IALI Annual Activity Report

2025

IALI

Contents

President´s Message

HO SIONG HIN

Dear Friends and Colleagues,
As 2025 draws to a close, we extend our warmest season's greetings and reflect on a remarkable year of global collaboration and achievement for the International Association of Labour Inspection.

A Year of Global Impact

From Riyadh to Osaka, Geneva to Düsseldorf, IALI has been at the forefront of advancing labour inspection worldwide. Our presence at the World Expo 2025 in Osaka marked a milestone, where we championed Vision Zero principles and digitalisation through our symposium on "Modern Labour Inspection Approaches." We are grateful to have participated in high-level discussions on safety leadership and to stand as founding signatories of the World Assembly of Safety, Health and Well-being Professionals.

Strengthening International Partnerships

Our attendance at the 113th International Labour Conference in Geneva deepened our understanding of tripartite collaboration and reinforced our commitment to supporting ILO conventions. We are excited about our forthcoming partnership with BASI on IALI's presence at the A+A in Dusseldorf, with an MOU expected by January 2026, and our continued collaboration with ASEAN-OSHNET through the 14th ALIC.

Innovation and Technology

At GOSH7 in Riyadh and the ANIV Forum in Italy, we explored how artificial intelligence, wearable devices, and environmental sensors are transforming labour inspections. Our message remains clear: technology must be balanced with human oversight, cultural sensitivity, and local capacity building.

Building Capacity Through IBOR

Our flagship International Benchmarking on OSH Regulations (IBOR) project continued to strengthen labour inspectorates globally, including our comprehensive assessment of the Canadian Labour Program. We remain committed to raising inspection competency, particularly in developing countries like those in ASEAN.

Looking Ahead

As we celebrate this season, we remember that transformation begins with mindset change. Every interaction, every assessment, and every partnership brings us closer to our vision of safer, healthier workplaces for all.

Thank you for your continued support and collaboration. May this festive season bring you joy, and may 2026 be filled with renewed energy for our shared mission.

With warm regards and best wishes for the New Year,

Ho Siong Hin

"Together, we make every workplace safer give rise to the constellation names".

Secretaria General's Message

ANA ERCORECA DE LA CRUZ

Welcome everyone to the IALI Forum newsletter and especially a very warm welcome to our new members.

I am very pleased to share with you the latest edition of the IALI forum and would like to thank those who contributed articles.

This latest edition contains a number of interesting articles about labour inspection innovations and developments around the world. These articles provide information about the activities of other bodies relevant to the work and interests of Labour Inspectors.

I hope that you will find this Forum a fruitful one and hopefully inspire you to think about how some of the initiatives might be of interest to you domestically. Learning by sharing is a key strategic aim of IALI. If you have any suggestions or topics you would like to share in the future, or activities or publications you would like to see from IALI, please let the Secretariat know.

Labour Inspection is a key element of any labour administration system for continuing the implementation of labour policies and to ensure that labour law is applied equally to all employers and workers.

The international community has recognized the importance of Labour Inspection in promoting decent work. The proper application of labour legislation depends on an effective labour inspectorate.

IALI has been a quiet driving force for change, working with our members to drive professionalism and quality of labour inspection. Through our collective efforts, we will continue to raise WSH standards and the welfare of workers worldwide and contribute to the achievement of a safe, fair, globalized world.

As we face new dynamics transforming the world of work such as advancements in technology, artificial intelligence and automation, the challenges for Labour Inspectorates continue to evolve. However, only through strong and adequately resourced Labour Inspectorates can we ensure decent and high-quality employment for the future.

As always, IALI remains committed to supporting our members through technical assistance and benchmarking of OSH regulations. We stand ready to help you navigate the evolving landscape of labour inspection and workplace safety.

We will continue to work tirelessly to strengthen the Labour Inspectorate as a guarantor of labour rights and as a key element in the construction of a decent and fair labour market.

Decent work is a fundamental right, and its protection is our highest priority.

We thank all our members for their continued dedication and look forward to another year of collaboration and progress in 2026.

In the meantime, I wish everyone good health and to stay safe.

Warm regards,
Ana Ercoreca de la Cruz

About IALI

IALI is the global professional association for labour inspection. It was established in 1972 due to an awareness that an international exchange of experience, other than just national approaches would considerably improve the work of all Labour Inspectors.

IALI's first Executive Committee had representatives from France, Germany, Italy, and Switzerland. Today's IALI Executive Committee contains representative from across the globe.

IALI continues to provide information and support to our members, still with the original aim to play an active role in providing the foundation for building professional, ethical, efficient and effective labour inspection worldwide.

IALI continues to maintain strategic partnerships with the International Labour Organization (ILO), the International Society of Social Security Association (ISSA), the ORP International Foundation and other Occupational Health and Safety (OSH) networks across the globe.

Regional Delegates

Regional delegates work with interested countries to encourage the development of regional alliances, opportunities for collaboration and cooperation with neighbouring labour inspection bodies.

Regional delegates can offer IALI members with advice and support with a range of issues, including:

Regional delegates can offer IALI members with advice and support with a range of issues, including:

- Organisation of regional conferences or symposium
- Development of regional labour inspection alliances
- Exchange of knowledge and expertise between different labour inspectorates
- Establishment of regional technical programmes
- Correspondence with he IALI Executive committee.

Regional Delegates have been allocated for the following geographical areas:

ASEAN:
Mr. Ho Siong Hin

CRADAT (French speaking African Countries):
Ms. Agnes Glas

Oceania:
Mr. Martyn Campbell

RALI:
CIS Countries and Mongolia: Mr. Slavik

China, Japan, Korea:
Mr. Ho Siong Hin

Central and South America:
Ms. Ana María Trillo and Mr. Renato Bignami

ARLAC (english speaking african countries):
Mr. Locary Hlabanu

North America and the Caribbean:
Mr. Zhao Li

Technical Advisor of IALI:

Gerd Albracht

Jean Parrat

Martyn Campbell

Executive Committee Members 2024-2027

PRESIDENT

HO SIONG HIN

-Senior Consultant, International Workplace Safety and Health Ministry of Manpower Singapore

SECRETARY GENERAL

ANA ERCORECA DE LA CRUZ

-President.
-Trade Union of Labour and Social Security Inspectors from Spain.

TREASURER

CHRISTOPHE ISELI

-Inspectorate
-Head of Swiss Federal Labour Inspection.
State Secretariat for Economic Affairs (SECO)

VICE PRESIDENT

AGNES GLAS

-Honorary Labour Director.
-General Directorate of Labour.

VICE PRESIDENT

SAMANTHA PEACE

-Director of Field Operations.
-Health and Safety Executive.

VICE PRESIDENT

PAL HILMAR LUND

-Special Adviser.
-The Norwegian Labour Inspection Authority.

VICE PRESIDENT

ZHAO LI

-Deputy Director of International Relations and Economic Research, US. Department of Labor.

VICE PRESIDENT

DR. BERNHARD RAEBEL

-Member of the board Association of German Labour Inspectors.

VICE PRESIDENT

SLAVIK SARSYAN

Director. Head of the Health and Labor Inspection Body of the Republic of Armenia.

IMMEDIATE PAST PRESIDENT

KEVIN MYERS, CBE

Member Countries

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Algeria
Argentina
ARLAC
Armenia
Australia
Austria
Azerbaijan
Barbados
Belarus
Belgium
Benin
Bosnia & Herzegovina
Botswana
Brazil
Brunei
Bulgaria
Burkina Faso
Burundi
Cambodia
Cameroon
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Chad
Chile
China
Congo
Costa Rica
CRADAT
Cyprus
Czech Republic
Denmark
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Italy
Ivory Coast
Jamaica

Member Countries

Japan
Jordan
Kenya
Korea (Republic of)
Kyrgyzstan
Latvia
Lesotho
Lithuania
Luxembourg
Macau
Malawi
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Mali
Malta
Mauritania
Mexico
Moldova
Mongolia
Morocco
Namibia
Nepal
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Switzerland
Thailand
Togo
Trinidad and Tobago
Tunisia
Turkey
Uganda
United Kingdom
United States of America
Vietnam
Zambia
Zimbabwe

International Benchmarking on Occupational Safety and Health (OSH) Regulation (IBOR)

How can engaging in IBOR help labour inspectorates?

IBOR is IALI's flagship programme of independent assessment of Labour Inspectorate systems (LI) against international benchmarks.

The objectives of the published benchmarks and the IBOR independent assessment are:

- To help countries develop effective labour inspectorates systematically;
- Provide a structured framework for labour inspectorates at every stage of maturity to monitor progress and continually improve;
- Give advice on areas for improvement using an international team of experienced assessors; and
- Develop a global network of OSH Regional Alliances.

IALI carried out work to update the IALI "International Common Principles for Labour Inspection" and IBOR benchmarks, reflecting the International Labour Organizations decision in June 2022 to recognise the right to a safe and healthy working environment as one of the fundamental principles and rights at work. The assessors are now making further changes to incorporate learning from recent IBOR assessments that have slightly delayed publication. The updated materials will be available on the website soon.

What does an IBOR assessment involve?

The assessment is designed to help a labour inspectorate answer whether they have in place all the essential pre-requisites for success including:

- The necessary legal framework
- Powers and competencies
- Structures and empowerment
- Strategies, plans and tools to deliver effective labour regulation and a safe and healthy working environment

The assessment helps answer those questions and provides a foundation for building or strengthening modern, effective labour inspectorates. The international assessment team deliver a report that sets out:

- Strengths and areas for improvement of the labour inspection system;
- Clear short/medium and longer term goal and outcome focused recommendations that the host country can consider and choose to implement;

The assessment takes place in stages:

➡ A desktop assessment based on information provided by the host country

➡ A field-based assessment up to a week, with at presentation and immediate feedback

➡ Provision of a full, detailed report and recommendations

Priorities in a full assessment are to:

➡ Assess the country against what it says it does (rather than against a preferred or 'ideal' model) respecting the countries political, economic, cultural and social context

➡ Assess how this is being delivered in practice and the strengths, potential for improvement and any gaps or omissions

We encourage all IALI members and those organisations that provide support, investment or funding for labour inspectorates to consider an independent assessment of their current performance, and the value this can bring in building a strong, impactful, labour inspectorate.

Please contact the IALI team (ana.ercoreca@mites.gob.es) if you would like to explore this further.

IALI publications

IALI has produced several publications to support members with a practical regulation. Please find them on our web page https://www.iali-aiit.org/publications/

Future events.

We will post our future activities for 2025, such as seminars, workshops..., but please feel free to send us your suggestion by email ana.ercoreca@mites.gob.es

IALI Member Articles

CANADA

ENHANCING OCCUPATIONAL HEALTH AND SAFETY IN CANADA: CELEBRATING PROGRESS AND FUTURE OPPORTUNITIES.

Canada’s commitment to fostering safe and healthy working environments continues to strengthen, as exemplified by a recent collaborative effort with the International Association of Labour Inspection (IALI) during the International Benchmarking on Occupational Safety and Health Regulation (IBOR) assessment. From May 12 to 16, 2025, the Labour Program of Employment and Social Development Canada (ESDC-Labour) hosted IALI assessors in Toronto and Vancouver, paving the way for valuable insights and enhancements to the federal occupational health and safety (OHS) framework.

The IBOR Assessment: A Collaborative Endeavor

The IBOR initiative serves as a global benchmarking tool aimed at assessing and improving the OHS regulatory frameworks of member countries. This assessment not only emphasizes adherence to international standards but also cultivates collaborative learning. The assessment was marked by extensive engagement, with assessors meeting various stakeholders, participating in field inspections, and providing essential feedback on Canada's OHS laws and enforcement practices.

Canada’s regulatory framework is rooted in an established commitment to workplace safety; however, the assessment highlighted the ongoing need for continuous improvement in alignment with global best practices. This collaborative effort enriched the national discourse on health and safety as ESDC-Labour worked hand in hand with seasoned IALI assessors who brought valuable perspectives from their global experiences.

Key Findings and Opportunities for Enhancement

The assessment identified several noteworthy strengths within Canada’s OHS framework, including a robust commitment from Labour Inspectors and effective employer-employee engagement through health and safety committees. However, it also revealed promising opportunities for further enhancement:

Strengthening Training Protocols: There is a significant opportunity to elevate training programs for labour inspectors. Developing comprehensive quality assurance practices would further support consistent enforcement of OHS regulations nationally.

Access to Specialized Knowledge: Expanding access to niche expertise would empower inspectors to utilize targeted strategies, leading to better outcomes in facilitating safe work environments and addressing occupational risks effectively.

Data-Driven Decision Making: The power of data in shaping proactive interventions cannot be overstated. The strategic utilization of data would help focus resources on high-risk sectors and increase the efficiency of the OHS inspection activities.

Commitment to Continuous Improvement

These insights are serving as catalysts for discussions within ESDC-Labour, underscoring the ongoing commitment towards continuous improvement. The IALI's recommendations set the stage for the development of actionable plans that will improve the effectiveness and impact of ESDC-Labour in promoting healthy and safe workplaces.

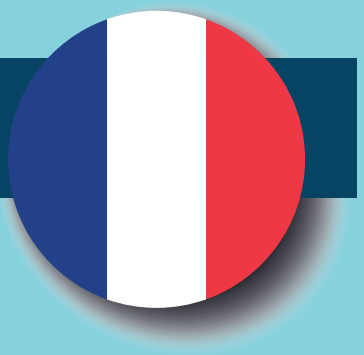
Addressing the opportunities identified in the IBOR assessment will ultimately benefit employers and employees alike, reinforcing Canada's position as a leader in labour regulation and occupational health and safety arenas.

Looking Ahead: A Safer Future for Workers

As we move forward, the insights gained from this assessment represent a critical asset in bolstering Canada's OHS framework. ESDC-Labour is exploring ways to harness the expertise of our domestic partners across Canadian provinces and territories, while also seeking international cooperation with fellow IALI members, as we face similar challenges and pressures.

ESDC-Labour acknowledges IALI and its assessors for their contribution and dedication to not only enhance current practices but also inspire future generations in the pursuit of excellence in occupational health and safety.

FRANCE



French version

PAR ANOUK LAVAURE, DIRECTRICE ADJOINTE - DIRECTION GÉNÉRALE DU TRAVAIL - FRANCE

Dans un contexte d'adaptation au changement climatique, la prévention du risque lié à la chaleur constitue un enjeu grandissant en termes de conditions de travail, de santé et de sécurité des travailleurs. Les épisodes caniculaires et le travail par fortes chaleurs peuvent entrainer une dégradation des conditions de travail dans la majorité des secteurs d'activité et augmentent les risques d'accidents du travail, y compris graves ou mortels.

Le travail par fortes chaleurs peut en effet engendrer des effets significatifs sur la santé des travailleurs qui y sont exposés allant de migraines, crampes, fièvre, déshydratation jusqu'au coup de chaleur pouvant provoquer un malaise, voire dans certains cas le décès.
Dès lors, il est nécessaire que les épisodes de chaleur, de plus en plus récurrents et intenses, fassent partie intégrante des démarches d'évaluation des risques menées par les employeurs.

C'est pourquoi, la réglementation a été renforcée, avec la publication du décret en Conseil d'Etat n°2025-482 du 27 mai 2025 relatif à la protection des travailleurs contre les risques liés à la chaleur renforce les obligations des employeurs en matière de prévention du risque chaleur.

En particulier, les locaux fermés affectés au travail doivent être maintenus à une température adaptée en toute saison, compte tenu de l'activité des travailleurs et de l'environnement dans lequel ils évoluent.

En extérieur, les travailleurs doivent être protégés contre les effets des conditions atmosphériques, dont la canicule.

Des dispositions spécifiques sont prévues pour prévenir les risques liés aux épisodes de chaleur intense, correspondant aux seuils jaune, orange et rouge du dispositif national de vigilance météorologique « canicule » de Météo-France qui matérialise, pour chaque département et en fonction de seuils locaux, la survenue de vagues de chaleur intenses voire caniculaires.

Désormais, lorsque l'évaluation des risques identifie un risque d'atteinte à la santé et à la sécurité des travailleurs lié à l'exposition à des épisodes de chaleur intense, l'employeur est tenu de définir les mesures ou actions de prévention pour réduire ces risques en se fondant notamment sur :

- La mise en œuvre de procédés de travail ne nécessitant pas d'exposition à la chaleur ou nécessitant une exposition moindre ;
- La modification de l'aménagement et de l'agencement des lieux et postes de travail ;
- L'adaptation de l'organisation du travail, et notamment des horaires de travail, afin de limiter la durée et l'intensité de l'exposition et de prévoir des périodes de repos ;
- Des moyens techniques pour réduire le rayonnement solaire sur les surfaces exposées, par exemple par l'amortissement ou par

l'isolation, ou pour prévenir l'accumulation de chaleur dans les locaux ou au poste de travail ;

- L'augmentation, autant qu'il est nécessaire, de l'eau potable fraîche mise à disposition des travailleurs ;
- Le choix d'équipements de travail appropriés permettant, compte tenu du travail à accomplir, de maintenir une température corporelle stable ;
- La fourniture d'équipements de protection individuelle permettant de limiter ou de compenser les effets des fortes températures ou de se protéger des effets des rayonnements solaires directs ou diffusés ;
- L'information et la formation adéquates des travailleurs, d'une part, sur la conduite à tenir en cas de forte chaleur et, d'autre part, sur l'utilisation correcte des équipements de travail et des équipements de protection individuelle de manière à réduire leur exposition à la chaleur à un niveau aussi bas qu'il est techniquement possible.

Ces mesures de prévention devront s'appliquer en cas d'épisode de chaleur intense et être adaptées par l'employeur en cas d'intensification de la chaleur.

Dans le cas où cette liste de mesures ou actions de prévention contre les risques professionnels liés aux épisodes de chaleur intense n'est pas définie, l'inspection du travail dispose de la possibilité de mettre en demeure l'employeur de l'établir.

En cas d'épisode de chaleur intense, de l'eau potable fraîche en quantité suffisante doit être fournie par l'employeur.

Ces nouvelles dispositions sont entrées en vigueur le 1er juillet 2025.

En complément d'une vaste campagne d'information à l'échelle nationale et locale, l'inspection du travail s'est fortement mobilisée durant toute la période de vigilance, du 1er juin au 15 septembre, pour veiller à la mise en application effective de la nouvelle réglementation par les entreprises, avec une forte présence sur le terrain. Plus de 5.300 contrôles ont été réalisés sur cette thématique et plus de 200 mises en demeure ont été adressées à des entreprises pour se mettre en conformité, dans différents secteurs, en particulier les chantiers du bâtiment, mais également dans le transport de personnes, les travaux agricoles, la boulangerie, etc.

Ces contrôles ont conduit à la mise en place d'horaires adaptés, de temps de pause plus fréquents, à l'aménagement des postes de travail et de repos (aération, ventilation, climatisation, brumisation...), à la fourniture d'eau fraiche en quantité suffisante... et de manière plus générale, la prise en compte de la nouvelle réglementation dans les documents de prévention des risques des entreprises.

