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I’m pleased to welcome you to the IALI Forum newsletter for 2014. It was my privilege to be elected IALI President at our 14th Triennial Congress and General Assembly in June. In assuming this important role, I have the unenviable task of trying to match the standards set by my predecessor Michele Patterson, who served as President for 9 years and as a Vice President for 3 years before that. Her commitment and efforts were intrinsic to the progress of IALI as an organisation and to the development of products and activities for the benefit of our membership.

These include most particularly the development of the Global Code of Integrity and the establishment of our regional co-operation initiatives, where she played a key role in encouraging the ASEAN programme of co-operation in labour inspection. Most recently, she created another IALI publication: The International Common Principles for Labour Inspection, which provides a framework of essential criteria for all types of labour inspectorates. I am sure that you will join me in thanking Michele for her immense contribution to IALI during this time. Although Michele has stepped down from the Executive Committee, I am pleased to say that she will continue to advise IALI in an informal capacity in her position as Immediate Past-President.

I would also like to thank IALI’s Technical Advisors and the previous Executive Committee.
for their hard work in providing us with a strong foundation to build upon. In particular, I would like to thank another long-serving member of the IALI Executive Committee, Mr Michel Gisler, who retired from his role as IALI Treasurer after the General Assembly in June. His efforts in overseeing the IALI accounts were essential to ensuring that IALI has been able to maintain support for our members around the world in the current economic climate.

During the last year, IALI organised and participated in a variety of international events. We were official partners in the successful Singapore Workplace Safety and Health (WSH) conference and a supporting partner for the 7th China International Forum on Work Safety in Beijing. IALI also played an important role in the XX World Congress on Safety and Health at Work [link to article] in Frankfurt. I was pleased that some of you were able to attend the Symposium we organised at the Congress, which considered the challenge of establishing prevention structures in developing and transition economies. In addition, IALI also ran a workshop on labour inspection in co-operation with the Association of German Labour Inspectors (VDGAB). You can read all about these in this year’s edition of the Forum, as well as the many different initiatives that our members have been working on all over the world.

IALI’s key event over the past year was obviously the 14th Triennial Congress and General Assembly. We were official partners in the successful Singapore Workplace Safety and Health (WSH) conference and a supporting partner for the 7th China International Forum on Work Safety in Beijing. IALI also played an important role in the XX World Congress on Safety and Health at Work [link to article] in Frankfurt. I was pleased that some of you were able to attend the Symposium we organised at the Congress, which considered the challenge of establishing prevention structures in developing and transition economies. In addition, IALI also ran a workshop on labour inspection in co-operation with the Association of German Labour Inspectors (VDGAB). You can read all about these in this year’s edition of the Forum, as well as the many different initiatives that our members have been working on all over the world.

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I was pleased to welcome so many of you to Geneva in June and hope that you enjoyed a successful and interesting conference. ILO Director-General Guy Ryder and Policy Director Sandra Polaski also spoke at the Congress and...
we will be seeking to build on these close links with the ILO by looking at how we can assist with their priority topic of labour inspection. A report of the Congress and General Assembly is included in this newsletter and the presentations are also accessible on the IALI website.

Following their nomination and election at the General Assembly, it is my pleasure to introduce the new members of the IALI Executive Committee:

- Er Ho Siong Hin (Singapore) – Secretary General
- Mr Jean Parrat (Switzerland) – Treasurer and Vice President
- Mr Ivan Shklovets (Russian Federation) – Vice President and Regional Delegation for RALI: CIS and Mongolia
- Mr Daniel Eyewumi Neburagho (ARLAC - Zimbabwe) – Vice President
- Mrs Shi Yanping (P.R. China) – Vice President
- Mr Yves Calvez (France) – Vice President
- Mr Jose Maria Torres Cia (Spain) – Vice President

Mr Wilbur Oh from Singapore Ministry of Manpower has taken over as IALI Secretariat and Mr Jean Parrat has replaced Michel Gisler as IALI Treasurer. You can learn more about the new Executive Committee and get to know its members in this edition of the IALI Forum. I am pleased to say that Wolfgang Von Richthofen and Gerd Albracht will be renewing their roles as Technical Advisors to the Executive Committee. They will be joined by Paul Weber, who previously served as IALI Secretary-General.

One of the first tasks for the new Executive Committee will be to consider priorities for delivery from the current IALI Action Plan for the Future, 2014-2017. We are already looking at how best to build on the good work of the past few years to further improve the services we can offer to you, our members. Whatever we take forward, the previous Executive Committee has left us in a very strong position for the future. I look forward to trying to meet the high standards that they have established, as well as working towards your expectations of us, and for IALI.

Kevin Myers, CBE
IALI President
Secretary-General’s Report

Er. Ho Siong Hin
IALI Secretary-General

I had the opportunity to be part of the IALI Executive Committee since 2008 and it is an honour to take on the role of Secretary-General. I would like to firstly thank the previous IALI Secretary-General Kevin Myers, who has now taken over as IALI President and Ms Claire Lonsdale, the previous IALI Secretariat for the excellent work in the last three years. They have been instrumental in building the strong foundation that IALI has, together with Michele Patterson, the immediate Past President.

I have been able to witness IALI grow from strength to strength personally and IALI has continued to attract interest from countries, who wish to be part of this global network for labour inspectorates. Last year, we welcomed the Ministry of Labour, Kingdom of Saudi Arabia and the United States Department of Labour, United States of America. The Ministry of Public Service and Labour, Rwanda also joined as an Associate Member. Growing IALI’s membership allows our members to have greater opportunities for networking and is also key in our efforts to strengthen regional cooperation and partnerships.

Developing guidance for our Members is another important responsibility for IALI. At the 14th Triennial IALI Congress and General Assembly, the “Measuring Performance of the Occupational Safety and Health Function: A Handbook for Labour Inspectorate” and the “Common Principles for Labour Inspection” were
endorsed. These guidebooks are part of our strategy to provide guidance on putting in place the professional foundation for building strong, modernised and effective labour inspection. I am pleased to learn of member’s interest to assist in translating the guidebooks to their own languages. The next step would be assisting members in using these guidebooks through workshops or seminars.

