





## European Platform tackling undeclared work

### The Labour and Social Security Inspectorate School

Spain

	<p><b>Summary</b></p> <p>The Labour and Social Security Inspectorate School aims to strengthen the capabilities of the Spanish Labour Inspectorate (ITSS) by organising training programmes and activities for all staff. By conducting research about new undeclared work trends and by providing continuous training, the School specifically enables labour inspectors to detect and prevent undeclared work more efficiently.</p>
<p><b>Title of the practice in original language</b></p>	<p><i>Escuela de la Inspección de Trabajo y Seguridad Social</i></p>
<p><b>Name(s) of authorities/bodies/organisations involved</b></p>	<ul style="list-style-type: none"> <li>Ministry of Labour, Migration and Social Security (<i>El Ministerio de Trabajo, Migraciones y Seguridad Social (MITRAMISS)</i>).</li> <li>Spanish Labour Inspectorate, Labour and Social Security Inspectorate (ITSS) (<i>Organismo Estatal de la Inspección de Trabajo y Seguridad Social</i>).</li> </ul>
<p><b>Sectors</b></p>	<p>Public sector</p>
<p><b>Target groups</b></p>	<p>All ITSS staff</p>
<p><b>Purpose of measure</b></p>	<p>Prevention</p>

	<p><b>Aims and objectives</b></p> <p>The main objectives of the ITSS School are to strengthen the capacity of the ITSS by facilitating continuous training and professional development of ITSS officials and by diversifying the selection criteria for new recruits.</p>
<p><b>Background context</b></p>	<p>The ITSS School was created by Royal Decree No 1223 of 17 July 2009 (Spanish Official Gazette 18 July 2009)<sup>i</sup> in order to provide labour inspectors and other public servants with a high degree of technical expertise in different areas.</p> <p>This initiative came in response to challenges, such as constant changes in labour and social security legislation, new trends in undeclared work, and evolving technology that impacted on the labour market.</p>



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	<p>The creation of the ITSS School also addressed demands to strengthen the Inspectorate's role, from Spanish society, social partners, social agencies and political forces.</p> <p>It is also intended that the ITSS School acts as a point of reference for the study, reflection and debate of social matters.</p> <p>The Autonomous Communities<sup>ii</sup> also participate on the School's governing body.</p>
<b>Key objectives of the measure</b>	<p><b>General Objective:</b></p> <ul style="list-style-type: none"> <li>To strengthen the capacity of the ITSS by facilitating continuous training and professional development of ITSS officials and by diversifying the selection criteria for new recruits.</li> </ul> <p><b>Specific Objectives:</b></p> <ul style="list-style-type: none"> <li>To combat undeclared work and social fraud through continuous training and professional development of staff to improve their skills;</li> <li>To monitor compliance with labour and social security legislation;</li> <li>To reduce workplace accidents;</li> <li>To guarantee equality and non-discrimination of women and disabled persons.</li> </ul>
<b>Main activities</b>	<ul style="list-style-type: none"> <li>The ITSS School is divided into three departments: <ul style="list-style-type: none"> <li>i) The research department is responsible for the study, analysis, research and reflection on new trends, focusing on the objectives of the ITSS;</li> <li>ii) The initial training department organises, promotes and guides the initial training for new starters at the ITSS;</li> <li>iii) The continuous training department organises, delivers and evaluates the continuous training courses and activities for ITSS staff. The areas of continuous training include, for example, administration and legal procedures; new technologies and computing; prevention of occupational risks and labour relations etc. The training programmes are developed and updated each year. The duration of the courses can vary from approximately five hours to 17 hours;<sup>iii</sup></li> </ul> </li> <li>The courses available through the ITSS School can be accessed through an online platform, accessible via the ITSS website, where the students can also</li> </ul>



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	<p>access free technical assistance and pedagogical support;</p> <ul style="list-style-type: none"> <li>• Most ITSS School trainers are inspectors and sub-inspectors but there are also teachers from outside the ITSS system;</li> <li>• Course evaluation is undertaken anonymously, at the end of the course, where students evaluate teacher performances. The scores are submitted to the teachers and are for internal use only.</li> </ul>
<b>Funding/organisational resources</b>	<p>The ITSS School is funded by the ITSS budget. There are currently 11 people working at the School. The ITSS School has its own premises in Madrid, at a separate location to the labour inspectorate.</p>