Cette réglementation renforcée, complétée par l'action de l'inspection du travail, doit favoriser la prise de conscience des effets du changement climatique sur la santé et la sécurité des travailleurs et contribuer au changement des comportements en matière de prévention des risques. Cet enjeu est l'affaire de tous les acteurs du monde du travail.

Pour aller plus loin:

https://travail-emploi.gouv.fr/publication-du-decret-relatif-la-protection-des-travailleurs-contre-les-risques-lies-la-chaleur

English version

By Anouk LAVAURE, Deputy Director at General Directorate of Labour, France

In the context of adapting to climate change, heat risk prevention is becoming an increasingly important issue in terms of working conditions and worker health and safety. Heat waves and working in high temperatures can lead to a deterioration in working conditions in most sectors of activity and increase the risk of workplace accidents, including serious or fatal ones.

Working in high temperatures can have significant effects on the health of workers exposed to them, ranging from headaches, cramps, fever and dehydration to heatstroke, which can cause discomfort and, in some cases, death.

It is therefore necessary for heat waves, which are becoming increasingly frequent and intense, to be an integral part of the risk assessment procedures carried out by employers.

This is why regulations have been tightened, with the publication of State Council Decree No. 2025-482 of 27 May 2025 on the protection of workers against heat-related risks, which reinforces employers' obligations in terms of heat risk prevention.

Enclosed work premises must be maintained at a suitable temperature in all seasons, considering the activity of workers and the environment in which they work.

Outdoors, workers must be protected against the effects of weather conditions, including heatwaves.

Specific provisions are in place to prevent risks associated with periods of intense heat, corresponding to the yellow, orange, and red thresholds of “Météo-France” national heatwave weather alert system, which indicates the occurrence of intense or even extreme heatwaves for each department based on local thresholds.

From now on, when risk assessment identifies a risk to workers' health and safety related to exposure to intense heat, employers are required to define preventive measures or actions to reduce these risks, based on:

- The implementation of work processes that do not require exposure to heat or require less exposure;
- Modifying the layout and design of workplaces and workstations;
- Adapting the organisation of work, in particular working hours, to limit the duration and intensity of exposure and to provide for rest periods;
- Technical means to reduce solar radiation on exposed surfaces, for example through damping or insulation, or to prevent heat accumulation in premises or at workstations;
- Increasing, as necessary, the amount of fresh drinking water available to workers;
- Choosing appropriate work equipment that allows workers to maintain a stable body temperature, considering the work to be done;
- Providing personal protective equipment to limit or compensate

for the effects of high temperatures or to protect against the effects of direct or diffuse solar radiation;

- Adequate information and training for workers on how to behave in hot weather and on the correct use of work equipment and personal protective equipment to reduce their exposure to heat to as low a level as is technically possible.

These preventive measures must be applied in the event of a heatwave and adapted by the employer if the heat intensifies.

If this list of preventive measures or actions against occupational risks related to intense heat waves has not been defined, the labour inspectorate has the option of issuing a formal notice to the employer to establish one.

In the event of an intense heat wave, enough cool drinking water must be provided by the employer.

These new provisions came into force on 1 July 2025.

In addition to a wide-ranging information campaign at national and local level, the labour inspectorate was highly active throughout the period of vigilance, from 1 June to 15 September, to ensure that the new regulations were effectively implemented by companies, with a strong presence in the field. More than 5,300 inspections were carried out on this issue and more than 200 formal notices were sent to companies to bring them into compliance, in various sectors, particularly construction sites, but also passenger transport, agricultural work, bakeries, etc.

These inspections have led to the introduction of adapted working hours, more frequent breaks, improvements to workstations and rest areas (airing, ventilation, air conditioning, misting, etc.), the provision of sufficient quantities of fresh water, and, more generally, the inclusion of the new regulations in companies' risk prevention documents.

These stricter regulations, supplemented by labour inspections, should raise awareness of the effects of climate change on workers' health and safety and contribute to changing behaviours in terms of risk prevention. This issue concerns all stakeholders in the world of work.

More information is available on the Ministry of labour website : https://travail-emploi.gouv.fr/publication-du-decret-relatif-la-protection-des-travailleurs-contre-les-risques-lies-la-chaleur

GERMANY

English version

THE GDA WORK PROGRAM "SAFE HANDLING OF HAZARDOUS, CARCINOGENIC SUBSTANCES (KEGS)" (2021-2025)

In the IALI Annual Report 2021, we reported on the start of the third period of the Joint German Occupational Safety and Health Strategy (GDA). Here, we report on the initial results of one of the programs aimed at achieving the three strategic objectives. The primary focus of this report is to identify those results that are intended to have an impact beyond the period of increased supervisory intervention.

A. OBJECTIVES

The work program was designed to initiate a reduction in the risks posed by carcinogenic hazardous substances in the workplace. To this end, it aimed to examine the level of implementation of legal requirements for protecting employees from carcinogenic hazardous substances in the workplace and to initiate improvements.

Protecting workers from occupational cancer remains one of the key challenges for occupational safety and health in the 21st century. At the beginning of the third GDA period, occupational cancer was the number one work-related cause of death in Germany and remains so. The majority of these fatal occupational cancers are caused by exposure to carcinogenic hazardous substances, the consequences of which often do not become apparent until years or decades later. Thus, a large proportion of fatal occupational diseases today can be traced back to activities involving asbestos that were performed decades ago.

Carcinogenic hazardous substances are still present today and will continue to be present in the workplaces of many employees in the future. Prevention will therefore play a key role in protecting against occupational cancer in the coming years. A targeted, sustainable prevention strategy therefore requires a status survey.

B. METHODOLOGY AND IMPLEMENTATION

For practical reasons, the work program has focused on 12 particularly common carcinogenic hazardous substances: asbestos, benzene, benzo[a]pyrene, chromium(VI) compounds, cobalt and its compounds, diesel engine emissions, formaldehyde, hardwood dust, 4,4'-methylenedianiline (MDA), nickel compounds, quartz dust and trichloroethylene.

The selection of enterprices was not regionally controlled and was carried out across sectors, activities, and company sizes. The target was 6,588 enterprices over the third GDA period (2021–2025).

In addition, accompanying processes for the KEGS project were designed as sustainable programs that extend beyond the third GDA period. These accompanying processes (“qualification training,” “GDA hazardous substances check,” “GDA best practice database,” “public relations,” and “other accompanying processes”) have the central task of raising awareness.

Accompanying training process: Supervision plays a key role in the implementation of the work program. At the beginning of its term, the work program developed modern training and support programs for this target group.

Accompanying process: Hazardous Substances Check: This is intended to raise awareness, particularly among small and medium-sized enterprises, about the complex topic of “prevention of occupational cancer” and to gradually introduce them to the building blocks of risk assessment through a self-assessment.

Accompanying process GDA Best Practice Database: The work program KEGS provides a platform to collect solutions from and for operational practice that serve as role models and are up-to-date, activity-specific and transferable.

Public relations support process: Activating multipliers - such as professional associations, guilds, and chambers of commerce, as well as interest groups (works councils, staff councils), occupational safety specialists, and company physicians—is particularly important. The work program KEGS has implemented extensive public relations work for this purpose (events, workshops, seminars, press releases, editorial contributions in professional journals, and newsletters).

Other accompanying processes: During the term of the project, the German Hazardous Substances Protection Award, presented by the Federal Ministry of Labour and Social Affairs, focused on exemplary solutions for activities involving carcinogenic hazardous substances. To ensure sustainability and broadening the scope of the project, the project has established links at the European Union (EU) level. These include the integration with Senior Labour Inspectors Committee (SLIC) activities and the Roadmap on Carcinogens, an action alliance of member states and European social partners focused on the “Prevention of Occupational Cancer”.

C. RESULTS AND ACHIEVEMENT OF OBJECTIVES

3,761 questionnaires were included in the evaluation (DATA BASIS Q1/2025). More than one substance could be specified in the trigger question if several substances were present in the enterprise. Accordingly, carcinogenic hazardous substances were documented 5,405 times.

In the companies visited, activities involving the 12 specified substances were documented. diesel engine emissions, quartz dust, and asbestos were the most frequently reported. Trichloroethylene and 4,4'-methylenedianiline appear to be less relevant.

It should be noted that these substances were found across all economic sectors, although the manufacturing sector stands out. It has therefore become clear that these substances are not only used in the chemical industry and the construction sector (as one might assume).

The distribution shows that the 12 substances were found in companies of all sizes. It is noteworthy that the program was implemented in over 50% of companies with fewer than 20 employees. This resulted in a tremendous increase in awareness and support, particularly for small and micro-enterprises.

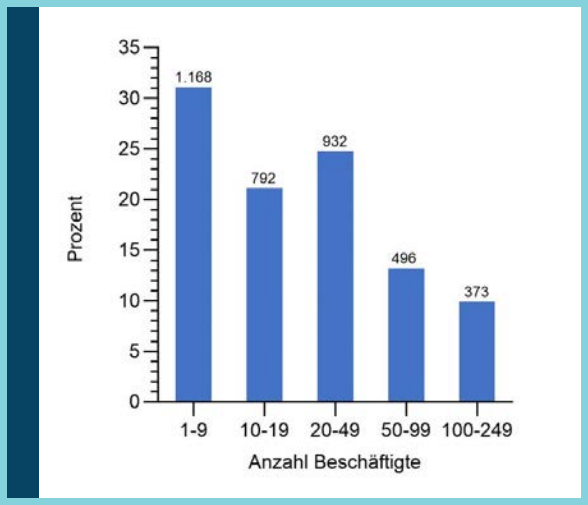
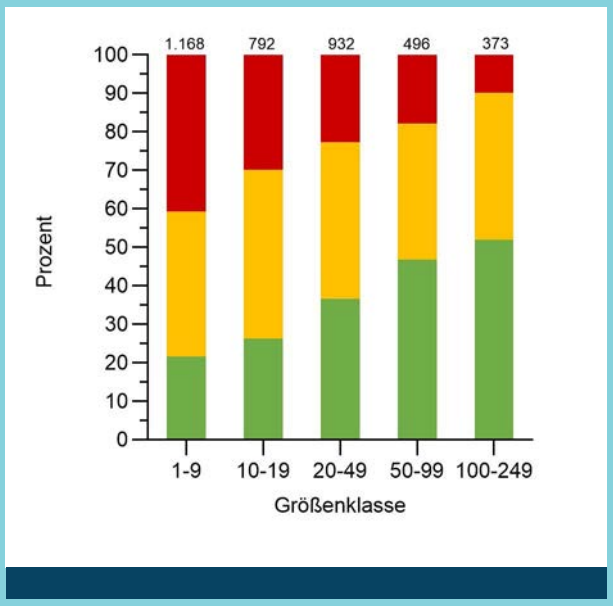


Figure 1: Percentage distribution of inspections carried out according to company size category (N=3,761)

One task in the work program was the assessment of the risk assessments found in the companies by the inspectors, whereby the overall assessment could be rated as adequately performed (green), inadequately performed (yellow), or not performed at all (red). It is very clear that a positive assessment of the risk assessment regarding the handling of carcinogenic hazardous substances correlates with the number of employees and the quality of the occupational safety support provided to the companies (see Figures 2 and 3). Overall, 32.7% of the companies (1,228) performed the risk assessment adequately, 39.5% (1,484) inadequately, and 27.9% (1,049) did not perform it at all.



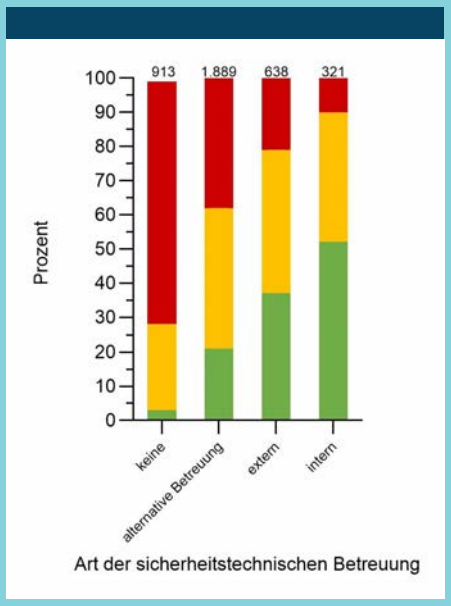


Figure 2: Quality of risk assessment depending on the size category of companies (N=3,761)

Figure 3: Quality of the risk assessment depending on the type of safety support provided to the company (N=3,761) [keine - no support to the employer, alternative Betreuung - short training to the employer and external support on demand, extern - safety engineer under contract, intern - safety engineer on the staff]

Regarding the implementation status of certain occupational safety measures, the following can be said: 46.7% of companies (N=1,757) maintain a complete hazardous substances register; in 61.7% of companies (N=2,321), employees have access to the operating instructions; 44.8% of companies (N=1,689) instruct their employees.

The overall assessment of a company correlates with the awareness and use of the GDA hazardous substances check. Companies that maintain a hazardous substances register, instruct, and are familiar with the hazardous substances check perform better in the overall assessment.

Excursion: GDA Hazardous Substances Check:
Using nine thematically structured modules, each containing three to five questions, users can assess the situation in their company and thus the status of their risk assessment. The modules essentially follow the steps of a risk assessment. Based on the answers, a traffic light system indicates the extent to which the requirements for protection against carcinogenic hazardous substances are met.
The GDA Hazardous Substances Check is available as a shortened brochure in German and English and as an accessible PDF, as well as a comprehensive online tool in German. The latter allows users to save the results as an output report on their own computer. The check is freely available (https://www.gda-gefahrstoff-check.de/).

A particular aspect is the obligation to maintain an exposure register for employees who perform activities involving the substances in question. Where there was an obligation to make an entry in the exposure register, there was significant non-compliance: 80-85% of the affected companies failed to comply with this requirement.

D. EVALUATION AND RECOMMENDATIONS

KEGS was a new work program in the 3rd GDA period. The work program achieved its objective: the level of implementation of legal requirements for protecting employees from carcinogenic hazardous substances in the workplace was determined, and improvements were initiated.

Imparting knowledge in this complex area is a slow process and requires perseverance. This has now been successfully initiated, so that prevention efforts can continue. With the hazard substance check newly developed by the program and the best practice database, high-quality, widely used tools will also be available in the future.

General awareness of the widespread presence of carcinogenic hazardous substances - beyond the chemical industry and construction sites - must continue to increase, both among regulatory authorities and within companies. Because: "There will be no future completely free of CMR substances!" However, working with low risk is guaranteed if legal requirements are met.

https://www.gda-portal.de/DE/GDA/3-GDA-Periode/AP-krebserzeugende-Gefahrstoffe

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German version

DAS GDA-ARBEITSPROGRAMM „SICHERER UMGANG MIT KREBSERZEUGENDEN GEFAHRSTOFFEN (KEGS)“ (2021 - 2025)

Im IALI - Jahresreport 2021 berichteten wir vom Start der 3. Periode der Gemeinsamen Deutschen Arbeitsschutzstrategie (GDA). Hier nun berichten wir von den ersten Ergebnissen eines der Programme zur Erreichung der drei strategischen Ziele. Vor allem geht es uns bei diesem Bericht um die Benennung jener Ergebnisse, die Wirkung über den Zeitraum der verstärkten Intervention durch Aufsicht hinaus entfalten sollen.

A) ZIELSETZUNG

Das Arbeitsprogramm (AP) sollte eine Verringerung der Gefährdungen durch krebserzeugende Gefahrstoffe am Arbeitsplatz auf den Weg bringen. Hierzu hat es das Ziel verfolgt, das Umsetzungsniveau der rechtlichen Anforderungen zum Schutz der Beschäftigten vor krebserzeugenden Gefahrstoffen am Arbeitsplatz zu untersuchen und Verbesserungen anzustoßen.

Der Schutz Beschäftigter vor berufsbedingten Krebserkrankungen (kurz: Berufskrebs) ist eine der zentralen Herausforderungen für den Arbeitsschutz auch im 21. Jahrhundert. Berufskrebs war zu Beginn der 3. GDA-Periode die arbeitsbedingte Todesursache Nummer 1 in Deutschland und ist es weiterhin. Verantwortlich für die Mehrzahl dieser tödlich verlaufenden berufsbedingten Krebserkrankungen ist die Exposition gegenüber krebserzeugenden Gefahrstoffen, deren Folgen sich regelmäßig erst Jahre oder Jahrzehnte später zeigen.So ist heute ein Großteil der tödlich verlaufenden Berufskrankheiten auf vor Jahrzehnten durchgeführte Tätigkeiten mit Asbest zurückzuführen.

Krebserzeugende Gefahrstoffe sind aber auch heute präsent und werden dies auch in Zukunft an Arbeitsplätzen vieler Beschäftigter sein. Der Prävention kommt deshalb beim Schutz vor Berufskrebs in kommenden Jahren eine hohe Bedeutung zu. Eine zielgerichtete, nachhaltige Präventionsstrategie erforderte deshalb eine Statuserhebung.

B) METHODIK UND UMSETZUNG

Aus Praktikabilitätsgründen hat sich das AP auf 12 besonders verbreitete krebserzeugende Gefahrstoffe konzentriert: Asbest, Benzol, Benzo[a]pyren, Chrom(VI)-Verbindungen, Kobalt und seine Verbindungen, Dieselmotoremissionen (DME), Formaldehyd, Hartholzstaub, 4,4‘-Methylendianilin (MDA), Nickelverbindungen, Quarzstaub und Trichlorethylen.

Die Betriebsauswahl wurde nicht regional gesteuert und erfolgte branchen-, tätigkeits- und betriebsgrößenübergreifend. Die Zielvorgabe waren 6.588 Betriebe über den Zeitraum der 3. GDA-Periode (2021 – 2025).

Ergänzend wurden Begleitprozesse des AP KEGS als nachhaltige, über die Laufzeit der 3. GDA-Periode hinausgehende Programme konzipiert. Diesen Begleitprozessen („Qualifizierung“, „GDA Gefahrstoff-Check“, „GDA Best-Practice-Datenbank“, „Öffentlichkeitsarbeit“ und „weitere, flankierende Prozesse“) kommt die zentrale Aufgabe der Sensibilisierung zu.

Begleitprozess Qualifizierung: Der Aufsicht kommt bei der Umsetzung des AP eine Schlüsselfunktion zu. Für diese Zielgruppe hat das AP zu Beginn der Laufzeit moderne Qualifizierungs- und Unterstützungsangebote erstellt.

Begleitprozess Gefahrstoff-Check: Dieser soll insbesondere kleine und mittlere Betriebe für das komplexe Thema „Prävention von Berufskrebs“ sensibilisieren und über eine Selbsteinschätzung schrittweise an die Bausteine der Gefährdungsbeurteilung heranführen.

Begleitprozess GDA Best-Practice-Datenbank: Das AP KEGS stellt eine Plattform zur Verfügung, um Lösungen von der und für die betriebliche Praxis zu sammeln, die Vorbildfunktion haben sowie aktuell, tätigkeitsspezifisch und übertragbar sind.

Begleitprozess Öffentlichkeitsarbeit: Der Aktivierung von Multiplikatoren - wie Fachverbände, Innungen und Kammern sowie Interessenvertretungen (Betriebsräte, Personalräte), Fachkräften für Arbeitssicherheit und Betriebsärztinnen und Betriebsärzte - kommt besondere Bedeutung zu.

