

ACTRAV/ITC-ILO Course (A152114)

**Training on Labour Inspection for Trade Union
Leaders of the East Africa Community**

4 – 8 April 2011, Kisumu

Some Initiatives for Promoting Compliance

ACTRAV-Turin

Issues to be covered

- Promotion, awareness raising and advocacy.
- Participation
- Knowledge development, management and dissemination
- Contractual requirements
- Workplace audits
- Incentives
- Influencing the informal economy and other hard-to-reach groups.

Some Initiatives for Promoting Compliance

Promotion, Awareness Raising and Advocacy

- Raise awareness campaigns about the benefits of labour inspection and safe and healthy working conditions.
- Seek ways to raise visibility of the national legislation and international standards concerning labour inspection and OSH.
- Launch knowledge and awareness campaign to promoting a culture of safety and health at work.
- Advocate for establishment of measures to guard against hazards and risks at work.

Some Initiatives for Promoting Compliance

Participation

- Promote efforts to set-up functional joint workplace OSH Committees at all levels.
- Undertake joint workplace inspection audits on a regular basis
- Prioritize labour inspection, OSH issues as core concerns, especially during negotiations.
- Secure a safe and healthy working environment through a system of defined rights, responsibilities and duties.

Some Initiatives for Promoting Compliance

Knowledge Development, Management & Dissemination

- Build capacities to develop, process and disseminate knowledge on:
 - National legislation & international standards on LI
 - Best practice on LI
 - Use of educational and training tools on LI
 - OSH accident and disease statistics
 - Hazard and risk assessment data
 - Research in the area of OSH
- Take action to improve the visibility, streamlining and impact of the labour inspectorate's role in OSH.

Some Initiatives for Promoting Compliance

Contractual requirements

- Include compliance clauses in contracts of services concerning the need to comply with relevant labour legislation.

Workplace audits

- Carryout routine workplace audits & periodic research focusing on either the entire workplace or on particular processes to ascertain the situation of compliance with safety and health standards.

Some Initiatives for Promoting Compliance

Incentives

- Establish incentive schemes that would encourage enterprises to improve compliance with labour law:
 - Non-financial incentives such as Awards
 - Financial incentives:
 - Insurance-related incentives e.g. the reduction of accident insurance premium, etc.
 - Funding schemes to the enterprises for preventive activities
 - Tax-based incentives involving tax reduction

Some Initiatives for Promoting Compliance

Influencing the informal economy and other hard-to-reach groups

- Workers in the informal economy, migrant workers, domestic workers and others deserves special attention.
- Partnership with other interested partners may be helpful to inspectors to “reach the unreachable groups.”
- Using TV and radio, with labour inspectors giving advice on content, are other means to “reach the unreachable groups.”

Any Questions?

