

INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION PRESIDENT & SECRETARY-GENERAL'S REPORT: 2017-2021

PRESENTED TO THE 16TH TRIENNIAL IALI GENERAL ASSEMBLY

15 July 2021, by Zoom videoconference

It has been a great honour for Siong Hin and I to serve as Secretary-General and President of IALI since 2017.

Of course, the last 18 months of that time has been dominated by Covid-19. This has been an issue we have all had to deal with as it has probably challenged nearly every country, government and organisation in the world. It has, of course, meant that we were unable to hold our scheduled Congress, General Assembly and EC election in 2020 last year – and we have had to, reluctantly, do so remotely this year. We are grateful for members' understanding and cooperation as we have had to adapt to the very changed environment we all now need to work within.

This report inevitably falls into two parts – it will consider Covid-19 and events over the last 18 months or so later – but firstly covers our work and developments “pre-Covid-19”.

From September 2017 to December 2019 IALI was involved in over 30 conferences or workshops in over 20 countries. The countries involved were:

Australia	Bahrain	Belgium
Cambodia	China (4)	Estonia
Germany (4)	Indonesia	Ireland,
Italy	Kazakhstan (2)	Latvia
Poland	Russia (2)	Singapore
South Korea	Spain	Switzerland
Thailand	Turkey	Vietnam (2)

Many involved presentations on IALI in general, its work and priorities. Many featured IALI's International Benchmarking on Occupational Safety and Health (OSH) Regulation (IBOR) – indeed for several, IBOR was the main topic. We also covered issues like Vision Zero, Global Supply Chains, Enforcement tools, Industrial revolution 4.0, and OSH regulation of fishing (for ASEAN). We were delighted to join the Polish Labour Inspectorate and the German Association of Labour Inspectors when they celebrated their 100th anniversaries.

Attendance at these events has provided opportunities for IALI to, amongst other things: raise its profile; promote its aspirations to raise the professionalism of labour inspection (and promote IBOR as a means for doing so), and; provide the support and guidance requested by the inviting bodies.

President & Secretary-General's Report: 2017-2021

As you can imagine from early 2020 to the present time such events have all been cancelled or postponed. Some were gradually replaced by virtual events and IALI has also contributed to, or organised, a number of virtual conferences, workshops or webinars in the last 18 months. These included:

- Several events where the topic was Covid-19, and/or its impact on future work and priorities of Labour Inspectors:
 - Three global ILO/IALI webinars – in English, French and Spanish
 - A Webinar in Kazakhstan
 - An ASEAN Labour Inspection Conference
 - IALI Webinar on Covid-19 and the Implications for Labour Inspectorates
 - 35th Turkey OSH Week Webinar - Global Challenges, Global Solutions: Ensuring Safety and Health at Work during Pandemic”
- IALI Webinar on its LI Competence Framework

Further information about IALI participating events in the period September 2017 to July 2021 are set out in **Annex A** of this report.

Below we will highlight our work with some of our key collaborators and on key topics during this period.

Collaboration with ILO

ILO is obviously a key collaborator with IALI. This has been enhanced since Joaquim Nunes was appointed to lead the Labour Administration, Labour Inspection and Occupational Safety and Health Branch.

IALI was invited to participate in an ILO workshop in Turin in 2019 to review Technical Guidelines on Labour Inspection. In the light of this work it has been decided to withdraw Recommendation No. 20 in 2022 and to replace this with new Guidelines. These will cover issues such as:

- Mandate and functions
- Structure and organization
- Policy, planning and programming
- Labour inspectors' status and careers
- Powers and methods of inspection
- Enforcement measures

ILO will be convening a tripartite meeting of experts to develop these Guidelines later this year (over three days) and to present the revised Guidelines to the ILO Governing Body in spring 2022. IALI will be contributing to this work as an observer.

IALI is a member of the Steering group of the ILO-led Global Coalition on Safety and Health at Work. A proposal for IALI to lead a new task group within the Coalition has been proposed.

IALI will be speaking at the virtual World Congress in September 2021 at the following sessions:

- a) an ILO-led in a symposium on “Innovation of OSH governance - Institutions responsible for standards setting and compliance”;
- b) an ISSA-led Technical session on “Vision Zero: Prevention for People – at work, in pandemics and beyond

President & Secretary-General's Report: 2017-2021

Last year IALI successfully tendered for some consultancy work under the ILO-administered Vision Zero Fund. This project was to provide advice on a number of issues to help implement aspects of a new OSH law in Myanmar. These included: the establishment of OSH committees in workplaces; the appointment of persons in charge of OSH in workplaces, and a framework for OSH training and accreditation.