Das AP KEGS hat hierfür umfangreiche Öffentlichkeitsarbeit realisiert (Veranstaltungen, Workshops, Seminare, Pressemitteilungen, redaktionelle Beiträge in Fachzeitschriften und Newslettern).

Sonstige, flankierende Prozesse: Der vom BMAS ausgelobte Deutsche Gefahrstoffschutzpreis hat in der Laufzeit des AP einen Fokus auf vorbildliche Lösungen bei Tätigkeiten mit krebserzeugenden Gefahrstoffen gerichtet. Im Sinne einer Verstetigung und

Verbreiterung hat das AP auf EU-Ebene Verbindungen geknüpft. Hier sind die Verzahnung mit SLIC-Aktivitäten und die Roadmap on Carcinogens zu nennen, ein Aktionsbündnis aus Mitgliedsstaaten und europäischen Sozialpartnern mit dem Fokus „Prävention Berufskrebs“.

C) ERGEBNISSE UND ZIELERREICHUNG

In die Auswertung sind 3.761 Fragebögen (DATENGRUNDLAGE Q1/2025) eingegangen. Es konnte mehr als ein Stoff in der Auslösefrage angegeben werden, wenn mehrere Stoffe im Betrieb vorgekommen sind. Entsprechend sind 5.405-mal krebserzeugende Gefahrstoffe dokumentiert.

In den aufgesuchten Betrieben wurden Tätigkeiten mit den 12 vorgegebenen Stoffen dokumentiert. Am häufigsten sind DME, Quarzstaub und Asbest angegeben. TRI und MDA scheinen weniger relevant.

Es ist festzuhalten, dass die Stoffe in der Breite aller Branchen gefunden wurden, auch wenn das verarbeitende Gewerbe heraussticht. Es hat sich also gezeigt, dass diese Stoffe nicht nur im Bereich der chemischen Industrie und im Baugewerbe verwendet werden (wie man vielleicht annehmen könnte).

Die Verteilung zeigt, dass die 12 Stoffe in Betrieben aller Größen vorzufinden waren. Beachtlich ist, dass das Programm zu über 50% in Betrieben mit weniger als 20 Beschäftigen durchgeführt wurde. Damit wurde eine enorme Sensibilisierung und Unterstützungsleistung insbesondere für Klein- und Kleinstunternehmen geleistet.

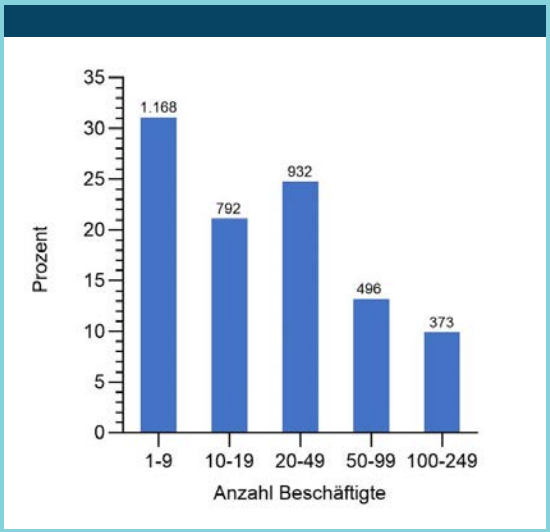
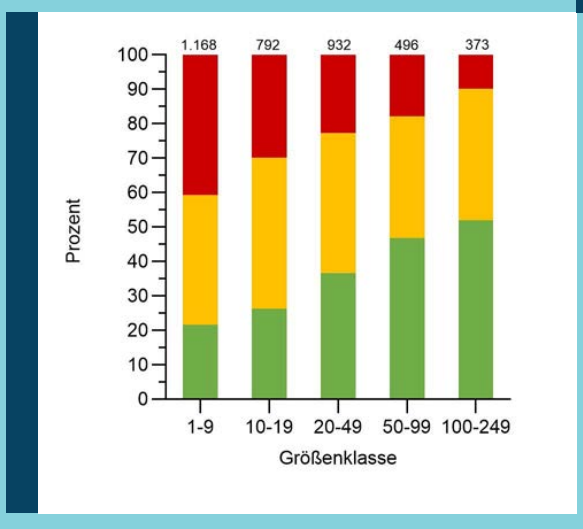


Abb. 1: Prozentuale Verteilung der durchgeführten Besichtigungen auf die Größenklasse von Betrieben (N=3.761)

Eine Aufgabe im AP war die Bewertung der im Betrieb vorgefundenen Gefährdungsbeurteilungen durch die Aufsichtspersonen, wobei die Gesamtbewertung als angemessen durchgeführt (grün), nicht angemessen durchgeführt (gelb) oder nicht durchgeführt (rot) bewertet werden konnte. Es zeigt sich sehr deutlich, dass eine positive Bewertung der Gefährdungsbeurteilung bezüglich des Umgangs mit krebserzeugenden Gefahrstoffen mit der Beschäftigtenzahl und der Qualität der sicherheitstechnischen Betreuung der Unternehmen korreliert (s. Abb. 2 und 3). Insgesamt führten 32,7 % der Betriebe (1.228) die Gefährdungsbeurteilung angemessen durch, 39,5 % (1.484) nicht angemessen und 27.9 % (1.049) gar nicht.



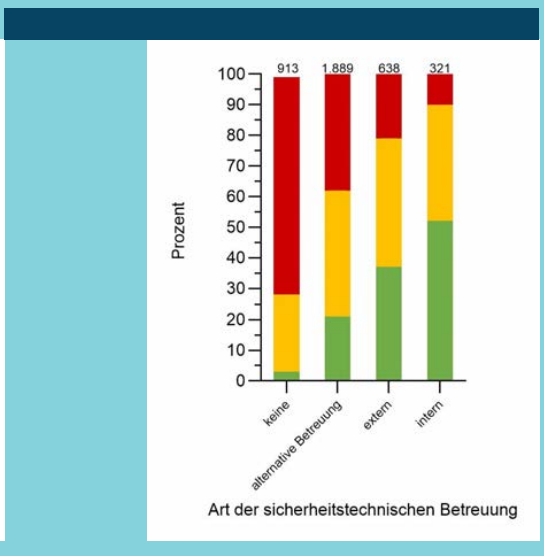


Abb. 2: Qualität der Gefährdungsbeurteilung in Abhängigkeit von der Größenklasse von Betrieben (N=3.761)

Abb. 3: Qualität der Gefährdungsbeurteilung in Abhängigkeit von der Art der sicherheitstechnischen Betreuung des Betriebs (N=3.761)

Zum Umsetzungsstand einzelner Arbeitsschutzmaßnahmen ist zu sagen: 46,7 % der Betriebe (N=1.757) führen ein vollständiges Gefahrstoffverzeichnis; in 61,7 % der Betriebe (N=2.321) ist Beschäftigen die Betriebsanweisung zugänglich; 44,8 % der Betriebe (N= 1.689) unterweisen die Beschäftigten.

Die Gesamtbewertung eines Betriebes korreliert mit der Bekanntheit und Nutzung des GDA Gefahrstoff-Checks. Betriebe, die ein Gefahrstoffverzeichnis führen, unterweisen und den Gefahrstoff-Check kennen, schneiden in der Gesamtbewertung besser ab.

Exkurs: GDA Gefahrstoff-Check:
Die Nutzenden können anhand neun thematisch gegliederter Bausteine mit je drei bis fünf Fragen die Situation in ihrem Unternehmen und damit auch den Stand der Gefährdungsbeurteilung selbst einschätzen. Die Bausteine folgen dabei im Wesentlichen den Schritten einer Gefährdungsbeurteilung. Anhand der Antworten wird in einem Ampelmodell erkennbar gemacht, inwieweit die Anforderungen an den Schutz vor krebserzeugenden Gefahrstoffen erfüllt sind.

Der GDA Gefahrstoff-Check steht als verkürzte Broschüre in Deutsch und Englisch und als barrierearmes PDF sowie als ausführliches Online-Tool in Deutsch zur Verfügung. Letzteres ermöglicht das Speichern der Ergebnisse als Ausgabebericht auf dem eigenen Rechner. Der Check ist frei verfügbar (https://www.gda-gefahrstoff-check.de/).

Ein besonderer Aspekt ist die Pflicht zum Führen eines Expositionsverzeichnisses über die Beschäftigten, die Tätigkeiten mit den betreffenden Stoffen ausführen. Dort, wo eine Verpflichtung für einen Eintrag ins Expositionsverzeichnis bestand, zeigt sich eine erhebliche Non-Compliance: 80-85 % der betroffenen Betriebe kamen der Pflicht nicht nach.

D) BEWERTUNG UND EMPFEHLUNGEN

KEGS war in der 3. GDA Periode ein neues AP. Das Arbeitsprogramm hat sein Ziel erreicht: das Umsetzungsniveau der rechtlichen Anforderungen zum Schutz der Beschäftigten vor krebserzeugenden Gefahrstoffen am Arbeitsplatz konnte ermittelt und Verbesserungen angestoßen werden.

Die Wissensvermittlung im Bereich dieser komplexen Materie ist langsam und braucht einen langen Atem. Dies ist nun erfolgreich auf den Weg gebracht, so dass Prävention weitergelebt werden kann. Mit dem vom Programm neu entwickelten Gefahrstoffcheck sowie der Best Practice Datenbank stehen auch zukünftig hochwertige, viel genutzte Tools zur Verfügung.

Das allgemeine Bewusstsein für die starke Verbreitung krebserzeugender Gefahrstoffe - jenseits von chemischer Industrie und Baustellen – muss weiter steigen: Sowohl bei der Aufsicht als auch in den Betrieben. Denn:„Eine CMR-freie Zukunft wird es nicht geben!“ Ein risikoarmes Arbeiten ist bei Einhaltung der gesetzlichen Vorgaben jedoch gewährleistet.

https://www.gda-portal.de/DE/GDA/3-GDA-Periode/AP-krebserzeugende-Gefahrstoffe

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POLAND

English version

The Strategy of the State Labour Inspection in Poland for the inspection of chemical hazards in the work environment in 2022-2024

In the era of dynamic development of science, industry and technology, chemicals are produced in huge quantities and widely used in many sectors of activity – from pharmaceuticals and cosmetology to heavy industry and agriculture. The nature of technological processes in the chemical industry and the use of hazardous substances and chemical mixtures in numerous work processes entail many risks to the health and life of workers. Some of the work related to the production or use of chemicals is classified as particularly dangerous. The presence of chemical substances and mixtures in the work environment therefore requires special attention to compliance with occupational health and safety rules, both by employers and workers.

The challenge for employers and authorities inspecting working conditions is to increase the level of health protection for workers exposed to harmful chemical agents in the working environment, in particular those with carcinogenic or mutagenic effects, and asbestos. The aim is to reduce the number of occupational diseases associated with these agents.

The State Labour Inspection in Poland, as one of its three key priorities for 2022-2024, has implemented and carried out a Strategy for the inspection of chemical hazards in the work environment, covering inspection and supervisory activities in the area of broadly understood chemical safety in the production, use and storage of chemical substances and mixtures in various sectors of economic activity.

The Strategy adopted by the State Labour Inspection was in line with EU guidelines on the protection of workers from the harmful effects of chemicals and mixtures thereof on health. It corresponded both to the objectives of the Europe's Beating Cancer Plan and to the EU priorities set by SLIC in the area of enforcement of health and safety regulations concerning hazards posed by chemical agents. The Strategy also responded to the European challenges set out in the 'Chemicals Strategy for Sustainability towards a Non-Toxic Environment' published by the European Commission. It also addressed the European 'Vision Zero', which set the direction for reducing deaths, serious injuries and occupational diseases related to working conditions.

The SLI inspections under the strategy on chemicals covered multiple aspects and various groups of hazards for which occupational safety is regulated in EU directives and regulations, as well as in detail in national legislation. The inspections covered fundamental issues set forth in the EU REACH and CLP regulations, and the protection of workers exposed to chemical substances and mixtures with carcinogenic or mutagenic effects, posing a particular health risk. The inspections related to groups of chemicals subject to separate legal regulations, i.e. biocidal products, explosives for civil use and

pyrotechnic articles. They also concerned exposure to asbestos dust and active substances in cytostatics, for which maximum permissible concentrations in the working environment have been specified. In addition, the inspections broadly covered occupational health and safety issues in specific sectors of economic activity in industry, in terms of exposure of workers to hazardous and harmful chemical agents, and were carried out in workplaces where, for reasons related to the chemical substances and mixtures used, an explosive atmosphere could occur, as well as in plants with a potentially high risk of a serious industrial accident.

The SLI multi-sector inspections in the field of chemical safety were mainly targeted at micro, small and medium-sized enterprises in various areas of economic activity, which are further links in the supply chain of chemicals. They concerned the production, use and storage of chemical substances and mixtures. The extent of the SLI activities was aimed at reducing the risks posed by chemical agents and, where possible, eliminating them.

In 2024, under the on chemicals, the State Labour Inspection carried out almost 1,200 inspections in 891 entities (in 2023 – in 1,011 entities, in 2022 – in 807 entities). Detailed information on the results of inspections carried out as part of the Strategy for the inspection of chemical hazards in the work environment in individual years 2022-2024 is available to the public and can be found on the State Labour Inspection website (www.pip.gov.pl) in the Report on the activities of the State Labour Inspection.

Comprehensive inspection and supervision activities in the area of chemical safety in the inspected entities resulted in improved

working conditions related to compliance with regulations, which translates into better health for/of? people working in such hazardous conditions. The inspection and supervision activities carried out by the State Labour Inspection in 2022-2024 as part of the Strategy on chemicals are extremely important for raising safety standards when working with chemicals. They validate the need to continue the established lines of action in the area of inspection and supervision in the coming years, with a focus on protecting workers from the harmful effects of asbestos (intensification of work related to its removal) and chemical agents with carcinogenic, mutagenic or reprotoxic effects (legislative changes, including changes to the maximum permissible concentrations of such agents).

The strategy for inspecting chemical hazards in the work environment in 2022-2024 has shown how important it is to convince employers that human health and life cannot be disregarded, and that compliance with labour law, including occupational health and safety, is one of the most important elements of the work process.

Polish version

Strategia Państwowej Inspekcji Pracy w Polsce dotycząca kontroli zagrożeń chemicznymi czynnikami środowiska pracy w latach 2022-2024

W dobie dynamicznego rozwoju nauki, przemysłu i technologii chemikalia produkowane są w ogromnych ilościach i powszechnie wykorzystywane w wielu sektorach działalności – od farmacji **i** kosmetologii, po przemysł ciężki i rolnictwo. Ze względu na charakter procesów technologicznych w branży chemicznej oraz stosowanie

stwarzających zagrożenie substancji i mieszanin chemicznych w licznych procesach pracy, wiąże się to z wieloma zagrożeniami dla zdrowia i życia pracowników. Niektóre z prac związanych z produkcją, bądź stosowaniem chemikaliów zaliczane są do szczególnie niebezpiecznych. Obecność substancji i mieszanin chemicznych w środowisku pracy wymaga więc szczególnej dbałości o przestrzeganie zasad bezpieczeństwa i higieny pracy, zarówno przez pracodawców, jak i pracowników.

Wyzwaniem dla pracodawców oraz organów kontrolnych nad warunkami pracy jest zwiększenie poziomu ochrony zdrowia osób pracujących w narażeniu na szkodliwe czynniki chemiczne środowiska pracy, w szczególności te o działaniu rakotwórczym lub mutagennym oraz azbest. W efekcie ma to na celu ograniczanie liczby chorób zawodowych z nimi związanych.

Państwowa Inspekcja Pracy w Polsce, jako jeden z trzech kluczowych priorytetów w działalności na lata 2022-2024, wdrożyła i zrealizowała Strategię kontroli zagrożeń chemicznymi czynnikami środowiska pracy, obejmującą działania kontrolno-nadzorcze w obszarze szeroko rozumianego bezpieczeństwa chemicznego przy produkcji, stosowaniu oraz magazynowaniu substancji i mieszanin chemicznych w różnych sektorach działalności gospodarczej.

Przyjęta przez PIP Strategia wpisała się w unijne kierunki działań w zakresie ochrony osób pracujących przed szkodliwym wpływem na zdrowie substancji chemicznych i ich mieszanin. Korespondowała zarówno z założeniami Europejskiego Planu Walki z Rakiem, jak i z priorytetami UE, określonymi przez SLIC, w zakresie egzekwowania przepisów bhp dotyczących zagrożeń ze strony czynników

chemicznych. Strategia ta realizowała również europejskie wyzwania określone w „Strategii w zakresie chemikaliów na rzecz zrównoważoności na rzecz nietoksycznego środowiska”, opublikowanej przez Komisję Europejską. Także europejska „Wizja Zero”, która wyznaczyła kierunek ograniczania zgonów, poważnych obrażeń oraz chorób zawodowych związanych z warunkami pracy.

Kontrole PIP w ramach Strategii chemicznej były wieloaspektowe i obejmowały różne grupy zagrożeń, w odniesieniu do których bezpieczeństwo pracy zostało uregulowane w dyrektywach oraz rozporządzeniach unijnych, jak również szczegółowo w przepisach krajowych. Kontrolami objęto fundamentalne kwestie regulowane unijnymi rozporządzeniami REACH i CLP oraz ochronę pracowników narażonych na substancje chemiczne i ich mieszaniny o działaniu rakotwórczym lub mutagennym, stwarzające szczególne zagrożenie dla zdrowia. Kontrole odnosiły się do grup chemikaliów, dla których obowiązują odrębne regulacje prawne, tj. produktów biobójczych, materiałów wybuchowych przeznaczonych do użytku cywilnego oraz wyrobów pirotechnicznych. Dotyczyły także narażenia na pył azbestu oraz na substancje czynne cytostatyków, dla których to czynników określono najwyższe dopuszczalne stężenia w środowisku pracy. Ponadto działania kontrolne szeroko ujmowały zagadnienia bezpieczeństwa i higieny pracy w konkretnych sektorach działalności gospodarczej w przemyśle, w aspekcie ekspozycji pracujących na niebezpieczne i szkodliwe dla zdrowia czynniki chemiczne oraz dotyczyły miejsc pracy, w których z przyczyn wynikających z używanych substancji i mieszanin chemicznych mogła wystąpić atmosfera wybuchowa, jak również obejmowały zakłady o potencjalnie wysokim ryzyku poważnej awarii przemysłowej.

Wielosektorowe kontrole PIP w zakresie bezpieczeństwa chemicznego zostały ukierunkowane głównie na mikro, małe i średnie przedsiębiorstwa w różnych obszarach działalności gospodarczej, stanowiących kolejne ogniwa łańcucha dostaw chemikaliów. Dotyczyły one zarówno produkcji, stosowania, jak i magazynowania substancji i mieszanin chemicznych. Zakres działań PIP miał na celu ograniczanie zagrożeń czynnikami chemicznymi, a w możliwych przypadkach – ich eliminowanie.

