

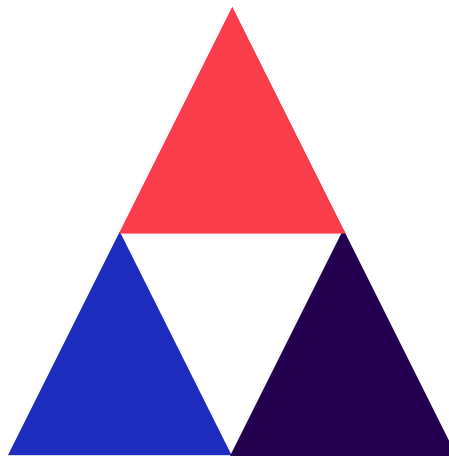


International
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The Meeting of Experts on Occupational Safety and Health in Extreme Weather Events and Changing Weather Patterns

(Geneva, 20–24 April 2026)



Occupational Safety and Health and Working Environment Branch (OSHE)
Geneva, 2026

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I. Introduction

1. As a follow-up to the resolution of the 111th Session of the International Labour Conference in June 2023 concerning a just transition towards environmentally sustainable economies and societies for all, the Governing Body at its 349th Session (October–November 2023) decided to convene a tripartite meeting on Occupational Safety and Health (OSH) in extreme weather events and changing weather patterns. The purpose of the meeting would be to provide concise guidance, in the form of conclusions, to ILO constituents on how to include considerations on OSH in extreme weather events and changing weather patterns within national policy frameworks. The Meeting of Experts on Occupational Safety and Health in Extreme Weather Events and Changing Weather Patterns was held from 20 to 24 April 2026.
2. The Chairperson of the meeting was H.E. Mr Fernando Espinosa Olivera (Ambassador, Permanent Mission of Mexico), advised by Mr Carlos García Delgado (Mexico). The Government Vice-Chairperson was Mr Jeremy Collymore (Barbados), the Employer Vice-Chairperson was Mr Kris De Meester and the Worker Vice-Chairperson was Mr José Enrique Oñate Vera.
3. The meeting was attended by 7 Government experts and 4 Government advisers (from 8 Member States), 8 Employer representatives and 1 Employer adviser, and 8 Worker representatives and 7 Worker advisers. In addition, 13 Government observers (from 13 Member States) attended the meeting.
4. The Secretary-General of the meeting [F], Ms Vera Paquete-Perdigão (Director, ILO Labour Governance and Sectoral Policies Department), introduced the Chairperson of the meeting and welcomed all participants to the meeting, emphasizing its importance as the first ILO forum dedicated specifically to OSH in the context of extreme weather events and changing weather patterns. A safe and healthy working environment had been recognized since 2022 as a fundamental principle and right at work, and the meeting would provide consensus-based guidance to strengthen national occupational safety and health frameworks and workplace-level measures.
5. The Chairperson [M] opened the Meeting of Experts on Occupational Safety and Health in Extreme Weather Events and Changing Weather Patterns and welcomed all participants. He recalled that the objective of the meeting was to discuss and adopt conclusions providing guidance to governments and to employers' and workers' organizations on effective policy frameworks and workplace measures to prevent and respond to OSH risks associated with extreme weather events and changing weather patterns. He emphasized the meeting being a pioneering initiative and stressed the importance of social dialogue in achieving balanced and consensus-based outcomes.
6. The Deputy Secretary-General of the meeting [M], Mr Joaquim Pintado Nunes (Chief, ILO Occupational Safety and Health and Working Environment Branch (OSHE)), provided an overview of the contents of the report [*Occupational Safety and Health in Extreme Weather Events and Changing Weather Patterns*](#), which had been prepared by the Office to guide the meeting. The report covered the conceptual and general considerations on OSH impacts, policy responses at national and workplace levels, and the Office's conclusions and findings.

II. General discussion

7. The Employer Vice-Chairperson [M] thanked the Office for the background report and stated that extreme weather events and changing weather patterns represent a growing challenge for enterprises, workers and economies worldwide, particularly with regard to OSH and business continuity. Governments, employers and workers must coordinate their efforts to address extreme weather events as part of broader environmental and public policy challenges.

The Employers' group was committed to engage constructively in discussions with a view to achieving balanced, pragmatic and consensus-based conclusions.

8. He recognized the employers' responsibility to ensure safe and healthy workplaces, while emphasizing that measures should be based on the principle of reasonable practicability, considering the level of risk and the operational realities faced by enterprises, particularly small and medium-sized enterprises (SMEs). Preventive measures and solutions should aim to be practical and workable for enterprises. They should therefore be risk-based, flexible, sensitive to national context and sectoral diversity, built on existing international labour standards, and not overly prescriptive.
9. The Worker Vice-Chairperson [M] thanked the Office for the background report, stating that it enabled the meeting to respond to the proposal put forward by the Workers' group during the 111th Session of the International Labour Conference, within the framework of the 2023 general discussion on ["Achieving a just transition towards environmentally sustainable economies and societies for all"](#). He reaffirmed the Workers' group's commitment to participating constructively, with the goal of achieving mutually beneficial outcomes. Solid, clear, and action-oriented conclusions would lay the groundwork for specific sectoral guidance and establish a precise roadmap for the next steps by the ILO, governments, employers, and workers' organizations.
10. The increasing frequency, severity, and unpredictability of extreme weather events and changing weather patterns as well as their impact on health, employment, business continuity, food and water security, and public infrastructure, called for action on prevention and response during such events, as well as subsequent support for return to work. Comprehensive and integrated legal and institutional frameworks, with a gender perspective, were also needed.
11. Initiatives such as the 2024 UN Secretary-General's Call to Action on Extreme Heat, with explicit reference to the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), provided evidence of the growing momentum and awareness around extreme weather events and changing weather patterns. The ILO had a crucial role to play in the multilateral system and must establish itself as a center of reference for the exchange of good practices. Freedom of association and collective bargaining were fundamental to channelling collective knowledge into concrete action within the ILO's unique tripartite structure.
12. The Worker Vice-Chairperson concluded by stating that actions and preventative measures must include, among others national policies and plans covering emergency preparedness, prevention, and response; risk assessments incorporating adverse weather events and workplace climate emergency plans; collective bargaining; integration of climate risks into OSH management systems at the workplace-level; a strengthened right to information; effective respect for the right to stop work in the face of serious and imminent risks; protection of livelihood and for all workers, including precarious workers, those in the informal economy, those working from home, migrants, and those at the base of supply chains, including rural agricultural workers; and social protection mechanisms that safeguard job stability and the viability of businesses.
13. The Government Vice-Chairperson [M] thanked the Office for the background report, which provided a solid basis for the deliberations. He recognized the significant challenges posed by extreme weather events and changing weather patterns for the world of work, while noting the diversity of legislative and policy responses already developed. Approaches adapted to national circumstances were important to address a multi-hazard OSH issue requiring coordinated and practical responses to combined and cascading risks.

14. He noted many tools and practices already exist. The priority must be to strengthen coherence across institutions and policies, improve preparedness, and better integrate OSH into business continuity planning, emergency preparedness and broader development frameworks. Science-informed policymaking, stronger monitoring systems and practical conclusions would help governments reinforce both national frameworks and workplace implementation. The meeting's conclusions should focus on consolidating and operationalizing existing tools rather than creating new instruments. Tripartite dialogue, country-specific approaches, and effective protection for workers in vulnerable situations remain key.
15. The Government expert [M] of Türkiye said that the country's Occupational Safety and Health law required employers to identify, assess and manage workplace risks, including weather-related hazards, and to engage OSH, prepare emergency plans, conduct drills and provide training. Climate change was increasingly being integrated into broader national policy, including through just transition efforts, the National Employment Strategy for 2025–2028 and the strengthening of institutional and legal arrangements, notably through the Climate Law adopted in 2025. The country's forthcoming hosting of COP31 in partnership with Australia would serve as an important opportunity to further promote OSH in relation to extreme weather events.
16. The Government expert [M] of Qatar stated that the country had taken measures to address heat stress, including restrictions on outdoor work during the hottest hours in summer and the use of a heat stress index to assess risks. Social dialogue had played a central role in strengthening resilience. It was important to ensure the adaptation of measures to national contexts, integrate OSH into climate policies, public health strategies and disaster planning, and protection for vulnerable groups.
17. The Government expert [M] of Barbados stated that the Caribbean had long been exposed to climate-related hazards, with consequences for infrastructure, business continuity and workers' safety and livelihoods, causing major social and economic losses across the region. Those challenges called for a broader resilience-centred development framework and integration of OSH into disaster risk management, climate adaptation and national development planning, effective contingency planning and closer engagement with workers, employers and other stakeholders. They also presented an opportunity for partnership with the ILO in developing the science, policy, tools and capacity needed to address the growing impacts of extreme weather events.
18. The Government expert [M] of Brazil noted that global warming was already altering climate conditions in the country, with more frequent and intense heatwaves posing serious risks to workers, especially in construction and agriculture. Workers were increasingly and in varying ways, affected by extreme rainfall, wildfires, storms, lightning, ultraviolet radiation, changes in vector-borne diseases and increased pesticide use, with consequences for both physical and mental health. Some groups, such as informal workers, women and older workers, were more vulnerable.

III. Consideration of the proposed points for discussion

1. **What are the measures that governments, in consultation with social partners, should consider towards strengthening national frameworks to effectively prevent the OSH risks associated with the extreme weather events and changing weather patterns addressed in the background report? What concrete measures should be taken into account in the following categories?**
 - a) **Policies and regulatory frameworks**
 - b) **Action plans, including for emergency preparedness and response**
 - c) **Measures for providing technical guidance, awareness raising, and training**
 - d) **Tripartite and bipartite mechanisms and instruments, including collective agreements**
19. The Worker Vice-Chairperson stressed that extreme weather events were not isolated events but manifestations of changing weather patterns, and that their impacts on workers could persist well beyond the immediate event and should be considered as part of a broader continuum of risks. Vulnerabilities varied depending on employment conditions and access to protection, hence different categories of workers, including those in formal and informal employment, migrant workers and self-employed workers should be considered. Public policies and legislative frameworks must take into account impacts on supply chains, which could affect workers across multiple sectors. Extreme weather events should be addressed within a tripartite framework and integrated into national policy strategies developed in accordance with Convention No. 155, including through consultation with employers and workers.
20. Extreme weather events involved three phases: before, during and after the event. Each phase involved distinct risks for different categories of workers, especially those involved in emergency response, public services, transport, critical infrastructure, telecommunications, utilities and public health, as well as those engaged in recovery, construction, demolition and rehabilitation activities. The prevention of deaths, injuries and occupational illnesses should remain a central objective, with emphasis on preparedness, including the development of emergency prevention and response plans in consultation with workers and employers, and the provision of training during working hours, including on early warning systems and protective measures.
21. Adequate infrastructure and public services, including sanitation, electricity and waste management, were important for emergency preparedness and response. Disruptions in these systems could lead to additional health risks, including disease outbreaks. Insufficient communication between institutions could create gaps in protection, and strengthening coordination among public authorities was therefore important. The absence of social protection measures might compel workers to continue working in unsafe conditions due to economic necessity. Those factors called for comprehensive approaches combining OSH, social protection and public health measures, and stronger labour inspection systems with adequate resources to monitor and address the impacts of extreme weather events.
22. Measures for providing technical guidance, awareness-raising, and training must include establishment of exposure thresholds and improvement of monitoring systems for exposure to extreme heat, cold, smoke or contaminated environments. They must ensure clear

information, supervision and enforcement of OSH standards, and strengthened health monitoring systems, including improved recording of occupational health impacts.

