



## Success Stories in preventing and combatting undeclared work

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# 1 Austria: Mister R - Successful UNDOK Case before the Labour and Social Court

<p><b>The title of the success story (in English)</b></p>	<p><b>Mister R: Successful UNDOK Case Before the Labour and Social Court</b></p>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	<p>Austria</p>
<ul style="list-style-type: none"> <li>Sector</li> </ul>	<p>Tourism</p>
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	<p>Vida</p>
<ul style="list-style-type: none"> <li>Objective</li> </ul>	<p>To improve measures against undeclared work</p>
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	<p>You have rights – even if you’re undocumented!</p>
<p><b>The story</b></p>	<p>Mister R: successful UNDOK Counselling Centre case before the Labour and Social Court</p>
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<ul style="list-style-type: none"> <li>Mister R: worked in car trade, had a severe work accident. In the hospital he was informed that he was not insured. The hospital bill amounted to 43,000 euros.</li> <li>As a Serbian citizen he is allowed to enter the country without a visa for only 3 months and he is not allowed to work legally. His employer had neither registered him with the social insurance nor applied for a work permit. Mister R. had not known this.</li> <li>Mister R. had inquired several times his employer, however, had neither paid wages according to the collective agreement nor special bonus.</li> <li>UNDOK helped Mister R. to assert his claims under the Labour and Social Law.</li> <li>UNDOK took Mister R. to the social insurance where he was retroactively medically insured. The medical insurance paid the hospital bill.</li> <li>UNDOK sent an assertion to the employer who did not pay. UNDOK connected Mister R. with the competent trade union. The Labour and Social Court awarded Mr. R the bulk of his still open claims under Labour and Social Law.</li> </ul>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	<p>Act against wage and social dumping – Law (2011) Act against wage and social dumping – Law (amendments 1.1.2017)</p>
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	<p>The Case fell under the competences of the Act on “Official wage control against wage dumping and social dumping”.</p> <p>The Act entered into force on 1 January 2017, significantly improved the implementation of administrative criminal proceedings against employers headquartered in the EU or EEA who send employees across the border to post or lease them in Austria.</p> <p>The act provides regulations improving cross-border co-operation of authorities in investigative procedures, criminal procedures and execution of decisions. The Act especially introduces the following reforms:</p>

	<ul style="list-style-type: none"> <li>• Introduction of the control plan and reporting to the national council on the control activities by the financial police.</li> <li>• Clear and concise presentation of material and legal rights of employees from abroad posted or leased in Austria with regard to wages/salaries, holidays and working hours.</li> <li>• To secure the wage entitlement of employees from abroad posted or leased in Austria principals/ contracting parties shall assume liability in the construction business.</li> </ul>
<ul style="list-style-type: none"> <li>• Name(s) of industry organisations/bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	BMASK (Ministry for Labour and Social Affairs) UNDOK-Counselling Centre ÖGB (Austrian Trade Unions' Umbrella)
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>• Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/ qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	<a href="http://www.undok.at">www.undok.at</a> <a href="http://www.vida.at">www.vida.at</a> <a href="http://www.sozialministerium.at">www.sozialministerium.at</a>

## 2 Belgium: Wages - Prohibition of Cash payment in Belgium

<b>The title of the success story (in English)</b>	<b>Wages - Prohibition of Cash Payment in Belgium</b>
<ul style="list-style-type: none"> <li>• Country/countries</li> </ul>	Belgium
<ul style="list-style-type: none"> <li>• Sector</li> </ul>	National legislation on Meat industry

<ul style="list-style-type: none"> <li>• Organisation(s)</li> </ul>	ACV-CSC Food and Services
<ul style="list-style-type: none"> <li>• Objective</li> </ul>	Prevent undeclared work and empower labour inspections
<ul style="list-style-type: none"> <li>• Short sentence summarising the story</li> </ul>	Undeclared work significantly affects the meat industry. To address this issue, a prohibition of cash payments for the wages was introduced.
<b>The story</b>	
<ul style="list-style-type: none"> <li>• Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	Companies can no longer pay the workers' wages in cash. They have to use a cashless payment instrument since 1 <sup>st</sup> of October 2016.
<ul style="list-style-type: none"> <li>• New or innovative element</li> </ul>	A cashless payment instrument allows labour inspections to track the exchanges of money and detect social fraud.
<ul style="list-style-type: none"> <li>• Context driving its implementation</li> </ul>	<p>In 2010, for the first time ACV-CSC Food and Services talked about the necessity to stop allowing companies to pay the wages of the workers in cash. This request was made for the meat industry which is a part of the larger sector of food industry. Dishonest employers made the workers sign releases of their wages while the employer didn't pay the wages or the full wages. Payments in cash are the main cause of unfair competition, a threat for working conditions and for the sustainability of the companies in the meat industry.</p> <p>In 2012 the social partners of the food industry made a common declaration in which they expressed the need to take a legislative initiative in order to ensure the prohibition of cash payment. The legislation was finally adopted in July 2015, not only for the meat industry but for the whole country. The law is entered into force on the 1<sup>st</sup> of October 2016.</p>
<ul style="list-style-type: none"> <li>• Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<ul style="list-style-type: none"> <li>• Joint Committee for Food Industry lobbied for this measure to be implemented : <ul style="list-style-type: none"> <li>○ Trade unions : <ul style="list-style-type: none"> <li>▪ ACV Voeding en Diensten-CSC Alimentation et Services (ACV-CSC Food and Services) : Bart Vannetelbosch.</li> <li>▪ ABVV-FGTB Horval</li> <li>▪ ACLVB-CGSLB</li> </ul> </li> <li>○ Employers federation : FEVIA</li> </ul> </li> <li>• Secretary of state against Social Fraud, Philip De Backer gathered the social partners of the food industry and the labour inspections and put up the adoption of the law as a top priority of the government.</li> <li>• Law Proposal which implemented the prohibition on national level was proposed by federal deputies Stefaan Vercamer, Nahima Lanjri and Sonja Becq.</li> </ul>
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	The scope of this measure is national but it could also have an impact on transnational undeclared work considering the high number of foreign companies posting workers in Belgium.
<ul style="list-style-type: none"> <li>• Results</li> </ul>	The action of the sector trade unions resulted in the adoption of a law to sustain the fight against social fraud and unfair competition, hence also preventing violation of worker's rights.

