

RIAL Workshop on Successful Labor Inspection Models

**Actions to Encourage Compliance with Standards
and Improve Workers' Conditions**

CEATAL Presentation

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Actions to Encourage Compliance with Standards

Goal:

Implement actions and policies to promote a culture of compliance among workers and employers in order to generate better working conditions in the workplace.

The labor sector carries out actions and has ties with:

- The federal government through the STPS
 - Trade unions and their workers
 - Employers
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Benefits for workers:

- Fostering a culture within all workers to assist, at the workplace, in improving the working environment through an understanding of due compliance with standards.

Employers' sector programs include actions that address:

- Prevention
- Training and education
- Guidance
- Corrective measures

Actions with the Federal Government – STPS

The federal government, through the STPS, implements specific programs for compliance with standards, including: National Consultative Safety and Hygiene Commission, National Official Mexican Standards Committee. The employers' sector is represented on each.

Main tasks of the employers' sector:

- Active participation on various committees
 - Devising and proposing standards
 - Assessing committees' progress
 - Training proposals
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Benefits for workers:

- Workers' needs are addressed and are turned into simple, measurable actions that the workers themselves can assess to verify they are being observed to ensure their safety.

Main results:

- Preparation of results that are more in line with productive sector needs
- Adoption of standards that are easy to observe and allow worker involvement

With Trade Unions and Workers

Goal:

Creating a culture of compliance with standards to benefit both workers and the workplace.

Main tasks:

- Creation of joint safety and hygiene committees
 - Internal Work Regulations
 - Agreements between the employers' sector and trade union confederations
 - Prevention programs in each company
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Benefits for workers:

- Dissemination and awareness of the measures they must adopt
- Clarity in follow-up and openness for expressing opinions and proposing corrective measures

Binding actions:

- Productivity agreement signed with the CROC, including a special section on compliance with standards
- Institution of training and guidance programs

With Employers

Goal:

Promoting a culture of compliance with standards among the employers' sector and identifying actions to benefit workers and the workplace.

Programs:

- Dissemination, signature, and adhesion to the Global Pact
 - Collaboration meetings between COPARMEX, CONCAMIN, CANACINTRA, CONCANACO, CCE, to offer a common front for ideas and actions that may be requested by the committees
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Benefits for workers:

- Exchanging ideas and programs among business-owners enriches them and provides them with additional proposals that are put forward at national and international forums.

One example of links between productive sectors was seen in Mexico's recent health emergency following the atypical influenza outbreak

- Timely coordination between the parties enabled urgent steps to be taken

Optimizing Labor Inspection

Goal:

For the employers' sector, the mission of labor inspection includes actions for prevention, training, education, guidance, and support for the workplace.

What shouldn't it be?

- A threatening authority that only issues fines and sanctions.
 - Instead, it should be:
 - An assistant in the workplace, providing proper guidance if a measure is not being covered at a given moment in time.
 - Real support for small and medium-sized enterprises
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Benefits for workers:

- Corrective actions help improve working conditions and workers' safety
- Efficient support during contingencies

Inspectors:

- Review of profile
- Improve working conditions
- Review of training program
- Review of scope of functions
- Sanctions