This was a first for IALI. It was not viewed by the IALI EC as a move into paid consultancy mode! The work involved EC and IALI Secretariat members, supported by some graduate students who carried out a first review of relevant documentation. The work involved engagement with Myanmar Government officials and relevant stakeholders and providing a formal written report with recommendations on the three topic areas. IALI paid the students for their time and input, but the work was otherwise carried out *pro bono* and the consultancy fees (minus those given to the students) were paid to IALI. The report was well received by both the ILO and the Myanmar Labour Department.

As a result of our positive experience, ILO has also invited IALI to tender for another project on Capability Building for Labour Inspectors in response to the pandemic. ILO accepted our proposal but this had to be postponed indefinitely due to the change in government in Myanmar.

Collaboration with G20

IALI is a co-opted member of the G20 OSH Working Group. We have participated in its work in the period 2017-2021. As part of that engagement we were asked to chair two sessions in a G20 technical workshop and organise an IBOR workshop in Qingdao, China in September 2019.

Collaboration with ISSA

During the four years covered by this report we have increased our collaboration with ISSA. Indeed, Ho Siong Hin has also assumed a leadership role in ISSA - now heading its newly established "Trade" section.

ISSA launched its Global Vision Zero campaign in 2017 in Singapore. IALI was invited to sit on a "Vision Zero Alliance" that provides a strategic advisory function for the campaign. We had some concerns in the early days of the campaign as we had picked up some intelligence suggesting that companies participating in the campaign might expect to receive a lighter regulatory oversight from LIs. The provenance, substance or accuracy of this suggestion was not clear. However, following early engagement with ISSA on the issue we are no longer as concerned that it is, or could become, an issue. Additionally, as the campaign has developed, its focus has evolved to cover countries as well as businesses and for the latter, all levels of maturity rather than just good performers.

IBOR

Members will recall the General Assembly in 2017 approved IALI's International Benchmarking on Occupational Safety and Health (OSH) Regulation (IBOR). This had been produced in response to members' feedback that such a tool might prove useful to members in developing and improving aspects of their arrangements and approach. In early 2018 we organised a training workshop for the IALI Executive Committee (EC) to create a cohort of trained assessors in anticipation of requests for IBOR assessments. We also involved some senior labour inspectors outside the EC membership (including two who had experience of broadly similar assessments in various countries) to increase our pool of potential assessors.

The EC agreed to offer to absorb the costs of an IBOR assessment for early assessments to

President & Secretary-General's Report: 2017-2021

encourage interest and develop the experience of our trained assessors. On request we spoke to, or organised, conferences and workshops and other events to introduce IBOR to interested countries.

We had much interest in IBOR but, to date, only Malaysia has volunteered for an IBOR assessment. This was carried out over 4 days in September 2019, led by Sam Peace from the UK (who had experience of similar assessments in the EU). We are very appreciative of Malaysia's willingness to participate. The experience was very valuable to IALI – and, we hope, to Malaysia! Ir. Ts. Dr. Majahar bin Abd Rahman Director, International Policy and Research Development Division of the Malaysia Department of Occupational Safety and Health will be providing feedback on their experience to members at the General Assembly.

An IBOR assessment was being planned for Canada in 2020 but was cancelled because of Covid-19. Russia was also planning an IBOR assessment this year, but this too has been postponed for the same reason. We hope that once things settle down and we all get to a position of living with Covid-19, there will be more interest and appetite for IBOR assessments. Certainly, an equivalent process in the European Union is an embedded way of working with a programme of assessments of all Member States on a regular basis.

Regional initiatives

It is our experience and observation that regional co-operation is an important, efficient and effective way of building competence and confidence amongst LIs. IALI currently works with two in particular. We regularly participate in various ASEAN OSHNET and ASEAN Labour Inspection Conferences (ALICs) and events. Several members of the EC have been involved as well as IALI providing experts from within the IALI membership – for example we sponsored a colleague from Portugal to speak at an event focussing on fishing safety that was held in Bangkok in December 2019.

IALI itself has one active RALI – CIS and Mongolia, which meets regularly under the leadership of Ivan Shlovets. The EC, or individual members, have participated in several linked events organised by members of this RALI in Sochi, Russia and Nur-Sultan, Kazakhstan.

We have also worked to collaborate with the European Union's Senior Labour Inspector Committee having attended some of their meetings and been invited to linked events in Latvia and Estonia.