2014 was indeed an active year for IALI and you can read some of the events that IALI was involved in under the events section. There continued to be strong regional collaboration with ASEAN, China and Regional Alliance (RALI) of Commonwealth of Independent States (CIS) and Mongolia. The highlight was our participation at the XX World Congress on Safety and Health at Work as Frankfurt, Germany. Labour inspection is an important topic and it is important that IALI continue to play a key role globally to advance this issue.

You may have noticed a few weeks ago that IALI now has a quarterly e-newsletter and I am pleased to introduce the revamped IALI Forum. I hope that you like the new design and most importantly, we hope that members can continue to contribute the excellent articles via both platforms. Through such sharing, we will be able to learn from each other and share experiences. These are also some of the new initiatives under the new Secretariat and we hope to introduce more to our members over the next 2 years. Our objective is to increase the networking and information sharing opportunities.

In the next few months, we will also be revamping the IALI website and welcome ideas on how IALI can further contribute to assist members. Feel free to drop me an email or the Secretariat, Wilbur Oh if you have any suggestions and ideas.

My hopes are for members to continue to be active in IALI as it is important to keep the conversation going and remain committed to IALI’s values and principles. Together, we share a common goal of developing a high quality and professional labour inspection system. I can assure you that the IALI Executive Committee together with the IALI Technical Advisors and Regional Delegates are committed to assist members as best as we can.

Let’s us all have continued success together as we work towards this goal.

Er. Ho Siong Hin
IALI Secretary-General
National Campaign – Occupational Safety and Health in Biogas Plants

Ondrej Varta, OSH Department Director and Miroslav Zaloha, OSH Inspector,
State Labour Inspection Office of the Czech Republic in Opava

In last couple of years, there has been a dramatic increase in the number of newly installed biogas plants, mainly in the agricultural production sector. Biogas plant is complex technical equipment that has not been operated in agriculture until very recently. In 2014, the State Labour Inspection Office issued an awareness raising information leaflet for biogas plant operators, which included their obligations regarding safe operation of this type of equipment. In 2013, 2 fatal and 2 serious occupational accidents occurred at biogas plant operations. This fact alone supported our assumption that a thorough inspection campaign targeting occupational safety and health and safe operation of biogas plants is necessary. Therefore, in 2014, the State Labour Inspection Office sent out letters to all Building Authorities in the Czech Republic requesting information concerning: the number of biogas plants in their respective territorial scopes of competence, number of project documentations assessed by the Regional Labour Inspectorate (RLI), and the number of building approvals confirmed by the RLI. The data obtained in this manner were subsequently used for planning and inspection activities, which could be done more effectively.

So far, 119 inspections were performed during the campaign. In total, there were 684 findings of violations of binding legal regulations identified during campaign inspections. Regional Labour Inspectorates imposed 5 penalties amounting to the sum of 315,000 CZK. In one case, the identified violations of occupational safety and health, and employee protection principles were so serious that a penalty of 250,000 CZK was imposed.
One of the benefits of the performed inspections was the fact, that employers were made aware of their obligations concerning safe operation of biogas plants, particularly in relation to electrical and gas technical equipment. The performed inspections have also revealed the positive effect at biogas stations being operated by employees with proper technical background. Such competent employees, with e.g. an engineering degree, were able to run biogas plants more efficiently compared to operators with no technical background.

The identified violations stem mainly from insufficiently set communication between the operator entities and maintenance companies or engineering inspectors. Furthermore, it transpired that as a rule, in the biogas plants with building approvals confirmed by the RLI, there were less problems found during inspection. Certain biogas stations were, however, put into operation, before the State Labour Inspection Office (through a relevant RLI) could request RLI inspectors’ participation in the building approval procedure.

Based on the campaign results, we seriously consider including biogas plant inspections in the list of priorities for 2015. Doing so should allow continuing in effective awareness-raising and provision of information to biogas plant station operators about relevant regulations in the field.

In conclusion, we are pleased to confirm the anticipated positive spillover effect the campaign has had on the biogas plant operating entities that are currently more active and aware of their obligations.
Implementing Risk Assessment as a Key Tool for Regulating Safety and Health in Israeli Workplaces

Noam Raanan, Director of the Research and Information Department, Safety and Health Administration, and Varda Edwards, Chief Labour Inspector, Head of the Safety and Health Administration, Ministry of Economy, Israel

The Israeli Safety and Health Administration (IL-SHA) has recently implemented a new tool for the establishment and improvement of occupational safety and health in the workplace, for hazard reduction or elimination, and for the prevention of situations where employees are at risk of injury and illness.

IL-SHA’s activity is characterized by legislating regulation at the national and sector levels, conducting inspection and enforcement at the organization level, providing certification of organizations and individuals in various occupational safety and health roles, and promoting research and intervention projects in the field of occupational safety.

In addition, IL-SHA makes a great effort and invests much into developing management systems of occupational safety and health in organizations. Actions including the appointment of Safety Officers in workplaces, which employ over 50 people (100 in the construction sector); the appointment of a Safety Committee in plants employing over 25 employees; sustaining voluntary 18001 standard for safety management at workplaces; and conducting a small-medium enterprise project for the support of about 10,000 businesses, are well established.

On August 2014 an obligation to prepare an annual safety management plan in workplaces that employ over 50 people became mandatory and has been enforced. The importance of this new tool is to outline requirements for a systematic management of all health and safety issues at workplaces. The core requirements are to apply a process of risk assessment in addition to proactive methodical planning of all activities needed to meet the health and safety
criteria. The risk management process is based on identification and detection of hazards and on risk analysis, setting solutions and controls to reduce risks, monitoring and surveying, setting rules for managing changes, assessing reviews and audits, and drawing lessons from accidents.

One novelty and significance of the safety management plan is that it defines the workplace holder as the legal entity who is personally responsible for stating the safety policy, scheduling the implementation of the plan and conducting the monitoring. The holder is further required to decide and declare the resource allocations for the implementation of the plan, and to approve the plan with his signature.

