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Dear IALI Colleagues around the world,

2012 has been another busy and challenging year for IALI. In particular we have seen excellent progress in the strengthening of many regional alliances in Labour Inspection especially throughout Eastern Europe and between the countries of South-East Asia. Significant events highlighting IALI’s work for the year were held around the globe in Vietnam, PR China, Singapore, Azerbaijan and Russia. More information about these events can be found in the Secretary-General’s Report and elsewhere in this edition of the Forum.

As usual, this issue of the Forum is full of interesting and informative information about Labour Inspectorate activities everywhere and I thank you all for your contributions and the excellent and innovative initiatives demonstrated across the globe during 2012.

This year, the IALI Executive Committee met in Vietnam in March and in Moscow in December 2012. These meetings resulted in further development of initiatives under our Action Plan for the Future 2011-2014 and consolidation of some ongoing projects as well as planning for the future. Some further information about several of our current key initiatives is included later in this President’s Letter. Details of the Action Plan can be found on the IALI website.

My thanks go to my colleagues on the IALI Executive and to our Technical Advisors and Regional Delegates for the fantastic contribution they have made to IALI work throughout the year. As always, there have been some changes during the last 12 months and I have several items of news to report to you.

In December 2012 our long-serving Vice President and former Secretary-General of IALI, Mr Paul Weber advised that he would be stepping down from the IALI Executive as part of his preparations for retirement. Paul’s expertise and knowledge will of course be greatly missed on the Executive and on behalf of all IALI members, we extend our special thanks to Paul for his outstanding contribution over many years and also to his Luxembourg team of Madame Nadine Schneider and Mr Robert Klopp and others who provided such a wonderful Secretariat service to IALI for the 6 years from 2005 to 2011. As I mentioned in last year’s Forum, IALI is truly grateful for the great advances in services achieved over this period by the Luxembourg team and in particular, for the greatly enhanced web site facility. We wish Paul and his colleagues a wonderful future and to Paul personally, the opportunity to pursue many exciting new directions throughout a long, happy and healthy retirement.

In more Executive Committee news as we go to press in early 2013 on this edition of the Forum, I have just been advised that another highly valued IALI colleague, Mr Andrey Selivanov, is now moving from his position as Deputy Director General of the Russian Federal Service on Labour and Employment (ROSTRUD), to the position of Deputy Chairman of the Russian Olympic Committee. I am sure you will join with me in sending our congratulations to Andrey for this excellent professional achievement. However for IALI this development means Andrey will also be stepping down from his IALI Executive Committee position as Vice President. We extend many thanks to Andrey for the outstanding contribution he has made to IALI particularly with regard to organising cooperation in Labour Inspection throughout the CIS countries and Mongolia. A member of the IALI Executive since 2011, Andrey has also over many years been an extremely active member of IALI representing ROSTRUD. We send our best wishes to Andrey in moving on to this exciting new role.

Following the successful ASEAN Conference on Labour Inspection in Dong Nai province, Vietnam in March 2013, IALI Executive members were delighted to witness a well-deserved presentation to our long-serving colleague, IALI Technical Advisor, Wolfgang von Richthofen, by the Vice Minister of Labour, Invalids and Social Affairs of Vietnam, Mr Bui Hong Linh. The Vietnamese Government made this presentation in recognition of the invaluable and extensive services of Mr von Richthofen towards modernising the Vietnamese Labour Inspectorate and improving OSH arrangements in Vietnam over recent years. On behalf of all IALI members I extend our congratulations to Wolfgang on this great honour (see photo).

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Now to a few of our key IALI activities and initiatives under our Action Plan for the future, on which the Executive have been working hard throughout 2012.

Two documents to assist the operation of Labour Inspectorates and the development of professionalism are currently in progress: one aims to provide some guidance and advice on Performance Measurement of Labour Inspection Activities - one of the most challenging issues facing every inspectorate; and the other aims to develop a set of Common Principles for Labour Inspection – to follow on from our Global Code of Integrity for Labour Inspection. The aim will be to produce draft versions of these documents by mid-2013, that are suitable for international discussion including input from all of you – with a view towards finalising the documents for approval at our General Assembly in Geneva in June 2014.

Tackling the issue of performance measurement for Labour Inspectorates has been made possible by the generous donation of expertise and services by former IALI Vice President and (most recently) Technical Advisor, Mr Nils-Petter Wedege and former head of the Labour Inspectorate in Toronto, Canada, Ms Helle Tosine. Mr Wedege and Ms Tosine have kindly worked to develop a draft document for the IALI Executive Committee’s consideration and I extend our thanks to them.

Following the successful development of IALI’s Global Code of Integrity for Labour Inspection, as the next step towards assisting Labour Inspectorates worldwide to operate in a professional manner, IALI’s Action Plan commits to the development of a set of Common Principles for Labour Inspection. The purpose of such a document is to set out a number of Principles to establish basic criteria for professional, ethical and effective labour inspection systems worldwide and to assist the development of capabilities in labour inspectorate systems. The Principles will also aim to encourage the adoption of comparable criteria by inspectorates in their enforcement policies and practices; and promote a common approach to the implementation of legal requirements across regions.

We will let you know as soon as these draft documents are ready for international consultation.

Another body of work that the Executive has been engaged in during 2012 is planning for our 3-yearly Congress and General Assembly in June 2014 in Geneva. Whilst we don’t yet know the exact dates we expect it will coincide with the 3rd week of the ILO’s Annual Conference in June 2014 – so mark this week in your diaries now and we will let you know the exact dates as soon as they are locked in!

The central theme for the Congress will feature Objective 3 of IALI’s Action Plan for the Future: IALI as Partner, as well as focusing on consolidating IALI’s significant initiatives over recent years (eg the Global Code of Integrity for Labour Inspection and regional cooperation). The aim is to build IALI’s participation in both formal and informal partnerships and alliances with related organisations and in specific projects to promote safe, healthy and decent work around the world; and in particular to develop relationships with international employers and unions to make use of partnership opportunities in pursuing our mutual agendas.

Finally, the Executive Committee has approved a group of measures to enhance the reach of IALI as a professional association and to focus on promotion of the cause of labour inspection worldwide. Among these initiatives is the approval of a tag line for IALI that summarises the meaning and purpose of the organisation, to be used on business cards, letterhead, publications and so on. I am very pleased to advise that the Executive has now approved the following tag line for IALI and you will find this line appearing on all of our documentation in the future:

IALI: “Professional, ethical and effective Labour Inspection worldwide”

On this note and as I write this Letter, we are well into 2013 and another exciting and challenging round of events for the year. I very much look forward to meeting with as many of you as possible over 2013 – somewhere in the world.

Best wishes and warm regards,

Michele

Michele Patterson PSM
President
IALI
Welcome to the 2012 edition of the IALI Forum. I hope you will enjoy reading about our activities during the past year, as well as learning about initiatives undertaken by our members and colleagues around the world.

Sharing knowledge and experiences plays a key role in assisting co-operation between different inspectorates, which is an important theme for IALI as we work to progress our Action Plan for the Future, 2011-2014.

Over the last 12 months, IALI has been a partner in organising and contributing to different events across the globe. These events included the Second Conference of ASEAN countries on Labour Inspection under the ASEAN Labour Ministers Work Plan, held in Da Nong Province, Vietnam in March; the Safety Administration on Work Safety (SAWS) 6th International Work Safety Conference in Beijing in September; the Second International WSH Conference in Singapore, also in September; the Annual International Conference of RALI: South East Europe, Azerbaijan and Ukraine held in Baku, Azerbaijan in November; and the Annual Conference of RALI: CIS and Mongolia held in Moscow, Russia in December 2012.

As well as helping us to exchange expertise, attendance at international events has provided us with an opportunity for partnership working and to encourage regional co-operation initiatives. I am pleased to be able to report more progress in this area, thanks to the efforts of participating colleagues in labour inspectorates and the hard work of IALI Regional Delegates and Executive Committee members.

March saw the 2nd ASEAN Conference on Labour Inspection take place in Vietnam. IALI participated in several sessions in conjunction with ILO and ISSA and the conference was successful in obtaining further commitment from ASEAN members to work towards implementing the Halong Bay recommendations of 2010. This will be facilitated by the agreement on OSH cooperation that was a key outcome of the conference.

Regional Alliance of Labour Inspectors (RALI) initiatives continue to develop and progress. In November, the final Twinning Project conference took place in Baku and was attended by over 200 delegates representing members of the Regional Alliance of Labour Inspectors (RALI): South-East Europe, Azerbaijan and The Ukraine. The next task for officials will be to ensure that the successful international co-operation generated by this project continues in the future. This will be assisted by future RALI conferences and The Ukraine has proposed to host an event in late 2013.

In December, the Main International Conference of RALI: CIS and Mongolia was hosted by ROSTRUD in Moscow. Delegates were pleased to be able to welcome Belarus as the newest full member of this growing alliance. RALI colleagues are looking forward to further progress under the chairmanship of Kazakhstan in 2013.

In support of IALI activities, the Secretariat and Executive Committee have continued our efforts to further develop and improve the services we offer to you, our members. Over the past year, we have been able to make further enhancements to the website and to add more information in different languages. The Global Code of Integrity is now available to view in Mandarin, Russian and Portuguese on our website, alongside the existing German, Polish and Arabic language versions. Countries are continuing to translate the Code into local languages and to work towards implementation, as well as encouraging others to do the same.

We are also working to expand IALI’s membership to increase opportunities for regional cooperation and partnership working. In May, we held discussions with the Spanish Ministry of Labour on their potential involvement with IALI and our initiatives. This particularly focused on ways of engaging with labour inspectorates in Central and South America. To increase awareness of IALI, we are developing an information flyer for distribution at conferences and other events. This should be ready in time for the International Labour Conference in June. Preparations for the 2014 IALI Congress and General Assembly are also underway and this will be a key item of work for the Secretariat and Executive Committee over the coming year, as well as developing and enhancing the role of our regional delegates.

