

International
Labour
Office
Geneva



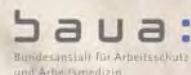
IMPLEMENTING OCCUPATIONAL SAFETY AND HEALTH STANDARDS GLOBALLY

SUMMARY REPORT

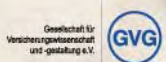
Gerd Albracht, Manal Azzi, Roberto Ocon

A+A 2009

*International ILO Safety Conference
Düsseldorf, Germany
3-6 November 2009*



Deutsche Gesetzliche
Unfallversicherung



Implementing Occupational Safety and Health Standards Globally

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Azerbaijan	Austria	Argentina	Barbados	Belgium	Brazil	Chile	China	Croatia	Denmark
Australia	Armenia	Bangladesh	Bosnia and Herzegovina	Canada	Congo	Costa Rica	Djibouti	France	Germany
Bulgaria	India	Egypt				Fiji	Finland	United Kingdom	
Italy	Japan	Islamic Republic of Iran				Tunisia	Israel	Jordan	
Latvia	Nepal	Philippines				Uganda	Kyrgyzstan	Lebanon	
Luxembourg	Republic of Korea	The Former Yugoslav Republic of Macedonia				Viet Nam	Nigeria	Norway	
Slovenia	Tajikistan	Senegal				Switzerland	Serbia	Ghana	
Poland	Saudi Arabia	Sierra Leone				Pakistan	Gambia	Sweden	
Portugal	Netherlands	Turkey	Zambia	South Africa	Russian Federation	Ukraine	Singapore	Zimbabwe	Spain

Implementing Occupational Safety and Health Standards Globally

The Role of Labour Inspection, Social Partners, Social Security, Practitioners and Non-State Actors

International ILO Conference
Düsseldorf, Germany
3-6 November 2009

I- Introduction

- a. The conference was opened by **Dr. Al-Tuwaijri**, Director of SafeWork at the ILO.
- b. Dr. Al-Tuwaijri opened with a speech on the situation of occupational safety and health in the world and thanked the organizers and introduced the speakers of the opening session and **Mr. Paul Weber** as the rapporteur.
- c. The representative of the Federal Ministry of Labour and Social Affairs, Berlin, Germany, described the new joint German Health and Safety Strategy-Building a Bridge between National and International Strategies. She spoke to the audience on the importance of ILO OSH conventions and recommendations and their implementation for enterprise level comparative advantage. **Ms. Susanne Hoffman** reminded everyone of the number of deaths and diseases that are work-related and stressed the importance of prevention through the decent work agenda. She then touched upon issues of formal and informal economies and targeting them properly. She stressed the importance of good working conditions and specified detailed risk sectors and hazards, reminding everyone that Germany has been very dedicated to ratifying the relevant ILO conventions and encouraged other countries to do the same.
- d. **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, spoke about the enterprise level perspective on OSH, touching on the economic crisis and the implied costs and cut backs in the areas of OSH due to long term challenges faced by these enterprises.

- e. The next speaker was **Ms. Marina Schröder**, head of safety and health unit, Confederation of German Trade Unions (DGB), Berlin, Germany and also Chair of the German Board for Social Accident Insurance. She explained that safety and health have always been a priority for them. She specified that there is a weakening of the government labour inspection system. Working hours, wages, work-life balance and other issues of health promotion issues are main concerns of DGB and they are trying to address them in a holistic approach. Ms Schröder explained the main problems faced by workers in Germany and how the trade unions are trying to answer these safety and health needs.
- f. Then **Ms. Michele Patterson**, President of the International Association of Labour Inspection (IALI) and Executive Director, SafeWork SA, Department of the Premier and Cabinet South Australia, presented the role of labour inspection in Australia, and how they bring OSH standards to life.
- g. Then **Mr. Hans-Horst Konkolewsky**, Secretary General of the International Social Security Association (ISSA), Geneva, Switzerland highlighted the role of social security in protecting individuals. Mr Konkolewsky also reported some effects of the financial crisis on safety and health measures at the enterprise level.
- h. The next speaker to address the audience was **Mr. Armino Silva**, acting Director for Social Dialogue, Social rights, Working conditions, and Adaptation to change, European Commission DG Employment, Social Affairs and Equal Opportunities, Brussels, Belgium. Mr Silva stressed that high standards of safety and health at work help protect workers and promote a highly productive workforce even in times of crisis.
- i. The next speaker was **Dr.-Ing. Axel Stepken**, CEO and President of TÜV SÜD AG, Munich, Germany. Dr Stepken informed everyone that TÜV SÜD is very committed to occupational safety and health; he stressed the importance of long-term investment in safety and health. Stepken stressed that the globalization of the world's economy adversely affects safety and health. He noted that increasing economic pressure not only causes the situation in the industrialized world to deteriorate, but also transfers the risk to less developed countries. Companies moving into developing countries to benefit from economic advantages also have the responsibility to export the conviction that occupational health and safety is a must and that human and humane workplaces involve indisputable advantages. Nevertheless, "work" is still a frequent cause of illness even in "developed" countries like Germany. 437.7 million days were lost due to illness and injury in Germany in 2007. This equals a loss in production of approx. 40 billion euros and a loss in gross value-added of 73 billion euros. Every day loss through absence costs a company an average of over

