



ONLINE

LABOUR INSPECTION

# THE ROLE OF LABOUR INSPECTION IN ENSURING COMPLIANCE WITH THE FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

7 NOVEMBER – 2 DECEMBER 2022

 4 WEEKS, 20 HOURS

*Information Note*



International  
Labour  
Organization



International Training Centre

## BACKGROUND

In 1998, the ILO adopted the Declaration on Fundamental Principles and Rights at Work (FPRW) that has become one of the most widely referenced ILO instruments and provides a foundation for its vision of decent work for all. The Declaration commits Member States to respect and promote: a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation, as these are enshrined in eight ILO conventions<sup>1</sup> (and in the Protocol of 2014 to the Forced Labour Convention of 1930).

Following the addition of a safe and healthy working environment as a fifth category by the 2022 International Labour Conference, all ILO Member States also committed to respecting and promoting the fundamental right to a safe and healthy working environment, whether or not they have ratified the relevant Conventions.

These fundamental principles and rights are regarded as basic human values and, while there remains a strong international commitment to address violations of these fundamental human rights, decent work is not yet a reality for many people in the world. The ILO estimates that globally 160 million children are engaged in child labour and that of this number 79 million children are performing hazardous work. According to the ILO on any given day there are 40 million people who are victims of forced labour and other forms of modern slavery, while hundreds of millions of people suffer from discrimination at work. Many workers are not organized and covered by collective bargaining and the relevant rights to organize are often not efficiently protected and, in some cases even prohibited. Exposure to 19 occupational risk factors alone is estimated to cause almost 2 million deaths every year. Also according to estimates, the toll of fatalities due to work account for more an annual loss of more than 5 percent of GDP.

Labour inspection plays a fundamental role in the enforcement and promotion of compliance with labour legislation. An effective and functioning labour inspection system is crucial to the realization of fundamental principles and rights at work in practice, however these institutions face particularly challenging circumstances in the carrying out of their mandate and functions. Ensuring the protection of vulnerable categories of workers (e.g. underage children, domestic workers and migrant workers

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<sup>1</sup>

1. the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
2. the Right to Organize and Collective Bargaining Convention, 1949 (No. 98);
3. the Forced Labour Convention, 1930 (No. 29);
4. the Abolition of Forced Labour Convention, 1957 (No. 105);
5. the Minimum Age Convention, 1973 (No. 138);
6. the Worst Forms of Child Labour Convention, 1999 (No. 182);
7. the Equal Remuneration Convention, 1951 (No. 100);
8. the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

just to cite a few), who are especially prone to abuse and exploitation, requires labour inspectors as well as other law enforcement actors to take special measures in line with national legislation and international law.

Through this four (4) week e-learning course participants will deepen their understanding of how to prevent, identify and act upon violations of FPRW in the workplace. It will also provide them with tools to work around these key issues with more confidence, higher proactivity and efficiency.

Participants will be required to attend weekly virtual masterclasses that will cover cross cutting topics on the improvement of inspection activities. They will follow self-guided modular content offering a deeper look at the substance of each of the five categories of fundamental rights at work, which are mutually reinforcing and interdependent, which can be completed at their own pace.

All of the course content will be delivered via the ITC ILO e-campus where specific spaces and moments for virtual peer to peer sharing around key issues and challenges will also be offered, and, where information on internationally recognized good practices can be easily accessed.

## THIS COURSE

The purpose of this E-learning course is to enhance the understanding of participants of how to prevent as well as identify and act upon violations of fundamental principles and rights at work.

As a result of this course participants will have:

- Increased awareness and knowledge of the fundamental principles and rights at work;
- Gained, discussed and analyzed information about the role, mandate and means of action that the labour inspectorate can employ to prevent, as well as actively identify and act upon violations of fundamental principles and rights at work as part of their regular planned action.
- Learned about new strategies, tools and measures to improve the effectiveness of labour inspection efforts, focusing on areas where violations of these principles and rights at work are commonly found;
- Exchanged information and knowledge with peers on actions and strategies for preventing and addressing violations or noncompliance.

