



ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL

INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION

ASOCIACION INTERNACIONAL DE LA INSPECCION DE TRABAJO

INTERNATIONALE VEREINIGUNG FUR ARBEITSINSPEKTION

الجمعية العالمية للفكر الشغل

МЕЖДУНАРОДНАЯ АССОЦИАЦИЯ ИНСПЕКЦИИ ПО ТРУДУ

IALI/EC/September/2011/P7

**13th General Assembly of the International Association
of Labour Inspection,
held at the International Labour Office, Geneva
16 June 2011**

SUMMARY REPORT

General Assembly

14.30 – 17.30

ROOM XI, ILO Building

1. Reports by :
 - a) President
 - b) General-Secretary
 - c) Treasurer
 - d) IALI Auditor
2. Approval of the reports and the accounts
3. The proposed new 3-Year Action Plan for the Future
4. General discussion
5. Election of the new Executive Committee

1. Reports

(a) Report by President

The President, Ms Michele Patterson, welcomed all members to this IALI General Assembly meeting. She explained that the purpose of this meeting was to give a report to IALI members of the work of the Association and its Executive Committee over the past 3 years and to discuss its proposed strategy and activities for the next 3 years. Ms Patterson's President's Report and Attachments are appended to this Summary Report.

Ms Patterson expressed her honour of serving as the President of IALI for the last 6 years and brought the meeting through the IALI President's Report from 2008 – 2011. The document reviews the progress IALI has made on the six key strategic objectives and "Areas for Action" under IALI's Action Plan for the Future. She highlighted that she is proposing no change to IALI's six key strategic objectives, as currently defined under the Action Plan for the Future as these have served well to focus the objectives and activities of IALI's members.

Two attachments to the main President's Report were presented – Attachment A is the 3-yearly Status Report on IALI's Action Plan for the Future from July 2008 to June 2011 and Attachment B is the revised IALI Action Plan for the Future proposing activities for the next triennium of 2011 to 2014.

Ms Patterson expressed her heartfelt appreciation to IALI's Secretariat based in Luxembourg and Geneva, IALI Executive Committee members, technical advisors, as well as members who have held and participated in conferences, forums and events during 2008 – 2011. She also thanked the ILO and LABADMIN for their partnership and cooperation during this period as well as colleagues from SafeWork, South Australia. Last but not least, she expressed her wish that the incoming Executive Committee would continue to build-on and enhance the role of IALI as a professional association.

(b) Report by General Secretary

Mr Paul Weber summarised IALI's activities since the last General Assembly in June 2008. He shared that IALI had organized 23 major conferences, seminars and congresses, often organised in partnership with other organisations, in particular the ILO and ISSA.

In terms of membership, there are a total of 120 members from 102 countries (115 members and 5 associate members). New members who have joined IALI since 2008 include:

- National OHS Service, Fiji – August 2008
- Federal Administration for Inspection Issues Inspectorate of Labour Inspection, Bosnia & Herzegovina – August 2008

- State Labour Inspectorate, Ministry of Labour and Social Protection of Population, Azerbaijan – December 2008
- Inspeção Regional do Trabalho, Açores (Portugal) – October 2009
- Syndicat National des Agents de l'Administration du Travail (SYNAT), Gabon – March 2011
- Labour Department, Barbados – April 2011
- Inspection générale du travail, Algeria – May 2011
- National Employment Rights Authority of Ireland – June 2011

The IALI Global Code of Integrity has also been translated into 11 different languages.

(c) Report by Treasurer

The Treasurer, Mr Michel Gisler, presented the financial report for the calendar years of 2008 to 2010. Copies of the report were made available to the participants. The Association's finances were reasonably healthy with an increase in available funds. Between 2008 and 2010, the total expenses were 233,740.74 CHF and a total receipt of 282583.96 CHF was recorded, resulting in a surplus of 48,843.22 CHF. This was largely attributed to the contribution of 103,170.00 from Luxembourg.

There has been growing number of members and therefore a rise in the amount collected from membership fees. However, there had been a decline in the proportion of members paying their membership fees in full in recent years. Currently, about 60% of IALI members paid fees due, compared to 70% of members paying fees due in 1998. Most of IALI's funds were spent on conferences, maintaining and updating the website and publication of the IALI Forum newsletter. A very small proportion was used for meetings and expenses of the Executive Committee. Mr Gisler also informed members that there were financial contributions received from IALI partners in the organization of conferences, congresses and seminars as well as ILO.

Ms Patterson thanked Mr Michele Gisler for his work in keeping track of the accounts of IALI all these years. As there were no questions from the floor, the auditor was invited to report on his examination of the finance and accounting records

(d) Report by Auditor

Ms Patterson informed the meeting that Mr Carlos Manuel Moyano had been appointed to review the finance and accounting records of IALI.

Following a review of the banking and accounting, Mr Moyano reported that a positive surplus is observed. The active assets of IALI had corresponded to the banking transactions carried out over the past few years. Having gone through the bank statements, Mr Moyano explained that there were no irregularities observed and proposed that the financial and accounting results be put before the General Assembly for endorsement. With no objections from the floor, the accounts were approved as they stood.

Ms Patterson thanked Mr Moyano for his professional advice as the appointed auditor and conveyed her gratitude on behalf of members.

2. Approval of Accounts and Reports

Adoption of the Auditor and Treasurer's Reports was proposed by United Kingdom and seconded by Singapore.

Similarly, adoption of the Secretary General's Report was proposed by Germany and seconded by Austria.

In relation to the President's report, the adoption was proposed by Latvia and seconded by France.

Members were in favour of all reports and these were adopted unanimously.

3. Proposed new 3-year IALI Action Plan for the Future 2011 to 2014

With reference to the proposed new 3-year Action Plan for the Future 2011-2014 circulated earlier, Ms Michele Patterson explained to members that the Committee would be happy to receive suggestions and comments for improvement from members. The document would be regarded as a living document and would be updated from time-to-time. Ms Patterson highlighted that a key proposal in the Action Plan is the introduction of an annual evaluation of IALI's activities as well as the production of a review report at the end of the 3-year term.

