



**“Making Decent Work a Global Goal and a  
National Reality”**

**International Conference  
A+A Congress, Düsseldorf, Germany  
18-21 September, 2007**

**Summary Report**

**April 2008**

## Executive Summary

The A+A Congress is the world's largest trade fair on labour protection and safety and health, and is held every two years at Messe Düsseldorf in Düsseldorf, Germany. The 2007 Congress included a conference organized by the ILO entitled "Making Decent Work a Global Goal and a National Reality Conference," 18-20 September. It was sponsored by the ILO, Messe Düsseldorf, Basi, Fraport AG, TUV Rheinland, DGUV, and BAD. Other partners included the Ministries of Labour in Germany and Portugal (who had the EU Presidency at the time), the EU, WHO, IALI and ISSA.

The Conference had five sessions, a round table discussion, and a final statement. The presentations focused on strengthening occupational safety and health and labour inspection systems at the enterprise, national and international levels from both global and national perspectives, with particular reference to safety and health in the logistics and transport industry and in the supply chain. There was also a special session on prevention and social security.

The Conference hosted over 200 participants from 65 countries in all continents. Its speakers represented governments, businesses, and workers, and academia. The main Conference from 18-20 September was followed by a training workshop, at which recent developments in labour inspection training were discussed.

The majority of participants provided **electronic copies** of both **abstracts** and the **presentations** themselves, and in some cases even the **full texts of speeches**. **Interested readers may obtain copies of these documents by contacting:**

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## Contents

	<b>Pages</b>
Programme	4-9
Summary of Presentations:	
- Opening Session:	10-11
- Session 1: Decent Work-A global goal	11-13
- Session 2: Decent Work- A national reality? The value of effective labour inspection	13-16
- Session 3: Decent Work on the enterprise level in the logistics and transport industry and supply chain	16-18
- Session 4: Prevention and social security	18-19
- Round Table Discussion:	20-21
- Final Statement	21
- 21 September Labour Inspection Training Workshop Programme	22-26
Annexe 1: Conference Participants List	27-41
Annexe 2: Workshop Participants List	42
Annexe 3: Selected References	43

## **Conference Programme**

### **Tuesday, 18 September 2007**

12.00 - 18.00

Registration of conference participants in the main entrance hall of the conference centre, CCD Süd

14.00 - 17.00

Opening of the A+A International Congress "International and European Occupational Safety and Health Strategies" Room 3, CCD Süd

19.00 - 22.30

Boat Reception for ILO conference participants on the MS-Riverstar

### **Wednesday, 19 September 2007**

08.00 - 08.50

Registration of conference participants in the main entrance hall of the conference centre, CCD Süd

9.00 - 10.45

## **Opening Session**

Chairman: Mr. Gerd Albracht  
Coordinator, Development of Inspection Systems,  
International Labour Office (ILO), Geneva, Switzerland

Dr. Toru Itani  
Director, Labour Protection Department, ILO, Geneva

Mr. Kajo Wasserhövel  
Administrative Secretary of State, Federal Ministry of Labour and Social Affairs,  
Germany

Mr. Fernando Medina  
Secretary of State for Employment, Ministry of Labour and Social Security, Portugal

Ms. Michele Patterson  
President, International Association of Labour Inspection (IALI), South Australia

Dr. Jürgen Brauckmann  
Member of the Board of Management, TÜV Rheinland, Germany

Mr. Hans-Horst Konkolewsky  
Secretary-General, International Social Security Association, Geneva, Switzerland

Ms. Lenia Samuel  
Deputy Director General, Directorate General for Employment, Social Affairs and Equal Opportunities, European Commission, Belgium

11.15 - 12.45

### **Session 1: Decent Work - A Global Goal**

Chairman: Mr. Wolfgang Heller  
Director, ILO Berlin, Germany

Rapporteur: Mr. Paul Weber  
Secretary-General, International Association of Labour Inspection (IALI) and Director,  
Inspection du Travail et des Mines, Luxembourg

#### **Keynote Address: Good Governance at Work in a Global Economy**

Prof. Michael Piore  
David W. Skinner Professor of Political Economy, Massachusetts Institute of  
Technology, USA

#### **International Labour Standards for Decent Work Country Programmes**

Ms. Cleopatra Doumbia-Henry  
Director, International Labour Standards Department, ILO, Geneva, Switzerland

Ms. Renate Hornung-Draus  
Member of the ILO Governing Body and Director of European Union and International  
Social Policy, Confederation of German Employers (BDA), Berlin, Germany

Dr. Ursula Engelen-Kefer  
Member of the ILO Governing Body, Former Deputy Chairperson of the Board of  
Management, German Confederation of Trade Unions (DGB), Berlin, Germany

#### **WHO Global Plan of Action for Workers' Health**

Dr. Maria Neira  
Director, Public Health and Environment, WHO, Geneva, Switzerland

#### **Lunch**

14.15 - 15.45

## **Session 2: Decent Work – A National Reality? The Value of Effective Labour Inspection**

Chairperson: Ms. Michele Patterson

President IALI and Executive Director, SafeWork, South Australia

Rapporteur: Dr. Bernd Brückner

Vice-President, IALI and Director, Labour Inspection, Hesse, Germany

### **Keynote Address: Strategies for Effective Labour Inspection**

Mr. Gerd Albracht

Coordinator, Development of Inspection Systems, ILO, Geneva

### **Increasing Impact through Innovation**

Ms. Helle Tosine

Assistant Deputy Minister, Ontario Ministry of Labour, Canada

### **Labour Inspection Partnership between Portuguese Speaking Countries**

Mr. Paulo de Carvalho

Chief Labour Inspector, Portugal

### **Decent Work Country Programmes in Latin America**

Dr. Valentina Forastieri

Senior Occupational Safety and Health Specialist for Latin America, ILO, Costa Rica

### **Achieving Best Practice in CIS Countries**

Mr. Wiking Husberg

Senior Occupational Safety and Health Specialist for Eastern Europe and Central Asia, ILO, Russia

### **Labour Protection and Vulnerable Groups**

Mr. Wolfgang von Richthofen

Technical Adviser to IALI, France

### **Good Governance for Labour Inspection**

Mr. Jean Bessière

Deputy Director, Directorate-General of Labour, Ministry of Labour, Social Relations and Solidarity, France

