



IALI Forum

*The newsletter of the International Association of Labour Inspection (IALI)
Bulletin d'information de l'Association Internationale de l'Inspection du Travail (AIIT)*

Widening interests and representation

This is the first edition of *IALI Forum* since our very successful Conference and General Assembly in Geneva in June 2002. It was a particular pleasure for me to meet so many of you at the event and to welcome new members, including those elected into IALI at our Assembly. Their names are given below.

In Geneva, we voted to enlarge our Executive Committee to provide wider representation across the world (see page 8). Three new committee members were elected. Paul Huijzendveld is Secretary General, and Sammy Nyambari and Michele Patterson will strengthen our representation in Africa and Australia respectively.

At our Assembly, we discussed the issues of regional delegates

allowed for in our statutes with the aim of making IALI more active across all continents. The Executive Committee will consider firm proposals at our next meeting in Bilbao before consulting the whole membership on the way ahead.

Elsewhere in the *Forum*, you will see where we are on next year's programme (page 7). We now have firm plans for important conferences in the Dominican Republic in February 2003 on agriculture, and in Bulgaria in September 2003 on the training of labour inspectors. Further details will be given on our website www.iali-aiit.org as they arise.

In the meantime, IALI is *our* association. If you have any comments or suggestions to



Adrian Ellis, IALI President

improve the way we operate, please contact any of the Executive Committee or Malcolm Gifford in our Secretariat.

We look forward to hearing from you.

A warm welcome for our new members!

IALI is about partnerships, helping each other and learning from one another. So new members are good news for all of us, and we are very pleased to welcome warmly the following 15 new members who have joined us since the last edition of the *Forum* in April 2001:

African Regional Labour Administration Centre (ARLAC)

Ministry of Labour, Employment and Professional Development, Central African Republic

Association of Labour Inspectors, Burundi

Ministry of Employment, Labour and Social Insurance, Cameroun

Ministry of Labour, Dominican Republic

Ministry of Labour, Health and Social Affairs, Georgia

Ministry of Labour and Human Resources Development, Kenya

Department of Labour Inspectorate, Lesotho

Ministry of Labour and Social Policy, Macedonia

Department of Occupational Safety and Health, Malaysia

Directorate of Employment, Labour and Social Security, Mali

Ministry of Labour and Transport Management, Nepal

Ministry of Labour and Employment, Serbia

Association of Labour Inspectors, Turkey

Department of Occupational Safety and Health, Uganda

Full details of these and other members of IALI can be found on our website

www.iali-aiit.org



Focus on Africa



During the last year, we have been very pleased to welcome new members from Africa. At both national and regional levels, much good work has already been going on to promote effective labour inspection and to strengthen partnerships across the continent. The two articles that follow illustrate just some of the good work that has been going on recently...

Promoting partnerships to tackle child labour



The growing challenges of hazardous child labour across the world are well known. In light of this,

African countries have been playing their part in trying to tackle the issues.

Faced with these challenges, the African Regional Labour Administration Centre (ARLAC) held a conference in Harare, Zimbabwe, in September 2001 to consider how labour inspection services could tackle the challenges more effectively.

ARLAC is convinced that part of the way forward lies in developing



partnerships, not only with traditional social partners – employers and employees and their associations, business

support organisations etc – but also with non-governmental organisations, schools and the education authorities, with charities, faith-based organisations and others concerned with the welfare of children. Such alliances will help to improve the flow of information between interested parties and ensure that appropriate and effective action is taken to tackle hazardous child labour.

Mr Sammy Nyambari, Director of ARLAC, endorsed the need for effective partnerships at the Combating Child Labour Conference in The Hague in February (see page 3). He said that multi-disciplinary approaches are needed which build on the comparative advantages and complementary competences of the different players. 'African networks in general, and labour inspection networks in particular, have problems and hindrances which



include lack of resources and information, and lack of political will and commitment.

However, labour inspectorates can be the focal point for action and can act as catalysts for systematic interventions since they are already structured with some legal status.'

