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Deuxième séance, 3 juin 2025, 10 h 45 (suite)**Second sitting, 3 June 2025, 10.45 a.m. (cont.)****Segunda sesión, 3 de junio de 2025, 10.45 horas (cont.)**

Président: M. Tabai
Chairperson: Mr Tabai
Presidente: Sr. Tabai

Discussion sur l'Étude d'ensemble

Atteindre une protection complète contre les accidents du travail
et les maladies professionnelles

Discussion on the General Survey

Achieving comprehensive employment injury protection

Discusión sobre el Estudio General

Alcanzar una protección completa contra los accidentes del trabajo
y las enfermedades profesionales

Président – Nous passons maintenant au deuxième point de l'ordre du jour, à savoir la
discussion sur l'Étude d'ensemble de la commission d'experts sur plusieurs conventions et

recommandations concernant les prestations en cas d'accidents du travail et de maladies professionnelles, intitulée *Atteindre une protection complète contre les accidents du travail et les maladies professionnelles*.

Je voudrais également rappeler que, conformément à ses méthodes de travail, la commission a fixé les temps de parole pour la discussion de l'Étude d'ensemble comme suit:

- 20 minutes pour les porte-parole du groupe des employeurs et du groupe des travailleurs;
- 12 minutes pour les groupes gouvernementaux;
- 5 minutes pour les autres membres; et
- 10 minutes pour les observations finales des porte-parole du groupe des employeurs et du groupe des travailleurs.

Je vais maintenant ouvrir la discussion sur l'Étude d'ensemble. J'invite les deux vice-présidents à faire leurs déclarations introductives.

Je donne la parole à M^{me} Sonya Mohamed Aboulla Janahi, porte-parole employeuse, pour sa déclaration. Madame Janahi vous avez la parole.

Employer members – Today we are discussing a report entitled: "Achieving comprehensive employment injury protection". Comprehensive does not simply mean all-encompassing coverage. It also means ensuring coherency in and between instruments, respecting basic common principles, staying in line with the core provisions of the fundamental Conventions, while at the same time allowing room for and respecting national laws and practice to accommodate specific situations and needs. May I point your attention to discussion in the Standard-Setting Committee on Biological Hazards (CNB) of this Conference.

In the CNB, injury benefits is also debated but in a fragmented, isolated way, not coherent with the existing ILO instruments. The protection of the worker against sickness, disease and injury arising out of employment lies at the heart of the ILO's mandate as set out in the Preamble of its Constitution. The Employer members, therefore, would like to thank the Committee of Experts and the Office for preparing this General Survey on the Workmen's Compensation (Agriculture) Convention, 1921 (No. 12), the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), the Social Security (Minimum Standards) Convention, 1952 (No. 102) Part VI, the Employment Injury Benefits Convention, 1964 [Schedule I amended in 1980] (No. 121), the Equality of Treatment (Accident Compensation) Recommendation, 1925 (No. 25), and the Employment Injury Benefits Recommendation, 1964 (No. 121).

The Employers note that information sent by 129 governments as well as by 30 workers' organizations and 11 employers' organizations was considered in preparing the General Survey. We take note of the good practices, challenges and the mapping obstacles to the ratification and implementation of the instruments under examination. We thank the Committee of Experts for its review and take note of the ratification rates of the instruments. We note that Convention No. 19 has the highest number of ratifications among the instruments examined with 121 ratifications. Convention No. 12 has 77 ratifications and Part VI of Convention No. 102 has 51 ratifications and acceptances. However, we note that Convention No. 121 has a low ratification rate of only 24.

As a fundamental part of the social protection umbrella ensuring protection against employment injury contributes to the realization of inclusive and well-functioning economies, decent work, productive employment, sustainable enterprises and inclusive growth. For countries that ratify ILO social security standards these goals should be pursued by taking into account national specifications, priorities and resources, the core principles established in the

ratified standards in coordination with the other public policies including employment policy and through tripartite social dialogue. We also take note that although Convention No. 102 was the subject of the 1961 and the 2011 General Surveys that this is the first occasion on which the social security instruments Convention No. 12, Convention No. 19 and Convention No. 102 Part VI and Convention No. 121 and Recommendation No. 25 and Recommendation No. 121 have been examined together in a General Survey in relation to the provision of employment injury benefits.

The Employer members welcome paragraphs 8 to 10 of the General Survey on the link between the prevention of employment injury and benefits. We believe that prevention is essential regarding occupational safety and health measures and agree that this directly reduces the number of work-related accidents and occupational diseases thereby decreasing the costs associated with employment injury benefits and contributing to the financial viability of employment injury benefit schemes. The notion of protection recalls that of prevention. It is in fact through prevention that risks are mitigated and occurrence of work-related injuries and illnesses is minimized. Employment injury schemes should therefore be considered closely linked to occupational safety and health. The responsibility to provide fair, equitable and effective compensation of workers and their access to necessary healthcare covering medical and allied care services and goods including rehabilitation in cases of injury or occupational disease derives from the responsibility to ensure working conditions that secure the occupational safety and health of their workers.

In the Employer members' view, reducing the incident of occupational injuries and disease represents the best way to contain associated costs. This conviction is based on the consideration that most work-related accidents, incidents and ill health episodes can be prevented if a prevention culture and mechanism is applied.

Alongside employment injury schemes it is therefore essential to also develop adequate prevention mechanisms with regard to occupational safety and health by, for instance, training labour inspectors and developing monitoring mechanisms in which the social partners would play a bigger role as a means to combat illegal and informal labour.

While disposing of adequate resources in the workplace is essential, raising public awareness and social acceptance to learn relevant and up to date information on preventive measures are equally important to build a preventive culture. In this regard workers' responsibility should also be explicitly acknowledged in different regulations. Following these general remarks the Employer members would now like to provide more specific comments on the individual chapters of the General Survey.

Part I, Principles, contingencies and coverage relating to employment injury protection, under Chapter 1, Objectives, purpose and key features of employment injury protection. In this regard the objectives, purpose and key features of employment in injury protection and in relation to key features of employment injury protection schemes we agree that employers should not be solely and directly responsible for providing employment injury benefits. Shared responsibility is very essential.

We welcome the approach set out in paragraph 40 of the General Survey that the pooling of the financial resources and risk sharing ensure on the one hand adequate protection for workers and on the other promotion of enterprise sustainability and avoids placing an individual financial burden on employers.

We fully agree that the State must assume general responsibility for the proper administration of the scheme and the due provision of the employment injury benefits.

Turning now to employer liability mechanisms we insist that this must be understood and discussed with full regard and analysis of the specific national circumstances and context. We

note the range of examples in different countries where employers are legally obliged to provide liability mechanisms and employment injury benefits as indicated in paragraph 50 of the General Survey. The differences are vast highlighting the need for an understanding of the national context. For example, the General Survey points out that in Sierra Leone, employer liability insurance is mandatory for employers with more than five employees.

In contrast, in Australia, a company employing at least 2,000 workers must demonstrate that it meets minimum requirements regarding financial strength and liability to be able to self-insure.

The Employer members highlight that Convention No. 102 Part VI and Convention No. 121 rule out employer liability mechanisms where each individual employer is solely responsible for paying compensation. The same applies to schemes offering voluntary liability insurance to employers to provide compensation for employment injuries. We agree that employer liability schemes with the obligation to take out insurance may also have certain shortcomings adversely affecting injured workers, their families and employers.

The Employer members also believe that voluntary insurance systems regulated by the State but not necessarily subsidized by the State should be considered as qualifying coverage. Regrettably this aim was achieved only partially in the text of the Convention.

Further regarding Convention No. 102 at the time of the adoption, the Employer members emphasized that the Recommendation would have been more appropriate, especially for an instrument the scope of which might encompass population groups other than just employees and in order to provide more flexibility in applying social security standards.

Overall, Convention No. 102 demonstrates that ILO social security standards including employment injury benefits remain more relevant and achievable in developed countries.

Therefore, some doubts still exist if the Convention has succeeded in setting realistic universal minimum standards.

We also take note in paragraph 53 of the General Survey that benefits provided under employee liability mechanisms are often time limited or given as a lump sum payment and that this is contrary to the requirements of the ILO social security Conventions which require the provision of medical care and cash benefits throughout the whole period of the contingency.

Further, that while private insurance schemes allow to mitigate public deficits resulting from the need to cover increasing social expenditures, we highlight that such schemes may also involve higher costs for workers and enterprises.

Regarding comprehensive employment injury protection, we take note that many national employment injury protection schemes have shifted from a purely compensatory function to strengthening protection against employment injury.

Further that the Social Protection Floors Recommendation, 2012 (No. 202), reaffirmed such an integrated approach by ensuring the coordination of combined preventive, promotional and active measures with benefits and social services. The Employer members agree and welcome the Committee of Experts' emphasis on the importance of an integrated approach towards employment injury protection.

As for Chapter 2, Employment injury contingencies, under occupational diseases and in particular mental health, the Employer members are concerned with information in paragraph 98 of the General Survey which refers, for the case of Spain, to an increase in absence due to mental health by 81.54 per cent in 2022 by comparison with 2016. However, this was referred to without reference to any study or official source that collects it, which detracts from the rigour of the data itself. We would seek the Committee of Experts'

clarification on this matter and also request that it provides the sources of information in future General Surveys.

Chapter 3, Personal coverage. Turning now to workers in digital platform employment under personal coverage.

In paragraph 161 we take note that less than 20 per cent of workers on online platforms reported being covered against employment injury. However, we have doubts regarding the statement that without adequate social security protection workers have to take out private insurance. The Employer members pose that this depends on the nature of the work. For example, intellectual work does not necessarily need occupational accident or illness insurance. Further we question if indeed the benefits are much less favourable than those provided by social insurance schemes. Rather the Employer members believe that this depends on the insurance product and note that there are more favourable regarding accidents.

Overall, we would like to highlight that some countries, for example, the Netherlands do not have a specific regime for occupational risk and rather it is the same system regardless of the status of the worker and the same for citizens.

Under Part II, Benefits and other related services, Chapter 4, Medical care and allied benefits. With regard to treatment at the place of work in paragraphs 196 and 197, the Employer members note that there may be a need to ensure the provision of first aid or treatment of a slight injury while not precluding other forms of treatment that might be considered more effective. We agree that in certain circumstances injured workers may require emergency treatment or any other immediate medical attention.

We recognize and embrace the role of employers in this regard too and some countries provide first aid supplies or facilities. We take note of the range of services available in different

countries surveyed and recognize that prompt medical response must, where possible, be available in the workplace. However, once again we raise that the level of the expected care must be country and context specific.

Regarding medical care and allied benefits overall, however, the Employer members believe that the primary responsibility to help realize the right to social security lies on governments. While there should be space for private insurance as a complement to the government's mandatory responsibility, the government is still obliged to fulfil its duties. By placing the general responsibility on the government, ILO standards oblige it to regulate the provision of private social security so as to mitigate possible negative effects.

