



Libertad y Orden

Ministry of Social Welfare
Republic of Colombia

2009

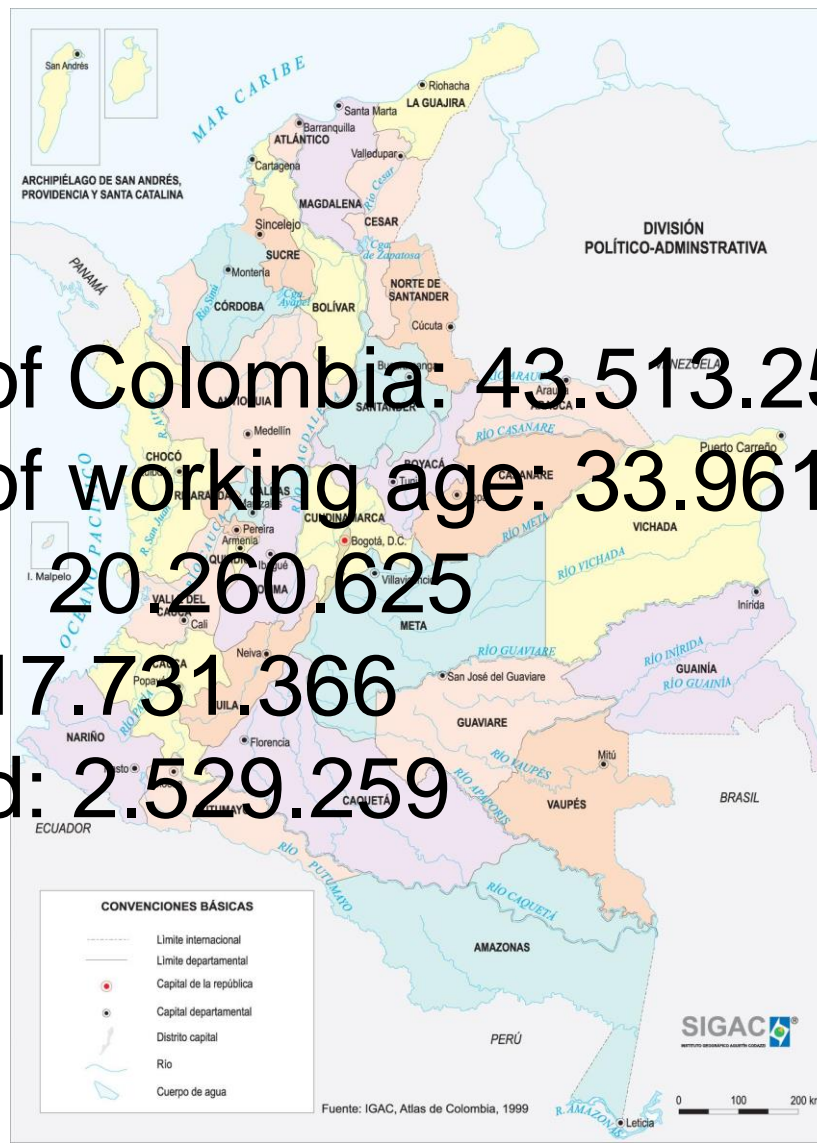
Population of Colombia: 43.513.251

Population of working age: 33.961.052

Labor force: 20.260.625

Employed: 17.731.366

Unemployed: 2.529.259

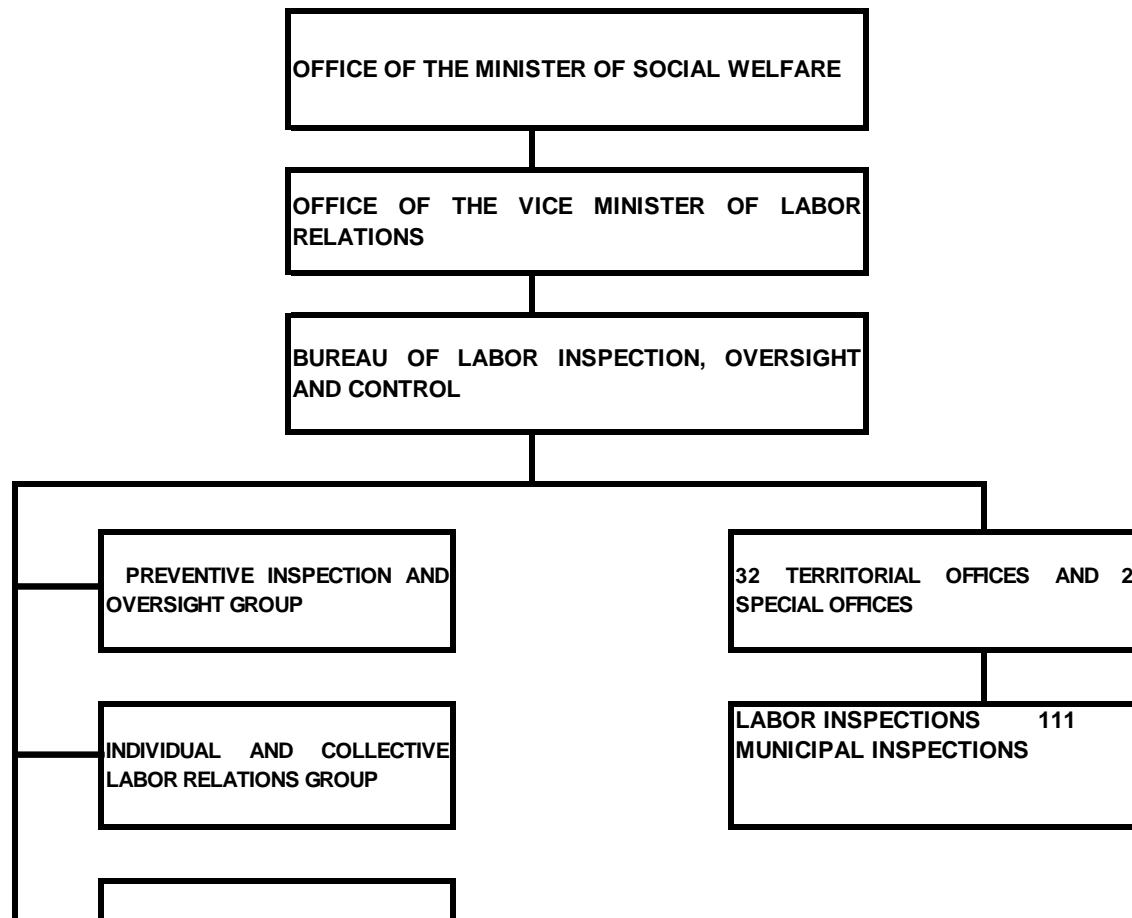




LABOR IOC OBJECTIVE

To strengthen the system of inspection, oversight, and control through preventive, corrective, and punitive measures designed to enforce labor and social security standards, in order to help enhance the coverage and financial sustainability of the social welfare system.

STRUCTURE OF THE BUREAU OF LABOR INSPECTION, OVERSIGHT, AND CONTROL



NEW STAFF STRUCTURE:

Staff Structure of the Ministry of Social Welfare

- (1) Technical Director**
- (12) Specialist Professionals**
- (48) University-Trained Professionals**
- (135) Labor Inspectors**
- (16) Administrative Technicians**

- The Government of Colombia decided to work on an initiative to upgrade the labor inspection system in a way that built on the Ministry's expertise.
- Work on the initiative to develop the relevant upgrade proposal began on November 21, 2005.



Objective: A comprehensive proposal to upgrade the system operationally and introduce a new labor inspection scheme based on analyses of improvement opportunities (risk), with particular attention given to preventive measures, improvement agreements, training, and availability of an integrated information system.

Beneficiaries: The national labor force and all related sectors (trade unions, the productive sector, workers' institutions and organizations, subcommittees, etc.).

- Identify the principal weaknesses of the Colombian labor inspection system.
- Propose a comprehensive upgrade solution for the system in question.
- Establish the terms of reference for an implementation plan for the upgrade proposal.

- The elimination should be proposed of administrative procedures that unnecessarily require the Authority's approval, along with simplification of other formalities.
- Uniform criteria, up-to-date guidelines, and better communication in all areas should be introduced.
- A comprehensive human capital policy as well as training and development plans are needed that cover every aspect of inspection.
- Automated information and administration systems are urgently needed for implementation in all areas of inspection.
- It is recommended that possibility be studied of augmenting the budget for inspection, so as to gradually increase funding to inspection areas.



