



IALIFORUM

The newsletter of the International Association of Labour Inspection (IALI)
Bulletin d'information de l'Association Internationale de l'Inspection du Travail (AIIT)

ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL • INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION

ASOCIACION INTERNACIONAL DE LA INSPECCION DE TRABAJO • INTERNATIONALE VEREINIGUNG FUR ARBEITSINSPEKTION

الجمعية العالمية للفحص الشغل • МЕЖДНАРОДНА АССОЦИАЦИЯ ИНСПЕКЦИИ ЛО ТРУДУ

08



International Labour Office



PRESIDENT'S LETTER



Michele Patterson – IALI President and Executive Director, SafeWork SA, South Australia

Dear IALI Colleagues around the world

I am very proud and honoured to have the privilege of joining you for a second 3-year term as President of our great organisation following our General Assembly in June, 2008.

In thanking all of you for your support, expert assistance and contributions to IALI work throughout the last 3 years, I want to assure you that the next 3 year period, from 2008 to 2011, promises to be equally as exciting and significant in terms of consolidating our ever-growing (and now clearly-defined) agenda for strengthening professional and ethical labour inspection around the world. In particular, it is vital that we examine ways to develop or maintain decent working conditions in these challenging times of a credit crunch and financial system failures.

I am delighted to welcome both new and re-elected members to the Executive Committee for the 2008 to 2011 triennium (see inside for details) and I take this opportunity to thank colleagues who have retired during the period. While there are too many to mention here, I particularly want to acknowledge the work of Adrian Ellis, Gerd Albracht and Nils-Petter Wedege. Adrian, a former President of IALI and Technical Advisor for the last 3 years, finally retired from active IALI duties during 2008 to concentrate on the pleasures of 'grandparenting'. Gerd, another former IALI President, completed his term as Coordinator of the Labour Inspection Cluster at ILO SafeWork in Geneva in October 2007. Nils-Petter, long-term IALI Vice President, also retired in 2008 from his role as Vice President of IALI and from his role in managing the Labour Inspection Authority in Norway.

Happily for IALI however, both Nils-Petter and Gerd join our esteemed Wolfgang von Richthofen as Technical Advisors to IALI during the current term and remain deeply involved in IALI activities. As many of you will have personally experienced, IALI is indeed lucky to have such high calibre expertise available to the organisation.

2008 in Reflection

2008 has been a significant and defining year for IALI. In moving into 2009, the Executive committee recently reflected on the extraordinary list of important events and achievements that we have all been privileged to be involved with over the year. Whether it has been organising, providing technical advice or participating and spreading the IALI message, the list is impressive.

Personally, I had the honour of hosting the first IALI conference in the Pacific Region in my home town of Adelaide, South Australia.

Here is a quick (but by no means complete) list of our 2008 activities:

March, Adelaide: First IALI Conference in the Pacific Region and Regional Cooperation Forums for the Pacific, SE Asia and Australia and NZ.

May, Tunisia: Centennial Celebration of Work Inspection in Tunisia and presentation of medal to the President of the Tunisian Republic on behalf of the Tunisian Labour Inspectorate.

May, New Zealand: IALI presents key note speech to New Zealand's major Safety Conference of the year.

June, Geneva: IALI 3-yearly Congress and General Assembly; commitment to a Plan of Action for our Future and approval of our Global Code of Integrity for Labour Inspection – currently being translated into English, French, Spanish, German, Polish.

June, Seoul, Korea: IALI represented in first World Health and Safety Summit as full participant and signatory of the Declaration; presents at World Health and Safety Congress.

September, Sofia, Bulgaria: First Regional Conference of the Labour Inspectorates of

South East Europe, Azerbaijan and Ukraine and signing of the Sofia Declaration, a regional cooperation agreement between these 12 countries; presentation of IALI plaques of recognition and IALI President's medal to Executive Director, Bulgarian Labour Inspectorate, Mr Galeb Donev.

November, Bahrain: 3rd Arabian Conference in OSH – 700 participants from nearly all Arabian countries; IALI attends and presents the IALI message.

November, Riga, Latvia: IALI Conference on the role of labour inspection in implementation of European and national strategies.

November Beijing, China: 4th China International Forum on Work Safety – IALI co-sponsored and presented key note.

In addition, I know that of course there were many other events and appearances on behalf of IALI which you have all participated in within your own regions, as well as those invitations which we unfortunately did not have the capacity to respond to at the time.

And now, we are in preparation for the major events of 2009. Our two major events will be the IALI conference in Lisbon, Portugal in April, in partnership with the Authority for Working Conditions, ACT, Portugal and the ILO; and then the ILO Conference in partnership with IALI in Dusseldorf, Germany in November.

We have also welcomed a good number of new members to IALI over the year (see inside) and have seen many sustainable outcomes from our activities. Reflecting on the many significant IALI-related events held, the progress made with regional cooperation and new members, the development and approval of a comprehensive Plan of Action for our Future and our special achievement, the finalisation of our Global Code of Integrity for Labour Inspection, makes 2008 a year to remember for IALI.

continuation – PRESIDENT'S LETTER

The Global Code of Integrity for Labour Inspection

The endorsement of a Code of Integrity by members at the General Assembly was one of the International Association of Labour Inspection's (IALI) goals in 2008. This Global Code of Integrity was formally endorsed as an appropriate set of principles to underpin, encourage and promote the professionalism of Labour Inspection worldwide. It is now intended that IALI members work towards achieving implementation of these principles in their own country.

The Code is intended to provide a framework designed to stimulate each country to discuss and adopt its own code reflecting these common principles and suited to local conditions.

The Code aims to promote professionalism through integrity, commitment, responsiveness and good governance. Implementing the Code will require Labour Inspectorates to engage with their communities and governments and in particular, with workplace stakeholders such as representatives of employers and workers. Their involvement is vital to successfully implement the values expressed in the Code.

The Code applies to all who work in the Labour Inspectorate – not just the Inspector. At organisational level the Code is intended to commit the Labour Inspectorate itself to facilitate a work environment and conditions that will allow and encourage the staff to work to these principles. Overall, the Code serves as a foundation for establishing a credible and professional Labour Inspection system.

Raising awareness of the high standards of personal behaviour expected of Inspectors worldwide will also provide assurance for employers and the workforce about the Inspectors' role.

We have tested the feasibility of the proposal across many nations and have concluded that it will assist all countries, regardless of the maturity of their labour administration, both in establishing the importance of an effective and professional Labour Inspection system and in providing the principles for its operation. Further, there is a clearly demonstrated commonality of thought about the content of the document and an enthusiasm among IALI members for implementation of the results. At the IALI Conference held in Adelaide in March 2008, representa-

tives from international employer and union groups also endorsed the Code and commended IALI's initiative in developing the document.

Labour Inspectorates are in a position to influence the development of safe, healthy, fair and productive workplaces. IALI recognises that ethical practices and high professional standards are central to the ability of any Labour Inspectorate to provide the best possible services to the social partners and the wider community.

By implementing this Code, countries will be committing their Labour Inspectorates to the dynamic development of principles which reflect integrity and professional and ethical behaviour. The Code will become a platform for leadership at the highest level and determine employee conduct throughout the organisation. I ask your cooperation in implementing the Code locally in your region and look forward to hearing of your experiences in this regard.

IALI Plan of Action for the Future: 2008-11 and Beyond

In this issue of the Forum for 2008, you will see in full, IALI's Plan of Action for the Future which was endorsed at the Congress and General Assembly in June, 2008. This important document sets out IALI's key roles and our goals, objectives and outcomes for 2008 and beyond.

It is intended that this Plan will grow and expand and I encourage you to submit to the IALI Executive your suggestions as well of reports of your activities that have contributed to the achievement of the Plan's objectives throughout the next 3 years.

With your cooperation, IALI can continue to make a difference and contribute to the achievement of a safe, fair, globalised world.

Also in this issue you will find the enormous range and depth of IALI activities continue. As always, a very big thank you to all who have contributed – it is always exciting to see the excellent events and initiatives from across the globe and I hope you all enjoy reading the result.

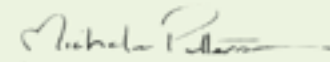
Don't forget that if you are interested in hosting an IALI conference in your country, since IALI will be planning its next 3-yearly schedule of major events early in 2009, please provide your expressions of interest to us soon – start thinking about proposals

for 2009-2011, so we can ensure continuity of a vibrant calendar of events as well as expanding our IALI conference locations.

Welcome to new members

A very warm welcome to our new members for 2008 and I look forward to meeting many of you at IALI and associated events over the next few years. I wish to thank all of you who have contributed to the successes and challenges of IALI and wish you all a rewarding and successful 2009 in working towards our joint aim of effective labour inspection around the world. Happy reading!

Warm regards



Michele Patterson

AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE



Proposed by Michele Patterson, IALI President, June 2008

Introduction

During 2005-2008 we have seen IALI move forward into a new era where the demand for assistance in improving and modernising labour inspection has increased globally. Every day we have seen new requests for help – including requests for technical advice, funding, provision of expertise to projects such as Decent Work Country Programmes, attendance at conferences and forums around the globe and proposals for IALI participation in partnerships and local programmes and events.

Our experience over this period has indicated that IALI will need to improve its planning and organisation to meet these challenging new demands in the future.

Today I propose to present to you a plan of action for IALI's future: a plan for IALI to participate effectively in achieving strengthened and professional labour inspection worldwide.

Background

Providing the foundation for strong, professional and effective labour inspection – summary of 2005-2008 programme

Themes

During 2005-2008 IALI focussed on developing and promoting 3 main themes of action to build a foundation for our future. These themes were:

1. **Alliances** – partnerships between governments, employers, unions and others, and strengthening labour inspection through regional cooperation;
2. **Ethics and professionalism** – the need for a global code of ethics/integrity and developing the foundation for professional labour inspection; and
3. **Influence** – demonstrating the value of effective labour inspection and measuring effectiveness.

Activities and key achievements

To address the above themes during the 2005-2008 period, IALI:

- organised Conferences across the globe in partnership with host countries – including the second IALI conference in Asia, the first in North America and the first in the Pacific region;
- developed a draft Global Code of Integrity for endorsement at the 2008 General Assembly;
- participated in partnerships (eg with the ILO, special programmes such as forced labour, regional organisations of labour inspection, Decent Work Country Programmes and so on);
- provided expertise to a range of programmes, forums, conferences and initiatives;
- produced the IALI Forum each year and developed the interactive website; and

- began exploring the potential for development of a global means of benchmarking for improvement in labour inspection performance (ie the scoreboard approach).

Outcomes

The major activities for 2005-2008 have led to a number of significant outcomes including:

- the global Code of Integrity;
- new regional activities and programmes across Asia, the Caribbean and the Pacific;
- increased membership of IALI; and
- strengthened partnerships with a range of organisations including international employers and unions.

Responding to the environment – IALI comes of age

Meeting the challenges of the environment:

IALI was formed in the 1970's when the need was identified to organise and professionalise labour inspection so that it could deliver results in the public interest – in partnership with the direct workplace stakeholders.

The 1980's and 1990's owe IALI's development and evolution to the developed countries of Europe, in particular, the resources for progress provided by Germany, the United Kingdom and Scandinavia. These countries were recognised

continuation – AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

over the period for international best practice and provided the resources and inspiration for other parts of the world to develop good practices.

In the 21st century, the phenomenal rate of economic and social development around the world presents employers, workers and labour inspectors with new challenges. And quite suddenly, effective labour inspection is in great demand everywhere. All parties in the world's workforce are seeking assistance to meet safe and decent standards of work. Economic imperatives are driving the pursuit of a better standard of work practice and the profession of labour inspection – particularly health and safety inspection – is well positioned to influence the development of safe, fair and decent work world-wide.

Our international challenge is to improve occupational health and safety and fair working conditions to deliver reductions in deaths, injuries, diseases, disputes and costs to business – as well as to promote human dignity, more productive workers and the right environment for business to thrive.

In response to this challenge, it is proposed that IALI commences a new phase of operation designed to build on the achievements to date and to grow the organisation into the future.

The first step in developing a new maturity of operation is to consider and discuss an action plan for the future. This plan for 2008-2011 will aim to clarify IALI's aims, actions and

outcomes over this period. It is intended that if this first step can be agreed and achieved, comprehensive strategic and long-term plans will then be able to be developed to guide IALI beyond 2011 and well into the 21st century.

