



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 للتفتيش

МЕЖДУНАРОДНАЯ АССОЦИАЦИЯ ИНСПЕКЦИИ ПО ТРУДУ

国际劳动监察协会

16th General Assembly of the International Association of Labour Inspection (IALI)

15 Jul 2021

Virtual via Zoom Meeting

Summary Report

President: Kevin Myers, United Kingdom
Secretary-General: Ho Siong Hin, Singapore
Secretariat: Alvian Tan/Nicholas Yip, Singapore
Treasurer: Jean Parrat, Switzerland

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

IALI GENERAL ASSEMBLY

15 July 2021

1000hrs – 1200hrs (UTC)

Agenda

1. Welcome and introduction – including announcement of Executive Committee (EC) Nominees and start of voting
2. International Labour Organisation (ILO) Updates on Labour Inspection Issues
3. Reports by
 - a) President and Secretary General
 - b) Treasurer
 - c) Auditor
4. Approval of Reports and Accounts
5. Sharing of International Benchmarking of OSH Regulations (IBOR) experience by Malaysia
6. Announcement of Election EC Results
7. Endorsement of IALI Paper – Roles of Labour Inspection in Managing Pandemic such as COVID-19
8. Endorsement of IALI Paper – Competency Framework for Labour Inspectorates
9. Endorsement of IALI Paper – Roles of Labour Inspectorates in respect of Migrant Workers
10. Announcement and endorsement of IALI EC next term of office (year 2021 to year 2024)
11. IALI 3-Year Action Plan 2021 – 2024
12. End of 16th IALI General Assembly
13. Breakout Room for newly Elected EC Members

Minutes of General Assembly

1 Welcome and Introduction

The General Assembly, which started at 1000hrs (UTC), was chaired by Mr Kevin Myers, President of IALI.

Mr Myers welcomed all the participants to the 16th General Assembly. He highlighted that IALI was due to hold its triennial Congress and General Assembly (GA) in June 2020. However, this was postponed as the Covid-19 pandemic had made physical events impossible. The original plan had been to push the date back until travel and other restrictions had eased. However, as it became increasingly difficult to have any confidence when that might be, the Executive Committee (EC) decided to organise the GA as a virtual event. He thanked members for their understanding in these unprecedented times and circumstances.

Mr Myers provided an overview of the agenda for the meeting.

He then introduced the 14 candidates standing for EC Election 2021. He explained the arrangements for voting via the electronic ballot system. He emphasised that the maximum number of votes that could be cast by any member was for 9 candidates – and that the system would not allow any votes to be submitted that had more than that. Finally, he explained that the voting portal would be open until 11:00UTC.

2 ILO Updates on Labour Inspection Issues

Mr Joaquim Nunes, Branch Chief, Labour Administration, Labour Inspection and Occupational Safety and Health, International Labour Organisation (ILO), shared an overview on ILO activities that were particularly significant and impactful in the work of labour inspectorates. Refer to *Annex A* for Mr Nunes' presentation.

Mr Nunes shared the major reform in ILO with a new milestone for labour inspection. The Recommendation No. 20 (dating back to 1923!) was to be withdrawn in 2022 and a Tripartite Workgroup would be meeting between 13 and 16 Dec 2021 to draft the technical guidelines on general principles of labour inspection to replace it. IALI would be invited as the Observer.

He also presented ILO's assistance to the 41 member states of ILO in strengthening of national system, including the countries' policies, programmes, and capacity building, etc.

He explained that it was planned to formally add OSH as a Fundamental Principle and Right at Work within the ILO framework. Over the next few years it was planned to develop, or amend, ILO Standards in the four areas of Biological, Chemical and Ergonomic hazards, and Safeguards of machinery. Each to be supported by Technical guidelines.

In closing, Mr Nunes highlighted the challenges on how to best promote labour inspections as the fundamental player to advance the improvements of working conditions in all countries and regions, and the strategic approach towards labour workforce compliance and labour inspection.

3a Report by the President and General Secretary

In introducing this joint report, Mr Myers stated that it had been a great honour for him and Er Ho Siong Hin, to have served as the IALI President and General Secretary respectively for the past three years.

He explained that a more detailed report would be circulated after the GA, but he would provide an oral overview. In doing so he would distinguish two periods – 2017- 2019 (pre Covid-19) and 2020 to date (during the ongoing pandemic).

