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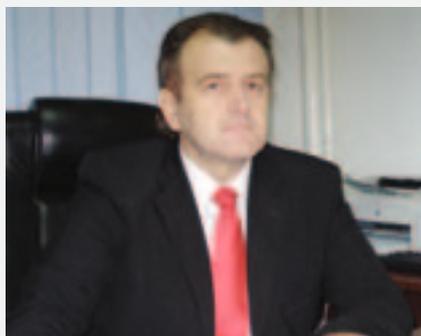
ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL • INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION
ASOCIACION INTERNACIONAL DE LA INSPECCION DE TRABAJO • INTERNATIONALE VEREINIGUNG FÜR ARBEITSINSPEKTION
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International Labour Office

REGIONAL CONFERENCE “PREVENTION - RISK MANAGEMENT - SOCIAL SECURITY - STRATEGIES FOR BETTER HEALTH AND SAFETY AT WORK”, BANJA LUKA, 17-18 MAY 2010



Igor Milunovic, MSc,
Deputy General Director - Inspectorate of
Republika Srpska

On May 17 and 18 2010, Banja Luka was the host of the Regional Conference with international participation on: **“PREVENTION - RISK MANAGEMENT - SOCIAL SECURITY - Strategies for Better Health and Safety at Work”**. On behalf of Republika Srpska, the organizers were the Ministry of Labour and Veterans and Republika Srpska Inspectorate, in cooperation with international partners.

The Conference was opened by Vice President of the Republika Srpska Government Anton Kasipovic, and chaired by Minister of Labour and Veterans Rade Ristic.

Delegates were also greeted by Ms Michele Patterson, President of the International Association of Labour Inspection (IALI), Mr Theodor Buelhoff, President of the International Section of the International Social Security Association on Prevention in the Mining Industry (ISSA-Mining), Mr Niu Shengli, representative of the SafeWork Programme of the International Labour Organisation (ILO), and Mr Radovan Ristanovic, Assistant Minister for Labour Inspection of Serbia.

Over 130 of participants from Azerbaijan, Albania, Bosnia and Herzegovina, Bulgaria, China, Croatia, France, Macedonia, Germany, Iran, Luxembourg, Montenegro, Norway, Poland, Portugal, Korea, Serbia, Singapore, Slovenia, Switzerland, Tunisia and United Kingdom attended the Conference. Representatives of the Labour and OSH Inspection, employers, workers and other social partners from our country were able to hear about best practices in organizing modern prevention in the area of safety and health at work.

The Conference was divided into 6 sessions:

1. “Social insurance systems and international networks”, which focused on aims and activities of ISSA-Mining and presented the German BG (Berufgenossenschaft) prevention system.
2. “Prevention and Risk Management in High-risk Sectors”, which focused on OSH management systems, risk assessment and prevention in mining, quarries, construction and similar high-risk sectors.
3. “Risk Management/Risk Assessment, Effectiveness: Best Practices From EU and Beyond”, which focused on best practices and examples from Australia, China, Iran, Republika Srpska and EU countries.
4. “Regional Alliance of Labour Inspection: Aims, Activities, Expectations of RALI members”, which focused on best practices, examples and issues coming from members of the Regional Alliance of Labour Inspectorates of Southeast Europe, Ukraine and Azerbaijan.
5. “Promoting the Seoul Declaration on Health and Safety at Work at Regional and National Levels”, which promoted the Seoul Declaration on Health and Safety at Work both on the regional and national levels. This was officially supported by the signatures of all Conference participants.

Based on the Seoul Declaration, an appropriate OSH Regional Action Plan was developed in the form of a Statement by the Conference Participants for members of the Regional Alliance of Labour

Inspectorates of Southeast Europe, Azerbaijan and Ukraine (RALI), with Republika Srpska Inspectorate as one of the members. The Action Plan involves: the exchange of data in order to improve insurance systems for occupational accidents and diseases; the improvement of labour inspection systems through the training of inspectors; the promotion of integrity and professionalism through the development of networks of OSH experts in enterprises and sectors of industry, both at national and regional level; and support for the Guidelines and Conventions of the International Labour Organization (ILO).

6. “The USAID-ELMO project in BiH: Achievements and Lessons Learnt for Labour Inspection”, which officially marked the end of the four-year mission of the USAID ELMO Project in Bosnia and Herzegovina. Important achievements within this project were emphasized, including the Republika Srpska Inspection Management System.

The Conference was closed with concluding remarks from officials of the IALI, ISSA-Mining, ILO-SafeWork, RALI and Republika Srpska Ministry of Labour and Veterans.

On this occasion, the President of the Republika Srpska Government Milorad Dodik received members of the Executive Committee of the International Association of Labour Inspection (IALI), who held their regular meeting after the Conference.

The Conference was organized with the support of the IALI, ISSA-Mining, USAID ELMO Project and the RALI.



INTERNATIONAL SEMINAR “SHARING BEST PRACTICES ON SAFETY AND HEALTH FOR A SAFER FUTURE”, SEOUL, 5 JULY 2010



Bae, Gye-Wan
Secretary General
Secretariat for the Seoul Declaration on Safety
and Health at Work
Korea Occupational Safety and Health Agency

Celebrating the 2nd anniversary of the adoption of “The Seoul Declaration on Safety and Health at Work”, (the first international charter in the field of occupational safety and health), an international seminar was held to share excellent safety and health activities of companies around the world that worked hard to put the principles of the Declaration into action.

Korea Occupational Safety and Health Agency (KOSHA; President: Min-Ki Noh) organized the International Seminar on the Best Practice for the Implementation of the Seoul Declaration in COEX Conference Center (Seoul, Korea) on July 5, 2010. While exemplary implementation cases were shared, a signing ceremony to support the Seoul Declaration was held to encourage more participation from companies and organizations to uphold the principles of the Declaration.

Director Seiji Machida from SafeWork of the ILO, Secretary General Hans-Horst Konkolewsky of ISSA, and President Min-Ki Noh of KOSHA represented 3 of the main organizations that contributed to the adoption of the Seoul Declaration. They gave presentations about the progress and achievement made so far regarding the Declaration’s implementations. In addition, seven companies, including leading global corporations such as Samsung and DuPont, shared their safety and health experiences, showing how well they had incorporated the principles of the Seoul Declaration into their business activities. In particular, the presentation by President Michele Patterson of International Association of Labour Inspection (IALI), which considered the role of labour inspection in Practical Progress towards Implementing the Seoul Declaration, was very well received by the audience.

Through the Seminar, the representatives from 33 companies and organizations became the new signatories of the Seoul Declaration. These new signatories committed themselves to follow the messages stipulated in the Declaration and to focus more efforts in safety and health activities.

In the future, KOSHA plans to escalate its efforts to spread the implementation of the Seoul Declaration by setting up the International Section on Prevention Culture within ISSA’s Special Commission on Prevention. In addition, to facilitate the exchange of the best practices of the Seoul Declaration, an international symposium on the topic will take place during XIX World Congress on Safety and Health at Work (in Turkey), in September 2011.



