



THIRTEENTH ITEM ON THE AGENDA

Report of the Committee on Sectoral and Technical Meetings and Related Issues

1. The Committee on Sectoral and Technical Meetings and Related Issues met on 15 March 2010. The meeting was chaired by Mr Héthy (Hungary). The Employer and Worker Vice-Chairpersons were Mr Moore and Mr Zellhoefer, respectively.

1. The sectoral dimension of the ILO's work**1.1. Update of sectoral aspects regarding the global economic crisis: Tourism, public services, education and health**

2. Mr Dragnich, Executive Director of the Social Dialogue Sector, introduced two publications from the Sectoral Activities Department, an update from the sectoral employment data brief presented in November 2009 and a brochure showcasing statistical data on the sectoral impact of the financial crisis.
3. Ms Tinoco, Director of the Sectoral Activities Department, introduced the paper,¹ explaining that it discussed the impact of the crisis on sectoral employment since the last meeting, and presented studies regarding the impact of the financial crisis on different economic sectors. It showed that in the last half of 2009 the global economy had shown signs of recovery, which had not been translated into jobs. Also, sectors like public services were now being affected. She looked forward to the discussion and requested the Committee members' views to orient the future work of the Office in line with the Global Jobs Pact.
4. The Employer Vice-Chairperson congratulated the Office for the report, and suggested that more practical examples should be added to show what countries and the ILO had been doing to address the downturn.
5. The Worker Vice-Chairperson thanked the Office for the report, underscored the paper's qualitative information, and regretted that the meeting had been scheduled at the same time as the meeting of the Committee on Employment and Social Policy in which the Global Jobs Pact would be discussed. He noted that some signs of recovery existed, but pointed

¹ GB.307/STM/1.

out that confidence had not been restored and recovery had been slow and would not necessarily be sustainable, given its reliance on public stimulus packages that, in many cases, would soon end. The underlying causes had not been addressed: a deregulated financial sector, as well as imbalances and inequalities in the global economy. Also, employment lagged behind economic recovery, giving reasons for continued concern. Due to often limited fiscal space, employment in public services was at risk; this development needed to be anticipated and the importance of public services recognized for a decent work response. His group welcomed the activities to address the challenges described in the last part of the document; in particular social dialogue should continue to be promoted. A coherent, comprehensive and integrated approach needed to be pursued that was based on the Global Jobs Pact and the Decent Work Agenda, in order to limit isolated and ad hoc responses. A macroeconomic framework was required, which included sectoral policies geared at the creation of decent and productive employment, aimed at increasing diversification and higher value-added production and services.

6. A Worker member from Jordan commended the work of the ILO on social dialogue, employment policy and job creation in Jordan. Through social dialogue, improvements to national legislation had been made possible. Now, however, the financial crisis was having a negative impact on the implementation. Considerable discrepancies between wage levels were increasing and the reduction of public expenditure and increase of taxes were problematic. Within one year 10,000 workers had lost their jobs. Education and tourism had also been negatively affected, although the low prevalence of foreign investment in Jordan's financial markets had prevented a full negative impact on the economy.
7. A Worker member from the African region stressed that the public service was especially affected, only in tourism the situation was improving. A tacit agreement seemed to exist that the best way forward was to freeze wages. Looking back at earlier crises, it was clear that this was not correct: cuts in salaries in the public sector needed to be avoided and the spending power of workers increased. The public sector was the largest employer in Africa and any cuts would have negative effects. In particular, cuts in education endangered future development.
8. A Worker member from Colombia expressed concern that working conditions were deteriorating and stressed the need for employment indicators that would measure the quality of employment and revenue. The crisis led to more informal employment, precarious contracts and reduction of salaries. Tourism had increased the revenue for the countries but not improved the living conditions of the workers. Eighty per cent of the health workers in Colombia were employed by "work cooperatives" which were worse than subcontracting or contract agencies.
9. The representative of the Government of India thanked the Office for the report. India had taken various efforts in line with the Global Jobs Pact through public housing and infrastructure programmes, and public-private partnerships has conducted quarterly quick employment surveys since the crisis began. The results for July to September 2009 demonstrated that half a million jobs had been created in sectors including textiles, gems and jewellery, and transport. This indicated that the recovery had begun in India. In its future work, the ILO should continue to carry out sectoral activities at both national and subregional levels.
10. The representative of the Government of France shared the Workers' concern regarding the scheduling conflict with the Committee on Employment and Social Policy, since the document provided very concrete and helpful information and would have deserved more visibility. The crisis was only one of the possible influences on public expenditure. In France, for example, in response to the crisis, the Government had maintained

expenditures at previous levels. Reductions in jobs in these sectors were thus not caused by the crisis but resulted from a long-term policy to reform employment in the sector.

11. The representative of the Government of Brazil congratulated the Office for the document, which showed vital elements for the recovery. The largest concern was the paradoxical situation of teacher shortages and unemployed teachers, which would reduce the quality of teaching and slow down development prospects in the long term. The Brazilian Government had made large investments in education, provided training to teachers and made education compulsory up to the age of 16. Since working conditions in the health sector influenced the quality of the service, the Health Ministry's budget and the national health systems coverage had been increased and efforts been made to ensure the well-being of future generations.
12. The representative of the Government of Zambia, speaking on behalf of the Africa group, expressed appreciation for the inclusion of best practices in the document, the depth of the information and the inclusion of gender elements in paragraphs 1, 20, 39, 61 and 65. Future reports should focus on agriculture and, possibly, mining. In order to address inadequacies of labour market information on Africa, two countries from each subregion should receive assistance in designing and building labour statistics: South Africa and Zambia; Nigeria and Burkina Faso; Kenya and the United Republic of Tanzania; and Egypt and Algeria. He underscored the need to build the capacities of institutions and mechanisms for effective social dialogue to implement the Global Jobs Pact and proposed that the ILO collaborate with the African Union to draft a guide on good practices on social dialogue and create networks to share experiences, as well as help develop national action plans to implement the Global Jobs Pact at country level.
13. The representative of the Government of Australia agreed with the Employers' suggestion for further examples of best practices to be included in future reports and suggested that a stronger focus on analyses should be pursued that could also demonstrate the ILO's involvement in the implementation of the Global Jobs Pact.
14. The Employer Vice-Chairperson shared the Workers' concern regarding the overlapping of two key committees and asked the Office to avoid this situation in the future.
15. The Worker Vice-Chairperson asked the Office to follow up on further developments in the four sectors reported in this session and report on its findings to the Committee in March 2011. He acknowledged the ILO's intention to perform work described in paragraphs 67 and 68 and encouraged the Office to seek additional resources for this work.

