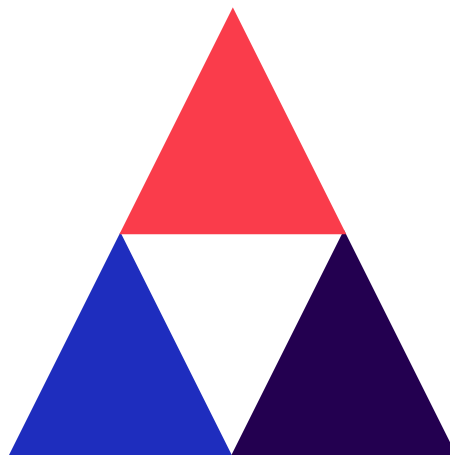




► Record of proceedings

Meeting of Experts to update and adopt the 1998 code of practice on safety
and health in forestry work
(Geneva, 13–17 May 2024)



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► I. Introduction

1. In accordance with the decision taken by the Governing Body at its 347th Session (March 2023), the Meeting of Experts to revise the 1998 code of practice on safety and health in forestry work was held in Geneva from 13 to 17 May 2024.
2. The Meeting was attended by seven experts from Governments ¹, eight experts nominated by the Employers' group and eight experts nominated by the Workers' group of the Governing Body, as well as by 21 Government observers. There were two international non-governmental organizations as observers.
3. The purpose of the meeting, as decided by the Governing Body, was to update and adopt the 1998 code of practice on safety and health in forestry work.
4. The Officers of the Meeting were:

Independent Chairperson: Mr J. Schweinle

Vice-Chairpersons: Mr B. Philips (Government, Canada)
Mr J. Beckett (Employer, Canada)
Mr M.A. Ofori (Worker, Ghana) ²

5. The Chairperson indicated that the purpose of the meeting was to update and adopt a revised code of practice on safety and health in forestry work to serve as a helpful tool for employers, workers, governments and all other concerned parties to improve safety and health in forestry. The draft code prepared by the Office would serve as the basis for the Meeting's discussions.
6. The Secretary-General of the Meeting (Director, ILO Sectoral Policies Department) welcomed all the delegates to the meeting. As the 1998 code had originally been adopted and published over 25 years ago, it was now timely to bring it up to date in order to ensure its continued relevance to promoting safe and healthy working practices in the forestry sector. The conclusions of the 2019 Sectoral Meeting on Promoting Decent Work and Safety and Health in Forestry had called on the Office to initiate preparations for the updating of the code of practice to ensure that it reflected the current realities in relation to both occupational safety and health (OSH) and the latest trends and developments in the sector. The Meeting was in some ways breaking new ground as the first Meeting of Experts to adopt a sectoral code of practice on OSH since the inclusion in 2022 of a safe and healthy working environment in the ILO framework of fundamental principles and rights at work. Forestry continued to be a dangerous sector for those who worked in it and the present meeting demonstrated the commitment of the ILO's constituents to making forests safer workplaces for the millions of people engaged in forestry activities all around the world. Forestry work presented unique challenges due, among other factors, to its remote location, exposure to varying climatic conditions and the handling of potentially dangerous tools and machinery. As a result, forestry workers were more prone to certain risks and hazards than workers in other sectors, which resulted in relatively high rates of both fatal and non-fatal accidents. It should be recalled that ILO codes of practice were not legally binding, nor were they subject to ratification or supervision by ILO mechanisms. However, they expanded on the principles laid down in

¹ Australia, Brazil, Canada, Finland, South Africa, Spain and United Republic of Tanzania.

² Ms Wijayaningdyah, Worker expert from Indonesia, also acted as Worker Vice-Chairperson on several days during the Meeting.

international labour standards and other international instruments, and nothing set out in such codes should lower those standards. It should also be recognized that in many cases the provisions of codes of practice had to be adapted to different national systems and circumstances.

7. The Executive Secretary provided an overview of the background, preparatory work and content of the draft revised code of practice. He recalled that the first code of practice on safety and health in forestry work had been developed in 1969, and then revised in 1998. The code had been widely distributed, translated into multiple languages and had been instrumental in promoting safe and healthy working practices in the sector. In preparation for the adoption of an updated code of practice, the Office had carried out a comprehensive assessment of the most recent trends and developments in relation to OSH in the forestry sector and had refined the language in line with the most recent OSH standards and approaches. It had also sought to include text agreed in recently adopted ILO codes of practice, and particularly the 2022 codes on safety and health in construction and on textiles, clothing, leather and footwear. The first part of the draft code contained more general provisions, while the second part focused on detailed technical guidelines for safety and health in forestry work.
8. The Worker Vice-Chairperson expressed full support and cooperation for the revision of the 1998 code of practice. A key guiding principle of the international trade union movement in relation to OSH was that even one death was too many. No worker should die in the line of his or her duty at work. Work should give life to workers, their families and communities. The trade union movement in general, and the Building and Wood Workers' International (BWI) in particular, were proud of their role in supporting the historic decision by the ILO in 2022 to include "a safe and healthy working environment" in the ILO's framework of fundamental principles and rights at work and to designate the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), as fundamental Conventions. As a result, all Members of the ILO, even if they had not ratified those fundamental Conventions, had an obligation arising from the very fact of membership in the ILO to respect, to promote and to realize, in good faith and in accordance with the ILO Constitution, the principles concerning the fundamental right to a safe and healthy working environment. In that context, it was of particular importance to strengthen cooperation in relation to: OSH management systems to cover the entire supply chain, with a particular focus on informal and migrant workers; data collection on injuries and accidents; OSH insurance and compensation schemes; measures to control hazardous piece rates for the harvesting of logs; and the introduction of new technologies in forestry worksites, taking into account the increased use of artificial intelligence (AI) and the impact of the climate crisis in the forestry industry. The Meeting should aim to adopt a code of practice that was aspirational and ambitious, building on respect for the respective ILO instruments.
9. The Employer Vice-Chairperson said that, while recognizing the foundational guidelines contained in the 1998 code, it was essential to acknowledge the transformations that the forestry sector had undergone over the past 26 years. Although the present Meeting was long overdue, its timing was also pertinent in light of the declaration in 2022 of a safe and healthy working environment as a fundamental principle and right at work. The Employers hoped to leverage the collective expertise of all participants to produce updated guidelines that would benefit the global forestry sector. For the code to be of use to the sector across regions, it was imperative to recognize the significance of differences between countries and states, whether in legal frameworks, sectoral development, size or geography. In that regard, the phrase "as specified by national laws and regulations" was important in underscoring the understanding that a one-size-fits-all approach was inadequate in light of the vast differences between nations, and would thereby facilitate the effective implementation of the sectoral guidelines worldwide. It was encouraging that the draft

guidelines adopted a risk-based approach, which involved prioritizing risks according to their potential impact and likelihood, which was a sound strategy for the allocation of resources and the implementation of effective mitigation measures. However, it was also essential to acknowledge the inherent difficulty in identifying and addressing all potential risks and hazards comprehensively. Risk management was an iterative process that required continual evaluation and adjustment as new information became available. While the guidelines might not encompass every conceivable risk, they would provide parameters for national regulation.

10. The Government Vice-Chairperson welcomed the holding of the Meeting of Experts to update and adopt the code of practice on safety and health in forestry work, which remained among the most dangerous sectors for workers. The promotion of a safe and healthy working environment and decent work in the sector was essential to ensuring economically, socially, and environmentally sustainable and productive forestry operations. The updating of the code of practice would be crucial in enabling the ILO, Member States and the social partners to address effectively the major OSH challenges faced in forestry work and would undoubtedly be a key tool in promoting safe workplaces and decent work in the sector.
11. An observer representing the Forest Stewardship Council (FSC) welcomed the invitation to attend the Meeting and hoped to continue working with the social partners to ensure that OSH matters were given greater importance at the workplace in the sector. The FSC took OSH very seriously and endeavoured to ensure that greater attention was paid to improving conditions of work. It therefore welcomed the recognition of OSH as a fundamental right at work. In its work on the ground, the FSC sought to work with the social partners for the integration of safety and health considerations into workplace practices. He looked forward to further positive changes as a result of the development and adoption of the revised code of practice.
12. An observer representing the Programme for the Endorsement of Forest Certification (PEFC) emphasized that forestry was one of the most dangerous professions. He cited the case of one Chilean forestry worker, describing how forest certification had changed his life. The PEFC looked forward to the adoption of constructive and forward-looking guidance in the code of practice and hoped that it would be able to work closely with the ILO for the implementation of the code.

► II. Consideration of the draft code of practice ³

13. The following account of the discussion follows the structure of the draft code, rather than the chronological consideration of its sections. It covers only sections on which there was substantive discussion.

Definitions

Compensation

14. The Worker Vice-Chairperson proposed the deletion from the definition of the words “resulting from an occupational injury” following the words “loss of earnings.”
15. The Employer Vice-Chairperson recalled that employers provided compensation for loss of earnings for both occupational injury and occupational diseases, and did not therefore

³ All references and numbers of sections and paragraphs are to the original draft submitted to the Meeting. Where the outcome of discussion on a point is not clear, the text of the code of practice should be taken as the authentic adopted text.

understand the reason for the proposed deletion. The Government Vice-Chairperson considered that the original wording of the definition was acceptable.

16. The Secretary to the Worker' group explained that the qualifying words "resulting from an occupational injury" were unnecessary as reference was already made at the beginning of the definition to "an injured worker or a worker suffering from occupational diseases". The qualifying words therefore had the effect of reducing the scope of compensation payable to workers to only in respect of occupational injury. The Employer Vice-Chairperson, while understanding the concern expressed, considered that leaving only the words "injured worker" would be too broad because any compensation provided by employers needed to be in the context of work injuries and could only be provided if the injury was occupational.
17. The Secretary to the Worker' group, in light of the discussion, suggested withdrawing the proposed deletion and instead adding the words "or disease" after the words "resulting from an occupational injury" to ensure that compensation would be payable for both occupational injury and diseases. It was so agreed.

Competence

18. The Employer Vice-Chairperson proposed to add the words "physical aptitudes" after the word "knowledge" because work in forestry was very physically demanding and intense and therefore required the necessary physical aptitudes.
19. The Worker Vice-Chairperson disagreed with the proposed addition and emphasized the need for the inclusion of people with disabilities. The proposed wording was too discriminatory in the present context. The Government Vice-Chairperson considered the term "attributes" more appropriate than "physical aptitudes". The term "aptitude" tended to be used more to refer to mental capacity, while the term "attribute" was more related to physical capacity. However, the proposed addition might be deemed to include discriminatory elements. The Employer Vice-Chairperson withdrew the proposed amendment.

Forestry operation

20. The Employer Vice-Chairperson said that the proposed definition of "forestry operation" did not include a definition of forestry work, and therefore proposed the addition of the words "Any activity" at the beginning of the definition, and the addition at the end of the words: ", which includes forestry, logging, silviculture, transport, fire management, harvesting". The Government Vice-Chairperson also expressed some concern at the current wording of the definition, and considered that the proposed wording was fairly well aligned with most national definitions of forestry.
21. The Secretary to the Workers' group, following further reflection, noted that the Meeting had agreed in paragraph 3 to a description of forestry operations which was clearer than the present definition, namely "forestry operations ... including the establishment and regeneration of forests, silvicultural work and forest protection, restoration, timber harvesting and transportation". She could accept the failure to refer to "ecosystem services", but wished to retain "restoration". The Employer Vice-Chairperson considered that "restoration" was captured by the term "regeneration", and was not therefore necessary. The Government Vice-Chairperson pointed out that there was a difference between "regeneration" and "restoration", which was undertaken for degraded forests, for example in tropical areas.
22. The Employer Vice-Chairperson said that "fire management" was missing from the proposed definition, and proposed that the definition should begin with the words "An activity where work

is done in relation to forestry ...". The Government Vice-Chairperson proposed the addition, after the word "including", of the words "but not limited to". It was so agreed.

Ill health

23. The proposed definition of ill health was "Workers who become injured or ill because of work", proposed by the Office following the discussion on paragraph 30.
24. The Government Vice-Chairperson said that, in the occupational context, the concept of ill health referred to workers who became injured or ill because of work. The Secretary to the Workers' group considered that the definition of ill health should also refer to workers whose condition was caused or exacerbated by work, such as workers who suffered from asthma. She therefore proposed the addition of the words ", or whose health condition is exacerbated by work". The Employer Vice-Chairperson preferred to find an alternative to the term "exacerbated", and therefore proposed "or whose health condition arises out of or in the course of employment".
25. Following further discussion, the Employer Vice-Chairperson proposed the following definition: "any illness caused by exposure to risk factors arising from work activity". The Secretary to the Workers' group proposed the addition of the words "or related to" after the words "caused by". It was so agreed.

Incident

26. During the discussions, it was proposed to reinstate the following definition from the 1998 code: "An unsafe occurrence arising out of or in the course of work where no personal injury is caused, or where personal injury requires only first-aid treatment."
27. The Employer Vice-Chairperson said that the definition left it unclear what the difference was between an accident and an incident. The Government Vice-Chairperson noted that in many jurisdictions the term "incident" covered what used to be known as an "accident", and was not therefore a minor event. The Secretary to the Workers' group noted that the term "incident" was used frequently in the draft code and should therefore be defined. The Employer Vice-Chairperson proposed the deletion of the term "unsafe". It was so agreed. An ILO expert added that an incident in which an injury required first-aid treatment would be defined as an occupational accident, and that the words "or where personal injury requires only first aid treatment" should therefore be deleted. It was so agreed. He added that an incident was very similar to a "near miss" and that the definition of "near miss" could therefore refer back to the definition of "incident" and requested the Office to ensure the alignment between the two terms throughout the code. It was so agreed.

Inclement weather

28. The Worker Vice-Chairperson proposed the inclusion, after the words "extreme heat", of the words "extreme cold, forest fires, and floods", which covered significant weather conditions in the sector. The Employer Vice-Chairperson drew a distinction between controlled burns and wildfires. Employers could control the former, but not wildfires. The Government Vice-Chairperson agreed that only wildfires were uncontrollable and suggested the replacement of "forest fires" by "wildfires". It was therefore agreed to add the words "extreme cold, wildfires, floods".

Labour inspection

29. During the discussions, it was proposed to reinstate the following definition from the 1998 code: "The periodic and structured examination of a worksite by a person with a specialized knowledge of typical forest operation and the statutory and non-statutory requirements relevant to occupational safety and health."

30. The Employer Vice-Chairperson proposed the addition, after the words “by a person”, of the words “employed by a competent authority”. The Secretary to the Workers’ group emphasized that labour inspection in forestry did not only consist of structured inspections, as it was also necessary to carry out inspection following incidents, as well as unannounced and reactive inspections. The Government Vice-Chairperson agreed that the role of labour inspection was broad and included the inspection of incidents and consultation with employers and workers. The Secretary to the Workers’ group proposed the addition, following the word “structured”, of the words “or unannounced”. It was so agreed.

Manager

31. During the discussions, it was decided to reinstate the following definition from the 1998 code: “A person appointed and legally responsible for the management and technical direction of all or part of a forestry enterprise.”

Near miss

32. During the discussion of the definition of “incident”, it was decided that the definition of “near miss” should be referred to in that of “incident” and the term “near miss” was deleted.

Occupational accident

33. The Employer Vice-Chairperson noted, in relation to the definition of occupational accident and the terminology used throughout the draft code, that the wording used tended to vary in the various sections, sometimes including such terms as “injury, disease, accident, near miss and incident”. He therefore called on the Office to ensure consistency and the use of the most up-to-date terminology throughout the document once the current discussion had been completed. The Government Vice-Chairperson considered that the current wording of the document tended to capture the essential elements. An ILO expert said that, in line with the agreed terminology, the word “disease” should be removed from the definition. It was so agreed.

Recording

34. During the discussions, it was proposed to reinstate the following definition from the 1998 code: “A procedure, specified in national laws and regulations, for ensuring that the employer or self-employed person maintains information on: occupational accidents and diseases; commuting accidents; and dangerous occurrences and incidents.”
35. The Employer Vice-Chairperson proposed the deletion of “commuting accidents”, which were covered by occupational accidents. The Secretary to the Workers’ group preferred to keep the reference to commuting accidents and to include the wording “occupational accidents, injuries and diseases”, in line with the wording contained in the Protocol of 2002 to the Occupational Safety and Health Convention, 1981. The Employer Vice-Chairperson proposed to include the precise wording of the Protocol and therefore to replace the words “: occupational accidents and diseases; commuting accidents; and dangerous occurrences and incidents” by the words “occupational accidents, occupational diseases and, as appropriate, dangerous occurrences, commuting accidents and suspected cases of occupational diseases”. It was so agreed.

Safety and health committee

36. The Worker Vice-Chairperson proposed the addition of the term “joint” before “safety and health committee”, to reflect an essential element of such committees. He also proposed to replace the words “equal representation of workers’ OSH representatives and employers’ representatives,

established and functioning according to national laws, regulations or practice” by the words “workers’ representation at least equal to that of employers’ representatives”, which was the terminology derived from the Occupational Safety and Health Recommendation, 1981 (No. 164).

37. The Employer Vice-Chairperson agreed to the addition of the word “joint”, but opposed the other alternative wording and the deletion of the reference to national laws, regulations and practice. The Government Vice-Chairperson preferred the original wording, which reflected national practice. However, following further discussion, and in line with the wording adopted in the body of the draft code, it was agreed to accept the wording from Recommendation No. 164, as proposed by the Worker Vice-Chairperson.

Sentinel health events

38. During the discussions, it was agreed to include the definition of sentinel health events: “Designed to identify high-risk jobs and activities with regard to occupational health, as well as to provide pointers towards the aetiology of diseases.”

Supervisor

39. The Employer Vice-Chairperson proposed the addition of the word “competent”, which was a necessary quality for a supervisor. It was so agreed.

Workplace

40. The Worker Vice-Chairperson proposed the addition, following “by reason of their work”, of the words “, including accommodation and welfare facilities provided by the employer”. He also requested the Office to provide a clarification as to whether commuting was considered to be included in work.
41. An Office expert indicated that commuting accidents were covered by work-related provisions of national legislation in some countries, but not in others. The Government Vice-Chairperson did not object to the proposed change, provided that it reflected national standards. The Employer Vice-Chairperson did not object to the proposed addition of the reference to welfare facilities but opposed the removal of the words “and which are under the control of an employer as defined in ‘employer’”. It was so agreed.

► Part I. General provisions related to forestry

1. General provisions

1.1. Objective

42. In paragraph 1, the Government Vice-Chairperson proposed to change the words “for the use of all those” to “for the use by all those”. It was so agreed.
43. In subparagraph 2(b), the Government Vice-Chairperson proposed the addition of the words “and risks” after the word “hazards”. The Worker Vice-Chairperson agreed to the amendment and proposed the replacement of the word “workplace” by the word “occupational”. It was so agreed.
44. In subparagraph 2(f), the Employer Vice-Chairperson proposed the addition of “according to national law and practice” after the words “ensuring compensation”, and of the words “or disease” after the words “an occupational injury”.

45. The Worker Vice-Chairperson welcomed the addition of the words “and disease”. However, he could not support the inclusion of the words “according to national law and practice”. Some countries did not have adequate laws in that regard and it was therefore necessary for the text of the code to be aspirational and to build on what was already there. Following further discussion, “according to national law and practice” was agreed to be included in the text.
46. In subparagraph 2(g), the Government Vice-Chairperson proposed to replace the words “workplace hazards” by the words “occupational hazards and risks”, in line with the terminology adopted elsewhere in the code. It was so agreed.
47. The Worker Vice-Chairperson proposed the addition of a new subparagraph following paragraph 2(i), which would read as follows: “protect the public from hazards arising from forestry work activities and the use of hazardous processes, equipment and substances.”
48. The Employer Vice-Chairperson considered that the proposed new subparagraph was very broad in scope and went beyond matters that lay within the control of employers. The Government Vice-Chairperson had no problem with the basic principle expressed in the proposed new subparagraph, but considered that the language could be refined. For example, it might be better to refer to “others” or “other persons” rather than to “the public”. The word “work” could also be deleted, as the “term “forestry activities” was already sufficient. The Worker Vice-Chairperson proposed the inclusion of the phrase “and which are under the control of an employer as defined in ‘employer’”.
49. The Head of Unit (Forestry, Agriculture, Construction and Tourism Unit, ILO Sectoral Activities Programme), in response to a request for clarification concerning the terminology used in the Prevention of Major Industrial Accidents Convention, 1993 (No. 174), indicated that the Convention and its accompanying Recommendation No. 181 used the terms “the public and the environment”. The Government Vice-Chairperson could accept that language as it was in accordance with Convention No. 174.
50. Following further discussion, the Secretary to the Workers’ group emphasized the importance of the inclusion in the code of a reference to the environment, particularly as paragraph 37 now referred to the “working environment”. It should be recalled that forests were often places of public access unlike, for example, construction sites. She therefore suggested a modified wording of the new paragraph that she had previously proposed: “protecting the environment and persons at or near the worksite from hazards arising from forestry activities within the control of the employer and the use of hazardous processes, equipment and substances”. It was so agreed.

1.2. Application and scope

51. In paragraph 3, the Worker Vice-Chairperson proposed to add “restoration, ecosystem services” after the word “protection”. The Worker Expert from Indonesia explained that ecosystem services were now being increasingly recognized as an important aspect of forestry activities in certain countries, particularly in relation to recreational or educational parts of protected forest areas. The proposed amendment aimed to ensure that the code addressed the OSH of people involved in such services. The Secretary to the Workers’ group added that in certain cases ecosystem services included conservation or forest management activities.
52. The Employer Vice-Chairperson noted that forest restoration was covered by silviculture, and that the proposed addition was therefore repetitive. In light of the explanations provided by the Workers’ group, ecosystem services were already included in the definitions contained in the draft code. If a specific reference to ecosystem services were to be included in the text of code, a definition would be needed of such services. The Government Vice-Chairperson expressed

concern that the proposed new wording lacked clarity and tended to focus on economic development rather than OSH matters. The Chairperson explained that ecosystem services could include a wide variety of activities, such as the provision of clean water, and were often provided by forest owners.

