



ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL  
INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION  
ASOCIACION INTERNACIONAL DE LA INSPECCION DE TRABAJO  
INTERNATIONALE VEREINIGUNG FUR ARBEITSINSPEKTION

الجمعية العالمية لفنقء الشفءل

МЕЖДУНАРОДНАЯ АССОЦИАЦИЯ ИНСПЕКЦИИ ПО ТРУДУ

---

## **11<sup>th</sup> Congress of the International Association of Labour Inspection,**

**held at the International Labour Office, Geneva,**

**13-14 June 2005**

### **SUMMARY REPORT**

**English version**

The International Association of Labour Inspection (IALI) holds Congresses once every 3 years, and its 11<sup>th</sup> triennial Congress was held on the above dates in the ILO Building, Geneva. The overall theme was “Safe, Healthy and Decent Work: the role of labour inspection”. The programmes was divided into 8 separate sessions, covering the following 6 sub-themes:

1. Challenges facing labour inspection in the 21<sup>st</sup> century,
2. Improving inspectors’ status, powers and safety,
3. Innovative intervention strategies in industrial relations, employment inspection and social standards protection,
4. National programmes for OSH and the role of labour inspectorates,
5. The implementation of OSH programmes: challenges, strategies and experiences,
6. OSH programmes and strategies for specific sectors and risks.

A total of 132 national participants attended the Congress from 60 countries, in addition to speakers and observers from the ILO.

Speakers from Europe, Africa, Asia and Australia gave presentations on the above key themes. All speakers provided abstracts or full texts of their presentations, copies of which are available from the IALI Secretariat. For the sake of brevity they are not included in this report, but readers are invited to contact the authors themselves (postal and e-mail addresses are provided in Annex 1) if they would like to see any of the papers. Alternatively readers may contact the IALI Secretariat at:

Mme Nadine Schneider  
IALI Secretariat  
c/o Inspection du Travail et de Mines  
BP 27  
L-2010 LUXEMBOURG

Tel: +352. 478.61516

Fax: +352.491.447

E mail: [Nadine.Schneider@itm.etat.lu](mailto:Nadine.Schneider@itm.etat.lu)

The Congress was followed by the General Assembly on 15<sup>th</sup> June 2005, for which a separate report is available.

## Contents

	<b>Pages</b>
Programme	4-7
Summary of Presentations:	
- Welcoming and Opening addresses	8
- Session 1: Challenges facing labour inspection in the 21 <sup>st</sup> century	8-9
- Session 2: Improving inspectors' status, powers and safety	9-10
- Session 3: Innovative intervention strategies in industrial relations, employment inspection and social standards protection	11-12
- Session 4: Panel discussion	13
- Session 5: National programmes for OSH and the role of labour inspectorates	14-15
- Session 6: The implementation of OSH programmes: challenges, strategies and experiences	16-17
- Session 7: OSH programmes and strategies for specific sectors and risks.	18-19
- Session 8: Panel discussion and Close of Congress	19-20
Annex: Participants List	21

## PROGRAMME

### “Safe, Healthy and Decent Work: the role of labour inspection”

#### Monday 13 June 2005

0900 – 1000 Registration and coffee

1000 – 1020 Welcome and opening addresses:

- Adrian Ellis, IALI President,
- Assane Diop, Executive Director, Social Protection, International Labour Office, Geneva

1020 – 1140

#### **Session 1: *Challenges facing labour inspection in the 21<sup>st</sup> century***

Chairman: Adrian Ellis, IALI President

- 1.1 Global strategies for labour inspection – Gerd Albracht, SafeWork, ILO, Geneva
- 1.2 Labour inspection and forced labour – Wolfgang von Richthofen, IALI Technical Adviser
- 1.3 Combating child labour: what is ‘hazardous work’? – Adrian Ellis.

1140 – 1300

#### **Session 2: *Improving inspectors’ status, powers and safety***

Chairman: Sammy Nyambari, IALI Vice-President, and Director of African Regional Labour Administration Centre (ARLAC), Zimbabwe

- 2.1 Managing labour inspection in a rapidly changing environment – Paul Weber, Director, Labour and Mines Inspectorate, Luxembourg.
- 2.2 Campaigning against illegal employment - Michal Sukovsky, Director of National Labour Inspectorate, Slovakia

- 2.3 Measures to ensure inspectors' safety – Marc Boisnel, Ministry of Employment, Labour and Social Cohesion, France
- 2.4 Addressing the challenges – Ammar Jumbai, Director-General, Labour and Conciliation Inspectorate, Tunisia

### **Lunch**

1430 – 1600

### ***Session 3: Innovative intervention strategies in industrial relations, employment inspection and social standards protection***

Chairman: César Guedeja-Marrón de Onís, IALI Vice-President

- 3.1 Innovative intervention strategies: an introduction – Michele Patterson, IALI Vice-President and Executive Director of Workplace services, South Australia
- 3.2 Labour inspection within the global economy - Carlos Moyano Jurado, President of the Syndicate of Spanish Labour Inspectors, Spain
- 3.3 Promoting better working conditions – Björn Erikson, Norwegian Confederation of Trade Unions
- 3.4 Promoting decent work for migrant workers – Patrick Taran, International Migration Branch, ILO