Our fellow IALI members have also been working hard to encourage cooperation and to promote the role of labour inspection in encouraging decent work. In this edition of the IALI Forum, you can read about initiatives undertaken by colleagues in labour inspectorates across the globe. I hope that you will enjoy learning about the work of our members all over the world and that it provides you with some inspiration when developing your own initiatives.
In 2011, the Polish National Labour Inspectorate conducted special inspection activities and important preventative initiatives aimed at combating illegal practices in the labour market, focusing in particular on the prevention of:

- illegal, that is unregistered employment;
- illegal employment of foreigners,
- infringements of the provisions of the Act on the promotion of employment and labour market institutions (Journal of Laws of 2008, No 69, item 415, consolidated text).

With regard to initiatives related to inspections of legality of employment and other paid work of Polish citizens, in 2011 the NLI continued preventative activities aimed at counteracting illegal employment and cases of unregistered work. For example, the NLI organised:

- dissemination of communication materials (NLI publications) on legality of employment, both among employers (entrepreneurs) and employees;
- training events for unemployed individuals and jobseekers (during which the speakers explained relevant issues, such as: forms of employment, differences between employment contracts and civil-law contracts, provisions on working time). The events were part of the NLI’s campaign “Know your rights at work”;
- meetings for farmers devoted to topics of legality of employment as well as duties of entities entrusting work related to employing and hiring persons to work on private farms (meetings were arranged in cooperation with local self-government bodies);
- training events for employees of county labour offices and representatives of town councils and commune authorities, during which labour law provisions, in particular with regard to lawful employment of Polish citizens and foreigners were explained;
- training meetings for students of post-gymnasium schools and employers, held under the slogan “Legal forms of employment, first job, labour law provisions”;
- NLI’s stands at labour fairs, picnics, May fêtes, etc. during which jobseekers (including young persons, graduates of secondary and high schools) were provided with communication materials on taking up a job legally, employee rights and duties of employers who enter into an employment relationship.

From among special preventative activities carried out in the area of legality of employment, other paid work or performing work by foreigners, the following are worth mentioning:

- in the framework of cooperation with the Ukrainian Embassy in Poland, employees of the Legality of Employment Department drafted a set of answers to the most topical questions of Ukrainian citizens taking up jobs in Poland or intending to do so;
- cooperation with the Embassy of the Philippines – as part of it, a training event titled “Legal work of foreigners in Poland” was held for Philippine workers at the Embassy in December 2011;
- training meeting for working students of Wroclaw universities, who are citizens of Ukraine, Belarus, Russia and Kazakhstan, organised by the Wroclaw District Labour Inspectorate with the help of the Honorary Consul of Ukraine in Wroclaw;
- information and training meetings for farmers and heads of villages, carried out by employees of Kielce District Labour Inspectorate in selected communes of Opatów county, in cooperation with the County Labour Office and regional units of the Agricultural Social Insurance Fund and the Social Insurance Institution in Opatów.
In the framework of inspections to verify observance by employment agencies of the Act on the promotion of employment and labour market institutions, the Polish labour inspectorate cooperated with heads of provinces (Province Labour Offices) and carried out a number of communication, preventative and training activities targeted at persons conducting employment agencies. To improve the quality of services provided by employment agencies, District Labour Inspectorates arranged training events for representatives of agencies and their associations. As part of the campaign “Know your rights at work”, implemented by the National Labour Inspectorate in 2011, the NLI disseminated information materials and publications aimed at raising awareness among prospective clients of employment agencies of the most frequent law infringements related to activities of recruitment agencies, as well as temporary work.

Moreover, the National Labour Inspectorate – as part of supervision of employment agencies – carried out special inspection activities throughout Poland, which consisted in coordinated inspections aimed at eliminating irregularities connected with temporary work and offering jobs in businesses of foreign employers. In that way, the NLI followed recommendations of the Labour Protection Council to limit irregularities in the conduct of employment agencies, especially violations related to sending employees to work abroad, both by recruitment agencies and temporary work agencies.

While implementing the above-mentioned recommendations of LPC, great emphasis was placed on proper selection of agencies to be inspected. For that purpose, appointed employees of District Labour Inspectorates conducted monitoring of the mass media, and especially published advertisements. The monitoring was to help identify illegal employment agencies and agencies that were in breach of rules specified in the Act on the promotion of employment and labour market institutions (this was the most important method of selecting agencies for inspections).

During the monitoring process, agencies were selected for inspections on the basis of negative opinions found on Internet forums, but also according to other criteria, such as: placing advertisements in which an entry number in the register of employment agencies was missing, or placing advertisements and job offers unmarked as “temporary job offers”. Additionally, our employees singled out job offers that appeared frequently and raised doubts about legality of the agency’s activity or correctness in charging fees in accordance with the rules stipulated in the Act on the promotion of employment and labour market institutions.

In 2011, inspections of agencies providing services in the area of temporary work also covered issues of law observance with regard to persons sent to work for foreign employers-users. Given numerous signals in the mass media about working conditions and salaries of Polish temporary employees engaged abroad – our inspections most frequently focused on work performed by Polish citizens in the territory of the Netherlands and Germany.
Combating Illegal Practices in the Polish Labour Market

(Continued from page 7)

In 2011, many intensified and innovative activities were related to inspections of companies providing services as employment agencies.

In the area of legality of performing work by foreigners, the National Labour Inspectorate – as one of the project partners competent in that subject, has been implementing the project “Rights of migrants in practice”, in cooperation with the International Organisation for Migration and Ministry of the Interior. The project has been scheduled to last from October 2011 to June 2014.

It is targeted at third country nationals and aimed at integrating migrants with the Polish society. The project activities focus especially on employee rights and non-discrimination in the labour market on grounds of ethnic origin, in line with the premise that employment is a key component of the integration process, both at work and in other aspects of public life.

The overall objective of the project is to contribute to strengthening of a bilateral integration process of newly arriving foreigners in Poland and to facilitate integration of third country nationals through detailed objectives comprising:

- raising their awareness of rights and duties in Poland by various communication activities;
- counteracting cases of discrimination and exploitation of migrants in the labour market by organising anti-discrimination training meetings;
- strengthening intercultural dialogue between migrants and institutions of the host society by organising meetings to assist with integration of migrants in Poland.

It has also been planned in the project that workshop meetings for labour inspectors will be held. They will cover, among others, the issue of non-discrimination of migrants in the labour market.

As part of the project, a helpline has been set up in Poland (in Armenia, Belarus and Ukraine as well), designed for foreigners planning to come to Poland to earn money and for those already residing in our country. Over the helpline, consultants provide advice on, among others, legality of residence and entrusting work in the territory of Poland. Feedback information reaching our inspectors includes signals about irregularities and problems connected with entrusting work to foreigners. The signals come from foreigners seeking advice and they help our inspectorate to focus inspection activities on areas mentioned by users of the helpline.

With a view to counteracting irregularities connected with sending persons to work abroad by employment agencies, including agencies providing temporary employment services, in 2011 the Polish Labour Inspectorate carried out experimental activities so as to introduce a new inspection topic related to inspections of employment agencies and devoted to temporary work. Analyses of irregularities connected with temporary work were made in 6 selected District Labour Inspectorates, typified by a high number of irregularities in the area of temporary work. In the beginning of 2012, that topic – based on a specific inspection questionnaire – was implemented in a pilot form in several territorial units of the NLI. Once relevant conclusions have been drawn from inspection activities carried out in 2012, starting from 2013 the topic will be introduced as obligatory in each regional unit of the Labour Inspectorate.

In 2011, our Inspectorate had the task to monitor the mass media all over Poland so as to identify irregularities related to charging unlawful fees, discriminating practices, formal offences such as omitting to publish an entry number or failing to mark temporary work offers properly. Monitoring activities in each District Labour Inspectorate were carried out by specialised units or appointed persons. Already in 2011, there was a significant increase in the number of agencies that were inspected after monitoring activities and then removed, by a competent authority – that is a relevant head of the province – from the register of entities offering employment agency services. The first success of monitoring activities was noticeable already in 2011 in the form of an increased number of identified entities that operated as employment agencies without having an entry in the relevant register (in 2011 – 33 entities, in 2010 – 19, in 2009 – 18, in 2007 – 16).

It is worth emphasising that monitoring activities were conducted in the area of legality of employment of foreigners, but also of Polish citizens (in both cases especially as regards using discriminatory criteria).
Over 100 delegates joined IALI, ILO and ISSA at the 2nd ASEAN Labour Inspection Conference in Dong Nai, Vietnam. The event was hosted by the Vietnamese Ministry of Labour, Invalids and Social Affairs (MOLISA) on behalf of ASEAN. It was held concurrently with the International Conference on Occupational Safety and Health and preceded the launch of Vietnam’s National Safety Week on 19 March.

The conference aimed to agree actions to strengthen occupational health and safety in the ASEAN region. Seven ASEAN member states were represented, including Cambodia, Indonesia, Malaysia, The Philippines, Singapore, Thailand and Vietnam. Discussions focused upon exchanging information and expertise, as well as identifying challenges to improving labour inspection within the region. IALI E.C. members Michele Patterson, Kevin Myers, Ho Siong Hin, Sylvie Siffermann, Gerd Albract and Wolfgang Von Richthofen provided technical presentations and also helped to facilitate discussion sessions.

A key outcome of the conference was the production of the Dong Nai Action Plan for the implementation of the Ha Long Bay Recommendations (2010) for labour inspectorate cooperation. The plan outlined actions to be deliverable by ASEAN member states at national and regional levels and reflected the outcome of discussions held during the conference. Key actions included:

- To define criteria for determining labour inspection priorities for ASEAN members;
- To collate data on the resourcing of different inspectorates;
- To use information collected at the conference to develop and commit to a regional training programme for labour inspectors;
- To develop ASEAN guidelines for good structural and operational models for effective labour inspection, and;
- To share experiences and good practice in adopting a code of integrity based on IALI’s Global Code of Integrity for Labour Inspection.

