



Labour Inspection and Strategic Compliance in Agriculture

Virtual Academy on Decent work in the
rural economy

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International
Labour
Organization

1.3

Billion





International
Labour
Organization

-33 %





International
Labour
Organization

170,000



ILO Instruments on Labour Inspection

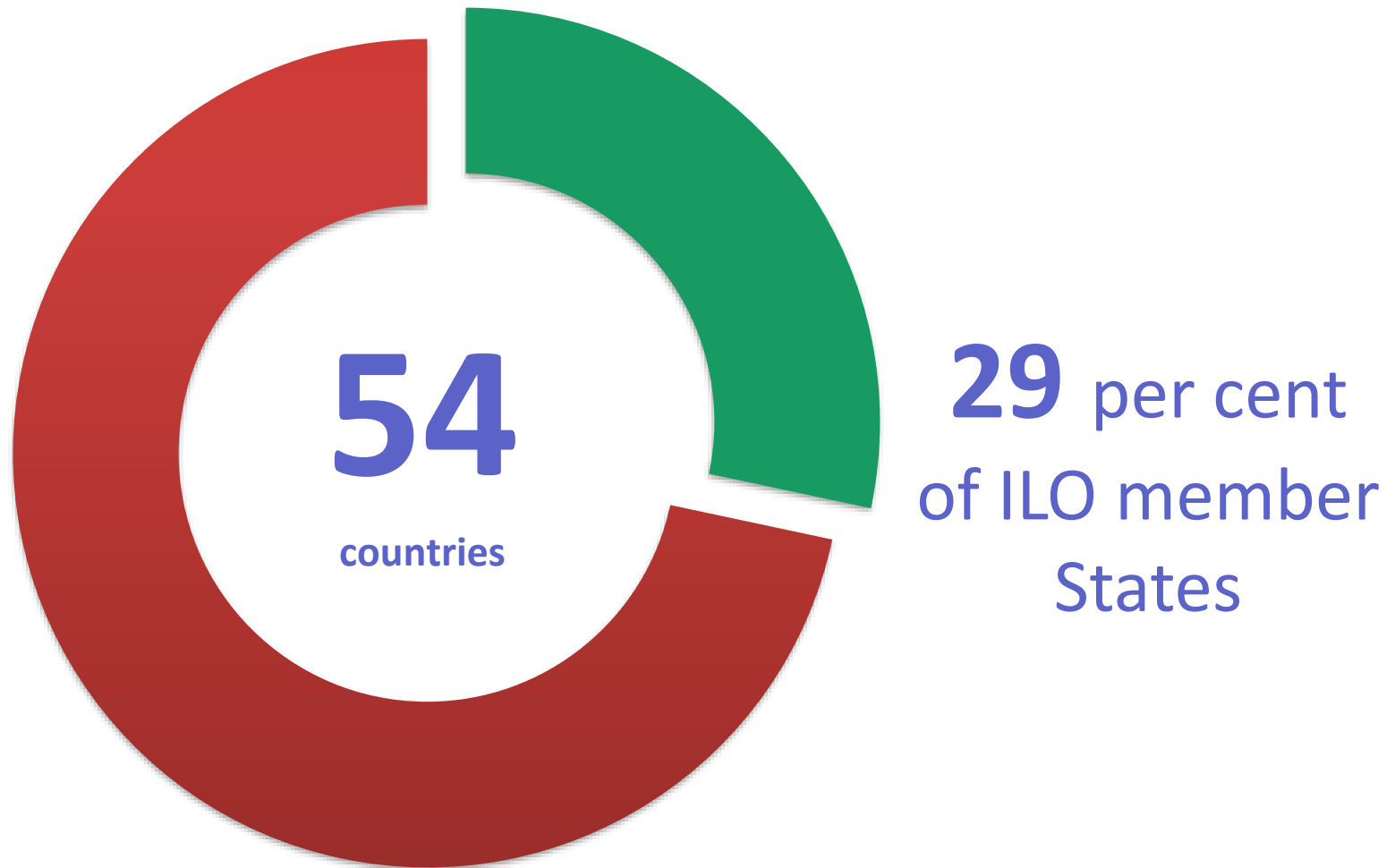
- **Labour Inspection Convention, (No. 81) and Recommendation (No. 81), 1947**

Labour inspection in industry and commerce

- **Labour Inspection (Agriculture) Convention, (No. 129) and Recommendation (No. 133), 1969**

