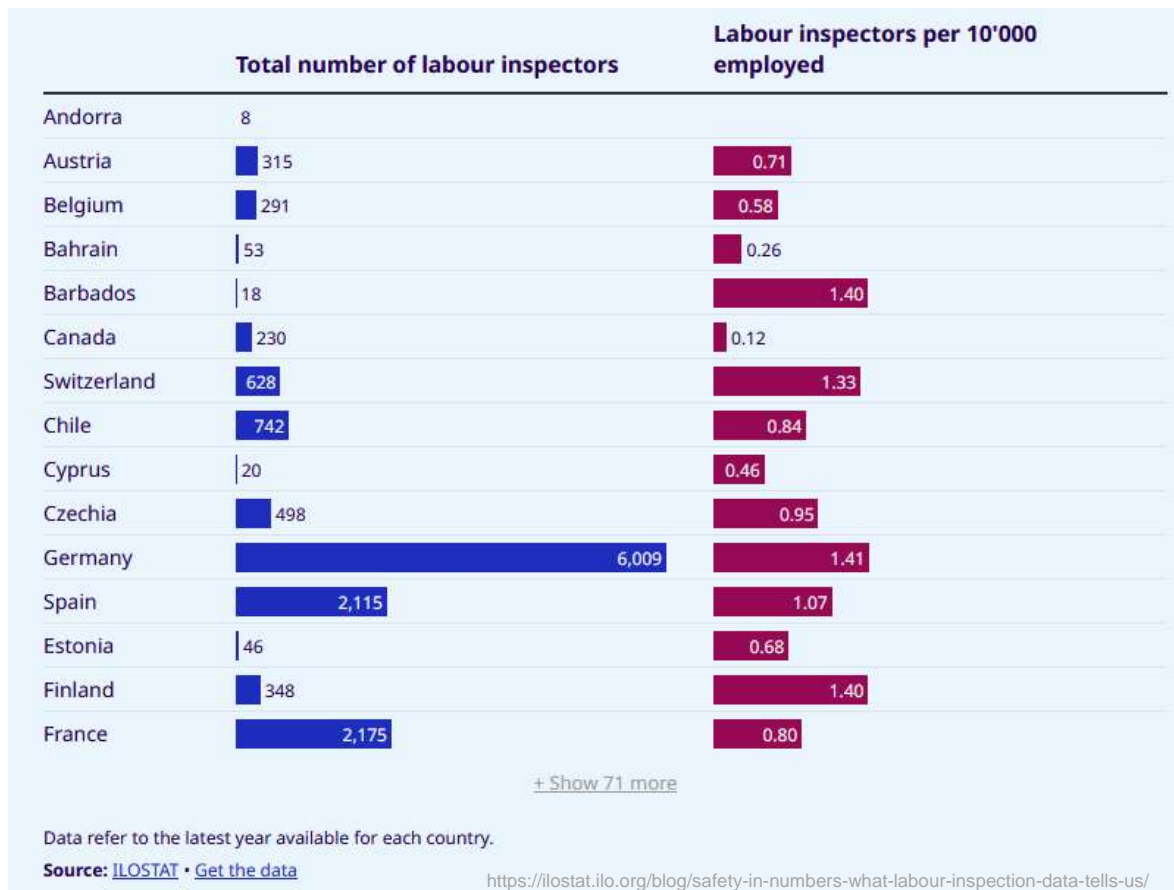


- From Past Insights to Future Challenges
- in the Age of Digital Transformation:  
A Scoping Review on Labour Inspectors

Swantje Robelski & Giulia La Rocca

## Why labour inspection?



- Labour inspection takes many forms across Europe  
→ **different systems, different approaches**, but the **same commitment** to protecting workers
- ILO proposes a quote of 1 Labour Inspector per 10.000 employees
- Within their profession, there is a high degree of **autonomy** and **professionalism**, but also a high degree of responsibility in oftentimes **ambiguous** environments

