



# AIITFORUM

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

90



Bureau International du Travail



## PRESIDENT'S LETTER



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

**Dear IALI friends and colleagues**

It is my pleasure to introduce you to our 'new look' **IALI Forum** – our annual publication designed to tell you all about the activities of our members. A big thank you to all who have contributed to this bumper issue – it is excellent to see the strong response in the number and quality of contributions and I hope you will all enjoy reading the result.

The IALI Forum is intended to promote discussion on topics of interest and importance to us all, to share news and views, accounts of successful and best practice initiatives and to provide you with information on activities, programmes and events.

In this edition we have a wide variety of news updates from around the world which I am sure you will find interesting.

From Spain and Ontario Canada, you will find news about labour inspectors and labour inspection systems. These articles range from very good news about plans to celebrate the Centenary of Spanish Labour Inspection and news of a massive increase in the number of OHS inspectors in Ontario; through to a most disturbing account of a court case involving prosecution and damages against a Spanish labour inspector.

From Luxemburg, our own IALI Secretary General, Paul Weber, provides an interesting overview of the reorganisation of the Luxemburg inspectorate into an Integrated Labour Inspection System following audits by the EU and ILO. On the distressing issue of forced labour, one of our IALI Technical Advisors, Wolfgang von Richthofen, has contributed a clear and concise outline of how your labour inspectorate can organise to combat this most insidious type of employment.

We have excellent contributions on partnerships in labour inspection programmes and practice from Poland, Germany, Cyprus and Finland. The Polish articles feature cooperative programmes across the borders between countries, while Germany tells us about a public-private partnership promoting healthy workplaces. The partnership explained in Cyprus is between Labour Inspection and the Ministry of Education, while Finland reports on a successful prevention initiative run in partnership between their OHS administration, Technology Industries of Finland and the trade unions.

Technical contributions full of useful information about prevention campaigns aimed at addressing particular hazards and risks come from Germany, Czech Republic, Lithuania and Slovakia. You will find information on fumigation risks from freight containers, safe plant handling, prevention principles on construction sites and managing hazards from visual display units.

Brief reports on past and current IALI conferences are included featuring our most spectacular first IALI conference in Asia held in Macao-PR China and the successful Pan-African Conference in 2004. Most recently in 2005, the Congress and General Assembly in Geneva and a training conference in Guyana for the Caribbean countries have also been well attended and very successful.

With the Guyana event just completed, the new Executive Committee is working hard on developing an exciting new calendar for the rest of 2005-2008 (see 3-year strategy inside) and we are waiting for confirmation of several events

in 2006 and 2007. Our aim is to hold a wide variety of events around the world, hopefully featuring Asia and the Pacific as well as many other countries – so please regularly visit the IALI web site to update yourselves on upcoming events.

With such an extensive list of contributions there is no room to tell you about all the initiatives happening in Australia – so I will save this for next year's issue of IALI Forum. However, as we are preparing this edition of the Forum, Australia is about to launch a major event across the country where for the first time, we will hold a national coordinated Safe Work Week for 2005.

Finally, I want to welcome our new members to IALI – you will find the list later in this issue – and extend my thanks to the previous President of IALI, Dr Adrian Ellis and his Executive Committee who have done such a wonderful job over the last 3 years. In closing, on behalf of IALI, I want to send special thanks to Malcolm Gifford, our long-standing manager of the IALI Secretariat, who has made such a wonderful and extensive contribution to our organisation over many years. Malcolm will now be moving on to other things but, we hope, will retain a significant involvement with IALI through some special projects – thank you Malcolm!

Thank you again for your great contributions to this edition of the IALI Forum and I look forward to meeting many of you at IALI and associated events over the next few years.

Warm regards

Michele Patterson

# LUXEMBOURG: AN INTEGRATED LABOUR INSPECTION SYSTEM



Paul Weber, IALI Secretary-General, and Director, Inspection du Travail et des Mines, Luxembourg

Following audits by the ILO and the EU Senior Labour Inspectors Committee, Luxembourg decided to introduce an Integrated Labour Inspectorate System (ILIS) to meet the challenges of the global economy. ILIS is based on relevant ILO conventions on occupational safety and health and other standards that reflect the right to 'decent work'. It will have prevention as its prime focus.

As the national competent authority, the Labour and Mines Inspectorate (ITM - Inspection du Travail et des Mines) has taken the lead in this initiative, setting up multidisciplinary teams of field inspectors and controllers who cover occupational safety and health (OSH) and general working conditions. The principle of 1 inspector to 1 enterprise is now being applied.

**PLAYERS:**

**ILO + EU + MS global policy:**

- Social peace
- Culture of well-being of workers
- Right for decent work
- Prevention
- United nations and ILO

**Member States Strategic level:**

- Ministries
- Employers
- Unions
- Shareholders
- Social alliances (NGO)

**Sectorial Strategic level:**

- Competent Authorities
- Jurisdictions

**Operational level:**

- IT inspectors, Razzias
- Accredited Control Organisations
- Firms and administrations: enterprise OSH Services; workers representation; mixed committees, OSH officer, coordinator for mobile workspaces

**TOOLS:**

- Human rights and treaties
- Constitution, conventions
- Protocols and recommendations
- EU social directives

- National tripartism
- Standing committee for OSH and working conditions
- Regional networks: Bilbao-OSH; Dublin; ASIA-OSH

- OIT 81; 129; 155; 161; 170; 176; 178; 184
- EU 89/391; 89/654; 83/477; 92/85; 2004/371

- Operational level:
- Executive levels
- Monitoring coordinator for mobile workspaces

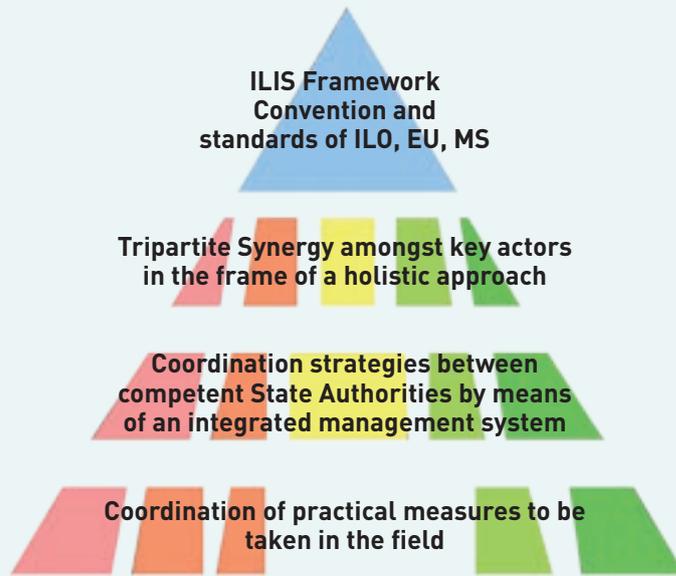


Fig. 1 – the ILIS framework

If additional specialist advice is needed, they can call on either internal specialists or external ones such as occupational health physicians from the Ministry of Health. At the national level, a tripartite, consultative committee for labour has also been set up, bringing together all the main stakeholders so as to help define national priorities.