400 euros. Loss, however, is not limited to absenteeism due to illness and injuries. Another form of loss is incurred by "presentism", a term used to describe the phenomenon of ill employees who show up for work but cannot perform effectively owing to their illness. Fearing for their jobs, many employees no longer dare to take sick leave. Estimates assume that the costs incurred by presentism are three times higher than those caused by actual absenteeism due to illness and injuries. Stephen said that the crisis will soon be overcome. If companies now cut back on occupational health and safety, they will pay the price for this in the not-too-distant future. If the worst comes to the worst, there will no longer be a sufficient number of healthy staff to shoulder the future upturn, the motivation of remaining staff may be poor or non-existent, and only top employers will still be able to recruit specialized experts. In addition, we would face significantly higher health and pension costs caused by illness or early retirement among staff.

- j. The opening session ended with the welcome address from **Mr Assane Diop**, Executive Director, Social Protection Sector, ILO, Geneva, Switzerland. Mr Diop described the main implementation tools that the ILO can offer to address the issue of occupational safety and health and put into practice the provisions of the Seoul Declaration on safety and health at work adopted in Korea in 2008.

II- Session 1: Health and Life at Work-A Basic Human Right

- a. Chairperson, **Mr Wolfgang Heller**, ILO Director, Berlin, and Rapporteur, **Ms Michel Gisler**, ILAI Vice President. **Ms. Petra Ulshoefer**, who is the Regional Director for Europe and Central Asia at the ILO, began this session with a presentation on Decent Working Conditions, Safe Work and Work-Life Balance: An integrated Approach towards Social and Economic Stability. She spoke of the Global Crisis as an opportunity, by being a chance to re-shape our growth model towards a fairer globalisation: Better distribution of work, reducing income inequalities and revalorizing unpaid work. Ms Ulshoefer also talked about the new debate on the quality of working life. The world of work seems to be divided into people who are well paid but suffer burn-out and those who don't have work or under a constant threat of losing it, so they struggle to keep a minimum living standard. In the context of globalization, the quality of working life has changed. In composition of workforce, work time, IT, flexibilization, income inequality. This has led to new risks, new emerging risks, stress, new demands to adapt to changes. Recent studies show that Western Europeans would like to spend more quality time with their families.
- b. The second speaker was **Ms Shi Yanping**, Director of the Department of international Cooperation, State Administration of Work Safety (SWAS),

Beijing, P.R. China. Ms Yanping discussed how China is promoting a safety culture in their country. She also specified that the worker behaviour is part and parcel for the proper implementation of safety and health at the enterprise level. Ms Yanping also played an interesting song, “safety is a blessing” prepared in China of a woman hoping her husband will come back home safely from work.