53. The Employer Vice-Chairperson considered that, in light of the explanation provided by the Chairperson, the proposed amendment went beyond the scope of the draft code. The Government Vice-Chairperson agreed that ecosystem services went beyond OSH issues and was of the view that the reference might fit better with language on sustainable forest management practices. The Secretary to the Workers' group added that the provision of ecosystem services was a growing area of work, especially in relation to soil erosion. However, in light of the discussion, she confined her proposal to the addition of the word "restoration". It was so agreed.
54. In paragraph 5, the Employer Vice-Chairperson proposed to add the word "immediate" before the word "vicinity". It was so agreed.
55. In paragraph 7, the Worker Vice-Chairperson proposed to add the words "and through collective bargaining" after the words "in consultation", and to delete the words "and in accordance with national laws and regulations". The intent of the proposed changes was clearly to protect the fundamental rights of workers.
56. The Employer Vice-Chairperson opposed the proposed amendment. The Government Vice-Chairperson considered that the text should seek to address the situations of both workers who were organized and those who were not represented by collective bargaining. Following further discussions, the Secretary to the Workers' group said that she could withdraw the proposed addition to collective bargaining in paragraph 7 if it were accepted in the new paragraph proposed following paragraph 14. It was so agreed.
57. In paragraph 7, the Government Vice-Chairperson also proposed to add the words "gender and age" before the word "-disaggregated" and to replace the term "gender-sensitive" by the term "gender-responsive". It was so agreed.
58. In paragraph 8, the Government Vice-Chairperson proposed the addition of the words "equal or greater" before the word "protection". It was so agreed.
59. Following further reflection, and in light of the discussion on paragraphs 15 and 16 below, at the request of the Worker Vice-Chairperson, the Office proposed the following new paragraph after paragraph 14: "The code acknowledges the mutually reinforcing nature of the fundamental principles and rights at work, recognizing in particular the linkages and inter-complementarities between occupational safety and health and the other fundamental principles and rights at work, namely the principles of freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation."
60. The Employer Vice-Chairperson expressed the belief that, as the code addressed OSH in forestry, the reference to fundamental principles and rights at work was not necessary, particularly as they were already covered in other paragraphs. The Secretary to the Workers' group recalled that the Governing Body had instructed the Office to include reference to the fundamental principles and rights at work in all ILO instruments. There was a clear linkage between OSH and the other fundamental principles and rights at work. The reference to those principles and rights in paragraph 14 was not sufficient, as it was also essential to place emphasis on the interlinkage between the various fundamental principles and rights at work.

61. The Employer Vice-Chairperson indicated that he could agree to paragraphs 14 and the new paragraph following paragraph 14, if other references to collective bargaining were then removed from the code. It was so agreed.

2. General duties, rights and responsibilities

2.1. Cooperation, coordination and effective social dialogue

62. In paragraph 15, the Worker Vice-Chairperson proposed, after the word “require”, the addition of the words “the full implementation of the rights of freedom of association and collective bargaining in order to engage in effective”.
63. The Employer Vice-Chairperson said that, although he did not disagree with the statement in general terms, the proposed addition was not required in the present context. The Government Vice-Chairperson considered that the issue was covered elsewhere in more general terms and wondered whether the proposed additional text was necessary in the context of the present paragraph.
64. Following a request for assistance by the Worker Vice-Chairperson, the Office proposed the addition, at the end of the paragraph, of the following new sentence: “This code recognizes that the full implementation of the principles of freedom of association and the effective recognition of the right to collective bargaining are enabling conditions for the attainment of the strategic objective of social dialogue and tripartism.” The Head of Unit noted that the wording was taken from the 2018 Conference resolution concerning the second recurrent discussion on social dialogue and tripartism. It was so agreed.
65. In paragraph 16, in the chapeau, the Government Vice-Chairperson proposed to add the words “and risks” following the word “hazards”, in line with the terminology used elsewhere in the draft code. It was so agreed.
66. Also in the chapeau to paragraph 16, the Worker Vice-Chairperson proposed to add the words “or where this is not possible, the” after “the elimination”. The intent was to establish the broadly accepted hierarchy of the elimination of hazards and risks, and their reduction or control only where elimination was not possible. The Government Vice-Chairperson said that his group had the same concern. It was so agreed.
67. In subparagraph 16(d), the Worker Vice-Chairperson proposed to replace the words “adequate information” with the words “all necessary information”. The Employer Vice-Chairperson considered that a more suitable formulation would be “all appropriate information”. The Worker Vice-Chairperson said that what was most important was the inclusion of the word “all” in relation to information. It was so agreed.
68. In subparagraph 16(e), the Government Vice-Chairperson proposed to add the words “and importers” after the word “suppliers”, as the role of importers in ensuring OSH in forestry was often overlooked and certain imported items could pose their own safety and health risks. It was so agreed.
69. Also in subparagraph 16(e), the Worker Vice-Chairperson proposed to add the words “and service providers”, who were also key actors in the sector. In response to a request for a definition from the Employer Vice-Chairperson, the Worker expert from Indonesia explained that service providers included caterers and security companies hired by forestry companies to provide certain services that were beyond the activities of forestry operations. It was so agreed.

70. The Employer Vice-Chairperson proposed the deletion of subparagraph 16(f), which had been drawn from the code of practice on construction, but was not relevant to forestry activities, which did not involve the sourcing of wood. The Worker Vice-Chairperson could not accept the proposed deletion. The Government Vice-Chairperson noted that in most jurisdictions primary responsibility to ensure workplace safety and health rested with employers and that most jurisdictions made reference to the obligation of workers to cooperate in that respect, without defining specific responsibilities.
71. The Employer Vice-Chairperson proposed the addition of a new subparagraph following subparagraph 16(e) which would read as follows: "Workers should remain responsible for the observance of the safety and health measures applicable to them."
72. The Government Vice-Chairperson, with reference to the proposed new subparagraph, considered that reasonable care was a common concept to qualify the role of workers in ensuring their health and safety. He proposed a new subparagraph which would read: "Every worker must take reasonable care to protect the workers' health and safety and the health and safety of other persons who may be affected by the workers' acts or omissions at work."
73. The Secretary to the Workers' group asked the Office to clarify whether the issue of workers' responsibility was not already adequately covered by subparagraphs 16(c) and 16(d). She was of the view that it would be preferable to refer to compliance and cooperation by workers in relation to safety and health measures. Article 19 of Convention No. 155 referred to arrangements for the cooperation of workers. She requested the Office to propose a text on the subject that was aligned with the terms of Convention No. 155.
74. The Employer Vice-Chairperson acknowledged the point raised by the Workers' group but believed that the responsibility of workers went beyond cooperation and included compliance. While noting that paragraph 56 of the draft code covered the same subject, he emphasized that the initial more general part of the draft code covering general duties, rights and responsibilities already referred to the duties of employers and governments, and should therefore include those of workers.
75. At the request of the Meeting, the Office proposed the following new subparagraph as subparagraph 16(f):

Workers have the responsibility, in accordance with their training and the instructions and means given by their employers, to comply with prescribed OSH measures on the elimination or control of hazards or risks to themselves and others, including through the proper care and use of the personal protective equipment (PPE), facilities and equipment placed at their disposal for this purpose.
76. The Secretary to the Workers' group expressed a preference to change the order at the beginning of the subparagraph, to begin with the words: "Where workers have been provided by their employers with the training, instructions and means, they have the responsibility ...". The Government and Employer Vice-Chairpersons preferred the text proposed by the Office. It was so agreed.
77. In paragraph 18, the Worker Vice-Chairperson proposed to replace the words "compatible with" by the words "in compliance with". It was so agreed.
78. In paragraph 20, the Worker Vice-Chairperson proposed to replace the words "should remain" by the words "shall be". The Secretary to the Workers' group explained that, since the decision by the International Labour Conference in 2022 to include OSH among the fundamental principles and rights at work, and Conventions Nos 155 and 187 among the ILO fundamental Conventions, the ILO had a duty to protect the fundamental right to OSH. The language used should therefore be

stronger than the more traditional “should”, which had been used in codes of practice on OSH adopted before the official recognition of OSH as a fundamental right of workers.

79. The Government Vice-Chairperson said that the term “shall” was usually used in national legislation and binding international texts such as Conventions. For Recommendations and codes of practice, the term “should” was usually more appropriate. The Employer Vice-Chairperson opposed the proposed amendment and added that the paragraph related to the general duties, rights and responsibilities of employers and the term “should” was therefore more appropriate.
80. The Representative of the Legal Adviser, in response to a request for clarification concerning the use of the terms “shall” and “should” in ILO codes of practice, noted that ILO codes of practice provided detailed technical guidance. Their provisions were not binding, but were of a recommendatory nature. Where provisions in codes of practice contained a normative statement, the modal verb to be used in the main clause was “should”. If the provision repeated or paraphrased, or drew conclusions from a binding text, such as ratified Conventions, fundamental principles and rights at work, or national laws or regulations, that did not change the legal nature of the code of practice, which remained non-binding itself and would still use “should” in its main clauses. That did not affect the binding nature of the text to which reference was made. The binding nature of the text flowed from the text itself which, in the case of a Convention, used the modal verb “shall”. But that rule had not always been respected and there were instances in which codes of practice occasionally used “shall” in main clauses to indicate that reference was being made to an obligation set out in the binding text referred to. However, that was unusual and not recommended, as it did not reflect the non-binding nature of codes of practice. Those reflections did not refer to the use of “shall” in subordinate clauses. For example, in paragraph 348 of the present draft code of practice, the wording “the employer should ensure that cash and sickness benefits shall be provided” did not raise significant issues, as employers were being called upon to ensure that there existed an obligation to provide those benefits.
81. The Employer Vice-Chairperson welcomed the advice provided and concluded that it would be better to use the term “should” in the code, rather than “shall” or “must”. The Government Vice-Chairperson also expressed appreciation of the advice offered, which made it clear that it was normal to use the term “should”, except in exceptional cases.
82. The Representative of the Legal Adviser, in response to a further request for clarification from the Secretary to the Workers’ group, indicated that, even when referring to the fundamental principles and rights at work, whose respect, promotion and realization is an obligation according to the clear terms of the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022 (1998 Declaration), if the normal drafting practice of codes of practice was followed, based on the use of the term “should”, that would not in any way weaken the binding force of the Declaration or any Conventions cited.
83. The Assistant to the Workers’ group, in light of the advice provided and the subsequent discussion, was prepared to accept the word “should” in the present case and in most other cases, although the possibility of retaining the term “shall” or “must” should be retained in references to binding provisions.
84. In response to a further request for clarification, the Head of Unit noted that, in accordance with the legal advice provided, the use of “should” in a non-binding text, such as the present code of practice, even when referring to binding standards, in no way undermined the standing of the texts to which reference was made. The Secretary-General added that based on practice in previous documents and the legal advice provided, that the modal verb to be used in the code of practice was principally “should”. However, on selected occasions it might be possible to use “shall” or “must”, with each case being examined on its merits. Moreover, the use of the term

“should” in the code of practice to refer to a binding instrument did not imply any weakening of the principles set out in the binding instrument.

85. In light of the explanations provided, the Meeting agreed that “shall” and “must” could be replaced by “should”, except in the specific cases of paragraphs 416, 423, 468 and 471.
86. The Worker Vice-Chairperson proposed the following new paragraph after paragraph 20: “Multinational enterprises operating in the forestry sector should demonstrate supply chain responsibility through human rights due diligence, with the objective of securing universally high standards of occupational safety and health throughout their global operations.” The Assistant to the Workers’ group indicated that the proposed new text was in line with subparagraphs 10(d) and (e) of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (the MNE Declaration) and reflected many of the discussions that were currently being held on the maintenance of high standards of OSH throughout supply chains. The Government Vice-Chairperson supported the proposed new paragraph. The Employer Vice-Chairperson did not agree with the proposed new paragraph.
87. The Secretary to the Workers’ group also referred to paragraphs 43, 44 and 45 of the MNE Declaration on the duties of multinational enterprises in the field of OSH and considered that they could all usefully be included in the draft code, or as a minimum the following sentence: “Multinational enterprises should maintain the highest standards of safety and health, in conformity with national requirements, bearing in mind their relevant experience within the enterprise as a whole, including any knowledge of special hazards.”
88. Following further discussion, the Employer Vice-Chairperson proposed the following new paragraphs, which would replace the text proposed by the Workers’ group and paragraph 20: “Governments, employers and workers organizations and all enterprises, including multinational enterprises in forestry, should observe the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). Governments should ensure that both international and national enterprises provide adequate safety and health standards and contribute to a preventive safety and health culture in enterprises progressively achieving a safe and healthy working environment.” He indicated that the first proposed new paragraph was drawn from paragraph 43 of the MNE Declaration, and the second was adapted from the code of practice on textiles, section 2.3, paragraph 11.
89. The Secretary to the Workers’ group welcomed the quotation from the MNE Declaration and noted that she had already proposed a new paragraph drawn directly from the MNE Declaration. The inclusion of the paragraph in the textiles code had undoubtedly been prompted by the Bangladesh case. She recalled that the MNE Declaration had been amended to include OSH among the fundamental principles and rights at work. Following further discussion, the meeting agreed to include the following paragraph: “Governments, employers’ and workers’ organizations and all enterprises, including multinational enterprises, in forestry should observe the principles of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). Multinational enterprises should maintain the highest standards of safety and health, in conformity with national requirements, bearing in mind their relevant experience within the enterprise as a whole, including any knowledge of special hazards.”.

2.2. Competent authorities

90. In paragraph 21, the Government Vice-Chairperson proposed the addition of the words “and risks” following the word “hazards”, in line with the change already accepted in the chapeau to paragraph 16. The change should be made throughout the draft code when the same terminology was used. It was so agreed.

91. In paragraph 21, the Worker Vice-Chairperson proposed the inclusion of a new subparagraph before subparagraph 21(a) which would read as follows: “guarantee that fundamental principles and rights at work are respected, promoted and realized. Public authorities should guarantee the implementation of collective bargaining agreements and that collective bargaining in the forestry sector is not hampered by the absence of rules governing the procedure to be used or by the inadequacy or inappropriateness of such rules;”.
92. The Government Vice-Chairperson placed emphasis on the role of national labour inspection services as the competent authorities for the improvement of OSH in forestry. The Employer Vice-Chairperson did not believe that the proposed new subparagraph was in the correct context in the section on competent authorities. The role of those authorities was primarily to ensure that national laws and regulations were given effect, rather than ensuring the application of fundamental principles and rights at work. Moreover, the substance of the proposed text was already covered in paragraph 14 of the draft code.
93. The Secretary to the Workers’ group recalled that the 1998 Declaration emphasized the interlinked nature of all the fundamental rights. In particular, collective bargaining and the resulting agreements were essential to the effective implementation of good OSH practices, and they should not be seen as separate areas. If it would help, a specific reference could be made to the Collective Bargaining Convention, 1981 (No. 154). If there were another place in the draft code to highlight those two fundamental rights, that could offer another solution. Following the agreement reached on paragraph 14 and the new paragraph following paragraph 14, the Secretary to the Workers’ group withdrew the proposed new subparagraph.
94. Following paragraph 22, the Secretary to the Workers’ group raised the question of why paragraphs Nos 15, 16, 17, 18, 19, 20, 21, 22, 23, 24 and 25 from the 1998 code had not been included in the present draft code. She requested the Office to explain where the matters covered by those paragraphs were included in the present draft code. If those matters were not covered in the present draft text, the Workers’ group would call for their inclusion. The Office provided written response on the matter.
95. In subparagraph 23(a), the Worker Vice-Chairperson proposed to replace the words “comprised of equal representation of employers and workers” by the words “, with workers’ representation at least equal to that of employers’ representatives and”.
96. The Employer Vice-Chairperson preferred the original text, which said the same thing. The Government Vice-Chairperson also preferred the original language. The Secretary to the Workers’ group said that the difference between the two versions lay in the possibility allowed by the proposed new text for there to be more workers’ representatives than employers’ representatives, which was often the case in practice. The proposed new language was based on Paragraph 12 of the Occupational Safety and Health Recommendation, 1981 (No. 164). Following further discussion, it was so agreed.
97. In subparagraph 23(b), the Employer Vice-Chairperson proposed the deletion of the words “and funding”. He recalled that the subject was covered in greater detail in paragraph 143. The original text of subparagraph 23(b) could also be read as calling for funding by employers for health and safety committees in which workers’ representatives met without the representation of employers, which would not be appropriate. Following further discussion, the Secretary to the Workers’ group proposed the replacement of the words “and funding” by the words “and resources”. It was so agreed.
98. In subparagraph 24(a), the Secretary to the Workers’ group proposed the addition of the words “transportation, access and egress,” after the word “equipment”. The purpose of the proposed

amendment was to achieve greater clarity and to include transportation facilities that were not covered by the other listed structures, facilities and machinery, such as pedestrian access to the site and transport to and within the site, for example by bus.

99. The Government Vice-Chairperson said that transportation, access and egress were normally included by manufacturers in the risk controls for structures, facilities and machinery. However, he could support the proposed amendment. It was so agreed.
100. In relation to paragraph 25, in response to a request by the Secretary to the Workers' group as to who would be responsible for carrying out technical tasks of laboratory tests if the competent authority did not do so itself, the Head of Unit indicated that that would depend on the national legislation. The wording of the proposed paragraph had been taken from the codes of practice on construction and textiles. The Secretary to the Workers' group noted that paragraph 25 depended on the wording of subparagraph 24(e), which indicated that the competent authority should establish criteria for the information contained in the substance data sheets received by employers. The question that arose from the present wording of the text was therefore who would undertake technical tasks and laboratory tests if the competent authority did not do so. She therefore proposed to add the words "oversee and" after the words "expected to".
101. The Government Vice-Chairperson said that the text established the role of the competent authority in the determination of the respective criteria and requirements, but permitted it to make use of other parties for certain tasks, such as laboratory testing. The Government's role lay in establishing the necessary standards and developing new regulations, as well as in oversight of their implementation. The proposed amendment was therefore acceptable.
102. The Employer Vice-Chairperson agreed that it was the role of the competent authority to set the rules for the determination of criteria and requirements for substance safety data sheets, but that it did not necessarily carry out or oversee the respective testing. Following further discussion, the Assistant to the Workers' group proposed the addition, after the words "these criteria", of the words "and monitor compliance with", and the withdrawal of the proposed addition of the words "and oversee". It was so agreed.
103. The Worker Vice-Chairperson proposed a new subparagraph following subparagraph 26(c), which would read as follows: "ensure accessible information on such restricted practices, processes and substances is made available to the public." In response to a request for clarification, the Secretary to the Workers' group explained that the restricted practices, processes and substances might, for example, include the pesticides used and restrictions on people walking through forests when tree cutting was taking place. It was so agreed.
104. The Government Vice-Chairperson considered that the proposed wording was in line with previous comments relating to persons at or near the workplace. Following further discussion, he proposed the addition, at the end of the subparagraph, of the words "at or near the workplace". The Employer Vice-Chairperson proposed to replace the word "Ensure" by the word "Provide". It was so agreed.
105. In paragraph 28, the Worker Vice-Chairperson proposed the addition, after the words "legal obligations", of the words "and confirm the legal rights of workers and their representatives", and the addition in the second sentence, after the words "provide assistance", of the words "and publicly available guidance documents".
106. The Government Vice-Chairperson indicated that the proposed wording was consistent with practices among government agencies to ensure that documents and digital information were available to workers and that employers understood their roles and responsibilities, and was therefore acceptable. The Employer Vice-Chairperson indicated that the first proposed addition

failed to include employers. The reference should be to the legal rights of “all parties”. It was agreed to adopt the text as subamended.

107. In paragraph 29, the Worker Vice-Chairperson proposed the addition, after the words “periodically review”, of the words “in consultation with the social partners”. It was so agreed.
108. Also in paragraph 29, the Government Vice-Chairperson proposed the addition of the word “, gender-” after the word “age-” with a view to making the terminology used more inclusive. The Employer Vice-Chairperson considered that the meaning of the term “gender” had been relatively clear in the recent past, but was now becoming much more complex.
109. In response to a request for clarification concerning the use of the term “gender”, the Executive Secretary indicated that in the ILO statistical standards adopted by the International Conference of Labour Statisticians, it was recommended that indicators should be disaggregated by sex, specified age groups (including separate categories for youth), etc., taking into account the statistical precision of those estimated. Those were disaggregations that were widely used by countries when disseminating key labour market indicators. Gender identification was not commonly collected in national labour force survey and other household based surveys.
110. The Government Vice-Chairperson appreciated the clarity of the explanation provided, withdrew his proposal, and proposed the deletion of the term “gender” wherever it might appear in the draft code in relation to statistical data. It was so agreed.
111. In paragraph 30, the Worker Vice-Chairperson proposed to replace the words “work injury benefits schemes with a view to ensuring compensation” by the words “formal jobs, guaranteeing work injury insurance and benefit schemes with a view to ensuring timely compensation”.
112. The Employer Vice-Chairperson noted that the proposed wording not only introduced the concept of “formal jobs”, but also referred to “ill health”, which would require explanation in the context of OSH. There was no mention of “ill health” in the definition of compensation in the draft code, which addressed OSH issues, not social welfare. Issues relating to ill health might, or might not be exacerbated by the workplace, but they involved another form of insurance. Moreover, any reference to “formal jobs” should be in the section on employment.
113. A Worker advisor said that ill health was the single biggest cause of absence from work. Examples included stress-related diabetes. Recommendation No. 164 referred to the physical and mental elements affecting health, which were directly related to safety and health at work. The Secretary to the Workers’ group said that the Article 15 of the Occupational Health Services Convention, 1985 (No. 161), specifically referred to ill health and its relation to health hazards at the workplace. The reference to “formal jobs” could be removed to facilitate acceptance of the text.
114. The Chief of the Labour Administration, Labour Inspection and Occupational Safety and Health Branch, LABADMIN/OSH, in response to a request for clarification, said that the term “ill health” was not defined in international labour standards, nor had it been interpreted by the supervisory bodies. However, it was used in certain international labour standards, such as Article 15 of Convention No. 161, which provided that occupational health services “shall be informed of occurrences of ill health amongst workers and absence from work for health reasons, in order to be able to identify whether there is any relation between the reasons for ill health or absence and any health hazards which may be present at the workplace”. Moreover, Paragraph 26(d) of the Safety and Health in Mines Recommendation, 1995 (No. 183), indicated that workers and their safety and health representatives should receive or have access to information, which should include reports of accidents, injuries, instances of ill health and other occurrences affecting safety and health. There were also several references to ill health in the ILO *Guidelines on occupational safety and health management systems: ILO-OSH 2001* in relation to the recording of diseases and

injuries and the need to investigate the causes of occupational injury and ill health. Ill health was therefore quite often used in the context of OSH as a source of information with a view to the adoption of preventive measures.