Covid-19

Like many organisations Covid-19 has had, and continues to have, a significant impact on the work of LIs and IALI. Early in 2020, the EC agreed that it should produce some guidance for LIs on their role in responding to the pandemic. It decided not to try and duplicate the plethora of technical guidance on Covid control and mitigation being produced by various organisations (including LIs), but rather to focus on the role of LIs. We have shared guidance that in various webinars with the ILO, with ASEAN, RALI CIS and Mongolia and we have sought comments from members.

We organised a IALI webinar on Covid-19 on 3 June 2021. Jean Parrat presented the IALI document and we heard from various members – France, Georgia, Germany, Portugal, Singapore, Spain, Switzerland and the UK on their experience of handling the pandemic. We are looking for the members to endorse this document at the GA.

Competency Framework for LIs

Our three-year plan 2017-20, agreed at our last General Assembly in 2017, included an action to

develop a competency framework for Labour Inspectors. In researching this topic, the EC was conscious that some work already existed that was relevant, for example the non-binding publication produced by the EU SLIC “Common standards for OSH Inspector training programme”. This can be accessed at:

<https://circabc.europa.eu/ui/group/fea534f4-2590-4490-bca6-504782b47c79/library/813c9161-a6f0-4666-9ed9-da86919d7df5/details>

The EC developed a draft “guidance on labour inspector skills and competency”. This was designed as a high-level document focussing on cross-cutting skills and competences relevant to all Labour Inspectors. We held an IALI webinar on 24 June when Ho Siong Hin provided a detailed overview of the draft document. He will be giving a further presentation at the General Assembly. We are looking for the members to endorse this document – subject to any discussions at the GA.

Role of LIs in respect of Migrant Workers

Another action in the three-year plan was to produce a document setting out Role of LIs in respect of Migrant Workers. The EC has agreed a draft of this which was circulated to all members on 14 July 2021. Denise Derek will be introducing the draft text at the General Assembly,

The Way Forward

As you know we have forwarded for your consideration and approval a draft three-year action plan as a mandate for the new EC over the forthcoming three years. A copy is attached at **Annex B**. This is structured around 6 key Action Areas or Strategic Objectives that have been previously endorsed by the General Assembly. It is a mix of activities that are ongoing as well as some more specific deliverables within the three-year term of office of the new EC. You are invited to consider, discuss and endorse this draft. The new EC will be invited to adopt the plan – as modified as a result of discussions at, or following, the General Assembly.

Concluding Remarks

Before concluding I must mention the sad passing of Bernd Bruckner in 2018. Bernd was a much-valued member of the IALI EC and good friend to all of us over many years. He stood down in 2017 but became an IALI Technical Adviser. He sadly passed away after a short illness in 2018. As IALI President, I was honoured to be invited to give an address at his memorial service. The service was also attended by Bernhard Raebel from the EC and Gerd Albracht one of our Technical Advisors.

As President, I would like to extend my thanks to IALI's Secretariat for their help and assistance and delivery over the period 2017-21. In particular, Jean Parrat's oversight and management of IALI's accounts. IALI would not have functioned without the hard work of Ho Siong Hin and the Secretariat services provided by Alvian Tan and Nicholas Yip – and with other support from Ministry of Manpower (Singapore) colleagues. I hope you will join with me in extending to them today, your appreciation.

My thanks also go to the current IALI Executive Committee, and Gerd Albracht and Shi Yan Ping our Technical Advisors.

In closing, we would like to thank everyone who has joined us today. Covid-19 has tested the resilience of all of us – but has had the effect of raising the profile of Labour Inspectors and emphasising the importance of our work. We wish you all – and, in particular the newly elected EC - all the best for the future in your noble work in helping to make the world a better place.



Kevin Myers (President)



Ho Siong Hin (Secretary-General)

