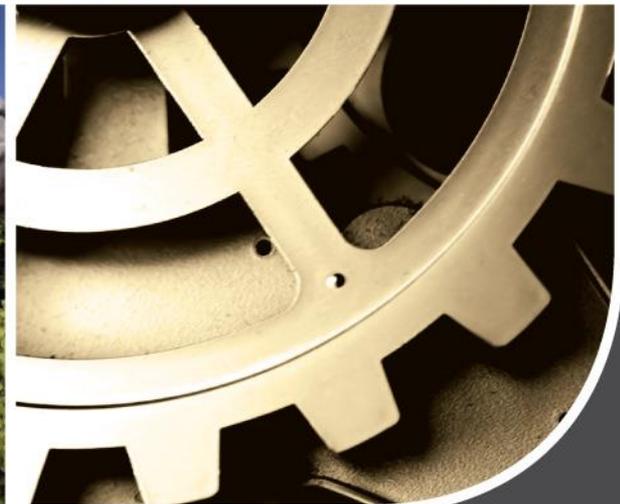


The effective labour inspector beyond 2025

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Introduction

- “Labour legislation without inspection is an exercise in ethics, but not a binding social discipline” ***Francis Blanchard, Director General of the ILO, 1974-89***

A case for labour inspection

- Establishing a credible Labour Inspection system is vital to ensuring the development of safe, healthy, fair and decent work
- An **effective labour inspection** able to confront the challenges of a changing **labour** market
- **Labour inspectors** are essential to the enforcement of employee's rights, the prevention of abuses by unscrupulous employers and the promotion of economic and social development

Operating environment

Changes in the economic situation and social structure

- Dwindling resources
 - Changes in industrial structure
 - Changes in the organization of labour and employment
 - Changes in social and political expectations
 - Changes in technology and in the nature of work hazards

Old myths and new realities

- Employers are not sanctioned enough
- Labour inspectors are in the employer's pocket
- Inspection visits are not frequent enough
- Labour inspection authorities are understaffed and weak
- Labour inspectors are lazy
- Labour inspectors accept brown envelopes (bribes)
- Labour inspection does not plan properly

Building effective labour inspection systems

- Highly qualified Human Resources
- Labour inspectors should enjoy the independence of public officials exercising their powers and functions in an impartial manner
- Build close cooperation between employers and workers
- Facilitate social dialogue and promote workplace democracy
- Effective cooperation with other institutions
- Labour inspection's increasing orientation and emphasis on prevention
- Drive for universal coverage

Building effective labour inspection

- Inspectors must keep abreast of latest innovation in their field of work (adaptability)
- Knowledge and policies update (participate/fund research)
- Regular exchange of information (seminars, conferences)
- Adopt new regulatory approaches
- Leveraging technology to improve efficiency
- Effective resource utilization
- **Generate Revenue (cost of inspection)**

Expectations.....

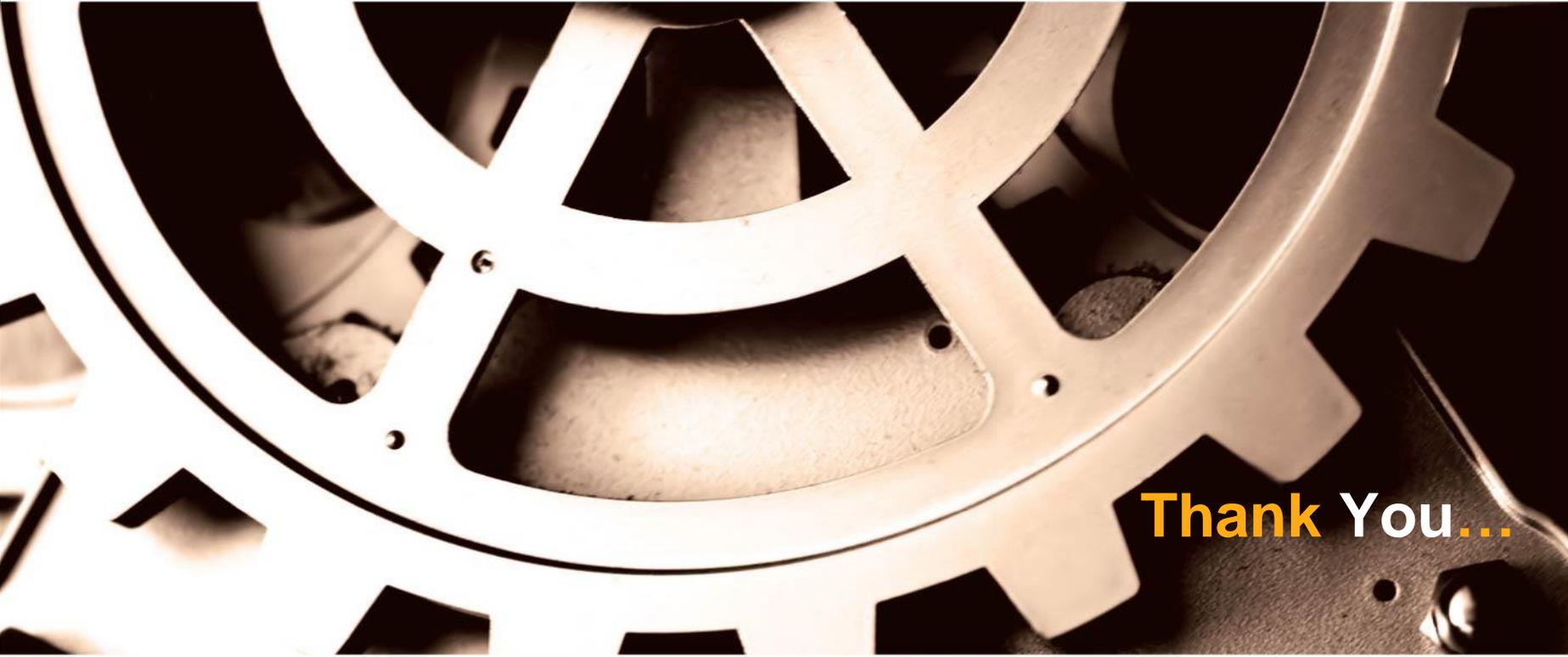
- Labour Inspectorates are expected to provide services that promote the highest possible standard of integrity
- Beyond reproach (not bribable)
- meet community expectations and result in confidence in the organisation and its position of authority
- Highly competent
- Responsive to clients needs
- Have an understanding of the social impact of the work

Conclusion

- ***“ The existence of an efficient labour inspection provides the surest guarantee that national and international labour standards are complied with not only in law, but in fact”***

ILO Committee of Experts on the application of conventions and recommendations, 1964

Director General: Employment and Labour



Thank You...