23. The Employer Vice-Chairperson highlighted the need for practical, coordinated and forward-looking responses to extreme weather events, adapted to national and sectoral contexts and keeping prevention at the core. OSH frameworks in many countries provided a basis for addressing weather-related risks. Priority should be given to strengthening their implementation and adaptability.
24. Policies and regulatory frameworks must be built on existing international labour standards, particularly Conventions Nos 155 and 187. They should aim to strengthen national OSH systems through flexible, coherent and integrated approaches for diverse conditions and capacities across countries and sectors, rather than introducing overly prescriptive regulations.
25. The development of action plans, covering prevention, preparedness and response, including emergency procedures, coordination among authorities and integration with broader policy areas such as disaster risk management, public health and infrastructure planning, must be guided by practicability. Governments must provide reliable data, early warning systems and infrastructure to enable the improvement of hazard identification and risk assessment.
26. Guidance, awareness-raising and training, supported by practical tools adapted to different contexts, must be particularly accessible to SMEs. Social dialogue, through tripartite and bipartite mechanisms, collective agreements and workplace cooperation, was key to developing effective and practical solutions.
27. The Government Vice-Chairperson reiterated the need to better connect, adapt and operationalize what already exists by strengthening and updating national frameworks where needed, ensuring practical implementation, improving coordination and preparedness, and maintaining flexibility to reflect national circumstances. Extreme weather events required a broader understanding of OSH, including in what regards multi-hazard exposure, cascading risks and impacts not only during events, but also during recovery and return to work.
28. OSH legislation in many countries had established employers' responsibilities to assess and manage risks, but very few countries have explicitly addressed extreme weather events and changing weather patterns. Specific regulations and codes of practice should be developed to provide operational detail, such as thresholds or indicators, where appropriate. National OSH frameworks could be strengthened through gap analyses, reviews of existing OSH legislation and addressing gaps through primary legislation, regulations, or guidance, while remaining adaptable to national contexts, taking into account differences in climate, sectors and capacities, and avoiding overly rigid or prescriptive approaches.
29. In many countries, national disaster management frameworks existed, but with limited integration of OSH emergency preparedness and response. Greater integration would enable and promote measures such as linking OSH with early warning systems, ensuring that alerts were translated into workplace-level action and developing clear criteria for situations of imminent danger, including when work should be limited or suspended.
30. In addition to developing guidance, there was a need to strengthen training and awareness across all actors, improve the dissemination of OSH knowledge and ensure that education and training systems reflect emerging risks, so that guidance was understood and applied in practice. Tripartite and bipartite cooperation was essential and should be improved by strengthening OSH committees, integrating OSH considerations into existing

structures and enhancing coordination between governments, employers and workers, and with other institutions, including meteorological, health and disaster management authorities.

31. The Government expert of Brazil emphasized that national frameworks for worker protection needed to combine long-term planning for rising temperatures with immediate measures against heatwaves, cold waves, extreme rainfall and destructive storms. As part of efforts to link the climate risk mapping to work activities, Brazil had classified atmospheric events affecting the oil and gas sector to prevent major accidents, and combined temperature, health, socioeconomic and production data to develop indicators based on hospital admissions and mortality. The OSH risks required federal action involving the ministries responsible for labour, health, environment and cities, in addition to greater awareness of climate-related risks across workplaces.
32. The Government expert of Qatar stressed the need to strengthen national frameworks, adopt integrated, forward-looking and risk-based approaches, tailor policies, regulations and action plans to national contexts and to the needs of high-risk sectors and the vulnerable groups, and integrate OSH into climate policy, public health and disaster planning. Early warning systems should be linked to response capacities so that alerts triggered concrete preventive action. A central coordinating mechanism was essential to ensure coherence across institutions, facilitate implementation and support preparedness and response.
33. The Government expert of Türkiye [M] stated that there was generally a lack of sufficient data and evidence-based research on the impact of extreme weather events on workers' safety and health. Stronger evidence, supported by adequate labour inspection, was needed to develop appropriate policies and implement relevant measures, including the use of weather-sensitive checklists. SMEs needed targeted support from governments, through financial mechanisms, and from the social partners, through training and awareness-raising.

2. **Considering the roles and responsibilities of employers and workers as legally defined, what OSH measures should be implemented at the workplace level to effectively prevent OSH risks related to extreme weather events and changing weather patterns?**

34. The Employer Vice-Chairperson began by acknowledging that enterprises were not starting from a blank page, noting that many employers were already managing risks related to extreme weather events as part of their operations. He added that preventive measures, including access to drinking water, rest breaks, shaded or cooled areas, and adjustments to working time and tasks, were in use, although there was still a need to strengthen and expand them. The key challenge for enterprises was to adapt and strengthen existing OSH management systems to better address weather-related risks, rather than creating entirely new systems.
35. The implementation of OSH measures was a shared responsibility grounded in the principle of reasonable practicability as enshrined in Convention No. 155. Employers had the responsibility to ensure safe and healthy workplaces, while workers had a duty to cooperate in implementing preventive measures.
36. It was therefore important to integrate weather-related risks into workplace risk assessments, including sudden events and gradual changes, and to use available data, such as forecasts and early warning systems, to inform preventive measures. It is also important that employers prioritized preventive measures at source, including engineering solutions, as well as

organizational measures such as adjusting working hours, introducing work–rest cycles and job rotation.

37. Continuous or real-time monitoring of workers' health would not always be feasible or appropriate, given practical, logistical and cost-related constraints, as well as concerns related to privacy. Health surveillance and monitoring were especially pertinent in situations involving cumulative exposure, such as prolonged exposure to heat or cold. Appropriate follow-up mechanisms could help ensure that preventive measures remained effective over time. Workers played a key role in identifying risks and reporting changes in working conditions; hence workers' participation should therefore be encouraged, and supervisors should be trained to recognize and report symptoms related to exposure to extreme conditions.
38. The Worker Vice-Chairperson began by noting the importance of a collective voice for workers, including precarious workers, contract workers, self-employed workers, apprentices and volunteers, to cooperate and collaborate for OSH. Freedom of association and the effective recognition of the right to collective bargaining, as well as its promotion, were fundamental to OSH.
39. In addition to carrying out risk assessments and applying preventive measures based on the hierarchy of controls, other OSH measures to be implemented by employers, in consultation with trade unions, included developing and reviewing emergency preparedness, prevention and response, and evacuation plans; providing emergency equipment, communication technology and transport for evacuation, as well as initial and regular training, for remote and isolated workers; ensuring the safe return to work; and ensuring job and income security during and after related injuries or illnesses, absences related to evacuation, closure of workplaces, or inability to work or meet productivity deadlines or targets due to poor weather conditions.
40. Measures should include personal protective equipment (PPE), provided free of charge and adaptable to weather conditions, as well as appropriate guidance, training and supervision on its use; occupational health services, including regular health surveillance and medical examinations related to exposure to extreme weather, and preventive health care measures in accordance with the Occupational Health Services Convention, 1985 (No. 161) and the Occupational Health Services Recommendation, 1985 (No. 171); viable and operational reporting systems; and the integration of OSH risks related to extreme weather events and changing weather patterns into collective agreements and in the work of joint OSH committees.
41. Workers must cooperate with employers on OSH matters. Workers' rights included receiving information, representation, consultation and training during paid working hours; receiving advice and technical support from technical advisors, their union representatives and workers' organizations; participating in risk assessments and in the development and review of emergency preparedness, prevention and response plans; having the time, facilities and resources necessary to participate effectively in joint OSH committees; and refusing work, without loss of pay or other disadvantages, in case of an imminent or serious risk to life or health. Efforts should focus on strengthening and adapting existing systems, supporting enterprises in their implementation and promoting preventive approaches that were practical and proportionate.
42. The Worker Vice-Chairperson concluded by emphasizing the role of social dialogue in integrating extreme weather events and changing weather patterns into collective agreements and functions of workplace-level OSH committees.

43. The Government Vice-Chairperson began by highlighting the need for workplace measures that reflect specific contexts and recognized the multi-dimensional and multi-hazard nature of risks. He further pointed out a key point of convergence on the importance of clearly defined roles and responsibilities, including those of governments in providing frameworks, legislation and policy direction, employers in carrying out risk assessment and implementing measures, and workers in identifying risks, contribute to early warning, and support implementation.
44. Many effective measures, such as access to drinking water, safe and shaded rest areas, adjusted work schedules, adequate rest breaks, appropriate acclimatization of workers, and adequate recovery time, were already known and available, however much attention was given to heat. These must be combined with technical measures, work organization, training and risk management practices, and jointly devised practical workplace arrangements such as heat action plans, flood and storm procedures, emergency communication protocols and criteria for work suspension in situations of serious risk.
45. Proposed practical measures by employers included adopting mechanisms for early warning to identify new and evolving risks; establishing systems to capture changes in exposure or hazards; adopting processes to trigger mitigation measures when thresholds are reached; making appropriate arrangements, such as reassignment of tasks, reduced workload, or additional protective measures for workers who may be at higher risk including older workers, pregnant workers, workers with specific health conditions, and temporary and migrant workers; strengthening health surveillance systems; improving the identification and recording of occupational diseases; translating alerts from authorities and meteorological data into timely and actionable workplace measures; strengthening OSH committees; and reinforcing cooperation between employers and workers, and promoting continuous dialogue on emerging risks.
46. Workers were often the first to detect emerging risks and represented essential contributors to early warning and response, as their hazard reporting could trigger preventive action. In situations of imminent danger, workers' actions should be supported and used to inform corrective and preventive measures. He concluded by stressing that legislation, preparedness, monitoring and surveillance systems must be secured to ensure effective workplace-level OSH measures.