- c. The third speaker was **Ms Sylvie Siffermann**, the Labour Director at the Ministry of Labour in Tours, France. Ms Siffermann spoke of the crisis and restructuring and the effect on the health of workers. She also discussed of the HIREs (Health in Restructuring) recent report and the French plan of action in this regard. She showed very interesting results on stress at work and work-related suicide rates. Siffermann relayed that the French Minister of Labour, Xavier Darcos declared in 2009 that 2500 enterprises and 1000 employees should negotiate issues of work related stress before February 2010. Psychosocial risks at work should be integrated in all action. He also said that the State should set an example for its civil servants. Siffermann talked about the strategy for France on OSH and the creation of francophone network of information for managers on occupational safety and health. She reported that the France Telecom company had 24 suicides in 20 months , where 50% of them happened at the workplace, due to restructuring and organizational changes. More information on the strategy can be found on: www.travailler-mieux.gouv.fr
- d. The following speaker was **Dr. Amin Al-Wreidat**, CTA for the Norwegian Project based at the ILO Beirut Office in Lebanon. Mr Al-Wreidat related the sufferings of workers in the garment sector.
- e. **Mr Paul Weber**, the Director of the Labour Inspectorate Grand-Duchy of Luxembourg, Secretary General of IALI. Mr Weber spoke of the financial crisis touching upon natural growth and comparison interest and moving away from sustainability.

III- The second session was the European Forum: The Seoul Declaration on Safety and Health at Work-Working together to develop and promote National Prevention Strategies and Cultures.

The first part of this session was chaired by **Hans-Horst Konkolewsky**, SG of ISSA and in addition to **Dr. Al-Tuwaijri**; there was **Mr. Choi Dae-Yul**, Director General for training and public relations of the Korean Occupational Safety and Health Agency, Korea. The main message given by all three speakers was sharing the vision, objectives, and action regarding the Seoul Declaration. **Konkolewsky, ISSA** “The Seoul Declaration is a tool to bring different stakeholders together, to unite them in a single cause, which is their individual commitment to promote safety and health at the workplace.” **Sameera Al-Tuwaijri** “The Seoul Declaration is unique in the sense that

everybody can contribute. It starts with you, and with what you can do.” **Choi Dae-Yul** “The Seoul Declaration is the first world’s OSH global charter.”

- a. The second part of session 2 was chaired by **Mr. Olaf Petermann**, Chair of the ISSA Special Commission on Prevention, Germany. The first speaker was **Dr. Walter Eichendorf**, Deputy managing Director, German Social Accident Insurance (DGUV), Germany. He explained about how the Seoul Declaration is being implemented in Germany. DGUV has been a supporter of the Seoul Declaration since its advent at the last World Congress in Korea. Equipped with a mandate of accident and ill-health prevention, the German joint labour protection strategy, jointly carried out by the German state inspectorates and the German state insurance associations’ prevention services (GDA) aims at reducing accidents and promoting worker’s health. At a practical level, DGUV has for instance conducted a healthy skin campaign (“the most important 2m² of your life”) and will launch a road accident campaign “fight the risk” beginning of 2010. DGUV has also conducted a research project which is based on return on investment calculations and has developed it further into a return on prevention factor for Germany. With the help of the ISSA, DGUV is now working towards a global return on prevention figure.
- b. The next speaker, **Ms. Araceli Suarez**, represented the Canary Islands Ministry of Labour. She spoke of how the tripartite structures, action at the enterprise and municipality level can help implement the Seoul Declaration on Safety and Health at Work. The Canary Islands statement in support of the Seoul Declaration was signed during (see website www.seouldeclaration.org/ (news) for the event and more details). The Forum participants committed themselves to work amongst others, towards the recognition of OSH as a basic human right. As a good idea must be spread, and as a follow up of its commitment, the ministry of labour and commerce in the Canary Islands has been developing a website in Spanish and English that promotes the values of OSH and provides a wide range of OSH information.
- c. The following speaker was **Mr. Anres Talavera Del Pozo**, representing the Airport Administration of the Canaries region; Canary Island, Spain also gave a national example of a safety and health strategy. For an employer like AENA, with 48 airports in Spain and many more abroad that has signed the Canary Islands statement in support of the Seoul Declaration, occupational safety is a strategic priority. The Leitmotif of our preventative work is a systems approach that includes values like; commitment, involvement, participation, integration, transparency and sustainability. AENA also encourages its suppliers to improve their working conditions and apply occupational risk prevention standards.