### **Coffee break**

1630 – 1730

### ***Session 4: Panel discussion***

Chairman: Paul Huijzendveld, IALI Vice-President, and Director of European Project on OSH, Ministry of Labour, Turkey

Introduction – Wolfgang von Richthofen, IALI Technical Adviser

**Tuesday 14 June 2005**

0930 – 1045

***Session 5: National programmes for OSH and the role of labour inspectorates***

Chairperson: Michele Patterson, IALI Vice-President

- 5.1 National programmes and systems for the promotion of a preventive OSH culture – Nils-Petter Wedege, IALI Vice-President and Deputy Director General, Directorate of Labour Inspection, Norway
- 5.2 Challenges for OSH programmes in Africa – Sammy Nyambari, IALI Vice-President and Director of ARLAC
- 5.3 The national OSH programme for Brazil – Maria de Lourdes Moure, Coordinator General, Ministry of Labour and Employment, Brazil
- 5.4 The national OSH programme for Switzerland – Maggie Graff, Deputy Section Head, Work and Health, State Secretariat of Economic Affairs, Switzerland

**Coffee break**

1115 – 1230

***Session 6: the implementation of OSH programmes: challenges, strategies and experiences***

Chairman: Michel Gisler, IALI Vice-President and Director of Geneva Cantonal Labour Inspectorate

- 6.1 Implementing the New Zealand OSH programme – Mike Cosman, Manager of National Operations, OSH Service, New Zealand
- 6.2 Implementing the national OSH programme in China – Shi Yanping, Director of International Coordination, State Administration for Work Safety, China

- 6.3 The partnership for occupational health and safety in Hamburg – Wilhelm Thiele, Director of State Labour Inspectorate, Hamburg, Germany
- 6.4 A safe system of work plan for the Irish construction industry – Peter Claffey, Deputy Chief Inspector, Health and Safety Authority, Ireland

### **Lunch**

1430 – 1600

### ***Session 7: OSH programmes and strategies for specific sectors and specific risks***

Chairman: Bertil Remaeus, Director of National Board for OSH, Sweden

- 7.1 The construction industry programme for Great Britain – Kevin Myers, Chief Inspector of Construction, Health and Safety Executive, UK
- 7.2 The working environment in the Norwegian food industry – Thale Andersen, SINTEF Technology and Society, Norway
- 7.3 Improving improve OSH in small and medium-sized enterprises (SMEs) through mentoring - Che'man Abu Bakr, Director-General, Department of Occupational Safety and Health, Malaysia
- 7.4 The role of call centres in providing OSH information and advice – Eleftheria Lehmann, VDGAB, Germany

### **Coffee break**

1630 – 1730

### **Session 8: Panel discussion**

Chairman: David Eves, IALI Technical Adviser

Introduction – Jukka Takala, Director, SafeWork, International Labour Office, Geneva

### **Close of Congress**

## **Summary of Presentations**

### **Welcome and opening addresses.**

Dr Ellis, IALI President, welcomed all members to this 11<sup>th</sup> triennial Congress of IALI. He outlined the programme for the next two days; the first day would focus on general labour inspection matters, and the second on OSH. On behalf of IALI, he extended sincere thanks to the ILO for their support for this event, for the facilities provided and for the interpreters.

Mr Diop, Executive Director of Social protection, ILO, spoke of the ILO's continuing role in implementing Decent Work Programmes in many countries of the world. Labour inspection had a key role to play in this, and ILO Safework was investing much effort in strengthening the capacities of labour inspectorates. Much had been achieved in recent years through technical assistance and targeted training, facilitating the exchange of practical experience and promoting international standards on labour inspection and on OSH. In future, labour inspection strategies would focus on tackling issues such as the growing informal economy and the HIV/AIDS pandemic. He wished the Congress participants a very worthwhile discussion during the coming 2 days.

### **Session 1: Challenges facing labour inspection**

#### **1.1 Global strategies for Labour Inspection - Gerd Albracht, ILO SafeWork**

Mr Albracht referred to globalisation as the backdrop to the work of many labour inspectors, and the negative impact that globalisation sometimes had on standards of social protection. However, labour inspectors were in a strong position to contribute to better labour policies and effective social dialogue, through use their broad technical understanding and by also monitoring developments at the enterprise level.

It was now important for inspectorates to give attention to subjects such as the need for greater impact on the informal economy, how to combat forced labour and how to safeguard the rights of migrant workers. Some inspection systems also needed to be better integrated so as to be more effective. Improvements to the powers and status of inspectors were also required in some countries, and a code of ethical conduct for Inspectors was also desirable.

#### **1.2 Labour Inspection and forced labour - Wolfgang von Richthofen, IALI Technical Advisor**

A central element in the ILO's Decent Work agenda was to eradicate forced labour. Mr von Richthofen described best practices in combating forced labour, giving as examples the Brazilian Labour Inspectorate with its mobile intervention teams, and Asian labour inspectorates who worked effectively through local networks.

He pointed out that corporate social responsibility and voluntary principles were important for change, but that this did not replace the need for supervision by labour inspectors and if needed also by tough repressive action. He discussed the need for adequate legal powers and training, internal integrity policies, and the need for labour inspectorates to have courage in tackling the challenges in this field.

