

IALI CONFERENCE 2007

CONFERENCE PROCEEDINGS



**“From compliance to
high performance”**

April 18-20, 2007
Toronto, Ontario, Canada

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Introduction

The International Association of Labour Inspection's Conference 2007: "From compliance to high performance" in Toronto, Ontario, Canada was the most extensive and best-attended conference in IALI's history.

From April 18-20, government, organized labour and industry representatives from more than 58 countries gathered in Toronto to share strategies that make workplaces safer and healthier. Co-hosted by IALI, the Ontario Ministry of Labour and the Industrial Accident Prevention Association (IAPA), the conference attracted more than 500 delegates, and the program featured 70 presentations.

Global perspectives were offered on four themes. Speakers and delegates participated in discussions of how innovation in labour inspection systems can shape the architecture of good governance in the world of work.

Keynote speaker, Dr. Malcolm Sparrow, of the Kennedy School of Government at Harvard University, spoke of the importance of risk methodologies for inspectorates. Robust risk-based targeting systems are now the norm to ensure effective use of inspectorate resources, however, measurement, evaluation and attribution of the effectiveness of inspection in injury prevention needs further development.

Conference themes:

Inspectorates are key elements of OSH systems, which include elements such as corporate responsibility, recognition of high performance, and behavioural/financial incentives.

The role of the inspectorate is evolving; training systems are responding to these changes through e-based and web training to help the inspectorate to adapt and work effectively with these OSH elements.

The nature of work itself is changing, with new hazards such as pandemics, stress, challenges with the informal economy, and the 24/7 nature of the workplace.

Stakeholders expect a high level of ethical behaviour from the inspectorate.

The foundation was laid for the 2008 IALI conference and the development of a code of ethical and professional behaviour for all labour inspectorates. Future challenges and opportunities for new and innovative solutions were presented.

Welcome Messages

Mr. Somavia, Director-General, ILO, on the occasion of the International Association of Labour Inspection (IALI) Conference, Toronto, 16-18 April 2007

Ministers, Distinguished Guests, Friends, my warmest greetings to all of you.

Thanks to the Ontario Ministry of Labour for bringing the event to Toronto. And to the Canadian Government for its support – including sponsorship of participants from South and Central America and the Caribbean.

It is a most commendable gesture of solidarity.

The ILO is pleased to be associated with this Conference.

The co-organizers the International Association of Labour Inspection, the Ontario Ministry of Labour and the Industrial Accident Prevention Association of Canada have put together a programme that is practical and forward looking.

Women and men everywhere want work, which supports human life and human dignity. They want their persons and their lives to be respected at work.

They want:

- To work in freedom;
- To organize freely;
- To have a voice at work;
- To be able to educate their children; and
- To have basic protection at work – most importantly, this includes safe and healthy working conditions - and they want to have some protection when they cannot work.

These aspirations are captured in the concept of decent work – the mandate of the ILO.

Our international labour standards set a framework for the realization of decent work. Convention No. 81 on Labour Inspection Convention is one of the most widely ratified.

I think that this is an indicator of the importance member States attach to labour inspection. However, too often, there is a gap between such an acknowledgement and the day-to-day reality of labour inspectors.

Yet sound labour inspection systems must be part of the architecture of good governance in the world of work. They are integral to the development process - sustainable development is not built on poor working practices.

If we look at just one area – occupational safety and health - we see that every year, work-related accidents and diseases cause some 2.2 million deaths – the equivalent of nearly half the population of Greater Toronto.

Hundreds of millions more suffer non-fatal accidents and ill health. The human cost is incalculable

There is a cost to enterprises and to economies –estimated to be a staggering 4 to 5 % of global GDP.

Clearly, governments, enterprises and workers have a strong interest in developing sound systems of labour inspection that underpin fair competition.

We have to rise to the challenge of developing effective labour inspection systems in a range of circumstances, based on both compliance and prevention.

We have to find ways of reaching into the informal economy because this is where most people find work.

And we all have to maximize the use of our scarce resources.

The ILO is committed to doing its part to reinvigorate and strengthen labour inspection by:

- Promoting the ratification and the application of relevant international labour standards;
- Providing technical advisory services;
- Being an advocate on the role of labour inspection in national development;
- Sharing information and tools; and
- Providing training including through the Turin Centre.