- d. The next speaker was **Lothar Szych**, Vice Chairperson, ISSA International Section on Education and Training in the Field of Prevention of Accidents, Germany spoke of the Lisbon Charter on Education in Training and Prevention which is based on the Quebec Protocol and Berlin Declaration. The ISSA Special Commission's Section on Education has demonstrated a longstanding commitment to prevention and has build a platform for the promotion of the Seoul Declaration, especially for young workers built on three pillars: the Quebec protocol, that forms the sections' basis for vocational and technical training, the Berlin Declaration, that proposed a health and safety strategy "from School to work" and the Lisbon Charter, that targets young workers and new employees, as the entrance into work life is a change that is associated with occupational risks that need addressing, for instance through special mentor and training Programmes, risk assessment and risk management.
- e. Dr Maria Neira, Director of the department of Public Health and the Environment at WHO was represented by **Mr. Ivan Ivanov** who explained why the WHO supported the Seoul Declaration. The WHO welcomes the Seoul Declaration as an effective tool to promote worker's health. The Declaration is in line with WHO strategic objectives, to devise and implement policy instruments fro workers' health, to protect and to promote workers health and to support the setting up of occupational health services, etc in order to ensure primary health care coverage and strengthen occupational health systems.
- f. The presentations were followed by a round table discussion on what can be done to enhance the commitment to the Seoul Declaration on Safety and Health at Work. This discussion was chaired by Mr. Alexander Niemetz, journalist and media consultant for Germany/Switzerland. The discussants were Dr. Hans-Joachim Wolff, Chair of the DGUV Board in Germany, Mr. **Erik Brandsma**, Vice President of E.ON AG Health and Safety Management, Düsseldorf, Germany, Walter Cerfeda, Confederal Secretary of the European Trade Union Confederation in Belgium and Kris de Meester, Chairman of Business Europe Health and Safety Representative, Belgium. **Hans Joachim Wolf, Chairperson of the Board of DGUV:** The Seoul Declaration is exceptional as it addresses governments, workers and employers equally. In China or Vietnam, where DGUV has been asked to provide assistance, DGUV has always promoted the message that accident prevention is an investment in the future of a successful company. **Erik Brandsma, E.ON:** E.ON, as a multinational player aims to adhere to the same occupational safety and health standards in all its plants. Peer reviews and management systems can help to achieve that the right OSH standards are not only introduced, but also applied. **Walter Cerfeda, Confederal Secretary of the European Trade Union Confederation:** International framework agreements can help to set standards. As we need to apply a global view, we should start building

from a minimum standard to excellence. **Chris de Meester, Business Europe:** The transfer of occupational standards can only work if international guidelines are adjusted to the national level, through national commitment.

They discussed that investing in the health of workers will avoid more costs in the long run. The trade union representative asked can we bridge the gap between the provisions of the declaration in reality. The high unemployment rates we are having on the ground are our biggest problem now and we need to solve the crisis issues first from the roots. A question asked was how you make sure that this is implemented in the less privileged world like India or China etc. how active are trade unions there. The response is that we try to spread the prevention culture. The next addressed the employers, who said they have a political role, and a societal role towards their members, the employer federations. They suggested getting champion of industries on board, getting these leading businesses on the media to motivate the other businesses. They should join up and discuss their OSH issues openly to influence even the small industries. They are translating the business case for OSH in the economic sense and speak the language of employers. Again, he was asked how can you impact India and China. He replied that they have companies in these countries; he gave the example of Qatar where they trained suppliers and contractors on this package. How do you control this? By a participatory approach, including workers and employers. Then E.ON representative gave the human face to the issue, as they speak to families of workers etc. and their needs. They encourage preventive audits, spread to the supply chain, safety culture as a leadership, peer reviews. Do you have same standards as you do in Europe in other developing countries too? The reply was yes in principle. We try to convince China and other countries that prevention is saving them costs and that accidents are costly and give them examples. We need to introduce monitoring mechanisms and fiscal policies. There are differences in the cultures between Asia for example and Europe, we need to get the local agreement, we cannot impose our beliefs. The Seoul declaration also involves governments and ILO convention ratifications. Where will we be in 10 years time in terms of implementation of the declaration? We should change our rate of economic growth. Company perspective, that OSH will become even a more multistakeholder issue, common initiatives. Systemic approach will be a problem, and its limits, needs a human factor.