Chapter 5, Employment injury cash benefits. Regarding employment injury cash benefits, we would like to highlight the following specific points. First, under waiting period and duration of payment in paragraph 231 according to the Employer members, the regulation is not well captured regarding Spain. It is recommended that it is revised to: "the Spanish system from temporary incapacity to permanent incapacity is as follows: Temporary incapacity leaves have a maximum duration of 12 months although it is true that they can be extended for up to 12 more months in 2 periods of 6 months if it is foreseen that you can recover in that period or if there are delays for you to appear in front of the medical court to obtain permanent incapacity. If after the maximum time allowed for temporary incapacity the worker has not improved sufficiently to return to work, a change to permanent incapacity could be considered." We note that regardless, the National Social Security Institute will not recognize the right to permanent incapacity before the end of the temporary incapacity. If the application for permanent incapacity is rejected, the worker may be automatically discharged. Second, in relation to children, specifically paragraph 305 on children with disability, we note that there is no age limit in terms of entitlement to a survivor's benefit. We welcome this practice of Member States and note that this inclusive approach reflects best practices and aligns fully with protecting

vulnerable dependents. Third, we agree with the prescribed ceiling to limit the total amount of pension provided to several dependents as noted in paragraph 318. We welcome the country examples, including the Greek system, which ensures that total survivors' pensions do not exceed the deceased worker's prior earnings. We emphasize this as a crucial measure for fiscal sustainability and support its continued application as both fair and actuarially sound. Fourth, regarding the duration of payment, we agree that a survivor's pension generally terminating upon remarriage is in line with Convention No. 102, Article 69(j) and Convention No. 121, Article 22(g). The Employer members believe that this reflects a widely accepted international standard and allows for targeted benefit allocation.

Chapter 6, Prevention of employment injuries. In terms of education and training in paragraph 363, with specific regard to Spain, we believe that the information should make it clear that the Spanish Health and Safety Strategy and its Action Plan were agreed to with the social partners.

Its revision and clarification are recommended as follows: "The Government of Spain indicates that both the Spanish Strategy for Safety and Health at Work 2023–2027 and its Action Plan 2023–2024 were agreed in the social dialogue with the social partners Spanish Confederation of Employers' Organizations (CEOE); Spanish Confederation of Small and Medium-Sized Enterprises (CEPYME), Trade Union Confederation of Workers' Commissions (CCOO) and General Union of Workers (UGT) include a set of measures to improve occupational safety and health management in small and medium enterprises (SMEs)."

Chapter 7, Vocational, rehabilitation and employment of persons with disabilities. Further, under employment of persons with disabilities, the information in paragraph 393 is incomplete. The following revision is recommended: "Regarding Spain, special employment centres may be created both by public administrations and entities, natural or legal persons

which have the legal capacity to act as employers either directly or in collaboration with other bodies or entities and it is essential that they be qualified and registered.”

Part III, Legal administrative and financial safeguards to enable employment injury protection. Chapter 8, Administration and financing of employment injury protection schemes. With regards to paragraph 402 in the French translation, the use of the term “work accident and occupational disease insurance schemes” is incorrect and we propose the correct term is “occupational diseases”. We take note of the examples of institutions which are responsible for accidents at work and occupational illness. However, we raise that regarding Belgium, indeed, the Federal agency for occupational risks (Fedris) provides insurance for occupational illness, however, it does not provide for accidents at work. Fedris had a role in accidents at work, but since 1 January 1988, the sector has been privatized, so victims are compensated by private accidents at work insurers. Fedris only intervenes for victims who had an accident at work before 1988, for the merchant navy and sea fishing sector and for victims of an employer who is not insured.

Chapter 9, Procedures to ensure the due provision of benefits. Employer members agree with paragraph 477 and that well-designed delivery mechanisms and processes are crucial to ensure effective prompt and efficient access to medical care and cash benefits for injured workers and their dependents, including clear and simple claim procedures along with transparent decision-making by the competent authorities. Further that complaint and appeal mechanisms must be fair, accessible, affordable, transparent and expeditious, including for foreign workers and their dependents residing abroad.

Part IV, Achieving the potential of the instruments. Finally, regarding ratification, we insist that it should be proceeded by thorough technical and fiscal assessments while preserving national flexibility in areas such as benefit structuring and administration.

As a general principle, we consider it important to carry out an impact assessment prior to the ratification of an international labour convention with particular attention to whether national legislation adequately meets the requirements of international law and whether the transposition of international provisions is effectively ensured.

Interprétation de l'arabe: **Président** – Merci Madame pour votre intervention au nom des employeurs.

(L'orateur poursuit en français.)

Président – Je donne à présent la parole à M. Tjalling Postma, vice-président travailleur, pour sa déclaration. J'attire votre attention sur le temps de parole du groupe travailleur qui sera réparti entre plusieurs orateurs. Les autres orateurs sont: M^{me} Marta Pujadas, M. Souleymane Diallo et M^{me} Mikyung Ryu. M. Postma, vous avez la parole.

Worker members – Indeed, as you said and as you can see on the screen, I will share the time allocated for introductory remarks with three other colleagues.

This year's General Survey focuses on employment injury protection, a timely and highly relevant subject in light of the growing risks faced by workers today.

The General Survey examines six key ILO instruments, four Conventions and two Recommendations. The rising complexity and frequency of work-related risks make it all the more urgent to identify new areas of action and to strengthen existing frameworks that protect workers and their families from the devastating consequences of employment injury.

The right to social security including protection in the event of employment injury is a cornerstone of the ILO's mandate.

The Preamble of the ILO Constitution highlights this very obligation as central to our mission.

Many of the ILO's foundational Declarations, including the Declaration of Philadelphia and the ILO's Centenary Declaration for the Future of Work, reaffirm the imperative to establish and maintain social security mechanisms that provide livelihoods for all those in need.

In 2017, the inclusion of employment injury instruments in the annexes of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy further elevated the visibility and importance of this area within ILO's work.

International human rights frameworks such as the Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights also enshrine the right to social security.

These commitments are reinforced by various regional instruments.

Comprehensive, effective and well-functioning employment injury protection schemes are essential to achieving the Sustainable Development Goals (SDGs).

In particular, they contribute to target 1.3 of SDG 1 relating to the eradication of poverty through social protection systems, target 3.8 of SDG 3 on universal health coverage and target 8.8 of SDG 8 on the promotion of safe and secure working environments, decent work and economic growth.

The Worker members fully endorse the Committee of Experts' view on the mutually reinforcing relationship between a culture of occupational safety and health and the expansion of the employment injury benefit schemes.

In 2022, the ILO constituents recognized the safe and healthy working environment as a fundamental principle and right at work, thereby, reaffirming the importance of preventive measures in occupational safety and health. Despite advances in occupational safety and health in recent decades, workplace accidents remain alarmingly widespread. In 2019 alone,

more than 395 million workers worldwide suffered nonfatal occupational injuries. Annually, 2.93 million workers lose their lives due to work-related causes, representing 6.7 per cent of all global deaths.

Although many countries are taking steps to extend social protection for employment injuries, less than half of the global labour force is legally covered for employment injury cash benefits. In practice, even fewer actually receive them. Disparities between regions are stark with some of the lowest coverage rates observed in areas where injury incidence is highest. This is both a global and a local issue. It affects all of us and has far reaching social and economic consequences. Addressing it must be a shared priority. At the heart of this challenge lies the issue of financing. States bear the ultimate responsibility for ensuring the proper administration of social security institutions and services and for guaranteeing the due provision of benefits.

The proper functioning of employment injury benefit schemes depends heavily on their financial sustainability and the availability of adequate resources to cover expenditure on benefits administration and preventive and rehabilitation measures. Such schemes should be based on social insurance principles, mandatory coverage of workers and sound financing to resource pooling and risk sharing. Those schemes should also be based on clear and transparent procedures for claim-processing and payment of benefits without the need to provide fault on the part of the employer so as to enable the provision of a comprehensive range of employment injury benefits in a fair and timely manner.

Finally, the Worker members underscore the critical importance of participatory governance. In many countries employment injury schemes are administered by tripartite bodies and this model should be upheld. Strong social dialogue lies at the core of the ILO's identity and its effectiveness. Good governance depends on it.

We therefore urge all Member States to promote and strengthen participatory mechanisms in the management of employment injury protection schemes.

Otra portavoz de los trabajadores - Como bien señaló mi colega estamos siendo testigos de una mayor incidencia y de nuevos riesgos relacionados con las lesiones laborales. Esta tendencia hace que sea mucho más urgente que nunca garantizar que los mecanismos de protección para los trabajadores sean los más amplios e inclusivos posibles.

En muchos países la definición de accidente de trabajo se interpreta de manera amplia incluyendo entre otras situaciones los accidentes ocurridos durante periodos de descanso o periodos no laborables fuera del lugar de trabajo durante el teletrabajo o como sabemos en el contexto de la pandemia de COVID-19. Sin embargo, lamentamos que en algunos Estados Miembros los accidentes de trayecto o llamados *in itinere* aún no se reconozcan como accidentes de trabajo.

En lo que respecta a las enfermedades profesionales observamos con preocupación que no todos los 29 padecimientos enumerados en el anexo 1 del Convenio sobre las prestaciones en caso de accidentes del trabajo y enfermedades profesionales, 1964 [Cuadro I modificado en 1980] (núm. 121) están plenamente contemplados en la legislación nacional de los Estados Miembros que sí han ratificado este Convenio.

Por lo tanto, apoyamos plenamente el llamado de la Comisión de Expertos a aplicar el principio de presunción del origen profesional para las enfermedades incluidas en el anexo 1. Esta presunción es particularmente crucial en aquellos países donde un número reducido de enfermedades profesionales afecta a un segmento amplio de la fuerza laboral.

Asimismo, el sistema basado en listas resulta especialmente valioso en contextos donde los recursos científicos y médicos son limitados ya que ofrece un medio práctico para establecer vínculos entre determinadas ocupaciones y enfermedades específicas.

La Comisión de Expertos también llama acertadamente la atención sobre una preocupación grave: los trabajadores no deberían cargar con la responsabilidad de probar el origen profesional de enfermedades que si bien figuran en el anexo 1 no están reflejadas en las listas nacionales. Exigir dicha prueba constituye una carga doble para los trabajadores afectados y es una injusticia inadmisible para quienes ya están sufriendo las consecuencias del accidente.

Igualmente es importante alentar a los Estados Miembros a ir más allá del anexo 1 y reconocer como enfermedades profesionales otras que si bien no están incluidas en las listas nacionales se enmarcan dentro de esa definición general de enfermedad profesional.

Dadas las transformaciones rápidas y profundas en el mundo del trabajo es esencial actualizar periódicamente las listas nacionales de enfermedades profesionales con base en la evidencia científica, en los avances tecnológicos y en el conocimiento emergente con la participación significativa de los interlocutores sociales.

Además de las enfermedades vinculadas a las nuevas tecnologías y a los cambios en la organización del trabajo, no debemos ignorar aquellas derivadas de la violencia en el lugar de trabajo, incluido los riesgos psicosociales y de salud mental. Nuestras sociedades enfrentan una creciente prevalencia del estrés psicológico y de los trastornos mentales lo que hace que la extensión de la protección contra las lesiones laborales a estos riesgos sea una cuestión urgente.