As a tripartite organization we are particularly committed to promoting the role of employers' and workers' organizations in enhancing the impact of labour inspection systems.

Let me end with a call for solidarity – labour inspection is a national responsibility.

But those who have experience, knowledge and resources can do much to assist in strengthening capacity elsewhere.

This Conference is an opportunity to pool our experience in shaping approaches to labour inspection that will work for all in the global markets of the twenty first century.

I wish the Conference every success.

Honourable Steve Peters, Ontario Minister of Labour

On behalf of Premier McGuinty and the government of Ontario, I extend greetings to the delegates of the Health and Safety Canada 2007 Industrial Accident Prevention Association Conference and Trade Show, who are winding up their conference today – and to the delegates of the International Association of Labour Inspection International Conference 2007 who are beginning their discussions today.

As Ontario's Minister of Labour, I am proud to welcome delegates from over 50 countries around the world. We come from many countries, speaking different languages, working for many different organizations and agencies, governments and private sector companies... but we share one important goal... and that is to make workplaces safer and healthier.

We are gathered here so that we may learn from one another. And there is still much to learn.

Conference organizers said that one of the reasons the conference was being held here in Ontario was to learn about our high-risk intervention strategy. And I see from the program that we in Ontario can learn from the presentations of others who are working to keep people on the job from being injured or killed.

I said that we share one important goal... that of making workplaces safer and healthier.

We share this goal because, although we speak many different languages and come from many distinctive cultures, we share one value – the value of a human life.

This is why we are all working so hard to eliminate those factors which endanger people in the workplace.

But, regrettably, not every one is of like mind. There are some – some few, fortunately – who think that spending time and money on health and safety is nothing but an expense to be avoided as much as possible.

But we know – and study after study has confirmed it – that spending on health and safety is an investment...an investment in productivity...an investment in employee satisfaction and loyalty, an investment in customer and shareholder regard.

Not investing in health and safety is very expensive.

In Ontario, each workplace lost-time injury cost business an estimated \$98,000 in 2006.

That includes direct costs to our Workplace Safety and Insurance Board as well as indirect costs to the company, including property damage, lost production, manager and supervisor time, and lowered productivity.

Healthier workplaces make for healthier bottom lines with lower turnover, less absenteeism and fewer and less severe workplace injuries.

We all know this. Not everybody does. That's why – in 2004 – we initiated our High-Risk Intervention Strategy. It is a strategy that is working. It is working to reduce lost-time injuries.

Our lost-time injury rate reduction target for fiscal 2006/07 – which ended two weeks ago, at the end of March – was 1.9 per 100 workers. This would mean avoiding lost time injuries to 13,000 workers.

Well, we have just completed the number crunching and I can tell you that our target for the whole year was achieved by December 31, three months ahead of schedule.

And we exceeded our lost-time injury target. Over 15,000 workers were not injured.

We began our initiative in July 2004, and based on projections we did at the time, we expected the total of fewer injured workers to be 23,000. As a result of the strategy, there have been over 30,000 fewer lost-time to Ontario workers that there otherwise would have been since 2004. This has resulted in Ontario businesses avoiding over \$2 billion in costs associated with workplace injuries.

As a matter of fact, at last count, over 11,000 firms have improved their health and safety records.

How did we come to develop this program?

In 2004, we took a look at the numbers. And one thing stood out clearly. Our numbers showed us that two per cent of all firms insured by the Workplace Safety and Insurance Board accounted for 10 per cent of all lost-time injuries. And they ran up 21 per cent of injury costs in Ontario.

This is what led us to develop our High-Risk – Intervention strategy. We knew we had to do something different. We knew we needed to innovate. We had stalled in our goal of having Ontario become the safest in the world.

So we had to act.

We started by hiring and training 200 additional health and safety inspectors. These are all new hires, not replacements for ones retiring or leaving for other reasons. As a matter of fact, yesterday morning, I attended the graduation ceremony of the final group of 28 new health and safety inspectors. These 28 fulfill our commitment. They are the last of the 200 new inspectors we said we would hire.

But we didn't hire 200 new inspectors, just to add to the numbers of people we were employing. We had a plan. And we had a goal. That goal was to reduce lost-time injuries by twenty percent by 2008.