Existing legislation is being modernised, and ITM is being reformed step by step. The infrastructure of ITM is being adapted to suit the new organisation, and inspectors and controllers are to be trained in new practices, with especial attention being given to psychosocial issues and human factors.

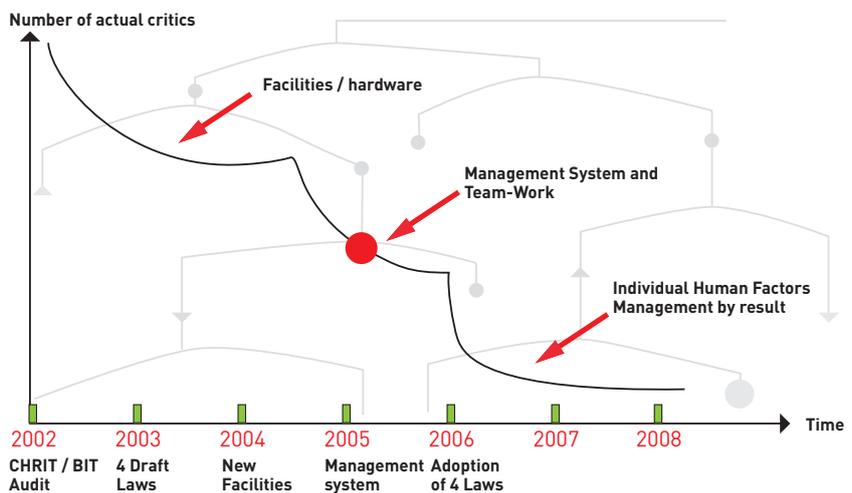


Fig. 2 Levels of ITM reorganisation

There are now 3 levels within ITM's management system. It is more detailed than the old system and has "triangular teams", which give more responsibility to the deputy directors and heads of specific services and regional agencies. Inspectors' tasks go beyond just controlling OSH and working conditions, as they are also responsible for the setting up of a number of specific national priorities such as promoting compliance with industrial relations conventions, though not unemployment matters (see chart below).

For more information, contact  
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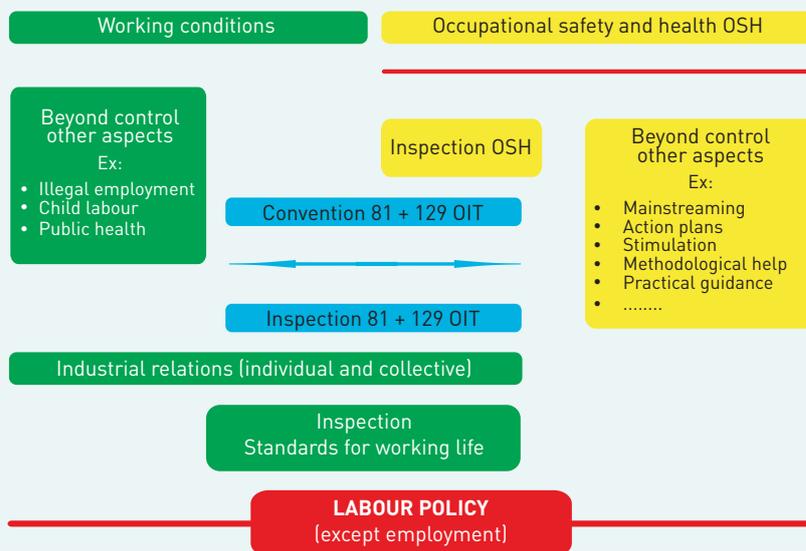


Fig. 3 – ILIS Luxembourg: coverage of OSH and working conditions

## ONTARIO, CANADA: 200 NEW INSPECTORS BEING RECRUITED IN 2005/06

Dean Williams, Ontario Ministry of Labour,  
Ottawa

Ontario, Canada, has been among the most aggressive enforcers of occupational safety and health in North America.

By March 2006, the Ontario Ministry of Labour will have doubled the number of health and safety inspectors on its staff in less than 12 months. The new inspectors are dedicated to targeting high-risk workplaces - determined by high costs and high injury rates within various industrial sectors - with the goal of reducing overall workplace injuries by 20 per cent or 60,000 per year by 2008.

The Ministry calculated that the worst two per cent of workplaces account for 10 per cent of all injuries and 21 per cent of injury costs in Ontario. Targeting these workplaces maximizes the effectiveness of the inspection force. "A test of this new approach over an

eight-month period showed early indications of success", said Labour Minister Steve Peters, noting that for over 2,500 companies, the kind of injuries responsible for lost work time were down by over 20 per cent. "The new inspectors will be building on this best practice. We're working toward long-term sustainable change in occupational health and safety across all sectors."



Ontario's Labour Minister Chris Bentley (at podium) joined by 100 new health and safety inspector graduates on March 22, 2005.

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## A WORK INSPECTOR SENT FOR TRIAL

Carlos Moyano Jurado, President,  
Spanish Association of Labour Inspection



In 1990, a Spanish Labour Inspector visited a textile company regarding a complaint related to social security concerns. During his visit to the factory, activities had stopped and it was impossible for him to observe what kind of activities were carried out or what substances were used. In 1992, some cases of a new occupational disease appeared affecting workers of the company, causing disability and, in some cases, death. Subsequently, in a case that has been going on for more than ten years, the concerned Inspector was taken to court because he has not appraised the implied risks, although he couldn't have been aware of the activities carried out at the time of his visit. The employer in question went bankrupt and the inspector was found responsible of the occupational diseases of the workers. Eventually, in 2003 the Inspector was sentenced to a "levy" prison sentence, to incapacitation and to pay a 12 million euro fine for civil responsibility.

On appeal, the Supreme Court didn't enforce any prison sentence but maintained the 12 million euro fine.

The Inspector, with the entire support of the union of work inspectors (formerly Professional Association of Labour Inspectors), lodged an appeal against the judgement of the Supreme Court because, in the exercise of his duties, an Inspector cannot be held responsible of security and/or health damages of workers resulting from employers' infractions to the law in force. The Inspection believes that this judgement is a menace to presumption of innocence and to the independence and to the authority of inspectors in Spain and elsewhere. They think it is unacceptable for a Court to admit the responsibility of a civil servant (the State being the subsidiary civil responsible) in order to pay the damages undergone by the workers instead of charging the responsibility to the employer, even in cases of insolvency. The Supreme Court will give its decision in the next months after the current recourse has been presented.

