

PRESIDENT'S LETTER



Michele Patterson – IALI President and Executive Director, SafeWork SA, South Australia

Dear IALI friends and colleagues

Welcome to our IALI Forum for 2007 – a year of development that has seen IALI grow and expand, and examine ways to meet new challenges.

In this issue for 2007, you will find the enormous range and depth of IALI activities continue. As always, a very big thank you to all who have contributed - it is always exciting to see the excellent events and initiatives from across the globe and I hope you all enjoy reading the result.

A significant future for IALI

In 2007 significant efforts have been made to bring to fruition, the plans we outlined in last year's Forum. Thanks to the fantastic efforts of our secretariat in Luxemburg, the new active IALI website is now up and running (see inside this issue). This type of modernisation will move our organisation into the future and help to ensure we can involve you all as members in policy and decision-making.

As identified last year, our programmes to support regional cooperation, develop and implement a global code of ethics and increase our influence through developing more effective means of measuring and demonstrating our success, have come a long way. Our major conferences in Beijing (2006) and Ontario, Canada (2007), together with other regional events and the recent ILO conference in Dusseldorf, Germany (2007), featuring a major focus on labour inspection, have provided the opportunity to ensure our programmes and agenda are progressing well.

As we print this Forum, we are about to enter an exciting 2008 which will feature our first major IALI conference in the Pacific Region in March 2008 in South Australia and our major 3-yearly Congress and General Assembly in Geneva in June. The plan is that these 2 events will provide the opportunity to further bring to fruition, our ambitious 2005-2008 agenda. The Congress will provide us with a moment to reflect on this progress, work out how we

are going to make some major decisions about the organisation for the future and plan for the next triennium of 2008-2011.

As well, there will be celebrations in Tunisia for their centenary in April 2008 and Korea will be hosting the XVIII World Congress on Safety and Health at Work in July.

These conferences represent significant progress towards the achievement of our goal to be a truly global organisation representing labour organisations in all working populations.

Our major challenge

All of the plans outlined above mean that it is becoming harder for IALI's part-time Executive to be able to match ever-growing expectations. We want to be able to move to a new level of operation, which will allow us to provide you with a new level of service and value for money. But to do that, we must restructure our funding and membership arrangements. The Executive has been putting together proposals and is keen to involve all of you in a lively debate about how we might address challenges for the future as an organisation. We need to have a serious discussion about membership and how to raise more funds to enable us to operate in a manner similar to the international employer and employee organisations of the world. See the article inside on the issues under discussion, by our Senior Technical Advisor, Nils-Petter Wedege. The size and scope of IALI presents a challenging but exciting future which we need to ensure we can embrace.

Setting the scene for the future

Given the major challenges ahead and this significant time in our development, we have included in this issue of the Forum, a number of articles designed to assist in informing you about the issues at a strategic level. A very interesting discussion by Juan Somavia, Director-General

of the ILO, explains the role of financial markets in driving the world of work and highlights the global action that is needed to create decent work around the world. This provides the context in which labour inspection forms a vital part of the future for good governance, social cohesion and economic stability around the world.

Our Secretary-General, Paul Weber looks at the impact of cultural changes in the modern economy and their effect on decent work, concluding that the modern inspector needs to "think globally and act locally".

Then to focus on our IALI agenda, we have two articles that I have developed throughout the year to explain IALI's current directions and agenda. It is important that we are able to point to tangible and sustainable results of our activities. As always, we hope that these new initiatives will meet with your approval and we are always very keen to receive any comments and contributions from all of our members.

Inside this issue of IALI Forum

Apart from the strategic articles outlined above and the information on upcoming events, our new website and membership proposals, this edition of IALI Forum features reports on our first conference in North America, held in Ontario, Canada this year, and on the Dusseldorf ILO conference and first ILO-IALI workshop on labour inspector training held in conjunction with this conference.

Trinidad and Tobago and one of our new members, the Republic of Srpska, Bosnia and Herzegovina, report on implementation of their new labour inspection systems and Hungary and Germany report on their revised national strategies. Bulgaria celebrates its centenary during 2007. Contributions from Switzerland, Denmark, Lithuania and the United Kingdom explain successful strategies implemented to address health and safety hazards and to

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influence industry sectors and small business enterprises. The Czech Republic and Cyprus outline some of their contributions to the pan-European campaigns on musculoskeletal stress. IALI Senior Technical Advisor, Wolfgang von Richthofen has provided us with a very useful outline of one of the newly-recognised challenges for labour inspection – to address vulnerable workers everywhere.

Some reminders

Inside you will find a short history of the IALI project to develop a global Code of Ethics. I am very pleased to report that the first complete draft Code is now available for your comment on IALI’s website – please have a look as we would value your input. It is our hope that we can vote on adoption of this most important development at our General Assembly next June. Prior to that, the Australian conference in March will feature discussion of this document and strategies for implementation.

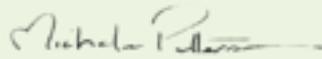
Don’t forget that if you are interested in hosting an IALI conference in your country,

since IALI will be planning its next 3-yearly schedule of major events early in 2008, please provide your expressions of interest to us soon – start thinking about proposals for 2008-2011 so we can ensure continuity of a vibrant calendar of events as well as expanding our IALI conference locations.

Welcome to new members

A very warm welcome to our new members for 2007 and I look forward to meeting many of you at IALI and associated events over the next few years. I wish to thank all of you who have contributed to the successes and challenges of IALI over 2007 and wish you all a rewarding and successful 2008 in working towards our joint aim of effective labour inspection around the world. Happy reading!

Warm regards



Michele Patterson

A VERY WARM WELCOME TO OUR NEW MEMBERS

We extend a very warm welcome to the following new members, who have joined IALI since September 2006:

- Labour Inspection, Republic of Moldova
- Republic Administration for Inspection Activities of the Republic of Srpska, Bosnia and Herzegovina
- State Labour Inspectorate of Armenia
- Labour & Human Resource Dept., Government of the Punjab, Pakistan

Full details of these members, their contact addresses etc. can be found on our website www.iali-aiit.org.

PLEA FOR DECENT WORK

Juan Somavia (Chile), a lawyer by profession, has been heading the ILO, the International Labour Organization, since 1999. The ILO, founded in 1919, the first United Nations specialized agency since 1946 and the sole tripartite institution of the UN, is dedicated "to improve the access of men and women to decent and productive work in conditions of freedom, equity, security and human dignity", says the mission statement of the organization, of which Luxembourg was one of the founding countries.

"We live in an economic and social world with a poorly controlled globalization", said Juan Somavia when he explained his views on the links between financial policies and decent work at a public lecture organized by the Ministry of Labour and Employment and the Economic and Social Council of the Grand Duchy of Luxembourg.

"Globalization with obvious advantages is the hallmark of our time. The continued development of information and communication technology, the rapid growth of trade and financial flows, and new forms of production organization and management are its most visible signs.

The spreading of democracy and public information is also a mark of our time. The freedom of expression that it stimulates is the way through which a certain disenchantment towards globalization is expressed, in the North as well as the South.

After an initial phase of confidence, the multiple signs of the unequal distribution of gains from globalization upset public opinion in many countries.

Scepticism on the ability of globalization to resolve by itself the problems of uncertainty and insecurity for many people and families was spreading.

Globalization is facing a growing demand for "social dimension".

This demand is voiced mainly in the world of labour. In all the countries people have a fundamental desire for a fair opportunity to work in conditions of freedom, human dignity and security.

At the ILO we call this decent work. Decent work for all. Today it has become a global goal of the United Nations among the millennium development goals.

The four pillars of decent work are rights at work, social protection, employment and social dialogue.

In this regard, the ILO Constitution emphasizes that "poverty anywhere constitutes a danger to prosperity everywhere" and that "lasting peace

can be established only if it is based on social justice".

This is the experience of post-war Europe. But the European social model is far from immune to the vicissitudes of globalization.

So the question is nothing less than to make globalization a positive force for all. At the ILO we believe that a fair globalization that creates opportunities for all is possible.

The heads of State and government gathered at the United Nations World Summit of 2005 were in favour of a fair globalization. This appeal was taken up by the Economic and Social Council of the United Nations in 2006 and 2007. The Council, the Parliament and the Commission of the European Union have done the same.

All have strongly emphasized the central role of full and productive employment and decent work for all in the national and international policies.

Moreover, the last summit of the G-8 in Germany had emphasized in its conclusions the interest of each society to provide social protection for all its members and to enhance the role of the ILO in this regard.

A few days ago, Robert Zoellick, the new President of the World Bank, stressed his commitment to an "inclusive and sustainable globalization".

To achieve this, let us start with the rights at work which are increasingly threatened.

The vast majority of the 181 ILO Member States, nine tenths in fact, has ratified the core labour standards relating to freedom of association, elimination of forced labour and child labour, non-discrimination and gender equality. The ILO cooperates with many countries engaged in labour market reforms, social welfare, vocational training to strengthen their ability to implement those standards.

But for the ILO, reform also means job creation. Therefore promotion of sustainable companies, of capital bringing into existence productive and innovative companies, and of companies that respect the social dialogue.

The ILO is a unique organization within the United Nations system with a tripartite governance shared between governments, employers and workers, with equal voting power.

But the promotion of decent work is a task not only for tripartism of the ILO.

A fair globalization requires a greater policy coherence mainly between the WTO, the IMF,

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Director-General,
I.L.O.



François Biltgen, Minister of Labour and employment - Luxembourg

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the World Bank, the UNDP and the specialized agencies of the United Nations, the ILO.

The same members who sit on these institutions have recommended to the countries policies about employment, education, health and social welfare that are sometimes very different or even conflicting.

This obviously is problematic, but progress is being made.

For example, we have agreed with the World Trade Organization that trade liberalization leads to positive and also negative consequences for employment. These negative consequences, which vary from country to country, must be better taken into account by national policies and international cooperation during trade negotiations and their implementation.

Another encouraging example: a few months ago at the initiative of the ILO, the heads of all the organizations of the United Nations system, under the chairmanship of the Secretary-General Ban Ki-moon, agreed on a "toolkit" that enables each institution to analyze the impact of its own policies on job creation and decent work.

We are already working on its implementation.

But there is still much to do.

Often, structural reforms and macroeconomic policies advocated by the IMF have adverse consequences on the labour market or on the financing of social protection without these effects being balanced by other measures.

The new Managing Director of the IMF Dominique Strauss-Kahn just declared that "the financial stability couldn't be ensured at the expense of social balance."

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I agree. We have to work on that coherence.

Consequently, this question takes us right into the heart of the matter. The globalized financial markets lead to social consequences that it is no longer possible to ignore.

- The liberalization has led to a spectacular expansion of the financial markets.
- The capitalization of the major stock exchanges has risen sharply.
- The financial products are becoming increasingly diversified and sophisticated.
- The private capital, including transfers from migrants, largely dominates the financial flows to developing countries.
- The investment funds, including specialized funds such as private equity funds, the investment banks and the pension funds are very active in company financing.

Efficient capital markets are essential to the proper functioning of a modern open and globalized economy. In principle, these markets enable to direct savings to the most productive and innovating investments with the highest long-term profitability.

And yet you will agree with me that these conditions are not always met.

This is for well-known reasons, among others: the short-term horizon of financial markets, their tendency to instability, a certain inequality in the risk distribution and a certain lack of transparency and global vision.

Firstly, a feature of financial markets today is the requirement for high performance in the very short term.

The pressure on the companies and hence on employees and their working conditions is strong.

When productive companies are subject to quarterly profitability targets set according to the short-term view of the financial markets, it diverts the pace of the real economy, which is not that of the financial economy.