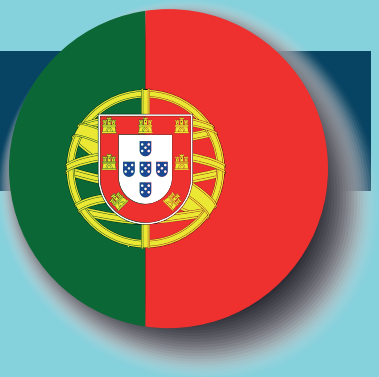
W 2024 r. Państwowa Inspekcja Pracy – realizując Strategię chemiczną – przeprowadziła prawie 1,2 tys. kontroli w 891 podmiotach (w 2023 r. – w 1 011 podmiotach, w 2022 r. – w 807 podmiotach). Szczegółowe informacje o wynikach kontroli przeprowadzonych w ramach Strategii kontroli zagrożeń chemicznymi czynnikami środowiska pracy w poszczególnych latach 2022-2024 podane są do informacji publicznej i znajdują się na stronie internetowej PIP (www.pip.gov.pl) w Sprawozdaniu z działalności Państwowej Inspekcji Pracy.

Efektem kompleksowych działań kontrolno-nadzorczych w obszarze bezpieczeństwa chemicznego w kontrolowanych podmiotach była poprawa warunków pracy związana z przestrzeganiem przepisów, co przekłada się na zdrowie osób wykonujących pracę w takim narażeniu. Zrealizowane w latach 2022-2024 działania kontrolno-nadzorcze PIP w ramach Strategii chemicznej są niezwykle istotne w zakresie podnoszenia standardów bezpieczeństwa w pracy z chemikaliami. Potwierdzają zasadność kontynuacji w kolejnych latach przyjętego kierunku nadzorczo-kontrolnego – ze szczególnym ukierunkowaniem na ochronę osób pracujących przed szkodliwym wpływem na zdrowie azbestu (intensyfikacja prac związanych z jego

usuwaniem) oraz chemicznych czynników o działaniu rakotwórczym, mutagennym lub reprotoksycznym (zmiany legislacyjne, w tym zmiany najwyższych dopuszczalnych stężeń takich czynników).

Strategia kontroli zagrożeń chemicznymi czynnikami środowiska pracy w latach 2022-2024 pokazała jak ważne jest budowanie przekonania pracodawców, że zdrowia i życia ludzkiego nie można lekceważyć, a przestrzeganie przepisów prawa pracy, w tym bezpieczeństwa i higieny pracy, jest jednym z najważniejszych elementów procesu pracy.

PORTUGAL



EDUCATION FOR PREVENTION.

By Paula Sousa, Director of the OSH Promotion Department Authority for Working Conditions (ACT)

To ensure a safer, healthier, more resilient society, prepared to face future challenges, it is essential to foster a culture of prevention. Building such a culture is a process requiring the involvement of the whole society. Legislation, standards, procedures, and even penalties for non-compliance, will not be enough until a shift in mindset occurs. Legislation must be internalised and complied with by everyone out of conviction, not just imposition, to avoid sanctions. Awareness, knowledge and skills in occupational safety and health (OSH) must be increased.

Educating, informing, training, and promoting active participation, are fundamental steps to creating a safer and healthier work environment. Education, from childhood, forms the foundation of any culture of prevention. Schools play a crucial role in citizen education and, in this context, are vital agents in building a culture of prevention. From the early years of education, schools are the space where children and young people learn values, norms and behaviours that will influence their lives and society in the future. Teaching the importance of adopting responsible and safe behaviours, from an early age, is essential to creating more aware individuals, prepared to face everyday challenges and risks, contributing to a safer, healthier and more sustainable society.

It is, therefore, crucial to include topics related to occupational health and safety in school curricula. If everyone internalises safety as a priority, the prevention of occupational risks will become part of daily life, and safe behaviours will become an integral part of everyone's habits. Integrating occupational safety and health into education means forming citizens more aware of their actions and the impact they can have on their well-being and on society, encouraging respect for safety standards and valuing prevention. Integrating occupational safety and health into education will be fundamental in forming future citizens more aware and responsible, thus, creating future generations of safer and healthier workers.

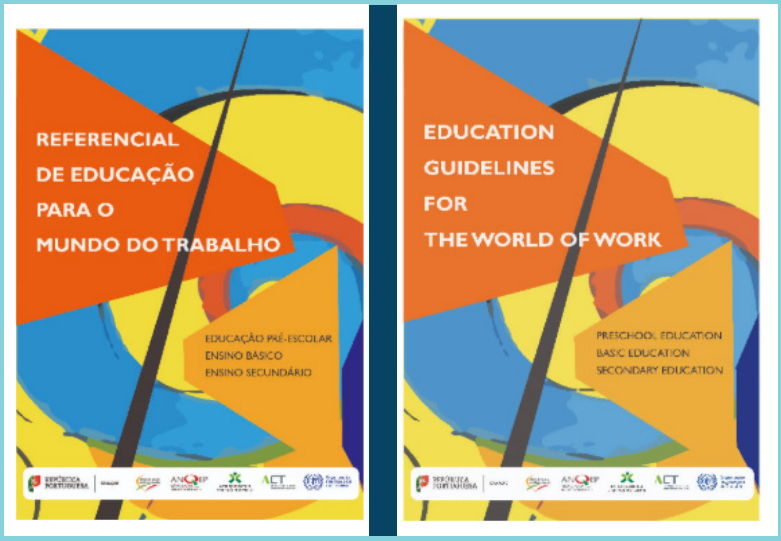
The Authority for Working Conditions (ACT), as an organization whose mission is to contribute to the promotion of improved working conditions, considers education a strategic area for consolidating a culture of prevention and, thus, preventing work accidents and occupational diseases. Over the years, ACT has continuously developed various works in the field of education and schools.

Every year, ACT actively participates in the return to school, with awareness-raising and information campaigns on occupational health and safety in schools across the country – directed not only at students, but also at school staff. This campaign aims to contribute to the implementation of a genuine culture of prevention in every citizen and civil society.

Teachers are central figures in the educational process and the dissemination of a culture of safety and prevention among students. Therefore, it is necessary to empower them to transmit knowledge on occupational risk prevention to their students. ACT has contributed to the training of teachers in occupational safety and health, considering this training a fundamental step towards the development of a more conscious, safe and responsible society.

The Mind Safety – Safety Matters! and Mind Safety II – Safety Matters! projects aimed to create and implement innovative collaborative practices, as well as to develop teachers' teaching skills in occupational safety and health through interdisciplinary curricular approaches. In these projects, ACT coordinated strategic partnerships, contributing to the internalisation of a culture of safety and well-being at work, aiming to create innovative materials and implement new practices through cooperation and networking. One of the project's main challenges was to support teachers in integrating occupational safety and health into their subjects, developing teaching/learning skills in occupational safety and health through interdisciplinary pedagogical approaches and fostering risk awareness among school-age children.

Given current and emerging challenges, education for the World of Work and preparation for working life are of utmost importance.



ACT joined a working group, which included members from the Directorate-General for Education, the International Labour Organization, Lisbon, the National Agency for Qualification and Vocational Education, I.P., and the Institute for Employment and Vocational Training, I.P., to develop the Education Guidelines for The World of Work. This is a guiding document for the implementation of Education for the World of Work in pre-school and compulsory education.

Educação para a PREVENÇÃO

In 2025, the Authority for Working Conditions launched the programme "Education for Prevention: Raising Awareness among Children and Young People about Occupational Safety and Health", which aims promoting the integration of occupational safety and health content into education and, at the same time, producing and providing pedagogical and didactic resources and materials, thereby contributing to greater involvement and knowledge of all teachers and trainers in these subjects, as well as developing teaching strategies in the area of occupational safety and health.

The Prev!ne Game is a fun educational resource, developed by ACT, for distribution in schools, with the aim of supporting teachers in integrating occupational safety and health topics into educational practices and promoting active learning in these areas.

Designed for children and young people, this educational board game aims to stimulate interest and facilitate the acquisition and assimilation of knowledge in the field of occupational health and safety through a playful and interactive approach.

To promote the programme, ACT carries out information campaigns throughout the country, targeting school principals and teachers.
These initiatives are strategically significant. Schools, along with families, form the educational foundation for the excellence of tomorrow's adults – both workers and employers.

Occupational safety and health will be achieved if children and young people learn about safe and healthy behaviour from an early age and acquire skills in this area from pre-school and school education. If this is successfully achieved, we will have more skilled workers and employers, who are aware of the dangers and risks associated with work and able to protect themselves – we will have a safer and healthier generation of workers and employers and we will achieve a culture of prevention. Integrating occupational safety and health into education is therefore essential for developing this culture of prevention.

By investing in education for prevention, the Authority for Working Conditions reaffirms its commitment to creating safer, healthier and more sustainable work environments — for today and the future — promoting the improvement of quality of life, the prevention of occupational accidents and diseases, the competitiveness and sustainability of companies, and economic development.

BETTER PROTECTION OF WORKERS FROM THE RISKS OF ASBESTOS

MinDirig a.D. Gerd ALBRACHT, IALI Technical Advisor

Fig.1: Asbestsanierung aus G:Albracht/O.
Schwertfeger in “Herausforderung Asbest”, Wiesbaden 1991

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1. EUROPEAN INSTITUTIONS PROTECT WORKERS - IALI AND EFBWW AS PARTNERS ON OSH

IALI, together with the European Federation of Building and Woodworkers (EFBWW) and the European Construction Industry Federation (FIEC), initiated projects, advised the European Parliament on the legislative initiative report on asbestos with recommendations to the Commission on improving the risks to workers from asbestos, and, together with EFBWW, actively supported the Parliament in its arguments to the EU Commission to enforce significant improvements in the revision of the EU Asbestos Directive.

Together with occupational hygienists, safety experts, and scientists from the ICOH, the ETUC, and other institutions, important cornerstones were introduced into the legislative deliberations and decisions.

After three difficult rounds of of negotiations, the Council, Parliament and Commission surprisingly reached an agreement on the Asbestos Directive on 27 June 2023 at the end of the Swedish Presidency.

Fiig.:2: G :Albracht, IALI. EFBWW and trade unionist demonstrated together with MPE's before the EP in Strasbourg and demanded a „Stop Cancer and 1000 fibres/Kubicmeter"

On October 3, 2023, the **European Parliament** overwhelmingly approved the **Commission's proposal** for the **revision of the Asbestos Directive** (EU Directive 2023/2668).

A **EU- guide** for asbestos work in the various sectors concerned is to be published by the EU Commission by the end of this year.

Fig3: European Parliament, Source ORF

The EU-wide ban on asbestos in 2005 came far too late and was unable to prevent the wave of victims. With the **renovation wave of the European Green Deal**, an estimated 35 million buildings and infrastructures are to be maintained, renovated, or demolished by 2030 to make them fit for a climate-neutral Europe.

However, in order to protect the millions of workers in the construction, renovation, and waste sectors from the dangers of asbestos, the EU agreed on significantly stricter asbestos limits and, after a transition period of no more than six years, to switch to **electron microscopy** for measuring fibers, which is significantly more sensitive than the phase contrast microscopy (PCM). Parliament agreed to set the **limit for exposure at work** ten times lower than before, at 0.01 asbestos fibers per cubic centimeter. Electron microscopy can be used to measure thin asbestos fibers. Member States then have the option of either measuring, in which case the

limit remains at **0.01 fibers per cubic meter**, or not using the new, sensitive measurement method, in which case the limit is tightened to **0.002 fibers per cubic centimeter**. Furthermore, significant improvements in worker protection are being introduced.

All the key improvements to the Asbestos Directive are listed in the attached technical article by Gerd Albracht in:

Sicher ist Sicher, 11/23 under the heading “An important step towards an asbestos-free future in Europe. **Agreement—better protection of workers in the EU from the risks of asbestos.”**

2. A DEADLY DANGER IGNORED FOR DECADES – DESPITE WARNINGS FROM A BRITISH LABOR INSPECTOR AS EARLY AS 1898

The way in which corporate executives in the asbestos industry and responsible politicians handled the issue must be considered a prime example of disastrous omissions and general failure.

A deadly danger was ignored for decades, even though Lucy Dean, a British labor inspector, warned of the deadly dangers of asbestos as early as 1898.

The annual report of the Royal Chief Inspectorate of Factories states: “A microscopic examination reveals the sharp, glassy, jagged nature of the particles. Wherever they are in the air, regardless of the extent to which they are dispersed, they can penetrate deep into the lungs and cause serious and often fatal diseases.”

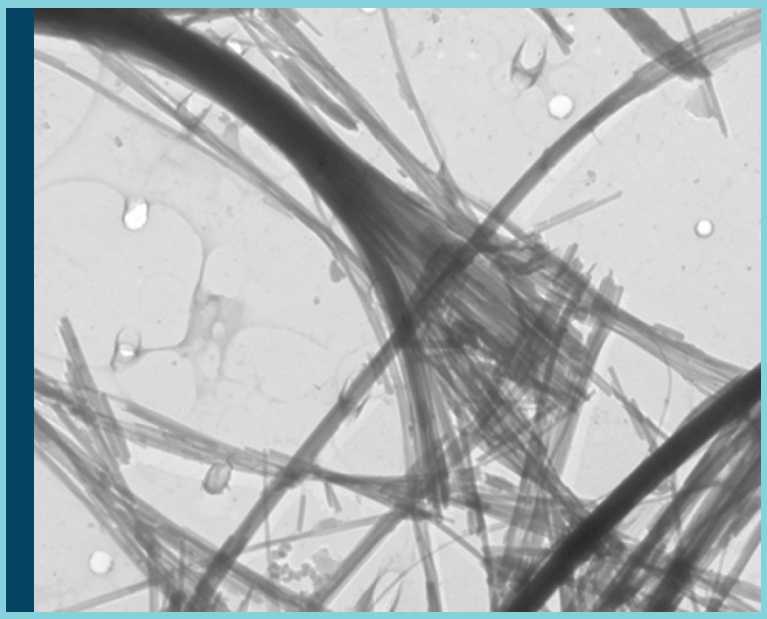

Fig.4: Asbestos fibres under the electron microscope, H.J. Woitowitz

3. AS EARLY AS 1900, PATHOLOGIST MURRAY WAS ABLE TO CLEARLY PROVE THAT WORKERS WERE SUFFERING FROM ASBESTOS-RELATED DISEASES

The first occupational disease affecting asbestos workers was described in Hoffmann's comprehensive monograph (Hoffmann 1918). The disease affecting asbestos workers was discovered in 1900 by pathologist Murray, who made a clear diagnosis after finding that the lungs of an autopsied worker were full of asbestos needles and showed no fatal signs of tuberculosis. The British pathologist gave the disease the name **“asbestosis” in 1924**. No one suspected at the time that this disease was the less harmful of the asbestos-related diseases. However, it was not those responsible in companies and politics who drew the appropriate conclusions, but rather an insurance company in New York that refused to take out life insurance policies with asbestos workers in the shipbuilding industry as early as 1918. As early

as 1938, Normann stated in a study that asbestos causes **lung cancer** (Nordmann, 1938).

However, the most malignant asbestos-related tumor disease remained unknown for several more decades. Epidemiological confirmation of **mesothelioma** was achieved by Wagner and his colleagues in South Africa in 1954, after he had examined workers in asbestos mines, where working conditions were catastrophic (Wagner 1960).

4.DESPITE WARNINGS FROM TRADE UNIONS AND SCIENTISTS, ASBESTOS MINING AND PROCESSING INCREASED DRAMATICALLY IN THE MID-1970S

While warnings from trade unions and scientists, led by Irving Selikoff from the USA (Selikoff, 1976) and Hans-Joachim Woitowitz (Woitowitz, 1972) from Germany, grew louder and louder, global annual production of asbestos mining and processing rose to a record high of 5.5 million tones per year.

In Germany, the first technical guideline concentration value was published in 1973, and it was 1 million fibers per cubic meter It took another ten years before Denmark in **1972** and then Norway and Sweden enacted the first comprehensive asbestos bans. Switzerland and Austria followed, then the Netherlands and Finland in the early 1990s, Japan in 1995, France in 1997, and the United Kingdom in 1999. **An EU-wide ban on asbestos was enacted in 2005.**

Currently, **67 countries* have enacted comprehensive bans on asbestos.**
*) see more information in Annex 12 a.

"Currently about **125 million people in the world are exposed to asbestos at the workplace** (WHO 2018)."

In Europe, up to **7.3 million employees are exposed**. 97 percent of them work in the construction sector, including roofers, plumbers, carpenters, floor layers, and 2 percent in the waste disposal sector.

