



ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL

INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION

ASOCIACION INTERNACIONAL DE LA INSPECCION DE TRABAJO

INTERNATIONALE VEREINIGUNG FÜR ARBEITSINSPEKTION

الجمعية العالمية للتفتيش الشغل  
МЕЖДУНАРОДНАЯ АССОЦИАЦИЯ ИНСПЕКЦИИ ПО ТРУДУ

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# IALI GENERAL ASSEMBLY

**11 June 2008**

**ILO Building  
4, route des Morillons  
Geneva**

## **Minutes of meeting**

**English version**

# **IALI GENERAL ASSEMBLY**

**11 June 2008**

## **AGENDA**

**09h30 - 12h30**

1. Reports by
  - President
  - Secretary-general
  - Treasurer
  - IALI Auditor
2. Approval of the reports and the accounts
3. Proposal to revise membership fees
4. Amendment of the statutes
5. Endorsement of the Code of Integrity
6. Discussion of the 3-years forward programme
7. Election of the new Executive Committee

## **Minutes of meeting**

The meeting was chaired by Ms Michele Patterson, President of IALI.

### **1. Reports for 2005-2008**

The President's report for 2005-2008, the Secretary-General's report and the Treasurer's report are reproduced in full at Annexes 1-3 respectively.

#### ***IALI auditor's report:***

Mr Paul Madeleine, an independent accountant, had audited IALI's accounts for 2005-2007 and he confirmed that they were all in order.

### **2. Approval of the reports and the accounts.**

The Assembly adopted the reports and the accounts unanimously.

### **3. Proposal to revise membership fees:**

Ms Patterson explained that IALI faced a particular challenge when it came to income received from its members, as many members did not pay the fees due from them each year. In future there would be greater transparency regarding fees, so that all members knew the rules about the payment of fees. In addition, the Executive Committee proposed changing the basis for setting member's fees, so that instead of the current system, membership fees for a given country would be set in line with its Gross National Product (GNP). This would mean major changes for many members, so the change would be gradual. Thus the Executive Committee proposed that members' fees should be re-calculated in accordance with the following 5 principles:

- 1) A GNP-based approach will be applied.
- 2) No fees will be reduced to amounts lower than current levels.
- 3) Fees for countries with less than 0.01% of UN GNP will be at the current lowest level.
- 4) A GNP-based fee for all other countries will be applied to a maximum increase of 20% of the current fee due.
- 5) The fees for NGO's will be increased by a flat rate of 15% of the fees currently due.

There was general discussion of the proposals. Mr. César Guedeja-Marrón de Onís, Spanish Labour Inspectorate Association, considered that the 15% increase of membership fee was unfair on Associations. Ms Patterson said that there was a need to increase membership fees as running

costs of IALI had increased, but the new Executive Committee would certainly take Spain's comments into account.

It was agreed that the new Executive Committee would consider the matter further, and communicate to members again on this issue.

#### **4. Amendments of the Statutes**

##### **Article 4 h)**

The Executive Committee proposed an amendment to Article 4 h) of the Statutes to replace the words "associate status" by "candidate status". The aim of the change was to clarify the status of those hitherto called associate members. Associate or candidate members were usually unable to pay fees in full. The Executive Committee was committed to working with candidate members, to help them become full members within 3 years and pay full fees due. Like Associate members, candidate members would be unable to vote at General Assembly meetings, but they could still benefit from IALI's technical assistance.

Mr Carlos Moyano Jurado, Spanish Labour Inspectorate Association, endorsed the proposal adding that it was important for all members, including those unable to pay fees, to have a voice in IALI. In South America, countries often lacked resources to pay their fees, but Labour Inspectorates there should still be able to influence IALI's activities and interventions. Ms Patterson reiterated that all members of IALI had a voice; the only limitation on candidate members was that they would not be able to vote during General Assemblies, which only took place once every three years.

The motion to change Article 4 h) of the Statutes was formally proposed by Mr Bernd Bruckner, Hesse Labour Inspectorate, Germany, and seconded by Mr Kevin Myers, Health and Safety Executive, UK, and it was carried unanimously.

##### **Article 11 j)**

The Executive Committee also proposed an amendment to Article 11 j) of the Statutes, to replace the phrase "appoint Technical Advisors" with "appoint a maximum of 3 Technical Advisors". There were currently just 3 Technical Advisors, whose expenses were paid for by the Association, like other members of the executive Committee. Thus limiting their number would prevent excessive usage of IALI's funds and also provide greater transparency.

The motion thus to change Article 11 j) of the Statutes was formally proposed by Mr Bruckner, seconded by Mr Chaker Sahli, Tunisian Labour Inspectorate, and carried unanimously.

#### **5. Endorsement of the IALI Code of Integrity for Labour Inspection**

Ms Patterson introduced IALI's Global Code of Integrity for Labour Inspection, hard copies of which had been distributed to members. The text had been worked on over several months and some changes to the text had been made following the IALI conference in Adelaide.

The Code was addressed to governments or those who were in charge of making laws and had authority to endorse the Code of Integrity. Endorsement would not legally commit countries to take action. Countries should check that all principles of the Code were covered in national legislation and if not, they might wish to modify national legislation accordingly. Endorsement of Code was about agreeing to its principles and values.

Mr Brückner considered the Code to be a very modern and useful tool and an important step forward. He reminded the Assembly of the strong endorsement of the Code by Prof Rantanen, President of the International Commission on Occupational Health, the previous day at the IALI Congress, and proposed endorsement of the Code by the General Assembly. His proposal was seconded by Mr Nils-Petter Wedege, Norway.

Mr Myers also strongly supported the Code, adding that it would protect standards of professionalism generally and also protect labour inspectors against marginalization in both developed and developing countries. Mr Omrane Kamel, Tunisia, thanked the Executive Committee for all its efforts, and said that the Code would be endorsed and signed by North African countries at the Regional level.

The General Assembly voted unanimously to endorse the Code.

## **6: Discussion of the 3-years forward programme**

Ms Patterson introduced a paper entitled “An Action Plan for the Future – IALI’s role in achieving strengthened and professional labour inspection world-wide”, a copy of which is reproduced in full as **Annex 4**. Mr Brückner and Mr Moyano considered the action plan as a useful document for further IALI action and also a means of implementing standards of decent work globally, and supported endorsement.

Mrs Bozena Borys-Szopa, National Labour Inspectorate, Poland, welcomed the Action Plan as it would serve to equalize expectations of labour inspectorates globally. She proposed that it should also address the hazards that labour inspectors faced in their daily work and set standards of protection for their own safety and health. She thought that IALI could research national policies and practices in this area and offered the help of Poland in compiling a list of such. She also suggested that IALI should consider resources for labour inspectors, including transport, computers and other facilities needed for labour inspectors to fulfil their functions. She also thanked the President for her work on the Global Code of Integrity.

Ms Patterson thanked Mrs Borys-Szopa for her comments and agreeing with them said that the Action Plan would be further developed along the lines suggested. Various standards would need to be developed, also including those for training, during the implementation process.

Mr Paulo De Carvalho, National Labour Inspectorate, Portugal, said that the Brazilian Minister of Labour and the Portuguese Labour Inspectorate would be signing a cooperation agreement soon on a project for the protection of inspectors. Both the Action Plan and the Code of Integrity would be promoted throughout Mercosur countries. Mr Madelaine, Switzerland, supported the Action Plan and the Code of Integrity, adding that if the latter was respected by Governments this

would serve as useful tool for tackling corruption, especially in countries where labour inspectors were not properly paid.