1.2. Presentation of social dialogue in one sector: Response to the economic crisis and the Global Jobs Pact

16. Mr Dragnich introduced the film "Jordan's garment industry: Migrating to Better Work" by explaining that the Better Work Programme aimed to improve compliance with labour standards and competitiveness in global supply chains. The programme pursued a sectoral approach with social dialogue at its core: tripartite sectoral advisory committees, including the industry and sectoral trade unions, provide guidance on strategies to be pursued in order to ensure that scalable and sustainable solutions are implemented. While Better Work had so far focused on the garment and textile sector, an extension into other sectors (such as electronics) seemed advisable. Better Work also had country projects in Jordan, Haiti, and Viet Nam; work was just beginning in Lesotho.

17. Jordan was the first country where the Better Work Programme had become operational outside of Cambodia and had been set up because of allegations of very serious human rights and worker rights violations raised in 2006. Given that the Government was highly engaged in its implementation, in collaboration with workers and employers, it was planning to extend the programme throughout the industry. During a recent visit to Jordan, he had been particularly impressed by the fact that companies were being set up in rural areas with high unemployment and were trying to attract local workers.
18. The Worker Vice-Chairperson supported the Better Work Programme and its possible expansion in other sectors. It was, however, important that capacity building for trade unions was an important part of the programme and was undertaken prior and parallel to its implementation. Full independence needed to be ensured in the selection of trainers and the preparation of training materials, as had been the case in Viet Nam. Specialists of the Bureau for Workers' Activities (ACTRAV) needed to be fully informed and involved in the capacity-building activities. In Jordan, Better Work should promote industrial relations in workplaces where trade unions were already present. In cases where there were no trade unions, which was the case for many Jordanian companies, the respective sectoral trade unions should be involved instead of management in organizing worker representation. It was also regrettable that migrants still did not have the right to organize in Jordan.
19. A Worker member from Jordan added that it was important that the programme opened employment opportunities in rural regions where there was high unemployment. The ILO had worked closely with Jordanian trade unions on programmes on social dialogue. The trade unions had considered their results a proof that social partnership was important and were interested to see these programmes extended to other sectors with the support of the ILO. He concurred with the Worker Vice-Chairperson in relation to the creation of worker committees that were not related to any independent trade union. These bodies were not foreseen in the law, but accepted by the Government. Moreover, the law prevented migrant workers from organizing. A change was required to improve the work of the trade unions in his country.
20. The Employer Vice-Chairperson commended the programme, as it was one of the few instances where the ILO came in contact with the real world.

2. Effect to be given to the recommendations of sectoral and technical meetings

2.1. Workshop to Promote Ratification of the Private Employment Agencies Convention, 1997 (No. 181), Geneva, 20–21 October 2009

21. Mr Dragnich introduced the paper,² noting that the Convention had received two additional ratifications – from Bosnia and Herzegovina and from Slovakia – since the Workshop.
22. The Employer Vice-Chairperson remarked that the Employers fully supported the *Points of consensus*, as well as the proposed Global Dialogue Forum on 11–12 April 2011. His group supported the point for decision.

² GB.307/STM/2/1.

23. The Worker Vice-Chairperson welcomed the report and the ILO's efforts to promote sectoral Conventions such as the Safety and Health in Mines Convention, 1995 (No. 176). He was pleased in particular to see that issues such as precarious work, job creation, and occupational safety and health were on the agenda of the forum. In view of the increasing precariousness of employment and new forms of temporary work, his group supported the point for decision.
24. A Worker member from Colombia thanked the ILO for its work on temporary agency workers, but wished to recall that private employment agencies in Latin America and the Caribbean were increasingly used as a form of contracting out work. They had become a hot political issue and were impairing the work of trade unions. Private employment agencies should be the exception rather than the rule, in developing and developed countries alike.
25. The representative of the Government of India had read with interest the *Points of consensus*, especially as regards the need for cooperation between the public employment service and the agencies in order to improve the functioning of the labour market. He felt that agencies should provide temporary agency workers with vocational training, promote a shift from temporary to more permanent contracts, and ensure that agency workers did not replace permanent staff. Appropriate regulation, monitoring and control were necessary, and his Government called on the ILO to promote the sharing of best practices and to strengthen such agencies. He supported the point for decision.
26. The representative of the Government of Zambia, speaking on behalf of the Africa group, supported the publication of the Workshop's report and the holding of the Global Dialogue Forum. Several African countries, including Zambia, were holding tripartite consultations with a view to possible ratification of Convention No. 181.
27. The representative of the Government of Nigeria supported the excellent summary in the report, and welcomed the sectoral focus on services sectors, which had been looked into by the Nigeria Employment Summit and Tripartite National Commission, which had highlighted the importance of these sectors, and the high incidence of informal economy employment in sectors such as tourism.
28. *The Committee recommends that the Governing Body:*
- (a) *authorize the Director-General to communicate the report of the discussion of the Workshop to Promote Ratification of the Private Employment Agencies Convention, 1997 (No. 181) (Geneva, 20–21 October 2009) to governments, requesting them to communicate the text to the employers' and workers' organizations concerned; and to the international employers' and workers' organizations and other international organizations concerned; and*
 - (b) *approve the proposals in paragraphs 4–5 of GB.307/STM/2/1 concerning the effect to be given to the October 2009 Workshop as regards the date and purpose of the 2011 Global Dialogue Forum on the Role of Private Employment Agencies in Promoting Decent Work and Improving the Functioning of Labour Markets in Private Services Sectors.*

2.2. Interregional Consultative Workshop on an ILO Human Resource Toolkit of good practices for the teaching profession, Geneva, 2–4 November 2009

29. Mr Dragnich introduced the paper.³ This Workshop represented a new type of meeting organized in Geneva. It turned out to be a very successful forum for constituents to offer advice on key aspects of human resource practices for the teaching profession. The Office was now in the process of revising the toolkit and arranging for its production, distribution and a training package to accompany it.
30. The Employer Vice-Chairperson confirmed that the Workshop had been a good one, but regretted that some of the papers for the meeting had been late and that the Office did not seem to be totally prepared for this meeting.
31. The Worker Vice-Chairperson expressed thanks to the Office for organizing the Workshop and welcomed the progress made in developing the human resource toolkit. It was hoped that the toolkit could be finalized and disseminated soon. The Workers supported its translation into French and Spanish and, if resources or other means permitted, additional languages such as, but not limited to Arabic, Russian and Portuguese, as well as the implementation of recommendations on toolkit production, distribution and training.

