



December 2021

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Cooperation and collaboration: reflections and highlights of the Platform



Photo: Hellenic labour inspectorate informing HORECA workers of their rights as part of the Rights for All Seasons campaign. Credit: Hellenic labour inspectorate

The COVID pandemic has had an impact on the labour market which has led to new forms of undeclared work. Cooperation and collaboration between Platform members and observers are important to ensure sharing of information and exchange of good practices on a national and EU level. The latest Platform newsletter highlights some of the collaboration undertaken by the Platform, including EU wide campaigns and developing approaches of cooperation between labour inspectorates and social partners.

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Rights for All Seasons – Campaign highlights

This year saw the successful launch of the [Rights For All Seasons campaign](#) (#Rights4allseasons) by the European Labour Authority in partnership with the European Commission, the EURES network, the European Platform tackling undeclared work (the Platform), EU countries and social partners.

Building on the success of the #EU4FairWork campaign in 2020, the Platform, together with the other strands of the Action Plan on Seasonal Workers, have conducted a wide range of interesting and effective initiatives including joint and concerted inspection (CJIs), a core strand of ELA's work. Activities have included a digital awareness-raising campaign, web articles and videos, TV interviews, published materials and distributed leaflets, a successful social media campaign using the hashtags #Rights4allseasons and #EU4FairWork. The peak of the campaign was the designated Week for Seasonal Workers (20-24 September).

A wide range of resources were produced in the build-up and during the campaign. This included the development of the multilingual interactive game '[Find your way to fair and declared work](#)' which raises awareness to illustrate what could occur when engaging with undeclared work. When visiting the game, users can switch the language version by selecting the language tab at the top of the page.

Reflecting the wide range of activities, a [compilation video](#) has been created celebrating the work of the Platform. Examples of the various activities conducted by the Platform are provided below.

Using multimedia to spread the message – Latvia's campaign

The State Labour Inspectorate of Latvia has carried out numerous inspections, information activities, as well as other compliance measures in order to promote fair and safe working conditions for seasonal workers in Latvia. 202 thematic inspections have been carried out, focusing on seasonal work and aimed at reducing and preventing possible violations of labour law and labour protection in the employment of seasonal workers.

[Read more](#)



Photo: Renārs Lūsis, Director of the State Labour Inspectorate of Latvia during a TV interview on national news LTV1 – Rīta panorāma



Photo: Romanian Labour Inspectorate during inspection

Romania - Nationwide inspections mark EU Week for Seasonal Workers

The Romanian Labour Inspectorate marked the EU Week for Seasonal Workers (20-24 September) with a national campaign to raise awareness on employers' obligations as well as on workers' rights. Inspections were launched across Romania with a focus on employers who hire day labourers. In total, 861 employers were checked with 21,586 workers interviewed. During the inspections, employers were encouraged to fill in daily labourer record books and for copies of these to be sent to the Territorial Labour Inspectorate, where the company is registered.

[Read more](#)

Hellenic labour inspectorate informs HORECA workers of their rights

The Hellenic labour inspectorate distributed over 8 000 leaflets to inform workers of their rights. These leaflets were circulated to 11 departments of the central service and to 33 departments of local regional inspectorates and have been used during inspections and information sessions in a webinar.

[Read more](#)

Find out more about this year's campaign and visit the ELA campaign webpage:
<https://www.ela.europa.eu/en/campaigns/rights-for-all-seasons>

News from the Platform

Peer learning dialogue: Lessons learned from the COVID-19 pandemic for the organisation of inspections, June – September 2021

Peer learning dialogues (PLD) provide an opportunity for participants to facilitate learning and information exchange, deepen their cooperation, mutual trust, and interaction to find and implement practical solutions to a specific challenge and kick-start future joint activities.

The pilot PLD, which took place across three one-day meetings with seven Platform representatives and one thematic expert, focused on the future organisation of inspections

and the future organisation of inspectorates considering lessons learned from the COVID-19 pandemic.

The countries involved in the PLD highlighted the change in the organisation and planning of physical inspections to alternative forms such as remote inspections (telephone and video conference) as well as postal and documentary. The COVID pandemic has meant that inspectorates have had to adapt their planning and implementation methods, for example health and safety practices (i.e. use of personal protection equipment) and introducing risk assessment forms. The shift to digital homeworking has highlighted the need to refine and develop management and control systems, increase and shift to data analysis to help detect and prevent labour law violations. Lessons learned and recommendations from the peer learning dialogue have been compiled into a report which is available on the ELA website [here](#).

Successful approaches of cooperation between labour inspectorates and social partners, 22-23 June 2021

This online thematic workshop brought together participants representing labour and social security inspectorates, ministries of labour as well as European level and national social partners. The workshop, which is part of a larger mutual learning process, discussed three key areas: establishing cooperation between labour inspectorates and social partners; building cooperation initiatives, based on common detection of undeclared work; and implementing common deterrence and prevention measures.

The session on cooperation acknowledged the importance of collaboration between social partners and labour inspectorates which can help build common interest and provides an opportunity to share expertise and insights. Participants emphasised that one of the most important drivers of cooperation is trust. Trust helps to set common goals and commitment; however, it takes time to establish and could be a topic on its own when building partnerships.