The Assembly agreed unanimously to adopt the Action Plan.

## **7. Election of the new Executive Committee**

Dr Adrian Ellis, one of IALI's Technical Advisers, was appointed to chair the election process, and Ms. Yuriko Risat, interpreter for Japanese delegates and Ms. Tatjana Radenovic, interpreter for those from Bosnia Herzegovina, were appointed as tellers for the voting process. Dr Ellis reiterated the agreed rules for voting, adding that members could not vote for 9 candidates.

The following members had been nominated as members for the new Executive Committee:

- Mr Raimundo Bento, Director, Director of Labour Inspection, Macau SAR, China
- Mr Bernard Brückner, Director, Hesse Labour Inspectorate, Germany
- Mr Galeb Donev, Executive Director, General Labour Inspectorate, Bulgaria
- Mr Michel Gisler, Director, Geneva Cantonal Inspectorate
- Mr Ho Siong Hin, Commissioner for Workplace Safety and Health, Singapore
- Mr Paulo Morgado de Carvalho, Labour Inspector General, Portugal
- Mr Carlos Moyano Jurado, Labour Inspectorate Association, Spain
- Mr Kevin Myers, Director, Health and Safety Executive, UK
- Ms Michele Patterson, Executive Director, SafeWork SA, South Australia
- Mr Chaker Sahli, Regional Director, labour Inspectorate, Tunisia
- Mr Paul Weber, Director, Labour and Mines Inspectorate, Luxembourg
- Ms Shi Yanping, Director, State Administration of Work Safety, China

After voting had taken place and votes counted, the following 9 members were announced as being successful in their election to the new Executive Committee for 2008-11:

- Mr Bernd Brückner
- Mr Michel Gisler
- Mr Ho Siong Hin
- Mr Paulo Morgado de Carvalho
- Mr Kevin Myers
- Ms Michele Patterson
- Mr Chaker Sahli
- Mr Paul Weber
- Ms Shi Yanping

Dr Ellis congratulated the new Executive Committee members on their appointment and wished them every success in their tasks for the next 3 years.

## ANNEX 1

### ***IALI PRESIDENT'S REPORT – 2005-2008***

#### **INTRODUCTION**

It has been my honour to serve as President of IALI for the last 3 years. During this period I have had the pleasure of meeting and working with colleagues from all around the world and discussing with them the challenges facing labour inspection today.

Also during this period we have seen IALI move forward into a new era where the demand for assistance in improving and modernising labour inspection has increased globally. Every day we have seen new requests for help - including requests for technical advice, funding, provision of expertise to projects such as Decent Work Country Programmes, attendance at conferences and forums around the globe and proposals for IALI participation in partnerships and local programmes and events.

To meet the challenges of these ongoing demands, IALI will need to develop a greater capacity to respond in the future. The current arrangements for funding provide limited opportunities for IALI Executive Committee members to meet these needs. I anticipate some vigorous and constructive debate on how the Executive might best serve IALI's membership during the next 3-year period of 2008-2011.

For my President' report to this General Assembly, I want to review the main themes and activities that we have pursued over the last 3 years and then, propose a way forward for IALI during 2008-2011. These proposals for the future will of course be for the consideration of IALI's next Executive, but I hope that all of you here today will engage in some debate later in today's agenda to help provide some direction for the future.

Before I commence my report for the last 3 years, I would like to extend my heartfelt thanks to IALI's Secretariat based both in Luxemburg and here in Geneva, for their help and assistance over this period. In particular, Paul Weber, Michel Gisler, Nadine Schneider, Robert Klopp and Charlotte Belottini deserve the special thanks of all IALI members for their dedication and support to IALI and I know you will join with me in extending to them, your appreciation of their efforts today.

#### **PROVIDING THE FOUNDATION FOR STRONG, PROFESSIONAL AND EFFECTIVE LABOUR INSPECTION - SUMMARY OF 2005-2008 PROGRAMME**

##### **Key Themes**

During 2005-2008 IALI focused on developing and promoting 3 main themes or strategies for action to build a foundation for our future. These themes were:

1. *Alliances* – partnerships between governments, employers, unions and others, and strengthening labour inspection through regional cooperation;
2. *Ethics and professionalism* - the need for a global code of ethics/integrity and developing the foundation for professional labour inspection; and
3. *Influence* – demonstrating the value of effective labour inspection and measuring effectiveness.

### **Activities and key achievements**

To address the above themes during the 2005-2008 period, IALI:

- organised Conferences across the globe in partnership with host countries - including the second IALI conference in Asia, the first in North America and the first in the Pacific region;
- developed a draft Global Code of Integrity for endorsement at the 2008 General Assembly;
- participated in partnerships (eg with the ILO, special programmes such as forced labour, regional organisations of labour inspection, Decent Work Country Programmes and so on);
- provided expertise to a range of programmes, forums, conferences and initiatives;
- produced the IALI Forum each year and developed the interactive website; and
- began exploring the potential for development of a global means of benchmarking for improvement in labour inspection performance (ie the scoreboard approach).

### **Outcomes**

The major activities for 2005-2008 have led to a number of significant outcomes including:

- the draft global Code of Integrity;
- new regional activities and programmes across Asia, the Caribbean and the Pacific;
- increased membership of IALI; and
- strengthened partnerships with a range of organisations including international employers and unions.

## **LEADERSHIP AND VISION - THE ILO AND IALI AS PARTNERS**

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

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

IALI has always worked in close partnership with the ILO and host country organisations, and is increasingly working at regional levels – partnerships between countries are a new and vital focus. During the 2005-2008 period, IALI expanded its global reach with conferences and activities across Europe and Africa, Asia, North America and most recently, the first conference in the Pacific region – in South Australia – in March 2008.



But in addition to the leadership of the ILO and IALI together, successfully achieving our joint aims for strengthening labour inspection, 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.

### ***The ILO Governing Body Strategy Paper – November 2006***

A significant development during the period 2005-2008, occurred with the ILO Governing Body's tripartite recognition of the key role of labour inspection in achieving decent work worldwide. 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.

These proposed measures are clearly complementary to IALI's 3 key strategies for 2005-2008 and provide a sound basis for the two organisations to work together to strengthen and reinvigorate labour inspection throughout the world.

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 aim of global decent work - and IALI is committed to working in partnership with the ILO to achieve this aim.

## **A REVIEW OF IALI'S 3 KEY STRATEGIES/THEMES FOR 2005-2008**

### **Strategy 1 - Alliances**

Developing strong and effective partnerships across regions results in:

- Shared good practice;
- collaborative action;
- combined resources; and
- better results.

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 cooperatively 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.

### **Strategy 2 - 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 as a 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 its 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 or integrity is intended to 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 & therefore safe, healthy & decent work.

### ***How does a Code of 'Ethics' or 'Integrity' work?***

A 'Code of Integrity' creates a governance framework for general employee behaviour for the whole organisation.

While similar to a 'Code of Conduct' used in many public service organisations, the aim is to go beyond employee compliance with a pre-determined set of rules. Instead, a Code of Integrity is about achieving a personal commitment by each individual in the service, to standards of behaviour that reflect the highest level of integrity and professionalism. It further aims to commit the organisation to providing the resources, strategies, tools and access to continuous professional development, necessary for employees to achieve these standards.

If desired, this type of Code can be enforceable as part of a contract of employment – but the means of delivering the Code objectives are up to each service to devise the best match with their own circumstances.

