



THE UNITED REPUBLIC OF TANZANIA

**MINISTRY OF LABOUR, EMPLOYMENT AND YOUTH
DEVELOPMENT**

**NATIONAL OCCUPATIONAL HEALTH AND
SAFETY POLICY**

2009

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ABBREVIATIONS

CBOs	- Community Based Organizations
HIV and AIDS	- Human Immunodeficiency Virus AndAcquired Immunodeficiency Syndrome
ILO	- International Labour Organization
NGOs	- Non - Governmental Organization
OHS	- Occupational Health and Safety
OSHA	- Occupational Safety and Health Authority
PSRP	- Public Service Reform Programme
SMEs	- Small and Medium Scale Enterprises

FOREWORD

The long term development goal of Tanzania is to reduce the poverty of her people and improve the working conditions of the entire workforce, at all workplace, through the provision of quality Occupational Health and Safety services. This should, in turn, lead to raised standards of living consequential to prevention and/ or elimination of occupational hazards and enhancement of all productive and service sectors as envisaged in the Development Vision 2025. For the development of a Nation is also measured, among other indicator, the availability of safe and healthy working conditions within the entire diversity of the working population who transform, through equipment and machines, crude resources into goods, products and services.

Henceforth, the fundamental role of the Government in the promotion of service is in providing an enabling policy environment that will facilitate both, the private and the public, sectors into becoming the engine of healthy and safe working conditions through compliance. This entails the process of continuous adjustment of the legal and regulatory framework impacting on the performance of the working people to reduce production costs, enhance business ethics, improve industrial relations, increase productivity and face competitiveness.

Consequently, the Government continues to implement measures aimed at strengthening its capacity to enforce compliance of minimum and acceptable standards, as its cardinal mandate through introduction of codes of practice and encourage bilateral agreements among the social and other development partners. It is the intention of this Policy therefore, to set up parameters through which stakeholders shall provide

desirable working conditions and utilize it as reference guidelines for their more specific requirements in their areas of specialization, competence, interest and jurisdiction.



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**MINISTER FOR LABOUR, EMPLOYMENT AND YOUTH
DEVELOPMENT**

CHAPTER ONE

1.0 INTRODUCTION

Promotion of Occupational Health and Safety encompasses provision and maintenance at the highest degree of safe and healthy working conditions and environment. This is prerequisite for the facilitation of optimal social, mental and physical wellbeing of workers at workplaces as well as safety of property.

Occupational health and safety services are important for sustainable development of a country, as they reduce occupational accidents and diseases which can have huge economic burden to individuals, enterprises and the nation as whole. Improving health and safety of workers will significantly increase productivity at the workplaces to encourage more investments, increase job creation, higher morale, and job satisfaction hence industrial harmony.

Since independence in 1961, occupational health and safety standards in Tanzania were provided for by the Factories Ordinance Cap. 297 of 1950. During that time the emphasis on occupational health and safety was centred on factories alone. However, there were no policy and appropriate programmes to enhance promotion of occupational health and safety at other workplaces.

After nationalization in 1967, most of the factories were owned and managed by the Government. Enforcement of occupational health and safety standards was not effective due to the fact that the Government was playing the roles of employer, enforcer and regulator. Therefore, shortcomings in occupational health and safety were not well redressed.

After the introduction of privatization policy in 1990s most of the factories were privatized. The management which took over did not consider occupational health and safety matters as important as other production goals, particularly financing of accident prevention. The privatization process introduced new and diverse technologies which added more challenges in the field of occupational health and safety while standards remained the same.

In view of this shortcoming, the Government through Public Service Reform Programme (PSRP) established Occupational Safety and Health Authority (OSHA) under the Executive Agency Act No. 30 of 1997. OSHA was officially launched on the 31st August, 2001, the aim of the Agency is to improve the health and safety of workers at all workplaces through enforcement and promotion of occupational health and safety practices. Improvement of health and safety at work reduces accidents and occupational diseases, which ultimately achieves better productivity.

The establishment of the Agency was followed by enactment of the Occupational Health and Safety Act in the year 2003 to repeal the Factories Ordinance. This Act broadened the scope of application to cover all workplaces. Occupational health and safety matters are cross cutting and therefore need holistic approach in their management. This has necessitated the need to have a harmonized occupational health and safety policy which will provide broad framework to guide occupational health and safety programmes and activities at workplaces.