THE 5TH CHINA INTERNATIONAL FORUM ON WORK SAFETY, BEIJING, 31 AUGUST – 2 SEPTEMBER 2010



Shi Yanping
Vice President, IALI
Director, Dept. of International Cooperation
State Administration of Work Safety, China

The 5th China International Forum on Work Safety, held during August 31 to September 2nd in Beijing in 2010, highlighted the Chinese government's commitment to building a harmonious society with minimum work-related deaths, injuries and diseases.

In collaboration with the International Labor Organization, The State Administration of Work Safety (SAWS), which oversees safety in workplaces nationwide, convened the 5th China International Forum on Work Safety, aimed at bringing more advanced methodologies and experience in work safety to serve the cause of continuous improvement of safety in China.

With the theme "People First, Safe Development", the Forum was honoured to have the attendance of China's Vice Premier Mr. Zhang Dejiang at the opening ceremony with his important speech reiterating the government's unswerving stance toward protecting people's safety and health. He emphasized the importance of international exchanges and cooperation in work safety and introduced what China has achieved in safety and health in the past decade in spite of many existing and emerging challenges. He encouraged all countries to participate in the efforts to minimize accidents and ensure people's safety and health, through sharing experience and know-how.

Out of the eight technical sessions of the Forum, SAWS collaborated with IALI for an OSH inspection and law enforcement workshop, which was very well attended. OSH inspection and law enforcement practices and experiences in China, Singapore and the UK were extensively shared and discussed.

With more than 600 participants, out of which over 150 were international, and 80 speakers in all, the Forum has created an unprecedented platform for the exchange of views, methodologies and experience in work safety and OSH for government officials, safety and health professionals and corporate managers. The two-and-half-day Forum concluded with great success.

Vice minister Mr. Liang Jiakun met the IALI EC group during their stay in Beijing for the forum. They discussed cooperation between SAWS -IALI. The Vice minister thanked IALI for great support, not only for the forum, but also for all efforts since recent years!



THE SINGAPORE WSH CONFERENCE 2010, 15-16 SEPTEMBER 2010

The Inaugural Singapore Workplace Safety and Health (WSH) Conference 2010, jointly organised by the Workplace Safety and Health Council and the Ministry of Manpower, and supported by strategic partners such as International Labour Organization (ILO), National Trades Union Congress and Singapore National Employers Federation, was held on 15-16 September 2010 at Suntec Convention Centre, Singapore. The Occupational Safety and Health Exhibition for Asia (OS+H Asia) was held concurrent with the Conference.

This conference was attended by about 700 participants from 22 countries, including senior government officials, as well as CEOs and WSH professionals from a diverse mix of industries, ranging from construction and landscaping, chemical, healthcare, marine, logistics and transport, to metalworking and manufacturing.

The conference theme of "Embracing Challenges, Pushing Frontier" not only portrayed a forward-looking stance to overcome WSH challenges in Asia but also advocated the constant need to innovate WSH practices and strategies to keep up with the rapidly changing workplaces and technological advancements. The two day conference featured 29 eminent speakers from 15 countries and provided a platform for participants to exchange WSH ideas, knowledge and experiences as well as to learn from leaders in WSH.

Day 1 of the conference focused on the current regional and national WSH challenges and achievements. It began

with a keynote presentation by ILO on the Occupational Safety and Health and Decent Work in Asia. Following the keynote, the discussion on the role of both government and business leaders in shaping and transforming WSH further focused the exchanges on the best strategies to raise WSH standards in Asia. This was complemented by the sharing of experiences in the development and implementation of National WSH Strategies. Day 1 also saw a candid exchange of ideas between WSH professional and business leaders.

Future WSH challenges and the capabilities required to place everyone in a better position to meet these was the main theme of Day 2 of the conference. Potential issues and the capabilities needed to address these were outlined. Such challenges and issues can only be addressed with industry taking leadership in WSH and successful industry-led models were shared. Another important aspect is the impact of regional networks, which was highlighted by the IALI President, Ms Michele Patterson. Emerging global workplace health issues, such as the challenges of providing basic occupational health services and the potential health hazards of nano-technology were tackled. There were further discussions on encouraging Small and Medium Enterprises (SMEs) to focus on WSH challenges and many national and company-level initiatives to support SMEs were presented. This was complemented by presentations on innovative approaches towards WSH to secure better WSH performance and

enhance business competitiveness.

A key highlight from the conference was the call for continued cooperation and collaboration between industry, unions and governments worldwide to work towards the goal of improving WSH Performance. Most importantly, this required the building of a vibrant WSH culture where everyone pays attention to WSH. This not only requires effective leaders but also a paradigm shift towards recognizing WSH as a strategy for success.

The inaugural Singapore WSH Conference 2010 was a useful platform for international participants to learn from renowned WSH practitioners and to exchange ideas and knowledge in an Asian context.

Mr Ronnie Lim,
Specialist, Occupational Safety and Health
Specialist Department
Ministry of Manpower, Singapore

ASEAN LABOUR INSPECTION CONFERENCE 13-14 OCTOBER 2010 HA LONG, QUANG NINH PROVINCE, VIETNAM HA LONG RECOMMENDATIONS ON LABOUR INSPECTION COOPERATION



Recognizing the importance of labour inspection, in May 2009 the ASEAN Senior Labour Officials Meeting (SLOM) in Vientiane, Lao PDR, proposed the organization of an ASEAN Labour Inspection Conference among ASEAN Member States and its partnerships. This would aim to share organisational and operational experiences in order to devise recommendations for enhancing the capacity and cooperation of labour inspection across ASEAN Member States, thereby contributing toward building a strong and developed ASEAN community.

In the 21st ASEAN Labour Ministers Meeting (ALMM) convened in May 2010 in Vietnam, the proposal for organizing the ASEAN Labour Inspection Conference was agreed by the Ministers. The 21st ALMM adopted the Work Plan: "ASEAN Labour Ministers 2010-2015", which highlighted the importance of building capacity for labour inspectors in implementing labour laws and the need for organization of the ASEAN Labour Inspection Conferences.

