



STRATEGIC BUSINESS PLAN ISO/TC 283

EXECUTIVE SUMMARY

ISO/TC 283 is responsible for developing standards for occupational health and safety (OH&S) management. The standards developed in this committee are applicable to organizations of all sizes, sectors and locations and should drive improvement in OH&S performance.

The committee became a full technical committee following publication of ISO 45001 in March 2018, before which it was a project committee. Following its first meeting in the UK in September 2018 the following priorities were established:

- Development of ISO 45003 Occupational health and safety management – guidelines for psychological risks and opportunities in the workplace *Published 2021*
- Development of an ISO 45001 implementation handbook for small organizations *Published 2020*
- Establishment of a communications group to research impact of ISO 45001 and to disseminate news and information in this space, including the development of an up-to-date website. *This is now a permanent task group.*
- Exploration of the different types of needs and challenges in different sectors and geographies. *This is being addressed through the Developing Countries Co-ordination Group, regional representatives and small business initiatives.*
- Establishment of a task group to co-ordinate terminology for OH&S management standards. *This is now a permanent task group.*

There is evidence from the ILO and other bodies that the implementation of an OH&S management system standard can drive OH&S improvement. There is also evidence that ISO 45001:2018 is being implemented by a significant number of organizations around the world, often replacing standards such as OHSAS 18001, but also by organizations which did not previously apply those preceding standards.

It is therefore expected that further publications from this TC will both support organizations implementing ISO 45001 and assist them in taking OH&S management to a higher level, recognizing the importance of worker well-being and supporting a holistic approach to optimizing workplace health and safety.

1. INTRODUCTION

1.1 *ISO technical committees and business planning*

The extension of formal business planning to ISO Technical Committees (ISO/TCs) is an important measure which forms part of a major review of business. The aim is to align the ISO work programme with expressed business environment needs and trends and to allow ISO/TCs to prioritize among different projects, to identify the benefits expected from the availability of International Standards, and to ensure adequate resources for projects throughout their development.

1.2 *International standardization and the role of ISO*

The foremost aim of international standardization is to facilitate the exchange of goods and services through the elimination of technical barriers to trade.

Three bodies are responsible for the planning, development and adoption of International Standards: [ISO](#) (International Organization for Standardization) is responsible for all sectors excluding Electrotechnical, which is the responsibility of [IEC](#) (International Electrotechnical Committee), and most of the Telecommunications Technologies, which are largely the responsibility of [ITU](#) (International Telecommunication Union).

ISO is a legal association, the members of which are the National Standards Bodies (NSBs) of some 164 countries (organizations representing social and economic interests at the international level), supported by a Central Secretariat based in Geneva, Switzerland.

The principal deliverable of ISO is the [International Standard](#).

An International Standard embodies the essential principles of global openness and transparency, consensus and technical coherence. These are safeguarded through its development in an ISO Technical Committee (ISO/TC), representative of all interested parties, supported by a public comment phase (the ISO Technical Enquiry). ISO and its [Technical Committees](#) are also able to offer the ISO Technical Specification (ISO/TS), the ISO Public Available Specification (ISO/PAS) and the ISO Technical Report (ISO/TR) as solutions to market needs. These ISO products represent lower levels of consensus and have therefore not the same status as an International Standard.

ISO offers also the International Workshop Agreement (IWA) as a deliverable which aims to bridge the gap between the activities of consortia and the formal process of standardization represented by ISO and its national members. An important distinction is that the IWA is developed by ISO workshops and fora, comprising only participants with direct interest, and so it is not accorded the status of an International Standard.

2. BUSINESS ENVIRONMENT OF THE ISO/TC

2.1 *Description of the Business Environment*

The following political, economic, technical, regulatory, legal and social dynamics describe the business environment of the industry sector, products, materials, disciplines or practices related to the scope of this ISO/TC, and they may significantly influence how the relevant standards development processes are conducted and the content of the resulting standards:

The challenge of effective OH&S management extends across organizations of all sizes and types, across all sectors, and across all parts of the globe. Failures degrade or threaten the lives of workers, impact their families, affect the productivity and financial performance of organizations, and of the wider economy.

