

Health and Safety Commission Paper		HSC/03/89	
<b>Meeting Date:</b>	5 August 2003	<b>Open Gov. Status:</b>	Partially open
<b>Type of Paper:</b>	Below the line	<b>Paper File Ref:</b>	289/SPD/1002/2002
<b>Exemptions:</b>	Annex 2 until after the HSC meeting and Annex 3 until after the Minister receives it.		

## HEALTH AND SAFETY COMMISSION

### Ratification of ILO Convention 184: Safety and Health in Agriculture

A Paper by Robin Feeley

Advisor(s): Vic Coleman, John Holland and Dominic Pritchard

Cleared by: Nick Starling on 21 July 2003

#### Issue

1. The extent, desirability and timing of the changes necessary for the full ratification of the Convention.

#### Timing

2. Routine

#### Recommendation

3. We recommend that the Commission writes to the Minister explaining that it is not possible to fully ratify ILO Convention 184, but that opportunities will be taken in the future to bring health and safety law in line with the Convention where this is consistent with the Commission's priorities and policy, and when it is practicable. A draft letter is attached at **Annex 3**.

#### Background

4. ILO Convention 184 was adopted at the 89<sup>th</sup> session of the ILO General Conference on 21 June 2001. Negotiations were led for the UK by HSE.
5. The key features of the Convention reflect existing UK law. They are:

- the establishment of a national policy on safety and health in agriculture to prevent accidents and injury at work;
  - the establishment of a competent authority responsible for the implementation of the policy and the enforcement of national laws through a system of inspection with corrective measures and appropriate penalties; and
  - the specification of rights and duties of employers and workers, including the duty on employers to carry out risk assessments and the adoption of preventative and protective measures.
6. A paper (MISC/02/46) was sent to the Commission last November covering a draft Command White Paper, - a procedural tool for bringing the Convention to the attention of Parliament. It contained a short paragraph stating the Government's position:

“The Government fully supports the aims of the Convention and the Recommendation and is confident that its provisions are broadly met in the UK. The Government will ratify an ILO Convention only when our domestic law and practice is fully in line with its requirements. Work is underway to determine the extent to which existing UK law is in compliance with the Convention. The Government will then be in a position to determine the likely timetable for ratification”<sup>1</sup>.

7. A copy of the Command White Paper incorporating the full text of the Convention and its associated Recommendations is attached, for reference, at **Annex 1**.

## Argument

8. Since the publication of the Command White Paper we have been exploring with HSE lawyers and policy leads the extent to which existing UK law is consistent with the Convention. Wherever possible it is the Government's intention to ratify ILO Conventions when they are fully in line with domestic law and practice. To date the Convention has been ratified by Finland, Slovakia, and the Republic of Moldova.
9. Unfortunately, ILO Convention 184 cannot be ratified in the UK, as 6 out of its 29 articles are not compatible with domestic law. These are: Articles 8(1)(b); 9(2); 9(3); 12(b); 12(c); and 13. Detailed legal advice on each of these articles can be found at **Annex 2**.
10. **Article 8(1)(b)**: The most significant barrier to ratification is Article 8(1)(b). In order for the UK to ratify this article, new regulations would need to be introduced to give all agricultural workers the rights to select health and safety representatives and representatives in health and safety committees. The proposed Health and Safety (Employee Consultation and Representation) Regulations<sup>2</sup> could provide a vehicle to do this, but such changes would be inconsistent with the principles underlying these draft Regulations as they are currently envisaged. The current drafts would not give employees the right to select safety representatives in undertakings with up to twenty employees or to select representatives to safety committees. We would not wish to treat workers in agriculture any differently from those elsewhere in these respects. Moreover, we do not think this can be justified as improving health and safety

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<sup>1</sup> My emphasis

<sup>2</sup> Discussed by the Commission on 15 July (Paper HSC/03/83).

performance. Given the Agricultural Sector is dominated by small firms (employing less than five people) it would be likely to be hugely complex and burdensome to introduce the rights outlined in Article 8(1)(b) in relation to a workforce of this size. The Commission recognised, in its discussion of paper HSC/03/83 on 15 July, that securing effective employee involvement is a difficult area. **We recommend that the ratification of Article 8(1)(b) is considered in the context of HSC/E's general policy in this area.** (See a detailed explanation at **Annex 2 point 1**).

