

PROPOSALS FOR A REVISED IALI ACTION PLAN FOR THE FUTURE: 2021 – 2024 AND BEYOND

Summary

This *Action Plan* is a draft for discussion by IALI members at the IALI General Assembly of 15 July 2021. It continues the 6 key **Action Areas** and their **Strategic Objectives** defined originally in the *2008-2011 Action plan* and continued in the subsequent *Action Plans*, to reflect IALI's key roles as an international association.

The 6 existing **Action Areas** and their **Strategic Objectives** for IALI are:

IALI – the professional association – Objective: To provide the professional foundation for building strong, modernised, and effective labour inspection worldwide.

IALI as influencer – Objective: To promote the profession and interests of labour inspection through development of spheres of influence.

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.

IALI as catalyst – Objective: To act as a catalyst for the development of regional cooperation in labour inspection.

IALI as facilitator and communicator – Objective: To provide information for members and to facilitate member initiatives to improve their labour inspection service.

IALI as source of technical expertise – Objective: To provide a resource for accessing technical expertise in labour inspection.

Context

The *IALI Action Plan for the Future* was first developed in 2008 and provides a strategic blueprint to guide IALI's specific work for each triennium towards achieving long-term and ongoing objectives. Each role or **Action Area** has a **Strategic Objective** and a more detailed Description of the role and purpose of that area of work can be found in Annex A.

In practice, many of these roles are interdependent and specific activities carried out by IALI may impact on more than one. Additionally, the work of IALI to deliver these roles in any triennium will be a mixture of **ongoing** tasks and activities (which effectively roll on over time) and **Specific Tasks** and deliverables for that Triennium. Both types of work being progressed and delivered as time and resources allow.

This proposed *Action Plan* is put forward by the current Executive Committee based on:

- its reflections of progress made over the last four years in delivering the previous Action Plan.
- issues identified over that period that need further work actions necessary to build on what has been delivered in 2017 – 2020; and
- responding to wider developments and opportunities that have emerged in the last four years
- new formal, informal, direct, and personal contacts developed during the last four years

Following the General Assembly 2021, the newly elected Executive Committee will then consider and finalise the Plan taking into account the comments provided by members at the meeting.

Proposed by IALI President
Kevin Myers
15 July 2021

IALI ACTION PLAN FOR THE FUTURE: 2021 – 2024 AND BEYOND

ONGOING ACTIVITIES

1. Assist IALI members (and others) to implement the *International Common Principles for Labour Inspection* in states, nations and regions; including promoting continued adoption of IALI's *Global Code of Integrity for Labour Inspection* and systems for performance measurement using *IALI's Handbook for Measuring Performance of the OSH function* as a guide.
2. Provide support and technical assistance as requested by IALI members. Assessing requests for such assistance in a consistent and fair manner in accordance with the criteria under IALI's Technical Assistance policy. Responding to such requests for assistance in a timely manner.
3. In particular, to engage with and provide support to regional groups coordinating labour inspection activities. This to include both IALI-established Regional Alliances of Labour Inspectorates (RALI: SE Europe, Azerbaijan and Ukraine, RALI: CIS and Mongolia) and other bodies established for, inter alia, such purposes (e.g. EU-SLIC, ASEAN OSHNET, ALIC, ARLAC, CRADAT, MAGHREB Confederation Iberoamericana de Inspeccion de Trabajo (CIIT, ARAB states, GRULAC, etc). Where appropriate, we will continue the practice of appointing regional representatives who will work with regional associations in the same way as it is done now with RALI CIS and Mongolia, ASEAN and other regional associations.
4. Encourage and support Regional conferences and forums organised by local inspectorates. Providing input, speakers and technical (and other) assistance as requested
5. Promote and raise awareness of IALI and its role (in promoting professional, efficient and effective labour inspection worldwide) with key stakeholders (e.g. Governments, international employers' and workers' representatives, relevant NGOs and other bodies whose work can influence labour inspection.
6. Promote and raise awareness of IALI's flagship programme, the International Benchmarking OSH Regulations (IBOR).