Because of the dynamic nature of construction sites, in comparison to plants and workshops, and because of the unsatisfying safety culture in many of the these sites, a special focus is given in the new regulation to building sites, in which safety management plan is demanded once the contractor is employing more than 50 workers (in all his building activities). Even though implementing the regulation requirements in these workplaces is a challenge, we believe that it is possible to achieve compliance in most building sites.

Prior to entry into force, IL-SHA allowed workplaces an 18 month period to get organized and comply with the new requirements. In accordance, IL-SHA authorized more than 1,300 experts, who have undergone special training in conducting safety management plans.

During 2015, IL-SHA intends to focus its operations on enforcing the new regulation and increasing the implementation of the safety management plan in more workplaces in Israel.

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The Polish Labour Inspectorate is one of the few in the world that has got its own training centre, where trainee labour inspectors acquire knowledge, while active labour inspectors and NLI’s other employees improve their skills and broaden their knowledge.

The National Labour Inspectorate’s Training Centre is situated in Wrocław – a city in South-Western Poland, known for many national and international economic, cultural and sports initiatives, a city which in 2016 will be the European Capital of Culture.

The Centre is situated in a beautiful, historic part of the city, comprising Szczeynticki Park, 100 hectares in area, which is valuable due to its landscape and in terms of dendrology; close to the Century Hall, included in the UNESCO World Heritage List, and to a zoological garden, one of the largest in Europe. That green corner of the city helps to forget about everyday problems, it gives inner peace and creates favourable learning conditions.

Participants of training events and guests at conferences held in the Centre have access to lecture halls and seminar rooms decorated in a modern way, furnished with special equipment used for didactic purposes. They can have comfortable rest in the second building, which is a hotel with restaurant facilities. The hotel is a historic building, designed by a German architect Hans Scharoun for the exhibition “Flat and Workplace” in 1929. The architect was inspired by ship design and he created a “building like a ship, which anchored in a peaceful harbour”. Until now, the building gains admiration of foreign architects due to its innovative, modernist solutions.

The basic task of the Centre is to offer training and upgrading training for the National Labour Inspectorate’s staff, and to disseminate knowledge on legal protection of labour among social partners. Training of candidates for labour inspectors lasts one year, including 5 months assigned for theoretical training conducted in the Centre. In the course of further training,
candidates for labour inspectors receive practical instructions in their organisational units all over the country. Theoretical training comprises about 700 lessons, during which inspectors gain knowledge that will be indispensable to them in the future, both on legal protection of employment relations, and on work safety and health, work accidents, occupational diseases, procedures and organisation of a labour inspector’s work. Throughout the training, the participants learn to assess working conditions in enterprises, in particular to assess accident risks, to identify and assess health risks related to the existence of harmful factors in the working environment, and to inspect compliance with labour law and application of legal measures in order to eliminate identified irregularities. The training curriculum also places emphasis on the subject of work psychology. Lectures and classes on that topic present issues such as: interpersonal relations during inspections, influence of social situations on psychological processes, and people’s behaviour in work processes.

Upgrading training events, designed for NLI’s all employees, update and supplement their knowledge and exercise their skills. In line with the adopted system of upgrading training, each employee of the inspectorate, whether or not they conduct inspection activities, can improve their professional qualifications. Once the training objective has been defined, its detailed topics, teaching methodology and didactic materials are determined accordingly. Training is carried out by carefully selected lecturers. These are mainly labour inspectors and NLI’s employees with extensive practical experience and didactic skills. Lecturers also include experts from other supervisory authorities for working conditions, scientific staff from universities and scientific-research institutes, and specialists in various fields.

To fulfil the task of disseminating knowledge among social partners, the Centre provides an educational offer to them by proposing training on specific topics and it initiates many conferences and other educational projects, which serve not only educational purposes, but also exchange of views on labour protection subjects. Additionally, the Centre prepares numerous training and popularising materials designed for trade union activists, organisations of employers and company services.

Moreover, the Centre participates in international activities, for example it is a member of the International Network of Training Institutes in the Area of Labour (RIIFT), and it receives delegations that visit the Polish Labour Inspectorate and come from countries of Western Europe, the former Eastern bloc countries, and even from … China.
The Portuguese Authority for Working Conditions (ACT) and the General Labour Inspection from Cape Verde (IGT) signed in 2014, under the 3rd National Week of Prevention and Safety at Work, a Memorandum of Cooperation on Health and Safety at Work and Labour Law. In this context, several issues were approached including prevention of accidents and occupational diseases and occupational analysis in the chemical sector, among others.

During 2014 several activities took place with great involvement and success, namely a training program regarding good practices and methodologies to be adopted against child labour with special focus on the measures to be taken to prevent this kind of work and a training course in Works Accidents Inquires (on OSH matters).

Because this Memorandum envisages the exchange of Labour Inspectors, Portugal hosted 2 colleagues from Cape Verde to whom was given the opportunity to visit several services from ACT, both central and decentralized, as well as to participate in inspection visits in construction sites, restaurants, and in the service sector, in order to contact with our national reality.

Regarding other activities that do not implicate displacements, both ACT and IGT, have exchanged a lot of information, regarding good practices, documents, publications, and legislation, among other.

For 2015 we intend to develop this relationship by intensifying our cooperation in all matters considered relevant to both parties.

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http://www.act.gov.pt
The Ministry Of Labour (MOL)/OSH Inspection Organization

Osama M. AlRuwalli, General Manager, Inspection and Development of Work Environment General Directorate, Riyadh, KSA

The KSA/MOL Inspection and Development of Work Environment Agency is divided into two main Directorates, one of which is the Inspection’s General Directorate, the other one is the Development of Work Environment’s General Directorate and a Sub-Directorate of the last is for OSH, the MOL Deputy Minister, Dr. Abdullah Abuthnain, who heads MOL’s Inspection and Development of Work Environment Agency and is the driving force behind the far-reaching modernization of the KSA Labour/OSH inspection system, (of which more below). There are some 1,500 civil inspectors in post, at MOL Headquarters, in the 13 Regional and 38 Local Municipal Labour Offices. This data has to be treated with some caution. In reality, the number of MOL officials formally tasked with labour inspection responsibilities is around 600, with plans to periodically increase the inspectors in ground. The number of officials formally assigned to OSH-related functions, with different background, qualifications and specializations totals just over 100. Some of these officials have recently attended a 4-weeks OSH training course at the International Training Center (ILO/ITC) in Turin, Italy; though generally speaking, the OSH inspection services still lack sufficient experts, knowledge, expertise, capacity building and equipment.