11. **Article 9(2) and 9(3):** These articles provide a second barrier in relation to the specification and characteristics of safety information relating to certain machinery and equipment. The UK could ratify these articles through changes to Section 6 of the Health and Safety at Work etc Act 1974. However, we advise that the required changes would be inconsistent with current HSC/E priorities. For example, it would mean manufacturers of hand tools, such as shovels used in agriculture would be required to produce written safety information, including hazard warning signs. This would add little to bringing improvements in health and safety; impose new burdens on manufacturers, importers and suppliers; and prompt more accusations of 'nanny statism'. In principle, we believe that policy leads should consider these articles within the context of wider policy development in their areas, in line with their programmes of work and timetables. (See a detailed explanation at **Annex 2 points 2 and 3**)
12. **Articles 12(b), 12(c) and 13:** We are advised by Defra that its proposed regulations to fully implement the EU Waste Framework Directive (WFD) and the Hazardous Waste Directive in relation to agricultural waste – including chemical waste – in England and Wales (and similar work in Scotland and Northern Ireland) will enable the UK to ratify Articles 12(b), 12(c) and 13. Defra plan to consult on draft regulations this autumn and expect they will be in place by spring/summer 2004. (See a detailed explanation at **Annex 2 point 4**)
13. We consider that deferring specific work on areas which are currently barriers to ratification can be justified because the vast majority of the Convention is already compatible with existing UK law (and was negotiated to achieve this) and full ratification is unlikely to make any material, practical difference in raising health and safety performance in the agricultural workplace. It would also be a distortion of other broader policy work in the areas in question to drive change simply because of the desire to ratify ILO184
14. This approach is reflected in the draft letter to the Minister at **Annex 3**.

### **Consultation .**

15. This paper has been cleared with the relevant policy branches, the Agriculture and Food Sector, International Branch, economists and lawyers; and externally with Defra, DWP, DTI and HSE Northern Ireland.

### **Presentation**

16. TGWU has questioned whether **Article 16<sup>3</sup>** is fully compatible with existing law. HSE lawyers have assured us that this is the case.
17. We propose that the entire paper, including its annexes (subject to the Minister receiving his letter before Annex 3 is put on the website) is made available through

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<sup>3</sup> Article 16: Young Workers and Hazardous Work

HSE's website after the meeting. This would then act as a report on the work to determine ratification referred to in the Command White Paper.

### **Costs and Benefits**

18. A full RIA will be prepared to accompany regulations incorporating any regulatory changes required to implement Articles 8(1)(b), 9(2) and 9(3).

### **Financial/Resource Implications for HSE**

19. These will be reported by the policy leads taking forward any regulatory changes to implement Articles 8(1)(b), 9(2) and 9(3). As we are not proposing that any special work will be done to implement ILO184 there ought to be no resource implications over and above those, which arise from policy development generally in these areas.

### **Environmental Implications**

20. (see para 12).

### **Other Implications**

21. None

### **Action**

22. The Commission is asked to agree:

- that ILO Convention 184 cannot currently be ratified;
- that HSE policy leads address the barriers to ratification in the context of developing policy in these areas, within and without distortion of their programmes of work and timetables;
- the letter to Ministers (see **Annex 3**); and
- that this paper, without Annex3 should be made publicly available through HSE's website after the HSE meeting (see para 18).

Presentation of a Convention and a Recommendation adopted at the 89<sup>th</sup> Session of the International Labour Conference (2001) and the proposed action by Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland on the Convention and Recommendation

Presented by the Secretary of State for Work and Pensions by Command of Her Majesty

[       ] 2002

Cmd White Paper2 Conv184 Final Draft

International Labour Conference

Presentation and Proposed Action by Her Majesty's Government in the United Kingdom of Great Britain and Northern Ireland of:

Safety and Health in Agriculture Convention 2001 (No.184)

Safety and Health in Agriculture Recommendation 2001 (No.192)

Presented by the Secretary of State for Work and Pensions by Command of Her Majesty

[ ] 2002

## INTERNATIONAL LABOUR CONFERENCE 2001

**At its 89<sup>th</sup> Session in June 2001 the International Labour Conference adopted a Convention and Recommendation relating to Safety and Health in Agriculture. The full texts of the Convention and Recommendation are set out in the Annex to this White Paper.**