1.1 Definition

In this policy, unless the context otherwise requires:

- 'Employer' means any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him;

- 'Hazard' means a source of or exposure to danger;
- 'Occupational Disease' means any disease arising out of or in the course of employment;
- 'Risk' means the probability that injury of or danger to person, property or environment will occur;
- 'Worker' means an employee or a self employed person of an person who work under the supervision employer apprentice and for such purpose an employer or self employed person is deemed to be at work during the time that he is in the course of work, and
- 'Workplace' means any premises or place where a person or self employed person performs work in the course of his employment.

1.2 The Current Situation in Tanzania

The enforcement of occupational health and safety standards is currently undertaken by OSHA. The enforcement is accomplished through the following activities, workplace registration, statutory inspections (electrical Inspection, pressure vessels inspection and lifting equipment inspection); risk assessment; training and information on occupational health and safety, scrutiny and approval of workplace drawings/plans. Other activities include; diagnosis of occupational diseases; occupational health surveillance, work environment monitoring, investigation of accidents; authorization of private OHS Providers.

In the years 2003 and 2004, in Tanzania Mainland, the number of accidents reported countrywide were 1,692 and 1,889 respectively. During the same period a total of 668.5 million Tanzania shillings were used to compensate occupational

accident victims, the money used in compensation could be used for accident prevention to reduce human loss and suffering. The actual statistics might depict higher figures as there is a possibility of underreporting at enterprises level. The underreporting is one of the problems this policy seeks to address.

Diseases and illnesses due to occupational hazards are other issue of concern among workers in many workplaces. New stress factors as a consequence of technological development and work organization add further burden to the health of workers. However, the magnitude of the above problems is not well quantified due to inadequate experts and technology in the field of occupational safety and health.

Weakness in the institutional framework for managing the services both at enterprise and national levels has hindered effective implementation of programmes. Presently there is no national body to coordinate occupational health and safety programmes by the different stakeholders. Moreover, lack of workers' participation at enterprise level is one of the shortcomings in the planning and implementation of OHS programmes at workplaces.

1.3 Challenges

The promotion of occupational health and safety at enterprise and national level faces a number of challenges. The challenges to be addressed by the National Policy include;

- i) Inadequate effective institutional framework to enhance commitment of the social partners;
- ii) Low awareness of occupational health and safety matters amongst workers, employers and general public at large;

- iii) Low compliance to OHS standards;
- iv) Poor work environment in the informal sector;
- v) Inadequate OHS training and skills development;
- vi) Lack of financial commitment by social partners to enhance occupational safety and health activities;
- vii) Fast technological development and globalization;
- viii) Inadequate OHS information; and
- ix) Inadequate programmes to address cross cutting and sectoral issues like gender, HIV and AIDS, migrant workers, disabled people and people living in abject poverty.

CHAPTER TWO

2.0 RATIONALE

Before and after independence in 1961, occupational health and safety standards in Tanzania were provided for by the Factories Ordinance CAP. 297 of 1950. Current, there are various laws, rules and regulations on occupational health and safety in Tanzania formulated and implemented under different Ministries, Departments and Agencies. These pieces of legislation do not adequately address needs of regional or international requirements.

Furthermore, with the introduction of privatization and free market, the need for occupational health and safety for labour protection in Tanzania becomes more paramount.

A National OHS Policy is therefore needed to provide guidance to all key players with responsibility to implement occupational health and safety matters.

2.1 Scope

The National Occupational Health and Safety policy will focus on various key issues in all sectors of our economy which include: participation of Government, Employers and Employees, setting OHS standards including enactment of laws, promotion of occupational health and safety at work; establishment of an OHS Advisory Council; and funding arrangements for OHS activities, other key issues are strengthening of workers' participation through their health and safety committees at workplaces; occupational health and safety awareness creation among workers and employers encouraging of OHS researches; collection and recording of

OHS data; promotion of OHS in SMEs and informal sectors; and addressing cross cutting issues of gender, vulnerable groups, and HIV and AIDS.

2.2 VISION, MISSION AND OBJECTIVES

2.2.1 Vision

Sustainable safe and healthy working conditions and environment at all workplaces for the entire diversity of the workforce contributing to broad based economic growth.

2.2.2 Mission

Prevention and control of hazards at workplaces and adaptation of work processes and environment to workers so as to increase their productivity.

