



IALI Forum

The newsletter of the International Association of Labour Inspection (IALI)
Bulletin d'information de l'Association Internationale de l'Inspection du Travail (AIIT)

Your Association, your voice

Firstly, I wish you a very warm welcome to this latest IALI Forum, and a particular greeting to new IALI members from the Seychelles, Costa Rica, Trinidad and Tobago and Jamaica.

This is a very busy time for us. Plans for our conference in September near Sofia, Bulgaria, are finalised and we look forward to meeting colleagues in the pleasant surroundings of Borovetz to share experiences in the training of labour inspectors. The conference is organised jointly with the Bulgarian Ministry of Labour and Social Policy and the International Labour Office, and we are grateful to both for their dedication.

Your Executive Committee met in London, in June, particularly to discuss the important issues of Regional Delegates and Associate Membership. At our General Assembly in Geneva in 2002, you asked the Committee to organise the appointment of Regional Delegates in different continents to ensure IALI reflects local priorities and also to support members locally in securing good labour standards. We have decided to pilot new arrangements to learn what works most effectively and have invited András Békés (for Central and Eastern Europe), Michele Patterson (for Australasia and SE Asia) and Sammy Nyambari (for English speaking African

countries) to be Regional Delegates alongside their Vice President roles on the Committee.

Our statutes allow IALI members to be assigned Associate Status if they experience genuine difficulties paying fees. In such cases, Associate Members may enjoy the technical benefits of our conferences and publications while they are unable to contribute financially. The Executive Committee discussed whether to promote Associate Membership, particularly in developing countries, and decided to consult full members of IALI. The outcome favoured support for wider promotion, which we expect to significantly increase membership. Existing members also offered to sponsor new members from developing countries for a period. I am very grateful for this – as you know, subscriptions are our only revenue.

I hope you will note we have extended our website to include a section on Child Labour; with the generous support of Dutch colleagues, this also provides an ongoing offer of support on child labour issues. We are also fortunate to have Wolfgang von Richthofen join us as our Technical Adviser on non-health and safety issues, following his retirement from the ILO. David Eves continues to provide valuable support in the

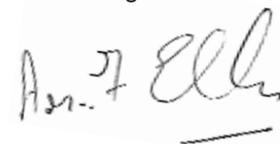


Adrian Ellis, IALI President

same role for our health and safety interests.

Finally, our secretary and editor of IALI Forum, Malcolm Gifford, is moving to ILO SafeWork in Geneva for a period beginning in October. Through the miracles of information technology, you shouldn't notice any difference! Malcolm will continue in the same essential role. Joost Cuijpers will continue his role as Membership Secretary. Further details are on Pg 8.

Remember, this is your Association – if you have comments, ideas, suggestions, even complaints, please let Malcolm know. I look forward to meeting you at our next events in Bulgaria and Dublin.



A very warm welcome to our new members!

We welcome the following who have joined IALI since the last edition of Forum in October 2002:

- Ministry of Social Affairs and Employment, Seychelles
- Ministry of Labour, Trinidad and Tobago
- National Association of Labour Inspectors, Costa Rica
- Ministry of Labour, Jamaica

Further details, with contact addresses etc., can be found on our website – www.iali-aiit.org.

INITIATIVES AND CAMPAIGNS

Labour Inspectorates have always been innovative, and are quick to embrace new ways to communicate messages more effectively and hopefully to create a long-lasting impression. But we all face similar challenges in this and it's not easy.

Fortunately, we can learn much from others' experiences because of our common concerns and it helps to share our successes. The next four pages relate just some of the activities recently undertaken by our members in their efforts to achieve real improvements in

workplace conditions. Of course, there will be countless other valuable stories within the IALI membership just waiting to be told. So, if you would like to relate your own experiences, please do write to us and we will aim to include your contributions in future editions.



Bulgaria - campaigning in construction

Toty Mladenov, Director, Ministry of Labour and Social Policy, Sofia, Bulgaria.



In May, Bulgaria's General Labour Inspectorate conducted a wide-ranging national campaign into the construction sector. The goals were:

- To impact on the improvement of health and safety through inspection and prevention methods (training, information, publicity etc.).
- To align employment relations with legislation.