During the period of 2017 – 2019 it was business as usual. IALI was involved in a number of ongoing or ad hoc activities and events, all contributing to deliver its 3-year Plan of Work as endorsed at the 2017 GA.

IALI was invited to participate and speak at over 30 events in 20 countries during this period. Details set out in the full report.

In 2020, most of the activities and events that had been planned were cancelled or postponed due to Covid-19 pandemic. In response, the EC directed its focus on the role of labour inspection in times of pandemic. IALI had since participated in various Covid-19 related webinars hosted by international and regional organisations, including one which was organised by IALI itself. IALI was also actively involved in Vision Zero fund high level forum organised by ILO and other virtual events organised by the ASEAN and G20 OSH Working Group.

Mr Myers highlighted some of IALI's key collaborators as being the ILO, G20 OSH Working Group and ISSA. He referred to Mr Nunes speech and, in particular, IALI's invitation to be an Observer for Tripartite Workgroup, to contribute its experience to the development of technical guidelines on general principles of labour inspection. IALI was also in the Steering Committee of the ILO Global Coalition. IALI also successfully tendered for some consultancy work in Myanmar under the ILO Vision Zero Fund in 2020 to provide advice on the practical implementation of aspects of OSH work to implement recently passed primary legislation. This was the first time IALI had provided advice and support on a paid basis. The EC (and Secretariat) members involved did so on a *pro bono* basis and the fees received went to IALI.

IALI was also involved in the ongoing work of the G20 OSH Working Group. This included chairing two the technical workshops in Qingdao, China, in Sep 2019 and organising an IBOR workshop as China was considering commissioning an IBOR assessment.

ISSA had also invited IALI as a strategic oversight for Vision Zero Campaign, and the relationship had strengthened as Er. Ho had took on leadership role in ISSA Section on Prevention for the Trade and Logistics Industry.

Mr Myers went on to briefly introduced the various IALI papers and the draft Action Plan (which would set out the priorities for the next EC) due to be presented later in the programme.

In closing, Mr Myers referred to the sad passing of Mr Bernhard Brueckner, who was an IALI Vice President from 2005-2017. He, along with Dr Bernhard Räbel, Mr Gerd Albracht, attended the official memorial service for Bernhard, and was asked to pay tribute to Bernhard for his IALI and other international work.

Finally, Mr Myers thanked Mr Jean Parrat, the IALI Treasurer for management of IALI financial accounts, and the IALI Secretariat team led by Er Ho Siong Hin, supported by Mr Alan Chan, Mr Alvian Tan, Er Nicholas Yip and Ms Kev Lee for IALI's administrative duties. He also thanked IALI EC and Technical Advisors - Mr Gerd Albracht and Ms Shi Yanping for their contributions from 2017 to 2021.

Refer to *Annex B* for the full report by the President and General Secretary.

3b Report by Treasurer

IALI Treasurer, Mr Jean Parrat, presented the financial report for 2017 to 2021. Instead of the typical 3-year term, the treasurer report was based on a four-year period given the postponement of the GA due to the Covid-19 pandemic.

He explained that the expenditure for 'Congress, Conferences, and EC Meetings' was as follows:

- 2017 - 48,660 CHF
- 2018 - 19,695 CHF
- 2019 - 19,128 CHF
- 2020 - 98 CHF

The 2017 costs reflected the IALI Congress and GA which was held in Singapore 2017. The 2020 costs reflected the fact in that year any conferences or EC meetings were held virtually due to COVID-19 pandemic.

The expenditures for 'Representation & TA' was for expenses by IALI EC representing IALI in attending events where IALI has been invited to contribute or speak and IALI will continue to sponsor for such trips.

The expenditures for 'Miscellaneous' was mainly for printing and translation services of documents such as IBOR.

The expenditures for 'IBOR' was to separately identify the operational cost of IBOR assessment, including training the assessors, and the IBOR assessment of Malaysia in 2019.

The amount of the receipts was mainly from "Membership Fees", as follows:

- 2017 - 67,353 CHF
- 2018 - 46,135 CHF
- 2019 - 55,379 CHF
- 2020 - 41,425 CHF

The 1,502 CHF in 2019 under “Support, Bank Int.” was from bank interest rate.

The 28,025 CHF in 2020 under “Miscellaneous” was from the ILO Vision Zero consultancy work in Myanmar.