4. General Discussion

On the proposed new Action Plan for the Future, Ms Patterson highlighted several key points:

- (i) The key objectives and strategies in the six Areas of Action remain unchanged as foreshadowed in her President's Report.
- (ii) For 2008-2011, members will be aware of the regional cooperation initiatives (in objective 4) which have occurred in South Eastern Europe, Eastern Europe, in Northern Africa (ie the Maghreb countries), and in Asia. For the next three years, it is proposed that efforts will be focused on consolidating the great achievements in these areas as well as stepping up activities in Central and South America and other parts of Africa.
- (iii) In relation to partnerships. Ms Patterson indicated that IALI could do more to work with and engage international employer and employee organisations who are key agents responsible for adopting good inspection practices in the workplace.
- (iv) Ms Patterson informed the meeting that from a visit to Moscow in 2010, she had a first hand interaction with labour inspectors in Russia and the visit provided a splendid opportunity to speak to inspectors about how IALI's Global Code of Integrity is

being implemented in their areas of work. Work to continue implementation of the Code of Integrity throughout all IALI member countries must stay as an IALI priority for the next 3 years. Many countries have been adapting the Code produced by IALI to their own local conditions and Ms Patterson said that she would certainly like to see more of this work in other parts of the world.

Mr Kevin Myers (United Kingdom) noted that the Action Plan for the Future was an excellent document and was rightly pitched at the strategic level. The proposals under the Action Plan need to be closely aligned with the ILO recommendations released at the recent International Labour Conference. Concurring with Mr Myers' remarks, Mr Nils-Petter Wedege commended the Action Plan as a big step forward and proposed that IALI's activities under the Plan in relation to measurement of the effectiveness of labour inspection, could be transformed into a formal report for members.

Ms Patterson further added that for evaluation of labour inspection effectiveness, a key outcome identified in the Action Plan is to devise tools for the measurement of such effectiveness. IALI recognizes that every inspectorate currently needs to measure its activities through indicators such as number of visits, number of sanctions and so on; however, a more comprehensive set of measures that attempt to measure reach, impact and effectiveness, such as the effectiveness of injury investigations and audit visits is required for the future. These types of measures will need to include a mix of solid quantitative statistics and also qualitative measures such as surveys of stakeholders. For the purpose of being able to measure improvement, these indicators could eventually serve as international benchmarks amongst various labour inspectorates.

Mr Wolfgang von Richthofen said that the ILO Safework Programme had started to put into action its 2011-2016 Global Plan of Action for OSH. Alluding to Mr Myer's earlier suggestion, he said that IALI's plans should seek congruence with the salient points in the ILO's Global Action Plan.

On objective 6 of the Action Plan for the Future, Ms Patterson highlighted the need to develop criteria for providing technical expertise to member countries. The Association has received many requests for assistance in increasing numbers over recent years and must now develop the capacity to manage the requests appropriately, so this task is also included in the Action Plan., .

With no other comments from members, Ms Patterson declared the meeting closed and thanked members for participating in the General Assembly. Ms Patterson also thanked Mr Alvian Tan from Singapore for volunteering to take the minutes of this meeting.

5. Election of new Executive Committee

Before handing over the meeting to the Presiding Officer for the Election, Ms Michele Patterson informed the meeting of two key points relevant to the election:

- (i) Reserve list of Executive Committee Members: there are 9 official positions on the Executive Committee. As there are 12 members contesting the new election, the non-elected members will form a reserve list should circumstances require, and could be asked to join the Executive Committee in the event that a member of the Committee has to retire during their term of office; and,
- (ii) Regional Representatives – regional delegates may or may not be members of the Executive Committee; however, during the previous 3 years, the regional delegates were all appointed from within the Executive Committee. Ms Patterson noted that it is possible for non Executive Committee members to be involved as regional delegates under IALI's rules, and she encourages all delegates to consider whether they would be interested in nominating for these roles, once the new Executive Committee is elected.

Ms Patterson then handed the meeting over to Mr Nils-Petter Wedege as the Returning Officer for the IALI Executive Committee election.

Mr Kevin Myers shared with the meeting that while Ms Patterson had been gracious in thanking people, she omitted to mention the extent to which she had personally contributed to the success of IALI over the past six years. She has provided both energy and leadership, and had often used her personal leave to contribute to the work and success of IALI.

Mr Wedege explained the voting procedures and called on the countries to receive the voting list. Three persons assisted Mr Wedege in the process. They were Ms Helle Tosine from Canada, Ms Charlotte Salomon from Austria and Mr Vilius Maciulaitis from Lithuania. Mr Wedege announced the following contestants for the election:

- Bernhard Brückner, Germany
- Michel Gisler, Switzerland
- Ho Siong Hin, Singapore
- Kaarma Katrin, Esonita
- Moyano Carlos Manuel, Spain
- Kevin Myers, UK
- Michele Patterson, Australia
- Selivanov Andrey, Russian Federation
- Shi Yanping, China (PRC)
- Siffermann Sylvie, France
- Vizeu Bento Rainmundo, Macau, China
- Weber Paul, Luxembourg

Following procedures adopted by the Executive Committee and in accordance with IALI's Statutes, the following were duly elected to the new Executive Committee:

- Michele Patterson, Australia – President
- Kevin Myers, UK – Secretary General
- Michel Gisler – Treasurer
- Bernhard Brückner – Vice-President
- Ho Siong Hin, Singapore – Vice-President
- Shi Yanping – Vice-President
- Siffermann Sylvie – Vice-President
- Weber Paul – Vice-President
- Selivanov Andrey – Vice-President

Mr Wedege thanked all those who were willing to stand for the Committee and congratulated those who were successful in the election.

Ms Michele Patterson expressed her heartfelt thanks to Paul Weber and the IALI Secretariat team from Luxembourg (Ms Nadine Schinder and Mr Robert Klopp), and welcomed the new Executive Team.