The ASEAN Labour Inspection Conference was consequently conducted in Ha Long, Vietnam on 13 -14 October 2010, with the participation of ten ASEAN Member States, together with Republic of Korea; experts from the International Labour Organization, in particular from the LAB/ADMIN Programme in Geneva; Decent Work Technical Support Team in Bangkok; the ILO Hanoi Office; Mrs Michele Patterson – President of International Association of Labour Inspection (IALI); Mrs Shi Yanping – Vice President of IALI; experts from the US Department of Labor and other international and national experts in the field of labour inspection. The participants agreed to propose the following recommendations

to the SLOM-WG for consideration, in order to enhance the capacity of labour inspectors in ASEAN:

1. To encourage the cooperation of labour inspectorates with other relevant labour administration institutions as well as social partners to enhance and enforce labour law, sound industrial relations, good working conditions including occupational safety and health, increased productivity and decent work, including the development of national programmes and priorities for labour inspection;
2. To ensure that labour inspectorates have a sufficient number of staff composed of women and men, with appropriate conditions for hiring, training and service, and that the staff are given the necessary resources to perform their tasks effectively;
3. To encourage the ratification and implementation of ILO Conventions No. 81 on Labour Inspection and 129 on Labour Inspection in Agriculture (where applicable);
4. To continue to cooperate with the ILO, IALI and other organizations and the social partners, in the development of

the human and institutional capacity of labour inspection systems, in particular through the sharing of good practices and through training;

5. To promote and develop the regional cooperative partnership of ASEAN through strengthening the network of labour inspectorates in ASEAN Member States, particularly with regard to systems and models for effective labour inspection;
6. To identify and understand the challenges which labour inspection systems are facing and work towards solutions for topics and emerging issues identified as priorities by ASEAN Member States;
7. To continue to build knowledge and share information and experiences on good practices in areas such as: good governance and effective organization of labour inspection; professional standards; data collection and performance measurement; and training on modern inspection methods to improve labour inspectors' efficiency and effectiveness;
8. To encourage the use of IALI's Global Code of Integrity for Labour Inspection as guidance towards enhancing the ethical behaviour of labour inspectors in ASEAN countries; and

To recognize the priority in the "ASEAN Labour Ministers' Work Plan 2010 - 2015" to promote activities in the area of labour inspection, including the organization of an annual labour inspection forum for ASEAN Labour Inspectorates with a view to continuing to convene such an ASEAN Labour Inspection Conference on a regular basis.



THIRD JOINT CONFERENCE OF THE STATE LABOUR INSPECTORATE OF LATVIA AND INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION: "MAINTENANCE OF OHS IN TIME OF CRISIS" – RIGA, 11-12 NOVEMBER 2010



Latvia

Arnis Luhse
Director
State Labour Inspectorate

The third joint conference of the State Labour Inspectorate of Latvia and IALI was held in Riga on 11 – 12 November 2010.

The conference was jointly organised by IALI, ILO office/Moscow and the State Labour Inspectorate of the Republic of Latvia.

Over 130 participants (labour inspectors, safety representatives, OHS competent specialists, OHS experts) from 10 countries took part in the conference.

IALI was represented by Ms Michele Patterson, President and Executive Director of SafeWork SA, South Australia and Mr Paul Weber, Secretary-General and Director of

Labour and Mines Inspectorate, Luxembourg.

The conference was opened by Mrs Ilona Jursevska, the Minister of Welfare. In her welcome address, the Minister emphasized the positive trend that the number of accidents at work in Latvia has decreased during the last two years. However, there is still a significant challenge to be overcome in order to achieve the average number of fatal accidents in the EU. Mrs Jursevska stressed that long-term approaches shall be used when addressing occupational safety and health issues. In order to decrease number of accidents at work, the Ministry of Welfare in cooperation with social partners and other institutions, is working on the "Labour Protection Development Plan for 2011 – 2013".

A welcome address was also given by Michele Patterson, IALI President. In the speech Ms Patterson briefly outlined two of IALI's most important initiatives under the current Action Plan for the Future; IALI Initiative 1: "The Global Code of Integrity for Labour Inspection – why it must underpin all Labour Inspection activities"; and Initiative 2: "Regional Cooperation – why it is a key to the future for effective Labour Inspection".

Mr Arnis Luhse, Director of the State Labour Inspectorate welcomed the participants of the conference as well. Mr Luhse expressed his appreciation that Riga had been able to maintain the tradition of joint biannual

conferences to discuss important working environment problems. He highlighted the geographical location of the conference where, at the outer border of the EU, experts from the East and West may meet and share their experiences.

Keynote presentations that were discussed included:

- Influence of the economic crisis on OSH;
- Cost of poor working conditions;
- OHS strategies in time of crisis;
- How to prevent the next world of work crisis.

Two parallel sessions focused on:

- How to maintain and improve working conditions in the time of crisis;
- How to ensure proper control of the working conditions in the time of crisis.

The second day of the conference was devoted to the IALI Code of Integrity and Action Plan for the Future and to the national priorities concerning problems on undeclared employment and best practice on creating culture of prevention.

The 4th joint conference will be held in Riga in 2012.

All conference presentations are available under: www.vdi.gov.lv – **ENG - News – Conference.**



GB/ILC AGENDA ITEM ON LABOUR INSPECTION GENEVA, JUNE 2011



Prepared by: LABADMIN/ILO

This past summer, the International Labour Organization's Governing Body placed the topic of labour administration and inspection on the agenda of the 100th International Labour Conference (ILC) in June 2011.

It will be a unique opportunity for the ILO to debate the challenges and future perspectives of labour inspection and confirms the Organization's renewed focus on the subject. The last major discussion at the ILO on labour inspection took place in 2006, when the Governing Body covered a range of issues facing inspectorates such as new patterns of employment, the growth of the informal economy, the lack of resources, regulation of migration and voluntary monitoring systems. These challenges have not disappeared and next year's ILC discussion will revisit them with fresh

eyes while also looking at the issue of undeclared or illegal work, domestic work, labour inspection sanctions and remedies and the use of modern technology for improving inspection efficiency and performance in both developed and developing countries. Ultimately, the ILC discussion will guide the ILO in its future course of action on labour inspection and will likely include an emphasis on international coordination, for which the IALI continues to be an important and longstanding ILO partner.

FOR YOUR DIARY

100th Session of the International Labour Conference
1-17 June 2011, Geneva, Switzerland
www.ilo.org/ilc/ILCSessions/100thSession/lang--en/index.htm

IALI Congress and General Assembly
15 - 16 June 2011, Geneva, Switzerland
www.iali-aiit.org

XIXth World Congress on Safety and Health at Work
11-15 September 2011, Istanbul, Turkey
exhibition.safety2011turkey.org/

A + A 2011 - Safety, Security and Health at Work, International Trade Fair with Congress, 18 - 21 October 2011, Düsseldorf, Germany
www.aplusa-online.com/

ILO PROJECT "ENHANCING LABOUR INSPECTION EFFECTIVENESS"

Prepared by the team of ILO project "Enhancing labour inspection effectiveness"

The ILO project "Enhancing labour inspection effectiveness", funded by the Government of Norway, was implemented by the ILO's sub-regional office in Budapest from April 2009 to September 2010 and aimed to strengthen the capacity of the labour inspectorates in Albania, Armenia, Kazakhstan, the former Yugoslav Republic of Macedonia, Moldova and Montenegro.