IALI's draft Code is intended to provide the basis from which governance frameworks can be created to suit local conditions.

### ***IALI's process for developing a global Code of Ethics/Integrity***

The IALI project to develop a Code has been 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.

For the last 3 years, IALI members have been engaged in development of the draft Code and it is presented here today for endorsement at this General Assembly. IALI's major international conferences between 2005 and 2008 have been used as milestones and IALI's web site has facilitated global consultation.

## **Code development process - 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/Integrity***

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 a focus on building capabilities
2. *Honesty and integrity*
  - Where conduct inspires respect, confidence and trust
3. *Courtesy and respect*
  - Where empathy, compassion and understanding are demonstrated, acknowledging the diversity of the community
4. *Objectivity, neutrality and fairness*
  - Where conduct is impartial, objective and without bias
5. *Commitment and responsiveness*
  - Where planning and timeliness of activities are effective

6. *Consistency between personal and professional behaviour*

- Where the characteristics of these principles 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.

***Code development process - IALI conference in Australia, March 2008***

Following consultation through the IALI website, the draft Code was refined for discussion at the major IALI conference in Adelaide, Australia in March 2008.

In a forum prior to the conference a milestone was reached when all Australian OHS jurisdictions committed to the principles of the Code. The Australian endorsement of the draft global Code of Integrity set the scene for discussion in the full IALI conference which focussed on the significance of this development for our workplace partners.

Of particular importance was the endorsement of the principles of the draft Code (subject to some editing), of the international business and union organisations. The Chief Executive of Business New Zealand, Phil O'Reilly, representing the International Organisation of Employers, said that "...the Code of Ethics for labour inspection will contribute to economic wellbeing and social justice....the rule of law and Code of Ethics are both important... to economic development and the success of nations".

In a joint presentation, Sari Sairanen and Lyle Hargrave of the Canadian Auto Workers Union and Igor Nossar of Australia's Textile, Clothing and Footwear Union said a key strategy for effectiveness is to involve unions and employers in labour inspection policies and activities. The union movement sees strong, well-resourced labour inspection as complementary to its work and explained that "...there needs to be a willingness to be creative on how we can regulate the supply chain contract network... through tripartite cooperation we can address this issue at state, national and international levels".

Nick Edgerton, a research analyst with Australia's AMP Capital Investors, further told delegates that companies committed to safe and decent work are opening up promising growth opportunities, and labour inspection is a vital partner. He said that "...ethical labour inspection plays a vital role in building public trust and investor confidence in these organisations".

IALI considers that adoption of this Code will be vital in enhancing the transparency and credibility of labour inspection. It will also raise awareness of the high standards of personal and professional behaviour required of labour inspectors worldwide, and in so doing will provide assurance to employers and employees of fair, impartial and professional dealings.

## ***Nest steps for the Code - IALI Congress and General Assembly, June 2008***

The 2008, the IALI Congress has had a major focus on the culture and professionalism of labour inspection with emphasis on the role of a Code of Ethics/Integrity.

At this General Assembly following the Congress, members present are asked to endorse the principles of the Code. It is intended that endorsement will form a commitment by all IALI members to implement the principles of the Code in their local labour inspection operation, by whatever means suit local conditions. New applicants for membership will be asked to commit to the principles of the Code as part of the membership requirements of the Association.

A further goal is to consider key strategies for global implementation of the Code – such as the development of training tools, guidelines and manuals, strategies for gaining commitment, engaging inspectors, promotion and integrating the Code into professional systems and behaviours. 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.

*“Virtue lies in our power, and similarly so does vice, because where it is in our power to act, it is also in our power not to act...”*

*So, if it is in our power to do a thing when it is right, it will also be in our power not to do it when it is wrong” (Aristotle: 384-322 BC).*

### **Strategy 3 - Influence**

IALI is committed to delivering results that positively influence the achievement of decent work worldwide.

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 and so on.

Through influence, labour inspectors are in a unique position to facilitate safe, healthy & decent work in the globalised world **but only if** they can deliver measurable results for workers, business and economic development.

To be a successful influencer, however, we need to be able to demonstrate our value and effectiveness. To do this labour inspection needs to:

- establish a basis to influence good practice;
- measure the quality of our outputs; and
- justify increased resources.

For some years, IALI conferences have featured the exchange of information on best practice initiatives to improve the delivery of services. A major issue raised in this discussion is always the question of how to measure success. To move this agenda forward, a very ambitious objective of IALI's most recent conference in Adelaide, Australia, was to consider ways to appropriately and accurately benchmark the influence and performance of labour inspection across the world.

The Conference was told that a need for benchmarking exists as a means of ensuring effectiveness and continuous improvement. Benchmarking therefore could be seen as helping to create an environment in which inspectors' work is understood and valued.

The discussion focussed on how we could measure 'preventative potential' at country level. A possible starting point for this could involve creating a national baseline profile of selected indicators – such as number and coverage of labour inspectors, coverage of occupational health services, tripartite systems, national policies, strategies, targets and actions plans, enterprise level implementation, knowledge management and information, recording and notification systems and so on.

With this type of baseline it is possible to group indicators to measure outcomes. If the outcomes are then benchmarked between countries, the potential exists to identify areas needing improvement.

IALI's Senior Technical Advisor and former head of Norway's Labour inspectorate, Nils-Petter Wedege, outlined possible ways forward. For example, the 'scoreboard approach' was originally developed by the Nordic countries and is now used by EU nations. Most recently, it was adapted for use in other parts of the world, such as SafeWork SA in South Australia.

In the EU, the Scoreboard measures the 4 parameters of 'labour inspection', 'cooperation' (tripartite partnerships etc), the 'enterprise level' and 'anticipating risk' (research, education etc).

In South Australia, the scoreboard is at 2 levels:

- to measure the performance of *SafeWork SA*, the indicators are 'reach and influence', 'activity and impact', 'community impact' and 'programme milestones';
- to measure the performance of *South Australia*, the indicators are 'SafeWork SA', 'employers', 'employees' and 'other contributors' (ie the community).

Then the state and national injury reduction targets are superimposed onto the same chart to indicate expected and actual injury reduction outcomes against our positive performance measures.

Significantly, the conference discussion concluded that,

- to benchmark performance of labour inspection is complex due to the many interrelated activities;
- a perfect set of parameters satisfying all needs does not exist; however,
- indicators that are sensitive to changes can be used for benchmarking OSH;
- OSH profiles can be used to compare OSH status;
- concepts such as the “Nordic Scoreboard Model” could form the basis of a global approach to benchmark OSH performance; and,
- benchmarking has the potential to promote sound working environments at country level.

The session examined the range of tools and innovative approaches labour inspection can use to foster attitudinal change to OHS and influence good OHS practice.

## **OPPORTUNITIES AND CHALLENGES FOR LABOUR INSPECTION - IALI, THE ILO AND THE FUTURE**

In summary, during the period 2005-2008, IALI has worked 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.*

For the ILO, the challenge is 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 aim to achieve this goal.

## **AN ACTION PLAN FOR THE FUTURE – 2008-2011**

To conclude this 3-year term as President, I am proposing a plan of action for IALI’s future to guide the organisation through the next stage of its development. This plan of action is featured later in today’s General Assembly agenda and I hope you will take this opportunity to participate in debate about future directions and activities. IALI needs to focus on how it can best provide



services that meet the needs of its members and this is only possible with your active input and advice.