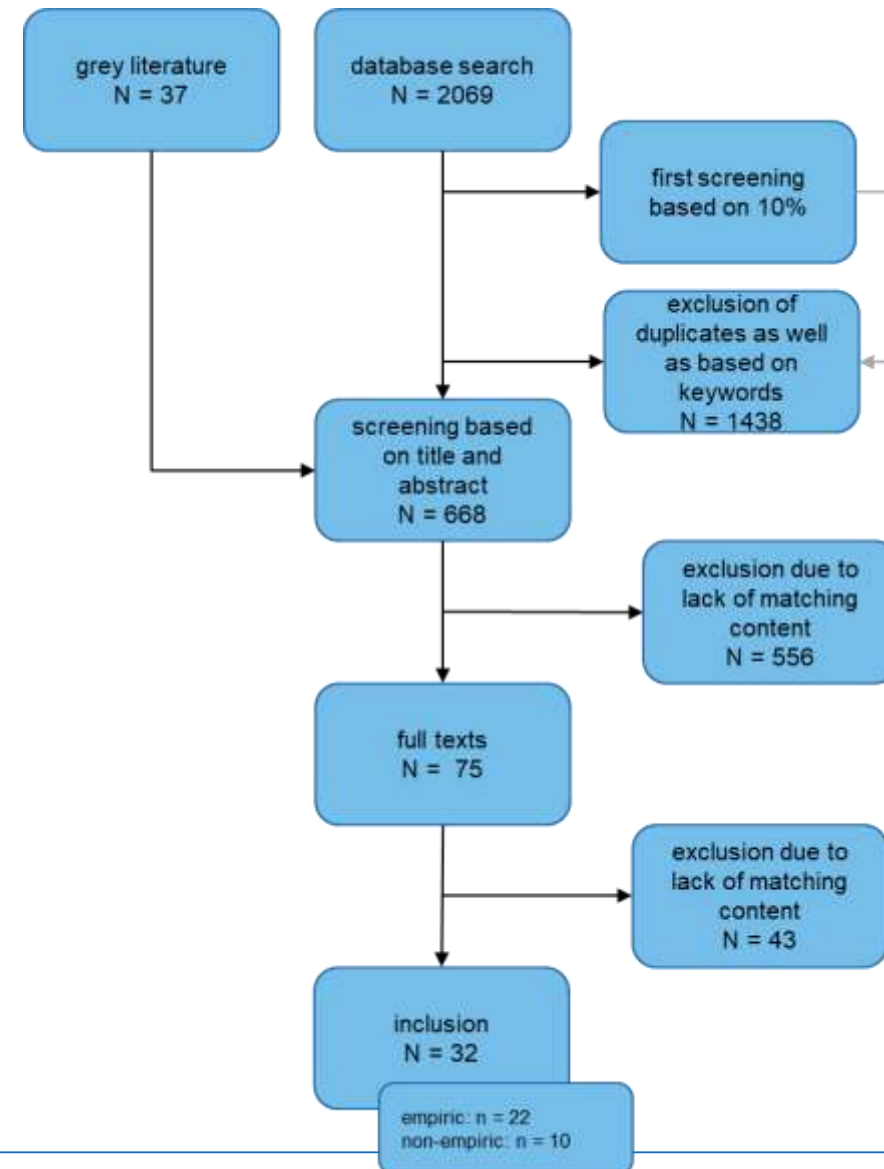
