

Occupational safety and health (OSH) in Nepal: current situation and way forward

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ABSTRACT

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Introduction: Occupational Safety and Health (OSH) is recognized as a fundamental human right and principle at work by the International Labor Organization (ILO). The Constitution of Nepal upholds the rights of workers to live with dignity in their workplaces. Ensuring proper workplace safety is crucial for enhancing efficiency and productivity across all sectors, particularly in developing countries where workers often face significant safety challenges in hazardous sectors. This paper presents a Nepal's OSH landscape, including its existing policies, institutional mechanisms and prevailing gaps and ways to enhance OSH in workplace.

Methods: A qualitative review of relevant literature, policy documents, and government reports was conducted to analyze the development and current status of OSH in Nepal. The study also examines the effectiveness of existing institutional frameworks and identifies key challenges.

Results: Findings indicate that while Nepal has made progress in establishing OSH policies and legal frameworks, significant gaps remain in implementation, enforcement, and awareness. Government initiatives have been launched to improve OSH, but these efforts are often hampered by limited resources, insufficient training, and lack of preventive approaches.

Conclusion: There is an urgent need to strengthen Nepal's OSH systems through actionable policy measures, legal reforms, and research-based interventions. Emphasis should be placed on preventive strategies, comprehensive training, awareness activities, and education to ensure safer workplaces.

Keywords: Labor law, Occupational safety and health, OSH policy, Tripartite mechanisms

Introduction

The International Labor Organization (ILO) describes Occupational Safety and Health (OSH) as the field focused on preventing work-related injuries and illnesses, also safeguarding and enhancing workers' health.¹ The healthy working environment with proper safety is recognized as a fundamental component of dignified work. It is essential for safeguarding the physical, mental,

and social well-being of workers across various sectors. Though advancements in modern technology have increased comfort and efficiency in the workplace, they have also introduced new risks and hazards. Sectors such as construction, mining, health, agriculture, and manufacturing are more vulnerable to workplace accidents and occupational diseases due to the nature of work.^{2,3}

Ensuring adequate workplace safety is therefore crucial for enhancing productivity and maintaining a healthy workplace.

The responsibility for upholding OSH standards lies collectively with governments, employers, and employees. All stakeholders must actively raise awareness, foster meaningful dialogue, and implement effective strategies to promote OSH in Nepal. The Government of Nepal has formulated the National Occupational Health and Safety Policy 2019, which outlines comprehensive measures to address OSH issues in Nepal.⁴ The ILO Occupational Safety and Health Convention, 1981(No. 155) is aligned with the responsibilities of governments and employers as well as the rights of workers, focusing on OSH. Furthermore, the ILO Promotional Framework for OSH Convention, 2006 (No. 187), provides concrete guidelines for developing a national program. Numerous ILO conventions are directly related to workers' working environments, underscoring the global significance of OSH as a critical dimension of labor rights and workplace management. Some OSH conventions are shown in Table 1.

Table 1: Conventions related to OSH

Convention	Number
Occupational Cancer Convention, 1974	139
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977	148
Occupational Safety and Health Convention, 1981	155
Occupational Health Services Convention, 1985	161
Asbestos Convention, 1986,	162
Safety and Health in Construction Convention 1988	167

Source: National OSH profile for Nepal ⁵

Various factory acts, child labor laws, and social security laws also protect employees' welfare.⁶ The Labor Act 2017, Labor Rules 2018, National OSH policy 2019, along with the mandatory establishment of OSH committees in every organization, have collectively affirmed the OSH

rights of workers. Notably, the Labor Act 2017 removed the previous headcount threshold,⁷ making its provisions applicable to all workplaces regardless of employee number. In contrast, the earlier Labor Act 2048 applied to establishments with ten or more employees. Earlier laws did not include health insurance provisions; however, the current act requires employers to provide medical care for workers, with a minimum annual treatment cost of NRs 100000 and NRs 700000 for the treatment of work-related injuries.⁸ The cost associated with health insurance is shared equally between employer and employee, while the employer solely bears the premium for accident insurance.

A significant addition in the new Labor Rules is the requirement for mandatory labor audits,⁹ and policy highlights that the employers are now obligated to establish an OSH policy within their organizations.⁴ Oversight and enforcement of these provisions are managed by the Department of Labor and eleven Labor and Employment Offices across Nepal. Likewise, the Occupational Health and Safety Center, operating under the Department of Labor and Occupational Safety (DOLOS), is tasked with raising awareness and providing training on OSH issues.

