

Strengthening Labour Inspection Worldwide

The ILO's Ten Step Improvement Plan for Labour Inspections

There are ten major steps necessary for ensuring a more integrated, effective practice of Labour Inspections on an international level. The following guide may be used by C 81 member States for actual use to assist their inspections for both the employee and employer. Each step is explained in brief:

1. *Creation of an Appropriate Structure and Organisation*: reshaping national labour policy, labour inspection policy and human resource policy, internal plan, and enforcement procedures to come into parity with ILO core labour standards and the differing circumstances of the individual member State
2. *Better Utilization of Resources*: ensuring, under the shortages of resources, that the rate of inspectors per enterprise complies with an adequate management of assigned tasks
3. *Introducing Effective Training*: developing clear, nation-unique strategies for training that lead to a preventive, integrated orientation of inspections and the effective relay of knowledge, competence, and recruitment
4. *An Active Role for Labour Inspectors*: creating a three-fold role for the labour inspector: supervisor, advisor, and enforcement agent, comprising an overall tone of guidance
5. *Integrating Inspections*: effectively incorporating health issues with general, safety-related, and conditions of work issues to allow for a one inspector one enterprise reality
6. *Publicizing Inspection Best Practices*: creating an inspection plan for frequency of inspections and prevention strategies
7. *Ensuring Tools for Management Systems and Labour Inspectors*: centralizing tools such as chemical data sheets, risk assessment techniques, active research, and on-the-job training of important policy and current events issues
8. *Various Fields of Safety*: broadening the view of safety to cover labour administration, social dialogue, HIV/AIDS, construction, mining, agriculture, transportation, or the informal sector
9. *Stressing Networking*: providing inspectorates with knowledge and expertise through a steady-flowing exchange of information with other organizations, like IALI
10. *Other Issues*: targeting campaigns at high risk sectors, taking steps to curb corruption, and solving other challenges that currently hinder inspections