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## LABOUR INSPECTION AND ABUSIVE EMPLOYMENT, IN PARTICULAR FORCED LABOUR



Wolfgang Frhr. von Richthofen,  
International Consultant and  
Technical Adviser to IALI

### Introduction:

Forced labour today is present in all continents and almost all countries and is to be found predominantly in the private sector, according to a recent ILO report\*. Migrant workers, both national and foreign, are particularly vulnerable to coercion and exploitation and thus often the victims of forced labour, women more so than men. Forced labour is universally regarded as a criminal offence, but often not clearly defined in national

laws, so worldwide, there are relatively few prosecutions for forced labour offences. The ILO Report estimates that globally there are over 12 million victims and points out that labour policy and labour market failures are at the root of the problem. Labour market institutions, including labour inspection, therefore have a key role in identifying, monitoring, in raising awareness and in combating it, especially its worst forms.

\* A global alliance against forced labour – ILO, Geneva, 2005

### Issues of Enforcement:

Labour protection law in many countries provides mechanisms for dealing with abusive employment, in particular forced labour. Labour inspectors in almost all countries – and certainly in those who have ratified ILO Convention No. 81 – have powers to enter workplaces, as abusive employment is often clandestine. In addition, the police in many countries are often reluctant to deal with forced labour issues if they do not constitute human trafficking for prostitution. Thus, in Belgium, labour inspectors can prosecute under criminal law in labour courts. The USA has recently adopted new laws against human trafficking for the purpose of any kind of forced labour. Such a clear legal framework is needed for effective labour inspector intervention.

### What can the Labour Inspector do?

Labour inspection's mission is to promote compliance with relevant national labour protection regulations within the sectors for which they are responsible, exercising their various functions – giving advice and information, monitoring and enforcement, and undertaking educational or promotional activities (raising awareness). All such responsibilities and functions can be brought to bear when dealing with exploitative labour. However, labour inspectors are rarely the primary players in combating forced labour and a broad-based partnership approach is indispensable, as it is with child labour. Yet labour inspectors are the principal representatives of the State in the workplace and often have extensive powers to enter workplaces at any time of the day or night, to carry out inquiries freely and to interrogate persons alone. Many can also issue orders for remedial action and institute or recommend legal proceedings, increasingly with severe sanctions.

However, when combating abusive employment, a number of practical issues have to be kept in mind. Many forms of forced labour, such as domestic household work, are found in private homes and it is very difficult or impossible for

inspectors to enter such premises. Significant difficulties also arise when interviewing potential victims, as they may well have reasons to fear their employers' reactions. Inspectors must therefore use tact and powers of persuasion and keep in mind that the target of their intervention is not the (often illegal) worker but the abusive employer. They must also be well informed about forced labour definitions and practices, and use discretion. When dealing with human trafficking for purposes of abusive labour, they must try to focus on recruitment stages. Physical force during raids can only be used with the support of the police, so cooperation must be well organized, preferably in the form of Agency Agreements. Many obstacles also exist in effective victim identification. Moreover, the relationship between victim and trafficker or abusive employer is often complex, and many victims see no alternative but to submit to exploitation. Added to that, there is the problem of the frequent isolation of the victims, geographically, socially and culturally. National workers often exploit foreign migrant workers, and there can be language barriers that make monitoring and enforcement very difficult. Therefore, comprehensive training must be provided to labour inspectors once the political will and support are manifest to deal with abusive employment more effectively.

### Ten key steps for broad-based action by labour inspectorates are proposed:

1. Develop a policy and ensure that the necessary political will and support are forthcoming;
2. Designate a unit in the inspectorate, also responsible for external coordination;
3. Identify strategic partners (both Government and labour market organizations);
4. Make clear, structured, institutionalized cooperation agreements;
5. Mainstream activities related to combating forced labour into the inspectorate's work;
6. Determine particularly hazardous types of forced labour and identify such workplaces;
7. Bring to the attention of the competent authorities abuses not covered by existing legislation;
8. Design appropriate mechanisms for monitoring and enforcement;
9. Target those employers/traffickers where the most unacceptable conditions exist;
10. Judiciously enforce all available, existing regulations.

In addition, inspectors can carry out forced labour surveys and sector analyses. They can negotiate social agreements with sectors/producers or, as in France and Australia, with the prison authorities. Labour inspectors can cooperate with voluntary social initiatives, and network with front-line NGOs. In particular, they can and must establish a presence in the informal economy. Cooperation arrangements are needed with the police, the judiciary, with immigration authorities, labour market (employment) services, industrial courts or labour tribunals, social insurance bodies, and often even within the inspection system. Growing numbers of Free Trade Agreements and Generalized Systems of Preferences, provide new impetus for more effective interventions.

### Conclusions

- Labour inspectorates have an important role to play in combating forced labour, but they must first "get their act together",
- The principal mission of labour inspection is: To promote and monitor compliance, and react forcefully to cases of non-compliance,
- Inspectorates should concentrate and target enforcement on the worst offenders,
- They must establish functional cooperation structures (Agency Agreements), and
- They must solicit strong political will and backing.

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## INTERNATIONAL COLLABORATION IN THE SEARCH FOR GOOD INSPECTION PRACTICES



Joint visit by Polish and Ukrainian inspectors to a Polish factory



Mrs Hintz, Chief Labour Inspector, addresses colleagues from Ukraine, in Wrocław

Anna Hintz, Chief Labour Inspector,  
National Labour Inspectorate, Poland

Labour inspectorate exchanges programmes are not new, but they have recently gained more momentum in some regions in the world. In Europe, for example, Ukraine and Poland signed a 'Cooperation Agreement on developing labour inspections' systems, 2004-2007', which created the formal basis for such a programme, giving the inspectorates an opportunity to gain fresh insights and to make progress together.

So, in June 2005, representatives of the two inspectorates undertook a joint study visit at the Polish National Labour Inspectorate's Training Centre in Wrocław, covering important topics such as control, supervision and prevention, and how social partners were given information and advice.

The study visit was also an opportunity for the Ukrainian guests to become acquainted with the role and competences of the Polish Labour Protection Council (a tripartite body reporting to Parliament, which supervises labour inspectorate's activities), and for them to exchange opinions with members of regional trade unions' and employers' organizations. There were also some joint visits to Polish enterprises.

The next phase of this bilateral collaboration will take place in Kiev, Ukraine, when Polish representatives will attend a seminar on future collaboration of this kind.

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## INTERNATIONAL COLLABORATION BETWEEN POLAND AND GERMANY ON CONSTRUCTION SAFETY



Krzysztof Kowalik,  
National Labour Inspectorate,  
Poland

During 2005, there has been intensive cooperation between the Polish National Labour Inspectorate and inspection bodies in Brandenburg, Germany, with

regard to improving safety and health on construction sites in the border regions of both countries. The starting point for implementing a joint project was the agreement between the relevant Ministry offices in Brandenburg and in Potsdam, and Chief Labour Inspectorate in Warsaw.