Debemos recordar que la Recomendación sobre la violencia y el acoso, 2019 (núm. 206) establece claramente que las víctimas de violencia y acoso en el mundo del trabajo deben tener acceso a compensación por cualquier daño psicosocial, físico u otro que resulte en incapacidad para trabajar.

Ciertos sectores y grupos de trabajadores son particularmente vulnerables a la violencia y el acoso laboral. Estos trabajadores enfrentan con frecuencia el estrés ético, cargas de trabajo elevadas y entornos laborables difíciles. Por ello es fundamental prevenir estos riesgos y garantizar el acceso tanto a la atención médica como a prestaciones económicas para aquellos que resulten afectados.

Los convenios pertinentes de la OIT estipulan que los regímenes de protección contra las lesiones laborales deben cubrir las siguientes cuatro contingencias: 1) condición mórbida; 2) incapacidad para trabajar derivada de una condición mórbida que implique la suspensión de ingresos; 3) pérdida total o parcial de la capacidad de ganancia que probablemente sea permanente o la pérdida correspondiente de facultades, y 4) pérdida del sustento a raíz del fallecimiento del sostén de la familia.

El Estudio General ofrece una valiosa visión general sobre cómo se abordan estas contingencias en los distintos Estados Miembros. En algunos, un régimen único integral proporciona cobertura completa; en otros, algunas de estas contingencias pueden estar cubiertas por distintos regímenes a través de mecanismos de responsabilidad del empleador.

Para alinearse con estos convenios de la OIT es esencial garantizar que independientemente de cómo estén estructurados estos regímenes todos los trabajadores tengan derecho a una atención médica y prestaciones en efectivo que cumplan al menos con los estándares mínimos.

El trabajo debe permitir a los trabajadores y sus familias llevar una vida digna. El trabajo es la base de la prosperidad de nuestras sociedades, pero cuando este trabajo causa daño es nuestro deber colectivo prevenirlo, compensarlo adecuadamente y ofrecer reparación. Esta sería la responsabilidad que compartimos todos.

Autre porte-parole des membres travailleurs – Ma collègue a souligné les lacunes dans la couverture des maladies professionnelles. Il faut y ajouter un fait tout aussi préoccupant: la majorité des travailleurs dans le monde n'est toujours pas couverte contre les accidents du travail. La commission d'experts note que la couverture effective globale n'atteint que 37,4 pour cent, avec des écarts régionaux marqués.

Il est donc impératif d'étendre cette couverture effective pour respecter les obligations des conventions n° 102 et n° 121. Cela doit inclure tous les travailleurs, y compris les travailleurs indépendants, les apprentis, les membres de coopératives, et leurs personnes à charge, comme le prévoient la convention et la recommandation n° 121.

L'Étude d'ensemble met en lumière des lacunes persistantes dans plusieurs secteurs économiques clés. Seuls 36,9 pour cent des travailleurs domestiques sont couverts, une population composée en majorité de femmes avec un parcours migratoire, souvent exclues par des seuils d'heures ou de revenus.

L'agriculture, qui emploie plus d'un milliard de personnes, est l'un des secteurs les plus dangereux, représentant un tiers des accidents mortels au niveau mondial. Le changement climatique aggrave cette situation, soulignant le besoin urgent de systèmes de protection sociale adaptés. Nous attirons également l'attention sur les instruments à l'étude qui appellent à étendre la couverture aux travailleurs agricoles indépendants.

Les gens de mer et les pêcheurs, exposés à des risques élevés d'accident, sont souvent mal protégés. Si certains relèvent de régimes généraux, d'autres ne bénéficient d'aucune protection ou font face à des traitements inéquitables. Nous appelons les États Membres à renforcer les accords bilatéraux et multilatéraux afin de garantir une protection équitable pour ces travailleurs.

Il est tout aussi crucial de couvrir les travailleurs de l'économie informelle. La recommandation n° 121 demande explicitement aux États d'étendre leur législation en matière d'accidents du travail à ceux qui ne sont pas dans une relation de travail formelle. Étant donné que les femmes sont surreprésentées dans l'économie informelle, cette question est aussi une question de justice sociale.

Nous soutenons donc l'appel de la commission d'experts à promouvoir la formalisation des travailleurs informels, à les inclure – eux et leurs employeurs – dans les régimes contributifs de sécurité sociale, afin d'assurer une couverture efficace de la protection contre les accidents du travail.

Cela devrait coïncider avec le renforcement des mécanismes d'inspection du travail et de sécurité sociale afin d'en assurer le respect, ainsi qu'avec des efforts visant à informer les travailleurs de leurs droits. Il conviendra de procéder à une simplification des procédures administratives afin de relever les défis décrits par la commission d'experts et de garantir que ces droits sont accessibles à tous les travailleurs.

La couverture contre les accidents du travail doit s'accompagner d'un accès rapide à des soins médicaux adéquats et à des prestations en espèces. Les soins doivent être fournis aussi longtemps que nécessaire, sans limite arbitraire de durée. Le fait de fixer des délais maximaux ou d'imposer des conditions d'admissibilité compromet le bon rétablissement des travailleurs, en particulier dans les cas de blessures graves ou à long terme. Les conventions n° 102 et n° 121 précisent que le traitement médical doit être assuré jusqu'à la guérison complète ou la stabilisation de l'état de santé.

S'agissant des prestations en espèces, celles-ci doivent être versées sans délai, dès l'apparition de l'incapacité temporaire, pendant toute sa durée. Toute période d'attente risque

de plonger les familles dans la précarité. En cas de décès, les survivants doivent recevoir une compensation intégrale.

Nous soulignons qu'aucun travailleur ne devrait être exclu des soins en raison de ses antécédents professionnels, de son ancienneté ou de son historique de cotisations. Le droit aux soins doit être immédiat, dès l'accident. Par ailleurs, les frais à la charge des patients – tels que les tickets modérateurs – sont un obstacle, notamment pour les travailleurs à faibles revenus. Nous appelons donc les États Membres à fournir ces services gratuitement, comme le garantissent les conventions n° 102 et n° 121, en veillant à ce qu'aucun travailleur ne se voit refuser un traitement en raison de contraintes financières.

La commission d'experts souligne également que de nombreux obstacles subsistent en pratique: manque d'infrastructures et de personnel qualifié, coûts élevés, délais d'attente et qualité inégale des services, en particulier dans les zones rurales. Nous exhortons donc les États Membres à investir dans les systèmes de santé, en particulier dans les régions mal desservies, conformément aux prescriptions des recommandations n° 69 et n° 202.

Another spokesperson for the Worker members – Effective coverage is key to ensuring meaningful protection against employment injury. Next to workers in the informal economy, we must acknowledge the growing number of workers in non-standard forms of employment who remain inadequately protected.

This includes the temporary, part-time and casual workers as well as those in SMEs and the platform economy. Drawing on my own experience in South Korea, I have seen firsthand the rise of subcontracting and platform-based work models that obscure employment relationships and leave many without access to basic protections. The Committee of Experts

noted that fewer than 20 per cent of online platform workers report being covered against employment injury.

We therefore strongly support the progressive extension of employment injury protection not only to all employees but also to the self-employed and others in line with the Recommendation No. 121. This must include clearly defining the employment status of platform workers.

Migrant workers also face heightened risks due to their concentration in hazardous jobs and often experience unequal access to employment injury benefits. We echo the Committee of Experts' call for Member States to ensure equal treatment for all workers regardless of residence status. Practical barriers must be removed, and the portability of benefits must be guaranteed through stronger bilateral and multilateral agreements. Equal access to social protection is vital for more inclusive and safer labour markets.

Prevention and rehabilitation are central to any just and effective labour protection system. The ILO has long emphasized the deep connection between the strong system and employment injury schemes. Investing in prevention saves lives, preserves livelihoods and reduces the immense social and economic cost of work-related injury and illness.

The rapid development of digital technologies adds urgency to this issue. Automation and digital tools can reduce exposure to traditional workplace hazards and improve the administration of social security systems but they also introduce new risks. Our systems must adapt to protect workers from these evolving challenges and ensure that technological progress does not come at the cost of worker health.

Convention No. 121 calls on Member States to take proactive steps to prevent accidents and occupational disease notably by adopting national occupational safety and health policies that include worker training, awareness campaigns and data-driven prevention strategies.

These steps are key especially in high-risk sectors like agriculture, construction, fishing and manufacturing.

Workers in SMEs deserve special attention, as these enterprises often lack the resources and capacity to fully implement occupational safety and health standards, placing their workers at greater risk. Similarly, migrant workers often found in dangerous jobs require better protections.

Any incentives in encouraging employers to enhance workplace safety should be rooted in accurate and transparent reporting system.

Nearly 1 billion people globally live with disabilities, the majority of working age. Yet only one third are employed. Conventions Nos 102 and 121 call for comprehensive rehabilitation measures to help injured workers regain their capacity and re-enter the workforce.

The Worker members recall that these services must be available even in rural or remote areas. During the rehabilitation period, it is crucial that workers continue receiving cash benefits to avoid being forced back to work prematurely, undermining both recovery and reintegration.

We are also concerned by the application in some countries of excessive qualifying conditions and inadequate financial support for workers, particularly those with partial disabilities. This is the case, for example, in the Netherlands where the incapacity threshold to qualify for compensation is currently still set at 35 per cent while benefits are calculated at a flat rate based on minimum wage, not the worker's previous earnings. These limiting conditions are incompatible with the requirements set in Convention No. 121.

Finally, we urge Member States to promote inclusive employment policy through strong social dialogue and to eliminate discrimination against persons with disabilities.

Prevention and rehabilitation are not just a response to injury, they are essential to building fairer and more resilient labour system.

Président – Merci Monsieur Potsma pour votre intervention ainsi que les trois orateurs du groupe des travailleurs. Je vois qu'il y a encore dix-sept demandes de prises de parole. J'invite M^{me} Lemieszewska, la distinguée représentante du gouvernement de la Pologne qui prend la parole au nom de l'Union européenne, à prendre la parole. Madame, vous avez la parole.

European Union and its Member States (Ms LEMIESZEWSKA) – I have the honour to speak on behalf of the European Union and its Member States.

The candidate countries Türkiye, North Macedonia, Montenegro, Albania, Ukraine, Republic of Moldova, Georgia, the European Free Trade Association countries Iceland and Norway, members of the European Economic Area align themselves with this statement.

We warmly welcome the General Survey of the Committee of Experts, which presents a comprehensive overview of the vital relationship between a safe and healthy working environment and the prevention of employment injuries, enabling a reduction in the overall cost of employment injury benefits.

Employment injury protection is grounded in international labour standards through the ILO instruments analysed in this General Survey.

We share concerns about the continued prevalence of employment injuries with more than 2.93 million workers dying every year from employment injuries accounting for 6.71 per cent of all deaths worldwide. Strengthening the culture of prevention at work, promoting the sustainability of enterprises and ensuring comprehensive and accessible social protection is

crucial. The extension of employment injury benefit coverage is particularly needed for workers in high-risk sectors and in vulnerable situations.

