

Annex to OCCUPATIONAL HEALTH & SAFETY Country Profiles

HEALTH AND ENVIRONMENT

1. **% population with access to essential drugs.** The estimated percentage of the population for whom a minimum of 20 of the most essential drugs—those that satisfy the health care needs of the majority of the population—are continuously and affordably available at public or private health facilities or drug outlets within one hour's travel from home. <http://hdr.undp.org/reports/global/2004/>
2. **Health Expenditure, public.** Current and capital spending from government (central and local) budgets, external borrowings and grants (including donations from international agencies and nongovernmental organizations) and social (or compulsory) health insurance funds. Together with private health expenditure, it makes up total health expenditure. <http://hdr.undp.org/reports/global/2004/>

ASBESTOS

3. **Asbestos Banning :** Asbestos is a general term applied to certain fibrous minerals long popular for their thermal resistance, tensile strength, and acoustic insulation. Asbestos minerals are divided into two large groups: serpentine and amphibole. There is only one type of asbestos derived from serpentine minerals, chrysotile, also known as white asbestos. Amphibole minerals include five asbestos species: amosite, crocidolite, tremolite, anthophyllite, and actinolite. Two of these are the most commercially valuable forms: amosite, or brown asbestos, and crocidolite, or blue asbestos. The other amphibole minerals are of little commercial importance. An immediate international ban on the mining and use of asbestos is considered necessary because the risks cannot be controlled by technology or by regulation of work practices. The strictest occupational exposure limits in the world for chrysotile asbestos (0.1 f/cc) are estimated to be associated with lifetime risks of 5/1,000 for lung cancer and 2/1,000 for asbestosis. <http://www.ibas.btinternet.co.uk/>
4. **Estimated Fatalities due to the use of asbestos:** As a rule of thumb the annual production and use of around 170 tons of asbestos will cause 1 mesothelioma fatality and 1-2 (UK. figures propose 1.6) lung cancers some thirty or more years later. 2.6 fatalities per 170 tons in the whole world for an estimated production of more than 5 million tons of asbestos some 30 years ago means: $2.6 * 5.1 \text{ million} / 170 = 30\,000 * 2.6 = 78\,000$. In addition we have other than lung cancers causing fatalities and deaths caused by asbestosis, which brings the present world figure to around 100 000. It could be even higher but as in many developing countries the expected length of life is much shorter and the number of cancers is smaller. People die from other causes before the cancer develops. For the country figures we use this 170 tons and 2.6 deaths. We have divided the amount of asbestos produced/used by the 170 and multiply by 2.6. Present use of asbestos is a bit more than 2 million tons so in thirty years the figures are lower. Also, presently chrysotile use is prevalent while 30 years ago also crocidolite was extensively used which will affect future figures.

ADOPTED/RATIFIED INSTRUMENTS

5. **ILO C81, Labour Inspection Convention.** The Convention is to be applied to all industrial workplaces, though mining and transportation undertakings may be exempted by national laws or regulations. It defines the functions of labour inspection systems, the qualification, independence, minimal numbers and powers of inspection staff, and the contents of annual reports to be submitted by central inspection authorities. The provisions of the Convention shall also apply to commercial workplaces. <http://www.ilo.org/ilolex/english/convdisp1.htm>
6. **ILO C121 Benefits in the Case of Employment Injury Convention.** The Convention prescribes the conditions for the compensation of occupational accidents and diseases. In annexes: list of occupational diseases (countries ratifying the Convention can add other diseases to this list); periodical payments to standard beneficiaries; the International Standard Industrial Classification (main categories). The Recommendation contains further prescriptions on the scope of compensation coverage, modalities of payment etc. <http://www.ilo.org/ilolex/english/convdisp1.htm>
7. **ILO C122, Employment Policy Convention.** This convention states that each Member, shall declare and pursue an active policy designed to promote full, productive and freely chosen employment. It aims at ensuring that (a) there is work for all who are available for and seeking work; (b) such work is as productive as possible; (c) there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his skills and endowments in, a job for which he is well suited, irrespective of

race, colour, sex, religion, political opinion, national extraction or social origin.

The policy takes account of the stage and level of economic development and the mutual relationships between employment objectives and other economic and social objectives, and shall be pursued by methods that are appropriate to national conditions and practices.