The productive investments, the staff training, the research and development operate in the medium and long term which is not the term of the financial markets. These are serious tensions.

It is striking to see how the high yields sought by the financial markets contrast with the stagnation of average wages across the world. Similarly, the trend to share the added value between the capital and the labour is at the expense of the latter.

In this regard the German Minister of Economy Peter Steinbrück spoke of a crisis of legitimacy

by comparing the decline in real wages and the explosion of profits in the financial markets.

Secondly, the financial markets are characterized by a certain tendency to instability.

They are prone to the phenomena of exuberance and over-confidence.

Since 1997 we had the Asian crisis, and then the crises in Russia, Turkey, Brazil and Argentina, the web bubble in 2000 and now the crisis in the mortgage market in the United States and its impact on the rest of the world. That's a lot in just ten years.

Thirdly, the risks are too often unevenly distributed.

Many crises have shown how within the space of a few hours or days great economic and social advances are erased.

Many people, especially women and the elderly, pay a disproportionately high social price. Several years are needed to restore a new equilibrium. Asia has not yet fully recovered from its crisis a decade ago.

The problem is particularly acute in the world of labour in developing countries, with an increase of informality.

The worry is thus obvious. The financial markets must assume their responsibility for the social consequences of their decisions.

This is a huge challenge.

It is certainly far from easy.

We must enter into dialogue.

We need a wide-ranging debate on the social implications of different investment types between the players in the financial markets, the investment funds, the banks, the private investors, the ministers of finance and public authorities, the European Union, the OECD, the Bretton Woods institutions and the ILO.

The fundamental question is: what kind of company do we want? What kind of financial investment has the most positive productive and social repercussions?

ILO's tripartism is particularly appropriate to a dialogue of the concept of sustainable companies by providing the experience of entrepreneurs and workers.

Former German Vice-Chancellor Franz Müntefering recently declared that the hedge funds, this modern form of capitalism, should agree to comply with the requirements of a social

market economy.

Furthermore, Prime Minister Juncker said recently about Europe: "We suffer from a lack of desire to live together, from the point of view of the economy, of the social matters and of the general supervision of the economy."

In the aftermath of the war Europe raised the question: what kind of market economy do we want? Also today, we must ask the question: do we want an unbalanced globalization based on a financialisation of the economy? or do we want a balanced globalization based on a social market economy?

At the root of trade, of market, of the company there is a social contract. The investment, the wage, the consumption, the taxation have an economic purpose and a social purpose, public and private.

The idea of an investment that is interested in the company as a mere financial "product" that destroys the social dialogue, ignores the social reality of this working community and the common interests of the company.

This is not about a ban, but neither about total permissiveness.

As always we must find a balance between the social responsibility of the players themselves and a proper public regulation.

Working is not only the exchange of a service and remuneration. It creates social links at the workplace and in society.

The ILO Constitution says: "Labour is not a commodity".

No doubt that the workers do not feel being a commodity. But they are too often being treated as such.

Indeed, the labour market is not working as the market for phones or cars. Labour is human, is a matter of people, with their qualifications, their motivation, their dignity. Behind every person at work there is a family, a community.

The company either is not a mere commodity. It has its history, its traditions, its culture, which of course must adapt to today's changes. But it is a living reality, not just a product.

So that a company may find some stability, it must allow everyone to project onto the future, to construct.

This implies a certain idea of entrepreneurship and social justice that is acceptable to all members of society.

That's why for the ILO, the decent work, the dignity of the work is the basis of social bonds. Without

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this bond societies do not function as a society. Because of globalization many countries are forced to adaptability and discipline in their economic and social policies. It would be proper to adapt also the globalization to the demands of social cohesion that every society needs.

We must give **priority to the productive investment that generates decent jobs**. The needs are enormous. Its economic and social usefulness is obvious. This must be taken into account.

I think that public opinion greatly favours the tax encouragements for productive investments and the tax discouragements of purely speculative activities.

Credit rating agencies should take into account the social dimension.

Especially with regard to the quality of professional relations and of the social dialogue as an important element of the economic performance of companies.

Experience shows that social mismanagement in the company inevitably creates internal instability, a greater professional mobility and a lesser commitment to the goals of the company.

Recent discussions conducted by the Eurogroup chaired by Jean-Claude Juncker go in this direction.

Tangible acts show that things are now moving in a number of areas, beyond the mere support in principle:

- The need to create sustainable companies, concerned with development and environment for an improved productivity is asserted, as proposed last June by the International Labour Conference.

- More important is even the need for each country to ensure access to basic protection for all its citizens, as requested by the G-8 meeting. And this is not a utopia; for evidence, the cooperation between Luxembourg, Ghana and the ILO through an innovative project to extend social protection.

- The project "Training of Trainers of Labour Inspectors in Vietnam" conducted by the Ministry of Cooperation and the Labour and Mines Inspectorate (ITM) of Luxembourg with the Vietnamese Ministry of Labour (MOLISA) and the ILO.

- The innovative proposals of the ILO for a negotiated management of labour migration flows between countries of origin and countries of destination. And many other examples.

Is there a better indicator than the ratification by the vast majority (more than nine out of ten in fact) of ILO Member States of core standards on freedom of association and the right to collective bargaining, the elimination of forced labour and child labour and the promotion of gender equality? Many countries see encouraging results in these areas, with important programs that gain by the assistance of the ILO, supported particularly by Luxembourg and the European Union.

The constituents of ILO, governments, employers and workers from 181 Member States, agreed on the need to give a social purpose to globalization. But the ILO needs the assistance of the other major international institutions, the IMF, the WTO, the World Bank, as well as national leaders of trade, finance, labour and social security to pursue a policy of decent work for the benefit of all.

Because the social policies are not independent of macroeconomic balances, and conversely the fiscal and monetary policies cannot free them-

selves from social equilibrium. Acknowledging this interaction, as demonstrated by a joint survey by the ILO and the WTO, would enable a greater coherence between these policies and make a positive impact on the creation and quality of jobs.

It is up to the ILO to convince that the aim of economic and social policies is none other than to move towards a better life for all. That is the challenge of decent work, both a global goal and a national policy.

This brings me to my conclusion.

The present forms of globalization with the already mentioned negative effects are largely driven by the internationalization of financial markets.

But globalization without a strong social dimension is not sustainable.

Need these two realities collide? Or can we find a way through dialogue?

As for me, I am convinced that a dialogue is always possible, if we have the courage and imagination to achieve the necessary balance between the State, the market and society required by the open and participatory democracy today.

I want to conclude by quoting HRH the Grand Duke in his speech to the European Parliament in May 2005:

"Let's remember that the best growth curve has little interest if it doesn't lead to a better access to the most basic goods, such as education, culture, health, social justice and especially work!"

A GLOBAL CODE OF ETHICS FOR LABOUR INSPECTION

Ms Michele Patterson, President,
International Association of Labour Inspection
and Executive Director, SafeWork SA, South Australia

Introduction

The International Association of Labour Inspection (IALI) is the global professional association for labour inspection. IALI is committed to strengthening and modern-

ising labour inspection across the world. To deliver on this commitment, IALI members need to build a foundation of integrity and professionalism. Development of a global code of ethics is a key strategy towards achieving this aim.



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Ethics and Professionalism

To ensure transparency of operation as well as protection of the labour inspector's role, several countries have recognised the importance of underpinning labour inspection work with a Code of Ethics. Various referred to code of 'ethics', 'professionalism' or 'integrity' (or a combination), this type of document serves as a foundation for establishing a credible and professional labour inspection system.

At the General Assembly in Geneva in 2005, IALI members agreed that development of a global code of ethics for labour inspection is a vital priority for the organisation. The code would aim to establish standards of conduct, professionalism and expected behaviours for labour inspectors.

Development of a global code of ethics will address labour inspection issues at two levels:

For countries, a global code of ethics would:

- underpin signatory nations commitment to Convention 81;
- give developing countries guidance on expectations and professional standards;
- provide a service guarantee in developed countries; and
- ensure all countries work towards modern ethical standards of practice.

For labour inspectors, a code of ethics would:

- help to protect labour inspectors (e.g. in developing countries);
- identify the maturity of the profession; and
- provide the basis for increased influence (and therefore safe, healthy and decent work).

IALI's process for developing a global code of ethics

The IALI project to develop a code is being led by South Australia, through the Government's labour inspection authority, SafeWork SA, with assistance from IALI's Senior Technical Advisor, Wolfgang von Richthofen and the Ministry of Labour, Ontario.

The intention is to engage members in development of a draft code for approval at IALI's next General Assembly to be held in June 2008. IALI's major international conferences between 2005 and 2008 are being used as milestones and IALI's web site will facilitate global consultation.

IALI conferences in Beijing, PR China, 2006 and Ontario, Canada, 2007

The well-attended major IALI conference of 2006 held in Beijing, featured an international panel discussion on the concept of a global code of ethics and tested the willingness and commitment of IALI members to work towards this aim.

Panel members from countries where a code had been implemented reflected on their experiences and explained why a commitment to ethical practice, integrity and professionalism is vital for a successful labour inspection system.

At the IALI conference in Ontario in 2007, significant progress was made towards the development of a draft code. A working session, chaired by South Australia, reviewed the latest best practices in code development. A special focus on the experience of the Ontario Ministry of Labour in developing and implementing their Code of Professionalism, informed delegates about the key strategies involved.

A major aim was to test the feasibility of a global code by examining the needs of countries where labour inspection systems were classed as either developed, developing or undeveloped. Representatives from countries in these three categories separately identified specific characteristics that exemplified professionalism and the resulting list was ranked by all participants in order of importance. From this, the top six characteristics were identified as the common core components of a first draft of a global code.

IALI's first draft global code of ethics

The key elements of IALI's first draft of a code of ethics, integrity or professionalism are:

1. Knowledge and competence
 - Gained through continuous learning and training
2. Honesty and integrity
 - Where conduct inspires respect, confidence and trust
3. Objectivity, neutrality and fairness
 - Where conduct is impartial, objective and without bias
4. Commitment and responsiveness
 - Where planning and timeliness of activities are effective

5. Courtesy and respect

- Where empathy, compassion and understanding are demonstrated; and communication is effective

6. Consistency between personal and professional behaviour

- Where the characteristics of the code are reflected both at work and in private life (considered to be especially important by developing countries).

At the ILO conference in Dusseldorf, Germany in September, 2007, which featured a focus on strengthening and modernising labour inspection, IALI's progress towards developing a code was further endorsed by the representatives of employer, worker and government organisations from the 65 countries attending.

IALI conference in Australia, March 2008

Following consultation through the IALI website, the draft code will be refined for discussion at the next major IALI conference in South Australia in March 2008. At this conference, in addition to finalising a draft code, strategies and plans for implementation will form a major focus.

This discussion will include strategies for gaining commitment, engaging inspectors, promotion, training, integrating the code into professional systems and behaviours, and reviewing and measuring success.

IALI Congress and General Assembly, June 2008

The IALI Congress and General Assembly is held every three years in Geneva. In 2008, the IALI Congress will have a major focus on the culture of labour inspection with emphasis on the role of a code of ethics. At the General Assembly following the Congress, members present will be asked to approve a motion to adopt the code. It is intended that adoption will form a commitment by all IALI members to implement the principles of the code. New applicants for membership will be asked to commit to the code as part of the membership requirements of the Association.

A further goal will be to agree on key strategies for global implementation of the code – such as the development of training tools, guidelines and manuals. Countries implementing the code would be expected to use the core document to underpin a more detailed approach to professionalism, specifically suited to local conditions.