To address specific occupational hazards, the government has issued the Noise and Light Exposure Limit Criteria 2017 and implemented OSH guidelines for workers in brick factories. Experts in the field have recommended that future regulations incorporate the World Health Organization's list of occupational diseases. The latest labor legislation thus represents Nepal's first comprehensive legal framework dedicated to worker health and safety.

The World Poll Report 2024 states that workers have limited access to OSH facilities, and 62% have never received OSH training on the risks of their work, with this figure rising to 78% in low-income countries.¹⁰ This report also states that 18% of the workers across the world, which is around 667 million, have faced serious harm in the workplace in the last 2 years. The impact of

climate change is also high for more than 70% of the workers, especially those working outdoors, due to high heat stress.¹¹ The workers in South Asian countries have challenges due to rapid industrialization and a lack of regulatory frameworks and their insufficient implementation, causing accidents, injuries, and diseases.¹¹ The OSH legislation in low-income countries is mostly gender insensitive, fragmented, outdated, and insufficient.¹² This shows that the countries need to invest in resources that help to recognize work-related problems and mitigate them in the work environment, which protects the workers.

OSH is essential to sustainable economic growth and productivity, and workplace safety is closely linked to project performance.¹³ However, most of the workers in Nepal continue to face hazardous conditions, insufficient protective measures, and limited access to health surveillance. Although Nepal has made progress in developing a regulatory framework, most of the stakeholders are unaware of these policies, and implementation is very weak at the grassroots level. The existing literature mainly focuses on sector-specific hazards and risks, but research on the status of OSH policies, their implementation, and actual practices within industries is minimal. Research on the current status of OSH and ways to improve it, OSH governance, and the institutional functions, roles, and capacities is limited. As the infrastructure is still in development, workers' safety should be emphasized.³ The study also provides Nepal's progress relative to international OSH challenges. This research provides a comprehensive assessment of Nepal's OSH regulatory framework and the current state of OSH in Nepal, analyzes existing policies and their implementation, and proposes strategies to improve workers' physical, mental, and social performance by enhancing safety and health in their working environment.

Methods

This study is conducted using a qualitative research approach, gathering information primarily through a desk review of existing legal documents, International Labor Organization

(ILO) publications, government reports, and the annual plans and programs of the Government of Nepal, supplemented by secondary literature. Data collection also involved visits to Labor and Employment Offices in Kathmandu, Butwal, Biratnagar, and Janakpur to obtain contextual insights. Key legal instruments analyzed include the Labor Act 2017, Labor Rules 2018, OSH Policy 2019, ILO Convention C155 as well as the National OSH Profile of Nepal.

The paper is organized into three main domains: (1) policy and legal frameworks governing OSH, (2) challenges in implementation, and (3) recommendations for actionable strategies aimed at policy reform and enhanced stakeholder engagement. The study is limited to secondary data sources and draws on the author's expertise, gained through active participation in various OSH legislative committees under the Government of Nepal.

This methodological approach enables a comprehensive understanding of Nepal's OSH landscape while acknowledging limitations arising from the absence of primary empirical data collection. The integration of legal document analysis with institutional observations provides a robust foundation for policy analysis and the formulation of practical recommendations.

OSH in Nepal: Legislative and Institutional Landscape

The formal recognition of OSH in the national context started from the Labor Act of 1992 and its accompanying rules in 1993, which excluded the small-scale enterprises employing fewer than ten workers. The establishment of the OSH Project in 1996 under the Department of Labor, with the support of the ILO, marked a significant milestone for introducing OSH in Nepal. The Labor Act 2017 and Labor Rules 2018 substantially expanded the scope of OSH coverage in Nepal. The key features of these legislations include applicability across all sectors regardless of size, mandatory OSH policies and safety committees in enterprises employing twenty or more workers, employer responsibility

for providing medical and accident insurance and the introduction of annual labor audits.¹⁴

Specific provisions related to OSH in Labor Act 2017 are as follows:⁹

1. Employer responsibilities such as conducting training and workshops on health and safety, ensuring safe storage and transportation of hazardous chemical, physical or biological material and preventing adverse health impacts on workers.
2. Employee responsibilities encompassing cooperation with employers in implementing health and safety measures, right use of protective gear, and reporting actions that may jeopardize workplace safety.
3. The right of workers to cease work immediately if they perceive any risk or threat of injury or health hazard during operations.
4. Mandatory medical and accident insurance coverage for workplace incidents.
5. Protection of pregnant women from exposure to hazardous work environments.
6. Provisions for the prevention of communicable diseases, including granting leave to affected workers until treatment completion.

