



IALIFORUM

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2013



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President's Letter



Michele Patterson
IALI President

Dear IALI Colleagues around the world,

Welcome to our IALI Forum 2013. As we move into the first few months of 2014, I am looking forward to seeing as many of you as possible at our 14th Congress & General Assembly in Geneva from 9 – 10 June 2014. This is IALI's major event held every 3-years and following an always thought-provoking Congress, the General Assembly will include the election of a new Executive Committee.

This year I will be stepping down from the Executive Committee (after 9 years as President and 3 as Vice President), in June and I want to begin this Letter by urging all IALI members to consider

nominating for the new Executive Committee which will take office from June 2014 until June 2017. I can guarantee that you will find serving on this Committee in any capacity, an exciting and rewarding experience.

Over the last decade we have strived to diversify IALI to make the organisation representative of most areas of the world and I am happy to report that we have significantly improved the gender balance of the Executive over the period. However there is still work to be done and the demand for IALI services has never been greater; it is critical for the ongoing success of the organisation that we maintain and continue to improve our global reach and gender diversity so please, take this opportunity to involve yourself, your Labour Inspection organisation and your country in this most worthwhile endeavour for the next triennium.

The 14th Congress & General Assembly in June 2014 will provide an opportunity to bring together all of IALI's work over the last decade under the key theme Professionalism, partnerships and performance: delivering effective Labour Inspection worldwide". Please make the time to follow the weblink to read all

about these events. You can keep track of Congress & General Assembly news and updates via the dedicated pages on the IALI website.

As usual, this edition of the Forum is full of interesting and informative articles about Labour Inspectorate activities worldwide. Over the following pages, you can read about our colleagues' efforts to tackle issues as diverse as illegal employment ([Slovakia](#)), OSH help for SMEs ([Israel](#)), Forestry accidents ([Czech Republic](#)), working conditions in the Footwear industry ([Portugal](#)) and prevention campaigns ([Poland](#)). You can also read about the many international events IALI has been involved in during 2013 in this Forum. Thank you to everyone for your contributions and for the excellent work you have been doing in 2013.

In July, IALI Vice President Er Ho Siong Hin and myself were pleased to continue our ongoing involvement with the excellent Labour Inspection regional initiative of the Labour Ministers of South East Asia, representing IALI at the [3rd ASEAN Labour Inspection Conference](#), in Indonesia. At this event in addition to important outcomes for the continued efforts to improve Labour Inspection

throughout the region, I am also delighted to particularly note the progress made by [ASEAN-OSHNET](#) on producing a Code of Integrity for OSH Inspections, based on the IALI Global Code of Integrity for Labour Inspection. This development is an excellent example of how IALI intended the global document to be adapted as appropriate to local conditions and ASEAN's member states are to be congratulated for their endorsement of this initiative.

For IALI, the ASEAN-OSHNET development of a local code of integrity represents a significant contribution to our current Action Plan for the Future and its key outcome for the Global Code of Integrity to be implemented by all IALI members. I am also pleased to report major progress towards meeting two more of our most significant goals under the Action Plan during 2013.

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President's Letter



(Continued from page 3)

First, as you are aware in the second half of 2013 your comments were sought on the draft Handbook for Labour Inspectorates: Measuring Performance of the Occupational Safety and Health function. This document is now being finalised for endorsement at our General Assembly after the IALI Congress in June 2014 and you can find more information on this subject under the Secretary-General's Report in this Forum. Special thanks to the authors and to all who have been involved in this great initiative.

Second, during 2013 we have produced a draft set of **International Common Principles for Labour Inspection**, to accompany our Global Code of Integrity. This goal represents the next step towards achieving the broader objective of building a foundation for professional, ethical and effective Labour Inspection worldwide.

The draft document is currently available for your comment on the IALI website. As with the Handbook (and the Code of Integrity before this), we are actively seeking your feedback during this consultation period so please visit the website and let us know your thoughts. IALI's Executive Committee will then

revise the draft with the aim of finalising the document for endorsement at our General Assembly along with the Handbook.

The Common Principles are intended to provide a framework of essential criteria for all types of Labour Inspectorates, whether generalist or specialist, to assist them in developing the capability to achieve their key mission of ensuring that workplace parties implement standards for fair and decent working conditions and for health, safety and wellbeing at work.

With these Common Principles IALI aims to provide a useful resource that will assist all countries, regardless of the maturity of their labour protection administration. Further, it is hoped that the document will inform regional cooperation initiatives such as regional alliances of Labour Inspectors, providing a basis for a common approach and for the adoption of comparable criteria for the implementation of labour standards across regions.

As this is my last President's Letter for IALI Forum, I want to conclude by thanking all of you and in particular the IALI Executive Committee, past

and present, for your continuous and invaluable efforts towards meeting the aims of IALI over the period that it has been my privilege to serve this great organisation.

I have used this occasion to leave you with a few words following this Letter, directed to every Labour Inspector worldwide (and everyone involved in Labour Inspection), to remind them of the remarkable value of the work they do every day; and to highlight the importance of having an international association to support their work and to establish a comprehensive global agenda for delivering professional, ethical and effective labour inspection worldwide.

It has been an honour and a privilege to work with you and I wish you every success for the future. I look forward to meeting with you all again in Geneva in June.

Michele Patterson PSM
President
IALI

Secretary General Report



IALI Forum 2013



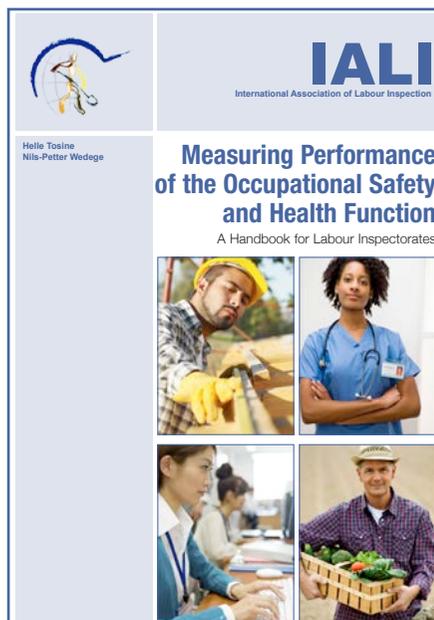
Kevin Myers
IALI Secretary-General

I'm pleased to welcome you to this edition of the Forum after what has been another busy year for IALI. First, I would like to introduce Mr Ivan Shklovets of ROSTRUD (pictured), who will be



taking over from Andrey Selivanov as the Regional Delegate for RALI: CIS Countries and Mongolia. On behalf of our members, I would like to welcome him to this important role. We look forward to working together to continue the excellent work being done to facilitate regional co-operation in this area.

Much of IALI's work this year has focused upon improving the resources we offer to you, our members. A key part of this has been the development of a [Performance Measurement Handbook](#), which will be made freely available on the IALI website for members to use. The Handbook aims to provide guidance on best practices for performance measurement by explaining and applying relevant concepts, simple models and procedures to labour inspection work. It also includes examples of good practice case studies from IALI members.



I must offer IALI's sincere thanks to the authors – Ms Helle Tosine and Mr Nils-Petter Wedege – for giving up their time to work on this project. As the Handbook is for use by our members, we undertook a consultation between 30 September and 31 December 2013 to obtain your comments and ensure that the publication will be a useful addition to our suite of free guidance. Many thanks to everyone who took the time to provide us with feedback. Your comments have been taken into account and the Handbook is now being prepared for launch at the 14th IALI Congress & General Assembly, which will take place from 09 – 10 June 2014 in Geneva.

You should have already received notification of the dates of the Congress & General Assembly from the Secretariat. The Congress this year will concentrate upon the themes of "Professionalism, Partnerships and Performance", exploring each of these as essential components of effective labour inspection. We will also be considering inspector, worker and employer perspectives on the role of labour inspection and identifying principal areas of action for the future. Further information, registration forms and an outline programme for the event can be found on the [IALI website](#).

We are keen for our members to participate in the Congress and encourage you to nominate speakers for this event by contacting the [IALI Secretariat](#). Please help us to make appropriate arrangements by registering in good time for the Congress & General Assembly. Registration forms can be found on the website and should be returned to [Mr Michel Gisler](#) by 31 March 2014.

Just a reminder that only those who are up to date with membership payments will be eligible to vote in the election of the new Executive Committee in June. Please contact our Treasurer, [Mr Michel Gisler](#) to arrange payment of any outstanding membership fees.

I hope that you enjoy this issue of the IALI Forum and look forward to welcoming you to the Congress and General Assembly in June.

The Importance of Labour Inspection



“Without fear or favour”

A message for the modern labour inspector from the president of the International Association of Labour Inspection

Dear Labour Inspector

In June 2014 I will retire from the Presidency of IALI after 9 years in this position (and a further 3 before that as vice President). Throughout this decade it has been both an honour and a privilege to work globally for the cause of more professional and more effective Labour Inspection worldwide.

In my IALI role and as a Labour Inspector for over 25 years and until recently, the Head of a Labour Inspectorate in Australia, I have had many opportunities in diverse countries to reflect on and talk about the profession and the role of IALI – your professional association. As an expression of my profound respect for the work of all Labour Inspectors everywhere I want to take the opportunity presented in putting together this edition of the IALI Forum, to leave you with some personal thoughts from a global perspective on the world of Labour Inspection. It is my hope that these thoughts may encourage you – the Labour Inspector - to appreciate the value of your role and the difference you can make in your country by doing the job well.

