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Welcome everyone to the IALI Forum newsletter 2021. It was my honor to be elected as IALI’s President, along with the new Executive Committee, at the 16th IALI General Assembly in July 2021. Despite the ongoing COVID-19 pandemic and the postponement of the GA in 2020, IALI members were able to gather once again in 2021, albeit virtually, to validate the importance of IALI’s work. IALI would be working on the tasks laid out in the IALI EC Three Year Action Plan 2021–2024, and continue to identify opportunities to work with key partners such as the International Labour Organisation (ILO), G20 OSH Network, International Commission on Occupational Health (ICOH) and International Social Security Association (ISSA).

Since 2020, IALI had been involved in numerous events and projects including the ILO Vision Zero Fund Project on “Developing Occupational Safety and Health Regulations in Myanmar”, the 9th ASEAN Labour Inspection Conference and the 7th ASEAN-OSHNET Conference (AOC). IALI also organized several webinars to share IALI papers on Roles of Labour Inspection in Managing Pandemic, Competency Framework for Labour Inspectorates, and Roles of Labour Inspectorates in respect of Migrant Workers.

As the world gradually recovers from the impact brought by the COVID-19 pandemic, workplaces have also gradually resumed normalcy. The work of labour inspectorates is as important as, if not more than before. We will be ramping up our engagement efforts online by organizing more webinars to gather more feedback on IALI papers. IALI would also strive to deliver more assessments under the International Benchmarking on Occupational Safety and Health Regulation (IBOR), following the successful assessment of Malaysia and the positive feedback shared by them.

This year, IALI celebrates its 50th anniversary. Amongst the plans lined up, one of them would be to publish a coffee table book to commemorate this significant milestone and IALI’s long history of initiating, fostering, and promoting the work in building professional and effective labour inspectorates. More details on its distribution would be released at a later time.

I hope that you would find this Forum a fruitful one. Feel free to reach out to us should there be any suggestions or topics you hope to be shared in future IALI activities or publications. In the meantime, I wish everyone good health and stay safe.

Er. Ho Siong Hin
President
COVID-19 had a significant impact on the work of IALI in this period – not least in delaying by a year its triennial General Assembly (GA).

The EC’s work in respect of responding to the specific implications of Covid-19 for Labour Inspectorates are covered by a separate paper in this Forum. This update covers other key activities during this period.

16TH GENERAL ASSEMBLY

The EC held four virtual meetings during the eighteen-month period. Much of the business was the planning for the 16th IALI GA. The drafters of the IALI statutes had, not unreasonably, not anticipated a global pandemic or the digital age! The EC’s three-year term of office was due to end in 2020 with the election of a new EC by a traditional, in-person, voting process. This was originally scheduled for June 2020 in Geneva.

The GA was pushed back several times because of COVID-19 – until the EC concluded that, as there was no certainty when a traditional GA would be possible, it would be necessary to organise one virtually. By then everyone had had a lot of experience of virtual meetings and this was relatively straightforward (although translation was a particular complication).

There was less experience of carrying out electronic ballots that respected the terms of the IALI statutes. On the day (21 July 2021) it all worked well – so much so that attendees might not realise how much work was involved behind the scenes in researching, procuring and testing the systems. My thanks, once again, to the IALI Secretariat in Singapore for all their work in making it happen.

IBOR

IALI had put a lot of work into developing and agreeing International Benchmarking on Occupational Safety and Health (OSH) Regulation (IBOR) over the previous years and training IBOR assessors after it had been approved at the 15th GA in September 2017 in Singapore.

One assessment had been carried out in Malaysia in September 2019. Canada had also requested an assessment, but the planning process came to a juddering halt with Covid-19 and no further progress had been possible for Canada (or any other country) by the summer of 2021. Hopefully as the world of travel opens again it will prove possible to consider further assessments.

MYANMAR

In 2020 the EC carried out a consultancy project in Myanmar under the ILO-administered Vision Zero Fund. This project was to provide advice on a number of issues to help implement aspects of a new OSH law in Myanmar – the establishment of OSH committees in workplaces, the appointment of persons in charge of OSH in workplaces, and a framework for training and accreditation. The research and engagement was conducted remotely by virtual means.
and the report produced was positively received by both the ILO and the Myanmar Labour Department. A follow up project was discussed but political events in Myanmar have ruled this out for the time being.

**MISCELLANEOUS**

Much of IALI’s work has traditionally involved attendance and contributions at conferences and other events in member countries (and others). During the period September 2017 to December 2019 IALI had been involved in over 30 conferences or workshops in over 20 countries. Covid-19 had a severe impact on such events from early 2020, many were cancelled, several moved to a virtual platform. Events attended by IALI during 2020 and the first half of 2021 (excluding those covered in the COVID-19 paper) included:

- Five events organised under the auspices of ASEAN or ASEAN OSHNET
- ILO Vision Zero Fund High Level Forum “2021 and Beyond: Collective Action for Safe and Healthy Supply Chains” (Feb 21)
- Workers’ Memorial Day Webinar in the framework of Kazakhstan International Occupational Safety and Health Conference and Exhibition ‘KIOSH’ (April 2021)
- 35th Turkey OSH Week (May 2021)

**ROLE OF LABOUR INSPECTORS IN RESPECT OF MIGRANT WORKERS**

Another action in the 2017-20 plan was to produce a document setting out Role of LIs in respect of Migrant Workers. The EC had worked on preparing a draft which was circulated to all members for discussion at the 16th GA. This was discussed and Members agreed that a follow-up webinar should be organised to further discuss and develop the paper.

**FORWARD PLANS**

The EC prepared and tabled a draft three-year plan 2021-2024 for IALI at the 16th GA. This was discussed and further comments invited for consideration by the new EC.

**Kevin Myers**
Immediate Past President
As we come out of a global COVID pandemic and return to work, it has never been more critical for governments, regulators, employers, industry groups, unions and workers to create safe and healthy workplaces in the new world of working. The future of work is changing at an alarming rate and we need to equally respond through collaborative and consultative approaches that allow modern solutions to modern problems. We also need to support new IALI members to develop capability through openness and sharing of lessons learned and best practice as they embark on regulating labour in their countries.

I see growth in the area of regulating workplace psychosocial risk, including sexual violence and harassment. These are not new issues, but have now clearly presented themselves as a workplace risk that requires our attention. They are as valid a risk to health and safety as physical injury risks and require us to deal with them accordingly. IALI is also cogniscent of the risks to migrant workers, as many people are displaced from their country of birth and emerge in new nations to live and work. IALI supports them to do so safely, ensuring risks to migrant workers are adequately addressed.

IALI moves forward with a new Action Plan for the Future to deliver against six objectives. I am proud and excited to be able to lead some of that work and contribute to others. I am also humble to be part of an organisation with the protection of people at its core value.

That said, I am proud to say that IALI remains the professional association for global labour regulators. It remains an influencer, a partner to all nations, a catalyst for change, a facilitator of information, best practice and capability development and a source of global technical expertise for all to use.

Martyn Campbell
LLB (hons), LLM, M.OHS
Secretary-General

International Association of Labour Inspection | May 2022
The emergence of the COVID-19 pandemic in early 2020 had an unprecedented impact on society at large across the globe. Within that it also seriously impacted the working conditions of hundreds of millions of people around the world across different phases of the pandemic. Providing essential services while ensuring the protection of the health of workers in this context was a significant challenge in areas such as health care, food production, transport services and energy distribution. The return to work in all industrial and service companies that were closed at the height of the pandemic was another challenge. In this complex and dynamic situation, Labour Inspectorates around the world had a crucial role:

- as a pivotal link between Public Health Services and Economic departments
- supporting and advising companies and their workers on appropriate measures to prevent Covid-19 transmission at work
- verifying the implementation of preventive measures in companies
- ensuring the protection of vulnerable workers against discrimination or exclusion, etc.

As early as April 2020, the IALI EC started preparing a position paper on the ‘Role of labour inspection during a pandemic such as COVID-19’. In collaboration with colleagues in the ILO, the main principles of this document were presented during three seminars entitled ‘Global Overview of COVID-19 and the role of Labour Inspections’. These were held via teleconference in English, French and Spanish (on 17, 18 and 19 June 2020). Siong Hin (then IALI General Secretary) presented in the English-speaking
seminar and Jean Parrat (then IALI Treasurer) in the French and Spanish seminars. They were joined by more than 15 other presenters representing national inspection bodies, labour ministries and social partners from the three language regions of the world. Between 90 and 210 participated in each of the three seminars.

The draft paper was circulated for comment to all IALI members in May 2020. The EC reviewed and discussed members feedback and agreed an amended text in August 2020.

Given the dynamic nature of the pandemic and the way in which all countries adapted their approach to its handling, the EC decided to organise a seminar for to all IALI members in 2021 to share experience and further review the guidance. The 3-hour webinar (COVID-19 and the Implication for Labour Inspectorates) on the paper took place on 3 Jun 2021. IALI members from eight counties shared their experience and other members contributed to the discussions. In addition to the presenters and moderators there were 127 participants from 33 countries. It was well received with feedback indicating over 80% participants rated the experience and quality of presentations as 8, 9 or 10/10.

The EC made further amendments to reflect discussions at the webinar and the final version was endorsed at the General Assembly (held by teleconference) on 15 July 2021. This document, *Roles of Labour Inspection in a Pandemic like COVID-19*, is available in English French ans Spanish and sets out the key elements that should inform the work of a Labour Inspection in the context of a pandemic such as COVID-19. It is a useful and welcome support for each national Labour Inspection, which will be able to refer to it to increase its effectiveness and efficiency in this area. IALI’s E.C. remains at the disposal of its members to support them specifically in the implementation of such an approach in accordance with the local conditions concerned.

**Kevin Myers (GB)**
IALI Immediate Past-President

**Jean Parrat (CH)**
Former IALI Vice-President and Treasurer
Technical Advisor
About IALI

IALI is the global professional association for labour inspection. Founded in 1972, IALI is an independent association without political or religious ties that aims to achieve and improve humanity and dignity in the field of labour. IALI promotes fair and decent working conditions, and healthy and safe working environments, for all workers through the mechanism of labour inspection.

