



# Governing Body

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Institutional Section

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## Reports of the Director-General concerning institutional matters

Second report: Report of the Committee set up to examine the representation alleging non-observance by Argentina of Conventions Nos 81, 139, 155 and 187

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## ► I. Introduction

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1. In a communication received on 14 June 2023, the Confederation of Workers of Argentina (CTA) and the Trade Union Association of Subway and Light Rail Workers (AGTSyP), made a representation to the International Labour Office (Office) under article 24 of the ILO Constitution in which it alleged non-observance by the Government of Argentina of the Labour Inspection Convention, 1947 (No. 81), the Occupational Cancer Convention, 1974 (No. 139), the Occupational Safety and Health Convention, 1981 (No. 155), the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), and the Protocol of 2002 to the Occupational Safety and Health Convention, 1981. Conventions Nos 81 and 139 were ratified by Argentina on 17 February 1955 and 15 June 1978, respectively, and Convention No. 155, its Protocol of 2002 and Convention No. 187 were ratified on 13 January 2014 and remain in force in the country.
2. The following provisions of the ILO Constitution relate to the representation procedure:
 

Article 24

*Representations of non-observance of Conventions*

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

Article 25

*Publication of representation*

If no statement is received within a reasonable time from the government in question, or if the statement when received is not deemed to be satisfactory by the Governing Body, the latter shall have the right to publish the representation and the statement, if any, made in reply to it.
3. In accordance with article 1 of the Standing Orders concerning the procedure for the examination of representations under articles 24 and 25 of the ILO Constitution, the Director-General acknowledged receipt of the representation, informed the Government of Argentina thereof and brought the representation before the Officers of the Governing Body.
4. At its 349th Session (November 2023), the Governing Body considered that the representation was receivable in respect of Conventions Nos 81, 139, 155 and 187, and not receivable in respect of the Protocol of 2002 to Convention No. 155, and decided to set up a tripartite committee to examine it. The tripartite committee is composed of Mr Ramón María Muñoz Castro (Government member, Colombia), Mr Guido Ricci (Employer member, Guatemala) and Mr Rafael Lamas (Worker member, Belgium).
5. The Committee was informed that the parties began a voluntary conciliation process at the national level. At a meeting held on 30 August 2024 in the standards subcommittee of the Social Dialogue Commission for the Future of Work, with the participation of the representatives of the Secretariat of Labour, Employment and Social Security, the Superintendence of Labour Risks (SRT), the complainant organizations, CTA Autonomous and the General Confederation of Labour (CGT), and in the absence of the Government of the

Autonomous City of Buenos Aires (CABA), it was decided to end the conciliation proceedings without an agreement being reached on the alleged facts.

6. The Government of Argentina sent its observations on the representation in communications received on 15 April 2024 and 18 February 2025.
7. The Committee met on 24 March and 14 April 2026 to examine the representation and adopt this report.

## ► II. Draft decision

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8. **In the light of the conclusions set out in paragraphs 24 to 38 of the report of the Committee contained in document GB.357/INS/8/2, the Governing Body:**
  - (a) **approved the report of the Committee;**
  - (b) **reminded the Government of Argentina that it could request technical assistance from the ILO, if it so wished;**
  - (c) **requested the Government to provide, no later than 1 September 2026, a report on the application of the Occupational Cancer Convention, 1974 (No. 139), in particular regarding the matters covered in paragraph 36 of the Committee's report, for examination by the Committee of Experts on the Application of Conventions and Recommendations at its 2026 session. In the framework of the regular reporting cycle, it was also requested to provide information on the application of the Labour Inspection Convention, 1947 (No. 81), the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), in particular regarding the matters covered in paragraphs 31 and 34 of the Committee's report;**
  - (d) **made the report publicly available and declared closed the procedure initiated by the representation.**

## ► III. Examination of the representation

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### A. The complainants' allegations