In summary, I am proposing that IALI concentrate its work plan around 6 strategic objectives which reflect its key roles as a professional association. These roles and objectives are:

1. **IALI – the professional association** - *Objective: To provide the professional foundation for building strong, modernised and effective and labour inspection worldwide.*
2. **IALI as influencer** – *Objective: To promote the profession and interests of labour inspection through development of spheres of influence.*
3. **IALI as partner** – *Objective: To build IALI's participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote decent work around the world.*
4. **IALI as catalyst** – *Objective: To act as a catalyst for the development of regional cooperation in labour inspection.*
5. **IALI as facilitator and communicator** – *Objective: To provide information for members and to facilitate member initiatives to improve their labour inspection service.*
6. **IALI as source of technical expertise** - *Objective: To provide a resource for accessing technical expertise in labour inspection.*

## CONCLUSION AND THANKS

Throughout my term as President of IALI, I have received excellent support and assistance at many levels.

My heartfelt thanks go to the following:

- IALI's Executive - for their support and participation in all our major events and developments over the period.
- IALI's Senior Technical Advisors - for their wisdom and advice and contributions to all IALI conferences and events. In particular, Nils-Petter Wedege for his services to membership issues of IALI, to Wolfgang von Richthofen for his assistance with the development of the Code of Integrity and to Adrian Ellis for his ongoing advice from his perspective as immediate past President of IALI, and his participation and assistance with all of our activities over 2005-2008.
- All IALI members who have held conferences, forums and events during 2008-2011 and participated and contributed to IALI's many activities including the annual Forums and development of the global Code of Ethics/Integrity.

- The ILO and in particular to the labour inspection cluster led for most of this period by Gerd Albracht, and to Ms Sameera Al-Tuwaijri and Jukka Takala who led the ILO SafeWork programme between 2005-2008; and to Malcolm Gifford who continues to contribute so much to the joint IALI and ILO labour inspection agendas - for their partnership, cooperation and assistance over the period and for assisting us in arranging this week's Congress and General Assembly. Also to those other ILO officers (too many to list) who have contributed to specific programmes and projects including regional cooperation initiatives.
- My team at SafeWork SA, South Australia - who have all excelled themselves in providing me with support and especially for their outstanding work in volunteering to organise and manage the first IALI Conference in the Pacific Region held in Adelaide in March 2008; and especially to my own Executive Assistant, Lorraine Gabriel, for her endless support and assistance.
- As mentioned at the beginning of this Report, my special thanks go to IALI's secretariat located in Luxemburg and Geneva and led by Paul Weber as Secretary General and Michel Gisler as Treasurer. The contributions and commitment of Nadine Schneider, Charlotte Belottini and Robert Klopp have been, and continue to be, exceptional.
- And lastly, my thanks go to all of the Team involved in organising this Congress and General Assembly – especially to the programme organisers, Bernd Brueckner and Nils-Petter Wedege, Nadine Schneider and Charlotte Belottini from the Secretariat, the ILO office and to the Team from Michel Gisler's Geneva office. As always, we are also very grateful to the interpreters for contributing their expertise and to all the providers of services to these events.

In conclusion, I wish the new IALI Executive Committee to be elected at this General Assembly, the very best success over the next triennium 2008-2011 and I hope the opportunity will be taken to further progress, enhance and consolidate IALI as a professional association at this exciting time in our history.

Michele Patterson  
**President, IALI**  
**2005-2008**

## ANNEX 2

### ***The Secretary –General's report 2005-08***

The Secretary General, Paul WEBER, reported on IALI's membership, communications on paper "Forums 2005/06/07" and the "www.iali-aiit.org" activities, conference activities, ILO tripartite evaluation missions, national anniversary conferences, participation at the constitution of the International Trade Unions Federation, a bilateral developing project and the very first medal of honor handed over to a President of a State at the "12th IALI GENERAL ASSEMBLY", Geneva Congress, June 11, 2008

#### **Past conferences and events:**

IALI's activities had included 11 major conferences and seminars, often organised in partnership with other organisations, in particular the ILO. IALI conferences held since June 2005 had been as follows:

#### **IALI/ILO CONFERENCE: Labour Inspection and occupational safety and health in agriculture,**

26-30 September 2005, Georgetown, Guyana.

#### **INTERNATIONAL CONFERENCE: Fair Globalization - Safe Workplace - Policies, Strategies and Practices for Sustainable Development**

October 24 - 26, 2005 Congress Center Düsseldorf, Germany

#### **Strategies, methods and ideas for working in harmony across government and with industry to deliver integrated OSH inspection**

13-14 April 2006 Beijing, China

#### **INTERNATIONAL CONFERENCE "Integrated Labour Protection System and Social Dialogue"**

9 - 10 November 2006 in Riga, Latvia

#### **"A follow-up meeting on the development of monitoring and evaluation tools within the ILO promotional framework on occupational safety and health"**

27th November - 1st December 2006, Nairobi, Kenya

#### **Health & Safety Canada 2007 / "IALI Conference 2007", Ontario, Canada**

18-20 April 2007, Toronto, Canada

#### **National Conference on the Development of Occupational Health and Safety System in Latvia "SAFE WORK IN LATVIA" - Development of Occupational Health and Safety System**

27 - 28 March, 2007, Riga, Latvia

**International ILO Conference “Making Decent Work a Global Goal and a National Reality”**

18-20 September 2007, Düsseldorf, Germany

**SAFEWORK SA - 2008 First IALI Conference in the Pacific Region  
Towards Healthy, Safe & Decent Work through Alliances, Ethics & Influence**

12 - 14 March 2008, Adelaide, South Australia, Australia

**AFRICAN CONFERENCE TUNISIA 2008 -  
"The Labour Inspectorate and the new strategies of prevention in the fields of industrial relations and occupational safety and health"**

18-19 April 2008, Hammamet, Tunisia

Handing-over of a IALI medal of honour to the President of the Republic of Tunisia at the 1st May 2008 Ceremony

Regional delegates:

Regional Delegates had been appointed for 4 regions on a trial basis. These four regions were the 27 members of the European Union, English-speaking Africa ARLAC, China and Australia-Pacific countries, with Paul Weber, Sammy Nyambari, Shi Yanping and Michele Patterson as the Regional Delegates respectively. It was hoped to extend the idea of Regional Delegates to provide a global coverage.

Contacts with members:

The IALI website had been upgraded and redesigned with a corporate identity. It was expanded and maintained in three languages, and increasing activities through its extra-net possibilities have been developed. The website hits by interested customers became numerous. Details of future conferences, as well as reports on past conferences, IALI *Forum* newsletter, flyers and brochures were also included on the website. Members were asked to provide their views on how the website could be further improved.

The IALI *Forum* newsletter designed with a new IALI corporate identity had continued to be published annually, with an increasing number of articles about interesting initiatives by members and with a contribution of the Luxembourg Minister of Labour and employment as well as Yuan Somavia Director General of ILO.

Membership:

The Secretary General referred to the increasing number of IALI members throughout the world, and in this context the value of regional networks. The General Assembly in 2002 had set a target of having 100 members in IALI by the end of 2004, and this target had been reached (there were 104 members in 2005). It had been suggested that a target of 100 countries represented in the membership could be a target for 2008.