IALI provides information and support to our more-than-100 members to improve their labour inspection services and plays an active role in providing the foundation for building professional, ethical, efficient and effective labour inspection worldwide.

IALI works in close cooperation with a range of key stakeholders and international bodies. These include governments around the world, international employers’ and workers’ representatives, relevant Non-Government Organisations (NGOs) and other bodies whose work can influence labour inspection.

IALI maintains strategic partnerships with the International Labour Organisation (ILO), the International Social Security Association (ISSA) and United Nations (UN), among others.

Regional Delegates

Regional Delegates work with interested countries to encourage the development of regional alliances and cooperation in the field of labour inspection, and foster linkages with relevant bodies.

Regional Delegates have been allocated for the following geographical areas:

- ASEAN: Er. Ho Siong Hin
- CRADAT (French Speaking African Countries): Ms Denise Derdek
- Oceania: Mr Martyn Campbell
- RALI: CIS Countries and Mongolia: Mr Ivan Shklovets
- China, Japan, Korea: Mr Zheng Shuangzhong
- Central and South America: Ms Ana Ercoreca de la Cruz
- ARLAC (English Speaking African Countries): Dr Locary Hlabanu
- USA, Canada & The Caribbean: Mr Zhao Li
Executive Committee Members
2021–2024

PRESIDENT
HO SIONG HIN
SINGAPORE
Senior Director (International Workplace Safety and Health)
Ministry of Manpower
Vice Dean (School of Regulation)
MOM Academy

SECRETARY GENERAL
MARTYN CAMPBELL
AUSTRALIA
Executive Director
SafeWork South Australia

TREASURER
CHRISTOPHE ISELI
SWITZERLAND
Inspectorate
State Secretariat for Economic Affairs (SECO)

VICE PRESIDENT
DENISE DERDEK
FRANCE
Directrice du Travail Honoraire
Direction Générale du Travail

VICE PRESIDENT
ANA ERCORECA DE LA CRUZ
SPAIN
President
Sindicato de Inspectores de Trabajo y Seguridad Social
Inspección Provincial de Trabajo y Seguridad Social de Madrid

VICE PRESIDENT
SAMANTHA PEACE
UNITED KINGDOM
Director of Field Operations
Health and Safety Executive

VICE PRESIDENT
PAL HILMAR LUND
NORWAY
Special Adviser
The Norwegian Labour Inspection Authority

VICE PRESIDENT
DR. BERNHARD RAEBEL
GERMANY
Chairman
Association of German Labour Inspectors

VICE PRESIDENT
IVAN SHKLOVETS
RUSSIAN FEDERATION
Deputy Director General
Federal Service for Labour and Employment

IMMEDIATE PAST PRESIDENT
KEVIN MYERS, CBE
UNITED KINGDOM
Member Countries

- Albania
- Algeria
- Argentina
- ARLAC – African Regional Labour Administration Centre
- Armenia
- Australia
- Austria
- Azerbaijan
- Barbados
- Belarus (Republic of)
- Belgium
- Benin
- Bosnia & Herzegovina
- Botswana (Republic of)
- Brazil
- Brunei
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon (Republic of)
- Canada
- Central African Republic
- Chad
- Chile
- China (People’s Republic of)
- Congo (Democratic Republic of)
- Costa Rica
- CRADAT – Centre Regional Africain d’Administration du Travail
- Cyprus
- Czech Republic
- Denmark
- Dominican Republic
- Egypt
- Estonia
- Fiji
- Finland
- France
- Gabon
- Georgia
- Germany
- Ghana
- Guinea
- Haiti
- Hong Kong
- Hungary
- Iceland
- Indonesia
- Iran
- Ireland
- Israel
- Italy
- Ivory Coast
- Jamaica
- Japan
- Jordan
- Kenya
- Korea (Republic of)
- Kyrgyzstan
- Latvia
- Lesotho
- Lithuania
- Luxembourg
- Macau
- Malawi
- Malaysia
- Mali
- Malta
- Mauritania
- Mexico
- Moldova (Republic of)
- Mongolia
- Morocco
- Namibia
- Nepal
- Netherlands
- New Zealand
- Niger (Republic of)
- Nigeria
- North Macedonia (Republic of)
- Norway
- Pakistan
- Peru
- Philippines
- Poland
- Portugal
- Romania
- Russian Federation
- Rwanda
- Saudi Arabia
- Senegal
- Serbia
- Seychelles (Republic of)
- Singapore
- Slovakia
- Slovenia
- Spain
- Suriname
- Sweden
- Switzerland
- Thailand
- Togo
- Trinidad and Tobago
- Tunisia
- Turkey
- Uganda
- United Kingdom of Great Britain and Northern Ireland
- United States of America
- Vietnam
- Zambia
- Zimbabwe
The International Benchmarking on Occupational Safety and Health (OSH) Regulation (IBOR) is an independent assessment system of Labour Inspectorates (LI). It is IALI’s flagship programme.

Through IBOR, IALI assist countries to assess the performance of their LIs against international benchmarks. The objectives of these benchmarks, and the IBOR independent assessment system, are:

- to help countries develop effective labour inspectorates systematically
- to provide a structure framework for labour inspectorates to monitor progress, and
- to develop a global network of OSH collaborating centres.

The promotion and implementation of IBOR had been progressing well, with requests for assessments received, prior to the COVID-19 pandemic. Restrictions on international travel in response to the pandemic prevented these from being carried out in 2021.

With, hopefully, the worst of the pandemic behind us, IALI will once again be promoting and raising awareness of IBOR and progressing requests for implementation of this system.

With a first assessment having already being conducted for Malaysia, IALI will be turning our attention to carrying out a second assessment for Canada, as requested. IALI will also explore potential for a third assessment to be conducted in Russia, who have indicated interest for this to occur, and following up on other expressions of interest received.

This represents a significant step in progressing the Action Areas and Strategic Objectives set out in the draft IALI Action Plan for the Future: 2021–2024.
Project “Control by the People” gives the opportunity for people with disabilities to find meaningful work. When selecting personnel for participation in the project, preference is given to workers who have ceased employment in a company for reasons that are identified as the cause of their disability (general illness, work injuries or occupational illnesses). If necessary, workers with work experience and who do not have official disability status or have not lost their professional work capacity, can also be hired.

The aim of the project is to increase internal occupational health and safety control in the workplace.

Project “Control by the People” is aimed at developing inclusiveness in employment policies.

The implementation of the project will ensure employment of the population within the framework of the quota of jobs for the disabled, using inclusive employment, which will, in turn, promote social adaptation of disabled individuals.

Unlike people with inborn health problems, a person who become disabled at work or as a result of some accident:

- is more aware of health risks and is less tolerant of negligence in this regard;
- tries to subconsciously ‘punish’ for what has happened to them, meaning that they will monitor their supervisors more vigilantly and will assess the workplace more critically from the point of view of occupational health and safety as well as be more vigilant of the occupational health and safety hazards on adjacent properties;
- provides an object lesson of the consequences of disregarding occupational health and safety rules for their colleagues and supervisors.

Video monitoring operators (‘people’s controllers’), participating in the project, are engaged to operate the video monitors, by the business, as staff members in accordance with an employment contract that includes all the required contributions and employee benefits as legislated by The Government of the Republic of Kazakhstan.
Before commencement of the project, all operators receive special training both in occupational safety and in basic computer skills.

The employer must develop instructions for communication between video monitoring operators and the business, as well as instructions regarding occupational health and safety for video monitoring operators.

A responsible employee from their occupational safety services team needs to be appointed to oversee the work of the video monitoring operator, compile statistics and resolve problems.

Video monitoring operators can also work from home if the company provides them with the technical equipment (notebook, smartphone, router) and pays for the internet and mobile service costs.

When they detect a breach, they take a screenshot of the video and send it to the responsible person together with a brief description of the recorded incident. Additionally, they immediately inform the person with a phone call. The centre for receipt of information and dissemination of decisions regarding further actions is located at the dispatcher’s office of the business.

The monitoring camera video recording of the occupational health and safety breach, made by the employee of the business, is to be ‘digitised’.

These employees are also required to attend quarterly sessions, analysing injuries and educating participants about how breaches of occupational health and safety procedures affect life after an injury occurs.

Consequently, the company would, on the one hand, take the occupational safety system at the workplace to a new level and, on the other hand, support people with disabilities who frequently have problems obtaining work due to their ailments.

At present, ‘External Observers’ are the missing link necessary for the delivery of effective control of fulfilment of occupational health and safety procedures in the workplace.

The measures described would help reduce the number of occupational health and safety procedural breaches in the workplace; this should have a positive impact on the level of workplace injuries throughout the country in general.

The project ‘Control by the People’ is being implemented in workplaces within the country since May 2019 as an initiative of the President of the Republic of Kazakhstan.

As of April this year, 164 businesses (encompassing 216,000 workers) or 2.6%, have implemented the project ‘Control by the People’.

521 disabled workers are presently working online monitoring compliance with occupational health and safety procedures by employees in the workplace (in production areas) via video.
Проект «Народный контроль» - это возможность полноценного трудоустройства людей с ограниченными возможностями. Преимущество при подборе кадров для участия в проекте отдается работникам, которые оставили работу на предприятии по причине установления инвалидности (по общему заболеванию, производственная травма, профзаболевание). При необходимости в штат также могут быть приняты работники, имеющие производственный стаж, без группы инвалидности либо утраты профессиональной трудоспособности.

Цель проекта - усиление внутреннего контроля за безопасностью и охраной труда на предприятии.

Проект «Народный контроль», направлен на развитие инклюзивности в политике занятости.

Реализация проекта обеспечит занятость населения в рамках установленной квоты рабочих мест для инвалидов с использованием инклюзивного трудоустройства, что в свою очередь будет способствовать социальной адаптации лиц с ограниченными возможностями.