9. The Confederation of Workers of Argentina (CTA) and the Trade Union Association of Subway and Light Rail Workers (AGTSyP) alleged non-observance of Conventions Nos 81, 139, 155 and 187 due to the lack of specific and effective measures adopted by the Government of the Autonomous City of Buenos Aires (CABA) regarding the presence of asbestos in the underground transport and light rail systems. In this respect they indicate that the Government owns the enterprise Subterráneos de Buenos Aires Sociedad del Estado (SBASE) ("enterprise A") and is the conceding authority of the private enterprise Metrovías S.A. (currently Emova S.A.) ("enterprise B").
10. The complainant organizations state that neither the Government nor enterprises A and B undertook the necessary preventative measures to avoid contamination of the underground transport system, despite the prohibition of asbestos in the country following resolutions Nos 845/2000 and 823/2001 issued by the Ministry of Health, and its classification as a risk

factor under the Labour Risks Act No. 24.557 and its Regulatory Decree No. 658/96. They allege, specifically, that the Government permitted the introduction of asbestos into the workplace environment of the underground transport system of the CABA following the acquisition of CAF 5000 trains in 2011. They state that: (i) in February 2018, the AGTSyP publicly reported the presence of asbestos in the trains on line B after its presence was discovered in the same trains operating on the metro system of another country, and requested an inspection by the General Directorate for Labour Protection (DGPDT) of the CABA; (ii) the Undersecretariat of Labour of the CABA established the Asbestos Monitoring Committee, with the participation of workers, employers and government bodies; (iii) the presence of asbestos was confirmed in several fleets following studies carried out at the request of the AGTSyP between April 2018 and December 2019, including on lines B, C, D and E of the underground transport system, as well as in the ceilings and brakes of the escalators of some formations in the light rail system; and (iv) in May 2018, the Labour Inspectorate inspected 36 carriages from the CAF 5000 fleet and, following official confirmation of the presence of asbestos by enterprises A and B, it was finally removed in March 2019.

11. In this respect, the complainant organizations state that: (i) no comprehensive national policy on occupational safety and health (OSH) aimed at preventing occupational accidents and diseases was implemented; (ii) an effective inspection system was not put in place; and (iii) no effective methods or policies for continuous improvement – with the participation of workers – were established to ensure compliance with fundamental OSH principles, nor was a culture of prevention in this area implemented. The complainant organizations consider that this does not comply with the provisions of Articles 4, 8, 9, 10 and 11 of Convention No. 155, Articles 2, 3, 4 and 5 of Convention No. 187 and Articles 3 and 9 of Convention No. 81.
12. The complainant organizations also allege a failure to act by the Government of the CABA and enterprises A and B regarding the protection of workers' health, in violation, in particular, of Articles 16 and 19 of Convention No. 155, and Articles 4 and 5 of Convention No. 139. In this respect they state that: (i) employers failed to provide workers with suitable clothing and equipment, forcing them to wash their work clothes at home; they did not properly inform workers about prohibited substances and the hazards associated with asbestos, or consult workers' organizations, except at the initiative of the AGTSyP; furthermore, the affected train formations and rolling stock were only labelled at the request of the AGTSyP; (ii) the competent authorities did not implement a comprehensive asbestos removal plan or issue a call for tenders to remove the contaminated train formations; (iii) medical examinations for workers exposed to asbestos were made possible thanks to an initiative by the AGTSyP, which sent out letters to the Undersecretariat of Labour of the CABA, the Superintendence of Labour Risks (SRT) and the Office of the Ombudsperson proposing a medical monitoring plan; (iv) at the request of the AGTSyP, the first health committee was set up in one of the maintenance workshops for the affected trains, and shortcomings in safety measures during the high-pressure washing of asbestos were reported in another workshop; and (v) in September 2019, the Technical and Logistics Planning Department of the Ministry of Health requested enterprise B to take urgent action to attend to the health of the workers exposed to asbestos.
13. The complainant organizations also maintain that the introduction of asbestos in the underground and light rail transport systems, as a carcinogenic substance, has endangered the lives and health of workers, in violation, in particular, of Articles 2 and 3 of Convention No. 139. In this regard, they state that 3 workers died in 2021 and, to date, a further 6 have been diagnosed with cancer, with 87 suffering from conditions of varying severity, including pleural plaques, pleural thickening, asbestosis and pneumoconiosis.