As Labour Inspectors you will know that you have chosen a career of exciting, fulfilling and meaningful work. You have an opportunity to contribute to your community, to help and protect individuals in workplaces throughout your land and to make your country a better place to live and work.

It is my belief that there is no more rewarding and satisfying way to spend your working life than by devoting your time, efforts and commitment to ensuring the human dignity of others – and that is the very essence of the role of Labour Inspection.

As your professional association IALI is there to guide and support your work, to assist you in building the capability of your inspectorate and to provide the professional standards and define the ethics that underpin the foundation of your occupation.

We work together across the borders of countries and continents to maximize our effectiveness; through persuasion we work with governments everywhere to promote and demonstrate the benefits of good governance in Labour Inspection;



we share information and good practices and most recently, through cooperation and collaboration with each other, we are sharing resources to dramatically increase our positive impacts worldwide.

Through regional conferences, we can share information, learn solutions and influence governments, employers and workers representatives to ensure that the extraordinary opportunity provided by the globalisation of work, results in improved standards and conditions, safe and fair workplaces and the elimination of forced labour and human trafficking worldwide.

IALI is there for you and you are part of this global community. In addition to

providing you with the professional and ethical foundation for Labour Inspection, IALI's key roles are:

- As influencer
- As partner
- As catalyst
- As facilitator
- As communicator; and
- As a source of technical expertise

Working together, we can convince employers, workers and governments everywhere that without us, a labour law is just paper; without us an international
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The Importance of Labour Inspection



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labour convention is a commitment, not a reality; without us, labour rights and responsibilities prescribed in international trade agreements and other formal arrangements, can be subject to abuse; and without us, any guarantee of human rights at work and any capacity to enforce responsibilities for decent work both within and across borders, will remain elusive.

We have big objectives, but they are not impossible to achieve. Over the last 30 years we have come a long, long way. Community standards have changed; and the community's expectations of what we can and should achieve have risen concurrently.

As public officials we represent and will be judged, on our capacity to effectively perform and make a difference to the standard of living in our own country. Our resourcing will depend on our ability to demonstrate this and to convince our partners and stakeholders, most importantly employers and workers, of our role. With business and the workforce in support, we can make a strong case for the minimal government resources and commitment it takes to produce an effective Labour Inspectorate.

So what are the characteristics of a true Labour Inspector? In my view, a Labour Inspector is someone:

- who has resilience but demonstrates empathy for those they serve;
- who is firm but always fair;
- who is flexible but not weak; and
- who is tenacious but never aggressive.

Above all, when things are difficult, you must remember the reason you are doing this job: – the working people of your country are depending on you to uphold their rights, to deliver decent working conditions, to apply sanctions appropriately where rights have been abused; and to educate and assist businesses to treat their workers and contractors with respect.

At the same time, the business community depends on you to help them understand how to meet their obligations. A good Labour Inspector helps to facilitate the right environment for business to thrive.

With this attitude, not only will you find job satisfaction and fulfilment in your career, but you will find that you will be assisting your country to prosper. The work of ensuring good social conditions has direct positive economic impact. When operating effectively, Labour Inspectors can add substantial economic value to the very social fabric of society. For example, fair, harmonious, safe and healthy working conditions will increase

productive working lives, improve the health of the population and pride in work, promote social cohesion and ultimately increase standards of living. A prosperous business environment will further benefit from better quality products and services, declining numbers of production days lost and good governance of the workplace.

To carry out your role without fear or favour must be the essence of your work ethic.

A good Inspectorate is an open Inspectorate that listens with respect, to the ideas and views of all involved.

Of course, your capacity to do your job to the highest level will be influenced by the provision of good resources such as training, information and systems; and the availability of practical resources to work in the field such as computers and the means of transport to attend workplaces. Ideally these resources would be available everywhere according to the needs of each Inspectorate; but in reality they are not.

If you should ever feel dissatisfied, I urge you to remember your colleagues worldwide and the situations some inspectors find themselves in. In some countries, there is only one inspector for millions of people; no laws or governance system to protect them, no vehicles or

computerization and often no office or management support. Many countries have not yet experienced the benefits of effective Labour Inspection on their society or their economy. For IALI, a key mission is to educate and assist these areas of the world to develop good Labour Inspection systems.

To achieve this mission and to assist Inspectors everywhere, IALI has worked to develop a set of tools to help Inspectorates build professional and ethical practice. Our Global Code of Integrity for Labour Inspection was endorsed in 2008 and our International Common Principles for Labour Inspection and Handbook for Labour Inspectorates: Measuring Performance of the Occupational Safety and Health Function, are currently being finalised for endorsement in June 2014.

Since 2008, IALI's Global Code of Integrity for Labour Inspection has been translated into many languages and is being implemented in many countries throughout the world. It provides a framework for you as an Inspector, to carry out your role according to values and principles of sound ethical and professional behaviour.

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The Importance of Labour Inspection



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These 6 principles will be familiar to you but are always worth repeating:

- Knowledge and competence
- Honesty and integrity
- Courtesy and respect
- Objectivity, neutrality and fairness
- Commitment and responsiveness; and
- Consistency between personal and professional behaviour.

But don't forget that this Code is not just about you – it also represents a commitment by your Labour Inspectorate and your government, to facilitate a work environment and conditions that will allow and encourage the staff to work to these principles. Overall, the Code serves as a foundation for establishing a credible and professional Labour Inspection system.

Raising awareness of the high standards of behaviour expected of Inspectors worldwide also provides assurance for employers and the workforce about the Inspector's role. In this way, the Code provides for the legitimacy of your job and protects you from the problems that can arise through a lack of understanding or acceptance of the work you are authorised to do.

The International Common Principles for Labour Inspection are intended to



be used as a companion document to IALI's Global Code of Integrity. The Common Principles provide a framework of essential criteria for all types of Labour Inspectorates, whether generalist or specialist, to assist them in developing the capability to achieve their key mission of ensuring that workplace parties implement standards for fair and decent working conditions and for health, safety and wellbeing at work.

With these Common Principles, IALI aims to provide a useful resource that will assist all countries, regardless of the maturity of their labour protection administration, both in establishing the importance of an effective and professional Labour Inspection system and in providing the key principles for its successful operation. Further, it is hoped

that the document will inform regional cooperation initiatives such as regional alliances of Labour Inspectors, providing a basis for a common approach and for the adoption of comparable criteria for the implementation of labour standards across regions.

IALI's recently completed Handbook for Labour Inspectorates: Measuring Performance of the Occupational Safety and Health Function, also provides a useful reference document that will assist Inspectorates responsible for health and safety at work, in implementing the International Common Principles. To effectively deploy resources, the modern Inspectorate has to be able to measure what works and what doesn't using both quantitative data and qualitative feedback from employers, workers and others

affected by work activities. Inspectorates must further be able to explain their operational strategies and demonstrate good performance to justify resources.

More and more, Labour Inspectors need to be prepared to respond to workplace issues that arise across borders as both enterprises and workers – as well as many governments – now operate in a global context. IALI's role in facilitating positive action across borders is to act as a catalyst for the development of regional cooperation initiatives in Labour Inspection throughout the world. Strong and effective partnerships and alliances across regions result in:

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

In the globalised world of work, regional Labour Inspection alliances need to deliver strong outcomes. Partnership arrangements formalised in Memorandum's of Understanding (MOU's), agreements and declarations can facilitate trade agreements, social dialogue, higher standards, robust auditing & mutual recognition.

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The Importance of Labour Inspection



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Since 2008 IALI has had the honour to be involved as a catalyst with the development of a range of significant regional cooperation initiatives around the world. The formation of the Regional Association of Labour Inspection, or RALI, between 13 countries of South East Europe, Azerbaijan and Ukraine through the signing of the Sofia Agreement in 2008 was followed by building a similar initiative to RALI across the Maghreb Region of North Africa. In April 2010, the Association of Maghreb Labour Inspection was formed at an event convened in Tunisia and also involving Algeria, Morocco, Mauritania and Libya. In 2011, under the leadership of the Russian Federation, RALI: CIS and Mongolia was formed. In Asia, in 2010 the Halong Recommendations on Cooperation in Labour Inspection across the 10 countries of ASEAN was signed and followed-up in March 2012 in Vietnam and in July 2013 in Indonesia, with the development of an action plan for implementing these recommendations as well as for further developing the arrangements for sharing good OSH practice across the ASEAN region.

The difference between these modern regional collaborative arrangements in the field of Labour Inspection and the traditional cooperation arrangements

we have generally seen in the past, is a set of objectives that aim to go further than sharing information. Rather, the need now is to seek to address the issues associated with the globalised world of work where both enterprise and labour work across borders each day; where governments need to formally cooperate across regions to ensure a safe and productive workforce; and where facilitating healthy and safe work along supply chains that cross several countries, is a top priority for the economic and social wellbeing of every country.

This concept of 'New Regional Sharing' across borders means:

developing common ground between governments, regulatory authorities, employers/workers and their representatives, training institutes, professional associations, research & academic organizations;

- harmonising key parts of laws;
- facilitating a global workforce where workers work across borders: daily, on contract or migrating;
- companies work to same standards across borders (rather than moving or outsourcing the problem);
- recognition of qualifications, licences, approvals etc;

- development of ethical practice such as through implementation of IALI's Global Code of Integrity for Labour Inspection.

