

Session 5. Policies and strategies for the best use of labour inspection resources

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9:00-10:15





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Introduction

- **Mr. Ibrahim Rahman Ammari**, Director of Occupational Safety and Health, Ministry of Human Resources, United Arab Emirates
- **Mr. Guilherme Candemil**, Deputy Under Secretary-General of Labour Inspection. Ministry of Labour and Welfare. Brazil
- **Mr. Renārs Lūsis**. Director. State Labour Inspectorate, Latvia
- **Ms Soheir Nasr Ellithy**, Director of Department of Labour Inspection, Ministry of Manpower, Egypt.

Q&A

Summary and conclusions

Being efficient, but also effective

- **Policy focus = Strategic compliance, cooperation and partnership**
- **“Intelligence” for targeting & prioritizing = Keeping resources in the more productive activities.**
- **Operational = Streamlining processes, Tools and technological solutions**
- **Human resources = Conditions of service, recruitment, training... and motivation**



▶ Status and conditions of service of Labour Inspectors

- ▶ Stability of employment, impartiality and independence: public officials
- ▶ Number of inspectors
 - the number and nature of the **functions** assigned
 - the number, nature, size and situation of the **workplaces** liable to inspection;
 - the number of workers;
 - the number and complexity of **legal provisions** to be enforced;
 - the **material and financial resources** available to the inspectorate;
 - the practical conditions under which **visits** of inspection must be carried out.
- ▶ Remuneration
- ▶ Career prospects and mobility.



► Recruitment and selection of labour inspectors

Effectiveness LI = adequacy of resources, competence and quality of its personnel.

Recruitment and selection of labour inspectors

- Transparency, equality, merit and ability
- Eligibility, based on education and the experience
- Minimum educational level, right academic qualification and soft skills required
- In-depth interviews + written tests
- Training included in the selection process.
- Probationary period
- Affirmative actions for candidates belonging to under-represented groups

Associated experts and specialists



▶ Training, deontology and other statutory aspects of labour inspectors

Labour inspectors shall be adequately trained for the performance of their duties (C81. art 7.3)

- ▶ Training policy and programme = training needs analysis = training curriculum.
- ▶ Initial training = theoretical (classroom or online) and practical component (visits to workplaces in different sectors with a structured mentoring).
- ▶ Periodical refresh of inspectors' knowledge and skills.

Deontology and other statutory aspects

- ▶ Professional secrecy and confidentiality = defined with precision in national legislation.
- ▶ Strengthen ethical behaviour = provisions in laws + guidance and internal procedures (codes of conduct, protocols, training modules, internal investigation procedure).
- ▶ Gender equality. (C81 art. 10)
- ▶ Performance appraisal systems, with due account for the specificities of the profession.
- ▶ Protection against risk, particularly violence.