In the context of climate change, employment injury protection becomes even more important as climate change negatively impacts workers' health in all regions of the world and may also result in increased work-related accidents and occupational diseases. Similar concerns will also arise with other types of crises in the future and we shall pay particular attention to them. Experience has shown that the comprehensive and inclusive social security system based on principles of solidarity are valuable socio-economic stabilizers for overcoming all types of crises.

The work environment shall prevent illness and accidents and take into account and address the impact of technological changes on workers' health. Cognitive, visual and sensory overload at work as well as other psychosocial and ergonomic risks may adversely affect the physical and mental health of workers and necessitate corresponding adjustment in employment injury protection.

We appreciate the significant focus placed by the Committee of Experts on evolving concepts to promote mental health and prevent psychosocial risks which are becoming increasingly relevant in modern work environments.

We would like to highlight the importance of preventive occupational safety and health policies. Implementing inspections, training or awareness campaigns are crucial to reduce injuries, thereby protecting workers and the sustainability of enterprises. To this aim effective and inclusive social dialogue remains crucial.

We support the focus of the Committee of Experts on the critical role of vocational rehabilitation and employment integration for persons with disabilities. We need policies and

strategies to prevent and eliminate discrimination against persons with disabilities. Coordinated health, labour and education policies are crucial for reintegration.

We acknowledge the recommendation of the Committee of Experts on the importance of establishing and maintaining employment injury protection schemes based on social insurance and compulsory coverage of workers. Comprehensive protection against accidents at work also supports resilient, inclusive and fair labour markets globally. In order to achieve the objective of comprehensive and adequate coverage protection against accidents at work for all workers, the ILO instruments in the field of social security should be further promoted. Recommendation No. 202, which provides governments with the necessary guidance to build step-by-step comprehensive and inclusive social security systems is particularly relevant.

It is essential that governments invest in their labour inspection systems in line with principles enshrined in the ILO Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), to ensure that rights are effectively implemented. Beyond well-equipped administrations for handling complaints, managing requests and paying or guaranteeing the required benefits, the use of new inclusive digital technologies can support the administration and realization of rights. Appeal procedures as inexpensive as possible should be made available to ensure persons to assert their rights.

At EU level, the 2019 Council recommendation encourages Member States to provide coverage of benefits in respect of accidents at work and occupational diseases for all workers. At the level of the Council of Europe, the revised European Code of social security complements ILO instruments to ensure adequate employment injury protection.

We support the strong offer of ILO technical assistance in legal reform capacity-building and policy development to strengthen employment injury protection framework.

*Interprétation de l'arabe: **Président*** – Je donne la parole au délégué du Koweït M. Al-Murad qui intervient au nom du Conseil de coopération du golfe. Monsieur vous avez la parole.

*Interprétation de l'arabe: **Membre gouvernemental, Koweït (M. AL-MURAD)*** – Je parle au nom des Émirats arabes unis, du Royaume du Bahreïn, du Royaume d'Arabie saoudite, du Sultanat d'Oman, de l'État du Qatar et de l'État du Koweït, membres du Conseil de coopération du golfe.

Nous saluons les efforts consentis par la commission d'experts et par l'OIT pour préparer cette Étude d'ensemble, qui est l'occasion unique de renforcer les normes internationales du travail. Cela peut permettre de passer de la théorie à la pratique.

Nous félicitons les États Membres qui ont apporté leur contribution à cette Étude d'ensemble en fournissant des informations à la commission d'experts et en faisant part de leur expérience dans le domaine qui nous occupe, et qui revêt une grande importance. Nous voulons un environnement de travail, un lieu de travail qui soit sûr et salubre, comme souligné en 2022.

Un principe a été présent dès les débuts de notre Organisation – Organisation qui existe depuis plus de cent ans – à savoir le principe de la protection sociale, avec une approche axée sur les droits et inclusive qui devrait permettre de réaliser nos aspirations communes. Avec cette Étude d'ensemble, nous voyons quelles sont les tendances qui apparaissent concernant les divers instruments de protection sociale et les maladies professionnelles et accidents du travail. Nous nous félicitons de ce travail. Il faut s'assurer que tous les instruments restent pertinents pour le monde contemporain du travail.

L'Étude d'ensemble mentionne une série de problèmes que connaît le monde du travail. Il faut donc que chacun d'entre nous prenne les mesures qui s'imposent pour lutter contre ces problèmes. Nous avons le problème de la santé mentale avec des cas de burnout qui sont en augmentation. Il faut aussi inclure les travailleurs migrants et nous insistons sur un point: toutes les conventions et accords conclus entre pays d'origine et pays de destination doivent permettre l'égalité et la justice sociale pour ces travailleurs. Quoi qu'il en soit, nous souhaitons plein succès à cette commission.

Président – J'invite à présent le distingué délégué du gouvernement de la Côte d'Ivoire, M. Ekpo Guy Serge Angathé, à prendre la parole. Vous avez la parole Monsieur.

Membre gouvernemental, Côte d'Ivoire (M. EKPO) – Le gouvernement de la Côte d'Ivoire félicite le Bureau pour la qualité du document produit, qui donne un aspect global de la pratique des États et permet de passer en revue la législation nationale en ce qui concerne les conventions n° 12, n° 19, n° 102, n° 121 et les recommandations attenantes.

La protection sociale des travailleurs contre les accidents de travail et les maladies professionnelles est au cœur du mandat de l'OIT, dans son action de promouvoir et de garantir leurs droits et leur protection. Cette orientation appelle non seulement l'adhésion de tous, mais également le renforcement de nos systèmes de protection sociale afin d'assurer aux travailleurs et travailleuses une meilleure prise en charge.

À cet effet, la Côte d'Ivoire ayant déjà ratifié les conventions n° 19 et n° 102 de l'OIT, elle a rejoint la Coalition mondiale pour la justice sociale dès son lancement. Cette approche de quête permanente de justice sociale au profit des travailleurs se traduit par un système de collaboration institutionnelle efficace, capable d'apporter une réponse aux défis de la

protection sociale auxquels se heurtent la population et notamment les victimes des accidents de travail et les maladies professionnelles.

Il convient d'indiquer que l'amélioration des conditions de vie des fonctionnaires et agents de l'État et de l'ensemble des travailleurs des secteurs privé et informel, à travers le développement des systèmes de protection sociale, constitue un axe majeur du Programme social du gouvernement et du Plan national de développement 2021-2025, dont l'ambition est d'atteindre un taux de couverture de 50 pour cent des populations à l'horizon 2025.

Ainsi, à titre de rappel, notre pays dispose de deux produits majeurs non exclusifs, couvrant les risques tenant à l'accident de travail et aux maladies professionnelles. Ce sont:

- la Couverture maladie universelle, régime général des travailleurs salariés du secteur privé, qui enregistre à ce jour plus de 19 millions de personnes enregistrées, soit environ 57,88 pour cent de la population;
- le Régime social des travailleurs indépendants, qui est un mécanisme spécial dont l'objectif est de lutter contre les vulnérabilités des travailleurs du secteur informel en leur offrant une protection sociale adaptée à leur situation; près d'un million de travailleurs ont été touchés.

Les risques couverts par ces deux régimes se composent comme suit:

- les accidents de travail et les maladies professionnelles ou non;
- les prestations familiales uniquement pour la Couverture maladie universelle;
- l'assurance maternité (versement d'une indemnité journalière);
- la retraite (versement d'une pension viagère).

Des dispositifs complémentaires opérationnels existent, contribuant également au renforcement du cadre institutionnel et légal de la protection et de la réinsertion des travailleurs en général. Nous pouvons citer:

- la Commission technique d'orientation et de reclassement professionnel chargée d'évaluer les aptitudes des personnes handicapées afin de mieux les orienter;
- le Fonds pour l'insertion professionnelle des personnes en situation de handicap qui a pour mission, entre autres, de favoriser l'insertion professionnelle des personnes en situation de handicap dans les entreprises privées, et de faciliter le maintien et la réadaptation de l'emploi des personnes en situation de handicap et des travailleurs handicapés à la suite d'un accident de travail ou d'une maladie professionnelle.

Cependant, des efforts restent encore à faire en vue de rendre beaucoup plus performantes toutes les administrations du travail chargées du respect de l'application des dispositions concourant au travail décent et à la protection sociale adéquate dans tous les secteurs d'activités.

La Côte d'Ivoire entend poursuivre la dynamique amorcée avec l'appui du Bureau international du Travail, à travers un dialogue social plus solide afin de rendre plus qualitatifs les prestations fournies aux travailleurs et travailleuses victimes d'accidents de travail et de maladies professionnelles.

Président – Je donne la parole à présent à la distinguée déléguée travailleuse de l'Australie, M^{me} Middlemas Clare. Madame, vous avez la parole.

Worker member, Australia (Ms MIDDLEMAS) – All workers have the undeniable right to a safe and healthy working environment.

In 2022 the ILO constituents rightly reaffirmed this right as a fundamental principle and right at work under the 1998 Declaration. Yet the reality remains stark. Each year approximately 2.93 million workers lose their lives due to workplace accidents and an additional 395 million sustained non-fatal injuries. This tragic toll serves as a sobering reminder of the persistent global challenges we face in safeguarding workers' health and safety. It underscores that only through sustained attention and decisive action can meaningful progress be achieved. Australia has a long-standing commitment to prevention and protection against work-related injuries and illnesses. Through targeted public policies and sustained collaboration of social partners over decades, Australia's work-related injury rate stands at 3.5 per cent nationally, roughly one third of the global average of 12.1 per cent. Moreover, the fatality rate among Australian workers has decreased by 19 per cent over the past decade, with 200 workers killed at work in 2023. National statistics reveal that vehicle accidents remain the leading cause of worker fatalities, responsible for 42 per cent of deaths. Equally concerning, a 2024 report by SafeWork Australia, our Government's statutory body for workplace health and safety and workers' compensation, highlights a sharp rise in claims related to mental health conditions, which is the fastest growing injury claim. These now constitute 10.5 per cent of all serious claims, marking a 19.2 per cent increase since 2021/2022, nearly double compared to a decade ago. This data aligns with findings from the Australian Council of Trade Unions' "Work Should not Hurt Survey", which in 2023 documented a statistically significant increase in reported mental health injuries from the previous year, with women disproportionately affected. We take particular note of the General Survey's findings that female-dominated occupations, including nursing and care work, face heightened psycho-social risks. The Committee of Experts further highlights that workplace violence and harassment can result in post-traumatic stress disorder and other serious mental health consequences. In this light, we strongly support the Committee of Experts' call to recognize mental disorders as employment injuries

by including them in the national lists of occupational diseases as recommended by the List of Occupational Diseases Recommendation, 2002 (No. 194). We also emphasize the urgent need to prevent workplace violence and harassment and ensuring victims receive appropriate medical care and compensation in line with Recommendation 206. This is especially critical in sectors where workers are most vulnerable to these abuses.

Strengthening a culture of prevention through systematic risk identification and control, as well as ensuring comprehensive social protection are fundamental to reducing work-related accidents and occupational diseases. Recognizing that a right to a safe and healthy working environment cannot be achieved without the realization of other fundamental rights, such as freedom of association and the right to collective bargaining. Ultimately, these efforts are essential for creating safe, healthier, and more dignified working environments for all. This commitment must be renewed and embraced continuously by governments, employers, and workers alike.

