



IALI FORUM

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The newsletter of the International Association of Labour Inspection (IALI)
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CONTENTS



FOREWORD

IALI President's Note [3](#)

ARTICLES

Global Occupational Safety and Health Coalition by ILO [5](#)

Hotline For Foreigners Working In Poland [7](#)

Transformational Programme in Portuguese Authority for Working Conditions (ACT) [8](#)

Discovering Safety in United Kingdom [10](#)

HSE Targeting and Intelligence in United Kingdom [13](#)

Challenges and Opportunities for Labour Inspectorate in the Russian Federation [15](#)

One worker injured at work several times – is this an accident or a system? State Labour Inspectorate of Latvia [18](#)

Labour Inspectorates and Decent Work in the Global Supply Chains by African Regional Labour Administration Centre (ARLAC) [19](#)

100 Years Association of German Labour Inspectors [21](#)

PAST EVENTS HIGHLIGHTS

5th All-Russian OSH Week and International Association for Labour Inspection Executive Committee Meeting [23](#)

5th G20 OSH Network Annual Meeting, Technical Workshop & IALI Side Event [24](#)

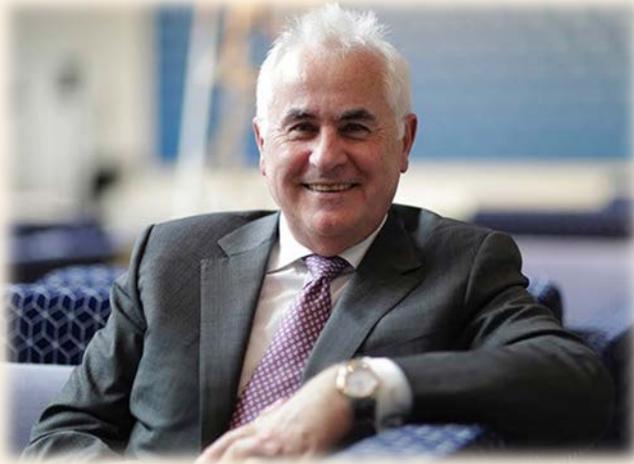
National Labour Inspectorate (NLI) Centenary Conference [26](#)

LOOKING FORWARD

XXII World Congress on Safety and Health at Work [28](#)



FOREWORD



Kevin Myers, CBE
IALI President

I am pleased to share with you the latest edition of the IALI Forum. It contains a number of interesting articles about labour inspection innovations and developments around the world ranging from ARLAC, UK, Europe, Russia to South East Asia. It also provides articles and information about the activities of other bodies relevant to the work and interests of Labour Inspectors.

In Sep 2017, the existing IALI Executive Committee was elected in Singapore at the 15th IALI Triennial Congress and General Assembly (GA). Since then, IALI has participated and contributed to numerous regional and international events and initiatives. For example, IALI has been raising awareness of our IBOR initiative in several countries and has facilitated workshops in Russia (for the Regional Alliance of Labour Inspections, RALI, of Commonwealth of Independent States, CIS, and Mongolia); Korea (for

ASEAN countries); and China (for the Provincial OSH regulators of the Ministry of Emergency Management – a relatively newly created body that incorporated the State Administration for Worker Safety – SAWS).

We have also participated in numerous other events (over 40 in total since 2017) including the 9th International Congress on Occupational Safety and Health in Istanbul, and chaired discussion sessions in the 5th G20 OSH Network Annual Meeting and Technical Workshop, in Qingdao, China. You can read all about these in this edition of the Forum.

Most recently, we were involved in our first full IBOR assessment in Malaysia reviewing its labour inspection system and suggesting areas of improvement. We hope this will be the first of many such assessments going forward.



FOREWORD



In 2017 we held our Congress and GA outside Geneva for this first time ever. This was a combination of difficulties securing a venue in Geneva, and the opportunity presented by the World Congress being held in Singapore. For our next Congress and GA in 2020 we will be moving back to Geneva – watch this space.

In 2022 IALI will be 50 years old. The EC have started to think about how we should celebrate this important Anniversary. Should you have any comments and ideas about this – or more generally about labour inspection issues, please feel free to approach any of the

EC members or our hard-working Secretariat. In this respect, may I thank Alan Chan for his sterling work and introduce Mr Alvian Tan and Er Nicholas Yip from Singapore Ministry of Manpower who have taken over from Alan.

I hope you find this Forum an interesting read – and hopefully inspire you to think about how some of the initiatives might be of interest to you domestically. Learning by sharing is key to IALI's *modus operandi*. If you have any work or initiatives that you would like to share more widely please let the Secretariat know so we can start preparing the next Forum.

Kevin Myers, CBE
IALI President





International Labour Organisation

Global Occupational Safety and Health Coalition

Mr. Joaquim Paulo PINTADO NUNES, Geneva Officer-in-Charge, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, International Labour Organisation

According to the latest estimates by the International Labour Organization (ILO), 1,000 people die every day from occupational accidents and a further 6,500 from work related diseases.¹ While many countries progressed on establishing sound national occupational safety and health systems and many enterprises have now state of the art solutions for prevention of work accidents and diseases, the fact is that work related fatalities, injuries and death are still a major global problem.