The actual situation in June 2008 is the following:

In total, 112 members from 98 countries

**New IALI members since September 1995:**

Malta (Occupational Health & Safety Authority) - May 2006

Republic of Korea (Ministry of Labour) - September 2006

Singapore (Ministry of Manpower) - November 2006

Republic of Moldova (Labour Inspection) - July 2007

Bosnia and Herzegovina (Republic Administration for Inspection Activities of the Republic of Srpska) - September 2007

Armenia (State Labour Inspectorate) - November 2007

Pakistan (Labour & Human Resource Dept., Government of the Punjab) - November 2007

## ANNEX 3 –

### *The Treasurer's report 2005-08*

Mr Gisler gave a summary of the treasurer's report. He pointed out that IALI funds increased by approximately 30,000 Euro during the 3-year period, thanks to the increase of influence of IALI globally. However, IALI faced difficulties in receiving fees from some members. He thanked all contributors to IALI Congress 2008 for their support.

The main features of IALI's financial position are as summarized in the slides below.

## 12<sup>th</sup> General Assembly - 12<sup>e</sup> Assemblée générale - 12<sup>o</sup> Asamblea general



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

### COMPTES AIIT ANNEES 2005 - 2006 - 2007

EN BANQUE AU 31.12.2004 :										CHF	110'969.91
DEPENSES	2005	2006				2007				RECAP 05-06-07 TOTAUX EN CHF	
	CHF	CHF	EUROS	CONVERSION EN CHF à 1.8	TOTAUX EN CHF	CHF	EUROS	CONVERSION EN CHF à 1.8	TOTAUX EN CHF		
Congrès de Genève	14'362.30	4'556.30			4'556.30					18'918.60	
Colloque Guyane	23'512.00									23'512.00	
Colloque Beijing (Chine)		23'853.68			23'853.68					23'853.68	
Colloque Toronto						15'823.06			15'823.06	15'823.06	
Colloque Port Louis	248.66									248.66	
Réunions du comité exécutif (Genève, Rome)	1'826.40	135.90			135.90					1'962.30	
Réunions du comité exécutif (Düsseldorf)						12'006.86			12'006.86	12'006.86	
Autres frais de déplacement	1'496.40	10'918.70			10'918.70	3'704.00			3'704.00	16'118.10	
Information, promotion, imprimés	11'447.90		69'976.00	94'360.00	94'360.00		52'000.00	83'200.00	83'200.00	189'007.90	
Secrétariat	420.00	238.00			238.00	61.00			61.00	719.00	
Frais bancaires - Impôts anticipés	790.64	640.93	64.00	87.81	728.74	733.69	77.41	123.98	857.55	2'376.92	
Divers (remboursement TVA)	28.73						16'647.00	26'635.20	26'635.20	26'663.95	
<b>TOTAL DES DEPENSES</b>	<b>54'132.04</b>	<b>40'343.51</b>	<b>69'026.88</b>	<b>94'447.81</b>	<b>134'791.32</b>	<b>32'328.61</b>	<b>88'724.41</b>	<b>109'958.06</b>	<b>142'287.67</b>	<b>331'211.02</b>	
<b>RECETTES</b>											
Cotisation des membres	54'868.45	61'921.65	1'346.47	2'152.75	64'074.40	51'563.95	1'681.24	2'662.98	54'253.93	172'996.79	
Sponsoring, subventions			67'822.00	108'515.20	108'515.20		59'800.00	95'680.00	95'680.00	204'195.20	
Intérêts bancaires	367.44	361.33	46.95	75.14	436.47	470.04	71.28	114.05	584.09	1'387.99	
Frais d'inscription										0.00	
Divers	3'802.50									3'802.50	
<b>TOTAL DES RECETTES</b>	<b>58'838.39</b>	<b>62'282.98</b>	<b>69'214.43</b>	<b>110'743.09</b>	<b>173'026.07</b>	<b>52'033.99</b>	<b>61'662.62</b>	<b>98'484.03</b>	<b>150'518.02</b>	<b>382'382.48</b>	
<b>BILAN</b>	<b>-4'706.35</b>	<b>21'939.47</b>	<b>10'184.55</b>	<b>16'295.26</b>	<b>38'234.75</b>	<b>19'705.38</b>	<b>-7'171.85</b>	<b>-11'475.02</b>	<b>8'230.36</b>	<b>51'171.46</b>	
EN BANQUE AU 31.12.2007 :										CHF	162'141.37

12<sup>th</sup> General Assembly - 12<sup>e</sup> Assemblée générale - 12<sup>o</sup> Asamblea general



ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL  
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ASOCIACION INTERNACIONAL DE LA INSPECCION DEL TRABAJO

- Comptes 2005 - 2006 - 2007
- Accounts 2005 - 2006 - 2007

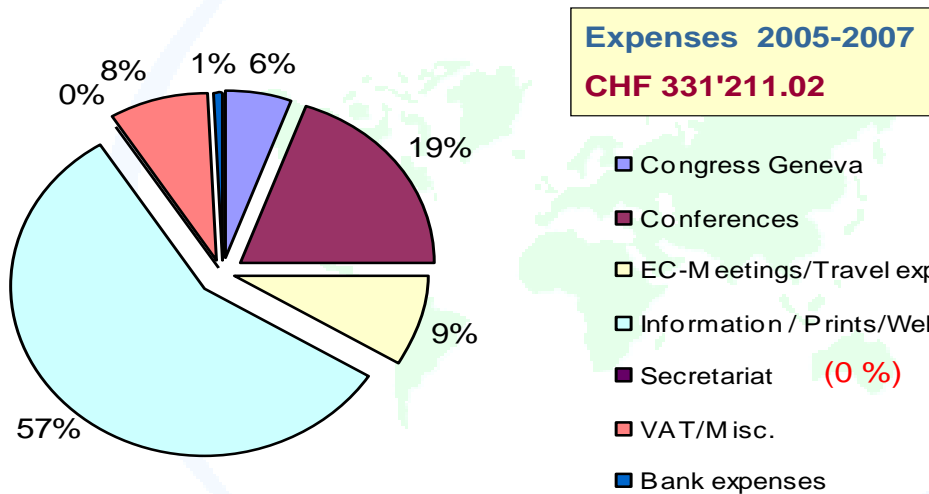
	Dépenses Expenses	Recettes Receipts	Balance
CHF	331'211.02	382'382.48	+ 51'171.46

- Fortune au 31 décembre 2007
- Assets on 31 december 2007 **162'141.37.--**

12<sup>th</sup> General Assembly - 12<sup>e</sup> Assemblée générale - 12<sup>o</sup> Asamblea general



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ASOCIACION INTERNACIONAL DE LA INSPECCION DEL TRABAJO

Other supports  
Autres soutiens

Welcome to  
**IALI Conference  
Australia 2008**  
Adelaide 12-14 March



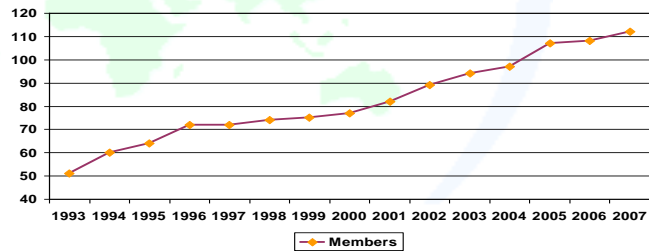
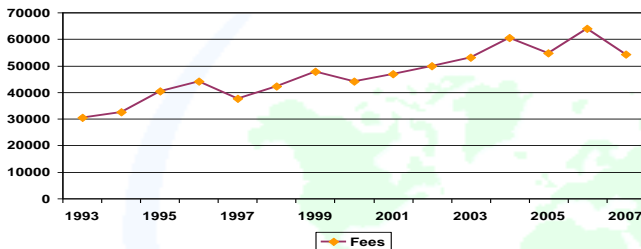
- Hammmet
- Adélaide
- Düsseldorf
- Toronto
- Riga
- Beijing
- Geneva
- OIT
- Other administrative supports (Luxemburg, Geneva...)