В отличие от людей с врожденными проблемами со здоровьем, человек, получивший инвалидность на производстве или в результате несчастного случая:

• лучше осознает риски для здоровья и более нетерпим к пренебрежению ими;
• подсознательно старается «наказать» за происшедшее с ним, а значит будет жестче контролировать руководителей и критичнее оценивать рабочее место с точки зрения безопасности труда, а также тщательнее следить за безопасностью и охраной труда на прилегающей к предприятию территории;
• является наглядным примером последствий пренебрежения правилами безопасности труда для коллег и руководителей.

В проекте участвуют операторы видеонаблюдения («народные контролеры»), которые принимаются в штат предприятия в качестве операторов видеонаблюдения по трудовому договору со всеми полагающимися отчислениями и социальным пакетом в соответствии с законодательством Республики Казахстан.
Перед запуском проекта, все операторы проходят специальное обучение-инструктаж, как правилам безопасности труда, так и базовым навыкам компьютерной грамотности.

Для этого работодателю необходимо разработать инструкцию по коммуникациям между операторами видеонаблюдения и предприятием, а так же инструкцию по охране труда для операторов видеонаблюдения.

Определить ответственного работника из числа сотрудников службы безопасности и охраны труда предприятия, который будет курировать работу видеооператоров, вести статистику, решать проблемные вопросы.

Операторы видеонаблюдения могут работать также из дома, если компания обеспечит их техническими устройствами (ноутбуки, смартфоны, роутеры), и будет оплачивать интернет и сотовую связь.

При выявлении нарушений они делают скриншот видеокадра, и направляют его ответственным лицам, с кратким описанием зафиксированного инцидента, кроме того незамедлительно информируют их посредством телефонного звонка. При этом, центр приема информации и распространения решений по дальнейшим действиям находится у диспетчера предприятия.

Видеокадры с камер видеонаблюдения о нарушении требований безопасности и охраны труда, допущенные работниками предприятия, подлежат «оцифровке».

Кроме того, эти работники должны ежеквартально привлекаться на совещания по анализу травматизма, информируя участников как сказывается нарушение безопасности и охраны труда на жизни после травмы.

Таким образом, с одной стороны предприятие будет выводить на новый уровень систему безопасности труда на производстве, а с другой - оказывать поддержку людям с ограниченными возможностями, которым зачастую проблематично трудоустроиться из-за своих недугов.

На сегодняшний день «Внешние наблюдатели» - это и есть недостающее звено в обеспечении эффективного контроля за соблюдением требований безопасности труда на предприятии.

Указанные меры позволят снизить количество нарушений требований безопасности и охраны труда на рабочих местах, что в дальнейшем должно обеспечить положительную динамику уровня производственного травматизма в целом на предприятиях страны.

Проект «Народный контроль» внедряется на предприятиях страны с мая 2019 года по инициативе Президента Республики Казахстан.

На 1 апреля т.г. 164 предприятия (с охватом 216 тыс. работников) или 2,6 % внедрили проект «Народный контроль».

В рамках данного проекта на сегодня 521 работниками с ограниченными возможностями в онлайн режиме (на производственных участках) ведется видеонаблюдение по соблюдению безопасности и охраны труда работниками на рабочих местах.
INTRODUCTION

The discovery of oil in Sarawak in 1910 has been the basis for the development of today’s Malaysian oil and gas industry and it has created opportunities for many major oil companies to invest in this industry and ultimately provide sufficient job opportunities and skills transfer to thousands of Malaysians who in return has changed the economic landscape of the country. Ensuring the safety and health of those working in the oil and gas industry is a main concern for employers, legal practitioners, trade associations, industry groups and local communities.

Work in this industry involves physical activity, operating 24 hours and 7 days, using heavy machinery, exposure to hazardous chemicals, often remote locations and in all weather conditions, resulting in a high risk of physical hazards and special protective requirements to reduce risk.

DANGER

Workers in the oil and gas industry face the risk of fire and explosion resulted from the ignition of flammable vapors and gases. Flammable gases, such as gas from oil wells, steam and hydrogen sulfide, can be released from wells, trucks, equipment during production or equipment on the surface such as tanks and shale shakers which can cause many health risks. The ignition source of this material does not require an open flame. Just the heat of friction, a welding tool or even just a hot surface can create a fire risk in whatever situation. Equipment used in the oil and gas industry is often very large and located high above ground level. Workers sometimes need to access these large and elevated platforms for equipment maintenance and often for conducting equipment use activities. Protection from falls and slips is needed almost all the time, and workers should always be trained in the use of proper safety measures and protective equipment prior to using it. Storage tanks and storage ‘pits’ are just some of the confined spaces that workers in the oil and gas industry sometimes have to enter. These spaces are often associated with many safety hazards such as suffocation, hazardous chemical exposure and flammable vapors and gases that can cause many health risks. Before entering, employees should ensure they take...
appropriate procedural steps and properly assess the work environment. This includes having to get a permit if necessary and having to get written permission. Storage tanks for crude oil and refined petroleum products are a common sight at oil facilities. Chemical exposure hazards such as exposure to hydrocarbon gases and vapors occur during manual sampling activities. These tanks can be measured and sampled manually, which may expose workers to dangerous levels of hydrocarbon gases and vapors given off by these liquids. Hazards – other hazards include hydrogen sulfide gas (which occurs naturally in oil and natural gas and is very dangerous when inhaled); noise (from heavy machinery); and diesel exhaust (from drilling rigs and other equipment).

DEPARTMENT OF OCCUPATIONAL SAFETY AND HEALTH (JKKP)

The Occupational Safety and Health Department (JKKP) is a department under the Ministry of Human Resources. This department is responsible for ensuring the safety, health and welfare of people at work and protecting others from safety and health hazards arising from work activities. As a government agency, JKKP is responsible for the administration and enforcement of national occupational health and safety laws, ensuring that all work activities are in compliance with all legal requirements and regulations, approved industry codes of practice, providing and maintaining workplaces with a safe work system and health, ensuring that all workers are provided with the necessary and relevant information, training and supervision regarding methods to carry out their duties in a safe manner and without causing any risk to health, carrying out technical research and analysis on issues related to occupational safety and health on work places, and review occupational safety and health policies and legislation, carry out promotion and publicity programs to employers, employees and the public to foster and raise awareness of occupational safety and health, be the secretariat for the National Council on occupational safety and health, investigate all accidents, diseases, toxic and dangerous incidents, and also be responsible for taking any prosecution action to ensure that these incidents do not happen again. JKKP also enforces the following laws:

a) **Occupational Safety and Health Act 1994** and regulations under it,

b) **Factories and Machinery Act 1967** and regulations under it,

c) **Part of the Petroleum Act (Safety Measures 1984)** and the regulations under it.
The exploration and production of oil and gas is governed by regulations from the federal and state governments. These regulations depend on whether the oil and gas surface location is owned by the federal government, state government, local government level or by private individuals, and whether the location is onshore or offshore. Permits and licenses must be obtained from certain agencies related to and involved in this industry. There are a number of other laws, ordinances and regulations that apply to the industry including but not limited to those listed in table 1.

**FEDERAL RULES**

1) Occupational Safety and Health Act 1994 (Act 514)  
2) Factories and Machinery Act 1967 (Act 139)  
3) Petroleum Development Act 1974 (Act 144)  
4) Petroleum Regulation 1974  
5) Petroleum (Safety Measures) Act 1984 (Act 302)  
6) Petroleum Regulations (Safety Measures) (Transportation of Petroleum by Line, Pipe) 1985  
7) Petroleum Regulations (Safety Measures) (Petroleum Transportation Through Water) 1985  
8) Petroleum Mining Act 1966 (Act 95)  
9) Petroleum and Electricity (Supply Control) Act 1974 (Act 128)  
11) Gas Supply Act 1993 (Act 503)  
12) Gas Supply Regulations 1997  
13) Continental Shelf Act 1966 (Act 83)  
14) Environmental Quality Act (Amendment) 2012 (Act A1441)  
15) Regulations of the Environmental Quality Act (Scheduled Waste) 2005  
16) Immigration Act 1959/63 (Act 155)  
17) Fire Service Act 1988 (Act 341)  
18) Employment Act 1955 (Act 265)  
19) Minimum Retirement Age Act 2012 (Act 753)  
20) Workmen's Compensation Act 1952 (Act 273)  
21) Exclusive Economic Zone Act 1984 (Act 311)  
22) Excise Act 1967 (Act 176)  
23) Merchant Shipping Ordinance 1952  
24) Land Public Transport Act 2010 (Act 715)  
25) Industrial Coordination Act 1975 (Act 156)  
26) Road Transport Act 1987 (Act 333)  
27) Factory and Machinery Order (Exemption to Petrolim Nasional Berhad) 2013  
28) Minimum Wage Order 2012

**STATE**

1) National Land Code Act (Amendment) 2016 (Act A1516)

**LOCAL GOVERNMENT**

1) Local Government Act 1976 (Act 171)  
2) Town and Country Planning Act 1976 (Act 172)  
3) Roads, Drains and Buildings Act 1974 (Act 133)  

Table 1: Regulations involved in oil and gas industry activities
CONCLUSION

All workers in the oil and gas industry need to be committed to ensuring that safety and health can be maintained and enhanced. Workplace safety is a never-ending task and complacency should be avoided. High safety standards can only be achieved with a strong strategy, clear processes and clear goals to ensure work is carried out correctly and safely. The oil and gas industry has been a major contributor to Malaysia’s development and continues to serve as one of the Government’s main sources of income. In an industry where innovation and technological development is moving rapidly, the legal network must also be ready to contribute towards providing the latest legal services to support the objective of placing Malaysia as the number one oil and gas hub in the Asian region.
Keselamatan Dan Kesihatan Pekerjaan Dalam Industri Minyak Dan Gas Malaysia

Ts Mohammad Hezrie Bin Zainol, Ketua Penolong Pengarah, Jabatan Keselamatan Dan Kesihatan Pekerjaan Malaysia

PENGENALAN

Penemuan minyak di Sarawak pada tahun 1910 telah dijadikan asas kepada pembangunan industri minyak dan gas Malaysia hari ini dan ia telah mewujudkan peluang kepada banyak syarikat utama minyak untuk melabur dalam industri ini dan akhirnya menyediakan peluang pekerjaan dan pemindahan kemahiran yang mencukupi kepada ribuan rakyat Malaysia yang sebagai balasan telah mengubah landskap ekonomi negara. Memastikan keselamatan dan kesihatan untuk mereka yang bekerja dalam industri minyak dan gas merupakan kebimbangan utama bagi majikan, pengamal undang-undang, persatuan perdagangan, kumpulan industri dan komuniti tempatan. Kerja dalam industri ini melibatkan aktiviti fizikal, beroperasi 24 jam dan 7 hari, menggunakan jentera berat, terdedah kepada bahan kimia berbahaya, lokasi yang sering terpencil dan dalam semua keadaan cuaca, mengakibatkan risiko bahaya fizikal yang tinggi dan keperluan perlindungan yang khas untuk mengurangkan risiko.