3. How should the ILO reinforce leadership and ensure tripartite engagement in relevant multilateral initiatives in this area, and support its constituents, including through up-to-date research, knowledge and experience sharing, legal and technical support, and capacity building?

47. The Worker Vice-Chairperson stressed that the ILO was best placed to provide guidance on the employment and OSH implications of extreme weather events and changing weather patterns. Existing regulatory and sectoral frameworks already offered a solid basis for action, and the meeting represented a starting point for a new area of tripartite work aimed first at improving policy coherence through the consolidation of existing frameworks. He emphasized the need for pragmatic and agile action by the ILO and proposed a number of areas of work, including the establishment of a good-practice clearing house and a dedicated helpdesk on extreme

weather events to provide constituents with accessible guidance based on existing experience and evidence.

48. The ILO should strengthen its advisory role, including through data collection, policy guidance and support for reporting by workers without fear of discrimination, and develop an integrated approach centred on OSH and fundamental principles and rights at work. Technical support and capacity-building were also needed for labour inspectorates, occupational health services, emergency services, and workers' and employers' organizations, including through training.
49. The ILO should also strengthen its role as a centre for exchange of good practices, including through the establishment of an online repository covering OSH management systems, collective bargaining agreements, national frameworks, sectoral policies and other relevant initiatives. This could also include information on initiatives by intergovernmental organizations, multilateral development banks, supply chains, and trade-related provisions.
50. The ILO should begin preparatory work on updating the list of occupational diseases, revised in 2010 and contained in the annex to the List of Occupational Diseases Recommendation, 2002 (No. 194), including in relation to occupational exposures and health impacts arising from extreme weather events and changing weather patterns. It should also ensure a stronger sectoral perspective in its work, promote ratification of relevant OSH instruments and consider the possible development of further technical guidance or other instruments, if needed.
51. The Employer Vice-Chairperson emphasized that OSH should remain central to the ILO's work and that its leadership in that area should build on tripartism, existing standards and practical technical assistance. The ILO's work should focus on deliverable, enterprise-level solutions adaptable to different national and economic contexts. He underlined the importance of effective tripartite engagement throughout the policy cycle and noted that workplace-level mechanisms, including bipartite OSH committees, were key tools for managing weather-related risks. No hierarchy should be established between different forms of social dialogue.
52. There was a need for evidence-based approaches, including improved data collection, research on sector-specific risks, productivity impacts and cost-effectiveness of preventive measures, and the translation of research into practical tools to support decision-making and risk management. The ILO was best placed to mobilize its regional structures to respond to specific needs through knowledge-sharing, including the dissemination of good practices, peer learning and regional cooperation, with a focus on feasibility, scalability and effectiveness.
53. Technical support should remain flexible and proportionate, aligned with existing standards, in particular Conventions Nos 155 and 187, and adapted to national and sectoral realities, with specific attention to SMEs. Similarly, capacity-building must focus on practical implementation at the enterprise level, including risk assessment, emergency preparedness and workplace adaptation to promote the integration of OSH into broader sustainability and resilience frameworks while avoiding duplication and additional complexity.
54. The Government Vice-Chairperson highlighted that the ILO had a strong foundation in OSH through its standards, research and existing tools. The main challenge was to move from knowledge generation to implementation and adaptation. He underlined the importance of strengthening the implementation and ratification of existing standards, supported by technical and legal assistance, and of identifying gaps in implementation.
55. The ILO should improve the evidence base, including data collection, statistical methods, research on impacts, including productivity and economic effects, as well as emerging vulnerable groups, including workers in the informal economy and in high-risk sectors. Such

work should be delivered through coordinated and holistic approaches, including intersectoral collaboration and the integration of OSH into broader policy frameworks.

56. The Government expert of Brazil emphasized the importance of aligning OSH with just transition frameworks, ensuring workers' inclusion in energy transition processes and keeping measures preventive, rights-based, socially just and inclusive. Drawing on national experience, he referred to research, data-driven approaches and tripartite governance to address climate-related risks, particularly for vulnerable groups such as outdoor workers, migrants, women and informal workers. He underlined the value of ILO tools, publications, capacity-building activities and national and regional initiatives, including those linked to COP30. Reinforcing the ILO's leadership required close engagement with countries and support for context-specific responses.
57. The Government expert of Algeria [F] emphasized that the ILO already had a solid regulatory framework on OSH and that priority should be given to the effective implementation of existing Conventions and Recommendations. She stressed the importance of technical assistance to support Member States in that regard, while recognizing the diversity of national contexts in terms of climate risks, institutional capacities and labour market structures. She highlighted the value of sharing national experiences and good practices to build capacity, including for workers in vulnerable situations and in the informal economy. She concluded by reaffirming her confidence in the ILO's role and encouraged a focus on implementation and knowledge-sharing.
58. The Worker Vice-Chairperson, with the support of an expert from his group, emphasized the need for targeted capacity-building, particularly for workers in vulnerable situations, including those in the informal economy, migrants and subcontracted workers, with a focus on climate adaptation, disaster risk management and resilient livelihoods. They highlighted labour inspection as a preventive tool and called for stronger guidance, training and protection of inspectors. National and regional practices were shared to underscore the importance of reinforcing inspection systems.
59. The Employer Vice-Chairperson noted convergence on building on existing ILO instruments, guidance and technical assistance, and on supporting Member States, including through regional structures and training capacities. He underscored the relevance of Convention No. 81, and the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204). Issues such as due diligence and supply chains might fall outside the scope of the discussion and risk complicating consensus-building. He expressed readiness to engage on draft conclusions reflecting common ground and the defined OSH scope.

IV. Consideration and adoption of the draft conclusions

60. The draft meeting conclusions drawn up by the Office on the basis of the discussions held over the previous days were discussed as follows:

Proposed paragraph 1

61. The Employer Vice-Chairperson proposed deleting the word "growing", arguing that risk was inherently a probabilistic concept and that the impacts of changing weather patterns could be both negative and positive., noting that in some contexts milder conditions may reduce certain risks. It was so agreed.

- 62. The Worker Vice-Chairperson proposed inserting “disrupting access to basic services” before “and compromising”. The Employers’ group and the Government group did not agree. The amendment was withdrawn.
- 63. The Worker Vice-Chairperson proposed inserting “supply chains” before “resilience”. There was no consensus. The amendment was withdrawn.
- 64. The Worker Vice-Chairperson proposed inserting “and their organisations” after “workers”. The Employer Vice-Chairperson proposed a subamendment to insert “respective” before “organizations”, so that the provision would apply to both workers and employers. It was so agreed.
- 65. The Government Vice-Chairperson proposed inserting “based on a culture of prevention and the engagement of employers and active participation of workers” after “measures”. It was so agreed.
- 66. The Worker Vice-Chairperson proposed inserting “in the working environment” after “patterns”. The amendment was supported.
- 67. Paragraph 1 was adopted as amended.

Proposed paragraph 2

- 68. The Worker Vice-Chairperson proposed deleting “short-term” and “that are rare”. The Government Vice-Chairperson agreed. The Employer Vice-Chairperson did not agree, stating that meteorological data classified these events as such. After some deliberation, the Worker Vice-Chairperson withdrew the proposal to delete “short-term” and maintained the proposal to delete “that are rare”. It was so agreed.
- 69. The Government Vice-Chairperson proposed inserting a new sentence before “Examples”, to read, “These events are becoming more frequent in many contexts”. It was so agreed.
- 70. The Employer Vice-Chairperson said that extreme weather events did not necessarily or often lead to immediate injury, death or damage, and that their effects could instead materialize through their broader or delayed impacts. He therefore proposed replacing “often” with “may” and inserting “or their impact” before “include”. It was so agreed.
- 71. Paragraph 2 was adopted as amended.

Proposed paragraph 3

- 72. The Government Vice-Chairperson proposed a linguistic amendment to replace “gradually rising” by “a gradual increase in” before “temperatures”. It was so agreed.
- 73. The Employer Vice-Chairperson proposed deleting “, and increased UV radiation”, arguing that, in addition to not being a weather phenomenon, ultraviolet radiation was a constant environmental factor that did not increase or decrease. The Worker Vice-Chairperson and the Government Vice-Chairperson did not support the amendment, noting that ultraviolet radiation was an important OSH risk.
- 74. Acknowledging the importance of ultraviolet radiation as an OSH issue and seeking to ensure both the technical and scientific accuracy of the paragraph, the Employer Vice-Chairperson proposed replacing “and increased UV radiation” with “and, as a consequence, increased exposure to UV radiation”. The Worker Vice-Chairperson and the Government expert of Greece [M] disagreed.

75. After some deliberation, the Employers' group proposed revising the wording to "and as a consequence, increased risk of UV radiation exposure". It was so agreed.
76. The Employer Vice-Chairperson proposed replacing "risk" with "hazard". The Worker Vice-Chairperson proposed a subamendment to keep both "hazards" and "risks" in the text. It was so agreed.
77. The Employer Vice-Chairperson also proposed deleting "even in the absence of an extreme weather event", arguing that the wording was redundant and could create confusion. The Worker Vice-Chairperson requested clarification from the Secretariat on the meaning of the phrase. The Secretariat explained that certain conditions, such as excessive heat, could occur without reaching the threshold of an extreme weather event, while still affecting workers' health. The amendment was supported.
78. Paragraph 3 was adopted as amended.

Proposed paragraph 4

79. The Worker Vice-Chairperson, referring to the ILO's *Guidelines for a just transition towards environmentally sustainable economies and societies for all*, proposed inserting ", as well as associated climate change impacts" after "patterns", with a view to capture the broader range of impacts affecting OSH. The Employer Vice-Chairperson did not support the amendment, stating that the text should remain within the scope of the discussion.
80. The Government Vice-Chairperson noted that elements of the proposed text were outside the scope of the discussion and emphasized the need to focus on OSH implications. While his group did not support the proposed insertion, it remained flexible for further discussion.
81. The Government Vice-Chairperson proposed deleting "including through cascading effects". The amendment was not supported.
82. The Employer Vice-Chairperson proposed amending the text to read "directly associated physical and environmental hazards and exposures", noting that "associated hazards and exposures" denoted a broader range of issues. The Worker Vice-Chairperson and the Government Vice-Chairperson did not support the amendment, citing the risk of excluding psychosocial and other hazards. The Employer Vice-Chairperson proposed a subamendment to deleting "directly". There was still no support.
83. The Employer Vice-Chairperson proposed deleting "such as changes in vector distribution, increased agrochemical use, changes in air quality, and an increased risk for major industrial accidents". The amendment was not supported.
84. The Worker Vice-Chairperson suggested adding "rising sea levels, loss of biodiversity," to the listed examples. The amendment was not supported.
85. Noting the lack of consensus on most amendments to the paragraph, the Employer Vice-Chairperson proposed replacing the entire paragraph with the following text "Extreme weather events and changing weather patterns may also give rise to associated hazards and exposures, including through cascading effects". The amendment was not supported.
86. In the interest of consensus, the three Vice-Chairpersons agreed to revert to the Office text. The Worker Vice-Chairperson stated for the record that the impacts of the climate change were pertinent to OSH.
87. Paragraph 4 was adopted without amendment.

