



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 للفقء الشفءل

МЕЖДУНАРОДНАЯ АССОЦИАЦИЯ ИНСПЕКЦИИ ПО ТРУДУ

国际劳动监察协会

# 15<sup>th</sup> General Assembly of the International Association of Labour Inspection (IALI)

**08 September 2017**

**Changi Village Hotel, Grand Ballroom  
1 Netheravon Road, Singapore 508502**

## **SUMMARY REPORT**

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President: Mr Kevin Myers, HSE, Redgrave Court, Merton Road, Bootle, L20 7HS, United Kingdom  
Secretary-General: Er Ho Siong Hin, Ministry of Manpower, 1500 Bendemeer Road, Singapore 339946  
Treasurer: Mr Jean Parrat, AIPT, 1 Rue de 24 Septembre, CH-2800 Delemont, Switzerland

# **IALI GENERAL ASSEMBLY**

**08 September 2017**

**1430 – 1640hrs**

## **AGENDA**

1. Reports by
  - a. President and Secretary General
  - b. Treasurer
  - c. Auditor
2. Approval of Reports and Accounts
3. Proposed changes to IALI Statutes
4. Endorsement of IALI International Benchmarking on OSH Regulation (IBOR)
5. Endorsement of revised IALI 3-Year Action Plan
6. IALI Executive Committee General Election and announcement of results

## **Minutes of General Assembly**

The General Assembly which started at 1430hrs was chaired by Mr Kevin Myers, President of IALI.

Mr Kevin Myers, welcomed all the participants to the 15<sup>th</sup> General Assembly. He noted that the General Assembly of members was also attended by personal interpreters, as well as a few invited participants, who are not members of IALI. These participants had expressed an interest in IALI and had indicated their wish to observe the General Assembly. Mr Myers sought confirmation from members that they had no issues with this arrangement. There were no objections.

Mr Myers gave a summary of the contents of the meeting.

### **1a. Report by the President and General Secretary**

Mr Myers stated that it has been a great honour, together with Er Ho Siong Hin, to have served as the IALI President and General Secretary respectively for the past 3 years. Mr Myers said that this was both his and Er Ho's first term in these offices - though they had both been part of previous IALI Executive Committees. They were both appreciative of the strong support from colleagues on the EC, Technical Advisors (TAs) and members.

Mr Myers stated that the period of 2014-2017, had been an incredible level of interest and awareness of Labour Inspection issues in the period of 2014-2017. These are listed and developed in the written President and General Secretary's report which may be found at Annex A1. However particularly notable amongst these, in the political sense, was:

#### **i. G20**

The G20 Statement on 'Safer and Healthier Workplaces' (2014) included 10 commitments for improving OSH, particularly in countries that have lower standards of working conditions. Some of the proposed areas relevant to IALI included:

- Strengthen legislation and provide adequate resources for prevention and compensation, training, compliance assistance and enforcement efforts;
- Support voluntary national and international efforts to implement exchanges, share relevant technologies, and coordinate technical cooperation.

IALI had been invited to two OSH Experts Network meetings (held in Istanbul, Turkey in May 2016 and at the sidelines of the recent 21<sup>st</sup> World Congress on Safety and Health in Singapore) which were held as part of the endeavours to translate the G20's commitment to tangible outcomes in improving occupational health and safety worldwide. IALI had committed to provide support to this Network and be involved in any projects to take this forward once G20 had agreed to its priorities and *modus operandi*.

ii. G7

In June 2015, the G7 Leaders' Declaration included commitment to fostering 'Responsible Supply Chains' in order to improve the standards of OSH worldwide. This resulted in the establishment of a 'Vision Zero Fund' in cooperation with the ILO. This fund aims to add value to existing ILO projects to prevent and reduce workplaces deaths and injuries.

Initiatives financed by the fund will focus on strengthening public frameworks such as OSH systems and labour inspections and establishing sustainable business practices.

iii. ILO OSH Global Action for Prevention Programme (OSH-GAP)

ILO established the Occupation Safety and Health (OSH-GAP) to address the global OSH challenges, in particular special focus to the SMEs in the construction and agriculture sector and young workers.

The ILO has also been charged with taking a lead role in delivering the G7 and G20 initiatives. At the IALI Congress on 7 September 2017, Ms Nancy Leppink, Chief-Labour Administration, Labour Inspection and OSH Branch, ILO, had outlined where ILO's thinking on these matters. It was clear that this is still work in progress given the size of the task and the number of vested interests involved. The ILO intends to work in collaboration with "Strategic Partners" to implement their programmes and IALI was seen as one of the key strategic partners. Both organisations will work together to move this forward.

One of the initiatives suggested in the early dialogue with ILO was to produce a framework for the training of labour inspectors. This was a one of the areas identified in our draft high level forward plan and is expected this to be a priority over the next 3 years.