HAZARD

kerja dengan betul. Ini termasuklah perlu mendapatkan permit jika perlu dan perlu mendapatkan kebenaran bertulis.

Tangki simpanan minyak mentah dan produk bersih petroleum adalah pemandangan biasa di fasiliti kemudahan minyak. Bahaya pendedahan kimia seperti pendedahan kepada gas hidrokarbon dan wap berlaku semasa aktiviti pensampelan secara manual dilakukan. Tangki ini boleh disukat dan diambil sampel secara manual, yang mungkin mendedahkan pekerja kepada tahap berbahaya gas hidrokarbon dan wap yang dikeluarkan oleh cecair ini. Bahaya – bahaya lain adalah termasuk gas hidrogen sulfida (yang berlaku secara semula jadi dalam minyak dan gas asli dan sangat berbahaya apabila dihidu); bunyi bising (daripada jentera berat); dan ekzos diesel (dari pelantar penggerudian dan peralatan lain).

JABATAN KESELAMATAN DAN KESIHATAN PEKERJAAN (JKKP)

Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) adalah sebuah jabatan di bawah Kementerian Sumber Manusia. Jabatan ini bertanggungjawab untuk memastikan keselamatan, kesihatan dan kebajikan orang di tempat kerja serta melindungi orang lain daripada bahaya keselamatan dan kesihatan yang timbul daripada aktiviti kerja. Sebagai sebuah agensi kerajaan, JKKP bertanggungjawab dalam pentadbiran dan pengutkuasaan undang-undang berkaitan keselamatan dan kesihatan pekerjaan negara, memastikan semua aktiviti kerja mematuhi semua keperluan perundangan serta peraturan, kod amalan industri yang telah diluluskan, menyediakan dan memelihara tempat kerja dengan sistem kerja yang selamat dan kesihatan, memastikan semua pekerja dibekalkan dengan maklumat, latihan dan penyuai yang diperlukan dan relevan berkenaan kaedah untuk menjalankan tugas mereka dengan cara yang selamat dan tanpa menyebabkan sebarang risiko kepada keselamatan, menjalankan penyelidikan dan analisis teknikal mengenai isu yang berkaitan dengan keselamatan dan kesihatan pekerjaan di tempat kerja, mengkaji dan mengkaji semula dasar dan perundangan keselamatan dan kesihatan pekerjaan, menjalankan program promosi dan publisiti kepada majikan, pekerja dan orang awam untuk memupuk dan meningkatkan kesedaran tentang keselamatan dan kesihatan pekerjaan, menjadi sekretariat bagi Majlis Kebangsaan berkaitan keselamatan dan kesihatan pekerjaan, menyiasat semua kemalangan, penyakit, kejadian beracun dan berbahaya, dan juga bertanggungjawab mengambil sebarang tindakan pendakwaan bagi memastikan bahawa kejadian ini tidak akan berulang. JKKP juga menguatkasaukan undang-undang berikut:

a) Akta Keselamatan dan Kesihatan Pekerjaan 1994 dan peraturan dibawanya,
b) Akta Kilang dan Jentera 1967 dan peraturan dibawanya,
PERATURAN DARIPADA KERAJAAN PERSEKUTUAN DAN NEGERI/KERAJAAN TEMPATAN

Penerokaan serta pengeluaran minyak dan gas dikawal oleh peraturan daripada kerajaan persekutuan dan negeri. Peraturan-peraturan ini bergantung kepada sama ada lokasi permukaan minyak dan gas itu dimiliki oleh kerajaan persekutuan, kerajaan negeri, peringkat kerajaan tempatan atau oleh individu persendirian, dan sama ada lokasi itu berada di dalam atau luar pesisir pantai. Kebenaran dan lesen mesti diperoleh daripada agensi tertentu yang berkaitan dan terlibat dengan industri ini. Terdapat beberapa undang-undang, ordinan dan peraturan lain yang terpakai kepada industri termasuk tetapi tidak terhad kepada yang dinyatakan dalam jadual 1.

**PERATURAN PERSEKUTUAN**

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**KERAJAAN TEMPATAN**

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Jadual 1: Peraturan yang terlibat dalam aktiviti industri minyak dan gas
KESIMPULAN

Semua pekerja dalam industri minyak dan gas perlu komited dalam memastikan keselamatan dan kesihatan dapat dikekalkan dan dipertingkatkan. Keselamatan di tempat kerja adalah tugas yang tidak berkesudahan dan sikap berpuas hati harus dielakkan. Standard keselamatan yang tinggi hanya boleh dicapai dengan strategi yang kukuh, proses yang jelas dan matlamat yang jelas untuk memastikan kerja dijalankan dengan betul dan selamat. Industri minyak dan gas telah menjadi penyumbang utama kepada pembangunan Malaysia dan terus berkhidmat sebagai salah satu sumber pendapatan utama Kerajaan. Dalam industri di mana inovasi dan pembangunan teknologi sedang bergerak pesat, jalinan perundangan juga harus bersedia untuk menyumbang ke arah menyediakan perkhidmatan perundangan terkini bagi menyokong objektif meletakkan Malaysia sebagai hab minyak dan gas nombor satu di rantau Asia.
Joint German Occupational Health and Safety Strategy enters its 3rd Program Period

The Joint German Occupational Health and Safety Strategy (GDA) became operational in the year 2008. It provides a unified framework for the labour inspectors of the 16 federal states and supervisors from the 29 accident insurance companies as they visit and advise companies and public sector organisations (such as research facilities and forestry operations). The strategic objectives of these programs are determined in close consultation between the German federal government, the unions and the employer organisations and set for a 5 year period. The completion of the second program period was followed by a very thorough evaluation and political discussion about targets, methods of implementation and achieved results so that the beginning of the third period was rescheduled to the year 2020. But then the outbreak of SARS-CoV-2 disrupted just about all schedules and plans of the inspection authorities.

In 2021 the GDA marked the official start of its 3rd program period: as was proper during those times with an online launch event. Its practical implementation with information campaigns and workplace visits began in the first half of 2022. The strategic focus of the 3rd period includes the safe handling of carcinogenic substances as well as good workplace practices minimising psychological stress and musculoskeletal strain. These aims are to be achieved through improvements in risk assessment practices and the organisation of health and safety resources at the workplaces.

It is envisaged to conduct about 200,000 workplace visits with system evaluations in predominantly small and medium enterprises (SME) over the next 4 years. The selection of the companies and facilities to be visited is based on their operational risk profile, prioritising those that have not been inspected for a longer time.

A primary task is assessing how these programs are affecting the associated indicators in Germany overall and analysing the difference between visited and non-visited workplaces. These are important insights as the inspectors can only attend a fraction of the 2.2 million companies and facilities in the country - many of which are maintaining multiple operations. More than half of German employees work in companies and facilities with less than 100 employees, a quarter in organisations with less than 20 employees. They too need to see improvements without labour inspectors having been able to turn up everywhere. The evaluation conducted after the second GDA period found noticeable improvements in visited companies while progress in non-visited organisations was lacking.

A further aim of the GDA is to create a clear and harmonised set of rules. Rules in Germany are traditionally very detailed and difficult to read, however they give those that keep them a high degree of legal certainty. Owners of small enterprises are often not able to know all the rules that apply to them ranging from health and safety, environmental protection, procurement law, tax requirements and so on and so forth. It is possible to hire consultants but if quick decisions are required the entrepreneurs are left to fend for themselves and need a concise and intelligible summary.

The Association of German Labour Inspectors VDGAB, a member of IALI, is an expert partner in the GDA programs. Other direct participants are the federal states of Hesse and Hamburg, federal states that are also IALI members and, of course, all active German labour inspectors.
Die Gemeinsame Deutsche Arbeitsschutzstrategie begann ihre 3. Programmperiode


Der Verein Deutscher Gewerbeaufsichtsbeamter (VDGAB), Mitglied der IALI, ist Kompetenzpartner in den Programmen der GDA. Direkt beteiligt sind auch die Bundesländer Hessen und Hamburg, Bundesländer, die ebenfalls IALI-Mitglieder sind, und selbstverständlich alle aktiven deutschen Arbeitsinspektoren.


Gemeinsame Deutsche Arbetsschutzstrategie
Telework and the new challenges for labour inspection

Late last year, in the context of the pandemic, Portugal made headlines on account of the legislative changes introduced to the teleworking regime regarded by some communication outlets around the world as innovative, especially for setting forth the worker’s “right to disconnect” in teleworking settings.

In 2021 the Portuguese legislators modified the rules concerning telework, consolidating the “employer’s duty to refrain from making contact” during the worker’s resting periods, except in situations of force majeure, even laying down administrative offence provisions in case of violation of this obligation.

The aforementioned Law also defines as a discriminatory action treating a worker less favourably, namely in matters regarding working conditions and career progression, for exercising their right to the rest period.

The legal instrument has reinforced the teleworkers’ rights regarding privacy, payment of expenses, working and resting time, and has reassured the limits to the powers of employers regarding control and surveillance of workers.

Notwithstanding all actions undertaken during the successive phases of the pandemic to enhance awareness and control of mandatory telework, from 1/1/2022, with the entry into force of the new Law, the teleworking arrangements which are henceforth established through agreement between the parties to a work relationship, in most cases will lead to a new approach for labour inspection in dealing with these matters.

