



MINISTRY OF
MANPOWER



9th ASEAN Labour Inspection Conference

Strengthening Labour Inspection Capability in the Post COVID-19 Era Virtual, 27-28 May 2021

Concept Note and Agenda

Context and Rationale

Labour inspectorates (LI) play a central role in protecting the rights of millions of workers worldwide and help to ensure a level playing field among employers. As part of national systems of labour administration, the traditional functions of inspectors include securing compliance with relevant labour legislation through enforcement measures, providing technical information and advice on compliance, and identifying gaps in the existing legal provisions that need to be addressed.¹ In this respect, they contribute to good governance at workplaces and the protection of workers at work, which is central to sustainable economic development.

The current COVID-19 pandemic necessitates a discussion to expand the activities and functions of the labour inspectorate to include the prevention and control of pandemics such as COVID-19 at the workplaces, while ensuring effective discharge of primary inspectorate duties. This would require (i) a good understanding of the new priorities in the post-COVID era, and (ii) a review of the competencies of labour inspectors to meet these new challenges.

Strengthening Labour Inspection in the Post-COVID 19 era

As borne out in the current pandemic, labour inspectors play a crucial role - to enable employers and workers to respond quickly to a fast-spreading and little-known hazard at the workplace, and adapt to evolving behavioural and control measures as transmission risks and virus knowledge became clearer only with time. Labour inspectors also play the role in bridging the gap between public health and workplace health policies and practices, putting in place new compliance requirements that may not be needed in other traditional workplace risks.

For example, inspectors ensure worker and employer compliance of comprehensive public as well as occupational safety and health strategies so that the workplace does not become

¹ These main functions are set out in Article 3(1) of the ILO's Labour Inspection Convention (No. 81).

conduits of transmission. Based on the different exposure risks of the workplaces, inspectors also help employers to determine the appropriate precautions based on their industry, activities and the need for close contact with infected co-workers or patients.

Focus of the 9th ASEAN Labour Inspection Conference (ALIC)

The 9th ALIC will discuss strategies and measures to strengthen labour inspections in the post COVID-19 era. There will be 5 sessions over one and a half days:

- Sessions 1 and 2 will discuss the macro-level impact of the COVID-19 pandemic, including (i) a sharing by an epidemiologist on the spread of the virus, and (ii) a sharing by Singapore on its experiences in managing the pandemic through the use of technology.
- In collaboration with the Regional Centre for the Future of Work, Sessions 3 and 4 will discuss new priorities that have emerged from COVID-19's transformation of our work and workplaces.
 - It is important for social partners to work together to tackle these priorities. As such, tripartite partners will be invited to share their views and best practices on addressing labour challenges and seizing opportunities in the post COVID-19 era. There will also be discussion on the competencies that labour inspectors will require in the post COVID-1 era, as efforts will need to go beyond traditional levers, such as existing labour laws and enforcement, to ensure compliance with emerging issues and new risks.
 - These sessions will also be concurrently implemented as a project under the ASEAN Comprehensive Recovery Framework (ACRF) on the "Follow-up on the ASEAN Labour Ministers' Statement on the Future of Work: Embracing Technology and Inclusive Growth, including through Fostering Regional Social Dialogue to Maintain Responsiveness of Labour Policies in the New Normal (including work-from-home arrangement, occupational safety and health)".
- Session 5 will distil the learning points into conclusions and recommendations for AMS's adoption and implementation. This is aligned with the objectives of ALIC i.e. to promote the professionalism of each AMS in all aspects of labour inspection, so as to promote compliance with labour laws and regulations.

Participants

The Conference will comprise representatives from ASEAN Member States as well as invited representatives of regional employers' and workers' organizations. Government delegations attending the Conference should consist of at least one senior inspection official with experience in human resource planning and development for the labour inspectorate. Social partner nominees should ideally have knowledge and/or experience on compliance issues and previous engagement with inspection authorities.

The proposed participants include:

- ILO and WHO officials
- Representatives from each ASEAN Member State's Labour Inspectorate

- Representatives from each ASEAN Member State's nominated workers' organisation
- Representatives from each ASEAN Member State's nominated employers' organisation
- ASEAN Secretariat Representatives
- ASEAN Trade Union Council (ATUC)
- ASEAN Services Employees Trade Union Council (ASETUC)
- ASEAN Confederation of Employers (ACE)
- International Association of Labour Inspection (IALI)

ANNEX – 9TH ALIC PROGRAMME (AS OF 25 MAY)

DAY 1: THURSDAY, 27 MAY 2021 GMT + 8 TIME ZONE (SGT)²	
Time	Content
10.00am – 10.30am	Registration
10.30am – 10.45am	Welcome and Opening Remarks <u>Speaker:</u> Zaqy Mohamad, Senior Minister of State, Ministry of Manpower, Singapore
SESSION 1: OVERVIEW OF INTERNATIONAL STRATEGIES AND UPDATE	
10.45am – 11.45am	Presentations, with Q&A (20 minutes each) <ol style="list-style-type: none"> 1. Outlook on COVID-19 Pandemic <u>Speaker:</u> Dr Lo Ying-Ru Jacqueline Head of Mission and WHO Representative to Malaysia, Brunei and Singapore, World Health Organisation 2. How Does COVID-19 Spread – an Epidemiological Perspective <u>Speaker:</u> Dr Vincent Pang, Assistant Professor and Director of the Centre for Infectious Diseases, Saw Swee Hock School of Public Health, National University of Singapore 3. Impact of COVID-19 Pandemic on Labour Inspection <u>Speaker:</u> René Robert, Specialist in Labour Administration and Labour Inspection, International Labour Organization
SESSION 2: STRATEGIES AND MEASURES FOR THE PREVENTION AND CONTROL OF COVID-19	
11.45am – 12.45pm	Presentations (10 minutes each) <ol style="list-style-type: none"> 1. Summary of Countries’ Experiences in Battling COVID-19 <u>Speaker:</u> Muhammad Idham, Director of OSH Examination, Ministry of Manpower, Indonesia 2. Safe Management Measures for Workplaces: Singapore’s Experience <u>Speaker:</u> Sebastian Tan, Director, Occupational Safety and Health Inspectorate, Ministry of Manpower, Singapore 3. Use of Technologies in the Battle against COVID-19