Labour and OSH inspectors administer the Saudi Labour Code, which also contains basic OSH provisions. To improve labour inspection, new concepts such as “Directed Inspection” and the “Inspection Management System” approach to enterprises have been developed. Directed Inspection is simply an intelligent targeting of potential labour law violators and efficient management of inspection campaigns. Inspection Management System is a program that MoL is adapting to increase Labour Law compliance on institutes working under the
Saudi Labour Law. Which will be reflected on employees to protect & enforce their Labour rights. A further initiative concerns the introduction of a “Self-assessment” approach for enterprises is already started under the responsibility of the G.I. Directorate. Though at present not designed to fully cover OSH issues, a careful analysis will be made whether the scope of this concept can be extended to the OSH field.

The KSA Government has already ratified ILO Convention No. 81 on Labour Inspection, and now intends to ratify the OSH and Working Environment Convention No. 155. In order to facilitate the implementation of this important international standard in national law and practice, a major new OSH technical cooperation project, focusing on the development of a 3 to 5 year Strategic National OSH Program, is presently in the planning stage. This project will concentrate on OSH policy formulation, building a modern OSH and Integrated Labour Inspection System (ILIS), training and capacity building, and awareness raising. The tentative starting date is envisaged for later this year. Cooperation with IALI and high-performance OSH inspection systems of selected members would be of considerable interest. KSA/MOL is a member of IALI since June 2014. MOL’s website is www.mol.gov.sa.
Global Estimates of Occupational Accidents and Work-related Illnesses 2014

Jukka TAKALA, DSc1, Noora NENONEN, DSc2, Päivi HÄMÄLÄINEN, DSc2, Kaija Leena SAARELA, DSc2, Eunice YONG, MPH1, LIM Guan Kheng, BEng1, LIM Su Ling, BArts1, Kathiresan MANICKAM, PhD1, GAN Siok Lin, MBBS, MSc(OM)1

The global estimates of Occupational Accident and Work-related illnesses 2014 reviews latest global and country numbers of occupational accidents and work-related illnesses and includes Singapore data.

This complements the overall study—also made by the authors—for the ILO’s 2014 Report on global Estimates at the World Congress in Frankfurt.

Methods
The review included employment figures, mortality rates, occupational burden of diseases and injuries, reported accidents, surveys on self-reported occupational illnesses and injuries, attributable fractions, economic cost estimates of work related injuries and ill-health, and the most recent information on the problems from published papers, documents, and electronic data sources of international and regional organizations, in particular ILO, WHO, EU and ASEAN, institutions, agencies, and public websites.

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Results
An estimated 2.3 million deaths occurred annually across the countries for reasons attributed to work. The biggest mortality burden came from work-related diseases, accounting for 2 million deaths whilst the remainder were due to occupational injuries.

Globally, cardiovascular and circulatory diseases at 35% and cancers at 29% were the top illnesses responsible for 2/3 of deaths from work-related diseases, followed by occupational injuries at 15% and infectious diseases 10%.

Economic costs of work-related injury and illness vary between 1.8-6% of GDP in country estimates, averaged at 4%. Singapore economic costs were estimated to be equivalent to 3.2% of GDP.

Conclusion
Work accidents and fatalities are felt immediately, and thus requires good safety risk management practices to curb. However, the extent of impact on the workforce by work-related ill health should not be underestimated, as observed from our estimates.

A new threshold of zero harm must be advocated and practiced across all levels and during the entire working life, in order to eliminate all negative effects of work on health and support sustainable working life.

This study was done for the International Labour Office, ILO. To download the report, please click on this link.
The 15th Association of South East Asia Nations – Occupational Safety and Health Network Coordinating Board Meeting (ASEAN-OSHNET CBM15) which was held at the Marina Mandarin, Singapore on 5-6 May 2014. Over 40 delegates from 10 ASEAN member states, Plus Three Nations (China, Korea and Japan) and international organizations such as the International Labour Organization (ILO), International Association of Labour Inspection (IALI), European Agency for Safety and Health at Work (EU-OSHA) attended CBM15 which was last held in Singapore in 2003. Representatives from the ASEAN Secretariat and ASEAN Services Employees Trade Union Council (ASETUC) were also present.

The ASEAN-OSHNET coordinating board comprises of heads of national OSH Centres or their equivalent who yearly at the Coordinating Board Meeting (CBM) to decide on policy direction and plan of action. The hosting of the CBM is rotated amongst AMS by alphabetical order. IALI is a key collaborating partner of ASEAN-OSHNET and is invited yearly to ASEAN-OSHNET CBM.
Minister for Manpower, Singapore, Mr. Tan Chuan-Jin opened CBM15 and emphasised the importance of a robust OSH framework to form the basis of a more productive and engaging ASEAN workforce. He also challenged ASEAN-OSHNET to ensure that it remained relevant and improve OSH standards within the region.

The meeting was chaired by IALI Secretary General, Er. Ho Siong Hin who was the ASEAN-OSHNET CBM15 Chairman. ASEAN member states updated the implementation status of activities in their respective programme areas as well as possible new areas of collaboration under the initiatives under the ASEAN-OSHNET Plan of Action (2011-2015). Singapore also took over the ASEAN-OSHNET Secretariat from the Philippines and will undertake the Secretariat duties from 2014 to 2017.

