

Meeting of Experts on ergonomic hazards and human factors

12-16 April 2027

Briefing to the Government group
September 22, 2026

▶ Agenda

- ▶ Background of the meeting
- ▶ Purpose and arrangements of the meeting
- ▶ Overview of the background report
- ▶ List of governments invited to nominate experts: Proposed criteria.
- ▶ Questions and comments

► Background of the meeting

► Meeting decision

- ❑ At its 355th Session (November 2025) the Governing Body decided to convene a meeting of experts on ergonomics and human factors from 12 to 16 April 2027, prior to standard setting on the same subject matter.
- ❑ At its 356th Session (March-April 2026) Session, the Governing Body approved the arrangements for the Meeting of Experts on Ergonomics and Human Factors. At the time, it decided that the meeting of experts would aim to agree on technical conclusions clarifying the scope and key elements of ergonomics hazards within the framework of the ILO and in line with current scientific knowledge.

► Purpose and arrangements of the meeting/1

► Purpose

Based on a background report prepared by the Office, the meeting of experts will agree on technical conclusions clarifying the scope and key elements of ergonomics hazards within the framework of the ILO and in line with current scientific knowledge.

The conclusions will also identify areas where there is a technical consensus, as well as issues where views differ. The conclusions will inform and provide a sound technical foundation for future standard-setting discussions on ergonomics and human factors.

► Officers of the meeting

- Chairperson: In line with article 6.2 of the Standing Orders for Meetings of Experts, the Chairperson shall be an independent person with expertise on the matters covered by the agenda selected by the Office.
- Three Vice-Chairpersons (one from each group)

► Purpose and arrangements of the meeting/2

► Composition

► Experts

- 8 experts nominated after consultation with Governments
- Eight Employer experts
- Eight Worker experts

Each expert may be accompanied by one advisor.

► Observers

- International intergovernmental organizations and non-governmental organizations authorized by the GB (GB.356/INS/20/3)
- Interested governments

Context information

- Human Factors/ Ergonomics is concerned with the interactions between workers, tasks, equipment, technologies, work organization and the work environment.
- Exposure to risks related to HFE accounts for 12.27 million disability-adjusted life years (DALYs), primarily through their contribution to low back pain.
- There is currently no international labour standard that comprehensively addresses ergonomic hazards and human factors.
- Maximum Weight Convention, 1967 (No. 127) and the Maximum Weight Recommendation No. 128 are limited in scope.

Brief overview of the background report for the meeting

- The report:
 - Introduces key HFE concepts.
 - Addresses the different dimensions of HFE: Physical, Cognitive and Organizational.
 - **PHYSICAL:** Relationship between work demands and the anatomical, physiological and biomechanical characteristics of workers
 - **COGNITIVE:** Mental processes involved in work, including perception, attention, memory, information processing, decision-making and human interaction with technology.
 - **ORGANIZATIONAL:** Design, organization, management and coordination of work systems within organizations.

► Brief overview of the background report for the meeting

- The report:
 - Identifies potential health outcomes - such as musculoskeletal disorders, cardiometabolic disorders, mental health problems, and injuries – and performance outcomes.
 - Identifies preventive and control measures to address HFE hazards and risks
 - Addresses questions related to workforce diversity taking into account that a systems-based HFE approach aims to adapt work to workers' characteristics, capabilities and limitations.
 - Gives a brief overview of regulatory frameworks addressing HFE.

► Proposed criteria regarding the governments to be asked to nominate an expert

- List of States whose governments are to be invited to nominate experts and those which are to be included in a reserve list.
- Criteria:
 - Regional representation
 - Balanced number of experts from countries of different levels of income
 - Diversity of legal and administrative frameworks, including in terms of regulatory and policy approaches to HFE

Questions and comments