### **1.3 Combating child labour, what is hazardous? - Adrian Ellis, IALI president**

The ILO had commissioned IALI to write a Law and Practice report on how member States decided what was “hazardous work” for children, when ratifying Convention 182 (on eradicating the worst forms of child labour). The Convention had been ratified by over 150 of the ILO’s 178 member States and many member States had drawn up lists of what was considered to be “hazardous work” for children, but there was no universal understanding as to what the term meant and the ILO wished to provide further guidance on the subject.

Dr Ellis described how IALI organised a survey of its members; of the 45 replies received, 17 were useful in providing a new framework with generic hazards and activities that could help the ILO to draw up a core list. This might develop into a reference list with great practical use for countries in the process of ratifying the Convention.

## **Session 2: Improving inspectors’ status, powers and safety**

### **2.1 Developing an integrated Labour Inspection system - Paul Weber, Director, Inspection de Travail et des Mines, Luxembourg**

Mr Weber described proposals in Luxembourg to integrate its labour inspection systems more effectively. A tripartite committee for labour and employment had been set up as well as a tripartite body for mediation. Proposals focused on the integration of legislation on the prevention of psychosocial risks and securing physical safety, and were based on ILO Conventions that were yet to be ratified.

The labour inspectorate was to be reorganised into multidisciplinary sector specific teams that consisted of 40 % generally trained inspectors, 40% experts and 20% managers and support staff. The training of inspectors was in hand, and a team spirit was to be fostered to promote more of an ‘esprit d’équipe’. Managing by results was being introduced as the leading management principle.

### **2.2 Campaigning against illegal employment - Michal Sukovsky, Labour Inspectorate of Slovakia**

The Slovak Labour Inspectorate was responsible for supervising legislation on OSH, industrial relations and illegal (“undeclared” or “black market”) work. New legislation defined illegal work and gave inspectors enforcement powers and provided for substantial penalties. Just before the new legislation came into force in April 2004, over 40.000 people spontaneously registered their work and income, and in the second half of 2004 penalties totalling about €400,000 were imposed.

Large-scale projects to reduce illegal work have now been set up through the combined efforts of the National Labour Inspectorate, the Police and Tax officials. Increasing legal employment was important in promoting better working conditions for the workers themselves and because it increased tax and social security payments, promoting fair competition among businesses.

### **2.3 Measures to ensure inspectors' safety – Marc Boisnel, Ministry of Employment, Labour and Social Cohesion, France**

Following the killing of two Labour Inspectors in the Limousin Region of France, the personal safety of inspectors against physical assaults, threats, abusive language and accidents has become a central topic of debate in France and within the EU. The EU Senior Labour Inspectors Committee had recently written a paper on the topic. A key element was recognition by politicians, senior civil servants and others in high public office of the legitimacy of inspectors' work. Managers should be trained in anticipating risks of violence in certain situations, and inspectors trained in how to deal with potential conflict, when to involve the police and when to file a formal complaint.

If inspectors experienced violence, managers and colleagues should provide appropriate support for the victim. Similar support should be provided for inspectors coping with trauma from investigating tragic work accidents. Inspectorates should monitor all forms of violence against their staff to improve policies and keep their Ministries informed.

### **2.4 Challenges for the Labour Inspectorate from globalisation, changing labour relations and new technologies - Mr Ammar Jumbaï, Director General, Labour and Conciliation Inspectorate, Tunisia**

The Tunisian labour inspectorate dealt with industrial relations, training of workers and OSH issues, a broad range of tasks that required flexibility and well trained professional staff. It had a regional structure with teams of inspectors with a broad range of expertise available in each region, which had proved to be very helpful as Tunisia faced rapid changes in its economic structure. The Tunisian Labour Inspectorate was therefore continuing to put much effort into the development of the potential of inspectors, and to provide them with adequate tools and resources, especially in the field of automation.

### **Session 3: Innovative intervention strategies in industrial relations, social standards protection and labour market supervision**

#### **3.1. Innovative intervention strategies: an introduction – Michele Patterson, IALI Vice-President and Executive Director of Workplace Services, South Australia**

Ms Patterson challenged participants to think in terms of a health and safe working life rather than simply safety and health in the workplace – a more holistic approach that included working conditions, industrial relations and labour market issues. Labour inspectorates with such an approach could use a broader range of interventions and could be more effective, whether in giving information and advice or in enforcement. Inspectorates should also continue to be creative in their approaches and look out for new ideas through national and international networks.

She gave the example of how working conditions for outworkers in Australia and Asia had been improved through a creative mix of interventions, and now the whole supply chain of clothing production was controlled by an ethical code of conduct. This went beyond voluntary agreements between supply chain partners, with labour inspectorates also having a clear and effective role. Such holistic and creative approaches improved working conditions and reduced injuries and ill-health at work, but they also reduced business costs, generating more productive workers and the right environment for business to thrive.

#### **3.2 Labour inspection within the global economy - Carlos Moyano Jurado, President of the Syndicate of Spanish Labour Inspectors.**

Mr Moyano spoke of the differences that globalisation had brought to working conditions in many developing countries, adding that it was very important for labour inspectorates to work together internationally so as to ensure fairness of approach. He went on to describe a recent incident in which a Spanish labour inspector had had to stand trial following an accident that happened shortly after an inspection at which the inspector had not noted the risk that caused the accident.

