

Setting the scene III: Labour Inspectorates in the European Union

Manuel Velázquez
Labour Inspector – Spain
Chairman of the SLIC - Working Group on
Cross-border Enforcement

First model: mainly OSH

	AT	DE	DK	SE
OSH	X	X	X	X
Work Time	X	X	X	X
Bullying	X		X	X
Violence	X		X	X
Salaries				
Equality				
Lab. Rights				
Foreign W.				X
SS Affil.				
SS Contrib.				
SS Benefits				

Second model: OSH and Labour with different Inspectorates

	CY	EL	EY	IT	MT	UK	BE
OSH	X	X	X	X	X	X	X
Work Time	X	X	X	X	X	X	X
Bullying	X	X	X		X	X	X
Violence			X		X	X	X
Salaries	X	X	X	X	X	X	X
Equality	X	X		X	X		
Lab. Rights	X	X	X	X	X		
Foreign W.	X	X		X	X		
SS Affil.				X			X
SS Contrib.				X			X
SS Benefits							X

Third model: one Generalist Inspectorate (OSH and Labour)

	BG	CZ	EE	ES	FI	FR	HR	HU	LT	LI	LU	PL	PT	RO	SK	SI	NL
OSH	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Work Time	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Bully		X	X	X	X	X	X	X	X		X	X	X	X	X	X	X
Viol.			X	X	X			X	X				X	X		X	X
Salar	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Equal		X	X	X		X	X		X		X	X	X	X	X	X	X
Lab. Right	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	X
Foreign W.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
SS Affil.	X			X		X	X				X		X		X		
SS Contr				X			X						X				
4 SS benef				X			X										

Assessment by matters

Matters	Number of Inspectorates with competence
OSH	28
Working Time	28
Bullying	25
Salaries	24
Foreign Workers	23
Labour Rights	21
Equality	17
Third-Party Violence	16
SS Affiliation	9
SS Contributions	5
SS Benefits	3

Critical elements for efficiency of specialized inspectorates

- **Main advantages:**
 - A better specialization of Inspectors
 - A more uniform performance
- **Critical aspects:**
 - Lack of cooperation and coordination with other authorities when inspecting the same companies
 - It is necessary setting-up agreements and conventions with public bodies

Critical elements for efficiency of generalist inspectorates

- **Main advantages:**

- It allows a holistic and integrated inspection performance: Inspectors can address all labour issues as a whole, specially in small businesses
- Avoid duplication: Employers and workers are usually dealing with only one Inspector for all the matters involved

- **Critical aspects:**

- Lack of specialization of Inspectors to deal with complex issues
- It is necessary setting-up specialized units to deal with specific matters

Current Trends

- **Working in Network with other authorities**
 - **Increasing coordination of administrative bodies at National level** (Tax, Police, Social Security, Education, etc.)
 - **Coordination with other National Inspectorates:** (In the EU the SLIC, Platform of Undeclared Work, in the future the European Labour Authority) address workers' traffic and letter-box companies
- **Administrative liability**
 - **Trend to decriminalisation of fines:** e.g. Italy, The Netherlands, Belgium, France, Sweden, etc. Georgia is also in this line
- **Dialogue with Social Partners**
 - **Setting-up committees in Inspection bodies:**

Challenges

- **Aim: cover all the matters concerned by one inspectorate or by several inspectorates duly coordinated**
- **Getting Multidisciplinary Inspectorates**
 - Inspectorates should rely on experts in all the matters concerned
- **Improving Communications using IT**
 - For internal relationships and communications with employers and workers (using IT to reduce bureaucratic burdens)
 - For dissemination of activities: website with news, novelties and data: increasing deterrent effects of inspection
- **Increasing Efficacy**
 - Better indicators for inspection activity with positive results or achievements

THANK VERY MUCH

დიდი მადლობა

didi madloba