14. The complainant organizations also provide the following information on legal proceedings initiated at national level in this context: (i) in April 2018, the AGTSyP filed an application for constitutional protection and a request for interim relief against the Government of the CABA and enterprises A and B; (ii) in January 2020, the judicial authority issued interim measures which – according to the complainant organizations – were not complied with; and (iii) in February 2023, the Administrative and Tax Court (Chamber I) unanimously upheld the judgment of the court of first instance and reaffirmed the prohibition of the production, importation, sale and use of asbestos fibres and products containing them, in the case of amphibole and chrysotile varieties (resolutions Nos 845/2000 and 823/2001), as well as the serious health risks it can pose. This being the case, it considered that the measures adopted by the Government of the CABA and the enterprises were insufficient – despite the establishment of a committee and an asbestos management programme – to justify their failure to comply with their specific obligations and to lift the preventive injunction, and urged them to completely remove all asbestos from the underground locations. In this regard, between 2021 and 2023, the AGTSyP ran information campaigns for underground users, including awareness-raising sessions on the measures imposed by the courts.
15. Lastly, the complainant organizations allege that sanctions were imposed on workers, deductions were taken from their wages and trade union activists were dismissed for taking strike action and lodging complaints regarding asbestos, in violation of Article 13 of Convention No. 155.

## B. The Government's reply

16. In communications received on 15 April 2024 and 18 February 2025, the Government sent its observations on the complaint, which are based primarily on information provided by the SRT and the Government of the CABA. According to its observations, it considers that it has complied with Conventions Nos 81, 139, 155 and 187 and that it has respected the fundamental OSH principles, having adopted OSH policies for workers on the Buenos Aires underground system.
17. Regarding the allegations concerning the lack of necessary preventative measures by the Government and enterprises A and B to prevent contamination in the underground transport system, the Government states that it has comprehensively implemented measures to prevent and eliminate occupational accidents and diseases by adopting efficient processes with the involvement of workers' representatives. Specifically, it states that the actions, measures, programmes and inspections detailed below were carried out through ongoing dialogue and consensus with trade union organizations, which have ensured preventive safeguards in the work environment. It also provides information on the meeting held in June 2019 with the participation of enterprises A and B, the AGTSyP and the operator of the Santiago de Chile underground system to exchange best practices in OSH.
18. Regarding the allegations concerning the failure of the Government and enterprises A and B to protect workers' health, the Government states that, following the confirmation of the presence of asbestos in the CAF 5000 train formations, the contaminant was included in the Hazardous Substances Register (RAR), medical examinations were provided for the affected staff, and all carriages of the make in question were withdrawn from service. Moreover, it indicates that the Undersecretariat of Labour of the CABA, through the DGPDT, established the Asbestos Committee in March 2018 with the aim of creating a forum for dialogue and consensus in the areas of detection, asbestos removal and monitoring of workers' health. This Committee includes the DGPDT, the Environmental Protection Agency, the SRT, enterprises A and B, and the AGTSyP, among others.