The first step according to the ILO's methodology was carrying out tripartite labour inspection audits in all the countries. Subsequently, national action plans based on the audits' recommendations were agreed with the authorities. The main activities

consisted of training, development of inspection tools for inspection visits (checklists, protocols, templates, manual of internal procedures etc.), and the promotion of the role of labour inspection among the social partners.

Training workshops were conducted on Occupational Risk Assessment, Labour Inspection Visits, the Role of the Labour Inspection, International Labour Standards on Labour Inspection and Occupational Safety and Health, and ILO Conventions and European Legislation and Labour Relations. ILO Budapest also hosted a workshop on Labour Inspection and Undeclared Work on 29-30 October 2009.

The project has translated the ILO Training Curriculum on Labour Inspection developed by the ILO's



International Training Centre in Turin into Albanian, Armenian, Macedonian, Moldovan and Montenegrin.

Additional funds are being sought to respond to the participating countries' need for further ILO support in the field of Labour Inspection and to consolidate the results of the project.

MOLDOVA PROGRESS TOWARDS EU OSH PRACTICE – ANALYSIS OF EXISTING LEGISLATION AND STRATEGIC STEPS FOR FURTHER DEVELOPMENT OF THE MOLDOVA OSH SYSTEM



Dr Bernhard Brueckner
IALI Vice-President
Department of Labour, Family and Health
of the Government of Hesse Germany

In the context of the EU integration efforts of the Republic of Moldova, the approximation of law and policy in Moldova to EU standards concerning workers' health and safety has been specifically agreed under the Partnership and Co-operation Agreement and the European Neighbourhood Policy Action Plan. The objective is to promote further improvements, share good practices, exchange ideas and experiences, and bring about the necessary degree of consistency for effective economic cooperation under a future EU-Moldova Association Agreement currently being negotiated.

For the EU and the European social model occupational safety and health is not a mere "ad-on" applicable in the sunny days of economic prosperity. The need to improve working conditions in the EU is seen as a collective concern, prompted by both humanitarian and economic considerations for health and safety. The overall cost of accidents at work to the EU economy for the year 2000 (the most recent year for which detailed information is available) is estimated to be around 55 billion EUR. From the macroeconomic perspective the total cost of accidents at work and occupational diseases in the EU may range from 3 to 5% of Gross Domestic Product (GDP) of individual Member States.

Health and safety shouldn't be addressed as unnecessary cost factor but seen as an investment which will contribute to business performance by preserving and developing human and physical resources, by reduction of costs and liabilities and as a means of expressing corporate social responsibility. The only effective approach to injury, ill health and loss prevention is one based on a systematic identification and control of risk. Therefore, employers must develop appropriate organisational structures and a culture of prevention securing the active participation of their employees.

For all stakeholders in the field of OSH is important to understand the connection between quality in terms of products and production, and health and safety at work. A safe and healthy working environment is an essential element of the quality of work.

Within the framework of the EU funded project "Support for the Implementation of agreements between the Republic of Moldova and the European Union" a 'Sectoral Legislation Approximation Guideline' (SLAG) on Health and Safety at Work - Law and Policy is published. It provides a comprehensive analysis of existing Moldovan legislation and conclusive recommendations for next steps and priorities.

The results and recommendations of the study can be summarized as follows:

Six steps to approximation in the field of OSH

Top priority on today's agenda is Moldova approximating the EU and its legislative body, its chances and challenges. Basically, six elementary steps to successful approximation in the field of OSH can be listed as follows:

1. To start the approximation process the political actors and the relevant stakeholders have to commit themselves to a clear vision of what should be extended and the scope of approximation, and what principles should be ruling the

process. This has to happen on the general political level, as well as in the OSH sector. A political statement should refer to the cornerstones of the approximation and reform process and open the perspective to implement a fully preventive health and safety system, based on the modern integrated approach to protecting working conditions and environment, and labour inspection.

2. The major institutions responsible for implementing the respective policies and legislation have to be established, according to the blueprints guaranteeing their purpose-built structures. The institutions need to be adequately staffed and resourced. In the most countries the Ministry of Labour is assigned the task to develop and monitor the implementation of the complete set of legislation and standards in the field of occupational safety and health. The correct transposition of the EU Framework Directive on OSH and its so-called daughter directives is fundamental for the establishment of a national preventive OSH system and for the approximation of the EU model for occupational health and safety systems.
3. Basic EU legislation has to be transposed and put into effect. Relevant state authorities and state administration must be given a sound legal foundation for their legitimate, independent and correct actions, supported by dissemination of respective professional ethics. Following the ILO Convention No 81 (1947) a State Labour Inspection must be in place endowed with the right to visit enterprises and workplaces at any time without restriction, to effectively supervise the practical implementation of a comprehensive body of OSH legislation and standards.
4. Relevant authorities need to be effectively vested with power of supervising practical implementation of the whole body of relevant legislation, and to monitor the overall development in the field. The State Labour Inspection in the framework of the national OSH policy and legislation has to endorse

MOLDOVA PROGRESS TOWARDS EU OSH PRACTICE – ANALYSIS OF EXISTING LEGISLATION AND STRATEGIC STEPS FOR FURTHER DEVELOPMENT OF THE MOLDOVA OSH SYSTEM

an inspection strategy which sets up its ruling principles, its priorities of action and its performance indicators. The EU-SLIC “Common Principles of Labour Inspection” and the IALI “Global Code of Integrity for Labour Inspection” may serve as a model for the elaboration of a national integrated labour inspection strategy.

5. Social dialogue and participation of stakeholders as a leading principle of a democratic and socially inclusive society has to be established on all levels and in all sectors. As a first step in the approximation process a tripartite committee on a national level dealing only with OSH matters should be set up. The committee should be involved in the drafting of legislative documents and standards. Furthermore, it should be given the right to propose and discuss issues for national OSH strategies and action programmes, and monitor their implementation. At the company level, regulations should be in place guaranteeing effective information and participation of workers in OSH matters.
6. Good Governance and transparency for the society need monitoring and regular information about the status of the workers’ health and safety, the quality of working conditions and environment, and the performance of state authorities and other service institutions in the field of OSH. A regularly published report on these items and the observed trends in the changing world of work is prerequisite for a transparent and inclusive OSH system.

Key priorities and conclusions

Having analysed in the framework of this project the existing OSH legislation of Moldova and the results of first steps in the process of transposing EU legislation, the main conclusions can be summarized as follows:

1. With the quite progressive 2008 Law on Safety and Health at Work, Moldova established a good basis for developing an integrated regulatory and enforcement system in the field.
2. Several aspects of Moldovan legislation on OSH need further development in the period 2010 to 2015. Firstly, the transposition of the EU *acquis communautaire* on health and safety should be given highest priority, thus accomplishing a consistent legal corpus of modern preventative legislation. Secondly, a process of streamlining existing laws with the new legislation should be started focusing on elimination of contradictory and overlapping regulations, clarification of mandates of institutions involved in policy development, implementation and supervision, and abrogation of legal provisions which exert anti-preventive effects and contradict basic international conventions (ILO and EU), as is the fact for compensatory payments for harmful working conditions.
3. Parallel with developing and upgrading the regulatory framework, sustained attention will be required to develop implementation and enforcement capacity, as capacity will need to be substantially improved if EU *acquis* based legislation is to be properly applied. The enforcement of laws and regulations concerning the working environment needs to be secured by an adequate and appropriate system of inspection.
4. To progress in establishing a modern system for the protection of health and safety of workers based on EU Directives, Moldova will have to move away from the detailed prescriptive approach to a system with risk assessment

and avoidance as one of the key requirements. There will be a need to support enterprises in putting in place arrangements for the effective planning, organisation, control, monitoring and review of the needed preventive and protective measures.