An action plan for the future – a proposal for the future directions of your association

Summary

This plan proposes that IALI defines **6 areas for action** reflecting its key roles as an international association.

Each role or **Action Area** has a strategic **Objective** and a more detailed **Description** of the role and purpose of that area of work. A programme of work for each objective is then outlined consisting of proposed **Outcomes, Areas of Engagement for IALI members** and a list of **Specific Tasks for 2008-2011**.

The 6 proposed Roles or Action Areas for IALI are:

1. **IALI – the professional association** – *Objective: To provide the professional foundation for building strong, modernised and effective labour inspection worldwide.*
2. **IALI as influencer –** *Objective: To promote the profession and interests of labour inspection through development of spheres of influence.*

3. **IALI as partner –**

Objective: To build IALI's participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote decent work around the world.

4. **IALI as catalyst –** *Objective:*

To act as a catalyst for the development of regional cooperation in labour inspection.

5. **IALI as facilitator and communicator –** *Objective:*

To provide information for members and to facilitate member initiatives to improve their labour inspection service.

6. **IALI as source of technical expertise –** *Objective:*

To provide a resource for accessing technical expertise in labour inspection.

The detailed plan follows.

Note that the plan does not include a specific proposal for evaluation, however the defined tasks and outcomes will provide a guide to establish whether the objectives have been met.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 1 – IALI the professional association

Objective

To provide the professional foundation for building strong, modernised and effective labour inspection worldwide

Description

IALI is the worldwide association for the profession of labour inspection. The key responsibility for any professional association is to provide the tools and services that members need to operate professionally. Examples of tools that could assist members to deliver high quality and professional labour inspection systems include:

- a global code of ethics/integrity;
- a framework for common principles of operation;
- a framework for training and professional development;
- manuals and guides for specific areas of inspection work;
- common auditing tools for prevention; and
- a framework for measuring performance and comparative benchmarking.

Globally, the demand for strong and effective labour inspection is increasing in response to the pace of change in the marketplace and the impact of these changes on the global workforce. Labour inspection plays a vital role in ensuring sound social and economic conditions and good governance. Inspectors are only effective in influencing conditions when they act in a professional, fair, transparent and ethical manner, according to sound principles of operation. Their credibility must be earned in each local environment.

IALI, the professional association, must respond by providing support for members to deal with these challenges effectively. The strength of IALI depends on increasing its membership base and delivering ongoing support to members. In this way, IALI can ensure it is truly representative of the profession on a global level, as well as enhancing its capacity to deliver services to members.

Proposed strategic action plan for 2008-2011 and beyond

Key outcomes – 2008-2011 (*and beyond*)

1. The Global Code of Integrity is agreed and promoted to members.
2. Membership policies and strategies (covering funding, payment and ongoing involvement) are developed and agreed.
3. IALI membership is expanded according to an organised strategy – ie defined regions, objectives, member criteria, benefits.
4. IALI representation is global as defined by ILO (or other) regions.
5. Principles of operation for labour inspection are defined.
6. A framework for training resources is compiled (ie resources could be developed by IALI, developed in partnership with others or accessed through membership eg CIS), to allow IALI to provide service to members and identify any gaps for future action.
7. A framework for preventative auditing tools is progressed.
8. Statutes are revised to reflect IALI's future.
9. Work on comparative performance benchmarking is commenced in partnership with the ILO.

Areas of engagement for IALI members

IALI membership – enhance all relationship opportunities, membership policies, follow-up, engagement and commitment of the member for the long term; all members involved in developing IALI's professional foundation, tools and strategies.

Specific tasks 2008-2011

1. Finalise a Code of Integrity to underpin the professionalism of labour inspectors work.
2. Continue to engage international employers and employees in seeking to define roles and professional behaviour.
3. Develop a comprehensive membership strategy to take IALI into the future.
4. Commence work on common principles of operation and other frameworks listed above.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 2 – IALI as influencer

Objective

To promote the profession and interests of labour inspection through development of spheres of influence.

Description

To promote the profession, IALI must develop spheres of influence through which it can ensure that the topic of labour inspection and the interests of labour inspectors appear on all relevant agendas of organisations engaged in related areas of work. For example:

- organisations that work in the global marketplace, e.g. ILO, UN, WHO, WTO, ISSA;
- regional labour inspection groups (eg ASEAN-OSHNET, ARLAC);
- international employer and worker representative groups;
- lobby groups for decent work (eg Fair Trade, Corporate Social Responsibility groups, sustainable and socially responsible investment groups);
- organisations that resource socially responsible investment (eg World Bank, IFC).

To effectively influence other organisations about the importance and role of labour inspection, IALI must provide clear and convincing arguments. To do this it must have underpinning documentation (eg a brochure) that explains the history, philosophy and role of the organisation so that members can consistently represent IALI's aims and objectives and the reasoning behind them.

Current news and descriptions of member activities are also important as a means of influencing others. For example, in addition to informing members, the annual IALI Forum provides information to, and assists in identifying common areas of interest with those we seek to influence.

Key outcomes – 2008-2011 (*and beyond*)

1. A brochure that explains IALI's philosophy and the role of labour inspection in achieving international decent work outcomes is produced.
2. The annual IALI Forum is produced and distributed for 2008, 2009 and 2010.
3. All relevant groups and organisations that IALI should seek to influence are identified.
4. Arrangements to develop contacts in each group and seek to contribute to their organisational agendas, are commenced.
5. Ongoing work with existing contacts and networks is actively pursued.

Areas of engagement for IALI members

IALI membership – enhance all opportunities to influence through promotion, lobbying, information contributions to other organisations, participation in local conferences and forums and production of a brochure explaining background and philosophy of labour inspection.

Specific tasks 2008-2011

1. Finalise an IALI brochure to explain the philosophical basis of IALI and the role of labour inspection.
2. Identify and create a directory of groups and contact persons for each sphere of influence.
3. Engage IALI members in compiling an (ongoing) list of opportunities for engaging with the groups in each sphere of influence (eg annual general meetings, conferences, forums, informal meetings etc).
4. Create a means of recording IALI contact and involvement with other organisations (eg on IALI's interactive web site).
5. Continue to engage international employers and employees in developing spheres of influence around the world.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 3 – IALI as partner

Objective

To build IALI's participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote decent work around the world.

Description

IALI alone cannot achieve safe, healthy and decent work. In addition to developing spheres of influence, IALI needs to work in partnership with other organisations and in specific projects to achieve common aims. Partnerships can be both formal and informal.

IALI currently has an ongoing partnership with the ILO and some regional groups of inspectors (eg ARLAC) which it will seek to strengthen and build further. IALI is also a formal partner in the ILO's special project on Forced Labour and Human Trafficking.

Many other opportunities for partnerships and alliances can be identified and pursued. For example, partnerships in decent work country programmes, ethical investment and global supply chain regulation, are all objectives that have been discussed at recent IALI regional conferences. Other examples include the development of alliances between regional inspectorates (eg Memorandums of Understanding for compliance work and exchange of information), and with employer and employee organisations.

Through formal and informal partnerships and alliances, IALI can seek to increase its influence and participation in decent work initiatives throughout the world.

Key outcomes – 2008-2011 (*and beyond*)

1. A strengthened partnership with the ILO is developed and built around key strategic objectives in areas of mutual interest.
2. IALI's partnership with the ILO's special project on forced labour and human trafficking is continued.
3. All regional groups coordinating labour inspection activities (eg SLIC, ASEAN-OSHNET, ARLAC, CRADAC, MAGREB, ARAB states etc) are mapped and opportunities for partnership with IALI are pursued.
4. Opportunities for partnerships to promote decent work with other organisations and projects are identified and work is commenced to develop these potential relationships.

Areas of engagement for IALI members

IALI membership – participate in enhancing all opportunities for regional cooperation and alliances and in identifying organisations and projects with common interests for further relationship-building.

Specific tasks 2008-2011

1. Undertake discussions with the ILO on the strategic objectives of the partnership with IALI.
2. Work with the ILO's Special Project on Forced Labour and Human Trafficking to identify where and how IALI can contribute to the next phase of the project.
3. Engage members in mapping all regional organisations that coordinate labour inspection activities and explore potential for partnerships.
4. Hold discussions with international employers, unions and other organisations to identify partnership opportunities.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI’S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 4 – IALI as catalyst

Objective

To act as a catalyst for the development of regional cooperation in labour inspection.

Description

A catalyst makes things happen. IALI, through its Executive and membership, can provide the impetus for regional cooperation in labour inspection through organising conferences with host countries (eg 2004-2008 in Macao, Beijing, Ontario and Adelaide); by starting and supporting regional technical programmes (eg Pacific regional technical cooperation programme), and by assisting members to organise regional cooperative initiatives.

IALI is proposing to further develop its current arrangements for promoting regional alliances by assigning regional representative roles to each member of the IALI Executive. It is intended that EC members would work with interested countries to provide the catalyst for regional cooperation to be encouraged to develop. Regional representatives will work to a set of strategic objectives in each region.

Helping members to propose and organise conferences, alliances and inspector exchange programmes are examples of how IALI can provide the catalyst for action. IALI needs to identify where it can add value to existing initiatives as well as promoting new ones.

Key outcomes – 2008-2011 (*and beyond*)

1. EC members are assigned regional areas to provide a catalyst for the development of regional cooperative initiatives.
2. A strategic plan for regional cooperation, to be promoted by IALI’s regional representatives, is developed.
3. One major IALI conference is held in 2009, 2010 and 2011 in partnership with a host member country (priority given to those countries proposing to develop regional alliances and cooperative programmes as part of the conference objectives).
4. Regional conferences and forums organised by local inspectorates are encouraged and supported by IALI.

Areas of engagement for IALI members

IALI membership – encouraged to propose and host conferences and forums for the promotion of regional cooperation, and to engage in regional initiatives.

Specific tasks 2008-2011

1. EC plans strategic approach to regional coordination and representation activities and assigns roles to EC members.
2. 3 major conferences held 2009-2011 in addition to the 3-yearly IALI Congress and General Assembly.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI’S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 5 – IALI as communicator and facilitator

Objective

To provide information for members and to facilitate member initiatives to improve their labour inspection service.

Description

A key function of IALI has always been the provision of information to members. With the development of IALI’s web site it is now possible to organise and increase IALI’s role as an information source. A particular aim would be to further develop the interactive web site (eg regional work groups, register of MOU’s, cooperative compliance agreements etc).

IALI members are constantly developing initiatives to improve their performance. IALI can add value to this work by helping to facilitate member initiatives and projects. For example, developing a compendium of regional initiatives and regional labour inspection coordination groups; developing a compendium of best practice; producing guides for operation; providing training resources and so on are all potential areas for development arising out of recent IALI conferences.

Key outcomes – 2008-2011 (*and beyond*)

1. A framework for providing information resources to IALI members is developed (through a member survey).
2. Work is commenced on gathering resources and establishing databases of information for members to access.
3. Links to other resources (such as CIS and the European OSH Agency) are provided on the web site.

Areas of engagement for IALI members

IALI membership – contributions to IALI web site and databases; participation in identifying information needs and gaps; access to web services and resources.

Specific tasks 2008-2011

1. Further develop the interactive web site.
2. Establish databases to provide information resources to members.
3. Examine feasibility of developing a series of compendiums to assist in facilitating regional and individual member initiatives and projects.

continuation – AN ACTION PLAN FOR THE FUTURE – IALI'S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE

Action AREA 6 – IALI as source of technical expertise

Objective

To provide a resource for accessing technical expertise in labour inspection.

Description

For many years, IALI has provided technical expertise to members. Most commonly, an individual with the relevant expertise required to meet a specific need is identified and sponsored to provide expertise to a conference, symposium, training course or other forum. On other occasions, IALI has suggested individuals who could be approached for involvement in consultancies with a country, to participate in development projects or decent work country programmes.

This work has traditionally occurred on an ad hoc basis where members suggest suitable names to carry out the work. It is now proposed that IALI develops a database of 'experts' who can assist in technical advice to labour inspectorates in specific subject areas. By listing certain criteria, those in need of expertise could access potential programme partners who could provide the expertise needed for a particular project.