2.3. Meeting of Experts to Consider a Draft Code of Practice on Safety and Health in Agriculture, Geneva, 23 November–1 December 2009, and follow-up

32. Mr Dragnich introduced the paper,⁴ explaining that the principal outcome of the Meeting of Experts was the annotated draft code of practice that reflected the comments and suggestions made by participants. Two options existed on how this work was to be completed, as outlined in the point for decision. Should the second option be adopted and a follow-up meeting held in October 2010, the Office would, due to budgetary constraints, propose that the meeting should comprise five Government, five Employer and five Worker experts and have a duration of five days. It would also be proposed that the following countries be invited to designate an expert: Costa Rica, Kenya, South Africa, Thailand and United Kingdom.
33. The Worker Vice-Chairperson favoured the second option, as proposed by the Office and noted that the meeting last year had not been in the position to adopt a final code of practice, due to the late dissemination of the draft and its incompleteness. Given the substantial work still necessary and existing disagreement on various areas, another meeting of experts needed to be convened.
34. The Employer Vice-Chairperson endorsed the second option, but asked that the words “as the Director-General considers appropriate” not be included in the final point for decision.
35. The representative of the Government of India requested that India be nominated as one of the governments to be invited, given the importance of the agricultural sector for the country.

³ GB.307/STM/2/2.

⁴ GB.307/STM/2/3.

36. *The Committee recommends that the Governing Body authorize the Director-General, following consultations with constituents, to convene a five-day meeting of experts to consider the revised draft code of practice, which would be held in October 2010 and comprise five Employer and five Worker experts nominated by their respective groups, as well as five Government experts from Costa Rica, Kenya, South Africa, Thailand and United Kingdom.*

2.4. Asian Regional Workshop on the Automotive Industry, Tokyo, 7–9 December 2009

37. Mr Dragnich informed the Committee that the Workshop had been an excellent example of social dialogue in practice and addressed issues such as productive workforce, transferable skills and irregular workers, who often were left out of skills training. The Workshop emphasized the importance of social dialogue, which in many countries had played an important role in mitigating the economic crisis. The Workshop had been chaired by Mr Muraki, the Assistant Minister at the Ministry of Health, Labour and Welfare of Japan, and included delegates from eight countries.
38. The Employer Vice-Chairperson considered that the Workshop had been very useful, as it had given the industry a chance to sit down and to discuss very relevant issues in a neutral setting. He complimented the Office for the hands-on approach in the Workshop's design, but wondered why China, a major producer of automobiles, had not participated.
39. The Worker Vice-Chairperson thanked the Government of Japan for hosting the Workshop. The Workshop had offered a timely opportunity for a thorough and frank discussion and for an informal assessment of industrial relations within the automotive industry.
40. Mr Dragnich explained that, due to time constraints, the Office had, unfortunately, not been able to secure a tripartite delegation from China.

2.5. Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194), Geneva, 27–30 October 2009

41. Mr Diop, Executive Director of the Social Protection Sector, introduced the paper,⁵ stressing that updating the list of occupational diseases had been an issue of importance to all tripartite constituents. Mr Diop introduced Mr Seiji Machida, newly appointed Director of the Programme on Safety and Health at Work and the Environment (SafeWork).
42. Mr Machida reminded that the List of Occupational Diseases Recommendation, 2002 (No. 194), had been adopted in 2002 by the International Labour Conference. The procedure for updating the list of occupational diseases was outlined in Paragraph 3 of this Recommendation. He then relayed the consultations held with the tripartite constituents and the two meetings of experts. Mr Machida thanked the experts for their dedication and commitment in the development of a fully updated list of occupational diseases. He was very pleased to note that this had been the first updated ILO list of occupational diseases through the application of the new simplified procedure under Paragraph 3 of Recommendation No. 194. Thus, the two meetings successfully performed a task which

⁵ GB.307/STM/2/4.

could only be carried out in the past by the International Labour Conference itself. The world's workers and their families would benefit from this updated list of occupational diseases as it reflected the state-of-the-art development in the identification and recognition of occupational diseases. Mr Machida assured the Committee that the Office would continue to collect, analyse and evaluate relevant information and to work with the tripartite constituents in preparation for future updates of the list.

43. The Employer Vice-Chairperson supported the point for decision and pointed out that: (a) the process of updating the list of occupational diseases needed to be streamlined and more dynamic; and (b) that efforts be continued to involve the tripartite constituents in the spirit of social dialogue. The ILO should lead the updating with the participation of the World Health Organization (WHO) and the International Agency for Research on Cancer (IARC). Adequate preparation and consultations should be conducted before meetings of experts to avoid lengthy debates. The document *Identification and recognition of occupational diseases: Criteria for incorporating diseases in the ILO list of occupational diseases* should be officially published. There should be guidance on diagnosis of occupational diseases provided for the practical implementation of the new list and on the prevention of these diseases; a budgetary provision should be made to facilitate the preparation activities for the regular revision of the list. He suggested that it would be more appropriate in the future for the Governing Body to endorse the work of the group of experts rather than the list of occupational diseases itself, since Governing Body members could not be expected to have the necessary technical expertise.
44. The Worker Vice-Chairperson thanked the Office for the good work. The fact, however, that a second meeting of experts was required already was not a good sign. It gave a clear indication of the resistance and real intention on this sensitive issue of occupational diseases and their inclusion in a list which might be used for compensation. A clear example was the issue of stress confined to post-traumatic situations: the Workers would have liked to find work-related psychosocial issues, such as stress, reflected more in this list. Also, the rise in musculoskeletal disorders showed that there was a need to address this issue, which had been restricted to a bare minimum in the list. The Workers welcomed and supported the proposal to set up a tripartite working group of experts. The group would work on the basis of the four criteria outlined in the document, namely that: (i) there was a causal relationship with a specific agent, exposure or work process; (ii) they occurred in connection with the work environment and/or in specific occupations; (iii) they occurred among the groups of persons concerned with a frequency which exceeded the average incidence within the rest of the population; and (iv) there was scientific evidence of a clearly defined pattern of disease following exposure and plausibility of cause. The speaker endorsed the publication of the document and supported the point for decision.
45. Mr Diop excused himself to leave the sitting due to another committee calling for his presence. The Employer Vice-Chairperson objected to this departure as he felt it showed little support to the STM Committee and the issue at hand, especially since Government representatives had not yet voiced their opinion. Mr Diop apologized for this overlap in the schedule which was very difficult to avoid sometimes. He also explained that the Director of SafeWork would be present to answer questions and clarify technical issues relating to the new list of occupational diseases. In response to the departure of Mr Diop, the Employer Vice-Chairperson suggested to postpone the Government statements and further discussion in the Committee. Following a short debate, the Committee agreed to continue the discussion of the item.
46. The Government of Japan thanked the Office and the Meeting of Experts for the revision of the list and requested the Office to clarify from a legal perspective the following issues pertaining to the application of this new list: (1) would the new list of occupational diseases replace the list in the annex to Recommendation No. 194 as a part of the