19. The Government also indicates that, following the withdrawal of the CAF 5000 train formations, the Asbestos Committee established numerous courses of action, such as: (i) locating materials suspected of containing asbestos fibres, taking samples and implementing safe working procedures; (ii) the removal and sealing of the material by enterprises authorized by the Environmental Protection Agency; (iii) the replacement of affected components, as well as their labelling and signalling; (iv) the regular conducting of air quality studies and personal dosimetry at the various workplaces; (v) the training of workers; and (vi) the medical surveillance of both currently exposed workers and those who were previously exposed, as well as the establishment of a medical committee to review the medical examinations performed. Furthermore, the Government refers to Directorate resolution No. 234/2023 of the CABA, which launches an international public tender for the procurement of rolling stock for line B of the Buenos Aires underground network.
20. As part of a comprehensive management plan for the handling of asbestos fibres, the Government states that the DGPDT implemented a policy of ongoing screening for asbestos-containing materials on the whole underground network of the CABA. By mid-January 2025, more than 950 inspections had been conducted at stations on various lines, on the light rail and in workshops (there have been an average of at least two visits per week since February 2018), more than 4,000 air quality measurements have been taken (in no case were values found to exceed those established in Decree No. 351/79 on occupational safety and health) and sampling has been conducted of more than a thousand items. In particular, the Government provides the references of various records dated between February 2018 and May 2019 in which the DGPDT instructed enterprises A and B, as well as certain workshops, to analyse suspected materials, draw up lists of staff who had been exposed or had potentially been exposed, and provide details of their duties. In this regard, as of April 2024, enterprises A and B were finalizing a plan to complete the asbestos-removal process; they also shared reports containing protocols for measurements, sampling and station maintenance, among other matters, which the DGPDT followed up on. Furthermore, the DGPDT continued to conduct regular medical examinations of workers, irrespective of their current employment status, in accordance with the recommendations of the SRT, and verified the asbestos-removal work carried out by authorized operators. The Government states in this regard that enterprise B and the trade unions have demonstrated their commitment to continuing the regular medical monitoring of workers exposed to the pollutant.
21. In this context, the Government also reports on the following actions taken by the SRT: (i) the implementation of specific monitoring tasks by the occupational risk insurance institution (ART), contracted by enterprise B, including requesting the payslips of exposed workers; (ii) inspections since 2018, with all premises where asbestos was suspected to be present having been surveyed (in particular, a list of cases filed between 2022 and 2023 is provided). In addition, a schedule was drawn up for the SRT's forthcoming inspections, also for the purpose of auditing the ART's actions; (iii) participation of agents appointed by the SRT in technical meetings of the Labour Secretariat of the CABA and joint surveys with the local labour administration of the CABA to verify complaints; and (iv) establishment of the ProNaPre technical committee together with enterprise B and the trade unions representing workers in the underground transport system, in the framework of the National Activity-based Prevention Programme established by way of SRT resolution No. 770/2013.
22. With regard to the allegations concerning the number of workers who have died or been diagnosed with various conditions as a result of asbestos exposure, the Government states that the SRT has provided access to statistics relating to underground and light-rail workers, according to which 3,862 workers were considered to have been exposed as of December

2022, in addition to 312 being identified as having been particularly exposed to asbestos; 2,214 workers were declared not to be at risk according to the estimate made by the ART in June 2023; 87 cases were diagnosed as being asbestos-related pneumoconiosis, with 4 of the people involved undergoing cancer treatment and a further 2 having died; and 22 cases are being processed as a result of disability claims, with 3 cases of disability having been recognized. In this regard, the Government states that the ART has carried out periodic medical examinations of the affected workers (1,187 between 2020 and 2021 by Galeno ART and 2,331 in 2022 by Provincia ART).

23. Lastly, the Government states that, given the complexity of the underground network's size and distribution, work will continue until all asbestos has been removed, including the identification of materials containing the substance, its removal and sealing, signalling, monitoring of airborne fibres in the workplace, monitoring of workers' health, enforcement of compliance with safe working procedures, and ongoing staff training on the risks of asbestos.

## ► IV. The Committee's conclusions

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24. These conclusions are based on the Committee's examination of the allegations submitted by the complainant organizations and the replies sent by the Government.
25. The Committee observes that the complainant organizations allege: (i) that neither the Government of the Autonomous City of Buenos Aires (CABA) nor the underground train enterprises A and B took the necessary precautions to prevent contamination in the underground transport system, as they allowed asbestos to be introduced through the purchase of trains from another country in 2011; (ii) the failure of the Government of the CABA and enterprises A and B to protect workers' health from exposure to asbestos; and (iii) that the introduction of asbestos into the underground and light-rail systems, as a carcinogenic substance, has endangered the lives and health of workers.
26. In this context, the Committee observes that the complainant organizations also refer to: (i) the failure to implement a comprehensive national policy on occupational safety and health (OSH) aimed at preventing occupational accidents and diseases; (ii) the failure to foster a culture of prevention in the field of OSH and to ensure compliance with fundamental principles in the sphere; (iii) the failure to ensure an effective inspection system; and (iv) the imposition of sanctions on workers, deductions being taken from their wages, and the dismissal of trade union activists for taking strike action and lodging complaints regarding asbestos.
27. The Committee observes that the complainant organizations consider that the alleged facts constitute non-observance of Articles 4, 8, 9, 10, 11, 13, 16 and 19 of Convention No. 155, Articles 2, 3, 4 and 5 of Conventions Nos 139 and 187 and Articles 3 and 9 of Convention No. 81.
28. With regard to the allegations concerning the failure of the Government of the CABA and enterprises A and B to take the necessary preventative measures to prevent asbestos contamination in the underground transport system (specifically, it is alleged that the Government permitted the introduction of asbestos into the underground system of the CABA through the purchase of trains from another country in 2011, despite the fact that asbestos is prohibited under resolutions Nos 845/2000 and 823/2001), the Committee notes the Government's statement whereby: (i) it comprehensively implemented the prevention and elimination of occupational accidents and diseases through the adoption of efficient processes with the participation of workers; (ii) all the actions, measures, programmes and inspections referred to in its observations were carried out through ongoing dialogue and consensus with