The persisting high figures and all the related human suffering and economic loss (estimated at 4% of global GDP) led some countries and organizations to call for a worldwide answer to the problem at the occasion of the XXI World Congress on Safety and Health at Work in Singapore in 2017. This would consist of an

alliance that would utilize a practical approach to fulfil global and regional commitments on occupational safety and health, including the *Seoul Declaration on Safety and Health at Work* (2008), the *Istanbul Declaration* (2011), the *G20 Melbourne Declaration* (2014), the *Strategic Framework on Health and Safety at Work 2014-2020* adopted by the EU (2014) and the 2030 United Nations Sustainable Development Agenda Goals 8 and 3.² Further discussion led to the set-up of the Global Occupational Safety and Health Coalition, a space to voice the importance of safety and health prevention, to share good practices and experiences and consolidate knowledge in a practical and applicable way.

The Coalition's structure is simple and action-oriented. It comprises a Steering Committee co-chaired by the ILO and the World Health

Organization (WHO), and composed by the founding members³ and a number of UN Member States selected according to established criteria; namely having ratified at least one of the core ILO Occupational Safety and Health conventions⁴ and demonstrating involvement of social partners in the development of safety and health laws and policies; a Secretariat under ILO's responsibility; and Task Groups that gather Members States representatives, governmental institutions (including labour inspectorates), organizations and associations with occupational safety and health as a mandate at the international, regional and national level.





International Labour Organisation

Countries and organizations supporting the Coalition bring to the table their practical experiences on fulfilling their commitments on safety and health at work. By doing so, these countries act as “champions” that can promote political engagement of other countries from the globe. Task Groups serve as a platform for exchange and collaboration and the results of their work aim to provide countries with practical learnings and tools to fulfil or accelerate the achievement of their international commitments. In addition to being member of task groups, any organization with a mandate on occupational safety and health may join the coalition as a supporter. More information on the coalition may be obtained from the secretariat (acramirez@ilo.org).

¹ https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/events-meetings/world-day-for-safety/WCMS_687610/lang-en/index.htm

² More specifically target 8.8. (Protect labour rights and promote safe and secure work environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment), and target 3.4. (By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental and wellbeing).

³ Finland, Singapore, International Labour Organization, World Health Organization, International Commission on Occupational Health, European Commission, and European Agency for Safety and Health at Work.

⁴ Occupational Safety and Health Convention, 1981 (No. 155), Occupational Health Services Convention, 1985 (No. 161), or Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).





Poland

National Campaign – Hotline For Foreigners Working

Marta Chodorowska, *Head of International Relations Unit,
Chief Labour Inspectorate in Poland*

Citizens of Ukraine constitute the vast majority of foreigners working in Poland. They gain employment both on the basis of work permits, and declaration on entrusting work to a foreigner (simplified procedure).

Based on the data of the Ministry of Family, Labour and Social Policy, it follows that there is an increase in the employment of foreigners in Poland, especially on the basis of declaration on entrusting work – in 2018, 330,000 work permits were issued and more than 1.5 million declarations were registered. The percentage of citizens of Ukraine in the total number of work permits issued is very high (72%) and continues to dominate in the case of declarations (91%).

The results of the National Labour Inspectorate's inspections also confirm that

citizens of Ukraine prevail on the Polish labour market. While performing employment inspections in 2018, labour inspectors verified the legality of entrusting work to over 40 thousand foreigners, including 18 thousand workers providing services on the basis of a declaration on entrusting work. As in previous years, citizens of Ukraine constituted the largest group of foreigners subjected to inspection – 33.7 thousand persons, i.e. 83% of the inspected foreigners.

The experience of labour inspectors performing the inspections indicates that some of the foreign workers do not know the Polish labour code, the duties of the employer, nor what they can demand from the employer.

In February 2018 the Chief Labour Inspector decided to create a special hotline for

foreigners, mainly citizens of Ukraine who are the ones to look for employment in Poland most often. From 9 am to 3 pm and, three times a week, from 4 pm to 8 pm, foreigners can contact specialists speaking Ukrainian and Russian at their convenience.

Information on the newly established foreigner hotline was published at the National Labour Inspectorate's (NLI) website and on free-of-charge flyers and brochures which have been translated into the languages of the countries the workers most often come from. They are also addressed to foreigners, entities employing them, and non-governmental organisations. The information is also provided by the NLI staff during inspections, at career fairs, conferences and seminars.





Portugal

Transformational Programme in Portuguese Authority for Working Conditions

Claudia Santos Matos, Head of Division,
Portuguese Authority for Working Conditions



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This article is about change.

The Portuguese Authority for Working Conditions (ACT) has a long history with nearly 103 years of activity. During its lifetime, many things have changed internally and externally, requiring our organisation and its people to adapt and evolve. However, in the next two years the challenge of change will be at its upmost level, as a new tech-oriented transformational programme will demand a shift in our working methodologies and processes, in the way we plan and act and in the way we relate to our stakeholders, ultimately in our organisational culture, the way our

people think and our activity.

At the core of our Transformational Programme there is a new integrated information system, combining data from other public organisations (e.g. social security and tax administration), introducing automatic detection of labour, safety and organisational health violations, offering new online services to employers and workers, eliminating repetitive administrative tasks, dematerializing inspection related processes and above all, allowing our staff to focus on their essential role: to be in the field, proactively ensuring workplace compliance.



