other organizations will be enhanced, with the ILO acting as a lead, convener and facilitator of joint commitments and actions, while promoting the active engagement of its tripartite constituents.
20. Sustainable financing of occupational safety and health is essential to reducing occupational fatalities, injuries, and diseases. Adequate resources need to be made available and used efficiently at national, sectoral and workplace levels. The Office will advocate for sustainable financing mechanisms and investment in occupational safety and health and assist Member States in identifying suitable financing options for robust and comprehensive occupational safety and health systems.



Pillar 3. Enhanced workplace occupational safety and health management systems

21. Pillar 3 looks at the management of occupational safety and health at the workplace level. The characteristics of different sectors, workplaces and enterprises will be considered, with priority being given to the most hazardous sectors, including agriculture, construction and mining, and other sectors identified according to regional and national importance. Special attention will also be given to micro-enterprises, small and medium-sized enterprises (MSMEs), workplaces operating in the informal economy and the specificities of workplaces and occupations in public administration.
22. The pillar will focus on workplace interventions and it will advocate using a management systems approach to occupational safety and health, such as the one set out in the Guidelines on occupational safety and health management systems (ILO-OSH 2001 Guidelines).²¹ Such a system should be integrated into other business systems and operations and consider the specific requirements of different sectors and undertakings, as well as the interplay with the full set of fundamental principles and rights at work and other working conditions.
23. Effective and comprehensive occupational safety and health management systems require a holistic approach, encompassing the multifaceted nature of hazards and the constantly evolving work environment, due to reasons such as changing work arrangements, the physical and mental dimensions of health, and advances in innovation and technology. Moreover, it is important that such management systems consider the unique requirements of diverse workforces, including in relation to gender, age and disability. Specific efforts will be aimed at responding to the realities of micro and small enterprises, especially those in the informal economy.
24. Evidence shows that social dialogue and participative arrangements in the workplace are associated with improved occupational safety and health management practices, better occupational safety and health performance, reduced accidents and injuries rates, and ultimately higher productivity.²² The strategy will promote social dialogue as a key element for the successful application of an occupational safety and health management system, as identified by Conventions Nos 155 and 187.²³



²¹ See ILO, [Guidelines on occupational safety and health management systems](#), 2001.

²² See ILO, [Enhancing social dialogue towards a culture of safety and health: What have we learned from the COVID-19 crisis?](#), 2022.

²³ Recommendations Nos 164 and 197 call for the establishment of joint occupational safety and health committees and/or the designation of workers' occupational safety and health representatives.



► 3. Plan of action

- 25.** The plan of action set out below covers the period 2024-30. It maintains the main areas of work identified in the 2003 strategy, though adapted to the present world of work, and includes a specific set of objectives and outputs, with each output and action area contributing to the achievement of more than one of the three pillars.²⁴
- 26.** The plan of action is divided into the following five action areas (see Appendix):
- 1.** International labour standards and instruments;
 - 2.** Knowledge development and dissemination;
 - 3.** Promotion, awareness-raising and advocacy;
 - 4.** Technical assistance and support to ILO constituents;
 - 5.** Multilateral cooperation.

²⁴ Indicators to ensure that progress is regularly monitored and evaluated have been developed and are available here: "[Global strategy on occupational safety and health: Indicators for monitoring progress and achievements](#)".

Action area 1:

International labour standards and instruments

27. International labour standards and instruments, such as guidelines and codes of practice on occupational safety and health, are essential tools for establishing safe and healthy work environments and reducing inequalities.²⁵ This action area focuses on the promotion of international labour standards related to occupational safety and health, in particular the fundamental Conventions.
28. The fundamental Conventions on occupational safety and health, Nos 155 and 187, provide a blueprint for progressive and continuous improvements towards the attainment of a safe and healthy work environment. A key action in this area is the design and execution of a global campaign to promote the ratification and implementation of these Conventions. The campaign will build on lessons learned from similar ILO initiatives²⁶ and explore complementarities and synergies with other promotional activities of the Office, namely those focusing on other fundamental principles and rights at work. The Office will also promote the ratification and implementation of other relevant standards and the use of codes of practice and guidelines and provide constituents with support for implementation and adaptation to national contexts.
29. New standards will be developed or revised to complement the existing normative framework of the ILO. These will include new standards on biological, chemical and ergonomic hazards, and the safeguarding of machinery, as recommended by the Standards Review Mechanism Tripartite Working Group (SRM TWG) and endorsed by the Governing Body.²⁷ Technical guidelines and codes of practice will be developed or updated, furthering their harmonization and consistency with international labour standards, particularly the fundamental Conventions on occupational safety and health, as well as with each other. Subject to the Governing Body's approval, a tripartite expert meeting on occupational safety and health in extreme weather events could be convened. Other topics that would warrant further tripartite guidance are the review of the ILO List of Occupational Diseases in accordance with the procedures established under the List of Occupational Diseases Recommendation, 2002 (No. 194); and psychosocial risks and mental health.