	It is too soon yet to assess any concrete impact of the Law on reducing fraud, unfair competition and improving workers conditions.
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	To be determined.
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	By improving the efficiency of money tracking.
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	Greater efficiency of the labour inspections controls which can impose a regularization of the situation.
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	The Law provides a strong deterrent, as employers are aware that non-compliance with the obligation to use the electronic payments is easily tracked by public authorities.
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	By mandating the traceability of wages, the Law also indirectly obliges employers to correctly pay social security contributions to the workers.
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	Adopted law (Dutch and French) : <a href="http://www.lachambre.be/FLWB/PDF/54/0314/54K0314011.pdf">http://www.lachambre.be/FLWB/PDF/54/0314/54K0314011.pdf</a>

### 3 Belgium: Black Box Cash-Register – the tool that helps banning undeclared work in Belgium

<b>The title of the success story (in English)</b>	<b>Black Box Cash-register: the tool that helps banning undeclared work in Belgium</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Belgium
<ul style="list-style-type: none"> <li>Sector</li> </ul>	All the sectors
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	
<ul style="list-style-type: none"> <li>Objective</li> </ul>	Preventing and combating undeclared work
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	Implementation of a holistic approach towards tackling undeclared work in Belgium
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>Belgium implemented in 2015 a ‘black box’ cash register which records every transaction made on it. The end goal of this black box cash register was to banning undeclared work by banning illegal income altogether. If there’s no more illegal income, then illegal work would <i>de facto</i> become impossible.</p> <p>As a compensation for this mandatory black box cash register, some assistive measures were granted to the hospitality sector as a whole.</p> <p>One of those measures was the introduction of so-called flexi-jobs, available to workers that already work at least 4/5 days of a full time contract elsewhere. If those workers want to start a side-job in the hospitality sector, the (hospitality) employer only pays 25 % in social and fiscal charges.</p> <p>Another measures was ‘cheap overtime’. For those employers that use the compulsory black box cash register, overtime (for fulltime staff only) is free of any charges up to a maximum of 360 hours per year per employee: every euro paid by the employer goes to the employee.</p> <p>In this way undeclared work was fought and the hospitality sector somehow compensated.</p>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	

<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<p><b>The learning points</b></p>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	

## 4 Belgium: Registration of workers in the meat industry

<b>The title of the success story (in English)</b>	<b>Registration of Workers in the Meat Industry: Slaughterhouses, Companies of Preparation of Meat and Cutting Plants</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Belgium
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Food industry
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	ACV-CSC Food and Services
<ul style="list-style-type: none"> <li>Objective</li> </ul>	Prevent undeclared work and empower labour inspections
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	Undeclared work significantly affects the meat industry and the new registration system of workers helps labour inspections fighting against undeclared work, bogus self-employment and social fraud in general.
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>All the workers employed in slaughterhouses, in companies of preparation of meat and in cutting plants have an obligation to register upon their arrival on site. This obligation applies to all workers engaged on the site, including the company's employees as well as self-employed and employees of subcontractors.</p> <p>The registration data are collected by RSZ-ONSS, the national office for social security. There are many ways to register the workers :</p> <ul style="list-style-type: none"> <li>Distance online registration by the employer ;</li> <li>Registration by the worker with his eID, national register number or LIMOSA number on a computer put at its disposal by the supervisor of the site ;</li> <li>Mobile online registration with smartphone or tablet (also QR codes available);</li> <li>In some cases, possibility to register with a badge.</li> </ul>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	Every person working on site has to be registered beforehand. If a control occurs labour inspections can easily verify whether a given person is registered or not.
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	<p>The meat industry was well-known for its fraud sensitivity. The social partners, by the demand of trade unions, requested measures to tackle social fraud in this sector: undeclared work, bogus self-employment and social dumping were commonplace in the meat industry.</p> <p>The sector came up with a plan including a number of measures, one of which was the need to register the people working on site.</p> <p>The new registration system entered into force on the 1<sup>st</sup> of January 2016.</p>
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles,</li> </ul>	<ul style="list-style-type: none"> <li>Joint Committee for Food Industry lobbied for this measure to be implemented.</li> <li>Trade unions :             <ul style="list-style-type: none"> <li>ACV Voeding en Diensten-CSC Alimentation et Services (ACV-CSC Food and Services): Bart Vannetelbosch.</li> <li>ABVV-FGTB Horval</li> </ul> </li> </ul>



including lead entity.	<ul style="list-style-type: none"> <li>▪ ACLVB-CGSLB</li> <li>• Employers federation : FEVIA</li> <li>• The Secretary of State Against Social Fraud, Philip De Backer, gathered the social partners of the food industry and the labour inspections and put up the adoption of the law as a top priority of the government.</li> <li>• RSZ-ONSS, the National Office for Social Security implemented the registration system.</li> </ul>
• Scope (regional, sectoral, national or cross-border)	The scope of this measure is the meat industry, in particular: slaughterhouses, companies of preparation of meat and cutting plants.
• Results	To be determined.
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
• Social, economic and financial impact	To be determined.
• How it combats UDW	No worker is supposed to be working on site without being registered. If an employer is caught occupying a not-registered worker, labour inspections can inflict a sanction and regularize the situation of the worker.
• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work	Greater efficiency of the labour inspections controls which can impose a regularization of the situation.
• Extent to which it prevents UDW	Registration has to occur beforehand. It prevents occupying workers on site without declaring them.
• Extent to which it promotes declared work	If employers register workers they also have to make sure that the declaration of employment has been issued, that the social security contributions are paid, etc.
• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers	Workers are more conscious of their working situation: they are involved in ensuring that their social status is in order, giving them a greater social security coverage, safety, etc. Employers have to constantly make sure the social status of their workers (and also of the employees of their subcontractors) is in order. It will be more difficult for dishonest employers to commit fraud.
<b>The learning points</b>	
• Lessons learnt	
• Key conditions for success	
• Attention points for transfer	
• Hyperlink to further information, if available	Webpage on the website of RSZ-ONSS (DUTCH) : <a href="https://www.socialsecurity.be/site_nl/employer/applics/checkinatwork/general/meat.htm">https://www.socialsecurity.be/site_nl/employer/applics/checkinatwork/general/meat.htm</a>