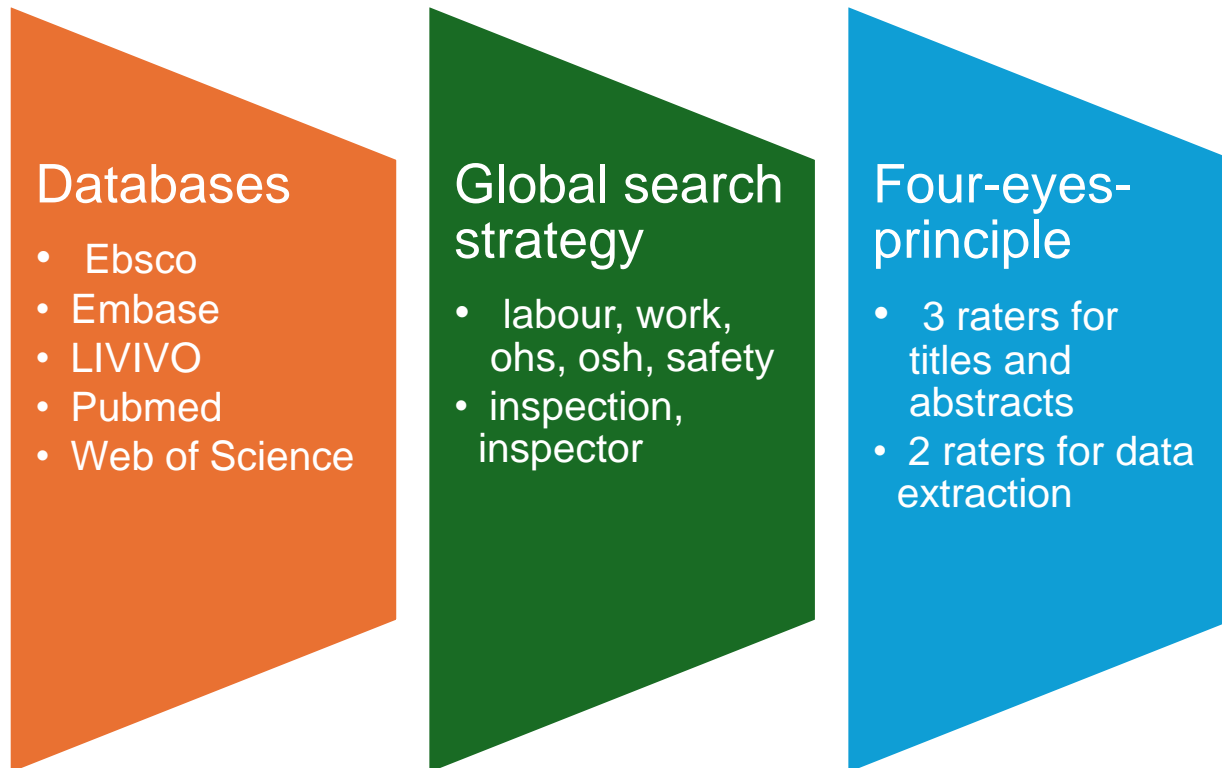
## ■ Scoping Review