■ To collate information on how prepared Bulgarian construction enterprises were to meeting the European Directive on temporary and mobile construction sites (92/57/EC).

The campaign revolved around many actions, including:

- Labour inspectors and social partners received comprehensive training by experts from Bulgaria's Labour Inspectorate, with added help from Danish experts.
- Special inspection report forms were drafted to enable proper assessment of campaign results.
- Communications were prepared for specialist magazines and press conferences were held to generate media publicity. Bulgarian and

Danish colleagues also conducted joint inspections on sites.

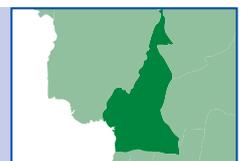
Practically all construction and steel erection sites were inspected, totalling 1712 sites. Inspectors recorded 8220 health and safety offences and a further 1774 regarding employment relations. Overall, 9849 compulsory recommendations were made and 889 statements were served. The use of 342 machines or equipment items was prohibited (129 scaffolds, 43 hoisting devices) and 26 workers or employees were banned from working.

For more information, contact the author. E-mail: mladenov@mlsp.government.bg



Cameroon - a new policy

Julienne Nouthé-Djubgang, Director, Direction de la Santé et de la Sécurité au Travail, Yaounde, Cameroon.



Cameroon's Ministry of Employment, Labour and Social Insurance oversees both occupational safety and health and Labour Administration. While much effort and resources are deployed in ensuring compliance with legislation, there remain frequent occurrences of industrial accidents and occupational diseases (source: the Cameroon National Social Insurance Fund).

Conforming with ILO Convention No 155 on Occupational Safety and Health, officials are producing a National Policy document, principally to ensure the physical, moral and social wellbeing of workers, including those in agriculture and the informal economy. When completed, the Policy will be a signal point in occupational safety and health and provide a platform for other programmes and projects.

When validated, the Policy should influence the process of the ratification of ILO Conventions in respect of occupational safety and health in Cameroon. The Policy will benefit workers in securing modest jobs and reducing labour conflicts. It will also improve productivity and business performances and foster safer working environments to the benefit of Cameroon's social and economic development.

INITIATIVES AND CAMPAIGNS



Poland - awareness of chemical hazards

Jolanta Janukowicz, Chief Labour Inspector's office, Warsaw



In May 2003, Poland's National Labour Inspectorate undertook its biggest information campaign yet on safety at major hazard sites: specifically chemical enterprises with potential for serious industrial accidents. All manner of modern communications methods were used.

Although Polish chemical enterprises can technically assess and control risks, there remains a critical need to increase the awareness of workers and managers to dangers simply arising from human error or neglect. Therefore, the "Safe Company" campaign was organised with the Danish Working Environment Authority, Polish State Fire Brigades and other partners. The campaign event was staged at Nowa Sarzyna, a town of 30,000, which also houses the large chemical enterprise "Organika-Sarzyna".

The programme disseminated key knowledge about the industry - including information about chemicals used - and also the measures introduced to ensure safety for workers and citizens. Chiefly, the campaign sought to build relations between enterprise and locals based on mutual understanding and confidence.

Encouragingly, town officials actively participated and the wider



community became aware of how such a large chemical enterprise is striving to ensure a safe environment. Information stations were used and promotional events, such as competitions, were strong features of the event. Other industry onlookers, such as representatives from chemical and liquid fuels suppliers, or from inspection, supervision or scientific bodies, also enhanced their understanding of how major accidents can be prevented and how to communicate critical information.

Vital experience gained during the programme will support future campaigns around Poland, with training now being organised for labour inspectors from all districts.

Further information may be obtained from the author. E-mail: kancelaria@gjp.pl

Poland - safety and health on farms

Jolanta Janukowicz, Chief Labour Inspector's office, Warsaw

Although Poland's Labour Inspectorate has no statutory powers relating to farming, it can initiate labour protection activities in the sector through educational and promotional programmes. As the frequency of accidents in agriculture is higher than in other economic sectors, preventive measures in farming are a priority of the Inspectorate's programme for 2001-2003.