ANNEX A – Summary of EC activities September 2017-July 2021

EVENT	DATE AND PLACE	COMMENTS/UPDATES
2021 – to July		
16 th IALI General Assembly	15 Jul 2021 Videoconference	<ul style="list-style-type: none"> • Triennial GA including EC election for the period of 2021 – 2024
IALI EC Meeting	12 Jul 2021 Videoconference	<ul style="list-style-type: none"> • Final EC meeting before IALI GA.
IALI Virtual Conference (ii) Training Framework for Labour Inspectorates	24 Jun 2021 Video Webinar	<ul style="list-style-type: none"> • HSH led IALI webinar introducing IALI Labour Inspection Training Framework
IALI Virtual Conference (i) Covid-19 and the Implications for Labour Inspectorates	3 Jun 2021 Video Webinar	<ul style="list-style-type: none"> • Webinar to present IALI Paper on Roles of Labour Inspection in Managing Pandemic such as COVID-19 - JP • Sharing of experience and lessons learnt by countries – Georgia, Singapore, Spain, Switzerland, UK.
9 th ASEAN Labour Inspection Conference	27/28 May 2021 Videoconference	<ul style="list-style-type: none"> • HSH and JP participated. JP delivered a paper “Strengthening labour inspection capability in the post Covid-19 era”
35 th Turkey OSH Week	5 May 2021 Webinar	<ul style="list-style-type: none"> • KM presented in Virtual Workshop on “Global Challenges, Global Solutions: Ensuring Safety and Health at Work during Pandemic”
Workers' Memorial Day Webinar - Kazakhstan International Occupational Safety and Health Conference	28 April 2021 Videoconference	<ul style="list-style-type: none"> • IS presented “IALI on the role of labour inspectorates in the pandemic”
IALI EC Meeting	25 Mar 2021 Videoconference	
ILO Vision Zero Fund High Level Forum “2021 and Beyond: Collective Action for Safe and Healthy Supply Chains”	23 – 25 Feb 2021 Virtual	<ul style="list-style-type: none"> • KM and BR participated and contributed to the debate.

President & Secretary-General's Report: 2017-2021

2020		
ILO VZF Project on “Developing Occupational Safety and Health Regulations in Myanmar”	August-November 2020, Virtual	<ul style="list-style-type: none"> • KM and HSH led a consultancy project for the ILO. The report was presented to ILO on 16 Dec 2020.
IALI EC Meeting	21 Aug 2020, Videoconference	
ILO/IALI Webinar “COVID-19 and Labour Inspection” – in English	16 June 2020	<ul style="list-style-type: none"> • HSH/JP spoke on IALI paper on the role of labour inspectorates in the pandemic
ILO/IALI Webinar “COVID-19 and Labour Inspection” – in Spanish	17 June 2020	<ul style="list-style-type: none"> • JP spoke on IALI paper on the role of labour inspectorates in the pandemic
ILO/IALI Webinar “COVID-19 and Labour Inspection” – in French	18 June 2020	<ul style="list-style-type: none"> • JP spoke on IALI paper on the role of labour inspectorates in the pandemic
IALI EC Meeting	3 Apr 2020 Videoconference	<ul style="list-style-type: none"> • Initially planned as an “in-person” meeting in Malaga, Spain, but converted to Videoconference due to COVID-19
2019		
8 th ASEAN Labour Inspection Conference	17-19 Dec 2019, Bangkok, Thailand	<ul style="list-style-type: none"> • IALI provided and funded a technical expert (Ms Teresa Pargana from the Authority for Working Conditions in Portugal) to share her experience in dealing with labour inspection challenges in the fishery industry. • HSH attended the Conference and gave an opening address.
1 st China International Symposium on Urban Safety	12 – 13 Dec 2019, Hangzhou, China	<ul style="list-style-type: none"> • Symposium theme was "Safe cities create a better life". • HSH gave a keynote speech “OSH in Urban Planning”. • HSH met with the Vice Minister of MEM and shared IALI commitment to work with MEM.
Heads of Workplace Safety Authorities (HWSA)	3-5 Dec 2019, Adelaide, Australia	<ul style="list-style-type: none"> • KM presented paper to Australia’s Heads of Workplace Safety Authorities (HWSA) Annual Inspector Forum • KM gave a presentation to the WSA meeting on the role and work of IALI, including IBOR

President & Secretary-General's Report: 2017-2021

2019 ILO Academy on Labour Inspection	25 Nov – 6 Dec 2019	<ul style="list-style-type: none"> • Academy on Labour Inspection (organized by LABADMIN/OSH in Geneva and the ILO International Training Centre in Turin) • 100 plus labour inspectors from all over the world attended the training programme • HSH presented and spoke in a panel discussion on the topic of 'International networks for labour inspection', on 28 Nov 2019 via Video Conference.
A+A 2019	05-08 Nov 2019, Dusseldorf, Germany	<ul style="list-style-type: none"> • Launch and General Assembly of ISSA Trade Section (HSH) • Vision Zero – Innovation in Prevention Conference (KM and HSH both panel members) • Vision Zero Alliance Meeting (KM and HSH)
IALI EC Meeting	13 October 2019 Brussels	
ISSA World Social Security Forum in Brussels	13 – 18 Oct 2019, Brussels	<ul style="list-style-type: none"> • HSH headed and led the Launch of ISSA Section on Trade • HSH attended ISSA Bureau meeting and 38th session of ISSA Council
ILO Technical Outline Meeting	7 – 9 Oct 2019, ILO ITC, Turin, Italy	<ul style="list-style-type: none"> • HSH participated in three-day Technical Outline Meeting to review the Technical Guidelines on Labour Inspection. At the meeting, it was agreed to withdraw Recommendation No. 20 and to replace this with new Guidelines.
Global HSE 2019	30 Sep – 3 Oct 2019, Bahrain	<ul style="list-style-type: none"> • HSH delivered a keynote address on Industrial Revolution 4.0 in HSE
National Labour Inspectorate (NLI) Centenary Conference	25 Sep 2019, Wroclaw, Poland	<ul style="list-style-type: none"> • IALI invited to a conference "Opportunities and challenges for the world of labour 4.0" organized as part of the celebrations of the 100th anniversary of the National Labour Inspectorate in Poland. • KM spoke in opening plenary
IBOR Assessment Malaysia	9-13 Sep 2019, Kuala Lumpur	<ul style="list-style-type: none"> • IBOR Assessment Phase 2 (Assessment team included KM, JP, BR)

