



LABOUR INSPECTION

TRAINING OF TRAINERS ON BUILDING MODERN AND EFFECTIVE LABOUR INSPECTION SYSTEMS

ADVANCED LEVEL

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TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre

INTRODUCTION

The relevant international labour standards lay down specific requirements on the training of the labour inspectors. According to Article 7(3) of Convention No.81, *“labour inspectors shall be adequately trained for the performance of their duties”*. Article 9(3) of Convention No.129 states that *“labour inspectors in agriculture shall be adequately trained for the performance of their duties and measures shall be taken to give them appropriate further training in the course of their employment”*. Article 10 of Labour Administration Convention, 1978 (No.150) requires that *“the staff of the labour administration system shall be composed of persons who are suitably qualified for the activities to which they are assigned, who have access to training necessary for such activities and who are independent of improper external influences”*.

In many countries, and in particular developing countries, labour inspectorates lack the financial and human resources for providing labour inspectors with adequate initial and on-the-job training; they also need to develop a national labour inspection training policy and mechanisms to continuously improve the knowledge and competencies of labour inspectors faced with new regulations, risks and technologies. In supporting ILO member States, the Labour Inspection and Labour Administration team of the Social Dialogue, Labour Relations and Governance of Work (LABGOV), Governance and Tripartism (GOVERNANCE) Department of the International Labour Office (ILO-HQ) has developed a training curriculum for the development of the competences of labour inspectorates. The curriculum, named *“Building Modern and Effective Labour Inspection Systems”*, is a modular package with 17 modules covering a wide range of aspects related to labour inspection, from principles, policies and strategies to practical tools and methods for visits. The purpose of the curriculum is to equip national labour inspectorates with standard and comprehensive basic training material that can be used as a tool and reference in developing their own training curricula, adapted to the specific contexts, strategies, priorities and needs of their respective countries. In this regard, the training curriculum provides flexibility and the possibility of selecting different modules and combining different training methodologies for the purposes of tailor-made training. Besides, the training of labour inspectors should be seen not only as meeting labour inspectors’ needs in performing their official functions, but also as furthering their professional development.

This training of trainers course has been developed for the delivery of the labour inspection modules of this curriculum. The International Training Centre of the ILO, in collaboration with the International Labour Office, is supporting Labour Inspectorates in their capacity building as well as increasing the dissemination and sustainability of this training curriculum.

OBJECTIVES

This course aims at strengthening the national and institutional capacity for the development of the competences of the labour inspectorates and raise the necessary skills of the labour inspectors.

Upon completion of this programme, participants will be able to:

- Explain the principles, functions and main characteristics of Labour Inspection and Labour Administration.
- Describe the main considerations and ILO directions on labour inspection policies and strategies.
- Describe the ILO guidelines for the inspection of the working conditions, the employment relationships, occupational safety and health and the vulnerable groups of workers.
- Plan and conduct labour inspection visits.
- Develop tools, competences and skills for improving the performance of labour inspectors.

- Design and evaluating training activities using participant-centred, learning and participatory approaches.
- Plan and deliver training sessions on the modules of the ILO Curriculum “Building Modern and Effective Labour Inspection Systems model”.

PARTICIPANTS' PROFILE

This course is aimed at:

- Trainers from government institutions involved in the training of inspectors.
- Staff of the Labour Inspectorates with duties in training and mentoring new recruited labour inspectors.
- Consultants, university professors and teachers working involved in the training of labour and occupational safety and health issues.

CONTENTS

The modules of the ILO Training curriculum “Building Modern and Effective Labour Inspection Systems” are:

1. The framework of a labour administration system
2. Introduction to labour inspection
3. Policy and planning of labour inspection
4. Designing strategies for promoting compliance
5. Cooperation and partnership
6. Inspection of working conditions
7. Inspection of employment relationships
8. Inspection of occupational safety and health
9. Dealing with vulnerable groups of workers
10. The labour inspection visit
11. Tools of the labour inspectorate
12. Institutional capacity development
13. Labour inspection and non-discrimination
14. Ensuring compliance with legislation on psychosocial risks
15. Inspection actions to deal with psychosocial risks
16. Labour inspection in domestic work
17. Soft skills for labour inspectors.

The contents for the training skills are:

- The Learning Management Cycle
- Towards participatory learning.
- Learning styles
- Learning design
- Facilitating participatory learning: top 100 facilitation tips
- Approaches and methods for assessing learning
- Microteaching sessions.

METHODOLOGICAL APPROACH

This **Training of Trainers** course is divided into two main phases:

1. Pre-Course Phase (Online – eCampus Platform)

The first phase will take place on the **eCampus virtual learning platform**, which will be activated **three weeks prior to the start of the residential training**.

During this period, participants will engage in self-guided learning activities, including:

- Reading **didactic modules**,
- Completing **preparatory assignments**, and
- Accessing a **Documentation Centre** containing relevant resources on the course topics.

This phase is designed to ensure that all participants reach a common foundational level of knowledge. This preparation will allow for **deeper engagement and learning** during the residential component of the course.

2. Residential Training Phase (On Campus)

The second phase consists of an **in-person training** component, which will adopt a **highly participatory and action-oriented methodology**. Emphasis will be placed on:

- **Experience sharing**,
- **Collaborative problem-solving**, and
- Identifying **innovative and practical solutions** to real-world challenges in the field of labour inspection.

The course will use **active learning methods** that leverage the knowledge and experiences of participants. This includes:

- Group work,
- Structured discussions, and
- Interactive activities that promote continuous engagement and integration among participants.
- Microteaching sessions

The overall approach aims to create a dynamic learning environment that fosters both individual and collective learning.

LANGUAGE

The course will be held in English.

CONDITIONS OF PARTICIPATION

The cost of participation, excluding international air travel, is **EURO 4,315** payable in advance by the participant or his or her sponsoring organization. This covers tuition fees (€ 2,695), access to the virtual platform, the use of training facilities and support services, training materials and books, accommodation and full board at the Centre's campus, and emergency medical care and insurance (€ 1,620).

Applications to participate in the course should be done **online** on the following webpage <https://oarf2.itcilo.org/STF/A9018815/en> no later than **3 July 2026**.

The filled-in application form should be accompanied by a commitment letter from the sponsoring institution indicating how the participant will be financed.

After that date, the course and the selected candidates will be confirmed and the instructions and payment references will be provided.

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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COURSE CODE: A9018815