25 For example, inequalities linked to occupational safety and health and labour protections, as well as to discrimination.

26 See [GB.331/LILS/2\(Add.\)](#).

27 See [GB.341/INS/PV](#), para. 47; ILO, Information document 2: Implementation of SRM TWG recommendations, 2022; [GB.331/LILS/2](#); and [GB346/INS/2](#).

Action area 2:

Knowledge development and dissemination

30. This area is concerned with research and the production, analysis and dissemination of data, knowledge and experiences to ILO constituents and other bodies concerned with occupational safety and health. Special attention will be given to regional and sectoral specificities, as well as the characteristics of different enterprises and worker groups, and the challenges presented by a changing world of work. Research will look at current and emerging workplace risks, including their specific impact on both workers and enterprises, and sustainable preventative measures to address such risks.
31. The Office will establish innovative ways to share and facilitate exchanges of information with and between ILO constituents and other stakeholders, including other UN agencies, global and regional occupational safety and health institutions, and academic institutions. This will include revamping a global network of collaborating institutions and experts to enhance inter-institutional knowledge transfer,²⁸ facilitated by a virtual platform so as to provide a trusted source for policy makers and practitioners to learn, share and engage on occupational safety and health issues.
32. The work of the global network will assist the Office in the preparation of a global triennial report on occupational safety and health, which will be presented to the World OSH Congress, as well as the identification of themes for the World's OSH Day. This report will include ground-breaking research and global estimates on OSH, including those generated in collaboration with other UN Agencies, data on progress towards the fundamental right to a safe and healthy working environment, and a forecast of emerging risks, along with policy recommendations to address them.
33. Cutting-edge research is critical to identifying trends, patterns and best practices, and building robust evidence to continuously improve occupational safety and health at all levels. Besides the estimates mentioned in para. 32, gender-related data will be analysed to identify specific issues of concern. Research will be conducted in crucial areas and relevant policy and technical tools will be developed to provide guidance on these subjects. Key areas of research will include the implementation of international labour standards, themes identified for standard-setting and by meetings of experts, and other pertinent subjects, such as psychosocial risks, crisis preparedness, the impacts of new technologies and changing work procedures.
34. Evidence will be collected and shared on sustainable financing mechanisms for national occupational safety and health systems, so that limited resources can be allocated in a cost-effective manner. This will include methods to reduce compliance costs for MSMEs, which frequently lack financial and human resources. The economic value of occupational safety and health for businesses and economic development will also be considered.
35. The Office will develop guidance to complement and promote the ILO-OSH 2001 Guidelines, including practical tools on risk assessment, managing different hazards, the physical and mental dimensions of health, and the interplay between occupational safety and health and general working conditions, especially the other fundamental principles and rights at work. The needs of specific sectors and the varied characteristics of workplaces and enterprises (including their size, whether they operate in the formal or informal economy, or the private or public sector, and their location in the supply chain) will be considered.

²⁸ Options will be explored to avoid duplication with other multilateral initiatives such as the Global Coalition for Safety and Health at Work, including their possible absorption by the new network.