President & Secretary-General's Report: 2017-2021

2019 G20 OSH Network Annual Meeting, Technical Workshop, and IALI Side Event	4-6 Sep, 2019, Qingdao, China	<ul style="list-style-type: none"> • OSH Network Annual Meeting (KM and HSH) • KM Chaired a workshop session on “Strategic Deployment of Enforcement Tools” • HSH Chaired a workshop session on “Differentiated Enforcement, Compliance Assistance and Cooperative Programs,” • KM and HSH delivered a G20 OSH Network Side Event “International Benchmarking of OSH Regulations Workshop” • KM and HSH had a meeting with the Vice Minister of the Ministry for Emergency Management (MEM) and discussed opportunities for IALI to the work of MEM.
100 th Anniversary of the Foundation of the German Association of Labour Inspectors	14 Jun 2019, Dortmund, Germany	<ul style="list-style-type: none"> • BR, as the Chairman of VDGAB, gave welcome and conclusion speeches, while KM was a keynote speaker.
9 th Kazakhstan International Occupational Safety and Health Conference and Exhibition “KIOSH 2019”	22 – 24 May 2019, Nur-Sultan, Kazakhstan	<ul style="list-style-type: none"> • KM spoke at the opening plenary and delivered a presentation during the conference - “Prevention” - the Regulator’s role and perspective”
MOLISA/ILO/ASEAN-OSHNET Workshop	24 – 25 Apr 2019, Vietnam	<ul style="list-style-type: none"> • Alan Chan (IALI Secretariat) introduced IBOR as part of MOLISA/ILO/ASEAN-OSHNET International Workshop on Promoting Social Dialogue to improve OSH
5 th Russian OSH Week	23 Apr 2019, Sochi, Russian Federation	<ul style="list-style-type: none"> • IALI members attended the 5th Russian OSH Week • KM, JP and HDH delivered an IBOR appreciation workshop for members from RALI Mongolia CIS.
IALI EC Meeting	23 April 2019, Sochi	
20 th ASEAN-OSHNET Coordinating Board Meeting and 6 th ASEAN-OSHNET Conference	26 – 28 Mar 2019, Yogyakarta, Indonesia	<ul style="list-style-type: none"> • KM gave a presentation at the Coordination Board meeting on “IALI-ASEAN OSHNET cooperation” • KM gave a presentation at the OSHNET Conference on “Information and intelligence in support of effective Labour Inspection: The role of Inspectorates in ensuring data collection and analysis”

President & Secretary-General's Report: 2017-2021

ISSA Vision Zero Strategy and Programme Meeting	28 Feb 2019, Geneva, Switzerland	<ul style="list-style-type: none"> • KM and HSH gave presentations and participated in the round table discussions
2018		
APOSHO Conference	03 – 05 Dec 2018, Hong Kong	<ul style="list-style-type: none"> • HSH spoke about Driving Vision Zero through communication and collaboration to participants at the conference.
9 th China International Forum on Work Safety and COS+H 2018	16 – 17 Oct 2018, Hangzhou, China	<ul style="list-style-type: none"> • HSH spoke at the main plenary session during the Forum. He introduced IALI and IBOR to the participants and gave insights on how labour inspectorates could improve.
Regional Seminar V, Practical Guide for using Asbestos Registries	2 Oct 2018, Brussels, Belgium	<ul style="list-style-type: none"> • JP gave an opening speech and IALI Technical Advisor Mr Gerd Albracht gave a presentation titled “From miracle mineral to first rate carcinogen”
7 th ASEAN Labour Inspection Conference and Workshop “Building capacity in inspection for labour law compliance”	26-28 Sep 2018, Ho Chi Minh, Vietnam	<ul style="list-style-type: none"> • BR gave an opening address during the Conference and a presentation during the workshop.
5 th Singapore WSH Conference and OS+H Asia	29-31 Aug 2018, Singapore	<ul style="list-style-type: none"> • KM participated as a member of the Singapore International Advisory Panel (IAP) and gave the final recommendation at the end of the conference on the panel’s behalf. • KM gave a plenary presentation - “The role of the WSH regulator - Referee or coach?” • IS gave a plenary presentation - “Challenges and opportunities for labour inspectorate in the Russian Federation”
Official memorial service for Bernhard Brueckner	28 Jul 2018 Wiesbaden/Taunusstein, Germany	<ul style="list-style-type: none"> • KM, BR and Technical Advisor Gerd Albracht attended • KM gave a reminder speech.