Portugal

The Programme will also bring together some innovative approaches and tech components.

We will introduce eBots in our site, social media and into our helpline to tackle the high number of contacts ACT receives daily, some of which are lost without an immediate answer or that may redirect people to our regional offices to get the information they need. We must stress here two strategic points for ACT:

We do not want to lose any contact or enquiry. We privilege absorbing all information possible as it is our main asset;

We want whoever contacts us to get the information they need but reducing our staff's effort to focus on specific and more complex situations.

ACT will introduce AI, specifically Machine Learning, into its email and online channels in order to classify and prioritize situations presented by users, combining it with past data on user, employer, sector of activity, localization, workers involved, management involved, type of alleged infraction, and so on. Simultaneously, we will use Machine Learning in our planning process, prioritising which

companies and locations to inspect and feeding the algorithms back with inspection outcomes, driving for their continuous optimisation.

Technology will also allow introducing online and personalised marketing into our communication strategy. For instance, when a new company is registered, depending on the sector it operates, we will be able to send a comprehensive electronic kit concerning the main safety and health risks to address in that sector or specific labour regulations to apply. The same will apply to workers. As we know the rate of work related accidents is higher amongst first job workers. By embedding personalized sector, age, region or other specific variables in our communication with the just admitted worker we can increase awareness on the existing risks.

Mobility, although already common in many organisations, will also be a new working reality for ACT teams, enabled by the dematerialisation of forms, reports and other documents involved in our activity.

For our stakeholders change will come through a more simplified way to relate with ACT,

including online and mobile APPs that will offer personalized information to the user, electronic forms to fulfil labour related obligations or sims that can, for example, calculate workers indemnifications in case of a job loss.

As initially stated the Programme that ACT has undertaken is one of change and therefore relies on a change management effort that in addition of being people-centred addresses three other important components:

1st Communication – explaining why the change, involving all people in the processes and ensuring open channels to listen and incorporate improvement;

2nd Training – helping people and explaining how to use the new instruments to their full potential;

3rd Quick-wins – implementing immediate changes that offers immediate benefits, helping to demonstrate the overall value of the Programme.

At this moment, we are already sure of one thing: that the way we work will never be the same again.





United Kingdom

Discovering Safety – A Data Driven Approach to Health and Safety Performance Improvements

*Dr Helen Balmforth, Head of Centre for Data Analytics,
Health and Safety Executive – Science Division, UK*

The Discovering Safety Programme aims to improve global health and safety performance using data and analytics to provide new insight. It is funded by the Lloyds Register Foundation and is being delivered by the Health and Safety Executive (HSE) of Great Britain. It is a long-term programme of work that is seeking to understand how to access and use safety and health data in new ways to provide a new approach to improving performance by applying novel data science, artificial intelligence and machine learning techniques in health and safety contexts.

Objectives

The Discovering Safety programme has three main objectives

1) **To realise improvements in health and safety to break through the plateau in performance, which is widely observed internationally.** This is especially applicable to mature health and safety systems.

- 2) **The development of an understanding of health and safety requirements and the identification and implementation of appropriate measures and systems to accelerate the improvement in performance.** This is especially applicable to emerging economies.
- 3) **Understanding and realising the value that data can bring to improving health and safety in a global context and systems and developing process to collect, monitor and analyse data for health and safety performance improvement.**

Methodology

The programme is built around the creation of a **global health and safety knowledge asset** comprising HSE's own accident and incident investigation information from the past 40 years. However every year, huge amounts of accident and incident investigation findings and operational health and safety data are collected around the world. So the HSE data will be supplemented and expanded by other sources of information from across the globe. This will include data that covers a





United Kingdom

wide variety of issues affecting workers, process and infrastructure, including for example accidents in oil and gas production, collisions between ships and offshore installations, collapse of wind turbines, failure of lifting equipment in manufacturing and integrity of utility assets.

The aim of the programme is to generate new and meaningful insights from bringing this data together into the knowledge asset and applying the learning in local contexts and situations to substantially improve health and safety outcome and performance, ultimately saving lives, particularly in developing and emerging economies.

This knowledge asset is at the centre of the Discovering Safety programme and it will be mined and analysed to gain a deeper understanding of why, and how, safety & health 'failures' occur in local contexts around the world and how we can learn from these failures to prevent and mitigate against them occurring.

The programme will be specifically advancing areas such as text mining in the context of

health and safety, using natural language processing techniques, which will enable the unlocking of unstructured information sources. For example free text reports and documents can be mined with these approaches to enable the content to be included with structured data to provide additional content and context and links. In many cases unstructured, free text sources form the bulk of information holdings and unlocking their value has been a time consuming task requiring manual inspection. These new techniques will allow the Discovering Safety team to automate this process and enable the vast volumes of information of this type to be fully exploited.