Action area 3:


Promotion, awareness-raising and advocacy

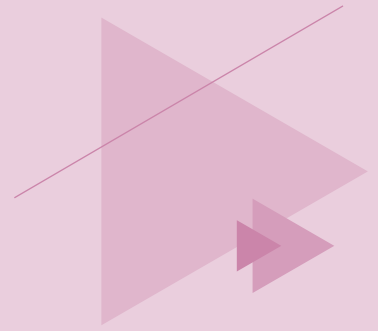


36. Through its campaigns, events and global advocacy, the Office will increase the visibility of occupational safety and health on political and policy agendas. Synergies will be enhanced through mainstreaming and improved cooperation among outcomes and programmes, especially in the areas of fundamental principles and rights at work, employment promotion, sustainable enterprises, sectoral activities, social dialogue, social protection, migrant workers, green jobs and gender equality.
37. This area includes the strategic use of key international campaigns and conferences, such as the annual campaign for the World Day for Safety and Health at Work and the triennial World Congress on Safety and Health at Work, to raise the profile of ILO occupational safety and health standards and activities and to promote a safety and health culture. Other events, such as high-level meetings, scientific and technical conferences, meetings and webinars, will also be organized at global, national and regional levels on specific occupational safety and health issues and themes. These will include tripartite debates to promote political commitment to occupational safety and health at all levels.
38. Target audiences will include a range of stakeholders, such as those responsible for the formulation and implementation of policies with an impact on occupational safety and health. The participation of the ILO in discussions with UN agencies and other multilateral partners and platforms, including international finance institutions and regional banks, will be leveraged to advocate for the inclusion of occupational safety and health in other relevant policy debates and interventions, and to promote ILO standards and values.

Action area 4:

Technical assistance and support to ILO constituents

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39. This area looks at the technical and policy assistance provided by the Office to support the ratification and implementation of international labour standards on occupational safety and health, as well as the implementation of specific codes of practice and guidelines. It seeks to support the establishment and continual improvement of national occupational safety and health frameworks (that is, policies, programmes and systems). A key component of this action area is the inclusion of occupational safety and health in Decent Work Country Programmes (DWCP) and in UN country assessments, to ensure coherence and effectiveness, thereby maximizing impact.
 40. Targeted assistance will be offered to Member States in preparation for the ratification of occupational safety and health standards, namely through legal gap analysis and by addressing reported obstacles for ratification, including those identified by ILO supervisory bodies.
 41. Taking into account specific needs and priorities, the Office will offer targeted technical assistance in a number of areas, for example, the development of policies and programmes; the establishment and strengthening of national occupational safety and health institutions and tripartite bodies; the review and updating of national legislation; the formulation of compliance strategies and strengthening of capacities of labour inspectorates; occupational health services; and the integration of occupational safety and health concerns in education and vocational training, as well as in national development plans and other national policies and strategies.
 42. A critical area of assistance will be the establishment of efficient and accurate recording and notification systems, so that robust data on occupational accidents and diseases is available to Member States and is supplied to the ILO by them on a regular basis. Risk-specific and sector-specific guidance will also be available, as well as advice on considerations related to gender, age and disability, for example, through codes of practice, technical guidelines, risk assessment tools, and capacity-building programmes. Other important areas of assistance, as mentioned above, include the improvement of occupational safety and health conditions in MSMEs, the informal economy and the public sector.
 43. Based on the specific needs and priorities expressed by constituents, training programmes will be conducted to strengthen their capacities on occupational safety and health, with the aim of enhancing meaningful representation, participation and consultation in occupational safety and health governance, including the development of national occupational safety and health frameworks and sector-specific policies and strategies, as well as to best enable constituents to address occupational risks at workplace level.



Action area 5:

Multilateral cooperation

44. The Office will lead efforts to improve cooperation between UN agencies, international financial institutions, occupational safety and health institutes and networks, and other relevant bodies, through coherent, coordinated and comprehensive multilateral responses, leveraging on the ILO's unique tripartite structure. This will involve increasing engagement with global and regional organizations and platforms to expand reach, advocate for ILO objectives and standards, and increase investment in occupational safety and health initiatives, including through development cooperation.
45. The expertise and experience of global experts will be brought together to identify good practices and to generate innovative solutions to respond to major challenges.²⁹ In addition to what is described under action area 2, this may include the establishment of joint committees, task forces, collaborative platforms, and bilateral agreements with key partners, with the ILO playing a central role in coordination efforts.
46. Synergies will be maximized to improve the delivery of programmes and initiatives, and enhanced options for collaboration with the WHO will be explored to ensure mutually reinforcing and coherent advocacy and awareness-raising, policy advice and country-level interventions. Other options will be explored to increase the effectiveness of current collaborations, such as the United Nations Globally Harmonized System of Classification and Labelling of Chemicals (GHS) partnership, the United Nations Inter-Agency Task Force on the Prevention and Control of Non-communicable Diseases, and the Inter-Organization Programme for the Sound Management of Chemicals. Where appropriate, non-traditional occupational safety and health stakeholders with global influence will also be considered, such as multilateral development banks, international financial institutions, global investor communities, academic and research institutions and civil society networks, taking into consideration possible synergies with new initiatives, such as the Global Coalition for Social Justice.