IALI does not currently have the capacity to introduce a system that could take responsibility for assessing the qualifications of individuals or review of their performance. It is therefore not proposed that IALI would accredit individuals or analyse the skills of individual contributors to this programme other than to identify broad skill sets and categories of expertise. Rather, the database would serve as a means of providing initial contact data to match potential providers of services to programme partners. All responsibilities arising from accessing expertise from the database would rest with the programme organisers and liabilities arising from any services provided would be the responsibility of the individual. IALI would reserve the right to list or delete individuals from the database according to criteria to be established.

Even with these limitations, it is considered that such a database would assist in providing an avenue for IALI members to access (or provide) technical expertise to meet ever-increasing demands around the world.

IALI will continue to provide sponsored expertise wherever it can, to member country forums and training programmes assessed as fitting IALI objectives.

Key outcomes – 2008-2011 (and beyond)

1. Criteria is developed to facilitate assessment of requests for technical expertise, based on the principles of IALI's strategic objectives and priorities, demonstrated need, fairness in allocation of resources etc.
2. All requests for specific IALI-sponsored provision of technical expertise to assist member country forums and training programmes, are assessed by the Executive Committee according to the developed criteria.
3. A database of individuals who can provide technical expertise in labour inspection is developed and accessible on IALI's web site.

Areas of engagement for IALI members

IALI membership – can provide and access details of individuals with technical expertise in labour inspection.

Specific tasks 2008-2011

1. Develop criteria to assess requests for provision of technical expertise at member country forums or training courses, in a consistent and fair manner.
2. Respond to such requests for assistance in a timely manner.
3. Provide the infrastructure on IALI's web site for a public database of individuals who can provide technical expertise on matters relevant to labour inspection.

Conclusion

What now with the Action Plan?

The Action Plan for the Future is proposed for the consideration of the General Assembly on Wednesday.

The new Executive Committee would then consider the plan taking into account the comments provided by members at the General Assembly.

The plan would be provided on IALI's web site for the information of all members.

Our international opportunity

By agreeing on IALI's key roles and planning for the future, IALI will be well placed to deliver improved services to members. As an Association with a plan, we will have the opportunity to be involved in key initiatives to promote decent work worldwide.

"An efficient and adequately resourced labour inspection system makes a significant contribution to economic development, social cohesion and good governance"

(ILO Governing Body Committee on Employment and Social Policy, November 2006)

FORCED LABOUR AND HUMAN TRAFFICKING



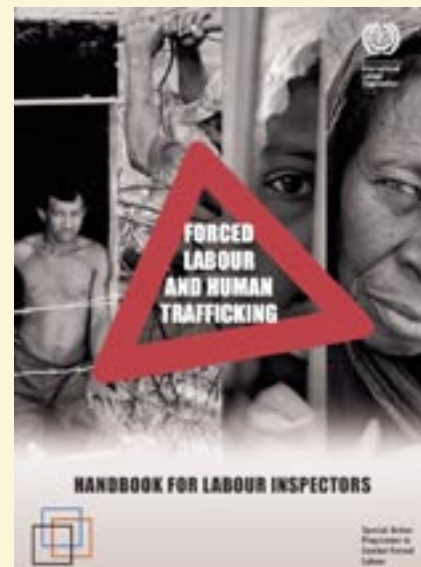
Roger Plant
Head, Special Action Programme to
Combat Forced Labour
ILO, Geneva

The ILO is committed to supporting IALI efforts, as embodied in its latest Action Plan, to engage labour inspectors more closely in action against forced labour and human trafficking. Thus it has published a new handbook for labour inspectors on the subject, which was first launched at the IALI Conference in June 2008 and is now available at www.ilo.org/sapfl/Informationresources/ILOPublications/lang--en/docName--WCMS_097835/index.htm.

The handbook is part of broader ILO initiatives with a range of partners including labour inspectors and labour administration systems worldwide, building a global alliance to eradicate all forms of forced labour by 2015.

Action by labour inspectors is a vital part of the criminal justice response to forced labour, for example in joint inspection teams. In Brazil, mobile inspection units comprising labour inspectors, prosecutors and federal police officers released over 2,000 persons from forced labour during the first six months of 2008 alone. Also this year, the Peruvian Ministry of Labour created a special labour inspection group to address forced labour cases. In Thailand, the Government has recently adopted guidelines to improve identification of labour trafficking cases, targeted at agencies including the labour inspectorate. In the Middle East, new labour inspectors in countries including Jordan and Oman have received specialised training on forced labour with ILO support.

While momentum is being developed, the challenges ahead are still formidable. Forced labour remains a significant problem in both developing and industrialised countries, usually hidden and undetected in the private economy. Labour inspectors require a clear mandate to address these problems, together with training on means to detect it. The ILO's Special Action Programme is now commencing new projects, for example one funded by the European Union in several



European countries which strengthens the capacity of inspectors to monitor the abusive recruitment practices that can lead to forced labour situations.

We look forward to further strengthening our cooperation with IALI, ensuring that labour inspectors are henceforth in the frontline of the global campaign to eradicate forced labour.

THE 3 LEVELS INTEGRATED APPROACH TO HEALTH AND SAFETY AT WORK A PROPOSED METHOD FOR LABOUR INSPECTIONS

The world of labour is a mass of factors and circumstances that may present all kinds of risks to workers, either by menacing their physical well being or by threatening their personal and social life balance. Occupational hazards represent a serious menace to productivity and competitiveness, together with all the negative effects that may occur to individuals. So, as state authorities, Labour Inspections have to consider health and safety at work as a major field of action, in a proactive, integrated and interconnected way. We need to think

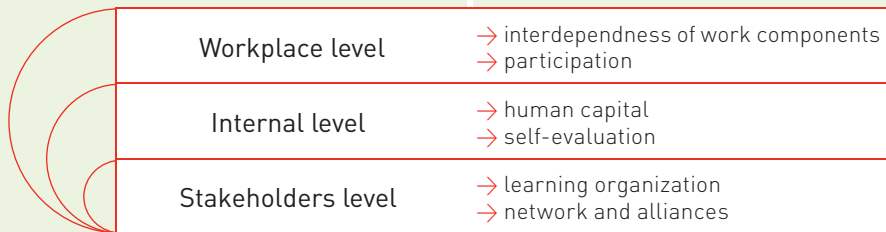
of new approaches and increase the degree of vigilance towards assessing the potentially harmful effects of economic agents, taking efficiency and effectiveness into account.

Labour Inspectorates have, for some time now, developed an interesting discussion on what their mission should be: whether they should focus mainly on occupational health and safety or also on other working conditions such as employment, working schedules, non discrimination, wages and other subjects of a more social character.



Paulo Morgado De Carvalho
IALI Vice-President, General Labour Inspector
Autoridade para as Condições
do Trabalho Portugal

continuation – THE 3 LEVELS INTEGRATED APPROACH TO HEALTH AND SAFETY AT WORK – A PROPOSED METHOD FOR LABOUR INSPECTIONS



entirely ILO Conventions 81 and 129 counselling competencies.

3. Stakeholders level

The twenty-first century, as never before, is a time for change. Globalization has brought a new pace for exchanging ideas, experiences and values. An organisation unable to face changes will surely be condemned and perish. But to adapt to change, or to predict it, is not an easy task for any organisation acting by itself. Alliances and networks are the key to facing challenges that already exist and problems yet to come.

A learning organisation must be outwardly-focused. All inputs are valid to build knowledge. Relevant stakeholders have to be identified beyond the traditional social partners with whom Labour Inspectors have been working for decades. If trade unions and employers' associations play an undeniable role helping to identify social regulation and control needs, other actors must be called to give their contribution and make their voice heard, especially locally based organizations like NGO's.

Other public authorities should join the efforts of Labour Inspectorates to promote decent work. Public health and social security authorities, machinery surveillance bodies, environment inspectors, should all join efforts to work towards better living conditions for individuals and societies.

However, alliances, networks and new forms of cooperation cannot be kept inside borders. The elimination of barriers for exportation occurring in several regional economies, delocalisations, human trafficking and illegal migration demand new arrangements between enforcement authorities. Protocols and bilateral agreements are spreading worldwide. But this is not enough. Information exchanges, good practices, benchmarking and shared solutions are the next big challenge for Labour Inspectors.

IALI is, considering its nature and representativeness, an ideal space to create the seeds for future regional and worldwide alliances that, by facing globalisation challenges, will appear as a promising horizon.

This is, indeed, something strictly related to national administrative cultures and traditions and should by no means distract national administrations from the importance of having an integrated approach to health and safety problems.

Such an integrated approach is the only feasible answer to deal with new challenges arising for Labour Inspectors, including new risks, intensive migratory movements, new trends of labour intensification and every effect caused by globalisation. Labour is becoming more complex and labour inspectors must anticipate new challenges in a proactive and participative way.

To assure success in reducing occupational accidents and professional illnesses, considering a wider concept of well being in workplaces and, thus, promoting decent work, the Portuguese Authority for Working Conditions (ACT) proposes an integrated "reading" of working conditions, which is set upon 3 levels:

- Workplace level;
- Internal level;
- Stakeholder's level.

1. Workplace level

At workplace level, labour inspectors should be aware of the combined effect of all the material labour components. Safety of premises and equipment, dangerous substances and hazardous products must be considered not only in themselves, but also in the way they are connected with several constraints related to the company social framework. These constraints result from Human Resources policies which determine established employment relations, working schedules, wages, management practices and all the environmental factors that surround workers as individuals at their workplaces.

Labour Inspectors must evaluate accurately the interdependence of the material, psychological and environmental characteristics of a certain workplace in order to achieve the key objective of promoting decent work.

Participation is also to be pursued at this level by calling employers, workers and workers' representatives together to have dialogue.

The integrated approach at workplace level demands an overall view and a joint action, with labour inspectors acting as key promoters.

2. Internal level

Experience reveals that Labour Inspectorates should have solid human capital support, bringing together different expertise held by labour inspectors or other specialists. Human knowledge must be promoted by training, exchanging of experiences and continuous participation, preferably through horizontal structures with less hierarchies – this must also be considered for decision making processes. The internal integrated approach demands that Labour Inspectors have the capacity to recognize all the problems that may arise from their information and enforcement role. This should be based on an in-depth analysis of strengths and weaknesses, opportunities and threats. From a thorough knowledge of the Labour Inspector's intervention universe and a solid self-evaluation of objectives, such an analysis can predict possible scenarios, and results (in terms of outputs and outcomes), as well as more effective ways through which Labour Inspectors may fulfil their mission.

Integrated approaches also demand equilibrium of information and control. Labour Inspectors cannot accomplish their role only by relying on control and enforcement measures; they have to think wider, assuming

MANUAL HANDLING OF LOADS IN 2008 IN THE CONSTRUCTION SECTOR AND RETAIL TRADE (SLIC PROJECT) – CZECH REPUBLIC



Jiří Kysela
Guarantee for the area of manual handling
and warehousing
State Labour Inspection Office – Opava
Czech Republic

The Senior Labour Inspectors' Committee (hereinafter referred to as "SLIC") has, with regard to considering the adverse effects of manual handling in conjunction with Directive 90/269/EEC on the minimum health and safety requirements for the manual handling of loads where there is a particular risk of back injury to workers, and in the interest of ensuring the effective and unified enforcement of Community legislation in this field of health and safety at work, launched a campaign highlighting the manual handling of loads.

The final objectives of the project are:

- to better fulfil the EU Directive 90/269/EEC on "Manual handling of loads" – Procedures for reducing muscular and skeletal disorders – in the European Union;
- to improve the methods of control and communication of national labour inspectorates by learning existing practices, and
- to achieve higher conformity in the enforcement of the legal requirements for the manual handling of loads throughout the EU, that is to carry out the EU Directive on the manual handling of loads in a clear and unified manner across all Member States.

The campaign carried out in 2008 included the following activities and products:

1. A communication campaign using the internet and mass media;
2. Training of labour inspectors at a national level, based on joint European support methodology and training materials;
3. Guidelines for the construction sector and retail trade, that is sales to consumers – e.g. supermarkets and small shops;
4. An inspection campaign carried out on the basis of joint instructions and according to the strategy for risk prevention with regard to harm to individuals during the manual handling of loads.