In addition to hiring new inspectors, we gave all inspectors new ticketing powers.

But the key was, we aimed our inspectors at those high-risk firms we had identified through our analysis. Inspectors were going to visit 'high risk' firms up to four times a year. In addition, we identified other high-injury companies who were not yet on the high-risk list. These firms are being offered assistance to help them improve their health and safety standing. With help, they can improve their health and safety performance.

A key component in this out-reach effort is the work being done by our Workplace Safety and Insurance Board and 12 sector-specific Safe Workplace Associations, such as the Industrial Accident Prevention Association. They provide education, assistance and support.

We knew we could not do it all ourselves so we reached out to form these vital partnerships. Our Workplace Safety and Insurance Board is a leader in prevention research, education, and training. Our program depends on partnership and cooperation.

We have had a good number of business associations join us in our efforts. As well, a good many individual companies have stepped forward and taken proactive and significant steps to improve their health and safety records. We have worked with them to forge a positive partnership for change.

As with most new ideas, the basics are pretty simple.

Innovation and partnership are the keys to our Intervention Strategy.

There are several presentations during the next few days on our strategy.

We hope to learn from all the international delegates because we have not finished. There is much, much more to do.

We have to change attitudes. We have to change behaviours. We have to change workplace culture.

We have shown it can be done. Now, we have to do more.

Everybody has to understand that every workplace injury – every workplace death – can be prevented.

Thank you.

Helle Tosine, Chair, 2007 Conference, International Association of Labour Inspection

It is indeed an honour for me to Chair the first International Association of Labour Inspections conference ever held in North America.

And it is also an honour for the Ontario Ministry of Labour to co-host this conference with 5 significant international and Canadian partners: the International Labour Organization, the International Association of Labour Inspections, the Industrial Accident Prevention Association, the government of Canada, Labour program and Ontario's Workplace Safety and Insurance Board.

Together, we are pleased to welcome 57 countries to Ontario, for two reasons.

First, we are proud of what we have accomplished in Ontario, and across Canada, and want to share our achievements with you, and how we have done this through partnerships to make this province the safest in Canada.

Second, we are very excited to hear from 72 prestigious international speakers representing over 20 countries addressing the conference theme of "from compliance to high performance"

The conference program is very full of activities, in part due to the vigour and energy and enthusiasm of the 2007 IALI Conference International Advisory Committee. I would like to acknowledge their participation and support :

- President and CEO, Industrial Accident Prevention Association and Chair, IAPA 2007 Conference, **Maureen Shaw**
- Senior Specialist in Occupational Safety and Health Coordinator Development of Inspection Systems, ILO Geneva, **Gerd Albracht**
- Vice President, IALI, **Kevin Myers**
- Health and Safety Executive Representative, Director, ILO Washington, **Armand Pereira**
- Coordinator Inter-American Centre for Social Security Studies, **Alberto Aguilar** for **Dr. Martinez**
- Executive Director, Canadian Labour Congress, **Marie Clarke Walker**
- Vice President, Ontario Division, Canadian Manufacturers & Exporters, **Ian Howcroft**
- Director, Research & Statistical Services, National Safety Council, **Dr. Mei Li-Lin**
- President, Canadian Centre for Occupational Health & Safety, **Len Hong**
- Assistant Deputy Minister, Human Resources and Skills Development Canada, **Dr. Scot Steiner / John McKennirey**
- Vice-President, Worksafe British Columbia, Canada, **Roberta Ellis**
- A/Vice-President, Prevention, Workplace Safety & Insurance Board, Ontario, **Wayne Thompson**
- President and CEO, Institute for Work & Health, Ontario and Chair, 2007 Conference Scientific and Technical Committee, **Dr. Cameron Mustard**

Along with the advisory committee, we set the following goals for the conference, in order to best meet IALI and ILO goals of providing an international venue:

- where countries can exchange emerging and innovative ideas and experiences about how best to achieve compliance with labour laws;
- where representatives of employers, labour organizations and government could present papers and network together;
- where emerging economies could come to learn and take away best practices.