It is through these regional cooperation initiatives that IALI is seeing significant improvements in the development of professional, ethical and effective Labour Inspection worldwide. Efforts to work together towards achieving safe, healthy and decent work for all increasingly underpin the work of Labour Inspectorates in achieving their goals.

Congratulations on your decision to become labour inspectors: whether you are new to the role or whether you have already achieved many years of service. You should be proud of yourselves for the job you do. Your relatives, friends and your government can be proud of you too.

Remember that in Labour Inspection, you are seeking to achieve positive change; and it is your job to use the full range of tools available to you as a Labour Inspector, to apply these authorities appropriately and fairly and to make that change happen.

My advice to you as a Labour Inspector, if you would like to look back at the end of your career and be proud of your contribution, is – be the inspector who

chooses to make the most difference. This way, you will be able to look back on a career of achievement. You will have saved lives, improved working conditions, and best of all in my view, your personal commitment will have ensured that all working people in your country are treated with respect. You will have made your contribution towards ensuring that no human being has to live without dignity in their work.

Long may you serve this cause – and may the people of your country appreciate your contribution to improving their living standards and their very expectations of life.

On behalf of your Labour Inspection colleagues all around the world, IALI sends you best wishes and friendship and many successes in our joint aim of achieving a better working life for all.

Michele Patterson, PSM
IALI President

Franco-German Forum on Psychosocial Risks



15 March 2013, European Parliament, Strasbourg

Restructuring and Prevention of Psychosocial Risks: The Impact on Occupational Health

Sylvie Siffermann and Claire Lonsdale

Any significant change in the organisation of a company affects all employees, leaving them vulnerable to occupational psychosocial risks. In recognition of the action required in this area, IALI through its Vice-Presidents Sylvie Siffermann and Dr Bernhard Brueckner organised a seminar to raise awareness of psychosocial risks related to business restructuring and means of preventing them.

The seminar was held at the European Parliament in Strasbourg on 15 March 2013. It was held with the support of several members of the European Parliament (MEPs) and the Euroinstitut Kehl, which specialises in cross-border co-operation. The Franco-German Forum on Psychosocial Risks was created by the merger of two working groups:

- “Maintaining Mental Health” – Regional Occupational Health Plan of Alsace, whose mission is to make the prevention of psychosocial

risks (RPS) into an opportunity for companies to lead change through renewing social dialogue regarding employee health and business performance.

- “Health and Safety Beyond Borders” – A Franco-German group of health experts, who work on comparative approaches to occupational health in the workplace in Germany and France.

The objectives of the Forum were based upon the HIREs European report **“Health in Restructuring”**, as well as other recent work on psychosocial risks. It was organised specifically to enable occupational health practitioners from diverse backgrounds to compare French and German approaches to the identification and prevention of psychosocial risks in the context of corporate restructuring. This included:

- The exchange of French, German and European viewpoints about the impact of business restructuring on the health of employees;
- Examining the relevance of the findings and recommendations of the



IALI Vice Presidents Bernd Brueckner (2nd left) and Sylvie Siffermann (2nd right) chair the panel of experts

- HIREs report;
- To discuss current and future initiatives to tackle psychosocial risks in the workplace, particularly during restructuring.

The seminar included a series of presentations examining these topics, as well as a panel of experts chaired by Sylvie Siffermann and Bernd Bruecker. There was also a roundtable discussion which considered the issue of good business performance while maintaining employee health during restructuring from both social and economic perspectives.

Restructuring is naturally a source of uncertainty for employees on the future of their company and their careers. Without careful consideration, changes and working conditions related to restructuring

can be harmful. The Seminar highlighted the importance of social dialogue that takes into employee health into account and the importance of having support mechanisms in place before, during and after restructuring. Companies must be aware of the risks posed by restructuring to the health of employees and must pay more attention to the ways in which they can be avoided.

Many of the negative health effects associated with corporate restructuring can be mitigated through the active participation of employees in the change process. This means that employers must take greater responsibility for the health of their workers, their employment prospects and reassignment throughout the transition period.

Czech Republic



Causes of Fatal Accidents in Forestry and Similar Workplaces During 2010 - 2012

Ing. Ondrej Varta – OSH Department Director; State Labour Inspection Office of the Czech Republic in Opava

The employer is obliged to organise work and establish working procedures so as to provide compliance with the principles of safe working practices in the workplace and so that employees are not at risk from falling objects or materials. Operational activity in the European forestry industry is considered a high-risk sector, with a high fatal accident rate. Falling trees are listed as the cause of many fatal accidents.

Rates of fatal accidents at work (FAWs) in manual tree felling are caused both by factors which are beyond the woodcutters control, such as a sudden fall of branches, and by non-compliance with safe working practices. Government Regulation No. 28/2002 Coll. in section 2 requires the employer to determine safe work procedures and to organise forestry work and work of a similar nature with regard a number of factors. These include the being operations performed, technological procedures, peculiarities of workplaces, working conditions, safety of

individual work tasks and the possibility of endangering employees due to climatic and weather situations, or wildlife. The employer must also ensure that the employee is familiarized with these established practices and organisation before starting work.

Ages of employed and self-employed work-related fatality victims between 2010 and 2012

In 2010, a total of 10 fatal accidents at work occurred. The average age at the time of the accident was 41; the lowest age was 21 years and the highest age was 57 years. In 2011, a total of 14 fatal accidents at work occurred. The average age was 42 years of age; the lowest age was 24 years and the highest age was 60 years. In 2012, a total of 5 fatal accidents at work occurred. The average age was 54 years of age; the lowest being 21 years and the highest age was 46 years.

The work-related injuries for the period 2010 - 2012 (Chart 1) imply that the most vulnerable group for forestry workers are people between the ages of 51 and 60 years.

Number of FAWs in the years 2010 - 2012 by age at the time of fatality



Chart No. 1 Relationship between age at the time of the fatality at work and causes of fatalities at work in employees and the self-employed between 2010 - 2012

In the period from 2010 to 2012 the self-employed were involved in 19 fatal accidents at work. The average age at the time of the accident was 44 years of age; the lowest age was 21 years and the highest was 57 years. In the period from 2010 to 2012, employees were involved in 10 fatal accidents at work. The average age was 44 years of age; the lowest age being 21 years and the highest 60

years. There was no significant difference between fatalities to self-employed and employed workers with regard to age.

The predominant cause of fatalities at work was the falling of a branch or tree (20 cases). Contact with machines / equipment were the causes of eight fatalities and one case of a fatality at work due to a fall from height.

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Czech Republic

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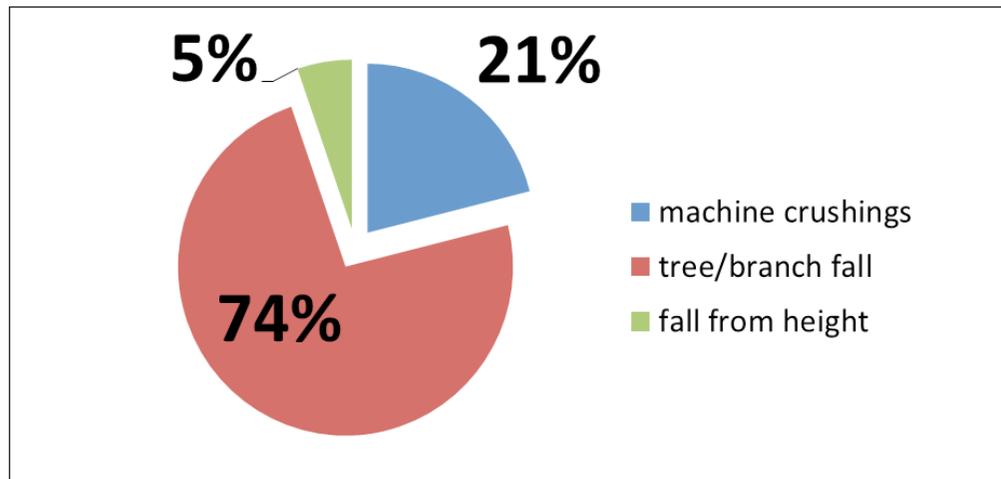


Chart No. 2 Ratio of fatal accidents at work between the self-employed and employees in the period from 2010 to 2012.

Of the 19 cases of fatalities at work among the self-employed, the predominant cause was falling branches or trees (14 cases). Contact with machines / equipment was the cause of 4 fatalities and one fatality at work was due to a fall from height.

Of the 10 fatalities at work among employees, the predominant cause of the accident was falling branches or trees (6 cases), whereas contact with machines / equipment led to 4 fatalities.