Duties of an employer – rules for the manual handling of loads:

- An employer is to put in place the relevant organisational measures, or should use the necessary resources in the form of specialist mechanical equipment to avoid the need for the manual handling of loads by workers.
- Where the manual handling of loads by workers can not be avoided, an employer should put in place the relevant organisational measures, use relevant means or provide workers with such resources, which would reduce the risks associated with the manual handling of such loads.

Main risk factors in the retail trade, especially in distribution centres, supermarket stores and delivery companies:

A complicated structure of activities, e.g. unloading of pallets, diverse size of packages, reloading of goods and the filling of shelves above shoulder height, work at cash desks, transport of white goods up and down stairs, fast pace of work, work of women – permitted weight limits during the manual handling of loads are too high.

Main risk factors in the construction sector – groups of people exposed to the risks of:

- loading/unloading of construction materials – e.g. loads of awkward shape;
- lifting and lowering loads to different levels;
- construction works, this means variable loads of unknown weight – e.g. demolition works;
- paving and laying kerbs – e.g. manual handling on rough ground;

The aim of the campaign is to not only create awareness among workers and employers of the risks linked to the manual handling of loads, but primarily to promote a permanent change in their working habits – with regards to work preparation, its organisation and the carrying out thereof.

In the light of these facts, the State Labour Inspection Office of the Czech Republic based in Opava has determined that its main task will be the "Observance of the rules during the manual handling of loads", which is part of the "SLIC Campaign", during inspections in October and November 2008. The aim is to put the necessary pressure on the observance of the safety rules, especially in the construction sector which has been showing a high percentage accident rate for a long time, and to create the conditions for a gradual reduction in the occupational accident rate. The new EU strategy, for the period up to 2012, aims to achieve a total reduction in the number of occupational accidents and occupational diseases by 25 %.

WORK SAFETY IN LPG SECTOR – POLAND



Andrzej Adamczyk
Chief Specialist, Occupational
Hazards Department
Chief Labour Inspectorate –
Warsaw Poland

Throughout recent years, the branch of liquefied petroleum gas has grown dynamically. Since 1991 sale of the gas soared 14-fold reaching 2 mln 440 thousand tons at the end of 2007. The highest dynamics of growth were registered in the autogas segment, which at present covers 75 % of the LPG market (in 2007, 1 mln 830 thousand tons were sold in Poland). Our country is the biggest consumer of autogas in Europe. Poland has the highest number of vehicles using liquefied fuel gas in Europe and is in second place in this regard in the world (above 2 mln in 2007). Thus Poland has at present 6700 liquid fuel stations. On the market, there are over 11 mln cylinders of liquefied gas, each of 11 kg, about 2 mln portable, refillable and returnable cylinders, over 67 thousand static storage tanks at LPG stations, LPG gas filling plants, industrial plants, houses, farms etc.

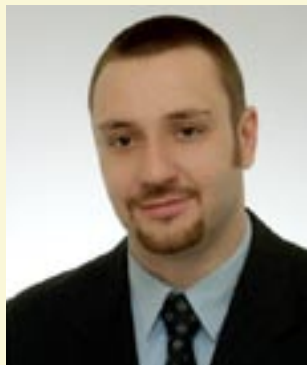
Dynamic development of the sector was not paralleled by appropriate care on the part of employers to provide safe and healthy working conditions. As a result of inspections in the LPG sector, carried out between 2004 and 2007, in about 40% of fuel stations distributing LPG gas and 95% of LPG gas filling plants, inspectors revealed numerous infringements of basic health and safety rules and provisions. It was determined that, for instance, inappropriate electrical devices were used in areas where the risk of explosion was high, gas installations were inefficiently protected against damages caused by vehicles refuelling gas, and automatic fill limiter valves were absent. Inspectors also revealed that in many stations and plants makeshift solutions were applied and LPG gas cylinders were inappropriately stored, warning colours and signs were not used, and areas of high risk of explosion were not marked. Required documentation was not kept and periodic inspections of gas installations were not carried out on time, in accordance with the schedule, etc. Frequently, employees of LPG stations did not receive the necessary training or did not have appropriate qualifications. Inspectors stated that a considerable number of inspected entities did not carry out risk assessments and did not inform workers about work related risk. The irregularities were on one hand the consequence of insufficient knowledge of legal provisions and on the other hand, resulted from the attitude adopted by entrepreneurs wishing to recover invested money in the shortest possible period of time and of

a tendency to neglect existing risks. During subsequent inspections, inspectors' decisions were consistently and rigorously enforced. Moreover, the inspectorate undertook additional actions in order to:

- introduce necessary modifications in the existing legislation, including health and safety provisions,
- develop and increase the dynamics of other preventive and promotional actions aimed at improving the knowledge and awareness of employers and employees. Throughout its actions the NLI has promoted safe working conditions and benefits resulting from the improvement of safety standards, with active assistance of employers' organisations of the LPG and related sectors.

The actions taken by the National Labour Inspectorate have borne expected fruit. Inspectors carrying out subsequent inspections have fewer reservations about safety standards. Employers are more aware of existing risks and potential losses that may result from inappropriate exploitation and maintenance of devices and non-compliance with health and safety provisions. They have become increasingly aware of safety related benefits.

PREVENTATIVE PROGRAMME FOR EMPLOYERS – STRESS IN THE WORKPLACE – POLAND



Michał Gólczyk
Specialist, Prevention and Promotion
Chief Labour Inspectorate – Warsaw
Poland

Since 2006, the National Labour Inspectorate has conducted a preventative programme targeted at employers; the programme aims at counteracting negative effects of excessive psychological burden and stress in the workplace.

The target group includes employers, employees, trade union members

and OSH services from enterprises. Over 4000 recipients have taken part in the programme until now. These were mainly small and medium-sized enterprises from the construction sector, manufacturing, agriculture, health care, retail, transport, services, education, banks, temporary work agencies, and employers engaging juvenile workers. During two-and-a-half-year period of the programme implementation, the NLI has assessed stress level related

to particular work aspects at one thousand various workstations in over 300 enterprises. Since 2008, the NLI has conducted additional training meetings, free of charge, on methods of coping with stress and managing small teams of employees. Meetings are designated for employers and employees from such companies where the determined level of stress was high. The above-mentioned activities were received with a lot of interest; therefore the programme will be continued in 2009.

Estimated level of stress in the assessed work posts

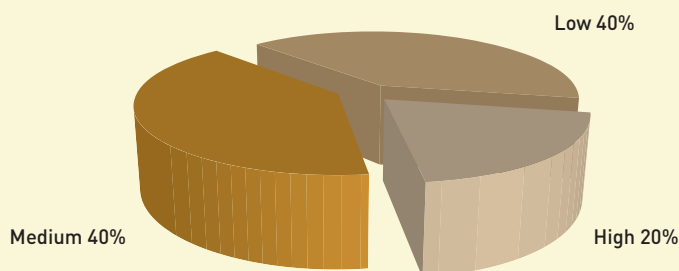


Chart 1. Results of assessment of stressful aspects at work (NLI's data 2006-2007)

EDUCATIONAL PROGRAMME FOR STUDENTS FROM POST-GYMNASIUM SCHOOLS – POLAND



Dariusz Korczak
Specialist, Prevention and
Promotion Department
Chief Labour Inspectorate –
Warsaw
Poland

In the period 2007-2008, the National Labour Inspectorate has continued an educational programme for young people from post-gymnasium schools, initiated in connection with the campaign "Young Workers – a Safe Start". The objective of the "Safety culture" programme is to raise young workers' awareness of hazards connected with work, promotion of work safety issues in the educational system and OSH-related preparation of young people for work. According to the programme assumptions, teachers supported by labour inspectors conducted classes for students who enter the labour market after completing their education. Over 44 thousand students took part in relevant classes held at schools in the school year 2007/2008. Teachers who became actively involved in the programme implementation obtained special certificates from the National Labour Inspectorate.

The National Labour Inspectorate's initiative was very positively received by teachers. In the questionnaires aimed to assess the programme, 93% of teachers declared their willingness to continue classes on labour law and OSH for post-gymnasium students in the future. They also pointed out the necessity to supplement teaching curricula, especially those for vocational schools, with a separate subject focusing on issues of broadly-understood safety culture.

Two-year experience from the programme implementation, high assessment of the labour inspectorate's initiative and very good reception of auxiliary materials for conducting lessons (prepared by the Central Institute for Labour Protection-National Research Institute) have influenced the NLI's decision to continue such activities in 2009.

“MANUAL HANDLING OF LOADS 2008” CAMPAIGN UNDER THE SLOGAN “LIGHTEN THE LOAD” – POLAND



Barbara Hernas
Specialist, Prevention and
Promotion Department
Chief Labour Inspectorate –
Warsaw – Poland

The National Labour Inspectorate coordinates the second edition of the European campaign “Manual Handling of Loads”. This inspection and communication campaign was initiated by the Senior Labour Inspectors’ Committee in 2007. The task of coordinating activities at the European level was entrusted to the Dutch Labour Inspectorate in the first phase and to the Polish Labour Inspectorate this year.

This year’s campaign is targeted at retail trade and construction sectors. In order to implement it, publications and cartoons presenting good practices during manual handling of loads were produced. The inspection campaign in the EU and EFTA countries is carried out according to common assumptions.

Besides activities included in the campaign’s European schedule, in 2008 NLI implemented its own actions addressed to the selected sectors. Jointly with employers’ organizations: Polish Retail Trade and Distribution Organization and Polish Confederation of Private Employers “Lewiatan”, NLI has developed a training programme on manual handling of loads and hazards to the musculoskeletal system during transportation tasks. Such training is targeted both at managers of retail trade entities and workers who handle loads manually during their work. Within the framework of the campaign, a series of training sessions for



construction workers had also been planned for the IV quarter of 2008.

In addition, in May 2007 a special Internet page dedicated to manual handling of loads was launched on the NLI’s website www.pip.gov.pl. Besides materials prepared for the health care sector, retail trade and construction, the site contains: national provisions related to manual handling, NLI’s publications on the campaign, materials on ergonomics during work with computers, and an Internet knowledge test.

ON THE TRAIL OF DEVELOPING A CULTURE OF SAFETY AT WORK IN THE REPUBLIC OF SRPSKA

The Republic of Srpska has adopted the New Policy of the Labour Inspection and the new Law on Occupational Health and Safety. The Ministry of Labour, Ministry of Health and Social Protection and the Republic Administration for Inspection Activities have, for the first time, prepared a safety and health at work media campaign in the Republic of Srpska in 2008, named “LET’S WORK, BUT SAFELY”.

The aims of the campaign were: informing the public on the new approach to safety and health at work, developing a culture of safety, i.e. raising awareness that a safe workplace is not a matter related

to individuals, individual authorities or organisations, but a matter relating to all people, authorities and organisations in the Republic of Srpska.

The campaign has been conducted in partnership and with cooperation of a large number of stakeholders: the Ministry of Labour, Ministry of Health and Social Protection, Republic Administration for Inspection Activities, Republic of Srpska Institute for Labour and Sports Medicine, trade unions and employers organisations in the Republic of Srpska, the media, USAID ELMO (Enabling Labour Mobility) project, ILO (*International Labour Organisation*) and IALI (*International Association of Labour Inspection*).



Slavko Subotić
General Director
Republic Administration
for Inspection Activities
of the Republic of Srpska

continuation – ON THE TRAIL OF DEVELOPING A CULTURE OF SAFETY AT WORK IN THE REPUBLIC OF SRPSKA

The campaign was held from October to December 2008 and it included daily broadcasts of an audio/video clip containing a message about the importance of safety and health at work, distribution of printed material (brochure and promotional poster on safety and health at work), conferences, roundtables and workshops on safety and health at work, regular and

educational/preventive inspection controls with media coverage, TV programmes on the importance of safety and health at work in the country and abroad, publishing information on the media campaign on the Inspectorate's website.

The campaign has been prepared and financed by USAID through ELMO (*Enabling Labour Mobility*)

project, the Ministry of Labour and the Republic Administration for Inspection Activities.

The monitoring and the assessment of the campaign was based on the trends in the number of complaints relating to occupational health and safety received by the Inspectorate's Complaint Service and based on a survey on the Inspectorate's website.