From now on when a labour inspector needs to conduct a visit to the (tele) worker’s home, a 48 hours’ notice must be given and the worker’s consent is required.
On the other hand it is incumbent upon the Working Conditions Authority (Autoridade para as Condições de Trabalho – ACT) to verify the teleworkers’ work health and safety conditions.

In strict observance of international conventions, ratified by Portugal, it is also incumbent upon the ACT, within the scope of its mission, to provide information and advice to the parties in a work relationship and their representatives as to what is the best way to comply with the legislation in general, and also in regard to the specific legislation on teleworking.

This provision of information is assured through the Portuguese institutional labour inspection channels, amplified during the epidemic by the decentralised service network providing information in text, face to face and over the telephone, answering multiple questions through the social networks, the digital helpdesk, and more recently also via videoconference.

The ACT also has a page on the Internet where various information and technical advice tools are made available. The requests for information on teleworking are already among the most frequent questions asked to the ACT.

With regard to the inspection jurisdiction in this particular domain, multiple challenges face the ACT concerning inspection approaches and methods, as while until the beginning of the pandemic these were focussed at physically visiting workplaces and in-person verification, they henceforth must be adjusted to this current method of carrying out work.

There are immediate challenges regarding action planning, intervention preparation and conduction of visits in order to:

- Get to know the organisation to be visited: its activities and their suitability for teleworking, structure and management, information, communication systems and performance evaluation systems, internal procedures, staff – workers and teleworkers – and the existing individual teleworking agreement conditions.
- Preserve in the best way possible, the duty of confidentiality and protection of the source of complaint (when the intervention results from a worker’s complaint) notwithstanding the sensitivity of this matter, since part of the investigation will take place in the worker’s residence.
- To strengthen the sharing of information between the public services (as an example, the innovations introduced to the provisions on mandatory communication by employers to the social security regarding commencement of employment, whereby it is now required among other details, to indicate whether the work is to be performed on site or remotely).
- Guarantee intervention effectiveness and efficient law enforcement and, as a result, to strengthen the trust of the recipients of the actions, and also to raise society’s awareness of the role of labour inspection.
The inspection visits to employers with teleworking regime and to workers’ residence may require several instances of verification and of contact with the business’s representatives, and in order to collect all relevant information labour inspectors may turn to information technologies through making use of their statutory powers.

By way of example, when intervening in a situation whereby a call centre worker entitled to lactation breaks regularly does non-recorded overtime work, a labour inspector may in the course of her/his investigation access the worker’s timesheets and verify whether she has remote access to the overtime work register, and complement the statement provided by the worker with information collected at, or through the business.

Similarly, when investigating whether a business has respected the employee representatives’ rights, within the current regime, a labour inspector will need to be able to access the internal portal of the company and verify whether information and communication technology has been made available, as the “digital space” can now be used for exercising trade union rights, and it is no longer enough for the labour inspector to visit the physical area of the business where the trade union information is displayed.

Among the elements enabling the inspectors’ intervention the following can be highlighted:

- The existence of a concrete and detailed framework and related sanctions (although some concepts are still undefined).
- The powers to access the worker’s residence – with her/his consent and following 48 hours’ notice for the inspection visit.
- The inspectors’ statutory powers to collect information pertaining to the matters to be investigated.
- The recent strengthening of ACT’s human resource capabilities and of the technological means.

However questions still arise to Labour Inspection in the application of the teleworking regime, e.g. in the areas of psychosocial risk prevention, effective control of overtime work or effectively addressing discrimination and bullying.

Therefore one of the ACT’s priorities for action is to prepare labour inspectors for effective intervention in the new teleworking regime control, with specialised and ongoing training in information and communication technologies and other fields, to strengthen the internal sharing of the decentralised services’ intervention experience, and to develop action guidelines for a coordinated approach, and also to exchange experiences with similar international organisations in this domain.
At a time when digital technology is increasingly present in work settings (recruitment, digital signing of contracts, professional development, trade union activities, meetings following inspection interventions, delivery of documents and procedures, and also in the communication between services and with users), and when face-to-face is no longer the primary form of contact in work relationships, labour inspection must also be able to adapt, with tools and technologies suitable to the new realities that typify the world of labour.

In the necessary adaptation process, labour inspection practices must be able to alternate interventions in classic phenomena, for which there are tried-and-tested effective instruments (undeclared work, job insecurity, verification of safety conditions in industrial workplaces, e.g. building sites) with approaches suitable to current and diverse modes of work, by using new technologies.

Only thus will labour inspection practice perform its general role and continue its Mission in the light of the general principles of the ILO Conventions Nos. 181 and 129, and of “Dignity of Work”, in the crossroads of old and new challenges.


2. The situations whereby workers have the right to teleworking regime are laid down in section 166, No. 7 and section 166 – A of the Law No. 83/2021, of 6/12 (worker with a child up to 3 years of age or in some cases up to 8 years, whose informal non-primary carer role has been recognised, and victims of domestic violence).

3. Conventions Nos. 81 and 129 - The "Governance Conventions".

Teletrabalho e os novos desafios para a inspeção do trabalho

No final do ano passado, em contexto de pandemia, Portugal foi notícia, pelas alterações legislativas introduzidas ao regime do teletrabalho, apontadas por alguns órgãos de comunicação social de todo o mundo, como inovadoras, nomeadamente ao prever o “direito à desconexão” do trabalhador, no âmbito do teletrabalho.

Em 2021, o legislador português, modificou as regras relativas ao teletrabalho, consagrádo o “dever de abstenção de contacto do empregador” no período de descanso do trabalhador, ressalvadas situações de força maior, prevendo, inclusive, contra ordenação para a violação dessa obrigação.

A referida Lei veio também prever que constitui ação discriminatória qualquer tratamento menos favorável dado ao trabalhador, designadamente em matéria de condições de trabalho e de progressão na carreira, pelo facto de exercer o direito ao período de descanso.

O diploma reforçou os direitos dos teletrabalhadores quanto à privacidade, pagamento de despesas e, tempo de trabalho e de descanso e reafirmou os limites dos poderes do empregador no controlo e vigilância do trabalhador.

Apesar de todas as ações de sensibilização e controlo do teletrabalho obrigatório efetuadas durante as sucessivas fases da pandemia, a partir de 1/1/2022, com a entrada em vigor da nova lei, na maior parte dos casos, o teletrabalho que passa agora a ser estabelecido por acordo entre as partes da relação de trabalho, conduz a uma nova abordagem da inspeção do trabalho no controlo desta matéria.

Desde logo, quando um inspetor do trabalho tiver de efetuar uma visita ao domicílio do (tele)trabalhador, esta deverá ser comunicada com 48 horas de antecedência ao mesmo e requerer a sua anuência.
Por outro lado, compete também à Autoridade para as Condições do Trabalho (ACT) verificar as condições de segurança e saúde no trabalho dos teletrabalhadores.

Em estrito respeito pelas convenções internacionais, ratificadas por Portugal, também cabe à ACT, no âmbito da sua missão, dar informação e conselho aos sujeitos da relação laboral e seus representantes, sobre a melhor forma de cumprir a lei, em geral, e também no que respeita, especificamente, à legislação sobre o teletrabalho.

Essa informação é assegurada através dos canais institucionais da inspeção do trabalho portuguesa, ampliados com a pandemia, através da rede de serviços desconcentrados, prestando serviço informativo escrito, presencial e telefónico, dando respostas a múltiplas questões através das redes sociais, do balcão digital e, recentemente, igualmente através de videoconferência.

A ACT também tem uma página na internet onde disponibiliza várias ferramentas de informação e conselho técnico. Os pedidos de informação sobre teletrabalho, fazem já parte das questões mais frequentemente colocadas à ACT.

No que concerne à competência fiscalizadora neste domínio concreto, colocam-se à ACT, múltiplos desafios ao nível da abordagem e metodologia inspetivas, se estas, até ao início da pandemia, eram centradas na visita física aos locais de trabalho e na verificação presencial, agora terão de ser ajustadas a esta atual modalidade de prestação de trabalho.

Desde logo, desafios ao nível do planeamento da ação, da preparação da intervenção e da execução das visitas, a fim de:

- Conhecer a entidade a visitar: a sua atividade e respetiva compatibilidade com o teletrabalho, a organização e gestão, os sistemas de informação, comunicação e de avaliação de desempenho, os procedimentos internos, o universo de trabalhadores e teletrabalhadores e as condições individuais dos acordos de teletrabalho celebrados.

- Preservar, da melhor forma possível, o dever de confidencialidade e sigilo da fonte de denuncia (quando a intervenção decorre de queixa de trabalhador), apesar da sensibilidade que esta matéria representa, pois, parte da averiguação terá necessariamente que ter lugar no domicílio do trabalhador.

- Potenciar a partilha de informação entre serviços públicos (exemplo disso são as novidades introduzidas na comunicação obrigatória das entidades empregadoras à segurança social, sobre admissão de trabalhador, onde passa a constar, entre outros elementos, a indicação de prestação de trabalho presencial ou em teletrabalho).

- Garantir a eficácia da intervenção e a efetiva aplicação da lei, e em consequência, reforçar a confiança dos destinatários da ação, bem como aumentar a perceção da atuação da inspeção do trabalho pela sociedade.
As visitas inspetivas a empregadores com regimes de teletrabalho e a domicílio de teletrabalhadores, poderão exigir vários momentos de averiguação e de contacto com interlocutores da empresa, podendo, o inspetor do trabalho, para a recolha de informação relevante, recorrer às tecnologias de informação, fazendo uso dos seus poderes estatutários.

A título de exemplo, o inspetor que intervém numa situação em que uma teletrabalhadora de um call center, com dispensa de amamentação, presta regularmente trabalho suplementar não registado, poderá nas suas averiguações, aceder ao suporte de registo dos tempos de trabalho da trabalhadora, e perceber se a mesma tem acesso remoto ao registo de trabalho suplementar, complementando o que lhe é declarado pela trabalhadora com informação recolhida na ou através da empresa.