Proposed paragraph 5

88. The Worker Vice-Chairperson proposed inserting “the increased frequency of” before “extreme”. It was so agreed.
89. The Employer Vice-Chairperson proposed inserting “possible” before “psychosocial”, explaining psychosocial impacts should be framed as a possibility rather than as a likelihood. The Worker Vice-Chairperson and the Government Vice-Chairperson initially did not support the amendment, preferring to retain the Office text. The amendment remained pending until a later discussion when, following the departure of the Employer Vice-Chairperson due to the meeting having extended beyond the agreed working hours and in absence of room for further negotiation, the Workers’ group and Government group accepted it in the interest of reaching consensus. The Employer’s group had previously indicated that it had continued to engage in the discussions in good faith and had made every effort to facilitate an outcome, while noting that it no longer had the mandate or capacity to negotiate further. The Government group placed on record that, in the absence of room for further negotiation, it accepted the amendment, while noting that its initial position had been to retain the Office text.
90. The Government Vice-Chairperson proposed adding “and exacerbation of existing conditions” after “psychosocial impacts”. It was so agreed.
91. The Workers’ group proposed replacing “groups of workers” with “groups of vulnerable workers”. The Employers’ group did not support the amendment, preferring wording based on increased risk of harm due to exposure to hazards. The Government group proposed alternative wording, including “workers, including vulnerable groups of workers” or the alternative “including those who may require special protection”. No consensus was reached at that stage.
92. Following further consultations, the Employer Vice-Chairperson indicated that his group could accept “groups of vulnerable workers” as part of a compromise. He proposed revised wording of the final sentence to read “Such risks and their impacts are not evenly distributed across the workforce, and those risks affect certain sectors, enterprises, occupations and groups of vulnerable workers disproportionately.”
93. The Workers’ group and the Government group accepted the proposed wording. The amendment was adopted as subamended, and the Employers’ group amendment to replace “affected” with “exposed” fell. The Employer Vice-Chairperson proposed deleting “including cancers and vector-borne diseases; cardiovascular, renal and respiratory conditions”, explaining that the broader reference to long-term and chronic conditions was sufficient and that the list could imply direct causation.
94. The Worker Vice-Chairperson did not support the amendment and requested clarification from the Secretariat, which explained that the examples were supported by scientific evidence presented in the background report. The Government Vice-Chairperson also preferred to retain the Office text.
95. Later in the negotiation, the Employer expert of the United States [M], speaking on behalf of the Employer’s group, indicated that, despite the expiry of the time foreseen for the discussion and the departure of the Employer Vice-Chairperson, the Employer’s group continued to engage in the discussions in good faith and was making every effort to facilitate an outcome. He further indicated that neither himself nor his group members had the mandate or capacity to negotiate further and thus could not withdraw or negotiate the proposed amendments.

- 96. The Worker Vice-Chairperson stated, for the record, that the Workers' group would have preferred to retain the list of long-term and chronic conditions included in the Office text, but accepted the amendment in the absence of further negotiation and in the interest of reaching consensus.
- 97. The Government Vice-Chairperson expressed, for the record, regret at the potential absence of constructive consensus on the tentative conclusions in the current environment, noting that the situation was not in keeping with the spirit of social dialogue. Speaking on behalf of the Governments, the Government expert of Qatar also stated, for the record, that the group could accept the Employers' group amendment. The amendment was accepted.
- 98. The Chairperson noted that no further interventions were requested and declared the amendment accepted.
- 99. Paragraph 5 was adopted as amended.

Proposed paragraph 6

- 100. The Secretariat introduced a linguistic amendment to insert "those concerning" before "the fundamental".
- 101. The Worker Vice-Chairperson proposed inserting "principles and rights and work, particularly the" after "fundamental". It was so agreed.
- 102. The Worker Vice-Chairperson proposed inserting ", including safety and sectoral instruments" after "enterprises". The Employer Vice-Chairperson did not agree, pointing out that sectoral instruments did not fall within the category of fundamental instruments. The Government Vice-Chairperson expressed flexibility.
- 103. The Worker Vice-Chairperson proposed a subamendment to rephrase the text to read, "and other sectoral and safety and health instruments can also provide guidance" and to move it to the end of the paragraph, after "system".
- 104. The Employer Vice-Chairperson proposed a further amendment to the subamendment to make the text a new sentence, beginning with "In addition," so that it would not be linked to the fundamental principles and rights at work. This was approved by consensus.
- 105. Paragraph 6 was adopted as amended.

Proposed paragraph 7

- 106. Paragraph 7 was adopted.

I. Concrete measures to strengthen national frameworks to effectively prevent OSH risks associated with extreme weather events and changing weather patterns

Proposed paragraph 8

Proposed chapeau

- 107. The Worker Vice-Chairperson proposed replacing the chapeau of paragraph 8 with "Governments have the duty to adopt, implement and effectively enforce national laws and regulations to ensure that fundamental principles and rights at work, as set out in the ILO Declaration on Fundamental Principles and Rights at Work (1998) as amended in 2022, and ratified international labour standards are applied to all workers, taking into account their obligations under the ILO Constitution".

108. The Employer Vice-Chairperson and the Government Vice-Chairperson expressed willingness to support the new text, while noting that it would have implications for their own amendments.
109. The Employer Vice-Chairperson therefore withdrew the Employers' group amendments to the Office text and proposed that the Workers' group amendment be followed by the wording proposed by the Government group, to read, "Recognizing that Member States have adopted diverse legislative and institutional approaches to protect workers from weather-related risks, reflecting their national circumstances and priorities, and taking into account their respective levels of development and available resources".
110. The Worker Vice-Chairperson expressed readiness to incorporate the Government group amendment into their proposal, while proposing a subamendment to insert "some" before "Member".
111. The incorporation of the Government group amendment into the Workers' group was agreed, however, the Employer Vice-Chairperson and the Government Vice-Chairperson did not support the subamendment to insert "some", which was withdrawn.
112. To separate the amendment on the framework concerning the fundamental principles and the rights at work from the operational duties of the governments, the Employer Vice-Chairperson and the Worker Vice-Chairperson proposed a separate chapeau for the paragraph, to read, "Governments, in consultation with the most representative employers' and workers' organizations, should:". It was so agreed.
113. The chapeau of paragraph 8 was adopted as amended.

Proposed new clause under paragraph 8

114. The Worker Vice-Chairperson proposed adding a new clause, to read, "actively promote freedom of association and inclusive and effective social dialogue, including collective bargaining and tripartite cooperation, at all levels to forge social consensus for ambitious policies and measures for a just transition". He stressed that freedom of association and collective bargaining were integral to OSH and referred to relevant ILO instruments.
115. The Employer Vice-Chairperson did not support the amendment, citing the mandate and scope of the meeting. He argued that social dialogue, including bipartite and tripartite mechanisms, should be discussed in relation to OSH and was already covered in paragraph 8(d).
116. There was no consensus among the Government experts on this proposal. The Government expert of Brazil expressed support and stated for the record that Brazil would prefer the importance of just transition, social dialogue, and freedom of association to be reflected in the text.
117. Following some negotiations, the Worker Vice-Chairperson deleted "for a just transition". The subamendment was so supported.
118. The Employer Vice-Chairperson proposed revised wording for the clause, to read, "actively promote freedom of association and inclusive and effective social dialogue, including collective bargaining and tripartite cooperation, at all levels to forge social consensus in the context of extreme weather events". He also suggested that the clause be considered at the end of paragraph 8, once the more specific provisions had been addressed.
119. The Workers' group, after adding "and changing weather patterns" at the end for language consistency, agreed to the subamendment and to the position of the clause. The Government group also supported the new clause as subamended.

120. Clause (a) *bis* was adopted as subamended.

Proposed clause (a)

121. The Worker Vice-Chairperson proposed inserting “taking into consideration a gender perspective” before “including”. It was so agreed.

122. Clause (a) was adopted as amended.

Proposed clause (b)

123. The Worker Vice-Chairperson proposed adding “formulate,” before “revise”. It was so agreed.

124. The Employer Vice-Chairperson proposed deleting “or adopt specific” and adding “and policies” after “regulations”. It was so agreed.

125. The Worker Vice-Chairperson proposed adding “, such as heat, wildfire smoke, disaster preparation and planning, biological threats” at the end of the clause. The Government Vice-Chairperson expressed flexibility, while the Employer Vice-Chairperson did not support the amendment, stating that risk assessment, rather than regulations on cherry-picked issues, would provide better guidance.

126. The Worker Vice-Chairperson asked the Secretariat to provide clarification and guidance. The Secretariat noted that the background report referred to hazards such as heat, biological threats and associated injuries and fatalities. However, it explained that the amendment appeared to combine those hazards with elements of disaster preparedness and planning, which did not fit that particular part of the text.

127. The Worker Vice-Chairperson proposed a subamendment by deleting “disaster preparation and planning, biological threats”. The Employer Vice-Chairperson did not support the subamendment. The Worker Vice-Chairperson withdrew the amendment.

128. Clause (b) was adopted as amended.

Proposed clause (c)

129. The Worker Vice-Chairperson proposed inserting “, including women,” after “harm”. The Employer Vice-Chairperson did not support the amendment, citing the risk of stigmatization and discrimination against women. The amendment was withdrawn.

130. Clause (c) was adopted without amendment.

Proposed new clause after (c)

131. The Worker Vice-Chairperson proposed adding a new clause, to read, “ensure that OSH protections apply to all workers, regardless of their employment status, including apprentices, migrant, subcontracted, workers in the informal economy, self-employed workers, and volunteers;”.

132. The Employer Vice-Chairperson did not support the new clause, stressing that the rest of the document referred to all workers without defining their employment status and should continue to do so.

133. The Government Vice-Chairperson proposed a subamendment to delete “, including apprentices, migrant, subcontracted, workers in the informal economy, self-employed workers, volunteers”, but the Government expert of Brazil withdrew from the consensus to support the Workers’ group’s original text.