MIGRANT WORKERS IN NORWAY

The Norwegian Labour Inspection Authority (LIA) is responsible for implementing the governmental policy to achieve decent work for migrant workers and to avoid social dumping.

Since 2004 there has been a considerable increase in the number of migrant and posted workers from the "new" EU countries to Norway. In 2008 the estimate is at least 120000 migrant workers from these countries. 74 736 work permits were issued in 2007 to migrant workers from EU10 for employment in Norwegian enterprises. Most of the migrant workers are employed in the construction sector.

Migrant workers have been a positive and highly needed contribution to the Norwegian labour market, particularly in the construction sector and agricultural sector, but also in the hotel- and restaurant sector and in industry.

The situation for migrant workers varies a lot, but many are without contracts or they have false contracts. Many have too long work hours, bad accommodation and bad facilities at work place. They are often exposed to high risks and bad working environment. Illegal and black work is frequently observed.

On the other side, workers from EU10 have a lower absenteeism than Norwegian workers and they have a greater will to work. But there are language and communication problems at the work place.

The basic Norwegian policy is to ensure that migrant workers have decent working conditions at the same level as Norwegian workers, and it is to counteract criminality and illegal work. It is also to ensure that the Norwegian OSH standard will be maintained at a high level without making it a hurdle for the migration.

In this way, the policy supports a sustainable development of the working environment which in these days with the economic crises and its possible consequences is extremely important.

The Labour Inspection Authority has a key role in carrying out the measures against social dumping. Its main objectives are that:

- all persons working in Norway shall have decent and legal working conditions;
- enterprises that operate illegally shall be stopped;
- language and cultural differences resulting in a poor and unsafe working condition shall be prevented.

To achieve these objectives the LIA carries out unannounced inspections with strict and quick enforcement of actions. This combined with information and help to migrant workers in their own language. A close co-operation with employers' organisation, Labour Unions and other government agencies is established.



Nils-Petter Wedege
IALI Technical Adviser
Norway

522 enterprises with workers from EU10 have been inspected in two national inspection actions in 2008. About 85% of the inspections lead to reactions regarding safety, wages and working conditions and regarding housing.

The LIA has put much emphasis on information and communication. There has been established a telephone answering service. A visiting service at the Service Centre for Foreign Workers is established and many brochures in different languages have been issued.

continuation – MIGRANT WORKERS IN NORWAY

Bilateral agreements have been signed between Norway, Poland and between Norway and the Baltic countries with the intention to ensure non-discriminatory working conditions. There is a description of procedures on exchange of information between the countries Labour Inspections.

So far the strategy has proved very efficient: the situation for migrant workers has improved considerably over the last years.

The effect of media attention is that enterprises who want to protect their image no longer take a risk on being accused of social dumping. A major challenge still exists in the non-organised sectors in the labour market.

A challenge for the LIA is that these inspections are complicated and make heavy demands on the resources.

REGIONAL OSH ADVISORY SERVICE OF THE HUNGARIAN LABOUR INSPECTORATE



Istvan Papp
Director General
Hungarian Labour Inspectorate

We closed our contribution in IALI Forum 2007 with the conclusion that the high importance of occupational safety and health issues is becoming more and more obvious for all stakeholders. Not only employers and workers recognize that a high standard of OSH is essential condition of both individual and corporate success, but also the Hungarian government puts occupational safety and health high on its agendas and stresses that strengthening of OSH has significant impact on the efficiency of the national economy. Further to sanctions, we consider professional support, provision of expert advice and developing mutual confidence as issues of priority.

As an important tool to achieve these noble objectives, the Hungarian Labour Inspectorate launched its free of charge **Regional Advisory Service** in each regional inspectorate in November 2007, with the involvement of highly qualified expert-inspectors for the provision of the service.

The aim of the Regional Advisory Service, in accordance also with the objectives of the new Community Strategy of the European Union on OSH, is to provide competent information and support to employers, workers and OSH professionals. The effective support of small and medium size enterprises gets high priority, not only at EU level, it is also essential and current in Hungary where a lot of micro-enterprises exist. The micro-enterprises in Hungary are in an especially difficult situation as they have limited resources and thus for the introduction of high standard occupational safety and health systems as well.

Those requiring information or advice can contact our Service by phone or in person. The resources for the operation of the Service are ensured from the amount of OSH penalties, which system constitutes **a unique national solution in the European Union**. Positive feed-back and also statistical data confirm the usefulness of the service: altogether 10616 requests arrived during the first half year of the operation of the Regional Advisory Service.

It is important to mention that in **Hungary a certain proportion (stipulated by the law) of the imposed and paid OSH penalty sums are used for prevention purposes**. For the utilization of the penalty sums by enterprises, the Hungarian Labour Inspectorate announces tenders. The sums obtained by the enterprises cannot be used to meet general legal obligations (e.g. for the purchase of personal protective equipment), only for further purposes such as organizing professional conferences and trainings, issuing OSH information brochures providing employers with new and up-to-date knowledge.

THE SYMPOSIUM TUNISIA 2008



Sahli Chaker
IALI Vice President
Regional director of social affairs

Sharing information on innovative strategies and best practices

For the commemoration of the centenary of labour inspection in Tunisia, the Tunisian Association of Labour Inspectors, in collaboration with the International Association of Labour

Inspection and in partnership with the International Labour Organisation, held in Hammamet on 18 and 19 April 2008 an important African symposium on ***“Labour Inspection and the new prevention strategies in the field of industrial relations and occupational safety and health”***.

This international symposium was attended by 28 foreign delegations and more than 250 Tunisian participants (labour inspectors, human resources managers, experts in occupational safety and health ...).

The symposium program consisted of five sessions on topics related to the role of labour inspection in the face of globalisation and to the new preventive strategies involving changes in the positioning of the labour inspection system.

The symposium focused on the following topics:

- labour inspection and promotion of social dialogue,
- labour inspection and decent work,

- labour management and comprehensive strategy in the field of occupational safety and health,
- protection models against occupational hazards,
- rights and duties of labour inspectors in a continually changing environment.

This symposium was an auspicious opportunity to set out the various innovations in the labour inspection systems which led to good occupational governance.

The Symposium Tunisia 2008 also strengthened the influence and the presence of IALI on the African continent through the exchange and sharing of information and the development of innovative strategies.

Signing of a declaration of principle by the representatives of the labour inspectors of the Maghreb countries

For the commemoration of the centenary of labour inspection in Tunisia, the representatives of the labour inspectors of the Maghreb countries (Algeria, Morocco, Tunisia) who participated in the international symposium Tunisia 2008, have signed a declaration of principle creating a regional structure grouping the labour inspectors of the Maghreb countries.

This important declaration of principle embodies the will of the labour inspectors of the Maghreb countries to work for:

- promoting regional cooperation;
- promoting its members' professionalism in all matters relating to labour inspection in order to cope with major challenges;
- providing other members with information and sharing it to increase the capacity of Labour Inspectorates;
- developing integrity and best practices within the framework of the Global Code of Integrity for Labour Inspection;
- establishing a regional structure for the promotion of close cooperation.

This declaration of principle was signed by Messrs Omrane Kamel, Director General of the Labour Inspectorate and Conciliation of Tunisia, Mohamed Khiat, Director General of the Labour Inspectorate of Algeria, and the President of the Moroccan Association of Labour Inspectors, in the presence of the members of the Executive

Committee of the International Association of Labour Inspection, Messrs Paul Weber, Secretary General, Michel Gisler, Treasurer, and Sahli Chaker, Vice-President.

continuation – THE SYMPOSIUM TUNISIA 2008

Declaration of principle creating the Maghreb Association of Labour Inspectors

On the sidelines of the commemoration of the centenary of labour inspection in Tunisia and the international symposium Tunisia 2008, the representatives of the labour inspectors of Morocco, Algeria and Tunisia assert their sincere desire to create an organization of labour inspectors of the Maghreb countries to strengthen the bonds of cooperation.

This Declaration signed in Hammamet will be the prelude to cooperation in the following areas:

- a – exchanging experts to learn from the experience and practices of labour inspection structures;
- b – exchanging information on issues related to inspection activities;
- c – exchanging information on the planning, coordination, methodology and evaluation of inspection activities;
- d – providing other members with information and experience in the area of working out labour legislation as well as indicators in working hours and conditions;
- e – organizing short courses for labour inspectors;
- f – preparing modules for training sessions in a manner to be specified subsequently by the signatories;
- g – encouraging labour inspectors to take part in seminars, conferences, workshops and other international events and meetings organized by IALI.

Done in Hammamet on 20 April 2008.

For Tunisia

Omrane Kamel
Director General
of the Labour Inspectorate
and Conciliation

For Morocco

Abdelaziz Addoum
Director General
of Labour

For Algeria

Mohamed Khiat
Inspector General
of Labour

REGIONAL ALLIANCE OF THE LABOUR INSPECTORATES IN SOUTHEAST EUROPE, AZERBAIJAN AND UKRAINE – THE BULGARIAN INITIATIVE



Galab Donev
Executive Director
General Labour Inspectorate
Bulgaria

25-27 September 2008, Sofia hosted the First Regional Conference of the Labour Inspectorates of South East Europe, Azerbaijan and Ukraine.

At the Conference, the keynote speakers – IALI President, Michele Patterson, IALI Technical Advisor, Wolfgang von Richthofen, ILO Senior Specialist in Social Security, Kenichi Hirose, GLI Executive Director, Galab Donev, and others – discussed topics of great interest, such as the state and trends in OS&H and labour inspection in Southeast Europe, the new ILO approach to Labour Inspection, the problems and challenges faced by the Labour Inspectorates in their development and so on.

Ministry Executives, Heads of Labour Inspectorates and social partners attended the First Regional Conference. The Conference contributed to finding

solutions to major problems in the sphere of occupational safety and health, workers' labour rights protection and the uniform implementation of the labour legislation, as an essential element of social policy.

The forum unanimously adopted a Sofia Declaration, setting up a Regional Alliance of the Labour Inspectorates, to encourage and support the further strengthening of the capacity of the labour inspection authorities in the region and in Azerbaijan and Ukraine.

Special Note from IALI President:
In recognition of the outstanding work carried out by Mr Galab Donev and the Bulgarian General Labour Inspectorate in arranging the very successful First Regional Conference and the signing of the Sofia Declaration, IALI President Michele Patterson, presented Mr Donev with the first 'IALI President's medal'.

On the initiative of the Minister of Labour and Social Policy, under the aegis of the Prime Minister of the Republic of Bulgaria, in the period

continuation – REGIONAL ALLIANCE OF THE LABOUR INSPECTORATES IN SOUTHEAST EUROPE, AZERBAIJAN AND UKRAINE – THE BULGARIAN INITIATIVE



This medal, which may be awarded for any exceptional and sustained contribution to the achievement of IALI's Action Plan for the Future, is a tribute to Mr Donev and the efforts of the Bulgarian General Labour Inspectorate, in acting as a catalyst for the promotion of cooperation between labour inspectorates in the Region.

FIRST REGIONAL CONFERENCE OF THE LABOUR INSPECTORATES IN SOUTHEAST EUROPE, AZERBAIJAN AND UKRAINE SOFIA (BULGARIA), 25-27 SEPTEMBER, 2008

During this Conference the Declaration on Regional Cooperation of Labour Inspectorates in Southeast Europe, Azerbaijan and Ukraine was signed by Michele Patterson, President of IALI, and labour inspection representatives from Albania, Azerbaijan, Republic of Srpska, Federation of Bosnia and Herzegovina, District Brcko, Bulgaria, Greece, the Former Yugoslav Republic of Macedonia, Moldavia, Montenegro, Serbia and Ukraine.

With this Declaration, the signatories have expressed their joint commitment to the development of regional cooperation, in order to ensure safe and healthy workplaces, protection of worker's rights and to prevent unfair competition.

Hereafter the full text of the "Sofia Declaration":

We, the Executives Responsible for Safety and Health at Work Policies, representing the institutions participating in the cooperation process in Southeast Europe, Azerbaijan and Ukraine, and the representatives of the International Labour Organization (ILO) and the International Association of Labour Inspection (IALI),

Reaffirming the ideas of the Declaration adopted at the High-Level Regional Conference on Human Resources Development held in Sofia on 25-26 May 2008,



Mindful of the expectations for further cooperation among our institutions, Recognizing the considerable preparatory work, leading us to this Conference.