As of 31 December 2020, there was a cash balance of 23,473.07 CHF and the IALI bank assets value was 374,654 CHF. Mr Parrat summarised this as being a healthy financial situation.

Mr Parrat expressed his gratitude for the contributions from IALI partners, as well as administrative supports from Singapore, as Secretary General, - the costs of which were not reflected in the accounts.

Mr Parrat highlighted that there are presently 139 members in IALI but only 41 members paying the membership fees to date in 2021.

Giving IALI’s financial situation and the absence of travel costs in 2020 (because all activities were virtual), the EC decided to reduce the membership fees for 2021 to 200 CHF.

Mr Parrat urged members to pay their membership fees timely and the next nominated EC to think about ideas to encourage members to pay their fees. The contributions were important to the functions and ongoing health of IALI.

3c Report by IALI Auditor

The IALI Auditor was Mr Christophe Iseli, Head of Group Swiss Federal Labour Inspectorate, State Secretariat for Economic Affairs, Switzerland.

Mr Iseli presented the summary report which stated that the accounts were very well kept and true; the accuracy of the balance sheet was verified by sampling the entries and the correspondence of the results in the profit and loss accounts.

Mr Iseli proposed to the GA to accept the accounts of IALI as presented and to discharge the Treasurer, Mr Jean Parrat, with compliments and thanks.

4 Approval of Reports and Accounts

The motion to approve 3 reports, namely the President’s Report, the Treasurer’s Report, and the Auditor’s Report, was formally proposed by Ms Samantha Peace, United Kingdom, and seconded by Mr Pdraig Dooley, Ireland.

The GA voted to approve all 3 reports, via ‘reactions’ in Zoom control bar.

5 Sharing of IBOR experience by Malaysia

Ir. Ts. Dr. Majahar bin Abd Rahman, Director of Policy, International and Research Development Division, Department of Occupational Safety and Health (DOSH), Malaysia, presented on Malaysia’s experience of an IBOR assessment carried out in September 2019.

As part assessment preparation, which commenced in Jul 2019, Malaysia submitted an IBOR questionnaire. In Aug 2019, Malaysia started preparing the logistics including deciding which state/region and type of industry should be the

focus for assessment, including site visits. The actual assessment took place from 10 – 13 Sep 2019, where the IBOR assessment team conducted their site inspections, document verification, interviews, discussions and initial feedback from the assessment team. Subsequently, in Dec 2019, Malaysia received a draft assessment report for verification of factual accuracy. This was followed by a discussion of the recommendations with Directors in Malaysia in Jan 2020.

The IBOR assessment team was led by Ms Samantha Peace (UK), supported by Mr Kevin Myers, Eng. Bernhard Raebel, Mr Jean Parrat, (all IALI EC) and Mr Chan Yew Kwong (Singapore). Mr Richard Hines (UK) and Mr Alvian Tan (EC Secretariat) were also involved. The 10 assessment findings were mainly in 3 clusters – (1) Enforcement approach, technology, and indicators, (2) Training and Competency, and (3) Officer's health and safety.

In conclusion, Ir. Ts. Dr. Majahar shared that Malaysia felt that the IBOR assessment team was experienced in OSH inspection and enforcement, it was a good exercise to focus and evaluate on existing OSH regulations in Malaysia, and the recommendations provided were practicable and helpful in improving DOSH as an enforcement agency.

Mr Kevin Myers clarified that as Malaysia was the first IBOR assessment conducted by IALI, the cohort of assessors was deliberately larger to provide more assessors with the experience. Moving forward, the number of IBOR assessors would typically be a maximum of five.

6 Announcement of Election EC Results

Er. Nicholas Yip explained that at the close of electronic ballot on 15 Jul 2021, 11:00 UTC, there was a total of 41 eligible voters, out of which, 31 had voted and the total number of votes cast was 193.

Mr Kevin Myers announced the results of EC Election 2021 and presented the elected candidates in alphabetical order of last name – CAMPBELL Martyn from Australia, DERDEK Denise from France, ERCORECA Ana from Spain, HO Siong Hin from Singapore, ISELI Christophe from Switzerland, LUND Pal from Norway, PEACE Samantha from United Kingdom, RAEBEL Bernhard from Germany, and SHKLOVETS Ivan from Russia.