Stakeholder engagement is a vital part of the programme and engagement to date has enabled us to identify an initial set of industry endorsed use cases. These have been identified from discussions with a variety of stakeholder groups around the challenges they face and how data could provide new insights. The use cases will deliver solutions with tangible benefits to a range of stakeholders and are an important part of the way the programme intends to make real impact from the insights, which also includes through

education, practical improvement initiatives and commercial tools and services. The initial use cases are listed below;

- 1) **Loss of containment intelligence** – improving the use of insight from incidents in the chemical and petrochemical industry which may be precursors to major accidents as they involve the loss of toxic, flammable and explosive substances.
- 2) **Product Safety Insights** – use of data to prevent product safety issues which can lead to harm to large numbers of people and economic damage in safety/time critical industries.
- 3) **Bench-marking health and safety performance for SMEs** – comparing indicators of health and safety performance to understand performance, target improvement and learn from peers.
- 4) **Development of leading indicators of H&S performance** – developing leading indicators, or measures of the extent to which risk control systems are effectively implemented, to further improve health and safety performance.





United Kingdom

- 5) **Safety risk library for Building Information Modelling (BIM)** – Health and safety risk library for the construction sector to inform project design and improve the ‘safety by design’ approach.

The use cases are applicable to a range of sectors, organisational size, health and safety maturity level and geography and include solutions for the mature petro-chemical industry, through to SMEs in the manufacturing sector and the construction sector and companies in the emerging economies wanting to learn from peers in other countries.

Benefits

The benefits from the programme are expected to be

- A global reduction in fatalities, injuries, accidents and work-related ill health conditions caused by industrial activity through increased health and safety performance.

- Organisations from all parts of the world seeing an improvement in health and safety performance from the implementation of effective evidence-based processes and systems, achieved through an increased understanding of the benefits of an effective health and safety management system and the ability to implement an approach to achieve this
- Organisations from all parts of the world being able to develop strategies to sustain health and safety performance and to continue to make improvements to ensure longer term benefits and impact.
- An improvement in financial performance as a result of a reduction in loss of productivity from injury and ill health.
- Improved health and safety performance from the exploitation of all available data sources.
- Improved understanding from regulators, duty holders, stakeholders and the public of the value that data can provide in understanding work-related hazardous exposures and the associated risk of work-related ill health and injury through effective

communication of the intelligence we have gathered.

Invitation to participate

An important aspect of the programme is to identify and understand stakeholders and their needs and explore how wider communities in different sectors can and want to get involved. The programme team are also looking to explore new sources of data that could be included in the programme and develop innovative new use cases to address new industry challenges as the programme progresses. The international Health and Safety community is a key stakeholder in the programme who, it is intended, will benefit from the outputs of the work. As such the programme team would like to invite you to get involved as we start this exciting new programme of work.

Please contact us via discoveringsafety@hse.gov.uk for more information.





United Kingdom

HSE Targeting and Intelligence

Richard Hines, Head of FOD's Divisional Support Team,
Health and Safety Executive – Field Operations Division, UK

HSE recognises that effective targeting is a critical function in being an effective regulator. The Going to the Right Places programme (GtRP) was started to improve and develop its existing targeting functions. The prime objective of the programme is to ensure that resource is targeted effectively to those dutyholders where there is the greatest need for regulatory activity to protect workers and achieve sustained compliance. It built on previous collaborative work to develop a strategic approach to frontline targeting and intelligence, delivering the objectives of the overall HSE Sector strategies and ensuring our principle of sustaining regulatory excellence.

The vision of the programme is:

“To develop HSE's regulatory targeting capability to secure the greatest impact on reducing work-related risk”

The GtRP programme represents a collaboration of HSE's regulatory function, policy makers, data scientists and statisticians working to develop a strategic approach to collating and using data to ensure that inspection activity is appropriately targeted and delivered.

The FIND-IT targeting tool (developed as part of the programme) allows us to collate intelligence from several datasets and interrogate these to develop a clear picture of where inspection activity would best be targeted to achieve maximum impact. It consists of two elements:

- a data engine which contains a variety of algorithms to join disparate datasets without the need for unique identifiers; and,
- a customisable digital platform that allows users to interrogate and exploit the combined data

The programme has been subject to continuous evaluation throughout its lifetime and there have been marked improvements in our measures of the effectiveness of targeting. There has also been an improvement over time in the extent to which operational staff are engaged with the process and satisfied with the newly developed tools, all of which are key to its successful delivery.

HSE operates (in the non-major hazard industries) within a targeted and intelligence led environment. This requires prioritising our finite regulatory resource in the higher risks sectors, which were established through sector analysis of data and research.





United Kingdom

Being able to identify sites where risks are likely to be highest and target those for inspection activity means that we will be able to have a greater impact in removing health and safety risks from the system.

Improvement of intelligence via the collation of additional data within FIND-IT feeds into the targeting process, enabling a more detailed exploration of the factors affecting compliance with health and safety risk. Additionally, it enables us to make judgements on which are the best sources of intelligence to use.

Over the past few years HSE has undertaken benchmarking visits to provide a comparison with what HSE could achieve through inspection activity in the absence of a structured targeting and intelligence (T&I) process.

Benchmarking visits were randomly selected from the manufacturing sector and the outcomes were compared with visits selected using the T&I process.