Recommendation; (2) if so, would this replacement be equivalent to a revision of the Recommendation or equivalent to the adoption of a new Recommendation; (3) should this be the case, who would authenticate together with the Director-General the two copies of the new list as stipulated in section 4 of article 19 of the ILO Constitution; (4) would the member States be required to take any actions in relation to paragraph 6 of the same article 19 and if so what would be the starting date of the period within which member States were required to bring this revised list to their legislative bodies; and (5) what other actions member States would be required to take by the ILO Constitution in relation to this replacement of the list of occupational diseases. The Government of Japan requested the Office to inform all member States of the actions they should take as per the requirement of the ILO Constitution as soon as the replacement would have been approved by the Governing Body. If there were no constitutional obligations in relation to the replacement of the list, the member States should also be so informed by the Office in order to avoid confusion.

47. The representative of the Government of Nigeria supported the point for decision. Nigeria was revising its legislation and the list would greatly assist in this revision.
48. The representative of the Government of Zambia endorsed the point for decision. The procedure suggested would ensure tripartite consensus could be reached.
49. The representative of the Government of Mexico endorsed the point for decision, but pointed out that the list did not in all cases correspond to existing Mexican labour legislation.
50. Mr Machida confirmed that the Office would continue tripartite consultations in the future updating of this list. The Office would also continue to collect and analyse information in collaboration with WHO and IARC and other organizations and make this a dynamic process. SafeWork would work on the publication containing the criteria. This document would also include the newly revised list and the report of the meetings of experts. The Office would promote this list in line with the recommendations of the meeting as it was not only for compensation but also for prevention purposes.
51. Ms Diller, Deputy Legal Adviser, explained that the updated list in the annex to Recommendation No. 194 revised the Recommendation as outlined in Paragraph 3 of Recommendation No. 194. As to authentication, article 19(4) of the ILO Constitution requiring authentication of an act of the Conference was not applicable here since the updating process had been mandated by the Conference to be done by the Governing Body; there was no obligation of authentication in this case but, as a precaution, this could be done by the signatures of the Chairperson of the Governing Body and of the Director-General. As to a starting date of the period during which member States should bring the revised list to their legislative bodies, the Deputy Legal Adviser stated that there was no obligation to submit a revised list to the competent authorities under article 19(6) of the ILO Constitution. As it appeared that this obligation had not been considered to apply in the case of the 1980 amendment to the list of occupational diseases included in Schedule I of Convention No. 121, which had been adopted in accordance with Article 31 of that Convention, it would similarly not apply to the Governing Body's revision of the list in the annex to Recommendation No. 194. Moreover, Paragraph 4 of Recommendation No. 194 – which followed Paragraph 3 on the revision process – provided for the required follow-up by Members by stating that “[t]he national list of occupational diseases should be reviewed and updated with due regard to the most up-to-date list established in accordance with Paragraph 3”. As regards the communication of the list, letters would be dispatched to all member States and the revised list would be published in the *Official Bulletin*.

52. *The Committee recommends that the Governing Body:*

- (a) approve the list of occupational diseases in the appendix of this paper as revised by the Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194) (Geneva, 27–30 October 2009), which would replace the preceding list of occupational diseases annexed to Recommendation No. 194 and be communicated to the Members of the ILO by the Director-General;*
- (b) take note of the report of the Meeting of Experts on the Revision of the List of Occupational Diseases (Recommendation No. 194);*
- (c) authorize the Director-General to publish and distribute the report of the meeting to governments and, through them, to employers' and workers' organizations; to the international employers' and workers' organizations, other international organizations concerned; and to the other institutions and services as appropriate; and*
- (d) request the Director-General to bear in mind, when drawing up proposals for the future programme and budget, the recommendations and proposals made by the Meeting of Experts in paragraphs 13–27 and 68–78 of its report.*

**3. Joint ILO–UNESCO Committee of Experts
on the Application of the Recommendations
concerning Teaching Personnel (CEART):
Report of the Tenth Session,
Paris, 28 September–2 October 2009**

53. Mr Dragnich introduced the paper,⁶ welcoming the representative of UNESCO, Mr Edem Adubra, Chief of the Teacher Education Section, Division of Higher Education, as an observer. His presence was a further testament to the excellent working relationship between the ILO and UNESCO on questions concerning the teaching profession. The Committee was reminded that the Committee on Legal Issues and International Labour Standards (LILS) had taken up the relevant extracts of the CEART's Tenth Session Report concerning only the allegations presented by teachers' organizations about observance of the Recommendations' provisions and that it would be appropriate to avoid taking up these questions again. The Committee had agreed to defer consideration of the other issues in the CEART report until this session when the full report, which was produced by UNESCO as the host organization for the Tenth Session, would be available. The report was now available, and the useful executive summary at the beginning of the report included key recommendations by the CEART to governments, employers, workers, the ILO and UNESCO.

54. The Worker Vice-Chairperson welcomed the CEART report, which showed good collaboration between the ILO and UNESCO. The Recommendations on the status of teachers were comprehensive and covered the range of issues affecting teachers' status. The Workers invited Governments to implement them so as to address the many challenges facing the teaching profession, including: the HIV/AIDS pandemic; teacher

⁶ GB.307/STM/3.

shortages and the recruitment of unqualified personnel; the need to recognize social dialogue in education as a means of determining education policy; academic freedom; protection of teachers against arbitrary action and the related issue of tenure. The Workers welcomed and supported the CEART's recommendations and proposals for further action as summarized in paragraph 4 of the Office paper, including in the areas of social dialogue and the promotion of social dialogue frameworks, teacher recruitment and retention strategies, support to member States to formulate policy and funding mechanisms for teacher education, and for quality assurance mechanisms for engaging, retaining and professionally developing higher education staff. The Workers supported the point for decision.

55. The Employer Vice-Chairperson requested that the Employers would be given the opportunity to provide inputs directly to future sessions of the CEART. The Employers supported the point for decision.

56. *The Committee recommends that the Governing Body request that the Director-General:*

(a) transmit the report of the Tenth Session of the Joint ILO–UNESCO Committee of Experts on the Application of the Recommendations concerning Teaching Personnel to the governments of member States and through them, to the relevant employers' and workers' organizations, as well as to relevant intergovernmental and international non-governmental organizations concerned with education and teachers, inviting their consideration and comments on the policy recommendations of the CEART that concern them; and

(b) take into consideration, where appropriate in consultation with the Director-General of UNESCO, the Joint Committee's proposals for future action by the ILO and UNESCO contained in its report, in planning and implementing future ILO activities, due account being taken of the Programme and Budget for 2010–11.