Increasingly since the 1960s efforts to achieve effective OH&S management have shifted away from the application of prescriptive requirements specified by regulators, towards an approach which places the prime responsibility for managing OH&S risks with the organization which creates the risks through its activities. This requires the organization to have a framework and capability through which it can meet this responsibility. There is therefore an increasing focus on, and need for, OH&S management systems.

Helping organizations develop the effectiveness of their OH&S management systems aligns with several of the United Nations (UN) Sustainable Development Goals (SDGs), most notably categories 3 and 8.



Economic and social development is continually changing the OH&S risks and opportunities which organizations need to manage.

In more developed countries the shift from away from manufacturing and more towards a service-based economy, can lead to psychosocial risks becoming a more significant factor in the workplace while some traditional physical risks may become less significant. This rise in the relative importance psychosocial and other health related risks makes it important to strengthen organizations' capability to manage risks of this type which have traditionally received less attention and focus.

The creation of extended global supply chains creates new challenges for organizations which embrace their social responsibility, recognize the importance of protecting workers and wish to avoid being associated with poor OH&S practices or performance. Changes to employment models, including the moves towards outsourcing, contractorization, and the "gig economy" introduce new challenges in OH&S management. The growth in the proportion of the global workforce working in Small & Medium Enterprises (SMEs) which may have limited OH&S management capability is a further challenge.

2.2 Quantitative Indicators of the Business Environment

The following list of quantitative indicators describes the business environment in order to provide adequate information to support actions of the ISO/TC.

By far the most significant indicator of the business environment in respect of OH&S management is the data available at international and national level on OH&S performance. The International Labour Organization (ILO) is the most authoritative source of global data; its reports indicate that there are globally around 2.3 million occupationally related fatalities, 340 million occupational accidents, and 160 million cases work-related illnesses per annum, with a loss of up to 4% of the Gross Domestic Product (GDP) per

year, or about US \$3 trillion, in direct and indirect costs caused by work-related illnesses and injuries.

Other potentially important indicators include:

- National adoption and sales data for ISO 45001;
- Available translations of ISO 45001
- Data on the number of certifications to ISO 45001
- Availability of accreditation for ISO 45001
- National sales/download data for guidance and other documents developed by ISO TC 283

ISO/TC 283 will seek to obtain and monitor such data as becomes available in the above categories, and/or will source it via surveying its membership.

It should be noted, however, that SMEs contribute significantly to global OH&S performance statistics but represent a market in which certification tends to have limited take-up, and for which the language of standards can be a barrier. Data on sales of ISO 45001 and on certification may be poor indicators of the impact of the work of ISO TC 283 on this particular sector.

3. BENEFITS EXPECTED FROM THE WORK OF THE ISO/TC

The principal benefit expected from the work of ISO/TC 283 is that ISO 45001 and the future deliverables produced by the committee contribute to the improvement of OH&S global performance as reflected in data such as that from the ILO quoted in section 2.

An improvement in OH&S global performance will:

- protect workers health, safety, and wellbeing,
- avoid, or lessen the severity of, work-related injuries and ill-health,
- reduce workplace disruption, sickness absence, and other costs to organizations,
- reduce demand on national medical provisions and facilities, and
- contribute to improved workplace productivity and national economic output
- reduce the number of dependents and families who suffer the trauma and hardship of a family member suffering a work-related fatality, injury, or ill-health.

These benefits align directly with the UN SDGs on Good Health and Wellbeing (SDG 3) and Decent Work and Economic Growth (SDG 8).

The international nature of the work of the committee offers an important opportunity to create dialogue and share good OH&S practice internationally, in a discipline in which, via regulation, often retains a national focus. This will benefit the many organizations which operate in multiple countries, and the even larger number of organizations with international supply chains.

Specific benefits of individual deliverables:

- Handbook for small organizations: a simple language explanation of how ISO 45001 can be applied by smaller organizations. This will benefit OH&S performance in the small business sector, where OH&S competence can be limited, and OH&S performance is consequently poor.