Mr Myers also referred to the, recently held, 21<sup>st</sup> World Congress, where the Finnish Minister of Social Affairs and Health had proposed starting a global coalition of willing partners from international and national organisation, social partners and countries to develop and deliver actions to meet specific priority issues. The proposal was widely supported, including by the Director General of ILO. IALI was invited by Finland (and had agreed) to join this coalition. Finland will be further developing its proposals in the light of the World Congress and the G20 Experts Working group discussions. IALI will be following up closely on it.

Mr Myers' report covered a wide range of further items which are set out in the written President and General Secretary's report which may be found at Annex A1.

**1b. Report by Treasurer**

The Treasurer, Mr Jean Parrat, presented the financial report for the calendar years of 2014 to 2016 through presentation slides. The expenditure in 2014 for 'Congress, Conferences, and EC Meetings' was 50,051.67 CHF in 2014, which was greater than 13,749.11 CHF in 2015 and **13,220.56** CHF in 2016. The difference is due to the

triennial IALI Congress and General Assembly which was last held in 2014. The expenditure for 'Representation & TA' is for expenses by IALI Executive Committee representing IALI to attend events and conferences involving IALI participation (where costs are not covered by the host). This is an important role in raising awareness of and engagement with IALI – by members and potential members. IALI will continue to sponsor for such trips.

The amount of the receipts were between 50kCHF and 60kCHF over the three years – and are mainly from membership fees. However, there was a slight decline in the membership fees from 57,760.31 CHF in 2014 down to 51,740.55 CHF in 2016.

As on 31<sup>st</sup> December 2016, there is a cash balance of 53,839.48 CHF and the assets value is 351,178.50 CHF. Mr Parrat was optimistic about the financial health of IALI given its balances.

Mr Parrat shared his gratitude about getting contributions from IALI partners through conferences, congresses and seminars as well as administrative support from Singapore, United Kingdom and Switzerland which were not reflected in the accounts.

Mr Parrat highlighted that there are nominally 125 members of IALI but only 52 members are regularly paying membership fees. This has been the case historically and is a constant challenge for ECs. Though invoices were sent to all members, annually, anecdotal evidence suggests that a lack of continuity in members as people retire or otherwise move on may be a problem. This would certainly seem to account for the reduction in membership receipts in previous years.

Mr Parrat called for all members who might have information about, or regular contacts with, such “lapsed” members to contact him to discuss about this issue.

### **1c. Report by IALI Auditor**

The IALI Auditor was Mr Zhao Li, Deputy Director for International Relations, US Department of Labour, United States of America. Due to late, unavoidable, changes in his itinerary, he was unable to attend the General Assembly today and his report was presented by Er Ho Siong Hin.

Er Ho presented the summary of Mr Zhao's report which states that “In my opinion, the financial statements referred to above present fairly in all material respects the financial position of IALI as of December 2016, and the results of its operations and cash flows for the period then ended in accordance with general accepted accounting principles.”

### **2. Approval of reports and accounts**

The motion to approve the Treasurer's Report and the Auditor's Report was formally proposed by Ms Samantha Peace, United Kingdom, and seconded by Mr George Mason, New Zealand.

The motion to approve the President and General Secretary's Report was proposed by Mr Pdraig Dooley, Ireland, seconded by Mr Wilbur Oh, Singapore.

The General Assembly voted unanimously to approve all 3 reports.

### **3. Proposed changes to IALI statutes**

Mr Ho Siong Hin, General Secretary of IALI, proposed changes to the IALI statutes for article 6.g, 10.d and 11.i. The changes had been set out in writing to members in advance of the General Assembly.

Changes to Article 6.g and 10.d was proposed given previous experience of mid-term vacancies arising in the EC, highlighting a need for the increased clarity about:

- a) The requirements for eligibility for EC membership in between elections; and
- b) The conditions for appointments to the EC in the event of a vacancy mid-term.

Article 11.i is to incorporate the replacement of the term 'Honorary President' with 'Immediate Past President'.

The General Assembly voted unanimously to approve the changes to the IALI Statues.

### **4. Endorsement of IBOR**

Mr Ho introduced the proposal for the International Benchmarking on OSH Regulations (IBOR). He explained that there had been an increasing number of organisations that approach IALI to help to build regulatory capabilities and understanding and awareness in labour inspectorates. This proposed IBOR and associated assessment process should help answer questions and provide professional foundation for building strong modernised and effective labour inspections worldwide which is in line with IALI's main aim to enhance the effect and impact of our members.

An IBOR workshop was held on 07 Sept 2017 to introduce this document to members and provide practical experience of its scope and application. The IBOR is not seen as being set in stone as IALI would expect it to evolve through experience of its use. Feedback will be collected from the members when they use the IBOR. The EC has proposed to pilot the process at IALI's expense in a few countries to the benefit of both parties. Er Ho explained that the IBOR need not just be in a national level and could also be conducted at the provincial level. He emphasised that the IBOR was voluntary for members.