- 134. The Employers' group agreed with the Government group's subamendment and proposed a further subamendment to delete "regardless of their employment status".
- 135. After further discussion, all groups agreed to the subamendments,
- 136. The clause was therefore approved as subamended, to read, "ensure that all OSH protections apply to all workers".
- 137. Clause (c) *bis* was adopted as subamended.

Proposed clause (d)

- 138. The Worker Vice-Chairperson proposed inserting "social dialogue" after "bipartite", inserting "at all levels" after "mechanisms", and deleting "or" before "advisory". The amendments were supported by the Government group.
- 139. The Employer Vice-Chairperson supported the amendments proposed by the Workers' group but proposed a further subamendment to replace "at all levels" with "at all appropriate levels". It was so agreed.
- 140. The Employer Vice-Chairperson proposed inserting "and voluntary" before "collective bargaining" and to delete "joint workers' and employers'" before "OSH committees". The amendments were not supported by the Workers' group and the Government group and were subsequently withdrawn.
- 141. The Employer Vice-Chairperson proposed replacing "at the workplace level" with "at the level of the undertaking", and the amendment was supported by all.
- 142. Clause (d) was adopted as amended.

Proposed clause (e)

- 143. The Government Vice-Chairperson proposed replacing "according to" with "in accordance with". The amendment was supported by all.
- 144. The Employer Vice-Chairperson proposed replacing "occupational exposure limits, or other relevant" with "and, as appropriate," before "evidence-based thresholds". He explained that occupational exposure limits (OELs) had a precise technical meaning in OSH, traditionally limited to chemical substances and physical agents, and that many of the examples cited, such as heat or wind speed, correspond rather to indices, alert levels or other reference values, and should therefore be treated as evidence-based thresholds rather than OELs. He emphasized that the purpose of such thresholds is to trigger employer action, including the application of safeguards and controls in accordance with the hierarchy of prevention, and cautioned that the meeting should not seek to redefine established concepts. The Workers' group and the Government group did not support the amendment.
- 145. Speaking on behalf of the Government group, the Government expert of Greece expressed a preference to retain the Office text, noting that OELs were a well-established concept and could be relevant to certain parameters, such as heat and air quality, even if not all aspects of extreme weather events and changing weather patterns, hence could be expressed through such limits.
- 146. The Worker Vice-Chairperson invited the Worker expert of the United States [F] to explain the rationale for retaining the reference to OELs. She referred to examples where protection or work stoppage was triggered through specific OELs, including particulate-matter thresholds for poor outdoor air quality and minimum and maximum temperature limits in cases of heat and cold stress.

147. The Worker Vice-Chairperson maintained that the concept could be interpreted more broadly in practice and referred to the Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No. 148), under which competent authorities establish criteria and exposure limits for hazards such as air pollution. He argued that the proposed wording was sufficiently inclusive to encompass both OELs and other evidence-based thresholds and requested clarification from the Secretariat on the rationale for its inclusion.
148. The Employer Vice-Chairperson contested this interpretation, stating that the Convention referred to environmental quality rather than limits of individual exposure, and therefore did not support extending the definition of OELs.
149. The Secretariat clarified that the draft text was intended to be flexible, referring both to OELs and to other evidence-based thresholds, depending on national conditions and practice and the nature of the hazard. It recalled Article 11 (b) of Convention No. 155 concerning the role of competent authorities in determining exposures to be controlled, including through the establishment of thresholds.
150. The Secretariat proposed compromise wording, to read, “establish, periodically review and update, in accordance with national conditions and practice, relevant evidence-based thresholds, including occupational exposure limits”.
151. The Employer Vice-Chairperson proposed an amendment to the proposed compromise wording to include “, if applicable,” after “including”. The amendment was supported by all.
152. The Worker Vice-Chairperson proposed adding “such as heat, air quality, wind speed and other factors” after “limits”. The amendment did not receive support and was withdrawn.
153. The Employers’ group proposed adding “that help employers determine when they need to apply additional safeguards and controls” after “limits”. The amendment was not supported by the Workers’ group or the Government group and was withdrawn.
154. The Workers’ group proposed adding “or mobile and transitory working environment” after “outdoors”, referring to workers such as pilots and forestry workers. The Employer Vice-Chairperson sought clarification on the terminology and whether it related to the working environment or the workplace. He proposed replacing “mobile and transitory” with “regardless of where the workers may be or go by reason of their work”. The Workers’ group did not support the subamendment.
155. The Secretariat proposed the alternative wording “itinerant and mobile work settings”. The Workers’ group accepted the wording, while the Government group remained flexible. The Employers’ group expressed reservations about the term “itinerant”, noting that “workplace” as defined by Convention No. 155 should suffice, but accepted the wording for consensus. The amendment was approved as subamended by the Secretariat’s proposed wording.
156. The Government Vice-Chairperson proposed adding “where relevant, and other factors influencing exposure” after “intensity of work”. It was so agreed.
157. Clause (e) was adopted as amended.

Propose clause (f)

158. The Employer Vice-Chairperson proposed deleting the clause, stating for record that decisions to suspend or adapt work should not be taken at national but workplace level based on risk assessment, local conditions and collaboration with workers, and in line with established occupational safety and health principles. He recalled that national-level measures to suspend

or limit activities during the COVID-19 pandemic had led to disputes over what constituted essential work and had created operational and regulatory challenges. The amendment did not receive tripartite support.

159. The clause was formally bracketed pending the bilateral discussion between the Employer Vice-Chairperson and the Worker Vice-Chairperson.
160. Upon resuming the discussion following bilateral discussion between the Employers' and the Workers' groups, the Employer expert of the United States [M], speaking on behalf of the Employers' group stated that his group wished to retain the amendment. The Worker Vice-Chairperson objected, indicating that in their bilateral discussion the Workers' group had withdrawn certain amendments with an understanding that the Employers' group would rescind the amendment to delete clause 8(f).
161. The Employer expert of the United States noted the importance of the matter and subsequently stated that according to his understanding of the negotiations, the substance of clause 8(f) had already been addressed elsewhere in clauses (e) and (g) and that the amendment was therefore being maintained. He acknowledged the difficulty of the situation and stated that he did not question the good faith of the Workers' group and Government group but maintained that this was the position of his group. He added that his mandate was limited to presenting matters already agreed by the Employer experts.
162. The Workers' group and Government group raised a procedural question regarding whether discussions on amendments could continue in light of the lack of consensus on the deletion, and whether the rejection of the text could be captured in the footnotes of the conclusions.
163. The Chairperson clarified that since the Employers' group rejected clause 8(f) and maintained their amendment to delete it, in the absence of consensus, the clause could not be further discussed. He added that there was a distinction between non-objection and rejection, and that in this case, there was a clear rejection which according to the rules, did not equal to non-objection. Under Article 11 of the Standing Orders for meetings of experts, the Office text would neither be adopted nor appear in the conclusions.
164. The Workers' group and the Government group stated for the record their regret, noting that they considered the situation inconsistent with the spirit of social dialogue. The Employer's group likewise expressed its regret at the circumstances in which the negotiations had reached an impasse, notwithstanding its continued efforts to engage in the discussions with a view to reaching an outcome.
165. Clause 8(f) was not adopted.

Proposed clause (g)

166. The Government Vice-Chairperson proposed to delete "in law and practice," after "ensure", but withdrew the amendment.
167. The Worker Vice-Chairperson proposed inserting ", or being directed to cease work," after "situation" and inserting ", including no loss of income and have effective access to remedies" after "consequences". The Government Vice-Chairperson supported the amendments.
168. The Employer Vice-Chairperson did not support the amendments and requested that the clause be aligned with Article 13 of Convention No. 155. Following informal consultations among the groups, the Employer Vice-Chairperson stated that his group could support the amendments, except for the wording "and have effective access to remedies" and stated for the record that, in his group's understanding, orders to cease work due to extreme weather

events and changing weather patterns were not matters of workplace management but were initiated by external authorities.

- 169.** The Worker Vice-Chairperson subamended the Workers' group amendment by deleting "and have effective access to remedies". The subamended text was supported by all.
- 170.** The Employer Vice-Chairperson proposed inserting "and that workers report forthwith to their immediate supervisor any such situation", the Worker Vice-Chairperson questioned the practicality of the provision and whether it aligns with Article 19(f) of Convention No. 155. The meeting's Secretariat confirmed the alignment.
- 171.** The Worker Vice-Chairperson proposed a subamendment to add "where appropriate, safe and reasonable" after "that". The Employers' group did not support the subamendment and withdrew its amendment.
- 172.** The Government Vice-Chairperson proposed adding "in accordance with national conditions and practice" at the end of the clause. It was so agreed.
- 173.** Clause (g) was adopted as amended.

Proposed clause (h)

- 174.** The Employer Vice-Chairperson proposed inserting "establish or" at the start of the clause so that the provision would apply to countries with and without occupational health surveillance systems. It was so agreed.
- 175.** The Worker Vice-Chairperson proposed inserting "in line with ILO standards" after "systems". The Employers' group proposed a linguistic subamendment to replace "in line with" by "taking into account". The amendment and linguistic subamendment were supported.
- 176.** The Employer Vice-Chairperson proposed replacing "conduct regular surveillance" with "follow up on" and adding "and assess the working environment" after "workers' health".
- 177.** The Workers' group expressed their support but proposed a subamendment to replace "follow up on" with "conduct periodic surveillance of". It was so agreed.
- 178.** Clause (h) was adopted as amended.

Proposed clause (i)

- 179.** Clause (i) was adopted.

Proposed clause (j)

- 180.** The Employer Vice-Chairperson proposed deleting the clause, arguing that social security, compensation and employment injury benefits were outside the scope of an OSH discussion. The Government Vice-Chairperson opted to keep the Office text. The Worker Vice-Chairperson asked the Secretariat to clarify how compensation-related aspects were situated within the ILO framework for OSH.
- 181.** The Secretariat stated that prevention, injury, compensation, rehabilitation and return to work formed a continuous cycle, and that the relevance of social security and insurance schemes was reflected in a number of ILO instruments, including Convention No. 187, which envisaged collaboration with relevant insurance or social security schemes within the national OSH system. Other relevant instruments included the Working Environment (Air Pollution, Noise and Vibration), 1977 (No. 148) and the Occupational Health Services Convention, 1985 (No. 161), the Safety and Health in Agriculture Convention, 2001 (No. 184), and the Biological Hazards in the Working Environment Convention, 2025 (No. 192), as well as recent codes of practice, which

recognized in different ways the links between OSH, income security, compensation and employment injury benefits. The Secretariat underlined the direct complementarity between OSH and social protection in the ILO framework.