Throughout the development and implementation process, the ILO is working in partnership with IALI. The network of ILO decent work country programmes, many of which feature the strengthening of labour inspection as a key objective, will provide a critical promotional vehicle for successful implementation of the code worldwide. Further, it is hoped that adoption of the code by IALI in 2008 may allow the ILO to pursue tripartite implementation strategies that would align compliance with the code to ratification of the labour inspection Convention No 81, in the longer term.

Conclusion

This ambitious and important IALI project, in partnership with the ILO, demonstrates IALI's commitment to ensuring a new era for reinvigorated and effective labour inspection to meet the challenges of today's world of work.

Employer associations and unions as well as employers, workers and governments can expect to have confidence in labour inspectors and labour inspection systems that are built on and reflect the principles of a global code of ethics.

IALI intends that a firm basis for the development of integrity and professionalism in labour inspection will also inspire confidence in the Association and provide a foundation for our effective contribution to the decent work agenda worldwide.

**AMBIGUITY IN THE CULTURAL CHANGES OF DECENT WORK STANDARDS
'ZERO VISIBILITY LANDING' & 'HOLISTIC APPROACH'**

Up to 47.6 % of job losses affect young workers aged between 20 and 30. Fear of losing their job, flexible working time, lack of working safely, lack of experience and lack of competence, combined with moonlighting and other illegal (informal) working conditions, result in more frequent occupational incidents and accidents, higher levels of distress, as well as increasing risks of musculoskeletal disorders.

What we find in observing 'decent work standards' over the last two decades is adapting the worker to the workplace and not the workplace to the worker as moral and human rights behaviour would require. The vocabulary has changed from personnel manager, human resource

manager, and human capital manager to 'paid' manager. In many parts of the world, the cultural mutation goes from human society to 'modern' society, and 'traditional' culture is transformed into a commercial economy.

From the perspective of the 'social advancement of all peoples' defined by the UN Human Rights Charter in San Francisco on 24 October 1945, this cultural mutation has to be qualified as cultural regression with 'zero visibility landing'. Cooperating teams and families are experiencing social isolation; individualistic behaviour and the spirit of mutual competition accompanies the retreat of national states from economic affairs, with lower corporate tax rates and the acceptance of the predominance of the private sector, developed in the



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frame of a globalised economy and a liberalised financial system.

We have moved from a social economy approach to a globalised economy, which culminates in liberalised finances.

The concentration of 60% of wealth in less than 5% of the world population, and a 'G8' group of the most powerful economies or a 'G20' group of globalised finance, contrasts with the consequences of the decisions of these non-legitimised organisations on 95% of the 6.5 billion human beings.

The harmony of the 1970s between public and private sector collapses between market and democracy. 'Small states or poor economies have lost much of their capacity

**Human society
'Traditional' culture**

- Leisurely lives
- Less poverty
- No crime
- Diverse and healthy diet
- Less degenerative disease
- Better psychological health
- Culture of cooperation
- Mutual respect
- Long-term care for renewable resources
- Equality between people, sexes, humans and nature

**'Modern' society
Commercial economy**

- Stressful lives
- Few rich, many poor
- Police and prisons
- Industrial fast food
- Tooth decay
- Anxieties, depression
- Culture of competition
- Domination
- Exploitation for a 'quick buck'
- Power, concentrated wealth, dominators, prisons

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Cultural Mutation 'zero visibility landing'

'Traditional' culture	'Modern' culture
Investments	Cash flow
Annual balance sheet	Monthly reports
Long-term investments	Monthly salary cheque
Savings	Spending of money
For all events	In the last minute

to govern' because the geographical reach of the law ('national state = subsidiarity') does not match with the geographical reach of the markets ('Global economy and liberalised finances'), (Ernst Von Weizsäcker, 2006).

Calling on corporate social responsibility (CSR) is essential because the largest global enterprises arise in the G8 countries. The CNUCED 2006 report indicates that the top 100 non-finance transnational companies represent 9 trillion dollars (2004) compared to the 50 first-finance transnational companies representing 34 trillion! If we compare this to the world GNP (2004) of 40 trillion dollars, the responsible behaviour of these 150 companies is simply basic. But the standards for CSR have no high degree of transparency, they are not mandatory, and there is no authority to monitor compliance and no legitimised authority to impose sanctions if these standards are not followed.

In a nutshell: how can we achieve 'social good' and 'decent working conditions' rather than commercial benefit? And, how can we operate a cultural behavioural change of stakeholders and in particular shareholders to enable human beings to behave as responsible and interdependent 'duty holders'?

'A new enlightenment is needed: we should recognise and admit that markets no longer support freedom and democracy.' (Ernst von Weizsäcker, 2006).

Let's have a closer look how the rules for trade and capital markets are developed by the World Trade Organisation (WTO), and how the ILO in the midst of WHO, UNEP and CNUCED are responding to this.

The goal of the World Trade Organisation (WTO) is to improve the welfare of the people of the member countries (149 governments). At the heart of the system — known as the multilateral trading system — are the WTO's agree-

ments, negotiated and signed by a large majority of the world's trading nations, and ratified in their parliaments. These agreements are the legal groundrules for international commerce. Essentially, they are contracts, guaranteeing member countries important trade rights. They also bind governments to keep their trade policies within agreed limits to everybody's benefit. By lowering trade barriers, the WTO's system also breaks down other barriers between peoples and nations.

Trade and labour standards is a highly controversial issue. At the 1996 Singapore Ministerial Conference, WTO members defined the organisation's role more clearly, identifying the International Labour Organisation (ILO) as the competent body to deal with labour standards. There is currently no work on the subject in the WTO.

The debate outside the WTO has raised three broad questions.

- **The legal question:** should trade action be permitted as a means of putting pressure on countries considered to be severely violating core labour rights?
- **The analytical question:** if a country has lower standards for labour rights, do its exports gain an unfair advantage?
- **The institutional question:** is the WTO the proper place to discuss labour?

All three questions have a political angle: "whether trade actions should be used to impose labour standards or whether this is simply an excuse for protectionism." (Source: World Trade Organisation, <http://www.wto.org>)

Many socio-economic challenges in a globalising world can be tackled by a properly functioning labour inspection system. 134 ILO Member States have ratified ILO Convention No 81 on Labour Inspection in Industry and Commerce. As one of the most widely ratified ILO instruments, it has become a 'door-opener' for prevention policy and technical cooperation, and a catalyst for social dialogue, and a health and safety culture.

The role of a modern inspectorate is to ensure social peace by preventing work-related accidents and occupational illnesses. This can be achieved by supervision, advice and enforcement and by providing adequate solutions and developing national action plans for making decent work a global goal.

At the workplace, inspectors have a pivotal role to play in the implementation of national policies and legislation, as well as ILO Core Labour Standards. However, their capacities need to be strengthened in order to provide qualified services to workers and employers in a sustainable integrated manner.

The rights and duties of labour inspectors deserve broad political support from governments, employers and workers, NGOs and shareholders in the sense of committed 'duty holders'.

A fair globalisation: creating opportunities for all

The globalised economy and finance world on one side and the state-based decent work standards on the other side are not equally balanced. The ILO Conventions 81, 129 and 187 acquire constitutional character on a planetary scale, while subsidiary standards develop local decent work conditions in the national Member States (MS). 135 Member States have ratified Convention 81 and the International Association of Labour Inspection (IALI) counts 109 member organisations out of 96 countries (2007).

To bridge the legal gap at the operational level, labour inspections have to work more closely together inside the IALI, and on a regional level, while considering fully the supply chain structure operating upon the WTO global merchant economy concept.

A holistic approach by the multilateral UN community considering workforce migration, the informal labour market, demographic and gender changes, precarious working relations as well as new emerging risks is the answer.

A multi-skilled inspector thinks globally and acts 'locally' as a labour ambassador.

'FROM COMPLIANCE TO HIGH PERFORMANCE' REPORT ON IALI CONFERENCE 2007, TORONTO, CANADA, 18-20 APRIL 2007

From April 18-20, government, organized labour and industry representatives from more than 58 countries gathered in Toronto to share strategies that make workplaces safer and healthier. Co-hosted by IALI and ILO, the Ontario Ministry of Labour and the Industrial Accident Prevention Association (IAPA), the conference attracted more than 500 delegates, and the program featured 70 presentations.

This was the first time IALI's conference had been held in North America – and the first time to be scheduled in conjunction with a national occupational health and safety event, IAPA's Health & Safety Canada 2007. It was also the first time delegates were offered opportunities to tour work-sites and see best practices in action.

The conference featured in-person and video good wishes and inspiration from labour inspection experts and advocates from around the world – including ILO Director-General Juan Somavia; Michele Patterson, IALI President and Executive Director, SafeWork SA, South Australia; the Honourable Jean-Pierre Blackburn, Canadian Minister of Labour; and the Minister of Labour for the Canadian Province of Ontario, the Honourable Steve Peters.

Delegates enjoyed a passionate keynote address about responsibility and international cooperation from social activist and former United Nations envoy for HIV/AIDS in Africa, Stephen Lewis. Later in the week, a plenary session featured Dr. Malcolm Sparrow, author of *The Regulatory Craft*, and professor of the practice of public management, John F. Kennedy School of Government at Harvard University. Professor Sparrow provided an overview of trends in regulatory innovation, seen from a worldwide perspective.

The Honourable Perrin Beatty, President & CEO of Canada's leading trade and industry association, highlighted the challenges that are changing manufacturing around the world, and discussed how companies can survive – and thrive – by improving productivity through investment in health and safety.

The nature of work itself is changing, with new hazards such as pandemics, stress, the growth of small business, globalization, challenges with the informal economy, and the 24/7 nature of the workplace. And so the role of the inspectorate is evolving. Speakers and delegates at the Toronto conference participated in lively discussions on how innovation in labour inspection systems can shape the

architecture of good governance in the world of work.

Good governance is about achieving desired results in the 'right' way. While there are universal principles – vision, participation, transparency, consensus, equity, effectiveness and accountability – labour inspectorates can play a key role in ensuring principles of good governance are achieved in the world of work.

Key Learning, Best Practices

Effectiveness and efficiency:

- Rigorous, risk-based targeting and assessment methodologies are now the norm in most jurisdictions, using data from OSH programs, from worker compensation boards, and from inspector 'field intelligence.' This ensures the most effective use of inspectorate resources. Case studies presented at IALI 2007 included data and results in forestry, construction, mining, farming and young worker programs.
- Maximum effectiveness is achieved through prevention and enforcement working together within a strong foundation of legislation.
- To achieve a stronger impact, progressive inspectorates leverage relationships and expertise with a variety of partners, and collaborate with inspectorates in other jurisdictions and other countries.
- Although significant strides have been made, measurement, evaluation and attribution of the effectiveness of inspection in injury prevention needs further development.
- Effective, progressive e-based recruitment and training programs are available in many countries.

Performance and responsiveness of institutions and processes to stakeholders:

- New health and safety systems, clear roles and responsibilities between labour inspectorates and health care partners are needed to be prepared for and to deal with infectious disease outbreaks.
- Although progress is being made, the way in which inspectorates are able to respond to emerging risks – such as stress in the workplace, the changing nature of work, and temporary workers and the types of tools and partnerships they have available – needs further development.



Helle Tosine
Assistant Deputy Minister
Ontario Ministry of Labour

- Appropriate initiatives for high performance workplaces must be identified, recognized and rewarded; how these programs function needs to be aligned with the work of inspectorates.
- Stakeholders are becoming more involved in self-regulation, ownership of standards and outcomes, and the development of health and safety programs – and they expect a high level of ethical behaviour from the inspectorate. A working table focused on the development of an international code of professionalism for inspectorates; this discussion provides the basis for discussion and action at IALI 2008. *The Code of Professionalism for Inspectors – Integrity in Enforcement* from Ontario, Canada was used as the foundation for the IALI code as it is an example of an effective inspectorate code, which has been in operation for more than four years.