ARLAC is also developing an electronic network linking action taken by labour inspectorates in this area with action taken by other social partners. The network will provide an information database of action taken to tackle hazardous child labour across Africa, promoting better sharing and exchanging of information. ARLAC will host the 'Network on Action on Hazardous Child Labour', which will be a resource for inspectorates, trade unions, employers and other partners and stakeholders.

Elsewhere in Africa, other countries will also be developing their strategies for implementing ILO convention 182.

For further information, contact Mr S T Nyambari (e-mail: nyambari@arlac.org.zw).

Extending occupational health services in Tunisia

Tunisia has recently extended its legislation on the provision of occupational medical services. Now, all companies employing more than 500 people, across all sectors of the economy, must have access to such services, and doctors have specific duties to ensure the health and safety of the workforce. These services will be financed by company contributions, as well as donations from other associations.

L'Institut de santé et de sécurité du travail (the Institute for Occupational Health and Safety (IOHS)) in Tunisia

recently held a meeting to publicise the new requirements and discuss their implications. Doctors in the occupational health service must not only ensure that working conditions are physically suitable for workers, but must also apply the standards laid down by international convention. In addition, they are responsible for overseeing the application of occupational safety law and for supervising the implementation of occupational safety programmes. Doctors also monitor workplaces to ensure that risks are detected, identify the causes of workplace accidents

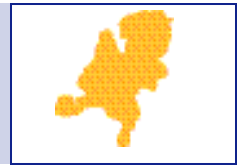
and instruct workers in the use of protective equipment. Companies with fewer than 500 employees should belong to an occupational health group approved by a relevant professional organisation.

IOHS will organise more meetings to consider further the improvement of working conditions, the reduction of workplace accident rates and the promotion of occupational health.

For further information, contact M Chaker Sahli (e-mail: bechirhen@yahoo.fr).



Combating child labour IALI Conference, The Hague, Netherlands, 25-27 February 2002



IALI, the ILO and the Labour Inspectorate of the Netherlands combined forces to organise both this event and also a tripartite conference, held concurrently in Scheveningen, The Hague. Both conferences focused on ILO convention 182 on tackling and eliminating the worst forms of child labour, and plenary sessions were held at the start and close of the two conferences.

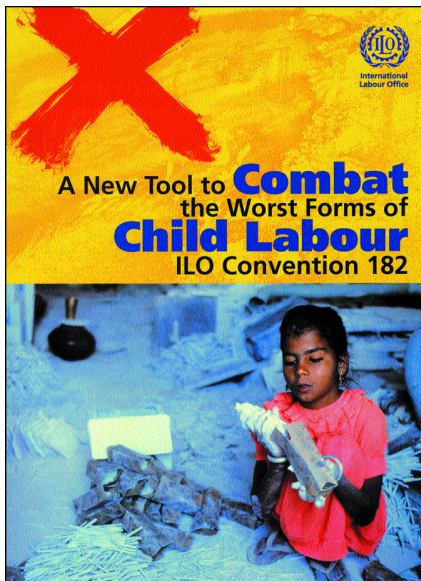
The IALI conference aimed to increase awareness of the complex issues surrounding hazardous child labour and the key role that labour inspectorates have to play, and to encourage their greater participation in child labour monitoring. Presentations were given on how child labour is being monitored and tackled in certain countries, often with new approaches, and steps for further action. Workshops were also held on inspection methods and monitoring, social dialogue, training and facilities for inspectors, and networking and co-operation.

A significant number of delegates attended this event (110 delegates from 53 different countries),

demonstrating the growing interest in the subject among labour inspectorates and their ministries. The conference concluded with a declaration of support from conference delegates to all labour inspectorates worldwide, a sign of the commitment of the conference to build on the good work already done.

Copies of the conference report are available in English, French and Spanish, and can be found on IALI's website (www.iali-aiit.org). Hard copies can be obtained from Joost Cuijpers, Ministerie van SZW, Arbeidsinspectie, PB 90801, 2509LV Den Haag, Netherlands (e-mail: jcuijpers@minszw.nl).

Conference delegates pictured with ILO labour inspectors' handbook on child labour



...and achievements to date

The conference was widely regarded as a success and a landmark in the campaign to tackle hazardous child labour. Since then, there has been a concerted approach to carry forward the commitment shown at the conference.