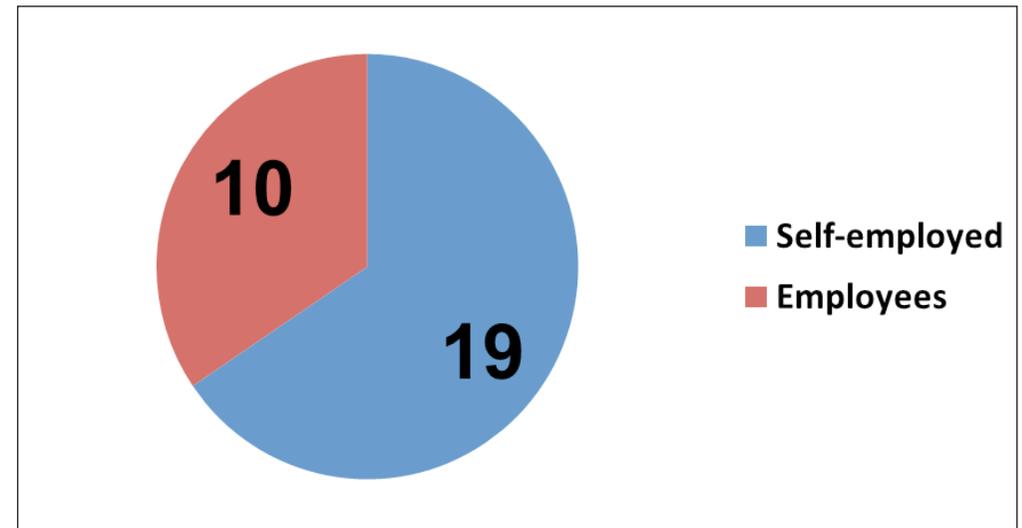


Chart No. 3 Ratios of causes of fatalities at work for the period from 2010 to 2012 in the self-employed

Some reported fatalities at work were caused by accidental or unpredictable falls of branches or trees, but most of the fatalities resulted from non-compliance with safe working practices.

Non-compliance with safe working procedures in manual logging and operating machinery and equipment

In many cases, failure to follow safe working procedures - especially when manually felling trees - led to occupational accidents with fatal consequences. They especially included

a breach of legislative requirements, such as: incorrect cutting parameters; working in the endangered zone; carrying out the prohibited withdrawal of hanging trees, or late step-back from the tree being felled. Cases caused by a fatal worker contact with machines / equipment included the following: work with rope winches; work with harvesters and balancing sets; operation of forest wheeled tractors in mountainous conditions.



National Labour Inspectorate's information and preventive activity for labour protection

The National Labour Inspectorate (NLI) undertakes numerous activities aimed at popularising existing work safety and health regulations and labour law provisions. It develops and conducts special campaigns, as well as information and educational programmes targeted at various groups of recipients.

In 2013, the NLI initiated a 3-year information and promotional campaign entitled **“Respect life! Safe work on a farm”**, aimed at reducing accident risks and improving health protection for individual farmers and their family members. The campaign is organized in connection with a large number of accidents in farming. Each year, about 90 fatal accidents occur during work on farms in Poland.

Taking the above facts into the consideration, the NLI has decided to strengthen standard preventive activities and to use modern tools of public communication, which make it possible to address a wider group of recipients. To ensure broader and quicker dissemination of information, the NLI used the mass media, especially radio and television. To conduct mass media

activities, advertising spots have been prepared which attract people's attention to the causes and circumstances of accidents related to farming work. Promotion of the campaign's message via the internet and advertising spots broadcast on television and radio continued throughout June 2013. The TV spot was broadcast 977 times on 14 TV channels, including public and private ones, mainly for recipients originating from farmers' milieu. The radio spot was broadcast on one of the most popular radio stations in Poland. Information activities on the internet included: sending out e-mail messages, a display campaign, and a sponsored information movie on occupational hazards in farming.

Several institutions dealing with agriculture have cooperated for the promotion of the campaign's message, including the Agricultural Social Insurance Fund and the Ministry of Agriculture and Rural Development.

In connection with the campaign, graphic designs, including logos, advertising banners, posters, stickers and newspaper advertisements have been prepared.



Posters promoting message of the campaign “Respect life! Safe work on a farm”

The NLI has also launched a special website, which includes, among others, an information base on the principles of safe work in private farming.

More information on the campaign can be found on: www.bhpwrolnictwie.pl.

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Poland

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Poster promoting the campaign "On the wave of the first job"

Interesting and worthy of attention was an information action entitled "On the wave of the first job" carried out by the Labour Inspectorate in July 2013, addressed to school and academic youth taking up seasonal work in the territory of West Pomerania Province or resting at the seaside. The aim of the project was to disseminate knowledge of labour law connected with employment. In the first three weeks of July, the information media campaign was conducted via all-Poland radio stations and a popular web portal. Besides which, at the NLI's

mobile information and intervention help desks, people could receive legal advice and make a complaint on, for example, irregularities related to the legality of employment. Additionally, two stationary information stands were open.

In locations situated at the seaside in the territory of Koszalin and Kołobrzeg Counties, a communication initiative was undertaken with the use of posters with the slogan "On the wave of the first job", placed on advertising media owned by local authorities. The NLI also distributed leaflets on labour law. Information on the action appeared in cities on banners on buildings, advertising stands and public transport buses. Furthermore, a competition for a short film entitled "First Job", related to the NLI's action, was announced in cooperation with the Cultural Centre in Koszalin.

In 2013, the NLI started a 3-year information campaign entitled "Work safety depends on you". Its aim is to prevent accidents at work caused by human factors – including improper or self-willed behaviour, improper use of material objects, or not using personal protective equipment. The campaign is targeted at employees and their line managers from sectors with a high level of occupational risks, especially manufacturing (characterized by a large number of persons injured in accidents). One of its components is to promote the Inspectorate's preventive programmes



Posters promoting the campaign "Work safety depends on you"

focused on small and medium-sized enterprises and facilitating compliance of enterprises with labour law and work safety regulations.

A series of posters addressed to employees in different industries have been developed in connection with the campaign. The campaign's message attracts attention to the necessity of good planning and organization of work, taking into account its safe performance.

Information initiatives implemented by the NLI in the framework of the campaign, such as highlighting the



tragic consequences of inappropriate, incorrect behaviour, are to persuade their recipients to change attitudes. It is equally important to inspire employers to review and improve working conditions, as well as to implement high OSH standards and develop work safety culture at their enterprises.

In September 2013, mass media activities being part of the campaign "Work safety depends on you" were conducted via nationwide radio and TV stations.

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Poland

(Continued from page 14)

Another NLI's important initiative is the information campaign **"Before you take up a job"** scheduled for years 2013-2015. Its primary goal is to disseminate knowledge, among employees and persons starting their professional life, of obligatory labour law provisions related to employment, with special attention to the problem of concluding civil law agreements and fixed-term contracts.

Information initiatives conducted within the campaign are aimed at raising the level of knowledge of the features of permanent jobs and temporary, 'casual' employment as regards legal rights and responsibilities, as well as social insurance.

In 2013, the mass media activities were conducted via a nationwide radio station. Besides this, the campaign banners placed on a popular portal directed internet users to the campaign website at the address: www.prawawpracy.pl.

Within the 3-year campaign, the NLI has organized information meetings, seminars and training events for employers and social partners. Additionally, the NLI has provided legal advice and disseminated free

publications devoted to specific labour law issues, such as: forms of employment, employers' responsibilities connected with employment of a new employee, temporary work, agency employment, remuneration and working time, as well as counteracting discrimination at work.

Katarzyna Mietelska
Katarzyna Całka-Bąkiewicz
Department of Prevention and Promotion
Chief Labour Inspectorate
National Labour Inspectorate
in Poland



Poster promoting the campaign "Before you take up a job"

3rd ASEAN Labour Inspection Conference



3-4 July 2013, Bali – Indonesia

Claire Lonsdale

IALI participated in the 3rd ASEAN Labour Inspection Conference, which was held in Bali, Indonesia, from 3-4 July 2013. The event was organised by the Ministry of Manpower & Transmigration of the Republic of Indonesia, who had arranged a series of presentations and discussions on the theme of “Workplace Compliance through Labour Inspection”. Representatives from 9 ASEAN member states (AMS) attended, including Brunei, Darussalam, Cambodia, Indonesia, Malaysia, Myanmar, Philippines, Singapore, Thailand and Vietnam. Officials from ILO, the Republic of Korea and the ASEAN Trade Union Confederation (ASETUC) were also among the attendees.

The Conference aimed to discuss ASEAN member states’ progress with the Halong Recommendations on Labour Inspection Co-operation for 2010-2015, together with work to implement the Action Plan developed by the 2nd ASEAN Labour Inspection Conference in Vietnam (2012). During her keynote speech, IALI President Michele Patterson emphasised the important role of labour inspection in securing safe, healthy, fair and productive working lives. She provided



an overview of 6 common principles for the development of ethical, professional and effective labour inspection worldwide. As a catalyst for regional co-operation and facilitator of good practice, IALI has produced a free guidance document explaining each of the 6 principles, which should be available for labour inspectorates to use during 2014.

Attendees noted the progress made by many AMS in working towards the Dong Nai Action Plan for implementation of the Halong Recommendations. Various AMS have defined key elements required for national labour inspection programmes

to be effective, as well as establishing systems to analyse data and information used to define priorities for targeted inspection. Despite the challenges of securing sufficient financial resources in the current economic climate, some AMS have also managed to obtain funding to increase the number of labour inspectors and to set up appropriate arrangements for recruitment and training. Progress has also been made in sharing training programmes between AMS.