In 2024, Australia reaffirmed this pledge by ratifying the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), marking two decades since ratifying the Occupational Safety and Health Convention, 1981 (No. 155). Both Conventions embody the right to a safe and healthy working environment, a right that remains at the heart of our collective mission.

Every worker has the right to a safe and healthy workplace and to return home safely to their loved ones at the end of the day.

Président – J’invite à présent la distinguée déléguée travailleuse du Zimbabwe, M^{me} Taruvinga Florence Mucha à prendre la parole.

Worker member, Zimbabwe (Ms TARUVINGA) – I am speaking on behalf of the workers of Zimbabwe and South Africa.

The ILO has a historic mandate to protect the social security rights of workers including in cases of employment injury. The workers of Zimbabwe and South Africa stand unwaveringly committed to realizing this mandate because the health, safety and well-being of every worker must be our foremost concern.

Zimbabwe has ratified the two fundamental occupational safety and health Conventions, that is Conventions Nos 155 and 187, as well as the Occupational Health Services Convention, 1985 (No. 161), the Asbestos Convention, 1986 (No. 162), the Chemicals Convention, 1990 (No. 170), the Prevention of Major Industrial Accidents Convention, 1993 (No. 174) and the Safety and Health in Mines Convention, 1995 (No. 176). Yet, also despite having a strong legal framework in place, our country has not yet ratified the more up-to-date and comprehensive instruments on employment injury protection, specifically Convention No. 102, Part VI. Similarly, South Africa is yet to ratify the modern instruments on employment injury protection. Both South Africa and Zimbabwe have strong legislation on employment injury compensation.

In South Africa, the Compensation of Occupational Injuries and Diseases Act provides financial compensation, medical care and rehabilitation for workers who are injured or fall ill on the job. It covers a range of sectors, from construction to manufacturing and now even domestic workers in private households. In South Africa, workers in a wide range of sectors are covered by the Compensation of Occupational Injuries and Diseases Act.

Going back to Zimbabwe accident prevention and worker compensation are regulated by the statutory instrument SI 68 of 1990, which provides compensation to workers for injuries or diseases arising from their employment, including both short-term and long-term benefits like medical aid and the payment of lump sum. Under the scheme the injured worker does not have to prove negligence on the employer's part to receive those benefits. The scheme covers a wide range of sectors from construction to manufacturing. The Zimbabwe National Social

Security Authority is actively working to also extend social security coverage to workers in the informal economy, recognizing their significant contribution to the economy. These pieces of legislation are a critical tool to build safer workplaces and to provide much needed support to workers and their families in the wake of injuries or diseases. However, we must acknowledge that compensation alone will not create a truly safe working environment. What is clearly needed is a comprehensive approach that includes strong prevention measures and rigorous enforcement of health and safety regulations. This is particularly urgent in high-risk sectors such as construction, mining, chemicals, agriculture and iron and steel where the situation remains very much unacceptable.

The Ministry of Public Service, Labour and Social Welfare in Zimbabwe, which houses the National Social Security Authority has identified the root cause of these tragic statistics, weak occupational health and safety practices, a lack of proper training for workers and perhaps most concerning employers' non-compliance with safety regulations. And in both countries, South Africa and Zimbabwe, employers, workers and the government have affirmed their commitment to the principle of "zero harm".

In South Africa, the Government and social partners have long been collaborating to establish a culture of prevention including through the conclusion of sectoral occupational health and safety accords.

In Zimbabwe, the Government is finalizing its harmonized view which has sailed through the first and second house and is now only awaiting presidential assent. The bill is expected to address current gaps in workplace safety regulations providing a cohesive framework that will enhance compliance and enforcement. As we review our national legislation and the governance of employment injury schemes, we urge the Government and employers to take concrete action. We must strengthen our commitment to occupational health and safety and

ensure that all workers in all sectors, especially the most dangerous and vulnerable ones are protected from harm. Workers have the right to go home safely every day. We demand that these rights should be protected.

We call on the Government, employers and the ILO to work with workers and their representatives to make this dream a reality.

Président – Je donne la parole à la distinguée représentante des travailleurs de la France, M^{me} Frapard Mathilde. Madame vous avez la parole.

Membre travailleuse, France (M^{me} FRAPARD) – La France a récemment fait l'objet d'une réforme visant à améliorer l'indemnisation des accidents du travail et des maladies professionnelles pour près de 20 millions de travailleurs du secteur privé. Cette réforme – qui entrera en vigueur au plus tard en juin 2026 – est issue d'un accord national interprofessionnel signé par l'ensemble des organisations syndicales françaises en mai 2023. Cet accord porte sur la prévention, la réparation et la gouvernance de la branche accident du travail et maladie professionnelle (ATMP). Je souhaite aujourd'hui m'attarder sur la gouvernance et la prévention.

Sur la gouvernance tout d'abord. En France, la branche ATMP fait l'objet d'une gestion paritaire qui trouve son origine dans la volonté de garantir un équilibre entre, d'un côté, le soutien aux salariés victimes d'ATMP et, de l'autre, le soutien aux employeurs qui cotisent et réparent.

Si l'État n'est pas partie à la commission paritaire ATMP, il exerce dans les faits une certaine influence sur les partenaires sociaux, du fait que la branche ATMP est sous tutelle de la Caisse nationale d'assurance maladie. L'influence de l'État vient ainsi affaiblir le rôle des partenaires sociaux, notamment pour ce qui est de la gestion du financement des ATMP. Il faut savoir que chaque année, le régime ATMP est excédentaire de plus d'un milliard d'euros. Et chaque année

l'État vient puiser dans cette réserve excédentaire pour combler le déficit de la branche maladie, lié au fait que des employeurs ne déclarent pas les ATMP.

À cela s'ajoute, depuis 2023, un transfert de la cotisation employeur vers la branche retraite. Ces transferts d'une branche à l'autre sont imposés aux partenaires sociaux sans concertation préalable, ce qui impacte le budget dont ils sont garants.

En France, la prévention constitue encore un chantier en soi. «Perdre sa vie à la gagner» est encore une réalité pour un grand nombre de travailleurs en France!

Chaque jour, deux travailleurs meurent au travail. Ce sont en 2023, 1 287 décès au travail; mais aussi 555 803 accidents du travail et 47 434 maladies professionnelles recensés par l'assurance maladie. Et ces chiffres que nous déplorons passent sous silence la sous-déclaration des accidents du travail ainsi que la sous-reconnaissance des maladies professionnelles.

Face à ce haut niveau de sinistralité, les investissements alloués dans la prévention ne sont actuellement pas à la hauteur des enjeux. L'ambition portée sur la prévention est aujourd'hui freinée par le manque de moyens financiers et humains:

- En termes de manque de moyens financiers, car le financement de la branche ATMP ne repose que sur les seules cotisations de l'employeur, et une infime part est dédiée à la prévention. Ainsi, sur 100 euros de cotisation, seulement 4 euros vont pour la prévention.
- Sur le manque de moyens humains, si l'accord national interprofessionnel de 2023 – qui prévoit de dédier 100 millions d'euros par an à la prévention – a permis le recrutement de personnel dans les caisses de santé au travail, il y a un besoin

général de renforcer davantage leur nombre, ainsi que celui des contrôleurs, des médecins du travail et des inspecteurs du travail.

Une autre dimension d'importance insuffisamment prise en compte en France, si l'on compare à certains de nos voisins européens, concerne les risques psychosociaux. Ces risques constituent un fléau grandissant touchant de plus en plus de travailleurs. Depuis 2022, les maladies mentales (20 pour cent) ont dépassé les troubles musculo-squelettiques (16 pour cent) dans les motifs d'arrêts de travail.

Un rapport de l'Inspection générale des affaires sociales de 2024 met en exergue le lien étroit entre management et santé des salariés. Ainsi, l'autonomie d'organisation, le sens du travail, la confiance et la reconnaissance des managers sont des déterminants qui pèsent sur l'exposition aux risques psychosociaux. Et la participation des travailleurs aux décisions relatives à leur travail est présentée comme un facteur qui contribue à diminuer les risques psychosociaux.

Tel que le propose le rapport d'avril 2025 du Comité économique social et environnemental français, il est fondamental d'ajouter dans notre Code du travail un 10^e principe de prévention à la santé physique et mentale des travailleurs: celui de l'écoute des travailleurs sur la technique, l'organisation du travail, les conditions de travail et les relations sociales.

Président – Je donne à présent la parole à la distinguée représentante du gouvernement du Pakistan M^{me} Fatemi Zahra Wadood.

Government member, Pakistan (Ms HAI) – It is an honour to take the floor on behalf of the Government of Pakistan.

We take note of the General Survey and commend the Committee of Experts for its timely and insightful report, particularly on decent work and the platform economy. The analysis resonates closely with Pakistan's own digital transformation journey. Our platform economy now valued at over US\$2 billion has emerged as a major source of employment.

Ride-hailing services employ over 300,000 drivers and food delivery platforms engage more than 75,000 restaurants.

Pakistan's freelance sector, the fourth largest globally, contributes around \$400 million annually. This growth is supported by public investment.

4G coverage now extends to 90 per cent of the population and over 100,000 youths have been trained through the national freelance training programme. Special technology zones are attracting digital businesses while our digital Pakistan policy 2023 ensures that gig workers are integrated into broader development strategies.

We are also piloting social protection schemes including health insurance for 50,000 ride-hailing drivers and launching digital skills certification programmes through Navtech, our federal institution for technical training.

Looking ahead, our platform economy is projected to grow by 35 per cent annually with new opportunities in artificial intelligence (AI) services, AgriTech and cross broader e-commerce. With this growth comes a commitment to balance regulatory frameworks that protect workers' rights, ensure fair conditions and support innovation.

Here I would commend ILO's technical assistance to Pakistan for the development of the Sindh and Punjab Labour Courts which are very significant pieces of legislation and they will go a long way in helping our compliance level of the ratifications that we have done of several ILO Conventions and they enshrine and encompass the supportive legislation which is required to be done by Pakistan in terms of the ILO ratifications.

Pakistan is also proud of its long-standing tradition of women's active participation in all walks of life.

I am honoured to pay tribute here to Ra'ana Liaquat Ali Khan the former First Lady of Pakistan who served with distinction on the Committee of Experts from 1954 to 1977.

Pakistan's Constitution, particularly articles 25.3 and 26.2 mandates the State to proactively promote women's rights and participation in progress. Progress has been tangible. Parliament passed an amendment to the protection against harassment of women at the Workplace Act in 2022.

Punjab and Sindh have passed occupational safety and health acts in 2019, and provincial assemblies have enacted laws to criminalize gender-based violence and ensure protection and rehabilitation of vulnerable persons.

With 20 per cent reserved seats for women in both national and provincial legislatures, Pakistan now ranks among the top in the region for women's political representation.

Women's participation in the labour market is also rising with 3.6 million of the 4.4 million home-based workers in Pakistan being women and we in the provinces are encouraging the registration of trade unions of home-based workers and ensuring occupational safety and health for the home-based workers in all provinces of Pakistan.