In particular, and on behalf of IALI, the Dutch Labour Inspectorate has committed resources specifically to helping to tackle child labour

issues. One of its first tasks has been to set up a helpdesk, which will act as a broker for requests for assistance and queries from IALI members. An e-mail link will also be established where members can put their questions. Answers will be provided by fellow labour inspectors or other experts. The IALI Executive Committee will again discuss child labour issues at its meeting in Bilbao in November 2002, after which

time some form of action plan will be determined.

IALI will also work in partnership with ILO-Safework and ILO-IPEC, in the preparation and implementation of ILO-sponsored child labour projects.

For further information, contact either Joost Cuijpers (see above) or Jacques van der Pols (jvdpol@minszw.nl).

Management systems for occupational health and safety ILO/IALI International Symposium, Dusseldorf, Germany, 14-16 May 2001



This joint symposium focused on the International Labour Organisation's new technical guidelines on occupational safety and health management systems (OSH-MS) and the role of labour inspection services in implementing them. The Norwegian Government and several organisations in Germany also sponsored the event.

The OSH-MS guidelines, launched in April 2001, were thus introduced to a wider, international and professional audience. The impact

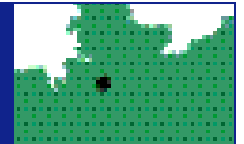
of the guidelines and similar guidance at national levels was discussed, as well as approaches being taken by different countries to promote OSH-MS. Presentations covered the special needs of small and medium-sized enterprises (SMEs), as well as the challenges of applying OSH-MS to 'new hazards', such as occupational stress and violence.

Around 120 delegates from over 50 countries attended the symposium, which successfully stimulated

discussion on several key aspects of the subject. The event became an important milestone in the development of labour inspection approaches to promoting OSH-MS within their administrations.

Copies of the symposium report are available in English, French and Spanish, and can be found on IALI's website (www.iali-aiit.org) or in hard copy format from the Secretariat.

Spotlight on Hamburg The ABS Safety at Work Model



Constant change in the workplace means that regulatory authorities are having to focus on new areas of work. Hamburg's response to this is the ABS Safety at Work Model (Aufsicht, Beratung, Systemüberwachung). The Work Safety Authority's role as initiator, regulator and co-ordinator is growing all the time. At the same time, more responsibility is being transferred to the companies themselves.

The central points of the ABS model are classification of Hamburg companies into three hazard categories, system monitoring, industry sector-related projects of co-operation, and a government source of advice.

System monitoring

System monitoring involves ensuring that safety is being properly integrated into the structure and processes of an organisation, as well as checking that the company's rules are being properly adhered to. Companies which have undergone a system check are then allocated to one of three groups. This will then determine the appropriate visiting interval (between one and three years):

Group I: Exemplary system of safety at work.

Group II: Safety at work regulations are being met in every respect.

Group III: Safety at work regulations are being met.

Companies in Group I can obtain a 'Safety at Work Commendation Certificate' if their company policy contains a set of concrete objectives for safety at work, if they register and evaluate accidents which are not notifiable, have a below average rate of accidents, include external companies in their safety at work planning, and plan measures for promoting good health within their organisation.

Supervision and consultation – projects of co-operation

To cater for smaller operations in particular, the model of external supervision in the form of industry sector-orientated projects was developed. As well as employer and employee organisations, these industry sector projects involve the Employers' Liability Insurance Associations (BGs).

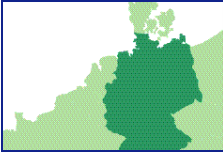
During these projects, companies in

an industry sector are visited at random, problems are analysed and evaluated and measures are provided for solving them. The project results are disseminated by the co-operating partners and by making them publicly available so that all companies may profit from the results. Examples of project topics include hazard assessments in scrap metal dealerships and assessments of psychological risks in plastic conversion factories. In such cases, consultation by the Health and Safety Authority is available free of charge.

Outlook

The Hamburg ABS Model for safety at work is continually being adapted to changing conditions. System monitoring is intended to enable big companies with good functional management structures in place to operate a systematic approach for health and safety at work. The more companies that develop self-monitoring systems, the more supervisory authorities can cater for the many small and medium-sized enterprises.