Também um inspetor do trabalho que se encontre a apurar se a empresa respeita os direitos dos representantes dos trabalhadores, no âmbito do presente regime, terá de poder acessar ao portal interno da empresa, verificar se foram disponibilizadas tecnologias de informação e comunicação, sendo que agora o “espaço digital”, poderá ser utilizado para exercício de direitos sindicais, já não bastando ao inspetor do trabalho, a deslocação física à zona da empresa onde se encontra afixada a informação sindical.

Como elementos facilitadores à intervenção inspetiva, destaca-se:

- A existência de quadro legal concreto e detalhado e respetivas sanções (apesar de existirem ainda alguns conceitos indeterminados).
- Os poderes para aceder ao domicílio do trabalhador, com a anuência deste e mediante aviso prévio de 48h antes da realização da visita inspetiva.
- Os poderes estatutários dos inspetores na recolha de informação pertinente para as matérias a averiguar.
- O recente reforço da capacidade de meios humanos na ACT e de meios tecnológicos.

Contudo, continuam a colocar-se questões à Inspeção do Trabalho, na aplicação do regime do teletrabalho, como por exemplo, ao nível da prevenção de riscos psicossociais, do controlo efetivo da prestação de trabalho suplementar ou do combate eficaz à discriminação ou ao assédio moral.

Assim, uma das prioridades de ação da ACT é preparar os inspetores do trabalho para uma intervenção eficaz no controlo do novo regime do teletrabalho, com formação especializada e continua em tecnologias de informação, comunicação e noutros domínios, reforçar a partilha interna de experiências de intervenção dos serviços desconcentrados e elaborar diretrizes de ação para uma abordagem harmonizada, bem como, trocar experiências com outras congéneres internacionais neste domínio.
1. A Lei nº 83/2021, de 6 de dezembro, entrou em vigor em 1 de janeiro de 2022, dando nova redação à Subsecção V – Teletrabalho – do Código do Trabalho (CT).

2. As situações em que o trabalhador tem direito ao regime de teletrabalho estão previstas no artigo 166.º, n.º 7 e artigo 166.º – A. da Lei nº 83/2021, de 6/12 (trabalhador com filho até 3 anos ou, em certos casos, até 8 anos, a quem tenha sido reconhecido o estatuto de cuidador informal não principal e vítimas de violência doméstica).

3. Conventions Nos 81 and 129 - The “Governance Conventions”.


Num tempo em que o digital está cada vez mais presente nos contextos de trabalho (no recrutamento, na assinatura digital dos contratos, na formação profissional, na ação sindical, nas reuniões decorrentes de intervenções inspetivas e no envio de documentação e procedimentos e ainda na comunicação entre serviços e com os utentes), e em que o contacto presencial deixa ser a principal forma de estar nas relações laborais, a inspeção do trabalho também terá de ser capaz de se adaptar, com instrumentos e metodologias adequados às novas realidades que marcam o mundo do trabalho.

Na adaptação que lhe é exigida, deverá ser capaz de alternar uma intervenção nos fenómenos clássicos, em que possui instrumentos eficazes e já testados (trabalho não declarado, precariedade, verificação das condições de segurança em postos de trabalho industriais, em estaleiros de construção, por exemplo) com uma abordagem às diferentes e atuais formas de trabalho com recurso a novas tecnologias.

Só assim conseguirá cumprir o mandato dum inspetor generalista, e prosseguir a sua Missão, à luz dos princípios gerais das Convenções da OIT 181 e 129 e do “Trabalho Digno”, na intercepção entre velhos e novos desafios.
While the principal of equality between men and women has been engraved in marble in the French Constitution for more than 70 years, inequalities remain, particular in the professional domain. For example, women’s salaries are 22% below men’s salaries, even though women’s participation rate in the workforce is continually rising, and even though their average level of education exceeds that reached by men. This gap in salaries can be explained in part by specific factors (part-time work, women working in different areas from men...), but is also due to other factors: career interruptions, the impact of maternity and parenthood, discrimination and gender stereotypes, psychological factors, the glass ceiling, the way work and the working day is organised, in particular times set aside for meetings...not to forget the matter of sexist behaviour and attitudes. The improvement of the situation of women is therefore an essential democratic requirement, a matter of social justice and an important element in the overall performance and attractiveness of companies.

The Labour Inspectorate has been specifically established with a view to including these problems in its field of activities, as much from a democratic and a social perspective as from a desire to deal with individual situations which might be brought to the Inspectorate’s attention. It is particularly important that the Inspectorate acts efficiently as expectations are high.

This is why the Department for Work, Employment and Professional Inclusion has undertaken a high priority programme of reforms to guarantee professional equality between women and men, instituting in 2019 an arrangement entitled the ‘Index of Professional Equality’.

The central idea of this initiative is to establish equal pay for equal work between women and men by engaging with businesses to give the highest priority to reducing in specific terms the pay gap between the sexes.

From now on all companies employing more than 50 workers must determine their ‘equality index score’ and publish it on their website. They must also publish the breakdown of scores under the various performance indicators which make up the overall score: pay gap, wage rises, promotions (for businesses with more than 250 employees), return from maternity leave, parity across the 10 best paid positions.

When the score is less than 75/100, employers are required to negotiate with staff representatives to determine effective ways of reducing the differences. Should such negotiations not take place, employers will need to take unilateral action to remedy the situation. The steps taken in these processes must also be made public.

Professional equality is one of the priorities pursued by the Labour Inspectorate over 2020–2022 within the framework of the National Action Plan. The Labour Inspectorate’s objective is to ensure that
businesses involved in the programme publish their index score every year, that they outline measures to improve their situation should their score be less than 75, and that they respect the need to make positive progress towards equality of pay, in the overall context of achieving greater social cohesion.

Since labour inspection in France operates in a general context, there is a need for supervision across a very broad spectrum which covers workplace conditions and relationships. This is why the General Labour Directorate, the central authority of the Labour Inspectorate, supports its officers in their inspection work by making available to them various “intervention processes”. These processes are intended to suggest forms of intervention in specific situations and areas which have been identified as requiring support. The processes follow set stages, allowing the officer involved to manage his/her intervention as efficiently as possible and to set it in a professional context.

An “intervention process” has therefore been conceived as a tool for managing the Professional Equality Index, following a step by step methodology and including references to the legal framework in question and providing possible follow-up models: there are proformas to deal with the kind of observations made, the formal notices issued, the report requesting that a financial penalty be applied to the company in question for not having declared or published its results or for whom the score is insufficient.

A progressive improvement in the Index Score has been observed across companies of all sizes. The average score of companies has gone up 5 points from 2012 to 2021, moving from 83 to 88. The same tendency has been noticed in medium-sized companies (251–999 employees), where the score increased by up 3 points, from 82 to 85, between 2019 and 2021.

One further observation that can be made is that the number of companies who do not respect their legal obligation to increase the salaries of female staff when they return from maternity leave has decreased from one in three in 2019 to one in ten in 2021.

For these results to be achieved, there has needed to be a significant recourse to activity on the ground: since 2019, 32,460 intervention processes have been implemented by the Labour Inspectorate in this area. 504 formal notices have been issued and 32 penalties levied.

It can be seen that the Index allows the Labour Inspectorate to concentrate its efforts on companies which neglect their obligations: it has become an essential tool for identifying problems and for directing inspection services where they are most needed in this area of national priority.

Professional equality can be achieved through this effort to increase transparency in companies and by the continued improvement they are making, clearly visible to all parties: employees and social partners, but also the public in general.
Si le principe de l’égalité entre les femmes et les hommes est gravé dans le marbre de la Constitution française depuis plus de 70 ans, les inégalités persistent notamment dans le monde professionnel. Ainsi, le revenu salarial des femmes est inférieure de 22% à celui des hommes malgré un taux d’activité féminine en constante progression et un niveau d’instruction des femmes qui a dépassé celui des hommes. Cet écart salarial s’explique en partie par des facteurs objectifs (travail à temps partiel, répartition des sexes par métiers…), mais résulte aussi d’autres éléments : interruptions de carrière, impact de la maternité et de la parentalité, discrimination et stéréotypes de genre, facteurs psychologiques, plafond de verre, organisation du travail et des temps de travail notamment les horaires de réunion… sans oublier les comportements sexistes. Ainsi, l’amélioration de la situation des femmes constitue un impératif démocratique, une question de justice sociale et un facteur de performance et d’attractivité pour les entreprises.

L’inspection du travail est particulièrement fondée à intégrer cette problématique dans son champ d’action, tant au regard de l’impératif démocratique et sociétal, qu’à celui des situations individuelles que les services peuvent être appelés à connaître. Elle se doit d’agir efficacement notamment parce que les attentes sont fortes.

C’est la raison pour laquelle le Ministère du Travail, de l’Emploi et de l’Insertion a engagé une réforme prioritaire pour garantir l’égalité professionnelle entre les femmes et les hommes, en mettant en place en 2019 un dispositif appelé « Index de l’égalité professionnelle ».

Il s’agit ainsi d’instaurer l’égalité de rémunération à travail égal entre les femmes et les hommes, en fixant aux entreprises à titre principal une obligation de résultat de réduction concrète des écarts de rémunération.

Désormais toutes les entreprises de plus de 50 salariés doivent calculer leur note « index de l’égalité » et la publier sur leur site internet ainsi que le résultat obtenu à chaque indicateur : écart de rémunération, augmentations, promotions (pour les entreprises de plus de 250 salariés), retour de congé maternité, parité au titre des 10 meilleures rémunérations.

Lorsque la note est inférieure à 75/100, les employeurs sont tenus de négocier avec les représentants du personnel des mesures de correction effectives pour réduire les écarts, ou à défaut de négociation, de les adopter par voie de décision unilatérale. Ces mesures doivent également faire l’objet d’une publication.
L’égalité professionnelle est l’une des priorités fixées aux services de l’inspection du travail pour 2020-2022 dans le cadre du Plan National d’Action. L’inspection du travail a ainsi pour objectif de vérifier que les entreprises assujetties publient leur index de notation tous les ans, définissent des mesures de correction en cas de note inférieure à 75 points et respectent leur obligation de résultat en matière d’égalité salariale, dans le cadre du dialogue social.