²⁹ See para. 31.



► Appendix: Plan of action for the implementation of the Global Strategy on Occupational Safety and Health 2023–30

ACTION AREA 1: INTERNATIONAL LABOUR STANDARDS AND INSTRUMENTS

Objective: International labour standards and instruments related to occupational safety and health are strengthened and promoted.

High-level outputs	Contribution to strategic pillars
1.1 Initiatives to promote the ratification and implementation of international labour standards are developed and carried out.	
1.1.1 Global campaign to promote the ratification and implementation of the fundamental Conventions on OSH, Nos 155 and 187, designed and implemented.	1, 3
1.1.2 Complementary initiatives carried out to promote the ratification and implementation of the general provisions standards ³⁰ and the risk-specific and sector-specific standards ³¹ on OSH.	1, 3
1.2 International labour standards on OSH are developed or updated.	
1.2.1 New standard on biological hazards developed. ³²	1, 3
1.2.2 Instruments concerning chemical hazards consolidated. ³³	1, 3
1.2.3 New standard on ergonomics developed. ³⁴	1, 3
1.2.4 Instruments concerning guarding of machinery reviewed. ³⁵	1, 3
1.2.5 ILO List of Occupational Diseases updated, to replace the list annexed to Recommendation No. 194, through a meeting of experts (upon request by the Governing Body).	1, 3
1.3 Risk-specific and sector-specific codes of practice and technical guidelines are developed or updated, in line with international labour standards.	
1.3.1 New code of practice on occupational safety and health in aquaculture developed. ³⁶	1, 3
1.3.2 Code of practice on safety and health in forestry work reviewed. ³⁷	1, 3
1.3.3 Code of practice on safety and health in the use of machinery reviewed. ³⁸	1, 3

30 For instance, the Occupational Health Services Convention, 1985 (No. 161), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981.

31 See [List of instruments by subject and status](#): 12. Occupational safety and health.

32 See [GB.331/LILS/2](#); [GB.341/PV](#), para. 50(b).

33 See [GB.331/LILS/2](#); [GB.346/INS/2](#).

34 See [GB.331/LILS/2](#).

35 See [GB.331/LILS/2](#).

36 See [GB.347/POL/2](#).

37 See [GB.348/INS/7](#).

38 See [GB.331/LILS/2](#).

1.3.4 New technical guidelines on chemical hazards developed. ³⁹	1, 3
1.3.5 Other sector-specific codes of practice developed and/or updated (to be requested by sectoral meeting of experts and mandated by the Governing Body).	1, 3
1.4 Tripartite meetings of experts are convened upon request by the Governing Body.	
1.4.1 Tripartite meeting of experts organized on OSH in extreme weather events and changing weather patterns. ⁴⁰	1, 2, 3
1.5 Tripartite consultations on pressing issues are organized upon request by the Governing Body.	
1.5.1 The 2023 Bonn Declaration endorsed and a road map on the sound management of chemicals and waste in the world of work developed.	1, 2, 3
1.5.2 Actions to be undertaken by the Office in relation to psychosocial risks and mental health at work agreed and followed up.	1, 3
ACTION AREA 2: KNOWLEDGE DEVELOPMENT AND DISSEMINATION	
Objective: OSH-related information and knowledge are developed and their use by ILO constituents is highly promoted for informed decision-making and continued improvements in OSH conditions.	
High-level outputs	Contribution to strategic pillars
2.1 Exchange and dissemination of knowledge and experience on OSH are enhanced.	
2.1.1. Global knowledge platform on OSH, including a observatory, created and maintained.	1, 2, 3
2.1.2 Global network of collaborating OSH institutions and experts set up, with regular meetings organized.	1, 2, 3
2.1.3 Triennial ILO global outlook report on OSH in the world of work produced and disseminated.	1, 2, 3
2.1.4 ILO website and databases related to OSH regularly updated. ⁴¹	1, 2, 3
2.2 Global data and estimates on OSH are regularly produced.	
2.2.1 ILO global estimates on fatal and non-fatal occupational injuries and disease produced and disseminated.	1, 2, 3
2.2.2 Data on global trends in the areas of occupational safety and health collected.	1, 2, 3
2.2.3 Joint data on OSH published, in collaboration with other UN agencies.	1, 2, 3
2.3 Research is conducted and guidance materials on OSH are developed and disseminated.	
2.3.1 Research on comparative practices related to the implementation of fundamental OSH Conventions and other OSH standards carried out.	1, 2, 3
2.3.2 Research and guidance tools to assist Member States in assessing, reviewing and enhancing national OSH policies, programmes and all elements of systems developed. ⁴²	1, 3