115. The Employer Vice-Chairperson welcomed the clarification and noted that the term was used in relation to workplace issues with a view to the improvement of OSH. However, its use in relation to the provision of compensation gave rise to greater difficulties in the present context. The Government Vice-Chairperson noted that psychosocial aspects relating to illness could be included in ill health. The Secretary to the Workers' group noted that there was a definition of health in Convention No. 155, and that ill health was the opposite of health. In light of the discussion on the definition of ill health, the text was agreed as amended, and it was agreed to include a definition of ill health in the definitions section of the code.
116. With reference to paragraph 32, the Head of Unit, in response to a request for clarification by the Worker Vice-Chairperson, indicated that no reference had been made to the ILO *Guidelines on general principles of labour inspection* adopted in 2022 as the paragraph already contained a reference to the more specific ILO *Guidelines for labour inspection in forestry* of 2006. However, the Meeting could also decide to include a reference to the 2022 Guidelines.
117. The Worker Vice-Chairperson proposed the inclusion in the chapeau of paragraph 32 of a reference to the 2022 Guidelines. It was so agreed.
118. In paragraph 32, the Worker Vice-Chairperson also proposed a new subparagraph following subparagraph (a) which would read as follows: "be informed in a timely manner and before the operations commence of the location of forestry operations and be given access to all workplaces". The proposed new subparagraph was intended to address the nature of forestry operations, which were highly mobile and not confined to a fixed location.
119. The Government Vice-Chairperson said that his group's proposed new subparagraph addressed the same issue, and would read as follows: "employers should communicate the intended forestry activity to the competent authorities before the operations commence". However, he would be prepared to accept the wording proposed by the Workers' group. It was so agreed.
120. In subparagraph 32(b), the Worker Vice-Chairperson proposed the addition of the word "unannounced" after the words "carry out" and the insertion of the words "and corrective measures taken" after the words "monitor compliance". It was so agreed.
121. In subparagraph 32(e), the Government Vice-Chairperson proposed to replace the words "social security" by the words "national social security legislation". It was so agreed.
122. Also in subparagraph 32(e), the Worker Vice-Chairperson proposed to add the words "issuance of employment contracts" after the words "social security", and to add, after "workers' compensation schemes", the words "in line with the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121), noting the List of Occupational Diseases Recommendation, 2002 (No. 194)".
123. The Employer Vice-Chairperson did not agree with the inclusion of the reference to the issuance of employment contracts, which was not an OSH matter. The Government Vice-Chairperson also considered that the issuance of employment contracts was a separate issue from OSH. The Worker Vice-Chairperson recalled that the nature of the employment relationship was one of the types of information to be collected by labour inspectors, in accordance with the 2022 *Guidelines on general principles of labour inspection*. The Secretary to the Workers' group recalled that informality was a major issue in forestry work and involved specific risks. It was therefore very important for labour inspectors to monitor the employment relationship in forestry operations.

124. Following further discussion, the Employer Vice-Chairperson proposed that the subparagraph should read as follows: “monitor compliance with national social security legislation and the nature of employment relationships, types of contract, when this falls under the mandate of the labour inspectorate, and workers’ compensation schemes”. It was so agreed.
125. The Worker Vice-Chairperson proposed the addition of a new subparagraph following subparagraph 32(f) which would read as follows: “investigate complaints, accidents, dangerous occurrences or work-related diseases”. The Employer Vice-Chairperson said that the new subparagraph was already covered by subparagraph 33(b). The Government Vice-Chairperson indicated that he was proposing to add a reference to complaints in subparagraph 33(b). In light of those comments, the Worker Vice-Chairperson withdrew the proposed new subparagraph.
126. In subparagraph 33(b), the Government Vice-Chairperson proposed the addition, after the word “diseases”, of the words “and complaints”. It was so agreed.
127. In subparagraph 33(c), the Worker Vice-Chairperson proposed the addition, after the words “the findings of inspections and”, of the words “ensure the implementation and monitoring of”. The Employer Vice-Chairperson considered that the proposed change should be reworded to read: “, and monitor implementation of remedial action”. The Government Vice-Chairperson agreed that monitoring was the role of labour inspectors and implementation was the responsibility of employers. The reformulation could therefore be accepted. It was so agreed.
128. The Worker Vice-Chairperson proposed the addition of a new subparagraph following subparagraph 33(d) which would read as follows: “informed in a timely manner about the forestry working fronts”. The Government Vice-Chairperson also proposed the addition of a new subparagraph in paragraph 33 which would refer to labour inspectors being informed in a timely manner of “forestry operations”.
129. The Employer Vice-Chairperson recalled that the substance of both proposed additions was already covered by the new subparagraph agreed following subparagraph 32(a). The Worker and Government Vice-Chairpersons withdrew their proposals for new subparagraphs in paragraph 33.
130. In subparagraph 33(h), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words “and appropriate preventive, protective and mitigative measures”. It was so agreed.

2.3. Employers

131. The Worker Vice-Chairperson proposed the addition of two new paragraphs before paragraph 35, which would read as follows:

In line with the United Nations Guiding Principles on Business and Human Rights and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), all enterprises, regardless of their size, sector, operational context, ownership and structure, should uphold occupational health and safety standards throughout their operations.

Employers are primarily responsible for occupational safety and health in the enterprise. They must make every effort to reduce hazards at, or in the vicinity of, forestry worksites to as low a level as possible.

132. The Worker Vice-Chairperson noted that a similar reference to the United Nations Guiding Principles and the MNE Declaration had recently been adopted by the ILO Meeting of Experts on Wage Policies, including Living Wages. The second paragraph was taken verbatim from

paragraph 38 of the 1998 code of practice. The Government Vice-Chairperson supported the inclusion of the proposed new paragraphs.

133. The Employer Vice-Chairperson, in response to the comments of the Worker Vice-Chairperson, emphasized that the present context was entirely different from that of the living wage. It should also be recalled that most employers were not responsible for operations throughout the supply chain. With regard to the second proposed new paragraph, the first sentence was acceptable as employers did indeed have primary responsibility for OSH in the enterprise. However, the second sentence was very similar to the text of paragraph 39 of the draft code. For a balanced text, it would also be necessary to refer to the responsibilities of workers.
134. The Worker Vice-Chairperson would be prepared to envisage moving wording from paragraph 39 to the proposed new paragraphs. She requested the Office to assist in the necessary reformulation. In paragraph 35, the Worker Vice-Chairperson proposed the addition, after the words “and guidelines”, of the words “in a language or medium the worker readily understands”. In response to the observation by the Employer Vice-Chairperson that the reference to the language of the documents provided was already contained in paragraph 52, the Worker Vice-Chairperson expressed a preference for it to be included earlier in the document, and that any later references could then be removed. It was so agreed.
135. The Worker Vice-Chairperson proposed the addition of a new paragraph following paragraph 35 which would read as follows: “Employers must provide all workers with an official employment contract, including safety and health conditions.” She explained that the wording was derived from Paragraph 14 of Recommendation No. 164. The Employer Vice-Chairperson said that the employment issue was already covered by paragraph 39 and should not therefore be repeated.
136. In light of the discussion, and in response to a request for assistance, the Office proposed the following new paragraph to replace paragraph 35:

Employers should be required to ensure that, so far as is reasonable practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to the health of workers and persons in the immediate vicinity and environment, This is achieved through the provision of adequate means and suitable organization and the establishment of a suitable programme on safety and health consistent with national laws and regulations, and should comply with the prescribed safety and health measures at the workplace regarding hazards or risks to safety and health in forestry, including technical standards, codes of practice and guidelines, in a language or medium the worker readily understands, as prescribed, approved or recognized by the competent authority.
137. The Worker Vice-Chairperson noted that paragraphs 35 and 39 were related to the general responsibilities of the various actors, but the proposed new paragraph concerned more the general intent to ensure OSH, not only under the responsibility of the social partners, but also the public authorities, taking into account the interests of the public at large. The Employer Vice-Chairperson said that the breadth of the text was a concern, with its general reference to the environment. It would be more acceptable if it could be narrowed down to the immediate vicinity and the “working” environment. Moreover, the reference to the language or medium that the worker readily understood was also covered in paragraph 52 and should be removed from the proposed text.
138. The Secretary to the Workers’ group could accept the inclusion of the word “working” to qualify environment. She could also accept the deletion of the words “in a language or medium the worker readily understands”, if it were agreed to bring paragraph 52 forward and make it more general. The resulting paragraph would read: “Employers should ensure that workers receive adequate information, instruction and training on safety and health regulations, policies,

procedures and requirements, and satisfy themselves that this information is presented in forms and languages which the workers easily understand". The inclusion of the two new paragraphs was agreed.

139. The Government Vice-Chairperson proposed the addition of a new paragraph following paragraph 35, which would read as follows: "Employers should communicate the intended forestry activity to the competent authority before operations commence." He noted that, in view of the mobility of forestry operations, the competent authority needed to be provided with prior information. The Employer Vice-Chairperson said that the new sentence should be included in the new subparagraph 32(b), which addressed the same issue. It was so agreed.
140. In the chapeau of paragraph 36, the Worker Vice-Chairperson proposed to replace the words "ensure that as far as is reasonably practicable, there is no" by the words "eliminate, or if not possible, minimize or control the".
141. The Employer Vice-Chairperson agreed with the word "eliminate", but proposed the reinstatement, after the words "minimize or control", of the words "as far as is reasonably practicable". It was so agreed.
142. Also in the chapeau to paragraph 36, the Employer Vice-Chairperson proposed the addition of the word "immediate" before the word "vicinity". It was so agreed.
143. In subparagraph 36(b), the Employer Vice-Chairperson proposed to replace the word "avoided" by the word "minimized".
144. The Worker Vice-Chairperson did not agree to the proposed amendment, which weakened the text. The Government Vice-Chairperson proposed to replace the word "avoided" by the words "eliminated or minimized". The Secretary to the Workers' group noted that the wording already contained the qualifier "unnecessarily" and therefore proposed that the new wording should be "eliminated, or when not possible minimized". It was so agreed.
145. Following subparagraph 36(f), the Worker Vice-Chairperson proposed the addition of a new subparagraph, which would read as follows: "that work organization, particularly with respect to hours of work and rest breaks, does not adversely affect occupational safety and health;". She noted that the proposed text was taken directly from Recommendation No. 164, Paragraph 10(f).
146. The Employer Vice-Chairperson said that the issue was already covered broadly in section 11.3 of the draft code. The Government Vice-Chairperson could accept the proposed new text. The Secretary to the Workers' group proposed to add, in subparagraph 36(c), after the words "organization of work", the words ", particularly with respect to hours of work and rest breaks", and to withdraw the proposed new subparagraph. Following further discussion, it was so agreed.
147. In paragraph 38, the Worker Vice-Chairperson proposed the addition of the word "collective" before the word "agreements", consistent with Convention No. 187.
148. The Employer Vice-Chairperson opposed the amendment, as were many types of agreements, not just collective agreements. In response to a request for clarification, he noted that Convention No. 155 referred to "mutual agreement". The Government Vice-Chairperson was neutral concerning the proposed amendment, but noted that it fell outside the scope of OSH regulation. The Worker Vice-Chairperson proposed the addition of the words "collective and mutual agreements". The Employer Vice-Chairperson proposed the addition, after the word "agreements", of the words ", as appropriate". It was so agreed.
149. Paragraph 39 was deleted following the agreement reached on the new text for paragraph 35.

- 150.** In paragraph 51, the Worker Vice-Chairperson proposed the addition, following the words “first aid”, of the words “and medical facilities”, and the addition at the end of the paragraph of the following new sentence: “Provisions should be adopted to protect the privacy of the workers and to ensure that health surveillance is not used for discriminatory purposes or in any other manner prejudicial to their interests.”
- 151.** The Government Vice-Chairperson supported the proposed additions. The Employer Vice-Chairperson noted that the draft code already included an Appendix on workers’ health surveillance, which was referred to in paragraphs 82(d), 133 and 320 of the draft code, and that the proposed additions were therefore repetitive. The Worker Vice-Chairperson recalled that the present section covered the responsibilities of employers and therefore differed from the context of the paragraphs referred to above. Moreover, the wording was taken from paragraph 57 of the 1998 code. It was so agreed.
- 152.** The Worker Vice-Chairperson proposed the addition after paragraph 51 of the following new paragraph: “Workers quarantined because of sickness or required to self-isolate should receive normal pay and benefits and be protected from dismissal.” She explained that the proposed wording was based on the provisions of the Medical Care and Sickness Benefits Recommendation, 1969 (No. 134).
- 153.** The Employer Vice-Chairperson said that, while the concept expressed was acceptable, the breadth and scope of the wording went beyond the responsibilities of employers. For example, the recent example of the COVID-19 pandemic provided abundant examples of sickness that was not related to the responsibility of employers. The Government Vice-Chairperson considered that the proposed addition did not fit in the present context.
- 154.** The Secretary to the Workers’ group recalled that as soon as a sick worker entered the worksite, the health issue became occupational in nature. The words “as far as practicable” could be added at the end of the proposed new paragraph. Following further discussion, the Employer Vice-Chairperson proposed the addition of the word “occupational” before the word “sickness” and the replacement of the word “pay” by the word “compensation”. It was so agreed.

2.4. Workers

- 155.** In paragraph 56, the Worker Vice-Chairperson proposed the replacement of the current text by the following: “Appropriate arrangements should be made to enable workers to cooperate in ensuring safe and healthy working conditions to the extent of their control over the equipment and methods of work without fear of retaliation and undue consequences.” She explained that the proposed new wording was based on Articles 13 and 19 of Convention No. 155 and covered elements that were missing from the original draft of the code.
- 156.** The Employer Vice-Chairperson said that it was clear that workers had rights, but also duties and obligations. He therefore preferred the original text. The Government Vice-Chairperson also preferred the original text of the paragraph, which addressed the duties of workers.
- 157.** The Worker Vice-Chairperson proposed the addition of a new paragraph after paragraph 56, which would read as follows: “Workers or their representatives and, as the case may be, their representative organizations in an undertaking, in accordance with national law and practice, are enabled to enquire into, and are consulted by the employer on all aspects of occupational safety and health associated with their work.” The Government Vice-Chairperson considered that the content of the proposed new paragraph was probably covered elsewhere in the draft code.
- 158.** In response to a request for assistance, following further consultation, the Office proposed the following new compromise text:

There should be appropriate arrangements at the level of the forestry operation under which:

- workers, in the course of performing their work, cooperate in the fulfilment by their employer of the obligations placed upon them;
- workers and their representatives in forestry operations are given appropriate training in occupational safety and health;
- workers or their representatives and, as the case may be, their representative organizations in forestry operations, in accordance with national law and practice, are enabled to enquire into, and are consulted by the employer on, all aspects of occupational safety and health associated with their work: for this purpose technical advisers may, by mutual agreement, be brought in from outside the forestry operations;
- a worker reports forthwith to his immediate supervisor any situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health: until the employer has taken remedial action, if necessary, the employer cannot require workers to return to a work situation where there is continuing imminent and serious danger to life or health.

- 159.** The Employer Vice-Chairperson indicated that he still preferred the original proposed wording. The Assistant to the Workers' group recalled that when the previous text had been adopted, Convention No. 155 had not been considered a fundamental instrument. She therefore preferred the new text preferred by the Office. The Government Vice-Chairperson also supported the Office text.
- 160.** Following further discussion, it was agreed to return to the original text of paragraph 56, in which the Employer Vice-Chairperson proposed the replacement of the words "have a right and the duty at any workplace to participate" by the words "comply and cooperate", and the replacement of the words "to express" by the words "may express". It was so agreed.
- 161.** In paragraph 57, the Worker Vice-Chairperson proposed the deletion of the word "should". It was so agreed.
- 162.** Also in paragraph 57, the Employer Vice-Chairperson proposed the deletion of the words "or ill health". In light of the agreement reached on the definition of ill health, it was so agreed.
- 163.** In paragraph 58, the Worker Vice-Chairperson proposed the deletion of the word "should". It was so agreed.
- 164.** Also in paragraph 58, the Worker Vice-Chairperson proposed to replace the words "the duty" by the words "a clear means". The Employer Vice-Chairperson wished to retain the word "duty". The Government Vice-Chairperson supported the inclusion of both "duty" and "a clear means". It was so agreed.
- 165.** At the end of paragraph 58, the Government Vice-Chairperson proposed the addition of the following new sentence: "Workers should not be penalized for taking any action as described in this paragraph." It was so agreed.
- 166.** In subparagraph 59(f), the Worker Vice-Chairperson proposed the addition, following the words "training programmes", of the words "during normal paid working hours". She indicated that the proposal was in line with Article 21 of Convention No. 155, which provided that "Occupational safety and health measures shall not involve any expenditure for the workers."
- 167.** The Employer Vice-Chairperson said that it was clear that meetings should be held during working hours. However, it was not always the case that training programmes were scheduled during working hours. The Government Vice-Chairperson supported the proposed new sentence. The

Worker Vice-Chairperson indicated that the word “paid” could be removed from the proposed new wording. It was so agreed.

168. The Worker Vice-Chairperson proposed the deletion of paragraph 60. She indicated that without a clear definition of the term “emergency” the wording could be misunderstood. The Secretary to the Workers’ group added that, without a clear definition of emergency, some employers might consider that an emergency situation existed when production was low and require workers to remove safety devices so that they could work more rapidly. Moreover, the other elements of the text were covered elsewhere in the draft code. The Government Vice-Chairperson considered in that context that the caveat of an emergency was an important limitation.
169. During a further discussion of the responsibilities of the parties, particularly in relation to paragraph 378 and certain proposed new paragraphs following that paragraph, it was agreed to delete the words “Except in an emergency” and to add, after the words “duly authorized” the words “, suitably trained and qualified,”. The Worker Vice-Chairperson withdrew her proposal to delete the paragraph. It was so agreed.
170. In paragraph 61, the Worker Vice-Chairperson proposed to modify the paragraph with the addition, after the words “Workers should not”, of the words “or be required to”, and the addition of the words “, suitably trained and qualified” after the words “duly authorized”.
171. The Government Vice-Chairperson agreed with the proposed changes. The Employer Vice-Chairperson agreed with the intent behind the changes, but also considered that workers should not operate plant or equipment under such conditions, and therefore proposed that the sentence should begin with the words “Workers should not, or be required to operate”. It was so agreed.

2.5. Contractors and subcontractors

172. In the title, the Worker Vice-Chairperson proposed to add the words “Principal contractors,” before the word “contractors”. In line with the agreement reached concerning the wording of paragraph 65, it was so agreed.
173. In paragraph 64, the Employer Vice-Chairperson proposed the addition, after the words “in terms of”, of the words “physical ability”. The Government Vice-Chairperson said that physical ability could be an important factor, but its inclusion in the present context would require more clarity. The Assistant to the Workers’ group opposed the inclusion of the words “physical ability”. Following further discussion, the Employer Vice-Chairperson withdrew the proposal.
174. In the chapeau to paragraph 65, the Worker Vice-Chairperson proposed the replacement of the words “principal contractor” by the word “employer”. The proposed change was intended to ensure that responsibilities were clear and were assumed by operators at the top of the value chain.
175. The Employer Vice-Chairperson said that the wording “Contractors, subcontractors and principal contractors” at the beginning of the sentence would be acceptable. In large operations, there was often a principal contractor, with the respective responsibilities. It might also be necessary to refer to the “owner” in certain cases, who might be responsible for hiring the principal contractor. The Government Vice-Chairperson agreed that it was necessary to identify the top level of responsibility, which might be designated by different names in different countries.
176. Following further discussion, the Secretary to the Workers’ group proposed to return to the original wording “Contractors and subcontractors” at the beginning of the chapeau to paragraph 65, and then to replace the word “employer” with the words “principal contractor, or other person or body with actual control over or primary responsibility for overall site activities,”.

The Government Vice-Chairperson proposed the addition of the word “owner,” before the words “principal contractor”. It was so agreed.

177. In line with the wording agreed in the chapeau, it was also agreed, in subparagraph (a), to replace the word “employer”, in the second sentence, by the words “principal contractor or the body with primary responsibility”. Similarly, in subparagraph (c), it was agreed to add, following the words “forestry operation”, the words “and between the principal contractor or the body with primary responsibility,”.
178. In paragraph 66, in line with the wording agreed in paragraph 65, it was agreed, in the chapeau and in subparagraph (d), to replace the word “employer” by the words “the principal contractor or the body with primary responsibility”.

2.6. Suppliers and manufacturers

179. In the title to the section, the Government Vice-Chairperson proposed the addition of the word “, importers” to bring the heading into line with earlier changes made to the draft code. The Employer Vice-Chairperson expressed uncertainty as to the manner in which importers affected forestry operations. The Secretary to the Workers’ group noted that reference was made to those who “import” machinery, equipment and substances in the chapeau to paragraph 67. It was so agreed.
180. In subparagraph 67(b)(ii), the Government Vice-Chairperson proposed the addition of the words “and risks”, in line with the wording adopted in other paragraphs. It was so agreed.

3. Occupational safety and health management systems

3.2. Occupational safety and health policy

181. In paragraphs 76, 77 and 78, the Worker Vice-Chairperson proposed the deletion of the words “safety and health” before the word “representatives”. She explained that workers’ safety and health representatives were not appointed in all workplaces, and in such cases other workers’ representatives, including union representatives, should be eligible for the various types of participation covered by the paragraphs. In addition, in paragraph 78, she proposed the deletion of the words “, in accordance with national laws and practice”.
182. The Government Vice-Chairperson did not object to the proposed changes, but the Employer Vice-Chairperson preferred the original wording. The Secretary to the Workers’ group recalled that the principle was set out in Convention No. 155, and was therefore secured even where it was not adequately reflected in national law and practice. The meeting agreed to delete “safety and health” from the three paragraphs.

3.3. Responsibility and accountability

183. In subparagraph 80(d), the Worker Vice-Chairperson proposed the addition, after the words “suppliers and manufacturers”, of the words “and wood certifying companies”. The Government Vice-Chairperson considered that a more appropriate terminology would be “sustainable forest management certifying agencies”. It was so agreed.
184. In subparagraph 80(e), the Worker Vice-Chairperson proposed the addition, before the words “national guidelines”, of the words “ILO instruments,”. The Government Vice-Chairperson recognized that not all jurisdictions had adopted the respective guidelines, and ILO instruments were particularly relevant in those cases. The Employer Vice-Chairperson, in response to a clarification by the Office that relevant ILO instruments included the *Guidelines on occupational*

safety and health management systems: ILO-OSH 2001, referred to in paragraph 69, did not oppose the addition. It was so agreed.

3.4. Initial review and system planning

185. In subparagraph 82(a), the Worker Vice-Chairperson proposed the addition, following the words “current applicable”, of the words “, ILO instruments”. It was so agreed.