We have worked with international partners to extend social security fair wages and access to childcare and transport for women workers. These efforts have helped improve Pakistan's score in the World Bank's Women Business and Law 2022 report.

The Government has launched a National Gender-based Policy Framework 2022, while social initiatives like the support programme continue to support vulnerable families, especially women.

The Prime Minister's youth programme with dedicated quotas for women, provides skills training, entrepreneurship, support and access to technology.

Recently a new initiative was launched to provide subsidized motorbikes for working women and female students so that the mobility for women increases and helps their participation in the workforce.

Pakistan remains committed to fulfilling its obligation under international labour standards. We will continue taking affirmative steps to protect the rights of all workers, especially female workers and those in the informal and platform economies.

Président – Madame Seyda Kulsume Hay, nous sommes désolés pour ce malentendu concernant votre nom. J'invite à présent la distinguée représentante des travailleurs du Pérou M^{me} Egusquiza Granda Paola Del Carmen à prendre la parole. Vous avez la parole Madame.

Miembro trabajadora, Perú (Sra. EGÚSQUIZA) - Quisiera empezar hablando sobre el Estudio General. Consideramos que tiene una información valiosa para la toma de decisiones que pueden dar los Gobiernos para asegurar una cobertura de protección en caso de accidentes de trabajo y enfermedades profesionales, pero de manera completa y adecuada para todos los trabajadores, independientemente de su género, situación laboral u ocupación.

Lastimosamente este escenario no se da en las Américas y en esta ocasión me detendré en dos países.

Caso del Perú. A pesar de que el Perú cuenta con un marco legal ambicioso en materia de seguridad y salud en el trabajo, en la práctica existen grandes brechas entre la legislación y la realidad. La ley que fue aprobada en el 2019 por los trabajadores, por iniciativa de ellos ha sido flexibilizada por la reglamentación.

Otro problema es la alta informalidad laboral en el Perú. Según el Instituto Nacional de Estadística e Informática (INEI) para 2023 tenemos una tasa de 71,1 por ciento; es decir, la gran mayoría de la fuerza laboral no tiene acceso a estas protecciones ni al seguro contra trabajo de riesgo. Asimismo, este seguro contra trabajo de riesgo solamente se enfoca en actividades de alto riesgo dejando de lado la gran cantidad de otros sectores que tienen menor protección. Tampoco hay una protección para sectores específicos. Este es el caso de los trabajadores agrícolas cuyo trabajo es altamente peligroso, las trabajadoras del hogar y los trabajadores migrantes que no tienen este acceso en igualdad de condiciones que los nacionales.

Los sindicatos solicitamos también e indicamos que existe un subregistro de accidentes de trabajo y de enfermedades ocupacionales o profesionales por desconocimiento y por una falta de actualización de la lista.

Nosotros solicitamos que el Estado peruano ratifique el Convenio núm. 121 de la OIT y acepte plenamente la parte VI del Convenio núm. 102. Esto proporcionaría un marco más robusto y estándares mínimos para las prestaciones. Explorar mecanismos para extender la cobertura del seguro contra trabajo de riesgo o un seguro similar a todos los trabajadores independientemente del nivel de riesgo de su actividad económica o su tipo de contrato. Desarrollar esquemas de aseguramiento accesible para trabajadores independientes y las nuevas formas de trabajo como son los trabajadores de la economía de plataformas.

Asimismo, quiero precisar un tema muy importante para la prevención como son los exámenes médicos ocupacionales. En nuestro país, aunque ustedes no lo crean, lo consideran como barreras burocráticas, cuando este tipo de exámenes puede servir muchísimo para la prevención.

Caso de la Argentina. En la Argentina la política de ajuste y desmantelamiento del Estado por el Gobierno actual afecta el empleo, los salarios, las jubilaciones, la educación y el sistema

de salud. Según información publicada por la Superintendencia de Riesgo de Trabajo en la Argentina en 15 meses de Gobierno, desaparecieron 13 111 empresas que registraban trabajadores principalmente las pymes y una disminución de 219 670 trabajadores de sus registros.

La paralización de la obra pública y la financiación de los estados provinciales por el Gobierno argentino tiene serias consecuencias. El sector más castigado es la construcción con una reducción de 17,5 por ciento en estos registros. La informalidad de más del 46 por ciento afecta a más de 6 millones de trabajadores despojados de derechos laborales, cobertura de seguridad social, de salud y de riesgos del trabajo.

Adecuadamente el comité consultivo permanente de la ley de riesgos ha comenzado el tratamiento para una ley de prevención. En este sentido los sindicatos solicitamos la mejora de la inspección del trabajo, la actualización del listado de enfermedades profesionales, la formación en salud y seguridad a distintos niveles y una mayor participación en estos temas. Todo con un diálogo social institucionalizado.

Asimismo, queremos recalcar que de acuerdo con lo señalado por los Convenios núms. 102 y 121 los Estados son responsables en última instancia de la administración de las instituciones y servicios de seguridad social con la participación de los actores sociales.

Président – Je donne la parole maintenant à la distinguée représentante du gouvernement de la Norvège, M^{me} Lorentzen Siri. Madame vous avez la parole.

Government member, Norway (Ms LORENTZEN) – Let me begin by thanking the Committee of Experts for their comprehensive General Survey on this important topic.

Norway fully supports the ILO's effort to strengthen social protection systems and ensure fair and inclusive working conditions for all.

The legal framework for occupational injury protection must continuously evolve to keep pace with changes in work environments, emerging risks and advancing knowledge of occupational health.

Recognizing this need for adaptability, the Norwegian Government is committed to ensuring that all employees have the right to fair and predictable compensation for occupational injuries and diseases.

In 2024, the Ministry of Labour and Social Inclusion submitted for consultation a proposal for a revised list of occupational diseases, including mental health conditions such as post-traumatic stress disorder (PTSD) and depression following war participation.

This is a significant step towards ensuring that our legislation reflects the realities of modern working life.

We also propose the establishment of a Tripartite Advisory Committee to ensure that the list of occupational diseases is regularly updated in line with the latest research. At the same time, we recognize that not all conditions can be captured in a list. That is why we are proposing a safety valve in the National Insurance Scheme, a mechanism to ensure that workers suffering from conditions not on the list may still be entitled to benefits under specific circumstances. We are also reviewing the definition of “occupational injuries”, especially in view of psychological injuries caused by traumatic events at work. A revised definition could be especially important for workers in high-risk professions. We aim to submit a proposal for consultation before the summer of 2025.

The Government has taken note of the views expressed by the trade union regarding the need to improve occupational injury coverage in sectors where women workers are typically in the majority such as the health and education sectors. These are important perspectives that

we will carry forward in our ongoing work to renew and improve the Norwegian occupational injury scheme.

At the same time, we emphasize that the proposed measures will provide Norway with an updated and modern occupational injury framework with a clear gender equality profile.

Président – J’invite le distingué délégué des travailleurs de la Suisse, M. Wolfrey Lawrence à prendre la parole.

Membre travailleur, Suisse (M. WOLFREY) - J’interviens ici au nom des travailleuses et des travailleurs suisses.

L’Étude d’ensemble qui nous est soumise montre qu’en Suisse nous avons, notamment grâce au partenariat social, atteint un certain niveau de protection contre les accidents du travail et les maladies professionnelles.

Mais elle souligne aussi que cette protection reste incomplète. De nombreux lacunes restent à combler et des améliorations à apporter. Je souhaite ici mettre en lumière 4 points du rapport dans lesquels la Suisse est, à juste titre, critiquée.

Premièrement, les facteurs de risques psychosociaux au travail.

Il est encourageant de lire que ces trente dernières années, ces risques sont devenus un sujet d’intérêt croissant dans de nombreux pays.

La recommandation n° 194 reconnaît explicitement les troubles mentaux et du comportement comme des maladies professionnelles. Elle mentionne également le trouble de stress post-traumatique, qui peut être provoqué par les conditions de travail.

En Suisse, en revanche, comme le note l’Étude d’ensemble, la législation ne reconnaît toujours pas la nature professionnelle des maladies causées par le stress psychologique au travail.

Nous soutenons donc la recommandation invitant les États à étendre la protection en cas d'accident du travail et des maladies professionnelles aux troubles mentaux en les incluant dans la liste nationale des maladies professionnelles et demandons à la Suisse d'agir en ce sens.

Ce point est d'autant plus important qu'il est lié à un autre problème soulevé par l'Étude d'ensemble: la mise à jour de la liste nationale des maladies professionnelles reconnues. L'Étude d'ensemble souligne à juste titre que cette liste n'est pas régulièrement actualisée en Suisse et qu'aucune procédure transparente ne permet aux syndicats ou aux experts de proposer des révisions.

Il est donc impératif d'ancrer dans la législation Suisse une procédure claire et transparente pour garantir l'évolution de cette liste en fonction des réalités du monde du travail. Nous saluons que cette lacune soit explicitement mentionnée dans l'Étude d'ensemble.

Troisièmement, la situation des travailleuses et travailleurs agricoles. L'Étude d'ensemble rappelle à juste titre qu'ils ne sont pas soumis à la loi sur le travail en Suisse. Cela signifie qu'ils ne bénéficient pas, ou très peu, de protection légale en matière de santé, ce qui les expose à un risque accru d'accident du travail et de maladies liées au stress, à l'absence de pause et à l'épuisement physique.

Nous partageons entièrement la position de la commission d'experts qui demande une couverture légale effective pour ce secteur. Nous appelons donc le gouvernement Suisse à modifier la loi sur le travail afin d'y inclure les travailleuses et travailleurs agricoles et de leur garantir une protection équivalente à celle des autres salariés.

Enfin, l'Étude d'ensemble rappelle que la Confédération syndicale internationale considère la ratification des conventions n^{os} 102 et 121 comme essentielle pour renforcer la protection contre les accidents du travail et les maladies professionnelles.

Or la Suisse n'a toujours pas ratifié la convention n° 121, ni les conventions n°s 12 et 19, pas plus que les deux conventions fondamentales de l'OIT en matière de santé et de sécurité au travail, à savoir les conventions n°s 155 et 187.

La ratification de ces instruments internationaux nous semble indispensable pour que la Suisse puisse franchir une étape décisive vers une protection complète et moderne des travailleuses et travailleurs contre les accidents du travail et les maladies professionnelles.

Bref, vous l'aurez compris, l'Étude d'ensemble montre que, même en Suisse, pays riche et développé, il reste du pain sur la planche pour assurer une protection complète contre les accidents du travail et les maladies professionnelles.

Président - Je donne la parole à présent au distingué représentant du gouvernement de la Turquie, M. Ekinçi Serdar.

Government member, Türkiye (Mr EKINCI) – On behalf of the Turkish Delegation, I would like to congratulate you and your Vice-Chairperson on your election to the Committee Chairmanship and to express our sincere gratitude to the Committee of Experts for their valuable efforts in preparing this comprehensive and timely General Survey on employment injury protection.

As we all know, employment injury protection remains one of the oldest and most essential elements of social security systems.

Employment injury protection stands at the heart of the ILO's founding mission as stated in the Preamble to its Constitution and reinforced through the 1944 Declaration of Philadelphia and the 2019 Century Declaration for the Future of Work.