trade union organizations, ensuring preventive safeguards in the work environment; and (iii) an international public tender for the procurement of rolling stock for line B of the Buenos Aires underground was launched by way of Directorate resolution No. 234/2023 of the CABA.

29. The Committee also notes that the appeal ruling of the Administrative and Tax Court (Chamber I) of the CABA (February 2023) found that the measures adopted by the Government of the CABA and the enterprises were insufficient to justify their failure to comply with their specific obligations and to lift the preventive injunction, and urged them to completely remove all asbestos from the underground system.
30. In this respect, the Committee recalls that Article 12(a) of Convention No. 155 provides that measures shall be taken with a view to ensuring that those who design, manufacture, import, provide or transfer machinery, equipment or substances for occupational use satisfy themselves that, so far as is reasonably practicable, the machinery, equipment or substance does not entail dangers for the safety and health of those using it correctly. Furthermore, under Article 16(1) and (2) of Convention No. 155, employers shall be required to ensure that, so far as is reasonably practicable, the workplaces, machinery, equipment and processes, as well as the chemical, physical and biological substances and agents under their control, are safe and without risk to health.
31. Consequently, while observing that the Government plans to procure rolling stock for line B of the underground by way of an international public tender, the Committee requests that it ensure compliance with Articles 12(a) and 16(1) and (2) of Convention No. 155, in particular with regard to the importation of machinery, equipment or substances in the underground and light-rail sectors of the City of Buenos Aires. It also requests that, within the framework of the regular reporting cycle on the application of ratified OSH instruments, information is provided on the application of the aforementioned Articles of Convention No. 155.
32. With regard to the alleged failure of the Government of the CABA and of enterprises A and B to protect workers' health, as well as the failure to implement a comprehensive national policy and a culture of prevention in respect of OSH (in particular, shortcomings are alleged regarding the provision and laundering of suitable clothing and equipment for workers, consultations and information on prohibited substances and related hazards, implementation of the comprehensive asbestos removal plan and labelling of affected train formations, and the provision of medical examinations), the Committee notes the Government's information on the following measures adopted since the presence of asbestos was confirmed in the train formations: (i) the tripartite Asbestos Committee was set up in March 2018 through the DGPDT with the aim of fostering dialogue and consensus in the areas of detection, asbestos removal and monitoring of workers' health. This Committee established numerous courses of action, such as locating materials suspected of containing asbestos fibres, taking samples and implementing safe working procedures; the removal and sealing of the material by enterprises authorized by the Environmental Protection Agency; the removal of contaminated carriages and the replacement of other affected components, as well as their labelling and signalling; the regular conducting of air quality studies and personal dosimetry at the various workplaces; the training of workers and the medical surveillance of both currently exposed workers and those who were previously exposed, as well as the establishment of a medical committee to review the medical examinations performed; (ii) as part of the comprehensive management plan for the handling of asbestos fibres, the DGPDT implemented a policy of ongoing screening for asbestos-containing materials on the whole underground network of the CABA, including conducting over 950 inspections at stations on various lines, on the light rail and in workshops, taking more than 4,000 air quality measurements (with no levels exceeding those set out in current regulations being detected), and conducting sampling of more than a thousand items,

as well as establishing a plan for enterprises A and B to complete the asbestos removal process by April 2024; and (iii) the SRT monitored the occupational risk insurance institution (ART) contracted by enterprise B; it inspected all establishments where asbestos was suspected to be present since 2018 and drew up a schedule for upcoming inspections; officials appointed by the SRT took part in technical meetings and joint surveys with the CABA, and formed the ProNaPre technical committee, together with enterprise B and the trade unions representing workers in the underground transport system.