³⁹ See [GB.331/LILS/2](#).

⁴⁰ See [Resolution concerning a just transition towards environmentally sustainable economies and societies for all](#).

⁴¹ The regular updating of the ILO webpages on OSH will also aim to ensure that relevant content of the global OSH knowledge platform (2.1.1) is included.

⁴² For the different elements of the national OSH system, see Convention No. 187.

2.3.3 Comparative research carried out on the inclusion of different policy areas in national OSH policies and programmes and systems, as well as on the mainstreaming of OSH in other relevant public policies and programmes.	1, 2
2.3.4 Research and guidance tools produced on the mutually reinforcing nature of the right to a safe and healthy working environment and the other fundamental principles and rights at work, including in the framework of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the ILO strategy on supply chains.	1, 2, 3
2.4 Guidance and tools to complement and promote the ILO-OSH 2001 Guidelines are developed and disseminated.	
2.4.1 Practical tools on risk assessment and management developed, considering both traditional and emerging risks and new ways and forms of work, and adapted to the different characteristics of workplaces and enterprises, including those operating in the informal economy.	3
2.4.2 Analysis of national experiences in the use of ILO-OSH 2001 Guidelines undertaken, and possible drivers and barriers identified.	1, 3
2.5 Research is conducted and policy and technical tools are developed on current and emerging OSH issues.	
2.5.1 Research and policy and/or technical tools produced on OSH in the changing world of work, including on psychosocial risks (including violence and harassment), mental health and well-being at work; opportunities and challenges presented by new technologies; impact of climate change and extreme weather events on OSH; and OSH in crisis preparedness and response.	1, 2, 3
2.5.2 Research and policy and/or technical tools produced on specific risks (for example, chemicals, biological hazards, radiations) and sectors.	
2.5.3 Comparative research and policy tools produced on sustainable financing mechanisms for OSH at national level and on the business case of OSH (both for national economic and social development and for enterprises' sustainability).	1, 2, 3
ACTION AREA 3: PROMOTION, AWARENESS-RAISING AND ADVOCACY	
Objective: Visibility, awareness, promotion and advocacy on OSH issues are enhanced among and through constituents and other relevant stakeholders.	
High-level outputs	Contribution to strategic pillars
3.1 Awareness-raising campaigns, materials and events are developed and promoted	
3.1.1 Annual campaign for the World Day for Safety and Health at Work (28 April) designed and carried out.	1, 2, 3
3.1.2 ILO global and regional events organized, and support provided to regional and national campaigns and events organized by constituents.	1, 2, 3
3.1.3 Promotional materials on OSH standards for different audiences and contexts (including short videos, infographics, questions and answers) developed.	1, 2, 3
3.2 Congresses and other events and meetings are organized.	
3.2.1 Triennial World Congress for Safety and Health at Work co-organized.	1, 2, 3
3.2.2 Thematic events and webinars organized on particular OSH issues and topics, including in collaboration with other United Nations agencies.	1, 2, 3

ACTION AREA 4: TECHNICAL ASSISTANCE AND SUPPORT TO ILO CONSTITUENTS

Objective: The capacities of ILO constituents in formulating and implementing OSH-related policies, programmes and systems are strengthened through technical assistance, including through development cooperation projects.