Webpage on the website of the RSZ-ONSS (FRENCH):  
[https://www.socialsecurity.be/site\\_fr/employer/applics/checkinatwork/gener  
al/meat.htm](https://www.socialsecurity.be/site_fr/employer/applics/checkinatwork/gener<br/>al/meat.htm)

Powerpoint presentation (in French) :  
[https://www.socialsecurity.be/site\\_fr/employer/applics/checkinatwork/docu  
ments/pdf/Slides\\_checkinatwork\\_FR\\_V8.pdf](https://www.socialsecurity.be/site_fr/employer/applics/checkinatwork/docu<br/>ments/pdf/Slides_checkinatwork_FR_V8.pdf)

Powerpoint presentation (in Dutch) :  
[https://www.socialsecurity.be/site\\_nl/employer/applics/checkinatwork/docu  
ments/pdf/Slides\\_checkinatwork\\_NL\\_V9.pdf](https://www.socialsecurity.be/site_nl/employer/applics/checkinatwork/docu<br/>ments/pdf/Slides_checkinatwork_NL_V9.pdf)

## 5 Denmark: Formalised Action Programme on Joint Inspections

<b>The title of the success story (in English)</b>	<b>Formalized Action Programme on Joint Inspections</b>
• Country/countries	Denmark
• Sector	Enforcement
• Organisation(s)	SKAT
• Objective	Contribute in the fight against UDW
• Short sentence summarising the story	Close joint venture between authorities in the fight against undeclared work
<b>The story</b>	
• Description of how the measure/activity/tool/etc. operates in practice	<p>A formalised action programme on joint inspections to tackle undeclared work has been implemented in Denmark -in the construction sector and in other strategic sectors where undeclared work is more present- since 2012. The action plan is renewed each year on the basis of the results achieved, and involves three competent authorities:</p> <ul style="list-style-type: none"> <li>• Skat (Tax Authority), in charge of ensuring tax compliance;</li> <li>• The Working Environment Authority, in charge of assuring compliance to OSH rules;</li> <li>• The police, in charge of immigration controls.</li> </ul> <p>The action plan of joint inspections is aimed at:</p> <ul style="list-style-type: none"> <li>• programming and performing control actions – national and regional;</li> <li>• creating visibility through press initiatives and involvement of partners and stakeholders through tripartite dialogue.</li> </ul> <p>The plan is supported by State funding based on results achieved, monitored through data collection and data reporting.</p>
• New or innovative element	The close co-operation among different authorities, based on a bilateral working agreement between the parties
• Context driving its implementation	The significant increase of number of foreigners coming to Denmark, having activities over the last 10 years. Those have tax obligations and other obligations under the Danish law. A lot of mistakes in handling this are happening
• Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.	<p>Working Environment Authority, police, labour unions, Businesses and employees of the construction sector (and other relevant sectors selected by policymakers, and also selected by importance and risks such as building/construction sector, agriculture, hotels and restaurants, cleaning industry, etc.</p> <p>Self-employed professionals (same sectors)</p>
• Scope (regional, sectoral, national or cross-border)	National wide

<ul style="list-style-type: none"> <li>Results</li> </ul>	1/1 – 2012 – 30/6 – 2017 (SKAT/Tax): Number of audits/controls: 9.500 Regulation (amount – euro) 116 mill
<p><b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b></p>	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	<p>A huge amount of money through the controls/audits  A systematic storytelling about the enforcement/the initiative through the press, and through arrangements with labour unions and employers organisations, and other interest organisations.  An attitude affect – change of behaviour among contractors, subcontractors and others who hire staff – so that they now are contributing and helping in securing compliance when a contract is made.</p>
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	<p>It combats UDW by:  Raising visibility – in public area – through press initiatives  Deterrence – through the joint enforcements/audits and the consequent actions including regulations. In several cases a regulation mandates the payment of penalties (fines).</p>
<ul style="list-style-type: none"> <li>Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	<p>This is documented by the regulations mentioned above. By working closely together the institutions are sending a very strong message to the public</p>
<ul style="list-style-type: none"> <li>Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extend to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<p><b>The learning points</b></p>	
<ul style="list-style-type: none"> <li>Lessons learnt</li> </ul>	<p>Joint inspections by different national authorities in charge of the different aspects of UDW detection is a transferable practice, following national legislation and procedures. Strong coordination between policymakers and administrative authorities is necessary in order to give to the issue of undeclared work the necessary financial and political support to be addressed. Legislation should ease inter-institutions partnership – e.g. through rules on information sharing.  Furthermore efforts have to be made to gain visibility of the general public and of political leader – by using press and other communication means.</p>
<ul style="list-style-type: none"> <li>Key conditions for success</li> </ul>	<p>Economic support by the politicians.  All participants in the partnership should be given the best possibilities to cooperate. Notably, ensuring that all main agreements between the authorities,</p>

including action plans and action book are done jointly. Meetings have to be held together at all levels.