### **Promoting Decent Work in English-Speaking African Countries**

Mr. Sammy Nyambari

Vice-President of IALI and Director of African Regional Labour Administration Centre, Harare, Zimbabwe

**Strategies for Promoting Decent Work in Brazil**

Mr. Fernando Coelho Neto

Health Services Executive Manager, National Industrial Social Services Department,  
Brazil

**Modernizing Labour Administration in Francophone African Countries**

Mr. Moussa Oumarou

Senior Specialist, Labour Law and Labour Administration, ILO, Geneva

**Reforming Labour Inspection in Morocco**

Mr. Abdelaziz Addoum

Director of Labour, Ministry of Employment and Vocational Training, Morocco

**Thursday, 20 September 2007**

**Session 3: Decent Work on the Enterprise Level in the Logistics and  
Transport Industry and in the Supply Chain**

Chairman: Mr. André Cano

Director, Institute of Labour, Employment and Vocational Training, Lyon, France

Rapporteur: Mr. Leonard Sassano

Director, Strategic Alliances, Industrial Accident Prevention Association (IAPA),  
Ontario, Canada

**Keynote Address: The Benefits of Good Safety and Health for Staff in International  
Airports**

Mr. Herbert Mai

Member of the Board of Management and Labour Director, Fraport AG, Frankfurt  
Airport Services Worldwide, Germany

**Multi-National Cooperation Towards Achieving Decent Work in Airports**

Mr. Georges Toussaint Gnabloh

Head of Administration and Personnel, Agence pour la Sécurité de la Navigation  
Aérienne en Afrique et à Madagascar (ASECNA)

**Aerial Safety for Logistic and Airfreight Companies, Problems and Solutions**

Mr. Christian Buchenthal

Aviation Security Expert, TÜV Rheinland, Germany

**Occupational Health and Safety within a Major Airline**

Dr. Eckhardt Müller-Sacks

Head of B.A.D. centre, Düsseldorf, Germany

**A Global Company Commitment to Corporate Health**

Dr. Andreas Tautz

Chief Medical Officer, Deutsche Post World Net, Germany

**A Comprehensive Approach to Safety and Health in the Supply Chain**

Mr. Michael Abromeit

Vice-President Operations, IAPA, Canada

**Incentives for Safety and Health Management in SMEs in Singapore**

Mr. Ho Siong Hin, Commissioner for Workplace Safety and Health and Divisional Director, Occupational Safety and Health Division, Ministry of Manpower, Singapore

**Reaching Small Firms through the Supply Chain in South Africa, Mexico and Brazil**

Ms. Elke Sebold-Tanski

Deputy Manager, Occupational Safety, Health and Environment,  
Volkswagen AG, Wolfsburg, Germany

**Establishing a Management System for Safety and Health in Rwanda**

Prof. Bernd Tenckhoff

Senior HSE Expert, GTZ project, Rwanda

**A Comprehensive Approach to Operational Safety and Health Management**

Dr. Ulrike Roth

Business Field Manager, Occupational Medicine, TÜV Rheinland, Germany

**Lunch**

13.30 - 15.45

**Session 4: Prevention and Social Security**

Chairman: Mr. Hans-Horst Konkolewsky

Secretary-General, International Social Security Association (ISSA), Geneva,  
Switzerland

Rapporteur: Ms. Patricia Weinert

Senior Programme Manager, ISSA, Geneva, Switzerland

**Does Safety Pay? Internationally Renowned Speakers will Showcase the Important Contribution of Prevention to Social Security.**



Ms. Maureen Shaw  
President and Chief Executive Officer, IAPA, Canada

Dr. Joachim Breuer  
Managing Director, DGUV, Germany

Dr. Zofia Pawlowska, Head of Department of Occupational Safety and Health  
Management, Central Institute for Labour Protection, Poland

Dr. Mohammed Azman Bin Aziz Mohammed  
Head of Medical and Rehabilitation Division, Malaysian Social Security Organisation,  
Malaysia

16.15 - 17.15

### **Round Table Discussion**

Chairman: Mr. Stephen Pursey  
Director of the Policy Integration Department, ILO,  
Geneva, Switzerland

Mr. Brent Wilton  
Deputy Secretary-General, International Organization of Employers, Geneva

Ms. Fiona Murie  
Director of Health and Safety, Building and Woodworkers' International, Geneva

Ms. Michele Patterson  
President, IALI, South Australia

Mr. Gerd Albracht  
Coordinator, Development of Inspection Systems, ILO, Geneva

Mr. Herbert Mai  
Member of the Board of Management and Labour Director, Fraport AG, Germany

17:15 - 17.30

### **Closing Address and Final Statement**

Dr. Sameera Al-Tuwaijri  
Director, Safety and Health at Work and the Environment (SafeWork), ILO, Geneva

## **Summary of Presentations**

### **Opening Session**

#### **Dr. Toru Itani, Director, Labour Protection Department, International Labour Organization, ILO, Geneva**

Dr. Itani welcomed everyone to Düsseldorf and laid out the format of the conference. He emphasized the importance of modernizing labour inspection systems in developing countries and the need to engage all relevant stakeholders in this process. Dr. Itani stated that occupational safety and health standards often existed in the developing world, but that the application of these standards was not always conducted effectively. One of the most relevant practical issues to be addressed by the Conference was how to apply occupational safety and health and labour inspection in the developing world.

#### **Mr. Eugen Müller, Chairman BASI, Germany**

Mr. Müller described the goals of BASI's close relationship with the ILO and the benefits of a tripartite approach to global challenges. Business organizations should declare their support for the initiatives, ideals and cooperative efforts of the ILO. He pointed out that this sort of broad-based commitment to inter-organizational cooperation would be essential to the strengthening of labour inspection and occupational safety and health globally.