5. ALARMING NUMBERS -ASBESTOS DEATHS PER YEAR

Fig.5 : Asbestos deaths per year

According to the latest calculations, **239. 333 people worldwide** die every year as a result of exposure to asbestos. In Europe, including the UK, the researchers of the University of Washington's School of Medicine estimate **90, 730 deaths per year.**

In the EU-member states, **78 per cent of cancer cases are asbestos related.**

6. TRANSFER OF THE ASBESTOS TRAGEDY TO DEVELOPING AND EMERGING COUNTRIES

When asbestos bans began to emerge in Europe, many companies in the asbestos industry moved to emerging and developing countries. Although substitute fibres for all asbestos products have been available on the market since the early 1990s, there has been an exorbitant increase in asbestos consumption to date in Russia, China, India, Brazil, Mexico, and other Asian and African countries, despite the decline in maximum annual global production from 5.3 million to **1.3 million tons today.**

7. CURRENT GLOBAL ASBESTOS PRODUCTION

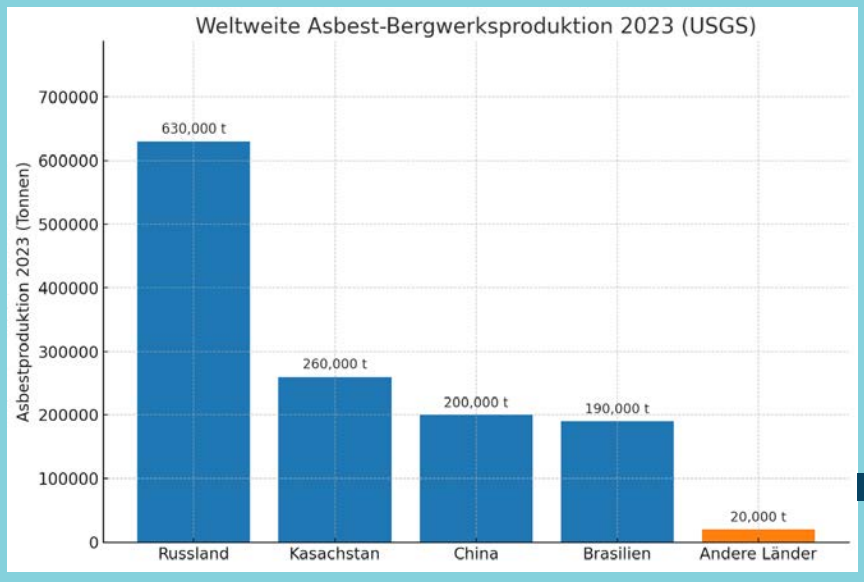

Fig.6: G.Albracht,Quelle USG

8. CURRENT GLOBAL ASBESTOS CONSUMPTION – A HEALTH POLICY TIME BOMB IN COUNTRIES WITHOUT ASBESTOS BANS

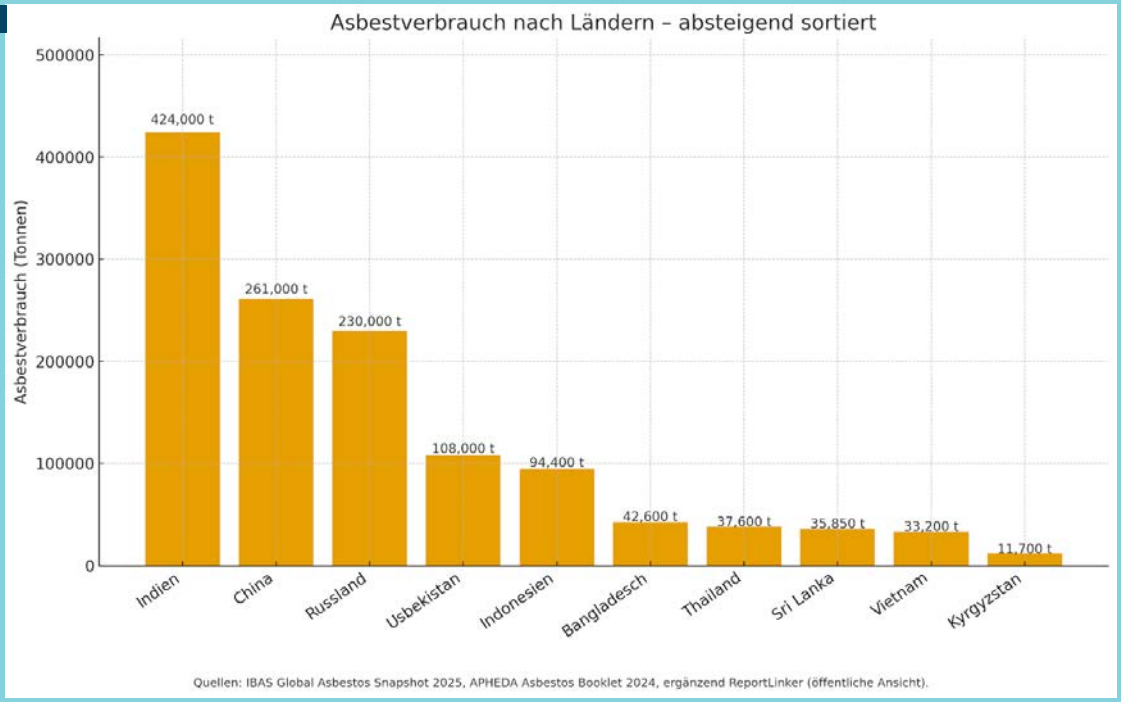

Fig. 7: Global asbestos consumption by country, Albracht Nov. 2025

India is now the world's largest consumer of asbestos.

According to IBAS estimates, 300,000 people in India are at risk due to their employment in asbestos-producing industries, and millions of workers are poorly protected or not protected at all from the deadly fibers. Particularly worrying is the fact that, according to the report “Dangers in the Dust. Inside the Global Asbestos Trade,” the majority of asbestos exported to poorer countries is used not only in buildings but also in drinking water pipes.

This development heralds a health time bomb in countries without asbestos bans for the coming decades. A massive increase in asbestos use, often no or only catastrophic occupational health and safety protection, virtually non-existent or uncontrolled limit values,

and a lack of enforcement and control authorities give rise to fears of an explosive increase in asbestos-related illnesses and deaths!

Fig.8: Indian worker among burst asbestos bags, Source, Kazan-Allen IBA

The dramatic increase of Occupational Deseases (OPD) in China is strongly a result of high asbestos consumption in China.

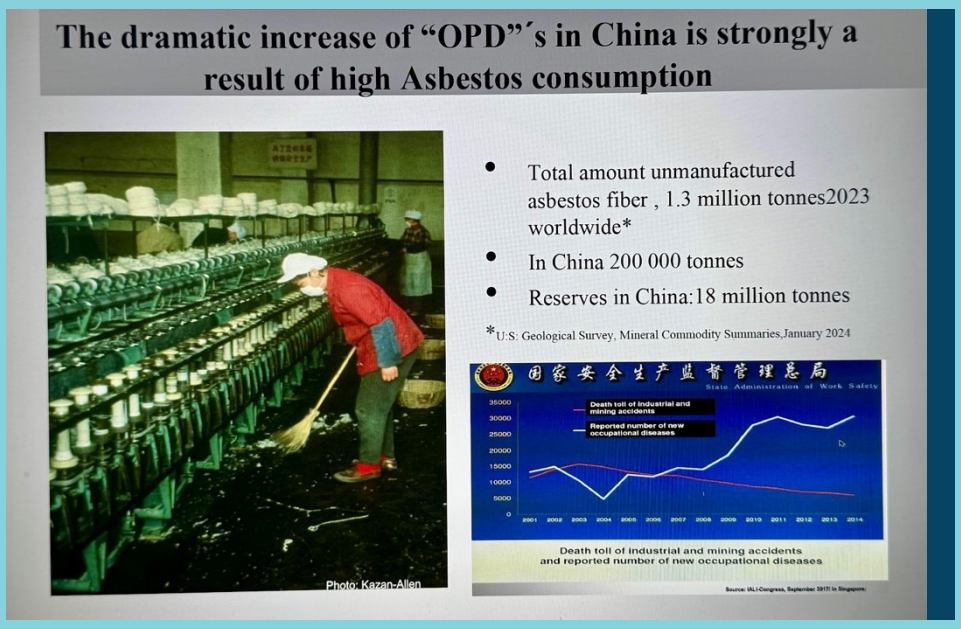

Fig.9: The dramatic increase of "ODP"s in China, G.Albracht IALI-Conerence 2024, Geneva

9. AGREEMENT - BETTER PROTECTION OF WORKERS IN THE EU FROM THE RISKS OF ASBESTOS

Publication by Gerd Albracht in Sicher ist Sicher, 11/2023, covering the key points of the adopted Directive (EU) 2023/2668 of the European Parliament and of the Council of November 22, 2023, amending **Directive 2009/148/EC on the protection of workers from asbestos exposure in the workplace (AWD)**

GERD ALBRACHT

An important step towards an asbestos-free future in Europe

Agreement – better protection for workers in the EU against the risks of asbestos

Under the European Green Deal, more than 30 million buildings and infrastructure facilities are to be maintained, renovated or demolished by 2030 in order to make them fit for a climate-neutral Europe [1]. In October 2021, the European Parliament (EP) presented a comprehensive legislative initiative report to protect millions of workers in the construction, renovation and waste sectors from the dangers of asbestos. After three difficult rounds of negotiations, the Council, Parliament and Commission surprisingly reached an agreement on the Asbestos Directive on 27 June 2023 at the end of the Swedish Presidency [2].

Alarming figures on asbestos victims

According to the latest calculations, **239,333** people worldwide die each year as a result of asbestos exposure. In Europe, including the United Kingdom, researchers at the University of Washington School of Medicine estimate **90,730** deaths per year.

In Europe, 4.1–7.3 million workers are exposed to asbestos. 97 per cent of them work in the construction industry, including roofers, plumbers, carpenters and floor layers, and 2 per cent in waste disposal. In the Member States, 78 per cent of cancer cases are asbestos-related [3].

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Legislative initiative report of the European Parliament

In view of these facts and in order to prevent a new wave of asbestos victims at work and in everyday life, the EP, together with trade unions, researchers and prevention and health experts, has called for a comprehensive European strategy to eliminate asbestos.

The EP resolution on the protection of workers from asbestos (2019/2182 INL) was adopted by an overwhelming majority on 20 October 2021 [5]. The resolution had five key elements:

1. A European framework for national strategies for the safe removal of all asbestos in Member States, which should include a legislative proposal to introduce minimum standards for publicly accessible national asbestos registers and a plan for the safe, monitored and documented removal of asbestos-containing waste.
2. An update to Directive 2009/148/EC on the protection of workers from asbestos. The main demand to the Commission is a new occupational exposure limit value (OEL) for asbestos of 1000 fibres per m³ (0.001 fibres per cm³). The directive should apply to all activities. Employers should ensure that no employee is exposed to an asbestos fibre concentration in the air exceeding 1000 fibres per m³ at any time during the work process. The term "Recognised cases" should include all cases of medically diagnosed asbestos-related diseases. Another requirement is the use of transmission electron microscopy as the currently available technology for measuring asbestos fibres, as well as enhanced measures for the use of emission-free or low-emission processes and for dust suppression. Further demands concern the training of employees and the licensing of companies. The EP's demands regarding the five core elements and the demands on the Commission are described in detail in the Safety Engineer [6].
3. A legislative proposal for the recognition of occupational diseases, including all asbestos-related diseases, and appropriate compensation, the establishment of central contact points for those affected, and a national function such as an ombudsman to support those affected by occupational diseases.
4. A proposal to update Directive 2010/31/EU with the introduction of an obligation for mandatory monitoring and Removal of asbestos and other hazardous substances prior to energy renovation work.
5. A legislative proposal on the most efficient models for the mandatory inspection of buildings for the presence of asbestos by a competent body with the appropriate qualifications and authorisations to issue asbestos certificates prior to the sale or rental of buildings constructed before 2005 or the year of a corresponding national asbestos ban.

Agreement between the Council, Parliament and Commission on the Directive on the protection of workers from asbestos

The Council, Parliament and Commission have On 27 June 2023, shortly before the end of the Swedish Presidency, agreement was reached on the Asbestos Directive after four lengthy rounds of negotiations. At the time of the EP decision, the Commission had only introduced marginal changes to the Asbestos Directive with the aim of lowering the asbestos limit value. However, at the initiative of the Parliament, the Commission opted for a broader approach that goes beyond the specific Asbestos Directive. In September 2022, the Commission presented a package entitled "Towards an asbestos-free future" [3]. The proposal for the reduction of the asbestos limit value was 10,000 fibres per m³. This was 10 times lower than the existing limit value of 100,000 fibres per m³, but also 10 times higher than requested by Parliament and corresponds to the existing values in Germany, France and Denmark. In addition, the limit in the Netherlands has been 2,000 fibres per m³ for seven years and, according to the supervisory authorities, is consistently adhered to.

The Commission watered down Parliament's demands and did not make any further legislative proposals. The Commission package dealt only with the revision of the waste management directives and the intention to propose the inspection and registration of asbestos in buildings at a later date, as requested by Parliament. In response, Parliament resubmitted almost all of its original demands.

After three rounds of tough negotiations between the Council, Parliament and the Commission, little progress had been made on most points. However, at the end of the Swedish Presidency, an agreement was reached with significant improvements to the protection of workers from asbestos, with a total of 73 amendments.

More protection from asbestos thanks to the new regulations

Definition of the term "asbestos" and scope of application

The scope now covers **all** activities, including construction, renovation and demolition work, waste disposal, mining and firefighting, in which workers are or may be exposed to asbestos at work. The Commission will conduct a consultation on updating the list of fibrous silicates, including erionite.

Passive asbestos exposure

In the case of passive exposure, the employer must carry out a risk assessment in accordance with the Framework Directive and this Directive. This area is becoming increasingly important, as illustrated by the example of a 40-year-old nurse from England who was diagnosed with mesothelioma in 2021. She had never worked directly with asbestos, but had been exposed to asbestos fibres at school, during her studies and in hospitals.

Women are particularly at risk from certain types of asbestos exposure and secondary exposure. It is therefore recommended that gender differences in exposure be better taken into account.

Sporadic exposure and low-intensity exposure

In the case of sporadic and low exposure, the exceptions regarding medical monitoring and its registration are deleted. For a carcinoma without a threshold value, such as asbestos, an exception for the recording of exposure and medical monitoring of employees cannot apply.

Occupational exposure limit (OEL) and fibre measurement methodology

Optical phase contrast microscopy (PCM) is currently the most commonly used method for regular measurement of asbestos, although it does not allow the thinnest fibres that are harmful to health to be counted. Some Member States have opted for a lower limit without counting thinner fibres (based on the WHO fibre definition). Other countries voted for a higher limit, taking thin fibres into account (French measurement system). In order to ensure a balanced approach, different OELs should be set, either

counting of fibres with a width of less than 0.2 µm from the time of the technological transition to electron microscopy or the

Counting fibres with a width between 0.2 and 3 µm as a time-weighted 8-hour average (TWA). Since it is possible to measure an AGW of 10,000 fibres/m³ using a phase contrast microscope (PCM), no transition period is required to implement this value. In line with the opinion of the ACSH[1] the more modern and sensitive method of electron microscopy (EM) should be used. A longer implementation period of six years is envisaged for technical adaptation and greater consistency between the different methods currently used in the Union. The Commission intends to support Member States in this transition, in particular by developing guidelines. (Article 11a) The measurement of asbestos fibres in the air using electron microscopy will represent a significant improvement in asbestos monitoring, as it allows thinner fibres to be counted. The transition to this more sensitive methodology will result in many times more fibres being identified than can be detected using phase contrast microscopy. Member States and employers should use this time to gather experience and exposure data on fibre counting using EM and to implement improved prevention measures.

This experience is needed to pave the way for assessing the feasibility of further reducing AGW.

In the foreseeable future, only electron microscopy will be used for asbestos fibre measurement, with a dual system to be validated by 2028: either 2000 fibres per m^3 (0.002 fibres per cm^3) without thin fibres, or 10,000 fibres per m^3 (0.01 fibres per cm^3) including thin fibres.

Reporting system

The list of items required in the notification, such as the list of employees expected to be deployed at the site and their individual training certificates, type and quantity of asbestos, has been expanded.

Removal and disposal of products containing asbestos

Employers must give priority to the removal of asbestos or asbestos-containing material over other forms of asbestos management, although there is no general ban on encapsulation. Guidelines provide

[1] ACSH – Advisory Committee on Safety and Health at Work, tripartite political body of the European Commission

Article 7(6) and Article 8 shall be replaced by the following:

'(6) The fibres shall be counted by electron microscopy (EM) or by another alternative method that gives equivalent or more accurate results.'

The following paragraph is added:

'7. For the purposes of measuring asbestos fibres in the air referred to in paragraph 1, only fibres with a length of more than 5 micrometres and a width of less than 3 micrometres and a length/width ratio of more than 3:1 shall be taken into account.

Notwithstanding subparagraph 1, for the purposes of Article 8(2)(a), until ... [six years after the date of entry into force of this amending Directive], fibres with a width of less than 0.2 micrometres shall also be taken into account."

Article 8 shall be replaced by the following:

"Article 8

(1) By ... [one day before six years after the date of entry into force of this amending Directive], the employer shall ensure that no worker is exposed to an airborne asbestos fibre concentration exceeding 0.01 fibres per cm^3, calculated as a weighted average over a reference period of 8 hours (TWA).

(2) From ... [six years after the date of entry into force of this amending Directive], the employer shall ensure that no worker is exposed to an airborne concentration of asbestos fibres in excess of

a) 0.01 fibres per cm^3 as a TWA in accordance with Article 7(7)-second subparagraph, or

b) 0.002 fibres per cm^3 as a TWA.

(3) Member States shall ensure that at least one of the limit values specified in paragraph 2 applies to employers.

Conditions under which encapsulation/sealing is acceptable.

Protective measures for workers exposed to asbestos

Before work commences, any asbestos contamination must be clarified by the employer.

Decontamination of the premises and other measures such as dust minimisation, fresh air supply and sedimentation must be carried out. When working in enclosed spaces, the enclosure must be airtight and mechanical extraction must be provided. The Commission is drawing up guidelines for special measures to be taken when working in enclosed spaces.

Medical surveillance and asbestos-related diseases

Member States are required to keep a register of all medically diagnosed asbestos-related occupational diseases.

The list of diseases (Annex I, No. 1) which, according to current knowledge, are caused by asbestos fibres and cause **at least** the following health problems

The list will then include the following asbestos-related health problems: asbestosis, mesothelioma, lung cancer, gastrointestinal cancer, **laryngeal cancer, ovarian cancer** and **non-malignant pleural diseases**.

The International Agency for Research on Cancer has established positive correlations between asbestos exposure and the following diseases: throat cancer, colon cancer and stomach cancer (Annex 1a).

Sampling of asbestos

Sampling must be carried out at regular intervals and in representative and realistic situations for those affected.

Protective measures in the event of the AGW being exceeded and measures in the event of the AGW likely to be exceeded

Work must be interrupted if the limit value is exceeded and if there is reasonable suspicion of asbestos exposure.

Before work is resumed, measurements must be taken to ensure that the limit value has fallen below the threshold.

Asbestos screening and information for emergency services

The employer must take all necessary measures to determine the presence of asbestos before work begins, based on available information. If no such information is available, employers must carry out an "investigation" and obtain the results of this investigation before work begins, and inform employees and their representatives. The Commission will publish a statement setting out the screening objectives in detail.

Firefighters, emergency services: In the guidelines, the Commission will clarify the conditions for access to information on the presence of asbestos for emergency services and explain how the specific characteristics of the potential exposure of firefighters and rescue workers are to be taken into account. Firefighters, emergency services and the public are repeatedly confronted with asbestos risks during large fires in buildings and infrastructure containing asbestos. During a major fire in a boat hall in Roermond (Netherlands), whose roofs were full of asbestos, the city was cordoned off in December 2017 with the help of an emergency regulation. During a fire at a waste disposal facility in Stadthagen in October 2019, the fire brigade also felt that they had not been sufficiently informed about the asbestos risks posed by the burning building. They accused the mayor of inaction, because

asbestos fibres were found on the contaminated equipment after the operation.

Employee training and work plan The minimum requirements for employee training are significantly expanded and specified in Appendix 1a of the Directive. Employees who are or may be exposed to asbestos dust or dust from materials containing asbestos must receive mandatory training in theory and practice in accordance with the specified criteria. Employees involved in demolition or asbestos removal work must, in addition to the mandatory training, receive training in the use of equipment and machinery to contain the release of asbestos fibres during work processes.

Contractors for asbestos remediation
These companies must obtain a permit from the competent authorities and provide evidence of safe working practices before commencing work.

Personal protective equipment
Personal protective equipment, individually fitted respiratory protective devices in accordance with Directive 89/656/EEC and their suitability checks, as well as regular breaks, are mandatory.

Sector- and industry-specific guidelines
The Commission, in cooperation with the ACSH, shall issue guidelines to assist in the implementation of the Directive no later than two years after its entry into force. The guidelines shall also include sector-specific solutions, meet the needs of the industry and be updated every five years if necessary.

Asbestos risks in reconstruction work in third countries
Russia's war of aggression against Ukraine has caused immense suffering for the population and immense damage to infrastructure and the built environment. The necessary reconstruction of the country poses a major asbestos risk to the population and workers involved in ASI work, as Ukraine only banned the use of asbestos in 2017. Employers involved in reconstruction work in third countries should therefore take into account the risks of asbestos exposure to workers.