- ISO 45002: The formal guidance standard for the implementation of ISO 45001 will provide generic guidance, including for larger and more complex organizations.
- ISO 45003: This guidance standard on psychological health and safety at work will help organizations understand and manage psychosocial risks more effectively, reducing poor health outcomes and extended periods of absence. Improving this aspect of OH&S management, to bring it more in line with the management of physical safety and ill-health, will deliver health and economic benefits
- ISO 45004: This guidance standard on OH&S performance evaluation will enable organizations to better measure and evaluate their OH&S performance, facilitate wider benchmarking, and help individual organizations to target OH&S improvements.
- ISO PAS 45005 Safe working in the COVID-19 pandemic: Guidance on preparing for and managing OH&S in a pandemic helps share knowledge gained from the 2020 crisis and helps organizations to operate in such a way that the OH&S risks related to the COVID-19 and similar pandemics are mitigated, and workers are protected. It is of particular benefit to organizations in countries where local guidance is limited and provides an international framework of good practice.
- ISO 45006 Preventing and managing infectious diseases at work: Generic guidance on the prevention and management of all types of infectious diseases, including those which can significantly impact operations on a regular, or semi-regular, basis such as seasonal influenza and gastric illness. This will enable organizations to build on the lessons learned during the COVID-19 pandemic and be more proactive in managing risks from both common and rarer infectious diseases, resulting in less ill health amongst workers, reduced sickness absence and less disruption to operations.

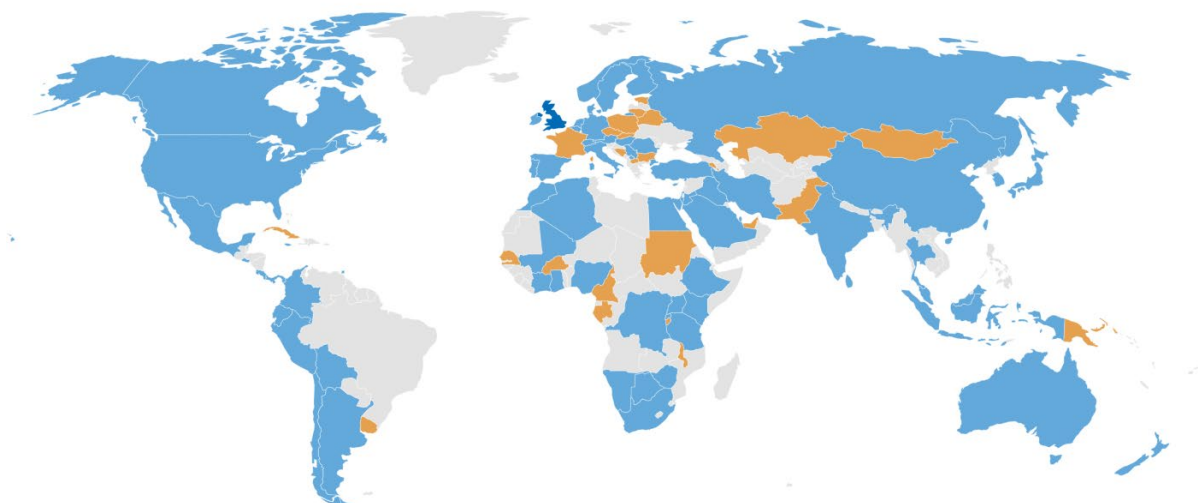
4. REPRESENTATION AND PARTICIPATION IN THE ISO/TC

4.1 Membership

Countries/ISO member bodies that are P and O members of the ISO committee

4.2 *Analysis of the participation*

The membership of this committee continues to increase, with 73 participating members (blue) and 27 observing members (orange) in april2022.



Participation from Europe, North America, and Asia is strong. Participation from Africa, and from Central and South America and the Caribbean is more limited, but improving, and we continue to target efforts to broaden membership from these regions. Regional representatives on the Chair's Advisory Group (CAG) provide a way to gather information and target efforts and messages to specific regions and countries.

The meeting in Rwanda in 2019 saw a significant increase in participation from African countries, which needs to be supported and built on for the long term. It is hoped that a similar effect will result from holding meetings in Central and South America in the future. The impact of the COVID-19 pandemic has meant that targeted regional meetings are not currently possible, due to travel restrictions, economic impacts, and ongoing health risks. Extensive virtual meetings are, however, providing an opportunity for countries to participate without the costs of travel and have enabled experts whose participation was limited by being unable to attend physical meetings, to become more active and take on more strategic roles.