Going forward... external factors:

Continued innovation and modernization of inspectorates is essential in order to deal effectively with external factors affecting labour inspectorates, including:

- the changing nature of work
- the informal economy
- pandemics: protecting inspectors and workers

Conference proceedings from IALI Conference 2007 include case studies for all the issues identified in this article – and are available online, on the IALI website: http://www.iali-aiit.org/iali/html_en/events.html

EFFECTIVE LABOUR INSPECTION – WHY YOUR COUNTRY NEEDS US

Michele Patterson, President,
International Association
of Labour Inspection
and Executive Director,
SafeWork SA, South Australia

During the International ILO Conference on Making Decent Work a Global Goal and a National Reality, that took place on 18-20 September 2007 in Düsseldorf, Germany, Michele Patterson, President, International Association of Labour Inspection and Executive Director, SafeWork SA, South Australia, addressed the 134 participants out of 45 countries.

The world's workforce is seeking assistance to meet safe and decent standards of work; where economic imperatives are driving the pursuit of a better standard of work practice; and where the profession of labour inspection is well positioned to influence the development of safe, fair and decent work.

In her foreword to the key document of the conference, Dr. Sameera Al-Tuwaijri, Director of the International Programme on Safety and Health at Work and the Environment at the ILO in Geneva, stated:

“Effective labour inspection is vital implementing international labour standards at the enterprise level and in promoting good governance at work. However, in a rapidly changing world of work, labour inspectorates often face significant challenges in carrying out their functions effectively, they may be poorly resourced and their impact in the workplace can be minimal.

Thus, in November 2006, the ILO Governing Body agreed to develop a broad strategy for the modernization and reinvigoration of labour inspection. This strategy included a number of proposals for strengthening labour inspectorates, through better organization, training and capacity building and other measures.

Subsequently, the ILO agreed to several specific actions as part of its Programme and Budget for 2008-2009. In particular, these actions included providing technical assistance for tripartite labour inspection audits and for the formulation and implementation of national action plans, and highlighting the need for more resources for inspection. Specific targets were agreed. It was also agreed that labour inspection should be integrated more effectively with other programmes, including Decent Work Country Programmes and those on occupational safety and health, general working conditions, migrant workers, HIV/AIDS, child labour and forced labour, etc.

I very much hope that this represents a new beginning for labour inspectorates and their efforts to promote compliance with widely accepted standards for decent work. One thing at least is clear: without effective labour inspection systems in every country, working conditions will be worse, workers will be exposed to greater risks to their safety and health and national economies as well as businesses will suffer. The positive role that modern and effective labour inspectorates provide cannot be overestimated.”

So labour inspection is in demand. There are great expectations of what we can do. Just like the world of work – represented by employer associations and unions – we must develop new approaches to the way we deliver our services and respond to the pressures that determine whether our role will be significant in a global economy.

This conference provides us with an opportunity to recognise and reflect on the challenges labour inspectors face to be effective. We can use this moment in time as an opportunity to build new alliances and develop our commitment to strengthen and modernise labour inspection across the world.

What is labour inspection?

Every labour inspection service is defined differently according to a particular country's governance structure. But in general, labour inspectors address a combination of:

- Occupational safety and health
- Conditions of work
- Forced labour
- Child labour
- Employment relations

- Social security
- Gender equality and discrimination
- Illegal employment
- Specific sectoral functions (e.g. agriculture, construction, mining etc.).

What can effective labour inspection do for you?

The value of effective labour inspection has been thoroughly evaluated over many years. The labour inspector is a field officer who seeks compliance with labour law requirements. The work typically involves advising, assisting and educating everyone in workplaces as well as enforcing the law where necessary. These services positively impact on the individual worker and workplace, the employer and business enterprise and, ultimately, if delivered effectively, the social and economic well being of a country.

This work is essential for the realisation of the ILO's key objective of decent work in every country. Further, it is essential to create the conditions for sustained social and economic growth. The table below highlights just some of the potential benefits that effective labour inspection can deliver in your country. It demonstrates how the positive impact on workers will flow through to better conditions for business and ultimately, a healthy social and economic environment.

Engaging the professional association – IALI

The International Association of Labour Inspection – IALI – is the global professional association for labour inspection. Established in 1972 it currently has over 100 member countries world wide. We aim to:

- Promote the professionalism of all aspects of labour inspection – to enhance their impact and effectiveness;
- Exchange ideas and experience about how to promote compliance with labour law and good practice;
- Provide information about professional issues through the Association's website, newsletters, reports and other publications; and,
- Promote closer collaboration between its members, through regional networking, development of MOU's and other activities.

Leadership and Vision – The ILO and IALI as partners

Global efforts to reinvigorate and strengthen labour inspection take leadership and vision.

LABOUR INSPECTION POSITIVELY IMPACTS ON: (read this table from left to right)

Workers and people in workplaces	Employers and business enterprises	Countries and the state of the world
Improved conditions of work	Reduced costs to business	Better quality products and services
Promotion of worker rights	Reduced disputes	Decline in number of days lost to production
Proactive health and safety of workers	Reduced injuries, diseases, fatalities	Improved health of the economy
Consultation and participation in OSH	Collective responsibility for OSH compliance	Good Governance
Human dignity	Cooperative workforce	Social cohesion
Increased motivation of workers	Increased productivity	The right environment for business to thrive
Fair labour standards	Harmony in the workplace	Sustainable economic growth and development
Ensuring decent work	Consistency in corporate social responsibility	Increased standard of living

Current efforts in meeting the challenges are being led by the ILO and IALI as partner organisations with a common interest in the pursuit of this agenda.

But in addition to the leadership of the ILO and IALI together, successfully achieving this aim will depend on engaging all parties who affect the workplace – not just governments, but employers, workers and their representatives, designers, manufacturers and suppliers of plant, materials and substances, owners and occupiers and those delivering professional services.

IALI has always worked in close partnership with the ILO and host country organisations, and is increasingly working at regional levels – partnership between countries is a new and vital focus. We have expanded our activities to be truly global, with conferences recently run in Europe, Africa, Asia, North America – and we will have our first conference in the Pacific region – in South Australia – in March 2008.

The ILO Governing Body Strategy Paper – November 2006

In November 2006, the ILO Governing Body proposed a new series of measures designed to “reinvigorate, modernise and strengthen labour inspectorates worldwide”. They stressed that “good governance of workplaces is central to the promotion of sustainable economic development”.

The Governing Body Committee on Employment and Social Policy found that “an efficient and adequately resourced labour inspection system makes a significant contribution to economic development, social cohesion and good governance.”

It further comments that with 135 ratifications, ILO Convention, 1947 (No 81) on labour inspection in industry and commerce, is one of the “10 most ratified ILO conventions to date and serves as a good international guide to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers”.

Measures the ILO has suggested in its Strategy Paper to reinvigorate labour inspection, include the development of ethical and professional codes of conduct, tripartite labour inspection audits to assist governments identify and address weaknesses, global inspection principles, hands on tools and targeted training.

But it is one thing to propose such an ambitious agenda – and another thing to make it happen. To do this, the ILO must follow through on the Governing Body commitment. This means the ILO needs to commit appropriate resources to increase its capacity in this area.

Although the agenda is ambitious, it is essential to achieve the broader ILO aim of global decent work – and IALI is committed to working in partnership with the ILO to achieve these aims

IALI and the ILO working together

IALI has 3 main priorities for the years 2005 to 2008; these are:

- To work towards regional alliances for cooperative initiatives between labour inspectorates;
- To develop a Global Code of Ethics; and
- To influence everyone who can assist in

meeting the decent work aim, through measuring and demonstrating our effectiveness.

These priorities fit closely with the objectives stated in the ILO’s Governing Body Strategy Paper on Labour Inspection and provide a sound basis for the two organisations to work together to strengthen and reinvigorate labour inspection throughout the world.

Regional Alliances

Developing strong and effective partnerships across regions results in:

- Shared good practice;
- Collaborative action;
- Combined resources; and
- Better results.

The emergence of the global world of work provides opportunities for IALI regional alliances to contribute significantly to the ILOs decent work country programmes. Sharing training approaches and good practice assists in strengthening and modernising labour inspection services.

Further, by formalising international networks, developing international MOUs between labour inspectorates, and co-operatively developing and applying similar auditing tools, we can address such issues as working conditions and OSH in supply chains between trading partners.

In the globalised world of work, labour inspection alliances need to deliver strong outcomes. Partnership arrangements formalised in MOU agreements provide the framework for formal cooperative arrangements.

Cooperation between labour inspectors across regions can facilitate trade agreements, social dialogue, deregulation, harmonisation, robust auditing, mutual recognition and remove trade barriers and opportunities for exploitation.

In summary, regional cooperation can deliver:

- Strength, consistency & fairness in application of the law; resulting in
- Reduced non-compliance with labour standards; therefore,
- Less injuries, disease and death and
- Cheaper compliance for business.

Ethics and Professionalism

To deliver on our commitment to modernise and strengthen labour inspection

continuation – EFFECTIVE LABOUR INSPECTION

worldwide we need to build a foundation of professionalism. Development of a global code of ethics is a key strategy towards this aim.

Influence

Labour inspectors alone cannot achieve the decent work objective. To be effective they need to be able to influence all those who can affect work and workplaces including:

- The community
- Politicians
- Business
- Media
- Economists
- Opinion-makers
- Governments
- Employers
- Workers
- Designers
- Manufacturers
- Suppliers
- Etc.

Through influence, labour inspectors are in a unique position to facilitate safe, healthy and decent work in the globalised world.

BUT ONLY IF

- they can deliver measurable results for workers, business and economic development.

Commitment to delivering results means demonstrating effectiveness to:

- Establish a basis to influence good practice;
- Measure the quality of our outputs; and
- Justify increased resources.

Opportunities and challenges for labour inspection, IALI, the ILO and the future

In summary, the ILO and IALI are working together to

- Formalise international networks to address issues arising from the globalised workforce;
- Establish an ethical 'guarantee' of professional practice; and
- Influence safe and fair work outcomes through demonstrated effectiveness of labour inspection.

Our international challenge is to improve occupational health and safety and fair

working conditions to deliver reductions in deaths, injuries, diseases, disputes and costs to business – as well as human dignity, more productive workers and the right environment for business to thrive.

At this moment in time, we call on the ILO, to commit the resources and build the capacity to deliver on the stated agenda of its tripartite Governing Body to strengthen and reinvigorate labour inspection in order to make decent work a global reality. In partnership with IALI the ILO has the opportunity to convince every country that:

'An efficient and adequately resourced labour inspection system makes a significant contribution to economic development, social cohesion and good governance' (ILO Governing Body Committee on Employment and Social Policy, November 2006).

Together, we must achieve this goal.

FIRST ILO-IALI WORKSHOP ON LABOUR INSPECTOR TRAINING



Gerd Albracht, International Consultant, Labour Administration, Labour Inspection and Working Conditions

IALI and ILO for the first time jointly organised a high level expert workshop on Labour Inspector Training. The workshop was held along with the International ILO Conference "Make Decent Work a Global



Dr. Bernhard Brückner
Director, Abteilung Arbeitsschutz
Hessisches Sozialministerium

Goal and a National Reality", in September 2007 in Düsseldorf (Germany).