The headline findings are:

- Our higher risk sectors have been chosen appropriately.
- Our T&I process is effective in identifying sites where there is a greater likelihood of serious risks not being well managed.
- The worst examples arise where there is poor performance in a higher risk sector (HRS).
- FIND-IT has allowed us to geographically target Priority Local Inspections with a higher likelihood and confidence of finding sites with poor health and safety management where intervention is needed to remove risk. There are further opportunities to improve the targeting and this work continues.
- It is important to continue to monitor sectors outside existing HRS groups.

The programme has been operating for four years as part of a five-year programme and work is underway to examine its extension to HSE's other regulatory divisions. A full evaluation will also be undertaken.



Russia

Challenges and Opportunities for Labour Inspectorate in the Russian Federation

Ivan Shklovets, Deputy Director General,
Federal Service for Labour and Employment (Rostrud), Russian Federation

The State supervision in the labour sphere is based in Russia on international norms and principles and faces similar challenges existing in other countries; some differences can be found in the available opportunities.

The labour supervision should be up-to-date and meet the employees' and employers' expectations. We need a system with clear and transparent requirements for all parties of labour relationship. We need to change the goal and methods of the labour inspector's activity, who should be an assistant and a partner for individuals and businesses; who should master modern, effective supervision tools, while the supervision results should influence the overall situation.

At the same time, the labour supervision should be flexible. It should focus on challenges emerging in the labour market and in the national economy.

To date, the Federal Service for Labour and Employment of the Russian Federation (hereinafter Federal Labour Inspection) is facing the

following challenges:

- a misbalance between the number of employers and the labour inspectorate's capacities. The scope of control is 1.5%. However, under the standards of the International Labour Organization, the scope of control should be about 15–20 percent;
- the existence of groups of employers and employees who are not prone to maintaining any relations with the State;
- informal employment which, according to various estimates, reaches 30% of people employed in the economy, that makes about 15 million workers;
- the development of the digital economy;
- the emergence of new forms of employment, outside the framework of traditional labour relations, including contract and agency labour, family business, remote forms of employment, etc.;
- uncontrolled labour migration;
- lack of employer's self-control over their compliance with labour laws;





Russia

- extremely conservative, old-line laws;
- an excessive number of labour protection requirements;
- evading responsibility by contracting organizations.

The challenges are defined. **What are the opportunities that are available for labour inspectorate?**

The inspectorate capacities are clearly insufficient for keeping on traditional methods of control. Dividing enterprises into risk categories has partly solved this problem. Attention has been focused on those enterprises with a higher risk of violations. For the low risk category, no audits are carried out.

We declared abandoning the sanction strategy – we focused on achieving compliance with the legal requirements through prevention and explanatory work. Thereby, the Federal Labour Inspection expect to significantly expand the employers' understanding of those requirements that exist at the State level. We should patiently explain to employers the risks of informal relations.

An effective way to prevent violations was introducing internal control systems at enterprises.

The **interactive services system** proved to be very useful. One of 12 electronic services “Electronic Inspector” gave employers the opportunity to conduct self-control of their compliance with the law, to get recommendations on elimination of violations. At the same time, employers see the amount of sanctions for such violations and receive recommendations about the way to eliminate their errors. Employees have also get access to electronic services, and they liked it. Based on the digital economy development trends, the inspectorate continues introducing electronic technology into the control activities.

For example, companies that implement electronic document management are ready to interact with the inspectorate in this format. It was proved by the first audits carried out in a pilot mode with two large companies.

Based on the results of these audits, the Federal Labour Inspection is preparing the “remote electronic supervision technology”. There may be some cases where the inspector and the employer do not meet. This excludes any conflict of interest. Some employees seek to get maximum benefit within the framework of informal relationships, ignoring their safety and the possibility of forming decent retirement savings.



ARTICLES



Russia

Above all, this situation is due to the low legal culture of employees. Another group – labour migrants – are staying in the informal zone for fear of losing or not finding a job or having problems with the law. Here, the measures aimed at changing the current situation should be considered in their integrity, acting both on employers and employees.

One of the forms of protecting the employees' rights is the activity of trade unions. Today, the used capacities of trade unions is not up to the mark. There is a lack of confidence on the part of employees. There is a reluctance on the part of employers. Trade unions should be strategic

partners of the inspectorate.

The challenges cannot be addressed without dynamic changes in the legal framework. We can successfully face some challenges only through changes in the laws, such as reducing the number of labour requirements to be assessed by the inspectorate or introducing liability of contracting organizations. However, any challenges require the existence of a competent strong labour inspectorate.





Latvia

One worker injured at work several times – is this an accident or a system?

Linda Matisāne, State Labour Inspectorate of Latvia,

Ivars Vanadzīņš, Institute for Occupational Safety and Environmental Health, Riga Stradins University

The aim of the study was to assess the number of workers injured in the workplace accidents reported to State Labour Inspectorate of Latvia (SLI) two or more times. For this purpose, data from the Informative System of SLI were extracted, cleaned and coded. Data on 19,128 cases reported between 01.01.2007. and 31.12.2017. was used for analyses.

In total during 11 years, 739 workers were identified as persons who have been reported to SLI as injured at work more than once - 247 (33.4%) females and 492 (66.6%) males. Out of these individuals, 94 persons (12.7%) were injured 3 times, 8 persons (10.8%) – 4 times and 1 person even 5 times. When being repeatedly injured, in most cases it happened in the same company (e.g. 668 persons (90.4%) injured in

their 2nd accident were injured in the same company). The biggest number of persons injured more than once within the same company was 47; and it was a public transportation company.