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 GMT+6 time zone: Myanmar

	<p><u>Speaker</u>: Don Yeo, Deputy Director, Ops Tech Centre, Assurance, Care and Engagement Group, Ministry of Manpower, Singapore</p> <p>Plenary Discussion</p>	
12.45pm – 1.45pm	Lunch Break	
<p>SESSION 3: MANAGING THE NEW WORK DYNAMICS IN THE POST COVID-19 ERA</p>		
1.45pm – 2.45pm	<p>Presentations (10 minutes each)</p> <ol style="list-style-type: none"> 1. Impact of COVID-19 on the Future of Tripartism and Employment Relationship <u>Speaker</u>: John Ng, Chairman, Workplace Safety and Health Council, Singapore 2. Mental Well-being of Workforce in the Midst of COVID-19 <u>Speaker</u>: Anthea Ong, Former Nominated Member of Parliament, Singapore 3. Role of Labour Inspection in Times of COVID-19 and Challenges for the post COVID-19 Era <u>Speaker</u>: Jean Parrat, Vice-President, International Association of Labour Inspection, Switzerland <p>Plenary Discussion</p>	
2.45pm – 3.00pm	Break	
<p>SESSION 4: TRIPARTITE CONVERSATIONS ON LABOUR CHALLENGES AND OPPORTUNITIES IN THE POST COVID-19 ERA</p>		
3.00pm – 3.15pm	<p>Contextualisation of Session 3 and Introduction to Breakout Discussions</p> <p><u>Speaker</u>: Dr Park Doo Yong, President, KOSHA Advisor, Regional Centre for the Future of Work</p>	
3.15pm – 4.15pm	<p>Sub-theme 1 Topic: Mental Well-being</p> <p>This breakout group will cover how labour inspection can be extended to cover mental well-being of all workers, and the role of workers and employers in ensuring these efforts are holistic yet sustainable.</p>	<p>Sub-theme 2 Topic: Labour Inspection in the New Normal</p> <p>This breakout group will cover how labour inspection efforts must change to address post-COVID forms of work, e.g. safe management measures, knowledge of public health, and the role of workers and</p>

	<p>employers in ensuring such efforts are comprehensive yet sustainable.</p> <p><u>Co-moderators:</u></p> <p>Christopher Koh General Manager, Workplace Safety and Health Council, Singapore</p> <p>YBhg. Datuk Hj Shamsuddin Bardan, Executive Director, Malaysian Employers' Federation</p> <p>Mohammad Noorfaizal bin Hj Mohammad Osmena, Senior Labour Inspector, Labour Department, Ministry of Home Affairs, Brunei</p> <p>Steven Goh, Deputy Executive Secretary, National Trade Union Congress, Singapore</p>
4.15pm – 4.40pm	<p>Sharing by Social Partners (5 minutes each)</p> <ol style="list-style-type: none"> 1. Dato' Abdul Halim Mansor, President, ASEAN Trade Union Council 2. Gama Anom Yogotomo, Incoming Chair, ASEAN Confederation of Employers 3. Arun Kumar, Specialist on Collective Bargaining and Social Dialogue, International Labour Organization, ILO Regional Office of the Asia Pacific <p>Plenary Discussion</p>
4.40pm – 4.50pm	<p>Break</p>
4.50pm – 5.55pm	<p>Share Back from Each Track (10 minutes each)</p> <p>Plenary Discussion</p> <p><u>Moderator:</u> Dr Park Doo Yong, President, KOSHA Advisor, Regional Centre for the Future of Work</p>
5.55pm – 6.00pm	<p>Rounding Up and Conclusion of Day 1</p> <p><u>Speaker:</u> Jean Parrat, Vice-President, International Association of Labour Inspection, Switzerland</p>

DAY 2: FRIDAY, 28 MAY 2021

GMT + 8 TIME ZONE (SGT)³

SESSION 5: DRAFT CONCLUSIONS AND RECOMMENDATIONS

[**Note:** This is a closed session. As per past ALICs, social partners will not be involved in the drafting of the recommendations.]

10.00am – 11.30am	<ul style="list-style-type: none">• Presentation of Draft Conclusions and Recommendations of the 9th ASEAN Labour Inspection Conference• Plenary Discussion and Adoption• Selection of Host of the 10th ALIC <p><u>Moderators:</u></p> <ol style="list-style-type: none">1. Silas Sng, Divisional Director, Occupational Safety and Health Division, Ministry of Manpower, Singapore2. Mega Irena, Assistant Director/Head of Labour and Civil Service Division, Human Development Directorate, ASEAN Socio-Cultural Community (ASCC) Department, ASEAN Secretariat
11.30am	<p>Closing Remarks</p> <p><u>Speaker:</u> Ho Siong Hin, Senior Director, International Workplace Safety and Health, Occupational Safety and Health Division, Ministry of Manpower Singapore</p>

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