#### **Mr. Fernando Medina, Secretary of State for Employment, Ministry of Labour and Social Affairs, Portugal**

Mr. Medina focused on opportunities and examples of cooperation between Portuguese-speaking nations on the implementation of labour standards. This cooperation was evident by the presence of a large Portuguese-speaking delegation from not only Portugal, but also nations such as Brazil and Sao Tome and Principe. Mr. Medina stressed the ways that the EU and the ILO must continue to strengthen their working relationship on the issue of labour inspection. He also gave several examples of Portugal's strong commitment to its internal inspection systems.

#### **Ms. Michelle Patterson, President, IALI, South Australia**

Ms. Patterson, clearly laid out the benefits of labour inspection for all stakeholders and the challenges that face its growth. While Ms. Patterson lauded the efforts made by the ILO in the field, she also urged further cooperation with partners such as IALI and the continued devotion of financial and personnel resources to the development of inspection systems. She called on the ILO to commit the resources and build the capacity to deliver the stated agenda of its Governing Body to strengthen and reinvigorate labour inspection

in order to make decent work a global reality. She emphasized that the assistance of organizations such as IALI was crucial to the ILO's ability to fulfill its mandate on labour inspection.

**Dr. Jürgen Brauckman, Member of the Board of Management, TUV Rheinland, Germany**

Dr. Brauckmann highlighted his company's commitment to social responsibility. TUV Rheinland centered its entire corporate structure on servicing the health and safety needs of client companies. In doing so, it aligned itself with the occupational safety and health standards espoused by both the ILO and the UN Global Compact. Moreover, as part of the UN Global Compact, TUV Rheinland made a commitment to act with ecological and social responsibility. The cooperation with the ILO pursued the objective of implementing joint principles and promoting sustainable compliance. To meet this objective, several activities were carried out such as the establishment of preventive occupational safety and health services on a global level and E-learning as a way to upgrade skills of OSH-inspectors worldwide.

**Mr. Hans-Horst Konkolewsky, Secretary-General, Social Security Organization, Geneva, Switzerland**

Mr. Konkolewsky outlined the mutual benefits of prevention and safety for both workers and employers, emphasizing the strong relationship between preventative measures and social security. This was framed in the context of a humanitarian and human rights obligation to protect the health of workers. While highlighting new challenges at work such as psychosocial risks and new technologies, Mr. Konkolewsky also expressed the hope that recent cooperative international efforts will result in broad impacts.

**Ms. Lenia Samuel, Deputy Director General, Directorate for Employment, Social Affairs and Equal Opportunities, European Commission, Belgium**

Ms. Samuel described how the ILO's Decent Work Agenda was congruent with the EU's Social Agenda. She recognized that our globalized economy presented many unique new challenges that will need to be met on a broad basis. Her view was that cooperation between organizations such as the EU, ILO, and WHO could spur great progress towards this goal. Given the like-mindedness of their respective agendas, Ms. Samuel drove home the point that the ILO and the European Commission could both benefit in meeting the challenges and opportunities of a globalized world.

## **Session One: Decent Work – A Global Goal**

**Prof. Michael Piore, David W. Skinner Professor of Political Economy, Massachusetts Institute of Technology, USA**

Dr. Piore framed the major obstacles to the growth of occupational safety and health and labour inspection systems in recent years as the dominance of neo-liberal ideologies on the international scene. However, he also asserted that unfortunately we would soon hear the death knell of neo-liberalism. Dr. Piore described the global economy as being at a crossroads in terms of neo-liberal policies. He believed that the prevalence of neo-

liberalism would continue to diminish; this was due primarily to its own failures rather than more humane alternatives. As such, he advocated a pro-active approach to the defense of vulnerable workers. In order to establish a truly effective system for fostering the implementation of labour standards, he believed, that the international community needed to capitalize on its current opportunities.

**Ms. Cleopatra Doumbia-Henry, Director, International Labour Standards Department, ILO, Geneva, Switzerland**

Ms. Doumbia-Henry described these programmes as being integrated approaches to implementing labor standards in over 70 countries and that they had virtually boundless potential to elevate the working lives of millions of people. She then stated that the role of labour inspection at the enterprise level was absolutely crucial in assuring compliance with standards. Her statement, that labour inspection constituted a major component of DWCP's added great credibility to the ILO's commitment to the Decent Work Agenda.

**Ms. Renate Hornung-Draus, Member of the ILO Governing Body and Director of European Union and International Social Policy, Confederation of German Employers (BDA), Berlin, Germany**

Ms. Hornung-Draus further expanded upon the ILO's work on occupational safety and health and labour inspection through Decent Work Country Programmes, but from the perspective of the employer on the Governing Body. She focused on the opportunities for cooperation on these issues that globalization had opened up. She further explained how efforts had been made to engage all stakeholders within the tripartite structure in DWCP's.

**Dr. Ursula Engelen-Kefer, Member of the ILO Governing Body, Former Deputy Chairperson of the Board of Management, German Confederation of Trade Unions (DGB), Berlin, Germany**

Dr. Engelen-Kefer focused on Decent Work as an "investment in the future" with examples from Europe and Germany in particular. Decent Work included avoiding and reducing health risks, social security and a reasonable income that secured the employee's existence. She expressed concerns regarding the extension of the low-income sector across Europe and the dubious freelance existence. The implementation of the decent work principles was thus necessary and especially means to create a suitable legal framework for minimum wages. She also emphasized the need for businesses to comply with statutory regulations, especially in terms of safety and health. The importance of collective bargaining relationships in the overall strategy was also touched on. Workers and employers could work together at the bargaining table to identify and address risks and hazards in the workplace. Overall, Dr. Engelen-Kefer concluded that Decent Work as an agenda had the potential to benefit all actors in a given nation's economy.

**Dr. Maria Neira, Director, Public Health and the Environment, WHO, Geneva, Switzerland**

Dr. Neira spoke about the compatibility of the occupational safety and health component of the ILO's Decent Work Agenda and the WHO's Global Plan of Action on Workers' Health. This compatibility would hopefully open the door to many future opportunities

for fruitful partnerships. She recognized that the WHO, as the international community's voice on health issues, and the ILO, as the world's representative at work possess mutual obligations to work together on occupational safety and health. To do so, she focused on overriding political, social, and cultural factors such as statutory requirements incumbent upon businesses and access to health services. The communication of vital information to governments, workers, and employers was also a crucial aspect of the WHO-ILO joint strategy on Occupational Safety and Health as described by Dr. Neira. She encouraged the implementation of a global plan of action that should meet five objectives. First the development and implementation of policy instruments on workers' health and the protection and promotion of health at the workplace. Moreover, there should be an improved performance to access occupational health services. Lastly evidence for action and practice should be provided and workers' health should be incorporated into other policies.

