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Report of the Director-General

Fourth Supplementary Report: Report of the Committee set up to examine the representation alleging non-observance by Uruguay of Conventions Nos 155 and 161

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► I. Introduction

1. By a communication dated 8 December 2023, the Association of Public Servants of the Ministry of Livestock, Agriculture and Fisheries (AFGAP) made a representation to the International Labour Office under article 24 of the ILO Constitution alleging non-observance by Uruguay of the Occupational Safety and Health Convention, 1981 (No. 155), and the Occupational Health Services Convention, 1985 (No. 161). The AFGAP sent additional information in communications dated 10 and 15 July and 21 September 2024. The Conventions in question were ratified by Uruguay on 5 September 1988 and remain in force in the country.

2. The provisions of the ILO Constitution relating to the submission of representations are as follows:

Article 24

Representations of non-observance of Conventions

In the event of any representation being made to the International Labour Office by an industrial association of employers or of workers that any of the Members has failed to secure in any respect the effective observance within its jurisdiction of any Convention to which it is a party, the Governing Body may communicate this representation to the government against which it is made, and may invite that government to make such statement on the subject as it may think fit.

Article 25

Publication of representation

If no statement is received within a reasonable time from the government in question, or if the statement when received is not deemed to be satisfactory by the Governing Body, the latter shall have the right to publish the representation and the statement, if any, made in reply to it.

3. In accordance with article 1 of the Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the ILO Constitution, the Director-General acknowledged receipt of the representation, informed the Government of Uruguay accordingly and brought it before the Officers of the Governing Body.
4. At its 350th Session (March 2024), the Governing Body decided that the representation was receivable and to set up a tripartite committee to examine it. The tripartite committee is composed of Mr Carlos García Delgado (Government member, Mexico), Mr Fernando Yllanez Martínez (Employer member, Mexico) and Ms Liliana Ocmin (Worker member, Italy).
5. At the time of submitting the representation, and in communications dated 18 January and 2 April 2024, the AFGAP indicated that it was not interested in entering into a voluntary conciliation procedure at the national level.
6. The Government of Uruguay sent its observations on the representation in communications dated 17 May and 21 September 2024 and 26 February 2025.
7. The Committee met on 5 and 8 May 2025 to examine the representation and adopt the report.

► II. Draft decision

8. In the light of the conclusions and recommendations set out in the report of the Committee contained in document GB.354/INS/9/4, the Governing Body:
 - (a) approved the report of the Committee and, in particular, the conclusions formulated in paragraphs 21 to 35;
 - (b) requested the Government of Uruguay to submit, in its next report on the application of the Occupational Safety and Health Convention, 1981 (No 155), and the Occupational Health Services Convention, 1985 (No. 161), information related to its conclusions, in particular with regard to the matters covered in paragraphs 28, 29 and 34 of this report;
 - (c) decided to make the report publicly available and to close the representation procedure.

► III. Examination of the representation

A. The complainant's allegations

9. The Association of Public Servants of the Ministry of Livestock, Agriculture and Fisheries (AFGAP) alleges that the workers of the Ministry of Livestock, Agriculture and Fisheries (MGAP) are facing working conditions that are hazardous for their health and their lives. In this respect it indicates that, between 2020 and 2023, it has filed seven complaints with the General Labour and Social Security Inspectorate (IGTSS), which verified the hazards reported. In particular, it states that in three of the cases there was found to be a risk to life for the workers and that in another of them there was a partial closure of the departmental office of Fray Bentos.
10. The complainant organization also indicates that, in all the cases reported, the IGTSS issued requirements to the MGAP for the rectification of conditions of occupational safety and health (OSH). The AFGAP indicates that, while one of the cases resulted in a financial penalty being imposed on the MGAP, at the time of submission of the present complaint, it alleges that it has not been notified of any decision in respect of the remaining cases and that the MGAP was still failing to comply with the requirements of the IGTSS.
11. The complainant organization alleges that this matter was raised on several occasions in negotiations held on a bipartite level (between the MGAP and the AFGAP), tripartite level (between the MGAP, the AFGAP and the Ministry of Labour and Social Security) and branch level in the National Occupational Safety and Health Council, without any solution being found (the complainant organization sent documents showing that between 2020 and 2022 a number of bipartite meetings were held between MGAP and AFGAP representatives to discuss, among other issues, matters relating to the safety and health conditions of MGAP officials).
12. More specifically, the AFGAP refers to the following complaints made to the IGTSS, between 2020 and 2023, in respect of OSH conditions at various sites where MGAP officials work:
 - (a) complaint regarding the working conditions at the La Coronilla customs office, attached to the National Customs Directorate of the Ministry of the Economy and Finance (the IGTSS found non-compliance in respect of OSH in the workplace, such as lack of hygiene, lack of equipped changing rooms and insufficient space; bathrooms without adequate