Mr Moyano asked IALI for their support in defending inspectors' freedom from personal liability for such accidents. On behalf of IALI, Dr Ellis agreed that employers remained responsible for controlling risks in the workplace and that inspectors should not be held personally liable for such accidents, otherwise their task would be significantly hampered. He asked Mr Moyano to provide details of this case to IALI for further discussion.

#### **3.3 Promoting better working conditions – Björn Erikson, Norwegian Confederation of Trade Unions**

Mr Erikson spoke of the need for good collaboration at governmental level, to put pressure on multi-national companies to promote better working conditions globally. It was at the workplace that conditions actually need to improve and for this effective national legislation was needed. Labour inspectorate had a crucial role to play, but

were often significantly under-resourced, with huge gaps between expectations and reality.

OSH services can play a major part in prevention of accidents and ill health, but he questioned why governments had not argued more strongly for them. The potential that safety representatives had to play was often not recognised, and they could help significantly in reaching certain groups such as migrant workers and those in the informal economy.

### **3.4 Promoting decent work for migrant workers – Patrick Taran, International Migration Branch, ILO**

Migrant workers often had to carry out dangerous, dirty and degrading jobs, and they were also more reluctant than others to complain about their working conditions. Some countries claimed to control migration but actually did little to enforce relevant legislation. However, creating decent working conditions for migrants was necessary, and labour inspectors were key players in achieving this.

Mr Taran described how some countries had developed new enforcement policies to strengthen the position of the legal migrants and provide easier access to the labour inspectorate. For example, the labour inspectorate in Mauritius had established a special migrant worker team, which considered legality of employment, working conditions and the accommodation provided for migrant workers, and through strong enforcement had brought about significant improvements. More exchanges on the subject were encouraged.

#### **Session 4: Panel discussion**

Chaired by Paul Huijzenveld (IALI Secretary-General). Panel Members: Maria de Lourdes Moure (Labour Inspectorate, Brazil), Shi Yanping (SAWS, PR China) and Wolfgang von Richthofen (IALI Technical Adviser).

Mr von Richthofen reviewed the wide range of topics discussed during the day, from integrated inspection systems to illegal employment, migrant workers, forced labour and child labour. The advantages of integrated inspection systems were that they focused both on OSH and labour law issues, covering the private and the public sectors as well as the formal and the informal sectors of the economy. Representatives from Brazil, Indonesia, Lithuania, Spain and Slovakia spoke of the advantages of a broader approach, including flexibility and a larger choice of instruments to address changes following globalisation and migration.

In Luxembourg, illegal work and neglect of health and safety often went together. It was also noted that fighting illegal employment was not aimed against the illegal workers, but against the employers profiting from illegal employment and destroying the fundamentals of social protection. In Poland, specialised inspectorates tackled illegal employment, but the cooperation and exchange of data was intense. Investigating complaints about labour contracts and pay helped to show employers the risks they took if they employed illegal workers.

In Indonesia the inspectorate succeeded in reaching the formal sectors of the economy but reaching the informal economy was one of the biggest challenges and effective strategies for improving OSH and working conditions needed to be developed. In Tunisia with its integrated system, the involvement with labour law issues and industrial peace allow the labour inspectorate to establish social dialogue on OSH issues at national, sectoral and enterprise levels.

In the People's Republic of China, the inspectorates only gave guidance in some sectors while in other sectors, like coal mines and fireworks production, inspectors took direct responsibility and managed safety systems. In Sweden the experience was that an OSH inspectorate also guaranteed that OSH was not subjugated to other concerns such as wages, job security and industrial conflicts.

## **Session 5: National programmes for occupational safety and health and the role of Labour Inspectorates**

### **5.1 National programmes and systems for the promotion of a preventive OSH culture – Nils-Petter Wedege, IALI Vice-President and Deputy Director General, Directorate of Labour Inspection, Norway.**

Mr Wedege referred to the ILO's proposed Convention on a promotional OSH framework, which had been discussed at the International Labour Conference the previous week. The concept of a preventative OSH culture was central to the ILO's approach, as were the formulation of national OSH programmes and strengthening national OSH systems for supporting such programmes. The labour inspectorates had an important part to play in such systems, as had social dialogue through partnerships and measures taken at the enterprise level.

He described a new development whereby the performance of labour inspectorates could be measured through use of the so-called "scoreboard". The 5 countries of the Nordic Council, the Netherlands, the UK and Ireland had developed this tool; it used a range of indicators to measure performance, aiming to show where inspectorates could improve. However, direct comparisons between inspectorates was in practice quite a complicated matter.

### **5.2 Challenges for OSH programmes in Africa – Sammy Nyambari, IALI Vice-President and Director of ARLAC**

The Africa Regional Labour Administration Centre (ARLAC) was an umbrella organisation of the Ministries of Labour of the 25 predominantly English-speaking African countries. ARLAC always sought to link OSH and labour inspection within the wider context of economic development and employment and had undertaken several initiatives to strengthen the labour inspectorates, including training courses and conferences on OSH, HIV/AIDS, hazardous child labour and other topics.

Partnerships were much encouraged and such events were often held in collaboration with ILO, IALI and African social partners. Significant political commitments had been achieved as a result. Following the ARLAC/IALI conference in Mauritius in November 2004, African Ministers of Labour agreed an action plan to strengthen labour inspectorate systems during 2005 – 2009; in monitoring progress, ARLAC would be using an adapted version of the EU "scoreboard" initiative described in the previous presentation.

