

**ILO International OSH Conference
in cooperation with ISSA
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***A strategy for effective Labour
Inspection worldwide***

**Presented by
Michele Patterson
IALI President &
Executive Director
SafeWork SA**

Our International Strategy is:

***The International Association
of Labour Inspection (IALI)
Action Plan for the Future:
2011-2014 and Beyond***

- a pathway to effective
labour inspection
worldwide:**

IALI's Action Plan for the Future

– 6 objectives:

1. **IALI the professional association**
2. IALI as influencer
3. IALI as partner
4. **IALI as catalyst**
5. IALI as facilitator and communicator
6. IALI as source of technical expertise

THE FOUNDATION

Healthy and Safe

+

Fair and Harmonious

=

Productive Working Life



A strategy for Labour Inspection as a catalyst for reform

Why your country needs modern and effective Labour Inspection

Strong and effective Labour Inspection engages with employers and workers to implement decent work and OSH standards. Modern approaches and cooperative efforts in Labour Inspection are a key to improving economic and social wellbeing

The key role for Labour Inspection

To:

- Encourage
- Promote
- Inform
- Educate
- Persuade
- Influence and
- ENSURE

the implementation of *labour standards* by the parties in the workplace and those who affect the workplace





Labour standards have to be implemented in the workplace before they become effective

- At this point they ‘come to life’
- Good governance over the implementation of Labour standards is vital
- The effectiveness of Labour standards depends on having robust systems to inform, educate, promote and enforce them
- Modern, professional Labour Inspection provides the means by which each country can have confidence that these standards are being implemented successfully

Improving Labour Inspection capabilities for the future

IALI's strategy aims to develop the capabilities of Labour Inspection systems:

To be effective catalysts for reform, Labour Inspectors need to work with employers and workers within a robust legal and policy framework that provides for ethical behaviour, appropriate resourcing of people, tools and equipment, access to information, education, training and development; and good measurement of the impact of their activities

IALI's Action Plan for the Future

1. IALI – the professional association

- **Objective:** > To provide the professional foundation for building strong, modernised and effective labour inspection worldwide.

IALI 劳动监察国际诚信准则

ASSOCIAÇÃO INTERNACIONAL DA INSPEÇÃO DO TRABALHO • INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION • ASSOCIACIÓN INTERNACIONAL DE LA INSPECCIÓN DE TRABAJO • اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ



本文件旨在
工实



CÓDIGO GLOBAL DE INTEGRIDAD DE LA INSPECCIÓN DE TRABAJO

ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL • ASSOCIACIÓN INTERNACIONAL DE LA INSPECCIÓN DE TRABAJO • اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ



THE GLOBAL CODE OF INTEGRITY FOR LABOUR INSPECTION

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A document designed to support the achievement of a high standard of professional and ethical conduct by all employees in labour inspection systems and services



CODE GLOBAL D'INTÉGRITÉ POUR L'INSPECTION DU TRAVAIL

ASSOCIATION INTERNATIONALE DE L'INSPECTION DU TRAVAIL • INTERNATIONAL ASSOCIATION OF LABOUR INSPECTION • ASSOCIACIÓN INTERNACIONAL DE LA INSPECCIÓN DE TRABAJO • اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ اَلْاَسْجِاسِيَةُ



Document conçu pour permettre aux employés d'atteindre un haut niveau de normes de l'inspection du travail et de la conduite professionnelle et éthique





A key strategy for 2011-2014 and beyond: implementation of *IALI's Global Code of Integrity for Labour Inspection*

- Approved and adopted in June 2008 at IALI's triennial General Assembly
- Now available in 12 languages
- Being implemented by IALI's 100+ member countries
- Can you help? – translation? implementation plans? Sharing your experiences?

The Global Code of Integrity for Labour Inspection (*country level*)



- Underpins signatory nations commitment to *Convention 81*
- Gives countries guidance on *expectations* and professional standards
- Provides a *service guarantee* to those in the workforce
- Ensures all countries work towards *modern ethical standards* of practice

The Global Code of Integrity for Labour Inspection (*inspector level*)



- Protects labour inspectors, and the role of labour inspection - *legitimacy*
- Identifies maturity of the profession - *respect*
- Provides a basis for *increased influence* & therefore safe, healthy & decent work outcomes

IALI's 'professional foundation' strategy: what's next?

- Step 1 – Global Code of Integrity for Labour Inspection
- Step 2 – Development of Principles of Operation for Labour Inspection
- Also working on developing international tools for measuring the effectiveness of labour inspection
- Seeking to engage international employer and worker reps
- Aiming for global representation of Labour Inspectorates

IALI's Action Plan for the Future

2. IALI as influencer

- **Objective:** > To promote the profession and interests of labour inspection through development of spheres of influence.



Two fundamental rules for a Labour Inspection system to be influential

1. Effective Labour inspection systems *are firmly attached to and strongly influence, the legislative and policy environment of their Ministry or Parliament. Any disconnect between policy development and operational implementation will severely limit the effectiveness of the Labour Inspector.*
2. Developing robust systems for collection of data and recording and measuring inspector activities *is fundamental to developing a sound strategic approach to Labour Inspection*

IALI's 'influence' strategy: developing spheres of influence

- Engaging IALI members in opportunities to influence
- *Examples:* organisations that work in global marketplace (eg UN, WHO, WTO); regional partnerships (eg ARLAC, ASEAN-OSHNET); lobby groups for decent work (eg Fair Trade CSR groups);
- Ethical investment (eg World Bank, IFC etc)
- Employer & worker groups



Who do we need to influence?