ventilation and with water leaks; presence of damp and flaking ceilings; poor lighting and problems with the main electrical panel; lack of fire extinguishers and of a first-aid kit; and lack of shelter and high visibility vests for outdoor workers);

- (b) complaint regarding the working conditions of workers at the Dr Alejandro Gallinal National Nursery, attached to the General Directorate of Forestry of the MGAP (the IGTSS found non-compliance in respect of OSH, such as deficiencies in machinery, electrical installations in poor condition, lack of showers and of cleanliness in general, and cases of vandalism and theft due to the lack of security guards, resulting in the imposition of a sanction on the MGAP and it being asked to demonstrate compliance with OSH standards under penalty of further sanctions);
 - (c) complaint regarding suspected poisoning by contact with paraquat (product which is in Toxicity Category I) of the officials of the General Directorate of Natural Resources of the MGAP, and the lack of staff training in risk prevention and risk assessment (the IGTSS found that, in December 2021, an incident had occurred in which several MGAP land division workers in the Department of Soriano developed skin problems after undertaking field work, with a possible case of contact with toxic substances consequently being considered; the IGTSS conducted a follow-up inspection, during which it was noted that a medical report determined that if pesticides had been present in the soil samples, the personal protective equipment would have prevented exposure to the hazard. In light of the lack of detailed information in this respect, the IGTSS requested the MGAP to specify which equipment was available to the staff, and to conduct training sessions on risk assessment);
 - (d) complaint regarding non-compliance by the MGAP in respect of maintaining minimum working conditions at the departmental office of Fray Bentos by endangering the health of workers (the IGTSS carried out an inspection in which it found an advanced state of disrepair in all rooms, a lack of ceiling maintenance and danger of collapse, resulting in the preventive closure of certain parts of the site being ordered until corrective measures were taken);
 - (e) complaint regarding the working conditions at the Office of Agricultural Services of the MGAP, located in the port of Montevideo, Florida Module, alleging that the workplace was unhealthy and hazardous for the safety and health of the workers (the IGTSS carried out an inspection in which it found the presence of rodents, numerous bags of fish food, some of them broken, a lack of cleanliness and order, expired fire extinguishers and an incomplete first-aid kit);
 - (f) complaint regarding the conditions at the MGAP site located in Millán Street in Montevideo (the IGTSS found numerous irregularities, including problems with the emergency exits, lack of signage, railings of inadequate height, bathrooms with broken tiles and the presence of damp);
 - (g) complaint regarding the conditions at the Garzón y Pena site in Montevideo (the complainant organization did not provide specific information in this regard).
- 13.** The complainant organization issued a public communication on 30 November 2021 on the OSH conditions of MGAP officials, in which it referred to the lack of a space for dialogue with the authorities to seek solutions, and the need to equip the Occupational Health Service of the MGAP (SERVSSO) with sufficient human and economic resources.
- 14.** The violation of the above-mentioned Conventions is alleged, on the basis of:
- (i) non compliance by the MGAP with the Protocol for Action in situations of moral harassment