President & Secretary-General's Report: 2017-2021

51th Safety and Health Week	2-6 Jul 2018, Seoul, Republic of Korea	<ul style="list-style-type: none"> • HSH and KM held a two-day workshop on International Benchmarking on OSH Regulations (IBOR) for participants from The Association of Southeast Asian Nations (ASEAN) and Korea Occupational Safety & Health Agency (KOSHA). • HSH and KM also participated in a workshop on approaches to addressing falls from height accidents – a high priority for Korea.
107th Session of the International Labour Conference	28 May-8 Jun 2018, Geneva, Switzerland	<ul style="list-style-type: none"> • JP gave a presentation on IALI for the ARLAC Member Countries during the ILC. Met CRADAT during the event.
9th International Congress on Occupational Safety and Health	6-9 May 2018, Istanbul	<ul style="list-style-type: none"> • HSH gave a paper on “Delivering effective Labour Inspection through International coordination and cooperation”.
ICOH International Congress Dublin 2018	29 Apr-4 May 2018, Dublin	<ul style="list-style-type: none"> • HSH discussed on the status of IALI-ICOH MOU, which was signed in 2016, as well as to discuss how the two associations could collaborate further.
8 th Kazakhstan International Occupational Safety and Health Conference and Exhibition	26-27 Apr 2018, Kazakhstan	<ul style="list-style-type: none"> • IS gave a plenary presentation about current IALI activities including IBOR • IS also presented the topic “The electronic services in labour inspection activities in the Russian Federation”
ISSA Section on Transport	17-18 Apr 2018, Hamburg, Germany	<ul style="list-style-type: none"> • Conference entitled “OSH Inspection in Times of Vision Zero” KM, HSH and IS gave presentations on LIs and Vision Zero
IALI EC Meeting	17 April 2018, Hamburg, Germany	
4th Russian OSH Week	9 – 13 Apr 2018, Sochi, Russian Federation	<ul style="list-style-type: none"> • IS gave presentation on IALI the International Benchmarking on OSH Regulations (IBOR)

President & Secretary-General's Report: 2017-2021

19th ASEAN-OSHNET Coordinating Board Meeting & 5th ASEAN-OSHNET Conference	2 – 4 Apr 2018, Siem Reap, Cambodia	<ul style="list-style-type: none"> • KM introduced IBOR to the Board • KM spoke at the 5th AOC, which was attended by more than 100 government officials, OSH professionals and representatives of businesses and industry in ASEAN. • The AOC request further and deeper information to ASEAN countries on IBOR. On behalf of Korea, the Korea Occupational Safety & Health Agency (KOSHA) volunteered to organise this in partnership with IALI (see event July 2018)
IBOR Train the Trainer Workshop	29 – 31 Jan 2018, Singapore	<ul style="list-style-type: none"> • IBOR workshop to train a cohort of potential IBOR assessors – a mix of EC members available to attend and experienced LIs from Singapore and GB. A mock assessment of Singapore was used to ensure the training was practical, not just theoretical. • The training workshop was led by KM and HSH.
IALI EC Meeting	29 Jan 2018, Singapore	
2017 – September onwards		
SLIC Meeting	9 Nov 2017, Tallinn, Estonia	<ul style="list-style-type: none"> • KM gave an update in IALI's work including IBOR.
Thematic Day of Senior Labour Inspectors Committee (SLIC)	8 Nov 2017, Tallinn, Estonia	<ul style="list-style-type: none"> • Thematic Day theme was “New Forms of Work and OSH”. KM participated including the concluding round table debate – “Enforcing rules of the occupational health and safety in the changing world of work – challenges for the social partners, regulators and labour inspectorates”.
Vision Zero Conference	17 Oct 2017, Dusseldorf, Germany	<ul style="list-style-type: none"> • As a bridge from the 21st World Congress, HSH was invited to give an opening speech which covered key highlights and figures of the World Congress, as well as the activities which promote the VZ globally.
IALI EC Meeting	16 Oct 2017, Dusseldorf, Germany	