2.3 OBJECTIVES

2.3.1 Main Objectives

The main objectives of OHS Policy are to reduce the number of work-related accidents and diseases in Tanzania. This required the adoption and implementation of a culture to prevent OHS hazards by Government, Employers and Employees. The effective prevention of work - related accidents and ill- health will have enormous social and economic benefits. These include improvements in productivity and competitiveness and the quality of life of the working population. The effective management of many safety hazards will contribute to improved levels of public health and safety. The effective control at

source in workplaces of hazardous substances will improve levels of public health and minimize environmental pollution.

2.3.2 Specific Objectives

The Policy will accomplish the following specific objectives;

- i) Appropriate Institutional arrangements for efficient and effective OHS services delivery developed.
- ii) A clear and comprehensive legal and regulatory framework in place.
- iii) Reliable system for collection, recording, notification and reporting and dissemination of OHS information in place.
- iv) Adequate funding arrangements to fund OHS activities established.
- v) Existing research capacity most effectively used and in addition capacity developed.
- vi) Occupational health and safety skills and resources in public and private sector improved.
- vii) Education and training on occupational health and safety at all levels enhanced.
- viii) Cross-cutting and cross sectoral issues mainstreamed.

CHAPTER THREE

3.0 POLICY ISSUES, OBJECTIVES AND STATEMENTS

The attainment of the policy objectives requires implementation of the mutual reinforcing policy statements and strategies. This part of the Policy deals with the policy issues, objectives and statements as follows;

3.1 Policy Issue: Framework to Enhance Commitment of Stakeholders

Due to multi-sectoral nature of occupational health and safety issues, full participation of all stakeholders is important and therefore there is need to have an institutional framework. Currently there is no adequate framework which commits stakeholders to take their full responsibilities in occupational health and safety activities at workplaces.

The present institutional set up makes OSHA an occupational health and safety service provider, regulator, and enforcer a situation which is leading to conflict of interest and warranting unnecessary inefficiencies.

OHS service are provided by both public and private providers at varying capacities some of which are below expected standards due to limited human, technical, and financial resources.

Policy objective

Develop an appropriate institutional arrangement for efficient and effective OHS service delivery.

Policy Statements

- i) The Government in collaboration with other stakeholders will put in place an Occupational Health and Safety Council with representative from the Government, Employers and Employees and,

The Government in collaboration with occupational safety and health service providers shall promote the maintenance of occupational health and safety standards.

3.2 Policy Issue: Occupational Health and Safety Legal Framework

There is no clear and comprehensive legal and regulatory framework for occupational health and safety.

The prevention and control of workplace risks is governed by the Occupational Health and Safety Act 5 of 2003. However, there are other regulations promulgated under difference laws which also administer OHS in specific sectors, furthermore military installations shall use general and specific procedure as spelled out in the national, regional and international treaties. International best practice shows that, there is a general trend towards a single national OHS statute covering all sectors of the economy. These statutes define the responsibilities of employer to provide a healthy and safe workplace, set out the rights and duties of workers, provide for worker participation and establish the enforcement powers of the inspectorate.

Furthermore, there is lack of specific Occupational Health and Safety national standards consistent with regional and international conventions and treaties for the purposes of enforcement and compliance.

Policy objective

Enact a clear, comprehensive and harmonized legal and regulatory framework consistent with this policy applying to all sectors of the economy.

Policy Statements

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| <ul style="list-style-type: none">i) The Government in collaboration with other stakeholders will make regular review of the OHS legislation and its enforcement.ii) The Government in collaboration with stakeholders will develop national OHS standards in harmony with regional and international standards.iii) The Government with other stakeholders shall ensure OHS compliance in all workplaces with special arrangements for military installations. |
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3.3 Policy issue: Information system

In 2002, ILO adopted a protocol to Occupational Health and Safety Convention 155 of 1981. The protocol required countries which ratify the convention to establish and periodically review requirements and procedures for the notification of occupational accidents, occupational diseases (including suspected cases) dangerous occurrences and commuting accidents. Countries ratifying the protocol are required to annually publish OHS statistics that are representative of the country as a whole.

Currently, there is no national system in place for recording, compiling and reporting of occupational accidents and diseases. This leads to absence of information to enable implementation

of necessary interventions for improving occupational health and safety situation.

Policy objective

Put in place a reliable national system for collection, recording, notification, reporting of work- related accidents and diseases and dissemination of Occupational Health and Safety information.