There can be specific challenges in motivating an interest in OH&S in some developing countries where it is viewed more as a cost than an investment. However, in such countries OH&S legislation and/or enforcement is often also weak, meaning the voluntary adoption of standards could be particularly impactful if we can motivate and support early adopters and demonstrate the benefits achieved. The Developing Countries Coordination Group (DCCG) provides a dedicated mechanism to support the extent and effectiveness of experts from developing countries and encourage participation from developing countries not yet involved in the committee.

Representation of smaller businesses is an additional challenge, since, in many participating countries, smaller businesses are not well represented in the standards process. We continue to explore ways of establishing stronger connections between national mirror committees and SME associations to help ensure that views are better understood by committee experts, even if direct participation by SME representatives remains difficult. The SME representatives and communications task group will also focus specific effort on communication with SMEs, including through social media. The committee will continue to work in liaison with UNIDO to help reach smaller organizations, not least through promotion of the handbook, which UNIDO has partnered with ISO to publish and translate.

15 ISO committees and sub-committees liaise into ISO/TC 283 as well as 10 external international organizations.

5. OBJECTIVES OF THE ISO/TC AND STRATEGIES FOR THEIR ACHIEVEMENT

5.1 *Defined objectives of the ISO/TC*

ISO/TC 283 aims to develop standards for OH&S management to drive improvement in OH&S performance across the world.

The work of the committee will reflect the objectives of ISO's Strategic Plan to:

- determine, standardize and promote accepted good practice in OH&S management.
- support users in improving OH&S performance through formal standards and a range of other deliverables specifically tailored for different audiences.
- promote the adoption and use of International Standards on OH&S management.

- facilitate international communication and cooperation.
- provide material to assist stakeholders in meeting the relevant UN SDGs.

The objectives of the committee are as follows:

- 1) To develop and publish formal and informal documents to support the effective implementation of ISO 45001 in all types of organizations. In addition to the projects outlined above, future work items potentially include guidance on:
 - i) worker participation and consultation
 - ii) leadership
 - iii) incident investigation
- 2) To identify trends and challenges in different sectors, types of organizations and regions, identifying relevant data sources and developing material to drive improvement of OH&S performance accordingly.
- 3) To develop the on-line and social media presence of the committee as a means of gathering feedback/data to help identify and prioritize the work programme, raise awareness of the committee's work, and encourage debate.
- 4) To develop a specific package of materials and on-line content to promote and support the use of the principles of ISO 45001 by SMEs, and establish channels, including partnerships with SME associations, via which to understand SME needs and engage with SMEs who are unaware of standards, or who fail to see the potential value they can deliver. Explore and potentially establish metrics to track progress on SME engagement, and measure/review progress at least annually.

5.2 Identified strategies to achieve the ISO/TC's defined objectives

- 1) *Develop and publish formal and informal documents to support the effective implementation of ISO 45001 in all types of organizations*

Prioritize proposed work items, based on evidence provided of need and potential benefit.

Once pandemic restrictions and related economic burdens ease, we aim to hold a physical event approximately once a year, changing continent each time to share the burden of cost and travel disruption, and maintain efforts to grow membership. These events will focus on regional activities, with remote ways of working remaining in place to ensure fair and equal participation for those who cannot travel.

- 2) *Identify trends and challenges in different sectors, types of organizations and regions, identifying relevant data sources and developing material to drive improvement of OH&S performance accordingly.*

Initially, our principal strategy to achieve this has been through seminars and workshops exploring geographic, sector and other perspectives during physical meetings, allowing for regional investigation of the context faced by organizations and research initiatives. With physical meetings paused due to the pandemic, we are developing ways of progressing this objective through virtual equivalents and by sharing information on the committee website. Regional representatives on the Chair's Advisory Group (CAG) play a key role in identifying opportunities and challenges from their respective areas, and the communications group will seek out relevant research and data. Mirror committees will be asked to assist the committee's efforts.

- 3) *Develop the on-line and social media presence of the TC as a means of gathering feedback/data to help identify and prioritize the TC's work programme, raise awareness of the TC's work and encourage debate.*

Our strategy to achieve this objective includes the expansion of our communications task group to increase our capacity to generate content for our website and for distribution via social media. We aim to engage with a range of stakeholders to promote awareness and engagement, and to gather opinion and data to stimulate discussion on the opportunities to increase the impact of ISO 45001 and other deliverables on improving global OH&S performance.