President & Secretary-General's Report: 2017-2021

OSH Conference	11 – 12 Oct 2017, Riga, Latvia	<ul style="list-style-type: none"> • KM and Bernd Bruckner (Technical Advisor) contributed to this 2-day conference – “Each single accident at work is too much”. BB delivering a paper “The strength of labour inspection - 10 years lessons learned, challenges of the future”
15 th IALI Congress and General Assembly	7 – 8 Sep, 2017, Singapore	<ul style="list-style-type: none"> • New EC was elected for the period of 2017 – 2020
<u>21st World Congress on Safety and Health at Work</u>	3 – 6 Sep 2017, Singapore	<ul style="list-style-type: none"> • HSH was the organiser, KM spoke at the opening ceremony and chaired 2 sessions, YP was moderator of Symposium organised by IALI-SAWS, IS was speaker at the Symposium, JP attended.

PROPOSALS FOR A REVISED IALI ACTION PLAN FOR THE FUTURE: 2021 – 2024 AND BEYOND

Summary

This *Action Plan* is a draft for discussion by IALI members at the IALI General Assembly of 15 July 2021. It continues the 6 key Action Areas and their Strategic Objectives defined originally in the 2008-2011 *Action plan* and continued in the subsequent *Action Plans*, to reflect IALI's key roles as an international association.

The 6 existing **Action Areas** and their **Strategic Objectives** for IALI are:

1. **IALI – the professional association** - *Objective: To provide the professional foundation for building strong, modernised and effective 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.*

Context

The *IALI Action Plan for the Future* was first developed in 2008 and provides a strategic blueprint to guide IALI's specific work for each triennium towards achieving long-term and ongoing objectives. Each role or Action Area has a Strategic Objective and a more detailed Description of the role and purpose of that area of work can be found in Appendix 1.

In practice, many of these roles are interdependent and specific activities carried out by IALI may impact on more than one. Additionally, the work of IALI to deliver these roles in any triennium will be a mixture of ongoing tasks and activities (which effectively roll on over time) and Specific Tasks and deliverables for that Triennium. Both types of work being progressed and delivered as time and resources allow.

This proposed *Action Plan* is put forward by the current Executive Committee based on:

- its reflections of progress made over the last four years in delivering the previous Action Plan.

President & Secretary-General's Report: 2017-2021

- issues identified over that period that need further work
- actions necessary to build on what has been delivered in 2017 – 2020; and
- responding to wider developments and opportunities that have emerged in the last four years
- new formal, informal, direct, and personal contacts developed during the last four years

Following the General Assembly 2021, the newly elected Executive Committee will then consider and finalise the Plan taking into account the comments provided by members at the meeting.

**Proposed by IALI President
Kevin Myers
15 July 2021**

IALI ACTION PLAN FOR THE FUTURE: 2021 – 2024 AND BEYOND

ONGOING ACTIVITIES

1. Assist IALI members (and others) to implement the *International Common Principles for Labour Inspection* in states, nations and regions; including promoting continued adoption of IALI's *Global Code of Integrity for Labour Inspection* and systems for performance measurement using *IALI's Handbook for Measuring Performance of the OSH function* as a guide.
2. Provide support and technical assistance as requested by IALI members. Assessing requests for such assistance in a consistent and fair manner in accordance with the criteria under IALI's Technical Assistance policy. Responding to such requests for assistance in a timely manner.
3. In particular, to engage with and provide support to regional groups coordinating labour inspection activities. This to include both IALI-established Regional Alliances of Labour Inspectorates (RALI: SE Europe, Azerbaijan and Ukraine, RALI: CIS and Mongolia) and other bodies established for, inter alia, such purposes (eg EU-SLIC, ASEAN OSHNET, ALIC, ARLAC, CRADAT, MAGHREB Confederation Iberoamericana de Inspeccion de Trabajo (CIIT, ARAB states, GRULAC, etc). Where appropriate, we should continue the practice of appointing regional representatives who will work with regional associations in the same way as it is done now with RALI CIS and Mongolia, ASEAN and other regional associations.
4. Encourage and support Regional conferences and forums organised by local inspectorates. Providing input, speakers and technical (and other) assistance as requested
5. Promote and raise awareness of IALI and its role (in promoting professional, efficient and effective labour inspection worldwide) with key stakeholders (eg Governments, international employers' and workers' representatives, relevant NGOs and other bodies whose work can influence labour inspection.
6. Promote and raise awareness of IALI's flagship programme, International Benchmarking OSH Regulations (IBOR).