There were also presentations by external collaborators of ASEAN-OSHNET such as IALI. Ms Michele Patterson, who was still president then, shared IALI's International Common Principles for Labour Inspection that would be endorsed at the IALI General Assembly in June 2014. She highlighted that IALI and ASEAN-OSHNET could have a framework of collaboration to build a pathway towards achieving professional, ethical and effective labour inspection for OSH throughout the ASEAN region.

Key highlights of the meeting included the adoption of the biennial ASEAN-OSHNET awards, progress in second reporting of the ASEAN-OSHNET scorecard as well as identification of possible collaboration with the external partners. Both Vietnam and Indonesia had also obtained approval from their respective Governments for ratification of ILO Convention C187. On the whole, delegates found the meeting very eventful where many interactions took place, bonds were strengthened and new areas of collaborations were initiated. They look forward to CBM16 and 2nd ASEAN-OSHNET Conference that will be held in Bangkok in April 2015.
21

7-8 May 2014, Singapore

3rd Singapore Workplace Safety and Health Conference

Wilbur Oh, Head (International Collaboration), Ministry of Manpower, Singapore

With the ageing workforce and increasing life expectancy in Singapore, health issues such as chronic diseases will become more significant, affecting workers and in turn, a company’s productivity. To overcome these emerging Workplace Safety and Health (WSH) challenges, leading organisations must put in place holistic intervention programmes to ensure the safety, health and sustainability of the workforce.

This was the key message emphasised throughout the third biennial Singapore WSH Conference held from 7 to 8 May 2014. Revolving around the theme, “Integrating Safety and Health: Towards a Holistic Approach”, the Conference was organised by WSH Council, Ministry of Manpower and WSH Institute. It drew over 900 delegates and 40 speakers from 21 countries to share, learn and discuss the latest trends and development in WSH. IALI has been a supporting partner of the SWSH Conference ever since the conference started in 2010.

The SWSH conference was opened by the Chairman of the SWSH 2014 Steering Committee, Mr Heng Chiang Gnee. In his opening speech, Mr Heng urged companies to adopt Total WSH—an integrated approach to managing safety, health and wellbeing in the workplace. He highlighted how Total WSH will come in useful for employers as they deal with business and manpower challenges brought by the evolving business landscape and ageing population.

The two-day Conference addressed these challenges and showcased how WSH plays an important role in boosting staff morale, improving productivity and sustaining business success. 3 IALI Executive Committee members were also involved in the conference. Kevin Myers, then
Secretary General IALI, spoke at symposium 2: “Optimising capabilities—Rejuvenation as the new norm” which touched on why building capabilities of professionals in both health and safety provides a holistic picture of WSH, and highlights the need to break silos between the disciplines of occupational health, safety and health promotion. Thus, it concludes that regular renewal of such enabling capabilities helps sustain the productivity and progress of individuals, organisations and society.

Later in the day, Michele Patterson, then IALI President was one of the plenary speakers which spoke on “Pervasive leadership in safety and health—Everyone has a role”. She spoke from the perspective of the government and the importance of One vision, one voice: Government as facilitator of a common understanding. She shared how globally, participants in the workforce debate the role of government in terms of the appropriate level of intervention in free enterprise, business and work arrangements. Often overlooked is the potential for government to lead all work participants to a common understanding of good WSH practice and the social and economic benefits that derive from it.

On the second day, Ms Shi Yanping, IALI Vice-President spoke at Symposium 3: Battling major bugbears—Shaping practices, influencing behaviour. She presented on the promotion of preventative safety culture in China as the Chinese government attaches great importance to the promotion of preventative
safety culture. It has conducted a series of education and publicity activities in the past 12 years consecutively including “Work Safety Month” activity, China International Forum on Work Safety, “World Day for Safety and Health” activity and “Ankang Cup” competition, which has facilitated the promotion of safety concepts, principles, laws and knowledge in enterprises, villages, communities and campuses.

Through the promoting training with a preliminary focus on safety managers, special operations personnel, corporate senior managers, migrant workers and shift leaders. It has enacted safety culture promotion plan and safety culture standards for enterprises. Two activities namely the demonstration enterprises with sound safety culture promotion and the development of safe communities have been conducted. Safety awareness and competence of the public have improved noticeably as a result of safety culture promotion which has facilitated the steady and continuous improvement of work safety situation in China.

**Collaboration is Key to WSH Excellence**

Speakers at the Conference also touched on the need for management and employees to work together to ensure that WSH is practised in the workplace, and highlighted that workers from the ground should voice their views on how WSH policies can be further improved.

**Strong Commitment to WSH**

Senior Parliamentary Secretary for Education and Manpower, Mr Hawazi Daipi then encouraged companies to adopt the Vision Zero mindset—a mindset that all work injuries and ill health are preventable. He said, “By committing to Vision Zero, we can set the culture in our organisation and in turn, transform the mindsets of our peers towards achieving WSH excellence. With a conscious effort from all stakeholders, Vision Zero will put us on the right track in preventing workplace injuries and illnesses.”
The 1st ever ASEAN-OSHNET Conference was held at the Suntec City Convention Centre, Singapore on 8 May 2014 and was attended by over 200 ASEAN and international delegates and local WSH professionals. Senior Minister of State for Health and Manpower Dr. Amy Khor was the guest of honour and she commended the strong partnership between ASEAN member states and the role of ASEAN-OSHNET to foster a safe and healthy working environment within the region. She also announced the ASEAN-OSHNET initiatives such as the ASEAN-OSHNET awards, publication to commemorate the 15th anniversary of ASEAN-OSHNET and the handing over of ASEAN-OSHNET Secretariat to Singapore in 2014.

The conference started with a keynote speech on OSH challenges and developments by Mr. Seiji Machida, Senior Adviser on Occupational Safety and Health from the ILO where he shared that national OSH systems are the infrastructure providing the main framework for implementation of national OSH policies and programmes.
This was followed by presentations on ASEAN’s OSH journey and the ASEAN-OSHNET scorecard. The morning session focused on presentations by government officials on the OSH developments in their countries. Notable highlights include updates from Malaysia who shared that they was moving towards preventive culture in workplaces with their upcoming plans to promote the practice of safety culture, Indonesia who have initiated awarding workplaces with good OSH performances and Cambodia who have ratified 11 ILO conventions thus far.