3.5. Hazard identification, risk assessment, and preventive and protective measures

186. In subparagraph 84(d), the Government Vice-Chairperson proposed to replace the words “adaptable to both women and men” by the words “of a suitable size and fit, and reasonably comfortable for the worker regardless of sex or gender”. He emphasized that protective clothing should be suitable in size and fit for all individuals, including smaller persons, younger individuals and individuals of different genders.
187. The Worker Vice-Chairperson strongly supported the proposed amendment. In view of the discussion on the use of the term “gender”, she proposed to refer to women and men, or could accept the wording “regardless of sex”. The Government Expert from Australia noted that “women and men” only referred to adults. Protective clothing should also fit younger persons engaged in work in forestry. The Employer Vice-Chairperson noted that the subject was already addressed in paragraph 227, where the wording used was “, which is ergonomically designed, and which takes into account the characteristics of the wearer and ensures a good fit”.
188. The Assistant to the Workers’ group would prefer to see the same wording in both paragraphs. It was important for protective clothing to be adapted to both women and men in terms of both size and shape. An appropriate wording could be to replace the words “adaptable to both women and men” by the words “suitable for both women and men”. Following further discussion and clarification by the Office, it was proposed to replace the words “in various sizes adaptable to both women and men” by the words “, ergonomically designed and which takes into account the characteristics of the wearer”. It was so agreed.
189. In subparagraph 85(c), the Government Vice-Chairperson proposed the replacement of the present wording by the following text: “elimination of risks through adequate planning, adoption and implementation of prevention and protective measures”. The Worker Vice-Chairperson could support the proposed text with the addition, after the word “elimination”, of the words “or, if not possible, minimization”, in line with the wording already agreed earlier in the draft code. It was so agreed.
190. In subparagraph 86(a), the Worker Vice-Chairperson proposed the addition, after the word “circumstances”, of the words “and/or exposures”. It was so agreed.
191. In paragraph 88, the Worker Vice-Chairperson proposed the addition, after the words “at regular intervals”, of the words “in consultation with workers and their representatives”. She also proposed the addition of the following sentence at the end of the paragraph: “Periodic training should be provided for free to all workers during normal paid working hours about the security rules and instructions.”
192. The Government and Employer Vice-Chairpersons supported the first of the additions but requested further clarifications concerning the meaning of the proposed final sentence. The Worker Vice-Chairperson agreed to withdraw the proposed final sentence. It was so agreed.
193. In paragraph 89, the Government Vice-Chairperson proposed to replace the word “women” by the word “females” and to add, before the words “inexperienced workers”, the words “migrant

workers, young or". The Government Expert from Australia indicated that language was being proposed that sought to be inclusive of younger women.

194. Following a clarification by the Office that the draft code contained 14 references to women, but none to "females", the Employer Vice-Chairperson proposed to keep to the term "women" and to refer to "workers" rather than "persons" in the second line. After further discussion, the Meeting agreed to use "workers" instead of "women" when referring to workers who are pregnant or breastfeeding.

3.6. Contingency and emergency preparedness

3.6.1. Emergency preparedness

195. In paragraph 91, the Government Vice-Chairperson proposed to add the words "arising from" after the word "risks". It was so agreed.
196. In paragraph 92, the Worker Vice-Chairperson proposed the addition of the word "epidemic" after the word "endemic". It was so agreed.
197. In subparagraph 93(a), the Government Vice-Chairperson proposed the addition at the end of the sentence of the following words: ", for example details of the location and contact details of health and emergency services and facilities". The Worker Vice-Chairperson welcomed the proposed addition, but suggested the replacement of the words "for example" by the word "including". The Employer Vice-Chairperson agreed with the addition and proposed the replacement of the word "people" by the word "workers". It was so agreed.
198. In paragraph 94, the Worker Vice-Chairperson proposed the addition, after the word "periodically", of the words "in consultation with workers and their representatives". It was so agreed.
199. In subparagraph 95(c), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words "to a place of safety". It was so agreed.
200. At the end of paragraph 95, the Employer Vice-Chairperson proposed the addition of a new subparagraph which would read as follows: "define the location of health centres, fire brigades, etc., prior to the start of the work". After the Government Vice-Chairperson had pointed out that the substance of the proposed addition was already covered by the amended version of subparagraph 93(a), the Employer Vice-Chairperson withdrew the proposed amendment.
201. Following paragraph 100, the Worker Vice-Chairperson proposed the addition of the following new paragraph: "Evacuated workers should be paid, as practicable, for the time it is necessary to be away from work as a result of an emergency response." She explained that the wording was based on the provisions of the Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).
202. The Employer Vice-Chairperson did not support the proposed addition. The example of the recent pandemic offered an example of a situation in which employers could not be expected to be responsible for the payment of their workers. The Government Vice-Chairperson said that the proposed new paragraph would require further detail and more appropriate reference to international labour standards. The Secretary to the Workers' group said that those doubts were covered by the words "as practicable". Following further discussion, the Employer Vice-Chairperson proposed the replacement of the word "paid" by the word "compensated". It was so agreed.

3.6.2. First aid

- 203.** In paragraph 103, the Worker Vice-Chairperson proposed to add, after the words “fumes or smoke”, the words “animal bites”; after the words “specific hazards”, the words “including allergic, irritant or other acute reactions to chemical, biological or physical hazards”; and the words “and treatment” after the words “first aid training”.
- 204.** The Employer Vice-Chairperson said that it was better to avoid lists. The reference to snake bites should be removed. Moreover, the paragraph concerned basic first aid. Allergic reactions would tend to be referred to a higher level of medical care. The Government Expert from Australia did not wish to see all reference to animal bites being removed. The other proposed changes were acceptable. Following further discussion, including the discussion of paragraph 326, it was agreed that the wording after “fumes or smoke” should be “animal or insect bites or stings, or infections or related hazards”. The Employer Vice-Chairperson proposed the addition, after the words “should be extended accordingly”, of the words “, within the scope of their training,”. It was so agreed.
- 205.** In paragraph 104, the Employer Vice-Chairperson proposed the addition, after the word “repeated”, of the words “in accordance with national law and practice,”.
- 206.** The Worker Vice-Chairperson did not support the amendment because the laws and practice of certain countries were not adequate in that regard and the code should be as generally applicable as possible. The Government Vice-Chairperson said that the proposed addition expressed a key principle and therefore supported it. Following further discussion, the Assistant to the Workers’ group proposed the replacement of the word “repeated” by the word “provided”, and the withdrawal of the proposed addition of the words “in accordance with national law and practice”. It was so agreed.
- 207.** In paragraph 105, the Employer Vice-Chairperson proposed the deletion of the words “, including stretchers”. It was not clear why stretchers had been singled out for inclusion in the text and if a full list were to be included it could be very long. It was so agreed.
- 208.** In paragraph 106, the Employer Vice-Chairperson proposed the deletion of the words “by heat, dust, moisture, etc.” It was so agreed.
- 209.** Following paragraph 106, the Worker Vice-Chairperson proposed the addition of a new paragraph, which would read: “Appropriate medicines based on a risk assessment of workplace health and safety risks should be made available and accessible for the worker, such as antivenom for local venomous animals and insects, or treatments for severe allergic or irritant reactions.” The wording was based on the 2023 ILO *Technical guidelines on biological hazards in the working environment*.
- 210.** The Government Vice-Chairperson did not oppose the inclusion of the proposed new paragraph, but wondered whether it was already covered by paragraph 107. Following further discussion, the Secretary to the Workers’ group suggested withdrawing the proposed new paragraph and the addition, in paragraph 106, following the words “prescribed items”, of the words “and, as appropriate, medicines”. The Employer Vice-Chairperson said that the first aid supplied by the employer would be unlikely to include medicines. The Secretary to the Workers’ group said that first aid kits could be provided by employers to individual workers and might include appropriate medicines for those workers. The Employer Vice-Chairperson therefore proposed the addition, after the word “medicines”, of the words “within the training of the persons concerned”. The Secretary to the Workers’ group suggested instead the words “within the competence of the person holding the first aid kit”. The Government Vice-Chairperson proposed the addition of the word “suitable” before the word “medicines”. It was so agreed.

211. In paragraph 109, the Government Vice-Chairperson proposed the addition, after the words “Safety data sheets”, of the words “for hazardous products”. It was so agreed.
212. In paragraph 110, the Government Vice-Chairperson proposed to add the word “identified” before the word “information” in the second sentence. The intention was to protect the confidentiality of information that was compiled for statistical purposes. The Worker Vice-Chairperson considered that “anonymized” information would be a more appropriate term. It was so agreed.

3.6.3. Rescue

213. In paragraph 116, the Government Vice-Chairperson proposed the addition of the following new sentence at the end of the paragraph: “Notification of authorities, which may include appropriate documentation, should be sought.” The intent was to emphasize the importance of notifying the authorities before the transport of victims of accidents. It was so agreed.
214. In paragraph 117, the Worker Vice-Chairperson proposed the addition, after the words “designated and”, of the words “suitably identified”. It was so agreed.
215. In paragraph 118, the Employer Vice-Chairperson proposed to replace the words “an on-site” by the words “a basic”. He explained that the wording of the paragraph was already broad and that the purpose of such facilities was to provide sufficient treatment and aid for the transport of victims to appropriate health care facilities. The Government Vice-Chairperson proposed the inclusion, at the end of the paragraph, of the words “based on a risk assessment” and maintaining the word “an on-site”. It was so agreed.

3.7. Management of change

216. In paragraph 119, the Worker Vice-Chairperson proposed the addition, after the words “should be evaluated”, of the words “in consultation with workers and their representatives”. It was so agreed.
217. In paragraph 120, the Employer Vice-Chairperson proposed the addition, after the word “materials”, of the words “technological changes”. It was so agreed.
218. Following paragraph 120, the Employer Vice-Chairperson proposed to move up paragraph 124 of the draft code and after that to create a new subsection: “Non routine work”, which would cover paragraphs 121–123 and 125, thereby resulting in a more coherent section. In paragraph 124, he proposed the addition, after the words “informing and training workers”, of the words “and their supervisors and managers”. It was so agreed.
219. In paragraph 122, the Employer Vice-Chairperson proposed the deletion of subparagraph (d). He considered that the type of work to which reference was made was not non-routine work, but simply unsafe work for which the employer had not made the necessary preparations. It was so agreed.

3.8. Contracting

220. In paragraph 126, the Worker Vice-Chairperson proposed the deletion of the words “or at least their equivalent”. It was so agreed.
221. In subparagraph 127(c), the Worker Vice-Chairperson proposed the addition, after the word “reporting”, of the words “to the principal contractor”, and the addition, after the words “occupational injuries”, of the words “near misses”. Following a clarification from the Office that employers were required to report occupational injuries, diseases and incidents to the competent

authorities, she further proposed the addition of the words “and observance of any statutory reporting requirements”.

- 222.** The Employer Vice-Chairperson indicated that the employer included the principal contractor. In light of the discussion, the Secretary to the Workers’ group, in line with the wording adopted elsewhere, proposed, after the word “reporting”, the following wording “to the principal contractor or the body with primary responsibility and observe any statutory reporting requirements”. With reference to “near misses”, it was noted that, while some jurisdictions drew a distinction between the terms “incident” and “near miss”, in other instances they could be used almost interchangeably and the definitions were the same. It was therefore decided to delete the words “near misses” in the present paragraph. It was so agreed.
- 223.** In paragraph 127, the Employer Vice-Chairperson proposed the inclusion of a new subparagraph after (f): “periodically evaluate the contractor’s performance to ensure compliance with the required standards.” It was so agreed.

3.9. Performance monitoring and evaluation

- 224.** In paragraph 128, the Government Vice-Chairperson proposed the addition, at the end of the first sentence, of the words “in all cases of serious occupational accidents and diseases”.
- 225.** A Worker observer expressed concern that the process of continual improvement was being confined to cases of serious occupational accidents and diseases. There were many examples, such as chest infections caused by exposure to a particular type of wood, that might be indicative of potential critical issues. That could be covered by wording such as “in all cases of dangerous occurrences and where there are significant sentinel health events”.
- 226.** The Government observer from Australia noted that a reference was contained in Appendix 1, section 2, subparagraph 3(a), to “sentinel event notification”. The Government Vice-Chairperson proposed the inclusion of a definition of “sentinel health events”. The Worker Vice-Chairperson called on the Office to propose such a definition. It was so agreed.
- 227.** In paragraph 129, the Government Vice-Chairperson proposed the addition of a new subparagraph at the end of the paragraph, which would read as follows: “be used to continuously improve health and safety risk management.” It was so agreed.

4. Safety and health organization

4.1. Occupational health services

- 228.** In paragraph 130, the Employer Vice-Chairperson proposed the addition, after the words “health hazards”, of the words “and their risks”. It was so agreed.

4.2. Safety and health officers

- 229.** The Employer Vice-Chairperson proposed the deletion of paragraph 136, which read as follows: “At all forestry operations at which a minimum number of workers, as prescribed by national laws or regulations, are regularly employed, a safety and health officer should be employed full-time to be responsible for safety and health activities.”
- 230.** An ILO expert, in response to a request for clarification by the Worker Vice-Chairperson, indicated that in some national legislation a ratio was set for the number of safety officers in relation to the number of workers at a worksite. However, in ILO instruments, the approach adopted tended to be more dependent on the actual risk and on the OSH management system adopted.

231. The Government Vice-Chairperson said that much of the content of paragraph 136 was already covered by paragraph 134. The Employer Vice-Chairperson specified that safety and health officers in the present context were hired by the employer. Paragraph 136 referred to the responsibility of such officers for health and safety. However, that responsibility lay in the management structure and in the system adopted to ensure that workers followed safe procedures. It was therefore the responsibility of the employer, not the safety and health officer.
232. The Worker Vice-Chairperson indicated that the deletion of paragraph 136 would be acceptable if the word “appoint” in paragraph 134 were replaced by the word “employ”. In response, the Employer Vice-Chairperson wished to retain the word “appoint” in paragraph 134, as in some cases employers might wish to hire consultants as safety and health officers, rather than employing them. In light of the above, the Worker Vice-Chairperson could accept the deletion of paragraph 136, but wished to emphasize that, in light of the nature of forestry work, there was a requirement for more than part-time health and safety officers. It was so agreed.
233. In the chapeau to paragraph 137, the Worker Vice-Chairperson proposed the addition, after the words “safety and health officers”, of the words “, in consultation with workers and their representatives”. It was so agreed.
234. In subparagraph 137(a)(i), the Worker Vice-Chairperson proposed the deletion of the word “plant”, as the word “facilities” was sufficient in the present context. It was so agreed.
235. In subparagraph 137(b), the Government Vice-Chairperson proposed the addition of a new subparagraph, following subparagraph 137(b)(v), which would read as follows: “and cooperate with surveillance and monitoring programmes for epidemiological diseases for the prevention of risk;”. It was so agreed.
236. In subparagraph 137(b)(vii), the Employer Vice-Chairperson proposed the replacement of the words “ensure that” by the words “report to the employer deficiencies in compliance with the effective implementation of”, and the deletion of the words “are complied with”. He explained that the role of health and safety officers at the workplace was to advise the employer and provide support for strict compliance with OSH and requirements. It was so agreed.
237. In subparagraph 137(c), the Employer Vice-Chairperson proposed the addition, following the words “comply with”, of the words “their duties and”. He indicated that the role of safety and health officers included providing assistance to workers, in addition to employers, to ensure compliance with OSH requirements. The Worker Vice-Chairperson said that the addition of the word “duties” was redundant and not in compliance with the language contained in Convention No. 155. The wording “comply with the requirements of OSH” was already sufficient. Following further discussion, it was agreed that the wording should be “comply and cooperate with the requirements of OSH”. It was so agreed.
238. Also in subparagraph 137(c), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words “and provide comprehensive safety induction for newly incoming workers and/or third parties”. It was so agreed.
239. In subparagraph 137(d), the Government Vice-Chairperson proposed the replacement of the word “danger” by the words “any risk”, and the addition, following the words “labour inspectorate”, of the words “without fear of retaliation or victimization from the employer”. The purposed of the addition was to cover the significant concern that safety and health officers might be subject to retaliation.
240. The Worker Vice-Chairperson proposed the replacement of the term “victimization” by the words “undue consequences”, which were in line with the terminology used in ILO instruments. The

Employer Vice-Chairperson added that safety and health officers might also fear retaliation or discriminatory practices by workers and other parties. The words “from the employer” should therefore be removed. It was so agreed.

4.3. Safety and health committees

- 241.** In the title to the section, as well as in paragraphs 138 and 140, the Worker Vice-Chairperson proposed the addition of the word “joint” before the words “safety and health committees”. The proposed terminology was in line with the wording of Recommendation No. 164. It was so agreed.
- 242.** In paragraph 138, the Government Vice-Chairperson proposed the addition of the words “at least” before the words “equal representation”. The Worker Vice-Chairperson said that she had a similar proposal, namely the replacement of the words “with equal representation of workers and management” by the words “where workers have at least equal representation with employers’ representatives”. It was so agreed.
- 243.** In this section, the Meeting also agreed to the following amendments without discussion:
- the addition in subparagraph 139(a), as proposed by the Worker Vice-Chairperson, of the words “or undue consequences” at the end of the subparagraph; and
 - the addition in subparagraph 139(b), as proposed by the Employer Vice-Chairperson, of the words “and duty” after the words “their right”.

4.4. Worker safety and health representatives

- 244.** In paragraph 142, the Employer Vice-Chairperson proposed the deletion of the word “collectively”. The paragraph covered the right of workers to select safety and health representatives, and the word “collectively” was an unnecessary qualifier. The Worker Vice-Chairperson emphasized that it was a very sensitive matter to delete the term “collectively”, which referred to a fundamental right of workers. The Employer Vice-Chairperson withdrew the proposal.
- 245.** In the chapeau to paragraph 143, the Employer Vice-Chairperson proposed the replacement of the words “safety delegates, workers’ safety and health committees,” by the words “health and safety representatives or”. He said that the clarification was necessary as the text covered workers’ representatives on joint safety and health committees. The original wording also included workers’ safety and health committees, which were nothing to do with employers.
- 246.** The Secretary to the Workers’ group could agree to the replacement of the word “delegates” by “representatives”, but considered that it was important to keep the rest of the original wording. The Government Vice-Chairperson, as a compromise, suggested the addition of the words “where committees do not exist”. The Secretary to the Workers’ group preferred the compromise wording “, or where these committees do not exist, other workers and their representatives”, which would be inserted after the words “joint safety and health committees” It was so agreed.
- 247.** In subparagraph 143(c), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words “and, where required, their representative organizations”. Following a comment by the Employer Vice-Chairperson that it was not clear which party was setting the requirements, she proposed to remove the words “, where required,”. It was so agreed.
- 248.** In subparagraph 143(i), the Worker Vice-Chairperson proposed the addition, after the words “work content”, of the words “, work hours and work patterns”, which was in line with the wording in Recommendation No. 164. The Employer Vice-Chairperson proposed “work hours and rest breaks”, which was more in line with Convention No. 155. It was so agreed.

249. In subparagraph 143(j) it was agreed to add the word “joint” before the words “safety and health committees”, in line with the wording agreed for the rest of the draft code.
250. In subparagraph 143(o), the Worker Vice-Chairperson proposed the addition of the words “including training provided by their representative organizations” following the words “training in OSH”. She explained that trade union organizations placed great emphasis on OSH and their programmes included OSH training for workers and their representatives. The Employer Vice-Chairperson opposed the proposed addition, which implied that employers would have to release workers during working hours for training provided by their unions. In light of that comment, the Worker Vice-Chairperson agreed to withdraw the proposed amendment, but emphasized that not all companies provided safety and health training for their workers, and that unions had to provide such training in many countries.
251. The Employer Vice-Chairperson proposed the addition, at the end of paragraph 143, of a new subparagraph that would read as follows: “promote and encourage the cooperation of workers in the application of safety and health regulations”. It was so agreed.
252. The Employer Vice-Chairperson also proposed the addition, at the end of paragraph 143, of another new subparagraph that would read as follows: “report on compliance with regulations”. He explained that the duties of worker safety and health representatives included reporting instances of non-compliance with the respective laws and regulations to employers so that they could be rectified.
253. The Worker Vice-Chairperson considered that the proposed wording was not sufficiently clear and believed that the concern was already covered by other parts of the paragraph, including subparagraph 143(b). The Government Vice-Chairperson suggested that the wording of Article 19(f) of Convention No. 155 might better reflect the matters raised. An ILO expert noted that Article 19(f) related to workers, while the present paragraph covered worker safety and health representatives.
254. During further discussions, the Secretary to the Worker’s group said that a requirement for health and safety officers to report on cases of non-compliance would be likely to create problems for them. Their responsibility was to cooperate in the improvement of OSH. The Employer Vice-Chairperson understood the concern expressed, but considered that the identification of cases of non-compliance was important for the improvement of OSH performance. The Government Vice-Chairperson suggested the wording “report on health and safety performance”. In light of the discussion, the Employer Vice-Chairperson proposed the wording “provide information and cooperate in ...”. It was so agreed.

5. Reporting, recording and notification of occupational accidents and diseases, ill health and dangerous occurrences

255. In subparagraph 146(b), the Employer Vice-Chairperson proposed the deletion of the words “young workers”. The Worker Vice-Chairperson could accept the proposed deletion if the addition of the words “and other potentially vulnerable groups” were accepted after the words “women and men workers”. The Employer Vice-Chairperson proposed the deletion of the word “other” from the proposed addition. It was so agreed.
256. The Employer Vice-Chairperson proposed the deletion of subparagraph 147(a)(vi), which read: “commuting accidents”. He explained that the various jurisdictions adopted different approaches to commuting accidents. Reporting requirements under the control of the employer should therefore not include commuting accidents. The Secretary to the Workers’ group recalled that the Protocol of 2002 to the Occupational Safety and Health Convention, 1981, defined commuting

accident in Paragraph 1 and the ILO was very clear on commuting accidents. The Employer Vice-Chairperson said that if, in subparagraph 147(a), the words “at a minimum” were replaced by the words “as appropriate”, he would withdraw his proposal to delete subparagraph 147(a)(vi). It was so agreed.