Decision on the branches and business are made based on the level of assessed risk, and contacts with the press are done jointly. Results are reported on a regularly and frequently

- Attention points for transfer

Information about different segments and their behaviour in taxation matters – Some violating the law does it on negligence rather than fraud. A next step should be to develop info/guidance initiatives to supply audits/controls

- [Hyperlink to further information, if available](#)

6 Germany: [Finanzkontrolle Schwarzarbeit, Germany \(Financial Control of Undeclared Work - FCUDW\)s](#)

<p><b>The title of the success story (in English)</b></p>	<p>Finanzkontrolle Schwarzarbeit, Germany (Financial Control Undeclared Work - FCUDW)</p>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	<p>Germany</p>
<ul style="list-style-type: none"> <li>Sector</li> </ul>	<p>Cross-sectoral</p>
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	<p>Financial Control Office for undeclared work t (Finanzkontrolle Schwarzarbeit, FKS)</p>
<ul style="list-style-type: none"> <li>Objective</li> </ul>	<p>To discover clandestine work or illegal employment and initiate the corresponding regulatory or criminal proceedings.</p>
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	
<p><b>The story</b></p>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>Illegal employment is not uncovered by specialised units, but rather during the course of the inspections of the FKS, within its holistic inspection approach. During these inspections, which are occasionally conducted together with other authorities, the Financial Investigation Office for Clandestine Employment has broad powers (entry powers for the premises of employers or contractors, inspecting company documents, interviewing employees). Cases of illegal employment that are discovered are forwarded to the public prosecutor's office and the local foreigners authority, which initiate regulatory fine/criminal proceedings and/ or take steps regarding the residence status where necessary.</p> <p>Employers have to cooperate on mandatory basis following several legal acts such as the law for fighting undeclared work (<a href="#">SchwarzArbG</a>), the law on minimum wages (<a href="#">MiLoG</a>), the law of on posting of workers (<a href="#">AEntG</a>) etc.</p> <p><a href="#">More information on the involvement of social partners is included in the good practice fiche – available in virtual library – on Action Alliances against undeclared work and illegal employment between the Federal Ministry of Finance and the social partners covering the construction sector, transport sector, meat industry , cleaning trade, painting and varnishing trades , dry cleaning/textile care industry, (large-scale laundry services in the commercial customer business) electrical trade, scaffolding trade and the hairdressing sector.</a></p>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	<p>The Central Information Unit of the German customs administration offers a central enquiries helpline and its Customs Service Desk to answer any questions of private individuals or businesses about the various aspects of customs law and about the diverse obligations to cooperate, to give notification, or to create, retain and provide records for review and inspection by the customs authorities (FKS unit to control unreported or illicit employment), that legislation such as the Minimum Wage Act, Posted Workers Act and Provision of Temporary Workers Act has imposed on employers.</p>
<ul style="list-style-type: none"> <li>Context driving its</li> </ul>	<p>Time and again illegal employment figures as a topic within political discourse in Germany. Providing legal and practical arrangements to curtail the</p>

<p>implementation</p>	<p>phenomenon is of high significance to the Federal Government, as became evident i.e. through different legislative reforms in the 18<sup>th</sup> legislative period concerning the matter. The central legislative basis to curtail illegal employment is the Act to Combat Clandestine Employment, which regulates the competencies of the Financial Control Office for undeclared work as the centrally responsible actor as well as further involved authorities, prescribes the nature and extent of cooperation amongst the different authorities and stipulates the penal and regulative sanctions following violations and infringements. Stipulations concerning (minimal) working conditions provided by the Act on Temporary Employment Businesses, the Posted Workers Act and the Act Regulating a General Minimum Wage are also relevant.</p>
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<p>The Financial Investigation Office for Clandestine Employment is part of the Customs Authority. Its duties and powers are regulated in the Act to Combat Clandestine Employment. Pursuant to Section 2 of the Act to Combat Clandestine Employment, it is responsible to check the obligations arising from the rendering of (or letting others render) services or works set out in that section and thereby to assess if clandestine work or illegal employment are incurring and, if so, initiate the corresponding regulatory or criminal proceedings. It is also generally responsible for determining the legal status of employment and, if illegal, prosecuting/punishing those involved. Specifically, it determines “whether the obligations resulting from the services or works under Section 28a of the Fourth Book of the Social Code are being or were met, whether social security benefits [...] are being or were illegally obtained due to the services or works, whether employer information substantial for social security benefits [...] was verified, whether foreigners are being or were employed in violation of Section 284 subs. 1 of the Third Book of the Social Code or Section 4 subs. 4 first and second sentence of the Residence Act, and under less favourable working conditions than comparable German employees, or are being or were gainfully employed to provide services or works in violation of Section 4 subs. 3 first and second sentences of the Residence Act, and whether there is or was compliance with working conditions [...] and minimum wages [...]” (Deutscher Bundestag 2013: 17). It also determines “whether there are indications that taxpayers have not met the tax obligations resulting from the services or works” (ibid.).</p>
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	<p>Cross-sectoral and national</p>
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<p><b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b></p>	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	<p>The Financial Investigation Office for Clandestine Employment conducts its inspections at the workplace and is authorised to enter properties and offices of the employer and the contractor, obtain information from those working there, review company and other documents, and verify the identities of those working there, as well as the residence titles of any non-German citizens</p>

	<p>present. The co-operation of those persons is mandatory. “Furthermore, in the prosecution of crimes and regulatory offences [that are directly connected to one of the aims of the objects of inspection set out in Section 2 subs. 1 of the Act to Combat Clandestine Employment; J. T.] it has the same authority as the police under the Code of Criminal Procedure and the Regulatory Offences Act [...]. To this extent, their officers are investigators acting on behalf of the public prosecutor” (Deutscher Bundestag 2013: 17 et seq.). Section 3 contains a more detailed description of the Office.</p>
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<p><b>The learning points</b></p>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	<p><a href="http://www.zoll.de/EN/Home/home_node.html">http://www.zoll.de/EN/Home/home_node.html</a></p>