Acknowledging the need for approaches that are more holistic, integrating improvements to the work environment, with methods that seek to secure 'wellbeing at work' in its broadest sense,

Met under the chairpersonship of the Minister of Labour and Social Policy of the Republic of Bulgaria, Emilia Maslarova, at the invitation of the Bulgarian government,

To adopt unanimously this Declaration.

We are committed to furthering the regional cooperation in order to ensure safe and healthy working

conditions, protect the labour rights of the working people and introduce uniform implementation of the legislation to avoid unfair competition, as an essential element of social policy, by promoting the active role of the participating institutions in the exchange of good practices and experience in integrated labour inspection, mutual learning, capacity building and working in partnership networks.

We are convinced that the ensuring of safe and healthy working environment has a decisive role to play in improving people's quality of life and in the achievement of economic growth and prosperity for our nations as well.

The challenges we are facing in the new century could be overcome

continuation – FIRST REGIONAL CONFERENCE OF THE LABOUR INSPECTORATES IN SOUTHEAST EUROPE, AZERBAIJAN AND UKRAINE SOFIA (BULGARIA), 25-27 SEPTEMBER, 2008

to a great extent by increasing the investments in improving the working conditions and promoting decent work in the field of labour through measures designed to invigorate, modernize and strengthen Labour Inspectorates.

We are resolute to develop further the process of cooperation among our institutions:

- Following IALI principles and priorities on regional cooperation;
- Implementing ILO and IALI standards in the sphere of occupational safety and health;
- Having as a foundation the European Social Charter (revised), Strasbourg, 3 May 1996;
- Establishing mechanisms for regional collaboration in the field of integrated labour inspection.

We take up the responsibility, with the assistance of the respective national and international institutions, to focus our efforts on common problems, improving our safety and health policies, developing and strengthening our institutional and administrative capacity, promoting the professionalism of all aspects of labour inspection, as well as exchanging practical experience in the field of occupational safety and health.

We recognize that our success greatly depends on the addressing of regional challenges and problems, such as:

- How to ensure safe and healthy working conditions;
- How to decrease the rate of the occupational accidents and diseases;
- How to eliminate the illegal employment;
- How to speed the adoption of EU and ILO safety and health policy in the region, on the basis of specific labour legislation;
- How to develop safety and health culture and orientation on the workplace.

Developing the underlying ideas of the Initiative for Social Cohesion of the Stability Pact for Southeast Europe, keeping in mind the establishment of the Regional Initiatives Council, with the assistance of EU and ILO, and building on their experience, we shall make strategic partnerships and we shall promote effective follow-up action aimed at:

- Development of regular regional cooperation by annual meetings under the Regional Alliance of the Labour Inspectorates (RALI) in Southeast Europe, Azerbaijan and Ukraine;
- Definition of concrete activities of RALI in the field of research, vocational training, awareness-raising, and building and improving partnership networks for good practice dissemination;
- Provision of training on modern inspection methods, to improve labour inspectors' professional capacities;
- Development and implementation of ethical norms for labour inspectors, in line with ILO and IALI approved Codes of ethical behaviour;
- Implementation of joint regional inspection campaigns, to reduce the incidence rate of the occupational accidents and diseases;
- Involvement in mutual international technical cooperation projects.

To further develop the principles of this Declaration, and in order to enable coordination, exchange of information and observation of progress, we agree that every effort will be made, so that RALI be presided by every signatory on a rotation principle for one year and to organize this forum every year.

Our initiative is open for other labour inspectorates, sharing our aims, to join.

Sofia, 27 September 2008

Signatories:

On behalf of the State Inspectorate of Labour, Tirana:

(Mr. Thoma Mico)

On behalf of the State Labour Inspectorate, Baku:

(Mr. Nabi Shukurlu)

On behalf of the Labour and Occupational Health and Safety Inspection within the Republic Administration for Inspection Activities, Banja Luka:

(Mr. Igor Milunovic)

On behalf of the Labour and Employment Inspection within the Inspectorate of the Brčko District, Brčko:

(Mrs. Senada Garic)

On behalf of the Inspectorate of the Labour Inspection within the Federal Administration for Inspection Activities, Sarajevo:

(Mr. Muhamed Pashukanovic)

On behalf of the General Labour Inspectorate Executive Agency, Sofia:

(Mr. Galab Donev)

On behalf of the Labour Inspectorate, Volos:

(Mr. Alexandros Karageorgiou)

On behalf of the Labour Inspectorate, Skopje:

(Mr. Zoran Apostolski)

On behalf of the Labour Inspection, Kishinev:

(Mr. Dimitru Stavila)

On behalf of the Labour Inspectorate, Podgorica:

(Mrs. Anka Stojkovič)

On behalf of the Labour Inspectorate, Belgrade:

(Mr. Radovan Ristanovič)

On behalf of the State Labour Inspectorate, Kiev:

(Mr. Viktor Onischuk)

On behalf of the International Association of Labour Inspection:

(Mrs. Michele Patterson)



AWARD OF THE IALI COMMEMORATION MEDAL TO HIS EXCELLENCY THE PRESIDENT OF THE REPUBLIC OF TUNISIA FOR THE CELEBRATION OF LABOUR DAY 2008



For the celebration of Labour Day, the President of the Republic of Tunisia was decorated with the first IALI Medal of Honour by its Secretary General Mr Paul Weber, who was greatly honoured to present this medal to the Head of State in gratitude for his commitment to securing the best possible working conditions and to promoting social dialogue, which enabled Tunisia to hold an important place in international organisations and bodies.

Mr Weber emphasized in his speech on this special occasion the influence of the Tunisian model within the field of

labour inspection at the international level and reasserted the esteem that Tunisia enjoys within IALI. He welcomed the ongoing commitment undertaken under the leadership of President Zane El Abiding Ben Ali since the Change of 7 November 1987 to promoting decent working conditions, which allowed Tunisia to have an outstanding presence within international institutions and their events.

He emphasized the personal commitment of the Head of State to promoting social dialogue and industrial relations as well as developing and modernizing labour legislation, which allowed consolidating social peace and promoting economic development.

He pointed out that Tunisia has positioned itself in the group of countries that have ratified the core ILO conventions, while incorporating international standards in their national legislation, strengthening thereby the policies and preventive

strategies in areas of industrial relations and occupational safety and health.

Thus the celebration held in Tunisia for the centenary of labour inspection has been an opportunity for foreign delegations to get to know the high level of the structure of labour inspection in Tunisia, which has distinguished itself by the quality of its interventions and the installed mechanisms in the fields of control, conciliation and promotion of social dialogue.

Mr Paul Weber mentioned the initiative launched at the international symposium organised by the Tunisian Association of Labour Inspectors (ATIT) in partnership with IALI and ILO on the signing of a declaration of principle on the founding of a regional organisation of the labour inspectorates in the Maghreb countries. This organisation is recommended as a model for the countries in Africa as a whole.

IALI CONGRESS AND GENERAL ASSEMBLY 2008



Once every 3 years, IALI holds a Congress and its General Assembly and the most recent of these were held on 9-11 June 2008 in the ILO building in Geneva. IALI is very grateful to the ILO for giving us the use of its excellent conference facilities.

The overall theme of the 2-day Congress, on 9-10 June 2008, was "Decent Work and the Professional Principles of Labour Inspection", with the following topics:

- Decent Work – Challenges for Labour Inspection
- Decent Work – Regional and National Experiences
- Decent Work and Social Dialogue
- IALI – Active in Regions
- Labour Inspection Culture

- Worldwide Approach and IALI's Challenge
- Creating Worldwide Alliances for Labour Inspection: Networking as a Tool for IALI and its Partners.

Over 120 participants attended the event from all parts of the world, and speakers from Europe, Africa, Asia and Australia gave presentations on the above topics. These presentations are available on IALI website. The Congress was followed by the General Assembly on 11 June 2008. The activities of the previous 3 years were reviewed, together with a financial report.

Ms. Patterson presented IALI's Global Code of Integrity for

from left to right:
1st row: Charlotte Belottini (financial secretariat), Paulo Morgado de Carvalho (Vice-president), Paul Weber (Secretary General), Michele Patterson (President), Michel Gisler (Treasurer), Nadine Schneider (administrative secretariat).
2nd row: Sahli Chaker (Vice-President), Bernd Brückner (Vice-President), Kevin Myers (Vice-President), Ho Siang Hin (Vice-President).
3rd row: Nils-Petter Wedege (Technical adviser), Wolfgang von Richthofen (Technical adviser), Gerd Albracht (Technical adviser), Malcolm Gifford (ILO representative)
absent: Shi Yanping (Vice-President)

Labour Inspection (available on IALI website under http://www.iali-aiit.org/iali/download/directions/Code_of_Integrity.pdf). The General Assembly voted unanimously to endorse the Code. Ms. Patterson proposed "An Action Plan for the Future – IALI's role in achieving strengthened and professional labour inspection worldwide", the 3-years forward plan 2008-2011 (see the full text on page 3) (available on IALI website under http://www.iali-aiit.org/iali/download/directions/IALI_s_FUTURE.pdf).

At the end of the General Assembly, a new Executive Committee was elected. The names of members of the new EC are given below.

REPORT ON THE FIRST IALI CONFERENCE IN THE PACIFIC REGION – ADELAIDE, SOUTH AUSTRALIA, 12-14 MARCH 2008



Michele Patterson
IALI President
Dept. of the Premier and Cabinet
Executive Director, SafeWork S.A.
Australia

The International Association of Labour Inspection (IALI) held its First Conference in the Pacific Region in Adelaide, South Australia from 12-14 March 2008. The conference was significant as it brought together more than 200 labour inspection delegates from over 40 nations to discuss the opportunity to work together. The Conference theme was 'Towards Healthy, Safe and Decent Work through Alliances, Ethics and Influence' – Principles and strategies to build the foundations for strong and effective labour inspection across the world in partnership with government and industry.

The main purpose of the conference was to provide a global forum to share information about best practice, address challenges and foster cooperative arrangements between labour inspection authorities. A key outcome of the conference was to facilitate and progress agreement on a Global Code of Integrity for Labour Inspection for adoption by labour inspectorates worldwide.

The conference was held in conjunction with three regional forums: one for the Pacific Region, one for South East Asian nations and one between the states, territories and Commonwealth of Australia and New Zealand. These forums were aimed at building relationships and cooperative arrangements between labour inspectorates within the three regions.

IALI Conference

Following the 'Welcome to Country' that acknowledged the traditional landowners, the Kurna people, the Hon Julia Gillard MP, Deputy Prime Minister of Australia in her opening ceremony address, laid down the following challenge to conference delegates: "We need to work cooperatively to achieve reductions in work injury and improve safety through alliances on an international basis." A video welcome to South Australia from the Honourable Mike Rann, Premier of South Australia and in-person welcomes from the Honourable Michael Wright, South Australian Minister for Industrial Relations, ILO Director Mr Werner Blenk and IALI President and Executive Director of SafeWork SA were all a part of the Opening Ceremony attended by high level officials of the South Australian Government, Australian and New Zealand OHS authorities, the ILO and IALI.

Delegates were captivated by the two keynote speakers with Australian Professor Dennis Else from Ballarat University providing an address on 'Alliances, Ethics and Influence – key strategies for labour inspection' and, Gerd Albracht, International Consultant for Labour Administration, Inspection and Working Conditions providing an address on 'The Global ILO perspective on achieving Decent Work – the key role

of labour Inspection In Implementing labour standards and promoting decent work In today's global economy'.

The first session of the conference delivered *The case for strengthening and modernising labour inspection – Alliances, Ethics and Influence as key strategies for success* and set the scene for the three sessions that were to follow. A diverse range of speakers reinforced the message that to strengthen and modernise labour inspection, there must be defined relationships with key stakeholders, sharing of knowledge and expertise, adequate resourcing and an appropriate evidence base to support intervention activities that provide protection and opportunity to workers.

Labour inspection must consider maximising resources to address

OHS issues by sharing the experiences of all nations and seeking to adopt best practice approaches suitable for their social, political and economic environment.