in the workplace agreed in the Bipartite Occupational Health Commission, with respect to its purpose, deadlines and notifications to the corresponding bipartite commissions. The AFGAP also denounced this non-compliance to the IGTSS; and (ii) the health risk the Customs Intelligence and Response Group (GRIA) staff of the National Customs Directorate of the Ministry of the Economy and Finance were exposed to owing to the poor conditions in which animals seized at customs posts were kept. In this respect, the veterinarians of the National Institute for Animal Welfare (INBA) of the MGAP entrusted with the care of these animals did not have the appropriate work apparel and lacked basic safety and disinfection supplies.

15. Finally, non-compliance with the Programme of surveillance of the health of workers exposed to zoonosis, adopted in 2018, is alleged in respect of the officials of the MGAP. In this respect, despite having asked the authorities and the IGTSS to recruit prevention officers in the occupational health service, there has been no response.

B. The Government's reply

16. The Government provided its reply to the complainant's allegations in communications dated 17 May and 21 September 2024 and 26 February 2025. The Government indicates that the inspections carried out by the IGTSS in the various MGAP workplaces were given the corresponding follow-up and that for the most part the requirements were complied with in a timely and appropriate manner despite the fact that the deadlines granted were very tight.
17. The Government provides the following information regarding the complaints and inspections carried out by the IGTSS in respect of the allegations made:
 - (a) complaint regarding the La Coronilla customs office: the officials temporarily moved to the premises of the National Customs Directorate, which is attached to the Ministry of the Economy and Finance and independent of the MGAP, between December 2020 and April 2021. Following this, they continued to perform their functions at their usual place of work, that is the Chuy terminal. The health risk of moving the checkpoint to that location had been evaluated and, given that the La Coronilla premises were not sufficient to accommodate all the officials, the MGAP decided to set up a mobile home while it decided whether that checkpoint would become permanent. Furthermore, the requirements stipulated by the IGTSS were complied with by delivering personal protective equipment; coordinating the cleanliness of the mobile home, and creating spaces to rest, spaces to have lunch and changing rooms; installing a chemical toilet; and purchasing a first-aid kit and a drinking water dispenser;
 - (b) complaint concerning the Dr Alejandro Gallinal National Nursery: in view of the requirements stipulated by the IGTSS, the universal tractor was repaired; showers and changing rooms were installed in an annexe and have been operational since September 2022; the premises are fumigated periodically taking the due precautions; and the provision of personal protective equipment has been duly recorded. Likewise, regarding the electrical installations, the main building of the nursery is a historic national monument, and as a result there have been limitations in terms of what could be done, the materials to be used and the cost. Consequently, support was requested from the Building Heritage Department to establish a technical report and then the corresponding repairs were undertaken, including the waterproofing of the roofs and the replacement of some power lines. Significant progress has been made on the survey of the buildings and the electrical installation project, for which it will be necessary to obtain the necessary funds to carry out this task;