The primary analyses suggest that male workers tend to suffer in repeated workplace accidents more frequently than females. There is no association with identified level of alcohol in blood. Though data on other causes have not been thoroughly analysed, non-structured interviews with OSH experts and labour inspectors point out organizational aspects (e.g. compensation paid by the employer in case of an accident of work) and personality of worker which might have influence and have to be analysed further.





African Regional Labour Administration Centre (ARLAC)

Labour Inspectorates and Decent Work in the Global Supply Chains

L.K. Hlabanu, Acting Director, ARLAC

The need to secure decent working conditions along global production lines is doubtlessly necessitated by the globalisation of supply chains. The economies of the world are today linked due to the exigencies of globalisation, investment, production and international trade. These linkages have helped create jobs and wealth for citizens who produce, handle and distribute goods and products through the global supply chains. However, the dynamics of production and employment relations within these global supply chains can have negative implications for working conditions. While global enterprises are valuable sources of jobs and can help improve the livelihoods of workers and their families, they can become traps for social ills such as child labour, forced labour, human trafficking, unsafe and unfair labour practices.

It must not be forgotten that enterprises are largely driven by the motive to maximise their

profit margins and therefore operate under immense pressure to produce at low cost. However, this saving on cost has a bearing on staff wages and working conditions. Artificial and unsustainable comparative advantages are created by lowering labour standards, slashing welfare provisions and granting tax exemptions in some cases. Besides, accidents and fatalities in the world of work which have the potential to set back economies through lost human and industrial productive capacity are frequently witnessed. Instability in labour relations also normally occur and can also lead to workplace unrest.

Labour inspectorates need to move in and engage the global supply chain participants in ensuring that they contribute to sustainable development, inclusive economic growth and decent work for all. This can be achieved through affirming the principles of the Declaration of Principles concerning

Multinational Enterprises and Social Policy (MNE Declaration). Labour inspectors must consider how these principles evolve as we focus on the future of work which is evolving daily due to technological advances, new behaviours and the continuous breakdown of economic boundaries.

Integrating decent work in investment, industrial development and international trade policies for labour inspectors ensures that recognition of labour rights becomes part of the way of doing business in global supply chains. They should insist that compliance with principles of international labour standards is now embedded in consumer choices and is both a social and a business imperative. There is a need for both broad-based policies and policies directed at specific sectors to promote decent work in the course of enhancing productivity and economic development. To ensure respect for workers'





African Regional Labour Administration Centre (ARLAC)

rights while improving productivity, social dialogue on wages, work organisation, safe work practices, and technological change or restructuring is key.

Global supply chains contribute to sustainable development only if economic and social upgrading are mutually supportive. On the contrary, decent work deficits are prevalent in global supply chains in sectors such as mining, oil and gas, textile and information technology. Most countries of the world have policy frameworks and legislation in place to support decent work in global supply chains but compliance and enforcement remains a challenge. Various countries have since ratified the ILO core Conventions and adopted the ILO Tripartite Declaration of the Principles concerning Multinational Enterprises and Social Policy but implementation is lacking.

Labour inspectors should go all out and reveal the emergency of non-standard forms of employment, informality, changing occupation classification, non-unionisation of workers, poor occupational safety and health culture and inadequate funding of labour administration systems. On their part governments should strengthen labour inspectorates through capacity building and provision of better working conditions to enhance their productivity. Decent work should be mainstreamed in global supply chains through developing employment strategies, comprehensive social protection measures, promoting social dialogue and guaranteeing rights at work. It must also be seen to be integrated in policies and programmes whose aim is to enhance economic growth and development with due regard to gender equality and labour migration issues. Ratification of the OSH standards and

inculcating a preventive culture of safety and health at work alongside the review of policies and legislation to make them responsive to the challenges posed by the global supply chains becomes a necessity.

Governments must consider developing an instrument on decent work in the global supply chains with a code of best practices aimed at addressing challenges in this area. Labour inspectors must encourage governments to adopt international classification standards through the dissemination and awareness raising of the Declaration of Principles concerning Multinational Enterprises and Social Policy. This process should involve the encouragement of various countries to collaborate, interact and enter into bi/multi-lateral agreements at regional levels in order to standardise labour rights to ensure a level playing field for all social partners.





Association of German Labour Inspectors

100 Years Association of German Labour Inspectors

Dr.Eng. Bernhard Raebel, Chairman, VDGB

Around 32 million employees work in Germany in about 2.2 million companies. About 1.9 million businesses have less than 20 employees. In Germany, there are approximately 3,150 civil servants in state institutions to which occupational safety and health (OSH) control tasks are assigned. Because these officers have other tasks in addition to OSH inspections, the workforce of 1,450 people is available for OSH inspection tasks. The inspectors are staff of the federal states, there are 16 federal states. The laws are the same throughout Germany, but what duties officials have in addition to OSH varies from federal state to federal state.