### **5.3 The national OSH programme for Brazil – Maria de Lourdes Moure, Coordinator-General, Ministry of Labour and Employment, Brazil.**

Ms Moure summarized the history of Brazilian labour legislation and its inspectorates. The labour inspectorate now had 3000 generalist inspectors, who promoted compliance with consolidated labour legislation on many subjects including OSH, working time, anti-discrimination practices, sexual harassment, forced labour and child labour. As federal employees with a regional status, inspectors' overall aim was to increase employment and promote good labour relations, and for this they were professionally trained and had significant powers.

Social partners also played a key role in setting OSH standards, and future emphasis would be given to integrating OSH management systems and promoting an enterprise culture based on social responsibility and democratisation. Priority would be given to preventive approaches, promoting practical improvements in OSH and strengthening networks to improve information exchange.

#### **5.4 The national OSH programme for Switzerland – Margaret Graff, Deputy Section Head, Work and Health, State Secretariat of Economic Affairs, Switzerland**

Improving OSH was based on the principle that good OSH standards were good for business, but that state regulation and interventions were necessary to promote such improvements. There was also benefit in having effective social security system, which in Switzerland was provided by one state organisation and 38 other private insurance companies.

The Swiss national OSH programme was aimed at both promoting compliance with the law and encouraging educational and promotional activities, involving workers and raising greater public awareness of work-related risks. Targets had been set for better monitoring and enforcement, more worker participation, more attention to be given to health risks (including psychosocial ones), risk education and training. However, with around 300,000 SMEs, the cantonal-based labour inspectorates could not possibly cover all workplaces, and relied on closer partnerships with others.

## **SESSION 6 The implementation of OSH programmes; challenges, strategies and experiences**

### **6.1 Implementing the New Zealand OSH Programme - Mike Cosman, Manager of national operations of the OSH Service of New Zealand**

New Zealand currently had a record low unemployment rate and a high level of immigration, but it also had a relatively high rate of occupational accidents. The New Zealand government had chosen a holistic approach to accident prevention that covered all of society, through a strategy that addressed road traffic accidents, suicides, sports and other injuries as well as occupational accidents. The government strategy was thus aimed at employers, promoting safety culture at work and industry leadership on OSH, but it also promoted community involvement in accident prevention.

An interesting new feature was that of restorative justice, which addressed the needs of accident victims. Offenders were thus made accountable for restoration and correction of harm done to victims personally, and professional mediators helped to bring about further dispute resolution. The main motivating factors here were economic ones, including the need to retain good workers and to attract qualified personnel, through strong Government and industry leadership, promoting preventive workplace cultures as well as community engagement.

### **6.2 China's modernisation of safety policies - Shi Yanping, Director of International coordination of the State Administration for Work Safety (SAWS) of the Peoples Republic of China**

The rapid development of the Chinese economy required continuous restructuring of health and safety policies and organisation, and in February 2005, the State Administration for Work Safety (SAWS) became the national Ministry responsible for workplace safety. China had also recently implemented important ILO Conventions on OSH. SAWS now gave guidance to safety supervisors in provinces and regions, assisting them in developing effective supervision strategies. However SAWS had taken on direct responsibility for the supervision of safety in coal mines and a number of major hazard companies including those in the fireworks and explosives sectors.

Accident levels had remained fairly level in recent years, but they were still far too high. There were still many obstacles to the improvement of OSH, and SAWS aimed to tackle these through a variety of measures, including addressing incomplete legislation and technical standards, the poor resourcing of inspectors and poor enforcement, and poor safety awareness amongst workers. In its new action plan, SAWS was looking to expand its international collaboration on OSH, and it was hoped that IALI could assist them in their efforts.

### **6.3 The partnership for OSH in Hamburg - Wilhelm Thiele, Director of the Hamburg Labour Inspectorate, Germany**

In the Hamburg Labour Inspectorate, as in others, there had been a shift in emphasis from solely supervising and enforcing legislation to working in partnerships and improved collaboration with social partners. The focus now was more on raising professional awareness and motivation in companies and the implementation of OSH management systems.

The most recent approach in Hamburg had been to reach voluntary sector agreements aimed at raising standards in small and medium sized enterprises (SMEs). By promoting OSH management systems in this way, it was possible to reduce the amount of inspection time spent on SMEs that were certified, which were able to show that they were applying OSH management systems. So the inspectorate could pay more attention to high risk sectors and to those companies that were unable to show that they were applying OSH management systems. With more attention being given to companies with poorer performance, sanctions could be applied if necessary and the companies motivated to adopt a more systematic approach to OSH.

#### **6.4 A safe system of work plan for the Irish construction industry – Peter Claffey, Deputy Chief Inspector, Health and Safety Authority, Ireland**

Mr Claffey described how the construction sector in Ireland had grown in recent years, with many migrant workers now working in the sector. Consequently, the Health and Safety Authority had introduced a Safe System of Work Plan that aimed to increase awareness and education about safety and health issues, using simple pictograms.