The Government's conclusions on the Convention and Recommendation are as follows:

**The Convention** requires Member States that ratify it to formulate, carry out and periodically review a coherent national policy on safety and health in agriculture with the aim of preventing accidents and injury arising from work, by eliminating, minimising or controlling hazards in the agricultural working environment. The term agriculture includes crop production, forestry activities, animal husbandry and insect raising, and the primary processing of agricultural and animal products. However, the term excludes subsistence farming, industrial processes that use agricultural products, and the industrial exploitation of forests. The Convention calls for the designation of a competent authority responsible for the implementation of the policy and for the enforcement of national laws and regulations on occupational safety and health in agriculture. The Convention obliges ratifying Member States to ensure that an adequate and appropriate system of inspection for agricultural workplaces is in place and that the competent authority can apply corrective measures and appropriate penalties in accordance with national laws and regulations. The Convention calls for the specification of the rights and duties of employers and workers, placing the primary duty on the employer to ensure the safety and health of workers in every aspect relating to work, in so far as this is compatible with national laws and regulations. The Convention calls for the employer to carry out appropriate risk assessments in relation to the safety and health of workers, as the basis for the adoption of preventive and protective measures to ensure that agricultural activities, workplaces, machinery, equipment, chemicals, tools and processes under the control of the employer are safe including arrangements to stop work and evacuate workers in cases where there is imminent and serious danger. Employers are also required to ensure that adequate and appropriate training and comprehensible instructions on safety and health are provided to workers.

The Recommendation supplements the provisions of the Convention by specifying internationally agreed provisions designed to serve as guidelines on the implementation of national policy on health and safety. The Recommendation suggests that these should include the establishment of procedures for the recording and notification of occupational accidents and diseases in agriculture, the promotion of educational programmes and the provision and extension of appropriate health services for workers in agriculture. The Recommendation also suggests that the competent authority should establish a national system for occupational safety and health surveillance and surveillance of the working environment including the necessary risk assessment and, where appropriate, preventive and control measures. The Recommendation also lists a hierarchical approach to risk assessment and management and provides guidelines relating to machinery safety, the management of risks arising from chemicals, the handling of biological agents and the handling of animals. The Recommendation also provides for the progressive extension of the provisions of the Convention to self-employed farmers, including their coverage by a national or voluntary insurance scheme.

The Government fully supports the aims of the Convention and the Recommendation and is confident that its provisions are broadly met in the UK. The Government will ratify an ILO Convention only when our domestic law and practice is fully in line with its requirements. Work is underway to determine the extent to which existing UK law is in compliance with the Convention. The Government will then be in a position to determine the likely timetable for ratification.

## Annex

### **C184 Safety and Health in Agriculture Convention, 2001**

Convention concerning the Safety and Health in Agriculture (Note: This Convention has not yet come into force:)

Convention:C184

Place:Geneva

Session of the Conference:89

Date of adoption:21:06:2001

Subject classification: Occupational Safety and Health

[See the ratifications for this Convention](#)

Display the document in: [French](#) [Spanish](#)

Status: Up-to-date instrument This Convention was adopted after 1985 and is considered up to date.

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its 89th Session on 5 June 2001, and

Noting the principles embodied in the relevant international labour Conventions and Recommendations, in particular the Plantations Convention and Recommendation, 1958, the Employment Injury Benefits Convention and Recommendation, 1964, the Labour Inspection (Agriculture) Convention and Recommendation, 1969, the Occupational Safety and Health Convention and Recommendation, 1981, the Occupational Health Services Convention and Recommendation, 1985, and the Chemicals Convention and Recommendation, 1990, and

Stressing the need for a coherent approach to agriculture and taking into consideration the wider framework of the principles embodied in other ILO instruments applicable to the sector, in particular the Freedom of Association and Protection of the Right to Organise Convention, 1948, the Right to Organise and Collective Bargaining Convention, 1949, the Minimum Age Convention, 1973, and the Worst Forms of Child Labour Convention, 1999, and Noting the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy as well as the relevant codes of practice, in particular the code of practice on recording and notification of occupational accidents and diseases, 1996, and the code of practice on safety and health in forestry work, 1998, and

Having decided upon the adoption of certain proposals with regard to safety and health in agriculture, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention;

adopts this twenty-first day of June of the year two thousand and one the following

Convention, which may be cited as the Safety and Health in Agriculture Convention, 2001.