- (c) regarding the suspected exposure to paraquat, the General Directorate of Natural Resources of the MGAP consulted the SERVSSO about what had happened. In this respect, by way of a medical report the conclusion was reached that the exposure was probably due to field mites and not to paraquat, as it had been applied at a neighbouring property that no officials had been close to. Furthermore, with the aim of improving the safety of its officials, personal protective equipment and a first-aid kit were purchased and safety protocols were drafted;
 - (d) regarding the conditions at the Fray Bentos site, given the fact that the IGTSS ordered the closure of the site, the General Secretariat Directorate of the MGAP began the process of finding a new one. The move took place on 9 March 2023;
 - (e) with respect to the office in the port of Montevideo, a number of measures were taken, including the disposal of disused organic products; the fumigation of the premises due to the presence of rodents; the purchase of a first-aid kit and personal protective equipment; the replacement of expired fire extinguishers; and the calibration of phosphine detection equipment. A request was made to recruit prevention officers and the relevant consultations are being undertaken to obtain a risk prevention plan, to develop a safe work procedure and to train staff;
 - (f) regarding the conditions at the site in Millán Street in Montevideo, the corresponding evaluation continues in order to adapt the premises, with there being no quick solution to some of the aspects or major works being needed. In particular, a follow-up inspection was carried out, in which partial compliance with the requirements was noted, and currently the MGAP is reviewing the legal report established that suggests the application of a financial penalty for the instances of non-compliance observed;
 - (g) on 2 June 2023 an incident occurred following the increase in temperature of a light fitting at the Garzón y Pena site in Montevideo. While some repairs were made in this regard, a call for tenders was launched to carry out a survey of the installation.
- 18.** Regarding the allegation concerning non-compliance with the Protocol for Action in situations of moral harassment in the workplace, the Government indicates that: (i) in the case of some files, only the Bipartite Advisory Committee on situations of moral harassment in the workplace was notified, inadvertently failing to notify the Bipartite Occupational Health Commission, a situation which has now been rectified; (ii) the MGAP has informed all officials of both the existence of the Protocol for moral harassment in the workplace and the establishment of the Bipartite Advisory Committee on situations of moral harassment in the workplace, as well as of related training opportunities; and (iii) no failure to comply with the deadlines stipulated in the Protocol has been observed as some of the allegations did not actually constitute complaints, but rather situations to be dealt with in other spaces for dialogue.
- 19.** Regarding the alleged health risk to which GRIA staff were exposed owing to the poor conditions in which seized animals were kept, the Government indicates that it was an entirely exceptional and unique situation in the more than four years of work of the Administration. The Government also provides the following information: (i) in view of the need for urgent action, the INBA consulted the National Honorary Commission of Zoonosis and the Ministry of the Environment on the appropriate personal protective equipment necessary to respond to this situation; (ii) initially, funds were provided in petty cash so that the veterinarians involved could purchase the material they considered appropriate for their personal protection. Furthermore, the INBA, as a preventive measure, requested a special item in order to have cash available, which was immediately provided by the MGAP. During the whole of this period, veterinarians were especially urged to take the necessary precautionary measures; (iii) there

were numerous communications between the veterinarians of the INBA, the Executive Director and the President of the Board of Directors of the INBA, providing clear and coordinated guidelines and telling them to buy whatever they needed, as they would subsequently be reimbursed; and (iv) the MGAP notified the Ministry of Public Health of the risk to the staff of zoonosis and the corresponding actions were coordinated. It also notes that specific studies were conducted, the results of which were negative.

20. With respect to the allegations concerning the need to recruit prevention officers at the SERVSSO, the Government indicates that the MGAP recently sent the MTSS a report on the steps taken since 2020 to recruit an officer. In view of the difficulties in recruiting one, in December 2024 it was decided to conclude a consultancy contract under a service lease agreement until June 2025.

► IV. The Committee's conclusions

21. The Committee's conclusions are based on its examination of the allegations made by the complainant organization and the replies sent by the Government of Uruguay.
22. The Committee observes that the allegations made by the AFGAP relate to Articles 9, 16, 18 and 19(d) of Convention No. 155 and Article 3 of Convention No. 161, which provide that:

Article 9 of Convention No. 155

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

Article 16 of Convention No. 155

1. Employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes under their control are safe and without risk to health.
2. Employers shall be required to ensure that, so far as is reasonably practicable, the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken.
3. Employers shall be required to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, risk of accidents or of adverse effects on health.

Article 18 of Convention No. 155

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

Article 19 of Convention No. 155

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

- (d) workers and their representatives in the undertaking are given appropriate training in occupational safety and health; [...]

Article 3 of Convention No. 161

1. Each Member undertakes to develop progressively occupational health services for all workers, including those in the public sector and the members of production co-operatives,

in all branches of economic activity and all undertakings. The provision made should be adequate and appropriate to the specific risks of the undertakings.