Its promotional campaign includes:

- spreading positive models of behaviour to motivate farmers to improve safety and ensure child safety on farms.

- providing information about the Inspectorate's activities to improve farm safety – such as personal visits with advice sessions and

organisation of competitions and training for farmers.

While a successful campaign requires positive approaches by the state administration in co-operation with NGOs and others, wider factors are no less crucial. Notably, these are co-operation with the media, the development of promotions like our 'Safe Farm' competitions, the promotion of child safety in association with the Polish Scouts' Association and the preparation of training sessions and published advice.

Key journalists are being alerted to organised events, such as a seminar entitled 'Work safety in individual farming – EU experience'. We are also seeking to secure countrywide publicity of an event on

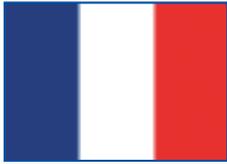
farm safety, organised jointly with farming advisory centres, by having it televised imaginatively. We are also co-operating with radio and newspapers.

Labour inspectors participated in scouts' meetings to discuss relevant issues and distribute a booklet: 'How to help parents be safe at work'.

Leaflets on the biggest agriculture risks are also being distributed to farmers. The Inspectorate will also prepare inserts for farming magazines and there is a cartoon called 'Adventure in the country'. Lectures will also be organised for village administrators, in their capacity as leaders of local communities.

Further information may be obtained from the author. E-mail: kancelaria@gjp.pl

INITIATIVES AND CAMPAIGNS



France - national priorities in 2003

Christiane Giraud, Direction des Relations du Travail, Paris, France



The Direction des Relations du Travail (DRT) sets French policy and guidance on occupational safety and health and labour standards. It also outlines priorities for department inspectors and in 2003 there have been four specific focus areas:

- Small and medium-sized enterprises are important as a majority of employees work within them. The chief priorities are the development of a culture of risk assessment and prevention, better social dialogue and the wider promotion of employee rights.

- Labour inspectors are also targeting long-term health risks, raising general awareness and assisting employers in risk assessment and prevention. They are also co-operating with works doctors and regional sickness benefit agencies. Further information and training for inspectors has also been provided.

- The work of other government departments or large companies - and the promotion within them of corporate social responsibility - is being addressed. Complex contractual responsibilities must be understood and legal obligations met, whether on occupational safety

and health or on labour relations.

- Lastly, inspectors are targeting unfair discrimination, in its various forms, which can lead to harassment and affect workers' health. Inspectors are identifying and monitoring such cases to promote better compliance with relevant requirements.

Each priority has involved working with social partners. Lone inspectors cannot be expected to solve issues single-handedly, so the strong assistance of others is vital.

Further information may be obtained from the author, on christiane.giraud@drt.travail.gouv.fr



Germany - monitoring small and medium-sized enterprises

Wolf-Dieter Malmberg, Amt für Arbeitsschutz Hamburg, Germany



Since 1998, Hamburg's Amt für Arbeitsschutz (Office for Industrial Safety) has monitored the quality of industrial safety and health systems in large companies or companies with special hazards. The experiences gained have now enabled similar scrutiny to be conducted in small and medium-sized enterprises (SMEs). A checklist has recently been drafted, comprising the essential points for the organisation of occupational safety and health in SMEs:

- General responsibility for occupational safety and health.

- Appointment of qualified personnel, company doctors, first-aiders and safety officers, and the creation of an occupational safety and health committee.

- Instruction and training for personnel.

- Implementation and documentation of procedures and inspections.

- Implementation of risk assessments.

Inspectors utilise direct questioning procedures, random checks and follow-up visits. Monitoring is conducted during all inspections of SMEs with a medium risk, particularly trade and craft workshops, haulage companies and large supermarkets.

After inspection, all SMEs are classified as follows:

Group I: Companies with exemplary standards.

Group II: Companies complying with essential safety and health legislation.

Group III: Companies that do not

yet comply with the required essential legislation standards.

If desired, an exemplary company may receive a certificate as proof of compliance.

As at 1 August 2003, 1,333 SMEs were inspected. As a result, 67% of companies comply with essential occupational safety regulations or have exemplary standards. The authority also intends to follow up and monitor improvements in any company currently showing deficiencies.