The overall aim of the workshop was to consider how ILO and IALI can, in collabo-

ration with national training organisations, make best use of existing good practice to encourage and promote labour inspection training globally, through guidance such as the Integrated Labour Inspection Training

System and its modules, training programmes organised by the International Training Centre, Turin, and other initiatives.

About 20 experienced labour inspectorate managers from several EU Member States and other countries – Canada, Australia, Indonesia, Singapore, Uganda, and from ILO presented different national and international training models and discussed:

- the principles and methodologies behind selected national and international training strategies and programmes,
- the general training needs of labour inspectors reflecting an integrated labour inspection policy,
- the roles of ILO and IALI in promoting,
- the exchange of experience in this area,
- the development of national training strategy and programmes and
- the better integration of such strategy and programmes within national labour inspection policy and plans.

Dr. Sameera Al-Tuwaijri, Director of ILO SafeWork, welcomed the international representatives. She pointed out the importance of well trained and competent labour inspectors for the implementation of ILO Decent Work strategy, and expressed her wish to start a closer cooperation in the field of training of labour inspectors.

In his introduction, Gerd Albracht stressed the need of developing good governance in ILO Member States. Labour inspection systems following an integrated approach are priority instruments to reach these goals. The increasing number of requests for technical assistance in labour inspection and training reflect the importance of expanding good labour inspection practice to all corners of the globe, e.g. Vietnam, Uganda.

Dr. Bernd Brückner, IALI Vice-President, presented the "Integrated Labour Inspection Training System (ILITS)", which

is deemed to be an applicable model for basic labour inspectors' training. Experience shows that the political commitment to effective labour inspection and the non-fragmented, integrated approach is indispensable for the elaboration of an inspection policy. The training policy and training system, i.e. the description of the function of training, its principles and objectives, competencies of inspectors, methodology and organisation of training, are described in detail. Special focus is set on training of inspectors' soft skills and the development of their respective competencies. In ILITS the target groups of training are the general field inspectors, the managers of the inspectorate and the trainers. The peer-to-peer concept underlying the ILITS training model requests at one hand a strong and well trained trainers group, on the other hand it provides sustainability in training results and flexibility as regards resources. The ILO Integrated Labour Inspection Training System is a modular system, open to supplementation with specific subjects.

The ILO International Training Centre, Turin (Italy) was presented by Felix Martin Daza. The training centre having met more than 150,000 participants since 1965 offers a multitude of different training programmes (online, on and off campus) including training in occupational health and safety and labour inspection. The courses are targeted mainly at managers and directors, field inspectors are addressed only in the framework of specific projects. The training centre is going to develop train-the-trainers courses which could be a field for future cooperation with IALI.

Dr. Benjamin Alli, ILO HIV/AIDS programme, elaborated on the role of labour inspection in combating HIV/AIDS. An effective approach to this problem needs new and integrated methods. Labour inspectors must be competent in social and communicative skills to promote social dialogue and a culture of general preven-

tion which can be focussed in a strategy of workplace health promotion. To include HIV/AIDS into social protection and for the support of labour inspectors international assistance ILO and IALI should provide technical assistance.

Michele Patterson, IALI President, Australia, Helle Tosine, Ontario Canada, Bettina Splittgerber, Germany, and Paul Weber, Luxembourg, presented an outline of their national training models for labour inspectors and OSH experts. All these examples have in common the prerequisite of a profound technical knowledge of newly appointed labour inspectors, training therefore focuses on the legal basis for labour inspection and labour law, enforcement strategies and means and on the development of social competencies, e.g. communication, problem solving, securing impact. Training strategies imply external (scientific) consultancy to provide up-to-date methodology, practical experience through practical courses and mentoring schemes, and the assignment of senior inspectors for theoretical and technical courses. Realisation of training varies considerably between the examples presented – from state or internally run training to the assignment of registered private training providers.

William K. Mukasa Senyonjo, Uganda, reported from his country with a workforce of 11 million people and only 27 labour inspectors. The problem he is facing is at one hand the large extend of informal economy and at the other hand the difficulty to recruit inspectors. Until now there is no formal training system, but the new labour legislation in order to become effective must be enforced by well trained and motivated inspectors. To foster this development the national activities need internal guidance and assistance.

Dr. Zulmiar Yandri, Indonesia, introduced the Indonesian policy of implementing workplace prevention and quality of life programmes as a means of fighting HIV/AIDS. The issue of AIDS which is a particular problem of males in the mining, construction and transportation industries is integrated into OSH programmes.

Dr. Ho Siong Hin, Singapore, presented the labour inspection and the training of inspectors run by the Singapore Ministry of Manpower. Basically they apply a competence model of training comprising 3 levels. The baseline training imparts the core competencies for the inspector, a second level deals with functional competencies and technical knowledge. Both



Participants of the First ILO-IALI workshop on labour inspector training

continuation – FIRST ILO-IALI WORKSHOP

levels refer to enforcement activities and the powers of inspectors. The third level is called “the leadership level” and covers managerial and social skills.

The inspection policies and the respective training activities presented and discussed during this workshop gave a very clear picture of the variety and the similarities of labour inspection functions and tasks in different countries and continents. Depending on national legislation and tradition the jurisdiction of labour inspection spans from occupational health and safety, labour relation to general health prevention, sometimes including two or more fields. These variations recommend a more functional definition of the term “integrated” meaning the integration of those fields in which inspection activities will have the greatest impact in promoting decent work and social cohesion. Health and safety and labour relations may be basic elements in such concept of integrated labour inspection but are not the only ones. These technical or factual topics should therefore be subjected to more targeted technical training programmes and projects.

For workshop participants it became quite obvious that all presentations shared

similar ideas about the competencies of inspectors and the methods of training. How labour inspectors should act when inspecting companies and workplaces, how to meet employers and employees, how to balance advice and compulsion, and how to adequately use legal powers and to give appropriate judgements seems to be a common denominator, and an ever challenging task for training and trainers.

In concluding the workshop common grounds for cooperation can be described. Competent and independent inspectors are key players for core labour standards to be enforced, for enterprises to get sound advice and information, and for decent work to be mainstreamed across all economic sectors including the informal economy. Based on a concept of integrated labour inspection development and promotion of social skills and personal competences of labour inspectors is of highest priority. In all countries labour inspection is faced with an inter-cultural change: from prescription and compulsion policy to a goal-setting, problem-solving and innovative enforcement approach. Training activities which aim at the education of inspectors competent to meet these challenges must apply modern principles of adult learning

including pro-active teaching and learning methods.

Cooperation of ILO, ILO Training Centre and IALI should focus on organising networking of national and international training expertise and exchange of experiences, e.g. with specialised conferences on training. Elaboration of a common understanding of labour inspectors’ core competencies and development of train-the-trainer seminars are first items on the common agenda.

1. Presentations of the workshop should be published on IALI website.
2. “Integrated Labour Inspection System (ILITS)”, ILO 2006. Available at http://www.ilo.org/public/english/protection/safework/li_suppliers/download/inspection/ilits_en.pdf
3. “A Tool Kit for Labour Inspectors: a Model Enforcement Policy, a Training and Operations Manual and a Code of Ethical Behaviour”, ILO; 2006. <http://www.ilo.org/public/english/region/eurpro/budapest/download/osh/toolkit.pdf>

CONTRIBUTION OF THE HUNGARIAN LABOUR INSPECTORATE (OMMF) TO THE 53RD SLIC PLENARY SESSION HELD IN LISBON ON 30TH OCTOBER, 2007



István Papp
General Director of OMMF

The single integrated inspection system performing administrative tasks in the field of safety and health at work – already in function in most EU Member States – has started operating in Hungary since 16th April, 2007. The initiation of its implementation by professionals and social partners dates back a long time.

To tackle the holistic tasks of prevention and supervision a body was instituted with scientific, theoretical and inspection activities through full involvement of the professional work of occupational health. The different EU organizations (SLIC, the European Agency for Safety and Health at Work) consider the issues safety and health at work, safety of workplaces as very important, as well as the growing necessity of the cutback of illegal work. With this aim in perspective, several campaigns

are organized, publications and guides are issued.

Upon the influence of this direct and indirect support provided, the Government of the Hungarian Republic has become more and more committed to the implementation of safe employment both in issues of labour and safety and health at work.

With legal regulations and human resources, the Hungarian Government has been efficiently supporting the efforts of the authorities: In 2005, the staff was increased by 100 inspectors, whereas in 2007, another 150 inspectors were recruited. The Government strongly urges the cutback of illegal employment which severely endangers the safety of workers, and also presses for the introduction of measures aimed to diminish the number of work accidents.

It is the endeavor of OMMF that the market stakeholders i.e. employers, workers and the authority take joint measures against employers who – by evading the law – attempt to obtain competitive advantages while the workers' safety gets impaired. Last year OMMF – with the

support of the Ministry of Social Affairs and Labour – brought into existence the so-called partnership cooperation for the promotion of the legal and safe employment that does not endanger health and for the prevention of occupational diseases and accidents at work.

By means of humanity and rigor the authority intends to develop an attitude of the employers for compliance with the legal requirements. Over and above inspections and sanctions, OMMF considers provision of support and advice as well as mutual trust of utmost importance.

A NEW MEMBER INTRODUCES HIMSELF

Republic of Srpska: Progress of Labour Inspection within the frame of Inspection System

From 1 March, 2006, the inspection of labour and labour protection has been organised as one of the sectors of the Republic Administration (the Inspectorate of the Republic of Srpska). It is the most recently established organisation of all administrative organisations of the Government of the Republic. Out of 262 inspectors in the Inspectorate, who are organised in 12 inspection sectors and 6 regional branches, 41 of them act as inspectors of labour and labour protection.

In the process of harmonising its legislation with the "acquis communautaire", the Republic of Srpska has entered into the procedure of adopting a New Policy by adopting the new occupational law on labour protection. The new policy of labour inspection puts a focus on safety and health protection, as a common interest of both workers and employers. The increase in responsibility and awareness of an employer regarding the need for developing a system of safety and health protection at work and the important preventive role of the labour inspection developing a culture of labour safety: all duty holders need to contribute to lower the percentage of fatal accidents at work and to protect the health of workers at their workplace.

The Inspectorate of the Republic of Srpska, in cooperation with the USAID (USAID SPIRA – Streamlining Permits and Inspections Regimes Activity and

USAID ELMO – Enabling Labour Mobility Project), and WB ARDP – Agriculture and Rural Development Project) is working on the realization of an IT project called „Inspection Management System” on the basis of methodology of planning, analyses and risk evaluation, and by the means of defined checklists. Reports that need to be created in one part of the labour inspection sector also need to serve as informative and educational campaign programmes on safety and health at work, as well as for the information of the authorized bodies, public and ILO. The new Inspectorate, as a CIS Collaborating Centre, needs to enter the Network of CIS Centres.

The Inspectorate of the Republic of Srpska has a task to develop the labour inspection that will have capacities to assist the business sector to legally run businesses by undertaking preventive and corrective measures, to stimulate the subjects of control to develop a system of safety and protection of health at work and to provide proper application of regulations, which are intentionally violated by prompt misapplication of legal measures.

We especially expect to be able to use models of good practises of the IALI members in a creative manner.

As an IALI member, the Inspectorate, with its own activities, will strive to ensure decent work, as a global goal, over time becomes a national reality.



Slavko Subotic
General Director

BULGARIA : 100 YEARS LABOUR INSPECTION



Totyu Mladenov
Executive Director
General Labour Inspectorate
Executive Agency

The Labour Inspectorate in Bulgaria is celebrating its centenary in 2007.

The Labour Inspectorate set up with an Act of Kniaz Ferdinand on November 3, 1907 was the prototype of the Bulgarian General Labour Inspectorate today.