Already 100 years ago, the German labour

inspectors recognized the need to formulate their interests in a coordinated manner across all provinces and to present them to politicians and the social partners. Immediately after the end of the First World War, they therefore founded an association, the Association of German Labour Inspectors (VDGB). This association is a professional organisation and not a trade union that lobbies for the individual interests of its members. The statutory purpose of the association is “the promotion and dissemination of findings in the areas of occupational safety, accident prevention, safety technology and environmental protection at national and international level”. Currently the VDGB has about 800 members.

The VDGB is exclusively founded by membership fees. Therefore being independent of politics and changing coalitions, the VDGB actively represents the professional interests of its members, both at home and internationally. Hence, it was also possible to report in Geneva to the IALI Congress of negative experiences that were made in Germany with a specific control strategy.

Working at international level has always been important to German labour inspectors. The VDGB was one of the founding members of the IALI. The German labour inspectors are





Association of German Labour Inspectors (VDGAB)

represented in the IALI by the VDGAB. Gerd Albracht was its president for a few years and VDGAB held almost always a vice presidency.

In June 2019, the VDGAB will celebrate its 100th anniversary in Dortmund in the rooms of the DASA Arbeitswelt Ausstellung (worklife exhibition). IALI President Kevin Myers will be delivering a welcome speech. We hope that he will give us impetus for the next 100 years of VDGAB. Currently, we are updating the inspection concepts taking account of the new risks in the world of work; which are connected with digitization, higher mental stress, permanent accessibility and a widespread dissolution of traditional factory production. But we must not forget the old risks. Vision Zero and globalization are not the only answers to all health hazards at the workplaces. For this reason, the VDAGB, with the practical experience of its members, also contributes to the training concepts for the next generation of German labour inspectors.

Active and experienced retired members of the VDGAB still participate as experts in building a modern labour inspection in countries with developing economies.



PAST EVENTS HIGHLIGHTS



23 – 27 Apr 2019, Sochi, Russia

5th All-Russian OSH Week and IBOR Workshop

The Federal Service on Labour and Employment (Rostrud) organised the conference to promote best practices in OSH and raise work culture standards. The Conference was opened by Mr. M. Y. Ivankov, Head of the Federal Service for Labour and Employment (Rostrud), Mr. G. G. Lekarev, Deputy Minister of Labour and Social Protection of the Russian Federation, and Mr. G. Ryder, ILO Director-General. Along with ILO representatives, IALI Secretary General Er. Ho Siong Hin and IALI Vice-President Mr. I. I. Shklovets presented in the plenary sessions on “Challenges and Opportunities for Labour Inspection”.

IALI hosted a workshop to introduce the IBOR concept and encourage leaders from the Regional Alliance of Labour Inspectorates (RALI), Commonwealth of Independent States (CIS) and Mongolia states to consider undergoing IBOR assessment for their respective inspectorates.





4 – 6 Sep 2019, Qingdao, China

5th G20 OSH Network Annual Meeting, Technical Workshop & IALI Side Event

The 5th G20 OSH Network annual meeting took place on 4 Sep 2019, in Qingdao of the People's Republic of China, with representatives of the Occupational Safety and Health Experts Network (OSH Network), and international organizations. The meeting was chaired by the United States and Turkey as the co-chairs of the G20 OHS Experts Network. Participants from 11 countries and two international organizations (ILO and IALI) discussed issues in two main sessions a four-hour period. Mr. Kevin Myers and Er Ho Siong Hin attended the meeting.

A G20 OSH Network Technical Workshop “*Tools for Effective Safety Inspection*” was held on 5 Sep 2019. The workshop was welcomed by Vice Minister Huashan Sun, China Ministry of Emergency Management (MEM), Fanli Meng, Deputy Party Secretary-General and Mayor, city of Qingdao, and G20 OSH Network co-chairs Zhao Li and Hakan Oz.

Mr. Myers chaired the discussion on Strategic Deployment of Enforcement Tools which discussed on the available tools, use of information technology and other advanced technologies; and evaluation of enforcement performance. Er. Ho chaired the session on

on Differentiated Enforcement, Compliance Assistance and Cooperative Programs. The session tackled the relations between regulators and enterprises; compliance assistance and cooperative programs; safety management programs established by enterprises and other voluntary programs; targeted enterprises and sectors; and education programs.

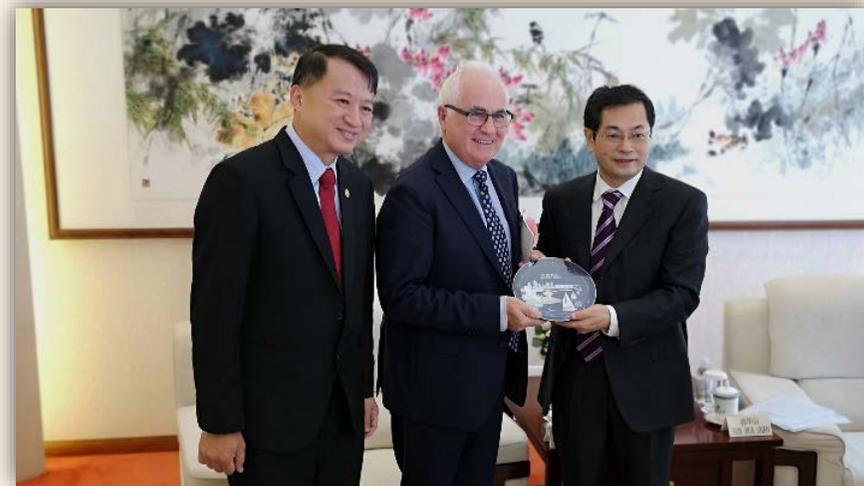


PAST EVENTS HIGHLIGHTS



5th G20 OSH Network Annual Meeting, Technical Workshop & IALI Side Event

IALI also organized an IBOR Workshop on 6 Sep 2019. The workshop was attended by over 100 provincial OSH inspectorates across China; OSH representatives from Italy, Canada, India and Indonesia were among the international delegates.