Important projects and measures of the Commission (7)

In addition to the amendments and tightening of the Asbestos Directive, the Commission will

Submit *a legislative proposal on the inspection and registration of asbestos in buildings* and call on Member States to develop national strategies for asbestos removal and propose a *regulatory approach for an EU model for digital building logbooks.* It will support Member States that introduce digital building logbooks or expand their existing ones and adapt them to the EU model. The Commission calls on Member States to accelerate the digitisation of building-related information and existing registers and to promote the collection, storage, comparability and interchangeability of data on building characteristics. Free public access to the *digital national asbestos registers* is planned for workers, employers, firefighters and emergency services, owners and residents of buildings.

Member States should draw up a *plan for the safe, controlled and documented removal of asbestos-containing waste* no later than two years after the Directive enters into force. This is to ensure the availability of suitable waste treatment facilities.

By 2050, every country must have at least one waste centre capable of treating 100 per cent of its asbestos-containing waste.

The Commission will initiate a *revision of the EU Protocol on the Management of Construction and Demolition Waste* and the guidelines for waste testing prior to demolition and renovation work on buildings, with a particular focus on renovation work and asbestos.

State labour inspectorates should monitor the enforcement of national legislation: with reference to the ILO, the ratio of labour inspectors to workers in an industrial market economy should be 1 to 10,000. The Commission will launch an updated *awareness-raising campaign on the safe removal of asbestos*, targeting businesses, workers, owners and public administrations, in cooperation with the Senior Labour Inspectors Committee (SLIC).

Member States shall establish public registers of *certified companies* authorised to carry out asbestos surveys and those authorised to carry out asbestos removal.

Overall assessment: an important step towards an asbestos-free Europe

To ensure that the "green transition" does not only involve buildings and infrastructure for a climate-neutral Europe,

In order to ensure that the wave of renovations not only makes buildings fit for purpose, but also allows the many people working in building renovation to do so safely and in a manner that protects their health, the measures just adopted to protect workers from asbestos in Europe must be implemented on a massive scale. It will be crucial that the safe removal and disposal of asbestos-containing materials takes priority over repair, maintenance, encapsulation or sealing. This is the only way to permanently remove the carcinogenic asbestos fibres from the built environment. Efficient, high-quality training for employees and the strengthening of state labour inspections in the prevention and control of asbestos exposure in the workplace, as well as their positive role in providing information on asbestos risks to employees and companies, are two important cornerstones for the targeted implementation of the directive. The third pillar is the necessary and already promised financial resources from the Union. Member States can then receive funds from the European Structural and Investment Funds for the removal of asbestos. Union funds are to be secured as part of the wave of renovations for beneficiaries who meet the requirements of this directive. The Commission shall provide such employers with appropriate technical support and information on the relevant EU funds. This should facilitate access to and optimal use of these funds by Member States, in particular to support SMEs and micro-enterprises.

Although the agreement does not go as far as the European Parliament has demanded and justified on some points, the overall budget

as far as the European Parliament had demanded and justified, the overall outcome

is very positive and an important step towards an asbestos-free Europe. ■

LITERATURE

[1] *Renovation wave: doubling the renovation rate to reduce emissions, boost economic recovery and reduce energy poverty, 14 October 2020 (https://ec.europa.eu/commission/presscorner/detail/en/ip_20_1835).*

[2] *Council of the European Union, Brussels, 19 July 2023: Interinstitutional file: 2022/0298; Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL amending Directive 2009/148/EC on the protection of workers from the risks related to exposure to asbestos at work. The document contains the consolidated compromise text on the above-mentioned proposal, which has been revised by the legal and linguistic experts.*

[3] *EU Commission takes action for better protection against asbestos and an asbestos-free future, 28 September 2022; https://ec.europa.eu/commission/presscorner/detail/en/ip_22_5679*

[4] *www.efbww.eu press release, 20 October 2021, Brussels: EP protect workers from asbestos! Now it is time for the European Commission to make its move!*

[5] *European Parliament resolution of 20 October 2021 with recommendations to the Commission on the protection of workers from asbestos (2019/2182(INL)); www.europarl.europa.eu/doceo/document/TA-9-2021-0427_DE.html*

[6] *Protection from asbestos – the EU Commission must act, Legislative initiative report of the European Parliament. G. Albracht, Safety Engineer 02/2022 (Part 1) and 03/2022 (Part 2)*

[7] *COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE THE REGIONS on the commitment to an asbestos-free future: a European approach to tackling the health risks of asbestos. 28.9.2023 COM/2022/488 final https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM:2022:488:FIN*

[8] *DRAFT LEGISLATIVE RESOLUTION OF THE EUROPEAN PARLIAMENT on the proposal for a directive of the European Parliament and of the Council amending Directive 2009/148/EC on the protection of workers from asbestos exposure at work (COM(2022)0489 – C9 0321/2022 – 2022/0298(COD)) https://www.europarl.europa.eu/doceo/document/A-9-2023-0160_EN.html*

10. EU GUIDELINES FOR MANAGING ASBESTOS RELATED HEALTH AND SAFETY RISKS AT WORK

The guide was published on 18 December 2025 on the EU-Publication website :

Guidelines for managing asbestos related health and safety risks at work | Employment, Social Affairs and Inclusion

https://acrobat.adobe.com/id/urn:aaid:sc:EU:68349634-84a8-46f8-9f57-4797cd798d78

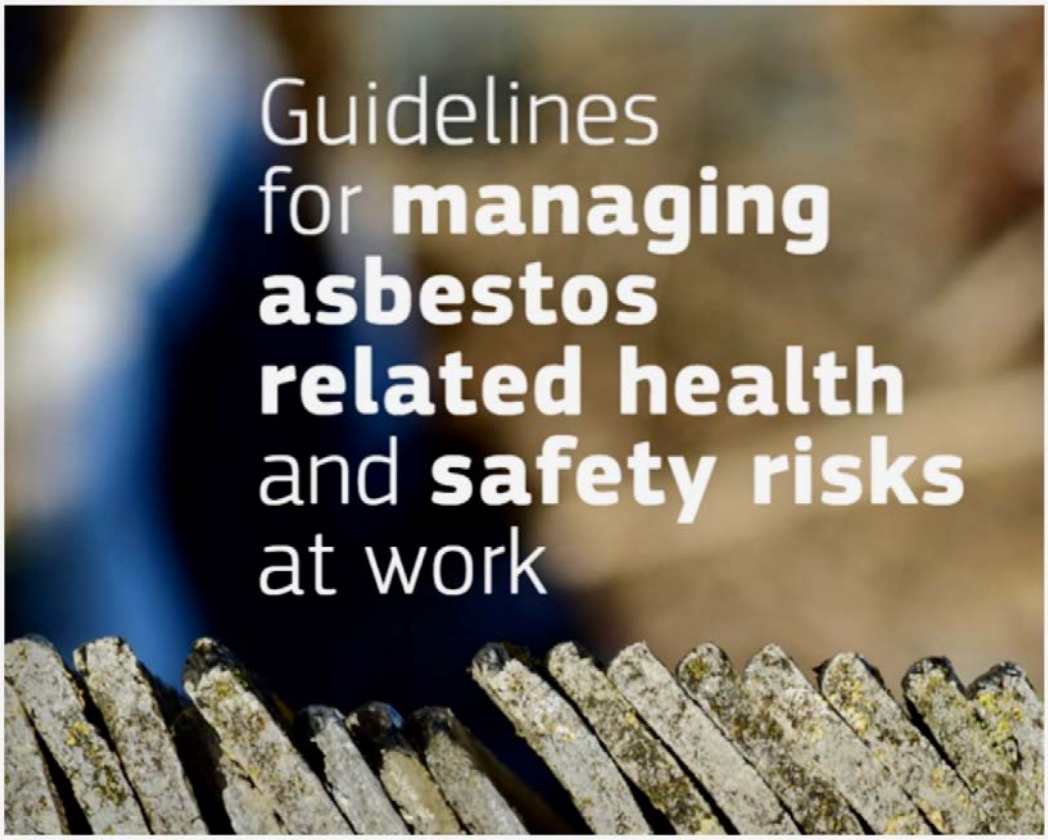


Photo credits: ©European Union, 2025

What is the focus of this guide?

The guide focuses on preventing and controlling risks from occupational exposure to asbestos. The information in this guide must be read in conjunction with the applicable actual legislation for ensuring worker safety. As example, the guide presents methods, measures and tools.

Funding organisation of this guide is the European Commission: DG Employment, Social Affairs and Inclusion. Experts from Czech Republic, United Kingdom, the Netherlands, Denmark, Italy, Lithuania and Poland formed the Core Team.

The steering committee included representatives from the relevant Directorates — General, the Senior Labour Inspectors Committee (SLIC), and representatives of the Advisory Committee on Health and Safety at Work, with the Employers, Workers and Government Interest Group.

Organisations from eight European countries assisted with pilot discussions.

What is the purpose of this guide?

The guide aims to further develop existing EU guidelines and take into account recent legal, technical and scientific developments, including: the 2023 revision of the Asbestos at Work Directive (AWD), and to increase awareness about the risks of asbestos amongst employers and workers.

The guide will help to reduce inequalities by providing additional information on good practices to stakeholders across the EU, including in Member States, where less guidance is available. The guide is an overview of good practices, providing practical ways to reduce workers' exposure to asbestos.

Table of contents

At this stage, the guide will cover 16 areas:

1. Introduction
2. Legal framework
3. Key elements of safety management
4. Asbestos risk assessment and management
5. Identifying asbestos
6. Air monitoring
7. Passive exposure
8. Control measures
9. Training
10. Health surveillance
11. Incident management
12. Waste management
13. Buildings-maintaining, renovating and demolishing buildings
14. Ships, trains, aircraft, vehicles, machinery
15. Mining and quarrying
16. Civil engineering,
17. Emergency services

The first twelve sections are general and apply to all exposure situations. Sections 13 to 17 cover specific exposure situations where asbestos can be found. There are several annexes providing the glossary and additional information.

Annexe

The guide contains numerous appendices (17), such as guides identified by literature review, countries with asbestos bans, overview of Member States with national asbestos registers, Standards, overview of certification and accreditation schemes for asbestos,

Laboratory quality assurance and quality control, worker representative's simplified checklist for passive exposure, criteria for audits and site-specific waste management plans in various Member States and post-asbestos exposure programs in six EU-Member States

Who should read this guide?

The guide will provide relevant advice for both employers and workers. The first twelve sections are general and apply to all exposure situations. Sections 13 to 17 cover specific exposure situations where asbestos can be found. There are several annexes providing the glossary and additional information.

This guide is not a legally binding document. It builds on existing EU legislation listed in section 2.

The guide is modular in design and the sections that are relevant to each role are shown in Table 1-4. The sections relevant for each role group in Table 1-4 are shown in Table 1-5, the different colours mean:

- Green, all of this section is relevant to this role.
- Yellow, this section is relevant for workers in specific exposure situations.
- Blue, this section is relevant to the managers and supervisors of this role and all workers should be aware that the guidance in this section is available.
- Pink, some of this section may be relevant to this role.
- Clear / white, this section is not applicable to this role.

Table 1-4: Roles typically involved with asbestos	
Group	**Role**
LAB	Laboratory staff providing sampling and analysis
SPECIALIST	Trained (and possibly certified) professional who identifies, assesses, and/or removes asbestos or MCAs, see Annex 4, including labour inspectors
NON-SPECIALIST	All asbestos non-specialist occupations that may encounter asbestos, including, but not limited to, electricians, plumbers, gas fitters, painters and decorators, joiners, shop fitters, plasterers, roofers, scaffolders, heating and ventilation engineers, telecommunication engineers, data cabling installers, fire and burglar alarm installers, architects, building surveyors, miners, civil engineers and other professionals. These could be workers: renovating, demolishing, operating or maintaining premises that contain or might contain asbestos. See more details about these workers in Annex 10.
EMERGENCY	Emergency services workers
WASTE	Waste handlers or transporters
PASSIVE	Workers in buildings that contain asbestos (such as education, health, government or office workers)
HEALTH	Medical staff working with workers exposed to asbestos including, but not limited to occupational health doctors, general practitioners, pulmonologists, nurses, and paramedics
MANAGER	Employers, supervisors, and managers of workers in any other role
Some workers may have more than one role.	

1

Table 1-5: Sections relevant to each role group								
Section	**LAB**	**SPECIALIST**	**NON-SPECIALIST**	**EMERGENCY**	**WASTE**	**PASSIVE**	**HEALTH**	**MANAGER**
1 Introduction								
2 Health hazards associated with asbestos exposure								
3 Legal framework								
4 Safe working environment								
5 Risk assessment								
6 Identifying asbestos								
7 Air monitoring								
8 Passive exposure								
9 Control measures								
10 Training								
11 Health surveillance								
12 Waste management								
13 Building and construction								
14 Ships, trains, aircraft, vehicles, and machines								
15 Mining and quarrying								
16 Civil engineering								
17 Emergency services								

Green means all of this section is relevant to this role; Yellow means this section is relevant for workers in specific exposure situations; Blue means this section is relevant to the managers and supervisors of this role and all workers should be aware that the guidance in this section is available; Pink means some of this section may be relevant to this role; Clear/white means this section is not applicable to this role

2

Exposure situation category

The guide covers different categories of exposure to asbestos situations:

- 1. Direct active exposure - workers who work directly with asbestos
- 2. Indirect exposure – workers who unintended work with materials containing Asbestos
- 3. Passive exposure - workers who work either in the vicinity of someone working with materials containing asbestos, or in premises where materials containing asbestos are degrading
- 4. Secondary exposure - people are exposed to asbestos fibres brought home by occupationally exposed individuals mostly

EU legislation and good practice examples and case studies

There are two types of boxes: the blue boxes contain the specific legislation, and the yellow boxes are examples of good practice or case studies.

Dark blue

EU legislation

Blue

Good practice examples and case studies

Passive Exposure (Sector 7)

Box 7-1: Passive exposure to asbestos

Recital 5 of Directive (EU) 2023/2668:

Passive exposure, where workers who work either in the vicinity of someone working with materials containing asbestos, or in premises where materials containing asbestos are degrading in

building structures, are exposed to asbestos, […]
Both passive and secondary exposure can have significant impacts on health.
[…]
Avoiding exposure to asbestos, in whatever form, therefore remains an imperative.

With regard to the passive exposure of workers to asbestos, "Council Directive 89/391/EEC and Directive 2009/148/EC require employers to be in possession of an assessment of all the risks to the safety and health of workers at work by identifying potential hazards, including those stemming from passive exposure to asbestos, and to put in place the necessary preventive and protective measures to protect the safety and health of workers, with the risk avoidance principle always being the primary basis for any measures to be implemented."

The Tripode building in Nantes, France is cited as an example of passive exposure.

1,800 government officials worked in this building. The building was inaugurated in 1972. In 1976, asbestos risks were identified, and in 1993, the building was evacuated. In 1995, the first asbestos victim was reported. In 2005, the building was demolished and, before, 350 tonnes of asbestos material were removed. By 2022, there had been 31 deaths related to asbestos exposure.

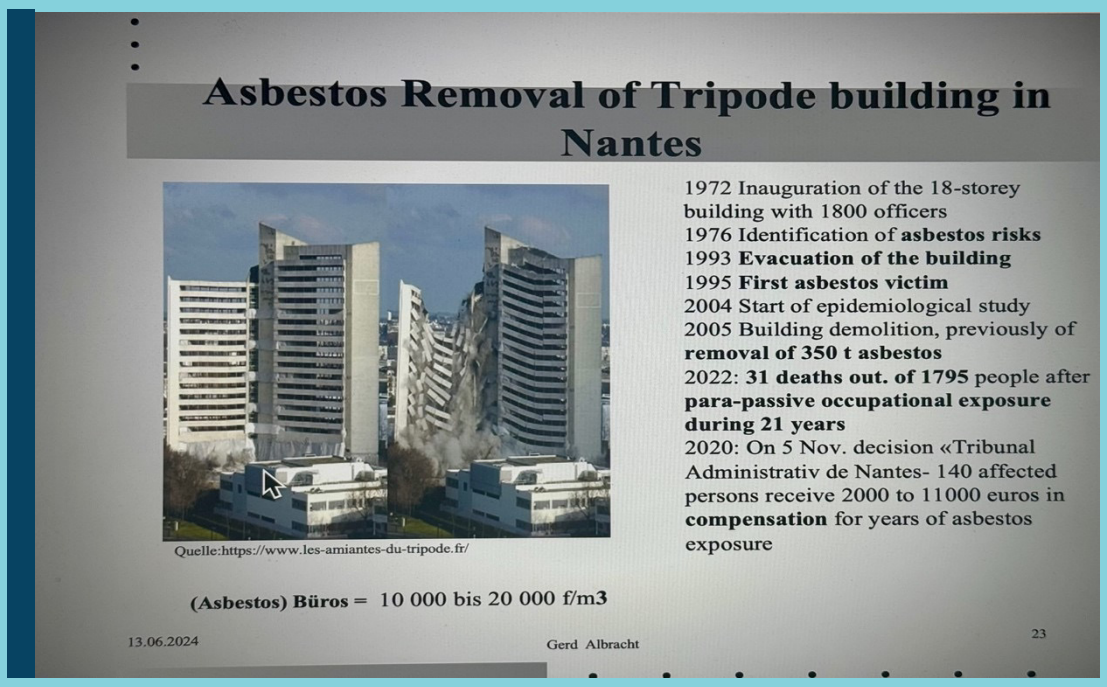


Fig.10: G.Albracht,OSH World Congres 2023,Sydney

Another case is that of a former nurse in Great Britain. She got the diagnosis mesothelioma, but never worked directly with asbestos, but had been exposed to the fibres in school, university, hospitals and public buildings.eaths related to asbestos exposure.

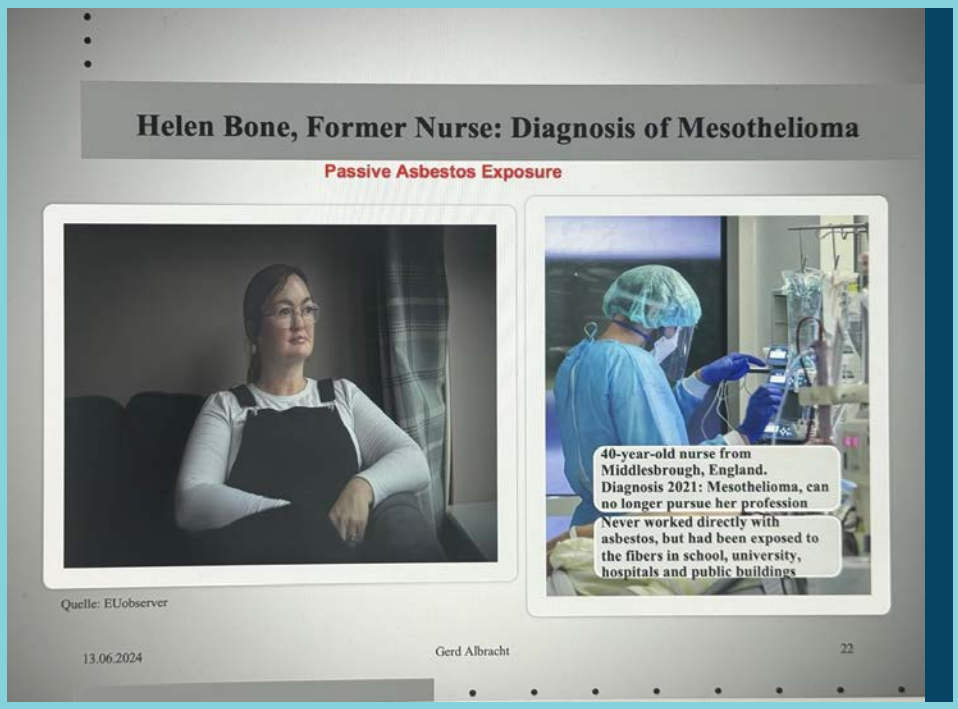


Fig.11: G.Albracht, IALI Congress 24, Geneva, EU Observer

Firefigthers and emergency services

Artikel 3 (1) of Directive 2009/148/EC:

This Directive shall apply to activities in which workers are or may be exposed in the course of their work to dust arising from asbestos or materials containing asbestos.