Information sharing between labour inspectorates and social partners is an important tool in tackling undeclared work. Whilst some labour inspectorates share inspection results with social partners, others are unable to disclose results due to data protection reasons. To address this challenge, cooperating partners need to determine which information can be exchanged and to focus on sharing concerns or local insight.

Both deterrence and prevention measures were discussed by participants. A common deterrence measure used across EU/EEA for tackling undeclared work is the use of targeted inspections. Good collaboration is required for labour inspectorates to follow up actions by social partners with their own inspections or sanctions. Additionally, prevention measures such as awareness raising campaigns enhance knowledge about the benefit of declared work to employers, employees, and the public.

Several recommendations were made during the workshop including the implementation of national legislation to enhance collaboration; calls for more dedicated and sustained support for cross-border collaboration; and development of standardised cooperation tools, such as templates for cooperation agreements.

Follow-up meeting: Successful approaches of cooperation between labour inspectorates and social partners, 22 July 2021

The online follow-up meeting further extended the discussions held during the thematic review workshop (22-23 June 2021). Labour inspectorates from Belgium, the Netherlands and Norway shared examples of establishing successful collaboration between labour inspectorates and social partners to tackle undeclared work:

- In Belgium, bipartite and tripartite agreements are well-established to prevent undeclared work and unfair competition.
- In the Netherlands, labour inspectorates and social partners set up agreements to share information about the temporary agency work sector with the aim of providing insight on suspected undeclared work practices.
- In Norway, tripartite agreements in the cleaning, road transport, restaurant, and car services sectors involve all relevant authorities and social partners to agree on common risks, joint campaigns, training, and inspection targets.

Participants exchanged information, challenges, and solutions on establishing cooperation, assessing common risks, and implementing joint measures. Key messages from the discussion include:

- Cooperation between labour inspectorates and social partners needs to establish clear guidelines and tasks.
- Political support can enhance more operational collaboration.
- Social partners provide tips on violations at work sites and a key to successful cooperation is developing formal and informal channels of exchanging information.

The information from the workshop and the follow-up meeting, were fed into a Learning Resource Paper which is available on the ELA website [here](#).

A training webinar on wider dissemination of lessons learned from the thematic review workshop 'Successful approaches of cooperation between labour inspectorates and social partners' is planned for 2 February 2022.

Platform seminar on tackling undeclared work in the HORECA sector, 16 September 2021

This seminar explored existing practices, tools and approaches that deal with undeclared work in the HORECA (hotel, restaurant, catering) sector in EU/EEA countries.

Participants reflected on developments and trends on undeclared work in the HORECA sector and the policy options and practical tools, including both deterrence and preventative approaches at national and cross-border level.

Recommendations to address undeclared work in the HORECA sector at national and EU level include:

- Increase and widen governmental policy initiatives to help enhance cooperation with social partners, labour inspectorates and other stakeholders to implement both deterrence and prevention measures with the aim to transform undeclared work into declared work.
- Investigate and gather further information on new forms of undeclared work in the HORECA sector which increased during the COVID-19 pandemic.

- Support mutual learning at the European level on inspection procedures and national cooperation between labour inspectorates, labour and social security authorities and social partners.
- Develop and utilise standardised risk assessment tools which can support Member States to carry out CJIs in the sector.
- Active participation in awareness raising campaigns which promote the benefits of declared work.

Peer learning Dialogue: Improving cross-government data and information exchange on national level and identifying good practices, October-November 2021

Discussions between five Platform members focused on the improvement of the national-level data exchange practices, as a first step towards the establishment of efficient cross-border information sharing procedures. The final meeting provided an opportunity to share by members (i) the perceived challenges in implementing these new actions and (ii) tips on how these challenges could be overcome.

Platform Plenary meeting, 21-22 October 2021

In its first hybrid meeting, during the thematic day, Platform representatives discussed COVID-19's impact on enforcement authorities' work and priorities, with a focus on the organisation of physical and alternative types of inspections, new skills and competencies required by inspectorates, as well as teleworking and other changes in the world of work and their implications for inspectorates. The thematic day built on the [lessons learnt from the Peer learning dialogue](#). A detailed output paper is available to download from the ELA website [here](#).

In addition, Platform representatives received updates from ELA and the European Commission. ELA representatives summarised the CJIs concerning seasonal work that happened in the week of action.