As Kniaz Ferdinand's Act read, the Labour Inspectorate was set up 'to enforce the laws, the Rules and the Regulations in industry, trade and crafts, and to protect the workers'.

The first Bulgarian Act in the field of occupational safety and hygiene was passed

in 1917. The enforcement of the said Act was entrusted to the Labour Inspectorate under the Minister of Agriculture and Trade. It remained in force till the passing of the Labour Code in 1951, i.e. the body of laws regulating the legality of the labour relations in the Republic of Bulgaria to this day.

In 1949 Bulgaria ratified ILO Labour Inspection Convention No 81 of 1947. At the moment of its ratification the Bulgarian state already had an established tradition in the field of working environment control.

In 1951 the control functions related to safety and health at work were delegated to a public body, i.e. the Bulgarian Trade Unions, and the law enforcement structure was incorporated into the Trade Union structure.

In 1992 the State redeemed control on compliance with the labour legislation and set up a State Labour Inspectorate, later transformed into a General Labour Inspectorate, since 2000 named General Labour Inspectorate Executive Agency (GLI-EA) under the Minister of Labour and Social Policy.

Today GLI-EA is a State government body exercising overall and specialized control on com-

pliance with the labour legislation and the laws in the field of employment and unemployment. The Agency's policy is targeted at prevention, publicity of the activities, further development of the inspection in general, and cooperation with administrations from the government sector, NGOs and the social partners.

The Bulgarian Labour Inspectorate is celebrating its 100th birthday as an independent and equitable law enforcement body with undeniable authority and public recognition for its role as a regulator in the field of labour.



P.S.: We would like to inform our members that Mr. Totyu Mladenov has left the General Labour Inspectorate Executive Agency in November 2007. His successor is Galab Spasov Donev (<http://git.misp.government.bg/Eng/bigboss.html>).

SWITZERLAND: THE COORDINATION OF LABOUR INSPECTORATES IN A FEDERALIST SYSTEM



Hans Koenig
Chief of Federal Labour
Inspectorate West
Secretariat of State for Economy

Labour inspection in Switzerland consists of 25 cantonal agencies, coordinated by the Secretariat of State for Economy SECO. The latter isn't any longer involved in current affairs; it monitors through a recently created system of audits, based on ISO 17020. Every three years, each labour inspectorate will be subject to an audit system which covers, among other things, its organization, its resources, its working methods and the compliance of its operations with the law. In the meantime, each cantonal inspector undergoes a practical audit that consists in monitoring his or her daily work. The audits will go deeper into some points,

depending on previous reports and on national action programmes. The first audit round of all the cantonal inspectorates will be finished by the end of 2007.

This approach has helped clarify the various tasks of labour inspection in Switzerland; it gives a better overview of the current status and invaluable information about the necessary action. The potential for improvement that is noticed will be the subject of a bilateral agreement for implementation.

This first audit has encouraged several cantonal inspectorates to devise their activity in a process of quality assurance.

CZECH REPUBLIC: MANUAL HANDLING – DANGEROUS ACTIVITY

Manual handling under current conditions in the Czech Republic, especially among people of working age, is associated with significant risks to health and life in the form of disease (mainly in back and backbone) and accidents – and even more severe accidents.

In the majority of cases the diseases are:

- painful backbone syndrome – lumbago, spondylosis, degenerative spinal disc disease (Lumbar) and others,
- scoliosis,
- arthritis and osteoporosis which affects 12 % of the population and up to 60 % - 85 % of people who are 65 years and over,
- disease of tendons and their coatings, inflammation of tendon insertions, etc.

At present, for example, within a stock-room operation, occupational accidents

related to manual handling make up to 70 % of the total accidents reported during warehousing. In terms of inter-company handling this varies between 56 % - 65 %.

In an effort to deal with the high level of unfavourable incidents associated with manual handling we welcomed this year's pan-European campaign called "Lighten the Loads". The campaign was launched on 12th June in 2007 by the Inspector General for the State Labour Inspection Office at the international conference "BOZP 2007"(OHS 2007), which was organised by the Faculty of Safety Engineering at the mining university – Technical University Ostrava. With the uncompromising implementation of the campaign we will contribute to resolving both musculoskeletal disorders related to manual handling, and numerous accidents associated with this activity.



Antonín Dušátko
Guarantor for manual handling
and warehousing, The State
Labour Inspection Office

CYPRUS: A SURVEY ON PHYSICAL AND MENTAL DISEASES OF THE WORKERS

To support the two European Campaigns scheduled to run during the year 2007, i.e. the European Week campaign on Musculoskeletal Disorders, and the SLIC campaign on Manual Handling of Loads, the Department of Labour Inspection of Cyprus, carried out a Survey on the "Assessment of the situation regarding the physical and mental diseases of the workers in Cyprus".

Results of the Survey on Musculoskeletal Disorders

Based on the Survey results, the main health problems caused by the nature of their occupation are musculoskeletal disorders, i.e. pain at the bones, joints or muscles.

Some interesting findings of the Survey are the following:

- Musculoskeletal problems are proportional to the number of working years of the respondent.
- Musculoskeletal problems are the main problems caused by all professions, with the exception of the teaching profession for which the main problems are mostly associated to stress issues.
- The majority of people who suffer from musculoskeletal problems reported that the pain is mostly experienced on the back, hands and arms.
- The jobs that cause musculoskeletal problems are those requiring a painful and tiring posture (89%), repetitive hand movements (77%), speed and tight work schedules (60%) and transportation or transfer of heavy loads (57%).



Leandros Nicolaidis, Director,
Department of Labour
Inspection, Ministry of Labour
and Social Insurance

DENMARK: HEALTH AND SAFETY – FROM A SMALL ELEMENT IN OVERALL HEALTH AND SAFETY POLICY TO THE HUB OF LABOUR MARKET STRATEGY



Jens Jensen
Director General
Danish Working Environment
Authority

Three health and safety reforms since 2005 mean that improvement of occupational health and safety is now considered as the crucial factor for securing expansion and retention of the Danish labour force. The Working Environment Authority is the main player.

The reforms of 2005 and 2007 mean a considerable injection of resources to improve health and safety. Within a seven-year period, all enterprises in Denmark will be screened by the Working Environment Authority, partly in order to check up on accidents, noise, ergonomics and psychological health and safety problems. Furthermore, in selected sectors, such as the social and health sector, there will also be comprehensive efforts by the Working Environment Authority focusing on the psycho-social aspects of health and safety and ergonomics. This is in recognition that these two health and safety problems are the main reason for specific groups of workers leaving the labour market prematurely.

In addition to this, a fund has been set up with considerable resources for projects to prevent and improve the ergonomic and psycho-social working environment in new ways.

Finally, a new system has been introduced so that all enterprises complying with the Working Environment Act are now awarded a positive green 'smiley' which is made public, while enterprises subject to notices from the Working Environment Authority have a negative red or yellow smiley. This system is motivating enterprises to do their utmost to improve health and safety.



The primary aim of the large injection of resources for the health and safety area is to secure an adequate supply of labour for the labour market.

TRINIDAD & TOBAGO: 'RECENT DEVELOPMENTS IN OCCUPATIONAL SAFETY AND HEALTH IN TRINIDAD AND TOBAGO'



Jeffrey Millington
Safety and Health Inspector
Occupational Safety and Health
Agency

Towards achieving the vision of "Occupational Establishments in Trinidad and Tobago remain free from Industrial Accidents and Diseases", the Government of the Republic of Trinidad and Tobago has initiated steps to develop and implement a National Policy on Safety and Health and has repealed the Factories Ordinance of 1948 on August 17th 2007. The new legislation is the Occupational Safety and Health Act (OSHA) 2004 (as amended).

The OSHA 2004 (as amended) is much wider in its coverage of workers and encompasses not only factories as defined in the former legislation, but all Industrial establishments which is defined to include any factory, shop, office or workplace.

To ensure the institutional framework for effective implementation, the Factory In-

spectorate in which there were nine Factory Inspectors was replaced by the Occupational Safety and Health Agency that currently has thirty-three Inspectors (an increase of over two hundred and fifty percent).

A training matrix was defined for these Inspectors who are currently undergoing training for their undertaking and continued development. It is anticipated that the Agency will eventually have as much as one hundred inspectors.

The Agency is the enforcing body for Safety and Health Legislation and is led by an Executive Director, Dr. Paul Huijzendveld one of IAL's past Secretary General and Vice-President who came on board on 23rd May 2007.

An Occupational Safety and Health Authority that comprises members from all the

continuation – TRINIDAD & TOBAGO: “RECENT DEVELOPMENTS IN OCCUPATIONAL SAFETY AND HEALTH IN TRINIDAD AND TOBAGO”

major stakeholders as well as the Executive Director govern the Agency and is responsible for advising on policy matters and subsidiary legislation, approving Codes of Practice, etc.

Work is being done currently on the drafting of Safety and Health Regulations, Codes of Practice and National Standards. Further to the enactment of the new safety and health legislation, the govern-

ment of this twin Island Republic with a population of just over 1.3 million has agreed to the ratification of ILO’s Convention No 150 on Labour Administration and Convention No 81 on Labour Inspection in Industry and Commerce. Steps are also being taken to prepare a National Profile on Safety and Health in order to address the basic requirements of ILO’s Promotional Framework Convention and Recommendation.

GERMANY: JOINT GERMAN STRATEGY FOR OCCUPATIONAL HEALTH AND SAFETY

As early as June 2003, the Council of the European Union called on all Member States to prepare and implement a coordinated prevention strategy. The 82nd Conference of Ministers of Labour and Social Affairs entrusted the preparation of the strategy to the Federal Committee of Occupational Health and Safety (*Länderausschuss für Arbeitsschutz und Sicherheitstechnik – LASI*), focusing particularly on the improvement of the dual system of monitoring health and safety at work. Currently, the federal government, state governments and the providers of accident insurance are developing a coordinated concept for a Joint German Strategy for Occupational Health and Safety (*Gemeinsame Deutsche Arbeitsschutzstrategie – GDA*).

Relevant actors in the field of occupational health and safety, particularly the social partners, are included in the process. The overall aim is to preserve, improve and promote health and safety at work. To that end, the process seeks to establish joint occupational health and safety targets, fields of activity and action programmes which are to be implemented through a cooperative division of labour. For the purpose of monitoring success, the achievement of these goals is to be accompanied by an evaluation.

A “national conference for occupational health and safety” (*“Nationale Arbeitsschutzkonferenz”*) is to be set up as a decision-making body for planning, coord-

ination and evaluation. To ensure the acceptance and sustainability of the strategy for occupational health and safety, as well as the measures based upon it, all those involved in the area of health and safety – particularly the social partners – are to be included in the discussion process and in the exchange of experience as a matter of principle. All actors are to be involved in the definition of the strategy for occupational health and safety in a consultative manner on a nationwide basis.



Dr. Wilhelm Thiele
Director
Department of occupational
safety and health
Ministry of social and family
affairs, health and consumer
protection, Hamburg



LITHUANIA: CLOSER TO SMALL AND MEDIUM-SIZED ENTERPRISES



Mindaugas Pluktas
Chief state labour inspector
State Labour Inspectorate

The State Labour Inspectorate of the Republic of Lithuania, taking into consideration the current situation in the country and the main provisions of the Community strategy 2007-2012 on health and safety at work, directs its activities towards the closer cooperation with small and medium-sized enterprises.