These will be taken forward by ASEAN member states between 2012 and 2015.

Member states will report progress with delivery at the 3rd ASEAN Labour Inspection Conference. This will be hosted by Indonesia and held back to back with the 27th OPOSBO conference in July 2013. Further details will be posted on the ‘Conferences’ page of the IALI website as soon as they become available.

Claire Lonsdale,
IALI Secretariat
Help Center of the Labour Inspectorate in Luxembourg

Introduction

Due to external and internal audits the political leaders and the management board of the Labour Inspectorate faced the necessity of offering a fast and efficient service to customers and of answering daily questions regarding the labour law.

A team formed by members of the Labour Inspectorate using the “CAF” (Common Assessment Framework) scheme determined (with the management board of the Labour Inspection and the members of the Public Research Centre Henri Tudor), how to contribute to an enduring wellbeing of the employee at work which is above all the goal to achieve by the Labour Inspectorate.

As a result of the self-evaluation of the Labour Inspectorate, an action plan to improve the functioning of the administration was established, including the creation of a Help Center.

The Help Center, listed in the governmental program of 2009 dedicated to the modernization of the Government and the administration facilitation plan, was introduced in October 2009.

The legal basis for this service is written down in the article L. 612-1 of the Labour Law which defines that: “The Labour Inspection is responsible in particular …b) to advise and to assist employers and employees and provide legal information and practical techniques in setting implementation of the legal, administrative and conventional regulations about working conditions and safety and health at work...”.

(Continued on page 11)
The purpose of the Help Center

The Help Center is set up to simplify the dialogue between employees and employers by providing quick and easy access to all information about labour legislation.

In fact the Help Center is a national service of advisory and assistance to answer questions raised by employees as well as employers in matters of labour law and safety and health at work.

The purpose of the Help Center is to respond to up to 80% of the standard requests (frequently asked questions) addressed to the Labour Inspectorate.

Specific requests outside the scope of the frequently asked questions (FAQ) are delegated to competent colleagues within the Labour Inspectorate.

Any requests which concern matters of other administrations are redirected to the competent authorities in accordance with the regulation of the 8th of June 1979 regarding the procedure to be followed by governmental authorities.

The creation of the Help Center has allowed the members of the Labour Inspectorate working in the regional agencies to focus on the reception of visitors within their agencies and inspection and investigation activities.

The services offered by the Help Center

The services which are offered by the Help Center to the public include various ways to access to information about labour legislation.

Customers may contact the Help Center by phone by calling 247-76200, from Monday to Friday from 8.00 o’clock to 12.00 o’clock and from 13.00 o’clock to 16.00 o’clock.

Customers may also send an e-mail to the Help Center at any time of the day, seven days a week at the e-mail address: helpcenter@itm.etat.lu.

Finally, the Help Center provides more than 400 questions and answers (FAQ’s) related to working conditions and safety and health at work on the website of the Labour Inspectorate (www.itm.lu).

These FAQ’s have been gathered to be easily understood and for those who want to know more. The FAQ’s are complemented by references to applicable laws, to the case-law and to the websites of other governmental authorities.

Finally, the Help Center is about to extend their FAQ’s to about 1000 questions and answers and a translation from French to German is also in progress.

The Work of the Help Center

During the year 2010 the Help Center answered more than 7300 phone calls and e-mails and during 2011 the Help Center answered more than 15,800 phone calls and e-mails.
**Luxembourg**

**Media Awards for IBM Campaign ‘Prevention of Psychosocial Risks in the Workplace’**

A Call Out To Those Suffering At The Workplace

Media Awards rewards the Labour and Mines Inspectorate (Inspection du Travail et des Mines – ITM) campaign ‘Prevention of Psychosocial Risks at the Workplace’.

At this year’s Media Awards, the campaign ‘Prevention of Psychosocial Risks at the Workplace’ by the ITM took the bronze prize in the ‘TV/Cinema’ category. ITM Director Paul Weber explains why the prize-winning campaign was created and what it was intended to do.

Stress, mobbing, pressure, overwork, criticism, aggression and burnout, and at the end of the advertisement, a broken water glass. What message do you want to convey?

Normally, advertisements are designed with the goal of presenting a product. Our advertisement is a call for understanding, a reaching out to people who are suffering so that they can react and they can put an end to the pain they are experiencing. Fifteen percent of people calling in sick at work in Luxembourg are worn down by stress, pressure and aggression. Fifteen percent of the suicides in Luxembourg (of which there are about 80 a year) were committed by people who gave mobbing as the reason, and 10 percent of those who left their jobs voluntarily cited mobbing as the cause. For the employer as well as the employee, the fight against psychosocial risks has become a priority. That’s why the Ministry of Labour and Employment and the Ministry of Health, in partnership with the ‘ITM’ and the Division of Health at Work joined forces to launch a campaign against psychosocial risks.

What services do you offer as prevention?

The task is divided into many components. One step executives can take is to let it be publically known that no mobbing will be tolerated and that they intend to maintain a healthy work atmosphere. Employees may also take advantage of the opportunity to work with more than 60 occupational physicians within the “Services of Health at Work” which has a special program available for identifying problems and helping people work through them. In addition, we see ourselves as just part of the services available, because the unions and other associations share this same goal.

What effect do you think the award will have?

First, we were all surprised to receive this award; none of us had expected it. The European Agency for Safety and Health at Work, which is headquartered in Bilbao in Spain, put a link to this advertisement up on their website. Any management that works with fear and pressure is not a good example for employers to clearly speak their minds and work together. The employee is not a ‘creature’ but a ‘creator’ and it is important to bring his or her full potential out.
A delegation from the Federal Service on Labour and Employment (Russia) attended the national conference and exhibition “Safety first”, which took place on the 22-23 March 2012 in Ulan Bator, Mongolia. These events were organized by Ministry of Social Welfare and Labour and Ministry of Mineral Resource and Energy of Mongolia. The aim was to promote collaboration within the framework of RALI CIS and Mongolia.

At the Conference, the Deputy Head of Supervision and Control over Labour Law Compliance from the Department of Rostrud, Valery Ezhov, made a report and presentation about the “Experience of the Russian Federation in the sphere of occupational safety and health in reducing injuries in the mining industry”.

The Russian delegation held a meeting with the General Agency for Specialized Inspection Leaders and informed them about membership of IALI and related issues. This information was perceived positively and the Mongolian party will inform Rostrud of its decision.

Svetlana Zontova, International Cooperation Division, Federal Service on Labour and Employment, Russian Federation
Health and Safety Issues in the Field of Hotel, Restaurant and Catering Services and Findings of Slovak Labour Inspection

Laurencia Jančurová, National labour inspectorate, Slovakia

Hotel, restaurant and catering services (HORECA) are one of the most rapid developing sectors in Europe. Statistical data as well as labour inspection outcomes in several EU member states confirm the diversity of working conditions in this sector, distinguishing it from other sectors. The workforce is generally younger and often students or employees with lower qualifications. The sector also employs high numbers of women. It is characterized by part-time employment and flexible working time, with posts that are generally less well paid with poorer career growth.

Despite the success of large hotels, fast food facilities and takeaway restaurant chains, most of this sector is comprised of small, independent and family enterprises. Businesses in this sector, which employs high percentage of working population, often have lower legal awareness and lack social dialogue. As they are mostly companies with a low number of employees, there is generally lower provision for health and safety at work.

Due to these issues, Slovak labour inspection pays more attention to this sector. We gain valuable experiences from analysing the shortcomings in the field of health and safety at work, the sources and causes of occupational accidents and other damages to health at work, which guides measures for the improvement of working conditions and the reduction of physical and mental strain, which can both cause stress and thus reduce the performance and concentration of the worker and so cause an accident.

Slovak legislation in the field of safety and health protection of employees at work is fully in line with the EU legislation; it provides for all employees the right to a safe and healthy workplace. The employer is obliged to assess risks and inform workers about risks and hazards resulting from the nature of work and the workplace. He/she is is obliged to take preventive measures, nominate people whom it is possible to contact in case of technical fault and to provide training for their workers.

Protection of employees at work is enforced through labour inspection in terms of the Act No. 125/2006 Coll. on labour inspection and on amendment of the Act No. 82/2005 Coll. on Illegal Work and Illegal Employment and on amendment of certain acts as amended by later regulations.

(Continued on page 15)
The performance of the sector is documented by the outcomes of labour inspections, whereby I come to the findings for 2011. The findings for 2012 are not available yet; they will be available by the end of January 2013, when the statistical data of single labour inspectorates is processed in our information system.

It follows from the outcome for 2011 that labour inspection bodies carried out in the HORECA sector 2128 inspections in total, during which 2997 shortcomings were found, of which 998 were considered as serious ones. Of the 2997 shortcomings, 1915 shortcomings related to non-observance over conditions of safety and health, 872 in the field of labour relations, 133 at the check of illegal employment and others in further checked areas. The results of labour inspection at enterprises suggested that not providing for the specified checks, non-removal of shortcomings found at the operation of technical equipment, inactivating of protective equipment (e.g. shields and security equipment), not providing for preventive maintenance and others. In many cases, human factor failure was the reason for shortcomings. This resulted from the performance of work by unqualified, unskilled people and individual factors such as casual indisposition, abilities and skills of employees.

In the field of labour relations and wage regulations findings were that in labour contracts there were badly determined minimum wage entitlements, rest between two shifts was not observed and the agreed contract did not reach the sum of the minimum wage entitlement set for the work position in question.

In 2011 labour inspectors investigated one fatal occupational accident, following the unfortunate fall of a worker down a ladder from a height of about 2 metres, and one serious occupational accident. There were 123 registered occupational accidents in total. The most common cause of occupational accidents were lack of personal condition of the worker, non-acquaintance with conditions of safe work and use of dangerous working procedures. The most common source of occupational accidents were falls of the workers, slips, tools and equipment, mainly with sharp edges.