The two days of the conference offer the opportunity to attend papers in 5 parallel sessions, on topics such as:

- how targeted enforcement programs work and are measured
- how programs like the US Voluntary Prevention Program, Safe Communities, Thread of Life, supplement enforcement
- how inspector training has changed to reflect the complexity in the changing nature of work, in areas like pandemic preparedness
- how a tripartite solution has almost eliminated mining injuries

In addition, delegates are able to attend a mock trial – find out what happens in a courtroom during a health and safety prosecution to hear from senior representatives of industrial, construction, mining and agriculture companies on how they have implemented exemplary health and safety programs, and what an inspector looks for in those sectors.

Following that session, delegates have the opportunity to join companies on a tour to a construction site, an agricultural firm, and industrial firm and a mine.

I would like to particularly thank the Government of Canada for their financial support to over 24 representatives from Central and South America, through the Organization of American States, to allow these countries the opportunity to attend, and for supporting translation into the 3 official languages of the conference – English, French and Spanish.

I believe you will be able to consider this conference a success if:

- you have made new international friends and exchanged ideas and made a commitment to continue work with them;
- you learned and could directly apply a new strategy or program for your inspectorate, or in your company or organization to improve health and safety for workers; and
- you found sessions in which you were able to stretch your imagination and “out of box” thinking, shared these ideas and new concepts with new international colleagues.

Welcome to Canada, welcome to Toronto, welcome to IALI 2007!

Michele Patterson, President, International Association of Labour Inspection

On behalf of the International Association of Labour Inspection (IALI), I would like to join with the Ontario Ministry of Labour, the ILO and IAPA, in welcoming you to IALI's main conference for 2007.

This year's conference focuses on innovations and challenges in managing labour inspection in the rapidly-changing world of work with a special emphasis on health and safety protection for vulnerable groups, as well as strategies to address new workplace hazards.

Among the topics of interest at the conference, we will share information on achieving breakthroughs by targeting inspection and enforcement to the highest-risk workplaces, populations and hazards; we will examine the impact of the shift in regulatory standards from specification-based to performance-based; analyse methods to evaluate the effectiveness and efficiency of labour inspection activities; and demonstrate innovative approaches to enforcement and compliance.

I am particularly looking forward to building on our discussions in Beijing in 2006, to further develop a global code of ethics for labour inspection – a key IALI objective.

IALI is working hard to extend its activities across all parts of the globe. As the first IALI conference to be held in North America, our Toronto conference promises to be a great experience and we are most grateful to the Ontario Ministry of Labour and IAPA for hosting this event and to the ILO for their continued support of IALI's work. I look forward to seeing you there!

Presentations

Plenary Sessions

Helle Tosine (Canada) Ontario's Integrated Health and Safety Strategy: the strategy and methodology, results to date, challenges, and next steps. [View the presentation](#)

Gerd Albracht (Switzerland) The International Labour Organization (ILO) calls for ambitious reform in labour inspection and good governance. [View the presentation](#)

Michele Patterson (Australia) Regional Cooperation: Challenges and opportunities in co-operation between inspectorates. [View the presentation](#)

Dr. Malcolm Sparrow (U.S.A.) See the article "Unravelling Risk" as published in *Canadian Government Executive*. <http://www.networkedgovernment.ca/UnravellingRiskSparrow>

Measuring the Impact of Labour Inspection Activities

This session focused on leading-edge measurement practices, including looking for leading indicators, and return on investment (ROI) of inspection resources.

Michael Foley (U.S.A.) described the effect of enforcement on claims rates. Three studies completed between 2001 and 2006 indicated enforcement inspections were associated with a greater decline in claims rates, while no statistically significant change was found amongst workplaces receiving only "consultation" visits during the same periods. [View the presentation](#)

Chi-Leung LI (Hong Kong) recounted Hong Kong's prevention experience during a period where the economy changed from manufacturing based to service based, and was growing rapidly. The approach to decreasing injury rates included a multi-pronged approach – legislation, promotion of an internal responsibility system, training, and enforcement of high-risk industries: between 1998 and 2005 there was a significant drop in occupational injuries, especially for the construction and catering sectors. [View the presentation](#)

Ed McCloskey (Canada) provided an overview of the framework for OSH system measurement in Canada. Economic forces, demographic changes and enforcement all affect injury rates, but difficult to attribute which key elements have most effect. As part of a measurement system, important to consider and assess how safety climate is able to reduce gap between formal safety policy and actual work practices; this can also provide predictive capacity to measure work-related deaths and injuries. [View the presentation](#)

Sandra Bozzo (Ontario, Canada) presented an evaluation framework and key components and performance indicators for measuring inspection activities. Ontario has been testing this framework over the past three years, of a partnership including targeted enforcement, consultation and education. The methodology has been applied to over three years of data, and has shown good results. More detailed attribution continues to be a key evaluation challenge. [View the presentation](#)

John Mendeloff (U.S.A.) No synopsis or presentation available.