L’inspection du travail en France étant généraliste, elle est amenée à faire des contrôles sur un champ très large qui couvre les conditions et relations de travail. C’est pourquoi la Direction Générale du Travail, autorité centrale du service d’inspection du travail, accompagne les agents de contrôle en mettant à leur disposition des « parcours d’intervention » qui ont pour objet de proposer une méthodologie de contrôle sur des thématiques particulières pour lesquelles un besoin d’appui a été identifié. Ces parcours sont jalonnés d’étapes permettant à l’agent de conduire au mieux son intervention et de professionnaliser son geste métier.

Un « parcours d’intervention » a ainsi été conçu comme une aide au contrôle de l’index égalité professionnelle, avec un pas à pas méthodologique, des références aux textes juridiques et des modèles de suites à donner : lettre-type d’observations et de mise en demeure, rapport de demande d’application de la pénalité financière à l’égard de l’entreprise qui n’a pas déclaré ou publié ses résultats ou dont la note est insuffisante.

On observe une augmentation progressive de la note à l’index quelle que soit la taille des entreprises : ainsi, la note moyenne des entreprises est en progression constante, passant de 84/100 en 2020 à 86/100 en 2022.

Dans l’ensemble, les résultats sont encourageants : il y a un an, 18% des grandes entreprises (1000 salariés ou plus) avaient des notes inférieures à 75/100, contre seulement 3% aujourd’hui.

Le score moyen de ces grandes entreprises a augmenté de 5 points entre 2019 et 2021, passant de 85 à 88. La même tendance est observée pour les entreprises de taille moyenne (251 à 999 salariés) dont le score a augmenté de 3 points, passant de 82 à 85 entre 2019 et 2021.

Il est également à noter que les entreprises qui ne respectent pas leur obligation légale d’augmenter le salaire des femmes à leur retour de congé de maternité sont passées d’une entreprise sur trois en 2019 à une sur dix en 2021.

Ces résultats ont nécessité une mobilisation importante des services : depuis 2019, 32 460 interventions de l’inspection du travail ont été conduites sur cette thématique, donnant lieu à 504 mises en demeure et 32 pénalités.

L’index permet ainsi à l’inspection du travail de concentrer ses efforts sur les entreprises qui ne sont pas respectueuses de leurs obligations : il s’agit d’un véritable outil de ciblage pour mobiliser les services d’inspection sur cette priorité nationale.

L’égalité professionnelle passe par cet effort de transparence des entreprises et par leur démarche d’amélioration continue visible de tous : salariés et partenaires sociaux, mais aussi du grand public.
The state of work safety in construction industry has been unsatisfactory for years despite a significant progress in technology and availability of solutions facilitating construction works, as well as a provision of safe implementation of specific types of work.

The use of technical devices, machines and various types of protections significantly streamlines and speeds up performance of specific types of construction works, but at the same time, due to their incorrect use, it constitutes a factor generating risks of work accidents. A combined use of a few or more small contractors (predominantly ‘micro’ companies employing just a few people) in conjunction with variable job fronts so characteristic for construction, causes an increase in occurrence of various types of risks related to not only the applied technology but mainly to the organisation and coordination of works performed by individual firms engaged in the investment.

A so called ‘human factor’ i.e. workers’ behaviour is a very important element from the point of view of accidents at work. It is still the most common cause of workplace injuries. Therefore, fostering a strong security culture and a related work culture is of key importance to reduce the scale of irregularities in occupational health and safety in the construction industry. This concerns not only the workers themselves but also the employers. In small companies the supervision is most often performed by company owners who tolerate derogations from the provisions of occupational health and safety, as they often lack proper knowledge in that regard or save on workers’ protection. Building the security culture in relation to occupational risks related to the performance of construction works is an important and long-term action, as well as a challenge to the National Labour Inspectorate. Therefore, since 2022, a 3-year Control and Prevention Strategy in Construction Industry has been in place. Control and supervisory activities are closely linked to the campaign and actions promoting safe work in this sector.
Control and supervision activities conducted under this 3-year Control and Prevention Strategy in Construction Industry concentrate on risks of accidents primarily during works at heights, including on stairways and ladders, as well as risks during earthworks, including the use of construction machinery and technical devices, as well as excavations. Besides, the following will be verified: safe organisation of work, bearing in mind coordination of works performed by employees of a larger number of employers simultaneously in the same place at the same time, safety associated with the use of electricity, roads and passageways, communication and marking and securing hazardous places at construction sites, as well as securing the construction site against unauthorised access. Controls carried out annually during the years 2022–2024 will primarily include issues of occupational health and safety with a particular attention paid to the liquidation of imminent threats to the life or health of workers, as well as to other irregularities that for years have been the cause of the largest number of work accidents.

In 2022, inspections will be carried out at 1,000 construction sites, of which 10% checks will be conducted at construction sites of particular importance due to their size, technology, or specifics of performed works at large-scale constructions, long stretch roads and bridges, railway lines, water supply and sewerage infrastructures, heating, and gas pipes, etc., and 90% of routine inspections will be carried out at the remaining construction sites. In each year of the 3-year campaign, in June and September there will be massed checks of small construction sites. There will be re-inspections of at least 25% of annually inspected sites during this 3-year strategy.

The aim of the actions undertaken by the National Labour Inspectorate under the 3-year strategy implemented in cooperation with social partners, institutional partners and with the scientific community is a significant improvement of workplace safety at Polish construction sites.
Stan bezpieczeństwa pracy w budownictwie jest od lat niezadowalający, pomimo znaczącego postępu w technice i dostępności rozwiązań ułatwiających wykonywanie robót budowlanych, jak również umożliwiających bezpieczne wykonanie określonego rodzaju prac.

Elementem bardzo istotnym z punktu widzenia wypadków przy pracy jest tzw. „czynnik ludzki”, czyli zachowanie pracowników. Jest to nadal najczęstsza przyczyna wypadków przy pracy. Zatem kształtowanie kultury bezpieczeństwa i związanej z nią kultury pracy jest kluczowe dla zmniejszenia skali nieprawidłowości z obszaru bhp w budownictwie. Dotyczy to nie tylko samych pracowników, ale również pracodawców. W małych podmiotach najczęściej osobami nadzorującymi są właściciele firm, którzy tolerują odstępstwa od przepisów bezpieczeństwa i higieny pracy, gdyż często nie mają odpowiedniej wiedzy w tym zakresie lub oszczędzają na zabezpieczeniach pracowników. Budowanie kultury bezpieczeństwa w odniesieniu do zagrożeń zawodowych związanych z wykonywaniem robót budowlanych jest ważnym, długofalowym działaniem i wyzwaniem dla Państwowej Inspekcji Pracy. Dlatego też, począwszy od 2022 roku, realizowana jest 3-letnia Strategia kontroli i prewencji w budownictwie. Działania kontrolno-nadzorcze są ścisłe połączone z kampanią i działaniami promującymi bezpieczną pracę w tym sektorze.
Działania kontrolno-nadzorcze prowadzone w ramach 3-letniej Strategii koncentrują się na zagrożeniach wypadkowych związanych przede wszystkim z wykonywaniem prac na wysokości, w tym z rusztowań i drabin, a także zagrożeniach przy pracach ziemnych, w tym z użyciem maszyn budowlanych i urządzeń technicznych oraz przy pracach w wykopach. Oprócz tego weryfikowane będą: bezpieczna organizacja pracy, uwzględniająca koordynowanie pracy pracowników większej liczby pracodawców, prowadzących pracę jednocześnie w jednym miejscu i czasie, bezpieczeństwo związane z wykorzystywaniem energii elektrycznej, drogi i przejścia komunikacyjne komunikacja oraz oznakowanie i zabezpieczenie miejsc niebezpiecznych na placu budowy, a także zabezpieczenie terenu budowy przed dostępem osób postronnych. Kontrole przeprowadzane corocznie w latach 2022-2024 obejmą przede wszystkim zagadnienia bezpieczeństwa i higieny pracy, szczególną uwagę zwracając na likwidację bezpośrednich zagrożeń dla życia lub zdrowia pracujących oraz na inne nieprawidłowości skutkujące od lat największą liczbą wypadków przy pracy.

W roku 2022 przeprowadzone zostaną kontrole na 1000 placów budów, z czego 10% kontroli zostanie przeprowadzonych na budowach obiektów o szczególnym znaczeniu z uwagi na ich wielkość, technologię czy specyfikę wykonywanych prac na budowach wielokokbataurowych, odcinkowo długich – drogowo-mostowych, kolejowych, wodno–kanalizacyjnych, ciepłowniczych, gazowych, itp., a 90% kontroli rutynowych zostanie przeprowadzonych na pozostałych placach budowy. W każdym roku 3-letniej Kampanii w czerwcu i we wrześniu zostaną przeprowadzone zmasowane kontrole małych placów budowy. Rekontrole będą przeprowadzane w stosunku do co najmniej 25% skontrolowanych rokrocznie podmiotów podczas trwania 3-letniej Strategii.

Działania kontrolno-nadzorcze realizowane w ramach strategii wsparte będą działaniami promocyjnymi, których celem jest popularyzacja wiedzy o występujących zagrożeniach i sposobach ich ograniczania, propagowanie bezpiecznych zachowań, rozpowszechnianie dobrych praktyk, a także oddziaływując na wdrażanie podwyższonych standardów w dziedzinie bezpieczeństwa i ochrony zdrowia przy organizacji oraz prowadzeniu prac budowlanych. W ramach tych działań będą prowadzone szkolenia bezpośrednio na budowach, publikowane materiały promocyjne dotyczące bezpieczeństwa pracy w budownictwie, a także organizowane konkursy dla pracodawców działających w branży budowlanej.

Dodatkowym elementem oddziaływania Państwowej Inspekcji Pracy na branżę budowlaną jest organizacja – w ścisłej współpracy z wyższymi uczelniami i ośrodkami naukowymi – konferencji naukowych, na których prezentowane są najnowsze rozwiązania w dziedzinie bezpieczeństwa pracy w budownictwie. Pierwsza z konferencji, zatytułowana „Nowe technologie w budownictwie: zagrożenia dla bezpieczeństwa pracy” odbyła się w marcu 2022 roku we Wrocławiu, kolejna – „Budujemy bezpiecznie i nowocześnie” – będzie miała miejsce w maju 2022 roku w Zielonej Górze.

