Contents

List of figures and boxes ix
List of tables x
List of abbreviations xi
Preface and acknowledgements xv

PART I REGULATORY INSPECTION AND THE MANAGEMENT OF OCCUPATIONAL HEALTH AND SAFETY: INTERNATIONAL PERSPECTIVES

1. Introduction: inspecting health and safety management and the consequences of restructuring in the modern world of work 3
   Introduction 3
   Why focus on labour inspection? 5
   The panacea of management 6
   The difficulty of organizing – and supervising – effective OHS management 8
   The changing world of work 9
   Labour inspection and change 11
   The focus of the study 13
   The structure of the study 16

2. Regulation of health and safety management: a developmental perspective 21
   Introduction 21
   Changing approaches to regulating OHS 23
   A focus on management 36
   Changing work relationships and organization 40
   Conclusions 43

3. The development of regulatory inspection of health and safety at work 44
   Introduction 44
   Ways of thinking about OHS regulation and inspection 45
   Emergent themes in the historical analysis of inspection 53
   Changing ways of thinking about regulation 54
Regulatory inspection responses to the changing world of work 58
Conclusions: the challenge for OHS inspection 60

PART II NATIONAL EXPERIENCES

4. The shift to occupational health and safety process standards in Australia 65
   Introduction 65
   Australia – political and economic context 66
   The Australian industrial relations system 69
   Recent changes in work organization and labour markets 70
   Reform of the industrial relations system 73
   A history of OHS regulation in Australia 74
   An overview of the Australian OHS regulatory model 76
   Conclusion 84

5. Inspecting occupational health and safety process standards in Australia 86
   Introduction 86
   The Australian study of the implementation of OHS process standards 86
   Implementation of performance and process standards in Australia 89
   Conclusion 113

6. The regulation of systematic work environment management in Sweden – higher ambitions in a weaker Swedish work environment system 115
   The SWEM reform as an early and broad OHSM regulation 115
   Sweden – and its work environment 116
   1890–1989: the development of a voluntaristic work environment system 120
   1990–2010: the SWEM reform and its implementation 127
   SWEM requires more while SWEA and other actors can do less 138

7. Implementing systematic work environment management in Sweden – interpretation by SWEA and supervision by its labour inspectors 141
   The SAM project on SWEA’s implementation of SWEM 141
   SWEM-promotion in non-inspected workplaces 146
   A successful inspection process 150
The supervision promoted more effective SWEM procedures 152
Less focus on SWEM as a continuous improvement 154
The half-full supervision is in line with SWEA’s guidance 157
More obstacles than support for SWEA to fully implement the SWEM reform 160

8. Regulating health and safety management, the changing world of work and public policy in the UK 167
   Introduction 167
   Regulatory requirements on health and safety management 168
   The implications for inspection 174
   Recent regulatory policy 178
   Institutions of inspection and control 180
   Change and the challenges for regulating health and safety management 186
   Conclusions: the implications for inspection 188

9. Inspection of health and safety management in the UK: current realities 191
   Policies and practice in regulating OHSM 191
   Evidence of the practice of inspection of OHS management 194
   Governance and policy drivers for the regulatory agency under New Labour and beyond 198
   Evaluating the consequences of the regulator’s response 204
   Conclusions: getting more for less from the inspection of OHS management – hints of success or failure? 208

10. The Québec mandatory OHS ‘Prevention Programme’ 213
    Introduction 213
    The place of the Prevention Programme requirement in the inspectorate actions 220
    Changes in the labour market and work organization, the OHS regime and the inspectorate actions 232
    The Prevention Programme and the political economy of the 30-year period since the adoption of the AOHS 239
    Conclusion 243

11. Occupational cancer in France: a challenge for OHS management 245
    Introduction 245
    The French labour inspectorate system 247
    The challenge of restructuring 253
    A critical assessment of quality, standardization and regulation 256
    Standardization and the law 258
Regulating workplace risks

Regulation relating to the prevention of cancer in France and the adequacy of existing surveillance 261
Occupational exposure to carcinogens and occupational cancer in France 264
A new model of surveillance and prevention 270
Conclusion 275

PART III THE IMPLICATIONS OF CHANGE

12. Regulatory inspection and the impact of requirements for systematic OHS management in five countries 279
   The scope of this chapter 279
   The regulation of OHS management 280
   A profile of the regulatory inspectorates for health and safety at work in the countries studied 283
   Inspecting health and safety management arrangements 288
   Trends in the resourcing of inspection and their implications 295
   The impact of restructuring work on inspection strategies and practice 299
   Conclusions 308

13. Conclusions: ways of understanding regulatory inspection of OHS management in the modern world of work 310
   Introduction 310
   The emergence of process regulation 311
   The role of regulatory inspection 313
   An explanatory framework for regulatory failure 314
   The impact of change 316
   Public expenditure, visions of ‘health’ and the weakening of regulatory inspection 322
   The future? 327

References 331
Index 369