257. In subparagraph 147(b), the Employer Vice-Chairperson proposed the deletion of the words “suspected cases of diseases by employers and workers”. In response, a Worker advisor explained that the reporting of suspected cases of diseases was essential for the identification of health issues, including potential pandemics, and the development of the necessary preventive measures. A current example related to cases of avian flu. The Meeting therefore agreed to retain the words “suspected cases of diseases by”, but to delete the words “employers and workers”.
258. In subparagraph 147(f), the Government Vice-Chairperson proposed the replacement of the words “women and men” by the word “workers”. It was so agreed.
259. In the chapeau to paragraph 150, the Employer Vice-Chairperson proposed the addition, after the word “arrangements”, of the words “, according to national law and practice”. The Secretary to the Workers’ group said that the proposed caveat was not contained in the wording to Recommendation No. 164 and therefore opposed the proposed amendment in order to retain consistency with the text agreed within the ILO.
260. In subparagraph 150(a), the Employer Vice-Chairperson proposed the deletion of the words “the payment of benefits or”. He explained that the term “compensation” included the payment of benefits and was the term used consistently elsewhere in the draft code. The Worker Vice-Chairperson opposed the proposed amendment as the term “benefits” was broader than “compensation” and could include, for example, repatriation in the event of injury or illness. The Government Vice-Chairperson noted that paragraph 149 referred to national social insurance and/or compensation schemes in cases of occupational injury and disease. He therefore proposed the inclusion in the chapeau to the paragraph of the words “record and notify information required by national social insurance schemes”. The Worker Vice-Chairperson insisted on the retention of the reference to the payment of benefits, which included both benefits paid by the employer and other benefits beyond the scope of national social insurance schemes. The Worker expert from the United States indicated that such benefits could include healthcare and pension plans. Following further discussion, it was decided to accept the words “according to national law and practice” in the chapeau and to retain the words “payment of benefits or” in subparagraph 150(a).
261. In paragraph 152, the Worker Vice-Chairperson proposed the addition of the words “near misses” before the words “and dangerous occurrences”. It was so agreed, and the term was aligned with the list of definitions.
262. Also in paragraph 152, the Employer Vice-Chairperson proposed the addition of the words “for safety performance” at the end of the third sentence. However, he withdrew the proposal in response to a comment by the Worker Vice-Chairperson that it limited the scope of the paragraph.
263. In paragraph 158, the Employer Vice-Chairperson proposed the deletion of the words “as well as commuting accidents”. The Secretary to the Workers’ group considered that it was important to retain the reference to commuting accidents, in line with the wording of Convention No. 155. The Employer Vice-Chairperson therefore proposed to quote the wording used in Convention No. 155, which was “commuting accidents, as appropriate”. It was so agreed.
264. In this section, the Meeting also agreed to the following proposed changes without discussion:

- in subparagraph 160(a), the Worker Vice-Chairperson proposed the addition of the word “occupational” before the words “accident/disease”;
- in subparagraph 161(a)(ii), the Government Vice-Chairperson proposed to replace the word “occupation” by the words “occupational role”; and
- in subparagraph 161(b)(ii), the Employer Vice-Chairperson proposed the replacement of the word “gender” by the word “sex”.

265. In subparagraph 161(b)(iii), the Worker Vice-Chairperson proposed to replace the word “doctor” by the words “a suitably qualified health professional”. She noted that paramedics as well as doctors played an important role in dealing with and the notification of occupational accidents. The Employer Vice-Chairperson suggested the wording “competent health professionals”. It was so agreed.

6. Competence, information, instruction and training

266. In this section, the Meeting agreed to the following proposed changes without discussion:

- in subparagraph 163(a), the Government Vice-Chairperson proposed the addition of the words “and risks” following the words “health hazards”;
- also in subparagraph 163(a), the Employer Vice-Chairperson proposed the replacement of the word “travelling” by the word “commuting”;
- in paragraph 164, the Employer Vice-Chairperson proposed the addition of the words “and competence assessment systems” in the second sentence after the words “training programmes”; and
- in subparagraph 168(a), the Employer Vice-Chairperson propose the addition of the word “occupational” before the words “accidents and diseases”.

267. In subparagraph 168(c), the Employer Vice-Chairperson proposed the replacement of the words “control and protection measures” by the words “collective protection measures”, which was the terminology used in paragraph 223. It was so agreed.

268. The Meeting also agreed to the following proposed changes without discussion:

- in subparagraph 168(e), the Employer Vice-Chairperson proposed the addition of the word “, equipment” after the word “materials”; and
- in subparagraph 168(i), the Employer Vice-Chairperson proposed to move the words “easily identifiable” to the beginning of the subparagraph.

269. In subparagraph 169(d), the Employer Vice-Chairperson proposed the addition at the end of the subparagraph of the words “either physically or digitally”. The Worker Vice-Chairperson, while supporting the intent of the proposed change, suggested adding the words “wherever accessible for workers”. She explained that in the forest it might be difficult for workers to have digital access to documents. The Employer Vice-Chairperson said that it was the current reality that training records were sometimes available either on paper or digitally. In response, the Worker Vice-Chairperson withdrew her proposed wording, but suggested the inclusion of similar wording in paragraph 170. It was so agreed.

270. In paragraph 169, the Government Vice-Chairperson proposed the addition of the following new subparagraph: “have both theoretical and practical content”. It was so agreed.

- 271.** In paragraph 170, further to the discussion of subparagraph 169(d), the Worker Vice-Chairperson proposed the addition of the words “and accessible” after the word “available” and the words “either physically or digitally” after the word “workers. It was so agreed.
- 272.** In paragraph 171, the Employer Vice-Chairperson proposed the replacement of the word “participants” by the word “workers”. It was so agreed.
- 273.** In paragraph 172, the Employer Vice-Chairperson proposed the deletion of the words “and other third parties”. The Worker Vice-Chairperson said that other third parties might include suppliers or labour inspectors. The Employer Vice-Chairperson withdrew the proposed amendment.
- 274.** In paragraph 173, following subparagraph (h), the Worker Vice-Chairperson proposed the addition of a new subparagraph with the following wording: “workers performing logging in storm-damaged areas”. It was so agreed.
- 275.** In paragraph 173, following subparagraph (h), the Employer Vice-Chairperson proposed the addition of a new subparagraph with the following wording: “workers working in the nursery”. The Worker Vice-Chairperson proposed the addition of the word “tree” before the word “nursery”, which would be aligned with the new section on tree nurseries that the Workers’ group would be proposing in the silviculture section. It was so agreed.
- 276.** In paragraph 173, following subparagraph (h), the Employer Vice-Chairperson proposed the addition of a new subparagraph with the following wording: “firefighting workers”. In response to a request for clarification, he specified that the workers concerned were those engaged in fighting all types of fires, not just wildfires. It was so agreed.

7. Safety requirements for tools, machines and equipment

- 277.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in paragraph 177, the Worker Vice-Chairperson proposed the addition, following the word “employers” in the final sentence, of the words “in consultation with workers and their representatives”;
 - in paragraph 178, the Government Vice-Chairperson proposed the addition, after the word “machines”, of the word “, software”, which was becoming a significant source of hazards in the sector;
 - in the chapeau to paragraph 180, the Government Vice-Chairperson proposed the replacement of the word “good” by the word “adequate” and the addition, following the words “design and construction”, of the words “based on sound engineering practice”; and
 - in paragraph 185, the Employer Vice-Chairperson proposed the deletion of the word “daily”.

7.2. Hand tools

- 278.** In paragraph 191, the Government Vice-Chairperson proposed the addition, after the words “Handles should”, of the words “be ergonomically designed and”. It was so decided.
- 279.** In paragraph 192, the Government Vice-Chairperson proposed the addition, after the words “work and”, of the words “the worker and the”, and the deletion of the word “physical”. It was so agreed.
- 280.** Following paragraph 193, the Government expert from Australia proposed the following new paragraph: “Employers are generally responsible for providing equipment to the worker. In circumstances where workers provide their own equipment, the employer should ensure that the equipment is in a safe condition and properly maintained.” The Government Vice-Chairperson

also proposed the addition of the following paragraph: “The worker can refuse to work with a hand tool if it is not considered safe.” He added that it was common practice in certain countries in the forestry sector for workers to provide their own equipment.

281. The Employer Vice-Chairperson had no problem with the first sentence of the first proposed new paragraph, but was not sure how employers could in practice be required to maintain equipment that belonged to workers in a safe condition and properly maintained. It might be more practical to indicate that “the employer should ensure that the workers maintain the equipment in a safe condition”. Moreover, he did not agree with the second proposed new paragraph, which merely repeated the principle set out elsewhere of the right of workers to refuse to work in unsafe conditions. The second proposed new paragraph was therefore unnecessary.
282. The Worker Vice-Chairperson strongly supported the second additional paragraph. Consideration could be given to placing the paragraphs in the reverse order. Following further discussion, the Secretary to the Workers’ group proposed the following text for the first new paragraph: “Employers are responsible for providing equipment to the worker. In circumstances where the worker freely chooses to provide their own equipment, the employer should ensure that the equipment is well maintained and in a safe condition.”
283. The Employer Vice-Chairperson noted several problems with the proposed wording. It might be part of the contract for workers to provide the equipment and tools, and the term “freely” should therefore be deleted. It would also be difficult for employers to ensure that such equipment and tools were well maintained. The Secretary to the Workers’ group indicated that she could accept the removal of the words “well maintained and”. The Government Vice-Chairperson said that the practice of workers freely providing their tools was common for traders. It would be useful to add, at the end of the sentence, the words “and does not present a risk to workers”. In light of the discussion, the Secretary to the Workers’ group proposed the addition of the words “agrees or chooses” before the words “to provide their own equipment. The Employer Vice-Chairperson proposed the addition of the word “generally” after the words “Employers are”; the addition of the words “tools and” before the word “equipment” in the first sentence; and the addition of the words “take the necessary arrangements” after the words “the employer should”. It was so agreed.
284. With regard to the second proposed new paragraph, the Employer Vice-Chairperson proposed the following reformulation: “Workers have the right to refuse to work with a hand tool that they do not consider to be safe.” It was so agreed.

7.3. Portable hand-held machinery

285. In paragraphs 194, 195 and 198, following to the earlier discussion on the terminology to be applied in codes of practice, it was agreed to change “must” to “should”.
286. In paragraph 194, the Employer Vice-Chairperson proposed the replacement of the word “conveniently” by the word “ergonomically”. It was so agreed.
287. In paragraph 196, the Worker Vice-Chairperson proposed to add, after the words “the state of the technology” in the first sentence, the words “and with national legislation”. It was so agreed.
288. Also in paragraph 196, the Employer Vice-Chairperson proposed the addition, at the beginning of the third sentence, of the words “Where appropriate,”. He explained that battery-powered portable machinery was still not sufficiently advanced to be used as widely as might be hoped. It was so agreed.

7.4. Machinery, self-propelled or activated by prime mover

- 289.** In subparagraph 203(a), the Government Vice-Chairperson proposed the replacement of the words “, for all machines that are not operated on level ground” by the words “, unless the machine has been designed to provide stability and prevention from roll-over”. It was so agreed.
- 290.** Following subparagraph 203(b), the Government Vice-Chairperson proposed the addition of the following new subparagraph: “operator protective structure (OPS) to protect against chain shot and other objects that can penetrate the cabin”. He indicated that reference to OPS had been missing from the original draft text. Such protection was of great importance, particularly in the event of a chain breaking, which could be very destructive. It was so agreed.
- 291.** Following paragraph 203, the Government Vice-Chairperson proposed the addition of the following new paragraph: “Cabins should be protected against noise exposure, thermal load and vibrations.” The Employer Vice-Chairperson, noting that the Employers’ group had a similar proposal under paragraph 210, proposed to replace the words “protected against” by the words “be conditioned to minimize”. The Worker Vice-Chairperson proposed the inclusion of the words “hazardous temperatures”, which would also include operating in extremely cold temperatures. The term “thermal load” tended to imply heat. The Employer Vice-Chairperson proposed the removal of the words “thermal load” and the retention of “hazardous temperatures”. It was so agreed.
- 292.** In paragraph 205, in line with the terminology used elsewhere, it was agreed to change “must” to “should”.
- 293.** In paragraph 210, the Government Vice-Chairperson proposed the addition of a second sentence which would read as follows: “In this case, preventive and protective measures should be adopted to eliminate or minimize any risks.” The Worker Vice-Chairperson proposed the addition, after the words “eliminate or”, of the words “, if not possible,”. It was so agreed.
- 294.** Following paragraph 214, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Safe facilities should be provided for battery charging for battery-driven machinery, tools and equipment.” The Employer Vice-Chairperson suggested that the words after “battery charging” should be deleted. It was so agreed.
- 295.** The Government Vice-Chairperson proposed the addition of the following new section:

Safe immobilization of vehicles and prevention of vehicle roll-away

Vehicles that are not immobilized properly can pose safety risks to workers.

Employers should manage the risks of vehicle roll-aways by:

- (a) eliminating the risk where possible;
- (b) if not possible, minimizing the risk, for example by:
 - (i) isolating the vehicle from workers;
 - (ii) parking on level ground;
 - (iii) using a fail-safe automatic braking system; or
 - (iv) using wheel chocks.

- 296.** The Government expert from Australia emphasized the importance of controlling and minimizing the risk of vehicle roll-aways, which were the cause of a number of fatalities among workers. It was so agreed.

7.6. Cable cranes

- 297.** In paragraph 222, in line with the terminology used elsewhere, it was agreed to change “must” to “should”.
- 298.** Following paragraph 222, the Government Vice-Chairperson proposed the following new paragraph: “The employer should ensure that these systems are subjected to a thorough examination and a performance test by a competent person, as prescribed by manufacturing specifications, standards or national laws or regulations. Results of such examinations and tests should be documented by the competent person in a logbook at the premises and should be available for inspection by the competent authority.” It was so agreed.

8. Personal protective equipment (PPE)

8.1. General provisions

- 299.** In paragraph 224, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “and environmental factors, including climate and topographical conditions”. In response to a request for clarification, she said they included work on slopes and on wetlands. The Government Vice-Chairperson proposed to replace the word “topographical” by the word “terrain”. It was so agreed.
- 300.** Following paragraph 225, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Periodic breaks from wearing PPE that results in undue stress should be introduced when required to be worn by workers.” She explained that the wording was based on that in the code of practice for construction. It was so agreed.
- 301.** Following paragraph 226, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Suitable facilities and working time should be provided for changing and removing PPE in a safe manner”. It was so agreed.
- 302.** In subparagraph 227(a), the Worker Vice-Chairperson proposed the addition, after the words “ergonomically designed”, of the words “in various sizes, adaptable to both women and men”. The Employer Vice-Chairperson considered that PPE should be adapted to the function and the physical characteristics of the wearer, rather than to gender. He said that the proposed addition was not necessary. The Government Vice-Chairperson emphasized the importance of the ergonomic aspects of PPE for workers in general, rather than specifying their gender.
- 303.** The Executive Secretary, in response to a request for clarification, noted that the language used in subparagraphs 84(d) and 227(a) on the adaptability of PPE to workers with different physical characteristics was in line with the wording of the code of practice on construction. The wording in subparagraph 227(a) appeared to be more inclusive in scope, referring to the “characteristics of the wearer”, rather than their sex. He added that in recent international labour standards, such as the Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019, use was made of the more overarching term “worker” rather than “women and men workers”. In light of the explanation provided, the Worker Vice-Chairperson withdrew the proposed amendment.
- 304.** In subparagraph 228(a), the Employer Vice-Chairperson proposed the addition, after the words “proper use”, of the words “, maintain and”.
- 305.** The Worker Vice-Chairperson said that the term “maintain” introduced a requirement on workers that was too broad in relation to PPE. The responsibility for the maintenance of PPE rested with employers. The Government Vice-Chairperson considered that the words “take good care of” suggested maintenance, which was in any case primarily the responsibility of employers. The

Employer Vice-Chairperson said that the proposed addition did not affect the employer's duty to maintain PPE, but that there should also be a requirement placed on workers to maintain the PPE provided. Nevertheless, he withdrew the proposed amendment.

- 306.** In subparagraph 228(b), the Employer Vice-Chairperson proposed the addition, after the words "good condition", of the words "and, if not, communicate for it to be". It was so agreed.
- 307.** Following paragraph 230, the Worker Vice-Chairperson proposed the following new paragraph: "It is desirable to limit sun exposure by wearing adequate clothing (including sunglasses), and the use of protective sunscreen on exposed skin. These measures should be provided by the employer at no cost." The Secretary to the Workers' group indicated that the wording was taken from the chapter on radiation contained in the code of practice on construction, although there was no need to transfer the whole of that chapter into the present code. The Government Vice-Chairperson agreed with the proposed new paragraph and indicated that the Government group would be calling for broader consideration of exposure to the sun later. It was so agreed.

8.2. Protective clothing

- 308.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in paragraph 233, the Worker Vice-Chairperson proposed the addition, following the word "worn", of the words ", provided clean and in good repair";
 - in paragraph 234, the Worker Vice-Chairperson proposed the addition, following the words "appropriate leg", of the word ", groin";
 - also in paragraph 234, the Government Vice-Chairperson proposed, following the words "leg, groin" of the words ", arm and chest";
 - also in paragraph 234, the Government Vice-Chairperson proposed the addition of the following new sentence: "This protective clothing should be replaced when it is exposed to any chainsaw impact and should not be reused, in accordance with the manufacturer's specifications";
 - following paragraph 234, the Government Vice-Chairperson proposed the addition of the following new paragraph: "The employer should seek competent professional advice with regard to the selection of chemical protective clothing. Chemical protective clothing should properly fit the individual who wears it. Workers and their representatives should be consulted with regard to the comfort and fit of PPE."

8.3. Head protection

- 309.** In paragraph 235, the Worker Vice-Chairperson proposed the addition of the following new sentence: "For work where there is no tree canopy or other overhead hazards, such as in nursery or planting, wide hats or head covers with visors to prevent heat or sun radiation exposure, should be provided where necessary." She explained that the sentence was being brought forward from paragraph 240 of the current text of the draft code, with the addition of the reference to tree nursery and planting. The Government Vice-Chairperson agreed with the proposal and withdrew a similar proposal by his group. It was so decided.

8.4. Face and eye protection

- 310.** In paragraph 242, the Employer Vice-Chairperson proposed the addition of the word ", insects" after the word "fumes". It was so agreed.

8.5. Hand and foot protection

311. In this section, the Meeting agreed to the following proposed changes without discussion:

- in the title, the Employer Vice-Chairperson proposed the addition of the word “, leg” after the word “hand”;
- in paragraph 245, the Employer Vice-Chairperson proposed the addition of the word “, legs” after the word “hands”;
- also in paragraph 245, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “and should be suitable for the work tasks and the terrain”;
- in paragraph 246, the Government Vice-Chairperson proposed the addition of the following two sentences: “When working with chainsaws, appropriate hand protection should be worn that provides protection against chainsaw cuts. This should be replaced when it is exposed to any chainsaw impact and should not be reused.”

8.6. Hearing protection

312. In paragraph 249, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “, where appropriate”. It was so agreed.

313. In paragraph 250, the Government Vice-Chairperson proposed the addition, following the words “Hearing protectors should”, of the words “reduce exposure to noise below nationally or internationally recognized limits,”. The Employer Vice-Chairperson agreed with the intent behind the proposal, but suggested the removal of the word “below”. The Worker Vice-Chairperson considered that “below” was the correct wording. It was so agreed.

8.8. PPE appropriate for forestry operations

314. The Worker Vice-Chairperson questioned the need to retain table 1. Following further reflection, the Secretary to the Workers’ group agreed that the whole section should be deleted. She noted, from the clarifications provided by the Office, that appropriate educational and information materials would be developed based on the code, and that these should be shared with the groups before being published. It was so agreed.

9. Welfare

9.1. General provisions

315. In the chapeau to paragraph 258, the Worker Vice-Chairperson proposed the replacement of the words “both women and men” by the word “workers”. It was so agreed.

316. Also in the chapeau to paragraph 258, the Employer Vice-Chairperson proposed the addition, following the words “the requirements of the”, of the words “national law and practice or the”. The Worker Vice-Chairperson said that the intent of the proposed amendment was already covered by the words “the competent authority”. The Employer Vice-Chairperson withdrew the proposed amendment.

9.2. Drinking water and nutrition

317. In this section, the Meeting agreed to the following proposed changes without discussion:

- in paragraph 259, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “and tested regularly”;
 - also in paragraph 259, the Government Vice-Chairperson proposed the addition of the following sentence: “Where such water is not available, the competent authority should ensure that the employer takes the necessary steps to make any water to be used for drinking fit for human consumption”, with the explanation that the sentence had been taken from paragraph 260 with the addition of the words “the competent authority should ensure that”, which would also involve the deletion of paragraph 260;
 - in paragraph 262, the Employer Vice-Chairperson proposed the replacement of the words “approved by the competent authority” by the word “made”, with the explanation that such arrangements did not need to be approved by the competent authority;
 - in paragraph 263, the Employer Vice-Chairperson proposed the addition, at the beginning of the sentence, of the words “The employer should ensure”, and the deletion of the words “in a manner approved by the competent authority”.
- 318.** Following paragraph 266, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Bearing in mind that dehydration quickly reduces physical and mental ability, thus reducing productivity and increasing the risk of accidents, sufficient supplies of safe drinking water should be available at the worksite. For physical work in hot climates, up to 1 litre per hour may be required.” It was so agreed.
- 319.** In paragraph 267, the Employer Vice-Chairperson proposed the deletion of the words “, its price should be reasonable and it should be provided without profit to the employer”, which would bring the wording closer to that of the code of practice on construction. In light of an explanation by the Executive Secretary that the wording was based on the 2010 code of practice on safety and health in agriculture, as the conditions in agriculture in that regard were closer to those of forestry, the Employer Vice-Chairperson withdrew the proposed amendment.

9.3. Facilities for food and drink

- 320.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in paragraph 268, the Government Vice-Chairperson proposed the addition of the word “correctly” before the word “storing”;
 - in paragraph 269, the Employer Vice-Chairperson proposed the addition, following the words “in areas where”, of the words “there is likely to be exposure to”, and the deletion of the words “are likely to be present”;
 - in paragraph 270, the Employer Vice-Chairperson proposed the addition, after the words “competent authority”, of the words “, in accordance with national law and practice,”.

9.4. Sanitary and washing facilities

- 321.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in paragraph 273, the Worker Vice-Chairperson proposed the addition, after the words “toilet paper”, or the words “, as appropriate a bidet”, and at the end of the sentence, of the words “and sanitary products”;
 - in paragraph 274, the Government Vice-Chairperson proposed to replace the words “facilities for men and women” with “female and male facilities, inclusive of persons with disabilities”;

- also in paragraph 274, the Employer Vice-Chairperson proposed the addition of the words “and accessible” after the word “Separate”.

9.5. Facilities for changing and storing clothing

- 322.** Following paragraph 279, the Government Vice-Chairperson proposed the addition of the following new paragraph: “Provide suitable facilities for laundering and cleaning contaminated clothing.” The Worker Vice-Chairperson said that while the proposed addition was acceptable, it was already covered elsewhere. The Secretary to the Workers’ group added that the present text could be interpreted as a requirement for workers to launder and clean contaminated clothing. The formulation in paragraph 230 was more appropriate. In light of those comments, the Government Vice-Chairperson withdrew the proposed addition.

9.6. Childcare facilities

- 323.** In paragraph 281, the Employer Vice-Chairperson proposed the addition, after the words “where childcare is”, of the words “facilitated or”. It was so agreed.
- 324.** In paragraph 282, the Employer Vice-Chairperson proposed the addition, at the end of the sentence, of the words “and the national law and practice”. The Secretary to the Workers’ group considered that the proposed addition was not necessary as it was already covered by the reference to the competent authority. The Employer Vice-Chairperson withdrew the proposed amendment.