2. If occupational health services cannot be immediately established for all undertakings, each Member concerned shall draw up plans for the establishment of such services in consultation with the most representative organisations of employers and workers, where they exist.

3. Each Member concerned shall indicate, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organisation, the plans drawn up pursuant to paragraph 2 of this Article, and indicate in subsequent reports any progress in their application.

23. First of all, the Committee notes that the AFGAP alleges non-observance of Conventions Nos 155 and 161, arguing that the working conditions of MGAP officials constitute a risk for their safety and health. In particular, reference is made to the seven complaints submitted to the IGTSS concerning the following sites at which these officials work: (i) the La Coronilla site; (ii) the Dr Alejandro Gallinal National Nursery; (iii) the Soriano Department site; (iv) the Fray Bentos site; (v) the office in the port of Montevideo; (vi) the Millán Street site in Montevideo; and (vii) the Garzón y Pena site in Montevideo. In this regard, the AFGAP states that it has raised this issue in the framework of bipartite, tripartite and branch-level national negotiations, without success.
24. The Committee notes in particular that, according to the Government, the IGTSS carried out several inspections at the sites mentioned, including follow-up inspections, which revealed non-compliance with several health and safety measures and ordered the partial closure of the Fray Bentos office, and it urged the MGAP to take the necessary measures to remedy the situation (the complainant organization attached to its allegations the inspection reports for the various sites). Likewise, the Committee notes the allegation by the AFGAP that while one of the cases resulted in a financial penalty being imposed on the MGAP, it has not been notified of any decision in respect of the remaining cases and that the MGAP was still failing to comply with the requirements of the IGTSS.
25. Specifically, in response to the allegations submitted in the complaint regarding the conditions of workers at the sites, the Committee notes the following information provided by the Government:
 - (a) the move to the La Coronilla site was temporary and in April 2021 the workers returned to the Chuy terminal, their usual place of work. Further, the requirements of the IGTSS were complied with, by adopting measures such as the provision of personal protective equipment, the coordination of the hygiene of the site, the establishment of rest areas and changing rooms, and the purchase of first-aid kits and a dispenser for drinking water;
 - (b) following the requirements issued by the IGTSS in respect of the Dr Alejandro Gallinal National Nursery, the machinery was repaired, personal protective equipment was provided and the premises were improved and fumigated. Furthermore, the main building of the nursery is a historic national monument and, despite the disadvantages this has entailed, significant progress has been made in surveying the buildings and the electrical installation project. However, it will still be necessary to manage the funds to carry out the above-mentioned works;