S/N	Name of Candidate	Country Name	No. of votes
1	HO, Siong Hin	Singapore	22
2	ISELI, Christophe	Switzerland	20
3	RAEBEL, Bernhard	Germany	19
4	ERCORECA, Ana	Spain	18
5	PEACE, Samantha	United Kingdom	16
6	CAMPBELL, Martyn	Australia	14
7	DERDEK, Denise	France	13
7	LUND, Pål H.	Norway	13
7	SHKLOVETS, Ivan	Russia	13

10	LI, Zhao	United States of America	12
10	ZHENG, Shuangzhong	China	12
12	HLABANU, Locary	African Regional Labour Administration Centre	9
13	ŁAŻEWSKA, Katarzyna	Poland	7
14	PERADZE, Beka	Georgia	5

Mr Kevin Myers congratulated those successful and thanked all candidates for their interest and willingness to stand for election. He explained that it was now for the new EC to decide on the roles of President, Secretary General and Treasurer. Arrangements had been made to this to happen once the GA was formally concluded.

7 **Endorsement of IALI Paper – Roles of Labour Inspection in Managing Pandemic such as COVID-19**

Mr Jean Parrat, IALI Vice President, presented on the “Roles of Labour Inspection in Managing Pandemic such as COVID-19” for endorsement at the GA. The paper had been drafted by the EC and circulated to IALI members for comment in May 2020. An IALI webinar on the paper had also taken place on 3 Jun 2021 to gather and address further feedback from members – as well as hearing from several IALI members of their experience during the pandemic. As such, Mr Parrat presented the final version of the paper after incorporating the received comments.

Mr Parrat summarised the three key objectives of the paper, in which the labour inspectorates and inspectors could help to achieve –

- a) protecting the health of workers,
- b) protecting the employment rights of vulnerable workers,
- c) securing employment and incomes.

In the aspects of risk management during the pandemic, Mr Parrat shared that:

- Both Public health authorities and employers need help and knowledge of OSH specialists (LI) in translating public health prevention policies into the workplace context
- Not least because Public health prevention policies cannot be translated simply into the workplace context
- Need to use well-established OSH principles such as workplace-based risk assessments and the “hierarchy of control”

In conclusion, Mr Parrat mentioned that the paper would also be available in French and Spanish and would be uploaded on IALI website.

8 **Endorsement of IALI Paper – Competency Framework for Labour Inspectorates**

Er. Ho Siong Hin, IALI Secretary General, presented the Competency Framework for Labour Inspectorates for endorsement at the GA. The paper had been circulated to IALI members on 14 Jun 2021 and a webinar had been held on 24 Jun 2021 for discussion.

Er. Ho shared that the objectives of the framework were to:

- guide competency building efforts by providing information on job roles, existing and emerging skills, and competencies, as well as relevant education and training programmes.
- guide labour inspectorates to make informed choices on career development and skills upgrading.
- assist training providers to develop relevant programmes to respond quickly to new and emerging needs.

Er. Ho shared the three key features for competency framework to equip labour inspectors with relevant technical and broad-based competencies – by focusing on competency-based learning, establishing a common framework for training, and providing a definitive path for labour inspectors progression. He also emphasised on the ethical practices and high professional standards, which were central to the ability of any Labour Inspectorate to provide the best possible services to the social partners. Next, he shared some examples of the broad-based and technical skills and competencies, which comprised three proficiency levels. The competency descriptions were drafted as outcome-based to enable flexibility for respective countries to contextualise the training programmes for labour inspectors.

In summary, Er. Ho highlighted that labour inspectorates continued to play a central role in the implementation of labour laws on working conditions that protected the rights of millions of workers worldwide, and the application of relevant knowledge and behaviour was required to perform duties successfully.

9 IALI Paper – Roles of Labour Inspectorates in respect of Migrant Workers

Ms Denise Derdek, IALI Vice President, presented on the Roles of Labour Inspectorates in respect of Migrant Workers for endorsement at the GA. She explained that she and Mr Jose Torres, IALI Vice President, had led on the development of this paper – which had also been reviewed and discussed by the EC. The development of this topic was requested in the 2017 GA.

Ms Derdek explained that this document served as a guide for labour inspectorates when dealing with matters concerning migrant workers at the workplaces, which was also aligned with ILO Convention 143 on Migrant Workers regarding the equality in treatment.