The General Assembly officially closed at 1715 hours.

[End]

IALI PRESIDENT'S REPORT – 2008-2011

INTRODUCTION

It has been my honour to serve as President of IALI for the last 6 years. During my second 3-year term, I have had the pleasure of building many relationships and strong partnerships while working with colleagues from all around the world on challenges facing labour inspection today.

As I indicated in my Report for 2005-2008, during that period we saw IALI move forward into a new era where the demand for assistance in improving and modernising labour inspection increased globally. This demand has not only continued throughout the 2008-2011 period, but has grown stronger and more wide-ranging as our involvement in so many national, regional and global events to improve labour inspection has expanded. Consequently, our capacity to positively influence developments in labour inspection has increased. IALI members and particularly Executive Committee members and technical advisors, have devoted extensive resources to responding to proposals for IALI participation in partnerships and local programmes and events; to requests for technical advice and provision of expertise to development projects and programmes; and to attendance at conferences and forums around the globe.

In 2008 IALI took on the specific challenge of developing a greater capacity to meet these challenges during 2008-2011 and to underpin this work, an *Action Plan for the Future: 2008-2011 and Beyond*, was developed and approved at IALI's General Assembly in 2008.

This President's report to the 2011 General Assembly, reviews the progress we have made on our 6 key strategic objectives and 'Areas for Action' under our *Action Plan for the Future*, and provides at **Attachment A**, a status report on our first 3 years of working to the Plan.

Attachment B is a revised Action Plan proposing activities for the next triennium of 2011-2014, to build on and consolidate the activities that we have pursued over the last 3 years. 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.

Importantly, a short summary of the extraordinary level of activity and achievements under the Action Plan in its first 3 years of operation, indicates to me the success of this approach and the value of clearly defining our strategic direction and purpose, as well as our key strategies for achievement of our goals.

I would strongly recommend no change at this point to IALI's 6 key strategic objectives or 'Areas for Action' as currently defined under the *Action Plan for the Future*, as I think they have served well to focus the objectives and activities of our members, but also served as an informative tool for our partners and the people we want to influence, about our main agenda. Reality suggests it takes longer than 3 years to communicate, promulgate and deliver on global objectives and to change them when they still remain

current, would result in confusion to our members and to our audience (ie those we want to hear our message).

Before I commence on the specifics of 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 for 2008, 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 today, your appreciation of their efforts.

BUILDING ON THE FOUNDATION FOR STRONG, PROFESSIONAL AND EFFECTIVE LABOUR INSPECTION - SUMMARY OF 2008-2011 PROGRAMME

Activities and key achievements and outcomes – a short summary

A short summary of the key achievements and outcomes under *IALI's Action Plan for the Future 2008-2011 and Beyond*, demonstrates significant progress during the 2008-2011 period. IALI:

- sought to fulfil its role as a catalyst for the development of regional cooperation through major activity in various parts of the world resulting in the signing of 3 significant regional cooperation agreements that produced the formation of regional associations of inspectors; and other significant regional initiatives. These agreements and initiatives were in:
 - South East Europe, Azerbaijan and Ukraine (formation of *Regional Association of Labour Inspection – RALI* - involving Bulgaria, Serbia, Republika Srpska, Federation of Bosnia Herzegovina, District Brcko, Former Yugoslav Republic of Macedonia, Montenegro, Albania, Slovenia, Greece, Moldova, Azerbaijan and Ukraine);
 - the Maghreb countries of North Africa (formation of the *North African Association of Labour Inspection* involving Tunisia, Algeria, Morocco, Mauritania and Libya);
 - the Russian Federation, CIS countries and Mongolia (formation of *RALI - CIS and Mongolia* involving, Russian Federation, Kazakhstan, Kyrgyz Republic, Tajikistan, Armenia, Ukraine, Moldova and Mongolia);
 - also led the development of the *Halong Recommendations* for cooperation of Labour Inspectorates across the 10 ASEAN nations, Vietnam, Philippines, Cambodia, Laos, Thailand, Indonesia, Singapore, Malaysia, Brunei and Myanmar ; and
 - participated in the development of the *Santiago Declaration* signalling the start of cooperative talks between Chile, Argentina, Brazil, Spain, Portugal and Uruguay;
- organised IALI Conferences across the globe in partnership with host countries - including Lisbon, Portugal, 2009 and Tunisia 2010, and participated in many others;
- partnered with organisations and a range of host nations on delivering joint conference initiatives including:
 - the ILO in Dusseldorf 2009;
 - ISSA in Dresden 2009 and 2011;
 - The Regional Association of Labour Inspectorates (RALI) in joint conferences in Sofia, Bulgaria, 2008, Belgrade Serbia 2009, Banja Luka, Republika Srpska 2010 and Baku, Azerbaijan 2010;
 - KOSHA and The World Congress and World Health and Safety Summit, 2008, and report back, Seoul 2010;
 - Riga, Latvia and State Labour Inspectorates of the Baltic states 2008 and 2010;
 - Beijing, SAWS and the Work Health and Safety Forums of 2008 and 2010;
 - Santiago do Chile conference for the signing of the Santiago Agreement 2009;
 - International Industrial Relations Society Conference, Sydney, Australia, 2009;
 - Tunisia and the countries of the Maghreb in a conference to promote the Global Code of integrity for Labour Inspection and form the Association of North African labour inspectorates, 2010
 - Vietnam and ASEAN nations, Conference on Labour Inspection October 2010;

- Singapore First International OHS Conference October 2010;
- Moscow, conference of CIS countries and Mongolia June 2010; and more;
- promulgated IALI's approved *Global Code of Integrity for Labour Inspection* including translation into 10 languages and implementation in numerous IALI member countries;
- worked towards developing formalised partnerships or MOUs with other organisations including ICOH, ILO and ISSA;
- continued our participation in partnership programmes (eg with the ISSA Mining, ILO special programmes such as those on forced labour, Decent Work Country Programmes and so on);
- provided expertise to a range of programmes, forums, conferences and initiatives; including conduct of a rapid assessment of Armenia's labour inspection system in conjunction with the ILO Moscow 2010; and a visit to the Russian Federation (Rostrud) for discussions 2010;
- produced the IALI Forum each year and further developed the IALI website;
- developed the preliminary information for development of a global means of measuring inspectorate activities for the purpose of assisting labour inspectorates to measure their effectiveness and ultimately, to allow benchmarking for improvement in labour inspection performance (eg the scoreboard approach);
- increased membership of IALI – now 102 member countries and 120 members; and
- strengthened partnerships with a range of organisations including international employers and unions.