SPECIFIC TASKS 2021 – 2024

1. Deliver assessments under International Benchmarking OSH Regulations (IBOR) following the successful pilot programme with Malaysia. Identify and work with other two countries under the pilot scheme. Where there are requests to deliver IBOR assessments to other countries and jurisdictions.
2. As a Strategic Partner with the ILO, to identify opportunities for ongoing cooperation and collaborative action over 2021 – 2024;
3. Provide support to the G20 EWG and OSH Network.
4. Support the Finland "Coalition to implement OSH declarations."
5. Carry out a review of IALI's current membership rules to consider a more flexible set of arrangements to increase membership and engagement and take IALI into the future.

President & Secretary-General's Report: 2017-2021

6. Working with the ILO (and others as appropriate, especially regional groups) develop a framework for training Labour Inspectors.
7. Collaboration with ILO/ISSA and the World Congress Organisers to showcase IALI's activities and programmes (upcoming World Congress will be held in October 2021 over virtual platform). The following World Congress will be held in Sydney in year 2023.
8. Commence compiling a framework for delivering regulatory intervention tools (developed in partnership with others as appropriate)
9. Commence compiling and develop IALI's position paper on Vision Zero as well as Global Supply Chains
10. Work with ISSA Special Commission on Prevention Sections, to identify opportunities for joint collaborative areas of action over 2021 – 2024.
11. Review IALI-ICOH MOU activities and continue collaborative and joint initiatives throughout 2021 – 2024.
12. Continue the formal partnership in the tripartite project on managing asbestos hazards in Europe (i.e. The IALI, EFBWW, FIEC, EU-Project) and encourage his implementation in countries and LI outside of Europe.
13. Further develop the interactive web site.
14. Produce and distribute an annual IALI Forum for 2021, 2022, 2023 and 2024.
15. Organise and hold at least two EC meetings a year – taking advantage of attendance at other events and where appropriate the use of virtual platforms to minimise cost wherever possible.
16. Organise and host at least two webinars for members for 2022, 2023 and 2024.
17. Organise and deliver the 3-yearly IALI Congress and General Assembly in Geneva, in June 2024.
18. Commemorate IALI's 50th anniversary in year 2022.

APPENDIX 1

IALI THE PROFESSIONAL ASSOCIATION
OBJECTIVE - To provide the professional foundation for building strong, modernised and effective and labour inspection worldwide
DESCRIPTION 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. IALI has produced a number of tools in recent years to assist members to deliver high quality and professional labour inspection systems: <ul style="list-style-type: none">• a global code of ethics/integrity;• a framework for common principles of operation;• a framework for measuring performance and comparative benchmarking. 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. G7 and G20 initiatives demonstrate the level of political interest. 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.

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: <ul style="list-style-type: none">• international organisations and NGOs e.g. ILO, UN, WHO, WTO, ISSA ICOH;• regional labour inspection groupings;• international employer and worker representative groups;• lobby groups for decent work;• organisations that resource socially responsible investment (eg World Bank, IFC).

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 many regional groups of inspectors 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 (eg 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.

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 EC and membership, can provide impetus for regional cooperation in labour inspection through organising conferences with host countries; starting and supporting regional technical programmes, and by encouraging and assisting members to organise regional cooperative initiatives.

IALI has further developed arrangements for promoting regional alliances by nominating regional representative roles to EC members and others. It is intended that they work with interested countries to provide the catalyst for regional cooperation to be encouraged to develop.

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. Supporting non-members LI/countries and social partners organisations to develop regional activities in order to promote and reinforce their influence, cooperation and willingness to become IALI members and use IALI's professional tools.

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 (eg 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.

ACTION AREA 6 – IALI AS SOURCE OF TECHNICAL EXPERTISE

OBJECTIVE

To provide a resource for accessing technical expertise in labour inspection

DESCRIPTION

In recent years IALI has worked to pool, codify and publish expertise in the format of the various high level documents it has produced:

- *Global Code of Integrity for Labour Inspection*
- *International Common Principles for Labour Inspection*
- *IALI's Handbook for Measuring Performance of the OSH function*
- *International Benchmarking for OSH Regulations*
- *Guidance on Competency Framework for Labour Inspectorates*
- *Roles of Labour Inspection in Managing Pandemic*
- *Position and Role of Labour Inspectors in respect of Migrant/Illegal Workers*

For many years, IALI has also 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.

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