## 7 Greece: Supporting the transition from informal to formal economy and addressing undeclared work in Greece

<b>The title of the success story (in English)</b>	<b>Supporting the   Transition from Informal to Formal Economy and Addressing Undeclared Work in Greece”</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Greece
<ul style="list-style-type: none"> <li>Sector</li> </ul>	All the sectors
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Greek Government, the national social partners supported by the ILO and the European Commission.
<ul style="list-style-type: none"> <li>Objective</li> </ul>	Preventing and combating undeclared work
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	Implementation of a holistic integrated strategic approach towards tackling undeclared work in Greece
<b>The story</b>	The national social partners and the Greek Government are working together to fight undeclared work having as instruments a “Diagnostic Report to fight undeclared work in Greece”, and a “Roadmap for fighting undeclared work”
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	There are 2 critical elements which are the key prerequisites to develop policy measures and initiatives: a special tripartite social dialogue body which is responsible for policy design and assessment of the holistic strategic approach and the interoperability of databases for the exchange of data between the Ministry of Labour, the Ministry of Finance and the Independent Authority of Public Revenue
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	The institutional tripartite body responsible for the implementation of the holistic strategic approach towards tackling undeclared work
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<p>The national social partners representing the industry (SEV) ,the commerce (ESEE), tourism (SETE) , the professionals and craftsmen (GSEVEE) and the workers (GSEE) as well as the Ministry of Labour: their role is to participate in the Institutional body for the undeclared work.</p> <p>The Ministries of Labour, Finance and the Independent Authority of Public Revenue: their role is via a Memorandum of Understanding to exchange data in order to estimate the risk of undeclared work of companies, to crosscheck the employment statements and to perform joint controls.</p> <p>The Ministry of Labour, the United Body for Social Insurance, the National Employment Agency and the Labour Inspectorate: their role is to improve interoperability of their databases, so as to create consistent registries for the detection of undeclared work.</p>
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>Results</li> </ul>	It is a 3 year plan starting from 1/1/2017 to 30/12/2020, so there are few quantitative results so far. The Minister of Labour though announced that the undeclared work fell from 18% to 13% this year.

<p><b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b></p>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	<p>The new strategy of the Labour Inspectorate for combating undeclared work notably mandates :</p> <ul style="list-style-type: none"> <li>• New IT system for detecting high risk companies with respect to undeclared work,</li> <li>• Targeted inspections,</li> <li>• training of the inspectors on the issue of tackling undeclared work.</li> <li>• Development of key performance indicators for all public entities involved in tackling undeclared work. These indicators will be cascaded down to unit level and individual level targets within and across the various public entities.</li> <li>• Common tax and social insurance contributions collection.</li> <li>• Website with information about undeclared work and helpdesk</li> </ul>
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	<p>Provision of information and advice for business to formalize by setting up a new helpline supported by the Ministry of Labour and the Labour Inspectorate.</p>
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	<p>New framework based on prevention, company viability and motivation for declaring the workers. New sanction system with improved detection and increased penalties. Motives for electronic payments and obligation for POS adoption for all enterprises.</p>
<ul style="list-style-type: none"> <li>• Extend to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	<p>Public awareness campaigns for the benefits of declared work among both citizens and business.</p>
<p><b>The learning points</b></p>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	<p>The project to fight undeclared work runs its first 7 months and it proves to be multifactorial, it requires joined forces of all the stakeholders involved and a balanced approach combining incentives with compliance measures.</p>
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	

## 8 Italy: The “Cpl” To Prevent and Fight Against the Illegal Work

The title of the success story (in English)	The “Cpl” to Prevent and Fight Against the Illegal Work
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Italy
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Agriculture
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	FLAI CGIL of Rome and Lazio
<ul style="list-style-type: none"> <li>Objective</li> </ul>	
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	To insert in the Provincial contract renewal (CPL) some provision on fighting against episodes of illegal work and labour exploitation in agriculture.
The story	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	The farming firms should join the Network of Quality Farming Employment. All members [of the Network] pledge their commitment to the good employment, to fight against illegality and to respect legal obligations and employment contracts.
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	The CPL mandates the establishment of a Technical Commission to set-up vocational trainings targeting workers and designed in accordance with the specific needs of the firms.
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	Confagricoltura of Rome, Coldiretti of Rome, Confederazione Italiana Agricoltori di Roma, Flai CGIL of Roma and Lazio, Fai CISL of Roma Capitale and Rieti, Uila UIL of roma and lazio.
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	Territory of the Lazio Region
<ul style="list-style-type: none"> <li>Results</li> </ul>	It is too soon to make an impact assessment of this measure, because the CPL has only been signed on the 20/06/2017
The impact (complete relevant fields with quantitative/qualitative information, where available)	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	In the Lazio Region the agricultural sector employs about 50,000 workers including regular workers, fake temporary workers, and illegal workers.
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	(size of the problem)
<ul style="list-style-type: none"> <li>Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extend to which it promotes declared work</li> </ul>	

<ul style="list-style-type: none"> <li>Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>Key conditions for success</li> </ul>	Co-operation among all stakeholders (employers, trade unions and institutions) to raise awareness about the need to ensuring quality employment
<ul style="list-style-type: none"> <li>Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>Hyperlink to further information, if available</li> </ul>	