4. Maritime matters

4.1. Tripartite Meeting of Experts to Adopt Port State Control Guidelines for Implementation of the Work in Fishing Convention, 2007 (No. 188), Geneva, 15–19 February 2010

57. Mr Dragnich recalled the successful holding of this meeting as an excellent example of social dialogue which had been both efficient and successful. The excellent dialogue between the Employer and Worker groups prior to and during the meeting had led to amendments that improved the draft guidelines which were adopted in a constructive consensus. The meeting had also made recommendations on future work by the ILO, including the development of training materials relating to the Work in Fishing Convention, 2007 (No. 188). After editing and translation the final guidelines would be made available to the Committee in November 2010.

58. The Employer Vice-Chairperson looked forward to the final report in November 2010.

59. The Worker Vice-Chairperson welcomed the adoption of the guidelines and pointed out that the meeting was held in a positive atmosphere and was a showcase for social dialogue.

4.2. Update on the ILO's participation in the development by the International Maritime Organization (IMO) of safety recommendations for small fishing vessels

60. Mr Dragnich introduced the paper ⁷ and noted that it was a good example of how the ILO worked with other international organizations, in this case the International Maritime Organization (IMO) in London. The ILO delegation had consisted of an ILO official, an Employer representative, a Worker representative and an Employer adviser.

61. The Employer Vice-Chairperson supported the point for decision.

62. The Worker Vice-Chairperson endorsed the point for decision. He considered this to be an important area of work in which the ILO participated and, given the large number of small fishing vessels and the dangerous nature of work, the safety recommendations were essential for the provision of safe and decent work for the large number of fishers who worked on such vessels.

63. The representative of the Government of Zambia was satisfied with the progress made and supported the point for decision.

64. The representative of the Government of India endorsed the point for decision. He encouraged participation by an ILO tripartite delegation at the 53rd Session of the International Maritime Organization's Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety (SLF), with participation by an ILO delegation with an Employer, a Worker, and a Government representative. The Office should continue to inform the STM Committee on the progress of this work.

65. The Employer Vice-Chairperson noted that the provision that participation in such meetings should be "at no cost" to the Office created some difficulties for those attending, since this meant that they needed to cover their own travel and accommodation costs and asked the ILO to look into this matter.

66. Mr Dragnich replied that this was a valid point, and that, subject to budgetary restraints, the Office would seek to address it.

67. *The Committee recommends that the Governing Body:*

(a) *authorize the continued participation by the ILO in the development of draft guidelines to assist competent authorities on the implementation of Part B of the Fishing Vessel Safety Code, the Voluntary Guidelines and the Safety Recommendations;*

(b) *authorize the participation by an ILO tripartite delegation, at no cost to the Office, in the next (53rd) session of the IMO's Subcommittee on Stability and Load Lines and on Fishing Vessels' Safety, and in related preparatory work; and*

⁷ GB.307/STM/4/3.

- (c) *invite the nomination of one representative each from the Governments, Employers and Workers to participate, at no cost to the Office, in the ILO delegation to the 53rd Session of the SLF and in related preparatory work.*

4.3. Follow-up to the resolution concerning tonnage measurement and accommodation, adopted by the 96th Session of the International Labour Conference

68. Mr Dragnich introduced the paper,⁸ noting that it concerned work of a technical nature undertaken by the IMO in London. It essentially involved ensuring that changes to the IMO's International Convention on Tonnage Measurement of Ships, 1969 (the 1969 TM Convention) did not adversely impact on the Maritime Labour Convention, 2006, or the Work in Fishing Convention, 2007 (No. 188). The Office was seeking to ensure that the way ships were measured did not have an adverse impact on the living conditions of crews of ships or fishing vessels, in particular to ensure that such measurement and the use of the tonnage figures obtained from the measurements would not result in a disincentive for ship- and fishing-vessel owners to build vessels with sufficient berths to facilitate the training of new ships' officers.
69. The Employer Vice-Chairperson thanked the Office for the paper. He asked if information could later be given to his group, notably on the list of participants and the input from the Asian and African region in this work (in particular what countries were currently involved).
70. The Worker Vice-Chairperson said that his group certainly supported the work of the Office to monitor developments at IMO concerning tonnage measurements and accommodation. However, his group asked for the Office to take a more proactive approach when engaging with the IMO and go beyond merely monitoring, especially as a resolution from the 29th Session of the Joint Maritime Commission had invited the Director-General to communicate the resolution to the IMO with a view to mitigating any adverse effects of the IMO's 1969 TM Convention.
71. The representative of the Government of India supported the work carried out, in particular the establishment of a correspondence group.
72. A representative of the Office concurred and noted that the Office had drawn, and would continue to draw, attention to that resolution as well as the resolution concerning tonnage measurement and accommodation adopted at the 96th Session of the International Labour Conference and the resolution concerning recruitment and retention of seafarers adopted at the 94th (Maritime) Session of the Conference.

⁸ GB.307/STM/4/4.

5. Sectoral activities 2010–11

5.1. Purpose, duration and composition of meetings to be held in 2010–11: Global Dialogue Forum on Vocational Education and Training, Geneva, 29–30 September 2010

73. Mr Dragnich introduced the paper⁹ and reminded the Committee that this Global Dialogue Forum had been approved by the Governing Body in March 2009. Following informal consultations with the tripartite constituents, and given the nature of employment in the education sector, in which governments as public employers and private employers also employ staff, the Office paper proposed that the composition of the forum be fixed at five Government, five Employer and eight Worker representatives, with other interested Governments, Employers and Workers invited to attend at their own cost.
74. The Employer Vice-Chairperson stated clearly that the Office proposal was not acceptable. The Employers had a massive interest in this sector, which they were financing through their taxes, since they were directly concerned by the outcomes of education and training. Thus, equal representation in line with ILO principles of tripartism was required. The secretary of the Employers' group added that this debate had existed for many years, but that the Employers understood that, after the last education sector meeting – the 2009 informal consultative workshop on good human resource practices in the teaching profession – there would be no more exceptions to the principle of tripartite representation. The Employer Vice-Chairperson reiterated that if the meeting was not fully tripartite, the Employers would not participate.
75. The Worker Vice-Chairperson replied that workers were also financing this sector of education through their taxes. The Office proposal was already a compromise that the Workers had accepted. Nevertheless, the Workers were willing to further discuss the matter in order to find a compromise acceptable to all groups. They proposed a meeting of the advisory body for the education and research grouping to consider alternative proposals and make recommendations for the approval of the Governing Body's Officers, perhaps by June 2010. The Workers would, however, not accept the proposal for a fully tripartite meeting, since it undermined the concept of parity between employers and employees in a sector such as education that was overwhelmingly public in nature.
76. The representative of the Government of Mexico noted that in his country public and private employers operated in the education sector, and a possible compromise could be eight or even six participants from each group. It would be desirable to have a tripartite compromise on this matter.
77. The representative of the Government of the Philippines agreed that, given the importance of this issue to all groups in the ILO, equal representation for each of the groups should be assured.
78. The representatives of the Governments of Austria and Zambia also supported the idea of a tripartite forum with equal representation.
79. In response to the discussion and question raised, Mr Dragnich informed the Committee that the available budget for this meeting permitted up to a maximum of 18 participants.

