

International Labour Organization



Occupational Safety and Health Challenges in South Asia

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Challenges relating to:

- Policy and planning
- Legislation
- Enforcement
- Consultation and engagement of social partners
- Data and information management
- Resources: Human and material
- Awareness of OSH



Ratification of OSH and LI conventions in South Asia



Country	C81	C129	C155	C161	C187
India	✓	-	-	-	-
Pakistan	✓	-	-	-	-
Sri Lanka	✓	-	-	-	-
Bangladesh	✓	-	-	-	-
Nepal	-	-	-	-	-
Maldives	-	-	-	-	-
Afghanistan	-	-	-	-	-



National policies on labour inspection and OSH



Country	LI Policy	OSH Policy
India	No	Yes
Pakistan	Yes	No
Sri Lanka	Draft	Draft
Bangladesh	Draft	Yes
Nepal	No	No
Maldives	Draft	No
Afghanistan	No	No



- Fragmented laws
- Limited scope and coverage
- No clear standards
- Restricted or unclear powers and authorities of labour inspectors
- Inadequate and non-deterrent sanctions



- Weak and ineffective labour inspection services:
 - ✓ Lack of human resources (Number, qualification, gender issues)
 - ✓ Lack of motivation
 - Under payment
 - Lack of protection
 - Absence of career development systems
 - ✓ Lack of logistics and support services
 - ✓ Under training and poor procedures and practices
 - ✓ Lack of modern tools for proper functioning

- Absence of complementary compliance strategies



- Lack of workers' and employers' awareness of labour inspection and OSH.
- Social partners not adequately consulted or involved.
- Tripartite bodies on labour inspection and OSH are mostly absent or ineffective
- No proper cooperation or coordination mechanisms with the other concerned authorities.



- Mostly computers illiterate officials
- Limited access to computers and internet
- Manual activities and lack of use of modern technology in LI and OSH
- Lack of comprehensive data bases of workplaces liable to inspection



Lack of

- Occupational safety and health specialists/technicians
- Occupational health practitioners (Physicians and nurses)
- OSH Trainers
- OSH Researchers



Lack of

- Specialized laboratories
- Training and research institutions
- Standard setting and monitoring institutions
- Educational and awareness-raising mechanisms and programmes



- Growing informal economy
- Expansion of flexible forms of employment
- Expansion of labour migration
- New risks associated with the use of new technology



- Building safety and structural integrity
- Fire and electrical safety
- Export processing zones
- Growing labour intensive sectors (e.g. apparel industry)
- Specific highly hazardous sectors (Ship-breaking, brick industry, manual scavenging)



- Occupational hazards remain mostly unidentified in terms of quality and quantity
- Work-related diseases remain unrecognized and undiagnosed – No reporting
- Work-related accidents and injuries mostly ignored – Under reporting
- Monitoring and inspection weak and ineffective
- Relevant complaints poorly documented and managed
- Statistics on occupational safety and health absent or inaccurate

As a result...

The problem is under estimated and continue to be ignored



- Strengthening national policies on OSH
- Upgrading the national labour legislation
- Strengthening labour inspection and enhancing its effectiveness
- Development and adoption of new compliance strategies
- Building positive and preventative OSH cultures through awareness-raising campaigns and early age education
- Improvement of data and statistics, including those on work-related accidents, injuries and diseases.
- Promoting tripartite and bipartite consultation and social dialogue on OSH
- Establishment of OSH supporting institutions or strengthening existing ones



- Development of a regional strategy on OSH
- Establishment of channels of knowledge and experience sharing among countries in the region
- Organizing periodic regional meetings on OSH
- Establishment of a comprehensive regional electronic data base on OSH



Thank You for your attention