- g. The session 2 ended with the Düsseldorf Statement in Support of the Seoul Declaration presented by the ISSA SG, Mr Hans-Horst Konkolewsky.

- IV- Session 3 was on Good Practices on OSH-Management, chaired by **Ms. Shi Yanping** from SAWS, China and **Mr. Sayadi Fehmi** from the Tunisian Association of Labour Inspectors was the Rapporteur.
- a. The first presentation was given by **Mr. Maurice Dhooge**, Senior vice president of health-safety and security at Schneider Electric, Paris, France. He explained the benefits of an OSH Management System in an International Company and how to use it to drive the change of OSH culture across geographical areas and regions, and key steps of a powerful and successful implementation.
 - b. The second presentation was given by **Dr. Dulce P. Estrella-Gust**, OSH consultant, on OSH management systems at national and establishment levels in the Philippines. Ms Estrella-Gust called for the mixing the ILO recommendation 197 and OSH management system for a more effective result.
 - c. This was followed by a presentation by **Maureen Shaw**, former IAPA president on putting people first, and the key to effective workplace management systems. She stressed the integration of mental health into our existing management systems, encouraging healthy lifestyles for employees. “Profits are a reward, not a purpose”, as stated by Jim Clemmer. Therefore the aim of employers should not be profits only, they should be able to take the necessary safety and health measures to protect their workers, without having profit as a purpose within itself, it is a reward.
 - d. Then **Mr. Bert Römer** from the Düsseldorf IG Metal Management Board, who talked about the importance of workers’ participation and the use of instruments and strategies in multinational enterprises. Bert Römer discussed that the internationalization of firms requires new tools and networking at the different levels. He also discussed the need to ensure the implementation of the agreement at all locations through external and internal audits for verification; Information and awareness raising of employees and management; Integration into management systems and controlling; Being included in manuals and guidelines on procurement and purchasing policies and contracts with suppliers; Controlling reports are sent to the Board and the integration of audits into incentive schemes. Römer stressed that IFAs can effectively contribute to the realization of human rights and to the implementation of international labour standards. IFAs can’t substitute for binding international and European legislation. He also emphasized that governments need to play an important role to enforce labour regulations.
 - e. The last presentation of the day was given by **Mr. Michael Breidbach** from ArcelorMittal, Luxembourg. He discussed the scope of action for

employees' representatives in connection with a new safety policy for companies, using the international framework agreement on health and safety at ArcelorMittal as an example. Breidbach shared that Arcelor Mittal has witnessed a very high rate of fatal accidents among workers. Around 400 colleagues were killed within the 6 year from 2004 to 2009. He informed everyone that a special workshop took place on the 3rd of November as a side event to the ILO Düsseldorf Conference, which included worker representatives and discussions took place to see how best to improve the OSH situation and decrease this alarming rate of work-related accidents.

- V- The second day Thursday the 5th began with session 4 on Good Practices and Prevention chaired by the ILO official **Roberto Ocon** and **Katrin Boege** from DGUV acting as rapporteur.
- a. **Dr. Jukka Takala**, Director of the European Agency for Safety and Health at Work, spoke of the economic crisis and safety and health at work shedding light on the global and European trends. Stressing the need for more facts and figures on OSH, and presented on interesting on Data, the effect that people felt that the crisis will have on their well-being, psychosocial effects etc, although it may lead to decrease accidents.
 - b. This was followed by a presentation by **Carlos Anibal Rodriguez**, Minister of Labour and Social Protection in Sante Fe, Argentina who gave a briefing on the OSH situation in Sante Fe. From punishment to prevention, changing the way labour inspectors are recruited.
 - c. Then **Mr. Kasim Özer**, DG of the Turkish OSH General Directorate at the Ministry of Labour and Social Security. Discussed accidents in the Turkish shipyards and effective ways to prevent these accidents. The cause of accidents help inform how to prevent them.
 - d. **Mr. Herbert Mai**, from the Executive Board of Fraport AG spoke about the paradigm change and enterprise culture and sustainability. He showed that regular questionnaire could improve stress and well-being at work, especially leadership training.
 - e. Discussion: Good practices the same in the crisis? Identify less expensive options for business to function safer and healthier. The crisis is a result of unfair globalization, inequality of jobs has lead to disparities in wages etc. People are very stresses by possibility of losing their jobs. Remember that an unemployed person is a worker looking for a job. It is not possible to compare the life of a worker to money gains. The discussion moved into details of some hazards and risks in ergonomic and heavy load lifting etc. and other questions related to measuring accidents and their costs at enterprise level.