ASEAN-OSHNET has also developed its own [Code of Integrity](#) for Labour Inspectors to guide AMS in the promotion

of ethical labour inspection practices. This is based upon IALI’s [Global Code of Integrity for Labour Inspection](#) and IALI congratulated ASEAN-OSHNET on the successful adoption of the Code. AMS will consider expanding it to cover all types of labour inspection, including Decent Work.

The 3rd Labour Inspection Conference acknowledged that networking and co-operation in labour inspection are being strengthened across ASEAN. It was agreed to continue co-operation programme on labour inspection, as well as the sharing of information at a regional level to facilitate the promotion of safe, fair, healthy and productive working conditions. Further activities will be initiated within and among AMS focused on capacity building, strengthening working methods through improved co-ordination and collaboration, and developing performance indicator tools for labour inspection.

The Philippines will host the 4th ASEAN Labour Inspection Conference in July 2014.



Code of Integrity for OSH Inspections

By Wilbur Oh
Head (International Collaboration)
Singapore Ministry of Manpower

The idea of having an Association of Southeast Asian Nations (ASEAN) Code of Integrity for Occupational Safety and Health (OSH) Inspections was first mooted during the ASEAN OSH Policy Dialogue on Revitalising ASEAN-OSHNET (Occupational Safety and Health Network), which was held from 25 to 27 January 2011 in Singapore. The key outcome of the dialogue was the development of the 5 year Plan of Action which covers the period from 2011 to 2015 to focus on:

- Guiding ASEAN Member States (AMS) in the implementation and strengthening of national OSH frameworks; and
- Enhancing OSH standards, systems, strategies and programmes in the region, as well as other partner countries and international organisations in pursuing the same objectives.

The Plan of Action aims to chart the plans forward on accelerating OSH developments and raising OSH standards in the region and to ensure that ASEAN-OSHNET continues to stay

relevant and contribute effectively to the goal of ASEAN integration. Three priority areas were identified as the focus of this Plan of Action:

- Raising the profile of OSH in ASEAN;
- Benchmarking OSH performances in ASEAN; and
- Strengthening regional and international cooperation beyond current partner countries and international organisations.

Benchmarking of OSH performances among AMS will allow AMS to identify gaps and put in place measures to address them where relevant. In addition, a comparative analysis of the various OSH measures can be done to benchmark the efforts of AMS to global standards and drive improvements. To do so, it is important to have a systematic and coherent framework in collecting and analysing statistics, information and situations on OSH in AMS.

The development of an [ASEAN-OSHNET Code of Integrity](#) for OSH Inspections was a key initiative under strategy (b). As OSH inspections are crucial towards ensuring compliance with national OSH laws and regulations, it was important to have a guiding document that serves to promote the highest possible standard of integrity. It further reflects the regional

commitment to ensure that OSH Inspectors will at all times discharge their duties to:

- promote the highest possible standards of integrity;
- meet stakeholder's expectations; and
- uphold public confidence in OSH agencies.

Taking reference from the International Association of Labour Inspection (IALI)'s [Global Code of Integrity For Labour Inspection](#), the ASEAN-OSHNET Code of Integrity for OSH Inspections was subsequently developed and customised for ASEAN. This was followed by extensive consultation between the AMS so as to ensure robustness and accuracy of the document. Most importantly, the document aims to assist OSH Inspectors to understand the roles, responsibilities and authorities as public officials and to ensure that the minimum standards of conduct expected are met. This Code also establishes the commitment required by OSH agencies to facilitate an environment for OSH inspectors to fulfil the values prescribed in the Code.

The ASEAN-OSHNET Code of Integrity for OSH Inspections was subsequently endorsed at the 14th ASEAN-OSHNET Coordinating Board Meeting (CBM) held on 8-9 April 2013 at Nay Pyi Taw,



ASEAN-OSHNET
ASEAN OCCUPATIONAL SAFETY
AND HEALTH NETWORK

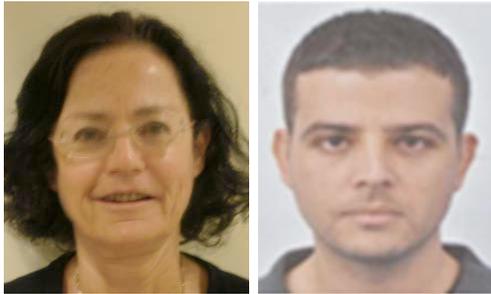


Myanmar. The Code marks ASEAN-OSHNET's commitment to raising OSH inspection standards within the region.

The ASEAN Code of Integrity for OSH inspectors can be downloaded from the [ASEAN OSHNET website](#).



IL-OSHA is increasing the occupational safety and health in 'Small enterprises'



Edwards Varda, Head of IL-OSHA and Cohen Ran ,IL-OSHA

The Occupational Safety and Health Administration is a division of Israel's Ministry of the Economy. The Administration is responsible for setting policy regarding occupational safety and health of employees, and for supervising and enforcing the different laws and regulations on these topics in more than 60,000 workplaces.

The legal framework on which the Safety Administration's activities are based is the Work Safety Directive, in addition to various laws and regulations that have been added to it.

The Occupational Safety and Health Administration activities cover a wide range of topics, including:

- Determining the safety and health requirements for employees in a variety of areas and activities;
- Determining the requirements to appoint qualified persons for different positions;
- Certifying bodies to provide services in the areas mentioned above;
- Regulating employment risk management;
- Providing information to employees about hazards in their workplaces;
- Granting permits, approvals and licenses for the use of explosives, fireworks, gas and oil storage, inspecting facilities and machines that pose risks, supervising elevators, environmental testing in the workplace, and more;
- Promoting preventive measures and research in occupational health and safety;
- Initiating and participating, in cooperation with the Standards Institute of Israel, in the creation of standards with safety aspects; and,

- Cooperative activities with other bodies in Israel that engage in safety, health and hygiene in activities that supplement the Administration's work.

Workplace accidents in Israel have a direct cost of over \$870 million due to different kinds of financial compensation available to victims of workplace accidents.

As part of the struggle to prevent workplace accidents in Israel, the Safety Administration launched the "Small Enterprises Project." The idea behind this project is to focus on employment safety and health in small-sized workplaces, which often struggle financially and lack the resources needed to create the infrastructure for and climate of safety and health in the workplace.

The State of Israel defines small businesses as those that employ up to 100 employees. As of 2013, these small businesses comprised over 99 percent of all businesses in Israel and employed about 47 percent of employees in the private sector.

To increase the ability of small enterprises to survive, to support developing industries in Israel and to establish employee safety in these businesses, the Safety Administration decided to invest approximately \$1.25 million annually to promote employment health and safety in "small enterprises."

The administration defined "small enterprise" as a workplace that in the twelve months prior to the project employed 3-20 employees and who not engage only in office work and/or trade. According to the Safety Administration's data, there are about 18,000 such enterprises, about one-third of all the enterprises in Israel that are under the Administration's supervision. A work accident in one of these small businesses can cause irreversible financial hardship leading to bankruptcy; in large numbers, these can significantly impact the productivity in the economy as a whole.

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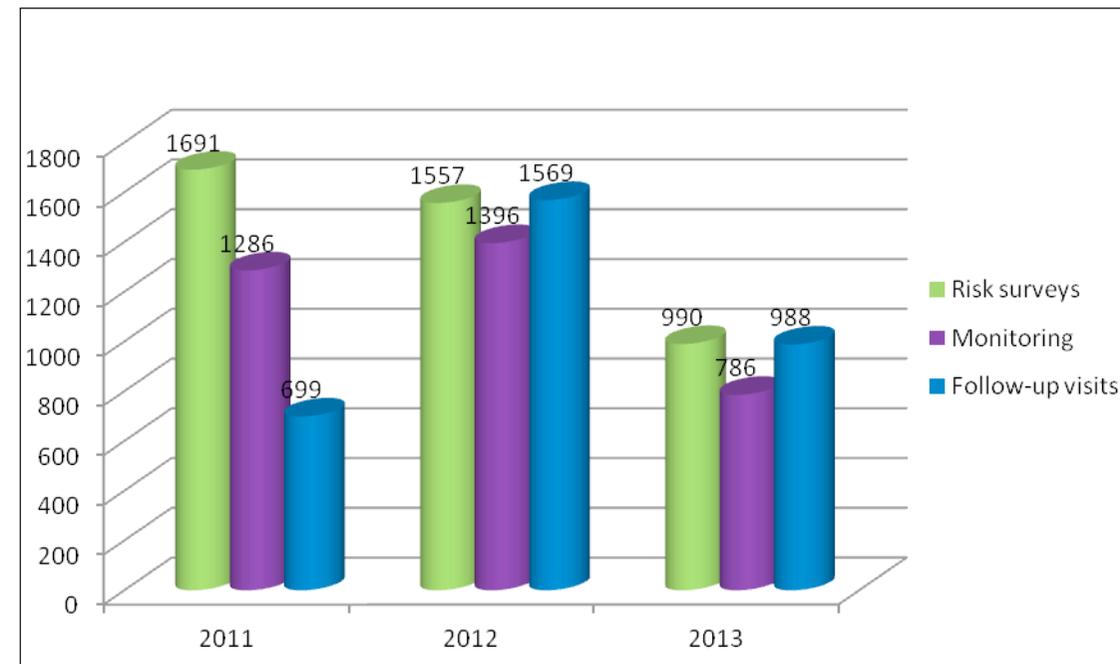
The Safety Administration considers participation in the project as a right granted to enterprises that meet the specified criteria. Based on the Administration's databases, suitable factories were approached to participate in the project. The percentage of refusals, at 5 percent, was relatively small, and most factory managers expressed a willingness to participate in the project and have been incorporated into it over the past three years.