- Topics with (limited) scientific evidence but also political significance
- Information based on both, scientific literature and grey literature (reports, statement paper etc.)
- Twofold goal: map the evidence and identify gaps within the literature
- Multistep process

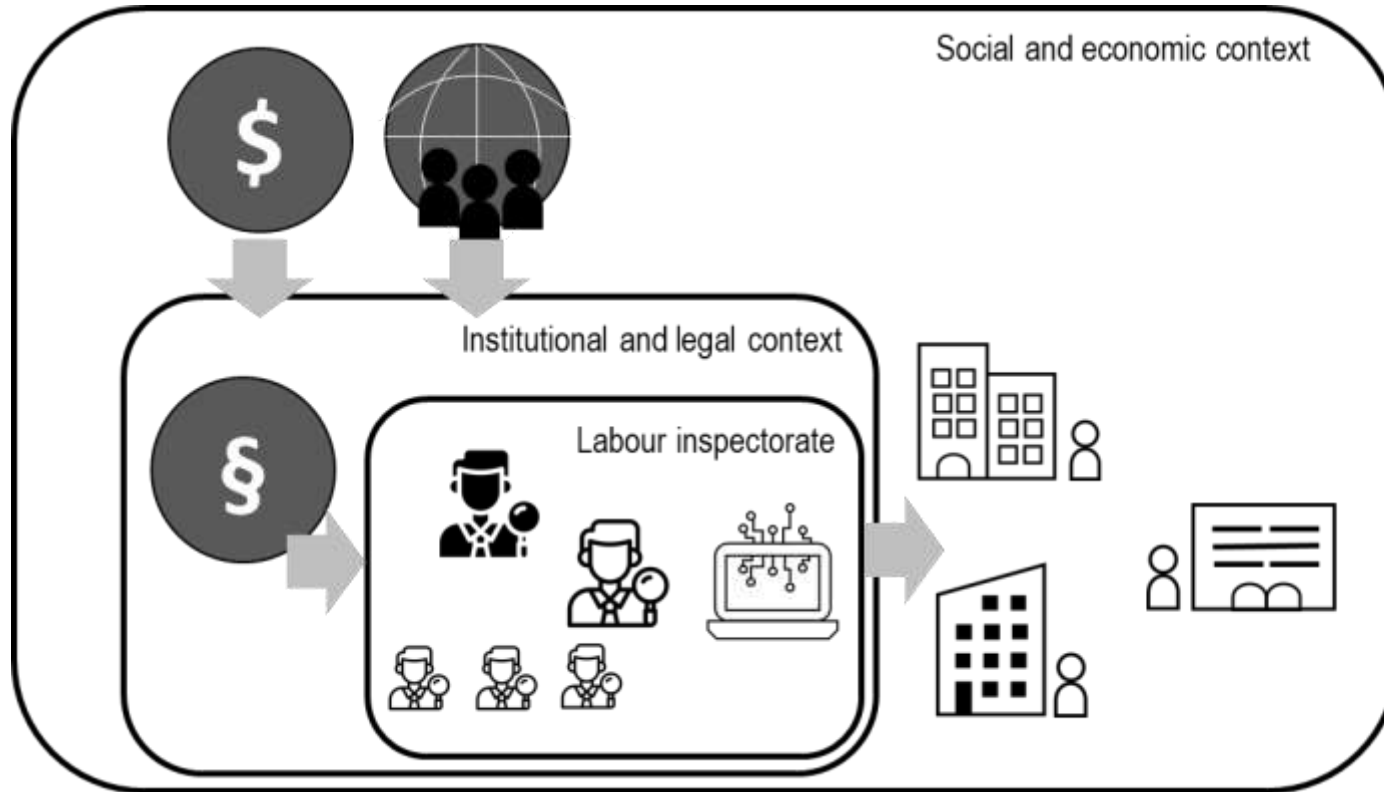
Arksey & O'Malley (2005); Levac et al. (2010)