Regional Cooperation – a key theme

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 now a significant and vital focus for the implementation of strategies for the improvement of labour inspection globally. During 2008-2011, IALI continued to expand its global reach with conferences and activities across east and west Europe, North Africa and Asia. Our focus for the next few years will need to consolidate this significant regional work and expand to new initiatives especially in Central and South America and other parts of Africa, including reengagement with ARLAC member countries.

IALI's role to act as a catalyst for the development, promotion and implementation of regional initiatives in labour inspection has resulted in very significant developments over the 2008-2011 period. Increasingly, the formation of regional agreements which establish alliances in labour inspectorates, is underpinning IALI's global activities for modernising labour inspection.

Integrity and Professionalism – a key theme

Our pledge at the 2008 General Assembly to promulgate the newly approved Global Code of Integrity for Labour inspection, has resulted in extensive activities aimed at implementing codes of integrity locally in many countries. IALI members have taken the initiative to arrange translation into 10 languages with more to come.

The Code is intended to provide a framework designed to stimulate each country to discuss and adopt its own code reflecting these common principles and suited to local conditions. Some inspectorates have chosen to implement the Code directly and have already required their inspectorate to work according to its principles as well as acting on their commitment to ensure the necessary conditions are in place to provide an environment that is conducive to ethical work practices.

Labour Inspectorates are in a position to influence the development of safe, healthy, fair and productive workplaces. IALI recognises that ethical practices and high professional standards are central to the ability of any Labour Inspectorate to provide the best possible services to the social partners and the wider community. The Code of Integrity represents a commitment to ensure that people who work in Labour Inspectorates will at all times act with professionalism, respect, neutrality and integrity when performing their duties.

By implementing this Code, countries will be committing their Labour Inspectorates to the dynamic development of principles which reflect integrity and professional and ethical behaviour. The Code will become a platform for leadership at the highest level and determine employee conduct throughout the organisation. Of particular interest to members worldwide will be reports of experiences, strategies and solutions for overcoming obstacles to implementation of the principles of the Code; and this core work is destined to occupy our thoughts and deliberations for many years to come.

Meanwhile, IALI has commenced work on phase two of the key underpinning documents for professional labour inspection including a set of common principles of operation for labour inspectorates and work on measurement tools and evaluation methods for labour inspection.

Progress Report on IALI's *Action Plan for the Future: 2008-2011 and Beyond* – Attachment A

To conclude this 3-year term as President, I have provided at **Attachment A** to this report, a progress report on the implementation of *IALI's Action Plan for the Future: 2008-2011 and Beyond*.

The 6 strategic objectives or 'Areas for Action' featured in the Plan provide the framework for the Report. 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.

It should be noted that as the *Action Plan for the Future* is specifically designed as a strategic blueprint for '2008-2011 and Beyond', there was no intention to complete all of the Key Outcomes in this triennium. Rather, most activities under this part of the Plan are ongoing or will be commenced as time and resources allow.

The section of the report on Specific Tasks 2008-2011 is the main focus of this progress review. ***IALI's Action Plan for the Future: Proposed revisions for 2011-2014 – Attachment B***

As explained in the introduction to this President's Report, it is not proposed to recommend changes to the existing *Action Plan for the Future's* 6 key strategic objectives or 'Areas for Action' for 2011-2014, given that they provide a clear focus for IALI's work and they are intended to be long term strategic goals.

The proposed revisions for 2011-2014 are grouped in the revised plan at **Attachment B** as follows:

- updating, streamlining or re-working of ‘key outcomes’ and ‘actions’ where necessary;
- where a ‘specific task’ has been achieved, it is generally deleted or a revised new task defined;
- existing tasks that are not yet achieved but still relevant are left in the Plan;
- where the task is superseded, it has been redesigned, updated or deleted as necessary; and
- new tasks are defined.

The experience of the first 3 years of implementation of this Plan allows us to significantly refine the set outcomes, actions and tasks to meet current and anticipated needs for 2011-2014.

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 Technical Advisors - for their wisdom and advice and contributions to all IALI conferences, programmes and events.
- All IALI members who have held conferences, forums and events during 2008-2011 and participated and contributed to IALI’s many activities.
- The ILO and in particular to LABADMIN led for most of this period by George Dragnich, Giuseppe Casale and Maria-Luz Vega; and to SafeWork, and Wiking Husberg and staff of the Moscow Office - for their partnership, cooperation and assistance with the significant developments in labour inspection in this region over the period; to the ILO officers who have assisted us in arranging this week's Congress and General Assembly and also to those other ILO officers (too many to list) who have contributed to specific programmes and projects throughout 2008-2011.
- My team at SafeWork SA, South Australia - who have all excelled themselves in providing me with support as always; 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 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 developers, Paul Weber, Michel Gisler, Wolfgang von Richthofen and Gerd Albracht. And to the organisers, Michel, Nadine Schneider and Valentine Hertig and Francois Xavier Belottini; to the ILO office for their generous and much appreciated support of funding for interpretation services and for the use of these facilities; to the State Council of the Canton of Geneva for hosting the wonderful Reception on Wednesday night; and to Geneva Canton’s Labour Inspection service for providing the much appreciated administrative support for the Congress and General Assembly in the form of the excellent team of Francine, Christine, Murielle and Antonia. As always, we are also very grateful to the interpreters who have contributed their skills and 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 2011-2014 and I hope the opportunity will be taken to further build-on, consolidate and enhance IALI as a professional association at this exciting time in our history.

