

INNOVATIVE TECHNOLOGIES IN LABOUR INSPECTION

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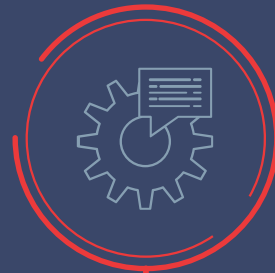
HOW DOES OUR L.A.S. WORK



LABOUR & OSH



BIT



CRMA



COOPS



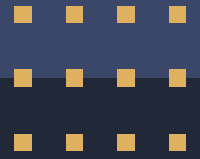
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MAIN AREAS OF WORK

- ✓ Fundamental principles and rights at work
- ✓ Conciliation/mediation services
- ✓ Monitor and enforce labour laws through Labour Inspections
- ✓ Provide advice, information, education and advisory services
- Apprenticeship
- Skills development
- Register and place job seekers
- Enlist employers to register with the JB
- Train job seekers in various disciplines
- Regulate recruitment agencies
- Register co-op societies
- Regulate co-op and friendly societies
- Conduct investigation and inspections of co-ops
- Convene Annual General Meetings of Co-ops
- LMIS
- Labour market Surveys and studies

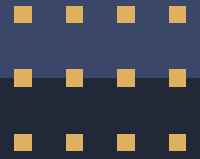


CHALLENGES

- Significant economic, institutional, and demographic transformation
 - Changing patterns of production, work organization, employment structures and relationships
 - Labour migration and irregular migrant workers
 - Informal economy
 - The lack of resources – duly qualified inspectors, better equipment and training
 - Sanctions are not dissuasive
 - Lack of reliable data to inform strategies and programming
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IMPORTANCE OF INNOVATION

- **Improve performance**
 - **Improve transparency and accountability**
 - **Achieve the decent work objectives**
 - **Enhance compliance with and enforcement of labour legislation**
 - **Enhance protection of workers' rights, including the fundamental principles and rights at work**
 - **Efficient labour market outcomes**
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Labour Inspection System

- Ratified ILO Labour Inspection Convention, 1947 (No. 81)

MAIN FUNCTION

(a) to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work, such as provisions relating to hours, wages, safety, health and welfare, the employment of children and young persons, and other connected matters, in so far as such provisions are enforceable by labour inspectors;

(b) to supply technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions;

(c) to bring to the notice of the competent authority defects or abuses not specifically covered by existing legal provisions.

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ENFORCEMENT - INSPECTIONS

- The Labour Officer is empowered and authorized to enter, inspect and examine any workplace at any hour of the day or night, and:
 - a. *Examine records on wages, hours and conditions of work of all the workers;*
 - b. *Interview workers regarding the conditions of work;*
 - c. *Require the employer to produce any book, register or other document relating to the conditions of work, to ensure that they are in conformity with the Labour Laws;*
 - d. *Enforce the posting of notices required by any law;*
 - e. *Take with him a member of the police force if he has reasonable cause to apprehend any serious obstruction in executing the inspection;*
 - f. *Examine the register of accidents kept and obtain from the employer information as to the causes and circumstances relating to any accident that occurred on the employer's premises;*
 - g. *Examine the pay sheet relating to the workers;*
 - h. *Examine the leave records for all workers.*

Labour Inspection system

- Standardize the methodology of data collection – for example, inspection reports can readily be accessible for all regions.
- Presentation of the data in a systemised way which serves as a good basis for further analysis.
- Operational part of Labour inspection tools – checklists, inspection forms, weekly and monthly plans
- Electronic database of collective bargaining agreements.

Currently: tailored-made and computerised labour inspection system and for tracking and monitoring complaints from the public.



REPORTS

*Breaches
by sector*

*Full
compliance*

*Partial
compliance*

*Citation
issued*





<https://mol.staging.gov.gy/app/inspection>





THANK YOU