High-level outputs	Contribution to strategic pillars
4.1 Technical assistance to Member States to support the ratification of the fundamental OSH Conventions and other standards on OSH is provided.	
4.1.1 Targeted assistance provided in preparation for ratification of fundamental OSH Conventions and other OSH standards (through legal gap analysis and addressing reported obstacles to ratification, including those identified by ILO supervisory bodies).	1, 3
4.2 Technical assistance to constituents to support the implementation of the fundamental Conventions and other instruments on OSH is provided.	
4.2.1 Technical assistance provided for assessing, developing and reviewing national OSH policies and programmes (including through the development or updating of national OSH profiles).	1
4.2.2 Technical assistance provided for assessing, reviewing and updating the national OSH system and its elements, ⁴³ including laws and regulations, labour inspection and other mechanisms to ensure compliance.	1, 2, 3
4.2.3 Technical assistance provided for integrating OSH into national development plans and other national policies and strategies.	1, 2
4.2.4 Technical assistance provided for developing and implementing support mechanisms for a progressive improvement of OSH conditions in the private and public sectors, with a particular focus on micro, small and medium-sized enterprises.	1, 3
4.2.5 Technical assistance provided for promoting and extending OSH protection to employers and workers in the informal economy.	1, 2
4.2.6 Technical assistance provided for developing sector-specific and/or risk-specific policies, strategies and measures.	1, 3
4.2.7. Technical assistance provided to constituents to support the implementation of ILO codes of practice and guidelines, including the ILO-OSH 2001 Guidelines.	1, 3
4.3 Training programmes to strengthen tripartite constituents' capacities on OSH are developed and conducted, taking into account expressed needs and priorities.	
4.3.1 Capacity-building provided for tripartite constituents on the development of national OSH frameworks to enhance social dialogue and their participation in national OSH governance, including through tripartite OSH bodies.	1
4.3.2 Capacity-building provided for tripartite constituents on the development of sector-specific policies and strategies, as well as laws, regulations and collective agreements, built on relevant international labour standards and codes of practice.	1, 3
4.3.3 Capacity-building provided for employers' and workers' organizations to strengthen their role in OSH and to provide information, advice and support services to their members, including supporting the establishment and operation of workplace OSH committees.	3
4.2.3 Capacity-building provided for labour inspectors to strengthen an integrated approach to promote compliance with OSH, the other fundamental principles and rights at work and working conditions, combining their advisory and enforcement roles.	1, 2, 3

43 For the different elements of the national OSH system, see Convention No. 187.

ACTION AREA 5: MULTILATERAL COOPERATION

Objective: Multilateral cooperation on OSH is reinforced for coherent, coordinated and complementary responses

High-level outputs	Contribution to strategic pillars
5.1 Leadership and coordination on OSH within the UN system is strengthened.	
5.1.1 Coordination, participation and collaboration with United Nations committees, task forces and platforms reinforced to ensure coherence and complementarity on OSH issues.	1, 2, 3
5.1.2 Joint committees, task forces and other necessary mechanisms with the World Health Organization (WHO) set up and contribution to WHO networks and programmes continued.	1, 2, 3
5.1.3 International collaboration in the area of chemical safety continued and strengthened, including with the Inter-Organization Programme for the Sound Management of Chemicals (IOMC), the UN partnership on the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), the Minamata Convention and the Basel, Rotterdam and Stockholm Conventions.	1, 2, 3
5.1.4 Collaboration with the International Atomic Energy Agency, the International Commission on Radiological Protection, the WHO and other international organizations enhanced to continuously improve the protection of workers against radiation, through the joint development of international standards, guidelines and technical documents.	1, 2, 3
5.1.5 Coordination with the UN Inter-Agency Coordination Group on Industrial Accidents extended to address safety and health risks linked to major industrial accidents in a changing world of work.	1, 2, 3
5.2 International collaboration on OSH with multilateral partners is enhanced.	
5.2.1 Participation in and contribution to global, regional and national, risk-specific and sector-specific networks and specialized organizations increased, including by participating in and co-organizing high-level conferences and congresses.	1, 2, 3
5.2.2 Collaboration established with non-traditional OSH stakeholders with global influence, such as multilateral development banks, international financial institutions and international development organizations, in order to mainstream occupational safety and health in the development agenda.	1, 2, 3



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