The General Assembly voted unanimously to endorse the International Benchmarking on OSH Regulations.

### **5. Endorsement of 3 –Year action plan**

Mr Myers presented the draft action plan that is in Annex A2 for the next 3 years of the period of 2017-2020 and invite the members to comment and discuss about the action plan.

Members were supportive of the plan and made no suggestions for removing any of the listed priorities.

Mr Padraig Dooley, Ireland, proposed to raise the awareness of the current and best practise for dealing with severe forms of labour exploitation.

Mr George Mason, New Zealand, supported Mr Dooley's proposal about the value of work and seriousness of the problem. He observed that there are some works that we can do to strengthen the name of IALI in this area which could be added to the work programme.

Mr Pål H. Lund, Norway, proposed to standardise the role of Labour Inspections when it comes to immigration as many labour inspectors are not working together with the local authority and there must be clear of the role of the labour inspectors.

There was general agreement that a think piece on the interface between immigration and employment policies – and in particular the role of Labour Inspectors in these overlapping policy areas would be widely welcomed.

Mr Pål raised the issue of ongoing communications and engagement with IALI members. He referred to items 12 and 13 of Page 4 of the draft action plan (concerning the IALI website and Forum) and suggested that more was needed – eg to have emails every 3 months from IALI with a few highlights of the activities in IALI to remind the members of the organisation. Mr Myers acknowledged this comment and stated that they will explore leveraging on modern ways of communication more frequently and regularly – not least because more frequent communication with and between members could help strengthen the membership.

Mr Rafaël Weissbrodt, Switzerland, mentioned that it would be interesting for IALI to reflect on the future of regulation, which, he argued, looked increasingly more towards self-regulation based on a system based approach. The history of inspection was one that was largely technical in nature, and one which identifies specific failures. He wondered about the relevance of the "self-regulation" approach for small and medium enterprises. He believe that IALI could look into this.

Ms Samantha Peace, United Kingdom, made a reference to Page 3, item 8 (concerning a framework for delivering regulatory intervention tools) and suggested that Mr Weissbrodt's proposal would be covered under this. Mr Myers concurred, but pointed out that there is a range of tools for inspectorates to deploy and it was for them choose from or adopt based on their local economy, performance and priorities. However he added that this would be a big task to deliver in 3 years and one of the ways is to get people to volunteer to develop and take responsibilities for the development of different parts

Mr Myers stated that the process going forward would be for the GA to endorse the draft action plan, incorporating the comments and proposals made by the members in debate.

The motion to approve the 3-year action plan was proposed by Mr Padraig Dooley, Ireland, seconded by Mr Wilbur Oh, Singapore.

The General Assembly voted unanimously to approve the reports.

## **6. IALI EC GE and announcement of results**

At this point, the IALI Executive Committee (EC) (2014-2017) officially stepped down. Mr Myers requested Ms Michele Patterson, Immediate Past President, IALI, to be the Acting President to preside over the election for the next EC. Ms Patterson agreed and this was accepted by the General Assembly.

Ms Patterson announced the candidates for election. There were nine in total. As the IALI Statutes provide for 9 members in the IALI Executive Committee, it was open to the General assembly to formally elect them en bloc. This was agreed by the General assembly and all nominees were duly elected in accordance with the IALI's Statues onto the IALI Executive Committee.

The new IALI Executive Committee members convened shortly after they were elected to decide on the position for the President, Secretary General and Treasurer.

Mr Torres Cia proposed Mr Myers to be the President, which was seconded by Er Ho.

Mr Hlabanu proposed Er Ho to be the Secretary General, which was seconded by Mr Wu.

Mr Räbel proposed Mr Parrat to be the Treasurer, which was seconded by Mr Myers.

The EC voted unanimously for Mr Myers, Er Ho and Mr Parrat to fill the 3 positions.

The new IALI Executive Committee for 2017-2020 are:

<b>Country</b>	<b>Name</b>	<b>Designation</b>
United Kingdom	Mr Kevin Myers	President
Singapore	Er. Ho Siong Hin	Secretary General
Switzerland	Mr Jean Parrat	Treasurer & Vice President
Germany	Mr Bernhard Räbel	Vice President
France	Ms Denise Derdek	Vice President
Russia Federation	Mr Ivan Shklovets	Vice President
Spain	Mr Jose Maria Torres Cia	Vice President
ARLAC	Mr Locary Hlabanu	Vice President
People's Republic of China	Mr Wu Zongzhi	Vice President

Ms Patterson congratulated the new IALI Executive Committee members on their appointments and wished them every success in their tasks for the next 3 years.

The IALI General Assembly officially closed at 1640hrs.