The National OSH Policy 2019 further institutionalized OSH standards in Nepal. OSH policy highlights the effective inspection of the workplaces, training on OSH for stakeholders, implementation of emergency preparedness plan, develop expertise to identify and evaluate hazards, implementation of work permit system to operate hazardous machines and works, formation of standard operating procedures for safe operation of machines and research, study for sustainability of OSH.¹⁵ However, Nepal has yet to ratify key ILO Convention No. 155 Occupational Safety and Health and Convention No. 187 Promotional Framework for OSH which would strengthen its international commitments. The government has also launched decent work program from 2023-2027 which includes the priority to strengthen labor inspection system, formulate sector specific OSH standards, strengthen OSH database system

and enhancing safe and healthy workplace.¹⁶ Government standards include the Workplace Light and Noise Standard and OSH guidelines for brick industries issued in 2017. Despite these advances, there is no dedicated OSH Act to consolidate various fragmented regulations.

The Department of Labor and Occupational Safety (DOLOS), under the Ministry of Labor, Employment and Social Security (MOLESS) along with its subordinate offices, is responsible for managing inspections, raising awareness and implementing OSH policies. A National Tripartite Consultations take place when there is need for amendment of OSH laws, and the National OSH Monitoring and Evaluation Committee, comprising tripartite members, advises the government on OSH matters. The Central Labor Advisory Committee facilitates tripartite dialogue and policy consultation.

Employers are legally obligated to provide safe working environment and ensure compliance with OSH regulations. DOLOS oversees a national labor inspection system, though its reach and effectiveness remain limited. Eleven Labor and Employment offices (LEOs) which are strategically located across Nepal -in Jhapa, Biratnagar, Janakpur, Birgunj, Pokhara, Hetauda, Kathmandu, Butwal, Surkhet, Nepalgunj and Dhangadi alongside the Occupational Safety and Health Centre (OSHC) at Bhaisepati, Lalitpur. Each LEO hosts an OSH unit staffed with a factory inspector and each LEOs responsible for ensuring an appropriate working conditions through factory inspections. LEOs perform diverse roles including grievance handling, promoting industrial harmony, protecting workers from occupational hazards, registering trade unions, conducting union elections, ensuring compliance with labor laws related to wages, contracts, social security, OSH provisions and labor audits. OSH inspections are conducted by the factory inspector and mechanical overseer due to the technical nature of the work.

The OSHC is dedicated to conduct regular workplace inspections and organizing trainings

programs covering basic OSH, emergency preparedness, first aid, boiler safety and sector specific OSH training in hydropower, agriculture, grill and fabrication industries, rolling mills, cement industries and sanitation work. Nepal observes National Occupational Safety and Health Week annually, commencing on International OSH Day at 28th April and continuing for a week. Activities during this period include stakeholder interactions, inauguration ceremonies, free medical camps, distribution of promotional materials, and both physical and virtual engagement programs. OSHC collaborates closely with MOLESS, trade unions, employers' associations, OSH experts and other relevant bodies to implement OSH policies effectively.

ILO standards offer key frameworks for tripartite agencies to build robust prevention, reporting, and inspection practices, thereby maximizing workplace safety. The ILO has adopted over 40 standards specifically addressing OSH, with nearly 50% of its conventions and recommendations addressing workplace safety and health. ILO Nepal supports the Government of Nepal by conducting various OSH training-of-trainers (TOT) programs, providing technical assistance in preparing the National OSH Profile and National OSH Program, identifying hazardous sectors for child labor, and compiling lists of occupational diseases relevant to Nepal. It also facilitates foreign exposure and virtual training sessions for government officials at the ILO's worldwide-recognized training institute, located in Turin, Italy.