Ms Michele Patterson, who was still IALI president then, examined how labour inspection can work as a ‘catalyst’ to overcome OSH challenges to create business opportunities. She reiterated that it was important to build a long-term support (tripartite) for the on-going effective implementation of labour laws and an understanding of the positive social and economic benefits that will flow from policy initiatives. She challenged ASEAN to invest in the concept of ‘New Regional Sharing’ across borders to address OSH challenges in three aspects:

- Cooperative arrangements amongst stakeholders
- Harmonising key parts of laws
- Facilitating a global workforce

The afternoon session focused on presentations by OSH professionals from the private sectors sharing experiences on the methods adopted by their organizations to manage OSH challenges and ensure safety and health of their workers.

The inaugural ASEAN-OSHNET Conference which will help to raise the profile of OSH within the region brought together participants from both the government and the industry and there was consensus that the conference and the topics discussed were engaging and relevant.
The 14th Triennial IALI Congress and General Assembly was held at the International Labour Office (ILO) in Geneva on 9-10 June 2014. IALI members met with members of the Executive Committee and colleagues from around the world to discuss challenges and expectations for the future for all types of labour inspection systems and services.

A key theme of the IALI Congress was ‘Partnerships, Professionalism and Performance’. Delegates considered opportunities to develop a tripartite agenda for promoting the interests of safe, healthy, fair and decent work globally. They also received reports on IALI activities over the past 3 years, as well as the proposed organisational Action Plan for 2014-2017.

IALI Secretary-General Kevin Myers welcomed delegates to the conference, which was chaired by IALI President Michele Patterson. The Congress benefited from the participation of three Ministers from IALI members China,
Tunisia and Singapore. Vice-Minister Wang Shuhe, Chief of the State Administration of Work Safety (SAWS), China, provided the keynote address. Attendees were updated on the achievements and opportunities for labour inspection in China, together with an overview of the future challenges that SAWS are working to address.

Singapore Minister for Manpower, Mr Tan Chuan-Jin, spoke to the Congress about their approach to labour inspection. Singapore has made considerable advances in the field of work-related safety and health and aims to continue this progress in the future, particularly in the higher risk major hazard and construction sectors. Minister Ahmed Ammar Younbai, of the Tunisian Ministry of Social Affairs, also addressed the Congress. Minister Younbai was previously a member of the IALI Executive Committee and spoke of the value of building regional alliances of labour inspectors, using the North African Labour Inspection Alliance as an example of this in practice.

The key partnership theme of the conference was explored through case studies of regional co-operation, such as the Regional Alliances of Labour Inspection (RALI), ASEAN and SLIC. This included overviews of IALI’s important international and tripartite partnerships from the perspectives of labour inspectors, employers and worker organisations. The role of IALI’s Regional Delegates was explored, using the work of Carlos Moyano in Central and South America as an example. Delegates also considered case studies that demonstrated how to apply free IALI guidance in practice. This covered the implementation of the IALI Code of Integrity (Ho Siong Hin), the role of common principles for labour inspection (Vilius Maciulaitis) and use of the new IALI Handbook ‘Measuring Performance of the OSH Function’ (Helle Tosine and Nils-Petter Wedege).

ILO Director-General Guy Ryder welcomed delegates to the second day of the conference, during which delegates considered global expectations and opportunities for labour inspection in the future. They were aided by keynote addresses from the ILO, the International Organisation of Employers (IoE) and the International Congress of Trade Unions (ITUC), which provided them with tripartite perspectives on this issue. The Congress closed with a roundtable session on strengthening workplace compliance, where members considered areas
of critical importance for priority action in the future.

IALI members stayed on for the General Assembly, where they received updates from the President and Secretary-General on progress against objectives from the IALI Action Plan. Members approved the revised Action Plan for the Future, 2014-2017, as well as the different reports from the President, Secretary-General and Treasurer. The General Assembly also endorsed two new pieces of guidance that IALI had developed between 2011 and 2014: ‘Performance Measurement of the OSH Function: A Handbook for Labour Inspectorates’ and the ‘International Common Principles for Labour Inspection’. All of these documents can all be found on the IALI website.

Following the results of the IALI election, members welcomed the appointment of the newly elected IALI Executive Committee for 2014-2017:

- Mr Kevin Myers, UK – President
- Er Ho Siong Hin, Singapore – Secretary General
- Mr Jean Parrat, Switzerland – Treasurer and Vice President
- Mrs Shi Yanping, China – Vice President
- Mr Ivan Shklovets, Russian Federation – Vice President
- Mr Bernhard Brueckner, Germany – Vice President
- Mr Jose Maria Torres, Spain – Vice President
- Mr Daniel Eyewumi Neburagho, Zimbabwe (African Regional Labour Administration Centre – ARLAC) – Vice President
- Mr Yves Calvez, France – Vice President

After 12 years with IALI, Michele Patterson stepped down from her role as President and from the Executive Committee. In doing so, she expressed her heartfelt thanks to IALI members, the Technical Advisors and the Secretariat for their hard work during this time. Michele emphasised that it had been her privilege to work with IALI and hoped that the new Executive Committee and Secretariat could continue to enhance the role of IALI as a professional association. IALI members joined the Executive Committee in thanking Michele for all of her efforts and achievements during her long time serving the organisation.

All of the presentations from the Congress and a full report of the General Assembly can be found on the IALI website.
The Conference was attended by delegates from ASEAN Member States (AMS): Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Vietnam, along with representatives of the International Association of Labour Inspection (IALI), ASEAN Services Employees Trade Union Council (ASETUC), ASEAN Confederation of Employers (ACE), ASEAN Trade Union Council (ATUC), and the International Labour Organization (ILO).

The Conference also highlighted the sharing of ideas and experiences of ILO, IALI, ATUC, ASETUC, and ACE. IALI was represented by Ms Michele Patterson who kindly attended though she had just recently stepped down as president about a month earlier.