> 5 – 6 times IALI budget  
> Merci – Thank you  
Gracias – Danke

12<sup>th</sup> General Assembly - 12<sup>e</sup> Assemblée générale - 12<sup>o</sup> Asamblea general



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

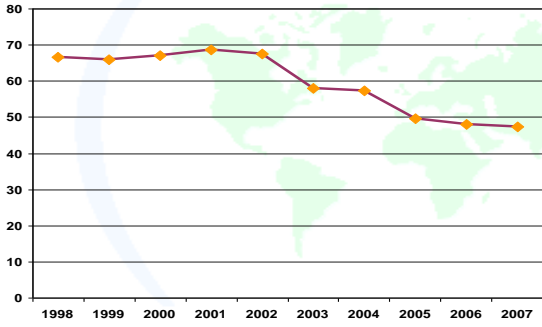







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INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION  
ASOCIACION INTERNACIONAL DE LA INSPECCION DEL TRABAJO

■ % of paying members    ■ % de membres payants



- 
- More resources
  - Fees more fair

## ANNEX 4

### ***AN ACTION PLAN FOR THE FUTURE – IALI’S ROLE IN ACHIEVING STRENGTHENED AND PROFESSIONAL LABOUR INSPECTION WORLDWIDE***

**Proposed by Michele Patterson, IALI President, June 2008**

#### **INTRODUCTION**

During 2005-2008 we have seen IALI move forward into a new era where the demand for assistance in improving and modernising labour inspection has increased globally. Every day we have seen new requests for help - including requests for technical advice, funding, provision of expertise to projects such as Decent Work Country Programmes, attendance at conferences and forums around the globe and proposals for IALI participation in partnerships and local programmes and events.

Our experience over this period, has indicated that IALI will need to improve its planning and organisation to meet these challenging new demands in the future.

Today I propose to present to you a plan of action for IALI's future: a plan for IALI to participate effectively in achieving strengthened and professional labour inspection worldwide.

#### **BACKGROUND**

Providing the foundation for strong, professional and effective labour inspection - summary of 2005-2008 programme

##### **Themes**

During 2005-2008 IALI focussed on developing and promoting 3 main themes of action to build a foundation for our future. These themes were:

4. *Alliances* – partnerships between governments, employers, unions and others, and strengthening labour inspection through regional cooperation;
5. *Ethics and professionalism* - the need for a global code of ethics/integrity and developing the foundation for professional labour inspection; and
6. *Influence* – demonstrating the value of effective labour inspection and measuring effectiveness.

##### **Activities and key achievements**

To address the above themes during the 2005-2008 period, IALI:

- organised Conferences across the globe in partnership with host countries - including the second IALI conference in Asia, the first in North America and the first in the Pacific region;
- developed a draft Global Code of Integrity for endorsement at the 2008 General Assembly;
- participated in partnerships (e.g. with the ILO, special programmes such as forced labour, regional organisations of labour inspection, Decent Work Country Programmes and so on);
- provided expertise to a range of programmes, forums, conferences and initiatives;
- produced the IALI Forum each year and developed the interactive website; and
- began exploring the potential for development of a global means of benchmarking for improvement in labour inspection performance (ie the scoreboard approach).

## **Outcomes**

The major activities for 2005-2008 have led to a number of significant outcomes including:

- the draft global Code of Integrity;
- new regional activities and programmes across Asia, the Caribbean and the Pacific;
- increased membership of IALI; and
- strengthened partnerships with a range of organisations including international employers and unions.

## **RESPONDING TO THE ENVIRONMENT – IALI COMES OF AGE**

### **Meeting the challenges of the environment:**

IALI was formed in the 1970's when the need was identified to organise and professionalise labour inspection so that it could deliver results in the public interest – in partnership with the direct workplace stakeholders.

The 1980's and 1990's owe IALI's development and evolution to the developed countries of Europe, in particular, the resources for progress provided by Germany, the United Kingdom and Scandinavia. These countries were recognised over the period for international best practice and provided the resources and inspiration for other parts of the world to develop good practices.

In the 21<sup>st</sup> century, the phenomenal rate of economic and social development around the world presents employers, workers and labour inspectors with new challenges. And quite suddenly, effective labour inspection is in great demand everywhere. All parties in the world's workforce are seeking assistance to meet safe and decent standards of work. Economic imperatives are driving the pursuit of a better standard of work practice and the profession of labour inspection – particularly health and safety inspection - is well positioned to influence the development of safe, fair and decent work world-wide.

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 to promote human dignity, more productive workers and the right environment for business to thrive.

In response to this challenge it is proposed that IALI commences a new phase of operation designed to build on the achievements to date and to grow the organisation into the future.

The first step in developing a new maturity of operation is to consider and discuss an action plan for the future. This plan for 2008-2011 will aim to clarify IALI's aims, actions and outcomes over this period. It is intended that if this first step can be agreed and achieved, comprehensive strategic and long-term plans will then be able to be developed to guide IALI beyond 2011 and well into the 21<sup>st</sup> century.

## **AN ACTION PLAN FOR THE FUTURE – A PROPOSAL FOR THE FUTURE DIRECTIONS OF YOUR ASSOCIATION**

### **Summary**

This plan proposes that IALI defines 6 areas for action reflecting it's key roles as an international association.

Each role or Action Area has a strategic Objective and a more detailed Description of the role and purpose of that area of work. A programme of work for each objective is then outlined consisting of proposed Outcomes, Areas of Engagement for IALI members and a list of Specific Tasks for 2008-2011.

The 6 proposed Roles or Action Areas for IALI are:

7. **IALI – the professional association** - *Objective: To provide the professional foundation for building strong, modernised and effective and labour inspection worldwide.*
8. **IALI as influencer** – *Objective: To promote the profession and interests of labour inspection through development of spheres of influence.*
9. **IALI as partner** – *Objective: To build IALI's participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote decent work around the world.*
10. **IALI as catalyst** – *Objective: To act as a catalyst for the development of regional cooperation in labour inspection.*
11. **IALI as facilitator and communicator** – *Objective: To provide information for members and to facilitate member initiatives to improve their labour inspection service.*
12. **IALI as source of technical expertise** - *Objective: To provide a resource for accessing technical expertise in labour inspection.*

The detailed plan follows.

Note that the plan does not include a specific proposal for evaluation, however the defined tasks and outcomes will provide a guide to establish whether the objectives have been met.