Michele Patterson
President, IALI
2008-2011

IALI ACTION PLAN FOR THE FUTURE: 2008-2011 AND BEYOND

3-YEARLY STATUS REPORT: JULY 2008 - JUNE 2011

Summary

The IALI Action Plan defines 6 **areas for action** reflecting its 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 Roles or Action Areas 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.*

This Report is the first 3-yearly status review on progress against the specific outcomes and tasks listed in the Plan.

It should be noted that as the *Action Plan for the Future* is specifically designed as a strategic blueprint for '2008-2011 and Beyond', there was no intention to complete all of the Key Outcomes in this triennium. Rather, activities under this part of the Plan are ongoing or will be commenced as time and resources allow.

The section of the report on Specific Tasks 2008-2011 is the main focus of this progress review.

STATUS REPORT ON STRATEGIC ACTION PLAN FOR 2008-2011 AND BEYOND

ACTION AREA 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. Examples of tools that could assist members to deliver high quality and professional labour inspection systems include:

- a global code of ethics/integrity;
- a framework for common principles of operation;
- a framework for training and professional development;
- manuals and guides for specific areas of inspection work;
- common auditing tools for prevention; and
- 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. 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.

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.

Outcomes	Action	Progress	Status
KEY OUTCOMES: 2008-2011 (and beyond)	1. The Global Code of Integrity is agreed and promoted to members.	Approved at IALI General Assembly, Geneva 2008; Translation from English into French, Spanish, Portuguese, German, Chinese, Polish, Arabic, Russian, Serbian	Achieved Promotion – ongoing
	2. Membership policies and strategies (covering funding, payment and ongoing involvement) are developed and agreed	Changes to membership and fees structure, General Assembly, Geneva 2008	Achieved: Stage 1 to revise membership fees complete; Stage 2 ongoing
	3. IALI membership is expanded according to an organised strategy – ie defined regions, objectives, member criteria, benefits	Membership has steadily increased over last 3 years; target of 100 member countries reached during 2011	Achieved As at June 2011 IALI has 102 member countries and 120 members

	4. IALI Representation is global as defined by ILO (or other) regions.	Significant progress, particularly in SE and East Europe, Asia and North Africa	Ongoing work Goals for the future include the Americas and other parts of Africa
	5. Principles of operation for labour inspection are defined	Task assigned and commenced – recent updates of principles from SLIC and ILO informing development	On track
	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	Talks with ILO CIS project underway concerning the framework. Participation in ILO project on development of Labour Inspection training resources	On track
	7. A framework for preventative auditing tools is progressed.	IALI framework not commenced but tools developed at regional levels and shared through alliances	Achieved at regional levels Not commenced at IALI level
	8. Statutes are revised to reflect IALI's future.	Stage 1 complete General Assembly, Geneva 2008 and 2011	Achieved – ongoing work
	9. Work on comparative performance benchmarking is commenced in partnership with the ILO.	Paper developed for consideration at IALI EC meeting of June 2011 with proposals for the future and best practice case studies	Achieved - ongoing work

AREAS OF ENGAGEMENT FOR IALI MEMBERS	<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>- See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area</p>		
	Action	Progress	Status

SPECIFIC TASKS 2008-2011	1. Finalise a code of Integrity to underpin the professionalism of labour inspectors work.	Code approved June 2008, Geneva, IALI General Assembly; now available in 10 languages	Achieved
	2. Continue to engage international employers and employees in seeking to define roles and professional behaviour.	Represented at all IALI conferences, 2008-09	Achieved - ongoing work
	3. Develop a comprehensive membership strategy to take IALI into the future.	Task allocated but approach requires review during 2011-2014 as membership steadily increasing	Achieved - ongoing work
	4. Commence work on common principles of operation and other frameworks listed above.	Task assigned and commenced – recent updates of principles from SLIC and ILO informing development	Achieved - first draft complete

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 organizations engaged in related areas of work. For example:

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

To effectively influence other organizations about the importance and role of labour inspection, IALI must provide clear and convincing arguments. To do this it must have underpinning documentation (eg a brochure) that explains the history, philosophy and role of the organization 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.

	Action	Progress	Status
Key Outcomes: 2008 – 2011 (and beyond)	A brochure that explains IALI's philosophy and the role of labour inspection in achieving international decent work outcomes is produced.	Version 1 of the IALI brochure published June 2008	Achieved
	The annual IALI Forum is produced and distributed for 2008, 2009 and 2010.	Forum complete and distributed for each year	Achieved
	All relevant groups and organisations that IALI should seek to influence are identified. The annual IALI Forum is produced and distributed for 2008, 2009 and 2010.	Significant progress but comprehensive list not commenced.	Ongoing work

	Arrangements to develop contacts in each group and seek to contribute to their organisational agendas, are commenced..	Significant progress with individual organisations over the period; comprehensive central list not commenced	Ongoing work
	Ongoing work with existing contacts and networks is actively pursued.	Extensive work by IALI Executive Committee members at regional levels	Achieved - ongoing
AREAS OF ENGAGEMENT FOR IALI MEMBERS	<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>See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area</p>		
	Action	Progress	Status
SPECIFIC TASKS 2008-2011	1. Finalise an IALI brochure to explain the philosophical basis of IALI and the role of labour inspection.	Version 1 printed June 2008	Achieved
	2. Identify and create a directory of groups and contact persons for each sphere of influence.	Significant progress with individual groups over the period	Ongoing work
	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).	IALI invitations from groups and member requests to EC for IALI participation in local, state, national, regional and global group events has increased over the period	Ongoing work
	4. Create a means of recording IALI contact and involvement with other organisations (eg on IALI's interactive web site).	Not commenced in this form although web records major events and forum record other involvements;	Not commenced
	5. Continue to engage international employers and employees in developing spheres of influence around the world.	Employers and employees participated in all IALI events over the period	Achieved - ongoing work

ACTION AREA 3 – IALI AS PARTNER

OBJECTIVE

To build IALI's participation in both formal and informal partnerships and alliances with related organizations 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 organizations 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 (eg 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 (eg Memorandums of Understanding for compliance work and exchange of information), and with employer and employee organizations.