33. The Committee notes that the complainant organizations also indicate that: (i) the CABA established the Asbestos Monitoring Committee, tripartite in nature; (ii) at the request of the AGTSyP, the first health committee was set up in one of the maintenance workshops for the affected trains; (iii) the CAF 5000 fleet was finally removed in March 2019 following official confirmation of the presence of asbestos by enterprises A and B; and (iv) the Ministry of Health urged enterprise B to take urgent action to attend to the health of the workers exposed to asbestos in September 2019.
34. In these circumstances, the Committee requests the Government to monitor the numerous measures adopted since the presence of asbestos was confirmed, with a view to ensuring the complete removal of asbestos from the underground and the light rail in the City of Buenos Aires. It also requests the Government to provide, as part of the regular reporting cycle on the application of Convention No. 81, specific information on the number of inspections carried out in relation to asbestos exposure.
35. In this respect, the Committee encourages the Government to continue its efforts to strengthen the national OSH policy, with the aim of preventing harm to workers' health, in consultation with the most representative organizations of employers and workers concerned (Articles 4 and 8 of Convention No. 155), and developing a national preventative safety and health culture that includes information, consultation and training (Article 3(3) of Convention No. 187).
36. Regarding the claims concerning the specific danger that exposure to asbestos has posed to workers' lives and health (more specifically, 3 workers died in 2021 and, to date, 6 have been diagnosed with cancer and 87 are suffering from conditions of varying severity), the Committee notes the Government's information that, according to SRT statistics, as of December 2022, 312 underground and light-rail workers had been identified as having been exposed to asbestos; 2,214 workers were deemed to be at no risk according to estimates by the ART in June 2023; 87 workers were diagnosed with asbestos-related pneumoconiosis, 4 of whom were undergoing cancer treatment, while a further 2 had died; and more than 20 cases are being processed as a result of disability claims, with 3 disabilities having already been recognized. Furthermore, the Government indicates that the DGPDT and the ART continued to carry out regular medical examinations on the affected workers, irrespective of their current employment status, and that, more specifically, 1,187 examinations were carried out between 2020 and 2021 by Galeno ART, and 2,331 in 2022 by Provincia ART. In this regard, the Government states that enterprise B and the trade unions have demonstrated their commitment to carry out regular medical monitoring of workers exposed to the pollutant. ***In this context, the Committee requests the Government to continue to provide workers with such medical examinations or biological or other tests or investigations during the period of employment and thereafter as are necessary to evaluate their exposure and supervise their state of health in relation to asbestos, in accordance with Article 5 of Convention No. 139.***
37. The complainant organizations also allege that in the context of these events sanctions were imposed on workers, deductions were taken from their wages and trade union activists were

dismissed for taking strike action and lodging complaints regarding asbestos, in violation of Article 13 of Convention No. 155. ***In this respect, in view of the general nature of these allegations (lack of names of the workers affected, the number of them and the specific dates on which the events took place), the Committee will not pursue its examination of the allegations.***

38. Lastly, the Committee reminds the Government that it may avail itself of the technical assistance of the Office in relation to all these matters if it deems it appropriate.

## ► V. The Committee's recommendations

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39. In the light of the conclusions set out in paragraphs 24 to 38 of the document with regard to the matters raised in the representation, the Committee recommends that the Governing Body:
- (a) approve the present report;
  - (b) remind the Government that it may avail itself of ILO technical assistance if it deems it appropriate;
  - (c) request the Government to provide, no later than 1 September 2026, a report on the application of the Occupational Cancer Convention, 1974 (No. 139), in particular regarding the matters covered in paragraph 36 of the present report, for examination by the Committee of Experts on the Application of Conventions and Recommendations at its 2026 session. In the framework of the regular reporting cycle, it was also requested to provide information on the application of the Labour Inspection Convention, 1947 (No. 81), the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), in particular regarding the matters covered in paragraphs 31 and 34.
  - (d) make the report publicly available and declare closed the procedure initiated by the representation.

Geneva, 14 April 2026

(signed) Mr Ramón María Muñoz Castro  
(Government member)

Mr Guido Ricci  
(Employer member)

Mr Rafael Lamas  
(Worker member)