For further information, contact Dr Wilhelm Thiele (e-mail: wilhelm.thiele@bug.hamburg.de).



Market surveillance in Germany

European Directives require EU member states to remove barriers to trade in a number of products, in line with the single European market. These 'single-market' directives include many essential health and safety requirements which new products must meet if they are to be marketed within the EU. The directives apply to a wide range of goods, including private consumer goods and industrial products such as workplace equipment.

Market surveillance is an essential part of ensuring that manufacturers and suppliers meet the requirements of these directives. In Germany, this was encoded within national legislation (the Equipment Safety Act and Product Safety Act).

Like other EU labour inspectorates, the German states (Länder) have responsibility for market surveillance and for enforcing the 'single market' product supply legislation. However, it is a relatively new area of work for many labour inspectorates, so new approaches have been necessary, and many of the German Länder have also been developing and improving their market surveillance strategies.

The principles for market surveillance need to include:

- co-ordination of different market surveillance activities;
- co-operation between technical test centres;
- reciprocal information on all measures from the practical execution and co-ordination of proposed market control activities to testing strategies; and
- setting up a web-based system for exchanging information across national borders. The Information and Communications System on Market Surveillance (ICSMS) was launched at a recent conference in Berlin (see below).

The Working Committee on Market Surveillance

A national working committee has been set up to co-ordinate market surveillance in Germany. The working group includes the top authorities for health and safety at work in the Länder, representatives nominated by the German parliament, the Central Office of the Länder for Safety Engineering (ZLS), the Federal Ministry for Labour and Social Order (BMA), and the Federal Institute for Occupational Health and Safety (BAuA).

The working committee will agree what measures should be carried out for market surveillance. As part of this, a regional division (if appropriate) and a testing strategy (by extent and depth) will be laid down. The co-ordination process will enable all market surveillance authorities to obtain information prior to any regulatory activity on corresponding actions in other regions or other Länder, and to evaluate market surveillance activities that have been carried out.

Market surveillance in operation

As a rule, market surveillance action is initiated when an office responsible for safety at work, a provider of statutory accident insurance, an approved test centre etc reports that the design of a product presents a hazard for the user.

Such a report is initially assessed in accordance with its safety implications, estimating the risks which equipment poses. Then the product is checked. In some cases, only a visual inspection is needed to confirm that the product does not meet health and safety requirements. In many cases, however, a technical examination will be necessary, during which the equipment will need to be stripped to a greater or lesser degree. If the suspicion that a hazard exists is confirmed, an assessment should be made as to whether and in what

way the defect can be remedied. If appropriate, the manufacturer may rectify it. As a last resort, in some cases the product will have to be withdrawn from the market, items already sold will have to be recalled, or a general warning published to prevent any risk to the consumer or user.

European conference 'Safe products through market surveillance', Berlin, 16-18 October 2002

This conference was organised jointly by several industrial organisations and authorities in Germany and co-hosted with France and Austria.

The event was very well attended, with over 400 delegates – an indication of the importance of the subject across Europe. It gave labour inspectorates and other market surveillance authorities the opportunity to discuss the issues in greater depth. The ICSMS was also launched at this event.

Further information may be obtained from the organisers: FASI, Albert-Schweitzer-Allee 33, D-65203 Wiesbaden, Germany (tel: +49.611.600400).



Following the Berlin market surveillance conference, several delegates visited the Siemens Gas Turbine Development and Manufacturing Centre. Pictured (from left to right) are Messrs Lapke (Health and Safety Manager, Siemens Berlin), Desau (Project Manager, Siemens Berlin), Varov (Russian Deputy Minister of Labour/Chief State Inspector of Labour), Gehrman (President of the German Association of Safety Engineers) and Albracht (one of the main organisers of the conference)