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

	Action	Progress	Status
KEY OUTCOMES – 2008- 2011 (and beyond)	A strengthened partnership with the ILO is developed and built around key strategic objectives in areas of mutual interest.	Discussions have resulted in draft MOU developed for consideration during 2011	Ongoing work
	IALI's partnership with the ILO's special project on forced labour and human trafficking is continued.	IALI rep participated in Conference in March 2009; President held talks with ILO Project Team in Nov 2009	Ongoing work
	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	Extensive regional engagement now provides basis for mapping and partnership agreements	Achieved -ongoing work
	Opportunities for partnerships to promote decent work	Memorandums of Understanding signed with ICOH, and remaining	Achieved -ongoing work

	with other organisations and projects are identified and work is commenced to develop these potential relationships	MOUs in development due to be signed during 2011 (ILO and ISSA)	
AREAS OF ENGAGEMENT FOR IALI MEMBERS	<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>- See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area</p>		
	Actions	Progress	Status
Specific Tasks	1. Undertake discussions with the ILO on the strategic objectives of the partnership with IALI.	Extensive discussions and consultations held. Draft IALI-ILO MOU developed for consideration at EC meeting June 2011	Achieved - ongoing work
	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.	IALI representative participated in Conference in March 2009; President held talks with ILO Project Team in Nov 2009	Achieved
	3. Engage members in mapping all regional organisations that coordinate labour inspection activities and explore potential for partnerships.	IALI engaged with members: RALI: SE Europe, Azerbaijan and Ukraine created; North African Labour Inspection Alliance created; ASEAN signed Halong Bay Agreement; RALI: CIS and Mongolia created; Central America signed Santiago Agreement; Baltic states engage	Achieved - ongoing work - more work to be defined and pursued in next triennium

		in regular cooperation activities.	
	4. Hold discussions with international employers, unions and other organisations to identify partnership opportunities.	Formal involvement of employers and unions in all IALI events and general engagement continues,	Achieved – ongoing work.

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 (eg 2004-2008 in Macao, Beijing, Ontario and Adelaide); by starting and supporting regional technical programmes (eg Pacific regional technical cooperation programme), and by assisting members to organise regional cooperative initiatives.

IALI is proposing to further develop it's 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.

	Action	Progress	Status
Key Outcomes: 2008 – 2011 (and beyond)	1. EC members are assigned regional areas to provide a catalyst for the development of regional cooperative initiatives.	EC members allocated and active	Achieved
	2. A strategic plan for regional cooperation, to be promoted by IALI's regional representatives, is developed.	Events have moved too quickly for strategic plan: spectacular progress with the signing of 4 significant regional agreements over the period, plus commitments to pursue cooperation in other countries	Achieved - ongoing work
	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	2009 IALI Conference held in Lisbon, Portugal; 2010 and 2011 involved IALI partnership conferences in wide range of countries – see reports of the President and Secretary General	Achieved

	cooperative programmes as part of the conference objectives).	for more details	
	4. Regional conferences and forums organised by local inspectorates are encouraged and supported by IALI.	Ongoing; extensive involvement by individual EC members	Achieved - ongoing work
AREAS OF ENGAGEMENT FOR IALI MEMBERS	<p>IALI membership – encouraged to propose and host conferences and forums for the promotion of regional cooperation, and to engage in regional initiatives.</p> <ul style="list-style-type: none"> - See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area 		
	Action	Progress	Status
Specific Tasks	1. EC plans strategic approach to regional coordination and representation activities and assigns roles to EC members.	Development of regional cooperation continues on catalyst basis – strategy identifies areas for future focus	Achieved - ongoing work
	2. 3 major conferences held 2009-2011 in addition to the 3-yearly IALI Congress and General Assembly.	2009 IALI Conference held in Lisbon, Portugal and many IALI partnership conferences each year	Achieved

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	Progress	Status
Key Outcomes for 2008 – 2011 (and beyond)	1. A framework for providing information resources to IALI members is developed (through a member survey).	Not commenced	Not commenced
	2. Work is commenced on gathering resources and establishing databases of information for members to access.	Not commenced	Not commenced
	3. Links to other resources (such as CIS and the European OSH Agency) are provided on the web	Ongoing	Achieved - ongoing work
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. See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area		
	Action	Progress	Status
Specific Tasks	1. Further develop the interactive	Ongoing	Achieved

	website		
	2. Establish databases to provide information resources to members	Not commenced	Not commenced
	3. Examine feasibility of developing a series of compendiums to assist in facilitating regional and individual member initiatives and projects	Not commenced	Not commenced

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.

	Action	Progress	Status
Key Outcomes: 2008 – 2011 (and beyond)	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 et	Task assigned - options in development	On track

	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.	All requests received were assessed and responded to over the period. Specific criteria still to be developed	Achieved - ongoing work to develop criteria
	3. A database of individuals who can provide technical expertise in labour inspection is developed and accessible on IALI's web site	Commenced – Logistics being examined.	On track
AREAS OF ENGAGEMENT FOR IALI MEMBERS	<p>IALI membership – can provide and access details of individuals with technical expertise in Labour Inspection.</p> <ul style="list-style-type: none"> - See Reports of the President, Secretary General and Treasurer, IALI General Assembly 2011, for summaries of significant activities in this area. 		
	Action	Progress	Status
Specific Tasks	Develop criteria to assess requests for provision of technical expertise at member country forums or training courses, in a consistent and fair manner.	Task assigned - Options in development	On track
	Respond to such requests for assistance in a timely manner.	Ongoing and extensive	Achieved - ongoing work
	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.	Commenced	On track
	Maintain the database	N/A	N/A

PROPOSALS FOR A REVISED IALI ACTION PLAN FOR THE FUTURE: 2011-2014 AND BEYOND

Summary

This Plan proposes that the 6 key **strategic objectives** and **areas for action** defined in the 2008-2011 Plan to reflect IALI's key **roles** as an international association, be continued.