One of the tasks of Slovak labour inspection is the provision of free guidance to employers, the public and employees about basic information and advice on ways to observe legal provisions most effectively.

Emanating from the act on labour inspection and from practical knowledge, which suggest problems with understanding and implementation of legislation in practice mainly in SMEs, the National labour inspectorate has issued several leaflets, one of them on the OSH issues in the HORECA sector. The leaflets were distributed during labour inspections as well as during free seminars organised for representatives of SMEs.

We are aware that the improvement of working conditions will make this sector more attractive for employees and will enable it to meet growing demand in the field of services, making the HORECA sector more productive as its expansion deserves proper attention of society.
The delegation of Federal Service on Labour and Employment (Rostrud) attended the 2nd Kazakhstan Occupational Safety and Health Conference KIOSH-2012, which took place on the 26-27 of April 2012 in Astana, the Republic of Kazakhstan.

Andrey Selivanov, the IALI Vice-President and the Deputy Director General of Rostrud, greeted all participants on behalf of IALI and informed them about IALI activities. He also provided information about preventative Labour Inspection activities in the Russian Federation.

In the framework of the Conference the Head of the Information Technologies (IT) Department (Rostrud), Ms. Zhanna Vorobieva, made a report and presentation about “Improving the efficiency of implementation of supervisory and control functions by accomplishing and corporate adoption of information technologies”.

Mr. Navruz Samadov, the Director General of Public Service of Supervision in the Field of Labour, Employment and Social Protection of the Republic of Tajikistan, (the member-state of RALI CIS and Mongolia), participated in this Conference as well.

Mr. Selivanov discussed the possibility of the Labour Inspectorate of Kazakhstan joining IALI with the Minister of Labour and Social Protection of the Population of the Republic of Kazakhstan, Mrs. Gulshara Abdikalikova, and the Executive Secretary of the Ministry. The Kazakhstan party expressed its interest in this area of cooperation.

Svetlana Zontova, International Cooperation Division, Federal Service on Labour and Employment, Russian Federation
Results of the SLIC Campaign Targeting Occupational Safety in Warehousing

One of the aims of the 2008 SLIC (Senior Labour Inspectors Committee) and EU Member States’ Campaign was to increase the level of occupational safety and health in the field of handling loads in retail stores sector. In cooperation with the European Union, the SLIC ensures that there is an effective and unified approach to Community law with regard to safety and health at work. Upon its announcement in the Czech Republic in 2008, the campaign was run by the State Labour Inspection Office and was one of the national priorities. The SLIC campaign was carried out in 2 stages: the information and media campaign, which included elaboration of informative materials for employers, which was then followed by the second stage - the control and inspection campaign.

In connection with the results and assessment of the 2008 SLIC campaign targeting handling loads, in 2012 the State Labour Inspection Office and its Regional Labour Inspectorates in the Czech Republic also performed a special inspection action focusing on safety of warehousing operations. Special attention was paid to handling loads in logistics centres and warehouses with increased long-term occupational accidents incidence. The aim was to verify the effectiveness of the 2008 SLIC campaign and also to check how legal entities and the self-employed fulfil the employers’ obligation to ensure occupational safety of warehousing operations.

To elaborate a little more, the special inspection action also targeted the issue of occupational safety and health (OSH) management system at the controlled entities. In particular, whether the employer evaluated and informed their employees about specific risks pertaining to warehousing operations and whether sufficient measures were taken to eliminate any such risks. Of particular interest were roll-containers and warehousing systems used, including handling units and whether the employer provided personal protective equipment (PPE) based on evaluated risks and specific work conditions. Another significant area of interest were the checks of how employers organize work and how they set work practices ensuring adherence to the principle of safe behaviour in the workplace and also whether employers ensured that machines, technical and transport equipment, and tools were used safely and were maintained, checked and audited regularly. During the special inspection action focusing on safety of warehousing operations, there were 125 inspections performed in the Czech Republic with the total of 543 deficiencies identified.

The inspection results were compared with the past records of those entities, and it is also possible to quote several positive examples. For instance, based on the SLIC campaign, the surface of a pathway was repaired in order to relieve ergonomic strain on operators working with roll-containers. Another positive example is a company, which had handling surfaces in its workroom
Czech Republic

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repaired thoroughly, and which then eliminated risks associated to transport in the workplace, and significantly improved the quality of illumination in its warehouses.

However, as part of the inspection activities in 2012, the deficiencies were still being found, e.g. when an employer failed to arrange for employee training in legal and other regulations relevant for occupational safety and health, with a view of improving employee qualifications and requirements for work performance. Also, in some cases, employers did not arrange for keeping records of inspections and maintenance checks of self-propelled roll-containers; or that it was not arranged for marking shelves with permanent labels stipulating the maximum load per layer, the maximum number of layers in a column, etc. Furthermore, it was found that damaged handling units were in use.

Monitoring and subsequent evaluation of the developments in the occupational accidents incidence associated with handling of loads in warehousing operations were all integral parts of the SLIC campaign. For this issue, there was a noticeable decrease in the occupational accidents incidence of approx. 29.3 per cent between 2009 and 2010. The prevalent and repeated cause of occupational accidents was incorrect risk evaluation together with handling of loads, and in particular holding a load followed by its fall.

A vital part of each and every inspection was also giving recommendation and providing consultation regarding occupational safety and labour regulations arising from Act no. 251/2005 Col., On Labour Inspection, as amended. In all cases, inspections received positive evaluation, both in terms of professional conduct and time demands on the inspected entities.

In conclusion, it should be said that the quality of occupational safety and health provided in the Czech Republic is on the increase, with respect to written records and documentation as well as in securing workplace safety. In years to come, the State Labour Inspection Office shall focus on preventive measures in the field of occupational safety and health.

Ing. Ondřej Varta,
Director of the Occupational Safety and Health Department,
State Labour Inspection Office,
Czech Republic

Ing. Jiří Kysela,
Labour Inspector and Guarantor for Handling of Materials, Warehousing and Lifting Equipment,
State Labour Inspection Office,
Czech Republic

Good practice example: Marking roads/paths for movement of people and vehicles
Norway Updates

Poor indoor air quality in Norwegian schools

The Norwegian Labour Inspection Authority has just ended a four-year inspection campaign in Norwegian schools, focusing on indoor air quality. Norwegian municipalities do not do enough to secure the indoor quality for Norwegian teachers and school children.

Almost nine out of ten municipalities have been given orders from the Inspection Authority.

Main results conclude that very few municipalities have done risk assessments on their indoor air quality, and many of them lack plans for proper maintenance.

Our experience is that most municipalities do small repairs and refurbishment instead of thinking holistic and on prevention, says General Director Ingrid Finboe Svendsen in The Norwegian Labour Inspection Authority.

The Labour Inspection Authority has conducted extensive and thorough inspections with many actors involved from the employers and the employees. The Labour Inspection Authority used standardized checklists on all inspections in order to secure a uniform treatment of the various municipalities.

The inspection campaign was one of the most cited in our media monitoring system in 2012, much due to a documentary program on the largest TV channel in Norway, NRK Brennpunkt, spending almost an hour on the issue. The news channel also developed an interactive tool showing the state of the indoor air quality in every primary and secondary school in Norway. This was mainly built upon results from our inspection reports.

Norwegian statistics show that one third of the working force in Norway, that is 700,000-800,000 workers experience poor indoor air quality during several hours every day, i.e. poor ventilation and dry air. This is particularly an issue in schools and in the health care sector.

Strong focus on certain sectors

The Norwegian Labour Inspection Authority has launched its new strategy from 2013 until 2016. Certain sectors with specific challenges will be given special attention during the next four years. The sectors chosen are: the cleaning sector, healthcare sector, construction, HORECA and transport.

At high risk

Risks of accidents, injuries and work-related illnesses in these sectors are high. Several of the sectors have also a high and growing number of foreign workers. It is necessary that they can be provided information in a language they understand. This concerns both rules and regulations and the practical guidance and training they get at work.

Most workers in Norway have a good and healthy working environment. Nevertheless, we experience that there are complex and serious challenges which are particular relevant for some exposed industries and groups of workers. The Labour Inspection Authority will work to remove the gap, says General Director, Ingrid Finboe Svendsen.

The Labour Inspection Authority starts with inspections in the cleaning sector and the healthcare sector in 2013.

Inspections most important

From 2013 until 2016 there will also be a strong emphasis on:

- Strengthening the collaboration with the social partners
- Spread information and knowledge to young workers and new businesses
- Actively follow-up notifications and warnings from the public

Inspections are considered our most important tool. However, communication and guidance will be particularly important in our work towards young workers and new businesses.

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Developing new ICT-support for the labour inspectors

The Norwegian Labour Inspection Authority’s work on ICT systems is based on several reports from independent consultants. The reports underline the importance of that the agency continues its efforts to develop solutions and systems in administrative support, information technology and process flow.

Work on ICT systems is also based on the agency’s focus on regulatory supervision of the Working Environment Act as means to ensure the agency’s effectiveness. The Norwegian Labour Inspection Authority’s knowledge of the existing ICT systems representing a risk in relation to the daily performance of duties, made it necessary to renew several of the agency’s central ICT systems. Many of the agency’s challenges caused by the current ICT systems are not adapted to the preferred work process, which means that change effort in the organization is opposed by ICT systems.