In this light, the Turkish Government fully supports the call for universal and inclusive protection against employment injury.

Türkiye shares the view that comprehensive protection should cover all workers regardless of their status or occupation including those in agriculture, domestic work and emerging digital platform employment.

The link between a strong occupational safety and health culture and financial sustainability of benefit schemes is crucial.

As the General Survey rightfully underlines, the COVID-19 pandemic and recent industrial disasters have reaffirmed the urgent need for robust, adaptable and inclusive employment injury protection systems. Türkiye has long acknowledged the importance of the international labour standards in this area. Our legal and institutional framework strives to comply with the principles set forth in Convention No. 102.

We welcome the General Survey's recognition of the right to a safe and healthy working environment as a fundamental right at work and we support the clear linkage drawn between prevention and benefits.

We also value the call to align our system with the Sustainable Development Goals, especially Goal 1.3 and Goal 8.8. Furthermore, the General Survey appropriately highlights the need to extend coverage to vulnerable groups including migrant workers and platform workers.

We particularly welcome the General Survey's call for ensuring the protection of vulnerable workers and adapting to climate and technological changes.

These challenges require a forward-looking approach, and Türkiye remains committed to contributing to global efforts in this domain.

I would like to reiterate that the Turkish Government supports the ILO's efforts and shares good practices to make this vision a reality.

Président – La parole est accordée à la distinguée déléguée travailleuse de la Norvège, M^{me} Helgesen Liz.

Worker member, Norway (Ms HELGESEN) – The General Survey illustrates the serious and structural challenges related to employment injury protection globally.

On behalf of the Nordic Workers' group, I want to highlight the gender dimension of this issue. Far too many women are excluded from the protection that employment injury systems are meant to provide, both in the formal and informal economy.

The General Survey shows that only 43 per cent of workers worldwide are covered by legislation that grants the right to cash benefits in case of employment injury. In practice, even fewer receive such benefits. Women are significantly overrepresented in sectors with low coverage, such as health, care, education, and the informal economy.

In the Nordic countries, we have fought for years to ensure that legislation including the list of occupational diseases reflects the real health risks in professions where women are the majority. Work in health and education often involves strong relational and emotional demands leading to psychological stress, physical strain, and occupational disease.

Legal standards must be updated to reflect the actual harm in these female-dominated sectors. It is simply time to correct the gender bias in how employment injuries are recognized and compensated, both nationally and globally. In many female-dominated professions, violence and harassment are real risks, and yet we must assume there is significant under-reporting. Violence, harassment, and psychological trauma often go unreported or are not believed.

The General Survey shows that many workers develop serious mental health conditions, such as PTSD, as a result of their work, but few countries recognize this as an occupational

injury. That must change. Being harmed at work should not be an individual burden. I want to highlight an example from my home country, Norway.

A new legal proposal is now on the table that strengthens requirements for the psychosocial work environment. The proposal states that work must be organized and conducted in such a way that psychosocial factors are fully sound, and it explicitly highlights emotional demands and people-centred professions.

This is an important step towards giving mental health and prevention in healthcare, education, and social services the attention they deserve, and to clarify a knowledge that psychosocial strain in these sectors is real, serious, and must be addressed systematically.

Finally, I want to emphasize the discriminatory effect that arises when access to compensation and protection depends on income levels, working hours, or the number of employers. This disproportionately affects women, especially those in part-time jobs or with multiple employers. Migrant women additionally face language barriers and lack access to information about their rights. For many women, it is nearly impossible to qualify for protection. Addressing these gaps is not only a matter of updating technical regulation; it is about ensuring fairness, dignity, and respect for human rights in the world of work.

Employment injury protection must be expanded to cover psychosocial harm and workplace violence and harassment and adapted to reflect the lived realities of women in both the formal and informal economy. Women's occupational health must be taken seriously. We cannot continue to expect women to work in environments that lack adequate health and safety and dignity protection.

Interprétation de l'arabe: **Président** – Je donne la parole à la représentante de l'Égypte, M^{me} Dina Mahmoud Abdeltawad.

Interpretation from Arabic: **Government member, Egypt (Ms ABDELTAWAB)** – First of all, allow me to congratulate you for your election as Chairperson for the work of this Committee. I wish you success.

The Government of Egypt expresses its sincere thanks to the Office for preparing the General Survey. This topic has special importance at the national and international levels. The General Survey aims to provide a safe and healthy work environment to reduce economic costs as a result of injuries and to improve productivity. We have provided the required information relative to this General Survey.

Out of our belief of the importance of an inclusive and universal coverage for workers in the world of work, we in Egypt have introduced regulatory measures that deal with work injuries like cash subsidies and health insurance and the provision of health services free of charge. We have a branch that deals with workplace injuries as part of the social protection system dealing with emergencies and other areas of injuries related to work.

This is one issue the General Survey has underscored when mentioning Egypt by saying that Egypt is one of the few countries that allows to bring together various privileges without any preconditions. We in Egypt continue to develop legislation relative to the universal protection of workers. The new Labour Code of 2025, No. 14, provides for a package of amendments that aim to improve the legislative structure when it comes to occupational health and safety.

The Higher Counsel for Occupational Health and Safety looks at a balanced approach to deal with how the social partners can contribute to the development of policies that are effectively balanced and can contribute to any future studies and we have a National Centre for studies on occupational health and safety and these studies are being translated into plans

that will apply to all provinces, all regions and all this is an attempt to ensure that there is prevention when it comes to work injuries.

The new Labour Code No. 14 of 2025 sets out the conditions for occupational safety and health in any working environment, all this with a view to ensuring that there is a reduction in such injuries. The Code makes it compulsory for companies and enterprises to put in place preventive measures in dealing with machinery, substances, chemical agents and the risk of fires and all this process of providing sufficient protection.

The Ministry of Labour in cooperation with the ILO was able to prepare a dossier on how companies can implement these preventive measures as part of the strategy, and this will be launched very soon.

We would like to express our satisfaction of the excellent cooperation with the Head Office of the ILO and the Regional Office in Cairo and the number of protocols that we have signed together.

The Government of Egypt also makes it clear that General Surveys can only lead to improving national policies to provide better social protection covering health or occupational injuries and the coverage provided for workers and, of course, this comes through the mobilization of resources and accepting shared responsibility to deal with these issues.

This can only lead to provide an equitable and fair compensation on the way to realizing decent work in our country.

Interprétation de l'arabe: **Président** – Je donne la parole à la représentante du Royaume d'Arabie Saoudite, M^{me} Arwa Mohamed Ali.

Interpretation from Arabic: **Government member, Saudi Arabia (Ms Arwa Mohammed I ALI)** – It is a pleasure today to speak before your Committee on behalf of the Government of the Kingdom of Saudi Arabia.

The Government of my country commends the role of the Committee of Experts in choosing the topics of the General Survey and emphasizes the importance of the instruments included in the General Survey and their impact to achieve protection for all workers. We also thank the Committee for its continued support to Member States in strengthening the levels of compliance towards international labour standards.

We believe that occupational safety and health is a major pillar in a productive and decent working environment and, therefore, the Kingdom has recently deposited the accession document regarding Convention No. 187. We are firmly committed to ensuring a healthy and secure work environment in compliance with international standards, and the ratification of this Convention is a strategic step towards enhancing occupational safety and health.

Based on our vision for 2030 and since we are firmly committed to creating a safe and healthy working environment, we have launched the national policy for occupational safety and health, in cooperation with the ILO and in consultation with representatives of workers and employers, to develop and strengthen the occupational safety and health system and to strengthen protection for all workers in their various working places, in compliance with international Conventions and treaties where we are a party in, and based on the best practices at the international level.

We have put in place a policy that improves the quality of life and the protection of the occupational safety and health of all workers. The policy has identified the responsibilities and roles of the Government bodies and Employer and Worker representatives and has updated the national legislation and regulations, taking into consideration the circumstances of all

sectors. It has also launched continuous awareness-raising programmes and training programmes and has emphasized the importance of tripartite consultation and the principle of social dialogue in formulating policies that involve Employers, Workers and Governments in decision-making processes. The Government has adopted a law that has obliged employers to provide secure and decent working conditions and to prevent any kind of discrimination or violation during employment.

This has led to the harmonization of safety standards in all activities and the inclusion of all workers without discrimination, in order to guarantee the implementation of these standards. The Government has developed modern inspectorate systems that are based on artificial intelligence and digital technologies to monitor and respond to risks. There is a combination of electronic systems and traditional inspection means which allows for quick interventions to deal with any problem before they are aggravated. Since its establishment in 2022, the national council for occupational safety and health, which includes in its membership representatives of employers and workers, has been working to coordinate the occupational safety and health efforts at the national level. This council has contributed to increasing coordination between the private and public sectors and to achieving true partnership in developing safety policies, launching training and awareness-raising programmes targeting high risk sectors, and promoting digital surveillance to facilitate any electronic filing of complaints about violations.

The efforts undertaken by the Kingdom in developing occupational safety and health confirm its firm commitment to guarantee a work environment that respects the dignity of workers. This role has not been limited to the local level, since the Kingdom is also active at the international level, through exchange of expertise with the ILO and Member States. In doing so, the Kingdom has strengthened its position as a responsible State that has adopted the

highest standards in protecting workers, putting the human being at the core of its development policies to secure a safe labour market.

Finally, the Government emphasizes the importance to commit to international labour standards in view of the challenges and developments. We endorse the renewed dynamism in the world of work, within the framework of the United Nations Sustainable Development Goals, and commend the efforts of Member States in achieving these objectives.

I renew my thanks to the Committee of Experts and the Committee for their important work in ensuring compliance with the international labour standards.

Président – Je donne la parole à la distinguée représentante du gouvernement de la République islamique d'Iran, M^{me} Soltani Marjaneh. Vous avez la parole Madame.

Government member, Islamic Republic of Iran (Ms SOLTANI) – On behalf of the Islamic Republic of Iran, I extend our gratitude to the ILO for its continued commitment to advancing social justice and promoting decent work worldwide. Today, I present the Islamic Republic of Iran's perspective and efforts concerning the critical topic of this General Survey, namely achieving comprehensive employment injury protection, as outlined in Report IIIB. The Islamic Republic of Iran recognizes the fundamental importance of ensuring comprehensive employment injury protection as a cornerstone of decent work and social justice. Our nation with its rich cultural heritage and resilient workforce is committed to safeguarding the rights and well-being of workers, in alignment with international labour standards, including those enshrined in the ILO Conventions. Employment injury protection is not merely a policy objective but a moral and economic imperative to ensure that workers who are the backbone of our economy are protected from the risk inherent in their labour.

In the Islamic Republic of Iran, our labour policies are guided by the principles of social equity and economic resilience, rooted in our constitutional commitment to provide social

security and welfare for all citizens. The social security organization of the Islamic Republic of Iran, established decades ago, plays a pivotal role in delivering employment injury benefits including medical care, rehabilitation and compensation for workforce injuries and occupational diseases. Over the years, we have made significant strides in expanding the coverage of our social security system, which currently protects millions of workers across both formal and informal economy.