The Federation of Nepal Chamber of Commerce and Industry (FNCCI) supports workers' well-being by organizing industry-specific training, conducting research on hazardous sectors, and designing training materials. Larger companies have established internal OSH divisions responsible for conducting safety audits and organizing OSH orientation programs for workers. Various trade unions also promote worker welfare through OSH policy formulation, the establishment of OSH departments, the development of training manuals, conducting

research, and implementing OSH TOT programs for their members.

Status of OSH in Nepal

The information regarding the notification of accidents should be provided by the enterprises to the concerned Labor offices according to Labor Act. The data on accidents reported to DOLOS are shown in Table 2.

Table 2: Accident data

S. No	Fiscal Year (BS)	Minor Injuries	Serious Injuries	Deaths	Total
1	2075/76	26	1	1	28
2	2076/77	38	6	0	44
3	2077/78	29	1	5	37
4	2078/79	21	5	3	26
5	2079/80	22	3	7	32
6	2080/81	25	5	1	31

Source: DOLOS

A large number of people are employed in the informal economy and are unaware of the OSH provisions in law, resulting in substantial underreporting of occupational injuries and fatalities.¹⁷ Consequently, official data tend to underestimate the true incidence of workplace accidents in the country. Workers predominantly employed in the construction and agriculture sectors are frequently exposed to hazardous chemicals, biological agents, and psychosocial risks.¹¹ Globally, around 1.3 billion people are engaged in agriculture, and at least 170,000 die each year due to work-related problems.¹⁸ Moreover, employees in the fabric industry commonly report symptoms such as headaches, back pain, joint pain, anemia, and musculoskeletal disorders.¹⁹ Industries, including construction, agriculture, transportation, and manufacturing, are also at elevated risk of heat stress due to the physically demanding nature of their work.²⁰ So, implementing OSH is an essential factor in decreasing workplace accidents.²¹

A study conducted across ten cement factories in Nepal documented a total of 956 minor and major

accidents during the fiscal years 2015/16 to 2017/18.²² Findings indicate that many workers neglect basic safety precautions, lack access to protection gear and possess limited awareness on workplace safety.²² Likewise, study conducted by Bajracharya et al. in 2020 reported the use of child labor in construction industries of Nepal poses serious hazards and risks causing serious fatalities.²³ In course of one of the construction of head race tunnel of hydropower, it was found that there was no medical doctor at site as per contract document only health assistant was recruited and only few accidents were recorded and no near misses were assessed.²⁴ Additionally, the toxicological risks posed by building materials highlight the urgent need for regulatory frameworks to protect construction workers and occupants from sick building syndrome and related health hazards.²⁵ In one study among fabrication workers in Kathmandu, it was found that almost 86% workers face occupational hazards within a year.²⁶ Many migrant Nepali workers also encounter different occupational hazards in their workplace as they are not provided with basic OSH training while going abroad.²⁷ These observations underscore that OSH remains in its nascent stage in Nepal. A critical factor impeding compliance with OSH regulations is inadequate workplace monitoring and inspection.¹³ The lack of monitoring and inspection is the major cause for enterprises to comply with OSH regulations.²⁸

Efforts to promote OSH awareness have been initiated through collaborations involving trade unions and FNCCI. In several instances, trade unions and employers have jointly developed OSH policies within their organizations, facilitated capacity building workshops, and provided targeted training programs.⁵ The International Labor Organization (ILO) country office in Nepal has played a pivotal role by organizing five specialized OSH training sessions aimed at enhancing the competencies of factory inspectors, government technical officials, OSH practitioners and responsible personnel from trade unions and FNCCI. These trainings,

conducted in partnership with Occupational Safety and Health Professionals Nepal (OSHNP) have proven highly effective which covered the topics like the operation of OSH tools and machinery, audiometry testing, boiler safety, chemical safety and OSH improvement tailored to small and medium scale industries and agricultural units.

Furthermore, Nepal Government has published the National Profile on Occupational Safety and Health (2022), and the draft preparation of the five-year National OSH Program is ongoing, signaling a strategic commitment to advancing workplace safety and health standards nationwide.