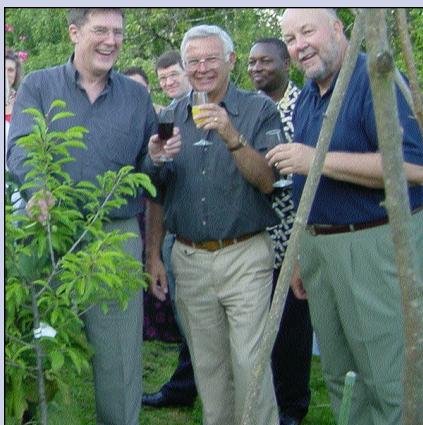
G IALI Congress and General Assembly, Geneva, 17-19 June 2002 v a



Once every three years, IALI holds a Congress and General Assembly. The most recent of these was held on 17-19 June 2002, in the International Labour Office building in Geneva. IALI is once again very grateful to the ILO for giving us the use of its excellent conference facilities.

The Congress, on 17-18 June, covered three broad themes:

- Securing basic rights at work: how can labour inspectorates contribute?



A symbol of future growth and fruitful activity, this 'IALI tree' was planted at the home of Wolfgang von Richthofen, a long-standing friend of the Association. The occasion was the IALI Congress 2002, and those who helped plant the tree were (pictured left to right) Gerd Albracht (outgoing President), David Eves (IALI Technical Adviser) and Wolfgang von Richthofen, a labour inspection specialist with ILO Safework

- Dealing with 'new hazards' (psychosocial hazards, such as stress and violence).
- Challenges and expectations for labour inspectorates.

Delegates heard 25 presentations from speakers from across the world on how labour inspectorates are tackling these challenges. Often using innovative techniques, speakers described different national and regional approaches to the growing demands placed on them, both to deal effectively with basic health and safety issues, and also to respond adequately to less well known risks.

Many inspectorates are having to prioritise their work more carefully, targeting the more serious risks in new ways in order to reduce accidents below current levels. One common theme was the need for inspectorates to work more in partnership with other 'stakeholders' (other people and organisations with an interest in reducing workplace accidents and ill health).

Copies of papers may be obtained from Malcolm Gifford in the IALI Secretariat (see page 8).

The **General Assembly** on 19 June considered IALI's business over recent years and plans for the future. In his last address as IALI President, Gerd Albracht summarised the considerable progress that the Association had made over his nine-year tenure of office. Adrian Ellis, as Secretary-General, then presented the Forward Programme for 2002-2005 (see opposite), and Michel Gisler (Treasurer) presented IALI's accounts for the last three years.

The Assembly voted on and agreed two changes to the IALI statutes, namely:

- to allow the Executive

- Committee to decide whether to accept applications for new membership, instead of a full postal ballot of all the membership on each occasion; and
- to increase the size of the Executive Committee from seven to nine people, in view of IALI's increasing membership.

Applications for new membership had been received from eight countries. All applications were successful, bringing the total number of IALI members to 88, from 71 different countries. A new Executive Committee was also elected. Their names and photographs are on page 8.

Copies of the amended statutes, along with IALI's three-year Forward Programme, can be found on the website, or you can get a copy from the Secretariat. Reports on the Congress and the Assembly will shortly be available on the website.

Finally, David Eves, IALI's Technical Adviser and former Secretary-General, paid tribute to Gerd Albracht as the outgoing President, thanking him for his distinguished service as President of IALI since 1993.



David Eves (right) presented Gerd Albracht with a tankard in recognition of his great contribution to the work of IALI

A new three year plan, 2002-2005

At the General Assembly in Geneva, IALI presented its three-year plan, the main points of which are as follows.

IALI's aims and objectives

- To continue to provide an international forum for developing the professionalism of IALI members and to communicate and share information on labour inspection topics of mutual interest both globally and regionally, as appropriate.
- To be responsive to the needs of existing members and to seek to extend membership of the Association, setting a target of 100 members by 2004.
- To develop three-year rolling programmes of events and activities to be communicated by the IALI website (www.iali-aiit.org) and an annual *IALI Forum*.