### **Session Two: Decent Work – A National Reality?**

#### **Mr. Gerd Albracht, Coordinator, Development of Inspection Systems, ILO, Geneva, Switzerland**

Mr. Albracht mentioned that challenges facing labour inspection include a shortage of resources especially in developing countries, to improve effectiveness and efficiency and to include the supply chain into the inspection activity. National and international campaigns were initiated to meet the challenges for example the “Slipping, Tripping, and Falling” campaign in Germany, which aimed at reducing accident rates and hence reducing compensation costs. A public-private partnership between the ILO, Volkswagen, and “Gemeinschaft für technische Zusammenarbeit” (GTZ) aimed at improving supply chain standards in South Africa, Mexico, and Brazil. He emphasized that the development of partnerships would be crucial to the future growth of inspection systems.

#### **Ms. Helle Tosine, Assistant Deputy Minister, Ontario Ministry of Labour, Canada**

Ms. Tosine highlighted good practices and key learning's such as risk based targeting and assessment methodologies and an improved effectiveness through prevention and enforcement working together on a strong foundation of legislation. She also showed how better enforcement practices had benefited businesses and that improved health and safety led to lower insurance premiums and other cost savings. In Canada capacity building was realized through a successful methodology for training labour inspectors, that included e-based systems and partnership processes aimed at recruiting, training, mentoring and deploying 200 in field labour inspectors within 18 months. Moreover, a “healthy workplace” programme was implemented including special programmes for psychosocial stress within the labour inspectorate. Ms. Tosine concluded that new technologies and e-based systems allowed for broader sharing of best practices training and learning.

#### **Mr. Paulo de Carvalho, Chief Labour Inspector, Portugal**

Mr. Carvalho explained that since the early 80's the Portuguese labour inspectorate had developed cooperation projects with Portuguese-speaking countries. This included

training projects, legal assessments, upgrading of labour inspectorates and practical guidance in Portugal for labour inspectors in the countries concerned. The exchange of knowledge and practices contributed to a mutual enrichment and a reciprocal human capital supported by a common language and common roots (ILO's conventions). The knowledge and best practices were being transferred to different social economic contexts. Mr. Carvalho Portugal's pointed out that decent work is a primary aim of the Portuguese labour inspectorate which could be met through four fundamental principles: creating a healthy and safe working environment, equal conditions of work for men and women, universal social protection, tripartism and social dialogue. The reinforcement of labour inspection capacities was a necessary instrument to accomplish ILO's decent work objectives. Mr. Carvalho explained that in this regard, the Sao Tome Declaration was signed giving priority to cooperation programmes among labour inspectorates of different Portuguese speaking countries.

**Dr. Valentina Forastieri, Senior Occupational Safety and Health Specialist, ILO, Costa Rica**

Dr. Forastieri presented some of the recent projects on occupational safety and health and labour inspection in the Latin American region. One of the most prominent of these was the ILO-VW-GTZ project, which aimed at improving labour inspection in Mexico and Brazil, in addition to South Africa. In addition, nine Latin American countries had initiated Decent Work Country Programmes that included safety and health and inspection as key components. She introduced a national Safework programme strategy that should include the establishment of national priorities with tripartite constituent, the updating of OSH legislation and the design and implementation of national OSH policies. Furthermore, inter-institutional and inter sectoral coordination mechanisms needed improvement including social dialogue on OSH. Finally, the strengthening of national capacity of OSH was crucial. Labour inspectors still faced a number of challenges on the sub regional level. Among those were a lack of a comprehensive legislative framework, a lack of human and financial resources and insufficient technical training for labour inspectors in the field of OSH.

**Mr. Wiking Husberg, Senior Occupational Safety and Health Expert for Eastern Europe and Central Asia, ILO, Russia**

Mr. Husberg explained that the post-Communism era had been somewhat difficult for inspectorates in this region. Labor inspectors often found their efforts blocked in the name of "fighting corruption" or "enterprise development." Despite these challenges, Mr. Husberg outlined an ambitious plan for reducing accident rates in the region to European levels by 2025. The plan included three phases of decreasing work-related fatalities, accidents and diseases pursuing the aim of achieving the European level with work and hazardous conditions of less than 3,5% by 2025. Doing so would require the implementation of international labour standards, a safety culture and social partnership. He highlighted the cooperation between ILO Moscow and Northern dimension partnership on health and social wellbeing as an example of good partnership, which led to sharing of information and a transfer of experience. The example illustrated a link between Northwest Russia and Baltic and Scandinavian countries. Finally, he mentioned

that in November 2007 there would be a Ministerial meeting to adopt the partnership “health at work” strategy based on ILO, WHO and EU OSH strategies.

**Mr. Wolfgang von Richthofen, Technical Adviser to IALI, France**

Mr. von Richthofen described the role of labour inspection in protecting vulnerable groups such as women, children, migrant workers as well as home-based and domestic workers both in the formal and informal sectors. He identified some of the obstacles facing these groups as a lack of legal coverage and inadequate resources stemming from poor political will. Possible approaches to access these vulnerable groups included community outreach initiatives as well as law enforcement mechanisms. One of the most effective possibilities for addressing these challenges was a strong and clearly defined role for labour inspection in protecting the rights of vulnerable groups. Well-trained and highly qualified inspectors as well as effective methods for identifying priorities were also important aspects of meeting the challenges. Finally effective protection of vulnerable groups required laws that were inclusive and enforced as well as a strong political will at the highest level.

**Mr. Jean Bessiere, Deputy Director, Directorate General of Labour, Ministry of Labour, Social Relations and Solidarity, France**

Mr. Bessiere focused on methodologies for applying national labour standards at provincial and local levels. He described some of the many practical challenges that inspectors face. These included a lack of cooperation from enterprises and problems of legitimacy. Mr. Bessiere then stated that provincial and local authorities needed the power and resources to address a wide variety of challenges.

