

International  
Labour  
Organization

**100**  
1919-2019

# LABOUR INSPECTION AND OCCUPATIONAL SAFETY AND HEALTH

## AN UNPRECEDENTED COLLABORATION BETWEEN RÉUNION ISLAND (FRANCE) AND MADAGASCAR



## BUILDING THE CAPACITY OF THE MALAGASY LABOUR INSPECTORATE

### AN UNPRECEDENTED COLLABORATION BETWEEN RÉUNION ISLAND (FRANCE) AND MADAGASCAR

In the framework of ILO's Flagship Programme on Occupational Safety and Health, Madagascar receives funding from the French Ministry of Labour through the Vision Zero Fund (VZF) to prevent injuries, accidents and occupational diseases in Malagasy economic sectors integrated into the global textile and lychee supply chains.



Task Force Training, Antananarivo, November 2018

**“The priority of the Malagasy government is to ensure that all workers can have decent work. This training is part of this endeavor and the support of the ILO in this regard is essential.” Mialy Andrianaivo, Vice-consul of Madagascar in Réunion Island**

In this context, strengthening the capacities of institutions and individuals intervening in these sectors are essential. In November 2018, a Task Force composed of 12 Malagasy labour inspectors, including two Labour Directors, was established, and underwent an initial training on occupational safety and health (OSH). This training provided them with the fundamental knowledge to carry out OSH inspection visits, which they could then transmit to the rest of the labour inspectorate.

In order to operationalize this newly acquired knowledge, a second capacity building activity was organized. It consisted in the immersion

of the Malagasy Task Force in the French regional labour inspection office based in Réunion Island (French Overseas Department). This collaboration was made possible thanks to the support and collaboration of the French Embassy in Madagascar, the French General Directorate of Labour (French acronym - DGT) and the Directorate of Enterprise, Competition, Consumer Affairs, Labour and Employment (French acronym - DIECCTE) of Réunion Island.

This exchange provided the following opportunities to the Task Force:

**To familiarize themselves with a fully operational**

**“This experience was an enriching experience for all participants. The human dimension of this exchange is the key to the sustainability of the actions undertaken. Nathalie Kubicek, Deputy Diplomatic Advisor to the Prefect of Réunion Island.**

**labour inspection system, and to facilitate discussions about the role and powers of the Malagasy inspection**

As part of a global debate on developments in Malagasy labour law - in particular the necessity to strengthen the labour inspectorate's capacity to intervene - exchanges on intervention methods and the new enforcement tools recently introduced in France (such as administrative

Inspection visit carried out in pairs, Réunion Island, February 2019



sanctions), were of particular interest to Malagasy colleagues.

**To prepare, participate and follow up on OSH inspection visits**

In this respect, joint teams were established (pairing a Malagasy inspector with a French inspector) to carry out inspection visits. It provided an opportunity for French labour inspectors to instruct Malagasy inspectors on how to detect violations at the workplace, obtain as much relevant information as possible from employers and workers, and advise employers on ways to remedy the violations detected during the visits.

**“I noted a great interest on the part of my Malagasy colleague with many questions about the technique and the posture of the labour inspector”, Marie-Claude Ingargiola, French labour inspector.**

**To identify partners of the Labour Inspectorate, in particular social security institutions and occupational health services**



Training activity led by the Task Force, Madagascar, February 2019

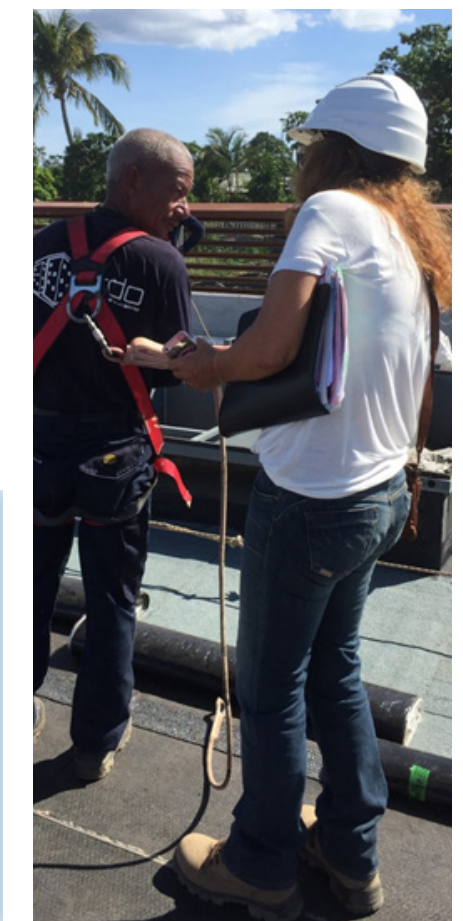
Upon their return from the study visit to Réunion Island, the Task Force started to transfer the knowledge acquired to the rest of the Malagasy inspectorate (training 130 labour inspectors and 125 assistant inspectors). The OSH training plan was based on ILO modules that were shared with the inspectorate in November 2018. In February 2019, the training sessions for the first three groups of labour inspectors based in Antananarivo were conducted at the National Labour Institution.

This exchange visit was the first ever between the DIECCTE of Réunion Island and the Labour Inspectorate of Madagascar. Several avenues for future collaboration have been identified, which will be explored in the coming months.

**“Beyond the professional relationships, the visit also provided an opportunity for strong personal relationships to be formed between the inspectors over a very short period of time (...) and it is through these bonds that we will be able to advance together”. Lise Rueflin, Head of the Labour Division, DIECCTE**

**“We hope to transfer good practices as well as certain elements of regulation based on the practices observed in Réunion Island and on the French legislation presented during the exchange”, Hanitra Fitiavana Razakaboana, Regional Labour Director, Analamanga, Antananarivo**

French labour Inspector during an inspection visit, Réunion Island, February 2019





**Labour Administration, Labour Inspection  
and Occupational Safety and Health Branch (LABADMIN/OSH)**

Governance Department  
Route des Morillons 4, 1202 Geneva  
Tel: +41 22 799 71 24  
Email : [labadmin-osh@ilo.org](mailto:labadmin-osh@ilo.org)  
Webpage : [www.ilo.org/labadmin-osh](http://www.ilo.org/labadmin-osh)

**ILO Office for Madagascar, Comores, Mauritius and Seychelles**

Maison commune des NU , Zone Galaxy Andraharo  
Antananarivo 101, Madagascar  
Tel: +261 20 23 300 92/93/94  
Email : [antananarivo@ilo.org](mailto:antananarivo@ilo.org)  
Webpage : [www.ilo.org/antananarivo](http://www.ilo.org/antananarivo)