Policy Statement

The Government in collaboration with other stakeholders will put in place a reliable ICT based system for the collection, recording, notification and dissemination of occupational health and safety Information.
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3.4 Policy Issue: Research and Development

Research is important in finding new OHS information and providing solutions to health and safety problems; however, Tanzania has no comprehensive nationally synchronized occupational health and safety research strategy. There is also inadequate capacity to perform in- depth investigative work to service needs arising from day to day operations, such as accident investigations, as well as a capacity to perform long-range research to support standard – setting recommendations. This requires a dedicated research allocation in budgeting and long- term arrangements to secure research activity.

Policy objective

Develop effective research capacity for implementation of National Occupational Health and safety promotion programmes.

Policy Statement

- i) The Government in collaboration with stakeholders will develop a Comprehensive nationally synchronized occupational health and safety research programmes.
- ii) The Government in collaboration with stakeholders will provide research funding for short and long-term research activities.

The Government in collaboration with other stakeholders shall put in place a Reliable dissemination system of the occupational health and safety Research findings.

3.5 Policy Issue: Education and Training

The level of occupational health and safety awareness among workers, employers and community at large is very low. Furthermore, knowledge and skills among providers and staff at workplaces is grossly inadequate.

There is a shortage of OHS skills both in public and private sector. In addition, there has been little investment in the education and training of health representatives, which impacts negatively on OHS performance. OHS public and private institutions are understaffed and unable to attract or retain suitable skilled and experienced personnel. There are significant skills deficits in both public and private sector. If the nation wants to effectively reduce occupational accidents and diseases, there is a need to increase human resources and skills level, both in enforcement agencies as well as within all levels of the workforce.

Policy objective

Enhance awareness, education and training programmes on occupational health and safety at all levels.

Policy statements:

i) All stakeholders will conduct awareness creation campaigns to develop Safety Culture among workers and employers.

ii) The Government in collaboration with other stakeholders shall ensure education and training on issues related to OHS to employer's workers and community at large are conducted.

The Government shall develop a programme for developing OHS skills and competences in both public and private sectors.

3.6 Policy Issue: Arrangements to fund OHS activities

Social partners are responsible for creating a conducive working environment which will lead to prevention of injuries at workplaces. Programmes and activities for injury prevention require human and financial resources. Currently there is no adequate financial commitment for running injury prevention programmes. This will be possible if legal framework would include creation of a common fund to promote injury prevention. Legal framework will establish funding arrangements that will cater for the following: a) set OHS standards and codes of practices; b) collection, storage, analyses and disseminate OHS information on accidents and related human sufferings and losses; c) practices that would minimize injuries at workplace; d) enhance inspection; e) run mass occupational injuries prevention programmes through mass media, and; f) provide outreach services to the community at large. These injuries prevention programmes are focusing on creating an injury free working environment.

International best practice, considers the use of compensation levies to subsidise prevention activities, in some countries, the cost of the OHS inspectorate is paid from compensation funds. In many others, a significant portion of compensation funds is allocated to a range of the prevention activities including OHS inspectorate is funded in this manner, up to 5% of the Compensation Funds revenue is allocated for this purpose.

Policy objective

Establish appropriate and adequate funding arrangements to fund OHS activities.

Policy Statements

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| <p>i) The Government in collaboration with stakeholders shall establish an accident prevention fund.</p> <p>ii) The Government shall put in place a regulatory and institutional framework for operationalization of the accident prevention fund.</p> <p>The Government, employers and Workers shall ensure transparency, proper implementation, evaluation and reporting of prevention priorities, agreed activities and interventions.</p> |
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3.7 Policy Issue: SMEs and Informal Sector

Informal sector workers face all the occupational health and safety challenges that confront larger enterprises, but they do not value promotional activities to improve safety and health at work. They are not interested in learning more about it, not interested in spending their very scarce capital to improve working conditions and eliminate hazards. The same is true, although in a less extreme way, for SMEs. However, when SMEs understand the positive connection between working

conditions and productivity, and understand, moreover, that action to improve conditions need not be out of their reach either financially or technically, they are quick to respond. This is contributed to a certain extent by lack of awareness.

Policy Objective

Put in place programmes to raise OHS awareness and produce OHS technical guidance that will improve working conditions and increase workplace productivity at the same time in SMEs and informal sector.