Challenges in OSH Implementation

The concept of OSH in Nepal needs to be effectively disseminated and internalized across all levels of the workforce. For meaningful progress, every worker must be fully aware of their roles, rights, and responsibilities related to OSH. Workers should be empowered to voice concerns and report violations of OSH laws. Awareness of OSH policies and strict adherence to safety protocols are essential. Beyond political considerations, workers need a clear vision to improve their workplace environment and to derive tangible benefits from safer and healthier conditions. Unity among workers and stakeholders on OSH issues is imperative to drive systemic change. Although the Labor Act mandates the reporting of occupational diseases, it lacks a defined list of such diseases and does not specify procedures for providing welfare and compensation to affected workers. This legislative gap undermines effective protection and support for workers suffering from occupational illnesses.

Despite existing policies and guidelines, achieving fully safe, healthy, and dignified workplaces remains a significant challenge in Nepal. Key barriers include insufficient awareness among workers, employer negligence regarding OSH responsibilities, and a shortage of skilled personnel for monitoring and enforcement. Workers continue to struggle with fundamental

labor issues such as minimum wages and working hours, often overshadowing OSH concerns. Additional impediments include limited government prioritization of OSH, absence of a comprehensive national OSH management strategy, lack of designated focal points within government ministries,⁸ and non-ratification of critical international frameworks such as the ILO OSH Convention No. 155. Moreover, the limited safety awareness, difficult work environment, and lack of priority on safety initiatives and programs from industries create challenges in OSH implementation.²⁹ Furthermore, the absence of a nationally recognized list of occupational diseases and a shortage of qualified human resources exacerbate enforcement difficulties. From a national perspective, the major obstacles to effective OSH implementation in Nepal can be categorized as follows:

a. Policy gaps

The Labor Act primarily addresses manufacturing industries, with limited provisions for construction, transport, and tourism sectors. There is a notable policy vacuum concerning agriculture-based industries, which employ a large informal workforce, except for minimal guidelines in the tea plantation sector. In alignment with ILO Convention No. 155, which advocates for OSH coverage across all worker sectors, Nepal's National OSH Policy currently focuses exclusively on industrial workers, excluding government employees. The Labor Act contains only basic OSH provisions, omitting critical components such as OSH audits, workplace design standards, and emergency response plans. Additionally, the laws do not define the role of the Occupational Safety and Health Centre (OSHC) or establish country-specific OSH standards.

b. Administrative Gaps

As a developing country, Nepal faces challenges in ensuring workers receive even the legally mandated minimum wages, resulting in OSH issues receiving low priority. Coordination among stakeholders remains weak, with the Central

Labor Advisory Committee (CLAC) primarily focused on broader labor issues, thereby relegating OSH to a secondary concern. The limited number of factory inspectors—only twelve nationwide—undermines the capacity for effective workplace inspections. Both the Department of Labor and Occupational Safety (DOLOS) and Labor and Employment Offices (LEOs) manage multiple labor-related responsibilities, leading to human resource constraints. Moreover, data collection on occupational accidents and diseases is inadequate due to the absence of robust mechanisms. Technical vacancies within OSHC further hinder operational effectiveness.

c. Implementation gaps

Although legislation mandates the establishment of OSH policies and committees in enterprises with twenty or more employees, compliance remains low; only 8.18% of enterprises have formed OSH committees, according to the National OSH Profile of Nepal (2022). Workers continue to face challenges related to wage disputes and discrimination based on sex, caste, and ethnicity in some industries. Resource limitations further weaken inspection and enforcement mechanisms, compromising workplace safety.

d. Research and Development (R&D) and Expertise gaps

There is a pronounced shortage of skilled human resources within government agencies to support OSH policy development and standard-setting. Frequent transfers of officials disrupt continuity and reduce institutional capacity. Research and development activities in OSH are minimal across government, the private sector, and academic institutions, limiting evidence-based policymaking and innovation.

Addressing these multifaceted gaps requires a concerted, coordinated effort involving policy reform, capacity building, enhanced stakeholder engagement, and sustained investment in research and human capital development. Only through comprehensive measures can Nepal

advance toward a safer, healthier, and more equitable working environment for all its labor force.

Ways to enhance workplace safety and health

Prioritizing in OSH is essential to protect the workers from health risks and foster project performance as OSH have direct impact on labor productivity and performance.³⁰ Several measures can be implemented to enhance OSH for the protection and welfare of the workers in Nepal. Employers play a critical role by conducting safety audits to identify potential risks and develop simple and practical solutions, thereby fostering safer workplaces.³¹ Likewise, safety and health committee at the workplace is important for workers' engagement.³² Regular interactions, training sessions, capacity building programs, and research initiatives are essential components for advancing OSH standards nationally. Collaborative efforts between trade unions, employers, FNCCI, and the Department of Labor and Occupational Safety have contributed to raising OSH awareness and capacity. Continued and expanded engagement in these activities is imperative for sustained improvement.