The pictograms allowed workers to point out hazards on construction sites to each other with the minimum of words, giving information about elementary measures needed to control those hazards. Part 1 of the pictogram sheets gave information about ground work, while Part 2 covered house building. The Safe System of Work Plan (with relevant hazards marked) was signed off by a supervisor and by the team as having read it. The pictogram sheets had been successfully used for Polish, Turkish and Chinese workers in Ireland, as well as for Irish construction workers working abroad.

## **SESSION 7: Occupational safety and health programmes and strategies for specific sectors and specific risks**

### **7.1 The construction industry programme for Great Britain – Kevin Myers, Chief Inspector of Construction, Health and Safety Executive, UK**

Mr Myers described the construction sector in Great Britain, which comprised over 200 'interest groups', such as OSH professionals, institutions, consultants, trade associations and trade unions, and about 160,000 construction companies and contractors. For sustainable improvements in the industry to be achieved, there was a great need for increasing ownership of problems, self-regulation, partnerships and commitment, including the involvement of companies in the supply chain.

The Health and Safety Executive's national construction programme had included a variety of approaches, including inspection and other interventions, promotional events and awareness-raising campaigns. Architects and designers, manufacturers and suppliers had been targeted as well as construction companies. In fact, the standards set by the construction sector itself were higher than those proposed by the HSE. The successful results of the programme to date showed a real involvement of the whole supply chain, as well as construction companies and contractors.

### **7.2 The working environment in the Norwegian food industry – Thale Andersen, SINTEF Technology and Society, Norway**

The Norwegian Labour Inspectorate had asked SINTEF Technology and Society, which was a research organisation, to make a systematic evaluation of their information and inspection campaign in the food and drinks sector. SINTEF assessed the experiences of workers both before and after the campaign, in 2000 and 2005, and the involvement of executive leaders during it. At the end of the campaign, they measured its effects on knowledge distribution and the development of understanding and competencies regarding OSH management.

The research was primarily for use for internal evaluation within the Labour Inspectorate but it also contributed to the wider societal debate about the effectiveness of interventions by national authorities in safety and health at work.

### **7.3 Improving improve OSH in small and medium-sized enterprises (SMEs) through mentoring - Che'man Abu Bakr, Director-General, Department of Occupational Safety and Health, Malaysia**

In order to improve standards of safety and health in SMEs, the Malaysian Department of OSH initiated a partnership programme, under which certain multi-national corporations (MNCs) mentored participating SMEs. Selection criteria were agreed, and participating SMEs were able to learn about OSH management systems, organisation and record-keeping etc, from their MNC mentors. About 50 mentor/mentee partnerships had been established in Malaysia over several years.

The performance of SMEs that participated in this mentoring scheme was compared with that of SMEs that did not participate, and the performance of the former was significantly better. The programme was continuing and would be intensified.

#### **7.4 The role of call centres in providing OSH information and advice – Eleftheria Lehmann, VDGAB, Germany**

Dangerous substances was not a new issue for labour inspectors, but it remained a difficult area, since there was often a lack of knowledge within companies about dangerous substances and in-house resources for managing them properly.

The State Labour Inspectorates, the German accident insurance institutions (the Berufsgenossenschaften) and other professional organisations had therefore collaborated to produce an interactive web-based programme on the subject. This aimed to help companies to assess the risks from dangerous substances and to plan measures for their effective control. German companies had responded well and were now making frequent and intensive use of the programme. Further improvements to the programme were in hand.

#### **SESSION 8: Panel discussion**

Chaired by: David Eves (IALI Technical Advisor). Panel members: Jukka Takala (Director, ILO SafeWork), Nils-Petter Wedege (Vice-President, IALI), Bernhard Brückner (Director, Hesse Labour Inspectorate), Che'man Abu Bakr (Director, Occupational Safety and Health Dept, Malaysia).

Dr Takala stressed the importance IALI to the ILO, because it was in contact with labour inspectorate developments in the field and enhanced cooperation between many ILO programmes. The Congress had provided valuable insights into new trends in thinking and experiences of new approaches to promoting OSH, which were important for the development of the ILO promotional framework on OSH. He hoped that, through ILO/IALI collaboration, labour inspection could be extended so as to cover all economic activities. In some countries, labour inspectors did not cover workers in the informal economy at all, whereas in others, rapid progress had been made in recent years. The ILO therefore wanted closer collaboration with the labour inspectorates in the coming years, and hoped that IALI would be a partner in this.

Mr Eves reviewed the day's proceedings, noting the different starting points for labour inspectorates around the world and the variety of new approaches that were now being tried out to make a greater impact on OSH standards in the workplace.

A Spanish representative spoke about how a labour inspector had recently been prosecuted after a textile worker had suffered an occupational illness. It was alleged that the inspector was liable for the illness because, during a visit, he had not drawn the risk to the employer's attention (Further information about this case is available in the IALI *Forum* 2005). It was proposed that IALI should undertake a study of such cases and take a position on inspectors' liability. It was also proposed that IALI should study

modern national codes of conduct for labour inspectors, such as one adopted in Netherlands, and draw up its own model code of conduct for inspectors.

On the issue of widening partnerships, several speakers had earlier pointed to how these might be achieved in practice at a national level. More could be done internationally, however, and the representative from Malaysia suggested that IALI could work more in partnership with the Association of South-East Asian Nations Occupational Safety and Health Network (ASEAN OSH-NET). Malaysia currently chaired ASEAN OSH-NET and would be happy to collaborate with IALI on specific projects. Another international organisation with which IALI could collaborate was the Centre Régionale Africain D'Administration du Travail (CRADAT) whose members were francophone African countries.