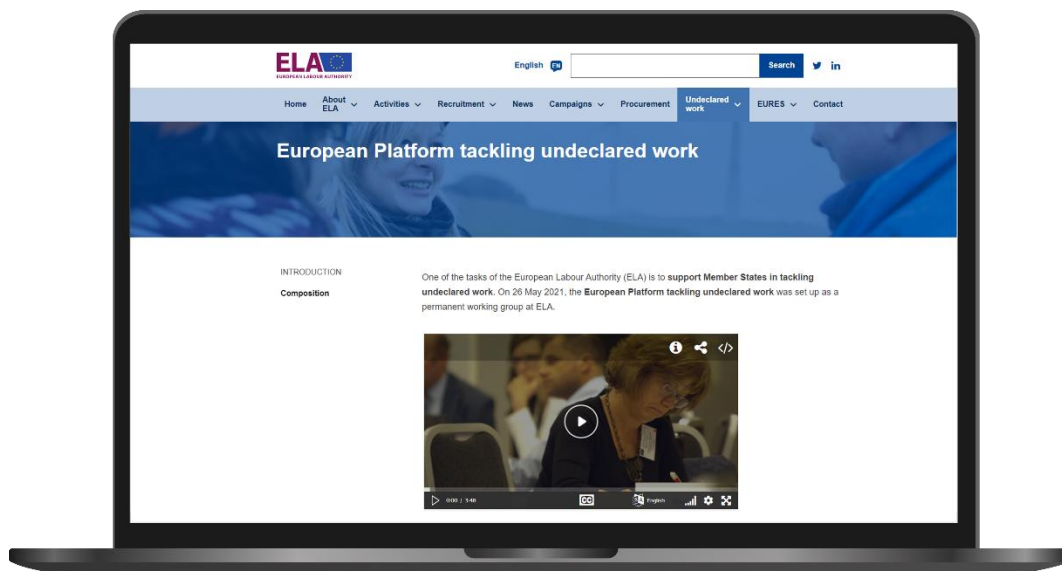
Platform representatives agreed that a strong bottom-up approach in the preparation process of the Platform work programmes should be maintained. According to the Platform rules of procedure, the work programme shall be fully integrated in the annual and multi-annual programming cycle of ELA, as outlined in the Single Programming Document.

Subgroup on tackling undeclared work among third-country nationals: regularisation initiatives, 2 December 2021

The subgroup focussed on the assessment of different regularisation initiatives to bring undeclared third-country nationals into the declared economy and listed examples of the different approaches across countries. The members of the subgroup also discussed the design of regularisation schemes and the role of enforcement authorities.

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New home for Platform webpages



Following the Platforms move to be a permanent working group of the European Labour Authority, the Platforms webpages have made the transition over to the ELA website. Content, including the virtual library, can be found on the Platforms new digital home here: <https://www.ela.europa.eu/en/undeclared-work>

New collaborative workspace

A new collaborative workspace, hosted on SharePoint, is now available to Platform members and observers to access and download documents to support their activities and the activities of the Platform.

The new space replaces the previous collaborative workspace, which was hosted by the Joint Research Centre (JRC) of the European Commission and will be accessible to all Platform members and observers (including alternatives). Platform members and observers can also nominate other representatives of their organisation to access the collaborative workspace

Latest publications

Published

- Learning resource paper: Tackling undeclared work among seasonal (including mobile) workers: developments, trends and good practices
[Click here to view](#) (PDF, 422 KB)
- Learning resource paper from the thematic review workshop: Tools and approaches to tackle undeclared work in the collaborative economy
[Click here to view](#) (PDF, 532 KB)
- Learning resource paper: Successful cooperation approaches between labour inspectorates and social partners
[Click here to view](#) (PDF, 910 KB)
- Learning resource paper from the Platform seminar: Tackling undeclared work in the HORECA sector

- [Click here to view](#) (PDF, 503 KB)
- Webinar report: COVID 19: combating fraud in short-term financial support schemes
[Click here to view](#) (PDF, 588 KB)
- Peer learning dialogue report: The lessons learned from the COVID-19 pandemic for the organisation of inspections and inspectorates
[Click here to view](#) (PDF, 689 KB)
- Plenary meeting: Thematic report on third country migration and undeclared work
[Click here to view](#) (PDF, 437 KB)
- Output paper: COVID-19's impact on enforcement authorities' work and priorities
[Click here to view](#) (PDF, 932 KB)

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Inspiring practices

- Belgium - Action Plan 2021 for Combatting Social Fraud: Adapting to COVID-19
[Click here to view](#) (PDF, 175 KB)
- Estonia – Tax compliance support for platform workers
[Click here to view](#) (PDF, 162 KB)
- Finland - The Foreign Labour Inspection Unit: Capacity building of inspectors
[Click here to view](#) (PDF, 147 KB)
- Norway - Know your rights information campaign in the seasonal work sector
[Click here to view](#) (PDF, 143 KB)
- Spain – Inspections campaign in the e-commerce and the collaborative economy
[Click here to view](#) (PDF, 155 KB)
- Sweden - The National Triad for Mandatory Supervision: Adapting to COVID-19
[Click here to view](#) (PDF, 144 KB)

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Dates for the diary

- **02 February 2022 (Tentative):** Training webinar 'Successful approaches of cooperation between labour inspectorates and social partners'
- **Q1 2022:** Subgroup to prepare a draft proposal for a Platform contribution to the Single Programming Document of ELA for 2023-25
- **09 February 2022 (Tentative):** Subgroup on information and communications campaign focused on a Platform contribution to the ELA information campaign on the road transport sector
- **Q1 2022:** Platform seminar 'Tackling undeclared work in the care and personal and household services sectors'
- **23-24 March 2022:** Platform meeting 'Operationalising holistic approaches to tackling undeclared work'

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