Celem działań podjętych przez Państwową Inspekcję Pracy w ramach 3-letniej strategii realizowanej we współpracy z partnerami społecznymi, partnerami instytucjonalnymi oraz ze środowiskiem naukowym jest znacząca poprawa bezpieczeństwa pracy na polskich budowach.
Globally, Malaysia is the second largest after Indonesia, producer and exporter of crude palm oil (CPO) and palm-based products. CPO and palm-based products constitutes about 9% of Malaysia total export value and it is second to electrical and electronic products which contribute 39.8% of export.

Since 1960, planted land under oil palm has increased at a rapid rate as the government reduced dependency on rubber and tin. The rapid growths in oil palm plantation commensurate with progressive growth in the support industry especially palm oil mills / refineries. As of December 2021, Malaysian Palm Oil Board (MPOB) stated that oil palm occupied 5.74 million hectares of land i.e about 17.5% of total land area in Malaysia. It was 2.2% reduction from previous year. MPOB also indicated, Malaysia has 4,700 registered oil palm estates with total labour participation of 425,988 and 457 mills as at December 2020.

Presently, the image of oil palm in Europe and North America has been badly affected by the detrimental environment concern of oil palm cultivation especially on deforestation, haze creation and labour’s human rights issue such as forced labour, discrimination of migrant workers, unfair labour practice and provision of safe working environment. Such concerns have resulted in oil palm cultivators and related industries implemented RSPO certified palm oil. RSPO stand for Roundtable on Sustainable Palm Oil and was founded in 2004 by multistakeholder and non-profit group. RSPO implementation in Malaysia is not a mandatory requirement since it has its own certification system which is Malaysian Sustainable Palm Oil (MSPO). Implementation of MSPO standard is to ensure all cultivators and palm oil processing facilities produced palm oil products in a responsible and sustainable manner to

Protecting Workers Safety and Health in Oil Palm Industries

Fazira Azita Abdul Rashid, Assistant Director
Department of Occupational Safety and Health Perak, Malaysia
achieve the Sustainable Development Goals (SDGs). MSPO certification requires a policy of workers’ rights that will be in line with Malaysia standard laws. One of the worker rights is on compliance with national safety and health legislation.

As a government agency, Department of Occupational Safety and Health (DOSH) Malaysia play important roles for administration and enforcement of legislations related to occupational safety and health. DOSH has taken proactive action in workplace safety especially when workers in agriculture sector suffered with accidents contributed substantially to national statistics data of worker injuries and fatal accidents cases. In year 2021, DOSH conducted engagements with industries player from oil palm sector through workshop and dialog as part of the activities to strengthen awareness and acceptance of OSH practices among employers and employees. The three (3) days OSH Coordinator (OSH-C) workshop focusing on participants from agriculture sector was held in Perak, Sarawak and Kelantan which involved more than 100 participants from different oil palm estates. Participants that completed 10 modules in OSH-C workshop are classified as trained person with responsibility to implement and improve OSH in the respective workplace. OSH-C could influence organization to initiate change and encourage the implementation of OSH in oil palm industries. DOSH also takes proactive action by conducting interactive dialog related on OSH issues with participants of 82 oil palm mills in Sarawak on 26/08/2021 and 63 oil palm mills in Johor on 15/09/2021.

REFERENCES
1. Review of the Malaysian Oil Palm Industry 2020, MPOB.
3. OSH-C Workshop for Agriculture Sector as organized by DOSH Sarawak was held at Miri Marriot Resort & Spa on 23rd until 25th August 2021.
4. Online OSH-C Workshop for Agriculture Sector as organized by DOSH Perak on 7th until 9th September 2021.
5. Online OSH-C Workshop for Agriculture Sector as organized by DOSH Kelantan on 13th September 2021.
Di peringkat global, Malaysia adalah negara kedua terbesar selepas Indonesia sebagai pengeluar dan pengekspor minyak sawit mentah (MSM) dan produk berasaskan sawit. MSM dan produk berasaskan sawit membentuk kira-kira 9% daripada jumlah nilai ekspor Malaysia dan ia adalah kedua selepas produk elektrik dan elektronik yang menyumbang 39.8% daripada ekspor. Sejak tahun 1960, kawasan penanaman kelapa sawit telah meningkat dengan kadar yang pesat apabila kerajaan mengurangkan pergantungan kepada getah dan bijih timah. Pertumbuhan pesat dalam ladang kelapa sawit sepadan dengan pertumbuhan progresif dalam industri sokongan terutamanya kilang/loji penapisan minyak sawit. Sehingga Disember 2021, Lembaga Minyak Sawit Malaysia (MPOB) menyatakan bahawa kelapa sawit meliputi keluasan 5,74 juta hektar tanah iaitu kira-kira 175% daripada jumlah keluasan tanah di Malaysia. Ia adalah pengurangan 2.2% daripada tahun sebelumnya. MPOB juga menyatakan, Malaysia mempunyai 4,700 ladang kelapa sawit berdaftar dengan jumlah penyertaan buruh sebanyak 425,088 dan 457 kilang setakat Disember 2020.


Melindungi Keselamatan Dan Kesihatan Pekerja Dalam Industri Kelapa Sawit

Fazira Azita Abdul Rashid, Penolong Pengarah Jabatan Keselamatan dan Kesihatan Pekerjaan Perak, Malaysia

dasar hak pekerja yang akan selaras dengan undang-undang standard Malaysia. Salah satu hak pekerja adalah mematuhi perundangan berkaitan keselamatan dan kesihatan.


**RUJUKAN**

1. Review of the Malaysian Oil Palm Industry 2020, MPOB.

1 23 – 25 FEB 2021
ILO Vision Zero Fund High Level Forum “2021 and Beyond: Collective Action for Safe and Healthy Supply Chains”
KM and BR participated and contributed to the debate.
Virtual

2 25 MAR 2021
IALI EC Meeting
EC discussed on the IALI GA and IALI webinars matters such as milestones and programmes.
Virtual

3 31 MAR 2021
IALI EC Meeting
EC approved IALI GA agenda and papers, and experienced system trial tests.
Virtual

4 28 APRIL 2021
Workers’ Memorial Day Webinar – Kazakhstan International Occupational Safety and Health Conference
IS presented “IALI on the role of labour inspectorates in the pandemic”.
Virtual

5 5 MAY 2021
35th Turkey OSH Week
KM presented in Virtual Workshop on “Global Challenges, Global Solutions: Ensuring Safety and Health at Work during Pandemic”.
Webinar

6 27 – 28 MAY 2021
9th ASEAN Labour Inspection Conference
Virtual

7 3 JUN 2021
IALI Virtual Conference
(i) Covid-19 and the Implications for Labour Inspectorates
Webinar to present IALI Paper on Roles of Labour Inspection in Managing Pandemic such as COVID-19 – JP. Sharing of experience and lessons learnt by countries – Georgia, Singapore, Spain, Switzerland, UK.
Webinar

8 24 JUN 2021
IALI Virtual Conference
(ii) Training Framework for Labour Inspectorates
HSH led IALI webinar introducing IALI Labour Inspection Training Framework.
Webinar

9 12 JUL 2021
IALI EC Meeting
Final EC meeting before IALI GA.
Virtual

10 15 JUL 2021
16th IALI General Assembly
Triennial GA including EC election for the period of 2021 – 2024.
Virtual

11 27 JUL 2021
7th ASEAN-OSHNET Conference and 3rd ASEAN-OSHNET Awarding Ceremony
HSH presented IALI Paper on the “role of labour inspection in a pandemic like Covid19” under the theme of “Strengthening the Labour Inspection Mechanism for the Effective OSH Inspection Post Covid-19 Pandemic”.
Virtual
12 24 AUG 2021
22nd ASEAN-OSHNET COORDINATING BOARD MEETING (CBM-22)
HSH presented IALI’s involvement in ASEAN region, IALI’s guidance in competency framework in LI and IBOR experience, as part of ASEAN OSHNET Workplan in Cooperation of ASEAN-OSHNET with External Parties.
Virtual

13 25 AUG 2021
8th ASEAN-OSHNET CONFERENCE: Working from Home
HSH presented IALI’s position of Working from Home, drawing references from presentations shared during IALI’s webinar and ILO’s technical guidance.
Virtual

14 2 SEP 2021
IALI EC Meeting
First meeting with the newly elected executive committee.
Virtual

15 22 SEP 2021
RALI CIS and Mongolia Conference
RALI CIS and Mongolia Conference. Yerevan, Republic of Armenia

16 19 OCT 2021
Meeting with USA Regional Delegate
Meeting with Zhao Li and representatives from the Department of Labour and OSHA with IALI President Ho Siong Hin, Secretary General Martyn Campbell and Treasurer Christophe Iseli.
Virtual

17 21 OCT 2021
Meeting with Chinese Regional Delegate
Meeting with Zhang Hongliang and Zhou Hongfang with IALI President Ho Siong Hin, Secretary General Martyn Campbell and Treasurer Christophe Iseli.
Virtual

18 11 NOV 2021
OS+H Asia Event
IALI Webinar on Migrant Workers presented by President Ho Siong Hin, VP Pal Lund and VP Samantha Peace.
Virtual

19 23 NOV 2021
ASEAN OSHNET
General Secretary Martyn Campbell attending in place of President Ho Siong Hin. Topic: Workshop for Labour Inspector on Violence and Harassment in the Workplace.
Virtual

20 2 DEC 2021
IALI EC Meeting
Second meeting of the current IALI Executive Committee.
Virtual

21 13 – 16 DEC 2021
ILO Expert Panel for the Tripartite validation of the technical guidelines on general principles of labour inspection
Vice President Samantha Peace represented IALI at the Plenary sessions.
Virtual

22 17 DEC 2021
Workplace Safety Management in Work Resumption Under COVID-19
President Er. Ho Siong Hin and Secretary General Martyn Campbell represented IALI at the virtual workshop.
Virtual
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