The WHO could be another valuable partner for IALI. Occupational health services were expanding and 70 WHO Collaborating Centres had now been set up globally, and closer partnerships especially in developing countries could be very beneficial in helping companies to manage OSH effectively.

### **Close of Congress**

Dr Ellis formally closed the Congress with words of thanks to the speakers and panel members, the chairpersons and all the participants for their contributions and constructive proposals, and to the hard-working interpreters. He hoped to see many participants on the following day at the General Assembly.



Pays	Nom	Prénom	Institution
ALBANIE	KRAJA	Sokol	Ministry of Labour and Social Affairs State Labour Inspectorate
ALLEMAGNE	BRÜCKNER	Bernhard	Hessisches Sozialministerium
ALLEMAGNE	KRÜGER	Volker	Staaliches Amt für Arbeitsschutz
ALLEMAGNE	LEHMANN	Eleftheria	Landesanstalt für Arbeitsschutz NRW
ALLEMAGNE	MIKOLAISKI	Wolfgang	SGD Nord, Regionalstelle Gewerbeaufsicht
ALLEMAGNE	THIELE	Wilhelm	Behörde für Wissenschaft und Gesundheit
ALLEMAGNE	VARNSKÜHLER	Bernhard	Staatliches Amt für Arbeitsschutz Essen
ARLAC	NYAMBARI	Sammy	Vice-président IALI – ARLAC
AUSTRALIE DU SUD	PATTERSON	Michele	Vice-président IALI – Executive Director Work place Services
AUTRICHE	DOPPLER	Bernd	Arbeitsinspektorat für den 15. Aufsichtsbezirk
BELGIQUE	HESELMANS	Marc	Directie Tuezicht Welzijn op Net Werk
BRESIL	MOURE	Maria de Lourdes	Ministry of Labour/OHS Department
BULGARIE	MLADENOV	Toty	General Labour Inspectorate Executive Agency
CHINE	SHI	Yanping	State Administration of Work Safety : PRC
CHINE	MAK	Ping-sang	Labour Department of Hong Kong SAR Government
CHINE	TANG	Man-chiu	Labour Department of Hong Kong SAR Government
CRADAT	YOELE	Pierrot	CRADAT
ESPAGNE	GUEDEJA-MARRÓN de ONIS	Cesar	Asociacion Profesional Sindical de Inspectores de Trabajo y Seguridad Social
ESPAGNE	MOYANO JURADO	Carlos Manuel	Sindicato de Inspectores de Trabajo y Seguridad Social de España
ESTONIE	SIITAN	Priit	Director General National Labour Insp. of Estonia

<b>FINLANDE</b>	HURMALAINEN	Mikko	Director General the Ministry of Social Affairs and Health / Department for Occupational Safety and Health
<b>FRANCE</b>	BOISNEL	Marc	Ministère de l'Emploi, du Travail et de la Cohésion Sociale
<b>HAITI</b>	JOSEPH	Louis Pierre	Ministère des Affaires Sociales et du Travail
<b>HAITI</b>	GARCON	Laure	Ministère des Affaires Sociales et du Travail
<b>HONGRIE</b>	BEKES	Andras	IALI Vice-president Director General Hungarian Labour Inspectorate
<b>IRLANDE</b>	CLAFFEY	Peter	Health & Safety Authority
<b>IRLANDE DU NORD</b>	BREEN	Dermot	Health and Safety Executive for Northern Ireland
<b>JAPON (interprète)</b>	DAM	Mieko	All Labour Ministry's Workers Union (ZENRODO), c/o Ministry Of Health, Labour and Welfare
<b>JAPON</b>	KIKUCHI	Yasufumi	Ministry of Health, Labour and Welfare
<b>JAPON (interprète)</b>	PETER-HARADA	Fumiko	
<b>JAPON</b>	SHIMAHARA	Makoto	Ministry of Health, Labour and Welfare
<b>JAPON</b>	TANAKA	Shuntaro	All Labour Ministry's Workers Union (ZENRODO), c/o Ministry Of Health, Labour and Welfare
<b>JAPON</b>	TANNO	Hiroshi	All Labour Ministry's Workers Union (ZENRODO), c/o Ministry Of Health, Labour and Welfare
<b>LETTONIE</b>	BERZINS	Jānis	Director General of the State-Ministry of Welfare, Labour & Health
<b>LETTONIE</b>	ZABAROVSKA	Tatjana	State Labour Inspectorate
<b>LITUANIE</b>	PLUKTAS	Mindaugas	State Labour Inspectorate of the Republic of Lithuania
<b>LUXEMBOURG</b>	WEBER	Paul	Directeur de l'Inspection du Travail et des Mines
<b>MACAO</b>	PENG CHI	Ng	
<b>MACAO</b>	VIZEU BENTO	Raimundo	Direcção dos serviços para os assuntos laborais
<b>MALAYSIE</b>	CHE'MAN	Abu Bakar	Department of Occupational Safety & Health
<b>NORVEGE</b>	ANDERSEN	Thale	Sintef. Technology and Society
<b>NORVEGE</b>	ERIKSON	Bijörn	Norwegian Confederation of Trade Unions