- 4) *Develop a specific package of materials and on-line content to promote and support the use of the principles of ISO 45001 by SMEs, and establish channels, including partnerships with SME associations, via which to understand SME needs and engage with SMEs who are unaware of standards, or who fail to see the potential value they can deliver. Explore and potentially establish metrics to track progress on SME engagement, and measure/review progress at least annually.*

Strategies to achieve this objective include research and outreach by our SME representatives (and potentially a permanent task force) and establishing relationships, at TC and mirror committee level, with associations of SMEs or in which SMEs are well represented, as a channel through which to spread specifically tailored messages. The aim is to:

- increase awareness of ISO 45001, the handbook, and other TC deliverables
- explain the relevance and benefit of using standards and the applicability of their principles for SMEs
- seek feedback from the SME community utilizing networks and the supply chain
- better understand the needs and challenges of SMEs in all geographies
- engage actors in this important sector of the economy

6. FACTORS AFFECTING COMPLETION AND IMPLEMENTATION OF THE ISO/TC WORK PROGRAMME

The TC sees no major factors that would negatively impact the completion and implementation of the work programme at this time.

The biggest risk is potentially that of over-commitment of resources if the TC attempts to progress too many work items simultaneously. We deliberately awaited completion of the handbook before initiating work on ISO 45002, and with ISO 45003 now published, we are focusing on ISO 45004 OH&S performance evaluation and ISO 45006 Preventing and managing infectious diseases, together with work preparing for a future revision of ISO 45001.

Overall, the committee is of reasonable size for the current volume of activity, offering scope to recruit new members to any task group or working group. With each new project new experts join our groups. We have recently sought additional members for the communications task group to increase its capacity and accelerate our efforts on social media, as this is an area in which we need to increase the pace of our activity.

With regards to representation on the TC we wish to encourage more experts from:

- SMEs
- developing countries
- specific sectors, e.g. automotive, aerospace, food, service industries, healthcare
- government/regulators – particularly for those regions lacking robust OH&S legislation

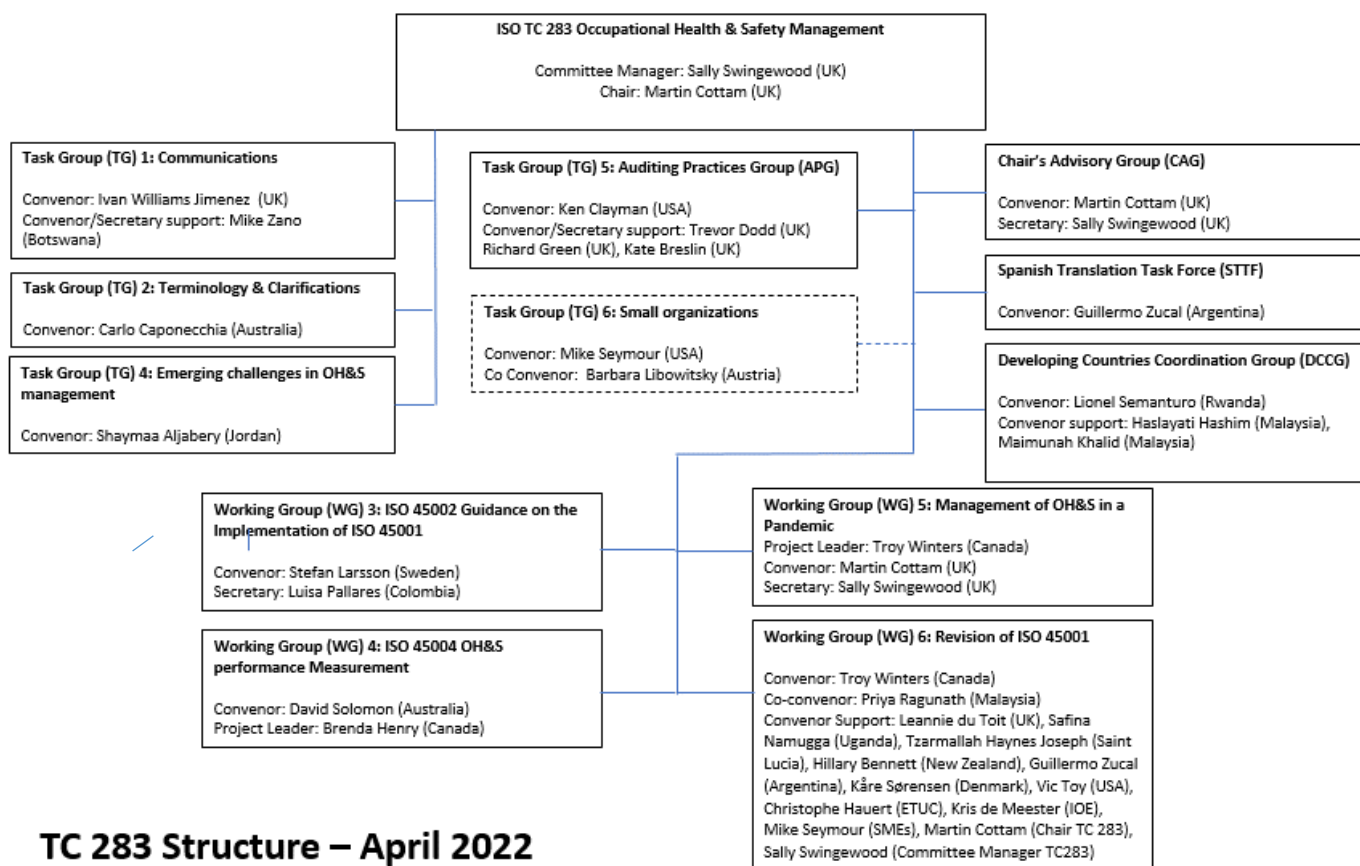
- labour organizations, to ensure full input, balanced discussions, and resolution of potential conflicts

