

- (a.) That all accidents should be notified to the competent authorities, and that one of the essential duties of the Inspectors should be to investigate accidents, and more especially those of a serious or recurring character, with a view to ascertaining by what measures they can be prevented ;
- (b.) That Inspectors should inform and advise employers respecting the best standards of health and safety ;
- (c.) That Inspectors should encourage the collaboration of employers, managing staff, and workers for the promotion of personal caution, safety methods, and the perfecting of safety equipment ;
- (d.) That Inspectors should endeavour to promote the improvement and perfecting of measures of health and safety, by the systematic study of technical methods for the internal equipment of undertakings, by special investigations into problems of health and safety, and by any other means ;
- (e.) That in countries where it is considered preferable to have a special organization for accident insurance and prevention completely independent of the inspectorate, the special officers of such organizations should be guided by the foregoing principles.

III. ORGANIZATION OF INSPECTION.

A. *Organization of the Staff.*

8. That in order that the Inspectors may be as closely as possible in touch with the establishments which they inspect and with the employers and workers, and in order that as much as possible of the Inspectors' time may be devoted to the actual visiting of establishments, they should be localized, when the circumstances of the country permit, in the industrial districts.

9. That in countries which for the purposes of inspection are divided into districts, in order to secure uniformity in the application of the law as between district and district and to promote a high standard of efficiency of inspection, the Inspectors in the districts should be placed under the general supervision of an Inspector of high qualifications and experience. Where the importance of the industries of the country is such as to require the appointment of more than one supervising Inspector, the supervising Inspectors should meet from time to time to confer on questions arising in the divisions under their control in connection with the application of the law and the improvement of industrial conditions.

10. That the inspectorate should be placed under the direct and exclusive control of a central State authority, and should not be under the control of or in any way responsible to any local authority in connection with the execution of any of their duties.

11. That, in view of the difficult scientific and technical questions which arise under the conditions of modern industry in connection with processes involving the use of dangerous materials, the removal of injurious dust and gases, the use of electrical plant, and other matters, it is essential that experts having competent medical, engineering, electrical, or other scientific training and experience should be employed by the State for dealing with such problems.

12. That, in conformity with the principle contained in Article 427 of the Treaty of Peace, the inspectorate should include women as well as men Inspectors ; that, while it is evident that with regard to certain matters and certain classes of work inspection can be more suitably carried out by men, as in the case of other matters and other classes of work inspection can be more suitably carried out by women, the women Inspectors should in general have the same powers and duties and exercise the same authority as the men Inspectors, subject to their having had the necessary training and experience, and should have equal opportunity of promotion to the higher ranks.

B. *Qualifications and Training of Inspectors.*

13. That, in view of the complexity of modern industrial processes and machinery, of the character of the executive and administrative functions entrusted to the Inspectors in connection with the application of the law, and of the importance of their relations to employers and workers, and employers' and workers' organizations, and to the judicial and local authorities, it is essential that the Inspectors should in general possess a high standard of technical training and experience, should be persons of good general education, and by their character and abilities be capable of acquiring the confidence of all parties.

14. That the inspectorate should be on a permanent basis, and should be independent of changes of Government ; that the Inspectors should be given such a status and standard of remuneration as to secure their freedom from any improper external influences, and that they should be prohibited from having any interest in any establishment which is placed under their inspection.

15. That Inspectors on appointment should undergo a period of probation for the purpose of testing their qualifications and training them in their duties, and that their appointment should only be confirmed at the end of that period if they have shown themselves fully qualified for the duties of an Inspector.

16. That where countries are divided for the purposes of inspection into districts, and especially where the industries of the country are of a varied character, it is desirable that Inspectors, more particularly during the early years of their service, should be transferred from district to district at appropriate intervals in order to obtain a full experience of the work of inspection.

C. *Standard and Methods of Inspection.*

17. That, as under a system of State inspection the visits of the Inspectors to any individual establishment must necessarily be more or less infrequent, it is essential—(a.) That the principle should be laid down and maintained that the employer and the officials of the establishment are