



Language

The course will be conducted in English. An important criterion for the selection of course participants will be their language skills. Participants are expected to fully involve themselves in discussions and other activities and so they must be fluent in English.



Resource persons

The training will be conducted by staff of ACTRAV-Turin of the International Training Centre of the ILO, ACTRAV Field Specialists in Africa and other staff of the ILO.



Duration, venue and starting date

The course duration is one week and is scheduled to take place at the Tom Mboya Labour College in Kisumu, Kenya from 4 to 8 April 2011.



Labour Administration and Inspection

A152114

Trade union training on labour administration and inspection for trade unions of the East Africa Community

4 – 8 April 2011

Tom Mboya Labour College,
Kisumu, Kenya

For further information, please contact:

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International Training Centre

Trade union training on labour administration and inspection for trade unions of the East Africa Community



Background

This training course, on labour administration and labour inspection, concentrates on the training needs of trade unions of the East Africa Community. The course is intended to equip leaders of national trade union centres and the East African Trade Union Confederation who are responsible for issues of labour inspection and occupational safety and health with knowledge and skills that would enable them discharge their functions well.

In 1919, at the very first International Labour Conference (ILC), an international labour standard on labour inspection was adopted in the form of a Recommendation. Subsequent ILCs continued to debate standards, culminating in the 1947 adoption of the fundamental instrument on this subject, Labour Inspection Convention (No. 81). This Convention has been widely ratified by many African countries and constitutes the bedrock of their legislation concerning Labour Inspection.

In the world of work, labour inspection is the most important instrument of State presence and intervention to design, stimulate, and contribute to the development of a culture of prevention covering all aspects potentially under its purview: industrial relations, wages, general conditions of work, occupational safety and health, and issues related to employment and social security.

Workers representatives that are concerned with issues of labour inspection should have the technical competence to broadly analyse, understand and respond to the diverse forces driving economic, social, ecological and technological change and their impact on working conditions, workers' safety and health and how to overturn them by using labour inspection as a tool for intervention. This course, it is hoped, will be a major step towards a realisation of this vision.



Course objectives

- Provide an overview of the principles, practices and challenges of labour administration and labour inspection.
- Raise awareness about ILO Conventions and Recommendations concerning labour inspection and labour administration.
- Discuss the labour laws and labour inspection systems of the East Africa Community.
- Describe the main issues concerning key working conditions and discuss the situation and trends on employment relationship in countries represented on the course.
- Provide information on how to promote occupational safety and health and strategies and ensure compliance with the

labour inspectorate regulation.

- Think about various approaches in promoting the concerns of vulnerable groups of workers in the labour inspection.
- Develop strategies for mainstreaming gender equality in labour administration and labour inspection.
- Understand the importance of cooperation and partnership and describe different modalities for promoting tripartism and collaboration with social partners at different levels.
- Develop national Action Plans on union priorities and actions aimed at achieving occupational safety and health, better industrial relations, improved working conditions, the eradication of child labour and forced labour, etc.



Course structure and content

The course will comprise the following sessions:

Session 1: Getting to know one another and Course orientation

This ice-breaker session will afford participants an opportunity to introduce themselves, state their expectations from the workshop.

Session 2: Introduction to labour administration and labour inspection

This session will provide a bird's eye view of labour administration and labour inspection in terms of meaning, principle, purpose, scope, practice and challenges.

Session 3: Review of Country Situation

Each national delegation is expected to bring a country report. These reports will form the basis of discussion during this session. Cross-cutting issues and challenges identified from the reports will be discussed.

Session 4: The ILO Conventions and Recommendations of relevance to labour inspection.

Participants will study international labour standards of relevance to labour administration and labour inspection during this session. Special emphasis will be placed on Convention No. 81, which constitutes the bedrock of the rules being applied in many African countries in the area of labour inspection.

Session 5: Overview of the state of knowledge and trends on labour laws and systems of labour inspection in the East Africa Community

During the session, participants will learn about the evolution of labour laws and labour inspection systems within the East

Africa Community. The proposed harmonized labour laws of the East Africa Community will be diagnosed with a view to identifying its strengths and weaknesses in relation to labour inspection and its potential effectiveness as a instrument for realising decent work

Session 6: Inspection of working conditions

The session will focus on what constitutes working conditions. Highlights of basic realities and facts about working conditions and the role of trade unions in labour inspection will be examined.

Session 7: Promoting occupational safety and health at work

The session will among other things underscore the importance and safety and health in the workplace. The issue of accident in terms of meaning, types, causes and investigation procedure as well as approaches to effective safety management and responsibilities and rights of employers and workers will be discussed.

Session 8: Gender mainstreaming in labour administration and labour inspection

The concept of gender mainstreaming will be defined and the factors contributing to inequality between men and women will be critically reviewed during the session. Also, the inequality gap between men and women in labour administration and labour inspection will be discussed and practical steps for remedying gender inequality in labour administration and labour inspection in East Africa will be proposed for the consideration of trade union leaders.

Session 9: Some initiatives for promoting compliance

During this session, light will be shed on promotion, awareness raising and advocacy campaigns, participation, knowledge development, management and dissemination; contractual requirement, workplace audits, incentives and influencing the informal economy and other hard-to-reach groups as initiatives for promoting compliance.

Session 10: Dealing with vulnerable groups of workers

The plight of various categories of groups within the world of work who are exposed to vulnerability will be discussed during this session including indicators of vulnerability, the labour exploitation continuum, common features of vulnerable workers, vulnerability factors, who is most vulnerable, what can trade unions do, why should employers be concerned, location of risks for business, and strategies for curbing vulnerability in the world of work.

Session 11: Social dialogue and tripartism: modalities for effective labour inspection

The session will focus on the meaning of social dialogue, tripartism and bipartism; the aims and purpose of social dialogue; the link between social dialogue and labour inspection; preconditions for social dialogue; levels of cooperation on labour inspection with social partners; modalities for effective social dialogue and labour inspection and the precondition for achieving them.

Session 12: Developing national Action Plans

Based on all the input generated during the course, each national delegation will develop an Action Plan, specifying what they intend to achieve upon their return home. These Action Plans will also be used for evaluation and impact assessment purposes of the course at a future date, as well as for better planning of any related future follow-up activities.

Session 13: Conclusions and recommendations

Through group work, participants will draw-up the main conclusions and make key recommendations to guide the efforts and actions of their trade unions in the area of labour inspection as vehicle for achieving decent work for all.

Session 14: Evaluation

Course activities will be reviewed on a daily basis and with an end-of-course evaluation.



Participants

Twenty trade unionists whose responsibilities are in one way or another related to labour inspection selected from the member States of the East Africa Community and the East African Trade Union Confederation (EATUC) Headquarters will take part in this course.



Methodology

The learning methods to be used in the course will acknowledge the participants' level of competence and experience, taking into account that they already have practical experience in the field of labour inspection. An active learning methodology will be employed throughout the course, which will encourage the participants to fully involve themselves in all aspects of the training.