The project's goals are defined as follow:

1. To improve to the maximal extent the measures to protect workplace safety, hygiene and health in small workplaces.
2. To assist the Ministry in the enforcement of instruction, laws and regulations in workplaces in a given geographical area using service providers.
3. To allow the Administration to formulate models to improve safety and health in small workplaces.

Conditions set to ensure the project's success:

1. To allow the Administration to supervise a services provider's performance to ensure maximum reliability, while applying effective controls to ensure long-term service quality.
2. To ensure that the service provider shows a high level of commitment to successfully fulfill its responsibilities.
3. To encourage the service provider to adopt self-monitoring processes to detect service faults and failures, and to correct defects and improve service as part of the self-monitoring process.
4. To encourage good and productive working relationships between the Administration and the service provider, and between the service provider and the workplaces it is servicing.
5. The timeframe to implement changes at the small enterprise will not exceed 7 months.



Small Enterprise Project" – Main Activities, 2011-2013

(Continued on page 20)



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As part of the services provided to enterprises selected to participate in the project, the following services will be provided free of charge:

1. Analysis of the risks at the enterprise.
2. A visit to monitor the hazards identified at the first visit including noise, chemical hazards, etc.
3. A training visit for employees and employers and the presentation of the results of checks conducted during the first two visits.
4. A follow-up visit to assess the extent to which the safety recommendations made during previous visits have been implemented.
5. Concluding visit.

These services will be provided during 4-5 visits and made by the service provider to the workplace.

Additionally, the Administration provided the enterprises with the option of a "help visit": a visit carried out at the request of the workplace when there is a need for additional guidance and advice.

Interim conclusions:

1. During the project, there was a high level of satisfaction among participating factory managers. A high level of satisfaction was also recorded among employees.
2. We learned that a significant portion of the factory owners are very motivated to improve safety in their factories. There were cases where those factories that were not invited to participate in the project -appealed to the Administration to be included.
3. It is imperative that each enterprise's safety assessment and plan be completed in a set amount of time. This period of time should not exceed 7 months for each plant.
4. The employees of the service providers play a huge role in the project's success: the more authority and knowledge the employee has, the greater his/her impact on the willingness of the "small enterprise" to participate in the project, to accept and implement the safety improvement requirements. Accordingly, the percentage of enterprises refusing to participate in the project was linked to the employee professionalism of the different service providers.
5. There is a need for follow-up research on the project's work to examine its benefits to employees and employers in small workplaces and the integration of these workplaces in the circle of those that meet the legislative requirements for workplace safety and health.
6. The large number of factory risk surveys has significantly increased the database of methodological occupational health data that is available for the Administration's inspectors.
7. Is important that the Administration's inspectors perform supervision and enforcement visits at those factories/businesses that have completed the project's training program to ensure that the health and safety requirements have been implemented.



Workplace Safety and Health (WSH) Forum: The Next WSH Frontier



11 September 2013, Singapore

Close to 400 participants attended the Singapore WSH Institute Forum “The Next Workplace Safety and Health (WSH) Frontier”, which was held on 11 September 2013. IALI President Michele Patterson, Secretary-General Kevin Myers and Vice President Er Ho Siong Hin all participated in this event, which was organised by the WSH Institute with support from the WSH Council and Singapore Ministry of Manpower. The Forum provided a platform for local and international WSH leaders and experts to discuss the growing international movement towards ‘Vision Zero’.

Dr Jukka Takala, Executive Director of the WSH Institute, opened the Forum and reminded attendees of its two main objectives:

- To hear the thoughts of International WSH leaders and experts and to gain their different perspectives on ‘Vision Zero’, and;
- To learn from the experiences of countries who have already started their own journey towards zero harm in workplaces.



WSH Forum 2013 Panel Members, including IALI President Michel Patterson (2nd left), Vice President Er Ho Siong Hin (3rd left) and Secretary-General Kevin Myers (3rd right).

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Workplace Safety and Health (WSH) Forum: The Next WSH Frontier



(Continued from page 21)

Discussions from the Forum would help to chart the way forward for WSH by providing a better understanding and more clarity of what 'Vision Zero' could mean for Singapore. Mr Lee Tzu Yang, Chairman of the WSH Council, provided the opening address and called for a change of mindset from thinking that it was somehow 'ok' for people to be killed or injured in the workplace, or even to expect injuries to occur. The concept of 'Vision Zero' would be explored to discover how this could guide the next phase of Singapore's national WSH 2018 Strategy to raise nationwide standards and performance.

Speakers included Dr Walter Eichendorf of German Social Accident Insurance (DGUV) and IALI Secretary-General Kevin Myers, who spoke about the successful achievement of zero fatalities during construction of the London Olympic Park in 2012. The concept of '3 ships' – leadership, ownership and partnership – had been instrumental in driving the culture change needed for WSH success. Leadership is crucially important in driving industry ownership of risks and turning concern into action. This helps to engrain a culture of self-regulation where effective management of health and safety issues is seen as an enabler for success of an organisation.



IALI Vice President Er Ho Siong Hin presenting the Forum's closing address

IALI also participated in a panel discussion about the concept of 'Vision Zero', the experiences of different countries in managing related expectations and overcoming challenges and the key drivers towards its achievement. Michele Patterson, IALI President, explained that Vision Zero can be a combination of mindset, inspiration, process and habits. Everyone should be involved in the process and discussions

from health and safety in the workplace to prevention efforts in the community. Kevin Myers also emphasised the importance of organisational culture to Vision Zero, which he described as a journey and statement of intention for change rather than a final destination.

In his closing address, IALI Vice President Er Ho Siong Hin (Commissioner for Workplace Safety and Health) summarised discussions by emphasising that 'Vision Zero' is not about setting a target of zero injuries but a change of mindsets. Beyond the Forum, Er Ho called for close collaborations among stakeholders to work together in shaping the WSH landscape, moving towards safer and healthier workplaces for Singapore.



Inspection of Illegal Employment

In the legal system of the Slovak republic, illegal work and illegal employment is prohibited. In accordance with Act No. 82/2005 Coll. on Illegal Work and Illegal Employment, the definition of illegal employment is agreed as:

- making use of dependent work of a national citizen without establishing labour-law relation between an employee and an employer,
- making use of dependent work of a national citizen with whom there is a labour-law relation established and not complying with the employer's duty of notification against the Social Insurance Company,
- making use of dependent work of a foreigner having neither temporary residence permission for the purpose of employment nor work permit within the territory of Slovak republic,
- making use of work of a foreigner, who resides within the territory of Slovak republic without residence permission.



Labour inspectorates enforce compliance with the legal provisions governing prohibition of illegal work and illegal employment. This is performed as a routine part of labour inspections.

Identifying illegal work and illegal employment as a society-wide problem contributed to the decision to select experts from the labour inspectorates, who would perform inspections with the main purpose of enforcing compliance with these regulations. This approach was also prompted by the evaluation of inspection findings during the first six months of 2013: in the given period, labour inspectors conducted 7938 workplace inspections, covering a total of 22,581 employed workers. It was discovered that 295 of these workers were illegally employed by 180 (0.8%) employers and this extent of regulatory breach was unsatisfactory.

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Slovakia



(Continued from page 23)

In effect since October 1st 2013, Slovak republic has started to inspect the violation of the prohibition of illegal employment more intensely. In the system of the labour inspection specialist inspectors were selected. These women and men execute their activity within the department of supervision of illegal employment, which is established and organizationally situated at the individual regional inspectorates. They inspect persons located at the workplace of the employer, request documents establishing the labour-law relation and verify that the Social Insurance Company has received notification of all employees. Departments of supervision of illegal employment are distinctive because they perform the control daily – in the afternoon and also at night, during weekends as well as holidays. When suspecting that an employer is using dependent work of persons in contrast with the law, they perform workplace inspections of the employer - even repeatedly during the same day or in a chosen period of time.



During the period between October 1st 2013 and November 30th 2013, labour inspectors of the Departments of supervision of illegal employment inspected 2288 employers. On the shop floors of the workplaces, the labour

inspectors requested identification for 5335 people, as well as an explanation of the reason for their presence at the workplace. The labour inspectors discovered that 314 people were illegally employed by 200 employers. The trends in detecting illegal employment are obviously correct after the evaluation of the results of the newly-open departments, which have been active for two months. These departments have, using a narrowly and professionally aimed control, identified more cases of illegal employment than were previously discovered by more general labour inspections.

In compliance with the act on labour inspection, the inspectorates are obligated to impose a penalty on the employer for the violation of the prohibition of illegal employment. These run between 2 000 EUR up to 200 000 EUR. The penalty for illegally employing two or more persons simultaneously is at least 5 000 EUR. The amount of the penalty is aimed mainly at prevention by deterring employers from illegally employing persons who are denied the rights guaranteed by the labour-law legislation.