For further information, contact the author: Wolf-Dieter.Malmberg@bug.hamburg.de

INITIATIVES AND CAMPAIGNS



UK - setting 10-year targets

David Eves, IALI's Technical Adviser on safety and health and formerly Deputy Director-General of the UK Health and Safety Executive.



representatives and others to improve standards to meet the 2010 targets.

Naturally, investigation of accidents and complaints must continue. But pursuit of new priorities means shifting resources and changing inspection techniques, to enable sufficient time for in-depth examination of the eight priorities.

Inspectors may deal with other matters causing concern during inspections but spend less time on already well-understood topics, such as machinery guarding, unless a serious matter arises. Workplace contact officers, rather than inspectors, seek out new premises and see that employers and workers have the correct information for their industry. Inspectors also spend more time on promotional and educational work, such as inviting employers to attend 'safety awareness days' (see photo).

There is scope for greater experimentation to influence employers, although law enforcement remains important to guard against those evading their responsibilities. Many industrial federations, trade associations, trade unions and organisations have responded positively, participating in training and setting themselves even more challenging targets.

This is encouraging, though it is too early to measure success. By 2004, when 50% progress is required, we can gauge whether the 2010 targets will be met. This will be measured by comparing figures with the 2000 baseline, in terms of numbers of fatal and major injuries, diseases and lost time.

Further information is available from David Eves. E-mail: safadavideves@aol.com

IALI members might like to debate the pros and cons of setting national targets for improvement in health and safety at work.

In 2000, the British government set such targets to be achieved within a 10-year period. These aims formed a central part of 'Revitalising health and safety', a new national strategy launched at that time.

Why the need for targets though, especially when in 2001/02 the number of worker fatalities was 226, one of the lowest on record? The reality is that sometimes those figures, within agriculture, for example, mask an increase in the fatality incidence rate, which measures the number of injuries per 100,000 workers. The rate had actually increased because the number of workers has dropped much more than the number of accidents.

Death from occupational diseases is a greater problem. About 6,000 workers die every year in Great Britain from cancers caused by exposure to harmful substances.

Additionally, employees increasingly complain of illness caused by workplace stress, or musculoskeletal disorders caused

by poor working practices. Whilst lives aren't threatened, individuals may become seriously disabled and incapable of work. Alongside private pain and suffering, there is also a huge economic cost. Some 40 million annual working days are lost through occupational injuries and diseases, forcing a heavy burden on health care and a productivity loss.

The targets, following consultation with employers, trade unions and other interested parties, aim to reduce:

- working days lost per 100,000 employees from work-related injury and ill health by 30%;
- the incidence of fatal and major injuries by 10%;
- the rate of work-related ill health by 20%.

Half these improvements must be secured by 2004.

The Inspectorate will concentrate on eight priorities: construction, agriculture and health services sectors; falls from height; slips and trips; workplace transport; musculoskeletal disorders and work-related stress. The emphasis has shifted from inspections to assisting employers, safety

CONFERENCE NOTES

21st Century Labour Inspection

Baltic International Conference, Riga, Latvia, 28-30 October 2002



The conference was dedicated both to 10 years of co-operation between the Baltic states and the International Labour Organisation (ILO) and the 80th anniversary of Latvia's State Labour Inspectorate. Organised jointly with the ILO, 75 participants from 16 countries attended. Issues discussed included occupational safety and health management systems, the changing work environment and risks relating to it, the growth of small firms, market surveillance, the development of social dialogue and the role of inspectors across all these. Representatives from the

Baltic states and from employers' and workers' organisations spoke warmly of the ILO's assistance over many years. The results of the assessments of the EU candidate countries were discussed, as was the new EU Occupational Safety and Health Strategy 2002–2006 and the role of the EU Bilbao Agency, and the task of the Inspectorates in implementing relevant EU Directives.

The conference report can be found at:
http://osha.lv/good_practice/

Promoting standards in agriculture

Joint IALI / ILO conference, San José, Costa Rica, 31 March - 2 April 2003

The first IALI conference held in the Americas was organised jointly with the International Labour Office, mainly the San José office, but also with significant support from ILO's Geneva HQ. In attendance were 44 delegates from Central and South America, the Caribbean and Europe.