Recital (28) of Directive (EU) 2023/2668 amending the AWD:
(28) Firefighters and emergency services personnel are at risk of exposure to asbestos in the course of their work. It is therefore important that the employers of those workers assess, in accordance with this Directive, the risk to workers of exposure to asbestos and that they take the necessary measures to protect the safety and health of those workers.

Firefigthers, rescue services and the public are repeatedly confronted with asbestos risks during major fires in buildings and infrastructures containing asbestos.

During the major fire in a boat hall in Roermond (Netherlands), the roofs of which were full of asbestos, the city was sealed off with the help of an emergency ordinance in December 2017.

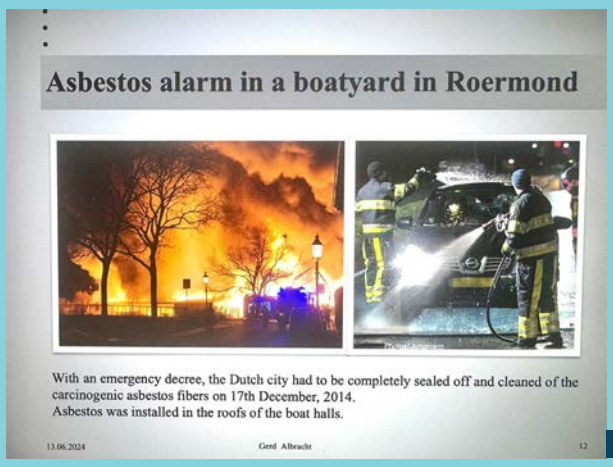


Fig.12 : Asbestos alarm in a boatyard in NL,Source: Jungmann/Albracht

Best practice , Netherlands

Asbestos risk assessment involves the identification of the presence or likely presence of asbestos and materials containing asbestos (MCAs) at the workplace in the Netherlands, a categorisation system for fire events involving MCAs has been implemented, which can be used for all emergency situations. This classification system determines the response measures and safety protocols during such events.

The emergency services response is essentially the same for all three categories, focusing primarily on dealing with the issue at hand, such as a fire, flooding and structural collapse. However, the categorization is more relevant for other agencies, such as environmental services, public health and safety departments, and the police. Categories II and III (see below), with their larger impacted areas and higher potential for harm, require additional measures and resources from these services.

Those in charge of making decisions on how to categorise emergency events involving asbestos need to be trained appropriately, as assigning the wrong category will have a serious impact on workers and the general public positioned within the contamination area.

Incidents involving asbestos are divided into three categories based on the extent and location of asbestos release

Category I: **Release of asbestos is confined to the building or site of origin -the impact is limited to the immediate premises, and the**

contamination is contained within the building or site, minimizing the potential risk to surrounding areas.

Category II: Asbestos is released outside the premises or site but not in areas where people live, work, or attend for recreational purposes; such as an industrial area or construction site with no residential or office buildings. In this case asbestos contamination extends beyond the site, but the affected areas are not occupied spaces, which may still require containment but will pose a lower risk to public health compared to Category III.

Category III: Asbestos is released outside the premises or site into residential, work, or recreational areas such as areas with houses, offices, or schools; asbestos contamination affects areas where people live or work, which increases the need for containment, evacuation, and public health intervention. This category involves the most significant risk and requires extensive emergency measures.

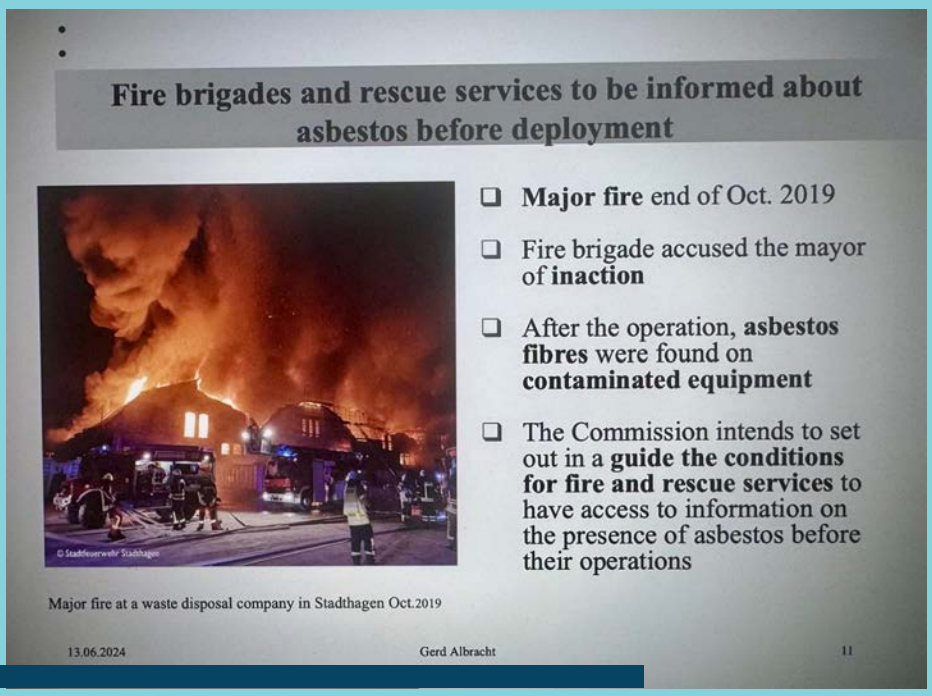


Fig.13 : G.Albracht, IALI Congress 24, Geneva

The guide is very comprehensive, with almost 300 pages, and covers all areas where asbestos exposure can endanger workers or people in buildings or infrastructure. One advantage is its structure, which makes it possible to find the specific areas that are relevant to the actors involved. Sixteen annexes complete the guide with the necessary details and technical information, such as:

- -Materials containing asbestos (MCAs)
- -List of standards
- -Overview of certification and accreditation schemes for asbestos
- -Laboratory quality assurance and quality control
- -Overview of Member States with national asbestos registers
- -Tools for materials assessment
- -Workers representative's simplified checklist for passive exposure
- -Diagnostic criteria for asbestos-related diseases
- -Waste containing asbestos—national disposal methods
- -Thresholds for audits and site-specific waste management plans in various Member States

11. IALI'S ROLE AND INTERNATUIONAL COOPERATION TO PROTECT WORKERS WORLDWIDE FROM THE DANGERS OF ASBESTOS EXPOSURE

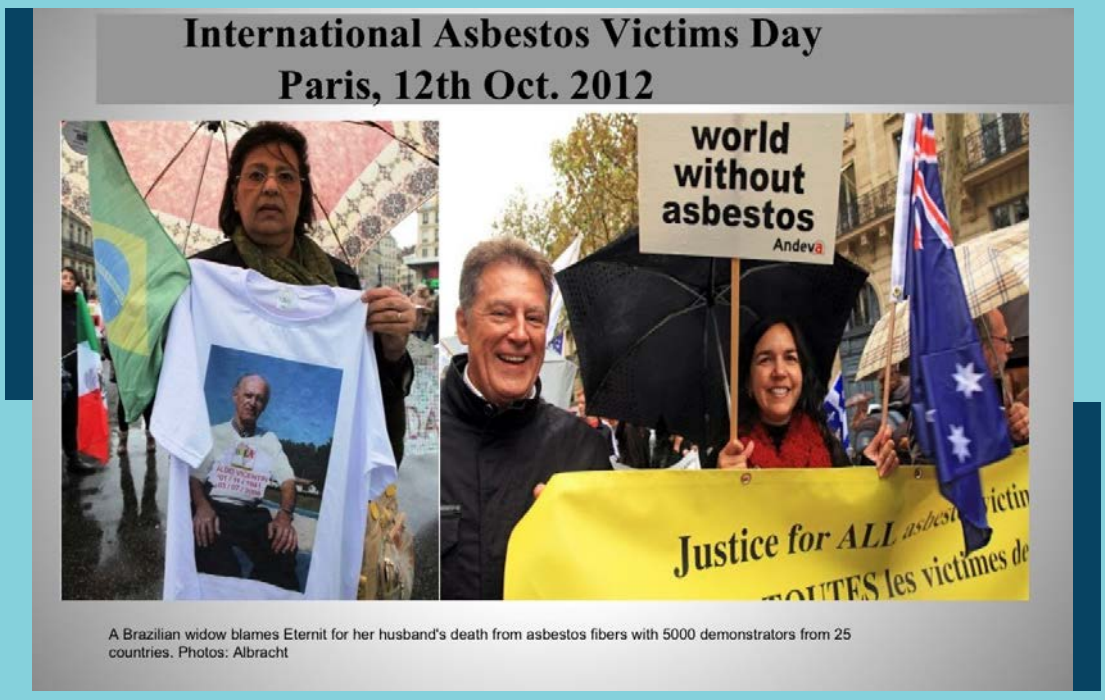
The much-needed worldwide ban on asbestos is not the end of the hazardous story. It is one of the necessary steps to protect workers and citizens against the lethal and ubiquitous carcinogen.

The ban needs tob e complemented with pro-active inspection, identification and mapping of contamination. Training and qualifications are important steps for a controlled and responsibel phasing-out of asbestos containing products, buildings and infrastructures.

As required by the EU, national removal plans are needed, based on the range of asbestos products used in the past. The safe removal of asbestos is possible with the right organisational measures and state-of-the-art technology.

Practical implementation and enforcement are of paramount importance. Labor inspectorates will have a key role to play in this regard. The new EU regulations to protect workers from the risks of asbestos are a significant step towards an asbestos-free future in Europe. IALI played a very active role in the discussions in the European Parliament and the subsequent consultations. I received strong professional support from Jean Parrat (Technical Advisor, IALI) and David Chauvan (Labor Inspectorate Annecy, France).

IALI offers countries in Asia, Africa, Latin America, and Eastern Europe the opportunity to engage in intensive dialogue on the new EU asbestos regulations and to exchange information on legal regulations, best practices, training, and the safe management of asbestos at work in close cooperation with our IALI members in these regions.



A Brazilian widow blames Eternit for her husband's death from asbestos fibers with 5000 demonstrators from 25 countries. Photos: Albracht

The soft phase out of asbestos is taking to long, causing too much health damage, and suffering to those affected, and costing too much money.

The soft phase-out must be replaced by an emergency brake – a global ban on the production and use of asbestos.

12. ANNEXES

a) Countries with general asbestos bans

*)« As at September 2025, 72 countries have imposed national bans on chrysotile. asbestos mining, importation, production and use. « Quelle:
Asbestos and Dust Diseases Research Institute (ADRRI)
based on the list of the International Ban Asbestos Secretariat (IBAS).
The list of ADDRI includes the following countries/territories:
Africa / Americas / South-East Asia / Europe / Eastern Mediterranean / Western Pacific.

According to he current list of the EU (see annex EU Guidance for the safe management of asbestos at work) the following countries have implemented a ban on asbestos, typically including manufacture, import and use of all six types of asbestos:

Algeria	Denmark	Iraq	Mauritius	Slovakia
Argentina	Djibouti	Ireland	Monaco	Slovenia
Australia	Egypt	Israel	Mozambique	South Africa
Austria	Estonia	Italy	Netherlands	Spain
Bahrain	Finland	Ivory Coast	New Caledonia	Sweden
Belgium	France	Japan	New Zealand	Switzerland
Brazil	Gabon	Jordan	Norway	
Brunei	Germany	S. Korea	Oman	Turkey
Bulgaria	Gibraltar	Kuwait	Poland	U. Kingdom
Canada	Greece	Latvia	Portugal	United States
Chile	Greenland	Liechtenstein	Qatar	Uruguay
Colombia	Honduras	Lithuania	Romania	Ukraine
Croatia	Hungary	Luxembourg	Saudi Arabia	
Cyprus	Iceland	Macedonia	Serbia	
Czech Rep.	Iran	Malta	Seychelles	

b) Global overview of workplace exposure limits for asbestos National Occupational Exposure Limit's (OEL) – fibres per cubic centimetre

Country	National OEL (f/cm³)	Legal instrument / Note
European Union (directive)	0.01 (8-h TWA)	Directive (EU) on protection from asbestos; Member States to transpose (deadline)
Austria	0.01 (to be transposed; previously 0.1)	EU transposition expected; previously national value 0.1 f/cm³
Belgium	0.01 (to be transposed; previously 0.1)	EU transposition expected
Bulgaria	0.01 (to be transposed; previously 0.1)	EU transposition expected
Croatia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Cyprus	0.01 (to be transposed; previously 0.1)	EU transposition expected
Czechia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Denmark	0.01 (to be transposed; previously 0.1)	EU transposition expected
Estonia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Finland	0.01 (to be transposed; previously 0.1)	EU transposition expected; national agencies updating guidance
France	0.01 (to be transposed; previously 0.1)	INRS/ANSES guidance; EU transposition expected
Germany	0.01 (to be transposed; previously 0.1)	BAuA/DGUV/IFA guidance; national transposition of EU Directive
Greece	0.01 (to be transposed; previously 0.1)	EU transposition expected
Hungary	0.01 (to be transposed; previously 0.1)	EU transposition expected
Ireland	0.01 (to be transposed; previously 0.1)	HSE / national guidance updating for EU Directive
Italy	0.01 (to be transposed; previously 0.1)	EU transposition expected; national guidance notes impact
Latvia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Lithuania	0.01 (to be transposed; previously 0.1)	EU transposition expected
Luxembourg	0.01 (to be transposed; previously 0.1)	EU transposition expected
Malta	0.01 (to be transposed; previously 0.1)	EU transposition expected
Netherlands	Already lower in practice (PCM/TEM dependent)	NL has stricter national guidance; method-dependent values (reports of 0.002–0.01 PCM-equi
Poland	0.01 (to be transposed; previously 0.1)	CIOP and national documents cite 0.01 adoption plans
Portugal	0.01 (to be transposed; previously 0.1)	EU transposition expected
Romania	0.01 (to be transposed; previously 0.1)	EU transposition expected
Slovakia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Slovenia	0.01 (to be transposed; previously 0.1)	EU transposition expected
Spain	0.01 (to be transposed; previously 0.1)	EU transposition expected; national agencies issuing guidance
Sweden	Already moving to 0.01 / stricter national guidance	Arbetsmiljöverket announced adjustments; NL/SE among stricter states
United States	0.1 (TWA) — Excursion 1.0 (30 min)	OSHA standard 29 CFR 1910.1001; construction standard 1926.1101
Canada	~0.1 (jurisdiction-dependent)	Federal & provincial OELs typically 0.1 f/cm³; some jurisdictional variations exist
China	Reported historical occupational standard ~0.8 f/cm³ (older national occupational health standards)	Chinese GBZ standards; reports vary—some sources cite 0.8 f/cc occupational standard; meth
India	Heterogeneous (historical legal mentions from 2 f/cm³ down to 0.1 in guidance/studies)	Factories Act references older limits (higher); many studies and guidance use 0.1 f/cm³ as ref
Thailand	0.1 (current practice reported)	Permissible exposure limit cited as 0.1 f/cm³ in national reports and studies
Vietnam	0.1 (reported in national profiles)	National profiles and academic articles cite 0.1 f/cm³ as occupational standard
Philippines	0.1 (current DOLE/agency guidance / national profiles)	DOLE/DAO documents and UNEP/ILO profiles cite 0.1 f/cm³ as TLV / ceiling in guidance
Japan	0.1 (historical OEL; strong restrictions/ban on many uses)	Japan has strict regulations and near-ban of asbestos; OEL historically 0.1 in many standards
South Korea	~0.1 (reported/practice)	Korean OELs for asbestos align with international practice (~0.1); national regulations on ban/
Japan	0.1 (see above)	Duplicate entry removed if needed
Australia	0.1 (WES) — action/clean-up levels may be lower (e.g., 0.01 for removal actions)	Safe Work Australia WES and guidance; asbestos removal has stricter action/clearance values
Indonesia	commonly cited as 0.1 in practice (official documents vary)	National regulations and practice often align with 0.1 f/cm³; source access varies
Malaysia	commonly cited as 0.1 in practice	National guidelines and studies reference 0.1 f/cm³
Singapore	0.1 (commonly used OEL/practice)	National workplace safety guidelines reference 0.1 f/cm³ in practice
Bangladesh	data limited; practice often references 0.1 in studies	Local studies reference 0.1; legal instruments less accessible publicly
South Africa	0.1 (recent regs / Asbestos Abatement Regulations)	Asbestos Abatement Regulations (2020) and national OEL discussions; older values differed
Brazil	commonly referenced 0.1 in guidance/studies	National guidance and academic literature often use 0.1 f/cm³ as benchmark
Argentina	varies; many regions moved to restrictions/partial bans	Argentina has implemented bans/restrictions; OEL info varies by regulation
Mexico	commonly referenced 0.1 in practice	

IALI CALENDAR OF EVENTS

PURPOSE

- To provide IALI EC members with an update on the calendar of Events.

BACKGROUND

- The IALI Calendar of events is a live document to keep a record of all events attended by IALI Executive Committee Members where they represent IALI.

DISCUSSION

- The Calendar of Events for 2025 was featured in the Annual Activity Report / annual forum.
- For governance and accountability, it is important for EC Members to provide to the Secretariat any upcoming events.
- The events attended by IALI also form key information to be shared with Members through the social media accounts.

RECOMMENDATION

- That IALI EC Members:
- Note the calendar of events and provide any updates to the Secretariat for inclusion.