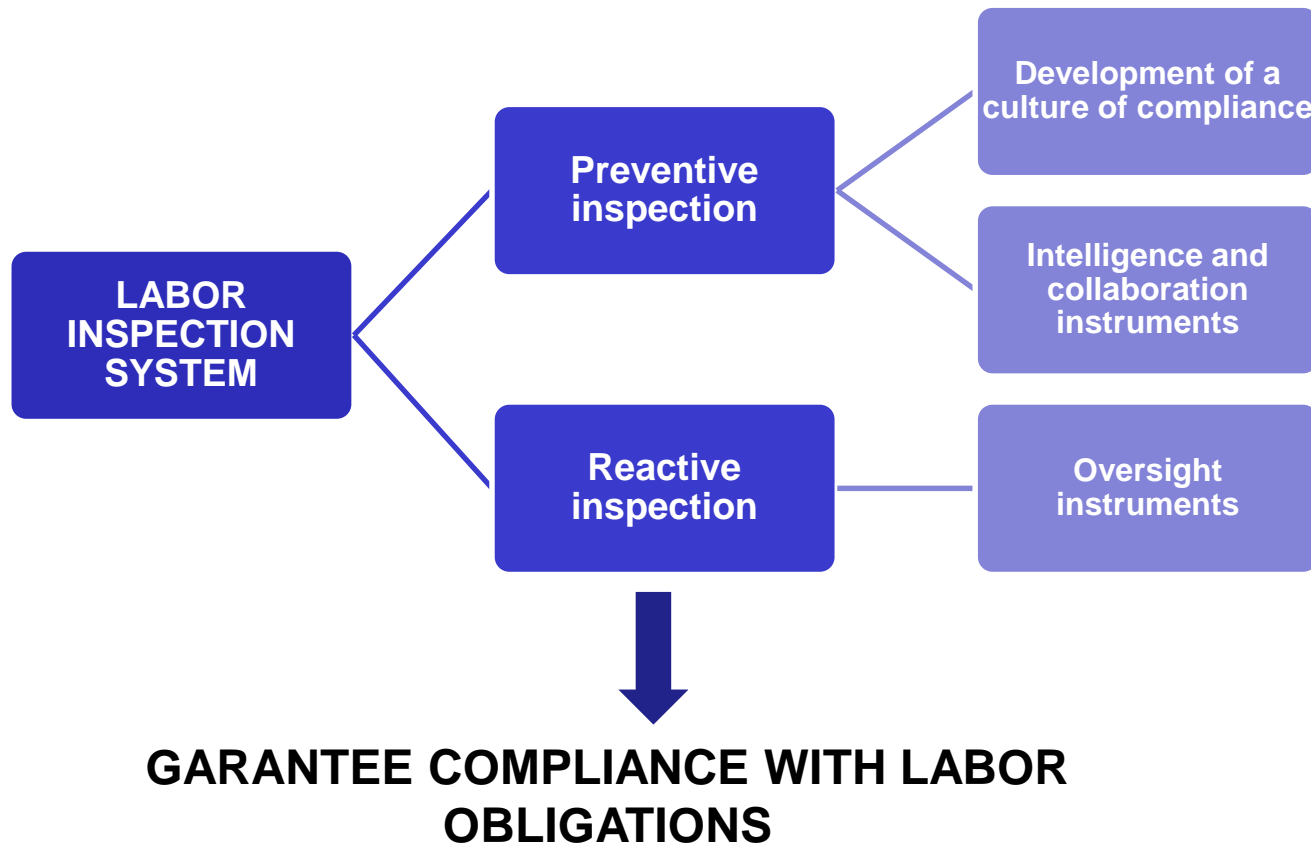
- The system proposed must have the following qualities:
 - a. Prevention-oriented
 - b. Impartial and therefore reliable
 - c. Intelligent in its intervention decisions
 - d. Effective based on its coverage and substantial impact.