- Community
- Politicians
- Business
- Media
- Economists
- Opinion-makers
- Governments
- Employers
- Workers
- Designers
- Manufacturers
- Suppliers
- etc

IALI's Action Plan for the Future

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.

IALI and the ILO as partners

- IALI and the ILO are working on an **MOU** to strengthen the existing productive and cooperative partnership
- *Examples:* collaborating in *Decent Work Country Programmes*; partner in the ILO *Special Project on Forced Labour and Human Trafficking*; sharing technical expertise, projects, joint events etc

IALI's 'partnership' strategy: formalising partnerships

Current examples of partnerships:

- IALI - ISSA MOU
- IALI - ICOH MOU
- IALI joint conferences and events with host countries
- Provision of technical expertise to many projects, member countries and training workshops

IALI's Action Plan for the Future

4. IALI as catalyst

- Objective: > To act as a catalyst for the development of regional cooperation in labour inspection.

IALI's 'regional cooperation' strategy:

- IALI Regional Delegates assigned
- Strategic plan to develop regional cooperation initiatives
- IALI conferences in partnership with host countries in every region





Regional cooperation initiatives since 2008 – IALI as catalyst

1. September 2008: *Sofia Agreement* – 13 countries of SE Europe: Serbia, Republika Srpska, Federation of Bosnia Herzigovina, District Brcko, Former Yugoslav Republic of Macedonia, Bulgaria, Montenegro, Albania, Moldova, Slovenia, Greece - & Azerbaijan and Ukraine. Formation of RALI
2. April 2010: *Tunisia Agreement* - The formation of the Association of Maghreb Labour Inspection (North Africa): Tunisia , Morocco, Algeria, Mauritania, Libya



Regional cooperation initiatives since 2008 – IALI as catalyst

3. October 2010: *The HaLong Bay Recommendations for Labour Inspection Cooperation across the 10 countries of ASEAN*: Vietnam, Philippines, Cambodia, Laos, Indonesia, Singapore, Malaysia, Thailand, Brunei and Myanmar
4. June 2011: *The Moscow Declaration*: uniting the Russian Federation and CIS countries: Kazakhstan, Kyrgyz Republic, Armenia, Tajikistan, Ukraine, Moldova – and Mongolia. Formation of 'RALI CIS and Mongolia'

Other Regional cooperation initiatives since 2008

5. July 2008: Santiago Agreement – ILO & IALI
6. Every 2 years: Baltic states - Lithuania, Estonia, Latvia – joint IALI-SLI conferences
7. Agreed in 2008: Pacific Programme of OSH Technical Cooperation –, awaiting funding; involves Australia, New Zealand and all 13 Pacific Island nations



Hong Kong & SafeWork SA Regional Collaboration, August 2009



Major Regional Cooperation Agreement – SE Europe, Azerbaijan and Ukraine Sept 2008



RALI established - now in 3rd year – President: Azerbaijan

Major Regional Cooperation Initiative – the HaLong Bay, Vietnam Recommendations, October 2010



To develop cooperation in Labour Inspection across the ASEAN Labour Ministries



Major Regional Cooperation Agreement – Moscow Declaration June 2011



**‘RALI CIS & Mongolia’ now established
President: Russian Federation**

Regional Alliances:

IALI's international strategy recognises that in the globalised world of work, labour inspection alliances need to deliver *strong outcomes of economic and social importance*

Formalised cooperation arrangements can facilitate:

- *trade agreements;*
- *social dialogue;*
- *deregulation (eg mutual recognition and harmonisation);*
- *robust auditing; and*
- *strengthen influence*

IALI's Action Plan for the Future

5. IALI as facilitator and communicator

- **Objective:** > To provide information for members and to facilitate member initiatives to improve their labour inspection service.

IALI's 'communication' strategy: facilitating global communication



- Facilitating member initiatives
- Information resources; eg regional cooperation reports & information
- Interactive web site to facilitate global consultation

IALI's Action Plan for the Future

6. IALI as source of technical expertise

- Objective: > To provide a resource for accessing technical expertise in labour inspection.

Scope of Labour Inspectors activities:

Occupational safety and health

Conditions of work

Forced labour

Child labour

Employment relations

Social security

**Gender equality and
discrimination**

Illegal employment

**Specific sectoral functions
(eg agriculture,
construction, mining etc)**



IALI's 'technical expertise' strategy:

- developing a comprehensive approach for the provision of technical assistance wherever it is needed

eg: 3 possible concepts so far:

- a flexible IALI *peer review* system;
- that uses a developed *diagnostic tool*; to
- conduct a *rapid assessment* of particular problem/s or issue/s of members



A strategy for effective Labour Inspection worldwide

The International Association of Labour Inspection (IALI) Action Plan for the Future: 2011-2014 and Beyond





Thank You