9.7. Living accommodation

- 325.** In paragraph 283, the Worker Vice-Chairperson proposed the addition, following the words “remote from their homes”, of the words “, ensuring structural safety and reasonable levels of decency, hygiene and comfort”. The Employer Vice-Chairperson said that the proposed requirements should already be contained in national standards. The Government Vice-Chairperson supported the proposal as those requirements were not set out in the standards in all countries. It was so agreed.
- 326.** In subparagraph 284(b), the Employer Vice-Chairperson proposed to replace the word “genders” by the word “sexes”. The Government Vice-Chairperson considered that the appropriate wording would be “males and females”, in place of the words “workers of different genders”. It was so agreed.
- 327.** In subparagraph 284(d), the Worker Vice-Chairperson proposed the addition of the word “wholesome” before the words “drinking water”, which would be in line with the wording used in the code of practice on construction. It was so agreed.
- 328.** In subparagraph 284(f), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words “and/or cooling”. It was so agreed.
- 329.** Following paragraph 288, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Workers’ accommodation should be situated so as to avoid the risk of flooding, wildfires or other natural hazards.” The Employer Vice-Chairperson agreed with the proposal, although he noted that it might be difficult to keep accommodation away from wildfires. The Government Vice-Chairperson proposed to replace the word “avoid” by the words “minimize the risk of”. It was so agreed.

9.8. Shelters

- 330.** In paragraph 290, the Government Vice-Chairperson proposed the addition, after the words “taking meals”, of the following words “and with suitable drinking water and facilities for”. The Worker Vice-Chairperson further proposed the addition, after the words “spending breaks”, of the word “, washing”, and the replacement in the text proposed by the Government Vice-Chairperson of the word “suitable” by the word “wholesome”, in line with the language adopted elsewhere. The Employer Vice-Chairperson, while noting that the section referred to shelters, which were temporary structures and not permanent accommodation, could accept the wording as further modified during the discussion. It was so agreed.
- 331.** In paragraph 291, the Worker Vice-Chairperson proposed the addition, at the beginning of the paragraph, of the following new sentence: “Shelters should be maintained at a safe and healthy temperature, taking into account climate conditions.” The Employer Vice-Chairperson considered that the proposed addition was moving beyond temporary structures to provide shelter. The Government Vice-Chairperson noted that the challenge was to determine what was required for a temporary shelter. In hot climates, it was very important to ensure the availability of shaded rest areas. The Secretary to the Workers’ group recalled that it was normal in cold climates for heating to be provided in shelters. It was so agreed.
- 332.** Also in paragraph 291, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: “Where not possible, vehicles should be used as shelters.” The Government Vice-Chairperson agreed that vehicles could provide suitable structures for workers to seek refuge. It was so agreed.

10. Health hazards

10.1. General requirements

- 333.** In paragraph 292, the Employer Vice-Chairperson proposed the addition of the word “ergonomic” after the words “biological agents”, and the replacement of the words “or risks arising from” by the words “, including risks arising from”. It was so agreed.

10.2. Hazardous substances

- 334.** Following paragraph 302, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “The aerial application of hazardous substances should be minimized, and when used must meet the requirements set by national or international laws, regulations and guidance.” It was so agreed.

10.3. Heat stress, cold and wet conditions

- 335.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in subparagraph 303(a), the Worker Vice-Chairperson proposed the addition, at the end of the subparagraph, of the following words: “and workstation, with special regard to workers in cabins and command or driving operations”;
 - in subparagraph 303(g), the Worker Vice-Chairperson proposed the replacement of the words “during the hottest part of the day” by the words “during hazardous climatic conditions such as extreme cold and heat”;

- in paragraph 304, the Worker Vice-Chairperson proposed the replacement of the words “and workers should become familiar with” by the words “should be aware and workers trained in recognizing”.

336. Following paragraph 305, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “When working in cold conditions, preventive measures should be taken including restricted periods for working in cold temperatures, taking account of wind speed and other adverse weather factors. The employer must provide rest cycles in heated areas, and provide appropriate PPE.” The Employer Vice-Chairperson endorsed the concept covered, but considered that hot and cold conditions would be better addressed in a single paragraph. For example, it was necessary to pay attention to wind speed in both hot and cold conditions. The Worker Vice-Chairperson said that it would be acceptable to combine paragraph 305 and the proposed new paragraph. In response, the Office proposed the replacement, in subparagraph 303(g), of the words “during the hottest part of the day” by the words “and providing for rest periods during hazardous climatic conditions, such as extreme heat or cold, taking account of wind speed and other adverse weather factors.” It was so agreed. The meeting also agreed to the combination of paragraph 305 and the proposed new paragraph.

Proposed new section following paragraph 306, “Exposure to solar radiation”

337. The Government expert from Australia proposed the inclusion of the following new section:

Exposure to solar radiation

Work performed outdoors can expose workers to solar radiation which poses the risk of skin damage and cancers. Employers should reduce the risk by not scheduling work during the hottest parts of the day, providing shade, or providing workers with adequate protection, including sunglasses, head and face protection, protective clothing and sunscreen for any exposed skin.

Where work involves exposure to solar radiation, workers should be provided with periodic health screening to detect pre-cancerous lesions of the skin, and preventive treatment where required.

- 338.** The Government expert from Australia recalled that three out of every four people in Australia suffered from skin cancer at some point in their life.
- 339.** The Employer Vice-Chairperson did not oppose the proposed new section, but considered that the wording included numerous repetitions with other provisions in the draft code, for example concerning sunglasses. The Office was requested to provide a new formulation that avoided repetition. In the first new paragraph, the Employer Vice-Chairperson proposed the addition, after the word “skin”, of the word “diseases”; the deletion of the words “damage and cancers”; and the replacement in the second sentence of the words “not scheduling” by the word “adapting”. The Secretary to the Workers’ group called for the deletion of the word “skin” because the diseases could include cataracts, for example. In light of the discussion, it was proposed to reformulate the first sentence to read as “... the risk of diseases and sunburn”; and the last part of the paragraph to read “by the provision of shade and providing workers with adequate protective measures”. It was so agreed.
- 340.** In the second proposed new paragraph, the Employer Vice-Chairperson proposed the following wording: “For the purpose of early detection of skin diseases, workers continually working under solar exposure should be encouraged to seek medical advice.” The Government expert from Australia said that the proposed wording made no reference to medical surveillance. The Employer Vice-Chairperson therefore proposed the addition, following the word exposure, of the

words “, where appropriate, should be under periodic medical surveillance and”. The Secretary to the Workers’ group preferred to retain the reference to cancer and therefore proposed the addition, after the words “skin diseases”, of the words “, such as cancer,”.

- 341.** The Employer Vice-Chairperson proposed an alternative new paragraph to replace the second proposed new paragraph, which would read as follows: “For the early detection of skin diseases, workers continually working under solar exposure, where appropriate, should be under periodic medical surveillance and encouraged to seek medical advice.” The Government Vice-Chairperson proposed to add the words “For the purpose of” at the beginning of the proposed new paragraph. The Secretary to the Workers’ group said that it was of great importance to retain a reference to cancer and proposed the addition of the words “, such as cancer,” after the word “diseases”. It was so agreed and, following further discussion, the alternative to the second proposed new paragraph was adopted as amended.

10.4. Noise and vibration

- 342.** In paragraph 308, the Worker Vice-Chairperson proposed the addition, after the words “Employers should”, of the words “undertake assessments of noise and vibration exposure and”. It was so agreed.
- 343.** Also in paragraph 308, the Government Vice-Chairperson proposed the replacement of the word “women” by the word “workers”, in line with the wording agreed in other parts of the draft code. It was so agreed.
- 344.** In paragraph 310, the Government Vice-Chairperson proposed the addition, after the words “significant noise”, of the words “or concomitant exposure to ototoxic chemical agents and/or whole body vibration”. He indicated that the purpose of the proposed addition was to take into account the multifaceted effects of exposure to noise and vibration. The Government Expert from South Africa recalled the danger of hearing loss from prolonged exposure to noise. In response to a request for clarification, the Government Vice-Chairperson said that many herbicides and pesticides used in forestry fell within the category of ototoxic chemical agents. It was so agreed.
- 345.** In paragraph 311, the Worker Vice-Chairperson proposed the addition, following the words “suitable checks” of the words “, including whole body and hand-arm vibration, and for health effects including Reynaud’s disease and carpal tunnel syndrome,”. In response to a comment by the Employer Vice-Chairperson concerning the relevance of the reference to carpal tunnel syndrome, the Secretary to the Workers’ group indicated that the link between the syndrome and work involving vibration was referred to in Recommendation No. 194. It was so agreed.

10.5. Biological hazards

- 346.** In paragraph 312, the Worker Vice-Chairperson proposed the inclusion, following the words “infection, allergy,”, of the words “irritation, asthma,”. The Employer Vice-Chairperson said that irritation and asthma were the body’s reaction to risks, not the risks themselves. The Secretary to the Workers’ group indicated that a long list of such diseases could be included, such as irritant dermatitis. Following further discussion, the Secretary to the Workers’ group proposed the addition, following the words “infection, allergy”, of the words “conditions causing irritation and asthma”. Following further discussion, the Employer Vice-Chairperson proposed the addition, after the words “infection, allergy” of the words “toxicity, disease or accident”, and the deletion of the words “conditions causing irritation and asthma, or poisoning”. He noted that the wording was taken from guidance on biological hazards. It was so agreed.

347. Also in paragraph 312, the Government Vice-Chairperson proposed the inclusion, after the words “biological hazards”, of the words “, including poisonous plants”. It was so agreed.
348. In paragraph 313, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the following words: “noting the ILO list of diseases associated with biological hazards included in the List of Occupational Diseases Recommendation, 2002 (No. 194)”.
349. In paragraph 315, the Worker Vice-Chairperson proposed the addition of the following new subparagraph: “ensure the right to vaccination of workers if, during the performance of work duties, the worker may come into contact with materials of biological origin, the effects of which on the health of the worker can be prevented by vaccination.” The Employer Vice-Chairperson did not agree with the proposed new subparagraph, which covered a type of care that was provided by medical personnel in health services, and was therefore inappropriate in a paragraph focusing on employers. The Government Vice-Chairperson agreed with the concept and noted that vaccination was required in many jurisdictions in the likelihood of exposure to certain materials. It might be helpful to modify the beginning of the sentence to read: “ensure the right to access to vaccination”. He also proposed the addition, following the words “vaccination for workers”, of the words “including by the competent authority, where provided”.
350. Following further discussion, the Employer Vice-Chairperson expressed a preference for the modification of subparagraph 315(b) rather than the addition of the proposed new subparagraph. He therefore proposed the replacement of the words “from biological hazards” by the words “from a workplace biological hazard”; the addition, before the words “hygiene measures”, of the words “vaccines, as appropriate and available”; and the deletion of the proposed new subparagraph. It was so agreed.
351. In paragraph 316, the Worker Vice-Chairperson proposed the addition, following the word “biological”, of the words “substance or”. The proposed wording was in line with the terminology of Convention No. 155. A Worker advisor added that the term “agent” generally referred to microorganisms and the word “substances” could include wood. It was so agreed, and the same amendment would also be made in paragraphs 317, 318 and 320.
352. In paragraph 319, the Worker Vice-Chairperson proposed the addition, after the words “national laws and regulations”, of the words “, and the ILO *Technical guidelines on biological hazards in the working environment* (2022)”. The Employer Vice-Chairperson agreed with the inclusion of a reference to the technical guidelines, but proposed that the reference should be preceded by the words “, taking into consideration”. It was so agreed.
353. Following paragraph 322, the Employer Vice-Chairperson proposed the addition of the following new paragraph: “If workers have an allergy to a particular allergen, they should communicate it to their employer.” The Worker Vice-Chairperson agreed to the addition, but emphasized that such notification should not be to the disadvantage of the worker. The Secretary to the Workers’ group added that there were many provisions in ILO instruments designed to avoid undue consequences for workers in such situations. The Employer Vice-Chairperson noted that such concerns were addressed in paragraph 323. It was so agreed.

Injuries due to wild animals

354. The Worker Vice-Chairperson proposed the inclusion in the title of the section, after the word “Injuries”, of the words “or diseases”. Also in the title, the Government Vice-Chairperson proposed the replacement of the current wording by the words “Animals and insects”. He noted that injuries could be caused by domestic animals, and not only wild animals, and the proposal therefore omitted the word “wild”. The Employer Vice-Chairperson, while noting that insects were animals,

could accept the reference to both animals and insects. At the suggestion of the Chairperson, the two proposals were combined to read: "Injuries or diseases due to animals and insects". It was so agreed.

- 355.** In paragraph 324, the Employer Vice-Chairperson proposed the addition, after the words "should assess", of the words "and map". It was so agreed. It was also agreed to include the words "and insects" after the word "animals" on both occasions that it occurred in the paragraph, in line with the agreed title of the section.
- 356.** In paragraph 326, the Government Vice-Chairperson proposed to: replace the words "tick or mosquito" by the words "snake, arachnid and insect"; to add after the word "bites" the words "or related hazards"; and to add at the end of the sentence the words: "or when the situation of the vector is changing and the conditions allow for the expansion of hazardous animals or invertebrates into an area". The purpose of the proposed changes was to take into account situations, particularly in relation to climate change, in which the changing hazards and risks required further assessment. Noting that the Worker Vice-Chairperson was proposing a similar amendment to refer to bites, infections or other vector-related diseases, he proposed the addition of the words "or infections" after the word "bites". The Worker Vice-Chairperson could accept the changes proposed by the Government Vice-Chairperson, but considered that the term "significant" was more appropriate than "high". It was so agreed.

10.6. Ergonomics

- 357.** In paragraph 330, the Government Vice-Chairperson proposed the replacement of the word "women" by the word "workers". It was so agreed.
- 358.** Following paragraph 330, the Government Vice-Chairperson proposed the addition of the following new paragraph: "Employers should have processes in place to ensure that a competent person is available to provide effective treatment for workers suffering from ergonomic injuries." The Employer Vice-Chairperson emphasized that it was not the duty of the employer to determine which treatment was effective. A Worker advisor noted that the public authorities often took action in collaboration with first-aid providers for such purposes. The Employer Vice-Chairperson emphasized that the proposed wording did not cover the duty to ensure the provision of rehabilitation, but concerned processes to ensure the effectiveness of treatment. It was therefore too broadly worded and open to interpretation.
- 359.** Following further discussion, the Secretary to the Workers' group proposed to include wording from Convention No. 161 and add, after the words "effective treatment", the words "and vocational rehabilitation". The Employer Vice-Chairperson proposed remaining closer to the language of Convention No. 161 through the addition, following "effective contribution", of the words "to measures of vocational rehabilitation" It was so agreed.
- 360.** In paragraph 331, the Government Vice-Chairperson proposed the insertion of a new subparagraph, after subparagraph 331(b), which would read as follows: "trained in proper lifting techniques". It was so agreed.
- 361.** In subparagraph 331(i), the Worker Vice-Chairperson proposed the deletion of the words "; and informed about the consequences of failing to do so". In response to the indication by the Government Vice-Chairperson that he favoured the original wording, she proposed to withdraw her proposed amendment, but to add the word "health" before the word "consequences". It was so agreed.
- 362.** Also in paragraph 331, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the following subparagraph: "informed about the necessity of breaks when

conducting movements which present a risk to ensure a rest and recuperation period.” It was so agreed.

10.7. Psychosocial risks and work-related stress

363. The Government Vice-Chairperson proposed the inclusion of the following new paragraph before paragraph 333:

Psychosocial hazards are hazards that, among others:

- (a) arise from:
 - (i) the design or management of work;
 - (ii) the work environment;
 - (iii) equipment at a workplace;
 - (iv) workplace interactions or behaviours;
 - (v) precarious work; and
- (b) may cause psychological and physical harm.

364. The Government expert from Australia indicated that most of the proposed wording was taken from the Australian model code of practice on managing psychosocial hazards at work, 2022. The intention was to refer to the causes of psychosocial hazards, rather than their manifestations.

365. The Employer Vice-Chairperson, while generally accepting the proposed additions, was concerned that certain psychosocial hazards were not covered, such as harassment and bullying. Moreover, the term “precarious work” gave rise to difficulties. The Worker Vice-Chairperson agreed with the addition of “harassment and bullying”, but wished to retain “precarious work”, although an alternative wording could be “insecure forms of work”. The Office suggested that the words “harassment and bullying” could be replaced by the words “violence and harassment”, in line with Convention No. 190. It was so agreed.

366. With reference to subparagraph (v), the Employer Vice-Chairperson considered that it was unnecessary as it was already captured in subparagraph (i) on the design and management of work. In response, the Secretary to the Workers’ group emphasized the close links that were widely recognized between precarious and informal work and health and safety issues, including work-related stress. Informality was a major issue in the forestry sector and the statistics showed the higher risks run by informal workers, despite the likelihood that informal workers under-reported OSH issues and were not well aware of their rights. The Government Vice-Chairperson suggested that the wording might be changed to “work and employment conditions”. Following further discussion, and in light of the wording agreed for paragraph 339, it was decided that the subparagraph would read “decent work deficits”.

367. The Government Vice-Chairperson proposed another new paragraph, which would read as follows: “Employers are responsible for eliminating the risks of psychosocial harm in the workplace or, if that is not possible, minimizing the risks so far as is reasonably practicable.” The Employer Vice-Chairperson could agree with the proposed new paragraph, but suggested the addition, after the word “Employers”, of the words “in consultation with workers and their representatives”. It was so agreed.

368. In paragraph 335, the Government Vice-Chairperson proposed the addition, following the words “should consider”, of the words “informal or isolated work, high work demands, the need for breaks”. The Employer Vice-Chairperson could accept the proposal with the removal of the words “high” and “the need for”. The Secretary to the Workers’ group proposed the addition, following the words “isolated work”, of the words “job security”. Following further discussion, the Employer Vice-Chairperson proposed the addition, after the words “should consider”, of the words “aspects

of work design and the organization and management of work". The Secretary to the Workers' group emphasized that a large body of research emphasized that the prevalence of precarious forms of work was a key aspect of decent work deficits, particularly in sectors such as forestry, and should therefore be central to psychosocial risk assessments. That needed to be covered in both paragraphs 335 and 332. In light of the discussion, the Employer Vice-Chairperson proposed the inclusion in the paragraph of a reference to "decent work deficits" instead of the various other proposed formulations, so that the paragraph would read: "The psychosocial risk assessment should consider decent work deficits, isolated work, high work demands, the need for breaks, work-related stress and fatigue resulting from features of the work and the workplace." The Secretary to the Workers' group welcomed the proposal and called for the same wording to be used in paragraph 332. It was so agreed.

11. Labour protection

11.1. Employment and social security

369. In paragraph 339, the Government Vice-Chairperson proposed the replacement, in subparagraph 339(b), of the words "competent authority for social security" by the words "social security system"; and the addition in subparagraph 339(c), after the words "irrespective of their employment" of the words "and social security". It was so agreed.

11.2. Maternity protection

370. In paragraphs 342, 343, 345, 348 and 349, it was agreed, in line with the wording agreed throughout the code, to replace the word "women" by the word "workers".

371. In paragraph 345, the Government Vice-Chairperson proposed the addition, after the words "night work", of the words "and shift work". He noted that shift work could have a significant negative impact on pregnancy and breastfeeding. It was so agreed.

11.3. Working hours

372. In paragraph 353, the Worker Vice-Chairperson proposed the addition, following subparagraph (a), of the following new subparagraph: "when the worksite is remote or mobile, commuting hours should be paid and considered part of working hours". The Employer Vice-Chairperson proposed the addition, at the end of the new subparagraph, of the words "in alignment with national laws and regulations". Following further discussion, he also called for the deletion of the words "commuting hours". He explained that the difficulty related to the payment of commuting hours. Although that might be the case for travel between worksites, employers could not be expected to pay for normal commuting hours. The Secretary to the Workers' group suggested the addition, following "commuting hours", of the words "should be considered part of the working hours". The Government Vice-Chairperson recognized the diversity of practice in that context in the various countries. The practice of commuting to the workplace was very different from commuting between workplaces. Following further discussion, the Employer Vice-Chairperson proposed the replacement of the words "commuting hours" by the words "work travel". It was so agreed.

373. In subparagraph 353(b), the Government Vice-Chairperson proposed the addition at the end of the subparagraph of the words "and biological needs". It was so agreed.

374. In subparagraph 353(c), the Government Vice-Chairperson proposed to replace the words "daily or nightly rest" by the words "between work shifts", which more accurately reflected what happened in practice. It was so agreed.

- 375.** In subparagraph 353(e), the Worker Vice-Chairperson proposed the addition of the word “paid” at the beginning of the subparagraph. The Government Vice-Chairperson considered that the issue of paid annual leave was more related to conditions of employment than OSH. The Employer Vice-Chairperson also opposed the proposed addition. The Worker Vice-Chairperson withdrew the proposed amendment.
- 376.** Following paragraph 353, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “overtime should be limited in order to reduce the exposure of workers to fatigue and other workplace hazards.” The Secretary to the Workers’ group added that over time repeated exposure to vibrations and other hazards aggravated the risks faced by workers. Overtime could not be prohibited but should be limited. The Government Vice-Chairperson considered that the proposal had merit, but would perhaps be better placed in the section on ergonomics. The Secretary to the Workers’ group emphasized that overtime was very much a working hours issue. The Government expert from Australia considered that, if retained in the present section, the wording should be more general, and could read as follows: “Overtime should be limited to reduce worker exposure to fatigue and other workplace hazards.” The Employer Vice-Chairperson did not agree with the term “limited”. Overtime was a necessary evil, and its limitation could be taken into consideration. In light of the views expressed, the Worker Vice-Chairperson suggested that the new paragraph could be worded: “limiting overtime should be taken into consideration to reduce worker exposure to fatigue and other workplace hazards.” It was so agreed.

11.4. Night work and lone working

- 377.** In paragraph 359, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “, including with transportation and reliable communication means”. The Employer Vice-Chairperson wondered whether the term “reliable communication means” went far enough, but did not oppose the adoption of the proposal. It was so agreed.

11.5. Fatigue

- 378.** In paragraph 361, the Worker Vice-Chairperson proposed the addition of a new subparagraph following subparagraph (b): “are required to engage in a substantial commute”. The Secretary to the Workers’ group noted that it was also important to take into account the hours spent commuting in measures to reduce fatigue. It was so agreed.