The key theme of safety, health and decent work in agriculture included sessions on standards for promoting good practice and combating hazardous child labour. Presentations covered relevant

topics, including the promotion of decent work, different approaches for inspectors, health aspects of working with pesticides and projects to eliminate child labour. Employers and workers' representatives spoke of efforts to improve industry conditions.

An open forum heard participants discuss challenges and opportunities in their own administrations, and it was emphasised that Inspectorates suffer many common constraints, particularly resources, but aspire to

common goals in terms of improving standards of occupational safety and health at national levels. The conference also sought to stimulate interest in occupational safety and health at a localised level and to encourage greater co-operation between regional Inspectorates.

A copy of the conference report will be available on the IALI website shortly (www.iali-aiit.org).

Diary Dates Diary Dates Diary Dates

'Integrating labour inspection functions, effectiveness and training' – Borovetz, Sofia, Bulgaria, 21-23 September 2003.

An international conference organised by the Bulgarian Labour Inspectorate and the ILO, in co-operation with IALI.

'Health and Safety Culture: sustainable developments through Corporate Social Responsibility' – Düsseldorf, Germany, 27-29 October 2003. An international conference organised jointly by the ILO, German partners and IALI.

An IALI conference on chemicals and carcinogens, 17-18 May 2004, Dublin.

An IALI conference on health and safety in the construction sector, 22-24 September 2004, Macau.

More information is available on our website: www.iali-aiit.org

INFORMATION AND TRAINING

An invaluable aspect of IALI's work is to promote exchange of professional information between members. As well as holding international conferences and producing regular editions of the Forum newsletters, our website is a central communication element and we have recently invested much effort into improving and expanding it. Our article on Pg 8 describes an important new

development in widening our information base on a specific topic: child labour.

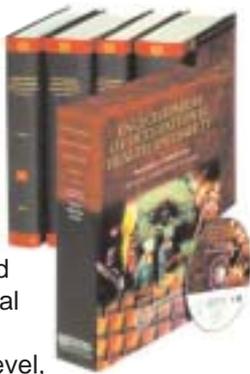
On a more general level, labour inspectors must stay informed of hazards and risks facing workers, such as from chemicals or machinery. Immediately below is an article describing an invaluable source of expert help on safety and health risks, a

resource all labour inspectors should know about!

No less crucial a topic is training and we also briefly examine how expertise is increasingly shared at an international level, by providing experts from donor countries to assist in the coaching of labour inspectors (and others) elsewhere.

A global centre for health and safety information Emmert Clevestine, Director, Occupational Safety and Health Centre, ILO-SafeWork, Geneva

Assisting the flow of occupational safety and health information among national institutions and making material visible on an international level,



is the mission of the International Occupational Safety and Health Information Centre. Housed at the International Labour Office in Geneva, Switzerland, the Centre's acronym, "CIS" - from its French

translation, fully reflects its bilingual nature.

CIS was founded in 1959 as a clearinghouse, serving and supported by 11 national and three international institutions. Of the original international sponsors, only the ILO remains, but counterparts at national level exceed 130.

The labour inspectorates of Denmark, Netherlands and Norway were among the founders. Today, some 25 National and Collaborating Centres are located in inspectorates, or in the same institution as national inspectorates, and the majority of Centres in Africa are in this category.

Although CIS receives most of its funding from the ILO, it receives an annual grant from the European Commission, and secures income through the information marketplace via its databases and publications. A prime example is the ILO Encyclopaedia of Occupational Health and Safety. Since its 4th Edition in 1998, full Spanish, Russian and Chinese translations by third parties have appeared, and a French version is nearing completion by CIS.