5. The process of approximation of laws and regulations together with the upgrading of the enforcement system should be integrated into and supported by a coherent national policy for the improvement of occupational health and safety.

The full text of the report

Law APPROXIMATION TO EU STANDARDS IN THE REPUBLIC OF MOLDOVA, Cătălina Barbăroșie, Dr. Bernhard Brückner, Dr. Andre Gonciarz, Chisinau, July 2010

is available under: http://www.support-md-eu.md/SLAG_en.html

ROMANIAN LABOUR INSPECTORATE – OSH CULTURAL VALENCES PROJECT



Unit for International Relations – Romanian Labour Inspectorate

On account of the results of the European Week Campaign 2006 – Safe Start, dedicated to young people at work, the EU Community Strategy for 2007-2012 and the statistical data on the employment of young people, the Romanian Labour Inspectorate has extended a project aimed at training students in high-schools and vocational

schools with a view to their entering the labour market. To make legislative and technical information attractive, the project team has chosen to blend them with practical examples and with artistic creations on topics.

In 2006, the Romanian Labour Inspectorate, together with the School Inspectorate in Sibiu County, initiated an educational pilot project, dedicated to students in high-schools and vocational schools.

Labour inspectors and teaching staff have drawn up syllabuses for 14 lessons. Each lesson was accompanied by short reel films showing accidents or OSH issues, video clips, take-offs (caricatures) and other publications.

Labour inspectors provided a 3 day training session to 14 teachers during the inter-semester holiday of the 2006-2007 school year.

The results obtained encouraged the Labour Inspectorate to develop the project in 14 other counties (in approximately 190 high-schools and vocational schools) during the following school year. The programme was carried out according to the same methodology.

Given the agreement of the national Ministry of Education and the positive feedback of the participants, the Labour Inspectorate extended the project in the 2008-2009 school year.

Syllabuses for the final three high-school study years have been elaborated and new concepts have been introduced, such as: labour relations (for final school years); insurance against accidents at work and occupational diseases; market surveillance and flexicurity.

In the near future, the Labour Inspectorate intends to develop: contests in all the counties; tests for each school year; opinion questionnaires that are to be filled in at the end of the school year.



CHALLENGES IN LABOUR INSPECTION

Occupational safety: "Its level is endangered"

The goal of the International Association of Labour Inspection (IALI) is to establish – by way of qualified labour inspections – worldwide standards for health and safety in workplaces. Yet in the present global economic crisis this aim seems to move even further out of reach. DGUV Kompakt (the newsletter of the German Social Accident Insurance) interviewed Dr Bernhard Brückner on this topic. He is vice-president of IALI and deputy head of the Section for occupational safety at the Ministry of labour, family and health of the land of Hesse.

Dr Brückner, what are the effects of the global economic crisis on occupational safety?

If no political and social measures are taken, the old problems of inhumane working conditions, inequitable wages, black economy and workers' migration will surely get worse in the wake of the economic crisis. The effects of the crisis are also felt here: thousands of jobs are slashed, tensions and worries increase in the companies and so also the general psychological burden. Under these conditions managing occupational health and safety in the companies will become more difficult and even the now reached level of occupational safety is endangered.

What challenges the labour inspection will have to face in the future?

We are at present in a time of fundamental economic and social changes. Globalization, the structural changes in the economy and on the labour market, the budget deficit and the strain on the welfare system are just a few of the keywords which describe the present situation. Hence, the traditional methods and strategies used to achieve occupational safety and health cannot be any longer relied on in the future. The State protection of occupational safety inherited from the past should develop now into a modern, service-oriented system.

CHALLENGES IN LABOUR INSPECTION

Last year IALI presented the “Code of Integrity for Labour Inspection”. Why?

The experiences of recent years have shown that a fair globalization and good labour conditions for all do not come into being by themselves but need the active contribution of all the responsible persons and institutions worldwide. IALI feels that in this context its Labour inspection plays a very important role. It is the central institution which has on a legal basis the task and the power to stimulate “good work” in the various enterprises and to watch over its implementation. The major goal and vision of the

“Global Code of Integrity for Labour Inspection” is to provide a platform for the function of the Labour inspection whose importance in times of globalization and crisis is rather increasing than diminishing.



Dr Bernhard Brückner,
IALI vice-president

HOW A GLOBAL CHANGE IN ATTITUDE CAN PREVENT THE NEXT WORK CRISIS



Paul Weber
Secretary General IALI
Director Labour and Mines Inspectorate
Luxembourg

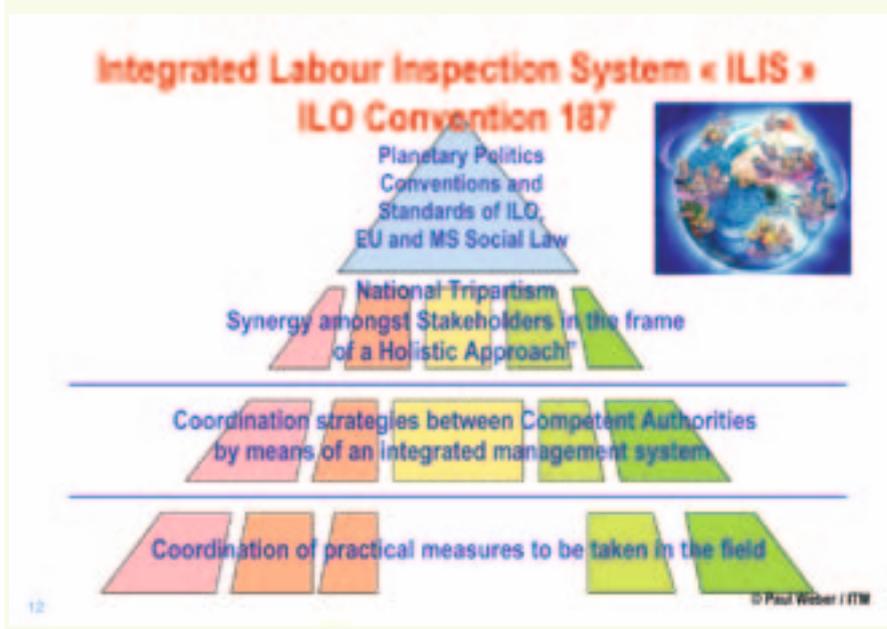
As professionals working in the area of health and safety and security in the workplace, we know all about the consequences of the latest economic crisis. Nearly everyone in the world knows about these, from the homeowner in Chicago who lost his family home, to the hotel owner in Dublin who lost his business, to the banker in Luxembourg who is out of a job.