**Mr. Sammy Nyambari, Vice-President of IALI and Director of African Regional Labour Administration Centre, Harare, Zimbabwe**

Mr. Nyambari touched on many similar issues as those seen in European countries, but with much more difficult obstacles, in English-speaking Africa. Unfortunately, 70%-90% of jobs in the region were in the informal economy. Most of these jobs were of a poor quality, which further exacerbated problems of income inequality and unsafe working conditions. This made it extremely difficult for the government to address issues such as the HIV/AIDS pandemic. Mr. Nyambari suggested that one of the most promising ways to move forward would be for inspectors to engage social partners in improving occupational safety and health. Moreover, he suggested putting the issue of decent work on the African agenda and to involve different level stakeholders. With regard to the African labour market, he pointed out that efforts would need to reverse the growing number of the working poor by giving them decent work opportunities. A great number of regional campaigns had taken place such as the Ouagadougou Summit where a plan of action was made to counter the twin challenges of poverty and unemployment.

**Mr. Fernando Coelho Neto, Health Services Executive Manager, National Industrial Social Services Department, Brazil**

Mr. Neto explained that the approach of the Brazilian government, especially towards safety and health, was to integrate government initiatives such as its SESI (Servicio Social da Industria) committee’s work on prevention with principles of corporate social

responsibility (CSR). SESI aimed at providing social services to workers in industry and their families. Moreover it focused on education, health and leisure and promoted the management of the industrial enterprises with social responsibility. SESI was seeking and engaging assistance from international organizations such as the United Nations, the WHO, and the ILO in carrying out their activities. Among them was the establishment of a SESI OSH information system, which should make health promotion programmes more accurate and adapted to the specific needs of each industry. The system allowed industries to benchmark its population health conditions with the national average. Moreover, the SESI OSH Web-portal contained useful information relating to OSH.

**Mr. Moussa Oumarou, Senior Specialist, Labour Law and Labour Administration, ILO, Geneva**

Mr. Oumarou focused on the modernization of inspection systems in Francophone Africa. The ILO was making several efforts in this field. Some of these come through Decent Work Country Programmes, of which there were several in the region. Other assistance had been as simple as the sharing of knowledge through publications and training programmes. He pointed out the need to modernize the legal framework of labour administration in Francophone Africa. Furthermore, administrative structures needed to be clearly defined as well as the roles of the key actors.

**Mr. Abdelaziz Addoum, Director of Labour, Ministry of Employment and Vocational Training, Morocco**

Mr. Addoum described Morocco's tripartite approach to labour inspectorate modernization. He framed these problems in the context of human rights, such as the right to work in a safe environment and without violating one's own ideals. Mr. Addoum also expressed his belief that the most important aspect of progress would be the engagement of a wide variety of social partners. As such, he asserted that all stakeholders possess incentives to assist in the improvement of inspection systems in Africa.

**Session Three: Decent Work on the Enterprise Level in the Logistics and Transport Industry and in the Supply Chain**

**Mr. Herbert Mai, Member of the Board of Management and Labour Director, Fraport AG, Frankfurt Airport Services Worldwide, Germany**

Mr. Mai demonstrated that it had been a profitable experience for Fraport, AG to focus on the safety of its employees. Many of these efforts had come as part of Fraport's commitments as a member of the Global Compact. Among the enterprises objectives were the increase productivity as well as sustainable development. With regard to sustainable development, Fraport AG tried to meet ecological standards. Moreover, Fraport was engaged in social activities in the area of education, sports, culture, health and environment. Among there principals was the elimination of child and forced labour.



Finally, Mr. Mai asserted that the importance of building a safer workplace would only increase as the air traffic industry expands in future years.

**Mr. Georges Toussaint Gnablohou, Head of Administration and Personnel, Agence pour la Sécurité de la Navigation Aérienne en Afrique et à Madagascar (ASECNA)**

Mr. Gnablohou described that ASECNA's took efforts to improve OSH and promotes decent work in the aviation sectors in Africa. He asserted that the improvement of safety and health standards would help to spur the spread of decent work, both conceptually and in practice, throughout the world. Moreover, ASECNA's respected social security standards and promoted the freedom of association. Mr. Gnablohou recognized that many social partnerships such as the ones initiated by his organization required only the support of a "big brother" in Africa such as ASECNA.

**Mr. Christian Buchenthal, Aviation Security Expert, TUV Rheinland, Germany**

Mr. Buchenthal gave a presentation on relevant governmental regulations in Germany. He explained that while specific health and safety and labour inspection systems differ greatly across provinces, some federal standards applied to all. Cargo safety was one of these areas, and Mr. Buchenthal showed that compliance with these regulations had been crucial for the safety of employees at TUV Rheinland's partner employers. Compliance was assured through a regulated agent who ensured that a duly carriage was conducted by properly trained and recruited staff and that there were appropriate security controls. Finally, he stated that good performance was guaranteed through a quality assurance programme, which led to better safety and health.

**Dr. Eckhardt Müller-Sacks, Head of BAD Centre, Düsseldorf, Germany**

Dr. Müller-Sacks mentioned that airlines face unique challenges when addressing employee safety. For example, the act of moving heavy luggage presented hazards that could cause lower back injuries for workers. BAD had helped several companies develop more ergonomically friendly work processes.

**Dr. Andreas Tautz, Chief Medical Officer, Deutsche Post World Net, Germany**

Dr. Tautz explained some of the risks for disease transmission in the transport industry. With vehicles, packages, and people coming to and from areas all over the world, the potential for viruses and bacteria to travel long distances and infect workers was large. Sharing knowledge on prevention policies was essential to dealing with such problems.

**Mr. Michael Abromeit, Vice-President of Operations, IAPA, Canada**

Mr. Abromeit asserted the need to expand corporate social responsibility practices to include risk minimization in the workplace. He stated that companies had an incentive to do this from legal, financial, and organizational perspectives. He also asserted that larger corporations should take responsibility for the safety and health practices of the suppliers that they purchased materials from.