The project's first stage was the running of joint workshops for inspectors, with particular attention focused on sharing experience from the German construction campaign in 2003-2004. An information campaign was another important element, and both sides jointly prepared materials for Polish and German investors and construction companies, compiling practical information on legal requirements in both countries with

regard to notifying appropriate national offices of construction sites, appointing OSH coordinators, developing OSH plans and inspection. Seven joint visits to big construction sites were carried out (4 in Germany and 3 in Poland), with the involvement of labour inspectors employed in the border regions. It became clear even in the early stages of the project that here was a good opportunity for the Polish labour inspectorate to become acquainted with the methods and activities of the Brandenburg labour inspectorate, and the project's results will be used to implement similar projects in other border regions.

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## GERMANY: A PUBLIC-PRIVATE PARTNERSHIP FOR IMPROVING HEALTH AT WORK

Dr. Eleftheria Lehman,  
Landesanstalt für Arbeitsschutz NRW, Germany

### Background

Creating a healthy and safe working environment is an important factor in achieving economic wealth and growth. In North Rhine-Westphalia, Germany, different stakeholders recognised the role of health at work in the global economy, and the idea of a special campaign on health at work and health promotion found favour with all social partners.

“Gesünder Arbeiten” (More healthy work) quickly became the motto of the campaign. Following intensive discussions, a Public Private Partnership was established as a non-profit organisation, and in 2001 the “Gemeinschaftsinitiative Gesünder Arbeiten e.V.” (GiGA) was founded in North Rhine-Westphalia (NRW) by leading enterprises, health and accident insurance associations, social partner organisations, professional associations and the NRW Ministry of Employment. All groups were represented on the executive committee. The campaign was initially for three years, then extended to 2007 because of its earlier success. On behalf of the Ministry, the NRW Labour Inspectorate is involved in planning and conducting various activities of GiGA.

The main objective of the campaign was to increase awareness of occupational safety and health (OSH) amongst managers and employees. There were three main goals:

1. To establish and support a consensus between all relevant groups in GiGA;
2. To inform employees, employers, work councils, safety and health representatives, occupational doctors etc. about the GiGA's comprehensive approach;
3. To raise awareness in all relevant groups, including journalists, of the GiGA's goals.

### Activities

Although activities were mainly to address prevention and health promotion,

it was clear that traditional industrial safety issues could not be left on one side. However, the campaign's aim to reach a wider public required a new approach that was unfamiliar to the OSH community. To publicize the initiative widely, various print and electronic media were to be used with the Internet as a main channel for communication (see [www.gesuenderarbeiten.de](http://www.gesuenderarbeiten.de)).

In addition to providing good media communication, providing self-help information and guidance was also a major objective. Best practice examples were published, to help companies learn from each other and enable especially smaller enterprises to profit from shared OSH knowledge. All activities focused on convincing the target groups of the advantages of OSH for all parties, using examples of good practice and providing practical help for the individual and problem solutions. The following examples demonstrate the wide variety of activities already undertaken under this campaign:

### MobbingLine NRW

An increasing number of employees in Germany are affected by mobbing and ask for individual consultation, so GiGA decided to build up a counselling services network. MobbingLine NRW was thus established in co-operation with C@ll NRW, the service centre of the government in North Rhine Westphalia, the OSH competence network of the Labour Inspectorate (KomNet), church organisations and health insurance organisations. For the first time mobbing victims can get individual and personal consultation by phone, via a telephone hotline. A common manual edited by GiGA enables the consultants to give information, help and consultation. Between 100 and 150 phone calls and e-Mails are now registered each week.

### Stress

Stress has been another major concern for GiGA and many activities have addressed the subject. A published leaflet

gives advice on good OSH management, to improve working conditions, company structures and process organisation, and hence to prevent stress. A specific topic has been noise control at work, in school and during leisure time, and one initiative targeted young people with well-known musicians providing their support. Another activity focuses on office work, guiding workers to a module on the GiGA website containing relevant information, and a further leaflet gives advice about software ergonomics.

### Good Practice Databank

Examples of good practice are one of the most powerful tools in persuading management of the advantages of OSH and the benefits of preventative measures. GiGA's partners have collected a large number of solutions already successfully implemented in enterprises, which demonstrate how good quality of work can be achieved. The databank is accessible on the Internet ([www.good-practice.org](http://www.good-practice.org)).

### Best Practice Awards

Promotion of a healthy working environment, with healthier workers, demands different activities and solutions from those that the traditional industrial safety approach offers. So every year GiGA invites companies that have already implemented a comprehensive approach to OSH to participate in their **Best Practice Awards** competition (see photo) – a scheme that was aimed initially at small and middle-sized companies in North Rhine Westphalia with up to 300 employees. Economic aspects like enhancement of productivity and lowering of sickness rates play an important role in this context as well as the improvement of working conditions.



GiGA Best Practice Award for promoting a healthy working environment

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## CYPRUS: MAINSTREAMING OSH INTO EDUCATION

Leandros Nicolaides, Director,  
Department of Labour Inspection, Cyprus

The safety and health of tomorrow's workforce depends on the mainstreaming of occupational safety and health (OSH) into education today, and more and more countries are starting to integrate OSH into schools curricula as well as college courses. The Department of Labour Inspection in Cyprus, in collaboration with the Ministry of Education and Culture are planning to promote the mainstreaming of OSH issues into the curricula of the public schools on the basis of a study that has been recently carried out. The study included 80 thematic examples covering all school ages in primary, secondary and technical education. Using education to strengthen the prevention culture is also one of the key objectives of the EU Strategy on Health and Safety at Work for 2002-2006.

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or from Erkki Yrjänheikki (erkki.yrjanheikki@stm.fi).**

## FINLAND: A NEW GENERATION OF SAFETY CAMPAIGNS

In 2002, the Finnish Occupational Safety and Health Administration, Technology Industries of Finland and the trade unions, launched a four-year safety competition for the metals and electronics industry. This competition was one project completed in Finnish National Programme for Prevention of Occupational Accidents ([www.tyotapaturmaohjelma.fi](http://www.tyotapaturmaohjelma.fi)).

Trained safety inspectors evaluated participating workplaces and their workstations twice a year, using the standardized Elmeri observation method. (This method involves comparing 14 safety and health items at each workstation with agreed standards or good practice; the Elmeri index is calculated as the percentage of correct items seen). The best companies have been praised every year and results have been dramatic. The number of participating workplaces was 158 at the beginning of the campaign and that has risen to 194. The average Elmeri index improved during the first year from 68% to 79%, then to 82% and by spring 2005 it was 85%. This means that 85% of the workplaces observed met agreed safety criteria.

For instance the number of observed defects at machinery has decreased by 47%, lightning defects by 62% and defects on the orderliness of walkways by 34%. The inspectorate, the industry and the trade unions are all satisfied with this campaign, and a similar campaign will be started in the food industry during 2005.