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 2011-2014**.

The 6 existing strategic Objectives or Action Areas 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.*

The detailed Plan follows and will be the subject of an annual evaluation by IALI's Executive Committee and 3-yearly progress report to the next IALI General Assembly in 2014.

What now with the revised Action Plan?

The Revised *IALI Action Plan for the Future: 2011-2014 and Beyond* is proposed for the consideration of the General Assembly, June 2011.

Following the General Assembly, the newly elected Executive Committee would then consider and finalise the plan taking into account the comments provided by members at the General Assembly.

**Proposed by IALI President
Michele Patterson
June 2011**

IALI ACTION PLAN FOR THE FUTURE: 2011-2014 AND BEYOND

ACTION AREA I – 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. Examples of tools that could assist members to deliver high quality and professional labour inspection systems include:

- a global code of ethics/integrity;
- a framework for common principles of operation;
- a framework for training and professional development;
- manuals and guides for specific areas of inspection work;
- common auditing tools for prevention; and
- 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. 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.

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>KEY OUTCOMES – 2011-2014 (and beyond)</p>	<ol style="list-style-type: none"> 1. The Global Code of Integrity is implemented by IALI members. 2. Membership policies and strategies (covering funding, payment and ongoing involvement) are further developed. 3. IALI membership is expanded according to an organised strategy – ie defined regions, objectives, member criteria, benefits. 4. IALI Representation is global as defined by ILO (or other) regions. 5. Principles of operation for labour inspection are defined. 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. 7. A framework for preventative auditing tools is progressed. 8. Statutes are revised to reflect IALI's future. 9. Work on tools for measuring the effectiveness of inspectorates is further developed, ultimately providing a means of benchmarking performance for those wishing to measure improvement.
<p>AREAS OF ENGAGEMENT FOR IALI MEMBERS</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>SPECIFIC TASKS 2011-2014</p>	<ol style="list-style-type: none"> 1. Finalise common principles of operation for labour inspectorates and other frameworks listed above. 2. Continue to engage international employers and employees in seeking to define roles and professional behaviour. 3. Develop a comprehensive membership strategy to take IALI into the future.

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 eg ILO, UN, WHO, WTO, ISSA;
- regional labour inspection groups;
- international employer and worker representative groups;
- lobby groups for decent work (eg Fair Trade, Corporate Social Responsibility groups, sustainable and socially responsible investment groups);
- organisations that resource socially responsible investment (eg 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 (eg 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.

Key Outcomes : 2011 – 2014 (and beyond)

1. The annual IALI Forum is produced and distributed for 2011, 2012 and 2013.
2. All relevant groups and organisations that IALI should seek to influence are identified.
3. Arrangements to develop contacts in each group and seek to contribute to their organisational agendas, are further developed.
4. Ongoing work with existing contacts and networks is actively pursued

Areas of Engagement for IALI Members

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.

**Specific Tasks
2011 - 2014**

1. Identify and create a directory of groups and contact persons for each sphere of influence.
2. 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).
3. Create a means of recording IALI contact and involvement with other organisations (eg on IALI's interactive web site).
4. Continue to engage international employers and employees in developing spheres of influence around the world.

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.

Key Outcomes: 2011 – 2014 (*and beyond*)

1. A strengthened partnership with the ILO is developed and built around key strategic objectives in areas of mutual interest.
2. IALI's partnership with the ILO's special project on forced labour and human trafficking is continued.
3. All regional groups coordinating labour inspection activities (eg SLIC, RALI: SE Europe, Azerbaijan and Ukraine, RALI: CIS and Mongolia, ASEAN, ARLAC, CRADAC, MAGHREB Association of labour inspections, ARAB states etc) are mapped and opportunities for partnership with IALI are pursued.
4. Opportunities for partnerships to promote fair, safe and healthy work with other organisations and projects are identified and work is continued to develop these potential relationships and formalise where appropriate.

Areas of Engagement for IALI Members	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.
Specific Tasks 2011-2014	<ol style="list-style-type: none"> 1. Formalise an MOU with the ILO on the strategic objectives of the partnership with IALI. 2. Formalise draft MOU with ISSA 3. Hold talks with ICOH to develop partnership under agreed MOU. 4. Work with all relevant ILO programmes (eg SafeWork, Special Project on Forced Labour and Human Trafficking, Gender, Social Dialogue and so on), to identify opportunities for IALI participation and cooperative efforts. 5. Finalise mapping of all regional organisations that coordinate labour inspection activities and explore potential for partnerships. 6. Hold discussions with international employers, unions and other organisations to identify partnership opportunities.

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; by 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 assigning regional representative roles to each member of the IALI Executive. It is intended that EC members work with interested countries to provide the catalyst for regional cooperation to be encouraged to develop. Regional representatives 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.

Key Outcomes: 2011 – 2014 (and beyond)

1. EC members continue to be assigned regional areas to provide a catalyst for the development of regional cooperative initiatives.
2. Building on the regional cooperation agreements and initiatives in west and east Europe, Asia and North Africa, developed during 2008-2011, consolidate this work and expand catalyst activities in regional cooperation, in particular to Central and South America and other parts of Africa.
3. IALI conferences are held in 2011, 2012 and 2013 in partnership with a host member country or regional alliances of labour inspection (priority given to those countries proposing to develop or consolidate regional alliances and cooperative programmes as part of the conference objectives).
4. Regional conferences and forums organised by local inspectorates are encouraged and supported by IALI.

Areas of Engagement for IALI Members

IALI membership – encouraged to propose and host conferences and forums for the promotion of regional cooperation, and to engage in regional initiatives.