**Mr. Ho Siong Hin, Commissioner for Workplace Safety and Health and Divisional Director, Occupational Safety and Health Division, Ministry of Manpower, Singapore**

Mr. Hin's presentation focused on the experiences of small market enterprises in Singapore. He explained that in Singapore, SMEs with 200 or fewer employees collectively account for about 60% of the total workforce. A very diverse workforce was employed in SME's, and Mr. Ho stated that this only enhanced the need for government assistance of SME's in improving their safety and health systems. This created unique challenges for the government of Singapore. Mr. Ho said that these challenges were met with a far-reaching system of advisory and enforcement based inspection system.

**Ms. Elke Sebold-Tanski, Head of Department, Occupational Safety Brand/Group – Strategy and Coordination, Volkswagen AG, Wolfsburg, Germany**

Ms. Sebold- Tanski presented the ILO-VW-GTZ project in Mexico, Brazil, and South Africa. Volkswagen had taken part in this project in response to its commitments as a member of the UN Global Compact and as an effort to engage in sustainability. The main goals of the project included the optimization of production processes and the long-term involvement of OSH in SME's. Moreover, the project aimed at changing the philosophy of governmental inspectors. The company had also focused on team building and labour inspection training workshops. It had taken an active role in backing up the efforts of suppliers to improve health and safety practices.

**Prof. Bernd Tenckhoff, Senior HSE Expert, GTZ Project, Rwanda**

Prof. Tenckhoff described the very difficult environment of safety and health in Rwanda. The nation possessed reasonably effective laws on the issue of safety at work, but as in many other African countries, enforcement was often lacking. Special attention had been given to the construction sector, where many improvements were simple and cost-effective. Mr. Tenckhoff presented a good example of a private public partnership project financed by GTZ and SAG GmbH Germany, which pursued the aim of introducing OSH into the energy supply in Rwanda. The project aimed at the implementation of a safety management system with Electrogaz. Moreover, training of Electrogaz' staff was an inherent component of the project. Finally, national safety laws and regulations were drafted. The project followed the principle that the employer bore the responsibility for the work result and the occupational safety. However, he asserted that real progress would require strengthened labour inspection systems.

**Dr. Ulrike Roth, Business Field Manager, Occupational Medicine, TUV Rheinland, Germany**

Dr. Roth highlighted the progress made in Germany by "Corporate Health Management Initiatives," and how companies such as TUV Rheinland had enthusiastically participated in these programmes. She explained that the importance of safety and health had to be articulated at the highest levels of enterprises, regardless of size. She stated that the task of convincing businesspeople of the need for safe work practices was one of the most important challenges incumbent upon all professionals in the field of occupational safety and health. Ms. Roth mentioned that changing working conditions asked for new stress requirements. She stressed that it was important that new types of risks and stress be

taken into account and that new analysis tools were used. Moreover, it was crucial to provide advice to the personnel management on the correct “employment “ of elderly employees. Finally, she emphasized the importance of prevention of work-related diseases over accident prevention only.

#### **Session Four: Social Security and Prevention:**

##### **Ms. Maureen Shaw, President and Chief Executive Officer, IAPA, Canada**

Ms. Shaw showed that estimated annual global losses in GPA due to workplace illness, injury, and death account to US \$1,250,000 million. Thus, it made sound financial sense for companies to pursue a strategy of ensuring safe workplaces. She defined the vision of IAPA as, “A world where risks are controlled because everyone believes suffering and loss are morally, socially, and economically unacceptable.” Using examples from regions as geographically diverse as Anglophone Africa and Canada, she demonstrated that businesses saved money by investing in preventative measures rather than paying for costs such as accident compensation and absenteeism. She also highlighted the intangible benefits of developing a safety and health system at the enterprise level, such as improved productivity and greater retention of skilled employees.

##### **Dr. Joachim Breuer, Managing Director, DGUV, Germany**

Dr. Breuer expanded further on how prevention measures offer benefits to the employers that implement them. He explained that the fact that preventive measures could be both efficient and effective must be demonstrated to all relevant stakeholders. Dr. Breuer described how his organization had assisted numerous enterprises save millions of dollars worth of compensation costs by implementing preventive measures that addressed even the most seemingly obscure hazards at work.

##### **Dr. Zofia Pawlowska, Head of Department of Occupational Safety and Health Management, Central Institute for Labour Protection, Poland**

Dr. Pawlowska talked about costs and benefit (especially relating to insurance) for enterprises complying with national occupational safety and health laws. Dr. Pawlowska’s presentation focused primarily on research conducted in Poland, but this did not diminish the potential for extrapolation. The speech identified several key external factors impacting the ability of an enterprise to implement an occupational safety and health strategy, most prominently legal requirements and economic incentives. Dr. Pawlowska stated that companies that utilized occupational safety and health management systems saw accidents decrease by 70%, a remarkable decline! This naturally led to benefits such as lower insurance premiums and a more productive overall workplace.

**Dr. Mohammed Azman Bin Aziz Mohammed, Head of Medical and Rehabilitation Division, Malaysian Social Security Organization, Malaysia**

Dr. Azman offered the perspective of an Asian nation on issues of prevention and social security. He showed that in Malaysia, as was the case in many of the nations that the conference focused on, much progress had been made, while even more work needed to be accomplished. Malaysia possessed the kind of modern legislation that was the envy of many of its neighbors. In recent years, its primary challenges had come in the form of implementation and enforcement. As more resources and attention had been devoted to labour inspection in the past decade, the rate of accidents had correspondingly dropped. The example of Malaysia presented by Dr. Azman offered hope for a future in which work becomes safer in all nations.

**Prof. Dr. Bernd Siegemund, Chief Executive Officer, BAD, Germany**

Prof. Dr. Siegemund wrapped up Session Four by providing examples of successful occupational safety and health systems in SME's. These enterprises engaged many partners in developing their systems. They especially utilized the BAD system, which had centers spread over a wide geographic area in Europe. Of particular interest was the relationship between regional and local level efforts, which were not always easy to coordinate. The end result, however, was noticeably reduced accident rates and significantly lower costs.

**Round Table Discussion:**

Several important comments from the floor were made.