Emile Tompa (Canada) reported on a study that assessed behavioural incentives created by insurance and regulatory mechanisms; he reported moderate evidence that experience rating is associated with a reduction in the frequency of claims and strong evidence that actual orders and penalties decreased the frequency and severity of injuries, whereas inspections only did not reduce frequency or severity of injuries. [View the presentation](#)

Nils-Petter Wedege (Norway) presented the results of a campaign to establish OSH management systems in the Norwegian food and beverage industry, conducted between 2000 and 2005. A study indicated a decrease of injuries and health problems; improvement of systematic OSH work; and increased OSH competence in work places, but demonstrated the difficulties of measuring the effectiveness of labour inspection, and the need for well-defined goals. [View the presentation](#)

Katherine Lippel (Quebec, Canada) reported on a study (1996 –2006) of the effectiveness of legislation in that jurisdiction in preventing musculo-skeletal disorders. The legislation allows inspectors to write orders to prevent MSDs. The study found that due to the broad legal language and the conservative tendencies of some tribunals, there were problems with the sustainability of orders when there is no obvious or imminent danger. The study noted an ergonomic standard is needed to ensure enforcement and assist in prevention of injuries. [View the presentation](#)

Alain Auger (Quebec, Canada) described that province's 10-year action plan to reduce worksite accidents in the construction sector. The main targets were falls from heights; electrical hazards; trench collapses; and health risks. The plan resulted in a 22 per cent decrease in fatalities. [View the presentation](#)

Hans H. K. Andersen (Denmark) reported on a survey of 10,000 public and commercial enterprises which monitored activities including knowledge aspects, attitudes, occupational accidents, chemical exposures and noise. Using multiple sampling methods, there was a satisfactory return rate, which provided a general view of the state of affairs in the working environment, dissected by sectors and size of company. [View the presentation](#)

Michael Foley (U.S.A.) provided an overview of the public policy and phased in implementation strategy, and measurement of effectiveness of the ergonomics rule in Washington State, US, including societal costs. [View the presentation](#)

Innovative Approaches: From Enforcement to High Performance – *Approaches in health care sector / pandemics*

How innovative approaches involving inspectorates have played significant roles in reducing injury rates in the health care sector especially focusing on pandemics. Sessions included experiences from across the world, perspectives from growing economies and discussions on how employers, employees and government are working together.

Luz Maritza Tennessee (Pan American Health Organization, USA) set the stage for the session by outlining the public health challenges presented by a possible pandemic: globalization, urbanization, migration, environmental changes, and natural disasters. The presentation emphasized the need for tripartite interjurisdictional co-operation, and highlighted the challenges for the collaboration of labour inspectorate during pandemics. [View the presentation](#)

Bill Blackborow and Ken Gilmer (Ontario, Canada) described Ontario's Emergency Management and Civil Protection Act which governs roles and responsibilities during emergencies in Ontario – all government departments must have emergency plans and responses to provincial emergencies. Presentation highlighted the processes and systems of collaboration between the labour inspectorate, education and outreach systems to inform and protect the workers during emergencies. [View the presentation](#)

Benjamin O. Alli (ILO, Switzerland) discussed HIV / AIDS; currently, 40 million people worldwide have AIDS, and it is estimated that by 2020, the workforce in 40 African countries will decrease by 12 per cent. He highlighted the functions of a labour inspectorate in the area of HIV / AIDS, emphasizing the need for collaboration, communication and social dialogue, innovation and flexibility of implementation of inspection. [View the presentation](#)

Leon Genesove (Ontario, Canada) reviewed Ontario's 2003 SARS outbreak in which numerous healthcare workers contracted the condition. Ontario responded with a comprehensive enforcement strategy of inspection of acute care facilities and, later, long-term care facilities. An interim enforcement guideline is being drafted now. *No presentation available.*

Innovative Approaches: from Compliance to High Performance – *Unique Collaboration with Inspectorates*

How unique approaches involving inspectorates address complex issues and sectors. Particular focus on working together with families during fatality investigation, collaboration at the community level, and young worker programs.