The second session of the conference on *Alliances: The role of regional cooperation and partnerships in labour inspection* provided a key message that through strategic alliances within regions and across the globe, labour inspectorates will be enabled to meet the challenges of both developed and developing countries to ensure fair and safe work. Further supporting this argument was the idea that labour inspectorates worldwide need to be willing to share and learn from one another and through cooperation and collaboration the challenges of the future can be met.

The third session of the conference on *Ethics: The need for a global code of integrity and developing the foundation for professional labour inspection* established the rationale and need for labour inspectorates to support common principles to underpin their governance and business frameworks. The key message arising from this session was that an international Code of Integrity will help build a consistent foundation for professional and ethical labour inspection across the world. This in turn will contribute

continuation – REPORT ON THE FIRST IALI CONFERENCE IN THE PACIFIC REGION – ADELAIDE, SOUTH AUSTRALIA, 12-14 MARCH 2008

to the growth and health of economies, enhance social justice and provide effective protection for workers.

During the conclusion of this session, agreement was reached by conference delegates to support the guiding principles of the Code and based on the comments and issues raised at the conference, amendments were added in preparation for endorsement at the IALI General Assembly in June 2008. Representatives from international employer and union groups also endorsed the Code and commended IALI's initiative in developing the document.

At IALI's three-yearly General Assembly in Geneva in June 2008, the Global Code of Integrity for Labour Inspection was formally endorsed as an appropriate set of principles to underpin, encourage and promote the professionalism of Labour Inspection worldwide.

The fourth and final session of the conference addressed the topic of *Influence: Measuring and demonstrating the value of effective labour inspection*. The key message arising from this final session was that those IALI members that have adopted a scoreboard approach to assessing their performance can now benchmark with other IALI members. This in turn

will facilitate the development of a global scorecard for labour inspection in collaboration with the ILO.

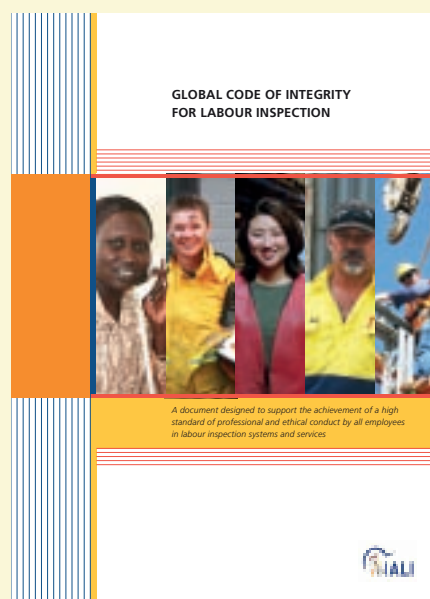
The central challenge for labour inspection arising from this session is that there is a vital need for labour inspectorates to develop a means of benchmarking their performance to ensure effectiveness, professionalism and continuous improvement.

The First IALI Conference in the Pacific region reports/programme are available on line on the website <http://www.safework.sa.gov.au/iali2008conference>

Pacific Forum

The Pacific Forum focussed on the development of a technical cooperation programme between inspectorates in Australia, New Zealand and the Pacific countries.

The technical cooperation programme proposed by IALI and SafeWork SA to be operated in cooperation with the ILO, was agreed and the outcomes and actions from the forum in relation to the areas of technical cooperation included:



continuation – REPORT ON THE FIRST IALI CONFERENCE IN THE PACIFIC REGION – ADELAIDE, SOUTH AUSTRALIA, 12-14 MARCH 2008

- Establishing and developing legislation and the development of tripartite structures;
- Provision of assistance to educate and train inspectorates on occupational health and safety (OHS) matters;
- Education to prevent or reduce workplace accidents and work related diseases;
- Strategies to deal with high risk industries, e.g. construction and mining, and small to micro business; and
- Appointment of programme coordinators for each country.

South East Asian Forum

The South East Asian Forum covered specific topics for progressing the development of Memorandums of Understanding (MoUs) between inspectorates in Australia and South East Asian countries. In the workshop session, participating countries discussed and shared experience on the following:

- Compliance initiatives across trading partners involved in supply chains;
- Regional cooperation on cross-regional OHS issues; and
- Coordinated implementation of OHS strategic intervention programmes and strategies.

South East Asian countries will now work towards confirming specific topics for MoU development with their respective Australian/ New Zealand partners.

Australia / New Zealand OHS Inspectors Forum

This forum brought together over 100 representatives from inspectorates in each Australian jurisdiction and New Zealand to discuss the following issues:

- Adoption of a Global Code of Integrity for labour inspection;
- Professional development of OHS inspectors; and
- Improved collaboration amongst Australian and New Zealand jurisdictions.

The forum proved a success with all Australian jurisdictions committing to adopt IALI's draft Global Code



of Integrity. There was also commitment to enhance the training and professional development framework for labour inspectors under the Heads of Workplace Safety Authorities (HWSA) along with agreement to develop detailed plans for improving the effectiveness of harmonised OHS intervention campaigns across the Tasman.

The forum delegate inspectors found the information sharing and networking opportunities most valuable and were encouraged by the focus on ethical conduct and professional development issues

Further areas of cooperation amongst HWSA jurisdictions were explored and included:

- An annual OHS inspectors forum
- Professional exchanges
- Sharing of solutions and resources
- Cross-border inspection initiatives

An initiative that has emanated from the IALI Conference and associated forums is the newly signed MOU between SafeWork SA, South Australia and the Department of Labour, Workplace Group, New Zealand. Three labour inspectors from both jurisdictions were involved in a two week Professional Staff Exchange Programme in late 2008 with mutually beneficial results.

WORLD SAFETY AND HEALTH SUMMIT – JOINTLY HOSTED BY KOREA OCCUPATIONAL SAFETY AND HEALTH AGENCY, THE ILO AND ISSA, SEOUL, 29 JUNE 2008

Michele Patterson
IALI President
Dept. of the Premier and Cabinet
Executive Director, SafeWork S.A.
Australia

In her capacity as President of the International Association of Labour Inspection (IALI), Michele Patterson attended the World Safety and Health Summit on 29 June 2008, which preceded the XVIII World Congress on Safety and Health held in Seoul, South Korea.

A renowned group of 46 high ranking decision makers from around the world included labour ministers, representatives from governments, employers and employees, and CEOs of leading multinational companies gathered together at the Summit to discuss "safety and health as a means for promoting basic human rights and economic development".

Participants at the Summit released the *Seoul Declaration on Safety & Health at Work*, which expressed a commitment to the importance of workplace safety as an international priority.

The Seoul Declaration aims to:

- Show a clear future direction in the OSH field;
- Lay a firm foundation for achieving shared goals and fulfilling a strong commitment to joining in the efforts to eliminate unnecessary painful burdens on workers as well as to contribute to the welfare of society and local communities;
- Share and implement a common vision of creating a healthy working environment as a basic means for the development of individuals, businesses and society; and
- Advance a fundamental value that safety and health in a working environment is a basic right for employees; a fundamental management tool in improving productivity for employers; and an undeniable principle in promoting a safety and health culture for governments.

The *Seoul Declaration on Safety and Health at Work* now serves as a meaningful point for leading global OSH stakeholders in establishing a network for sharing information and reaching a consensus. The Declaration is expected to be conducive to a

significant improvement in working conditions in a strategic, systematic, political, practical or voluntary manner.

Ms. Patterson said the Declaration was important from IALI's viewpoint because of the significance it accorded to labour inspection.

"Here we have international acknowledgement of the need for a strong and effective labour inspection system as crucial to improving workplace safety and health.

"The Seoul Declaration is significant in that it elevates labour inspection to a key component of the governance mechanisms that each country should use to achieve safe and decent working conditions.

"The Declaration is entirely compatible and complementary to the efforts of IALI in promoting the role of labour inspection as a means of ensuring fairness for workers and stability for business," Ms. Patterson said.

"It was an honour to be part of such a high level gathering so focused on achieving a positive outcome."

Thereafter the complete text of the Seoul declaration.



continuation – WORLD SAFETY AND HEALTH SUMMIT –
JOINTLY HOSTED BY KOREA OCCUPATIONAL SAFETY AND HEALTH AGENCY,
THE ILO AND ISSA, SEOUL, 29 JUNE 2008

Seoul Declaration on Safety and Health at Work

The Safety and Health Summit

Having met in Seoul, Republic of Korea, on 29 June 2008 on the occasion of the XVIII World Congress on Safety and Health at Work, jointly organized by the International Labour Office, the International Social Security Association (ISSA) and the Korea Occupational Safety and Health Agency (KOSHA), with the participation of senior professionals, employers' and workers' representatives, social security representatives, policy-makers and administrators.

Recognizing the serious consequences of work-related accidents and diseases, which the International Labour Office estimates lead to 2.3 million fatalities per year world-wide and an economic loss of 4 percent of global Gross Domestic Product (GDP),

Recognizing that improving safety and health at work has a positive impact on working conditions, productivity and economic and social development,

Recalling that the right to a safe and healthy working environment should be recognized as a fundamental human right and that globalization must go hand in hand with preventative measures to ensure the safety and health of all at work,

Recognizing the importance of the instruments on safety and health at work of the International Labour Organization (ILO) and the substantial role of the ISSA and its members' contribution in implementing these instruments,

Recalling that the promotion of occupational safety and health and the prevention of accidents and diseases at work is a core element of the ILO's founding mission and of the Decent Work Agenda,

Recalling that the prevention of occupational risks and the promotion of workers' health constitute an essential part of the ISSA's mandate and of its Conceptual Framework of Dynamic Social Security,

Recognizing the importance of education, training, consultation

and the exchange of information and good practices on prevention and the promotion of preventative measures,

Recognizing the important role played by governments and the social partners, professional safety and health organizations and social security institutions in promoting prevention and in providing treatment, support and rehabilitation services,

Recognizing the importance of cooperation among international organizations and institutions,

Welcoming progress achieved through international and national efforts to improve safety and health at work,

Declares that

1. Promoting high levels of safety and health at work is the responsibility of society as a whole and all members of society must contribute to achieving this goal by ensuring that priority is given to occupational safety and health in national agendas and by building and maintaining a national preventative safety and health culture.
2. A national preventative safety and health culture is one in which the right to a safe and healthy working environment is respected at all levels, where governments, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority.
3. The continuous improvement of occupational safety and health should be promoted by a systems approach to the management of occupational safety and health, including the development of a national policy taking into consideration the principles in Part II of the ILO Occupational Safety and Health Convention, 1981 (No. 155).
4. Governments should
 - Consider the ratification of the ILO Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) as a priority, as well as other relevant ILO Conventions on safety and health at work and ensure the

implementation of their provisions, as a means to improve national performance on safety and health at work in a systematic way.

- Ensure that continued actions are taken to create and enhance a national preventative safety and health culture.
 - Ensure that the occupational safety and health of workers is protected through an adequate and appropriate system of enforcement of safety and health standards, including a strong and effective labour inspection system.
5. Employers should ensure that
 - Prevention is an integral part of their activities, as high safety and health standards at work go hand in hand with good business performance.
 - Occupational safety and health management systems are established in an effective way to improve workplace safety and health.
 - Workers and their representatives are consulted, trained, informed and involved in all measures related to their safety and health at work.
 6. Affirming the workers' right to a safe and healthy working environment, workers should be consulted on safety and health matters and should:
 - Follow safety and health instructions and procedures, including on the use of personal protective equipment.
 - Participate in safety and health training and awareness-raising activities.
 - Cooperate with their employer in measures related to their safety and health at work.
 7. The World Congress on Safety and Health at Work is an ideal forum to share knowledge and experiences in achieving safe, healthy and productive workplaces.
 8. Progress made on achieving safety and health at work should be reviewed on the occasion of the XIX World Congress on Safety and Health at Work in 2011.
 9. The Summit participants commit to taking the lead in promoting a preventative safety and health culture, placing occupational safety and health high on national agendas.

THIRD ARABIAN CONFERENCE OF OCCUPATIONAL SAFETY AND HEALTH – BAHRAIN, 4-6 NOVEMBER 2008



Nils-Petter Wedege
IALI Technical Adviser
Norway

The third Arabian Conference of Occupational Safety and Health was held in Bahrain from 4 to 6 November 2008.

More than 700 delegates from all Arab countries attended the conference under the title: "Towards Occupational Safety and Health enhancement Culture".