Policy Statements

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| i) | The Government in collaboration with stakeholders shall initiate and implement awareness raising programmes to increase interest dealing with OHS problems in SMEs and informal sector. |
| ii) | The Government in collaboration with stakeholders shall produce technical guidance that is adapted to the situation, problems and needs of SMEs, and informal sector workers or particular groups of SMEs and informal sector workers. |

3.8 Policy Issue: Sectoral and Cross sectoral policies

3.8.1 Environmental pollution

Hazardous wastes and emissions from the production processes and work activities may pollute and degrade the environment and have adverse impact to the community living close to the boundaries of the workplaces. Most of known hazardous wastes and emissions have documented evidence to be harmful to workers and general public.

3.8.2 Gender impairment

Employers are not aware of adverse outcome to women and men workers at workplaces. Women and men are affected differently by occupational health and safety hazards. Hazards at work can cause reproductive impairment in woman and development impairment in the foetus or child; delay or prevention of pregnancy; termination of pregnancy decreased physical or mental health of the baby etc. In case of a man, hazards can stop or slow down the actual production of sperm and hence reproductive impairments.

3.8.3 HIV and AIDS

The severity of the impact of occupational injuries and diseases on society will be exacerbated by HIV and AIDS, AIDS related illnesses will increase the severity of the consequences of occupational accidents and disease, resulting in a greater loss of working time and personnel. The loss of human capital due to HIV infection will impact negatively on skills and training levels, thereby increasing the cost of OHS preventive measures.

3.8.4 People With Special Needs

Workers with special needs have been placed and maintained in an occupation environment which is not adapted to their physical and mental needs and capability. This group includes people with disabilities, elderly, youth, and migrant workers. For the better protection of people with special needs and minimize occupational hazards, workstations and environment should be designed to taking into consideration of their capabilities and limitations.

Policy objective

- Ensure measure for management of hazardous wastes and emissions from the production processes and work activities.
- Give appropriate consideration to gender dimensions as far as occupational health and safety matters are concerned.

- Enhance HIV and AIDS preventive and rehabilitative programmes at workplaces.
- Place and maintain workers with special needs in an occupational environment which is adapted to their physical and mental needs and capability.

Policy Statements

- i) The Government in collaboration with stakeholders shall establish a comprehensive programme to raise awareness and understanding of the essential linkages, between both environment and OHS policies to minimum hazardous wastes and emissions in work processes and production line.
- ii) The Government shall enhance awareness creation among employers, workers and the community at large on the different hazards at workplaces and their health effects to workers depending on their sex.
- iii) The Government in collaboration with stakeholders shall develop and support workplace programmes on HIV and AIDS prevention, care and support.
- iv) The Government shall provide guidelines and standards for designing workstations and maintaining work environment that will be adapted to physical and mental needs and capability of workers with special needs.

CHAPTER FOUR

4.0 LEGAL AND INSTITUTIONAL FRAMEWORK

4.1 Legal Framework

Occupational health and safety services in Tanzania are a multi – sectoral entity with many players, Government Ministries, Employers Workers, NGOs CBOs and private individuals. The earliest occupational health and safety legislation in Tanzania dates back to the Factories Ordinance CAP 297 promulgated in 1950 and became operational from January 1952. This legislation laid emphasis on the protection of workers health in factories which left most sectors uncovered by the then rudimentary occupational health and safety services as stipulated therein coupled by other inter-sectoral legislations that complemented the Factories Ordinance.

The management of occupational health and safety falls under the jurisdiction of the Ministry responsible for Labour matters through the Occupational Safety and Health Authority for protecting the labour force and working environment.

Due to, mainly, non-compliance of ILO basic Conventions and limited scope of the Factories Ordinance, together with its obsolete provisions and all encompassing new legislation i.e Occupational Health and Safety Act , 2003 has widened the scope of understanding, coverage and recognition of roles played by the responsibilities of other public and private institutions.

This, in turn, will ensure compliance licenses issued to all business enterprises prior to commencing operation according to requirements of laws and regulations as being complemented

by other legislative instruments of other line Ministries and their Agencies including:-

- i) The Public Health (Sewerage and Drainage) Act. CAP 336
- ii) The Mines Act; CAP 123
- iii) The Food (Control and Quality) Act; CAP 344
- iv) The Plant Protection Act; CAP 133
- v) The Protection from Radiation Act; CAP 188
- vi) Marine Parks and Reserves Act; CAP 146
- vii) The Road Traffic Act CAP 168
- viii) Local Government (Urban Authorities) Act; CAP 288
- ix) The Road Traffic Act; CAP 168
- x) The Environmental Management Act; CAP 191

4.2 Institutional framework

Proper functioning and management of occupational health and safety issues has to be supported by an efficient institutional arrangement.