Identified challenges with the existing ICT systems

- Understanding and application of roles, procedures and work processes
- Manual and paper-based work processes
- Access to management information
- Quality of information
- Time spent in planning and preparation of audit
- Motivation, training and skills
- Capacity and skills for change and management of ICT solutions
- Missing functionalities
- Search, retrieval and reporting
- Double registrations
- Technical quality

Main objectives

- ICT systems to be adapted to the needs of the inspectors, not the needs of the ICT systems
- Provide opportunities for change, not impose them
  - Solution should be adopted in the current organization, but provide opportunities for change
- Better workday for users
- Facilitate task controlled roles
- Facilitate the automation of tasks
- Facilitate end-to-end communication
- Make information available

The known challenges and objectives were then put into the work of different groups giving input to new work processes. The key improvement points in new work processes were identified as:

Under the preparation for inspection

- Audit objects are already defined and chosen
- All relevant information about the business being “served”
- Local inspection knowledge should be addressed

Under the execution of inspection at the premises

- Electronic checklists support the dialogue
- Registrations done in the premises are automatically updated by the system
- The inspector concludes at the premises

Follow-up inspection

- All information inspector needs is compiled and arranged
- Templates for inspection are simple and uniform
- Suggested responses are generated automatically from the actual findings
- The inspector updates the control report with expert assessments

Follow–up, use of reactions

- The Inspector is responsible for the overall audit
- The Inspector has an overview on how the case is
- Fully automatic processes are introduced where it does not require professional judgment

From these overall goals addressing the different steps of the regulatory supervision it was produced some main recommendations:

- Inspector’s time used to focus on the implementation of audit
- Supporting a clear audit process
- The regions manage their own resources

In accordance with these challenges, objectives, process improvement points and goals it was produced a conceptual sketch for the development of ICT supporting the audit process. The conceptual sketch is used with agile ICT development methods to ensure that one captures user requirements.

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The new ICT system supporting regulatory supervision was after an internal competition named Betzy, this name was chosen to honor Norway’s first female factory inspector. In Norway there is a saying; “In a hundred years, everything is forgotten”. There is at least one exception to this, January 1st 2010 is the centenary year ago since Betzy Kjeldsberg was appointed factory inspector.

About the ICT functionality Betzy

Betzy is a tool to be used in the preparation, execution, follow-up inspections and use of reactions.

At a later stage the ICT functionality Betzy may also support the inspectors during the control activity at the premises with hand-held ICT.

Sigbjørn Lyngdal,
Department of Controlling Management,
Directorate of Labour Inspection, Norway
ASEAN-EUROPE Meeting (ASEM) OSH Symposium on Developing a Preventive OSH Culture (Singapore 10-12 September 2012)

The ASEM Occupational Safety and Health (OSH) Symposium on Developing a Preventive OSH Culture was held in Singapore from 10-11 September 2012. The symposium co-organised by the France, Singapore and the European Commission was an outcome of the 3rd Asia-Europe Meeting (ASEM) Labour and Employment Minister’s Conference that was held in Leiden, Netherlands from 12 to 14 December 2010 under the Leiden Declaration and “Leiden Framework of Action”.

The theme for the symposium was implementing OSH within companies through the development of a Preventive OSH Culture – including a focus on small and medium enterprises (SMEs). The symposium was attended by participants from 27 ASEM Partners: Belgium, Brunei Darussalam, Cambodia, Cyprus, Denmark, Estonia, France, Germany, Hungary, Indonesia, India, Republic of Korea, Laos PDR, Lithuania, Malaysia, Myanmar, Mongolia, Netherlands, Pakistan, Philippines, Poland, Singapore, Spain, Thailand, United Kingdom, Vietnam and the European Commission.

The Symposium also involved representatives from the International Labour Organisation (ILO) and ASEAN-OSHNET, representatives of social partners (International Organisation of Employers (IOE), Business Europe, International Trade Union Confederation (ITUC), European Trade Union Confederation (ETUC), ASEAN Services Employees Trade Union Council (ASETUC)) and representatives of international associations (International Social Security Association (ISSA), International Association of Labour Inspection (IALI), and Senior Labour Inspectors’ Committee (SLIC)) as well as business representatives, as speakers.

At the opening on the first day, the guest of honour for the symposium, Dr Amy Khor, Minister of State for Manpower and Health, Singapore, stressed the importance of developing a preventive OSH culture particularly in SMEs. She highlighted that good OSH performance has a positive impact on productivity, profitability and employability and OSH improvement can be sustained through developing a preventive OSH culture.

The Symposium provides for mutual learning opportunities and collaborations, to strive towards higher safety and health standards at the workplace.

The 1st and 2nd Plenary Session, entitled “Development of OSH Culture in companies, including SMEs”, provided participants with opportunities to share experiences among the different European and Asian ASEM Members in developing the OSH culture in their respective regions. The 1st session

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ASEM OSH Symposium

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chaired by Malaysia focused on the European Governments’ perspective of developing an OSH Culture within its SMEs with presentations given by the European Commission, United Kingdom, Germany, France, Netherlands, Spain and Denmark.

Germany chaired the 2nd session where representatives from India, Malaysia, Korea, Thailand and Indonesia shared their national plans and strategies on this topic, from an Asian perspective. Both sessions provided an overview into the work done by EU and Asian Governments to build up an OSH culture in its SMEs. The cross-sharing of experiences saw country representatives highlighting their ideas, strategies and approaches, as well as the legal OSH frameworks so as to learn from one another’s best practices.

The first day ended with the 3rd Plenary Session, under the theme “A Successful Partnership to influence OSH culture in SMEs”, which provided the tripartite partners an opportunity to discuss how they worked with the different stakeholders in ensuring a healthy and safe workplace. This session was chaired by Belgium and background presentations were given by the IOE, Business Europe, ITUC and ETUC to kick-start the discussions.

On the second day, it kick-started with the 4th Plenary Session held under the theme “Inculcating OSH culture in SMEs” (Companies perspective) and was chaired by Cambodia. Background presentations were given by representatives from the industry who shared their companies OSH philosophies including strategies that helped to foster a preventive OSH culture in not only their workplaces but also, in those of their suppliers.

Dr Amy Khor, Minister of State for Manpower and Health, Singapore.

The 5th Plenary Session on “International and regional collaboration on developing a preventive OSH culture in SMEs” saw the international and regional organizations sharing their experiences on working with their partners in developing a preventive OSH culture in SMEs. This session was chaired by Singapore and with presentations by the ISSA, SLIC, ILO, IALI and ASEAN OSHNET Secretariat.

The participants of the Symposium exchanged views and experiences on the development of a preventive OSH culture in SMEs. The key points are as follow:

- Countries need to undertake a preventive multi-prong approach in addressing challenges relating to OSH issues. Extensive consultation on OSH issues among the different stakeholders is important to ensuring a healthy and safe work environment.

Suggestions for a follow-up in the ASEM cooperation on health and safety at work to include topics such as new risks and challenges, health and safety at work and sustainable growth, links between health and safety at work and social protection were made during the concluding session of the Symposium.

The discussions from the symposium were submitted to the ASEM Labour and Employment Ministers Conference that was held in, Hanoi, Vietnam from 25-26 October 2012.

Wilbur Oh
Policy and Planning Department, Occupational Safety and Health, Ministry of Manpower, Singapore
Changing Landscapes, Shaping a Progressive WSH Culture (12-13 September 2012)

The 2nd Singapore Workplace Safety and Health (WSH) Conference was held on 12-13 September 2012 at the Suntec Convention Centre, Singapore. It brought together WSH professionals, business leaders and government officials to learn about latest trends and developments impacting WSH and its practice. Established as a premier platform in Asia for WSH stakeholders across the region, the Singapore WSH Conference inaugurated in 2010.

The Singapore WSH Conference 2012 was co-organised by the WSH Council, Ministry of Manpower (MOM) and WSH Institute, and supported by strategic partners such as National Trades Union Congress (NTUC), the Singapore National Employers Federation (SNEF), International Labour Organization (ILO), Institute of Occupational Safety and Health (IOSH) and Singapore Institution of Safety Officers (SISO).

The theme of the conference is “Changing Landscapes, Shaping a Progressive WSH culture” and engaged thought leaders to share their insights and experiences, and contextualise the impact of changes in the industry. There was also focus on how to uncover unlimited business opportunities by progressively instilling and developing a strong, pervasive WSH culture within businesses. In conjunction with the Conference, 8 satellite events held in the same week such as the 8th Occupational Safety & Health Exhibition (OS+H) for Asia, Asia-Europe Meeting (ASEM) Occupational Safety and Health Conference helped to generate great awareness on safety and health. These events also helped to enrich the delegates with the latest trends and developments in WSH and provide platforms for practitioners to share.

Guest-of-honour, Deputy Prime Minister and Minister of Finance, Singapore, Mr. Tharman Shanmugaratnam opened the conference and spoke about the challenges in workplace safety and health that we are facing in the rapidly changing landscapes. He reminded the delegates that despite this, we cannot neglect WSH for it is our workers’ right to be able to return home to their family safe each day.

He then urged all delegates to make decent work a reality and reiterated that a safe and health company sees better performance. He also stressed Singapore’s commitment to be one of the safest and healthiest workplaces in the world. This is by embarking on the next phase in our WSH journey – that of transforming mindsets and creating a pervasive and progressive culture that places workers’ safety and health first.

He launched the “CultureSAFE” initiative by the WSH Council that seeks to aid companies to move deliberately and systematically on this journey.

The first day’s focus was on “Changing Landscapes” with Mr Seiji Machida, Director, Safework ILO setting the tone with his keynote address stating that a strategic national approach should aim at continuous improvement of OSH performance and include indicators of progress. This was followed by discussions such as the role of leadership in a changing landscape as well as how WSH in embedded in corporate risks such that risk management becomes central in enterprises and companies start to recognise WSH as a core business consideration.

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“Shaping a progressive WSH Culture” was the second day’s theme and there were sharings on taking the next leap in improving WSH performance in organisations by learning how to shape a progressive WSH culture. There was also a call for action for top business leaders to place WSH as a core value at all levels and empower their employees to engage in the process, illumining the elements of successful leadership in WSH. Over the two days, 40 speakers from 4 plenary and 9 symposiums and more than 700 delegates learnt, networked, shared and exchanged ideas with each other how best to meet WSH challenges brought on by the changing landscapes.