Shirley Hickman and Gil Shoemith (“Threads of Life,” Canada) described the innovative and collaborative approach of this organization with the Ministry of Labour, the provincial Workplace Safety and Insurance Board, and Office of the Worker Adviser in addressing the needs of young workers' families when there is a fatality. The presentation highlighted the role of the inspector in supporting families during fatality investigation. [View the presentation](#)

Paul Kells (“Safe Communities Foundation”, Canada) presented a unique approach to improving safety at the community level involving partnerships at government, community, employer and worker levels. He cited several success stories in Canada, while presenting challenges for the future. The Canadian foundation is working with Australia to apply a similar partnership in that country. [View the presentation](#)

Mei-Li Lin (U.S.A.) explained the mission and task of the National Safety Council in that country and a five-phase approach in inspector engagement, culminating in surveillance, consultation, education and training, and incentives. *No presentation available.*

Wayne De L'Orme, Doug McBride, Stan Roper, Dean Anderson and Mark Wales (Ontario, Canada) presented the workplace parties' different perspectives on implementation of Ontario's health and safety legislation which had only recently been extended to the agricultural sector (in June 2006). Details of the partnership based governance approach to the strategy, and training the labour inspectorate on the new approach was included. [View the presentation](#)

Bryan Collett (British Columbia, Canada) reviewed that jurisdiction's opportunities for timely education and communications resulting from fatalities and injuries ("Awareness to Action") and described WorkSafeBC's "Lessons Learned Program" for administrators and officers as part of the prevention strategy. [View the presentation](#)

Paul Weber (Luxembourg) talked about integrating and addressing old and new workplace hazards through a tripartite approach. [View the presentation](#)

Betty Pirs (British Columbia, Canada) explored that jurisdiction's forest safety compliance strategy as a high-risk model for other sectors. In this, the province's most hazardous sector (1,132 fatalities since 1973; 48 fatalities in 2005), a high-risk pilot involving 45 inspectors resulted in significant reductions in short-term disability, serious injuries and fatalities. She discussed the learnings from this strategic approach as a model towards injury reduction for healthcare and manufacturing. [View the presentation](#)

Jody Young and Leah Clarke (Ontario, Canada) talked about the Ontario Ministry of Labour's own efforts to provide a healthy workplace for the inspectorate. In 2006, the Ministry became the first provincial ministry to attain the National Quality Institute's Progressive Excellence Award for Health Workplaces. The details of the initiative were shared. [View the presentation](#)

Michael Abromeit (Ontario, Canada) described the three avenues of employer influence on employee health, safety and well-being: the psychosocial environment, the physical environment, and personal health practices. Among the solutions: worker/management communications and training; flexible work arrangements; partner engagement and social dialogue. [View the presentation](#)

Sue Boychuk (Ontario, Canada) detailed the success of Ontario's unique young worker safety in-school safety education and enforcement programs, which contributed to a 32 per cent reduction in serious injuries to teenagers since 2000. Details of the collaborate, partnership based strategy, the products and the effectiveness of this program were presented. [View the presentation](#)

Emerging Approaches and Successes in Regional Co-operation of Inspectorates

Regional co-operation, partnerships and corporate social responsibility have played significant roles in reducing injury rates. Papers include experiences from across the world, from different sectors and perspectives and from growing economies.

Alec Farquhar, Alwyn Child and Rex Eaton (Canada) gave an overview of Canada's jurisdictional model (10 provinces, three territories, federal government working together) and how the Canadian Association of Administrators of Labour Legislations (CAALL) was developed to address emerging OHS challenges. [View the presentation](#)

Bernhard Brückner (Latvia) described a four-year project in which Latvia and Bulgaria cooperated in developing training programs for integrated labour inspection. Very comprehensive overview was provided including a gaps analysis of specific training needs, and the need for international co-operation and networking. [View the presentation](#)

Valentina Forastieri (ILO – Latin America) presented experiences and challenges in Mexico and Central America, where a lack of comprehensive legislation framework is a challenge in developing OSH national policies, tripartite structures and a national compensation system. These are being addressed by national safe-work programs, policies on OSH and in Mexico, the hiring of 100 new inspectors. Challenges for labour inspectors included a higher focus on corporate social responsibility. [View the presentation](#)

