

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 (<i>and beyond</i>)	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	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. - 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 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 20011-2014 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	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. 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 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
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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 its 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	Extensive regional engagement now provides basis for mapping and partnership agreements	Achieved -ongoing work

	mapped and opportunities for partnership with IALI are pursued		
	Opportunities for partnerships to promote decent work with other organisations and projects are identified and work is commenced to develop these potential relationships	Memorandums of Understanding signed with ICOH, and remaining MOUs in development due to be signed during 2011 (ILO and ISSA)	Achieved -ongoing work
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> <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 		
	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	IALI engaged with members:	Achieved - ongoing work

	<p>regional organisations that coordinate labour inspection activities and explore potential for partnerships.</p>	<p>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 in regular cooperation activities.</p>	<p>- more work to be defined and pursued in next triennium</p>
	<p>4. Hold discussions with international employers, unions and other organisations to identify partnership opportunities.</p>	<p>Formal involvement of employers and unions in all IALI events and general engagement continues,</p>	<p>Achieved – ongoing work.</p>

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	2009 IALI Conference	Achieved

	conference is held in 2009, 2010 and 2011 in partnership with a host member country (priority given to those countries proposing to develop regional alliances and cooperative programmes as part of the conference objectives).	held in Lisbon, Portugal; 2010 and 2011 involved IALI partnership conferences in wide range of countries – see reports of the President and Secretary General 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 website	Ongoing	Achieved
	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	Task assigned - options in development	On track

	of resources et		
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	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	Commenced	On track

	expertise on matters relevant to labour inspection.		
	Maintain the database	N/A	N/A