In his closing speech, Senior Parliamentary Secretary for Education and Manpower, Singapore, Mr. Hawazi Daipi reiterated the importance of WSH and that poor safety performance is costly to businesses but more importantly, every accident statistic is also a life. He urged all delegates to influence organisational values and make WSH everyone’s responsibility. He concluded the conference by stressing the importance of collaboration and sharing both at the company level and internationally. Only with collective wisdom and support from all stakeholders will we be successful in overcoming the various challenges that lie ahead.

Wilbur OH
Policy and Planning Department, Occupational Safety and Health, Ministry of Manpower, Singapore

Mr. Tharman Shanmurgarathnam
Deputy Prime Minister and Minister of Finance, Singapore
The 6th China International Forum on Work Safety and China International Occupational Safety & Health Exhibition (COS + H) was successfully held from Sept 18th to 20th, 2012 in Beijing. Over 1,000 delegates from some 30 countries, regions and international organizations attended the Forum, including Canada, Germany, Russia, UK and US, along with China. The opening ceremony was convened in the morning of Sept 18th at Intercontinental Beijing Beichen Hotel. Mr. Ma Kai, State Councilor and Secretary General of the State Council, was present at the opening ceremony and delivered a keynote speech. The Forum and the Exhibition, themed “People First, Safe Development”, consisted of 6 technical sessions, at which 61 government officials, experts and scholars were invited to address the topics of “OSH Inspection Practice”, “Safe Development Sustained by Science and Technology”, “Improvement of Intrinsic Safety Management of Hazardous Chemicals with Technology Support”, “Developments in Workplace OSH”, “Coal Mine Safety Inspection Practices and Systems”, and “Safety Risk Assessment”.

SAWS, IALI and ILO jointly held the technical session themed “OSH Inspection Practice”. Ms Michele Patterson, President of IALI, chaired the first half of the session where Mr. Kevin Myers, IALI Secretary General and Deputy Chief Executive of Health and Safety Executive of UK, and Mr. Ho Siong Hin, IALI Vice-President and Commissioner for Workplace Safety and Health of Ministry of Manpower of Singapore, delivered speeches. The session achieved the following results:

First, consensus was reached that strengthening OSH enforcement is the foundation for effective implementation of OSH laws and regulations. As indicated by the speakers, it was important to hold this session to address the issue of implementing OSH laws and regulations that have been enacted in various countries, and it is necessary to explore effective OSH enforcement practices.

Second, this session was featured by:
- The attendees represented a wide range of OSH stakeholders. Eight experts speaking at the session came from different government agencies, enterprises, research institutions and NGOs, who addressed OSH regulatory practices from different perspectives; and
- The session pragmatically combined OSH theory with practice.

On Sept 18th, Mr. Sun Huashan, Vice Minister of SAWS held talks with leading officials from ILO, ISSA and IALI. During the talks, Ms Michele Patterson, President of IALI, said that IALI had been involved four times successively in the biennial China International Forum on Work Safety, and assisted SAWS in holding the 6th Forum. Prior to participating in the Forum, IALI outreach and influence had been just confined to European countries. When involved in the Forum, IALI influence has been increased especially to cover Asia-Pacific countries and regions, including ROK, Vietnam, Indonesia, Singapore, Hong Kong, Macau and Australia for broad cooperation. IALI wishes to sign a formal framework agreement on cooperation with SAWS and use the Forum as a platform to cooperate with the Chinese counterpart in providing training for Chinese OSH regulatory personnel. During the talks, both parties also exchanged views on ways to advance work safety in China and to improve the Forum and Exhibition for higher influence on global OSH community.

Shi Yanping, IALI Vice-President
Campaign for a Global Ban on Asbestos

Report by Gerd Albracht, IALI Technical Advisor

Asbestos remains a deadly material, and in spite of an extensive ban and extensive efforts made to eliminate it, it is still everywhere throughout the world. Indeed, asbestos can be found in many different places, but particularly in public and private buildings, where its presence is often unknown.

For several decades to come, some 100,000 people will continue to die of asbestos-related diseases around the world every year. Most of these diseases were prompted by exposure to asbestos during manufacturing processes, but there remains a very serious danger of people falling ill as a result of their involvement in maintenance, conversion and demolition work, etc.

The International Association of Labour Inspection (IALI), European Federation of Building & Woodworkers (EFBWW) and Asbestos Victim’s Organisations started a strong cooperation to ban asbestos worldwide and to bring the idea from the EBFWW-Programme “Asbestos free Europe” into practice. IALI supported the following activities: Initiative report for the Asbestos Hearing in the European Parliament, the Brussels Asbestos Conference in September 2012, the training-project of EFBWW and FIEC, the International Victims-Conference in October 2012 in Paris and the programme “Asbestos Free Europe 2023.”

Asbestos Free Europe 2023

On 3rd March 2010, the European Federation of Building and Woodworkers (EFBWW) presented its European Asbestos campaign at the European Parliament. The campaign aims to do away with all asbestos still existing in Europe. Even though in Europe there is a general ban on producing, importing and manufacturing asbestos and asbestos containing products, this dangerous substance is still present in our daily lives, in public and private buildings, in public transportation systems and in everyday products.

The asbestos issue urgently needs prompt coordinated action. The overall aim is to achieve an asbestos-free Europe by 2023. The actions should focus on a comprehensive registration of asbestos containing products, on safe working conditions, on the training of workers who deal with asbestos and on the recognition and compensation of asbestos victims.

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The EFBWW will distribute its information and proposals to all stakeholders at European and national level. This will include material for the campaign (action plan, posters, etc.) and updated information on activities from the European as well as the national level.

There is an urgent need for a comprehensive plan aimed at eliminating all of Europe’s remaining asbestos. A plan of this kind would cover such wide-ranging issues as working conditions, safety training, the detection and documentation of existing asbestos and the recognition of occupational diseases and ensuing compensation.

A European Asbestos free plan will have the advantage of setting up specific goals in order for everyone to contribute to the final goal of making “Europe Asbestos free in 2023”. To this end a European schedule together with national schedules with intermediate steps and goals, are of the utmost importance.

Such a plan can only become a reality if the affected parties, victims and national trade unions win over public opinion and if the institutions, political parties and relevant associations thrash out its contents and schedule its implementation.

But a European wide campaign does not have to start from scratch. The codified basic directive on the protection of workers from the risks related to asbestos exposure (formerly Directive 83/477/EEC, now Directive 2009/148/EC) provides a legal basis for both national and European wide action.

Victims’ organisations in many EU-countries and worldwide have gained knowledge, material and experiences on all questions related to Asbestos. Equally trade unions and national prevention organisations have been working for better working conditions for decades and there are also those in some EU-member states who are busy with new campaigns. In this regard the 2006 SLIC-campaign has also been very important. The Senior Labour Inspection Committee (SLIC) has developed a practical guide to minimise the risk of exposure to asbestos as well as training schemes for labour inspectors.

The hazard is still present and can strike anybody. Therefore, further action is urgently needed on the European and national level.¹

Conference “Europe’s Asbestos Catastrophe” and EU-Parliamentary Hearing in Brussels on 17-18 September 2012

The EFBWW is currently running a project on asbestos related diseases and its recognition and compensation in European countries. The project is focusing on central and eastern European countries. It is run in collaboration with the European Trade Union Confederation (ETUC), the International Ban of Asbestos Secretariat (IBAS), IALI and World Health Organisation (WHO).

On 17 and 18 September 2012 there was a conference in Brussels, bringing together some 80 participants from some 23 countries and representing movements, organizations and institutions like victims organizations, trade unions, labour inspectorates, researchers, physicians and people from authorities.

The seminar was aimed at improving networking between the different stakeholders to promote the EFBWW asbestos campaign and to raise the voice of all people affected by hazards still present from existing asbestos sources in Europe. Besides this the seminar was also used to create contacts for research activities which are also covered by the project. The aim of this research is to collect data on the current legal situation in central and eastern European Countries when it comes to recognition and compensation of asbestos related diseases. The research results will be presented in spring 2013.

To quantify the current situation in European Union Member States, accession and candidate countries, representatives from 23 countries took part. All seminar presentations and a comprehensive report are available at the website of IBAS.² European governments vary with regard to the depth of their engagement with Asbestos

¹ Action plan 2023 - Proposals on registration, better working conditions, training of workers, the recognition of asbestos related diseases and its compensation (EFBWW)
² Conference: Europe’s Asbestos Catastrophe, Brussels, September 17-18, 2012, report by Laurie Kazan-Allen
as an issue. Kazan-Allen reported that European countries, if we include the former Soviet Union, have consumed 100 million tonnes of asbestos since 1920: This equates to 52% of all the asbestos used during that time. If Russia and Asian countries belonging to the former Soviet Union – Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan – are excluded, usage in the remaining European countries represents 23% of global consumption.

Asbestos free-Poland 2032

Ms Oziembo-Brzykczy from the Polish Labor Inspectorate discussed “The Program for Asbestos Abatement in Poland - Asbestos-Free Poland by 2032” in Brussels on 18th September 2012. She advised that in 2009 the Council of Ministers adopted a resolution entitled “National Treatment Programme in the years 2009-2032 Asbestos.”

On 15 March 2010 the Council of Ministers adopted a resolution amending the resolution on the establishment of a multi-annual program called “The Land of Asbestos Cleanup” for the years 2009-2032. This Program, led by the Ministry of Finance, labor inspectorates, ministries and agencies, began working on a project to eliminate asbestos-containing material from the territory of Poland by 2032, to reduce the harmful effects on human health of exposures to asbestos and to decontaminate the environment.

The Programme Committee is informed by the participation of personnel from Government Departments, Ministries (such as the Ministries of Finance, Environment, Infrastructure, and Agriculture), federal and regional inspectorates, non-governmental organizations, administrative units and municipal authorities. The Committee has quarterly meetings to monitor progress and plan initiatives; its advice is solicited by the authorities on regulatory and legal issues.