<b>NORVEGE</b>	WEDEGE	Nils-Petter	Vice-président AIIT - Directeur de l'Inspection du Travail
<b>NOUVELLE-ZELANDE</b>	COSMAN	Mike	Department of Labour
<b>OUGANDA</b>	ABONGOMERA	Liri Amone M.	Ministry of Gender, Labour and social development
<b>PALESTINE</b>	ABUJADALLAH	Mohammed	Palestinian Association for Labour Inspection
<b>PAYS-BAS</b>	CUJJPERS	Joost	Arbeidsinspectie
<b>PAYS-BAS</b>	HUIJZENDVELD	Paul	IALI Vice-President & Secretary General – General Director
<b>POLOGNE</b>	HINTZ	Anna	National Labour Inspectorate
<b>POLOGNE</b>	SOKOLOWSKI	Maciej	National Labour Inspectorate
<b>ROUMANIE</b>	BASUC	Mariana	Romanian Labour Inspection
<b>ROUMANIE</b>	TRUFASILA	Silvia	Romanian Labour Inspection
<b>ROYAUME UNI</b>	ELLIS	Adrian	Président IALI - Health and Safety Executive
<b>ROYAUME UNI</b>	EVES	David	Technical Adviser to IALI
<b>ROYAUME UNI</b>	MYERS	Kevin	Chief Inspector of Construction, Health and Safety Executive
<b>RUSSIE</b>	KORCHEMKINA	Olga	Federal service for Labour and Employment Russian Federation
<b>RUSSIE</b>	VOROBIEV	Igor	Federal service for Labour and Employment Russian Federation
<b>SLOVAQUIE</b>	GIBODOVA	Jana	National Labour Inspectorate
<b>SLOVAQUIE</b>	HRABOVSKY	Gabriel	National Labour Inspectorate
<b>SLOVAQUIE</b>	KOVACOVA	Gabrielle	Inspection Nationale du Travail
<b>SLOVAQUIE</b>	SUKOVSKY	Michal	National Labour Inspectorate
<b>SLOVENIE</b>	RUZIC	Boris	Labour Inspectorate
<b>SUEDE</b>	REMAEUS	Bertil	Director of Supervision-National Board of Occupational Safety and Health
<b>SUISSE</b>	BOLLI	Nicolas	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	BAUME	Natalia	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	BUCHELER	Jean-Bernard	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	CONNE-PERREARD	Elisabeth	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	FAVRE	Olivier	Office cantonal de l'inspection et des relations du travail (OCIRT)

<b>SUISSE</b>	GILLIOZ	Renata	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	GINDRE	Eva	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	GISLER	Michel	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	GOLAZ	Daniel	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	GRAF	Margaret	State Secretariate for Economic Affairs, Dept. Of Labour, Working Conditions
<b>SUISSE</b>	GUTTLY	Stéphanie	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	MADELAINE	Paul	seco-Inspection fédérale du travail
<b>SUISSE</b>	MARTENS	Alain	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	ROSSI	Federica	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	RUCHTI	Jean	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	SKIBINSKA	Teresa	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	SOTTAS	Daniel	Inspection cantonale du travail
<b>SUISSE</b>	SUSINI	Alberto	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	TOIHEN	Hermogène	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	TUDISCO	M.-André	Service protection des travailleurs et des Relations du Travail
<b>SUISSE</b>	USEL	Massimo	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE</b>	VERGA	Gabriel	seco-Inspection fédérale du travail
<b>SUISSE</b>	WÜTHRICH	Anne-Pascale	Office cantonal de l'inspection et des relations du travail (OCIRT)
<b>SUISSE (BIT)</b>	ALBRACHT	Gerd	International Labour Organization (Coordinator Development of inspection systems)
<b>SUISSE (BIT)</b>	DIOP	Assane	Directeur exécutif protection sociale BIT
<b>SUISSE (BIT)</b>	GIFFORD	Malcolm	ILO/BIT Safework

<b>SUISSE (BIT)</b>	TAKALA	Jukka	Directeur, Safe Work, BIT
<b>SUISSE (BIT)</b>	TARAN	Patrick	Division de la migration internationale, BIT
<b>SUISSE (BIT)</b>	VON RICHTHOFEN	Wolfgang	Conseiller technique AIIT
<b>TUNISIE</b>	SAHLI	Chaker	Ministère des Affaires Sociales – Division de l’inspection du travail et de la conciliation
<b>TUNISIE</b>	BEN ABDALLAH	Foued	Direction Générale de l’Inspection du Travail et de la Conciliation-Ministère des affaires sociales et de la solidarité et des travailleurs tunisiens à l’étranger
<b>TUNISIE</b>	TOUHAMI	Khaled	Direction Générale de l’Inspection du Travail et de la Conciliation-Ministère des affaires sociales et de la solidarité et des travailleurs tunisiens à l’étranger
<b>TUNISIE</b>	YOUMBAI	Ahmed Ammar	Direction Générale de l’Inspection du Travail et de la Conciliation-Ministère des affaires sociales et de la solidarité et des travailleurs tunisiens à l’étranger
<b>TURQUIE</b>	UZMAN	Seref	Association of Labour Inspectors of Turkey
<b>TURQUIE</b>	YÜKSEL	Ayhan	Association of Labour Inspectors of Turkey