- f. Session 4 continued with a presentation by **Pawel Rozowski**, Deputy Director of the Department of Prevention and Promotion, Chief Labour Inspectorate, Poland on mainstreaming prevention activities, planning implementation and evaluation.
- g. This was followed by **Gabriel Sommer's**, Managing Director of TÜV SÜD, on OSH management systems-a systemic approach, who explained that Corporate health management is more than the sum of its parts. It goes beyond the tradition role involving other corporate management systems.
- h. The dynamic, systemic approach to OSH in ILO conventions was presented by **Catherine Hansell** from the ILO: The shift in management systems, stressing the role of OSH indicators.
- i. **Dr. Thomas Kohstall** from DGUV presented the idea of campaigns as a means of prevention. Measuring the effectiveness of campaigns is very important to convince the stakeholders with nice examples from campaigns.
- j. Then a discussion followed: Leadership culture in the company was discussed. A question was, why campaigns (on slips and falls) so successful and how did you apply this success in various fields of OSH. Successful because they used many monitoring ways and managers participated. Although conventions are revised, there is a slow movement to move from an old convention to a new one. ILO conventions are unevenly ratified. An instrument provides a dialogue for the country in question.

VI- Session 5 began in the afternoon on Labour Inspection in the Path of Change, chaired by **Bernd Brückner**, IALI Vice President and **Nils-Peter Wedege**, was the rapporteur.

- a. The first presentation was made by **Michele Patterson**, IALI Director on labour inspection as an influencer, catalyst, partner and facilitator. She then depicted IALI's action plan for the future. The President of IALI said that labour inspectorates are in a position to influence the development of safe, healthy, fair and productive working lives. As a catalyst for regional cooperation, a partner in decent work initiatives and a facilitator of good practice, IALI is working to assist labour inspectors everywhere in their pursuit of safe, healthy and decent working conditions for all. The president underlined that IALI recognizes that ethical practices and high professional standards are central to the ability of any labour inspectorate to provide the best possible services to the social partners and the wider community.

- b. This was followed by a presentation by **Maria-Luz Vega**, from Lab/Admin at the ILO, who presented an ILO review on the state of the art labour inspection around the world. It is the view of ILO that labour inspection is today a main instrument for Governance of the working environment. But there is a clear need to reinvigorate and modernize the services inspection could provide to workers and employers. Many challenges should be envisaged and even in the more industrialized countries subjects such as adequate staff and training and better performance and plans need to be considered. ILO and its specific program LAB/ADMIN is looking for a new strategy to give service oriented services through global products and specific and renew services.
- c. Then **Mr. Kevin Myers**, from the HSE spoke of the prevention of major hazards. “There are those that change because they see the light and there are those that change because they feel the heat”. An influence model for improving the effectiveness of Regulation (generally and in respect of major hazards) was outlined. Mr. Myers emphasized the importance of understanding and maintaining barriers of protection and development of relevant Performance Indicators in major hazard industries. In particular he underlined the importance of: Board level leadership and Process safety management.
- d. This was followed by a presentation by **Erika Hui**, from the labour department of Hong Kong, on target-oriented and safety management enforcement approach. Mrs. Erika Hue referred to the fact that a rapid socio-economic and technological development has exposed the inadequacy of a rigid, prescriptive regulatory framework in coping with increasingly diversified economic activities. These resulted in the introduction in 1989 of “general duties” provisions in the law, marking the move towards goal-setting for duty holders. The best OSH performers are those who embrace self-regulation and safety management in their attempts to foster a safe working environment. Only through self-regulation can we secure long-term success in sustaining a high standard of safety performance. The introduction of the Safety Management Regulation at the turn of the century marked a paradigm shift, with the ultimate goal of self-regulation by employers and employees to achieve sustained improvements in safety standards through the adoption of safety management systems.
- e. Then **Yuri Gertsy**, Director General of the Federal Service on Labour and Employment and State Labour Inspector General of the Russian Federation in Moscow. He spoke about decent labour conditions in times of crisis. At this stage of Russia’s development there’s a crucial need for complex modernization of the occupational safety management system, as well as its legislative base. The main objective of a new occupational