11.7. Violence and harassment

- 379.** In the chapeau to paragraph 372, the Government Vice-Chairperson proposed that the word “authority” should be replaced by the plural “authorities”. It was so agreed.
- 380.** Following subparagraph 372(b), the Worker Vice-Chairperson proposed the addition of the following new subparagraph: “ensure that grievance redress mechanisms are mandatory and made accessible to workers;”. The Employer Vice-Chairperson considered that the proposal was already covered by the text of subparagraph (c), as well as the provisions of Convention No. 190, and was not therefore necessary. The Worker Vice-Chairperson withdrew the proposal.
- 381.** In paragraph 372, the Worker Vice-Chairperson proposed that subparagraph (g) should be made into a new paragraph with the addition at the beginning of the following words: “The competent authority should adopt laws, regulations and policies to”, which was the same wording as the chapeau to paragraph 372. The Secretary to the Workers’ group explained that the purpose of the proposal was to separate the provisions relating to victims and harassers into separate paragraphs, as it could be considered offensive to deal with both victims and harassers in the same paragraph. The Employer Vice-Chairperson, while agreeing on the need for a strong

recommendation, noted that, as reflected in Convention No. 190, most violence and harassment at work was a violation of the employer's policies, and it was therefore primarily the role of employers, not the competent authorities, to hold perpetrators accountable. Although the duties of employers were covered by paragraph 373, some reference to the role of employers should also be included in the proposed new paragraph, for example through the addition, after the words "regulations and policies", of the words "and employers should develop policies". It was so agreed.

- 382.** In paragraph 373, the Worker Vice-Chairperson proposed the addition, following subparagraph (g), of the following new subparagraph: "provide grievance redress mechanisms that are accessible to workers." The Government Vice-Chairperson supported the proposal, but the Employer Vice-Chairperson considered that it was covered in subparagraph (d). Following further discussion, the Secretary to the Workers' group indicated that she would withdraw the proposed new subparagraph if the words "and have a mechanism for" were included in subparagraph (d), following the words "contain information". It was so agreed.

► Part II. Technical guidelines for safety and health at the forestry worksite

12. General provisions

- 383.** In paragraph 376, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: "Promote good practice guidelines and standardization in forestry work roles, especially those critical for health and safety." It was so agreed.
- 384.** In paragraph 377, the Secretary to the Workers' group proposed the deletion of the whole paragraph, which defeated the whole point of the draft code by saying that it may or may not be used, even though it was already clear that the code was intended as non-binding guidance. In particular, there was a lack of clarity regarding the respective responsibilities in the second part of the paragraph. She requested the Office to draft a new paragraph covering the respective responsibilities of the various parties. The Employer Vice-Chairperson did not agree with the deletion of the paragraph. There could be situations that differed, and work was not carried out in the same way everywhere. The Government Vice-Chairperson agreed that there were cases in which it might be necessary to carry out work in a different manner to that outlined in the draft code.
- 385.** A Worker advisor proposed that the wording could refer to cases in which alternative means were used, which should meet or exceed the provisions of the code. An ILO expert suggested the wording "alternative systems of work to those mentioned in this code." The Employer Vice-Chairperson agreed with the proposals made, but considered that the text should specify that such systems of work should be authorized by a competent authority and that they should meet or exceed the safety and health provisions in the code. It was agreed that the resulting text would read: "Where alternative systems of work to those mentioned in the code are used and authorized by a competent authority, they should meet or exceed the safety and health provisions in this code."
- 386.** Following paragraph 377, in response to a request made by the Secretary to the Workers' group, the Office proposed the insertion of the following two new paragraphs:

It is the responsibility of the employer to ensure, so far as is reasonably practicable, that the forestry operations and work methods under their control are safe and without risk to health.

In performing their work, workers should cooperate with their fellow workers and their employers in the discharge by the employer of their occupational safety and health responsibilities related to working methods used in forestry operations.

The competent authority should formulate and implement national laws and regulations to ensure the safety and health of workers in forestry operations.

- 387.** The Secretary to the Workers' group emphasized the importance of ensuring that the responsibilities of the various parties were clear. She could accept the paragraphs suggested by the Office, and proposed the addition of the following new subparagraph: "The technical part of these guidelines should be read and implemented with the provisions outlined in Part I, in particular in relation to the tasks, duties and responsibilities of the different actors. When in this section, reference is made to workers operating machinery or executing operations, it is understood that they should only do so if they have received adequate information, instruction and training."
- 388.** The Employer Vice-Chairperson, in the first new paragraph, proposed the addition of the words "comply and" before the word "cooperate". In the third new paragraph, the Government Vice-Chairperson proposed the replacement of the word "actors" by the words "workplace parties". It was so agreed.

12.1. Planning of forestry work

- 389.** In paragraph 382, the Secretary to the Workers' group proposed the deletion of the word "new" before the word "worksite". The operations in question could consist of new activities at an existing worksite. It was so agreed.
- 390.** Also in paragraph 382, the Employer Vice-Chairperson proposed the addition, after the words "identify hazards and assess risks", of the words ", where appropriate". He explained that there were situations, such as during the occurrence of a wildfire, when it would be difficult to conduct a risk assessment before taking the necessary action. The Government Vice-Chairperson added that there were other situations in which that concern would also apply. It was so agreed.
- 391.** In paragraph 384, the Employer Vice-Chairperson proposed the addition, after the words "the systems of work", of the words ", best practice guidelines and standardized methods which have been". It was so agreed.
- 392.** In paragraph 389, the Employer Vice-Chairperson proposed the addition of the words "and safe" after the word "appropriate". It was so agreed.

12.2. Work organization

- 393.** In paragraph 392, at the end of the paragraph, the Government Vice-Chairperson proposed the addition of the following three new subparagraphs:
- the presence and location of other workers on the worksite and the organization of work;
 - emergency plans for the worksite;
 - site hazards outlined in paragraph 382 along with planned control measures.
- 394.** The Employer Vice-Chairperson proposed the addition, at the end of the first proposed new subparagraph, of the words "to ensure that safe operating distances are respected". It was so agreed.
- 395.** In paragraph 401, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: "Forestry operations must be stopped immediately if a person is spotted in the working area." The Employer Vice-Chairperson could agree to the

addition if the word “unauthorized” were added before the word “person” and the word “must” were replaced by “should”. It was so agreed.

- 396.** In paragraph 402, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: “If the risk assessment requires it, visitors must be provided with appropriate PPE.” The Employer Vice-Chairperson could agree to the addition if the word “must” were replaced by “should”. It was so agreed.

13. Silviculture

13.2. Site preparation

13.2.1. Manual clearing

- 397.** In paragraph 407, the Worker Vice-Chairperson proposed the addition, after the words “only be used”, of the words “used where the worker only has a small area to clear or on small areas”. The Government Vice-Chairperson expressed the concern that in practice work was often broken into small components over a large area. The Employer Vice-Chairperson proposed the deletion from the suggested addition of the words “on small areas”. It was so agreed.
- 398.** In this section, the Meeting also agreed to the following proposed changes without discussion:
- in paragraph 408, the Worker Vice-Chairperson proposed the addition, at the end of the second sentence, of the words “after an assessment by a competent person”;
 - in paragraph 410, the Worker Vice-Chairperson proposed, in the first sentence, the replacement of the words “If burning slash,” by the words “Burning of slash should only be undertaken when safe and appropriate, and in accordance with national law and practice, and”;
 - in subparagraph 411(a), the Employer Vice-Chairperson proposed the replacement of the words “or sickles” by the words “, sickles or brush saws”;
 - in subparagraph 411(b), the Employer Vice-Chairperson proposed the addition of the word “brush” before the word “saws”.
- 399.** In paragraph 415, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “, whichever is greater”. The Employer Vice-Chairperson proposed the addition of the words “, or 15 metres for non-tree operations”. It was agreed to accept both proposals.

13.2.2. Motor-manual site preparation

- 400.** With reference to deleted figure 3 and other figures in the draft code, the Executive Secretary, in response to a request for clarification, specified that the proposal was to delete all the images contained in the 1998 code, in line with the ILO codes of practice adopted in recent years, although the images could be recreated and used in the promotional and educational materials developed for the dissemination and implementation of the code of practice. The Secretary to the Worker’s group emphasized the importance of the action that would be taken by the ILO and by constituents following the adoption of the code for its widespread dissemination and implementation.
- 401.** In paragraph 428, the Worker Vice-Chairperson proposed the addition of the words “and brushcutters” after the word “chainsaws”. It was so agreed.

- 402.** Following paragraph 428, the Worker Vice-Chairperson proposed the addition of the following new paragraph: "Prolonged maintenance of machinery must be carried out in places protected from the weather, with measures to avoid environmental contamination by chemical agents." The Employer Vice-Chairperson said that he could agree to the additional paragraph if the word "must" were replaced by the word "should". It was so agreed.

13.2.3. Mechanized site preparation

- 403.** In this section, the Meeting agreed to the following proposed changes without discussion:
- in paragraph 432, the Government Vice-Chairperson proposed the replacement of the word "should" by the words "and their chutes should be at a suitable height and should have an emergency stopping device and";
 - following paragraph 432, the Employer Vice-Chairperson proposed the addition of the following new paragraph: "Excessive debris should be piled in heaps or rows to facilitate access." The wording was taken from paragraph 433, which it was proposed to move to the present section.

New section on tree nursery

- 404.** Following the section on mechanized site preparation, the Worker Vice-Chairperson proposed the inclusion of the following new section:

Tree nursery

Organization

A tree nursery should be located in an area of level or terraced ground, easily accessible by vehicles, sheltered from wind and with access to a reliable water supply.

Ground should be cleared of any debris, and the surface is covered by materials that prevent from slipping when wet.

Watering and draining pipes or channels installation should not block the walkways.

The seed sowing bed and seedling beds are constructed with solid materials at a height that maintains optimal ergonomic working postures for manual handling to reduce the risk of musculoskeletal injuries/diseases. Stools are provided for manual handling of seedlings stored at ground level to avoid exposures from bending and squatting.

Seedling trays from solid light materials should be used.

Wheeled trolleys or carts should be used for transporting seedlings, plants, tools or materials within the nursery area.

Locations for plant storage and distribution should be pre-planned and as evenly spread over the nursery area as possible, in order to keep transport distances as short as possible.

Chemical substances such as fertilizers and pesticides are contained in the farthest location from the sowing and seedling beds, safely stored and clearly marked.

Workers should be informed when plants have been chemically treated. In handling treated plants, workers should be instructed about the health risks arising from the chemicals used. Information and training should be provided on safe handling procedures and the requirements for personal protective equipment.

Equipment

Blades of pruning tools should be in good repair and maintained.

The size of handheld portable water or liquid fertilizer cans/pots/sprayers used should not exceed 5 litres.

Gloves in a suitable material based on a risk assessment should be provided for work in direct contact with plants or soils.

Operation

Workers should maintain a balanced ergonomic stance whether in standing or sitting positions.

Treated plants should be handled carefully to minimize personal contamination.

Any contamination of the skin or protective clothing by a pesticide concentrate must be washed off immediately and thoroughly.

Workers feeling unwell should immediately report symptoms to the supervisor and seek medical advice as soon as possible, giving details of the work undertaken and the full name of the pesticide product used.

405. During the discussion of the proposed new section, the following changes were accepted without discussion:

Under Organization,

- in the second paragraph, the Government Vice-Chairperson proposed the replacement of the words “slippery when wet” with “slips and falls”;
- in the third paragraph, the Government Vice-Chairperson proposed the deletion of the word “installation”;
- in the fourth paragraph, the Employer Vice-Chairperson proposed the replacement of the words “seedling beds” by the words “transplanting beds”, and the Government Vice-Chairperson proposed the deletion of the word “diseases”;
- in the seventh paragraph, the Government Vice-Chairperson proposed the deletion of the words “as” and “as possible” as they appear for the first time;
- in the eighth paragraph, the Government Vice-Chairperson proposed to replace the words “are contained” by the words “should be stored”, and consequently remove the words “safely stored” at the end of the paragraph;
- in the ninth paragraph, the Government Vice-Chairperson proposed the addition of the words “re-entry period”;
- following the ninth paragraph, the Government Vice-Chairperson proposed the addition of the following new paragraph: “Lighting should be appropriate to the visual demands of the task”;
- following the ninth paragraph, the Employer Vice-Chairperson proposed the addition of the following paragraph: “Workers working at heights or in confined spaces should be trained and competent to work in these areas.”

Under Equipment,

- in the first paragraph, the Government Vice-Chairperson proposed the replacement of the words “pruning tools” by the words “shovels and hand trowels”;
- in the second subparagraph, the Employer Vice-Chairperson proposed the addition of the words “in accordance with national law and practice”;
- in the third paragraph, the Government Vice-Chairperson proposed the replacement of the word “gloves” by the word “PPE”;

Under Operation,

- in the third paragraph, the Employer Vice-Chairperson proposed the replacement of the word “must” by the word “should”;
- in the fourth paragraph, the Employer Vice-Chairperson proposed the addition, after the word “workers”, of the words “working with pesticides and chemicals and who are”.

13.3. Planting

406. In paragraph 438, the Government Vice-Chairperson proposed the addition, after the word “uphill”, of the words “or cross slope”, and, at the end of the paragraph, the addition of the words “and to avoid material falling on the workers”. It was so agreed.

13.3.1. Planting of untreated plants

407. Before paragraph 442, the Government Vice-Chairperson proposed the inclusion of the following new paragraph: “Employers should minimize the risks of musculoskeletal disorders from planting by undertaking a risk assessment taking into account the equipment used, patterns of work and terrain.” It was so agreed.
408. In paragraph 442, the Government Vice-Chairperson proposed the addition, after the words “containerized plants”, of the word “, polypots”. He explained that polypots were pots with multiple segments each containing plants, often six by six. It was so agreed.

13.3.2. Handling and planting of chemically treated plants

409. In paragraph 452, the Government Vice-Chairperson proposed the addition, after the word “chemicals”, of the words “, including fertilizers,”, and the addition of the words “, including a waiting period as defined by the manufacturer or supplier”. It was so agreed.

13.3.3. Planting by hand-held power post-hole borer (rock drill)

410. In paragraph 466, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “and they should be equipped with an operating control that shuts the machine off when not in use”. It was so agreed.

13.4. Tending

411. In paragraph 474, the Employer Vice-Chairperson proposed the replacement of the word “sectors” by the word “sections. The Government Vice-Chairperson also proposed the addition, at the end of the paragraph, of the following sentences: “Special care is required when work is carried out on slopes. If the gradient is steep, workers should not work directly above or below others. Operations should be planned to prevent workers being exposed to rolling or sliding material.” It was so agreed.

13.5. Pruning

412. In paragraph 478, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “, as appropriate”. It was so agreed.
413. In paragraph 479, the Government Vice-Chairperson proposed the addition, after the second sentence, of the words “In such circumstances, it would be suitable to use equipment suited to working at heights, for example, suitable mobile elevating work platforms, when possible”. He also proposed the deletion of the final sentence, which read: “To avoid acute discomfort, the use of a ladder should be the preferred option.” The Government expert from Australia indicated that

ladders should not be used for continuous work, and that their use should be confined to access. It was so agreed.

414. In paragraph 480, the Government Vice-Chairperson proposed to replace the words “wear fall restraint systems to minimize the risk of falling and injuries should a fall occur and allow optimal working postures” by the words “use a safe system of work to protect against falls”. The Secretary to the Workers’ group proposed to add, in the wording suggested by the Government Vice-Chairperson, the words “including fall protection systems”. However, she withdrew her proposal in light of the explanations by the Government Vice-Chairperson that the series of changes proposed by his group was intended to establish a hierarchy of approaches to safety and health. It was so agreed.

415. In subparagraph 484(d), the Government Vice-Chairperson proposed the addition, after the word “solvent” of the words “, with suitable gloves for the worker,”, and the addition, after the word “clean” of the word “cutting”. The Employer Vice-Chairperson proposed the replacement of the word “suitable” by the word “appropriate”. It was so agreed.

416. In subparagraph 484(f), the Employer Vice-Chairperson proposed the addition, after the word “ladders”, of the words “or platforms”, and the replacement of the word “forestry” by the words “the various types of forestry operation”. The Government Vice-Chairperson said that the aim was to reduce the risk of falls and minimize work using ladders, which were a prime source of injury in forestry work. The Employer Vice-Chairperson noted that ladders were commonly used in forestry and that in appropriate situations their use should not be excluded. The Government Vice-Chairperson proposed the addition, at the end of the subparagraph, of the words “permitting safe access to trees”.

417. In light of the discussion, the Government Vice-Chairperson proposed the deletion of subparagraph 484(f) and its replacement by the following new paragraph:

Ladders should generally only be used for access and not for work at height. In limited circumstances where a worker performs pruning work from a ladder:

- the ladder should be secured to provide stability;
- chainsaws should not be used;
- the worker should be provided with adequate fall protection and PPE.

It was so agreed.

418. In paragraph 485, the Government Vice-Chairperson proposed the addition in the first sentence, after the word “ladders”, of the words “used for safe access”, and the addition at the end of the paragraph of the following new sentences: “Ladders should be checked prior to use for defects. If defects are found, the ladder should be removed from use.” During further discussion of the subject, the Employer Vice-Chairperson emphasized that ladders were often an appropriate method of access for pruning, when the height was appropriate. The Government expert from Spain emphasized that, as proven by statistics, the use of ladders caused the greatest number of injuries in forestry, particularly when tools such as chainsaws were used from ladders. The Secretary to the Workers’ group agreed that there had been many fatal accidents caused by the use of chainsaws on ladders. In light of the adoption of the new paragraph following paragraph 484, it was decided to remove the words “used for safe access”. It was so agreed.

419. In paragraph 486, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the following subparagraph: “be provided with and use suitable means of communication”. It was so agreed.

13.6. Tree climbing

420. Following paragraph 490, the Government Vice-Chairperson proposed the addition of the following new paragraph: “Dead or weak trees should not be climbed.” It was so agreed.

421. Following paragraph 490, the Government Vice-Chairperson also proposed the addition of the following new paragraphs:

To prevent the risk of a fall when climbing trees, risks should be minimized by providing a safe system of work. A safe system of work for accessing trees at height includes:

- (a) providing a temporary work platform, such as an elevating work platform;
- (b) if using a temporary work platform is not possible, providing a work positioning system; or
- (c) if neither of these are possible, providing a fall arrest system.

Providing a temporary work platform or work positioning system alone may not be enough to minimize the risk of a fall. In most circumstances, it may be appropriate to provide additional controls. For example, a back-up system could be provided to arrest a fall should other controls fail to safely support a worker. This is standard practice when using an elevating working platform, but should be considered when using any temporary work platform or work positioning system.

422. The Secretary to the Workers’ group emphasized the importance of ladders being used for access. The Employer Vice-Chairperson said that ladders had their purposes in forestry work and that it was not possible for everyone to use platforms for all forestry activities. The Government expert from Australia acknowledged that there were different approaches in the various countries to the use of ladders in forestry and the attendant safety concerns. In his country, there was a requirement for a risk assessment and the installation of fall arrest systems. Priority should be given to the use of temporary work platforms, where possible. If that was not possible, a work positioning system could be used. Finally, if those options were not possible, there should be a fall arrest system. The Secretary to the Workers’ group added that adequate training was required when fall arrest systems were used. The Employer Vice-Chairperson shared the concerns expressed, but said that the use of ladders in forestry could not be eliminated completely. The new paragraph was adopted, as amended.

423. In the chapeau to paragraph 495, the Government Vice-Chairperson proposed to replace the words “safety equipment” with the words “personal protective equipment”. The Employer Vice-Chairperson proposed to replace the word “including” with the words “such as”, in order to make it clear that the list was non-exhaustive. It was so agreed.

424. In subparagraph 495(a), the Government Vice-Chairperson proposed to replace the current wording by the words “work positioning system, using a safety belt or sit harness with double “D” rings;”. It was so agreed.

425. In paragraph 496, the Employer Vice-Chairperson proposed the addition, at the end, of the following subparagraph: “other PPE, as appropriate”. It was so agreed.

426. In paragraph 497, the Employer Vice-Chairperson proposed the replacement of the words “of high-quality material” with the words “suitable for the operation”. It was so agreed.

14. Harvesting

14.1. General provisions

427. Following paragraph 526, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “Before starting the felling work, precipices, soft cliffs, crossings of waterways,

power lines, passageways and other danger and harm factors that essentially affect the health and safety of the worker must be determined on a site-by-site basis.” The Employer Vice-Chairperson could accept the proposed new paragraph if the word “must” were replaced by the word “should”. It was so agreed.

428. In subparagraph 530(a), the Employer Vice-Chairperson proposed the replacement of the word “amount” by the word “volume”. It was so agreed.

429. In paragraph 535, the Government Vice-Chairperson proposed the replacement of the words “topography and extraction route is an important factor in achieving this” by the words “terrain, timber stand and lean needs to be considered”. It was so agreed.

14.2. Felling and conversion

14.2.1. Manual and chainsaw felling

430. Before paragraph 537, the Government Vice-Chairperson proposed the addition of the following new paragraph: “Manual chainsaw felling should only be undertaken by workers who have been assessed and are able to demonstrate the competency skills needed to fell timber in a safe manner.” In response to a proposal by the Worker Vice-Chairperson to replace the word “assessed” by the word “qualified”, he explained that the assessment covered the ability of a person to perform certain tasks, and therefore determined the qualification of that person to carry out the work. It was so agreed.

431. In paragraph 541, the Employer Vice-Chairperson proposed the addition, after the words “to be felled, or”, of the words “according to national law or practice, as appropriate,”. He said that safety was critical in those cases in which it was necessary to fell trees that were near power lines, and it was therefore necessary to ensure that the wording was precise. Noting the proposal by the Secretary to the Workers’ group to add the words “where practicable”, he considered the resulting wording rather weak. The Government Vice-Chairperson said that the concern in that regard was that there may be jurisdictions in which there were no national standards, and it was the competent authority that set rules for such situations. He therefore proposed to replace the suggested additions with the words “in accordance with the guidance of the national authority”.

432. Following further discussion, the Government Vice-Chairperson proposed a new paragraph to replace paragraph 541, as follows: “Overhead electric lines can pose significant risks in felling. The competent authority should develop specific regulations, including stand-off distances, to prevent approach by any person or object to electric lines. A safe distance of at least twice the height of the tree to be felled, or the distance otherwise specified by the competent authority, should be used. In cases where this is not possible, the relevant electricity supply company should be contacted for information on specific requirements and, for example, the possible de-energizing of the lines.” It was so agreed.

433. In the chapeau to paragraph 549, the Government Vice-Chairperson proposed the replacement of the words “should be designed” by the words “used should be specifically designed for tree felling”. It was so agreed.

434. In subparagraph 549(b), the Employer Vice-Chairperson proposed the replacement of the words “with the right hand” by the words “by hand”. It was so agreed.

435. In the chapeau to paragraph 550, the Employer Vice-Chairperson proposed the replacement of the word “knowledge” by the word “competence”. It was so agreed.

436. In paragraph 550, the Government Vice-Chairperson proposed the addition of the following new subparagraph: “the correct and proper sharpening of the chain”. The Worker Vice-Chairperson

proposed the addition to the suggested new subparagraph of the words “and replacement” and “when appropriate”. The purpose of the further additions was to ensure that dangerously worn chains were not sharpened and reused. It was so agreed.