April

Event	Date and Place	Comments / Updates
Working Visit to Vilnius	Date: April 8-11, 2025 Venue: Vilnius, Lithuania	Vice President Slavik Sargsyan, together with sectoral staff, participated in a working visit to Vilnius from 8 to 11 April 2025. The visit was organized within the framework of cooperation and exchange of experience, at the official invitation of Jonas Gricius, Head of the State Labour Inspectorate of the Republic of Lithuania. During the visit, both sides presented the specific features of their respective inspection bodies' activities. Mr. Sargsyan also took part in inspections conducted by the State Labour Inspectorate of the Republic of Lithuania and became acquainted with the procedures for identifying unregistered workers, as well as the administrative measures applied as a result.
2025 International Conference on Occupational Hygiene and Occupational Medicine.	Date: 25-27 April, 2025 Venue: Taiwan	

May

7th Global Occupational Safety and Health Conference (GOSH7)	Date: May 4–6, 2025 Venue: Riyadh, Saudi Arabia	The National Council for Occupational Safety and Health (NCOSH), invited President IALI to participate at the 7th Global Occupational Safety and Health Conference (GOSH7), themed "The Future of Occupational Safety and Health." The conference will took place from May 4–6, 2025, in Riyadh, Saudi Arabia. At the Plenary session, President covered the following: 1) Modern wearable devices and environmental sensors have transformed labour inspections through real-time risk detection, continuous monitoring, and preventive capabilities, significantly reducing workplace accidents despite challenges in cost and privacy concerns 2) AI will become fundamental to global labour inspections, offering predictive capabilities, real-time monitoring, and multilingual support. However, successful implementation requires balancing technological advancement with human oversight, cultural sensitivity, and local capacity building. 3) IALI promotes modern technologies through knowledge exchange, capacity building, and technical standards development. We facilitate cross-border collaboration, establish regional technology hubs, and ensure inclusive, culturally-sensitive implementation while maintaining international safety standards globally 4) IALI's Vision Zero guidelines foster global collaboration through connected prevention platforms and regional working groups, enabling cross-border knowledge sharing and co-creation of safety solutions between inspectorates, technology providers, and workers' representatives.
KIOSH in Kazakhstan	Date: 28-30 May 2025 Venue: Kazakhstan	Vice President of IALI, Slavik Sargsyan, was invited to attend and deliver a speech at the 13th Kazakhstan International Occupational Safety and Health Conference and Exhibition, held in Kazakhstan. As Vice President of the International Association of Labour Inspection and the coordinator for the regional countries (CIS and Mongolia), he presented the Association's activities for 2025 and shared IALI's programmes. A discussion was held that included a question-and-answer session, and experiences were shared.
IBOR Canada	Date: May 2025 Venue: Vancouver and Toronto	Vice President Samantha Peace, Technical Advisor Jean Parrat, Technical Advisor Paul Kloss and Vice President Pål H. Lund conducted an IBOR assessment of the Canadian Labour Program, prepared and followed up also with Teams meetings.

June

Event	Date and Place	Comments / Updates
Hosting a Working Visit at the Health and Labour Inspection Body of Armenia	Date: 03 June, 2025 Venue: Yerevan, Armenia	On 03 June 2025, Vice President Slavik Sargsyan hosted Jonas Gricius, Head of the State Labour Inspectorate of the Republic of Lithuania, and his deputy, Dalius Cheponas, at the Health and Labour Inspection Body of the Republic of Armenia within the framework of bilateral cooperation. At the conclusion of the meeting, the leaders reaffirmed their commitment to further strengthen partnership relations and, through continued cooperation, to enhance, as far as possible, the supervision toolkit in the labour sector.
Working Visit to the Italian National Labour Inspectorate	Date: 15-18 June, 2025 Venue: Rome, Italy	Vice President of IALI Slavik Sargsyan, together with sectoral staff, paid a working visit to the Italian National Labour Inspectorate from 15 to 18 June 2025, within the framework of cooperation with the Council of Europe Yerevan Office's "Strengthening Human Social Rights in Armenia" project. The visit aimed to deepen sectoral cooperation and enhance the exchange of best practices. The initiative served as an effective platform for information exchange and for strengthening the cooperation process.
43rd Forum ANIV 2025	Date: 15 June to 18 June 2025 Venue: Calabria, in Paola at the Bahja village, Italy	The Italian National Professional association of All Inspectors (work, social security and accidents at work (ANIV) has invited IALI to attend the 43rd Forum and to chair a session at the Forum. The forum was held from. The objective is to promote the programmes of IALI and also engage the Italian Inspectorates for international collaborations. Aniv Forum on inspection activities was from 16 to 18 June 2025. The theme chosen for the Aniv 2025 Forum: "Inspection activities/Artificial Intelligence", and focussed the debate on what connections and relationships can be established to allow inspection activities to be improved also through the use of artificial intelligence, which can be a valuable support.
IALI Executive Committee Meeting	Date: 20 June 2025 Venue: Rome	IALI Executive Committee Meeting

June

Event	Date and Place	Comments / Updates
ILC ILO 113th Conference	Date: June Venue: ILO Geneva	President Siong Hin Ho, Secretary General Ana Ercoreca De La Cruz and Vice President Pål H. Lund attended the 113th International Labour Conference at ILO Geneva. Attendance in the ILC was an eye opener. It highlighted the complexity of standard setting in ILO. All Convention and reports were actively debated by workers, employers and government. It is interesting to note that the 3 parties have separate discussions first before meeting together to seek consensus. Depending on the topics, there were areas that parties were willing to compromise and areas that there is no resolution. It was noted sometimes the discussion can be lengthy. For example the discussion on platform workers stretches until 2-3am. Lessons learned from attending the ILC includes the following: a) The importance of tripartite involvement in standard setting. b) The ability to manage diverse views c) Importance of attending the ILC to get first-hand experience of tripartism in action and the management of tripartite relationship. d) Singapore's attendance is important to ensure that there is no adverse report on Singapore's issues. For example, there was a motion put up by several countries to set up a Committee of Inquiry to investigate the ill treatment of migrant workers in Saudi Arabia. e) For IALI, our presence as an NGO is important to show not only interest in ILO activities but also support of their Convention and recommendations. f) IALI should create opportunities to show case IALI's work at the ILC. For example, IALI should attempt to speak at the plenary session. g) Better collaboration with ILO is key to the success of IALI's work. IALI should seize the opportunity to find common areas to work together, in particular, on raising labour inspection competency in developing countries.

July

GISHW-Days 2025	Date: 14 – 20 July 2025 Venue: World EXPO in Osaka, Japan	President Siong Hin Ho, Secretary General Ana Ercoreca De La Cruz, Treasurer/Vice President Christophe Iseli and Vice President Pål H. Lund attended the GISHW days (seminars and workshops) held at the EXPO2025 in Osaka held in conjunction with the World Expo 2025. IALI also held a side event during the days focusing on Vision Zero and digitalisation in the labour inspectorates. IALI organised and hosted a symposium with the Theme: Modern Labour Inspection Approaches – Vision Zero Workplaces. President IALI gave an opening speech and together with Secretary General moderated the panel discussion. President IALI was a Panel Speaker at Roundtable with OSH Leaders at High-Level Summit which was organised by the GISHW Executive Committee with the topics on the critical role of OSH/SHE leaders in shaping a healthy and sustainable business culture and successfully engaging top management in SHW. IALI attended the on-stage recognition ceremony at Plenary of the World Assembly of Safety, Health and Well-being Professionals which was organised by the Institution of Occupational Safety and Health (IOSH). IALI was a founding signatories of the Founding Declaration of the World Assembly of Occupational Safety, Health and Well-being Professionals and Stakeholders. President IALI participated and spoke at the International Workshop on Global Collaboration. The presentation at International Collaboration Forum with the theme: Addressing Youth Protection, Mental Health, Harassment and Violence in the Workplace. President IALI gave a presentation on the view from the International Association of Labour Inspection (IALI) on the international collaboration.

September

Event	Date and Place	Comments / Updates
The 6th ASEAN-OSHNET Awards Ceremony (AOA 6) and the 12th ASEAN-OSHNET Conference (AOC 12) Amari Bangkok, Thailand September 3, 2025	Date: 3-4 Sep. Venue: Bangkok, Thailand	Mr. Ho Siong Hin, the President of IALI, highlighted IALI's cooperation with ASEAN-OSHNET through their flagship project of the International Benchmarking on OSH Regulations (IBOR), an independent assessment system to help countries develop effective labour inspectorates. He further elaborated on the methodologies of the IBOR assessment using the questionnaire and checklist conducted by independent international assessors. IALI also provided support to the ILO's project on "Developing Occupational Safety and Health Regulations" in Myanmar in 2020, where IALI conducted a benchmarking with several countries in the region and used their best practices to be adjusted and applied in Myanmar. In the area of OSH capability building, IALI produced IALI's Guidance on Competency Framework for Labour Inspectorates. The Framework focuses on competency-based learning for labour inspectors' progression and covers integrity and ethic as the key values of labour inspectors. In regard to cooperation with ASEAN-OSHNET, IALI participated at the 9th ASEAN Labour Inspectorate Conference (ALIC). IALI emphasized that as labour inspectorates continue to play significant role in the implementation of labour law, it is crucial to strengthen their capabilities to be prepared for the new priorities post-COVID. IALI concluded by welcoming ASEAN-OSHNET to work together for a safer and healthier community for everyone.
Conference of the Eurasian Regional Alliance of Labour Inspection	Date: 15-18 Sept. Venue: Russian Federation, Sochi	Vice President of IALI, Slavik Sargsyan, was invited by the Federal Service for Labour and Employment (Rostrud) to attend and deliver a speech at the Conference of the Eurasian Regional Alliance of Labour Inspection, held in Sochi, Russia. As Vice President of the International Association of Labour Inspection and the coordinator of the regional countries (CIS and Mongolia), he presented the Association's activities for 2025, emphasizing the importance of deepening cooperation in his speech.

October

ILO Academy on Labour Administration, Labour Inspection and Workplace Compliance	Date: 21 Oct 2025 Venue: Zoom meeting	President IALI, Ho Siong Hin was a Panel Speaker at ILO's Academy on Labour Administration, Labour Inspection and Workplace Compliance. The ILO (LABGOV Branch) and ITCILO organised the Academy on Labour Inspection which took place online, from 13-24 October 2025. About 70 participants from all over the world mainly labour inspectors and LI managers. The topic of the panel is the 'international networks for labour inspection'. President IALI shared the role of IALI and the activities of IALI
14th ASEAN Labour Inspection Conference (ALIC)	Date: 28 – 29 Oct 2025 Venue: Penang Malaysia	President IALI attended the 14th ASEAN Labour Inspection Conference (ALIC). Er. Ho Siong Hin as President IALI delivered a speech at the 14th ALIC. Hi speech covered the crucial roles of Labour inspectors in ensuring decent accommodation for migrant workers. Labour inspectors are responsible for enforcing labour laws and regulations, including those related to migrant workers' accommodation. Er. Ho Siong Hin was asked to facilitate the discussion of Group 1 and also present the findings of Group 1 at the plenary session. The points were incorporated into the final draft of the ALIC recommendation.

November

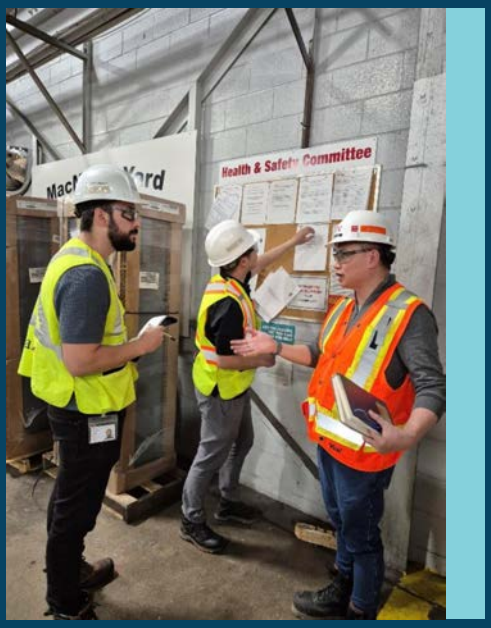
Event	Date and Place	Comments / Updates
A+A 2025. International trade Fair and Congress for safety and health at work	Date: 3-7 Nov 2025 Venue: Düsseldorf, Germany.	President IALI Ho Siong Hin and Vice President Bernhard attended the A+A event in Dusseldorf, Germany. They met with Managing Director Dr. Christian Felten of BASI to discuss future **collaboration between IALI and BASI at the A+A.** To formalize the partnership, it was agreed that: 1. MOU Development: An Memorandum of Understanding (MOU) should be developed to outline the terms of the partnership. 2. Timeline: The MOU is expected to be ready by January 2026. This discussion marks an important step towards establishing a stronger presence for IALI at A+A, and further discussions will focus on finalizing the partnership details. **Attendance at the Vision Zero Days** The Vision Zero Days at the A+A provide an opportunity for the community of Vision Zero ambassadors to be expanded and implementation of the rules deepened with the use of practical examples ranging from positive leadership to machine safety.
IOSH Conference ASIA	Date: 11 Nov 2025 Venue: IOSH Conference ASIA – Singapore	President IALI, Ho Siong Hin was a Panel Speaker at the Conference. He presented that Vision Zero movement is transforming safety culture in the region – from leadership boardrooms to worksites – and why prevention is the key to long-term business success. The panel looks at the need for mindset shifts, practical actions, and inspiring case studies that prove every accident is preventable. The main message was there will be no transformation without the change of mindset.
Taiwan OSHA	Date: 14 November Venue: Taiwan OSHA webinar	Vice President Pål H. Lund, Secretary General Ana Ercoreca De La Cruz and Technical Advisor Martyn Campbell gave presentations regarding risk-based inspections and Workplace Psychosocial Safety & Mental Health.
ICOH online	Date: 25 November Venue: ICOH Webinar 6	Vice President Dr. Bernhard Raebel represented IALI as panelist at the webinar “Ensuring Safe and Decent Accommodations for Migrant Workers: a Global Perspective“.

Photos IALI annual activity Report 2025

Visit to the State Labour Inspectorate of the Republic of Lithuania, 8-11 April 2025.

2025 International Conference on Occupational Hygiene and Occupational Medicine, 25-27 April.

7th Global Occupational Safety and Health Conference (GOSH7), 4-6 may 2025 Saudi Arabia.



IBOR in Canada, may 2025

KIOSH Conference in Kazakhstan,

28- 30 may

ILO 113 Conference,

11- 12 June 2025.

43 ANIV Forum,

15-18 June, Calabria, Italy

Meeting with the Italian Inspectorate,

15-18 June, Rome, Italy.

IALI annual EC meeting, 20th June, Rome, Italy.

Osaka Expo, GISHW Days, 14-20 July,

Osaka, Japan.

Osaka Expo, GISHW Days, 14-20 July,

Osaka, Japan.

“Mukaidono Safety award” Distinguished Achievement award”, 18 July, given to our Vicepresident of IALI, MR Zhao Li.

IOSH Leads global dialogue on decent work,

31 July, online.

ORP XXV International Conference,

30-31 July in Cartagena, Colombia.

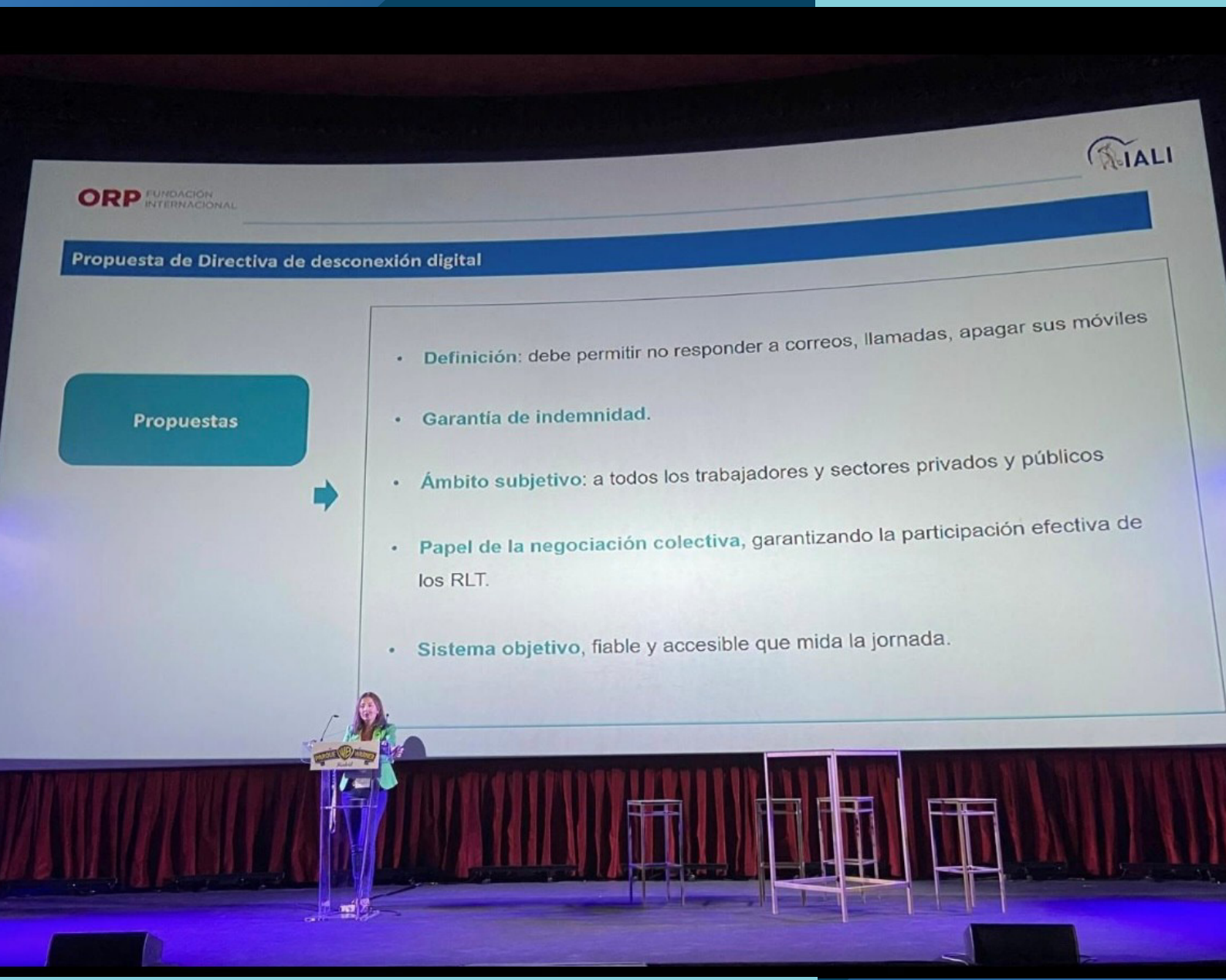
12th ASEAN-OSHNET Conference, Amari Bangkok, Thailand,

3th September, 2025

Eusarian Regional Alliance of Labour Inspection Conference,

Sochi, Russian Federation,

15-18 sept.



ORP Lean Madrid,

10 october 2025.

Responsible Leadership. Sustainable partnership. Shaping the future of mining. A vision zero conference, 13-14 October, Bochum, Germany.

A+A International Trade Fair and Congress for Safety and Health at work, 19-22 October 2025.

14th ASEAN Labour Inspection Conference (ALIC), Penang Malaysia, 28 and 29 October 2025

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Brazil Conference and Iberoamerican Conference of Labour Inspectors, 26-31 October, Belem, Brazil.

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