In 2009, it was estimated that there were 14.5 million tonnes of asbestos-containing products in Poland. Under the program, by the end of 2012 28% (4 million tonnes) of it will have been removed. The plan is for a further 35% to be removed between 2013 and 2022 (5.1 tonnes) and the remaining 37% to be removed by 2032. Research efforts have succeeded in mapping the consumption of asbestos throughout the country and also identified areas where usage was particularly high, most of which were in Eastern Poland. The high density of asbestos consumption in that part of the country was due to the presence of large industrial sites and mining operations.

EU- Hearing of the Committee on Employment and Social Affairs on September 18, 2012: “Asbestos related occupational health threats and prospects for abolishing all existing asbestos”

The asbestos hearing can be viewed online with interpretation in 20 languages on the European Parliament website. The asbestos segment of the Committee’s meeting on September 18th began at 17:10 with a statement by MEP Stephen Hughes.

The video shows “Asbestos related occupational health threats and prospects for abolishing all existing asbestos” presented at a hearing of the EU Committee on Employment and Social Affairs on September 18, 2012 in Brussels. The working group by EFBWW developed an initiative report which was the basic background for the hearing in the EU-Parliament. Rapporteur Stephen Hughes (MEP, UK), presented the draft report (2012/2065(INI).

(Continued on page 30)
Key points of the report are:

- Screening and registration,
- Qualification and training of workers,
- Removal programs,
- Asbestos-related diseases,
- Support for asbestos victim’s groups,
- Halting the exportation of waste and support for a global ban of asbestos,
- and;
- The motion for a European Parliament Resolution.

Expert contributions at the public hearing were given by Christa Sedlatschek (OSHA), Lars Vedsmand (EFBWW), Laurie Kazan-Allen (IBAS) and Timo Tuomi (FIOSH). The SLIC Asbestos campaigns, asbestos banned - how to reduce the future risks and the safe removal of asbestos and elimination of asbestos related diseases and the human dimension of Europe’s Asbestos tragedy have been the focus of contributions. The PowerPoint presentations of the experts (as PDFs) can be accessed by clicking on the names below:

- Dr. Christa Sedlatschek, Director of the European Agency for Safety and Health at Work, Bilbao, Spain;
- Professor Timo Tuomi from the Finnish Institute of Occupational Health;
- Lars Vedsmand, Occupational Health and Safety Executive in BAT-Kartellet (Confederation of Danish Construction Workers’ Union), Denmark;
- Laurie Kazan-Allen, Coordinator of the International Ban Asbestos Secretariat, UK.

More than 100 amendments have been discussed by the political parties for an EU Resolution. The Plenary decision will be on 13th of March 2013 in the EU Parliament. Basic points are:

- All types of asbestos are dangerous and its hazard impact has been documented and regulated. There is no known “safe dose”, even low exposures have been proven to cause fatal asbestos related diseases
- Poland is the only EU Member state that has adopted an action plan for an asbestos free country
- A 2030 deadline for an asbestos-free Europe is suggested
- Increased cancer risks have been observed in populations exposed to even very low levels of asbestos fibres, including chrysotile fibres

Detecting asbestos and taking appropriate action

Asbestos information module

These information modules have been developed by the European Federation of Building and Wood Workers (EFBWW) and the European Construction Industry Federation (FIEC), the EU social partners for the construction industry in collaboration with health and safety organizations in various EU Member States and national labour inspectorates. Targeted user-friendly information sheets have been developed for each of the main materials containing asbestos, so as to provide guidance to companies and workers.
They use a traffic-light model which distinguishes between three risk situations:

- the work can be undertaken applying the standard precautionary and protective measures (green);
- the work can only be undertaken if specific protective measures are taken (orange);
- the work requires the intervention of a specialist company (red).

The target groups for this course are foremen, group leaders, safety representatives, company owners and employees) and also training institutes and other training providers.

The estimated length of each training session is approximately 15 minutes. Training sessions can be held in the workplace. All the materials will soon be available for downloading in several languages on the EFBWW website: www.efbww.org and from partner organizations.

You can see one of the nine training and information modules on page 36:

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### Activities involving little or no risk
- Conducting a visual inspection

<table>
<thead>
<tr>
<th>Activities involving little or no risk</th>
<th>Conducting a visual inspection</th>
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<tbody>
<tr>
<td>Cleaning</td>
<td>Cleaning</td>
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<tr>
<td>Painting</td>
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<tr>
<td>Dismantling or replacing on a limited scale</td>
<td>Dismantling or replacing on a limited scale</td>
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<tr>
<td>Fairing or sealing of the small areas</td>
<td>Fairing or sealing of the small areas</td>
</tr>
<tr>
<td>Removing undamaged asbestos-containing material</td>
<td>Removing undamaged asbestos-containing material</td>
</tr>
<tr>
<td>Encapsulating asbestos-containing material in good shape</td>
<td>Encapsulating asbestos-containing material in good shape</td>
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</tbody>
</table>

### Measures
Depending on the legislation and the specific work situation, you should consider the following precautions:

- Dust suppression with under-pressure
- Vacuum-cleaning
- Humidification
- Dust repelling clothing
- Respiratory equipment
- Shower/Locker

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7 Appendix 1: Flyer “Detecting asbestos and taking appropriate action”
8 Appendix 2: Asbestos information modules
INFORMATION MODULE 9

Insulation of pipe ducts against fire, heat and cold

Asbestos paper

Asbestos canvas

Asbestos cardboards

The aim of these information modules is to ensure we work together to eliminate asbestos-related risks.

Employer: I will not allow my employees to be exposed to asbestos-related risks.

Employee: I will not carry out any work on suspect materials which puts my colleagues or myself at risk.

Tips

Preparing the instruction session

Before the instruction session starts, find out which types of work your personnel can carry out and the associated measures that need to be taken, and which types of work require the involvement of specialist asbestos experts.

Identifying the risk

List the main asbestos applications with which employees could come into contact during their work.

What to do if asbestos-containing insulation of pipe ducts against fire, heat and cold is found

Give employees clear instructions about what to do if they identify asbestos-containing materials or if they come across materials and are unsure whether or not they contain asbestos.

Contact person

Tell employees who they should contact if they suspect the presence of asbestos and how they should warn their colleagues about this.

Monitoring

Make it clear that compliance with these instructions will be monitored and explain what penalties will apply if the rules are not followed.

Situation on worksites

Is there any asbestos-containing insulation of pipe ducts against fire, heat and cold on current worksites? Ask employees about this and discuss with them what action should be taken.
International day for asbestos victims

The conference was organised by the French National Association of Asbestos Victims (ANDEVA) and took place in Paris at the Palais du Luxembourg on Friday 12th of October 2012. This conference gathered around 250 participants - scientists, executives, doctors, technicians, labour inspectors, NGO activists, asbestos victims and their family – who came from more than 20 countries.

Speakers came from Europe, North and Latin America, Asia and Australia. The Palais du Luxembourg is the seat of the French Senate, which in 2005 issued a report: The Asbestos Drama in France. Other events included a public rally and demonstration and a networking meeting for strengthening the cooperation between all partners fighting to ban asbestos worldwide.

Welcoming the delegates, Senator Annie David thanked the organizers for allowing the Senate to host such an important debate. The Senator called for the “complete (global) eradication of asbestos use,” and said that “the reality of our social democracies is measured by how we deal with the injured.”

Asbestos victims-ban asbestos demonstration, Paris

Senator Lisa Singh from Australia described the proactive stance her Government has adopted on asbestos, including the publication in August 2012 of “The Asbestos Management Review,” a document which delineated a national asbestos plan to reduce the incidence of asbestos-related diseases in Australia: http://foi.deewr.gov.au/node/28352

Senator Lisa Singh from Australia and IALI-Advisor Gerd Albracht during the rally “A world without Asbestos”
The IBAS report entitled “Storming the Asbestos Barricades” on the events on October 12 & 13 2012 in Paris is online.\(^{10}\)

The networking meeting on the 13th of October 2012 discussed strategies for closer cooperation between victim’s organizations, labour inspectorates and trade unions. Labour inspectors from Brazil, Europe and Asia as well as IALI representative pointed out the need for a strong cooperation between victim’s organizations, labour inspections and trade unions The network invited IALI-EC to take part at the future international victim’s day, which will be organized every two years in different continents.

Rally - A world without Asbestos

On the 13th of October 2012, there were more than 5 000 participants at the public demonstration in Paris, organized by ANDEVA. The final statements were announced at the Opera in Paris for the ban of asbestos worldwide and the strengthening of victim’s rights.

The politicians responsible for asbestos issues and the competent authorities, as well as the companies and trade unions, must do their very utmost to ensure that those involved in asbestos removal now and in the future do not become the second wave of asbestos victims. Asbestos removal programmes, based on a public land register and with polluters contributing to the costs, are urgently needed. The discrepancy between the number of reported cases of asbestos-related occupational diseases and the number of compensated cases must not grow any further. The burden of proof should no longer be placed on often terminally ill workers.

Implementation of the Pan-European Campaign “Working Together for Risk Prevention”

Erion Manohasa
General Inspector
State Labour Inspectorate of Albania

The Ministry of Labour, Social Affairs and Equal Opportunities together with the State Labour inspectorate and other partners have joined a Pan-European Campaign in the area of safety and health at work named “Working Together for Risk Prevention”, which is being implemented in all Member States.

The content and structure of the Campaign was developed by the European Agency for Safety and Health at Work, which provides Albanian versions of all Campaign materials, such as poster, leaflets and guidelines, for wide dissemination in various companies. The implementation of the Campaign was also supported by the Project IPA 2010 on “Human Resources Development in Albania”, which was founded by European Union and implemented by the International Labour Organisation (ILO). This campaign focused on the improvement of workers’ participation in OSH matters, such as consultation and information, as well as the improvement of implementation of risk prevention into practice.