	<p><b>Outcomes</b></p> <p>The ITSS School has positively contributed to improving the capabilities of labour inspectors, enabling them to tackle undeclared work more effectively. The continuous opportunities for professional development also keep labour inspectors and other ITSS staff motivated.</p>
<b>Achievement of objectives</b>	<p>The ITSS School has strengthened the capacity of the ITSS by positively contributing to improved capabilities among labour inspectors and other ITSS staff, which has led to the provision of a more efficient public service for citizens. By conducting research about new undeclared work trends and by providing continuous training, the ITSS School has enabled labour inspectors to detect and prevent undeclared work more efficiently.</p> <p>Between 1 August 2018 and 25 June 2019, 2 035 students completed courses at the ITSS School, with some students possibly attending several courses.</p> <p>In 2018 there were 2 209 students, of whom 65.14 % were women and 34.86 % were men.</p> <p>In 2018, a total of 122 courses were organised, out of which 47 were at a centralised level, 44 were at territorial level and 31 at provincial level.</p>
<b>Lessons learnt and success factors</b>	<ul style="list-style-type: none"> <li>• The ITSS School is positively valued by ITSS staff;</li> <li>• One of the success factors that contributed to the progress of the ITSS School has been the continuous research and monitoring of new trends in terms of undeclared work, which keep the courses relevant;</li> </ul>



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	<ul style="list-style-type: none"><li>During the past few years, the ITSS School has also been using new teaching methodologies and, above all, new technologies, which has enabled it to stay current and relevant.</li></ul>
<b>Transferability</b>	<p>The ITSS training School is transferable to other enforcement authorities, provided that a legislative framework is in place.</p> <p>Certain elements of the school, such as the online platform or the research division, could be adapted according to each organisation's needs.</p> <p>Careful planning, support from senior management and sufficient availability of resources are the main elements that need to be taken into consideration.</p>

Further information	
<b>Contact</b>	Direccion_escuela@mitramiss.es
<b>Useful sources and resources</b>	<i>Real Decreto 1223/2009, de 17 de julio, por el que se crea la Escuela de la Inspección de Trabajo y Seguridad Social<sup>iv</sup></i>

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<sup>i</sup> Royal Decree No 1223 of 17 July 2009 (Spanish Official Gazette 18 July 2009): [http://www.mitramiss.gob.es/itss/web/Trabaja\\_con\\_nosotros/Escuela\\_ITSS/Conocenos/documentos/RD\\_creacion\\_escuelaITSS.pdf](http://www.mitramiss.gob.es/itss/web/Trabaja_con_nosotros/Escuela_ITSS/Conocenos/documentos/RD_creacion_escuelaITSS.pdf)

<sup>ii</sup> [https://administracion.gob.es/pag\\_Home/en/espanaAdmon/comoSeOrganizaEstado/ComunidadesAutonomas.html#.XZylmEZKhHY](https://administracion.gob.es/pag_Home/en/espanaAdmon/comoSeOrganizaEstado/ComunidadesAutonomas.html#.XZylmEZKhHY)

<sup>iii</sup> The elements taken into consideration in the updates include:

- Training needs identified by the research and continuous training department;
- Training needs identified by the deputy directors at central and regional level;
- Best valued and most requested courses by the students;
- Proposal of lecturers and students;
- New legislative amendments;
- Training needs communicated by the trade union organisations belonging to the Training commission, as a joint body for the participation of social agents.

<sup>iv</sup> Royal Decree No 1223 of 17 July 2009 (Spanish Official Gazette 18 July 2009): [http://www.mitramiss.gob.es/itss/web/Trabaja\\_con\\_nosotros/Escuela\\_ITSS/Conocenos/documentos/RD\\_creacion\\_escuelaITSS.pdf](http://www.mitramiss.gob.es/itss/web/Trabaja_con_nosotros/Escuela_ITSS/Conocenos/documentos/RD_creacion_escuelaITSS.pdf)