## ***PROPOSED STRATEGIC ACTION PLAN FOR 2008-2011 AND BEYOND***

<b>ACTION AREA I – IALI THE PROFESSIONAL ASSOCIATION</b>
<p><b>OBJECTIVE</b> To provide the professional foundation for building strong, modernised and effective and labour inspection worldwide</p>
<p><b>DESCRIPTION</b> IALI is the worldwide association for the profession of labour inspection. The key responsibility for any professional association is to provide the tools and services that members need to operate professionally. Examples of tools that could assist members to deliver high quality and professional labour inspection systems include:</p> <ul style="list-style-type: none"><li>• a global code of ethics/integrity;</li><li>• a framework for common principles of operation;</li><li>• a framework for training and professional development;</li><li>• manuals and guides for specific areas of inspection work;</li><li>• common auditing tools for prevention; and</li><li>• a framework for measuring performance and comparative benchmarking.</li></ul> <p>Globally, the demand for strong and effective labour inspection is increasing in response to the pace of change in the marketplace and the impact of these changes on the global workforce. Labour inspection plays a vital role in ensuring sound social and economic conditions and good governance. Inspectors are only effective in influencing conditions when they act in a professional, fair, transparent and ethical manner, according to sound principles of operation. Their credibility must be earned in each local environment.</p> <p>IALI the professional association must respond by providing support for members to deal with these challenges effectively. The strength of IALI depends on increasing its membership base and delivering ongoing support to members. In this way, IALI can ensure it is truly representative of the profession on a global level, as well as enhancing its capacity to deliver services to members.</p>

<p><b><u>KEY OUTCOMES – 2008-2011 (and beyond)</u></b></p>	<ol style="list-style-type: none"> <li>1. The Global Code of Integrity is agreed and promoted to members.</li> <li>2. Membership policies and strategies (covering funding, payment and ongoing involvement) are developed and agreed.</li> <li>3. IALI membership is expanded according to an organised strategy – ie defined regions, objectives, member criteria, benefits.</li> <li>4. IALI Representation is global as defined by ILO (or other) regions.</li> <li>5. Principles of operation for labour inspection are defined.</li> <li>6. A framework for training resources is compiled (ie resources could be developed by IALI, developed in partnership with others or accessed through membership eg CIS), to allow IALI to provide service to members and identify any gaps for future action.</li> <li>7. A framework for preventative auditing tools is progressed.</li> <li>8. Statutes are revised to reflect IALI's future.</li> <li>9. Work on comparative performance benchmarking is commenced in partnership with the ILO.</li> </ol>
<p><b><u>AREAS OF ENGAGEMENT FOR IALI MEMBERS</u></b></p>	<p>IALI membership – enhance all relationship opportunities, membership policies, follow-up, engagement and commitment of the member for the long term; all members involved in developing IALI's professional foundation, tools and strategies.</p>
<p><b><u>SPECIFIC TASKS 2008-2011</u></b></p>	<ol style="list-style-type: none"> <li>1. Finalise a code of Integrity to underpin the professionalism of labour inspectors work.</li> <li>2. Continue to engage international employers and employees in seeking to define roles and professional behaviour.</li> <li>3. Develop a comprehensive membership strategy to take IALI into the future.</li> <li>4. Commence work on common principles of operation and other frameworks listed above.</li> </ol>

## **ACTION AREA 2- IALI AS INFLUENCER**

### **OBJECTIVE**

To promote the profession and interests of labour inspection through development of spheres of influence.

### **DESCRIPTION**

To promote the profession, IALI must develop spheres of influence through which it can ensure that the topic of labour inspection and the interests of labour inspectors appear on all relevant agendas of organisations engaged in related areas of work. For example:

- organisations that work in the global marketplace e.g. ILO, UN, WHO, WTO, ISSA;
- regional labour inspection groups (e.g. ASEAN-OSHNET, ARLAC);
- international employer and worker representative groups;
- lobby groups for decent work (e.g. Fair Trade, Corporate Social Responsibility groups, sustainable and socially responsible investment groups);
- organisations that resource socially responsible investment (e.g. World Bank, IFC).

To effectively influence other organisations about the importance and role of labour inspection, IALI must provide clear and convincing arguments. To do this it must have underpinning documentation (e.g. a brochure) that explains the history, philosophy and role of the organisation so that members can consistently represent IALI's aims and objectives and the reasoning behind them.

Current news and descriptions of member activities are also important as a means of influencing others. For example, in addition to informing members, the annual IALI Forum provides information to, and assists in identifying common areas of interest with, those we seek to influence.

<p><b><u>KEY OUTCOMES – 2008-2011 (and beyond)</u></b></p>	<ol style="list-style-type: none"> <li>1. A brochure that explains IALI’s philosophy and the role of labour inspection in achieving international decent work outcomes is produced.</li> <li>2. The annual IALI Forum is produced and distributed for 2008, 2009 and 2010.</li> <li>3. All relevant groups and organisations that IALI should seek to influence are identified.</li> <li>4. Arrangements to develop contacts in each group and seek to contribute to their organisational agendas are commenced.</li> <li>5. Ongoing work with existing contacts and networks is actively pursued.</li> </ol>
<p><b><u>AREAS OF ENGAGEMENT FOR IALI MEMBERS</u></b></p>	<p>IALI membership – enhance all opportunities to influence through promotion, lobbying, information contributions to other organisations, participation in local conferences and forums and production of a brochure explaining background and philosophy of labour inspection.</p>
<p><b><u>SPECIFIC TASKS 2008-2011</u></b></p>	<ol style="list-style-type: none"> <li>1. Finalise an IALI brochure to explain the philosophical basis of IALI and the role of labour inspection.</li> <li>2. Identify and create a directory of groups and contact persons for each sphere of influence.</li> <li>3. Engage IALI members in compiling an (ongoing) list of opportunities for engaging with the groups in each sphere of influence (eg annual general meetings, conferences, forums, informal meetings etc).</li> <li>4. Create a means of recording IALI contact and involvement with other organisations (eg on IALI’s interactive web site).</li> <li>5. Continue to engage international employers and employees in developing spheres of influence around the world.</li> </ol>



### **ACTION AREA 3 – IALI AS PARTNER**

#### **OBJECTIVE**

To build IALI's participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote decent work around the world.

#### **DESCRIPTION**

IALI alone cannot achieve safe, healthy and decent work. In addition to developing spheres of influence, IALI needs to work in partnership with other organisations and in specific projects to achieve common aims. Partnerships can be both formal and informal.

IALI currently has an ongoing partnership with the ILO and some regional groups of inspectors (e.g. ARLAC) which it will seek to strengthen and build further. IALI is also a formal partner in the ILO's special project on Forced Labour and Human Trafficking.

Many other opportunities for partnerships and alliances can be identified and pursued. For example, partnerships in decent work country programmes, ethical investment and global supply chain regulation, are all objectives that have been discussed at recent IALI regional conferences. Other examples include the development of alliances between regional inspectorates (e.g. Memorandums of Understanding for compliance work and exchange of information), and with employer and employee organisations.

Through formal and informal partnerships and alliances, IALI can seek to increase its influence and participation in decent work initiatives throughout the world.

<p><b><u>KEY OUTCOMES – 2008- 2011 (and beyond)</u></b></p>	<ol style="list-style-type: none"> <li>1. A strengthened partnership with the ILO is developed and built around key strategic objectives in areas of mutual interest.</li> <li>2. IALI’s partnership with the ILO’s special project on forced labour and human trafficking is continued.</li> <li>3. All regional groups coordinating labour inspection activities (eg SLIC, ASEAN-OSHNET, ARLAC, CRADAC, MAGREB, ARAB states etc) are mapped and opportunities for partnership with IALI are pursued.</li> <li>4. Opportunities for partnerships to promote decent work with other organisations and projects are identified and work is commenced to develop these potential relationships.</li> </ol>
<p><b><u>AREAS OF ENGAGEMENT FOR IALI MEMBERS</u></b></p>	<p>IALI membership – participate in enhancing all opportunities for regional cooperation and alliances and in identifying organisations and projects with common interests for further relationship-building.</p>
<p><b><u>SPECIFIC TASKS</u></b></p>	<ol style="list-style-type: none"> <li>1. Undertake discussions with the ILO on the strategic objectives of the partnership with IALI.</li> <li>2. Work with the ILO’s Special Project on Forced Labour and Human Trafficking to identify where and how IALI can contribute to the next phase of the project.</li> <li>3. Engage members in mapping all regional organisations that coordinate labour inspection activities and explore potential for partnerships.</li> <li>4. Hold discussions with international employers, unions and other organisations to identify partnership opportunities.</li> </ol>

## **ACTION AREA 4 – IALI AS CATALYST**

### **OBJECTIVE**

To act as a catalyst for the development of regional cooperation in labour inspection.