Labour inspection in agriculture

GLOBAL Ratifications of C.129



Up-to date ILO Instruments on Agriculture

- **Plantations Convention, 1958 (No. 110)**
(Part XI. Labour Inspection – copies elements from C. 81)
- **Protocol of 1982 to the Plantations Convention, 1958 (No. 110)**
- **Plantations Recommendation, 1958 (No. 110)**

Up-to date ILO Instruments on Agriculture

- **Safety and Health in Agriculture Convention, 2001 (No. 184)**
(does **NOT** cover subsistence farming; industrial processing; industrial forestry)
- **Safety and Health in Agriculture Recommendation, 2001 (No. 192)**

C.129 Labour Inspection in Agriculture Convention

Labour Inspection in agriculture is dealt with by a different instrument because of unique features related to:

The Nature
of the Sector

The Types of
Workers

Inspection
presence
and features

Some Key Differences in Convention 129 on Labour Inspection in Agriculture

- Defines “agricultural undertaking”. Competent authority can define through consultation
- Enforceable legal provisions can also include “arbitration awards” and “collective agreements”
- Allows States to make a declaration covering i) tenants/sharecroppers; ii) collectives; iii) family members of the undertaking

Some Key Differences in Convention 129 on Labour Inspection in Agriculture

- National laws **may** grant inspectors advisory or enforcement powers over the living conditions of workers and their families
- Considers options for how the inspection service will functionally cover agriculture
(A single inspection department; a specialized service; or entrust functions to public service on an auxiliary basis at the local level)

Some Key Differences in Convention 129 on Labour Inspection in Agriculture

- Inspectors shall not enter the operator's private home without consent or special authorization
- Defects detected by LI shall be made immediately known to employer and worker representatives
- On the spot inquiries for serious accidents and diseases
- Power to refer infringements to authorities to institute proceedings

How to Overcome the Challenges of Labour Inspection in Agriculture?

- Investing in the institutions of work remains key
(ILO Centenary Declaration, 2019)
- **BUT** with limited resources, few inspectors, remote rural workplaces, and high informality...an immediate approach is:

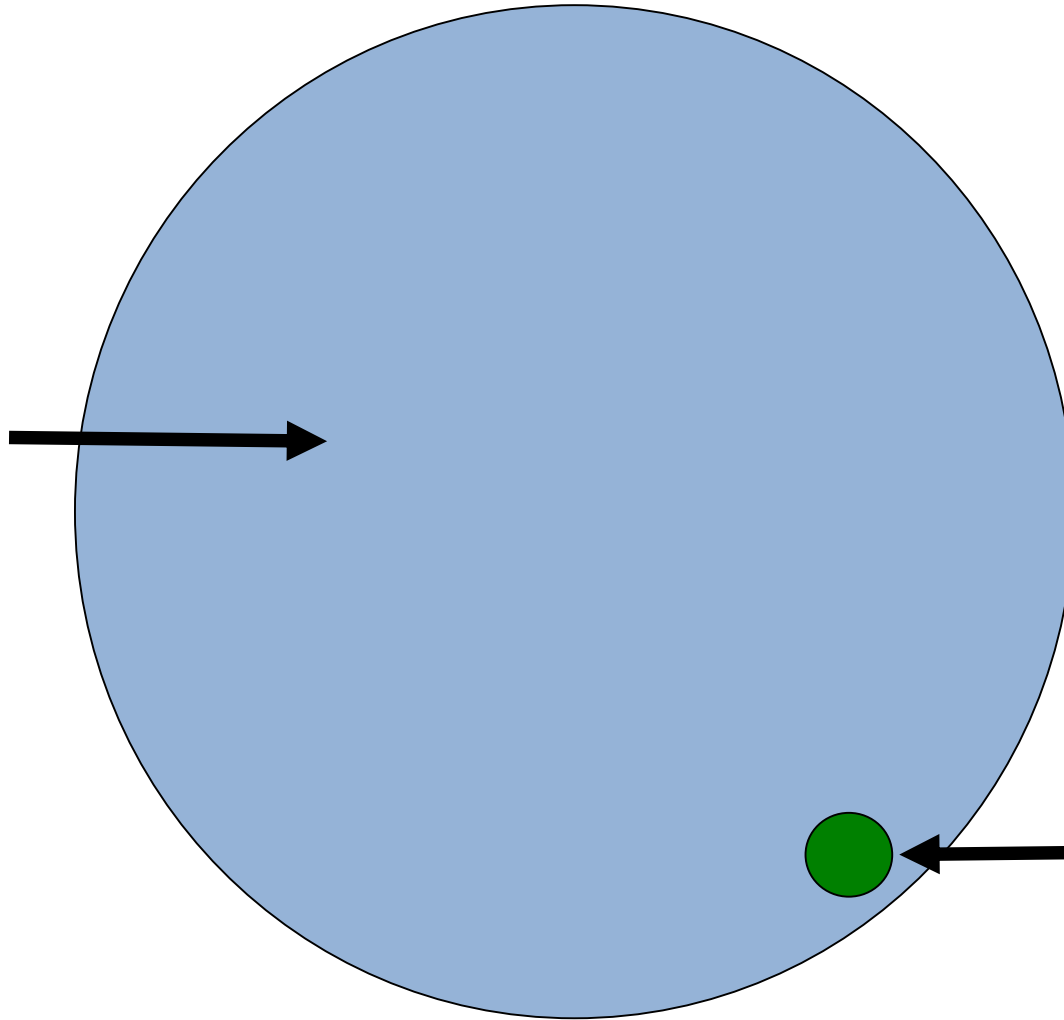


STRATEGIC COMPLIANCE PLANNING



Traditional Enforcement Model

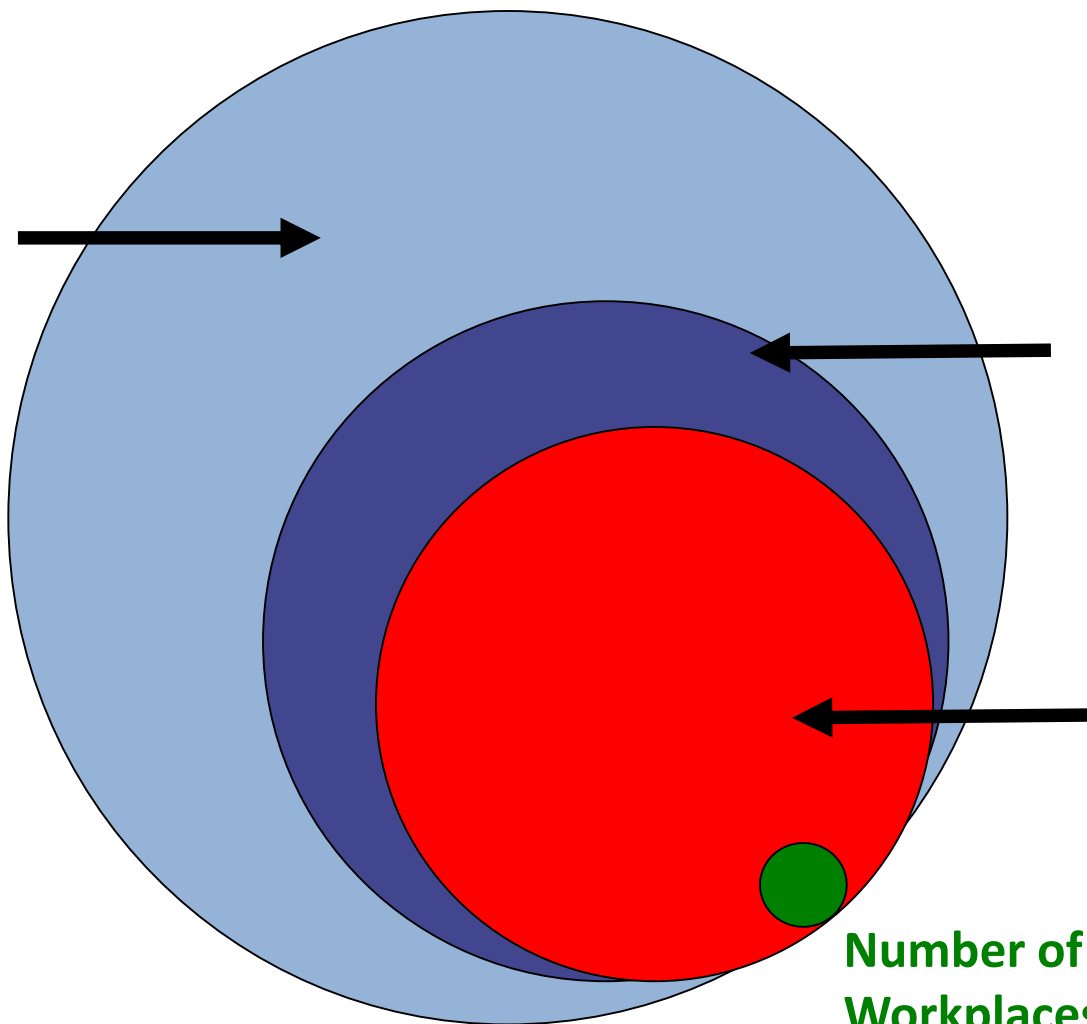
Number of
Workplaces
Liable to
Inspection