According to ILO estimates, between 29 to 61 million people lost their jobs in just two years between 2007 and 2009 because of the credit crunch and financial system failures.

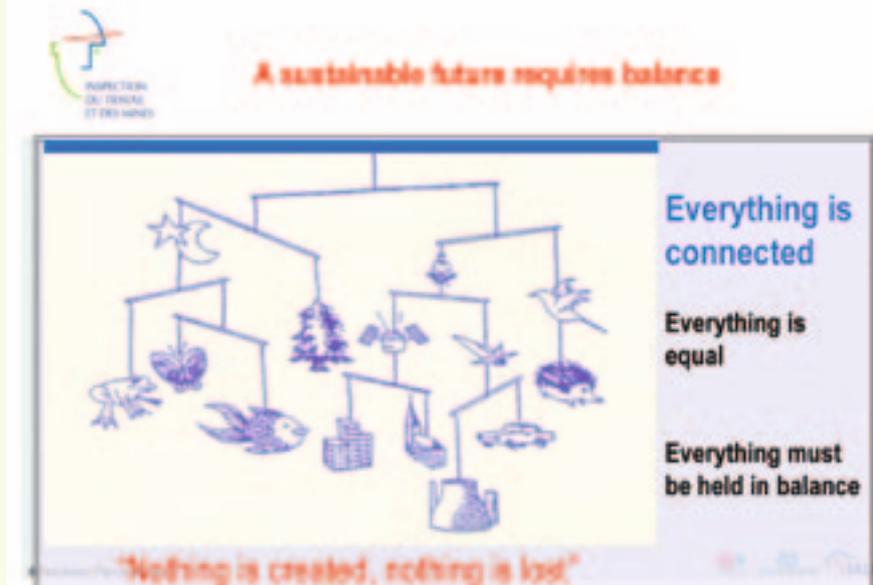
The ILO convention 187: “Promotional Framework for Occupational Safety and Health” is about to be ratified by Luxembourg. It is based on upholding human rights; it elevates people again to the status of human beings rather than objects. This pyramid approach is founded on a coordination of practical measures to be taken in the field. This leads to coordination strategies between competent authorities by means of integrated management systems. At a national level, you have a holistic approach, a tripartite

approach and synergy among the stakeholders. The apex is planetary politics, conventions and standards of ILO, EU and MS Social Law.

In the world we live in today, we must think globally and act locally. As we have seen with the recent financial crisis, we are so interconnected that what affects one group of people on one side of the planet will affect people on the other side as well. If the problems are global, the solutions must be as well.



HOW A GLOBAL CHANGE IN ATTITUDE CAN PREVENT THE NEXT WORK CRISIS



Europe is starting to reassess the current norms and design a new blueprint for a sustainable future. The Roadmap Europe for 2020, which is about to be ratified, calls for action to make Europe the most dynamic knowledge-based economy in the world. It is a plan that calls for intelligent growth that is lasting and inclusive.

Intelligent growth includes the idea of having salaries in line with production, rather than automatically increasing. It is based on lasting growth that looks after the well-being of workers and their families for generations, not on a month to month salary basis. And it is inclusive, based on the idea that employers, workers, States, shareholders and even natural resources must be considered as equally footed partners.

This little drawing I did many years ago illustrates this ideal. We are indeed interconnected, and people, the things they produce and the earth that sustains us - nature itself - must live in harmony. If you cut a string here, or here, the whole mobile would become imbalanced. We need to start visualizing our world in this way, as something balanced in time and space, as something sustainable only through recognizing and respecting our interconnectivity.

We have to look at economic theories from a different angle today; to question ourselves about the ways we look at work. But these are root causes: Greed; Fear; Living life on the fast track, without foresight or responsibility. Maybe it seems far-fetched to you to think that we can radically alter our expectations, that we can jump tracks if you will. But bear in mind that it is natural to feel that way – that these ideas are far-fetched.

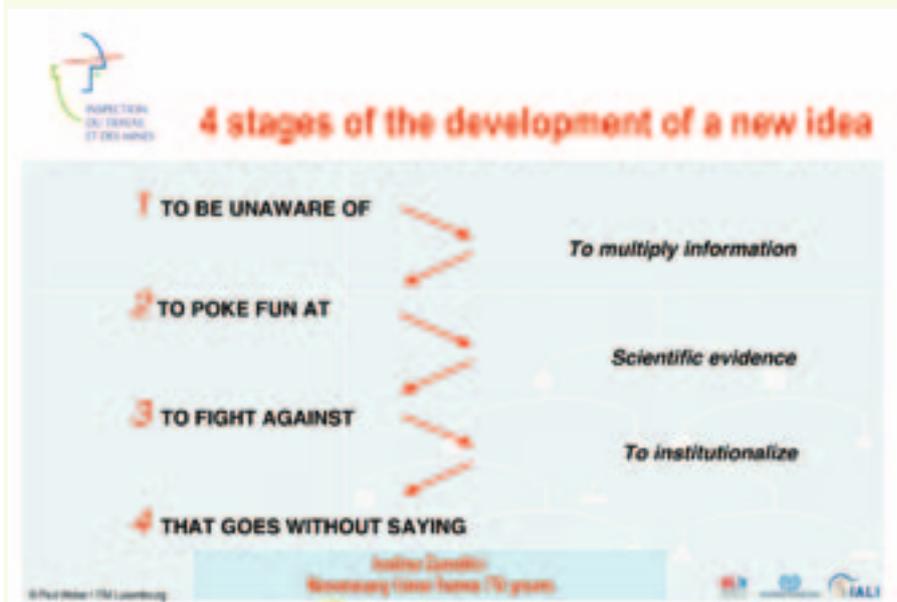
Studies have shown that at first, people are simply unaware of new ideas. Once they are exposed to them, their first reaction is to poke fun at them. What? The world is round? The Earth follows the sun and not the other way around? You can have moving pictures in a little box in your living room? We laugh at things we cannot conceive of.

The next stage is that we get our backs up, we put our boxing gloves on. We fight against change, for we are conservative beings by nature. But then, in time, we accept new ideas as so obvious that they 'go without saying.' Of course the world is round. Of course we orbit the sun. Of course, there's television.

Some 100 of the 192 United Nations countries in the world are now voicing opposition to growth without limits, to increases for the mere sake of increases. It's a huge start. The ideas are out there. The desire to change is out there. And the time to change is now.

What has this got to do with safety and health at the workplace? Everything!