## I. SCOPE

### Article 1

For the purpose of this Convention the term *agriculture* covers agricultural and forestry activities carried out in agricultural undertakings including crop production, forestry activities, animal husbandry and insect raising, the primary processing of agricultural and animal products by or on behalf of the operator of the undertaking as well as the use and maintenance of machinery, equipment, appliances, tools, and agricultural installations, including any process, storage, operation or transportation in an agricultural undertaking, which are directly related to agricultural production.

### Article 2

For the purpose of this Convention the term *agriculture* does not cover:

subsistence farming;

(b) industrial processes that use agricultural products as raw material and the related services; and

(c) the industrial exploitation of forests.

### Article 3

1. The competent authority of a Member which ratifies the Convention, after consulting the representative organizations of employers and workers concerned:

(a) may exclude certain agricultural undertakings or limited categories of workers from the application of this Convention or certain provisions thereof, when special problems of a substantial nature arise; and

(b) shall, in the case of such exclusions, make plans to cover progressively all undertakings and all categories of workers.

2. Each Member shall list, in the first report on the application of the Convention submitted under article 22 of the Constitution of the International Labour Organization, any exclusions made in pursuance of paragraph 1(a) of this Article giving the reasons for such exclusion. In subsequent reports, it shall describe the measures taken with a view to extending progressively the provisions of the Convention to the workers concerned.

## II. GENERAL PROVISIONS

### Article 4

1. In the light of national conditions and practice and after consulting the representative

organizations of employers and workers concerned, Members shall formulate, carry out and periodically review a coherent national policy on safety and health in agriculture. This policy shall have the aim of preventing accidents and injury to health arising out of, linked with, or occurring in the course of work, by eliminating, minimizing or controlling hazards in the agricultural working environment.

2. To this end, national laws and regulations shall:

(a) designate the competent authority responsible for the implementation of the policy and for the enforcement of national laws and regulations on occupational safety and health in agriculture;

(b) specify the rights and duties of employers and workers with respect to occupational safety and health in agriculture; and

(c) establish mechanisms of inter-sectoral coordination among relevant authorities and bodies for the agricultural sector and define their functions and responsibilities, taking into account their complementarity and national conditions and practices.

3. The designated competent authority shall provide for corrective measures and appropriate penalties in accordance with national laws and regulations, including, where appropriate, the suspension or restriction of those agricultural activities which pose an imminent risk to the safety and health of workers, until the conditions giving rise to the suspension or restriction have been corrected.

#### Article 5

1. Members shall ensure that an adequate and appropriate system of inspection for agricultural workplaces is in place and is provided with adequate means.

2. In accordance with national legislation, the competent authority may entrust certain inspection functions at the regional or local level, on an auxiliary basis, to appropriate government services, public institutions, or private institutions under government control, or may associate these services or institutions with the exercise of such functions.

### III. PREVENTIVE AND PROTECTIVE MEASURES GENERAL

#### Article 6

1. In so far as is compatible with national laws and regulations, the employer shall have a duty to ensure the safety and health of workers in every aspect related to the work.

2. National laws and regulations or the competent authority shall provide that whenever in an agricultural workplace two or more employers undertake activities, or whenever one or more employers and one or more self-employed persons undertake activities, they shall cooperate in applying the safety and health requirements. Where appropriate, the competent authority shall prescribe general procedures for this collaboration.

#### Article 7

In order to comply with the national policy referred to in Article 4 of the Convention, national laws and regulations or the competent authority shall provide, taking into account the size of the undertaking and the nature of its activity, that the employer shall:

(a) carry out appropriate risk assessments in relation to the safety and health of workers and, on the basis of these results, adopt preventive and protective measures to ensure that under all conditions of their intended use, all agricultural activities, workplaces, machinery, equipment, chemicals, tools and processes under the control of the employer are safe and comply with prescribed safety and health standards;

(b) ensure that adequate and appropriate training and comprehensible instructions on safety and health and any necessary guidance or supervision are provided to workers in agriculture, including information on the hazards and risks associated with their work and the action to be taken for their protection, taking into account their level of education and differences in language; and

(c) take immediate steps to stop any operation where there is an imminent and serious danger to safety and health and to evacuate workers as appropriate.

