



## THE SEVENTH ASEAN LABOUR INSPECTION CONFERENCE

27-28 SEPTEMBER 2018, HO CHI MINH CITY, VIET NAM

*“Strategic Labour Inspection for Decent Work Including in Global Supply Chains”*

### RECOMMENDATIONS

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The Seventh ASEAN Labour Inspection Conference which carried the theme “Strategic Labour Inspection for Decent Work Including in Global Supply Chains” was held on 27-28 September 2018 in Ho Chi Minh City, Viet Nam. The Conference was attended by representatives of governments, employers’ organisations, workers’ organisations from ASEAN Member States, ASEAN-OSHNET Chair, ASEAN Trade Union Council (ATUC), ASEAN Service Employees Trade Union Council (ASETUC), ASEAN Confederation of Employers (ACE), ASEAN Secretariat, International Labour Organization (ILO), and International Association of Labour Inspection (IALI). The list of participants appears as **ANNEX A**.

The Conference acknowledged that the participation of ASEAN Member States into global supply chains has created tremendous opportunities for economic growth, employment, entrepreneurship and poverty eradication in the region. The Conference noted that complexities of global supply chains which not only crisscross national jurisdictional boundaries but also involve a number of intermediaries and segments, pose challenges to labour law enforcement and labour inspection processes.

The Conference recalled the importance of achieving Decent Work through labour inspection as a significant contribution to the shared 2030 Sustainable Development Goals. It further noted the Resolution concerning Decent Work in Global Supply Chains adopted by the International Labour Conference in 2016.

The Conference underlined that the guarantee for decent work at all level of global supply chains requires collective efforts from governments, employers, workers and all other stakeholders. To this end, the Conference recommends the following actions that labour inspectorates should prioritise and implement to enhance compliance to labour laws and standards in global supply chains:

1. Progressively realise the standards found in the eight Fundamental Conventions of ILO in order to assure a legal framework for labour protection and appropriate regulations and policies for the application of such laws in enterprises, including

those in global supply chains. Such legal protections should apply equally to all workers and workplaces including in special economic zones.

2. Strengthen strategic inspection planning to maximise limited resources, by prioritising issues and targets, identifying root causes of non-compliance and designing appropriate interventions towards sustainable compliance.
3. Engage with relevant stakeholders, especially employers' and workers' organisations, in identifying priorities and in the design and implementation of strategic compliance interventions. In so doing, inspectorates should leverage on existing social dialogue platforms for the effective application of labour law including in enterprises in global supply chains.
4. Increase awareness on national labour laws, international labour standards, and the role of labour inspectorates, including through media and outreach programmes, among employers, workers and the public to promote workplace compliance.
5. Promote responsible business conduct and private sector compliance initiatives, in line with the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and workers-led initiatives to support labour law compliance at workplace and Decent Work.
6. Leverage the potential of technology to strengthen labour inspectorates' strategic planning, surveillance and investigation, reporting, and case and data management towards improving their capacity, efficiency and overall effectiveness.
7. Take appropriate measures, such as access to complaint mechanisms, to improve the working conditions of the most vulnerable workers, including in global supply chains and those in the informal economy.
8. Provide recognition to companies who have outstanding initiatives to promote labour law compliance including in their supply chains.
9. Consider developing joint labour inspection initiatives between ASEAN Member States. This might include information sharing, collaborative planning and action on shared and emerging compliance challenges, actions targeting cross-border enterprises in ASEAN, efforts to improve working conditions of migrant workers as between sending and receiving countries, and the development of common inspection guidelines or tools.
10. Promote regional intra-ASEAN initiatives to build capacity of labour inspectors and exchange strategies, best practices and experiences in labour law reform, labour inspection and labour law compliance in priority sectors, including in global supply chains.

11. Promote cooperation to strengthen labour inspection between ASEAN and ASEAN Member States and other stakeholders including international organisations, such as ILO and IALI, on programmes to continually improve labour inspectorate systems in ASEAN.

The Conference also took note of the Recommendations of the Workshop on Building Capacity in Inspection for Labour Law Compliance including Training for Labour Inspectorates in ASEAN held on 26 September 2018 in Ho Chi Minh City, Viet Nam. The Recommendations of the Workshop appear as **ANNEX B**.

The Conference agreed to propose for an alphabetical rotation for the hosting of ASEAN Labour Inspection Conference by ASEAN Member States.

The ASEAN regional social partners attending the Conference appreciated the opportunity to engage with inspector officials on strategic compliance planning and urged for more regular opportunities for tripartite dialogue within ASEAN on labour matters.

The tripartite participants extended their appreciation to the Government of Viet Nam, particularly Ministry of Labour, Invalids and Social Affairs, for the excellent arrangements of the Conference and warm hospitality accorded to them. The participants also extended their appreciation to ILO and the Vision Zero Fund for the support to the Conference.

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