# Scoping Review: Scope and Method

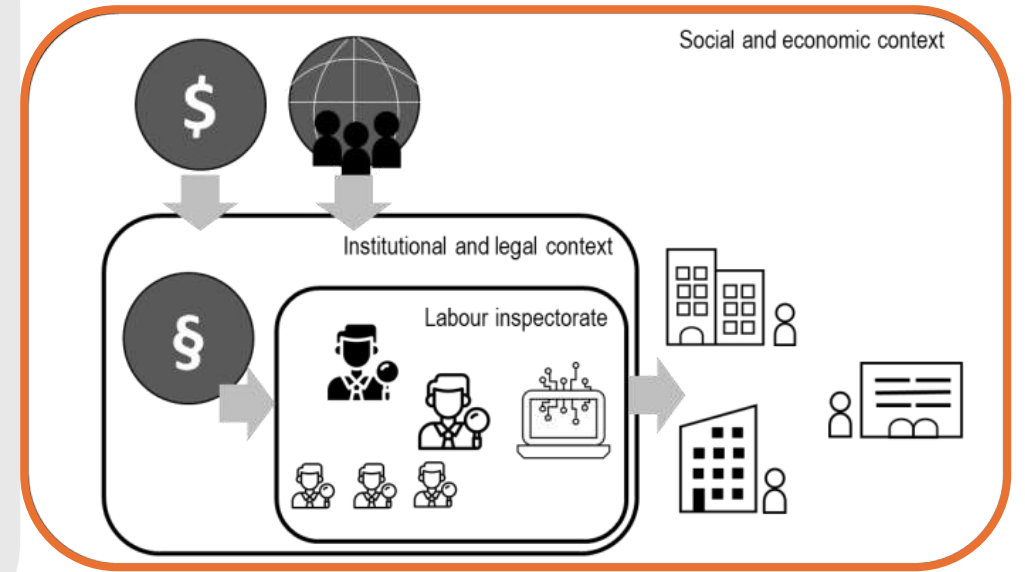
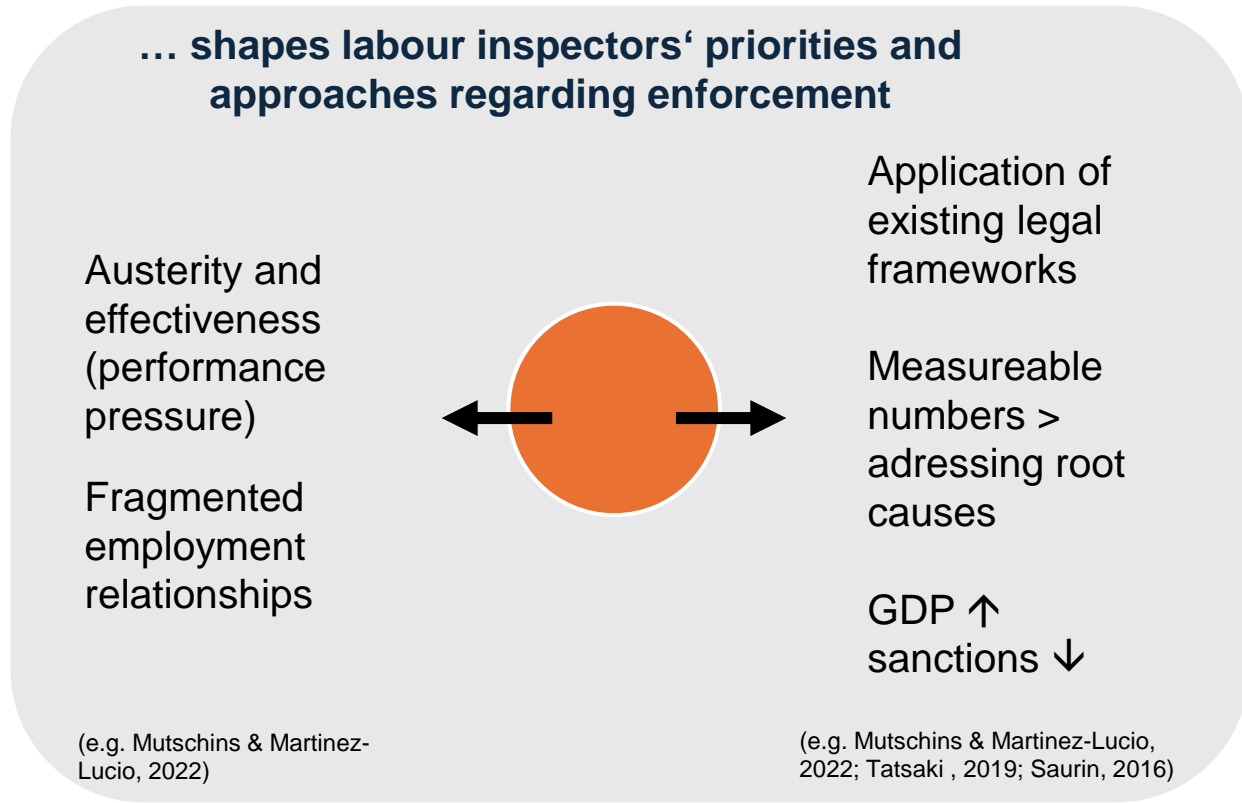


- Results: labour inspectors complex relations



**Labour Inspection at the intersection of organisational structures, legal demands and individual discretion**

## Social and economic context...



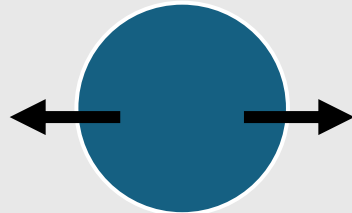
## ■ Institutional and legal context...