182. The Worker Vice-Chairperson recalled the link between OSH and social protection, noting that previous ILO discussions, including the June 2023 resolution on a just transition and Governing Body deliberations, provided the mandate to address both dimensions.
183. The Employer Vice-Chairperson acknowledged the interlinkages between OSH and social protection but reiterated that issues relating to the recognition of occupational diseases, revision of occupational diseases lists, compensation and social protection fell outside the scope of the meeting.
184. The Worker Vice-Chairperson, who had proposed amendments to insert “, in accordance with national law and practice,” before “any”, to replace “or” with “and”, and to insert “, including for survivors” at the end of the clause, indicated the readiness of the Workers’ group to withdraw those amendments and revert to the Office text in the interest of consensus.
185. The Employer Vice-Chairperson thanked the Worker Vice-Chairperson for the effort but clarified that the Workers’ group amendments were not blocking consensus, and that the Employers’ group maintained its amendment to delete the Office text.
186. Following further deliberations and the failure to reach consensus, the Employer Vice-Chairperson offered to withdraw the Employers’ group amendment on the condition that the new clause proposed by the Government Vice-Chairperson, reading “recognize, in accordance with national law and practice, diseases associated with occupational exposures arising from extreme weather events and changing weather patterns as occupational diseases, and to the extent possible, in line with the annex to the List of Occupational Diseases Recommendation 2002 (No. 194), for purposes of prevention, recording, notification and, where applicable, compensation”, is not considered.
187. Speaking on behalf of the Government group, the Government expert of Brazil, stated that, in a spirit of good faith and to facilitate progress, the Government group would withdraw the proposed new clause, while emphasizing its importance for prevention and occupational safety and health.
188. Clause (j) was adopted without amendment.

Proposed new clause after clause (j)

189. The new clause proposed by the Government group was withdrawn in light of the discussions on clause (j) of paragraph 8.

Proposed clause (k)

190. The Employer Vice-Chairperson proposed inserting “in collaboration with social partners,” after “strengthen” and “, infrastructures” after “environmental”. It was so agreed.
191. The Worker Vice-Chairperson proposed inserting “, and other bodies, as appropriate” after “bodies”, but withdrew the amendment.
192. Clause (k) was adopted as amended.

Proposed clause (l)

193. The Employer Vice-Chairperson proposed adding “, as well as resilient public infrastructures” at the end of the clause. It was so agreed.

194. Clause (l) was adopted as amended.

Proposed clause (m)

- 195.** The Government Vice-Chairperson proposed adding “including, where appropriate, through technological innovation tools in specific workplaces or in different sectors” at the end of the clause.
- 196.** Following the clarification by the Government Vice-Chairperson that the text referred to workplaces or sectors, not workplaces in different sectors, the Employer Vice-Chairperson proposed a subamendment to delete “in different”. The subamendment was supported.
- 197.** The Worker Vice-Chairperson proposed a subamendment to insert “in consultation with social partners” after “appropriate,”. The Employer Vice-Chairperson considered the subamendment redundant, as the concept of consultation was already reflected in the chapeau. The Worker Vice-Chairperson withdrew the subamendment, while stating for the record the importance of consultation with the social partners.
- 198.** The Worker Vice-Chairperson proposed adding “, in an accessible language and form” at the end of the clause. The amendment was supported.
- 199.** Clause (m) was adopted as amended.

Proposed clause (n)

- 200.** Speaking through her Adviser [M], the Government expert of Algeria [F], proposed to insert “, training” after “guidance”. The amendment was adopted by consensus.
- 201.** The Employer Vice-Chairperson proposed to insert “respective” before “representatives”. The amendment was supported.
- 202.** Clause (n) was adopted as amended.

Proposed clause (o)

- 203.** The Government Vice-Chairperson introduced a linguistic amendment to replace “other staff as relevant” with “, as appropriate, other officials”. It was so agreed.
- 204.** The Employer Vice-Chairperson proposed to insert “respective” before “representatives”. It was so agreed.
- 205.** The Worker Vice-Chairperson proposed to add “including climate-related inspection protocols, engagement with workers and their representatives, immediate authority to require suspension of unsafe work, and effective sanction for non-compliance” at the end of the clause. There was no consensus among the Government experts on the amendment. The Government expert of Brazil speaking on individual capacity, stated, for the record that, as the country holding the Presidency of COP30, Brazil attached great importance to climate change and therefore supported the amendment.
- 206.** The Employer Vice-Chairperson indicated that the Employers’ group did not support the amendment, and proposed a subamendment to replace “including climate-related inspection protocols, engagement with workers and their representatives, immediate authority to require suspension of unsafe work, and effective sanction for non-compliance” with “including inspection protocols related to extreme weather events and changing weather patterns”.
- 207.** The Worker Vice-Chairperson accepted the subamendment while, stating for the record that there was a mandate from the Governing Body for the meeting to discuss issues related to climate change.

208. Clause (o) was adopted as amended.

Proposed clause (p)

- 209.** The Worker Vice-Chairperson had proposed adding “and psychosocial support” after “health care” and deleting “, in accordance with national circumstances,”, but withdrew both amendments in the interest of consensus.
- 210.** The Employer Vice-Chairperson proposed deleting clause 8(p), stressing that the OSH discussion should focus on prevention and not on areas such as social protection, income security and healthcare, which would require another set of experts and another mandate.
- 211.** The Government Vice-Chairperson did not support the amendment. The Worker Vice-Chairperson also did not support the amendment, reiterating that the scope of the meeting had so far retained enterprise-related elements, including business continuity, and that the rationale for excluding social protection was therefore not valid.
- 212.** The Employer Vice-Chairperson responded that business continuity planning was necessary to secure sites, protect workers and maintain essential safety functions, particularly in high-risk sectors.
- 213.** Following further informal consultations by the expert groups, the Employer Vice-Chairperson withdrew the amendment, while stating for the record that the Employers’ group had consistently sought to remain within what it considered to be the strict OSH scope of the meeting, but was withdrawing the amendment for the sake of consensus.
- 214.** Clause (p) was adopted without amendment.

Proposed clause (q)

- 215.** The Government Vice-Chairperson proposed an editorial amendment at the start of the clause, so that it would read as “encourage the development and implementation of enterprises business contingency and”. It was so agreed.
- 216.** The Employer Vice-Chairperson proposed inserting “and consequences” after “risks” and “, and enhance the resilience of businesses, in particular MSMEs” at the end of the clause. The amendments were supported.
- 217.** Clause (q) was adopted as amended.

Proposed new clause after clause (q)

- 218.** The Worker Vice-Chairperson proposed adding a new clause, to read, “invest in effective, safe and resilient public utility infrastructure as well as in staffing levels, training and equipment for frontline workers and public emergency and health services to ensure appropriate preparedness, response and resilience”.
- 219.** The Government Vice-Chairperson supported the amendment and proposed a subamendment to insert “as appropriate,” at the start of the clause to ensure flexibility.
- 220.** The Worker Vice-Chairperson and the Employer Vice-Chairperson indicated their support for the subamendment.
- 221.** Clause (q) *bis* was adopted as subamended.

II. Workplace level management of risks arising from extreme weather events and changing weather patterns

Proposed title

- 222.** The Worker Vice-Chairperson proposed replacing the term “workplace level” with “working environment” in the section title, noting that this would align the text with terminology used in ILO instruments.
- 223.** The Employer Vice-Chairperson did not support the amendment, emphasizing that “workplace” referred to areas under the employer’s control and was consistent with established ILO instruments. He argued that the amendment would extend the provision beyond what employers could reasonably control and cautioned against its impact on subsequent provisions.
- 224.** Following consultations among representatives of the groups, the amendment was withdrawn.
- 225.** The title of Section II was adopted without amendment.

Proposed paragraph 9

Proposed chapeau

- 226.** The chapeau was adopted.

Proposed clause (a)

- 227.** The Employer Vice-Chairperson proposed deleting “participatory and” and “as well as associated hazards and their risks”, and adding “, supported by guidance of the competent authorities” at the end of the clause. The Worker Vice-Chairperson and the Government Vice-Chairperson supported the deletion of “as well as associated hazards and their risks”, and the insertion of “, supported by guidance of the competent authorities”.
- 228.** The Workers’ group and the Government group did not support the deletion of “participatory and”. The Employer Vice-Chairperson said that participatory risk assessment was not expressly required by ILO instruments and that making it mandatory could create practical and legal complexities.
- 229.** Following extensive debate and informal consultations, the Employer Vice-Chairperson indicated that the paragraph on employers’ duties already required arrangements for consultation and participation of workers, and that this provision was more appropriate than addressing participation specifically in relation to risk assessment. On the basis of this explanation, the Worker Vice-Chairperson and the Government Vice-Chairperson accepted the amendment.
- 230.** The Worker Vice-Chairperson proposed inserting “, preventive and control measures and” after “risk assessments” and deleting “to” before “identify”. It was so agreed. The Secretariat suggested an editorial change to move “, preventive and control measures” after “extreme weather events and changing weather patterns”, to read, “and determine preventive and control measures”. It was so agreed.
- 231.** The Government Vice-Chairperson proposed inserting “documented” before “risk assessments”. Although the amendment had initially only received the support of the Workers’ group, following further informal consultations among the groups, the Employer Vice-Chairperson indicated that, for the sake of consensus, the Employers’ group would accept the inclusion of “documented”, while noting its concern that this might lead to bureaucracy rather than actual preventive action in the workplace.
- 232.** Clause (a) was adopted as amended.

Proposed clause (b)

233. Clause (b) was adopted.

Proposed subclause (i)

234. The Employer Vice-Chairperson proposed deleting “weather resistant or” before “adaptive installations”, arguing that full weather resistance could not realistically be guaranteed and that some events could not be fully resisted. The Worker Vice-Chairperson proposed a subamendment to replace “adaptive installations” with “weather adaptive installations”. It was so agreed.
235. The Worker Vice-Chairperson proposed inserting “, vehicles” after machinery, inserting “wholesome water, suitable welfare facilities,” after “heating systems,” and adding “and working areas, including safe access to and from workplaces, safe transport arrangements during extreme weather conditions, and evacuation transport where necessary, particularly for remote, isolated and frontline workers” at the end of the subclause, while deleting “areas” after “rest” for linguistic reasons. The Government Vice-Chairperson supported the amendments.
236. The Employer Vice-Chairperson asked the Secretariat to clarify the type of transport intended in a workplace-level provision.
237. The Secretariat clarified that the term “welfare facilities” comes from Recommendation No. 102, and included feeding facilities, rest facilities in or near the undertaking, recreation facilities and transportation facilities to and from work where ordinary public transport was inadequate or impracticable.
238. Following the explanation, the Employer Vice-Chairperson agreed to the insertion of “, vehicles” and “wholesome water, suitable welfare facilities,” and the linguistic amendment to delete “areas”. However, he did not support the additional wording concerning safe access, safe transport arrangements and evacuation transport.
239. The Worker Vice-Chairperson withdrew the proposed wording “including safe access to and from workplaces, safe transport arrangements during extreme weather conditions, and evacuation transport where necessary, particularly for remote, isolated and frontline workers”, so that the clause would end with “and working areas”. He stated for the record that the withdrawal of “safe transport” was informed by the Secretariat’s guidance in relation to welfare facilities. It was so agreed.
240. Subclause (b)(i) was adopted as amended.