Ms Miroslava Skickova
National Labour Inspectorate
Slovakia



New “Online Inspection” Project in the Russian Federation



In November 2013, the Federal Service on Labour and Employment (Rostrud) launched a new “Online Inspection” project (<http://онлайнинспекция.рф>) in the Russian Federation. This web portal is a combination of consultative and legal services aimed at the protection of the rights and interests of working people; the resolution of disputes between employee and employer; and the improvement of knowledge in the labour sphere.

An employee can use the portal to ask questions to an on-duty inspector and will receive answers within 3 days. The employee can also make a complaint against their employer and follow an online resolution process provided by a labour inspector through the web portal. This offers step-by-step instructions to help the user become familiar with methods and extracts from the national labour laws, with the aim of helping them reach an agreement with the employer. If the employer ignores the worker’s complaint, the worker is then free to appeal online to the labour inspectorate. A response to the application is sent by the labour inspectorate within 30 days.

ОНЛАЙН ИНСПЕКЦИЯ.РФ

Трудовой навигатор | Обсуждения | Вопросы | Новости | Рейтинг работодателей | Вход

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Федеральная служба по труду и занятости - на защите людей труда!

Электронный сервис Онлайнинспекция.РФ входит в состав масштабного долгосрочного проекта «Открытая Инспекция Труда». Ресурс позволяет гражданину обратиться в инспекцию труда, когда его права нарушены, а также получить информацию о других способах выхода из проблемных ситуаций в сфере трудовых отношений.

107 проблем решено

1205 проблем решается

105815 случаев восстановленных прав

1561 консультация оказана

ОТВЕТЬ В ТЕЧЕНИЕ 30 ДНЕЙ

ЗАДАТЬ ВОПРОС

На ваши вопросы ответит:

Дежурный инспектор

ЗАДАТЬ ВОПРОС

ОТЗЫВЫ И ПРЕДЛОЖЕНИЯ

НОВОСТИ ДНЯ

For employers, the labour navigator offers instructions for the resolution of labour disputes with workers. Step-by-step instructions are available for a variety of situations, such as hiring procedure, disciplinary processes, changes to contracted working conditions, and accidents at the workplace.

Users may also find a rating of employers divided into two categories: conscientious employers and unfair ones.

To enter the “Online Inspection” system, each user has to create a personal account during registration on the website. They are then able to leave comments, responses and suggestions, as well as create new topics for discussion.

Implementation of the “Online Inspection” project is part of a larger ROSTRUD initiative called “Open labor inspection”, which is aimed at improving working conditions, reducing the costs of compliance for employers and increasing overall confidence in public authorities.

ILO International Safety and Health Conference



6 - 7 November 2013, Dusseldorf

“Making It Visible: Occupational Diseases – Recognition, Compensation and Prevention”

Members of the IALI Executive Committee participated in the [ILO International Safety and Health Conference](#), which took place in Dusseldorf from 6 – 7 November 2013.

According to ILO estimates, at least 2 million people die from work-related diseases every year and a further 160 million non-fatal cases cause immense human suffering, as well as economic losses estimated at around 4% of the world’s gross domestic product. Unfortunately, systems for recognition, compensation and prevention of occupational diseases are lacking in most developing countries and maintaining and improving them during recession is a challenge the world over. With this in mind, the conference programme was designed to share the experience of the different stakeholders and to allow the exchange of good practice. It aimed to facilitate collaboration between different groups such as Governments, employers, worker representatives and labour inspectors to develop and implement

national strategies directed at the prevention of occupational and work-related diseases.

The Conference was opened by Mr Moussa Oumarou, Director of the ILO Governance and Tripartism Department, who emphasised that the prevention of occupational diseases is a central element of the Decent Work Agenda. IALI supported the event by organising a session on the role of labour inspection in enforcing legal frameworks and compliance. This was Chaired by IALI Vice-President Gerd Albracht. Presentations were provided by members of IALI’s Executive Committee, as well as guest speakers Dr Orrapan Untimanon (Bureau of Occupational and Environmental Diseases, Thailand) and Mr Jens Jensen (Director-General, Danish Working Authority, Denmark), who gave case studies of labour inspection approaches to occupational health issues in their respective countries.



(L-R) Dr Orrapan Untimanon, Jens Jensen, Gerd Albracht, Er Ho Siong Hin and Michele Patterson lead the IALI Session on the role of labour inspection in enforcing legal frameworks and compliance

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ILO International Safety and Health Conference

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IALI Vice President Gerd Albracht chaired the IALI Session at the conference

IALI President Michele Patterson spoke about the role played by labour inspectors in Australia in eliminating asbestos exposures at work. Compliance activities throughout the country are co-ordinated by Government-wide approaches that include OSH Inspector regulation of safe handling and removal of asbestos in workplaces; the training of Customs Officers, council workers and others by OSH Inspectors and the development and support of ongoing Asbestos Action Plans aimed at eliminating asbestos exposure throughout the community. Presentations were also provided by IALI Vice-President Mr Ho Siong Hin (Commissioner for Workplace Safety and Health, Ministry of Manpower, Singapore), who gave an overview of the regulatory Framework for Workplace Health in Singapore emphasised the importance of labour inspection to fostering continuous improvement through regulation, tripartitism and social dialogue. IALI-Secretary General Kevin Myers (DCE, Health and Safety Executive, UK) also gave a presentation on the UK approach to prevention of Asbestos-related diseases as part of an earlier session on emerging issues in occupational disease prevention.

The Conference ended with a roundtable discussion that benefited from international representation of a panel of experts drawn from different stakeholders. Michele Patterson participated on behalf of IALI. Many challenges lie ahead as occupational diseases continue to increase in many countries. There is an urgent need to improve systems for prevention, identification, recording and compensation of occupational diseases. This challenging and dynamic problem calls for a multidisciplinary effort to tackle the “invisibility” of occupational diseases with active participation of workers and their representatives, employers, governments and OSH professionals.

More information on the Conference can be found on the [ILO website](#).

Claire Lonsdale

Study visit of Rostrud to Germany



The Best Way for Achieving Strengthened and Professional Labour Inspection

From 20-22 November 2013, a delegation from Rostrud visited the Federal Ministry of Labour and Social Affairs of Germany (Bundesministerium für Arbeit und Soziales, BMAS) in Berlin, as well as the Institute for Work and Health of the German Social Accident Insurance (Institut für Arbeit und Gesundheit der Deutschen Gesetzlichen Unfallversicherung, IAG DGUV) in Dresden.

The Russian delegation was composed of representatives of the Federal Service on Labour and Employment (Rostrud) and the Social Insurance Fund of the Russian Federation. It was headed by Mr. Ivan Shklovets, a Deputy Director General of Rostrud, Deputy State Labour Inspector of the Russian Federation and IALI Regional Delegate, and Mr. Mikhail Ivankov, also a Deputy Director General of Rostrud.

The study visit aimed to learn about the German labour inspection system at federal and regional levels. This was to inform Rostrud's activity in field of the state labour inspection modernisation.

In the course of the visit the delegation was informed about:

- the Federal Ministry's core functions and powers;
- the interaction between the local labour inspections and the Federal Ministry;
- general information about state labour inspection and the social accident insurance system;
- the role and structure of the German Social Accident Insurance (DGUV);
- the role and tasks of the Institute for Work and Health (IAG);
- structure of the territorial authorities – regional labour inspection and statutory accident insurance institution;
- the co-operation of the state labour inspection with trade unions, employers and other partners;
- risk assessment and related matters.

Visits to a construction site and to the Transparent Factory in Dresden were accompanied by labour and insurance inspectors and were organized by the Institute for Work and Health of the German Social Accident Insurance (IAG DGUV).

The Russian delegation highly appreciated the active assistance of Dr. Bernhard Brückner, IALI Vice-President,



the Institute for Work and Health of the German Social Accident Insurance (IAG DGUV) and the German Embassy in Moscow in organisation of the study visit.

The event's outcomes were assessed by the Director General of Rostrud Mr. Vukolov and will be actively used for drawing up proposals to the Government of the Russian Federation for the purpose of enhancing the labour inspection system.

Footwear Industry in Portugal



A Campaign for the Ongoing Improvement of Working Conditions

The footwear industry has been struggling against the Portuguese economic recessionary spiral and it's an expanding activity, responsible for 4% of national exports and for about 1% of GDP in 2011, equivalent to 1.555 million Euros, placing about 75 million shoes in the world market.

It's a strongly regionalized industry, located predominantly between the Douro and Vouga regions in northern Portugal and consists largely of small businesses that have been suffering major technological changes, with a strong focus on design, creativity and brands. For this reason, many demanding changes have been carried out in the structure of the qualifications for approximately 40.000 workers, as well as in business management models.

Between 2006 and 2010 about 8,900 accidents were reported in this industry, although without loss of life. However, it is not easy to determine the number of occupational diseases, given the underreporting existing in all sectors of activity. However, there is information that points to the occurrence, among others, of diseases that arise from repetitive work and manual handling.

Considering that this industry presents several occupational hazards, especially for chemical, mechanical and ergonomic risks - some emerging with increased force in the current context of modernization - the Authority for Working Conditions (ACT) and the social and institutional partners in this industry decided to launch a campaign to improve the working conditions for the year 2013 - 2014.