Harald Gruber (Germany) cited examples of cooperation between labour inspection professionals, accident insurance experts, and between countries, in Europe. (European Union (27 member countries)). The review provided many challenges, for example, that no transfer of work to other countries to reduce cost with poor health and safety should be allowed, and challenged the audience as to what experts could do to address these issues. [View the presentation](#)

Vanguard Mkosana (South Africa) recounted how his jurisdiction's 1998 labour market scan was the basis of establishing an integrated approach to enforcement. *No presentation available.*

Emerging approaches towards the changing nature of work

New and challenging issues face the inspectorate, as the nature of work changes. This session includes presentations on new and innovative approaches applied by inspectorates to address these challenges.

Kevin Myers (UK) outlined Great Britain's approach to addressing the control and management of work-related stress, including a toolkit available on the Health and Safety Executive (HSE) web site. [View the presentation](#)

Christa Sedlatschek (Germany) shared that jurisdiction's INQA (New Quality of Work Initiative) designed to attract and retain quality workers; the strategy is based on demographic change, employability, and corporate cultural change. [View the presentation](#)

Katherine Lippel and Carole Gingras (Quebec, Canada) analyzed a collaborative labour/academic study on risk reduction and regulatory aspects of OSH needs of working women. In Quebec, 40 per cent of the work force is unionized and 33 per cent of that unionized work force is female. It was noted that female occupational risks are not as visible as male, and that compensation claim acceptance for females is significantly less than that for male workers. [View the presentation](#)

Sameera Maziad Al-Tuwaijri (ILO – Switzerland) provided a keynote address on the ILO international standards for occupational safety and health as adopted by ILO in June 2006, including the continued need for international collaboration, national OSH programs, education and awareness needs, and continuing social dialogue. [View the presentation](#)

Cameron Mustard (Ontario, Canada) spoke about the effectiveness of social marketing of occupational health and safety in Ontario; he reviewed approximately 50 social marketing interventions emphasizing prevention. In developed countries, OSH prevention expenditures range from 2.5-7.0% of disability insurance revenues; if well designed, combined with education and consultation, these programs can be effective in prevention. [View the presentation](#)

Maureen Shaw (Ontario, Canada) focused on the concepts of corporate social responsibility and its core values: health and safety; leading companies embracing H&S as a daily operation; integrating H&S into every aspect of business; and strong, consistent leadership in H&S. [View the presentation](#)

Peter Sturm (Canada) explored the safety profession's shift from compliance to a competency-based model relying on health and safety performance in answering the question of whether the labour inspectors were ready to meet the shift from compliance to being a workplace agent of change. [View the presentation](#)

David Stuewe (Canada) and Dov Zohar (Israel) presented the multiple systems that need to work together to affect the "Safe Climate," measurement of workplace practices from the employee's perspective. This model provides the link between management practices and employee behaviour. Several real case examples were provided. [View the presentation](#)

Theme: Innovative Approaches: Emerging Practices

Mei-Li Lin (U.S.A.) described the U.S. Voluntary Protection Program (VPP), which recognizes excellence in workplace safety and health; she presented case studies including General Electric, International Paper, Rohm & Haas and the US Postal Services. *No presentation available.*

Emanuela Heyninck and Barbara Hall (Ontario, Canada) presented the work of the Ontario Pay Equity Office and the Ontario Human Rights Commission, which have employed sectoral strategies (combining enforcement, support and education) to help organizations understand the benefits of equity and implement initiatives for change. [View the presentation](#)

Jed Bullard (U.S.A.) portrayed his company's journey towards achieving Voluntary Protection Program recognition and its benefits to smaller firms, including an educated workforce and considerable reductions in lost-time injuries. [View the presentation](#)

John Macnamara (Ontario, Canada) talked about the accreditation process in his province and pointed out that regulatory compliance alone does not produce or recognize high performers. [View the presentation](#)

Kirkland Jones (U.S.A.) demonstrated how that country's Voluntary Protection Program has, after six years, improved his company's safety record. [View the presentation](#)

John Stager (Ontario, Canada) highlighted that jurisdiction's regulatory compliance modernization strategy which aims to improve levels of cooperation, target efforts where they count and reduce duplication, among 13 compliance authorities. [View the presentation](#)

Theme: Targeted Inspections

Whether in a developed or a developing country, labour inspectorates do not have sufficient resources to assess regulatory compliance in all workplaces. In this context, inspectorates may direct their resources to those workplaces presenting the highest occupational health and safety risks. These papers provide strategies and methods for targeting inspection and enforcement resources to the highest-risk workplaces.