SPECIFIC TASKS 2021 – 2024

1. Deliver assessments under International Benchmarking OSH Regulations (IBOR) following the successful assessment of Malaysia. Continue to identify and work with at least other two countries under the scheme.
2. As a Strategic Partner with the ILO, to identify opportunities for ongoing cooperation and collaborative action over 2021 – 2024.
3. Provide support to the G20 EWG and OSH Network.

4. Carry out a strategic review of IALI's current arrangements for maintaining an accurate and up-to-date list of members, amongst other things, with a view to increase the number of active, paying members.
5. Working with the ILO (and others as appropriate, especially regional groups) develop a framework for training Labour Inspectors.
6. Collaboration with ILO/ISSA and the World Congress Organisers to showcase IALI's activities and programmes (upcoming World Congress will be held in October 2021 over virtual platform). The following World Congress will be held in Sydney in year 2023.
7. Commence compiling a framework for delivering regulatory intervention tools (developed in partnership with others as appropriate)
8. Further develop IALI's position papers on Vision Zero and Global Supply Chains
9. Work with ISSA Special Commission on Prevention Sections, to identify opportunities for joint collaborative areas of action over 2021 – 2024.
10. Review IALI-ICOH MOU activities and continue collaborative and joint initiatives throughout 2021 – 2024.
11. Continue the formal partnership in the tripartite project on managing asbestos hazards in Europe (i.e. The IALI, EFBWW, FIEC, EU-Project) and encourage his implementation in countries and LI outside of Europe.
12. Further develop the interactive web site.
13. Produce and distribute an annual IALI Forum for 2021, 2022, 2023 and 2024.
14. Organise and hold at least two EC meetings a year – taking advantage of attendance at other events and where appropriate the use of virtual platforms to minimise cost wherever possible.
15. Organise and host at least two webinars for members in 2022, 2023 and 2024.
16. Organise and deliver the 3-yearly IALI Congress and General Assembly in Geneva, in June 2024.
17. Commemorate IALI's 50th anniversary in year 2022.

ANNEX A

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| IALI THE PROFESSIONAL ASSOCIATION |
| OBJECTIVE – To provide the professional foundation for building strong, modernised and effective and labour inspection worldwide |
| <p>DESCRIPTION</p> <p>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. IALI has produced a number of tools in recent years to assist members to deliver high quality and professional labour inspection systems:</p> <ul style="list-style-type: none"> • a global code of ethics/integrity • a framework for common principles of operation • a framework for measuring performance and comparative benchmarking. <p>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. G7 and G20 initiatives demonstrate the level of political interest. 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.</p> |

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| ACTION AREA 2- IALI AS INFLUENCER |
| OBJECTIVE – To promote the profession and interests of labour inspection through development of spheres of influence. |
| <p>DESCRIPTION</p> <p>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:</p> <ul style="list-style-type: none"> • international organisations and NGOs e.g. ILO, UN, WHO, WTO, ISSA ICOH • regional labour inspection groupings • international employer and worker representative groups • lobby groups for decent work • organisations that resource socially responsible investment (e.g. World Bank, IFC). |

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 many regional groups of inspectors 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.

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 EC and membership, can provide impetus for regional cooperation in labour inspection through organising conferences with host countries; starting and supporting regional technical programmes, and by encouraging and assisting members to organise regional cooperative initiatives.

IALI has further developed arrangements for promoting regional alliances by nominating regional representative roles to EC members and others. It is intended that they work with interested countries to provide the catalyst for regional cooperation to be encouraged to develop.

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. Supporting non-members LI/countries and social partners organisations to develop regional activities in order to promote and reinforce their influence, cooperation and willingness to become IALI members and use IALI's professional tools.

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.

ACTION AREA 6 – IALI AS SOURCE OF TECHNICAL EXPERTISE

OBJECTIVE

To provide a resource for accessing technical expertise in labour inspection

DESCRIPTION

In recent years IALI has worked to pool, codify and publish expertise in the format of the various high-level documents it has produced:

- *Global Code of Integrity for Labour Inspection*
- *International Common Principles for Labour Inspection*
- *IALI's Handbook for Measuring Performance of the OSH function*
- *International Benchmarking for OSH Regulations*
- *Guidance on Competency Framework for Labour Inspectorates*
- *Roles of Labour Inspection in Managing Pandemic*
- *Roles of Labour Inspectorates in respect of Migrant Workers*

For many years, IALI has also 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.

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