For further information, contact the author. E-mail: clevestine@ilo.org

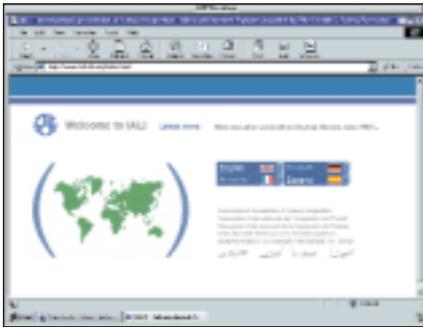
International Training Assistance Jacques van der Pols, Arbeidsinspectie, Netherlands

Training is essential for both the development of Labour Inspectorates and serving inspectors, on general matters of occupational health and safety or more specific issues like child labour. As expertise and experience are not always available in every country, international assistance is often required and the ILO and IALI,

supported by international experts from Labour Inspectorates of member countries, often organise training courses in Africa, Eastern Europe, Asia and the Americas on relevant topics. The ILO may fund such projects or a donor country may indeed do so, perhaps providing the services of international experts free to host countries.

A critical aspect of all this is the need to 'train trainers' - national experts who will, in turn, coach others. In many cases, training is also provided for social partners and non-governmental organisations as well as labour inspectors, as all partners increasingly need to co-engage for maximum effectiveness.

A new IALI helpdesk on child labour



Recent years have witnessed growing concern surrounding child labour. Indeed, the November 2002 issue of IALI Forum featured two articles on the role of inspectors in this area. Although many inspectorates now integrate inspection of child labour within their work programmes, there is a need for more information and training on this important subject to enable officers to deal with the challenges.

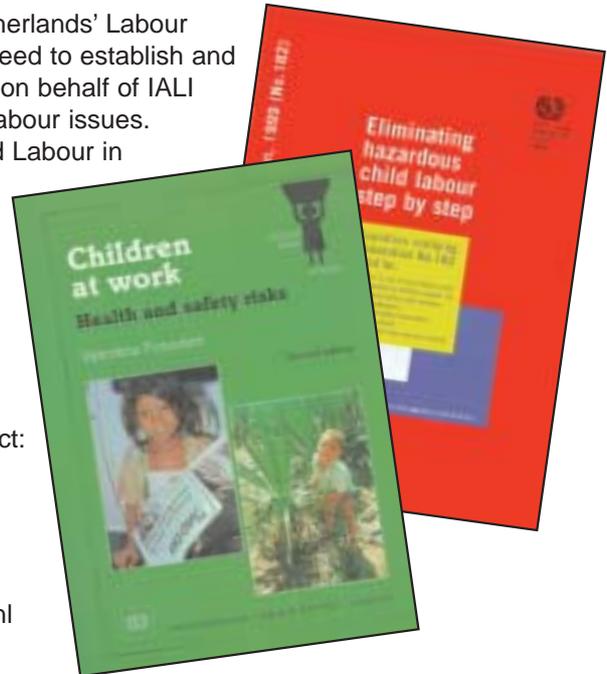
Accordingly, the Netherlands' Labour Inspectorate has agreed to establish and maintain a helpdesk on behalf of IALI on hazardous child labour issues.

This follows the successful conference on Combating Child Labour in The Hague last year, reported in the last Forum. The helpdesk is available to all IALI members. It exercises a broker function, offering to search for different kinds of mutual support available and also acts as an information exchange, e.g. on strategies for tackling child labour that have proved successful. The database will expand as the helpdesk develops.

IALI members wishing to utilise this helpdesk should contact:

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Secretariat changes

New IALI Technical Adviser...

Many IALI members know Wolfgang von Richthofen well - the ILO's expert on labour inspection for many years. Based in Geneva, Wolfgang was a long-standing friend to IALI. Following his retirement from the ILO last March, Wolfgang was appointed IALI Technical Adviser with specific responsibilities for matters other than occupational health and safety. We are very glad to welcome Wolfgang to the Executive Committee and value his continuing support for the Association.

Changes in IALI Secretariat...

All matters relating to new membership are now dealt with directly by Joost Cuijpers, based in the office of Paul Huijzendveld, our Secretary-General. All queries should therefore be addressed to:

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Malcolm Gifford, who has been based in the IALI Secretariat in the UK, is moving to ILO SafeWork on a year's secondment from 1 October 2003. From then, he should therefore be contacted at:

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4 route des Morillons,
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Malcolm is also the Editor of IALI Forum. If you have contributions for, or questions about the newsletter, please do contact him.

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