She pointed out that para 4 – 6 which detailed that the Labour Inspectorates would need to work in collaboration with other relevant competent bodies such as: Police, Immigration Authorities, and Social Insurance Services to address illegal work in accordance with national laws and regulations. In accordance with ILO Convention 81, it was necessary to preserve the special powers of labour inspectorates to enter workplace without requiring to notify the employer in all sites that are subject to inspection without any interference, as part of the functions of the system of labour inspection. However, it was also important for Labour Inspectors to ensure that those powers were not abused by other regulatory bodies.

Ms Derdek emphasised para 8 – 12 which elaborated on the Labour Inspectors' primary role to prevent the exploitation of all workers, including migrant workers. The fundamental principle for labour inspection was to ensure that work/employment to be carried out within the laws, regulations, and policies in the country; with the aims of ensuring fair competition between companies, and

adequately protecting and ensuring decent work for all workers, including migrant workers.

In summary, Ms Derdek highlighted para 13 that Labour Inspectors should explain the role and any enforcement/administrative actions to the employer, the employees' representatives, and employees themselves, migrants or otherwise. This would clarify the rules concerning illegal work to all relevant stakeholders.

Mr Myers invited the GA to formally endorse the two papers, namely "Roles of Labour Inspection in Managing Pandemic such as COVID-19", and "Competency Framework for Labour Inspectorates", and also to agree to organise a webinar to discuss further on "Roles of Labour Inspectorates in respect of Migrant Workers" – as this was the first time this paper had been presented to members. The GA voted to endorse the stated two reports and the follow-up action regarding migrant workers, via 'reactions' in Zoom control bar.

10 Endorsement of IALI EC next term of office (year 2021 to year 2024)

Mr Kevin Myers explained that the term of office of the current EC was supposed to be from 2017 to 2020. However, due to Covid-19, the postponement of the GA to 2021 meant that it had been in office for nearly an extra year. As such, he proposed that the term of office for the new EC should be from 2021 to 2024, with the next GA to be organised in 2024.

The GA agreed this proposal via 'reactions' in Zoom control bar.

11 IALI 3-Year Action Plan 2021 – 2024

Er. Ho Siong Hin presented on the draft IALI 3-Year Action Plan 2021 – 2024 for the new EC in their term of office. He added that the structure of the six Action Areas and their Strategic Objectives were first developed in 2008 and enhanced further in the subsequent years. The objectives were for IALI to be as the professional association, influencer, partner (formal and informal), catalyst, facilitator, and technical expertise. He also explained that the action areas were categorised into "ongoing activities" and "specific tasks".

In summary, Er. Ho emphasised that "IALI exists to serve our members, and only if you find it beneficial, then it will be meaningful for our work as well as for everyone."

He explained that the draft plan will be circulated to invite comments which will be considered by the new EC.

12 End of 16th IALI General Assembly

Mr Myers formally concluded the GA.

The IALI EC (2017-2021) officially stepped down.

Mr Kevin Myers said he had been privileged to be part of IALI EC since 2005 and as the Immediate Past President, he would be readily available for any assistance required from him.

13 Breakout Room for newly Elected EC Members

The new IALI EC members convened separately in a virtual breakout room to select the positions of President, Secretary General and Treasurer, with Mr Myers presiding over the election of office-bearers.

The EC voted unanimously for Er. Ho as President, Mr Campbell as Secretary General and Mr Iseli as Treasurer.

The new EC rejoined the main GA event to announce the officers to those members still dialled in. The new IALI Executive Committee for 2021 – 2024 to be as follows:

Position	Name
President	HO, Siong Hin (Singapore)
Secretary General	CAMPBELL, Martyn (Australia)
Treasurer	ISELI, Christophe (Switzerland)
Vice President	DERDEK, Denise (France)
Vice President	ERCORECA, Ana (Spain)
Vice President	LUND, Pal H. (Norway)
Vice President	PEACE, Samantha (United Kingdom)
Vice President	RAEBEL, Bernhard (Germany)
Vice President	SHKLOVETS, Ivan (Russia)

Mr Myers congratulated the new IALI Executive Committee members on their appointments and wished them every success in their tasks for the next 3 years.

END

Recorded by : Er. Nicholas Yip
Vetted by : Er. Ho Siong Hin
Approved by : Mr Kevin Myers
Date : 30 Aug 2021



Kevin Myers
IALI President



Ho Siong Hin
IALI Secretary General