The Ministry responsible for Labour matters will, define the role of each stakeholder in respect of occupational health and safety matters. Participation of the social partners in a tripartite advisory board will enhance the performance of regulatory mechanisms; necessitate the establishment of policy guidelines to facilitate better understanding; and continual compliance to the policy rules and regulations.

There will be a mechanism among stakeholders at National and Enterprise levels for purposes of co-ordination and communication of issues.

To ensure that occupational health and safety is meaningfully promoted, the Government is committed to;

- i) Further strengthening and/or establishing a well-organized, efficient, and effective institutional framework,
- ii) Ensuring the availability of adequate and competent professional and technical staff.
- iii) Allocating sufficient resources to effectively and efficiently carry out duties and responsibilities, which include administration, supervision, and monitoring, training, provision of enforcement services and lastly promotion of sectoral activities.
- iv) Ensuring that health and safety committees, are established at enterprise level for promoting occupational health and safety at enterprises level.

CHAPTER FIVE

5.0 MONITORING AND EVALUATION

Monitoring and Evaluation framework is essential for policy implementation assessment, which entails institutional set – up and arrangement and appropriate institutional environment. Necessity of institutional arrangements is specifying clear lines of responsibility for different stakeholders and institutions which would maximizes benefits arising from emerging opportunities, changing environment and reduce tendency to overlap and conflict on major areas.

The overall responsibility for monitoring and evaluation of the occupational health and safety policy will be Ministry responsible of Labour, working in close collaboration with Vice President's Office, Prime Minister's Office, Regional Administration and Local Government, Ministry of Natural Resources and Tourism, of Ministry of Health and Social Welfare Ministry of Public Safety and Security, Ministry, Ministry of Justice and Constitutional Affairs and Ministry of Finance which play key roles in the implementation process as well as monitoring and performance evolution . The other sector Ministries involved in Occupational health and safety are Ministry of Home Affairs, Ministry of Education will be enhanced. Effective monitoring will also depend on coordinated efforts and close cooperation between these public entities and private sectors in enduring smart partnership as well as development of the private sector and its interaction with Government Machinery.

A more focused, systematic and well- defined monitoring and evaluation system will be developed after strategic interventions for policy implementation have been formulated. This will

include a clear definition of the specific roles of the difference institutions in the course of monitoring and evaluating the strategic interventions. Monitoring will help to an effective management audit with view of analyzing, evaluating and appraising the performance of entities implementing specific interventions. An effective monitoring and evaluation system will be put in place to measure the performance of the occupational health and safety.

CHAPTER SIX

6.0 ROLES OF STAKEHOLDERS

In the implementation of this policy, Government, Employers, Workers, and other stakeholders will have the following roles to play:

6.1 Central Government

The Government shall create enabling environment for the implementation of occupation health and safety policy, put in place regulatory and legal framework and facilitate resource mobilization for provision of effective occupation health and safety services.

6.2 Employers

Employers will ensure health and safety at work, establishment of health and safety committees at workplaces conduct training and report accidents, diseases and other dangerous occurrences to relevant authorities.

6.3 Workers

Workers will form and participate in occupational health and safety committees at workplace, report any hazardous situation to respective authorities and comply with occupational health and safety requirements at work.

6.4 Local Government and Regional Administration

Local Government and Regional Administration will complement efforts of central Government and other stakeholders in the promotion of occupational health and safety.

6.5 Development partners

Development partners will collaborate and compliment Government efforts of promotion of occupational health and safety.

6.6 Private Sector

Private Sector will compliment the efforts of the Government in the promotion and provision of occupational health and safety services.

6.7 Civil Organizations

Community – based organizations, non- Governmental organizations, religious institutions, will collaborate and compliment Government efforts in sensitization and awareness creation on issue of occupational health and safety.

WAY FORWARD

Programmes and activities related to the implementation of this Policy will be monitored and evaluated on short and long term bases. The revision of this policy will be conducted every five (5) years or when need arises.