- (c) regarding the alleged exposure to paraquat, a medical report concluded that it was probably due to field mites and not to paraquat, given that it was applied at a neighbouring property where the officials did not perform their work. Subsequently, personal protective equipment was purchased and protocols were drafted to improve security;
 - (d) following the closure of the Fray Bentos site by the IGTSS due to the working conditions, a move was made to a new site on 9 March 2023;
 - (e) a number of measures were taken at the office in the port of Montevideo, including the disposal of disused organic products, the fumigation of the premises, the purchase of personal protective equipment and the calibration of phosphine detection equipment;
 - (f) regarding the Millán Street site in Montevideo, the corresponding evaluation continues in order to adapt the premises. In addition, in October 2024 the IGTSS carried out a follow-up inspection, noting partial compliance with the requirements, and currently the MGAP is reviewing the legal report that suggests the application of a financial penalty for the instances of non-compliance observed;
 - (g) following the incident due to the increase in temperature of a light fitting at the Garzón y Pena site in Montevideo in June 2023, some repairs were made and a call for tenders was launched to carry out a survey of the installation.
26. The Committee also observes that, according to information provided by the AFGAP, between 2020 and 2022 a number of bipartite meetings were held between MGAP and AFGAP representatives to address matters relating to the safety and health conditions of MGAP officials.
27. In light of the above, the Committee recalls that Article 9 of Convention No. 155 requires the existence of an adequate and appropriate system of inspection that enforces laws and regulations concerning OSH and the working environment, and the application of adequate penalties. Similarly, Article 16 stipulates that employers shall be required to ensure that workplaces, machinery, equipment and processes under their control are safe, so far as is reasonably practicable, and that the substances and agents under their control are without risk to health when the appropriate measures of protection are taken. It also stipulates that employers shall be required to provide adequate protective clothing and protective equipment. Likewise, the Committee recalls that Article 18 requires employers to provide for measures to deal with emergencies and accidents, including adequate first-aid arrangements, and that Article 19(d) establishes the obligation to adopt enterprise-level provisions for workers and their representatives to be given appropriate training in OSH.
28. In this respect, the Committee notes that the IGTSS conducted inspections at the sites affected and that several failures by the MGAP to comply with OSH requirements were found. The Committee observes the correct operation of the inspection system in respect of the complaints relating to the sites mentioned and notes that, following the requirements issued by the IGTSS, the MGAP has taken a number of measures to comply with OSH standards. Nevertheless, the Committee notes that, while one of the cases resulted in a financial penalty being imposed on the MGAP, the AFGAP has allegedly not been notified of any decision in respect of the remaining cases. The Committee also observes that the non-compliance with OSH provisions at the sites where MGAP officials were working happened on a recurrent basis between 2020 and 2023, especially in respect of the lack of hygiene at the premises, problems in the electrical installations, lack of personal protective equipment, and the poor condition of machinery and of other safety equipment. ***In these circumstances, the Committee trusts that***

the Government will pursue its efforts to ensure that, in accordance with the provisions of Articles 16 and 18 of Convention No. 155, the MGAP: (i) so far as is reasonably practicable, guarantees the safety of workplaces, machinery, equipment and processes under its control, and that the agents and substances under its control are without risk to health when the appropriate protection measures are taken; (ii) provides adequate protective clothing and equipment; and (iii) provides for measures to be taken in case of emergencies and accidents, including the provision of first-aid kits and fire extinguishers that are properly maintained. It also trusts that the Government will pursue its efforts to ensure that MGAP workers receive appropriate training in OSH, in accordance with Article 19(d) of Convention No. 155. The Committee also requests the Government to continue to guarantee the proper functioning of the inspection system with respect to cases of non-compliance with OSH provisions at the sites where MGAP workers operate, as well as the imposition of the corresponding penalties, in accordance with Article 9 of Convention No. 155.

29. *While noting the meetings held at the national level between AFGAP and MGAP representatives to discuss matters relating to the OSH conditions of MGAP workers, the Committee trusts that the parties will continue to avail themselves of social dialogue in this respect. In these circumstances, the Committee requests the Government to provide, in its next report on the application of Convention No. 155, updated and complete information on the full application of Articles 16, 18 and 19(d), in relation to Article 9, of the Convention in respect of the OSH conditions of MGAP workers.*
30. Secondly, the Committee observes that the AFGAP alleges non-compliance by the MGAP with the Protocol for Action in situations of moral harassment in the workplace, agreed in the Bipartite Occupational Health Commission, as regards its purpose, deadlines and notifications to the relevant bipartite commissions. It also alleges that GRIA staff of the National Customs Directorate of the Ministry of the Economy and Finance were exposed to a health risk owing to the poor conditions in which animals seized at customs posts were kept.
31. Regarding the alleged non-compliance with the Protocol, the Committee notes that, according to the Government: (i) some files were only notified to the Bipartite Advisory Committee on situations of moral harassment in the workplace, inadvertently failing to notify the Bipartite Health Commission, a situation which has now been rectified; (ii) the MGAP informed the officials of the existence of the Protocol, the establishment of the Bipartite Advisory Committee on situations of moral harassment in the workplace and the available training opportunities; and (iii) there has not been a failure to comply with the deadlines stipulated in the Protocol, as some cases did not constitute a complaint for the purposes of the Protocol and should therefore be addressed in other forums for dialogue. ***In this respect, and in the absence of specific information on possible violations of Convention No. 155, the Committee will not pursue the examination of these allegations.***
32. With respect to the allegation concerning the staff of the GRIA (according to the AFGAP, the staff did not have the appropriate work apparel or basic safety and disinfection supplies to perform their tasks), the Committee notes the Government's information whereby: (i) it was an exceptional situation and it was the first time that it had happened in the four years of service of the administration in question; (ii) consultations were held between the National Institute for Animal Welfare (INBA), the National Honorary Commission of Zoonosis and the Ministry of the Environment on the appropriate personal protective equipment to respond to the situation; (iii) funds were provided in petty cash and, subsequently, a special item was requested in order to purchase the necessary material; (iv) the INBA management provided clear and coordinated guidelines to the veterinarians and told them to buy whatever they needed, as they would subsequently be reimbursed; and (v) the MGAP notified the Ministry of