safety management system is a transition to occupational risk management from “post factum” approach. In the present context the State Labour Inspections in Russia are facing new challenges besides the existing ones. In this context there was a need to adopt additional measures connected with provision of consultations and training on occupational safety for workers and employers, and increasing inspectors’ insistence upon full compliance of labour law. With the numerous cases of mass violation of labour rights, the primary task is to provide information on relevant labour legislation issues for workers and employers. And the main goal is to minimize causes provoking social tension and collective labour disputes at enterprises in order to let labour inspectors act timely and comprehensively and to maintain social balance.

- f. Then **Cecilia Mulindeti**, Director of African Regional Labour Administration Centre from Harare, Zimbabwe, spoke of the capacity building in labour administration activities for the English speaking countries in Africa. The onset of the financial and economic crisis has adversely affected employment levels in economic sectors such as mining, manufacturing and tourism in Africa. These sectors, which are providers of formal sector jobs, have their labour force shrinking offloading workers into the informal economy. Labour Inspectors should play a key role in investing in the workforce to promote their employability, productivity and adaptability also make it easier for micro and small enterprises start up, adopt strategies that enhance productivity and also provide decent employment. ARLAC will therefore focus its programs to ensure that labour Inspections are strategically equipped to meet the challenges with tools to:
 - i. Promote compliance with national labour legislation,
 - ii. Provide a framework for sound and effective industrial relations
 - iii. Understand the key principles of prevention and integration.
- g. This was followed by a presentation by **Junia Maria de Almeida Barreto**, Director of the department of occupational safety and health at the labour inspection bureau at the Ministry of Labour and Employment in Brazil. She described the way labour inspection was being modernized in Brazil. In the years 2003-2004 Brazil had some structural changes, with a new career law that defined annual goals for labor inspection with financial impacts. These changes resulted in an improvement of the annual planning and in the development of new strategies and inspection methods. This work prepared a big change occurred that in 2008, when the form of the remuneration of all federal inspectors was restructured and now it is not possible anymore to establish a relationship between productivity and salaries for inspectors. That lead to challenge of constructing a new and better management system for Labour Inspection. Last year new work methods were defined with emphasis on quality in search of better results and greater efficiency and effectiveness. The

guidelines for labor inspection are: to plan the work; to work in teams; to develop inspections projects; to change experiences; to dialogue with social partners.

- h. Then **Mr Wolfgang Von Richthofen**, IALI advisor and international consultant in France who talked about labour inspection and vulnerable groups. Von Richthofen emphasized that vulnerable groups of workers have a number of typical common characteristics: They are often physically, socially and politically weak, they are poorly organized and represented, they are regularly subject to discrimination. They typically have to work in physical, geographical, social or cultural isolation, and therefore, they are very often the victims of (severe) exploitation. When addressing the social and labour protection situation of any category of vulnerable groups of workers, it is always necessary to distinguish between workers protected by the Law and those inadequately protected or not protected at all. The conclusions are that effective protection of vulnerable groups requires:
 - i. Strong political will at the highest level;
 - ii. fully committed social partner organizations;
 - iii. a policy of comprehensive coverage;
 - iv. laws that are inclusive;
 - v. a clear role for labour inspection.
- i. Then **Paula Morgado de Carvalho**, Director General ACT, Lisbon, Portugal presented the issue of illegal and migrant workers and the new challenges faced by labour inspection. Labour Inspection, according to ILO Conventions 81 and 129, plays a fundamental role in prevention and control of work related problems. Immigrants are a vulnerable group of workers who are more susceptible of exposure to professional risks and to exploitation, namely in its worst forms of forced labour and traffic of human beings. The Authority for Working Conditions, competent in developing health and safety public policies and in law enforcement, has oriented a significant part of its strategies towards that group of workers. As an example the speaker mentioned the national information campaign turned to enterprises and immigrants. Inspection strategies and methods were developed to identify, prevent and correct illegal work with the participation of immigrants, as well as to ensure them equality of treatment with national workers.
- j. This was followed by **Carmen Bueno**, CTA at the ILO Budapest office for enhancing labour inspection effectiveness. She spoke of how to enhance labour inspectorates in countries in transition, through the Norwegian project experience in Europe and central Asia. In April 2009, the ILO launched a new project entitled ‘Enhancing labour inspection effectiveness’ under the 2008-09 Co-operation Agreement between Norway and ILO, targeting Albania, Armenia, Moldova, Montenegro,