Consultation and information activities are carried out according to a specially designed plan. Commemorating the World day of safety and health at work, the week of safety and health at work was announced in Lithuania. During this week the State Labour Inspectorate organised free-of-charge seminars and consultations for managers of small and medium-sized enterprises in all counties and regions of the country. On the day, named the United Spring Day of the State Labour Inspectorate, consultations were simultaneously provided in more than 40 locations of the country, which are located far-off from the major towns. One more similar day, called the United autumn day of the State Labour Inspectorate was organised in October, on the occasion of the European week on safety and health at work. Similar events are widely promoted, using various means: radio broadcasts, press releases, newspapers, relevant information is provided to municipalities, local authorities and internet. Management and specialists of the Labour Inspectorate, using the special bus regularly pay visits to the more remote locations of the country, and reach-out consultations are provided during these visits.

The practice of direct communication with managers of enterprises is embedded in the activities of the Labour Inspectorate by sending out letters of the head of the Inspectorate to them by electronic mail. In these letters the most problematic issues of safe work are highlighted, ways of solving them are proposed and relevant actions are promoted. Taking into consideration the requests of managers of enterprises, expressed in answers to one of the questionnaires mailed to them, the specialised consultative seminars adapted to the size, nature of activities of enterprises, risks and problems of relevant regions are organised and their schedules as well as agenda are advertised under the special heading on the internet website of the Inspectorate. Additionally, weekly information on accidents at work is preventively sent out to enterprises engaged in various economic activities.

These topicalities are highlighted in the general education and information provided to the society by placing articles in newspapers, issuing educational radio broadcasts as well as using non-traditional ways: outside advertisements, wide screens in shopping centres, banners on buses and trolleybuses.



Managers of small enterprises are provided with thematic publications during the reach-out consultations of the Labour Inspectorate.

LABOUR INSPECTION AND THE PROTECTION OF VULNERABLE WORKERS

Labour inspections the world over are increasingly faced with the need to develop new concepts for more effective protection of a range of vulnerable groups of workers. New anti-discrimination legislation, from the EU to China, has also highlighted the need for better coverage, and more equitable enforcement. Vulnerable workers fall into many different categories and are present in many different sectors, varying from country to country but nevertheless existing in practically all countries and all regions of the world. In spite of their differences, these vulnerable groups also have a number of typical, common characteristics:

- They are often physically, socially and politically weak;
- They are poorly organized and represented, often not at all;
- They are regularly subject to discrimination, often also to abuse;
- They typically have to work in physical, geographical, social or cultural isolation;
- They are considered to be (more) easily intimidated, manipulated and controlled;
- and therefore, they are very often the victims of (severe) exploitation.

There are many different types of work-people which, in different countries, under different regulatory frames, and in different circumstances can be defined as 'vulnerable' to abuse and exploitation, and who are therefore in need of, but very often lacking adequate protection. These can, for instance, be: (Certain categories of) women workers; young persons (including apprentices); child labourers; mentally or physically challenged (i.e. handicapped); migrant workers (both foreign and national, both legal and illegal immigrants); temporary, seasonal, casual or part-time workers; subcontracted workers; rural workers; informal economy workers; domestic household workers; home workers; home-based workers; forced labourers and trafficked persons; members of ethnic minorities; and other types of vulnerable workers.

In many countries, workers' protection is restricted to economically active work-people falling within the legal definition of 'worker' or 'employee', or covered by law and/or collective agreements. Furthermore, in many countries, certain sectors of economic activity are excluded, either in law or in practice or both, from the protective coverage of labour inspection. Typically,

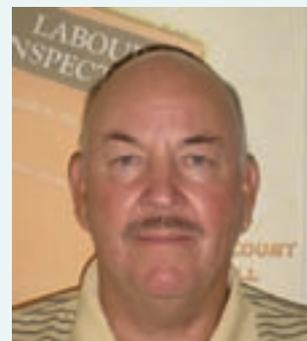
this may apply to the so-called informal economy, or parts of it, particularly the rural informal sector. When dealing with the social and labour protection situation of any category of vulnerable groups of workers, it is therefore always necessary to distinguish between workers protected by the law and those inadequately protected or not protected at all.

Both ILO Convention No 155 on OS&H and the Working Environment, and the EU Framework OS&H Directive 89/391/EEC state that certain categories of vulnerable ('sensitive') groups of workers must be protected against dangers which specifically affect them. Risk assessments must also take sensitive groups (young workers, pregnant women) specifically into account. Labour inspectors must ensure compliance with these and other regulations extending special protection to vulnerable groups of workers as a priority.

If labour inspectors do not adequately protect some of the above categories, that may have various reasons:

- the law may confine their activities to particular types of workers rather than all;
- inspectors' efforts usually concentrate on formal-sector wage-based (urban) employment;
- resources are always scarce, and many types of vulnerable workers are difficult to reach; and
- activities often focus on groups of (organized) workers rather than (unorganized) individuals.

Where certain categories of workers are excluded from protective legislation, inspectors must bring this to the notice of the



W. Frhr von Richthofen,
International Consultant on
Labour Inspection/Protection,
Technical Adviser to IALI and
Consultant for the World Bank

higher authorities [Art. 3,1 of ILO Convention No 81 on Labour Inspection in Industry and Commerce, Art. 6,1 of C. No 129 on Labour Inspection in Agriculture], to initiate changes in the law and extend its scope to these groups in application of the principle of universal coverage. Where the law provides formal coverage, inspectorates must develop new strategies and build new partnerships, e.g. with sector-relevant NGOs, civic society and other stakeholders. Through community outreach, wellplanned use of the media and other means inspectors can encourage vulnerable workers to lodge formal complaints, etc. to ensure that inspection activities do, in fact, effectively extend to them. Protection against possible victimization, or alternative employment opportunities must be part of any such inspection strategy.



continuation – LABOUR INSPECTION AND THE PROTECTION OF VULNERABLE WORKERS

Solutions should focus on: Credible, effective enforcement systems; clear, comprehensive, coherent and consistent enforcement policies; well trained, highly qualified inspectors; high performance standards; effective systems for identifying priorities; and should be strongly supported by committed social partner organizations. The conclusions

are that effective protection of vulnerable groups requires: Strong political will at the highest level; fully committed social partner organizations; a policy of comprehensive coverage; laws that are inclusive; a clear role for labour inspection; and making protection of all categories of vulnerable groups of workers a priority.

UK: DELIVERING SAFER WORK AT HEIGHT



Tony Almond
Communications Manager
for the Falls
from Height Programme, HSE

The Temporary Work at Height Directive was principally implemented in the UK in April 2005 as the Work at Height Regulations (WAHR). Since then the number of fatal and major injuries from a fall from height at work has reduced by 12%. Although we cannot conclusively say that this was a result of the new regulations, our research indicates that the WAHR provided a catalyst for the access equipment market, with a greater demand for a wider range of access equipment.

The WAHR have also aided enforcement. A detailed Topic Inspection Pack has been prepared to help enforcement of Falls

from Height issues. It is also accessible to the public through the Health & Safety Executive's (HSE) website, so employers can be clear about what inspectors will look for – and why.

HSE has sought to promote the requirements of the WAHR through a series of Campaigns (e.g. 'Height Aware') and initiatives, working with hire companies, particularly on the safe use of ladders, such as the recent 'Ladder Exchange'. By working in partnership in this way, HSE aims to get safe work at height messages to those working in – hard to reach – small businesses much more effectively.



UK: REDUCING INJURIES IN GREAT-BRITAIN FOOD AND DRINK INDUSTRIES

In 1990 the Health and Safety Executive (HSE) commenced an initiative to tackle the high injury rate in GB's food and drink factories – the rate was over twice that of GB's manufacturing average.

The initiative – which became known as the 'Recipe for Safety' – brought together representatives from the HSE, food and drink trade associations, large companies and trade unions. These representatives worked together to:

- produce 'benchmark' injury rates against which the 30 different food and drink industries could compare their performance;
- determine the main causes of injuries and occupational ill health in each of these 30 industries; and
- publish 50 pieces of health and safety guidance aimed at each industry and the main causes of injury and ill health in these industries.

The 'Recipe for Safety' initiative is still thriving after 17 years under the control of the Food Manufacture Health and Safety Forum, a tripartite body comprising 25 industry representatives, chaired by HSE's Agriculture and Food Sector. The Forum:

- meets regularly to discuss health and safety priorities and coordinate action to address these;
- has sub-groups to tackle specific important issues such as prevention of back injuries and rehabilitation of workers following injury at work; and
- runs an annual national Food Manufacture Health and Safety conference to bring together occupational health and safety professionals, factory managers and trade union representatives.

Since 'Recipe for Safety' started in 1990, the overall injury rate in GB's food and drink industries has fallen by 37% and major injuries (requiring hospitalisation) have fallen by over 23% over the past 9 years. Some industries have performed particularly well, for example the overall injury rate in the dairy industry has fallen by 22% and bakeries by 48% over the past decade.

Success of the initiative has been widely attributed to trade associations, employers, trade unions and HSE working together over a prolonged period to achieve the same ends and concentrating on the main causes of injuries.

For further information visit
www.hse.gov.uk/food



Morgan, Richard
HM Principal Inspector of Health and Safety
Policy Group - Agriculture & Food Sector, HSE

UK: NEW QUALIFICATIONS IN HEALTH AND SAFETY AVAILABLE FOR LAND BASED WORKERS

New health and safety qualifications aimed at reducing the unacceptable level of accidents and ill health in the agricultural industry are now available in Great Britain with the backing of the Health and Safety Executive (HSE).

Working closely with the HSE and key industry stakeholders such as the National Farmers Union and Unite, the two awarding bodies NPTC and Lantra Awards have collaborated to produce a unique Vocational Qualification (VQ) package targeting agriculture and production horticulture. The qualifications are now available at three academic levels and so will be of interest to all farm and horticultural workers, self-employed farmers

and growers, as well as supervisors and managers.

Undertaking these VQs has benefits for individuals and for business. They will enable staff at all levels to:

- understand how health and safety affects individual and business performance;
- be aware of the main causes of accidents and ill health, and how to prevent them from occurring;
- address health and safety issues for agricultural and horticultural businesses;
- know the key elements of the law and where to get information and advice.



Alastair Mitchell,
HM Inspector of Health and Safety
Policy Group - Agriculture & Food Sector, HSE

continuation – UK: NEW QUALIFICATIONS IN HEALTH AND SAFETY AVAILABLE FOR LAND BASED WORKERS

For those individuals who are self-employed or have management responsibilities, completing these VQs will enable them to:

- know how to undertake risk assessment;
- be aware of appropriate standards of training;
- select appropriate contractors and work equipment to meet health and safety requirements;
- understand the principles of good health and safety management.

Commenting on the launch of the VQs, Alastair Mitchell, an inspector with HSE's

Agriculture and Food Sector said:

"These qualifications should help improve the competencies of those working in the industry and contribute towards making farms and horticultural premises a safer place to work. HSE is fully supportive of this initiative and I would encourage business owners and their staff to undertake them."

For more information on these nationally recognised and accredited qualifications, see www.lantra-awards.co.uk or www.nptc.org.uk



IALI CONFERENCE AUSTRALIA 2008 SOUTH AUSTRALIA, ADELAIDE, 12-14 MARCH 2008

The First IALI Conference in the Pacific Region

The conference will be held in conjunction with:

- A Forum of Pacific Nations to discuss a regional program of technical cooperation for labour inspection; and
- A Forum of South East Asian nations to discuss commitment to MOUs and information-sharing across the OHS inspection systems in the region

Conference Theme:

Towards Healthy, Safe & Decent Work through Alliances, Ethics & Influence

- Principles and strategies to build the foundations for strong and effective labour inspection across the world in partnership with government and industry

Core topics

1. Alliances – Regional Cooperation
Strengthening labour inspection through regional cooperation is a long standing principle of both IALI's approach to its activities and the ILO's strategy for safe and decent work. Through sharing good practice and



addressing the issues associated with the globalised workforce, we can develop alliances that will ensure effective labour inspection across the world.