Public Health of the risk to staff of zoonosis and the corresponding actions were coordinated, including the conducting of specific studies on this risk, the results of which were negative. While noting the steps taken to provide funds for the purchase of the necessary equipment, the Committee observes that the workers did not have the appropriate protective equipment to perform their tasks when animals were seized at customs posts. In this respect, the Committee recalls that employers should be required: (i) so far as is reasonably practicable, to ensure that the chemical, physical and biological substances and agents under their control are without risk to health when the appropriate measures of protection are taken, in accordance with Article 16(2) of Convention No. 155; and (ii) to provide, where necessary, adequate protective clothing and protective equipment to prevent, so far as is reasonably practicable, the risk of accidents or of adverse effects on health, in accordance with Article 16(3) of Convention No. 155. **Consequently, in view of the information provided by the Government on the exceptional nature of the events and the measures adopted, the Committee trusts that the Government will pursue its efforts to ensure full respect for Article 16(2) and (3) of the Convention.**

33. Regarding the allegations concerning non-compliance with the Programme of surveillance of the health of workers exposed to zoonosis, **in the absence of specific information regarding possible violations of Conventions Nos 155 and 161, the Committee will not pursue its examination of these allegations.**
34. Finally, with respect to the need to recruit a prevention officer in the area of OSH at the SERVSSO, the Committee notes that, according to the Government, the MGAP recently sent the MTSS a report on the various steps taken since 2020 to recruit that officer and that, in view of the obstacles identified regarding proceeding with contracting the officer, it was decided to conclude a consultancy contract under a service lease agreement from December 2024 to June 2025. **In this respect, the Committee recalls that Article 3 of Convention No. 161 requires the progressive development of occupational health services for all workers, including those in the public sector, and that the provisions adopted are adequate and appropriate to the specific risks of the undertakings. In these circumstances, the Committee requests the Government to provide, in its next report on the application of Convention No. 161, up-to-date and comprehensive information on the full application of Article 3 of the Convention in respect of the SERVSSO.**
35. The Committee reminds the Government that it may avail itself of the Office's technical assistance if it deems it appropriate.

► V. The Committee's recommendations

36. In the light of the conclusions contained in paragraphs 21 to 35 concerning the matters raised in the representation, the Committee recommends that the Governing Body:
 - (a) approve the present report;
 - (b) remind the Government that it may avail itself of ILO technical assistance if it deems it appropriate;
 - (c) invite the Government to submit, in its next report on the application of the Occupational Safety and Health Convention, 1981 (No. 155), and the Occupational Health Services Convention, 1985 (No. 161), information related to its conclusions, in

particular with regard to the matters covered in paragraphs 28, 29 and 34 of this report;

(d) make the report publicly available and close the representation procedure.

Geneva, 8 May 2025

(Signed) Mr Carlos García Delgado
Government member

Mr Fernando Yllanez Martínez
Employer member

Ms Liliana Ocmin
Worker member