... between political pressure and independence

Political  
agendas

Rapid changes  
in legislation

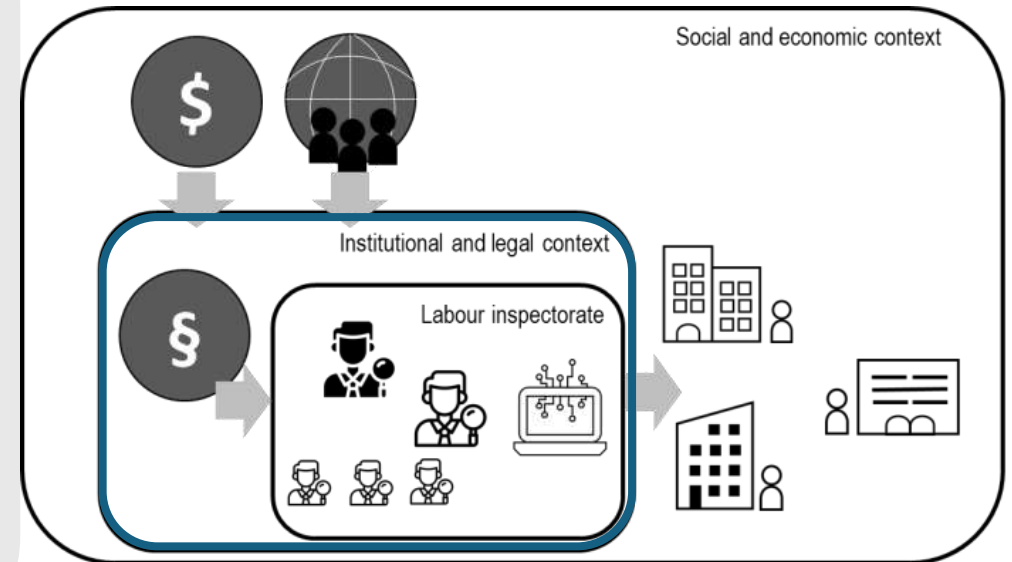
Lack of legal  
protection



Threats to  
impartiality and  
independence  
of changes of  
government

(e.g. Saurin, 2016; Mutschins & Martinez-Lucio, 2022; Anyfantis et al., 2021)

(ILO conv. no. 81)



## Within the labour inspectorate...

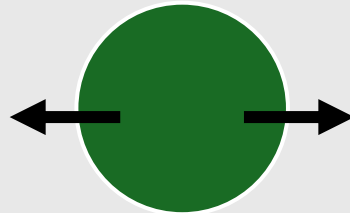
... growing isolation due to flexible, digital work

Lack of coordination/  
leadership

Isolation in digitized  
working  
environments

Difficult interactions  
with company  
representatives

(e.g. Mutschins & Martinez-Lucio, 2022; Hakansta, 2022)