In the application of its accompanying recommendation, representatives of the persons affected by the measures to be taken will be consulted to put in place mechanisms to deal with structural change and financial or other hardships that arise from employment impacts and deal with re-employment, training, financial programmes and government planning. <http://www.ilo.org/ilolex/english/convdisp1.htm>

8. **ILO C139, Occupational Cancer Convention,** with accompanying Recommendation 147 (pursuant to art. 2 of the Convention) - provides for efforts to replace cancer-causing agents with safe products. <http://www.ilo.org/ilolex/english/convdisp1.htm>
9. **ILO C148, Working Environments Convention.** (air pollution, noise and vibration) with accompanying Recommendation 156 - employment transition issues. <http://www.ilo.org/ilolex/english/convdisp1.htm>
10. **ILO C155, Occupational Health and Safety Convention** - general health and safety provisions. The international regime for workplace health and safety is summed up in the ILO Occupational Safety and Health Convention #155. Although its main concern is for the health and safety of workers, it provides the framework of participation of workers to deal with a host of issues, including workplace activities related to climate change. The precepts contained in this Convention are: i) co-operation at the workplace between workers and employers as jointly responsible for the work environment, e.g., through joint health and safety committees; ii) the right of workers to refuse unsafe and unhealthy work (also to be found in the recent ILO Convention on the Prevention of Major Industrial Accidents); iii) the right to information and training; and iv) specific government provision for health and safety, in the form of health and safety legislation and regulations; government resources devoted to health and safety. <http://www.ilo.org/ilolex/english/convdisp1.htm>
11. **ILO C161, Occupational Health Services Convention.** It sets out the principles of national policy (definition of the terms "occupational health services" and "workers' representatives in the undertaking", development of these services), and the functions, organisation and conditions of operation of health services. The Recommendation outlines the aspects to be covered by: surveillance of the working environment; surveillance of the workers' health; information, education, training, advice; first aid, treatment and health programmes; other functions of occupational health services. <http://www.ilo.org/ilolex/english/convdisp1.htm>
12. **ILO C162, Use of Asbestos at Work Convention** with accompanying Resolution 172 - the main Instrument providing for the handling and uses of asbestos, including its ban. <http://www.ilo.org/ilolex/english/convdisp1.htm>.
13. **ILO Convention 170 concerning safety in the use of chemicals at work.** Aspects covered: scope and definitions, general principles, classification and related measures, responsibilities of employers, duties of workers, rights of workers and their representatives, responsibility of exporting states. <http://www.ilo.org/ilolex/english/convdisp1.htm>
14. **PIC, Rotterdam Convention.** Toxic pesticides and other hazardous chemicals kill or seriously sicken thousands of people every year. They also poison the natural environment and damage many wild animal species. Governments started to address this problem in the 1980s by establishing a voluntary Prior Informed Consent procedure. PIC required exporters trading in a list of hazardous substances to obtain the prior informed consent of importers before proceeding with the trade. In 1998, governments decided to strengthen the procedure by adopting the Rotterdam Convention, which makes PIC legally binding. The Convention establishes a first line of defense by giving importing countries the tools and information they need to identify potential hazards and exclude chemicals they cannot manage safely. If a country agrees to import chemicals, the Convention promotes their safe use through labeling standards, technical assistance, and other forms of support. It also ensures that exporters comply with the requirements. The Rotterdam Convention entered into force on 24 February 2004. <http://www.pic.int/>