- 437.** In paragraph 555, the Government Vice-Chairperson proposed the addition, after the word “maintained”, of the words “with both hands on the controls”. It was so agreed.
- 438.** In paragraph 556, the Employer Vice-Chairperson proposed the addition of the word “Large” at the beginning of the sentence. He explained that there were situations in which small chainsaws could be used overhead. The Secretary to the Workers’ group emphasized that the problem concerned kickback effects, which could occur with all chainsaws irrespective of their size. The Employer Vice-Chairperson withdrew the proposal.
- 439.** The Meeting also agreed to the following proposed changes without discussion:
- in paragraph 558, the Government Vice-Chairperson proposed the addition, at the end of the first sentence, of the words “and the chainsaw should be turned off”;
 - in paragraph 561, the Government Vice-Chairperson proposed the addition, after the words “be maintained”, of the words “and felling trees uphill should normally be avoided unless the tree has a pronounced lean in the uphill direction,”;
 - in paragraph 579, the Government Vice-Chairperson proposed the addition, after the chapeau, of the following subparagraph: “work alone,”;
 - in paragraph 585, the Government Vice-Chairperson proposed the addition, after the chapeau, of the following subparagraph: “conduct a thorough analysis of the tension and compression of each branch; a small cut should always be made in the area of compression concluding the debranching at the area of tension,”;
 - in subparagraph 585(c), the Employer Vice-Chairperson proposed the replacement of the words “right foot” by the word “feet”.

14.2.2. Mechanized felling and conversion

- 440.** In this section, the Meeting agreed to the following changes without discussion:
- in the title, the Employer Vice-Chairperson proposed the deletion of the words “and conversion”;
 - following paragraph 595, the Employer Vice-Chairperson proposed the addition of the following new paragraph: “The operator should be trained and competent in the use of the machinery according to the identified hazards.”;
 - in paragraph 610, the Government Vice-Chairperson proposed the addition of the following new sentence: “The maximum height of the pile should be specified based on the risk of objects falling.”.

14.2.3. Clearance of trees damaged by natural disturbances

- 441.** In this section, the Meeting agreed to the following changes without discussion:
- in paragraph 616, the Government Vice-Chairperson proposed the replacement of the words “motor-manually” by the words “using hand-held machines”;

- in paragraph 617, the Government Vice-Chairperson proposed the replacement of the word “staff” by the word “workers”, and the addition of the words “and risks” after the word “hazards”;
- in paragraph 626, the Government Vice-Chairperson proposed the replacement of the words “motor-manual work” by the words “work using hand-held machines”.

14.3. Extraction

442. The Employer Vice-Chairperson considered that the present section should include provisions on the extraction of wood by sled or sleigh, which was a means commonly used for extracting wood and requested the Office to provide the necessary input.

14.3.1. General provisions

443. In paragraph 640, the Government Vice-Chairperson proposed the replacement of the word “topography” by the word “terrain”. It was so agreed.
444. Also in paragraph 640, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of a new subparagraph: “climate conditions.” It was so agreed.
445. The Government Vice-Chairperson proposed the deletion of paragraph 642. He said that the preparation of logs in that manner was not the practice throughout the world. The Employer Vice-Chairperson indicated that the preparation of logs was often related to their extraction using sleighs. The Government Vice-Chairperson indicated that paragraph 642 was one of two paragraphs that his group was proposing to replace with a new text on skidding operations, which would be placed after paragraph 673. However, following further discussion it was decided to retain the paragraph.

14.3.2. Manual extraction

446. In paragraph 648, the Government Vice-Chairperson proposed the deletion of the words “such as hooks, tongs or sappies”. It was so agreed.

14.3.4. Extraction with draught animals

447. In paragraph 663, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: “Animal health should regularly be assessed in accordance with national law and practice, where appropriate.” It was so agreed.
448. In paragraph 669, the Government Vice-Chairperson proposed the addition, after the words “beside the animal”, of the words “and on the uphill slope side of the load”. It was so agreed.

14.3.5. Extraction by tractors and all-terrain vehicles

449. The Government Vice-Chairperson proposed the deletion of paragraphs 671 and 672. He said that the use of farm tractors, all-terrain vehicles (ATVs) and other machines not designed or equipped for forestry operations was high risk and should be restricted. The Employer Vice-Chairperson noted that there were small enterprises that used such vehicles and the paragraphs reflected the situation that occurred in practice, despite the risks involved. The Executive Secretary indicated that the paragraphs had been included in the draft code to reflect the situation on the ground, even though it was clear that there were risks involved in the use of such machinery.

- 450.** In paragraph 673, the Secretary to the Workers' group proposed to replace the words "timber extraction", in the first sentence, with the words "skidding activities". In the second sentence, she proposed the replacement of the words "Tractors used for skidding should also be equipped" by the words "When tractors are equipped". The message was that farm tractors and ATVs should not be used for such activities, but if they were in practice used they should include the necessary safety features. The Employer Vice-Chairperson agreed with the first sentence, as amended, and proposed in the second sentence the addition of the words "they should include harness or seat belts".
- 451.** The Government Vice-Chairperson proposed the addition, in the second sentence, of the words "and operator protective structures". He also proposed the addition of the following sentence at the end of the paragraph: "The employer should ensure that workers who operate tractors or ATVs are fully informed, trained and supervised in the safe operation of the tractor or ATV, including any towed equipment or attachments, such as timber trailer or skidding arch, with regard to the operator, other workers, bystanders and others." It was so agreed.

14.3.6. Extraction by skidder and winch

- 452.** The Government Vice-Chairperson proposed the addition of the following new paragraph, which would replace paragraphs 642 and 675:
- When an employer is conducting ground skidding/extraction work, whether cut to length, full log uphill or downhill, the following practices should be followed to ensure the stability of the machine and safety of the machine operator:
- (a) no winching at an angle that could cause the machine to trip over;
 - (b) avoiding obstructions and hang ups that could contribute to roll-over;
 - (c) ensuring that the log bundle is wrenched tight to the machine apron, for cut to length forwarders that the logs are stable within the log support system;
 - (d) selecting a suitable gear to maintain control of the machine when ascending or descending slopes;
 - (e) dropping the log bundle if an unchoked log or debris becomes caught in the log bundle;
 - (f) avoiding abrupt turns when moving up or down slopes;
 - (g) minimizing any cross slope travel to prevent roll-over potential;
 - (h) operating the skidding machine within manufacturers' specifications and those adopted by a competent authority;
 - (i) when using skidding with hauling attachments such as wagons, carts, sleighs and others, they should be compatible with the towing machine and not contribute to roll-over potential of the machine;
 - (j) if skid trails are not being used, skidding should be conducted in a manner that the machine travels straight up or down the slope.
- 453.** The Secretary to the Workers' group welcomed the new paragraph, and proposed to change the words "trip over" to "tip over" in subparagraph (a), and the word "climbing" to "ascending" in subparagraph (d). She also proposed the addition of the following final subparagraph: "when power take offs (PTOs) are being used, they should be adequately guarded and have a slip clutch. It was so agreed.
- 454.** In light of the adoption of the new paragraph above, it was agreed to delete paragraph 675.
- 455.** In paragraph 676, the Government Vice-Chairperson proposed the addition, at the beginning of the paragraph, of the following sentence: "In the planning of the activity, a system of trails for skidding should be designed and clearly designated, on which only skidders should circulate in accordance with national legislation." It was so agreed.

- 456.** In paragraph 694, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: "When chokers are used, the junction with the cable should be done in a way in which it should remain stable ensuring that all of the endings of the cable are secured before using them." It was so agreed.
- 457.** In paragraph 698, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: "The activity should cease when an operator is in close proximity to a work activity which is less than twice the length of the cable." It was so agreed.
- 458.** Following paragraph 701, the Government Vice-Chairperson proposed the addition of the following new paragraph: "If the load is hung up, the operation should cease and the tension on the cable has to be released and the load freed." It was so agreed.

14.3.7. Extraction by forwarder

- 459.** In paragraph 703, the Government Vice-Chairperson proposed the replacement of the words "of 35 per cent" by the words "specified by the manufacturer". It was so agreed.

14.3.8. Extraction by cable

- 460.** The Government Vice-Chairperson proposed, in the title, the addition of the words "or cable logging". It was so agreed.
- 461.** Before paragraph 718, the Government Vice-Chairperson proposed the addition of the following new paragraph: "Cable logging is a hazardous activity with specific risks, including being hit by rolling logs or other objects while working on steep slopes below the landing, injuries caused by rope wire sprags and being struck by falling equipment." He explained that the present and next proposed new paragraphs were based on the relevant Australian manuals. In response to a request for clarification, he said that a "rope wire sprag" was a "jagger" or wire protruding from wire rope. The Secretary to the Workers' group said that rope wire in itself could cause injury, and the word "sprag" could be deleted. It was so agreed.
- 462.** Before paragraph 718, the Government Vice-Chairperson also proposed the addition of the following new paragraph:

To help protect workers from cable logging hazards and risks, the following general safety principles should be applied:

- (a) stop operating if cable logging becomes dangerous because of high fire danger or bad weather conditions, for example high wind or poor visibility;
- (b) everyone should stay in a safe area away from moving lines, rigging, loads or standing skylines, until the rigging or loads have completely stopped;
- (c) everyone should remain outside the hazard zone of tensioned running lines;
- (d) no one should ride on hooks, carriages, ropes or other rigging;
- (e) no one should ride on logs suspended in the air or being moved;
- (f) tree felling activities should be a minimum of two dominant tree lengths ahead of active yarding lines and ground workers; and
- (g) lines should be run in a straight line and not be obstructed.

It was so agreed.

- 463.** In this section, the Meeting also agreed to the following changes without discussion:
- in paragraph 724, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: "Anchors need to be checked daily to ensure that the stumps continue to provide the needed support";

- the Government Vice-Chairperson proposed the deletion of paragraphs 740 and 741.

14.3.9. Extraction by helicopter

464. In this section, the Meeting agreed to the following changes without discussion:

- in paragraph 742, the Government Vice-Chairperson proposed the addition of the words “hazards and” before the word “risks”;
- in paragraph 752, the Government Vice-Chairperson proposed the addition, after subparagraph (c), of the following new subparagraph: “helicopter load lines should be equipped with an effective static discharge line to ensure that ground workers do not receive electric shocks.”

14.3.10. Log landing and stacking areas

465. Following paragraph 767, the Worker Vice-Chairperson proposed the addition of the following new paragraph: “The landing and stacking areas must be located so that a safe distance is maintained between the loading equipment and the power lines.” It was so agreed.

14.3.11. On-site processing

466. In paragraph 779, the Government Vice-Chairperson proposed the addition, before the words “with sufficient space”, of the words “sufficient distance from any settlement,”. It was so agreed.
467. In paragraph 782, the Worker Vice-Chairperson proposed the replacement of the word “canopy” by the words “and operator protective structures (OPS)”. It was so agreed.

14.4. Loading and transport

14.4.2. Road transport

468. In paragraph 789, the Worker Vice-Chairperson proposed the addition, at the end of the paragraph, of the following subparagraph: “Risk mitigation measures should be introduced, including bearing measurements, when driving on ice.” The Employer Vice-Chairperson understood that the term “ice” referred to frozen water surfaces on large bodies of water and therefore proposed the replacement of the word “ice” by the words “frozen lakes, rivers and marshes”. It was so agreed.
469. In paragraph 791, the Government Vice-Chairperson proposed the addition, at the end of the paragraph, of the words “unless specified by the manufacturer of the truck and trailer”. It was so agreed.
470. In paragraph 794, the Government Vice-Chairperson proposed the addition, after the words “trucks and trailers”, of the words “load bunks/stanchions, stakes or uprights and cab guards,”. It was so agreed.
471. In paragraph 799, the Employer Vice-Chairperson proposed the replacement, at the beginning of the paragraph, of the words “The truck should be” by the words “The driver has the final responsibility to ensure that the truck is”. He noted that, in road transport, ensuring that trucks are loaded correctly and securely is in some way everyone’s responsibility, and therefore no one’s responsibility. His proposal was therefore to come back to the wording of the 1998 code.
472. An Office expert indicated that the wording of the present paragraph had been adjusted to bring it into line with the 2020 ILO *Guidelines on the promotion of decent work and road safety in the transport sector*. She noted that paragraph 19 of the Guidelines indicated that it was the shared

responsibility of governments, the social partners and road transport chain parties to protect the public against preventable crashes and dangers. Paragraph 41 added that drivers should not be forced to work in violation of national laws and regulations, including in violation of driving times, speed, or truck size or weight limits. Moreover, according to paragraph 178, the chain of responsibility required that each party in the road transport chain complied with their individual responsibilities.

- 473.** The Government Vice-Chairperson acknowledged that there were multiple levels of responsibility, and it was not possible to merely say that it was the responsibility of the driver. The Secretary to the Workers' group considered that it might be better to keep the original wording and refer to the ILO Guidelines.
- 474.** Following a request for assistance, the Office proposed the following reformulation of the paragraph:

The truck should be loaded correctly and securely and not overloaded. This is best ensured by weighing the truck. Where no weighing facilities exist, tables of volume-weight ratios for common species, as well as operator experience, should be used, with the necessary caution. In line with the Guidelines on the promotion of decent work and road safety in the transport sector, 2019, the chain of responsibility requires each party in the road transport chain to comply with their individual responsibilities and in so doing to increase safety and reduce the risk of preventable crashes and dangers.

It was so agreed.

- 475.** In paragraph 802, the Government Vice-Chairperson proposed the deletion of the words "an unsecured"; the addition, before the words "timber trucks", of the words ", including during a vehicle accident"; and the replacement of the words "an adequate barrier/cab protection frame" by the words "a cab guard". It was so agreed.

14.4.3. Water transport

- 476.** In paragraph 807, the Government Vice-Chairperson proposed the addition, after the words "The surface" in the second sentence, of the words "permanently used". The Employer Vice-Chairperson said that many loading areas were temporary, and did not therefore support the proposal. The Worker Vice-Chairperson agreed. The Government expert from Finland noted that temporary loading areas were often used for forestry activities on islands. The proposal was not retained.
- 477.** Following paragraph 811, the Government Vice-Chairperson proposed the following new paragraph: "All workers employed in water operations who are at risk of drowning must wear personal floatation devices (PFDs)." The Worker Vice-Chairperson had a similar proposal with the following wording: "Water transport crews and passengers must wear safety vests/lifebuoys at all times when on board."
- 478.** The Secretary to the Workers' group considered that it should be possible to merge the two proposals, although the paragraph should be sufficiently general to cover all persons and passengers involved in water operations including, where necessary, family members. For example, in the case of forestry operations in remote areas, workers were sometimes joined by their family members, who might well make use of transport provided by the employer. In light of the discussion, the Government Vice-Chairperson proposed the following wording: "All persons involved in water operations who are at risk of drowning should wear personal floatation devices (PFDs)." It was so agreed.

15. Fire management

- 479.** In subparagraph 812(c), the Employer Vice-Chairperson proposed the addition, after the words “damage to”, of the word “dwellings”, in line with the wording of the 1998 code. It was so agreed.
- 480.** In subparagraph 813(v), the Government Vice-Chairperson proposed the addition, after the words “communication protocols”, of the following words “as of the early detection of the fire, including the closest employer and/or producers”. Following a request for clarification concerning the identity of “producers”, he proposed to delete the words “and/or producers”. It was so agreed.
- 481.** At the end of paragraph 813, the Employer Vice-Chairperson proposed the addition of the following new subparagraphs:
- implement the production and use of a land guide, which will incorporate cartography reflecting main and secondary roads and water sources;
 - be part of a consortium of employers for fire prevention, early detection, suppression and control.
- 482.** In response to a request for clarification concerning the term “a consortium of employers”, he explained that in certain regions, in the case of controlled burns, there were several employers and it was therefore necessary to ensure coordination between them. The Secretary to the Workers’ group preferred to replace the words “be part of a consortium of employers” in the second proposed new subparagraph, by the words “ensure coordination between employers”.
- 483.** The Government Vice-Chairperson proposed the addition of a further subparagraph: “provision and maintenance of fire breaks”. It was so agreed.
- 484.** In paragraph 814, the Government Vice-Chairperson proposed the addition, after the second sentence, of the following two sentences: “Risk assessment should take into account the cancer causing substances that workers are exposed to as a result of fire-fighting operations. The personal protective measures needed to control these risks, including laundering work clothing, should be determined.”
- 485.** The Employer Vice-Chairperson indicated that he would prefer a general reference to potential diseases that could result from firefighting operations. In response, the Government expert from Spain emphasized the importance of reflecting in the code of practice the recent recognition by the WHO of the occupational exposure of firefighters as being carcinogenic to humans in group 1. There should therefore be a separate reference to exposure to cancer-causing substances. The Secretary to the Workers’ group proposed the replacement of the words “cancer causing substances” by the words “potential diseases such as cancer”. The Employer Vice-Chairperson further proposed the replacement of the words “as a result of” by the words “and that could result from”.
- 486.** During further discussions, the Employer Vice-Chairperson proposed to reword the second sentence, as follows: “Risk assessment should take into account potential occupational diseases, such as those listed in Recommendation No. 194, that workers are exposed to and that could result from firefighting.” The Secretary to the Workers’ group emphasized the importance of retaining a reference to cancer. The Government expert from Spain proposed the inclusion of the words “exposure to carcinogenic substances and” after the words “take into account”. It was so agreed.
- 487.** In paragraph 817, the Government Vice-Chairperson proposed the addition, after the words “fire departments”, of the words “, emergency personnel”. It was so agreed.

- 488.** In paragraph 820, the Employer Vice-Chairperson proposed the addition, at the beginning of the paragraph, of the word “Public”, and the addition, after the words “should be closed”, of the words “by the competent authority”. The Secretary to the Workers’ group said that the provision should apply to all roads and tracks, and not just public roads and tracks, and therefore proposed the replacement of the word “Public” by the word “All”. It was so agreed.
- 489.** In this section, the Meeting also agreed to the following changes without discussion:
- in paragraph 822, the Government Vice-Chairperson proposed the addition, after the first sentence, of the following new sentence: “Prescribed burns should only be conducted by adequate and/or sufficient crew, adequate and sufficient to be determined based on local and, where non-existent, international guidelines in relation to the size of the prescribed burn.”;
 - also in paragraph 822, the Employer Vice-Chairperson proposed the replacement of the words “only from among personnel who are in an excellent state of health” by the words “and meet the standards of national law and practice”;
 - in paragraph 824, the Employer Vice-Chairperson proposed the addition, after the words “special training”, of the words “and be competent”;
 - in subparagraph 825(c), the Employer Vice-Chairperson proposed the addition, after the words “when conditions require”, of the words “, and other protection to reduce exposure to chemicals and physical agents”.
- 490.** In paragraph 829, the Employer Vice-Chairperson proposed the addition, following the word “platforms”, of the words “fall protection equipment”. The Assistant to the Workers’ group noted that it was necessary to inspect fall protection equipment every time that it was used. In response, the Employer Vice-Chairperson proposed to amend the suggested additional wording to “fixed fall protection equipment”, which was subject to the requirement of annual inspection. It was so agreed.
- 491.** In this section, the Meeting also agreed to the following changes without discussion:
- in paragraph 833, the Employer Vice-Chairperson proposed the addition, at the end of the paragraph, of the following new sentence: “When not at work, firefighters should remain in a safe area.”;
 - in paragraph 838, the Government observer from Australia proposed the addition, after the word “agreement”, of the words “and in direct communication with the”.

Glossary of technical terms

- 492.** The Government Vice-Chairperson proposed the addition of: “*Fall arrest system*: A system used to arrest an employee in a fall from a walking working surface. It consists of a body harness, anchorage and connector. The means of connection may include a lanyard, deceleration device, lifeline, or a suitable combination of these.” It was so agreed.
- 493.** The Government Vice-Chairperson also proposed the addition of: “*Work positioning system*: Any equipment or structure, other than a temporary work platform, that enables a person to be positioned and safely supported at a location for the duration of the relevant work being carried out.” It was so agreed.
- 494.** The Executive Secretary indicated that, following consultations, it was proposed to retain the definition of “passline”, which had been contained in the 1998 code. The Government Vice-Chairperson noted that the current wording suggested that the passline was used to assist in the

climbing of the tree, but it was actually used for the climbing of the spar. He therefore proposed to delete the word “tree” following the word “spar” and to replace the words “tree climber” by the words “spar climber”. It was so agreed.

495. The Executive Secretary, in response to a request for clarification by the Secretary to the Workers’ group, indicated that the entry for PPE had been removed from the glossary because a definition of PPE had been included in the definitions section at the beginning of the draft code.

Adoption of the code of practice

496. The Meeting proceeded to the adoption of the code of practice, as amended, section by section, including the two appendices.

► Closure of the Meeting

497. The Secretary-General gave thanks to all the participants in the Meeting, and particularly the Chairperson and the three Vice-Chairpersons, as well as the secretariat, staff and the interpreters. He congratulated the participants on the work accomplished and urged them to engage actively in the process of promoting the code of practice, which would involve its dissemination and translation into as many languages as possible, as well as training and advocacy to reach out to all those involved in the industry worldwide.
498. The Worker Vice-Chairperson joined the Secretary-General in giving thanks to all those who had participated and been involved in the Meeting, whose collaborative efforts had paved the way for a safer and healthier future in forestry practices worldwide. The fundamental purpose of trade unions was to organize workers to improve their working and living conditions. The fundamental principles and rights at work, as set out in the ILO’s fundamental Conventions, were vital for that purpose. The adoption of the revised code of practice was a milestone in improving OSH in forestry, which was one of the higher risk sectors. He therefore encouraged the Office, in cooperation with workers’ organizations, to develop programmes and measures, including training programmes and educational materials, for the widespread dissemination of the code of practice and to consult the constituents prior to their publication.
499. The Employer Vice-Chairperson joined in the thanks given to all participants, and singled out his own team for their support. He had spent many rewarding years in the ILO, a highlight of which was working on the adoption of Convention No. 190. The adoption of the code of practice was to be welcomed and would create further change in the forestry sector. He thanked his family and those of all the participants for supporting them in their work.
500. The Government Vice-Chairperson thanked the ILO for facilitating the process of the adoption of the revised code of practice, and all those who had contributed to that process, including through the present Meeting. The Meeting had given all of its participants an opportunity to be “influencers”, which they should take further by going out into the world of forestry and promoting the application of the code. In that way, they would be able to influence positive progress throughout the world and prevent the occurrence of accidents and diseases which could have such a devastating effect on the workers concerned and on their families and communities.
501. The Chairperson thanked all those involved in the Meeting for helping him through his first experience of chairing a gathering of that type. Perhaps the experience would qualify him for other interesting roles. He particularly welcomed the positive atmosphere in the Meeting, which had contributed to its valuable results. He declared the Meeting closed.
502. The Meeting rose at 9.20 p.m. on Friday, 17 May 2024.