2. Ethics – Global Code of Ethics
In 2005, IALI voted to make the development of a Global Code of Ethics a priority activity to ensure that labour inspectorates are established with the appropriate basis of professional conduct to modernise their practices, ensure they can operate in partnership and harmony and meet the expectations of industry and all workforce participants.
3. Influence – Measuring Effectiveness

Building and fostering foundations for effective labour inspection across the globe depends on the capacity of labour inspection systems to be able to demonstrate their value. Meeting this challenge is a key strategy to influence and promote safe, healthy and decent work outcomes as well as sustainable economic development.

Further information is available at:
www.safework.sa.gov.au/iali2008conference/

Contact details:

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 Email: iali2008@safework.sa.gov.au

XVIII WORLD CONGRESS ON SAFETY AND HEALTH AT WORK,
 'SAFETY AND HEALTH AT WORK: A SOCIETAL RESPONSIBILITY'
 SEOUL, KOREA, 29 JUNE – 2 JULY 2008

The World Congress on Safety and Health at Work is the world's largest international event in occupational safety and health. It is aimed at contributing to the prevention of occupational accidents and the protection of workers' health through the exchange of information, knowledge and experiences on new technologies related to safety at work, on preventing occupational diseases, and on safety and health cooperative projects.

The XVIII World Congress on Safety and Health at Work 2008 will be held at the COEX Convention Centre, Seoul, Korea and will be sponsored by the Korean Occupational Safety and Health Agency, the International Social Security Association (ISSA) and the International Labour Organization (ILO).

The official languages of the Congress will be English, French, German, Spanish and Korean.

The objectives of this Congress are:

- To provide a forum for the exchange of new information and practices with the aim of promoting safety and health at work
- To reinforce and build networks and alliances while laying the groundwork for cooperation and strengthening relationships among all concerned



- To provide a platform for the development of knowledge, strategic and practical ideas that can immediately be put into use

The World Congress aims to attract persons who are directly or indirectly dealing with safety and health at work:

- High-level government officials, high-level decision makers, CEOs, and labour leaders;
- Safety engineers and technicians, hygienists, and occupational scientists;
- Occupational physicians and company doctors as well as persons working in the field of occupational medicine;
- Labour inspectors and technical factory inspectors;
- Professors, instructors, trainers, and teachers in the field of education.

Further information is available from the

Congress Secretariat
Korea Occupational Safety and Health Agency (KOSHA)
#34-4, Gusan-dong, Bupyeong-gu,
Incheon 403-711,
Republic of Korea
Tel.: +82-32-5100-654, 658, 748
Fax.: +82-32-502-7199
E-mail : safety2008@kosha.net

and from www.safety2008korea.org

'DECENT WORK, CORPORATE SOCIAL RESPONSIBILITY AND THE PROFESSIONAL PRINCIPLES OF LABOUR INSPECTION'

12TH CONGRESS OF THE IALI, GENEVA, JUNE 9-10, 2008

Dr. Bernhard Brückner, Paul Weber,
Nils-Petter Wedege

A holistic approach to health and safety at the workplace, working conditions and the role labour inspection could play will be the main theme of the 12th Congress of the International Association of Labour Inspection which will be held in Geneva, June 9-10, 2008.

In 4 sessions labour inspectors from countries all over the world will discuss the impact the changing world of work has on working conditions, and what functions, capacities, and tools labour inspection needs to have to tackle existing and emerging risks for workers.

1. A Fair Globalisation: Creating Opportunities for IALI

The globalised economy and finance world on one side and the state based decent work standards on the other side are not equally footed. The ILO Conventions 81, 129, 187 acquire constitutional character on a planetary scale, while subsidiary standards develop decent work conditions in the national ILO Member States. To bridge the legal gap on the operational level, labour inspections have to work closer together inside IALI and on a regional level, while considering fully the WTO global merchant economy concept. It will be IALI's task to empower inspectors to act as a multi-skilled inspector who thinks globally and acts regionally.

2. Decent Work – Challenges for Labour Inspection

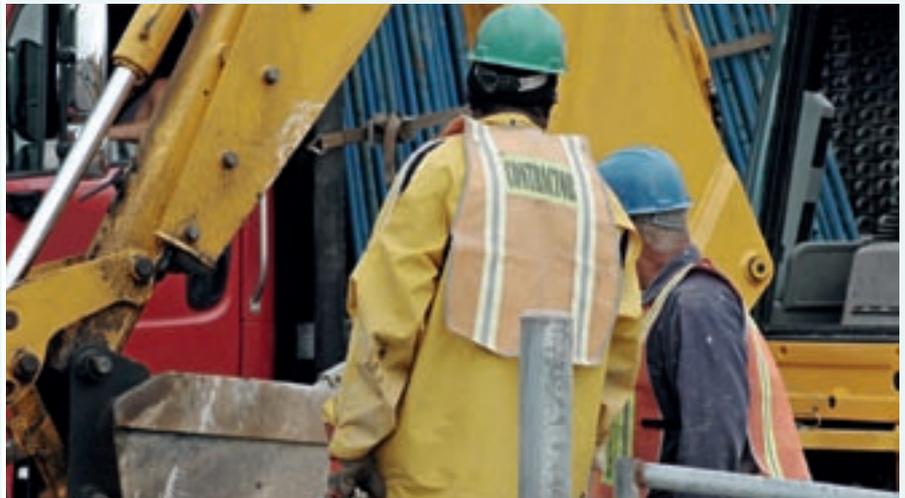
In this special session the conference participants are asked to develop a clear description of what Decent Work really means. Is there a common understanding and can there be common indicators to evaluate

Decent Work, such as: safe working environment, social security and equality of treatment, social dialogue and workers' participation. Can the concept of Corporate Social Responsibility (CSR) effectively contribute to Decent Work goals, especially if it is applied by multinationals in their chain of suppliers and contractors? Are CSR-companies supportive for labour inspection?

Decent Work for all as a global goal needs at first hand to look for the

ment in the field of labour policies as well as their direct impact at the workplace. If the right inspection policies are in place, it enables countries to steer their own social and economic development. To develop such effective inspection policies it should be discussed if the elaboration of common professional principles could a tool to strengthen labour inspection world wide.

A Global Code of Ethics for the professional behaviour and the mana-



obstacles. What are the economic, social, legal and societal conditions in different regions that constrict practical implementation of decent working conditions. How does or can Labour Inspection contribute to encourage Decent Work?

3. Labour Inspection Culture – Principles and Management

It is increasingly recognized that the level of development of a labour inspectorate is an indicator for the national economic and social development. There is a strong potential, often yet undiscovered, for labour inspectors to become key players in the world of work and an interface between ministerial policies and their implementation at the workplace.

Labour inspection based on common international standards, e.g. ILO Conventions 81, 128, 187, is an important tool for shaping social develop-

ment of labour inspection will be presented and discussed for further implementation in IALI and national labour inspection policies

4. IALI Regional Activities

IALI is an internationally operating association in the interest of labour inspection. To strengthen its added value for its members, regional activities should be intensified. The conference will discuss examples how this can happen, e.g. through more regional workshops, seminars and conferences, or peer reviews of labour inspection systems among neighbouring countries.

By strengthening the national labour inspectorates, competent partners can be found for tackling almost all fields of labour. Having discussed all these issues with partner organisations and social partners the conference will have drawn up the key elements of IALI's future strategy.

IALI MEMBERSHIP FEES AND THE ROLE OF REGIONAL DELEGATES TO BE DISCUSSED AT THE NEXT ASSEMBLY MEETING IN JUNE 2008

IALI's objectives are to promote professionalism of its members on all aspects of labour inspection, so as to enhance their impact and effectiveness by

- I. holding international and regional conferences and similar events at which members can exchange ideas and experience about how best to promote compliance with labour law and good practice;
- II. providing information to its members about professional issues through the Association's website, newsletters, reports and other publications
- III. promoting closer collaboration between its members, through regional networking and activities.



Based on this IALI Executive Committee (EC) has over the last year discussed the possibility of increasing the number of members, the membership fees and also the role of Regional Delegates (RD).

The IALI Status contains articles on both ME (who can be members, etc) and RD and their tasks. (http://www.iali-aiit.org/iali/html_en/statutes.html)

IALI had 91 members in 2003, representing 73 countries. In 2007 (January), the number had increased to 112 members representing 94 countries (an increase of 21 countries)!

http://www.iali-aiit.org/iali/_common/map/index.html

Since 2003, IALI has arranged conferences, symposia or seminars in different parts of the world. These have partly been arranged in cooperation with other organisations. IALI has supported and been represented at conferences arranged by others, such as the ARLAC conference in Nairobi in December 2006.

The economy of IALI is the weakest link of the organisation. Neither accumulated funds, the size of fees nor any extra ordinary resources (national money to run the general secretariat) available so far are sufficient to run the association as intended according to the statutes and the policy laid down.

IALI's total budget for 2006 was 84.000€ of which 40.000€ euro comes from membership fees. It is urgent that EC scrutinize the possibilities for increasing the income both from membership fees and other funds. There might be a possibility to double the contribution from membership fees.

The policy of IALI has been to encourage countries to become members of the association in one or the other way (full or associate members), and it is important for IALI to have as many members as possible world wide, but at this stage it is probably of more importance to increase the income from fees, i.e. that as many countries as possible pay their fee regularly and become ordinary members of the association. That will increase the quality of the association and make it more efficient. It will open the possibility to have a closer cooperation between Regional Delegates and EC by for instance paying travel costs to EC meetings or support to seminars etc.

It is important that IALI can offer more than it costs to be a ME, i.e. that countries feel it is worthwhile being a member.

EC will at next assembly meeting in June 2008 prepare a paper and invite Member Countries to discuss different possibilities on how to increase the number of members, how to increase the budget, the organisation of Regional Delegates and thus make IALI a more efficient international organisation.



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AN INTRODUCTORY GUIDE FOR WEB-BASED USER FORUMS



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We have reached a new step in a better coordination and a better collaboration between our members.

So far the secretariat of the IALI had few means to organize a system of electronic forum in a professional manner. It is true that the Internet developments of recent years have led to making access to information commonplace and to give rise to high-performance systems that interconnect several features in a single Extranet application. The Extranet is by definition an Internet site restricted to a small group of users. The Extranet of IALI is all the more powerful that it not only offers information but much more, because it uses Groupware features that enable different players to group together around a project, an objective or an issue and to develop over time.

So the discussion forums bring together in a single place the documents of the various working groups. Transparency is fully guaranteed, even if after some time a new member joined the group. In next to no time, he or she will be able to know the various documents and in this way may monitor in record time the latest day-to-day results of the discus

sion and the progress on certain issues or learns about pros and cons of certain positions.

The forum will soon become the common ground of ideas that will be able to create a dynamic of growth for our association. This dynamic will develop thanks to the interactivity of the various players with the documents, the possibility of newsletters going with the preparation process of certain documents and the use of a common electronic organizer.

The handling of some deadlines will be made easier because the latest information will always be available and the e-mail transmission to the members of the group will occur real-time. As e-mail addresses are stored in the central database, there is no need to use them within the groups. This makes the interactive process as easy as possible.

Finally, it will be possible to create new forums for our forthcoming regional secretariats which can then manage working groups in their own context and thus boost cooperation and coherence at all levels and increase the dynamic of our movement.