## 9 Italy: Trade Unions Actions in Fighting Against Undeclared Work

<b>The title of the success story (in English)</b>	<b>Trade Unions Actions in Fighting Against Undeclared Work</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Italy
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Construction
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Fillea CGIL of Rome and Lazio
<ul style="list-style-type: none"> <li>Objective</li> </ul>	Regularization to combat the grey labour and uncovering the illegal work
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	<p>Two construction sites (<i>Palazzo dei Congressi</i> and a building on <i>Via del Corso</i>) dealing with the restoration [of two buildings] were tendered by the fashion house FENDI to the construction company DI Vincenzo Spa, who sub-contracted the assignment to the company EDIL RIM DEM BOM Srl, employing 40 workers of Nigerian nationality.</p> <p>Following an inspection of the construction site, the Trade Union Fillea Cgil of Rome and Lazio Region assessed the following situation: 10 workers were hired illegally, and the remaining 30 were hired and remunerated on a basis of 20 hours /month.</p>
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>In response to the situation, the Trade Union first contacted the company Edil Rim Dem Bon Srl and later also the [company] Di Vincenzo to demand the regularization of the situation, without any result. Not satisfied [of the inaction of the two companies], Fillea contacted directly the buyer, FENDI, who immediately pledged its full readiness to act to restore legality in the two construction sites, and compensating the previous unpaid months (approximately 14 months)</p>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	FILLEA CGIL of ROME and Lazio (REGION) together with FILCA CISL E FENEAL UIL of Rome and Lazio (Region).
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	Regional
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	<p>This action of the Trade Union had a positive impact on all 40 construction workers of the EDIL RIM BON ERL by assuring regularization and stabilization [of their contracts]20 construction workers of the DI VINCENZO SRL registered to the Trade Union</p>

	(Fillea Cgil of Rome and Lazio (Region))
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	This is an example of Trade Union action regularly (daily) undertaken by the FILLEA CGIL of Rome and Lazio.
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	Promptness and effectiveness of the inspection action conducted by the institutions and the compliance of the buyer with the obligation on information and communication on the start of the construction works (due 15 days in advance) as for the art. 14 of the CCNL Edilizia (constructions)
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	

## 10 Italy: Protocol on Legality Against Black Market labour, EXPO Milan, 2012

<b>The title of the success story (in English)</b>	<b>Protocol on Legality Against Black Market Labour, EXPO Milan, 2012</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Italy
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Constructions
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Fillea Cgil-Filca Cisl-Feneal Uil
<ul style="list-style-type: none"> <li>Objective</li> </ul>	
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	A successful example of preventive contract negotiation at national/trans-national level.
<b>The story</b>	<p>In 2015, the city of Milan hosted the international Expo on the theme of global nutrition. Hundreds of Italian and foreigner firms and thousands of Italian and immigrant workers were employed in the construction of buildings and infrastructures for the event. Federations of Trade Unions of the construction sector started already three years prior the start of the event to get organized to subscribe Agreements with enterprises, the public administration, inspection agencies and institutions responsible of the safety at work, on various topics including security, vocational training, legality and fight against undeclared work. The aim of the agreements was to guarantee rules on transparency and control for all enterprises and workers involved in the implementation of the constructions and of employment. Among others, the agreement on fighting against the use of illegal and undeclared work had a special relevance.</p>
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	Assignment of contracts and sub-contracts; renting contracts for equipment, materials provisions, authorizations and permission, included obligation to use the rules of the transnational detachment. Control over illegal interferences of third parties. Provision on pecuniary penalties and termination of the contract to be applied to whom does not respect the Protocol.
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	The size and the importance of the Expo event engaged significantly the federations of trade unions who wanted to make it a model of good practices to replicate in the future for other events.
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	The Expo employed 4.000 workers in total of which 1.400 construction workers, it attracted 1,5 billion in investments, the participation of 144 countries and 3 international organizations, and utilized 110 hectares of land.
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/authorities involved (names can remain anonymous if explicitly</li> </ul>	Signatory parts of the Protocol: Prefecture of Milan, the company EXPO 2015 S.p.a, trade union con-federation CGIL, CISL and UIL, trade union federations in the construction sector Fillea

requested). Indicate respective roles, including lead entity.	Cgil, Filca Cisl, Feneal Uil, Assimpredil, Assolombardia.
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	Regional/ National/ International
<ul style="list-style-type: none"> <li>• Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	The agreement intervened also on guarantying the limit of the maximum allowed minimum offer on awarding the tenders. It also acted on the preliminary stages, meaning on the control of the purchase of building supplies, purchase of cement, wood and other material. The social impact was very strong because the involvement of all stakeholders ensured regularity but also transparency and justice, as well as the respect of rules supporting the principle of decent work.
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	The undeclared work, or black market labour, is fought by anticipating all the working steps, the work organization, and following all phases of the implementation of the infrastructure, as in the example of the construction sector. Another way is the full co-operation between trade unions and enterprises, public administration and inspection agencies.
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	The black market labour or undeclared work affects about the 50% of the construction sector in Italy, with many workers being fake self-employed, or forced by their employers to open vacancies as self-employers, victims of the “caporali”- (illegal) recruiters of day labourers (a very Italian peculiar phenomenon of identification and brokering of illegal manpower), many are migrant workers.
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	The undeclared wok on construction sites affects all the production chain and satellite activities of the sector, the fiscal system, the welfare system, as well as the whole work culture. Furthermore it is surely a strong threat to the dignity of work, to the model of economic-social system and consequently it is extremely negative.
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	The agreement of the EXPO confirmed the importance of preventive action, meaning before the start of a construction or any other type of work. To intervene at later stages during or after [the work], jeopardize the success of the intervention.