A global shift in consciousness can indeed prevent global crisis in the future. Thank you for your time, and please remember this: A journey of a thousand miles begins with a single step . . . in the right shoe and in the right direction!



PREVENTING PSYCHOSOCIAL RISKS



Sylvie Siffermann
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DIRECCTE Alsace, France

In the light of the publicity given to workplace suicides in France and the publication of the European HIRES report, I'd like to talk about the prevention strategy implemented in Alsace to combat psychosocial risks as set out in the Regional Workplace Health Plan (*Plan régional santé au travail*) for 2010-2014.

An emblematic French enterprise has been in the news in recent months due to the alarming and unusual phenomenon of workplace suicide. As the ultimate act in the category of psychosocial risks, the option of suicide as a means to end suffering at work raises questions of the deepest significance for French society, with its culture of personal investment in work well done – so much so that death might be considered preferable to work without fulfilment and peace of mind. Some commentators will say that company culture alone cannot be blamed for creating such victims, and that unstable personal circumstances (divorce for example) should also be taken into account, or that value stresses only affect the most fragile.

Studies have shown that, in this case, the suicides in the company mentioned concerned male managers or technicians, mostly over 50 years of age. These men had begun their careers in the state-owned Post and Telecommunications Administration and had taken part in the extensive French public service scheme to

wire and install telephones in French households; they had no particular family problems. In 1996, the previously state-owned Administration became a public limited company subject to market competition, which produced considerable stress in its employees; some of them found themselves in call centres selling products in ways they could not condone. They were no longer using their core skills; they found themselves newly unqualified and saw no future except retirement. Legal proceedings are currently ongoing, the CEO has been replaced and the firm is trying to bandage its wounds, but the road will be a long one. Responsibility for this health and safety catastrophe will be ascribed by the courts. But these men are sentinels, indicative of a breakdown in working conditions and of working methods that are dangerous for the health of the employees. They are not "fragile", they are just more sensitive than others to a dysfunction which, if not corrected, will ultimately lead to the downfall of the enterprise. As La Fontaine has it in *The Animals Sick of the Plague*, "They died not all, but all were sick!"

These fallen sentinels foreshadow the sickness of the entire workforce, linked to the pathogenic working conditions that prevail in certain companies: The symptoms are absenteeism, rising sick leave rates, consumption of anti-depressors leading to unfitnes for work and professional withdrawal. Clearly, for their own future economic health, businesses must devote enough resources to assess this particular and complex risk correctly.

The European HIRES (Health in Restructuring) Report published in January 2009 uses scientific analysis to demonstrate the link that exists between the processes of corporate restructuring and employee health. The Report sets out 12 recommendations to control the psychosocial risks linked to organizational changes in companies. It is no longer appropriate to speak of an emerging hazard, since we are now facing demonstrable risks. Industrial partners, who are prompt to highlight the impact of restructuring on jobs, would be well-placed to bring the question of health impacts to the negotiating table and to the labour-management dialogue.

The core strategy regarding psychosocial risks in the years to come should be articulated in 3 types of action:

1. Primary preventive action to "promote employee health and business efficiency"
 - For sustainable prevention
2. Secondary preventive action to "protect employee health and business efficiency"
 - For effective but short term action
3. Tertiary preventive action to "recover employee health and business efficiency"
 - To react to urgent situations

Conditions for the success of this strategy:

- It must be integrated within an overall demand for prevention of PSR
- It must adopt a sustainable and inclusive approach
- It must recognize the complexity and volatility of the subject by encouraging debate among employees during an initial training and discussion phase
- It must use methods appropriate to the size and situation of the business
- It must advance by stages and involve all those concerned (internal/external)
- It must undertake to act on organizational factors
- It must understand the link between work and health
- But it must also accept that the analysis and the development of solutions should be shared

The prevention of PSRs must appear as an opportunity for firms to anticipate and lead change that will renew the dialogue between management and labour (and the premises of this dialogue) and initiate innovative discussions about WORK and its development while preserving the health of the employees and the performance of the business.

PREVENTING PSYCHOSOCIAL RISKS

The Workplace Health Plan (Plan de santé au travail) in Alsace

In Alsace, we are working on the Regional Workplace Health Plan (PRST2) which I am responsible for administering on behalf of *DIRECCTE*, the regional business, competition, consumption, work and employment directorate. This is the local application of the second National Workplace Health Plan 2010-2014. The governance around this project is executed in consultation with the regional committee for the prevention of occupational risks. All the parties involved have been invited to participate and contribute their expertise in the construction of the PRST2.

Four main strategies have been identified with regard to PSRs:

Strategy 1: Train representatives within the enterprise

- Train and interact with the staff representatives to provide them with tracking tools and resources that enable them to act
- Make psychosocial risks an issue for dialogue between management and labour within the enterprise
- Offer training in the prevention of PSRs for directors and management
- Assist in developing awareness baselines and training tools relative to PSR issues for training providers and professional training funding bodies (*Organismes collecteurs des fonds de la formation professionnels – OPCA*)
- Educate young engineers, managers and directors in human and workplace relations as early as possible during their initial training. Increase their awareness of the links between work and health
- Co-operate on PSR occurrences in the context of corporate restructuring (cf. European HIREs report)
- Engage issues of well-being in the workplace as they do in Canada, which is more advanced than us on the concept of well-being at work

Strategy 2: Develop external supports

- Create operational indicators for different categories of player: occupational physicians, employment law advice centres, labour inspectorates etc.
- Identify and publicise resources, tools and local organisations in Alsace (institutions, prevention bodies, victim assistance associations, medical consultants, legal aid, citizens' advice bureaux etc.)
- Provide information about appropriate documentation, including brochures and guidelines issued by the National Research and Safety Institute (*INRS*), National Agency for the Improvement of Workplace Conditions (*ANACT*), Alsace-Moselle Regional Health Insurance Agency (*CRAMAM*) etc.

Strategy 3: Provide support for enterprises

- Organise training operations in the most affected sectors: call-centres, medical-social sectors, hospitals, personal welfare services and the service sector in general including the public sector
- Commit funds for the improvement of workplace conditions (*FACT*) with volunteer businesses to test innovative PSR prevention practices
- Assist and support small businesses

Strategy 4: Combat all forms of discrimination that might generate PSRs

- Support professional equality between women and men and combat bullying and violence in the workplace through collective discussion and the publication of the relevant European agreement
- Address the prospect for seniors within the enterprise: 2nd careers in compliance with the European strategy for employment and reinforcement of senior employment rates through the primary prevention of strenuous working conditions and professional withdrawal.

We have initiated this policy in Alsace and all sides of industry are coordinating and acting together with

the prevention bodies to implement the reform of workplace health and safety services and thus strengthen the role of these players in the prevention strategy.

We are developing action to prevent occupational risks, in particular psychosocial risks, which are also directly correlated with musculoskeletal disorders (MSDs). The expression "pain in the neck", used to describe a cause of stress linked with the development of back pain at work, provides a vivid image of this somatisation.