## Article 8

1. Workers in agriculture shall have the right:

(a) to be informed and consulted on safety and health matters including risks from new technologies;

(b) to participate in the application and review of safety and health measures and, in accordance with national law and practice, to select safety and health representatives and representatives in safety and health committees; and

(c) to remove themselves from danger resulting from their work activity when they have reasonable justification to believe there is an imminent and serious risk to their safety and health and so inform their supervisor immediately. They shall not be placed at any disadvantage as a result of these actions.

2. Workers in agriculture and their representatives shall have the duty to comply with the prescribed safety and health measures and to cooperate with employers in order for the latter to comply with their own duties and responsibilities.

3. The procedures for the exercise of the rights and duties referred to in paragraphs 1 and 2 shall be established by national laws and regulations, the competent authority, collective agreements or other appropriate means.

4. Where the provisions of this Convention are implemented as provided for by paragraph 3, there shall be prior consultation with the representative organizations of employers and workers concerned.

## MACHINERY SAFETY AND ERGONOMICS

## Article 9

1. National laws and regulations or the competent authority shall prescribe that machinery, equipment, including personal protective equipment, appliances and hand tools used in agriculture comply with national or other recognized safety and health standards and be appropriately installed, maintained and safeguarded.

2. The competent authority shall take measures to ensure that manufacturers, importers and suppliers comply with the standards referred to in paragraph 1 and provide adequate and appropriate information, including hazard warning signs, in the official language or languages of the user country, to the users and, on request, to the competent authority.

3. Employers shall ensure that workers receive and understand the safety and health information supplied by manufacturers, importers and suppliers.

## Article 10

National laws and regulations shall prescribe that agricultural machinery and equipment shall:

(a) only be used for work for which they are designed, unless a use outside of the initial design purpose has been assessed as safe in accordance with national law and practice and, in particular, shall not be used for human transportation, unless designed or adapted so as to carry persons; and

(b) be operated by trained and competent persons, in accordance with national law and practice.

## HANDLING AND TRANSPORT OF MATERIALS

### Article 11

1. The competent authority, after consulting the representative organizations of employers and workers concerned, shall establish safety and health requirements for the handling and transport of materials, particularly on manual handling. Such requirements shall be based on risk assessment, technical standards and medical opinion, taking account of all the relevant conditions under which the work is performed in accordance with national law and practice.

2. Workers shall not be required or permitted to engage in the manual handling or transport of a load which by reason of its weight or nature is likely to jeopardize their safety or health.

## SOUND MANAGEMENT OF CHEMICALS

### Article 12

The competent authority shall take measures, in accordance with national law and practice, to ensure that:

(a) there is an appropriate national system or any other system approved by the competent authority establishing specific criteria for the importation, classification, packaging and labelling of chemicals used in agriculture and for their banning or restriction;

(b) those who produce, import, provide, sell, transfer, store or dispose of chemicals used in agriculture comply with national or other recognized safety and health standards, and provide adequate and appropriate information to the users in the appropriate official language or languages of the country and, on request, to the competent authority; and

(c) there is a suitable system for the safe collection, recycling and disposal of chemical waste, obsolete chemicals and empty containers of chemicals so as to avoid their use for other purposes and to eliminate or minimize the risks to safety and health and to the environment.

#### Article 13

1. National laws and regulations or the competent authority shall ensure that there are preventive and protective measures for the use of chemicals and handling of chemical waste at the level of the undertaking.

2. These measures shall cover, inter alia:

(a) the preparation, handling, application, storage and transportation of chemicals;

(b) agricultural activities leading to the dispersion of chemicals;

(c) the maintenance, repair and cleaning of equipment and containers for chemicals;  
and

(d) the disposal of empty containers and the treatment and disposal of chemical waste and obsolete chemicals.

#### ANIMAL HANDLING AND PROTECTION AGAINST BIOLOGICAL RISKS

##### Article 14

National laws and regulations shall ensure that risks such as those of infection, allergy or poisoning are prevented or kept to a minimum when biological agents are handled, and activities involving animals, livestock and stabling areas, comply with national or other recognized health and safety standards.