Integre a prevenção trabalhe com segurança

Substitua os produtos perigosos por outros menos perigosos ou isentos de perigo.

www.act.gov.pt

Integre a prevenção trabalhe com segurança

Planeie o trabalho tendo em conta as exigências das tarefas e as capacidades do/a trabalhador/a que as vai executar.

www.act.gov.pt

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Footwear Industry in Portugal



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This campaign combines varied forms of intervention, such as the promotion of information and guidance, training, research and the inspection of workplaces. It is mainly engaged to combat the occupational risks and to promote health and safety of workers, reducing accidents and occupational diseases and focusing on the good practices of social partners and companies in this area. This aims to reinforce the capacity of intervention of social and institutional partners in this area, as well as for Labour inspectors.

All actions to be developed within the campaign aim, in the short term, to promote the commitment of employers and employees to the continuous improvement of working conditions in companies. In the medium term, the aim is to contribute towards the development of a culture of health and safety in the footwear industry. These goals are not only consistent with the economic success of this industry; they also support its commitment to modernization, public affirmation and, at the same time, the promotion of welfare of workers.

ACT - Authority for Working Conditions

For more information, please contact berbereia.costa@act.gov.pt

<http://www.act.gov.pt>



IALI Congress 2014



Professionalism, partnerships and performance: Delivering effective labour inspection worldwide

Invitation

The International Association of Labour Inspection (IALI) Executive Committee is pleased to invite you to our major three-yearly Congress to be held in Geneva on 9-10 June 2014. The one and a half day Congress will be followed on Tuesday afternoon by the IALI General Assembly for IALI Members only. As usual for convenience, these important IALI events have been arranged to coincide with the ILO's International Labour Conference (ILC), so that delegates already in Geneva for this Conference can attend.

Who should attend the IALI Congress?

This year a key theme of the IALI Congress is *Partnerships*. This means that in addition to IALI members and non members involved in Labour Inspection and Labour Ministry functions, IALI is particularly delighted to extend an invitation to attend our Congress to employer and worker delegates, as well as to organisations and individuals interested and involved in any aspect of labour protection laws and their implementation in their own country.

The IALI Congress will explore joint opportunities for partnerships to further develop our joint tripartite agenda for promoting the interests of safe, healthy, fair and decent work globally. If you would like to be included in this Congress programme either to make a presentation or to participate in our roundtable discussions, please email the IALI Secretariat at claire.lonsdale@hse.gsi.gov.uk, outlining your proposed topic and interest.

Congress overview and directions

In 2014, the IALI Congress will feature a new format: instead of separate sessions on various aspects of Labour Inspection work such as occupational health and safety, wages and conditions, child and forced labour, or hazard or industry issues (eg chemicals, major hazards, agriculture, mining etc), the entire Congress will be directed at exploring challenges and expectations for the future for all types of Labour Inspection systems and services.

This year the Congress theme: *Professionalism, Partnerships and Performance: Delivering effective Labour Inspection worldwide*, will highlight IALI's work over the last decade to create a professional foundation for Labour Inspection globally; as well as providing a forum for discussion on the potential and the opportunities for new Labour Inspection directions in the future. Overall the Congress will seek to identify key objectives and actions to inform IALI's revised *Action Plan for the Future: 2014-2017*.

The Congress will further seek to expand and consolidate IALI's participation in both formal and informal partnerships and alliances, both with related organisations and in specific projects to promote safe, healthy and decent work around the world. A particular focus for IALI is to develop further our vital strategic relationships with international employers and unions to make the most of partnership opportunities in the future.

The Congress session on *Striving for professionalism and integrity in Labour Inspection*, will feature practical case studies and information on how to implement IALI's significant initiatives over recent years to build a professional base for all types of Labour Inspection. These initiatives include the *Global Code of Integrity for Labour Inspection*, the *International Common Principles for Labour Inspection* and the *Performance Measurement Handbook*.

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IALI Congress 2014



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The Congress session on *The value of partnerships for regional cooperation in Labour Inspection*, will feature a panel discussion involving delegates who have been involved in regional alliance initiatives locally, including South East Asia (ASEAN); Northern Africa; South East Europe, Azerbaijan and Ukraine; and the CIS countries of Eastern Europe and Mongolia. The panel will aim to establish the value of such regional initiatives in promoting and improving Labour Inspection as well as to examine the challenges and elements for success required to sustain regional partnerships in the long term.

The key "Partnership" theme of the Congress will continue through sessions on *Important international partnerships with Labour Inspection to achieve specific fair, safe, healthy and decent work objectives*; and on *Successful tripartite partnerships* from the perspective of employer and worker organisations.

Finally, a roundtable discussion on *Strengthening workplace compliance through innovative and engaging Labour Inspection strategies* will provide the opportunity to identify areas of critical importance for priority action in the future, by IALI, the ILO, employers, workers and everyone committed to achieving a better working environment worldwide.

Please join us for this most exciting and important Congress event on the international Labour Inspection calendar. We look forward to welcoming you to Geneva.

Michele Patterson
President
International Association of Labour
Inspection
on behalf of the IALI EXECUTIVE
COMMITTEE

January 2014

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IALI Congress 2014



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CONGRESS PROGRAMME MONDAY 9 JUNE 2014

Morning Session

Registration
Welcome and Opening Address
 ILO Director General
 IALI President

Keynotes: Expectations and Opportunities for Labour Inspection

Strengthening workplace compliance through Labour Inspection: the ILO role
 Expectations and opportunities: the employer perspective on Labour Inspection
 Expectations and opportunities: the worker perspective on Labour Inspection

Coffee/Tea break

Session 1: Striving for professionalism and integrity in Labour Inspection

This session will discuss and examine the key tools required to underpin professionalism and integrity in Labour Inspection, highlighting:

- The role of Common Principles for all LI systems as a basis for achieving professionalism, integrity and effectiveness
- How to Implement a Code of Integrity for LI: practical examples of the challenges and benefits
- Performance Measurement as a tool to improve the effectiveness of LI; & the value to employers & workers

Featuring examples of:

- The practical application of International Common Principles for Labour Inspection
- Implementation of IALI's Global Code of Integrity for Labour Inspection on both national and regional levels;
- How to get results from good performance measurement: using IALI's Performance Measurement for LI Handbook.

Lunch

Afternoon Session

Session 2: The value of partnerships for regional cooperation in Labour Inspection: A global panel discussion

This session will feature discussion of the benefits, experiences, obstacles and achievements of building regional alliances of Labour Inspectors, highlighting:

- The mutually beneficial results of uniting Labour Inspection across borders to develop and strengthen systems, share knowledge and training and achieve common objectives
- The concept of 'traditional sharing' vs 'new sharing' across borders
- Labour Inspection's contribution to social and economic development across regions
- The vital regional role of Labour Inspection in actioning Labour Ministers plans eg for a free trade ASEAN region

Coffee/Tea break

Session 3: Important international partnerships with Labour Inspection for achieving specific fair, safe, healthy and decent work objectives

The responsibility of Labour Inspection in global action to address asbestos hazards

- *IALI working in partnership with employers and workers in international project on asbestos*

Labour Inspection as an active partner in addressing foreign worker (both legal and illegal) issues

Role of Labour Inspection as a partner in addressing Forced Labour and Human Trafficking

- ILO Special Action Programme

Labour Inspection as a proactive force to prevent psycho-social hazards at work

IALI participation in international initiatives to address psychosocial hazards at work

Reception for delegates - hosted by Geneva Canton

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IALI Congress 2014



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CONGRESS PROGRAMME TUESDAY 10 JUNE 2014

Morning Session

Session 4: Successful tripartite partnerships in Labour Inspection: Featuring member country achievements

Leadership by employers
Leadership by workers
Leadership by government
Discussion

Coffee /Tea break

Session 5: IALI – The Future: Strengthening workplace compliance through innovative and engaging Labour Inspection strategies: A roundtable discussion of the ILO's area of critical importance for priority action in 2014-2015

A Roundtable Forum for discussion of ideas with an objective of establishing some principle areas for action for the future. This session will present an opportunity for IALI members to input into global discussion on innovative and engaging Labour Inspection strategies for local, regional or global implementation.

Featuring:

- The ILO's ideas and vision for this area of critical action
- Other IALI partner organisations e.g. ICOH and ISSA
- IALI members

Discussion

Conclusions and Closing of Conference

Lunch

Afternoon

IALI GENERAL ASSEMBLY MEMBERS ONLY

Reports by:

- President, Michele Patterson
- Secretary General, Kevin Myers
- Treasurer, Michel Gisler
- IALI Auditor

Approval of Reports and Accounts

Proposed changes to statutes

Endorsement of Performance Measurement Handbook

Endorsement of Common Principles for LI Worldwide

Endorsement of revised 3-year Action Plan

IALI Executive Committee General Election and announcement of results

Close



IALI Calendar 2014



Event	Date and Location
<u>Workplace Safety and Health (WSH) Conference</u>	7-8 May 2014 Singapore
<u>ILO International Labour Conference</u>	28 May – 12 June 2014, Geneva, Switzerland
<u>IALI Congress and General Assembly</u>	9-10 June 2014 Geneva, Switzerland
4th ASEAN Labour Inspection Conference	July 2014 The Philippines
<u>XX World Congress on Safety and Health at Work</u>	24-27 August 2014 Frankfurt, Germany
<u>7th China International Forum on Work Safety</u>	24-25 September 2014 Beijing, PRC

IALI Secretariat

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