The Conference noted that in pursuit of the Ha Long Recommendations, all or some Member States:

• Have put in place infrastructure for labour inspection including data analysis in support of policy making; secured resources from organizations to strengthen capacities of labour inspectorate; made some progress in pushing forward the ratification of international labour inspection standards; and conducted capacity building activities for labour inspectors.

• Have affirmed the development of ASEAN guidelines and organizational and operational models for effective and credible labour inspection; and the need to identify labour inspection challenges and solutions at national and regional levels.

• Have recognized the adoption of IALI’s Global Code of Integrity for Labour Inspection and the lead role of Singapore in sharing information on their experience with labour inspectors across ASEAN; and have affirmed the need to continue sharing of experiences and implement good practices in adopting a code of integrity guided by IALI’s Global Code of Integrity on Labour Inspection and the ASEAN-OSHNET Code of Integrity for Occupational Safety and Health Inspections.
• Have affirmed the need for the ASEAN Labour Inspection Conference to be convened in cooperation with the SLOM Working Group on Progressive Labour Practices and the ASEAN-OSHNET.

At the conclusion of the conference, the delegates recommended:

• To continue regional platforms for sharing of knowledge and good practices and capacity development.

• To support the inclusion in the post-2015 ASEAN Labour Ministers Work Programme priority areas in promoting decent work, setting up of a regional network of labour inspectorates, and upholding and developing capacity on occupational safety and health.

• That the annual ASEAN Labour Inspection Conference be continued in 2015 and its hosting to coincide with the scheduled ASEAN Chairmanship subject to confirmation. The conference recommended Indonesia to host the 5th ASEAN Labour Inspection Conference in the event that the ASEAN Chair may not be able to host subject to confirmation.

• To support the development of guidelines for labour inspection in migrant reliant sectors, led by ASEAN Member States in partnership with labour and employer organizations, international organizations such as ILO and IALI, adhering to the principles of the ASEAN Declaration on the Protection and Promotion of the rights of Migrants Workers.
The XX World Congress on Safety and Health at Work, which was held in Frankfurt from 24 to 27 August. Over 3980 participants attended from 143 countries to consider the Congress’ central theme of ‘Sharing a Vision for Sustainable Prevention’. It was organised by DGUV with support from ISSA and the ILO, as well as IALI, EU-OSHA and other organisations who ran seminars and other events at the Congress.

IALI President Kevin Myers spoke during the opening ceremony for the event. He drew attention to the human cost of poor health and safety management, emphasising the need to remember this despite recent improvements. Attendees were shown a video of interviews with people who had suffered the loss of a family member from an accident at work to emphasise the devastating impact that a single incident can have. Kevin hoped that the Congress would be a catalyst for action and challenged attendees to think about the contribution that they could make to ensuring that everyone returns home from work healthy and safe every day.

IALI organised a Symposium at the Congress to discuss the challenge of ‘Establishing Prevention Structures in Developing and Transition Countries’. It was facilitated by Kevin Myers and presentations were provided by IALI Vice Presidents Ivan Shklovets and Ho Siong Hin, as well as by guest speakers from around the world. Participants were encouraged to contribute their thoughts on the topics discussed, which were then used to produce a word cloud as a visual representation of key points, themes and conclusions that came out of the symposium. Attendees agreed that the main challenge for developing and transition countries was to acquire enough funding and resource to establish effective prevention structures. The Word Cloud emphasised that participants believed that
co-operation between regulators and focusing on influencing employers and workers to improve OSH culture were potential solutions to this shared problem. To do this, inspectorates needed to exchange best-practice and training, in order to increase their ability to influence and drive improvements beyond the natural reach of their individual resources. Several participants were interested in future use of Word Clouds and were advised that there are many different versions of this software available for free online. The version used at the IALI Symposium is available at: http://www.wordle.net/ and a full copy of the Word Cloud from the event is available on the IALI website.

Full reports from the Congress can be found on the official website: https://www.safety2014germany.com/en/home/home.html

Singapore will host the XXI World Congress on Safety and Health at Work from 3-6 September 2017 and further information is available at: http://www.safety2017singapore.com/
The XX. World Congress addressed the visionary transformation from the traditional approach of health and safety at work towards a comprehensive culture of prevention in the companies. Issues of labour inspection and in particular the role of the state in this process were little regarded. Notwithstanding it is important to ensure that the new approach does not neglect the appropriate supervisory strategies. So that the level of prevention in the different companies of an economy does not deviate too far from each other and is aligned to the major economic areas. Ultimately it is global aspiration that equal conditions for fair competition prevail and is not done at the expense of the health of employees.

IALI together with the Association of German Labour Inspectors (VDGAB) organized a symposium on the sidelines of the World Congress on the challenges of modern society to the labour inspection in socio-economically developed countries. Innovations in technology, materials and substances and new forms of work are emerging in industrial societies. At the backdrop, there is a demographic shift towards an ageing workforce and a not yet foreseeable labour migration across national borders and continents. In this symposium, global, european and in particular, German perspectives were compared.

IALI’s chair Kevin Myers (UK) spoke on “IALI’s Role and Functions for Labour Inspectorates with Regard to European Trends”. Ho Siong Hin (Singapore) presented in “Workplace Safety and health Enforcement Framework—Singapore’s Experience in Meeting the Challenges”, which
showcased how the government, in a developed economy with a very high proportion of immigrant workers, can implement prevention programs to ensure a very high standard occupational safety and health for all workers by the industries. Similar objectives are also pursued by the European Commission which was shared by Dr. Jesus Alvarez Hidalgo of the Directorate-General for Employment with “EU OSH Strategic Framework and the Role of Labour Inspection in the above framework”.

The representatives of the Association of German Labour Inspectors (VDGAB e.V) Hartmut Karsten, Eugen Kiessling and Ernst-Friedrich Pernack presented the “Political and Institutional Challenges for Labour Inspection in Germany”, “Standards and Principles for Labour Inspection in Germany” and the “Evaluation and Results of the Joint German OSH Strategy”. This latter contribution is of particular interest when considered from the perspective of the IALI Handbook “Measuring Performance of the OSH Function”.