⁹ GB.307/STM/5/1/1.

80. A representative of the Office outlined the previous history of education sector meetings that were all joint – i.e. employer and employee, with employers represented by both the predominant public sector employers and an increasingly larger number of private sector education employers over the years. The Office proposals contained in the paper, already a compromise, reflected these precedents as well as the reality of public and private employer importance in vocational education and training. After all, the principal theme of the forum dealt with the employment and working conditions of teachers and trainers.
81. In response to questions concerning the applicable procedures to reach a decision, Ms Diller noted that section 6 of the Compendium of rules applicable to the Governing Body of the International Labour Office detailed the rules for voting. In practice, however, the Governing Body had established the practice of taking decisions consensually.
82. The Chairperson noted that differing opinions existed in the Committee and that no consensus existed. In order to avoid a hasty decision that would differ from the generally accepted approach pursued in the Governing Body, he proposed that the door be left open for further consultations. He expressed his hope that consensus could be found by the next session of the Governing Body in June, so that a decision could be taken then. For this reason, the Committee would not make a recommendation on this item to the Governing Body at the present session.

5.2. Tripartite workshop for the development and adoption of ILO guidelines on training in the port sector – New proposals from the Office

83. Mr Dragnich introduced the paper¹⁰ before the Committee stating that, in view of the status of the guidelines to be developed, it seemed more apt that they would be developed by a tripartite meeting of experts, rather than through a workshop. Although both guidelines and codes of practice were voluntary and not legally binding, they nevertheless played a valuable role in providing practical guidance on, for instance, improving safety and health to practitioners. Therefore, the Office proposed that the guidelines be adopted by a four-day tripartite meeting of experts.
84. The Employer and Worker Vice-Chairpersons supported the point for decision, as did the representatives of the Governments of India and Zambia.
85. In response to a concern on the availability of the funding to carry out the proposal raised by the representative of the Government of Zambia, Ms Tinoco clarified that there were sufficient resources for the Office to hold the four-day Tripartite Meeting of Experts, as proposed.
86. *The Committee recommends that the Governing Body authorize:*
- (a) *a change in the nature, title and duration of the tripartite workshop for the development and adoption of ILO guidelines on training in the port sector to the Tripartite Meeting of Experts for the Development and Adoption of ILO Guidelines on Training in the Port Sector, to be held for four days in December 2011 in Geneva; and*

¹⁰ GB.307/STM/5/1/2.

(b) that the meeting be composed of five Government, five Employer and five Worker experts, with representatives of other interested Governments, Employers and Workers invited as observers at their own cost.

5.3. Proposal for other activities in 2010–11 under the Sectoral Activities Programme: Tripartite meeting on labour aspects of sustainable construction – new proposals from the Office in relation to training in the construction sector

87. Mr Dragnich introduced the paper,¹¹ explaining the rationale for the proposal. Firstly, working conditions in construction were deteriorating in the context of the crisis. In order to counter these developments and to ensure that workers' rights were protected and productivity maintained, there was a need to invest in adequate training on safety and health for the construction industry. Secondly, as requested by the Governing Body training materials on health and safety in construction had been produced. These materials provided the possibility to build the capacity of clients, contractors, consultants and workers in the construction sector to improve health and safety conditions.
88. The Worker and Employer Vice-Chairpersons endorsed the point for decision.
89. The representative of the Government of India supported the proposal and noted that training should be held in the Asia and the Pacific region. It was important to also involve governments in the training, since they were tasked to take policy decisions and to implement welfare decisions benefiting the workers in the sector.
90. The representative of the Government of the Bolivarian Republic of Venezuela, speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC), pointed out that the resources originally allocated to the tripartite meeting would now be used to fund this training activity in, as paragraph 4 of the paper indicated in "at least one region". To GRULAC it was important that this was not understood to mean that some regions were going to be excluded from the training programme.
91. The representative of the Government of Zambia, speaking on behalf of the Africa group, explained that construction was one of the main employers in Africa and that it was also the largest informal sector. For this reason, his group hoped that training would be extended to Africa as well.
92. Ms Tinoco explained that the Office was open to the possibility of working in other regions as well. Given that national events were foreseen, resources should be sufficient to cover various regions.
93. *The Committee recommends that the Governing Body approve the implementation of a training programme on safety and health in construction, outlined in GB.307/STM/5/2, using the resources originally approved for the organization of a tripartite meeting on labour aspects of sustainable construction in 2011, which will not be implemented.*

¹¹ GB.307/STM/5/2.

6. Workers' meeting on the 60th Anniversary of Convention No. 98 – The Right to Organize and Bargain Collectively in the 21st Century, Geneva, 12–15 October 2009

94. The Chairperson introduced the paper before the Committee.¹²
95. The Employer Vice-Chairperson expressed interest in the outcome of the meeting and asked for the report and list of participants to be made available.
96. The Worker Vice-Chairperson congratulated ACTRAV on the holding of the International Symposium on Collective Bargaining which also marked the 60th anniversary of the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98). He stressed that the right to organize and to bargain collectively was an inalienable right rooted in the ILO Constitution and in every important declaration that the Organization had adopted. Collective bargaining created great benefits for economic development, addressing inequalities and improving working and living conditions. In fact, deficits in collective bargaining had contributed to the current economic crisis; and collective bargaining was a key element to effectively respond to the crisis. The international symposium identified a number of key challenges facing collective bargaining today. These included: (a) the need to strengthen collective bargaining at national, sectoral and inter-professional levels; (b) the urgent need to use collective bargaining as a means of preventing informalization and precariousness, but also as a means of dealing with precarious employment; and (c) the need to develop international collective bargaining and industrial relations to cope with the new demands of globalization.
97. The symposium also called on the Office to: (a) intensify its efforts to promote the ratification and implementation of ILO Conventions like Conventions Nos 87, 98, 151, 144, 154; (b) become the centre of knowledge and excellence of collective bargaining worldwide, by providing comprehensive data on wage trends, trade union density, collective bargaining coverage, and so on; (c) further increase its engagement with multinational companies through full respect of labour rights, particularly collective bargaining; and (d) consider the need for new standards in this area particularly with respect to the extension of collective bargaining coverage for workers in precarious and atypical situations.
98. The report and conclusions of the meeting would also be made available in the form of a booklet during the course of the present Governing Body session.
99. Mr Dragnich congratulated ACTRAV for a very successful and well prepared event.