## FUMIGATION RISKS FROM FREIGHT CONTAINERS



Opening a freight container that has been fumigated can be hazardous

Armin Steinhoff, Hamburg Labour Inspectorate, Germany

Opening the doors of imported freight containers can be dangerous. Apart from the risks from unsafe stowage and damaged dangerous goods, there are also risks from residual amounts of any fumigant gases used by exporters. What makes fumigation risks worse is that the gases are unseen and often odourless, and containers are often not labelled to show that they have been fumigated.

Exporters fumigate containers in order to control forest and other pests in wooden material and foodstuffs, and to meet the requirements of importing countries. Fumigation can be carried out at the port of departure or at manufacturers' premises, using highly toxic gases like methyl bromide, sulphuryl fluoride, formaldehyde, cholopicrin or phosphine.

The clearance procedure after successful fumigation is the key to controlling risks on opening the containers.

In the Port of Hamburg, about 25% of all imported freight containers have been fumigated and they are very often not labelled as such. Together with the ports industry, the Hamburg Labour Inspectorate is developing safe working procedures for identifying and handling such containers.

**For more information, contact [www.portsafety.hamburg.de](http://www.portsafety.hamburg.de)**

## CZECH REPUBLIC: SAFE PLANT HANDLING AND WORKPLACE TRANSPORT

In the past, plant handling in the Czech Republic has accounted for 28-31% of national occupational accidents. Therefore in 2004, the Government launched a campaign entitled "Safe plant handling", which has the long-term aim of reducing not only plant handling accidents but also workplace transport ones. The campaign started with the aim of raising awareness of relevant health and safety legislation and preventive measures, including some national TV coverage of the issues. The next phase of campaign began in June 2005, when means of transport and crane safety will be monitored.

Antonin Dusatko, General Labour Inspectorate, Czech Republic

Concentrated efforts by the labour inspectorate on a specific topic like this bring very positive results, and this particular campaign has already seen a decline in relevant accident rates, mainly fatal accidents including fewer fatalities from workplace transport as well.

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## LITHUANIA: SOCIAL PARTNERS FORUM CLOSES CONSTRUCTION CAMPAIGN

Mindaugas Pluktas,  
Chief labour Inspector, Lithuania

In December 2004 the Lithuania Labour Inspectorate organised a forum "United Europe – General Prevention Principles for Safety and Health on Construction Sites". The event was held at the end of the European Week "Build in Safety" and was attended by about 400 participants, among them managers of the main construction companies, representatives of social partners and governmental institutions. An exhibition of personal protective equipment was arranged, and photographs taken by labour inspectors during construction site visits and of accidents were also on display. Participants heard about the causes of construction site injuries and violations noted by inspectors, and discussed how to motivate employers better to improve safety and health, the problems of SMEs, and the training of construction workers.

In the course of the whole year and during the European Week, information



Mr Pluktas, Chief Inspector, addresses the major Construction Safety and Health Forum, December 2004

about construction site safety and health was given widespread coverage in major national and regional newspapers. Much information about the Week was published in the national newspaper for construction sector and the State Labour Inspectorate newsletter.

A cartoon on construction safety was broadcast on national TV, and there were special broadcasts on accidents in the construction sector.

Labour inspectors visited some construction sites together with media correspondents, who took photos of obviously dangerous situations. All districts of the Labour Inspectorate organised extended meetings during the Week with national representatives of the social partners and with managers of major construction companies. During these meetings, participants were given information from the European Agency for Safety and Health at Work, comparisons were made between EU and Lithuanian construction accident statistics, and the causes of accidents were discussed along with ways of preventing them.

Two examples of good safety and health practice from Lithuanian construction companies were selected for nomination under the Good Practice awards scheme organised by the Agency. One of them was subsequently included into the list of recommended credible examples.

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## A HIGHLY SUCCESSFUL FIRST CONFERENCE IN ASIA, 20-22 SEPTEMBER 2004

IALI held its first ever conference in Asia in 2004. Organized jointly with the Labour and Employment Bureau in Macao-China and in collaboration with the ILO, the conference theme was safety and health in the construction industry, and the venue Macao Tower in Macao. Topics covered included strategic safety management in this industry, prevention, partnerships, education, promotion, inspection and enforcement, operational strategies and programmes, and the role of clients, designers and suppliers in promoting better construction standards.

The conference was very well attended, with 143 participants from 17 countries all over the world.

Copies of the conference report can be found on the IALI website - [www.iali-aiit.org/event\\_docs/MacaoReport-short.doc](http://www.iali-aiit.org/event_docs/MacaoReport-short.doc)



## SLOVAKIA: IMPROVING WORKING CONDITIONS AT VISUAL DISPLAY UNITS



Daniela Gecelovská  
Labour Inspector

Daniela Gecelovská and Jarmila Ieberová,  
National Labour Inspectorate, Slovakia

inspection programme to improve conditions for those who work with visual display units, focusing on companies where such units are most used.

During June 2005, all regions in Slovakia paid visits to companies using visual display units and many shortcomings were observed. Labour Inspectors gave advice, referring employers and employees to a manual about good working practices with computers, which was released on CD in May 2005 by the Labour Inspectorate and the Labour Protection Information Centre with support from the European Agency for Safety and Health at Work.

The inspection programme has shown that compliance with relevant legislation is not satisfactory, and it is necessary:

- To keep raising awareness about the negative effects of unsuitable working conditions at visual display units, the risks of visual impairment, musculo-skeletal disorders and other occupational illnesses,

- To negotiate the design and manufacture of suitable workstations with associations of furniture manufacturers, interior designers and public health authorities,

- To check up with certain companies to ensure that they have improved working conditions at visual display unit workstations, and

- Using the media, to publicize further the risks and what can be done about them.

With the widely supported "Information society" campaign, which shows all the positive benefits of working with visual display units, it is necessary also to focus attention on the negative effects of working with them and the risks of damage to health, unless they are properly managed.

**For further information contact  
Jana Gibodova on  
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Working with computers has become a key part of working life in many companies and good arrangements for visual display unit workstations have become very important; monitors and keyboards have to be arranged in such a way as to minimize risks to health.

In Slovakia, national legislation now exists that imposes minimum safety and health requirements for working with visual display units, implementing a European Directive on the subject. The National Labour Inspectorate in collaboration with the Regional Labour Inspectorate in Bratislava has therefore been managing an

PAN-AFRICAN CONFERENCE ON OCCUPATIONAL SAFETY AND HEALTH,  
22-24 NOVEMBER 2004

Globalisation and the expansion of the informal economy in Africa make it more important than ever for good standards of occupational safety and health to be promoted and maintained in practice, and the role of the labour inspectorates is crucial here.