### **DESCRIPTION**

A catalyst makes things happen. IALI, through its Executive and membership, can provide the impetus for regional cooperation in labour inspection through organising conferences with host countries (e.g. 2004-2008 in Macao, Beijing, Ontario and Adelaide); by starting and supporting regional technical programmes (e.g. Pacific regional technical cooperation programme), and by assisting members to organise regional cooperative initiatives.

IALI is proposing to further develop its current arrangements for promoting regional alliances by assigning regional representative roles to each member of the IALI Executive. It is intended that EC members would work with interested countries to provide the catalyst for regional cooperation to be encouraged to develop. Regional representatives will work to a set of strategic objectives in each region.

Helping members to propose and organise conferences, alliances and inspector exchange programmes are examples of how IALI can provide the catalyst for action. IALI needs to identify where it can add value to existing initiatives as well as promoting new ones.

<p><b><u>KEY OUTCOMES – 2008- 2011 (and beyond)</u></b></p>	<ol style="list-style-type: none"> <li>1. EC members are assigned regional areas to provide a catalyst for the development of regional cooperative initiatives.</li> <li>2. A strategic plan for regional cooperation, to be promoted by IALI’s regional representatives, is developed.</li> <li>3. One major IALI conference is held in 2009, 2010 and 2011 in partnership with a host member country (priority given to those countries proposing to develop regional alliances and cooperative programmes as part of the conference objectives).</li> <li>4. Regional conferences and forums organised by local inspectorates are encouraged and supported by IALI.</li> </ol>
<p><b><u>AREAS OF ENGAGEMENT FOR IALI MEMBERS</u></b></p>	<p>IALI membership – encouraged to propose and host conferences and forums for the promotion of regional cooperation, and to engage in regional initiatives.</p>
<p><b><u>SPECIFIC TASKS</u></b></p>	<ol style="list-style-type: none"> <li>1. EC plans strategic approach to regional coordination and representation activities and assigns roles to EC members.</li> <li>2. 3 major conferences held 2009-2011 in addition to the 3-yearly IALI Congress and General Assembly.</li> </ol>

## **ACTION AREA 5 – IALI AS COMMUNICATOR AND FACILITATOR**

### **OBJECTIVE**

To provide information for members and to facilitate member initiatives to improve their labour inspection service.

### **DESCRIPTION**

A key function of IALI has always been the provision of information to members. With the development of IALI's web site it is now possible to organise and increase IALI's role as an information source. A particular aim would be to further develop the interactive web site (e.g. regional work groups, register of MOU's, cooperative compliance agreements etc).

IALI members are constantly developing initiatives to improve their performance. IALI can add value to this work by helping to facilitate member initiatives and projects. For example, developing a compendium of regional initiatives and regional labour inspection coordination groups; developing a compendium of best practice; producing guides for operation; providing training resources and so on are all potential areas for development arising out of recent IALI conferences.

### **KEY OUTCOMES – 2008-2011 (and beyond)**

1. A framework for providing information resources to IALI members is developed (through a member survey).
2. Work is commenced on gathering resources and establishing databases of information for members to access.
3. Links to other resources (such as CIS and the European OSH Agency) are provided on the web site.

### **AREAS OF ENGAGEMENT FOR IALI MEMBERS**

IALI membership – contributions to IALI web site and databases; participation in identifying information needs and gaps; access to web services and resources.

### **SPECIFIC TASKS**

1. Further develop the interactive web site.
2. Establish databases to provide information resources to members.
3. Examine feasibility of developing a series of compendiums to assist in facilitating regional and individual member initiatives and projects.

## **ACTION AREA 6 – IALI AS SOURCE OF TECHNICAL EXPERTISE**

### **OBJECTIVE**

To provide a resource for accessing technical expertise in labour inspection.

### **DESCRIPTION**

For many years, IALI has provided technical expertise to members. Most commonly, an individual with the relevant expertise required to meet a specific need is identified and sponsored to provide expertise to a conference, symposium, training course or other forum. On other occasions, IALI has suggested individuals who could be approached for involvement in consultancies with a country, to participate in development projects or decent work country programmes.

This work has traditionally occurred on an ad hoc basis where members suggest suitable names to carry out the work. It is now proposed that IALI develops a database of 'experts' who can assist in technical advice to labour inspectorates in specific subject areas. By listing certain criteria, those in need of expertise could access potential programme partners who could provide the expertise needed for a particular project.

IALI does not currently have the capacity to introduce a system that could take responsibility for assessing the qualifications of individuals or review of their performance. It is therefore not proposed that IALI would accredit individuals or analyse the skills of individual contributors to this programme other than to identify broad skill sets and categories of expertise. Rather, the database would serve as a means of providing initial contact data to match potential providers of services to programme partners. All responsibilities arising from accessing expertise from the database would rest with the programme organisers and liabilities arising from any services provided would be the responsibility of the individual. IALI would reserve the right to list or delete individuals from the database according to criteria to be established.

Even with these limitations, it is considered that such a database would assist in providing an avenue for IALI members to access (or provide) technical expertise to meet ever-increasing demands around the world.

IALI will continue to provide sponsored expertise wherever it can, to member country forums and training programmes assessed as fitting IALI objectives.

<p><b><u>KEY OUTCOMES – 2008-2011 (and beyond)</u></b></p>	<ol style="list-style-type: none"> <li>1. Criteria is developed to facilitate assessment of requests for technical expertise, based on the principles of IALI’s strategic objectives and priorities, demonstrated need, fairness in allocation of resources etc.</li> <li>2. All requests for specific IALI-sponsored provision of technical expertise to assist member country forums and training programmes, are assessed by the Executive Committee according to the developed criteria.</li> <li>3. A database of individuals who can provide technical expertise in labour inspection is developed and accessible on IALI’s web site.</li> </ol>
<p><b><u>AREAS OF ENGAGEMENT FOR IALI MEMBERS</u></b></p>	<p>IALI membership – can provide and access details of individuals with technical expertise in labour inspection.</p>
<p><b><u>SPECIFIC TASKS</u></b></p>	<ol style="list-style-type: none"> <li>1. Develop criteria to assess requests for provision of technical expertise at member country forums or training courses, in a consistent and fair manner.</li> <li>2. Respond to such requests for assistance in a timely manner.</li> <li>3. Provide the infrastructure on IALI’s web site for a public database of individuals who can provide technical expertise on matters relevant to labour inspection.</li> <li>4. Maintain the database.</li> </ol>

## **CONCLUSION**

### **What now with the Action Plan?**

The Action Plan for the Future is proposed for the consideration of the General Assembly on Wednesday.

The new Executive Committee would then consider the plan taking into account the comments provided by members at the General Assembly.

The plan would be provided on IALI's web site for the information of all members.

### **Our international opportunity**

By agreeing on IALI's key roles and planning for the future, IALI will be well placed to deliver improved services to members. As an Association with a plan, we will have the opportunity to be involved in key initiatives to promote decent work worldwide.

*“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)*