<ul style="list-style-type: none"><li>• Key conditions for success</li></ul>	Involvement of all stakeholders, starting from the active participation of workers.
<ul style="list-style-type: none"><li>• Attention points for transfer</li></ul>	An agreement or any other kind of initiative to fight the undeclared work should aim not only to the justice of the regular work, but also on ensuring everybody's gain, both enterprises and workers.
<ul style="list-style-type: none"><li>• Hyperlink to further information, if available</li></ul>	

## 11 Italy: A new bill to curb gang masters' illegal practices in Agriculture (Law 199/2016)

<p><b>The title of the success story (in English)</b></p>	<p>A new bill against gangmasters curbs illegal practices and irregular work in Agriculture (Law 199/2016)</p>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	<p>Italy</p>
<ul style="list-style-type: none"> <li>Sector</li> </ul>	<p>Agriculture</p>
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	<p>CGIL FLAI   UIL UILA   CISL FAI</p>
<ul style="list-style-type: none"> <li>Objective</li> </ul>	<p>Italy has taken this crucial step to crack down on the widespread exploitation of farm workers through the “Caporalato system” (Gangmasters), a widespread phenomenon characterised by a lack of contractual protection, exploitative working hours, harsh treatment and deplorable housing and working conditions.</p>
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	<p>In 2016 Italian lawmakers were pushed to tighten regulations in the agriculture sector following the death of several workers in the farms of South of Italy in 2015</p>
<p><b>The story</b></p>	<p>In the Italian agriculture sector, around 430,000 workers each year are being employed through illegal intermediaries (caporali), at least a quarter of which suffer severe exploitation. The vast majority of them are migrant workers from Africa, Eastern Europe, the Balkans, India and Pakistan.</p> <p>Especially thanks to the huge pressure put forward by EFFAT member organisations, FLAI-CGIL, FAI-CISL and UILA –UIL who have always been at the frontline on this issue. On 18 October the new bill against gang masters has finally been approved by the Italian Parliament. The new legislation introduces innovative measures to eradicate the phenomenon, including sanctions imposed on employers, arrests in case of flagrante delicto, land requisition, enhanced protections for the victims, organised labour inspections and an integrated approach</p>
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	<p>The Law 199/2016 introduces into the Italian legal system a number of instruments to counteract the phenomenon of gangmastering: among the measures, the confiscation of assets (as in cases of mafia criminal organizations), the arrest upon flagrant crime as well as the responsibility of the entities, are foreseen.</p> <p>The new law foresees the responsibility of the employer, the judicial control over the company – that will not disrupt its farming activities – as well as the simplification of exploitative indexes.</p> <p>The norm introduces more guarantees for the protection of the dignity of farm workers, some concrete innovations under the penal point of view, raising the level of disagreement – as has been done with the organized crime – and to reinforce the measures in favour of the agricultural enterprises in good standing.</p>
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	

<ul style="list-style-type: none"> <li>Name(s) of industry organisations/bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<ul style="list-style-type: none"> <li>FLAI-CGIL, FAI-CISL and UILA –UIL : Trade unions pushing for the approval of the law</li> <li>Ministry of Agriculture</li> <li>NGOs</li> </ul>
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	National/regional
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/ qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extend to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>Key conditions for success</li> </ul>	Political will
<ul style="list-style-type: none"> <li>Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>Hyperlink to further information, if available</li> </ul>	

## 12 REDER: French Acronym for European Network for a Fair and Responsible Posting

<p>The title of the success story (in English)</p>	<p>REDER: French Acronym for European Network For a Fair and Responsible Posting</p>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	<p>France, Belgium, Germany, Portugal, Italy, Spain, Bulgaria, Poland and Romania</p>
<ul style="list-style-type: none"> <li>Sector</li> </ul>	<p>Construction</p>
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	<p>The French Trade union FNSCBA CGT is the lead entity of this initiative which now include 18 others organizations.</p> <p><b>Trade unions organizations:</b> FNSCBA CGT (France), CSC BIE (Belgium), FEVICCOM CGTP (Portugal), FILLEA CGIL (Italy), CC OO servicios y construccion (Spain), FITUC (Bulgaria), BUDOWLANI (Poland) and FGS Familia (Romania)</p> <p><b>Labour Inspectorate:</b> Direction Générale du Travail (France), Federal State Labour Inspectorate (Belgium), Autoridade para os contigoes do trabalho (Portugal), General Labour Inspectorate Executive Agency (Bulgaria), Spanish Labour Inspection (Spain), Polish Labour Inspection (Poland) and Guvernul Romaniei Labour Inspection (Romania)</p> <p><b>Others organizations:</b> Diozese Rottenburg-Stuttgart (Germany) and Associazione Territorio Europa Lavoro (Italy) and UMR DRES Université de Strasbourg (France)</p>
<ul style="list-style-type: none"> <li>Objective</li> </ul>	<p>To strengthen the cooperation between trade unions and labour inspectorates in Europe in order to prevent and combatting posting frauds and undeclared work.</p> <p>Inform Posted workers about their rights, strengthen trade union and labour inspectorate cooperation between sending and receiving countries, work together to resolved concrete cases)</p>
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	<p>With the financial support of the European Commission We developed an innovative transnational network between 10 European Members States to ensuring that the rights guaranteed to posted workers are more widely upheld in reality and to combat all form of posting frauds.</p>
<p>The story</p>	<p>We observed that the rights of posted workers cannot be guaranteed if action is limited to national soil. The nationality of the posted workers, the country in which their employers are established, and the country in which the posted employees work create as many legal and linguistic barriers. Thus, our objective was to form an operational network at the European level, by mobilising the trade unions and labour inspectorate to take action in averred instances of fraud and provide support to posted workers.</p> <p>Therefore in 2015, we have created the REDER European network. The network is made up of contact and information points in 9 European Member States: Bulgaria, Germany, Portugal, France, Italy, Belgium, Poland, Spain and Romania. In each country, except Germany, the network includes representatives of both the labour inspectorate and trade unions. The REDER network has its own internal communication platforms, equipped with an instant translation programme, to share information and documents public articles and create</p>