The African Regional Labour Administration Centre (ARLAC), the Mauritius Ministry of Labour, Industrial Relations and Employment, and IALI therefore

jointly organised a regional conference to address these issues. The conference was held principally for the 24 English-speaking African countries, and in collaboration with the ILO and the WHO as part of their African Joint Effort on Occupational Health. The conference heard of the challenges facing individual African countries and discussed the way forward, agreeing a draft strategy and action plan. Specific topics covered included sectoral issues, notably con-

struction and agriculture, occupational health and HIV/AIDS in the workplace, and the challenges of reaching the informal economy and migrant workers. The conference was well attended with 40 participants coming from 21 ARLAC member countries and from Europe.

A copy of the conference report is available on the IALI website at: [www.iali-aiit.org/english/events.html](http://www.iali-aiit.org/english/events.html) or from the Secretariat.

## INTERNATIONAL CONFERENCE “FAIR GLOBALIZATION – SAFE WORKPLACE POLICIES, STRATEGIES AND PRACTICES FOR SUSTAINABLE DEVELOPMENT”, DÜSSELDORF, 24-26 OCTOBER 2005.

Decent Work as a source of Welfare –  
Labour Inspection and Occupational Safety and  
Health contribute to Fair Globalization

**(GENEVA) – Over 200 participants from more than 50 countries discussed strategies for reaching the goal of decent work for all through consolidated commitments at all levels and stronger labour inspection services worldwide. Representatives and scientists from governments, international organizations and companies underlined the necessity of new strategies and practices to achieve the common goal of a fair globalization and safe workplaces for all.**

All parties involved; governments, multinationals, employers, workers, scientists and politicians, stated that the opportunities of globalization must extend to everyone, and that progress in social protection matters such as occupational health and safety is necessary for economic growth. François Biltgen, Minister of Labour from Luxembourg emphasized that economic globalisation must go together with social globalisation. Professor Dr. Ernst-Ulrich von Weizsäcker added that democratically legitimated governments, the UN institutions and civil society need to join hands to create a frame for a more equitable world society. Ms. Engelen-Kefer, Member of the ILO Governing Body and the German Confederation of Trade Unions, pointed out that the opportunities of globalization must also be offered to the employees.

“The overall goal in the international context must be Decent Work for all”, says State Secretary Rudolf Anzinger from the German Ministry for Economics and Labour. Participants pointed out that strengthening of national labour inspection systems is one of the most important ways to ensure good working conditions worldwide. Labour inspection provides an excellent method for effectively enforcing labour laws in the workplace. Manfred Reindl, RWE, stated that health and safety is considered a core management function and adds millions of dollars to net revenues through tailor-made RWE prevention programmes.



“The well-being of people is also a matter of competitiveness. If we want to remain competitive we must invest in the people and their well-being”, said Ms. Tuula Haateinen, Finnish Minister for Social Affairs and Health. Ms. Hornung-Draus, Member of the ILO Governing Body and the German Confederation of German Employers Associations, stated that health and safety must be in the interest of companies since it also contributes to their economic performance.

“The objective is to raise European and worldwide awareness to the social dimensions of globalisation at the workplace. Social considerations must be given the same status as economic, financial and environmental concerns in a holistic approach. It is time for global thinking and local action. The implementation of the Core Labour Standards and the laws and regulations that give effect to them at the national level can be significantly enhanced if the capacities of national labour inspectorates are strengthened”, indicated Gerd Albracht, Coordinator of Labour Inspection Systems, ILO, Geneva.

The role of labour inspectors is unique as they have direct access to the workplace, and can deal with a variety of tasks on a broad scope while mainstreaming Decent Work activities into all of their functions, programmes and activities.

Brent Wilton, Deputy Secretary General, International Organization of Employers agreed with the participants of the round table discussion to the need for strengthening Labour Inspection. This should also include their supply with adequate resources as well as the improvement of information exchange.

The ILO is currently working on an internet-based information portal, which will enable labour inspectors to share valuable insights about sector, training and company related issues. The participants welcomed the efforts of the SafeWork Department of the ILO to raise awareness of safety and health issues in the workplace and strengthen the acceptance of Labour Inspectors in all of their fields of practice. Kari Tapiola, Executive Director at the International Labour Organization, made clear that Labour Inspection needs to be strengthened because it often is understaffed and cannot yet cover every workplace.

Closing the conference, Jukka Takala, Director of the ILO’s SafeWork Department, summed up the core statements of the conference and gratefully thanked all the organizers and participants for their thoughtful and beneficial inputs, which mainly contributed to the overall success of this conference.

**Gerd Albracht**  
[www.ilo.org/labourinspection](http://www.ilo.org/labourinspection)

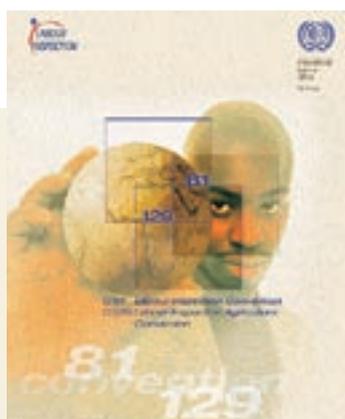
## LABOUR INSPECTION CONFERENCE

**The Integrated Labour Inspection Conference** on Labour Inspection aimed to build effective, relevant and enlightened policies to drive forward an action plan for implementing Integrated Labour Inspection Systems. One of main conclusions of the Conference highlighted the importance of enhancing labour inspection systems throughout the world. Following the recommendations of the conference, and in view of the EU/ILO strategic partnership, labour inspection should be considered a key element in future EU/ILO cooperation. François Biltgen, the Minister of Work and Employment of Luxembourg, asserted that labour inspection will play a vital role in the future of the organizational and legal framework of the workplace in Luxembourg. He outlined the need to arrange integrated labour inspection systems on four levels; global, national, sectorial strategic, and operational levels. Assane Diop, Executive Director of Social Protection in the ILO, stated that the conference marked an important step towards making integrated labour inspection systems a reality.

Gerd Albracht, Coordinator of Labour Inspections Systems of the ILO, stressed that the objective of the conference was to raise European and worldwide awareness to the social dimensions of the workplace, giving them the same status as economic, financial and environmental concerns in a holistic approach. Paul Weber, General Secretary of IALI, emphasized that the standards promoted at this conference aim at building a social peace where the culture of "good fatherhood" and the well-being of the workers is respected, where every-one has the right to decent work and where prevention takes an important place, are recommended to be applied in the global policy of every single Member State. The conference provided an overview of a holistic approach to safety, health and work, models of good practice, the establishment of a safety culture, and other practices relating to labour inspection from around the world. The final conclusions in **English, French, Spanish** as well as the proceedings of the conference are available on the labour inspection homepage.



**Gerd Albracht and Paul Weber**  
[www.ilo.org/labourinspection](http://www.ilo.org/labourinspection)  
[www.itm.public.lu](http://www.itm.public.lu)



With the rise in globalization and the growth of the world economy, the need for a comprehensive strategy for the implementation of the Integrated Labour Inspection System (ILIS) is clear and present in the modern world. There are a great number of problems that have arisen in recent years; the HIV/AIDS crisis, rise in psychosocial maladies, poor treatment of migrant workers, use of child labour and

forced labour, and many others. These problems could be solved with the enhanced coordination and support that would be provided by an ILIS.