Number of
Workplaces
Inspected

Strategic Compliance Model

Number of
Workplaces
Liable to
Inspection



Six Step Process to Develop a Strategic Compliance Plan

1. Explore the Labor Inspectorate
2. Explore Issues & Targets
3. Explore Influences
4. Explore Stakeholders
5. Explore Interventions
6. Operationalize the Strategic Compliance Plan



Five Kinds of Interventions

Education

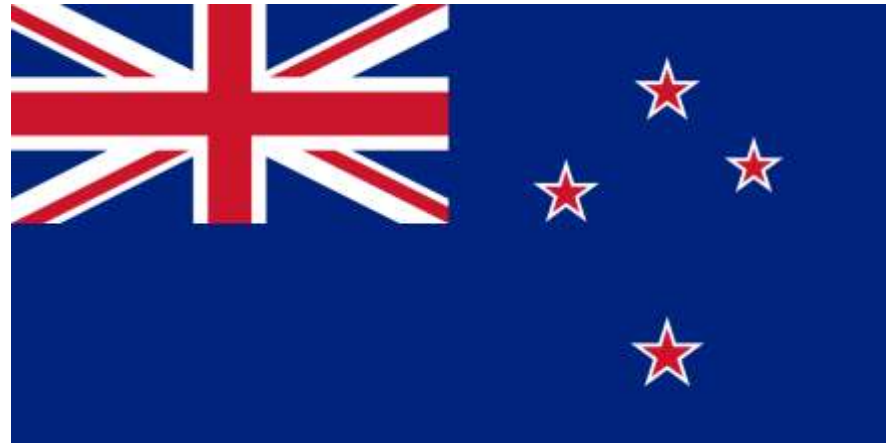
Communication

Enforcement

Political

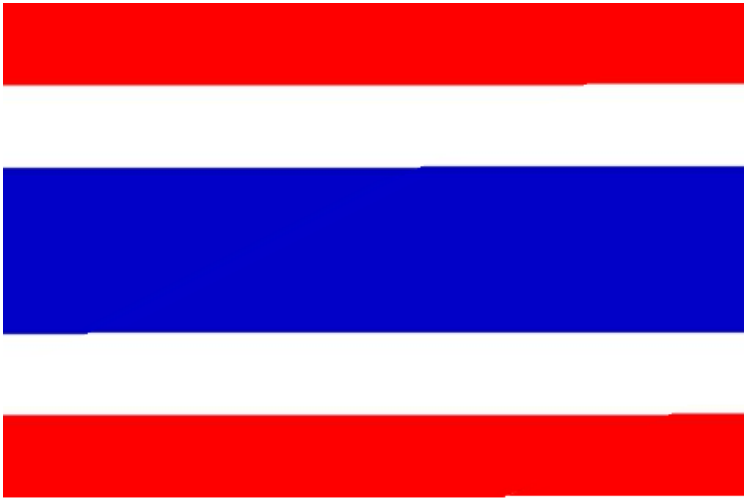
Systemic

Some Examples



New Zealand

Some Examples



Thailand



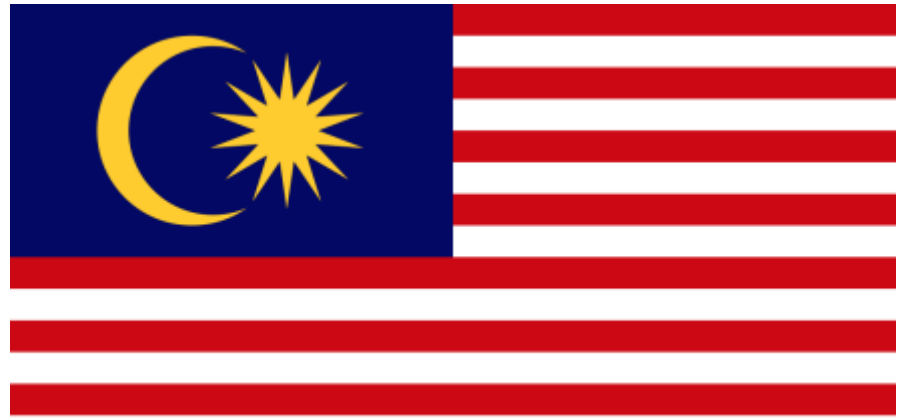
Some Examples of SCP and Systemic Interventions in Agriculture



Colombia



Some Examples



Malaysia



International
Labour
Organization

DECENT WORK

A better world starts here.

Thank you

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