7. Other questions

100. The secretary of the Employers' group referred to the Tripartite Meeting on the Future of Employment in the Tobacco Sector, held in February 2003, in which the relevance of this sector for the employment of about 40 million people had been highlighted. At that meeting, a resolution had been adopted in which the Governing Body of the ILO was invited to "request the Director-General of the ILO to ensure that social partners are duly consulted and involved in the cooperation of the ILO with UN agencies, the WHO, the

¹² GB.307/STM/6.

Bretton Woods institutions and other relevant multilateral institutions in order to ensure that employment and social impact will be adequately addressed and recognized when adopting policies regarding this sector”.

- 101.** The speaker asked the Office to provide information on the actions taken by the ILO to give effect to this resolution and asked for clarification concerning the activities of the Ad Hoc Inter-Agency Task Force on Tobacco Control, of which the ILO was a member organization. Finally, he wondered whether the ILO was participating in the meetings of the task force and whether consultations were held with the social partners before these sessions.
- 102.** The Worker Vice-Chairperson thanked the Employers for raising these questions and asked if the Office could also outline the latest activities of the Ad Hoc Inter-Agency Task Force on Tobacco Control and on the status of the recommendation of the Tripartite Meeting on the Future of Employment in the Tobacco Sector to have a study on the impact of tobacco control policies on employment.
- 103.** Ms Tinoco explained that the ILO was an accredited observer to the Framework Convention on Tobacco Control Conference of the Parties (COP). The Office was, through SafeWork, engaged in the coordination of activities with the WHO around Article 8 relating to protection from exposure to tobacco smoke in the workplace. The Office facilitated the involvement and dialogue of ILO’s social partners (the International Organisation of Employers and the International Trade Union Confederation) with the WHO for enhancing collaboration on the implementation of the guidelines under Article 8. The Office activities in this area were also coordinated within the UN Ad Hoc Inter-Agency Task Force on Tobacco Control. In November 2008 the third session of the COP established a new working group for addressing Article 17 concerning provisions on economically sustainable alternatives to tobacco growing. The COP concluded that the lack of reliable data on labour was a key limitation and that further participation of specialized UN agencies, such as the ILO, should be pursued. In this context, the Office, through SECTOR, was currently in conversation with the WHO to define the most appropriate mechanisms for a greater engagement of the ILO in the formal meetings of the working group dealing with Article 17.
- 104.** In regard to the second question, Ms Tinoco confirmed that the ILO participated in the meetings of the Ad Hoc Inter-Agency Task Force on Tobacco Control which took place every two years. The Office was usually represented by the Director of the ILO Office for the United Nations in New York. The task force was an internal UN coordination mechanism established by the Secretary-General in 1999. The topics of the agenda focused mostly on the progress of the ratification of the WHO Framework Convention on Tobacco Control (FCTC) and issues of public health, including the implementation of the General Assembly Resolution on a smoke-free UN. The last meeting held in February 2010, highlighted as areas of inter-agency collaboration: tobacco and gender, tobacco, reproductive health and child survival, tobacco and human rights and tobacco and indigenous peoples.
- 105.** The Employer Vice-Chairperson thanked the Office for the information and expressed concerns about the WHO position regarding the dialogue with the tobacco industry and recent declarations of the WHO Director-General. He urged the Office to act and promote further the dialogue with the social partners. The Employers would also appreciate being consulted if the ILO joined the COP November meeting.
- 106.** Ms Tinoco recognized that the interpretation of Article 5.3, which in principle limited the participation of the social partners in the COP meetings, remained a critical issue. The Office had raised this issue in recent conversations with the WHO FCTC secretariat and

the exploration of possibilities was subject to further discussions. In the meantime, the Office requested from the WHO FCTC secretariat, further information about the existing working mechanisms and progress of the discussions within the working groups to identify alternative mechanisms of dialogue, including those available in the ILO.

- 107.** She concluded by adding that the Office would participate in the forthcoming session of the COP in November, if formally invited. The participation would be properly coordinated with the social partners in advance.

Geneva, 18 March 2010.

Points for decision: Paragraph 28;
Paragraph 36;
Paragraph 52;
Paragraph 56;
Paragraph 67;
Paragraph 86;
Paragraph 93.

Appendix

List of occupational diseases ¹

(revised 2010)

1. ***Occupational diseases caused by exposure to agents arising from work activities***

1.1. Diseases caused by chemical agents

- 1.1.1. Diseases caused by beryllium or its compounds
- 1.1.2. Diseases caused by cadmium or its compounds
- 1.1.3. Diseases caused by phosphorus or its compounds
- 1.1.4. Diseases caused by chromium or its compounds
- 1.1.5. Diseases caused by manganese or its compounds
- 1.1.6. Diseases caused by arsenic or its compounds
- 1.1.7. Diseases caused by mercury or its compounds
- 1.1.8. Diseases caused by lead or its compounds
- 1.1.9. Diseases caused by fluorine or its compounds
- 1.1.10. Diseases caused by carbon disulfide
- 1.1.11. Diseases caused by halogen derivatives of aliphatic or aromatic hydrocarbons
- 1.1.12. Diseases caused by benzene or its homologues
- 1.1.13. Diseases caused by nitro- and amino-derivatives of benzene or its homologues
- 1.1.14. Diseases caused by nitroglycerine or other nitric acid esters
- 1.1.15. Diseases caused by alcohols, glycols or ketones
- 1.1.16. Diseases caused by asphyxiants like carbon monoxide, hydrogen sulfide, hydrogen cyanide or its derivatives
- 1.1.17. Diseases caused by acrylonitrile
- 1.1.18. Diseases caused by oxides of nitrogen
- 1.1.19. Diseases caused by vanadium or its compounds
- 1.1.20. Diseases caused by antimony or its compounds
- 1.1.21. Diseases caused by hexane
- 1.1.22. Diseases caused by mineral acids
- 1.1.23. Diseases caused by pharmaceutical agents
- 1.1.24. Diseases caused by nickel or its compounds
- 1.1.25. Diseases caused by thallium or its compounds
- 1.1.26. Diseases caused by osmium or its compounds

¹ In the application of this list the degree and type of exposure and the work or occupation involving a particular risk of exposure should be taken into account when appropriate.