The main focus of the ILIS is the integration of administrative, procedural and technical elements in a holistic, coherent and flexible formation. This is accomplished on four levels: The Operational, the Sectorial Strategic, the Member States Strategic, and the Global Policy Level. This design provides a large range of possibilities in dealing with the continuously emerging workplace and labour related issues. The idea of ILIS is to raise European and worldwide awareness to the social dimension of the workplace. Social considerations must be given the same status as economic, financial and

environmental concerns in a holistic approach. The implementation of the Core Labour Standards and the laws and regulations that give effect to them at national levels can be significantly enhanced if the capacities of national labour inspectorates are strengthened.

Labour inspectors and their social partners have a crucial role to play because they are the only ones with the authority to directly access and impose changes in the workplace.

More information and an electronic version of the Labour Inspection Brochure are available on the Labour Inspection homepage.

**Gerd Albracht**  
[www.ilo.org/labourinspection](http://www.ilo.org/labourinspection)

## LABOUR INSPECTION BROCHURE

## IALI CONGRESS AND GENERAL ASSEMBLY 2005

IALI holds its Congresses and General Assemblies once every 3 years, and the most recent such combined event was held on 13-15 June 2005 in the ILO building in Geneva. The overall theme of the 2-day Congress was "Safe, Healthy and Decent Work: the role of labour inspection", covering topics such as national occupational safety programmes and their implementation, innovative intervention strategies in employment inspection, and improving inspectors' status, powers and personal safety. Over 140 participants attended the event from all parts of the world, and speakers from Europe, Africa, Asia and Australia gave presentations on the above topics. Copies of presentations are available from the IALI Secretariat.

This was followed by the General Assembly on 15 June 2005.

The previous 3 years of activities were reviewed, together with a financial report, and plans outlined for IALI's future strategy. At the end of the meeting, a new Executive Committee was elected; the names of members of the new EC are given below, as well as on the IALI website.



**The new IALI Executive Committee, elected June 2005.**

From left to right: Bernd Brückner (Germany), Sammy Nyambari (Zimbabwe), Michel Gisler: Treasurer (Switzerland), Michele Patterson: President (Australia), Paul Weber: Secretary-General (Luxembourg), Bertil Remaeus (Sweden), Kevin Meyers (UK), Shi Yanping (PR China) and Chaker Sahli (Tunisia), with Gerd Albracht (ILO SafeWork, second from right).

## CARIBBEAN COUNTRIES: TRAINING FOR SAFETY AND HEALTH IN AGRICULTURE GUYANA 2005

A very successful week of training for labour inspectors with responsibilities for agriculture was held in Guyana in September 2005. The event was jointly organized and sponsored by IALI, the ILO (its sub-regional and Geneva HQ offices) and the Government of Guyana.

Presentations were given on international efforts to improve working conditions in this sector and to strengthen labour inspection generally, but with a special focus on occupational safety and health.

A consultant organized in-depth training sessions on a range of relevant safety and health risks, such as pesticides handling and storage and the use of machinery; evaluation of the course showed that all participants found these aspects of the training to be particularly helpful.

A total of 31 participants attended the course from 15 Caribbean countries, a figure higher than expected and which reflected the need for training in this area.

## SPANISH LABOUR INSPECTORATE CENTENARY - 2006

The Spanish Labour Inspectorate celebrates its centenary anniversary next year. Established in 1906, the Inspectorate was appointed as the State authority responsible for supervision of labour legislation, with a fair degree of independence and autonomy.

Experience since then has served to reaffirm the support that inspectors need for such an important task, in line with the ILO Conventions on Labour Inspection (in industry and in agriculture), both of which have been ratified by Spain.

A special programme of events will be held during 2006 to celebrate the centenary.

The commemoration will be inaugurated by the King of Spain on 1-2 March and be followed by a two-day technical seminar with participants invited from the European Union, the ILO, IALI and from legal and other professional associations in Spain.

These events will be accompanied by other activities, including a concert on 1 March, a commemorative exhibition of literature and films from the National film Library and the release of a commemorative postage stamp. There will also be some further study and research of the history and present challenges for labour inspection in Spain, with some prizes awarded

and the publication of two historical monographs. The centenary events will recognize the valuable foundational work of the early pioneers in the Inspectorate and also endorse the efforts of the current leadership to maintain the same high standards of professionalism and technical excellence.

**IALI congratulates the Spanish Labour Inspectorate on the occasion of their centenary and wishes them every success as they face the challenges of maintaining a modern inspectorate and continue to promote high standards of working conditions in practice.**

## SAWS - IALI CONFERENCE – BEIJING 13-14 APRIL 2006 SECOND IALI CONFERENCE IN ASIA - IN COOPERATION WITH THE ILO



### INTERNATIONAL CONFERENCE ON PARTNERSHIPS IN OCCUPATIONAL SAFETY AND HEALTH INSPECTION

strategies, methods and ideas for working in harmony across government and with industry to deliver integrated OSH inspection services

**Wednesday 12 April 2006**  
Prior to conference

2.00 – 5.00  
IALI Executive Committee Meeting

Late in afternoon  
Registration of conference participants opens

## SAWS - IALI CONFERENCE – BEIJING 13-14 APRIL 2006

### Day 1 - Thursday 13 April 2006

Opening Ceremony and Welcome

#### Session 1 – Morning

The strategic framework for building partnerships to achieve safe and healthy work – international approaches

This session will focus on the strategic level – including the ILO's Global Occupational Health and Safety Strategy, partnerships through globalisation, the history, theory and importance of delivering integrated labour inspection, and the proposed Promotional Framework for Occupational Safety and Health. It would describe strategies for creating a national OSH culture.

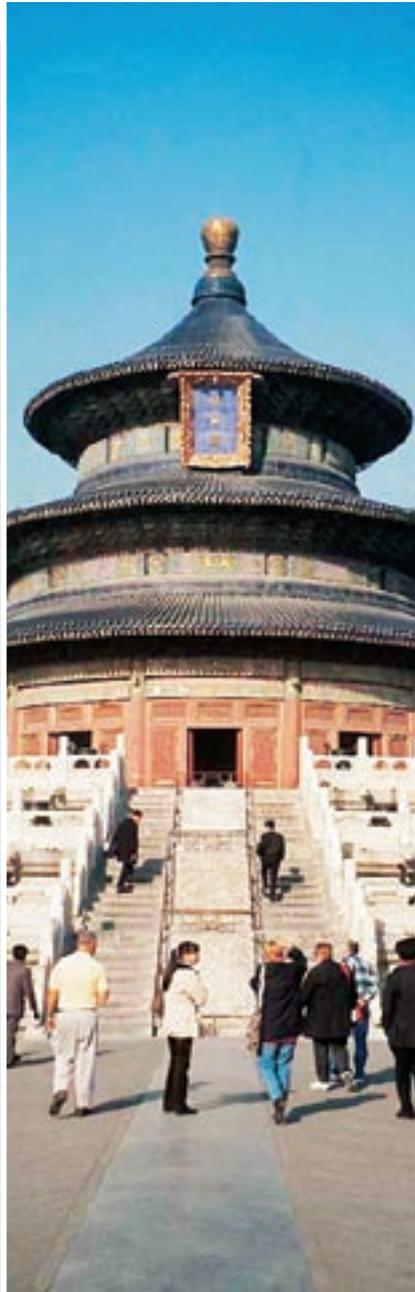
#### Session 2 – Afternoon

Delivering Integrated OSH inspection through partnerships in Government

This session will focus on the importance of working together across all levels of government and across different government authorities to ensure effective service delivery. The session will look at how inspection services can be organised for success and provide practical examples of cooperative models for integrated OSH inspection from around the world.

