

*Article 3*

Workers and their representatives shall be afforded every facility for communicating freely with the inspectors.

*Article 4*

1. Inspectors appointed by the competent authority and provided with credentials shall be required to inspect conditions of employment at frequent intervals.

2. Inspectors shall be authorized by law to exercise the following powers for the purpose of carrying out their duties—

- (a) To enter freely and without previous notice at any hour of the day or night any workplace liable to inspection where they may have reasonable cause to believe that persons enjoying legal protection are employed, and to inspect such workplaces ;
- (b) To enter by day any premises which they may have reasonable cause to believe to be liable to inspection ; and
- (c) To carry out any examination, test, or inquiry which they may consider necessary in order to satisfy themselves that the legal provisions are being strictly observed and, in particular—

- (i) To interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions, or to apply for information to any other person whose evidence they may consider necessary :

- (ii) To require the production of any books, registers, or other documents the keeping of which is prescribed by laws or regulations relating to conditions of work, in order to see that they are in conformity with the legal provisions, and to copy such documents or make extracts from them :

- (iii) To enforce the posting of notices required by the legal provisions :

- (iv) To take or remove for purposes of analysis samples of materials and substances used or handled, subject to the employer or his representative being notified of any samples or substances taken or removed for this purpose.

3. On the occasion of an inspection visit, inspectors shall notify the employer or his representative of their presence, unless they consider that such a notification may be prejudicial to the performance of their duties.

*Article 5*

Subject to such exceptions as may be made by law or regulation, labour inspectors—

- (a) Shall be prohibited from having any direct or indirect interest in the undertakings under their supervision ;
- (b) Shall be bound, on pain of appropriate penalties or disciplinary measures, not to reveal, even after leaving the service, any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties ; and
- (c) Shall treat as absolutely confidential the source of any complaint bringing to their notice a defect or breach of legal provisions and shall give no intimation to the employer or his representative that a visit of inspection was made in consequence of the receipt of such a complaint.

*Article 6*

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization, as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred