

# 13<sup>th</sup> Congress of the International Association of Labour Inspection

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## **The Role of Labour Inspectorates in Building an Integrated Prevention Culture in the world of Work**

### **Key notes**

**Social Construction, employment, labour and wages**

**Bernard FRIOT**

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La pression qui s'exerce aujourd'hui sur le travail est si considérable que « la souffrance au travail » ou « le travail malade » sont devenus un objet de débat public. C'est confondre symptôme et diagnostic : le travail est malade non pas en soi mais parce qu'il s'exerce dans des emplois. C'est l'emploi qui est malade et qui fait souffrir, pas le travail.

Le travail ne peut pas se définir par son contenu. Tout et rien de la production de valeur d'usage peut être « travail », c'est-à-dire être reconnu comme production de valeur économique : cette reconnaissance est une convention sociale.

Dans une société capitaliste, est travail tout ce qui se fait dans le cadre d'un emploi. On le comprend: en qualifiant les postes et non pas les personnes, l'emploi donne toutes les cartes aux actionnaires, qui seuls décident de la localisation, du nombre, de la qualification et des titulaires des postes de travail. Le déni de la qualification des personnes fait que la production de valeur pour l'actionnaire devient l'objet même du travail, en contradiction avec la production de valeur d'usage: cette contradiction est aujourd'hui explosive.

Est-il possible de s'en saisir pour en finir avec l'emploi comme matrice du travail et le remplacer par le salaire à vie fondé sur l'attribution de la qualification aux personnes? Deux anticipations majeures existent déjà : la fonction publique (un fonctionnaire est payé pour son grade et non pour son poste) et les pensions de retraite des régimes bismarckiens, qui ont comme objet la poursuite du salaire jusqu'à la mort. La maladie de l'emploi et le bonheur au travail de ces retraités dont sont tels qu'on peut préparer le remplacement de l'emploi par le salaire à vie pour tous (un salaire à la qualification qui n'a rien à voir avec le revenu de base universel).

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**Labour inspection – a catalyst for reform in enterprises  
and for promoting Innovations**

***Michele PATTERSON***  
***IALI President Australia***

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**Building capacity in inspection for labour law compliance -  
Activities of ASEAN countries**

***NGUYEN VAN TIEN***  
***Director General, Chief inspector of Inspectorate of Ministry of Labour, Invalids  
and Social Affairs Vietnam***

One of the four strategic priorities in the ASEAN Labour Ministers' Work Programme 2010-2015 is to enhance institutional capacity to ensure that Government bodies have the capacities to oversee enforcement of labour laws and regulations.

Following the ASEAN-ILO workshop on core international labour standards, the SLOM (Senior Labour Official Meeting of the ASEAN) organized the conference focused on labour inspection, their structure, professional training standards, employment activities, coverage, and impacts across ASEAN member states and in comparison with a number of other reference countries, which was held in Halong – Vietnam in October 2010. The purpose of the conference was to identify capacity building needs of labour inspectorates with the goal of improving the capacity of ASEAN governments to verify workplace compliance with national laws. It adopted 9 recommendations in order to enhance the capacity of labour inspectors in ASEAN and encourage ratification of ILO's conventions; to strengthen the collaboration with the ILO, IALI and other organizations and social partners in the development of the human and institutional capacity of labour inspection systems, in particularly through the sharing of good practices and training; to encourage the use of IALI's Global Code of Integrity for Labour inspection as guidance towards enhancing the ethical behaviour of labour inspectors in ASEAN countries. In follow up to this recommendation, many activities have been carrying out at national and regional levels.

This presentation provides information on the priority relating to the ASEAN labour inspection in the ASEAN Labour Ministers' Work Programme, Halong Recommendation on labour inspection cooperation and the progress of implementing these priorities at national and regional levels. It also works out some proposed activities that will be done in the near future, with special focuses on strengthening cooperation between ASEAN and IALI through conferences, workshops and implementing recommendation on improving capacity of labour inspection.

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## **Session 1: Improving the effectiveness of Labour Inspection**

### **1.1. Measurement of Performance – or «Measuring the unmeasurable»**

***Nils-Petter WEDEGE***

***Norway IALI Technical Adviser***

One main objective for IALI, as stated in its Action Plan 2008-2011, is: to provide the professional foundation for building strong, modernised and effective labour inspection worldwide”. One of many tools to achieve this is to develop “a framework for measuring performance and comparative benchmarking”.

In recent years a legitimate question about the performance of the Labour Inspectorates (LI) has been raised. Both politicians and the public require whether the activities of LI have a positive effect on the OSH situation and if the taxpayers' money is used in an efficient way.

To show the likeliness of success one must be able, in one way or another, to assess the OSH situation before and after an intervention by the Labour Inspectorate.

Assessing OSH is a difficult task because it is a complex concept and can be described in various ways – quantitatively as well as qualitatively.

How to assess OSH and how to measure the impact of Labour Inspectorates will be discussed and an example of a conceptual assessment model be visualized.

Labour Inspectorates are internationally evaluating different approaches to the question on how to measure performance.

The development of a handbook for LI is underway which will include case studies where LI have applied performance measurement. The intention is that the handbook could serve as a tool for the managers of Labour Inspectorates, and which will provide guidance to labour inspectorates on “how to measure” LI performance. This handbook will include performance measurement concepts, simple models and procedures in the context of the work of labour inspectorates.

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## **1.2. Can performance of Labour Inspectorates be measured in terms of impacts? ... a Canadian example**

***Helle TOSINE***

***International Consultant,  
Former Assistant Deputy Minister, Ministry of Labour, Canada***

With the many changes in the world of work seen in recent years, measuring the effectiveness of labour inspection is critical if decent working conditions are to be achieved and maintained.

Many labour inspectorates (LI) have risen to meet these challenges by modernising their LI, their approaches towards increasing their effectiveness and efficiency. The development of a handbook for LI is underway which will include case studies where LI have applied performance measurement, and which will provide guidance to labour inspectorates on “how to measure” LI performance. This handbook will include performance measurement concepts, simple models and procedures in the context of the work of labour inspectorates.

To illustrate these concepts and how performance measurement has been applied, an example from Canada will be discussed. Labour inspection in Canada is the responsibility of the provinces. In 2004, the Ontario provincial government launched a targeted approach, lead by its labour inspectorate, with the goal of reducing workplace injuries by 20% over 4 years across 21 sectors. An integrated OSH strategy was put in place, along with benchmarks to measure the effectiveness of this targeted approach. The strategy required collection and analysis of statistics from a variety of sources along the way.

Workplace injuries and fatalities create significant economic costs to society. The method used to estimate the economic costs will also be discussed. The strategy, the methodology that the LI used, the types of data, the analysis and problems, will be described along with the results.

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### **1.3. E-Inspectorate in Estonia, what and why?**

***Katrin KAARMA***

***Director General Labour Inspectorate of Estonia***

Estonian Labour Inspectorate is going to launch an e-inspectorate (eTI) in the end of June this year. It is a new client portal what allows employers and employees access the data they are authorised for in the Labour Inspectorates basic information system. The main aims of this new portal are to better communicate with our clients, to be more open and transparent in our decisions as well as reduce the administrative burden for the employers.

This new development aims to achieve one of Labour Inspectorates strategic goals to ensure uniformity and easy access to our services. It is also in line with the principles of good administration (EU Charter of Fundamental Rights) what states among other principles that people and enterprises have right to have access to their files and that there is a duty of the administration to give clear reasons for its decisions.

Through the new portal the employers can update their contact details, view the history of inspections, labour disputes and registered occupational accidents and diseases. They can present necessary information to Labour Inspectorate in a more user-friendly way. For example they can fill the reports of occupational accidents and occupational diseases in the prefilled forms directly in the database. They can also receive notices of deadlines of prescribed improvements. The system allows us to better exchange information between medical services, enterprises and Labour Inspectorate.

The list of possibilities is not closed as we expect that this new mean of information exchange can open new innovative ways for Labour Inspectorate to contribute to the improvement of the quality of working life.

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## **Session 2: Labour Administration and Inspection: Challenges and Perspectives**

### **2.1. Results and Consequences of the International Labour Conference**

***José-Luis DAZA PEREZ***

***Senior adviser, ILO – Labour Administration and Inspection Program  
(LAB/ADMIN), Geneva Switzerland***

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## **2.2. Labour Inspection and informal economy – LI possibilities to intensify efforts in promoting compliance with OS&H regulations beyond the formal structures**

***Cecilia MULINDETI***

***Director of Regional Central African Labour Administration (ARLAC),  
Zimbabwe - Africa***

The informal economy has been growing rapidly in most parts of the world including the industrialized countries and can no longer be regarded as a temporary and residual phenomenon. Representing an important part of the economy and the labour market in many countries, the informal economy plays a major role in employment creation, production and income generation as it tends to absorb most of the growing labour force in both the rural and urban areas.

In South Sahara Africa, the informal economy contributes significantly to the Gross National Income (GNI), at an average of 42%. The labour market analysis indicates that the Informal economy accounts for three quarters of non-agriculture employment. Among others women, represent 92% of the total job opportunities outside of agriculture (against 71% for men). Almost 95% of these jobs are performed by women as self-employed or own-account workers, and only 5% as paid employees. Overall more than 93% of new jobs are created in the informal economy.

The Informal economy however presents a challenge to policy makers with regards to issues such as: decent work; productivity; income generation; child labour, appropriate regulatory frameworks; training and skills development, Occupational Safety and Health and social security among others.

It is possible to intensify efforts in promoting compliance with OSH regulations beyond formal structures if labour inspections their roles are more facilitative and supportive than enforcement. Through Social dialogue, Labour Inspectors can gradually apply the Labour standards and labour legislation as a way of improving working conditions in the interest of the actors. The legislative framework must clearly accommodate the needs of the informal actors and alternatives of self regulation such as codes of good conduct or good practice.

Labour Inspection approaches should aim at utilizing strategic partners beyond the social partners such as community based organisations.

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### **2.3. Labour inspection and the global governance crises**

***Dwight JUSTICE***

***Policy Advisor, International Trade Union Confederation (ITUC-CSI), Belgium***

The global governance crisis has two dimensions – the failure of national governance institutions in many countries and the failure to develop international governance mechanisms commensurate with the needs of a global economy. Attempts to address these failures through voluntary private initiatives have, for the most part, been of little effect. The speaker will suggest reasons why “CSR” is unable to deliver. Various problems associated with private “social auditing”, and “certification” and private standard setting will be noted.

Changing organisation of business and the erosion of a culture of compliance with law will be two of the factors considered. The declining role of collective bargaining as a governance institution in some countries and the dramatic increase in the amount of “unprotected” work will also be considered.

The conclusion will focus on the respective roles of trade unions and the labour inspectorate in addressing the global governance crises.

### **2.4. Labour Inspection enhancement in China**

***SHI Yanping***

***Director of International Corporation SAWS Beijing China***

On the one hand, you may have heard a lot about the fast economic and social development of China. On the other hand, bad news about workplace accidents in China may sometimes vibrate in your ears.

However, there has been very little reported or discussed on how much the Chinese government has been endeavouring in promoting safety and health in workplace. This presentation deals with the enhancement of safety and health inspection in China, which will give you some insight to what the Chinese government has been trying to do in terms of inspection to promote workplace safety and health in the country.

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## **Session 3: Labour Inspection Prevention Strategies for Better Working Conditions**

### **3.1. Strategic Approach to Occupational Safety and Health**

***Seiji MACHIDA***

***Director of the Program of Safety and Health at Work and the Environment,  
ILO SafeWork, Geneva Switzerland***

Occupational Safety and Health (OSH) has been a central issue for the ILO ever since its creation in 1919 and continues to be a fundamental requirement for achieving the objectives of the Decent Work Agenda.

However, it is estimated that about 2.3 million workers die each year from work-related accidents and diseases. The ILO has developed a number of OSH Conventions and Recommendations such as Occupational Safety and Health Convention (No.155), Occupational Health Services Convention (No.161) and Chemicals Convention (No.170). In 2003, the International Labour Conference reviewed the ILO standards and activities in the field of OSH and developed Global Strategy for OSH, which underlined the importance of creating preventative safety and health culture and the management systems approach which would support the full-functioning of the ILO instruments at the national level.

Following the guidance of the Global Strategy, Promotional Framework for Occupational Safety and Health Convention (No.187) and Recommendation (No.197) were adopted in 2006. These new international standards aim at placing OSH high at national agendas and applying systems approach to OSH at the national level and promoting the application and ratification of other ILO Conventions on OSH. Key elements include development of national OSH policy, national OSH programmes and national OSH systems by the government in consultation with social partners.

The preparation and regular updating of national OSH profile (summary of national OSH situations) are important steps for a systematic review and reinforcement of national programmes and systems as well as for sharing experience nationally and internationally. Actions for strategic national approach to OSH would include expansion of training, information and advisory services and the reviewing and redesigning of legislation with a view to ensuring full coverage of legal protection and supporting the full functioning of the national OSH system. Such a national OSH system should include OSH legislation, compliance assurance mechanism including systems of inspection, national tripartite advisory body, national OSH data collection mechanism, OSH information and training network, and OSH support (advisory, medical surveillance, environment surveillance) mechanism.



As of May 2011, 19 countries have ratified the Convention No.187 and many more countries are in the process of ratification. Soonest application and ratification of the new Convention by all countries are essential steps forward for improving occupational safety and health globally.

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### **3.2. Repères pour l'action de l'Inspection du Travail en prévention du Risque psychosocial dans les entreprises**

**Sylvie SIFFERMANN**

**Directrice du travail  
Responsable du Pole T**

**Direction Régionale des Entreprises, de la Concurrence, de la Consommation,  
du Travail et de l'Emploi Alsace, France**

Le code du travail en France place sur un même plan la santé physique et mentale en matière d'évaluation des risques qui pèse sur les employeurs. Sont considérés comme « risques d'atteinte à la santé mentale » les risques rencontrés dans la sphère professionnelle susceptibles de provoquer des altérations de santé mentale (dépressions, épuisements professionnels ou burn out, troubles du sommeil) voire de porter atteinte à l'intégrité physique (troubles musculo squelettiques, troubles psychosomatiques, tentatives de suicides, suicides...).

Même s'il est indispensable de les traiter comme les autres risques, notamment dans le document unique, il existe une spécificité des risques psychosociaux par rapport aux autres risques dont doit connaître l'inspection du travail.

La santé mentale relève bien du champ d'intervention de l'inspection du travail. Par son approche généraliste des conditions de travail qui lui permet d'appréhender l'ensemble des facteurs aussi bien organisationnels que relationnels ou individuels, l'inspection du travail est particulièrement légitime pour intervenir dans ce domaine.

Pour faciliter son intervention, le Ministère du travail français a réalisé avec des collègues praticiens un guide d'intervention pour donner des repères à l'inspection du travail pour appuyer leurs actions aussi bien à chaud suite au recueil de plaintes de salariés qu'à froid dans le cadre du contrôle général de l'entreprise dans un objectif de prévention des risques.

Je propose de vous présenter et partager avec vous ce guide d'intervention pour l'inspection du travail.

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### **3.3. Implementing Singapore OS&H Strategies**

***HO Siong Hin***

***Commissioner for Workplace Safety and Health, Ministry of Manpower, OS&H  
Division Singapore***

Since 2005, Singapore has enhanced our Workplace Safety and Health (WSH) regulatory framework, and stepped up capability building and outreach efforts in partnership with the industry and other stakeholders. To help us achieve our vision of a safe and healthy workplace for everyone, and a country renowned for best practices in WSH, we have initiated a slew of national programmes and initiatives to tailor to the needs of our stakeholders. These are encapsulated in Singapore's national WSH roadmap – the WSH 2018.

One key area of work in the national roadmap emphasizes on the need to establish a progressive and pervasive safety and health culture and inculcating the right mindsets and attitudes in the workplace. A WSH culture is made up of shared and accepted attitudes, beliefs and practices, supported by documented policies and procedures. It permeates all levels within a company, from the senior management down to the last employee.

In addition, good leadership is a fundamental driver for WSH improvements that underpins the effectiveness of a WSH culture. In Singapore, we have begun to step up efforts in strengthening WSH leadership in the workplace. One focus is on developing transformational WSH leadership. Such leaders lead by example by practising good management and having a keen sense of moral responsibility. They also strive to translate the core leadership qualities and values into visible commitment so as to bring about sustainable WSH improvements.

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### **3.4. Transposing the German New OS&H Strategies – Experiences of Labour Inspectorates**

***Dr Bernhard RAEBEL***

***Director of Labour Inspection, Halle (Saale)  
Association of German Labour Inspectors (VDGAB)***

The enforcement of European and German regulations on health and safety at work obliges the labour inspectorates of the federal states and the inspectors of the statutory accident insurances as well. Before 2008 programs and campaigns had not been coordinated between the two groups of prevention stakeholders.

Beginning in 2006 a joint German occupational safety and health strategy had been worked out. Goals and five core elements were declared. The strategy got a legal base by including it into the OS&H Act and the Code of Social Law. Joint objectives

in the field of OS&H were determined by experts from the authority, the accident insurances, and the sciences and from employers and employees organisations.

Three main fields of action - musculoskeletal disorders, accident prevention and skin protection - were declared for the first period of the new OSH strategy 2008 - 2012. They were operationalised in 11 work programmes.

All these programmes are well prepared and give a lot of informational input to the inspectors.

But the inspection and consulting procedures of the 11 programmes differ significantly from each other. Also the estimated time for one visit including consultation of the employer was too short. The two-way information on visits at workplaces and their results which have been carried out either by the labour inspectors or the inspectors of the accident insurances is limited by German Data Protection Act.

The results of the first period 2008 - 2012 will be evaluated at the end of this period. Even though the results of the evaluation are unknown at the beginning of 2011 the main fields of action for the second period 2013 - 2017 must be determined. In this process the experiences of labour inspectors in the field will be considered.

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## **Session 4: Strategies for an Integrated Labour Inspection System**

### **4.1. Lessons learned from the finance crises for OS&H risk assessment - - How a global change in attitude can prevent the next work crisis -**

***Paul WEBER***

***IALI Secretary General***

***Director of Labour and Mines Inspectorate (ITM) Luxembourg***

As ambassadors working for the rights of people to enjoy good health and safety and security at the workplace, we are well aware of the impact the latest economic crisis has had upon the work environment.

While we must certainly address the consequences of the recent financial crisis by working to 'fix' the resulting problems including unemployment and lack of investments in production and industry, these are but short-term remedies. If we want to avoid facing these consequences again and again in the future, something must be done to eradicate the root causes of the crisis.

The recent financial crisis has much deeper roots than the failed housing market in the United States and the subsequent trickle down effect on financial markets around the world.

One of the root causes of the crisis lies in our thinking about work itself, which has, to our detriment, radically changed over the past few decades.

Whereas previously people tended toward conservatism and safety, now people are encouraged to take big risks, even when by doing so they endanger their own livelihoods and those of others. The whole concept of 'developmentarism' or growth at any cost is endangering not only jobs, but people's sense of belonging to a larger community and playing a useful role within that community. It engenders mistrust, alienation, greed and despair.

The Roadmap Europe for 2020, calls for action to make Europe the most dynamic knowledge based economy in the world. It is a plan that calls for intelligent growth that is lasting and inclusive. A global integrated approach to labour administration and labour inspection is a step in the right direction. If we are to change the situation, we must first change our thinking. When we change our thinking, we change our orientation and perception. New solutions for helping people to enjoy fulfilling lives come to us when we become aware that a healthy economy depends upon maintaining a balance of people, resources and goods. Everything is interlinked.

Within a decade, new ideas can transform from being unheard of, ridiculed and fought against to being institutionalized and widely accepted as truth. Through greater awareness and education, new ways of thinking about work can indeed become a mainstream. A global shift in consciousness can prevent global crisis in the future.

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#### **4.2. Strategic interventions for effective outcomes**

***Kevin MYERS***

***IALI Vice President***

***Deputy Chief Executive, HSE, United Kingdom***

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#### **4.3. Impact of the finance crises on the Baltic Labour Inspections**

***Renars LUSIS***

***Acting Director SLI Latvia***

Baltic States (Estonia, Latvia and Lithuania) used to be associated with small, but flexible and progressive economies that by growth of GDP used to be among the leading countries in the EU just few years ago and even were named – *Baltic Tiger*.

Global financial crisis had significant impact on the EU economy, but somehow the first and, maybe so far, the hardest-hit of the crisis was taken by Baltics, especially Latvia. If before the financial crisis the unemployment rates in the Baltic States were even below the EU average, then in 2009 these rates were among the leading ones in the EU (from 13,7% in Lithuania to 17,3% in Latvia).

Furthermore, if unemployment rate had a direct adverse impact on working conditions and working culture in enterprises where employees not only were facing decrease of the salaries and were ready to accept almost any job offer, then Labour Inspectorates did not escape government saving policies and faced quite significant cuts both in terms of budget and also staff.

Now, when economies are recovering, but governments are not yet ready to return what was taken from Labour Inspectorates, the latter are facing an open challenge – to ensure decent working conditions with less resources, larger workload and higher job intensity

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#### **4.4. Integrated Labour Inspection: Pitfalls and Prospects**

***Wolfgang VON RICHTHOFEN***

***IALI Technical Adviser, Switzerland***

The development of a Prevention Culture in the World of Work requires, among several indispensable driving forces, the effective presence and efficient intervention of a qualified labour inspectorate in enterprises and at worksites. Functionally and structurally integrated labour inspection systems invariably provide better services to stakeholders, better value for money to Government, have a greater impact on developing systematic enterprise-level OH&S management, and thus help create a “Triple Win” situation in which all three major actors benefit: maintaining public order, enhancing competitiveness, and providing better social protection and employability. But very many inspection services are still functionally segregated in different ways: rationally unjustifiable dichotomies continue to persist between Occupational Safety and Occupational Health enforcement responsibilities; between OS&H and other Conditions of Work; and between OS&H/CoW on the one hand, and social relations/employment inspection functions or the control of child and forced labour on the other.

However, modern labour protection issues in enterprises are increasingly interconnected, inter-conditional and thus inseparable; their solution requires a holistic, integrated approach. If the regulator expects employers to deal with all labour protection issues as one single, important management responsibility, on the same level as other, “traditional” management functions, then their principal partners/supervisors on the government side must also adopt a holistic, integrated approach to maintaining and, wherever possible, improving labour protection standards. Many examples of successful integration exist – usually these are the “high-performance” systems – but in many other cases, functional and administrative integration requires major organization changes, revision of the legal frame, and a

new, clear, considered, comprehensive, coherent and consistent (5 “Cs”) enforcement policy, preferably developed through tripartite social dialogue and thus supported by the main stakeholders.

The presentation will underscore this position with reference to several successfully integrated, high-performance labour inspection systems from different parts of the world, demonstrate the need for integration when dealing with, in particular, small/medium enterprises and other critical issues, and also illustrate the difficulties that reformers in many countries still face when moving towards functional, structural and operational integration.

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## **Session 5: IALI Code of Integrity / Regional Cooperation – New Developments in Member Countries**

### **5.1. L’inspection du Travail au Maghreb à la lumière des transformations sociopolitiques actuelles**

***Chaker SAHLI***

***Inspecteur Général du Travail***

***Direction régionale des affaires sociales, de la solidarité et des Tunisiens à l'étranger, Tunisie***

La révolution Tunisienne du 14 janvier 2011 qui a mis fin à un régime dictatorial a eu des répercussions directes sur le positionnement du système d’inspection du Travail dans les relations professionnelles.

Le pluralisme syndical, l’élan revendicatif a amené l’Inspection du Travail en Tunisie à remodeler ses méthodes et la nature de son intervention.

### **5.2. Regional Cooperation in the Baltics: Challenges and Good Practice**

***Vilius MAČIULAITIS***

***Deputy State Labour Inspector of Lithuania***

Good co-operation almost always leads to success. Of course the intention of co-operation is accompanied with the challenges. On one hand different legal systems, different governmental tasks, different area of competence and different way of work. On the other hand: the same geographical location, common historical background, similar problems. And overall aim is the same – to save people. That’s the need for good co-operation and to reach the maximum. That’s the need for good regional co-operation.

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### **5.3. Institutional Development of Labour Inspectorate within the framework of OSH Strategy**

***Elnur SULTANOV***

***Head of International Cooperation of Ministry of Labour and Social Protection of Population (MLSPP), Republic of Azerbaijan***

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### **5.4. Responding the disaster and professional skill development for labour inspectors**

***Yoshihiro MIYAKI***

***Executive Committee, ZENRODO Kinki Regional Council  
All Labour Ministry's Workers Union (ZENRODO), Japan***

1. The March 11 earthquake that hit the northeast coast of Japan was such an extraordinary disaster that the country's labour inspectors had never experienced, not only because of its magnitude but also because the quake caused a devastating tsunami and a serious nuclear accident. The Japanese government is called upon to establish measures to respond to the worst scenarios of this kind, on the basis of the established responses to major industrial disaster, as required by the ILO Convention Concerning the Prevention of Major Industrial Accidents (C174) and train personnel with expertise.

2. In the area of occupational health and safety, worksite supervisors, making use of ILO information, are strengthening the screening of construction plans as well as work plans and emphasizing the need to increase disaster prevention efforts, including anti-asbestos measures, by urging workers in disaster-hit areas to wear dust-proof protection mask.

3. Japan's labour standards administration has introduced a new personnel system, which is posing serious problems on the training of labour inspectors. Under the new system it is difficult to train experts in occupational health and safety. We are demanding that the government take action to resolve this issue.

4. There is a continuing trend of cutting the number of labour inspectors in Japan. At present Japan lags far behind the ILO standard requiring an onsite inspector for every 10,000 workers. There is a tendency to pursue only the number of cases dealt with by inspectors. But the need now is to carry out labour inspections that focus on the quality of work. Improving safety measures for inspectors at work is necessary.

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## **5.5. Recent Change of Workers' Health Promotion Policy in Korea**

***Jeong-Youn KIM, M.D.  
Industrial Accident Prevention and Compensation Bureau  
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