Yugoslav Former Republic of Macedonia and Kazakhstan. The importance of labour inspection is widely recognized but in reality many labour inspectorates are still poorly resourced and are not able to make a significant impact in the world of work. The project's goal is to assist the target countries to strengthen and modernize their labour inspectorates, in order to enhance their effectiveness and impact, moving them towards more prevention-oriented organizations and to put labour inspectorates, workers' and employers' organizations and other institutional partners in a better position to promote compliance with legislation.

VII- The last session was a round table on OSH in times of crisis and whether it is a threat or opportunity. This session was moderated by Maureen Shaw from IAPA and the rapporteur was **Ms. Manal Azzi**, from SafeWork at the ILO. This began with a short resumé of ILO studies on the effect of the crisis on Ministries of Labour and in particular on labour inspection presented by **Dr Guiseppa Casale**, Director of Lab/Admin at the ILO. Other participants to the round table were **Dr. Janet Asherson**, **Michele Patterson**, **Ho Siong Hin**, from the Ministry of manpower in Singapore, **Mr. Amuko Omara**, ITUC and **Bettina Dolle** from MOL in Germany. The main issues raised were that health and safety must be a component to of any business discussion during times of crisis. We should also look back at other crisis and learn from previous lessons. We need to build a culture conducive to health and safety and cannot accept that productivity increases at the expense of cutting back on OSH. The participants in this round table also said that other authorities should be involved in this struggle including the education, health and migration sectors. Singapore representative gave an example of how they managed migrant workers during SARS. We also need to build solid partnerships with workers and employers. The crisis is a threat but at the same time an opportunity for the ILO and others to bring back the importance of safety and health to the forefront. It is true that this is a job crisis, and people are losing their jobs, therefore there is an element of safety and health for those employed and a safety and health issue for those who are unemployed. We need to aim for sustainable job creation in the formal sector.

VIII- Finally, the closing statement was given by **Dr. Al-Tuwaijri**, SafeWork Director at the ILO.

This conference has marked the continuation of further enlightened efforts in the area of safety and health. It has been an opportunity to hear from representatives from around the world, stressing our involvement today in driving the safety and health agendas forward in light of the financial crisis and other changes.

Health promotion is a leading matter in times of restructuring and the effect of the latter on the health of workers. It was agreed that in the context of globalization, the quality of working life has changed. The composition of workforce, work time, introduction of flexible work hours, and new

technologies have led to new emerging risks and new demands to adapt to these changes.

In response, the implementation of ILO OSH conventions and recommendations has been considered an enterprise level comparative advantage.

A highlight of this conference has been the expressed need for an improved and integrated role of Labour inspection, stressing on their advisory and monitoring role.

In addition, social security is essential in protecting workers and promoting a highly productive workforce even in times of crisis.

Workers and representative Trade unions were confirmed as leading bodies in affecting change for a long-term investment in safety and health.

We have tried throughout these two days to bridge the gap between the provisions of the Seoul declaration and reality. Be it through that argument that investing in the health of workers will help avoid more costs in the long run, and be it through the spread of a prevention culture or by speaking the economic language and encouraging champion industries to set the example for others.

We should be able put people first, as the key to effective workplace management systems. There is a need to integrate mental health into our existing management systems, encouraging healthy lifestyles for our employees. Finally, and as safety is a blessing, I leave you to help in your own small or big way, spread the blessing of safety and health.