- 1.1.27. Diseases caused by selenium or its compounds
- 1.1.28. Diseases caused by copper or its compounds
- 1.1.29. Diseases caused by platinum or its compounds
- 1.1.30. Diseases caused by tin or its compounds
- 1.1.31. Diseases caused by zinc or its compounds
- 1.1.32. Diseases caused by phosgene
- 1.1.33. Diseases caused by corneal irritants like benzoquinone
- 1.1.34. Diseases caused by ammonia
- 1.1.35. Diseases caused by isocyanates
- 1.1.36. Diseases caused by pesticides
- 1.1.37. Diseases caused by sulphur oxides
- 1.1.38. Diseases caused by organic solvents
- 1.1.39. Diseases caused by latex or latex-containing products
- 1.1.40. Diseases caused by chlorine
- 1.1.41. Diseases caused by other chemical agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these chemical agents arising from work activities and the disease(s) contracted by the worker

1.2. Diseases caused by physical agents

- 1.2.1. Hearing impairment caused by noise
- 1.2.2. Diseases caused by vibration (disorders of muscles, tendons, bones, joints, peripheral blood vessels or peripheral nerves)
- 1.2.3. Diseases caused by compressed or decompressed air
- 1.2.4. Diseases caused by ionizing radiations
- 1.2.5. Diseases caused by optical (ultraviolet, visible light, infrared) radiations including laser
- 1.2.6. Diseases caused by exposure to extreme temperatures
- 1.2.7. Diseases caused by other physical agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these physical agents arising from work activities and the disease(s) contracted by the worker

1.3. Biological agents and infectious or parasitic diseases

- 1.3.1. Brucellosis
- 1.3.2. Hepatitis viruses
- 1.3.3. Human immunodeficiency virus (HIV)
- 1.3.4. Tetanus
- 1.3.5. Tuberculosis

- 1.3.6. Toxic or inflammatory syndromes associated with bacterial or fungal contaminants
- 1.3.7. Anthrax
- 1.3.8. Leptospirosis
- 1.3.9. Diseases caused by other biological agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these biological agents arising from work activities and the disease(s) contracted by the worker

2. Occupational diseases by target organ systems

2.1. Respiratory diseases

- 2.1.1. Pneumoconioses caused by fibrogenic mineral dust (silicosis, anthracosilicosis, asbestosis)
- 2.1.2. Silicotuberculosis
- 2.1.3. Pneumoconioses caused by non-fibrogenic mineral dust
- 2.1.4. Siderosis
- 2.1.5. Bronchopulmonary diseases caused by hard-metal dust
- 2.1.6. Bronchopulmonary diseases caused by dust of cotton (byssinosis), flax, hemp, sisal or sugar cane (bagassosis)
- 2.1.7. Asthma caused by recognized sensitizing agents or irritants inherent to the work process
- 2.1.8. Extrinsic allergic alveolitis caused by the inhalation of organic dusts or microbially contaminated aerosols, arising from work activities
- 2.1.9. Chronic obstructive pulmonary diseases caused by inhalation of coal dust, dust from stone quarries, wood dust, dust from cereals and agricultural work, dust in animal stables, dust from textiles, and paper dust, arising from work activities
- 2.1.10. Diseases of the lung caused by aluminium
- 2.1.11. Upper airways disorders caused by recognized sensitizing agents or irritants inherent to the work process
- 2.1.12. Other respiratory diseases not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the disease(s) contracted by the worker

2.2. Skin diseases

- 2.2.1. Allergic contact dermatoses and contact urticaria caused by other recognized allergy-provoking agents arising from work activities not included in other items
- 2.2.2. Irritant contact dermatoses caused by other recognized irritant agents arising from work activities not included in other items
- 2.2.3. Vitiligo caused by other recognized agents arising from work activities not included in other items

- 2.2.4. Other skin diseases caused by physical, chemical or biological agents at work not included under other items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the skin disease(s) contracted by the worker

2.3. Musculoskeletal disorders

- 2.3.1. Radial styloid tenosynovitis due to repetitive movements, forceful exertions and extreme postures of the wrist
- 2.3.2. Chronic tenosynovitis of hand and wrist due to repetitive movements, forceful exertions and extreme postures of the wrist
- 2.3.3. Olecranon bursitis due to prolonged pressure of the elbow region
- 2.3.4. Prepatellar bursitis due to prolonged stay in kneeling position
- 2.3.5. Epicondylitis due to repetitive forceful work
- 2.3.6. Meniscus lesions following extended periods of work in a kneeling or squatting position
- 2.3.7. Carpal tunnel syndrome due to extended periods of repetitive forceful work, work involving vibration, extreme postures of the wrist, or a combination of the three
- 2.3.8. Other musculoskeletal disorders not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the musculoskeletal disorder(s) contracted by the worker

2.4. Mental and behavioural disorders

- 2.4.1. Post-traumatic stress disorder
- 2.4.2. Other mental or behavioural disorders not mentioned in the preceding item where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to risk factors arising from work activities and the mental and behavioural disorder(s) contracted by the worker

3. ***Occupational cancer***

3.1. Cancer caused by the following agents

- 3.1.1. Asbestos
- 3.1.2. Benzidine and its salts
- 3.1.3. Bis-chloromethyl ether (BCME)
- 3.1.4. Chromium VI compounds
- 3.1.5. Coal tars, coal tar pitches or soots
- 3.1.6. Beta-naphthylamine
- 3.1.7. Vinyl chloride
- 3.1.8. Benzene
- 3.1.9. Toxic nitro- and amino-derivatives of benzene or its homologues

- 3.1.10. Ionizing radiations
- 3.1.11. Tar, pitch, bitumen, mineral oil, anthracene, or the compounds, products or residues of these substances
- 3.1.12. Coke oven emissions
- 3.1.13. Nickel compounds
- 3.1.14. Wood dust
- 3.1.15. Arsenic and its compounds
- 3.1.16. Beryllium and its compounds
- 3.1.17. Cadmium and its compounds
- 3.1.18. Erionite
- 3.1.19. Ethylene oxide
- 3.1.20. Hepatitis B virus (HBV) and hepatitis C virus (HCV)
- 3.1.21. Cancers caused by other agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these agents arising from work activities and the cancer(s) contracted by the worker

4. Other diseases

- 4.1. Miners' nystagmus
- 4.2. Other specific diseases caused by occupations or processes not mentioned in this list where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure arising from work activities and the disease(s) contracted by the worker