**Mr. Brent Wilton, Deputy Secretary-General, International Organization of Employers, Geneva, Switzerland**

Mr. Wilton commented on the large role that corporate social responsibility initiatives could play in developing safety and health and labour inspection systems. He identified the harmonization of national and enterprise level efforts as one of the major challenges that professionals face in the field.

**Ms. Fiona Murie, Director of Health and Safety, Building and Woodworkers International, Geneva, Switzerland**

Ms. Murie echoed Mr. Wilton's sentiments while also expanding the focus to the international arena. She expressed a very optimistic perspective on progress that has been made in recent decades, and gave examples from her experiences in the construction and forestry industries.

**Ms. Michele Patterson, President, IALI, South Australia**

Ms. Patterson discussed the issue of whether professionals in the field should be primarily focused on compliance with legislation or best practices. She asserted that

while best practices are desirable, the current gap between compliance and reality rendered this area the most deserving of focus.

**Mr. Gerd Albracht, Coordinator, Development of Inspection Systems, ILO, Geneva, Switzerland**

Mr. Albracht emphasized his experiences with the ILO in addressing the need to engage a wide variety of stakeholders and social partners in the process of strengthening labour inspection systems. Much more could be achieved in raising standards at the enterprise level if all parties recognized their responsibilities, whether as employers, workers, manufacturers, architects, educators or as inspectors.

**Mr. Herbert Mai, Member of the Board of Management and Labour Director, Fraport AG, Germany**

Mr. Mai reiterated the need for corporations to work with workers, governments, and suppliers to establish credibility for their safety and health programmes. These programmes could then in turn prove to be excellent investments for the companies that initiated them.

**Comments from Mr. William Mukasa, Uganda**

Mr. Mukasa brought up the importance of expanding labor inspection to agricultural sectors. The majority of workers in Africa were engaged in informal sector agricultural work.

**Comments from Dr. Zulmiar Yanri, Head of National OSH Center, Ministry of Manpower and Transmigration, Indonesia**

Dr. Yanri's had the potential to integrate preventive measures relating to HIV/AIDS into occupational safety and health systems.

**Final Statement:**

**Dr. Sameera Al-Tuwaijri, Director, Safety and Health at Work and the Environment (SafeWork), ILO, Geneva, Switzerland**

Dr. Al-Tuwaijri's final statement focused on three issues: the establishment of a high level of political commitment directed toward labour inspection and safety and health, the growth of a culture of prevention, and the engagement of wider partnerships in the process. The wider partnerships section received special emphasis because the challenges of the field were far too large for any one entity, including the ILO, to face them alone. Dr. Al-Tuwaijri concluded the Conference by thanking everyone for their contributions, and specifically to wish Mr. Albracht the best for his retirement.

# **Labour Inspection Training Workshop, CCD South, Messe Düsseldorf, 21 September 2007**

## **Aim and Objectives**

The overall aim of the workshop was to consider how ILO and IALI can, in collaboration with national training organisations, make best use of existing good practice to encourage and promote labour inspection training globally, through guidance such as the Integrated Labour Inspection Training System and its modules, training programmes organised by the International Training Centre, Turin, and other initiatives.

The objectives were to discuss with experienced labour inspectorate managers:

1. the principles and methodologies behind selected national and international training strategies and programmes,
2. the general training needs of labour inspectors reflecting an integrated labour inspection policy,
3. the roles of ILO and IALI in promoting:
  - (a) the exchange of experience in this area,
  - (b) the development of national training strategy and programmes and
  - (c) the better integration of such strategy and programmes within national labour inspection policy and plans.

Participants' names are listed in Annex 2.

## **SUMMARY OF PRESENTATIONS**

### **1. Mr. Gerd Albracht, ILO, Geneva, Switzerland**

Mr. Albracht gave a brief welcome to all of the participants and laid out the importance of training for the future growth of inspectorates. To this end, he touched on examples of how training had made a real difference in places such as Vietnam and Uganda. He also addressed a practical concern by promising on behalf of the ILO to have ILO brochures on labour inspection translated into as many languages as possible.

### **2. Mr. Bernhard Brückner, IALI Vice-President, Hessian Ministry of Social Affairs, Wiesbaden, Germany**

Mr. Brückner gave a comprehensive overview of the Integrated Labour Inspection Training System (ILITS). This system is aimed at trainers, managers, and the inspectors themselves. Its focus is on improving the competencies of inspectors, both in terms of

technical skills like the ability to identify and resolve problems, and personal competencies like persuasive skills. He explained that while there are many different approaches to training inspectors, a programme that is based on these basic goals is bound to achieve results. Of course, Mr. Brückner also recognized that training programmes need to be rooted in the legal framework of their external environments. Most of all, ILITS is based on a “training the trainers approach.” This means that the primary focus is on transmitting skills and knowledge to a number of trainers who can then assure that individual inspectors are sufficiently skilled.

### **3. Mr. Felix Martin-Daza, ILO Turin, Italy**

Mr. Martin-Daza represented the ILO Turin Training Center at the workshop. The Training Center plays a central role in support of the ILO’s Decent Work Agenda. Its ability to support the “training the trainer” strategy on labour inspection has been a great help in recent years. ILO Turin also offers some very informative and worthwhile courses on occupational safety and health in general. These courses are easily accessible, as they can be taken on campus, off-campus, online, and in eight different languages. This innovative structure has allowed ILO Turin to assist in the education of more than 150,000 students since 1965. The courses on labour inspection are mostly intended for regional managers, although there are some aimed at the specific skills of individual inspectors. ILO Turin offers many opportunities for those interested in the training of labour inspectors and their superiors.

### **4. Mr. Benjamin Alli, Coordinator, Technical Cooperation and Advisory Services, ILO/AIDS, Geneva, Switzerland**

Mr. Alli made it clear that labour inspectors had a major role to play in combating the HIV/AIDS pandemic. He offered personal experiences in which the disease had impacted inspectorates themselves by robbing them of some of their most experienced personnel. It also often negatively impacts the labour force in ways such as the presence of discrimination and the creation of orphans and child labour. Mr. Alli emphasized that occupational safety and health programmes cannot be considered complete unless they include preventive measures on HIV/AIDS. He argued that through their advisory functions, inspectors can encourage stakeholders in the process of social dialogue to take proactive steps towards implementing preventive measures. The need for a focus on inspection within the informal economy is one of the major challenges facing this possibility. Mr. Alli left no doubt that the responsibilities of labour inspectors and the problems of HIV/AIDS are intertwined.