15. **ILO-OHS 2001 Management System 2001:** The ILO Guidelines outline the integration of OSH with other management systems and state that OSH should be an integral part of business management. Flexible arrangements are required depending on the size and type of operation. Ensuring good OSH performance is more important than formality of integration. The guidelines emphasize that OSH should be a line management responsibility at the organization. ILO-OHS is an international model, compatible with other management system standards and guides. It is not legally binding and not intended to replace national laws, regulations and accepted standards. It reflects ILO values such as tripartism and relevant international standards including the Occupational Safety and Health Convention, 1981 (No. 155) and the Occupational Health Services Convention, 1985 (No. 161). Its application does not require certification, but it does not exclude certification as a means of recognition of good practice if this is the wish of the country implementing the Guidelines. More information in the next version of the Profiles.
16. **UN Chemical Labels /Workplace Data Sheets.** The Rio92 Environment Summit kicked off a process for countries to establish global harmonization in chemical classifications and labeling. A new Globally Harmonized System (GHS) has now been adopted and is overseen by the UN Economic and Social Committee (ECOSOC). Now it is up to individual countries to adopt it but none has yet done so. <http://www.unece.org/press/pr2002/02trans07e.htm>
17. **Stockholm Convention on Persistent Organic Pollutants.** The Stockholm Convention is a global treaty to protect human health and the environment from persistent organic pollutants (POPs). POPs are chemicals that remain intact in the environment for long periods, become widely distributed geographically, accumulate in the fatty tissue of living organisms and are toxic to humans and wildlife. POPs circulate globally and can cause damage wherever they travel. In implementing the Convention, Governments will take measures to eliminate or reduce the release of POPs into the environment. <http://www.pops.int/>
18. **ILO Workplace Accident Fatality Estimate:** ILO fatality estimates are provided as an indicator of the sustainability of workplaces, especially with regard to occupational accidents. An ILO estimate is provided for each 100,000 workers. Beware that these estimates relate to fatalities due to “accidents” only and do not include fatalities due to working conditions or due to other factors, such as exposures or other hazards. The actual overall fatality rate is considered to be considerably higher. However reliable country by country information is not readily available. <http://laborsta.ilo.org/>
- to full employment, existence of an unemployment social security scheme and legal banning of gender discrimination for recruitment.
- The process indicators show the commitment of governments, in practice, i.e. the existence of public employment services, level of public consumption per head of the working age population, average annual growth rate of GDP during the 90’s and variation of annual GDP growth, as well as the gross capital formation as a percentage of GDP.
 - The outcome indicators capture the results of national economic policy and performance with respect to the labour market, i.e. unemployment rate, ratio of male to female unemployment, average annual growth of employment between 1990 and 1999 and an estimation of the unpaid or partially paid jobs.
- In the Profiles you will see where a country ranks (among 94 countries that have been evaluated so far). Then, you will see the term “considered as” followed by a dotted rectangular box, which will contain one of the following key words:
- Pacesetter: These are the countries that have the highest scores in ensuring labour market security to their citizens.
 - Pragmatist: These countries lack policy commitment, but they have a relatively good score on the outcomes.
 - Conventional: These countries have policy commitment, but in practice, laws and codes are not reflected in the outcomes, which remain poor, but they have mechanisms showing government commitment.
 - Much to be done: These countries have the lowest levels on achievement of the goals, both in terms of policy commitment and on the outcomes scores.

Human Development

23. **Trade Unions Sustainable Development Country Profiles:** These profiles link economic, social and environment data within a framework of sustainable development for every country.
- UN themes, along with consumption indicators – **Countries are ranked according to an ecological footprint.**
 - A poverty and livelihood index, along with gender, education and other indicators - **Countries are ranked according to: i) Human Development, ii) Labour Market Security and iii) Gender Development issues.**
 - Community and workplace environment issues, including occupational and public health indicators - **Workplace fatality is highlighted as a key indicator for sustainable development.**
 - Principles and rights at work, including child labour and equity indicators – **Countries are ranked according to a Representation and Voice Security index.**
 - Government oversight and employer accountability issues, including multinational enterprises with operations in each country.

EMPLOYMENT TRANSITION AND HUMAN DEVELOPMENT INDICATORS

Employment Transition

19. **ILO C122, Employment Policy Convention.** See above, ILO Conventions.
20. **Elements towards an employment transition strategy.** The second category of the profiles is dedicated to Employment Transition. As this question is still underdeveloped, the indicator “Has Elements towards an employment transition strategy?” is basically posed as a question that needs to be answered by every country.
21. **ILO Resolution on the Social and Economic Consequences of Preventive Action.** 59^o Session of the Governing Body, 1974. This Resolution calls for special arrangements to give considerations to the social and economic consequences of early preventive action affecting workers and employees, including employment termination, re-employment, rehabilitation and other measures. http://www.global-unions.org/pdf/ohsewpL_1a.EN.pdf
22. **ILO-SES Labour Market Security Index¹:** The Labour Market Security Index has been developed by the ILO Social and Economic Security Programme.

Labour market security arises from an environment in which there are opportunities for adequate income-earning activities. It takes account of the structure, levels, and expectations related to employment, because security arises from assumptions that opportunities will improve or remain satisfactory tend to lead to labour market security. The index works with Input, Process and Outcome indicators.

- The input indicators verify the institutional commitment towards the provision of labour market security (e.g. ratification of the ILO convention 122 on Employment Policy), governmental commitments