How difficult it is to keep in times of financial crisis and economic a sustained high standard of labour inspection was shared in the presentation by José Miriá Torres Cía (Spain) about the “Current situation of Labour Inspection in Spain”. It shared how rigid structural remodeling and staff reductions reduce the possibilities of labour inspection to a minimum.
The 7th China International Forum on Work Safety was successfully held at InterContinental Beijing Beichen from September 24-25 in Beijing, with IALI being a key collaborator. There were 10 delegations sent by foreign governments and international organizations and 19 ministerial level officials or representatives attending the Forum, many more than any of the previous editions. The number of delegates also hit a record high, with 826 delegates from 26 countries or regions participating, among whom 155 were from overseas. There were altogether 58 speakers that contributed to the Opening Ceremony and the four technical sessions. What is worth mentioning is that 11 bilateral or multi-lateral meetings were held in tandem with the Forum, which witnessed a number of fruitful outcomes in international cooperation.

Mr. Kevin Myers, President of the IALI, gave an opening address in the Opening Ceremony on the morning of September 24, highlighting the importance of innovating ways of inspection in OSH regulation and the need to deepen international cooperation between the IALI and other entities.
IALI, in partnership with the Department of Policy and Regulation of State Administration of Work Safety (SAWS), China and the International Labour Organisation (ILO) hosted technical session 1 on the afternoon of September 24 focusing on the topic of workplace safety-government regulation and public supervision. 9 international speakers and 6 Chinese speakers participated in this session and made presentations. It was initially planned that 150 delegates would participate in this session. However, in the end, almost 300 people participate with a quite a number standing, proving the popularity of this session. Two distinguished representatives from the IALI were involved in this session. Mr. Myers chaired the first half of this session and Er. Ho Siong Hin, Commissioner for Workplace Safety and Health of Singapore, made a presentation on Singapore’s experience in OSH inspection and the challenges they face, representing the IALI as its Secretary General.

The topic of this session coincides with one of the key tasks the SAWS has been undertaking, which is promoting the newly revised Work Safety Law that stipulates a number of new approaches in safety regulation. The speakers shared their experience in the role of insurance in safety, OSH inspection and challenges, non-compliance penalty, grass-roots inspection, accreditation and certification and safety legislation. All those topics are in line with SAWS’s key work agenda, which has contributed to the practical knowledge build-up of SAWS.

Later Mr Myers made a presentation in his HSE capacity on Process Safety Leadership: A Strategic Priority for the Major Hazards Industries in technical session two “chemical safety management and risk control”, highlighting the principles of good leadership in process safety management and introducing the experience of the UK in high hazards industry regulation.

The IALI has been a key supporter to the biannual China International Forum on Work Safety and its contribution is indispensable to the overall success. The SAWS looks forward to continuing this cooperative relationship with the IALI.
A Main Conference of the Regional Alliance of CIS and Mongolia (RALI CIS and Mongolia) was held in Moscow on 9 December 2014 within the XVIII International Specialized Exhibition “Safety and Labour Protection—2014”. The event was initiated by the Federal Service on Labour and Employment (Rostrud) of the Russian Federation and supported by International Labour Organization (ILO).

Mr. Ivan Shklovets, Deputy Director General of Rostrud – IALI Vice President, opened the plenary session and took on moderator’s functions. In the framework of the event Mr. Valentin Mocanu, Senior Labour Inspection and Occupational Safety and Health Specialist from the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia, highlighted the most important role of State Labour Inspectorates in the matter of safety protection and labour rights defence. During the Conference the participants exchanged information on the latest changes in the sphere of labour inspection and occupational safety and health, activity perspectives for a period ahead.

Key points of the Conference are approval of the amendments to the RALI CIS and Mongolia Statutes and election of a new Chairman. So, in 2015 chair powers were transferred to the Kyrgyz Republic represented in the Alliance by authorized authority—the State Inspectorate for Environmental and Technical Safety under the Government of the Kyrgyz Republic.
2015 Calendar of Events

1. **February 10-12**
   - Manila, The Philippines
   - ASEAN-OSHNET Tripartite Workshop on Risk Assessment (website)

2. **March 23-27**
   - Harare, Zimbabwe
   - ARLAC Workshop: Promoting Health and Safety in the Workplace Through a Risk Assessment and Control Approach

3. **April 15-16**
   - Baku, Azerbaijan
   - Safety Leadership Summit (website)

4. **April 13-17**
   - Sochi, Russian Federation
   - 1st Russian OSH Week (website)

5. **April 21-22**
   - Bilbao, Spain
   - EU-OSHA North African ENO State Seminar

6. **April 21-23**
   - Bangkok, Thailand
   - 16th ASEAN-OSHNET Coordinating Board Meeting & 2nd ASEAN-OSHNET Conference (website)

7. **April 28-29**
   - Astana, Kazakhstan
   - 5th Kazakhstan International Occupational and Safety and Health Conference and Exhibition – KIOSH 2015 (website)

8. **May 14-17**
   - Obzor, Bulgaria
   - International Occupational Safety and Health Conference

9. **May 27**
   - Amsterdam, Netherlands
   - 1st Annual Conference of the European Asbestos Forum (website)

10. **May-June 31-5**
    - Seoul, Korea
    - 31st International Commission for Occupational Health Congress (website)

11. **June 1-13**
    - Geneva, Switzerland
    - 104th Session of the International Labour Conference (website)

12. **July (TBC)**
    - Indonesia
    - 5th ASEAN Labour Inspection Conference

13. **August/September (TBC)**
    - Bishkek City, Kyrgyzstan
    - RALI: Commonwealth of Independent States and Mongolia

14. **October 21-22**
    - Tallinn, Estonia
    - Baltic Network Summit and Labour Inspection Conference

15. **October 27-30**
    - Dusseldorf, Germany
    - A+A and International Conference of the International Labour Conference (website)

16. **(TBC)**
    - Baku, Azerbaijan
    - RALI: South East Europe, Azerbaijan and Ukraine Annual conference
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