Priority areas requiring attention and practical interventions include:

- **Workplace Environment:** Current legislation inadequately addresses workplace environmental factors. Workers emphasize the need for proper management of lighting, noise, ventilation, temperature, workspace, regular maintenance of machinery and equipment, provision of safe drinking water, and accessible emergency exits to improve workplace conditions.
- **Reproductive Health:** To safeguard reproductive health, it is essential to minimize occupational stress, ensure adequate rest periods, and provide nutritious food. Night shift work and long working hours can enhance the risk of miscarriage, low birth weight, and premature birth in pregnant workers.³³ Employers must create supportive work environments before, during and after pregnancy.

- **Health Surveillance:** Establishing an effective mechanism for regular health checkups conducted by specialized health personnel for all workers across sectors is necessary to monitor and mitigate occupational health risks.
- **Training Practices:** Trade unions and employers should avoid repeatedly sending the same individuals to OSH training programs. Instead there should be mandatory requirements for trained personnel to replicate and disseminate acquired knowledge within their workplaces. The factories should raise awareness and educate workers about OSH guidelines, code of conduct and provide training as required.³⁴
- **Construction Sector Regulations:** When granting construction permits, regulatory bodies should explicitly define the responsibilities of contractors and owners regarding the management and use of PPE, promotion of wearable safety devices,³⁵ coverage of medical and accident expenses, and compensation obligations, including within the informal sector.¹⁶
- **International Commitments:** Ratification of the convention and framework related to Occupational Safety and Health is crucial to align Nepal's OSH framework with international standards. OSH is not only about regulatory compliance but also a fundamental human right.³⁶ For this, it is necessary to launch the National OSH Program, maintain accident reporting mechanisms, and ensure OSH laws are applicable to all working people, including civil servants.^{32,37}
- **Research and Emerging Technologies:** Extensive research regarding use of AI in OSH, adoption of wearable safety technologies which helps to sense the physical fatigue, mental stress, musculoskeletal disorders,³⁵ climate change impact to workers, economic analysis of OSH practices and others are necessary to cope up with safety issues of emerging technologies, climatic conditions and productivity respectively. Incorporating OSH education in national education system.³⁸
- **Occupational Diseases:** Finalization and publication of a comprehensive list of

occupational diseases in the Nepal Gazette is needed,⁶ alongside strengthening robust systems for reporting occupational accidents and diseases.

- Sector-Specific Regulations: Development of regulations tailored to address the unique risks faced by workers in various sectors is essential for effective OSH management.¹⁰

Conclusions

At present, only a few enterprises in Nepal have implemented formal OSH systems to address workplace hazards. All employers must recognize their legal and ethical responsibilities to ensure workers' safe working conditions according to prevailing laws. Investment in improving working premises should not be considered as cost but as a strategic investment that enhances job satisfaction, worker motivation, and ultimately leads to increased productivity and improved quality and quantity of output. Establishing comprehensive OSH policies in Nepal is critical to fostering a favorable safety climate, as management commitment significantly mediates the effectiveness of occupational safety and health practices.³⁹ The government regulations should be aligned with international standards, and the

ratification of Convention C155- Occupational Safety and Health Convention and C187- Promotional Framework for Occupational Safety and Health Convention is necessary. Additionally, the quality human resources expertise in OSH needs to be increase and extensive research is necessary to cope up with risks associated with emerging technologies and to identify and quantify economic benefits of implementing OSH practices in the workplace. Likewise, the formation of OSH policy and committee should be promoted to involve the workers and employers participation in creating safe work environment. The training conducted by the government needs to be based on need assessment and the impact assessment of the training needs to be studied. OSH programs need to be made demand based rather than supply based and should be designed according to the actual needs, risks and priorities rather than one size fits all activities. Preparation of OSH accidents and injuries record management system, approval of National OSH program and list of occupational diseases are outmost. Monitoring and inspection mechanisms need to be significantly strengthened and labor audit should be mandatory for effective implementation of the rules and regulations across all sectors.

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