General annual programme plan

- International conferences, symposia etc – each year, we plan to organise and support one major event and to assist in the organisation of one other major event. In addition, we intend that IALI should be represented at other international conferences, as appropriate, to stimulate interest in the work of the Association.
- Regional conferences, symposia etc – we intend that IALI should provide adequate support for events organised by its regional delegates (see below), for the aims of the Association to be promoted in their respective regions and to publicise the benefits of membership.
- The Secretariat will provide support to IALI and its members through regular updates and maintenance of the website, publication of the *IALI Forum* and other forms of communication (see below). Other publicity for IALI will also be provided as needed.

Communication strategy

IALI communicates with its members by the following means:

- The website (www.iali-aiit.org) as the principal means of communication. We plan to maintain the website in four languages (English, French, Spanish and German) and to update it regularly with details of new members, recent and future conferences etc, with reports on such events. Other articles of interest to members will also be posted on the website.
- International and regional conferences, symposia etc (see above).
- The *IALI Forum*. We plan to publish one edition of the *Forum* each year in hard copy, and to make it available on the website.
- Routine correspondence, normally by e-mail (or by post where access by e-mail is not possible), to provide information about matters of general interest to members.
- Regional delegates, who are appointed to co-ordinate IALI's interests in their respective regions. They will communicate matters of special interest to members in their regions and maintain effective networking within them.

Specific proposals: 2002-2005

- IALI conferences in the following countries/regions have been proposed:
 - Bulgaria, 22-24 September 2003: Integrating labour inspection functions, effectiveness and training;
 - Central America, 2003 (first IALI conference in that region - see box).
- Topics for other future events may include:
 - changing patterns of employment;
 - new and emerging hazards (eg workplace stress, violence, repetitive strain);
 - effectiveness of labour

inspection;

- training for labour inspectors; and
- new challenges (eg occupational health and safety management systems, selecting priorities for labour inspection etc).
- Once every three years, IALI also holds a Congress and General Assembly for all its members. The next Congress and General Assembly will be held in Switzerland, in June 2005.

Further information

Copies of the *IALI Forum* and reports on previous IALI conferences, symposia etc are available from:

Malcolm Gifford,
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Health and Safety Executive,
Daniel House,
Bootle,
L20 7HE
United Kingdom
Tel: +44.151.951.4486
Fax: +44.151.951.3984
e-mail: malcolm.gifford@hse.gsi.gov.uk

Dates for your diary

IALI/ILO Conference:
'PROMOTING SAFETY,
HEALTH AND DECENT WORK
IN AGRICULTURE THROUGH
LABOUR INSPECTION' - Hotel
Hamaca, Dominican Republic,
19-21 February 2003.

IALI/ILO Conference:
'INTEGRATING LABOUR
INSPECTION FUNCTIONS,
EFFECTIVENESS AND
TRAINING' - Bulgaria, 22-24
September 2003.

Further information about both of these events will be sent out to IALI members in due course.

What's new on the website...



Earlier this year, we spent a lot of time updating and expanding our website. As a result, the website is now available in four languages – French, Spanish and German, as well as English – and there is much more information about our activities.

There are reports on recent conferences and a three-year plan for 2002-2005, with details of future events. There is also an updated list of all IALI members and their addresses, with e-mails and phone/fax numbers, where we have them.

We very much hope that these changes will make the website more useful for you in helping to network with each other and in giving you more information about our past and future programmes. If you haven't already visited the site, please do so! You can find it at:

www.iali-aiit.org

We want to make sure that the website continues to meet members' needs, so if you have any suggestions for developing or improving it, please write to the IALI Secretariat. We look forward to hearing from you!



IALI Executive Committee



Dr Adrian Ellis
(UK)
President



Paul Huijzendveld
(Netherlands)
Secretary-General and
Vice-President



Michel Gisler
(Switzerland)
Treasurer and
Vice-President



András Békés
(Hungary)
Vice-President



César Guedeja-Marrón
de Onís
(Spain)
Vice-President



Sammy Nyambari
(ARLAC)
Vice-President



Michele Patterson
(Australia)
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Chaker Sahli
(Tunisia)
Vice-President



Nils-Petter Wedege
(Norway)
Vice-President



David Eves
(UK)
Technical Adviser

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If you would like copies of any of the reports mentioned in this edition of *IALI Forum*, please contact either the person named at the end of the relevant article or Malcolm Gifford at the above address.