One of the Islamic Republic of Iran's key priorities is ensuring that employment injury protection systems are financially sustainable while remaining accessible to all. Despite external challenges, including economic sanctions that have strained our resources, the Islamic Republic of Iran has invested in strengthening occupational safety and health frameworks to prevent workforce injuries and diseases. We have implemented training programmes for Employers and Workers, enhanced workforce inspections and promoted a culture of safety in high-risk industries such as construction, oil and gas. These efforts align with the ILO's emphasis on prevention as a core component of employment injury protection.

The Islamic Republic of Iran also recognizes the need for gender sensitive approaches to employment injury protection, as highlighted in the General Survey. Women in our workforce, particularly in sectors like healthcare and education, face unique occupational risks. We are working to ensure that our social security policies address these specific needs, providing equitable access to benefits and rehabilitation services. Of course, to implement such relevant policies in the best possible manner, we need the ILO's cooperation and assistance.

Moreover, the Islamic Republic of Iran is committed to international cooperation and knowledge-sharing to enhance our employment injury protection systems. We have actively engaged with the ILO and regional partners to learn from best practices and adapt them to our national context. For instance, we are exploring innovative financing mechanisms such as

those outlined in the General Survey to ensure long-term sustainability of our social security system. We also support the ILO's calls for inclusive dialogue involving Government, Employers and Workers organizations to design and implement effective protection systems.

In conclusion, the Islamic Republic of Iran reaffirms its commitment to achieving comprehensive employment injury protection as part of our broader vision for decent work and social justice. We call upon the international community to support inclusive and equitable approaches that respect national sovereignty and address the diverse realities of Member States.

The Islamic Republic of Iran stands ready to collaborate with the ILO and its constituents to advance the principles of the General Survey ensuring that every worker, regardless of their employment status, enjoys the protection they deserve.

Président - Nous avons maintenant le distingué représentant du gouvernement du Sénégal, M. Coly Enie. Je vous invite pour prendre la parole Monsieur.

Membre gouvernemental, Sénégal (M. COLY) - Le gouvernement du Sénégal félicite le président de la commission et se réjouit de la qualité du rapport de la commission d'experts, dont le thème porte sur *Atteindre une protection complète contre les accidents du travail et les maladies professionnelles*, qui est au cœur du mandat de l'OIT. Les conséquences dramatiques des accidents du travail et des maladies professionnelles, tant sur les revenus des travailleurs que sur leur vie et leur santé, nécessitent une approche innovante, efficace et dynamique pour parvenir à une protection complète contre les risques professionnels.

Le thème de cette Étude d'ensemble cadre avec les priorités nationales du Sénégal en matière de justice sociale de prévention des risques professionnels et d'un milieu de travail sûr et salubre.

Cet attachement est réaffirmé à travers la ratification des conventions n^{os} 12, 19, 102 et 121, qui font l'objet du rapport III (Partie B) de la commission d'experts, et des conventions fondamentales en matière de sécurité et santé au travail.

Relativement aux travailleurs couverts, il sied de souligner que toutes les catégories de travailleurs sont incluses dans la couverture des accidents du travail et des maladies professionnelles, y compris les stagiaires, les apprentis, les travailleurs journaliers, les travailleurs domestiques et les travailleurs indépendants.

Il s'y ajoute que les détenus exécutants des travaux pénaux sont pris en compte dans la couverture des risques professionnels.

Il convient également de relever que le Sénégal s'est doté d'une politique nationale de santé et sécurité au travail dont l'objectif est de renforcer le capital humain en milieu de travail par une prévention des risques professionnels et une gestion efficace des accidents et atteintes à la santé des travailleurs et des travailleuses.

Cette politique est assortie d'un programme national de sécurité et santé au travail, qui en est la déclinaison opérationnelle pour l'horizon 2023-2027.

Dans le cadre de ce programme, il est visé, entre autres objectifs fondamentaux, l'harmonisation des outils de collecte de données et l'accessibilité des statistiques et la mise en conformité des lieux de travail dans les secteurs privé, public, informel, et agricole en matière de sécurité et santé au travail.

À la faveur de la mise en œuvre du programme national de sécurité et santé au travail, des résultats encourageants ont été enregistrés, traduisant un repli des accidents du travail et des maladies professionnelles répertoriées en 2024.

En effet, le rapport annuel des statistiques du travail fait état de 975 déclarations d'accidents du travail et des maladies professionnelles en 2024 contre 1 316 en 2023 soit une diminution de 25,9 pour cent.

En définitive, le gouvernement du Sénégal reste ouvert à toute proposition d'accompagner son élan de réaliser la protection complète contre les accidents du travail et les maladies professionnelles en vue de garantir et de promouvoir les droits fondamentaux des travailleurs et d'accompagner la performance durable des entreprises.

Président – J'invite le distingué délégué travailleur du Brésil, M. Müller Carlos Augusto à prendre la parole.

Government member, Brazil (Mr Müller) – Honourable Chairperson, let me begin by congratulating you on your election. I am confident that under your leadership this Committee will accomplish excellent work over the coming days. I speak on behalf of all trade unions in Brazil representing millions of workers in our country.

Before addressing the specific topic of this session, I wish to underscore the vital role of multilateral spaces such as the ILO in shaping global governance rooted in democracy. But for us workers, democracy must mean democracy with rights. Otherwise, we risk drifting away from social peace and towards deeper conflicts.

Turning to our topic, I would like to thank the Committee of Experts for this year's General Survey on employment injury protection. This General Survey comes at a decisive time. Very different from that in which the ILO documents examined were approved. The recognition in 2022 of a safe and healthy work environment as a fundamental principle and right at work has transformed the ILO's constitutional mandate into a legal and moral imperative. In this context, we welcome the progress highlighted in the General Survey. However, we must not ignore a sobering reality.

Workplace accidents remain a global trend with numbers that are truly shocking. In 2019 alone, 400 million work-related accidents and almost 3 million deaths were recorded. These are not just statistics. They represent lives lost and families shattered. The burden falls disproportionately on the global South. The Americas alone account for nearly 11 per cent of workplace accidents. In Latin America, the main challenge lies in protecting informal workers and those in non-traditional employment. According to ILO data, about 53 per cent of Latin American workers, roughly 130 million people, were in informal employment in 2016. More recent studies confirm this structural characteristic. A third of informal workers are even found in formal companies, revealing the complexity of this issue. This massive informal workplace is effectively excluded from occupational safety protections.

As the Committee of Experts noted, coverage is essentially lacking among temporary, informal, part-time and platform workers, but also in gig economy and in small and medium-sized enterprises. These are precisely the sectors growing faster in many countries. Comprehensive solutions must be built through public policies grounded in social dialogue, aiming to formalize work and guarantee protections for all.

While in Brazil the General Survey identifies our country as a possible positive example of coverage for workplace injuries, this coverage is restricted to formal workers. Therefore, we are concerned about the serious risks to existing protections. And this is now under real threat. In early 2025, Brazil's Supreme Court accepted the case that could allow non-standard contracts to fully replace formal employment relationship. This could legitimize misclassification in direct contradiction to the Employment Relationship Recommendation, 2006 (No. 198), and strip millions of workers of their rights to employment injury protection. If this legal change occurs in Brazil, Brazil could go from being an example to a regrettable warning in a matter of months.

We once again echo the Committee of Experts in reaffirming that addressing legal and practical gaps in coverage, tackling informality, strengthening enforcement and improving procedures are essential to build a world where every worker in every form of employment is protected.

Président – Je donne la parole au distingué représentant de l'Union syndicale internationale (IUF), M. Buketov Kirill. Vous avez la parole Monsieur.

Observer, International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF) (Mr BUKETOV) – The IUF is a global labour federation representing over 12 million workers in food, agriculture and services. Very many of our members are not even recognized as workers due to the nature of occupations conducted in rural areas and their non or self-employed status.

We welcome the General Survey of the Committee of Experts on Achieving Comprehensive Employment Injury Protection and its recognition that workers in our jurisdiction are too often denied the right to employment injury benefits in the sectors which have very poor occupational safety and health. We welcome the highlights of the need to address disparities in access to employment injury benefits, particularly for agricultural workers and foreign workers.

Furthermore, the General Survey identifies good practices and challenges as well as mapping.

In the discussion in this Committee of the 2015 General Survey “Giving a Voice to Rural Workers”, the Committee of Experts noted the persistent obstacles to freedom of association for workers in agriculture. Ten years later, those obstacles remain. Convention No. 12, like the Right of Association (Agriculture) Convention, 1921 (No. 11), recognizes the persistent discrimination that workers in agriculture face and calls on Governments to extend to these

workers the laws and regulations which provide for compensation to other workers. Convention No. 12 was adopted in 1921, but the General Survey under discussion today finds that those protections have in many cases not been extended. It is 104 years since Convention No. 12 was adopted.

We welcome the Committee of Experts' acknowledgment that challenges remain in the legal and effective coverage of agricultural workers and its encouragement to Member States to consider taking steps to extend the relevant provisions coverage, but we urge this Committee to call on the office to develop a time frame and provide technical assistance to help Member States achieve this extension. We appreciate the recognition in the General Survey that the agricultural sector is one of the most hazardous involving high employment injury rates. We urge this Committee to recognize that prevention is preferable to compensation and that increased efforts by the ILO to encourage Governments to ratify and implement Convention No. 184 is needed.

The Meeting of Experts on decent work in the agri-food sector which took place in May 2023 concluded a ten-year discussion answering what decent work actually means for rural workers. It developed policy guidelines for the promotion of decent work in the agri-food sector. We call on the ILO to promote it as a tool to create an environment enabling the realization of fundamental workers' rights including the right to freedom of association and the right to health and safety in agriculture.

As representatives of the informal economy workers, the IUF is partnering with the International Domestic Workers Federation (IDWF). Our sister organization represents 93 domestic workers' unions in 70 countries. On behalf of the IDWF members, we are happy to express appreciation of the space the General Survey has given to the domestic workers' condition. There are 76 million domestic workers in the world who provide at least 25 per cent

of the world's care. Domestic work is a wage occupation essential for the sustenance of life and the economy and is carried out within the framework of an employment relationship with an employer who assigns tasks to be performed by a worker. Globally, 81 per cent of domestic workers are in the informal sector. The consequences of living in informality mean no decent working conditions, poverty, low wages, lack of coverage of social protection, lack of protection of labour rights.

The IDWF proposes essential actions to the ILO and its Member States to adopt ILO Convention No. 189 as a central pillar of policies for the transition to formality for domestic workers. Recognition of the role and responsibility of the employers of domestic workers in the formalization process ensure that domestic workers are covered by labour codes and social security systems on an equal footing with other workers.

In conclusion, on behalf of the IUF and IDWF, we welcome the publication of the General Survey and support its recommendations and its focus on the promotion of a comprehensive and universal approach to employment injury protection.

Président – Comme c'est l'heure de la pause, je vous propose d'arrêter les discussions à ce stade, et nous reprendrons l'après-midi avec le reste des orateurs inscrits sur la liste.

(Marteau)

La séance est levée à 13 heures.

The sitting closed at 1 p.m.

Se levantó la sesión a las 13 horas.