#### Evening

Conference Banquet hosted by SAWS



### Day 2 - Friday 14 April 2006

#### Session 3 – Morning

Partnerships between OSH inspection services and industry to improve OSH in the workplace

Delivery of effective and professional OSH services requires the building of partnerships with industry and other organisations such as research institutes, associations, scientific centres, teaching institutions and semi-government bodies.

This session will focus on examples and models from around the world where Government-Industry partnerships have been successfully used to create an OSH culture at industry and workplace level – particularly for high risk work such as coalmining, chemical handling, and construction.



## SAWS - IALI CONFERENCE – BEIJING 13-14 APRIL 2006

**Session 4 – Afternoon****Achieving results through professional and ethical OSH inspection**

A key to the delivery of professional OSH inspection services involves working constructively with people in the workplace and their representatives. Topics in this session will include people-oriented approaches to inspection services, how the inspector can influence both workers and employers to improve conditions, and overcoming difficulties and barriers faced by inspectors

in delivering their message. Examples of innovative practical approaches for high risk activities (such as coal mining, chemical handling, and construction) will be provided.

A special feature of this session will be a discussion of the need for a Global Code of Ethics for Labour Inspectors to underpin their activities and assist their professional standing in the community. It will include a discussion of how IALI might develop

such a code – led by IALI Technical Advisor, Wolfgang von Richthofen and involving IALI members who already have a code of ethics in their country.

**Conference summary and closing ceremony.**

**IALI 3-YEAR PLAN, 2005-2008**

IALI Secretariat, Inspection du Travail et des Mines, Luxembourg

**1 Aims**

IALI's continuing aims are:

- (a) To promote the professionalism of IALI members on all aspects of labour inspection,
- (b) To provide an international forum for the exchange of experience in, and views about, labour inspection and the implementation of occupational health and safety and other employment legislation,
- (c) To be responsive to the needs of members and to develop rolling programmes of events and activities that reflect those needs,
- (d) To disseminate information about all such matters through its Congresses and conferences, and through its website, reports and other publications, in order to increase the impact and effectiveness of labour inspection.

## 2 General annual programme plan

- (a) International conferences, symposia etc. Each year, we plan to organise and support one major event and to assist in the organisation of at least one other event. In addition we intend that IALI should be represented at other international conferences, as appropriate, to stimulate interest in the work of the Association.
- (b) Regional conferences, seminars etc. We intend that IALI should provide adequate support for events organised by its Regional Delegates (see 3(e) below), for the aims of the Association to be promoted in their respective regions and to publicise the benefits of membership.
- (c) The Secretariat will provide support to IALI and its members through its regular updates of the website, publication of the IALI Forum and other forms of communication (see below).

## 3 Communication strategy

IALI communicates with its members by the following means:

- (a) The website: [www.iali-aiit.org](http://www.iali-aiit.org), as the principal means of communication. We plan to maintain the website in English, French, Spanish and German and to update it regularly with details of new members, recent and future conferences,
- (b) International and regional conferences etc. In particular, IALI also holds a triennial Congress and General Assembly for all its members, the next such event being scheduled for June 2008,
- (c) The IALI 'Forum' newsletter, which we plan to produce yearly and to distribute to members. The Forum will also be available on the website,
- (d) Routine correspondence, normally by e-mail or by post or fax where electronic access is not possible,
- (e) Regional Delegates, appointed to co-ordinate IALI's interests in their respective regions. Their role is to initiate regional activities, communicate relevant matters to members within their regions and maintain effective networks.

## 4 Topics for future discussion

Topics for discussion at international or regional conferences, for the website or the Forum, may include a wide range of relevant issues, such as:

- Labour inspection amongst specific groups, such as child or migrant workers, forced labour, gender issues,
- Addressing specific safety and health issues such as HIV/AIDS, work-related stress, violence at work and other psychosocial risks,
- Addressing other key issues such as employment relations, illegal employment, and the black economy,
- A Code of Ethics for Labour Inspectors,
- Improving the effectiveness of labour inspection,
- Training strategies.

## 5 Further Information

Further information about the work of IALI is available from:

**Mme Nadine Schneider**  
IALI Secretariat

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L-2010 Luxembourg

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## A VERY WARM WELCOME TO OUR NEW MEMBERS

We want to extend a warm welcome to the following new members since September 2004:

- Ministry of Labour and Home Affairs  
– Division of Occupational Health and Safety – Botswana
- The State Administration of Work Safety – China
- The Ministry of Manpower, Development and Employment – Ghana
- Le Ministère des Affaires Sociales – Haïti
- The Labour Inspection, Department of Manpower and Transmigration – Indonesia
- The Ministry of Labour – Jordan
- The Ministry of Labour – Namibia
- Ministerie van Arbeid, Technologische Ontwikkeling en Milieu – Suriname
- The Ministry of Labour and Invalids and Social Affairs – Vietnam
- The Department of Occupational Safety and Health Services – Zambia
- The Ministry of Labour and Manpower and Social Services – Zimbabwe

Full details of these members, their contact addresses etc. can be found on our website: [www.iali-aiit.org](http://www.iali-aiit.org)

## SECRETARIAT CHANGES



The IALI Secretariat is now managed by the Inspection du Travail et des Mines in Luxembourg. Relevant contact details are:

Secretary general:  
Mr Paul Weber  
Director  
Inspection du Travail et des Mines  
e-mail: [paul.weber@itm.etat.lu](mailto:paul.weber@itm.etat.lu)

Their postal address is:

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## SECRETARIAT CHANGES



For the website: Mr Robert Klopp  
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Malcolm Gifford is the technical editor of the IALI Forum, and any comments or suggestions for future improvements to the Forum should be sent to him at: Gifford@ilo.org

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All matters relating to new membership are now dealt with directly by Bertil Remaeus. All queries should therefore be addressed to:

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Do visit the **IALI** Website!  
[www.iali-aiit.org](http://www.iali-aiit.org)



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