#### AGRICULTURAL INSTALLATIONS

##### Article 15

The construction, maintenance and repairing of agricultural installations shall be in conformity with national laws, regulations and safety and health requirements.

#### IV. OTHER PROVISIONS YOUNG WORKERS AND HAZARDOUS WORK

##### Article 16

1. The minimum age for assignment to work in agriculture which by its nature or the circumstances in which it is carried out is likely to harm the safety and health of young persons shall not be less than 18 years.

2. The types of employment or work to which paragraph 1 applies shall be determined by national laws and regulations or by the competent authority, after consultation with the representative organizations of employers and workers concerned.

3. Notwithstanding paragraph 1, national laws or regulations or the competent authority may, after consultation with the representative organizations of employers and workers concerned, authorize the performance of work referred to in that paragraph as from 16 years of age on condition that appropriate prior training is given and the safety and health of the young workers are fully protected.

#### TEMPORARY AND SEASONAL WORKERS

##### Article 17

Measures shall be taken to ensure that temporary and seasonal workers receive the same safety and health protection as that accorded to comparable permanent workers in agriculture.

#### WOMEN WORKERS

##### Article 18

Measures shall be taken to ensure that the special needs of women agricultural workers are taken into account in relation to pregnancy, breastfeeding and reproductive health.

#### WELFARE AND ACCOMMODATION FACILITIES

##### Article 19

National laws and regulations or the competent authority shall prescribe, after consultation with the representative organizations of employers and workers concerned:

(a) the provision of adequate welfare facilities at no cost to the worker; and

(b) the minimum accommodation standards for workers who are required by the nature of the work to live temporarily or permanently in the undertaking.

#### WORKING TIME ARRANGEMENTS

##### Article 20

Hours of work, night work and rest periods for workers in agriculture shall be in accordance with national laws and regulations or collective agreements.

## COVERAGE AGAINST OCCUPATIONAL INJURIES AND DISEASES

### Article 21

1. In accordance with national law and practice, workers in agriculture shall be covered by an insurance or social security scheme against fatal and non-fatal occupational injuries and diseases, as well as against invalidity and other work-related health risks, providing coverage at least equivalent to that enjoyed by workers in other sectors.

2. Such schemes may either be part of a national scheme or take any other appropriate form consistent with national law and practice.

### Article 22

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

### Article 23

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General of the International Labour Office.

2. It shall come into force 12 months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member 12 months after the date on which its ratification has been registered.

### Article 24

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

### Article 25

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and acts of

denunciation communicated by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention shall come into force.

#### Article 26

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations, for registration in accordance with article 102 of the Charter of the United Nations, full particulars of all ratifications and acts of denunciation registered by the Director-General in accordance with the provisions of the preceding Articles.

#### Article 27

At such times as it may consider necessary, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

#### Article 28

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides -

(a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 24 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force, this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

#### Article 29

The English and French versions of the text of this Convention are equally authoritative.

#### **Cross references**

Conventions: C110 Plantations Convention, 1958

Conventions: C121 Employment Injury Benefits Convention, 1964

Conventions: C129 Labour Inspection (Agriculture) Convention, 1969

Conventions: C155 Occupational Safety and Health Convention, 1981

Conventions: C161 Occupational Health Services Convention, 1985

Conventions: C170 Chemical Convention, 1990

Conventions: C087 Freedom of Association and Protection of the Right to Organise Convention, 1948

Conventions: C098 Right to Organise and Collective Bargaining Convention, 1949  
Conventions: C138 Minimum Age Convention, 1973  
Conventions: C182 Worst Form of Child Labour Convention, 1999  
Recommendations:R110 Plantations Recommendation, 1958  
Recommendations:R121 Employment Injury Benefits Recommendation, 1964  
Recommendations:R133 Labour Inspection (Agriculture) Recommendation, 1969  
Recommendations:R164 Occupational Safety and Health Recommendation, 1981  
Recommendations:R171 Occupational Health Services Recommendation, 1985  
Recommendations:R177 Chemical Recommendation, 1990  
Supplemented: R192 Safety and Health in Agriculture Recommendation, 2001  
Constitution: 22:article 22 of the Constitution of the International Labour Organisation

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