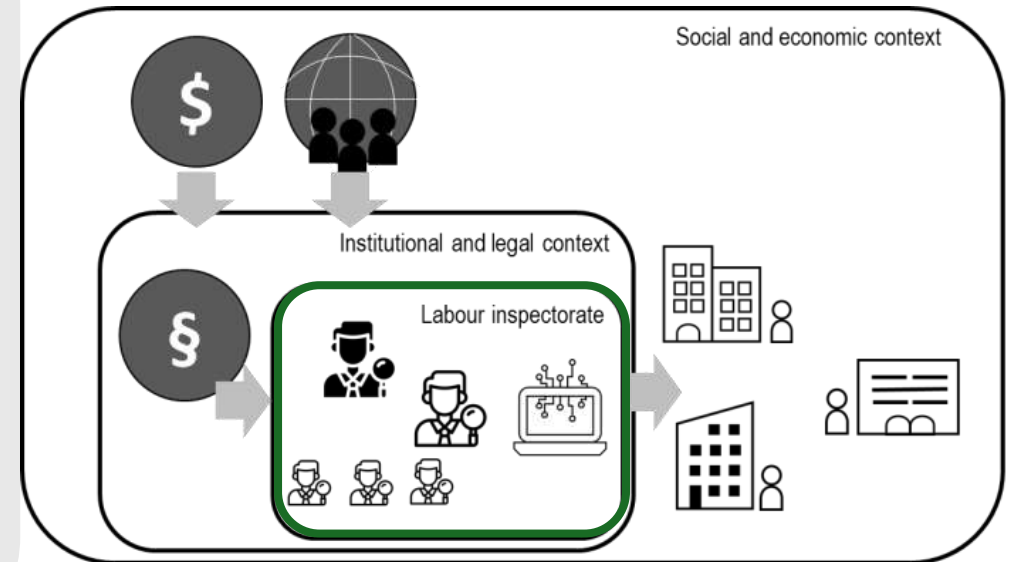


Autonomy as a  
positive aspect  
of the job

Collaborative  
problem  
solving

„new“  
generation of  
labour  
inspectors

(e.g. Saurin, 2016; . Mutschins & Martinez-Lucio, 2022)



## ■ The Future of Smart and Effective Labour Inspections

- Thus far, **5 workshops, 25 contributions** by **22 presenters** from **13 countries**
- Insights into (new) **technologies** such as drones and use of AI
- **New approaches** to communication, campaigns and enforcement as well as training



## Key considerations

- There are many tensions on different levels
- Often: technology is another stressor



- But, there are also positive examples of how technology facilitates routines, tasks and interactions