REPRESENTATION SECURITY AND TRADE UNIONS RIGHTS

Principles for the World of Work

24. **Trade unions rights violation.** The 2004 survey of trade union rights, published annually by the ICFTU, produces yet another catalogue of severe abuses of fundamental workers’ rights in 2003. While the toll of 129 murdered trade unionists is less than the previous year, it still serves as a grim reminder of the dangers faced by trade unionists exercising their fundamental rights. Painting a country by country account of trade union rights violations across the world, the 2004 survey covers 134 countries in total, highlighting assassinations, physical intimidation, arrests, death threats and dismissals for forming or joining trade unions, presenting collective demands or taking strike action. URL: <http://www.icftu.org/survey/>
25. **ILO Declaration on Fundamental Principles and Rights at Work.** This is an expression of commitment by governments, employers’ and workers’ organizations to uphold basic human values - values that are vital to our social and economic lives. The Declaration covers four areas: Freedom of association and the right to collective bargaining (enshrined in ILO Convention 98); the elimination of forced and compulsory labour (enshrined in Conventions 29 and 105), the abolition of child labour (enshrined in Conventions 138 and 182), and the elimination of discrimination in the workplace (enshrined in Conventions 100 and 111). All ILO member countries (which include most countries in the world) are bound by the principles articulated in this Declaration. Therefore, countries are mostly called upon to implement what they have already agreed to. See: <http://www.ilo.org/dyn/declaris/DECLARATIONWEB.INDEXPAGE>

¹ Economic Security for a better world, ILO Socio Economic Program, Geneva, 2004.

26. **ILO SES Representation Security Index².** The Representation Security Index has been developed by the ILO Social and Economic Security Programme.

Representation security is about workers having voice. This is considered essential, in that having voice is the optimal way of advancing and defending our interests. But it is also a substantive need in its own right, since having voice is intrinsic to defining one's identity as a human being. Voice is required for many purposes in the sphere of work, the most notable being to negotiate over wages and benefits and working practices (including Health & Safety), for information-gathering, and for evaluating the impact of work practices or policies at the workplace level over a broad range of issues. Voice is essential at all levels of social policy, from design to implementation to monitoring and evaluation.

The index focuses on standard aspects of freedom of association. It is made by analyzing a combination of:

- input indicators that verify the ratification of ILO Conventions 87 (Freedom of Association and Right to Organise) and Convention 98 (Rights to Organise and Collective Bargaining) and capture whether or not trade unions are allowed to organize;
- process indicators that capture mechanisms for strengthening voice and verify if a tripartite body exists to deal with labour and social policies. They also verify whether or not a country's legislature permits organizations to promote workers' interests and assess the percentage of workers covered by collective agreements. Employment rates are also captured; and
- outcome indicators that include the results of policies as measured by unionization rates and verify their rate of change during the 1990s. The index also incorporates data from the Civil Liberties Index (as developed by Freedom House).

In the Profiles you will see under "*ILO-SES Repr.Security Rnk*" a number in a small dotted square, showing where a country Ranks (among 99 countries that have been evaluated so far). Then, you will see the term "*considered as*" followed by a dotted rectangular box, which will contain one of the following key words:

- Pacesetter
- Pragmatist
- Conventional
- Much to be done

For definitions on those terms, please see point 22.

27. **ILO C29 - Forced Labour Convention.** Prohibits forced or compulsory labour in all its forms, with certain exemptions for military service, properly supervised convict labour and emergencies such as wars and national disasters.
<http://www.ilo.org/ilolex/english/convdisp1.htm>
28. **ILO C87- Freedom of Association and Protection of the right to organize Convention.** The right of workers to form and join organizations of their own choosing without prior authorization, and without interference from public authorities.
<http://www.ilo.org/ilolex/english/convdisp1.htm>
29. **ILO C98-Right to organize and Collective Bargaining Convention.** The right to organize and bargain collectively, and protection against anti-union discrimination and employer interference.
<http://www.ilo.org/ilolex/english/convdisp1.htm>
30. **ILO C100- Equal Remuneration Convention.** Calls for equal pay for men and women for work of equal value. States having ratified the Convention shall promote and, in so far as is consistent with the methods in operation for determining rates of remuneration, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.
<http://www.ilo.org/ilolex/english/convdisp1.htm>
31. **ILO C105- Abolition of Forced Labour Convention.** Prohibits the use of any form of forced or compulsory labour as a means of political coercion or education, punishment for the expression of political or ideological views, workforce mobilization, labour discipline, punishment for participation in strikes, or discrimination.
<http://www.ilo.org/ilolex/english/convdisp1.htm>
32. **LO C111- Discrimination (Employment and Occupation) Convention.** Calls for a national policy to eliminate discrimination in access to employment, training and working conditions, on grounds of race, colour, sex, religion, political opinion, national extraction or social origin and to promote equality of opportunity and treatment. The Convention assigns to each State which ratifies it the fundamental

aim of promoting equality of opportunity and treatment by declaring and pursuing a national policy aimed at eliminating all forms of discrimination in respect of employment and occupation.

<http://www.ilo.org/ilolex/english/convdisp1.htm>

² Economic Security for a better world, ILO Socio Economic Program, Geneva, 2004.