**Specific Tasks
2011-2014**

1. Regional Alliances of labour inspection are supported in their work.
2. New regional alliances are encouraged and promoted, particularly in Central and South America and parts of Africa.
3. IALI conferences with host countries, regional alliances and partnership conferences and events are held 2011-2013, in addition to the 3-yearly IALI Congress and General Assembly.

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.

Key Outcomes: 2011-2014 (*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 2011-2014

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.

Key Outcomes: 2011 – 2014 (and beyond)

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.
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.
3. A database of individuals who can provide technical expertise in labour inspection is developed and accessible on IALI's web site.

Areas of Engagement for IALI Members	IALI membership – can provide and access details of individuals with technical expertise in labour inspection.
Specific Tasks 2011-2014	<ol style="list-style-type: none">1. Develop criteria to assess requests for provision of technical expertise by member countries in a consistent and fair manner.2. Respond to such requests for assistance in a timely manner.3. Determine the appropriate approach and means of involvement for IALI in the provision of technical resources.

The Secretary –General’s report 2008-11

The Secretary General, Paul WEBER, reported on IALI’s membership, communications on paper “Forums 2008/09/10” and the “www.iali-aiit.org” activities, Congress and conference activities, regional conferences and World Congress, Geneva Congress, June 15-16, 2011

Past conferences and events:

IALI’s activities had included 23 major conferences, seminars and congresses, often organised in partnership with other organisations, in particular the ILO and ISSA. IALI conferences held since June 2008 had been as follows:

Conferences and Congresses 2008 – 2011	
Africa	Bahrain, Tunisia
America (N+S)	Chile,
Asia	Korea (2x), China, Singapore, Vietnam,
Europe	Bulgaria, Latvia (2x), Germany (3x), Portugal, Republic of Serbia, Spain, Republic of Srpska (Bosnia & Herzegovina), Azerbaijan Republic, Russia

XVIII World Congress on Safety and Health at Work

June 30 ~ July 3, 2008, COEX Convention Center, Seoul, Korea

First Regional Conference of the Labour Inspectorates in Southeast Europe, Azerbaijan and Ukraine

25-27 September, 2008, Sofia (Bulgaria)

Third Arab Conference on Safety and Health

4-6 November 2008, Manama (Bahrain)

Quality of work – quality of life

The role of labour inspection in implementation of European and national strategies
20 and 21 November 2008, Riga (Latvia)

"Building a bridge between international and national strategies on health and safety at work"

28 – 30 January, 2009 in the Academy Dresden of the DGUV, Dresden (Germany).

IALI Congress: Labour Inspection in the path of change: focusing the mission to economic development and social peace in the times of crisis,

16-17 April 2009, Lisbon (Portugal)

Work towards the XXI Century

22 – 23 April 2009, Santiago do Chile (Chile)

2nd Conference of the Regional Association of Labour Inspections of SEE, Azerbaijan and Ukraine

7-9 October 2009, Belgrade (Republic of Serbia)

"Implementing occupational safety and health standards globally in time of crisis"

3-6 November 2009, ILO-IALI Conference, Congress Centre Düsseldorf (Germany)

"IALI's role in supporting the Decent Work agenda and participating in the implementation of the Decent Work Country Programmes (DWCP's) with the focus on • Labour Inspection and • OSH Strategies"

6 November 2009, IALI-ILO workshop, Düsseldorf (Germany)

Technical Conference

26 and 27 November 2009, Sevilla (Spain)

Colloque maghrébin "L'inspection du travail dans les pays du Maghreb et la promotion des meilleures pratiques éthiques et professionnelles,

15-16 avril 2010, Tunis (Tunisia)

Regional conference with international participation on: Prevention – Risk management – social security

17 -18 May 2010, Banja Luka, Republic of Srpska (Bosnia and Herzegovina)

BAKU – Moscow

International Seminar "Sharing Best Practices on Safety and Health for a Safer Future"

5 July 2010, Seoul (Korea)

5th China International Occupational Safety & Health Exhibition and China International Forum on Work Safety,

, 31 August - 2 September 2010, Beijing (China)

Singapore WSH Conference Embracing Challenges, Pushing WSH Frontiers

15-16 September 2010, Singapore

ASEAN Labour Inspection Conference

13-14 October 2010, Ha Long, Quang Ninh Province (Vietnam)

3rd joint IALI and the State Labour Inspectorate of Latvia conference

"Maintenance of OSH in time of crisis"

11 and 12 November 2010, Riga (Latvia)

3rd Regional Alliance of Labour Inspectorates (RALI) Conference "The role of Labour Inspectorates in the National OSH system"

18-19 November 2010, Baku (Azerbaijan Republic)

2nd Strategy Conference "Five Pillars - Strategies on Safety and Health at Work"

3-4 February 2011, Dresden (Germany)

Regional delegates:

Regional Delegates had been active for 4 regions on a trial basis. These four regions were the 27 members of the European Union, CIS countries, French-speaking African, Asian and Australia-Pacific countries, with Paul Weber, Sammy Nyambari, Shi Yanping, Ho Siong Hin 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.

The IALI *Forum* newsletter had continued to be published annually, with an increasing number of articles about interesting initiatives by our members.

The IALI Code of Integrity that has been endorsed during the last General Assembly in 2008 has been translated and published in 9 languages: English, French, German, Spanish, Portuguese, Russian, Chinese, Polish, and Arabian,

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. This aim was reached in 2011.

The actual situation in June 2011 is the following:

In total, 120 members from 102 countries

New IALI members since June 2008:

National OHS Service, Fiji – August 2008

Federal Administration for Inspection Issues Inspectorate of Labour Inspection, Bosnia & Herzegovina – August 2008

State Labour Inspectorate, Ministry of Labour and Social Protection of Population, Azerbaijan – December 2008

Inspeção Regional do Trabalho, Açores (Portugal) – October 2009

Syndicat National des Agents de l'Administration du Travail (SYNAT), Gabon – March 2011

Labour Department, Barbados – April 2011

Inspection générale du travail, Algeria – May 2011

National Employment Rights Authority of Ireland – June 2011