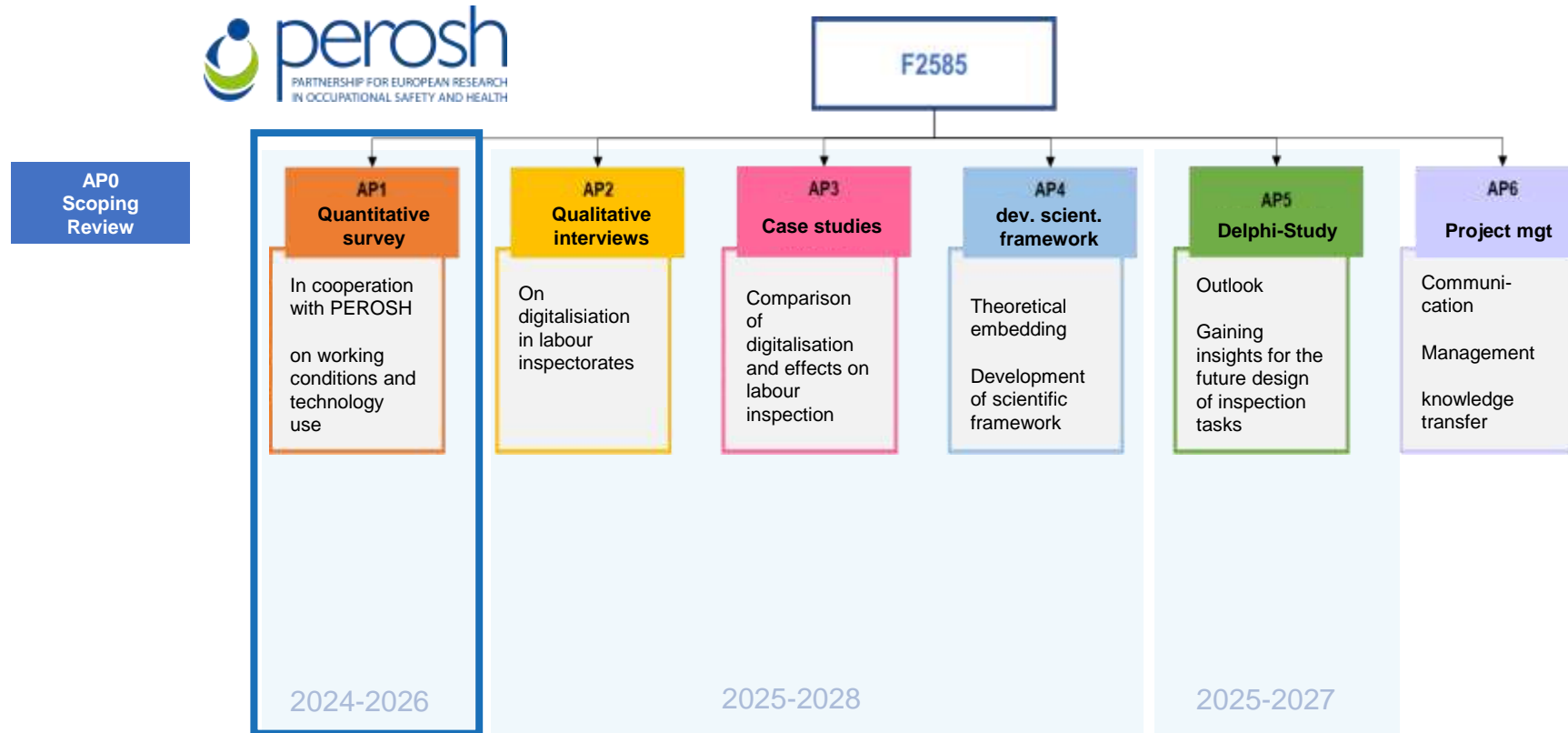
**... however, the empirical base is not very robust**

## Research questions

- 1 ? What are the working conditions labour inspectors themselves encounter?
- 2 ? Which technologies are being used in order to support working tasks?
- 3 ? Which changes – both in the world of work and the labour inspectorates – made an impact on tasks and inspection routines?



# Current project overview



## Survey design

### Sample

LI aged 18+  
in Europe  
inspection of companies  
≠ „private“ inspectors



### Design

cross-sectional  
web-based  
using webropol as a  
platform  
data protection &  
ethical approval  
by BAuA



### Questionnaire

- a. sociodemographic data & employment characteristics
  - b. tasks & technologies
  - c. working conditions & wellbeing
- established and newly developed items

# Call for participants

Thank you for your attention!

## Study on Labour Inspectors Call for participants

### Background and aim

As labour inspectors, you play a central role in the occupational health and safety system. But from a research perspective, we know little about the working conditions you experience and the technologies (e.g. information and communication technologies) you use in your work. That is why we want to build a scientific base and look behind the scenes. To do this, we are conducting an online survey among labour inspectors across Europe.

### How does the survey work?

Employees of national labour administrations are invited to participate. To qualify, you must be at least 18 years old, have a valid employment contract with one of the authorities and be actively involved in carrying out inspections. The survey will take approximately 15–20 minutes to complete. Before the survey begins, you will be given more information about the study and asked to agree to participate. You will then be asked to provide some information about the general conditions of your employment, but we are particularly interested in the technologies you use in your daily work and the demands you experience. You can withdraw at any time.

Do you meet the requirements and want to share your experiences? If so, please follow this link to the survey:

<https://link.webropol-surveys.com/5/D60CD109CFC50294>



### What about privacy?

The survey follows the guidelines of the GDPR. The survey data will only be used for scientific purposes and will be kept strictly confidential. Your identity will be protected at all times. The data will be anonymised and stored securely. Your participation is voluntary.



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Picture credit: iStock/Annex Productions



Picture credit: iStock/Nathan Stouman