L-R: IALI Secretary General Ho Siong Hin, IALI President Kevin Myers, MEM Vice Minister Sun Huashan.

The delegation also met with the Vice Minister from Ministry of Emergency Management, Sun Hua Shan. Minister Sun recognised the long history of collaboration between China and IALI and expressed interest to take up IBOR assessment in China.





25 Sep 2019, Wrocław, Poland

National Labour Inspectorate (NLI) Centenary Conference

The Polish Labour Inspectorate (Państwowa Inspekcja Pracy) celebrates its centenary this year. It was first established in 1919 shortly after the country achieved its independence. It has produced a publication (in Polish) and associated website (in Polish and English) as part of its centenary celebrations. The website can be found at <https://100-lecie.pip.gov.pl/en/index.html> and provides a fascinating insight into the history of the Inspectorate in its own right but also as a perspective into Poland's broader journey over the last 100 years.

IALI President Kevin Myers was invited to participate in a conference held to commemorate this auspicious anniversary on 25 September in Wrocław at the dedicated National Labour Inspectorate Training Centre. Although by definition such an anniversary looks back, the theme of the conference was very much forward-looking - at the current and future challenges facing Labour Inspectorates.





National Labour Inspectorate (NLI) Centenary Conference

The conference - Opportunities and challenges for the world of labour 4.0 - was opened by Mr Wieslaw Lyszczek, the current Chief Labour Inspector of Poland, and was followed with messages of congratulations from the Polish Prime Minister and the Secretary of State of the Polish Ministry of Family, Labour and Social Policy.

In his congratulation speech Mr. Kevin Myers referred to Lis' role in both stimulating **change** in businesses and doing so in the context of wider societal **change**. Of particular note he referred to:

- globalisation;
- the shift in power from individual nation states to multi-national companies and supply chains;

- changing employment patterns, behaviours and technological developments leading to the fragmentation of the labour market and changes in the dynamic between employers and workers;
- automation - whereby AI and other technologies could displace a significant proportion of the workforce and potentially present new risks; and
- policy challenges to the role and purpose of regulation.

These were themes indeed covered by a wide range of speakers from EU SLIC, EU OSHA, the ILO and Poland, Lithuania, Germany, Belgium, France, Austria, Sweden, Denmark, Estonia.

With such a wide range of perspectives and

experiences there were lively discussions in the plenary sessions and much opportunity for learning of the experiences of others - both within Europe and more widely. There was a general agreement on the need to ensure that both legal frameworks and regulatory intervention strategies need to evolve to: (i) avoid being locked in to traditional employment models; (ii) anticipate rather than respond to change; and (iii) provide flexibility to future-proof responses to both benign and negative disruption.

The conference programme also featured, as a symbolic gesture, the Chief Labour Inspector planting an oak tree to commemorate the centenary of National Labour Inspectorate in Poland.





Call for Abstracts – 15 Dec 2019

XXII World Congress on Safety and Health at Work

4 – 7 Oct 2020, Toronto, Canada

We are now asking for help to support the Call for Abstracts. This Promotion Guide has the tools you need to help us spread the word, and make sure the Congress is a global success.

Call for Abstracts now open!

We are looking for submissions from participants around the world to contribute to the Symposia of the World Congress on Safety and Health at Work by [15 Dec 2019](#). As co-organiser of the World Congress, the International Social Security Association and its International Sections on Prevention are looking for submissions that tie Congress topics, themes and sessions together, including on rehabilitation, prevention and Vision Zero. Do you have case studies, practical tools, innovative ideas, and solutions that you can share with the world?

More information can be found on Congress [website](#). Abstracts can be submitted in English or French through our online [Abstract Submission Portal](#).

Participate in the International Media Festival

The [International Media Festival for Prevention \(IMFP\)](#) 2020 will take place, as usual, in the framework of the World Congress on Safety and Health at Work. The Festival will offer an overview of films and multimedia productions about safety and health at work from all over the world. Don't miss out on this opportunity to present your products to a major group of influential international safety and health professionals. Registrations close on 29 February 2020.

XXII World Congress on Safety and Health at Work 2020





IALI SECRETARIAT

Mr. Alvian Tan

1500 Bendemeer Road

Singapore 339946

Tel: +65 6692 4939

Email: alvian_tan@wshi.gov.sg

Er. Nicholas Yip

1500 Bendemeer Road

Singapore 339946

Tel: +65 6692 5069

Email: nicholas_yip@mom.gov.sg

IALI website: <http://www.iali-aiit.org/en/index.htm>

