

▶ Session 4. Fully realizing the mission of labour inspection through social dialogue and collaboration

Speakers:

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Convention No. 81 (Labour Inspection in Industry and Commerce)

Article 5 (b)

The competent authority shall make appropriate arrangements to promote (...) collaboration between officials of the labour inspectorate and employers and workers of their organisations.

Labour Inspection (agriculture) Convention, No. 129 with similar provision (Art. 13)

Recommendation No. 81 (Labour Inspection in Industry and Commerce)

4 (1) Arrangements for collaboration between employers and workers for the purpose of improving conditions affecting the health and safety of the workers should be encouraged.

4 (2) Such arrangements might take the form of safety committees or similar bodies set up within each undertaking or establishment and including representatives of the employers and their workers.



► Recommendation No. 81 (Labour Inspection in Industry and Commerce)

5. Representatives of workers and management, and more particularly members of OSH committees should be authorised to collaborate directly with labour inspection officials when investigations and enquiries into industrial accidents or occupational diseases are carried out.
6. Encouraged organisation of conferences or joint committees or similar bodies where questions concerning the enforcement of labour legislation are discussed.
7. Advice and instruction in labour legislation and OSH by such measures as:
 - lectures, radio talks, posters, pamphlets and films
 - OSH exhibitions
 - OSH instruction in technical schools

Reference to joint OSH committees in § 10 of Recommendation No. 133 (Labour Inspection in Agriculture)



GUIDELINES CHAPTER 2. Structure and organization

2.2. Collaboration and cooperation

2.2.7. Labour inspectorates should collaborate with workers' and employers' organizations in the **design, adoption and review of inspection policies, strategies, or programmes and plans**. This collaboration may take different forms such as through national tripartite consultative bodies, agreements on coordination and cooperation, joint committees, consultations, and the organization of campaigns.

2.2.8. Collaboration with social partners is an **essential element for the effectiveness of the labour inspection system**. This collaboration must be operationalized at national, territorial and enterprise level.

2.2.9. Collaboration between the labour inspectorate, and employers' and workers' representatives **at workplace level**, shall, where appropriate, take place, on the occasion of inspection visits and actions to be carried out in the workplace, through contacts with the employer and the workers' representatives, where present, ensuring always the **impartiality, authority and safety** of labour inspectors.



► GUIDELINES CHAPTER 3. Policy, planning and monitoring

3.1. Labour Inspection Policy

3.1.1. National labour inspection policy as the instrument within the ambit of public administration for the preparation and implementation of laws and regulations, following tripartite consultations

3.1.2 (g). The policy should include measures to prevent and protect against corruption, abusive behaviors and Violation of statutory duties by inspectors, including mechanisms for employers and workers to bring complaints against inspectors and to have them properly and impartially investigated

3.1.2. (h). The policy should also include reference to procedures for securing the full cooperation of employers, workers and their organizations

3.2. Planning and programming

3.2.4. The process of developing and setting of objectives must be strongly participatory, firstly through consultation with social partners...



▶ GUIDELINES CHAPTER 6. Enforcement

6.1. General principles

6.1.1. Recognizing the fast-changing patterns in the world of work, labour inspectorates should use a range of actions, including measures to ensure proportionate response to violations in law and in practice, to bring to the notice of the competent authority defects or abuses not specifically covered by existing legislation, to provide advice and information, to use unannounced visits, and to **effectively coordinate with employers and workers and their representatives to secure compliance.**