Hector Verón (Argentina) provided an analysis of that jurisdiction's Safety Occupational Risks Act N 24557 after 10 years in force, and the use of targeted inspection as a means of identifying potential hazards and preventing problems. [View the presentation](#)

Alejandro Romero (Mexico) conveyed how non-compliance in that country can be attributed to unawareness of standards and a lack of a prevention culture. Mexico has hired 100 inspectors to implement best practices. *No presentation available.*

Jean Bessière (France) how that country is working to fill three gaps in modernizing and developing the labour inspectorate: direction, support and resources. Of particular note is the protection of inspectors from workplace violence, in light of the 2004 murder of two labour inspectors. [View the presentation](#)

Siong Hin Ho (Singapore) outlined the three principles of a new workplace safety and health framework for Singapore: reduce risks at source; promote industry ownership of standards and outcomes; and increased penalties for poor safety management. [View the presentation](#)

Dong-woo Ko (Korea) traced the development of a national blueprint of labour inspection in that country. Korea's goal is to reduce the accident rate to 0.6 per cent by 2009. [View the presentation](#)

P.K. Abeytungu (Canada) described the changing role of the labour inspector worldwide and outlined a range of tools and methods that new information technologies can offer. [View the presentation](#)

Theme: Modernizing the Labour Inspectorate

The changing nature of work has required inspectorates to restructure and strategically reassess how they deliver their services and build capacity. These papers include examples of best practices in modernizing the inspectorate, and hiring and training inspectors. A Working Table developed the foundation of a code of ethics and professional behaviour for inspectorates as a starting point for further development in 2008.

John VanderDoelen (Ontario, Canada) described the seven sectors involved in stakeholder advisory committees (mining, construction, electrical utilities, film and television; also public service sectors such as health care, fire, police). The committees are an excellent conduit for consultation on government initiatives. [View the presentation](#)

Van Vu Nhu (Vietnam) provided an overview of that country's national program on OSH up to 2010; without intervention, there could be 120,000 occupational accidents, 1,200 fatalities and 2300,000 occupational diseases by 2010. [View the presentation](#)

William Mukasa Senyonjo (Uganda) No synopsis or presentation available.

Michele Paterson (Australia, IALI President) and Sophie Dennis (Ontario, Canada) discussed Ontario's Code of Professionalism and IALI's progress in formulating an international standard on ethics and professionalism for all IALI members. *No presentation available.*

André Cano (France) set out labour inspectors' training in that country and proposed means of improving professionalization (vocational training) during initial training, and further training throughout their careers. [View the presentation](#)

Adrian Ellis (U.K.) reported on the Health and Safety Executive's 2004 benchmarking of dozens of inspectorates' training programs. [View the presentation](#)

Dawna Huff (British Columbia, Canada) examined how WorkSafeBC manages psychosocial stress within the investigation system. The presentation looked at critical incident response, critical incident stress/peer support, and the family program. [View the presentation](#)

Vic Pakalnis (Ontario, Canada) told of that jurisdiction's experience in recruiting, hiring and training 200 new inspectors, almost doubling the inspectorate over two years. [View the presentation](#)

Leo Gerard, Chris Hodgson and Vic Pakalnis (Ontario, Canada) reviewed Ontario's revolution in mining safety over 30 years and how tripartite solutions took the province from 19 fatalities and 12.5 per cent lost-time injuries (in 1976) to one fatality and 0.7 LTIs in 2006. [View the presentation](#)

Scotty Robertson (Ontario, Canada) described a day in the life of a mining inspector "in the ground." He noted the "top five" orders written by mining inspectors: machine guarding (8 per cent); stop work (7.7 per cent); reasonable precautions (7.3 per cent); conveyors (6.3 per cent); and compliance plan (six per cent). [View the presentation](#)