The Conference was opened by the Labour Minister of Bahrain, Dr. Majeed Al Alawi, who said that Bahrain is now

aiming at upgrading the work on OSH to decrease the number of accidents at the workplace by spreading awareness and pushing companies to follow regulations on safety and health measures.

Present at the conference were Arab government representatives as well as officials from the Arab Labour Organisation (ALO), the International Labour Office (ILO), the World Health (WHO) organisation and IALI.

Topics that were discussed included improving OSH management both on the national and enterprise level as well as harmonising national legislation to define specific criteria and requirements.

ILO representative Dr. Sameera Al Tuwajiri said that occupational accidents and diseases were still the main reasons for the death of labourers in the region. She said that there were serious shortcomings in labour inspection in addition to the absence of clear national strategies and plans. *"There is a need to provide an appropriate and healthy work environment. I call on Arab countries to draw up clear strategies involving all sectors"*, said Dr. Al Tuwajiri.

IALI was represented by senior technical adviser Nils-P. Wedege who talked about IALI as a world-wide professional organisation. IALI has now 114 members representing 99 countries but only a few Arab countries are members of the organisation. He urged countries in the region to become members of IALI and to take part in the world-wide work of strengthening OSH and Labour Inspection. In particular he invited the Arab countries to take on board the newly developed IALI "Global Code of Integrity for Labour Inspection". Furthermore he emphasised the importance of the ILO Guidelines for OSH Management Systems (issued in 2001) both at enterprise levels and on national levels. IALI is working in close co-operation with the ILO (Safework) in promoting a sound OSH culture based on the ILO Convention 187 (Promotional Framework for OSH). The importance of ratifying C 187 was underlined.

The 4th Arab OSH conference will be held in Tunisia in 2011.

QUALITY OF WORK – QUALITY OF LIFE RIGA, 20-21 NOVEMBER 2008

From 20 to 21 November 2008 the 2nd joint conference by the Latvian State Labour Inspectorate and IALI was held in Riga (Latvia).

Under the motto "Quality of Work – Quality of Life: The Role of Labour Inspection in implementation of European of national strategies" 130 participants from 22 countries and all over Europe discussed strategic issues and practical implementation of ways for the improvement of working conditions. The objective of the Conference was to promote the development of occupational safety systems and labour legal relations in the countries of Central and Eastern Europe, as well as to determine the role of labour inspectorates in the implementation of European and national strategies. One of the basic tasks of the conference was to share the experience of the labour inspectorates of the European countries in the assessment

of working environment risks, accident prevention and fighting illegal employment, particularly emphasizing the need for preventive activities, public information and training of employees.

In her welcome address Iveta Purve, the Latvian Minister of Welfare, stressed "Occupational safety and organization of safe workplaces has been among the last years' most pressing problems in Latvia in the social field, however this issue is topical not only in Latvia, but also in other European countries ... In the economic crises, which has touched also Latvia, Labour Inspections will encounter new challenges both in the fields of occupational safety and labour legal relations, and in this situation it is essential to realize where we are at present and where we would like to get to some years later." Quoting the dialogue between Alice and the Cheshire Cat at the crossroads in L.



Dr. Bernhard Brückner
IALI Vice-President
Director, Abteilung Arbeitsschutz
Hessisches Sozialministerium,
Germany

continuation – QUALITY OF WORK – QUALITY OF LIFE



Carrol's 'Alice in the Wonderland' the minister emphasised the need for and importance of a clear strategic goal:

- *Would you kindly tell me which way I can get out of here?"*
- *It to a large extent depends on where you want to get to", answered the Cat.*
- *By and large for me it does not matter where", said Alice.*
- *Then it's all the same which road to take," said the Cat.*

The minister closed her address stating that holding a 2nd conference in a row means initiating a tradition, and wishing all participants a successful 2nd conference, invited the audience to be prepared to report developments and results to the 3rd joint conference being scheduled for 2010.

On behalf of IALI, Bernhard Brückner addressed this conference, jointly organised by the State Labour Inspectorate and IALI, as an example for implementation of the key elements in IALI's new action plan. As the professional association for labour inspection, IALI sees its main task in strengthening labour inspection through initiating and facilitating international exchange of labour inspectors' experiences, defining the new challenges of work-life, and discussing innovative approaches for labour inspectors and their collaborators in creating working conditions which meet the conference motto: Quality of work – quality of life.

Introducing into the morning session, Rita Elce, director of Latvian State Labour Inspectorate, expressed on behalf of all Latvian labour inspectors the high appreciation for this conference. She focused on the dual aspect of quality of work: general working conditions and OHS: "The biggest challenge of the SLI is to proceed with the improvement of legislation related to the reduction of illegal employment, and therefore during this conference we hope to gain many new ideas how to implement it in life. A new challenge is the fact that our European colleagues are accumulating practical experience in the reduction of social dumping in their countries."

As key-note speakers Malcolm Gifford from ILO-Safework introduced "Challenges in contemporary working environment and the role of labour inspection", and Renars Lusis, Dept. Director of the Labour Department of Latvian Ministry of Welfare, reported the new Labour Protection Strategy in Latvia.

M. Gifford's conclusions were to be summarised in 5 theses:

1. Labour inspectorates have a key role to play in restoring confidence in good governance in the workplace.
2. Modern legislation, covering all employment sectors, is vital.
3. Attention must be given to resources for staff and facilities.
4. Inspector training and competence is vital.
5. Engaging wider partnerships extends influence and (hopefully) compliance.

A practical application of these principles was given in the Latvia example. The strategy newly adopted by the Cabinet of Ministers comprises 4 national goals:

1. Improvement of planning and development of OSH policy
2. Increasing of the capacity and efficiency of the SLI
3. Implementation of "preventative culture" in the society and enterprises
4. Improvement of working conditions with legislation and other initiatives.

These goals were specified in 5 main tasks:

1. Reduction of the accident risk and better implementation of the OSH legislation
2. Scientific support, creating National OSH Institute
3. Introduction of the "preventive culture"
4. Increase of the competence of specialists working with OSH
5. Better protection of employees (new regulations).

An action programme was elaborated which provides concrete measures and measurable success-indicators. But the actual economical crisis can be a serious threat to the implementation of the new strategy.

In 4 parallel sessions the most urgent topics from the point of having an impact on working conditions were discussed.

Session 1 elaborated on methods, tools and good practice of risk assessment. Speakers from Latvia, Ireland, Slovenia, Germany and The Netherlands presented their models focussing on new challenges (e.g. demographic change in workforce), on simple (e.g. only icon based) models, on easy-to-handle technical features, and effective ways of motivating to conduct risk assessment foremost in SMEs.

Session 2 met the challenges for labour inspection through black work, working conditions for migrant and posted workers and cross border enforcement. The common observation of all speakers from Latvia, Poland, Norway and Lithuania were the still spreading illegal employment and shadow economy which are widely accompanied by poor health and safety conditions. Despite the restrictions in resources for all labour inspectorates intensified information and inspection campaigns connected with cross-border exchange of information

continuation – QUALITY OF WORK – QUALITY OF LIFE

and coordinated inspection activities resulted in stepwise improvements – not neglecting the problems still remaining.

Session 3 focussed on the prevention of occupational accidents. In presentations from Latvia, Belgium, Portugal, and Estonia, it became obvious that tackling the accident-problem successfully needs improvements on two main fields: improvements in the reporting and monitoring, and improvements in investigating of occupational accidents. In many countries, especially in those without a longer tradition of a preventative culture, accidents are seriously underreported. Improving this situation needs better monitoring systems, easy to comply with legislation, and strict enforcement measures. For improved accident investigation foremost the training of inspectors and their specialisation has to be improved. In both cases the training of employers and employees in the fields of prevention, OSH-organisation and monitoring needs more attention.

Session 4 focused on labour inspection policy and OSH strategies. In the contributions from countries as different as Azerbaijan, Estonia and Latvia, and from the point of view of international organisations and consultants

(EU-OSHA, IALI), it became very clear that to modernise and invigorate labour inspection needs new approaches. The old, simple control-sanction-model doesn't work properly any more. New inspection approaches which will meet successfully the core of bad working conditions in a rapidly changing world of work have to consider and integrate the advisory role of labour inspection. To achieve this goal labour inspectors need new skills (social and communication skills) and a wider range of competence (ethical values and knowledge), and training is the starting point for this development of inspection culture and inspection method. Exchange of experiences and joint training measures, assisted by international organisations, would foster this development.

In the final panel discussion on creating international and regional cooperation successful examples from Russia and CIS-states (ILO-Moscow), from the Baltic region (Lithuania) and south east Europe (Bulgaria) were reported. The panellist discussed how the various initiatives could be linked, and what issues should be topical. First and foremost the systematically developed integrated legislative framework on OSH and an efficient labour inspectorate should be established. Secondly, the inspectors

need continuous training in all fields of their jurisdiction. Thirdly, the information basis has to be improved. International organisations could do a lot in assisting to create regional networks (RALI-Bulgaria, Baltic Sea-OSH-net), spreading information while linking their web-pages (e.g. IALI – EU-OSHA), and direct expert assistance. Practical proposals were made for the organisation of conferences in 2009 (Armenia, Germany, Portugal) and 2010 (Moscow, Riga); for offering training seminars to train trainers, to train in social skills and communication skills; to initiate joint IALI-ILO audits of national OSH systems (e.g. in CIS countries), and to practically integrate IALI in the Baltic Sea OSH-Network and make use of its newsletter.

Concluding the conference Rita Elce, Renars Lusis and Bernhard Brückner agreed that they had chaired a meeting of lively discussions, practical solutions, and the raising of future perspectives. To continue this dialogue, all participants were invited for the 3rd Joint Conference by Latvian State Labour Inspectorate and IALI in 2010.

(All conference papers are available under www.vdi.gov.lv/conference)

FOR YOUR DIARY

IALI Congress: Labour Inspection in the path of change: focusing the mission to economic development and social peace in the times of crisis, Lisbon, 16-17 April 2009

http://www.iali-aiit.org/iali/event_docs/iali_program.pdf

ILO-IALI Conference, A+A, Düsseldorf, 3-6 November 2009



congress

**LABOUR INSPECTION IN THE PATH OF CHANGE:
focusing the mission to economic development
and social peace in times of crisis**

Lisbon, 16-17 april 2009

PRO-IALI – LABOUR INSPECTION AND SUSTAINABLE GLOBALIZATION



dimension of a “sustainable” globalization exposed to the challenge of changing its role, the challenge of adapting their talents and skills in an increasingly complex environment.

This booklet aims to throw light on the debate, provide keys to understanding that the labour inspectorate succeeds to place itself and to fully participate in the promotion of decent work to achieve “sustainable” economic and social development throughout the world.

The booklet is available, in English and French, on our website under http://www.iali-aiit.org/iali/download/IALI_BRO_EN_WEB.pdf The printed version can be ordered at the IALI Secretariat (please contact Mrs. Nadine Schneider by e-mail nadine.schneider@itm.etat.lu).

Authors and designers of the booklet:

Mrs Sylvie SIFFERMANN, Labour Executive for the Department of Indre-et-Loire in Tours, France, and Mr Paul WEBER, Director of the Labour and Mines Inspectorate, Luxembourg,

Labour inspectors, with the advice, controls and sanctions, monitor the (non-) compliance with these basic rights in work relations and conditions, and hence are “ambassadors” of the

work itself at the level of a State. Their sound judgements play an important role in maintaining social equilibrium.

At the international level, IALI is the operational side of the verification of compliance of these sovereign rights written down in the international tripartite conventions of ILO in the UN system.

The labour inspectorate embodies the essential player in the social

A WARM WELCOME TO OUR NEW MEMBERS

We extend a very warm welcome to the following new members, who have joined IALI since September 2007:

- Federal Administration for Inspection Issues – Inspectorate of Labour Inspection, Bosnia & Herzegovina
- National OHS Service – Fiji
- State Labour Inspectorate – Ministry of Labour and Social Protection of Population, Azerbaijan
- Ministry of Labour, War Invalids and Social Affairs Vietnam

Full details of these members, their contact addresses etc, can be found on our website – www.iali-aiit.org.



IALI Secrétariat
Inspection du Travail et des Mines
BP 27
L-2010 LUXEMBOURG
3, rue des Primeurs
L-2361 Strassen
www.iali-aiit.org