- The core aim of the proposed upgrade for the Labor Inspection System is to introduce a preventive approach.
- Prevention means to:
 - a. Act before problems arise
 - b. Focus inspection on critical areas
 - c. Encourage and advise on compliance with the law
 - d. Induce measures to improve competitiveness
 - e. Encourage greater collaboration between sectors



- Enhance the efficiency of labor inspection for a positive social impact
- Make a substantial contribution to the existence of workplace conditions that encourage good performance from the worker and the employer
- Establish labor inspection as an important factor in boosting business competitiveness
- Generate an environment of trust and credibility thanks to the quality of the work of the inspection authorities

Toward a new model: *Inspection for decent work and competitiveness*



INSPECTION FOR DECENT WORK AND COMPETITIVENESS

REACTIVE MODEL

- Emphasis on attention on request
- Circumstantial measures in workplace
- Greatest percentage of work in the office
- Specific authorization for administrative procedures
- Diversity of criteria for facilitating compliance
- Routine conciliation work
- Sporadic external collaboration

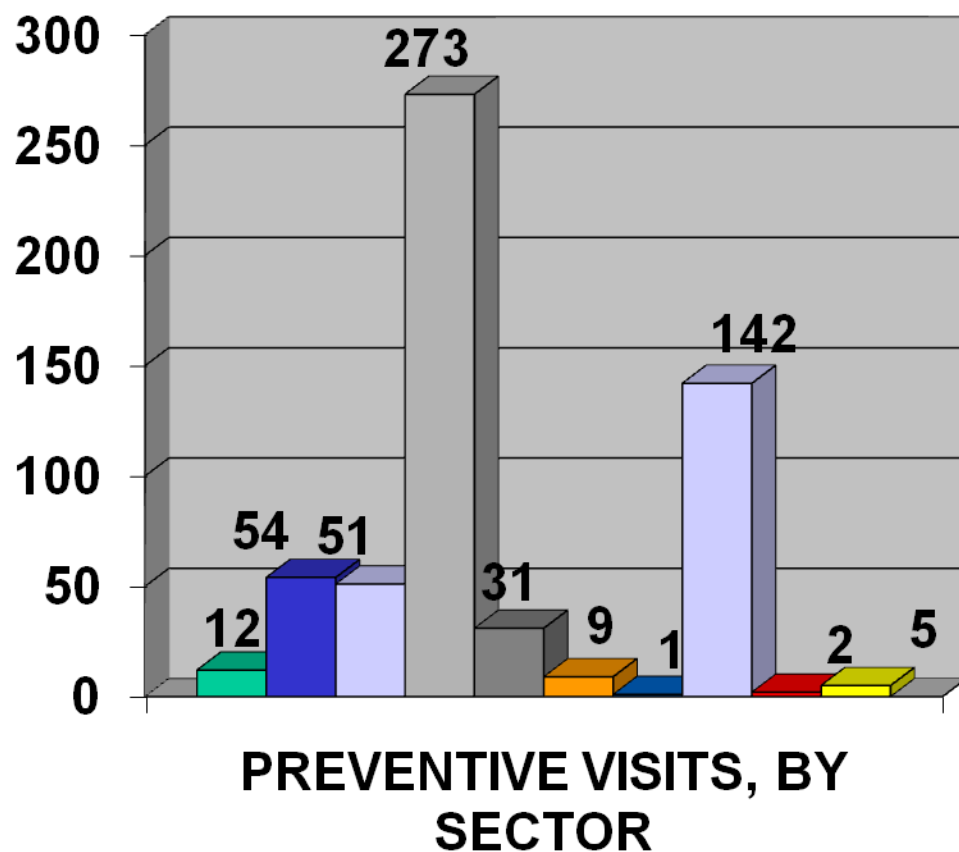
PREVENTIVE MODEL

- Initiative to act at companies or in sectors, based on level of labor risk
- Intelligence-based targeted inspection strategy
- More work in the field
- Compliance and improvement agreements by areas of activity and businesses
- Procedures substantially simplified
- Uniform criteria
- Specialized conciliation
- Active external participation

Its implementation has enhanced labor inspection in Colombia and has led to:

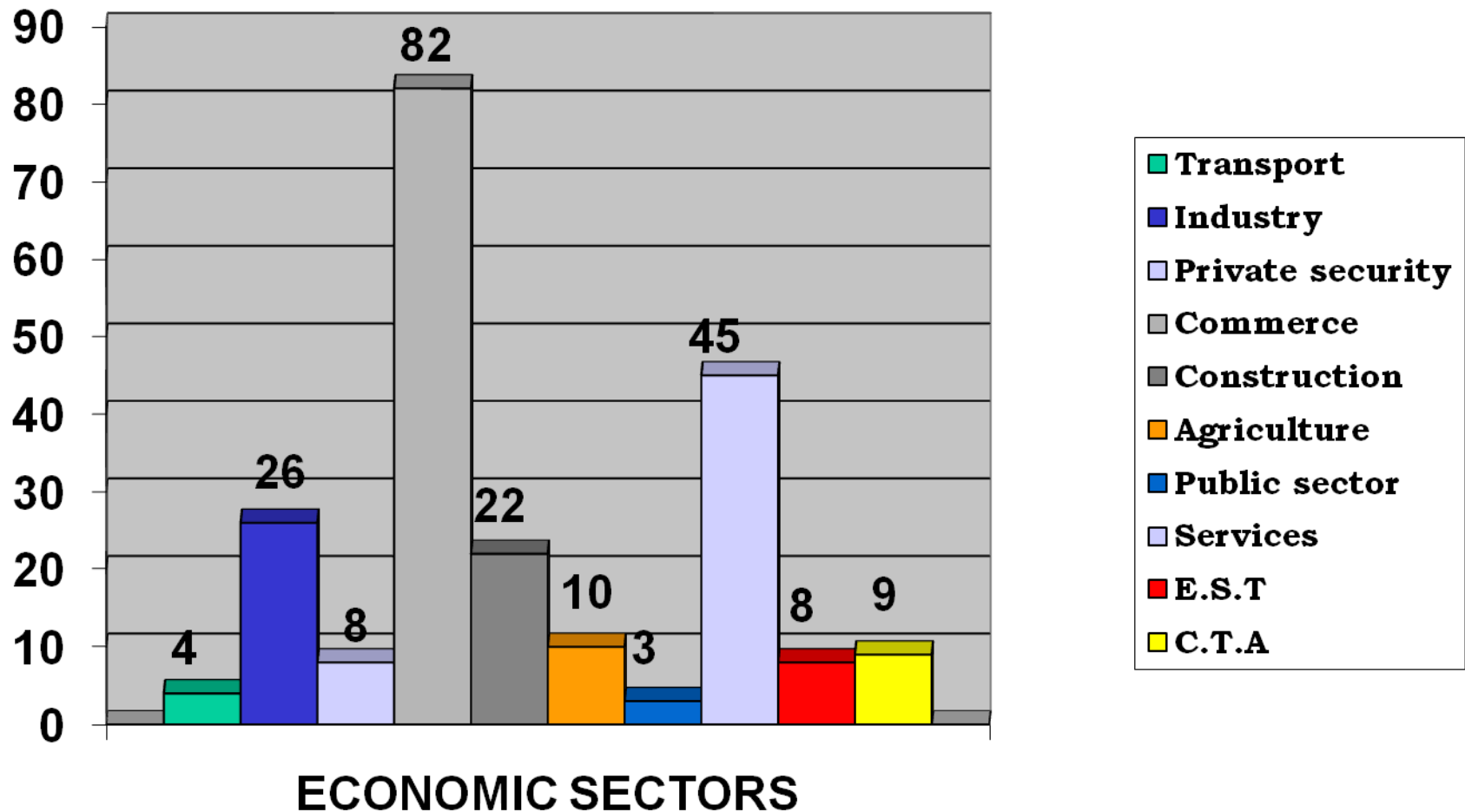
- ✓ Instances of dialogue between producers and workers' organizations in a joint working environment with the Ministry.
- ✓ An initial simplification of procedures and abolition of unnecessary formalities before the Ministry.
- ✓ Strengthening of the Ministry's human resources through an increase in staff and training for a considerable number of Special Unit inspectors and officials in the procedures and techniques of the new prevention-oriented inspection system.
- ✓ Changes for the user, with the design and implementation of specific measures, such as preventive visits and the signing of compliance and improvement of agreements.

PREVENTIVE VISITS, BY SECTOR



- Transport
- Industry
- Private security
- Commerce
- Construction
- Agriculture
- Public sector
- Services
- E.S.T
- CTA

AGREEMENTS, BY SECTOR





- **Continue with the implementation of the new system nationwide.**
- **Systematize all inspection processes.**
- **Consolidate the reform of the staff structure of the UEIVC geared to preventive inspection.**
- **Continuous communication to foment a culture of compliance with labor standards and agreements concluded between employers and workers/trade unions.**