We aim to strengthen our support for enterprises in their preventive action by focusing principally on businesses with fewer than 50 employees, often without union representation, in order to supply them with proper information on the issues of risk prevention and provide them with the tools they need to get on with the job.

MAINTAINING INSPECTORS' COMPETENCE IN CHALLENGING TIMES - A COMPETENCE DEVELOPMENT TOOL FOR REGULATORS: RDNA [REGULATORS DEVELOPMENT NEEDS ANALYSIS]

HSE has pioneered an innovative web-based approach to maintaining a competent regulatory workforce in a cost effective way. In these challenging times, the approach is attracting significant attention from regulators across the UK and internationally. Why? Because it:

- focuses on development in relation to business need;
- provides a benchmark of standards, ranging from generalists to deep specialists;
- provides a cost effective means of applying the benchmark (<https://regulatorsdevelopment.hse.gov.uk/>);



- provides a means of supporting inspectors in addressing development

gaps in a cost effective way (<http://www.hse.gov.uk/grip/index2.htm>);



- focuses on maintaining competence, as qualifications fade;
- focuses on ensuring that competence evolves in line with the job inspectors are doing or aspiring to;
- focuses on softer skills as well as technical knowledge;
- is based on a generic, core set of inspectorial skills, common across disciplines, with only the underpinning technical knowledge differing, and offering a "pick and mix" set of frameworks specific to area of regulation, specialism or sector;

It has been in use for GB H&S inspectors for 2 years – we know it works. The approach is being extended to a number of other areas of regulation across the UK. For more information please contact: andy.gay@hse.gsi.gov.uk



Andy Gay
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CAMPAIGN IN 2011: "SELF-EMPLOYED, FOLLOW OCCUPATIONAL SAFETY PRINCIPLES FOR WOOD PRODUCTION!"



Ondřej Varta
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State Labour Inspection Office
Opava, Czech Republic

In the Czech Republic, the self-employed form a large group of workers who participate in logging. In the first half of this year the State Labour Inspection Office recorded a total of 12 occupational accidents, 5 of which were fatal, in relation to wood production or tree felling.

Out of the total number of these occupational accidents, 7 were to self-employed workers, 4 of which were fatal.

Based on the analysis of occupational accidents that occurred, the direct or indirect cause of the majority of these accidents appears to be insufficient adherence to safety at work, namely non-conformance to the work procedures stipulated under the laws of the Czech Republic.

The following are examples of occupational accidents: working under a hanging tree, falling trees and branches, logging frozen wood or non-compliance with the procedure for tree felling – cutting complete tree trunks; leaving no uncut part.

In 2011, based on these negative findings, the State Labour Inspection Office intends to launch an inspection Campaign, titled "**Self-employed, follow occupational safety principles for wood production!**" which will focus on adherence to occupational safety in timber harvesting by the self-employed. The campaign itself will be preceded by an information campaign (consulting and training activities, including the issue of flyers). The underlying motive behind all these measures within the scope of risk prevention is to make the self-employed aware of the principles of safe work and good working practices, including their awareness of occupational risks related to wood production.

BUNCEFIELD INVESTIGATION - LESSONS ARISING FROM A MAJOR EXPLOSION AT A FUEL STORAGE DEPOT IN 2005



Peter Baker
Head of Chemical Industries Division,
Hazardous Installations Directorate
Health and Safety Executive, UK

The joint Health and Safety Executive and Environment Agency investigation into the largest peace time fire in Europe at the Buncefield oil terminal in 2005 was

the most complex ever carried out in the UK and has led to significant changes to the way major accident hazards are managed and regulated.

Many people were injured, the terminal – of strategic importance for supplying fuel to the south east of England - and surrounding properties were severely damaged, and the underlying ground was polluted. Two independent control systems for filling a large fuel tank failed allowing petrol to escape and ignite with devastating consequences. Underlying factors were a lack of safe operating procedures, failure to implement management of change processes, excessive pressure on staff, inadequate monitoring arrangements, and poorly designed control equipment.

The five companies involved in managing the site and supplying vital safety equipment have this year had to pay over £9.4 million in fines and costs for their serious safety and environmental shortcomings.

An independent report into the blast made wide-ranging recommendations for industry and regulators, as well as for local authorities and the emergency services.

More information on the investigation and recommendations is available at: www.buncefieldinvestigation.gov.uk and <http://www.hse.gov.uk/comah/buncefield/response.htm>

ON LINE INTERACTIVE RISK ASSESSMENT TOOL (OIRA)



Leandros Nicolaides
Chief Inspector and Director of the Department
of Labour Inspection, Cyprus

The Department of Labour Inspection of Cyprus has become an active partner of the European Agency for Safety and Health at Work in the development of the On-line interactive Risk Assessment tool for companies and adapting it to the national context.

This project aims at the development and promotion of a simple and practical electronic risk assessment tool, based on the digital risk inventory and evaluation tool produced by TNO of the Netherlands. The tool will provide useful and practical information on priority sectors and topics in order to help micro and small enterprises prepare risk assessments and thus strengthen prevention measures in their workplaces. At EU level, the European Agency began to develop sectoral tools in collaboration

with EU Sectoral Social Dialogue Committees.

In Cyprus we decided to focus on the sector of hairdressers and we are working in the development of this sector-specific OiRA tool. The development of this tool is part of a wider attention being paid to preventive health and safety policy in the sector. The Cypriot social partners in general and the partners of this specific sector are very interested in the project.

There is a good balance within the tool between 'completeness' and 'focus and feasibility'. The aim is for the tool to be complete within the meaning of the health and safety legislation and regulations and to focus on the most important occupational risks.

The tool covers the subjects which according to Cyprus' legislation have to be included in any risk assessment.

The tool contains a description of the role of worker participation in implementing the OiRA and in drawing up and following an action plan. It also stresses that in addition to the employer, employees too 'have a say' in carrying out the OiRA. This is to ensure wide input, reliability of the outcomes and interaction between employer and employees in the shaping of health and safety policy.

The tool contains the most important of the occupational risks in the sector. This makes it possible for users to see clearly the 'priority risks' in their workplace, in addition to the 'other risks'. In this way the tool gives users a good focus and puts them in the position to find successful solutions to these risks.

When the action plan is compiled, the tool automatically generates sector-specific solutions to tackle occupational risks. The tool is in line with the language and the environment of the employers and employees in the sector.

In June 2010 there was a meeting in Cyprus with EU-OSHA experts to progress the pilot. It is anticipated that help will be needed during the pilot testing phase to ensure that everything works. So far, the system appears most user-friendly; especially the language versions and this will make the tool useful.

We have finished the Greek and English language content and are about to put the material on templates. Once this is done a test can follow.

The expectation is for the tool to be an attractive, reasonably concise digital tool and fairly simple for the intended users. All texts in the tool are worded in a language which the intended users will understand.



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