# WHAT TOPICS ARE COVERED BY THIS COURSE?

Some of the topics that will be covered by this E-learning course are the following:

1. Introduction
2. ILO Declaration on FPRW and Fundamental International Labour Standards
3. Overview of the key provisions of relevant ILO Conventions, Recommendations and Protocols:
  - a) the effective abolition of child labour,
  - b) the elimination of all forms of forced or compulsory labour,
  - c) freedom of association and the effective recognition of the right to collective bargaining,
  - d) the elimination of discrimination in respect of employment and occupation,
  - e) safe and healthy working environment.
4. In each category:
  - a) Definitions and terminology (as well as indicators as applicable); trends worldwide; main causes or vulnerabilities and high-risk groups, sectors/ professions; related ILO legal framework: Conventions, Recommendations and Protocols and their transposition into national legislation; and key aspects to consider;
  - b) The role of labour inspectorates in ensuring compliance and in guaranteeing the fulfilment of workers' fundamental rights; how to adapt and improve labour inspection in this regard with emphasis on preventing, identifying and investigating breaches as well as appropriate enforcement actions;
  - c) Strategies, operational tools and measures to strengthen labour inspection and law enforcement, including through strategic partnerships, institutional cooperation and collaboration with other stakeholders (trade unions, employers' associations, civil society, private sector, etc.); country-specific good practices and peer-to-peer sharing.

The course content will be accessible on the ITCILO eCampus and will be organized as follows:

- **Module 1 Introduction:** Principles, role and means of action of labour inspection in general, mutually reinforcing and interdependent nature of FPRW, right to a safe and healthy working environment<sup>2</sup> and cross cutting issues (e.g. generating information where legislative gaps are occurring)
- **Module 2:** Child labour and labour inspection
- **Module 3:** Forced labour and labour inspection
- **Module 4:** Freedom of association, the right to collective bargaining and labour inspection
- **Module 5:** Non-discrimination, gender equality and labour inspection
- **Module 6:** Follow up action and conclusion: Synthesis, Q&A, final assignment (post-training follow up)

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<sup>2</sup> Safe and healthy working environment to also be treated in a cross-cutting manner throughout the different modules as appropriate.

## WHO SHOULD ATTEND THIS COURSE?

This new E-learning course is aimed at the following:

- Labour inspectorate staff – labour inspectors: general, specialized and management level;
- Labour administration staff;
- Representatives from trade unions and employers' organizations, private sector and other actors and key parties supporting the promotion and realization of fundamental principles and rights at work through compliance.

## WHY SHOULD I JOIN?

- Direct engagement with global experts with decades of international experience on the topic of labour inspection and FPRW;
- Opportunities to interact online and network with other actors to share learning, experiences and best practices on how prevent, identify and act upon violations of FPRW in the workplace;
- Gain access to online resources and good practices on the topics covered by the course.

## HOW WILL THE COURSE BE DELIVERED?

The course consists of six (6) online modules to be offered through the ITCILO eCampus online from **7 November to 2 December 2022** for an estimated total of twenty (20) learning hours.

The course is divided into different phases:

- **Flexible self-guided online learning time:** asynchronous learning taking place on the ITCILO eCampus platform and composed of online modules offering a deeper look at the substance of the five categories of fundamental principles and rights at work, which can be completed at the learner's own pace;
- **'Real time' learning:** Live masterclasses (1 or 2 per week) offering interaction in real time with experts, blended with individual exercises, online technical forums on the eCampus where peer to peer interactions on specific topics will be moderated;
- **Periodic assignments and knowledge checks:** individual assignments and knowledge checks are foreseen offering moments for participants to apply the contents of the course as well as to self-assess their learning achievement.

Participants who successfully complete all of the knowledge assessments and the final assignment will receive a Certificate of Participation.

## 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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