Proposed subclause (ii)

241. The Employer Vice-Chairperson and the Worker Vice-Chairperson proposed deleting “or suspension”. It was so agreed.
242. The Worker Vice-Chairperson proposed inserting “, with no loss of income” at the end of the subclause. The Government group supported the amendment, but the Employers’ group did not support it. Following discussion, the Worker Vice-Chairperson withdrew the amendment.
243. Subclause (b)(ii) was adopted as amended.

Proposed subclause (iii)

244. Subclause (b)(iii) was adopted.

Proposed subclause (iv)

- 245. The Worker Vice-Chairperson proposed to replace “provide” with “safe, suitable, gender-responsive” at the start of the clause, and to include “provided” after “material”. It was so agreed.
- 246. Subclause (b)(iv) was adopted as amended.

Proposed new subclause after subclause (iv)

- 247. The Government Vice-Chairperson proposed adding a new subclause, to read, “facilitate transportation of workers from the workplace to specialized medical care”, but withdrew it, noting that the issue had already been addressed elsewhere.
- 248. Subclause (b)(iv) *bis* was withdrawn.

Proposed clause (c)

- 249. The Government group proposed inserting “, including vulnerable groups workers who must continue working during extreme weather events, such as those performing critical or emergency situations” at the end of the clause, while indicating flexibility on the wording. The Worker Vice-Chairperson supported the amendment.
- 250. The Employer Vice-Chairperson indicated that the Employers’ group could work with the suggested wording but expressed reservations about a general reference to “vulnerable groups” without linking it to increased risk of harm, noting that the clause concerned workplace-level management and should therefore follow a hazard- and risk-based approach.
- 251. He further proposed deleting the reference to workers “performing critical or emergency functions”, noting that the reference to workers who must continue working during extreme weather events would be sufficient. The Government Vice-Chairperson proposed a subamendment to delete the reference to “vulnerable groups” and accepted the amendment of the Employers’ group to delete the reference to specific workers.
- 252. The Worker Vice-Chairperson did not support the removal of the reference to vulnerable groups and requested that alternative wording be considered, including terminology used in the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 187), and that the relevant text be displayed on screen.
- 253. The Secretariat suggested, for further consideration, the possible formulation “vulnerable groups or groups in situations of vulnerability”, as reflected in Article 6 of the Violence and Harassment Convention, 2019 (No. 190).
- 254. The Employer Vice-Chairperson reiterated that, in his view, the normative texts displayed confirmed that provisions related to vulnerability are not for workplace-level management but national systems, and proposed reverting to the Office text.
- 255. The Government Expert of Brazil supported retaining a reference to vulnerable workers. The amendment was placed in brackets to allow further consultations.
- 256. Following informal consultations among the groups, the Worker Vice-Chairperson proposed an amendment to the subamendment by deleting “must”, explaining that the Workers’ group preferred broader wording. It was so agreed.
- 257. Clause (c) was adopted as amended.

Proposed clause (d)

258. The Employer Vice-Chairperson proposed deleting “monitor” and revising the start of the clause, to read, “adopt operational decisions based on”, and to delete “, and translate them into operational decisions, including adjustment or suspension of work where necessary”, arguing that employers should not be expected to continuously monitor early warning systems but should act on warnings once received from the relevant authorities. It was so agreed.

259. Clause (d) was adopted as amended.

Proposed clause (e)

260. The Employer Vice-Chairperson proposed and later withdrew an amendment to delete “and recovery plans”.

261. Clause (e) was adopted without amendment.

Proposed clause (f)

262. The Employer Vice-Chairperson proposed inserting “issued by the competent authorities” after “indices”.

263. The Worker Vice-Chairperson did not support the amendment, arguing that, in addition to indices issued by the competent authorities, some indices could be produced by employers through risk assessment. The Employer Vice-Chairperson withdrew the amendment.

264. The Worker Vice-Chairperson proposed adding “with reference to best practice Occupational Exposure Limits”. The Government group supported the amendment.

265. Following discussions, the Employer Vice-Chairperson indicated that the Employers’ group could support the amendment if it was subamended by adding “if applicable”. It was so agreed.

266. Clause (f) was adopted as amended.

Proposed clause (g)

267. The Employer Vice-Chairperson proposed several amendments: inserting “based on paragraph 8(e)” at the start of the clause; adding “evidence-based” before “relevant thresholds”; adding “and additional safeguards and controls” after “thresholds”; and deleting “exposure limits or other” after “occupational”. The Workers’ group and the Government group did not support the deletion of “exposure limits or other” but supported the remaining amendments.

268. The Worker Vice-Chairperson proposed adding “, guidance, recommendations and other policies” before “established”. It was so agreed.

269. The Employer Vice-Chairperson proposed a subamendment to align the text of revised clauses. He withdrew the proposed explicit reference to paragraph 8(e) and agreed to retain the reference to occupational exposure limits. He revised the wording of his initial amendments so that the start of the clause would read “apply occupational evidence-based relevant thresholds, and if applicable, occupational exposure limits, and apply additional safeguards and controls”, followed by the Workers’ group amendment. It was so agreed.

270. Clause (g) was adopted as amended.

Proposed clause (h)

271. The Employer Vice-Chairperson proposed to rephrase the start of the clause “ensure workers’ health surveillance, with particular attention to”, to read, “give particular attention to the health surveillance of”. The amendment was not supported, hence withdrawn.

272. Clause 9(h) was adopted without amendment.

Proposed clause (i)

273. The Employer Vice-Chairperson proposed replacing “ensure the recording and notification of” with “record and notify”. It was so agreed.

274. The Employer Vice-Chairperson proposed deleting “associated with exposures arising from”, arguing that the wording could imply a direct causal relationship. The Workers’ group and the Government group preferred to retain the Office text, while indicating flexibility to find alternative wording.

275. The Secretariat proposed a subamendment to replace the phrase with “in the context of exposure to”. The subamendment was accepted by all.

276. Clause (i) was adopted as amended.

Proposed clause (j)

277. The Employer Vice-Chairperson added “in the undertaking” after “representatives”, explaining that the employer’s obligation to provide information, instruction and training should apply to workers and their representatives in the undertaking. He noted that the clarification was particularly important where representatives might not belong to the undertaking. Following the decision to retain the section title referring to the workplace level, the amendment was withdrawn.

278. Clause (j) was adopted without amendment.

Proposed clause (k)

279. The Employer Vice-Chairperson proposed inserting “promote” before “participation”, arguing that employers could ensure arrangements for consultation and promote participation, but could not guarantee participation itself, which depended on workers’ willingness to engage.

280. The Worker Vice-Chairperson did not support the amendment, stressing that consultation and participation were essential prevention measures and that, in some cases, active participation by workers was required, for example in evacuation drills. The Government Vice-Chairperson expressed flexibility.

281. The Secretariat proposed alternate wording to replace “promote” with “for”. It was so agreed.

282. Clause (k) was adopted as amended.

Proposed new clause after clause (k)

283. The Worker Vice-Chairperson proposed adding a new clause, to read, “establish clear allocation of OSH duties and responsibilities across contracting and subcontracting chains, including lead contractor accountability for coordination, prevention and compliance.”

284. The Employers proposed a subamendment to replace “across contracting and subcontracting chains, including lead contractor accountability for coordination, prevention and compliance” with “whenever two or more employers in the undertaking engage in activities simultaneously in the workplace”, making use of wording based on Article 17 of Convention No. 155.

285. The Worker Vice-Chairperson proposed a further subamendment to rephrase the clause to read “ensure that whenever two or more employers engage in activities simultaneously in the workplace, clear allocations of OSH duties and responsibilities in applying OSH requirements are established in line with international labour standards”.

286. The Employers' group accepted the further subamendment, subject to replacing "in line with" with "taking into account". The Workers' group and the Government group supported the revised wording

287. Clause 9(k) *bis* was adopted as subamended.

Proposed paragraph 10

Proposed chapeau

288. The Worker Vice-Chairperson proposed replacing "Considering the duty of the workers" with "Employers should make the necessary arrangement under which workers and their representatives should", noting that employers should facilitate such arrangements.

289. The Employers' group and the Government group preferred to retain the Office text, however, the Government group expressed flexibility.

290. Following further discussion, the Worker Vice-Chairperson referred to Convention No. 192, as a possible basis for compromise wording. The Secretariat suggested wording adapted from Article 20 of that Convention, to read "There should be arrangements at the level of the undertaking under which workers shall have duties that include". The text was accepted by all as a chapeau.

291. The chapeau to paragraph 10 was adopted as amended.

Proposed clause (a)

292. The Worker Vice-Chairperson proposed replacing "prescribed" with "required" but later withdrew the amendment.

293. The Government Vice-Chairperson proposed to add "and ensure the proper care and use of personal protective clothing, facilities and equipment" at the end of the clause but later withdrew the amendment.

294. Clause (a) was adopted without amendment.

Proposed clause (b)

295. The Worker Vice-Chairperson proposed to add "required" before "instruction", later replacing it with "prescribed". It was so agreed.

296. Clause (b) was adopted as amended.

Proposed clause (c)

297. The Worker Vice-Chairperson proposed inserting "required work-related" before "health surveillance", later replacing it with "prescribed work-related". It was so agreed.

298. Clause (c) was adopted as amended.

Proposed clause (d)

299. The Government Vice-Chairperson and the Worker Vice-Chairperson proposed deleting "ensure proper care and use of protective clothing, facilities and equipment", however the Government Vice-Chairperson expressed a withdrawal.

300. The Workers' group argued that workers should not be tasked with the complex function of caring for PPE.

301. The Employer Vice-Chairperson provided the distinction between the workers' duty to take care through proper use and handling, and the employers' duty to maintain and repair the PPE.