The promotion of safety and health has always been one of the core principles behind European integration for a variety of ethical, social and economic reasons. It is also one of the main priorities of the Albanian Government, expressed in the Document of Strategic Policies on Occupational Safety and Health 2009 – 2013. This policy is implemented in mutual cooperation among particular Ministries, the State Labour Inspectorate, other institutions and social partners.

From a national context, the campaign was also aimed at improving the implementation of particular provisions of the Law on Safety and Health at Work in everyday practice - mainly those requiring consultation of employees, appointment of employees’ representatives and setting up of Councils of Safety and Health at Work.

Objectives

The objective of implementing the EU-OSHA campaign "Working Together for Risk Prevention" has been to motivate employers, employees and other stakeholders for cooperation on risk prevention, improving occupational safety and health and working conditions for employees all over Albania, in all types of industry and all sizes of enterprise, as well as raising public awareness and influencing their attitude towards OSH.

Campaign activities:

The Campaign consisted of several specific activities which were delivered in November and December 2012, such as:

- Campaign Launching Round Table - signature of the Declaration of Commitment of partners on cooperation in the Campaign
- Training of stakeholders participating at the implementation of campaign
- Using media events (interviews) on information on campaign awareness
- Dissemination of the campaign information materials.
- Specialised inspection visits, encouraging workers’ participation on OSH matters.

Campaign Organisational Board

The Campaign Organisational Board, consisting of representatives of the Ministry of Health, State Labour Inspectorate (MoLSAE0), National Focal Point of OSHA, Employers’ and Employees’ organisations, as well as the IPA Project.

The Campaign Organisational Board planned, organised and managed particular campaign activities.

(Continued on page 36)
The Campaign Launching Round Table

The Campaign Launching Round Table was held on the 7th of November in Hotel Tirana International. The main objective of this event was to have a common Declaration of Commitment signed by all relevant partners to formalise their cooperation and support for the implementation of the Campaign.

The Round Table was attended by thirty participants from partner organisations. The Declaration of Commitment was signed by 12 representatives of partner organisations. The activity was covered by a significant number of media.

DECLARATION OF COMMITMENT

The representatives of the Government institutions and organisations, representatives of social partners and representatives of other stakeholders signed below hereby declare the willingness of represented institutions and organisations to be involved in the European Occupational Safety and Health Campaign “Working together for Risk Prevention”, implemented in Albania throughout November 2013.

In compliance with the Strategic Policies on Occupational Safety and Health 2009 - 2013, the signatories support the positive influence of public opinion and professional awareness in the health and safety area. At the same time the signatories express their understanding of safety and health promotion, which not only improves protection of workers and satisfactory working conditions, but also contributes to business efficiency. It is essential especially in present times of strong social disaffection over Europe and the economic crisis.

Signing this Declaration entails the expression of a commitment to engage in a process of the Campaign implementation and to promote the Campaign objectives.

(Continued on page 37)
Specific Labour Inspection Visits

One of the strategic tools for enforcement of these Campaigns was also the Specific Labour Inspection Visits: The objectives were to carry out inspections in a strategic way by focusing on selected topics in order to provide advice and deliver Campaign materials into selected companies. The Inspection would focus on verifying compliance with OSH Law and at the same time on provide advice on OSH topics as well as delivering Campaign materials for the company’s use.

International OSH Conference “Working Together for Risk Prevention”

The opening session was focused on the development of the Campaign. They generally appreciated the Campaign performance and underlined the importance of OSH improvement.

The next session was focused on presentations delivered by representatives of social partners. All expressed the need to support the implementation of new OSH legislation, encouraging employees to participate in OSH matters in their companies as well as the good will of employers to create better working conditions and working relations.

The last session was more or less technical one, focused on professional issues of the campaign. The conference was attended also by delegates from neighbouring countries - Macedonia, Montenegro and Kosovo.

The Conference was covered by a number of media. Many participants gave interviews, including the Deputy Minister, General Director of SLI, Project Team Leader, Labour Inspection Expert, Representatives of social partners’ organisations and others. The Conference fulfilled its mission to promote the implementation of the Pan-European Campaign, delivering messages to improve awareness on Safety and Health at Work by public opinion and employers and sharing good practice on Risk Prevention.

We believe that implementation of the Campaign “Working Together for Risk Prevention”, its particular activities, as well as the guidelines issued and disseminated during the Campaign will improve the participation of workers in OSH matters and improve risk prevention in Albanian companies and improve safety and health at work as a whole.
Emil Avagyan
Deputy Head of State Labour Inspectorate of the Republic of Armenia

The State Labour Inspectorate of the Republic of Armenia (RA) implements state control and supervision over employers’ adherence to labour legislation and other legal acts containing norms of labour law. This is undertaken in conformity with the rules established by the legislation of The RA.

The Labour Inspectorate also provides information to employees, employers and trade unions on effective implementation of the Labour Code and labour law. To assist compliance, 409 seminars were prepared and organized on various problems relating to ongoing legislative reforms of the Labour Code. To date, 8455 employers have participated in these seminars.

With the active participation of the Labour Inspectorate, the Government of The RA has approved the use risk-based revision tests in labour inspection through the creation of the Methodology and Risk Criteria Decree. Specially designed revision tests will now be used to implement state supervision over adherence to labour legislation. The tests allow labour inspections to be targeted on a risk basis, by facilitating the assessment of the number and severity of risks and hazards in organisations. This will help to identify higher risk organisations as a priority for inspection. The use of a standard, applicable test is also designed to minimise the risk of corruption.

The Head of Inspectorate Hakob Manukyan and the Deputy Head Emil Avagyan participated in a high level ILO International Conference on the Decent Work Agenda on 11-12 December 2012 in Moscow. This enabled the exchange of information and expertise between delegates from 80 countries, who included representatives of international organizations and the academic community.
RALI: CIS & Mongolia
Annual International Conference

On 10 December 2012, the Main International Conference of Regional Alliance of Labour Inspection of CIS and Mongolia (RALI CIS and Mongolia), hosted by the Federal Service on Labour and Employment (Rostrud), was held in Moscow. The Conference covered the role of labour inspection in the creation of decent work conditions.

Mr Yury Gertsiy, Chairman of RALI CIS and Mongolia and Director General of the Federal Service on Labour and Employment of the Russian Federation, joined other participants of the conference including the IALI President Michele Patterson, IALI Executive Committee members, ILO representatives Oxana Gerasimova and Elena Kudryavtseva (Russian Federation), International OSH-specialist Wiking Husberg (Finland), representatives of State Labour Inspections of the Russian Federation, the Republic of Armenia, the Republic of Belarus, the Republic of Kazakhstan, the Kyrgyz Republic, Mongolia, the Republic of Tajikistan, Ukraine, the Republic of Azerbaijan, Latvia and Estonia in sharing national and international experiences on achieving decent work.

Within the Conference the Republic of Belarus signed a Supplementary Declaration to the Moscow Declaration of 10 June 2011. In doing so, Belarus joined the RALI of CIS and Mongolia and became a full member of the Alliance. The Supplementary Agreement was signed by Michele Patterson, Yury Gertsiy and Anatoly Sadovnichy, the Director of State Labour Inspection Department of the Ministry of Labour and Social Protection of the Republic of Belarus.

At the conclusion of the Conference, the Republic of Kazakhstan was elected as the new Chair of the Alliance for 2013 by RALI CIS and Mongolia members. The next Main Conference of RALI CIS and Mongolia will be held in Astana, Kazakhstan.

(Continued on page 40)
Moscow 11-12 December 2012

On 11-12 December 2012 Moscow hosted the International High-Level Conference on Decent Work, which was organized by the Ministry of Labour and Social Protection of the Russian Federation with support from the ILO.

Some 900 high-level representatives from 80 countries including heads and members of governments, representatives of international organizations, academic community, trade unions and employers attended the Conference.

Discussions opened with a plenary session entitled “Social Challenges for Economic Growth”, which considered the impact of globalization on the labour market and labour standards, as well as labour market flexibility and labour rights. The programme also included a panel discussion on current issues in labour relations.

The Conference made a significant contribution to the practical implementation of the concept of Decent Work, providing a platform for substantive discussion and exchange of experiences among professionals directly involved in addressing social issues.

The implementation of Decent Work programmes worldwide will promote not only social and economic progress but also the development of human capacities, the alleviation of poverty and the promotion of human rights. Their fulfillment will require the combination of democracy with political will and the joint efforts of governments and social partners. It is important that dialogue will be held on a tripartite basis, with the participation of governments, trade unions and employers. The ILO will be a full partner in such endeavours.

Svetlana Zontova, International Cooperation Division, Federal Service on Labour and Employment, Russian Federation

Guy Ryder, ILO Director General speaking at the conference
## IALI Calendar of Events 2013

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<tr>
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<th>Location</th>
<th>Title</th>
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<td>6 – 8 February</td>
<td>Dresden</td>
<td>3rd International Strategy Conference</td>
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<td>5 March</td>
<td>Strasbourg</td>
<td>Franco-German Forum on Psychosocial Risks</td>
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<tr>
<td>8 – 9 April</td>
<td>Myanmar</td>
<td>ASEAN-OSHNET Co-ordinating Board Meeting</td>
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<tr>
<td>23 – 26 April</td>
<td>Baku</td>
<td>Conference of Labour Ministers of the Organisation of Islamic Co-operation</td>
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<tr>
<td>5 – 21 June</td>
<td>Geneva</td>
<td>102nd Session of the International Labour Conference</td>
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<td>3 – 4 July 2013</td>
<td>Bali</td>
<td>3rd ASEAN Labour Inspection Conference</td>
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<tr>
<td>TBC November</td>
<td>TBC</td>
<td>RALI: South-East Europe, Azerbaijan &amp; The Ukraine Annual Conference</td>
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<tr>
<td>TBC</td>
<td>TBC</td>
<td>RALI: CIS Countries, Mongolia &amp; Belarus Annual Conference</td>
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