### **5. Ms. Helle Tosine, Assistant Deputy Minister, Operations Division, Ontario Ministry of Labour, Canada**

Ms. Tosine gave an example of a strategy for training inspectors that was overwhelmingly successful. Her programme was implemented at the provincial level in Ontario, Canada. It began with innovative approaches to recruiting potential inspectors such as handing out fliers at construction sites. They also utilized the internet, the media,

and electronic screening in recruitment efforts. The training made use of electronic resources such as a web site feature, “A Day in the Life of an Inspector.” The Ontario Ministry of Labour also applied modern human resource management strategies to their training by clarifying lines of succession and offering leadership courses. The training addressed both behavioral and technical competencies among potential inspectors. In the end, only one student failed to complete the training. The rest of the class became part of a highly skilled inspectorate that succeeded in reducing accident rates in Ontario. While Ms. Tosine acknowledged that this approach cannot be translated verbatim to other places, it does provide useful lessons on effective training practices.

#### **6. Mr. Paul Weber, Chief Labour Inspector, Luxembourg**

Mr. Weber brought the unique perspective of a Luxembourgian to the Workshop. He also contributed from the perspective of IALI. Mr. Weber’s focus was largely on the need for a code of ethics to be transmitted to inspectors in training. Corruption, especially in nations in which the government lacks the resources to sufficiently compensate inspectors, poses a major threat to the effective implementation of standards. He argued that regional level cooperation could be essential to the development of such a code of ethics. Mr. Weber also reiterated IALI’s strong commitment to the ILO’s Decent Work Agenda and the important role that the development of labour inspection systems plays in its advancement. He also highlighted the need to influence national governments to commit sufficient resources to inspection.

#### **7. Ms. Bettina Splittgerber, Hessian Social Ministry, Germany**

Ms. Splittgerber provided an overview of the labour inspection system in Germany. She explained that because Germany is a federal state, inspections are handled at the provincial level. Her inspectorate in Hessen is responsible for a wide range of workplace factors, including market surveillance and occupational safety and health. Ms. Splittgerber recognized that there is often a direct conflict between the enforcement and advisory roles of inspectors. The Hessen inspectorate attempts to reconcile this by laying out clear guidelines in training for how different situations that may be encountered are to be dealt with. The training of inspectors in Hessen begins with very rigorous requirements for recruits. It requires a minimum of one year and a maximum of two years to be trained as an inspector. This includes education on statutory requirements and technical aspects of the job like machinery safety. Refresher courses throughout the course of employment are also part of the programme. Ms. Splittgerber made it clear that the inspectorate trains its employees through a well-organized and comprehensive programme.

#### **8. Mr. William Mukasa Senyonjo, Senior Specialized Inspector, OSH Department, Ministry of Gender, Labour and Social Development, Uganda**

Mr. Mukasa explained that one of the most difficult challenges facing labour on the continent is the prevalence of the informal economy. This makes it difficult for inspectors to gain access to a large number of workplaces, especially those in the agricultural sector.



He also described problems with the quality of recruits in terms of their competencies and personal levels of motivation. The importance of training competent inspectors in Uganda cannot be understated because the nation has recently passed progressive new laws that affirm much needed labour standards. Mr. Mukasa stated that the assistance of the international community, both in developing training programmes and in effectively reaching the informal economy, will be required in order for these laws to have the necessary bite. However, he also asserted the need for developing nations like Uganda to “help themselves.”

#### **9 Ms. Michele Patterson, President, IALI and Executive Director, SafeWork South Australia**

Ms. Patterson followed with a description of the inspector training system in South Australia. There, inspection is focused mainly on occupational safety and health. A training package has been developed that is in line with Australia’s national competency standards for inspectors. The result of training is either a Diploma of Government or an Advanced Diploma of Government. These programmes give special focus to workers in the public sector, a group that is overlooked in many places. The basic Diploma of Government spends time on personal skills like leadership, the ethos of public service, and managing conflict. The Advanced Diploma of Government provides inspectors with the skills needed to expand upon these initial advancements through courses such as audit management systems, managing policy implementation, and developing a workplace-learning environment. The training system utilized by SafeWork, South Australia is another example of a programme that could provide useful principles to be applied in other places.

#### **10. Dr. Zulmiar Yanri, Head of National OSH Center, Ministry of Manpower and Transmigration, Indonesia**

Dr. Yanri’s presentation focused primarily on the prevalence of HIV/AIDS in Indonesia and the ways that the labour inspectorate is attempting to combat the pandemic. The disease has infected many new Indonesian victims over the course of the past five years. Unfortunately, 85.3% of these people have been of working age. This adds a major economic cost to the human toll. The national AIDS Commission has been established to address these problems. Indonesia’s labour inspectorate has worked closely with this Commission, mostly on awareness raising. Much of the spread of the disease can be attributed to prevailing attitudes. For example, many Indonesian men refuse to use protection because of “reduced pleasure.” Inspectors have been able to make a difference by conducting education programmes in the workplace. Given the spread of HIV/AIDS, its inclusion in Indonesia’s occupational safety and health system has been a high priority.

**11. Mr. Ho Siong Hin, Commissioner for Workplace Safety and Health and Divisional Director, Occupational Safety and Health Division, Ministry of Manpower, Singapore**

Mr. Ho described the very complex system of inspector training that has been established in Singapore. The nation's rapid economic growth of the past two decades has necessitated a strong approach to governing the labour force. The strength of this system is even more impressive given that its responsibilities are divided between the Occupational Safety and Health Division, the Foreign Manpower Division, and the Labour Relations Division. The inspectorate strives to provide new hires with core competencies, leadership competencies, and functional competencies. The training structure provides courses in Industrial Knowledge, Technical Mastery, and Management so that these competencies are met. Within this programme, both enforcement and advisory roles are addressed. This training programme has been highly successful, and the success has contributed to a workforce that is one of Asia's safest.

## Annex 1 – Conference Participants

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## Annex 3 – Selected References

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