- 302.** The Employer Vice-Chairperson proposed a subamendment to replace “ensure proper care and use of protective clothing, facilities and equipment” with “ensure proper handling and use of protective clothing, facilities and equipment”. It was so agreed.
- 303.** Clause (d) was adopted as amended.

Proposed new clause after clause (d)

- 304.** The Government Vice-Chairperson proposed three new clauses, but withdrew two of them. The retained clause read “actively contribute to the identification and prevention of risks by reporting unsafe working conditions, near-miss incidents and emerging hazards, recognizing that early reporting is essential for preventing occupational accidents and diseases”.
- 305.** Noting that the clause referred to near-miss incidents but not to accidents, the Employer Vice-Chairperson asked the Secretariat to provide guidance.
- 306.** The Secretariat provided guidance based on the ILO Guidelines on OSH Management Systems and suggested that “accidents” or “injuries” would be more appropriate than “near-miss incidents”.
- 307.** Following the Government group’s explanation on importance of reporting near-misses, the Employers’ group and the Workers’ group agreed to include all three terms. The proposal was subamended to read “accidents or injuries, near-miss incidents”.
- 308.** Clause (d) *bis* was adopted as subamended.

Proposed new clause after clause (d) *bis*

- 309.** The Worker Vice-Chairperson proposed two new clauses but withdrew one. The retained clause read “Occupational safety and health measures shall not involve any expenditure by, resulting in loss of pay or discrimination for the workers”. Following an editorial suggestion by the Secretariat, the text was revised to read “Occupational safety and health measures shall not involve any expenditure or resulting loss of pay or discrimination for the workers.”
- 310.** The Employer Vice-Chairperson asked the Secretariat’s guidance, noting that the proposed new clause does not fit under the duties of workers. The Secretariat explained that the text was in accordance with Article 21 of Convention No. 155 and suggested that it be placed as a new paragraph after the provisions on the duties of the employers and workers. The Workers’ group and the Government group accepted the suggestion.
- 311.** The Employers’ group accepted the proposed placement but proposed aligning the text more closely with Convention No. 155 by deleting the reference to “loss of pay or discrimination”, and also proposed to replace “shall” with “should”.
- 312.** The Worker Vice-Chairperson, in line with Convention No. 155, proposed a subamendment to insert “or undue consequences” before “for the workers”. The revised text of the new paragraph would therefore read “Occupational safety and health measures should not involve any expenditure or undue consequences for the workers.”. The subamendment was supported by all.
- 313.** Clause (d) *ter* was then moved as paragraph 10 *bis* and adopted as subamended

III. Recommendations for future action by the Office

Proposed paragraph 11**Proposed chapeau**

314. The chapeau was adopted.

Proposed clause (a)

315. Paragraph (a) was adopted.

Proposed clause (b)

316. The Employer Vice-Chairperson proposed replacing “policies and legislation” with “policies and programmes”.
317. Following the Secretariat's clarification on the role of the Office in relation to assistance related to the formulation of national legislation, the Employers' group revised their amendment to retain “legislation” while adding “programmes”, to read, “policies and programmes, and legislation”.
318. It was so agreed. Clause (b) was adopted as amended.

Proposed clause (c)

319. The Worker Vice-Chairperson proposed adding “with capacity building and resilience building to secure livelihoods and provide technical support to labour inspectorates, including through the training of inspectors, the development of guidance for OSH authorities and agencies, and the development of specific inspection protocols and tools for climate-related OSH risks” at the end of the clause.
320. The Workers' group revised their amendment to remove “including through the training of inspectors, the development of guidance for OSH authorities and agencies”.
321. Referring to the mandate of the meeting, the Employer Vice-Chairperson proposed a subamendment to delete “to securing livelihoods”, and “and the development of specific inspection protocols and tools for climate-related OSH risks”, and proposed minor editorial adjustments for clarity. It was so agreed.
322. Clause (c) was adopted as amended.

Proposed clause (d)

323. Clause (d) was adopted.

Proposed clause (e)

324. The Employer Vice-Chairperson proposed inserting “based on these conclusions” before “engage”. The amendment was not supported by the Workers' group. The Employers' group then proposed a subamendment for the beginning of the clause to read “recognising that the ILO has a comprehensive OSH framework, and based on these conclusions”, but this was not supported.
325. The Employer Vice-Chairperson revised the subamendment by deleting “based on these conclusions”.
326. The Worker Vice-Chairperson proposed an alternative formulation, replacing the “comprehensive OSH framework” with “leadership role on OSH”. The Employers' group proposed a further subamendment, so that the phrase would read “recognizing that the ILO has a leadership role in OSH, based upon a comprehensive occupational safety and health

framework". The Workers' group did not support the further subamendment, while the Government group remained flexible.

327. In the interest of consensus, the Employer Vice-Chairperson withdrew the amendment.

328. Clause (e) was adopted without amendment.

Proposed new clause after clause (e)

329. The Workers' group proposed new clauses after clause 11(e), including proposals concerning an ILO help desk on extreme weather, advice on occupational health, health surveillance and health warnings to workers on extreme weather-related risks, and the development of technical guidelines or other appropriate ILO instruments.

330. The Employer Vice-Chairperson stated that those issues were adequately covered in the text and that the proposed new clauses were duplicative.

331. The Governments Vice-Chairperson indicated that the Government group had not reached a consensus on the proposed new clauses and invited Government experts to express their views in their individual capacities.

332. The Government expert of Türkiye did not support the proposals, while the Government Expert of Brazil supported them. The Government Expert of Qatar suggested consolidating the proposals into one.

333. The Worker Vice-Chairperson introduced a consolidated proposal to replace the proposed new clauses, to read, "Collect and disseminate good practices to inform possible future action of the ILO and to provide guidance to constituents and undertake other action, subject to the Governing Body's approval, to complement and update these conclusions".

334. The Government group supported the consolidated text. The Employers' group supported only some parts of the text and proposed a subamendment, to read, "Collect and disseminate good practices and provide guidance to constituents". The Workers' group did not support the subamendment.

335. After failure to reach consensus, the Secretariat suggested possible wording drawn from previous meetings, to read, "Collect and disseminate good practices, provide guidance to constituents and undertake other action, subject to the Governing Body's approval, to complement and update these conclusions". The Workers' group accepted the wording, but the Employers' group did not support references to the Governing Body or to updating the conclusions.

336. Following further negotiations and discussion and the departure of the Employer Vice-Chairperson due to the meeting having extended beyond the agreed working hours, the Employer expert from the United States, speaking on behalf of the Employers' group, stated that he was bound by the position previously expressed by the Employer Vice-Chairperson and proposed wording, to read, "Collect and disseminate good practices to inform possible future actions of the ILO in providing guidance to the constituents". It was so agreed.

337. Clause (e) *bis* was adopted as subamended.

V. Closure of the Meeting

338. The Secretary General of the meeting thanked everyone for their efforts and for the spirit of collaboration that had led to the successful adoption of the first set of conclusions addressing

OSH in extreme weather events and changing weather patterns. He stated that the conclusions would provide important guidance to governments, employers, workers and their organizations, as well as to the Office.

- 339.** The Worker Vice-Chairperson thanked the Office for its tireless work in preparing and supporting the meeting. He thanked the Government experts for their engagement. He acknowledged the difficult moments in the discussions, during which flexibility had been shown, and consensus had been reached for the sake of the conclusions. He believed the conclusions would make a real difference in the lives of workers facing extreme heat, floods, storms, and a changing climate every single day. He also thanked the Employer experts for their work throughout the meeting in the spirit of tripartism, noting that the meeting was the greatest proof of what social dialogue could achieve.
- 340.** Recalling that World Day for Safety and Health at Work and the International Commemoration Day for Dead and Injured Workers would be marked on 28 April, he dedicated the conclusions to the memory of workers who had lost their lives or been injured at work. He emphasized that the conclusions were not abstract words on paper, but a promise to those workers and their families. He thanked his fellow experts and the Secretariat for their knowledge, solidarity, professionalism and patience.
- 341.** The Employer expert of the United States, speaking on behalf of Employers' group, acknowledged the constructive engagement of the Government and Worker experts, in good faith and in a spirit of tripartism, which had enabled the adoption of the conclusions. He iterated that the employers would always continue to engage and to keep the protection of workers in all events, including in extreme weather events and changing weather patterns, as a priority. He expressed regret over the difficult situations that had arisen during the process and reassured the meeting that the Employers' group had acted in good faith throughout.
- 342.** He thanked his fellow Employer experts, the Secretariat, the Worker and Government experts, and the ILO Office, and congratulated the Chairperson for conducting the meeting successfully.
- 343.** The Government Vice-Chairperson welcomed the opportunity to participate in the ILO's tripartite process, which sought to bring risk-informed and evidence-based considerations of extreme events and changing weather patterns into the culture and practice of OSH, and thanked the Government of Barbados for nominating him as the Expert in the process. He stated that the Government of Barbados was fully committed to the agenda and saw it as a critical next step in its repertoire of tools and resources to advance its resilient development agenda and to engage local OSH and disaster risk management stakeholders, as well as other development actors at the national and Caribbean Community (CARICOM) levels.
- 344.** He thanked the Government experts for their confidence in appointing him as their Vice Chairperson and appreciated their support which eased his work. On behalf of the Government experts, he thanked the adviser [M] and staff of the ILO Office for their guidance and support. He expressed his gratitude to the Worker and Employer experts for the robust exchanges that had been key to building the consensus reached by the meeting. He noted that the meeting had established a take-off platform for revisiting OSH thinking and practice in a rapidly changing environment driven by extreme events and a changing climate. He congratulated the Chairperson of the meeting for his leadership, calm disposition and deep understanding of the process and rules, which had enabled the outcome of the meeting.
- 345.** The Government expert of Qatar expressed sincere appreciation to the Chairperson for his excellent leadership. He further thanked the Vice-Chairpersons, the Secretariat and the

Government experts for their constructive engagement throughout the process. He stated that the adoption of the conclusions was a meaningful achievement and reflected the shared commitment to advance the critical agenda of extreme weather events and changing weather patterns. The conclusions would contribute to ongoing efforts to strengthen OSH in the workplace.

- 346.** Having confirmed the adoption of the conclusions, the Chairperson referred to the spirit of tripartism and multilateralism that characterized the meeting and thanked the Vice-Chairpersons, all participants and the interpreters for contributing to its successful conduct on such a difficult issue. He described the conclusions as ambitious and extremely important, noting that they would be submitted to the Governing Body.
- 347.** In conclusion, the Chairperson congratulated the Secretariat on the successful meeting and declared the Meeting of Experts on Occupational Safety and Health in Extreme Weather Events and Changing Weather Patterns closed.

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