This representation could be through a broader spectrum of delegates from NSBs or through international/regional liaison organizations.

7. STRUCTURE, CURRENT PROJECTS, AND PUBLICATIONS OF THE ISO/TC

7.1 Overall Structure of the TC

The current structure of ISO/TC 283 is illustrated below. Task groups and working groups shown with a dotted outline are ones we anticipate forming within the coming year, following approval ballots.



TC 283 Structure – April 2022

7.2 Project timelines

Project	Topic	2020	2021	2022	2023	2024
Handbook	Implementation of 45001 in small organizations	PUBLISHED				
ISO 45001	MS Requirements		CONFIRMED	Preliminary work to prepare for future revision	Preliminary work to prepare for future revision	Potential to initiate new review ballot
ISO 45002	Implementation of 45001 - guidance			Due to publish Q3/Q4		
ISO 45003	Psychological health		PUBLISHED			
ISO 45004	Performance Evaluation	Preliminary work	Working drafts	Multiple working drafts to prepare for DIS by end of year	DIS ballot/FDIS ballot	Due to publish early 2024
ISO/PAS 45005	Safe working in the COVID-19 pandemic	PUBLISHED				
ISO 45006	Preventing and managing infectious diseases			Multiple working drafts to prepare for DIS by end of year or early 2023	DIS ballot/FDIS ballot. Ambition to publish by end of year.	

NOTE: Items in in the table above black reflect confirmed timelines. Items in red are proposed or possible and subject to approval by ballot.

7.3 Stakeholders

Priority stakeholders for the current work programme are identified as:

- Broad industry representation, from traditional manufacturing to construction to innovative tech to service industries
- Smaller organizations of all types
- Professional associations
- Labour organizations & worker members
- Employer organizations
- Governments & regulators
- Health professionals
- Safety professionals
- Sector representatives
- Global membership organizations

Information on ISO online

The link below is to the TC's page on ISO's website:

[ISO TC 283 on ISO Online](https://www.iso.org/committee/4857129.html)
[\(https://www.iso.org/committee/4857129.html\)](https://www.iso.org/committee/4857129.html)

Click on the tabs and links on this page to find the following information:

- About (Secretariat, Secretary, Chair, Date of creation, Scope, etc.)
- Contact details
- Structure (Subcommittees and working groups)
- Membership
- Liaisons
- Meetings
- Tools
- Work programme (published standards and standards under development)

The TC also has its own website [ISO/TC 283](#) which includes:

- News
- Project details
- Details of project leaders and regional representatives
- FAQs

Reference information

[*Glossary of terms and abbreviations used in ISO/TC Business Plans*](#)

[*General information on the principles of ISO's technical work*](#)