	<p>working groups in response to concrete situations. Soon the network will also have its own APPS.</p> <p>The first initiative undertaken by the REDER network consisted of informing posted workers about their rights. To achieve this, we worked together to create information materials (8 brochures in ten languages) for both sides of worker posting, giving rise to two types of brochures: “sending country” brochures, designed as guides and “check lists” to be used before departure; and “host country” brochures, about conventional rights.</p> <p>Moreover, we were able to address since 2015 more than one hundred instances of transnational fraud to which posted workers were victim.</p> <p>This experience also demonstrated the need for a highly responsive network. The alert application for smartphone, which includes a trouble-shooting questionnaire in 9 languages and enabling employees to come in contact with network contact persons fluent in their language, is a step in this direction.</p>
<ul style="list-style-type: none"> <li>• Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>We organize European Seminars between REDER partners to follow the legislation, sanctions measures, legal framework to cooperate and to create together brochure regarding workers’ rights.</p> <p>We organize Joint visits between labour inspections and trade union from different countries on construction sites in order to share practices.</p> <p>When we receive a case, we will work in group between the sending and receiving countries of the workers involved in the case. The group can be created through own internal communication platforms which is equipped with an instant translation programme so everyone can write in his language.</p>
<ul style="list-style-type: none"> <li>• New or innovative element</li> </ul>	<p>Cross border cooperation between labour inspection and trade union to address to prevent and combat undeclared work and posting frauds</p>
<ul style="list-style-type: none"> <li>• Context driving its implementation</li> </ul>	<p>The number of posted workers in the European Union is estimated at 2 million. The construction sector alone is responsible for 45% of this total. Given this backdrop, it was crucial for the FNSCBA CGT with his European partners to develop in innovative approach to address these issues.</p>
<ul style="list-style-type: none"> <li>• Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<p>-</p>
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	<p>Sectoral and Cross-border approach</p>
<ul style="list-style-type: none"> <li>• Results</li> </ul>	<p>Main results:</p> <ul style="list-style-type: none"> <li>- Implementation of an operational network able to address undeclared work issues.</li> <li>- To create information materials (8 brochures in ten languages) for both sides of worker posting, giving rise to two types of brochures: “sending country” brochures, designed as guides and “check lists” to be used before departure;</li> </ul>

	<p>and “host country” brochures, about conventional rights.</p> <ul style="list-style-type: none"> <li>- To inform over 50,000 posted workers regarding their rights and to prevent undeclared work.</li> <li>- To address some one hundred instances of transnational fraud to which posted workers were victim. Most of the fraud resolved by REDER network are link to undeclared work.</li> </ul>
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	<p>Most of the time workers do not know, especially in the case of posted work, that they are in an undeclared work situation. They often realize this after a work accident or other problems related to working and living conditions. Through this network which informs and defends posted workers, today they know their rights so they can ask themselves the right questions.</p> <p>Moreover, REDER's ability to act on important transnational fraud, as we have hundreds of examples, forces employers to be more vigilant because the articulation of our actions at European level allows us to act quickly against them in case or irregularities.</p>
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	-
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	-
<ul style="list-style-type: none"> <li>• Extend to which it promotes declared work</li> </ul>	Through all our actions, from awareness raising to the struggle against fraud are promoting declared work.
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	Through our actions to raise awareness and prevention regarding undeclared work, workers understand the important things to verify in order to carry out their activities legally. They are attentive to the conditions imposed by their employer and they know that in case of problems they can approach and put in contact with one of the REDER partners in their own language as REDER cover 11 languages.
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	<p>Difficulties in acting on transnational fraud especially related to posting issues because of the nationality of the posted workers, the country in which their employers are established, and the country in which the posted employees work create as many legal and linguistic barriers.</p> <p>Access to data to identify undeclared work is not available in all countries in the same way. In some countries information is available for inspections and trade</p>

	unions in others information almost impossible to obtain.
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	<ul style="list-style-type: none"> <li>- Total Commitment of REDER partners</li> <li>- Relationship of trust between REDER partners</li> <li>- Inclusion of trade union activists and labour inspectors at local and regional level</li> <li>- Continuing training of trade unions at field level regarding posted and undeclared workers issues</li> <li>- Strong monitoring of activities and transnational cases of frauds</li> </ul>
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	<p>REDER: <a href="http://construction.cgt.fr/reder/">http://construction.cgt.fr/reder/</a></p> <p>REDER video: <a href="https://vimeo.com/198962490">https://vimeo.com/198962490</a></p> <p>ECMIN: (website about posted workers' rights in the construction sector)</p> <p><a href="https://www.constructionworkers.eu/fr">https://www.constructionworkers.eu/fr</a></p>

### 13 Norway: The Truck Driver’s Mother – a Campaign Targeting Foreign Truck Drivers Working in Norway

<p><b>The title of the success story (in English)</b></p>	<p><b>The Truck Driver’s Mother – a Campaign Targeting Foreign Truck Drivers Working in Norway</b></p>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	<p>Norway</p>
<ul style="list-style-type: none"> <li>Sector</li> </ul>	<p>Transport sector</p>
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	<p>The Ministry of Labour and Social Affairs, the Norwegian Labour Inspection Authorities, <a href="#">the Norwegian Public Roads Administration</a> and the social partners in the transport sector</p>
<ul style="list-style-type: none"> <li>Objective</li> </ul>	<p>The Norwegian public authorities and the road haulage sector as a whole have joined forces to produce the public awareness film “The Truck Driver’s Mother” in order to increase knowledge among foreign professional lorry drivers and their employers of the particular road safety regulations applicable in Norway and the unique driving conditions encountered on the Norwegian roads.</p>
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	<p>Over 3000 HGVs cross the border into Norway every day, many of them originating from Eastern Europe. Foreign lorry drivers are not used to Norway’s challenging driving conditions, and are consequently three times more likely to be involved in a road traffic accident. Many of these drivers are also underpaid because they are not aware of their rights as employees. The Norwegian authorities have struggled to get into a dialogue with these drivers. So the best thing to do was to call mum.</p>
<p><b>The story</b></p>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>A tripartite project group worked together with our contractor and producers to develop and implement this campaign. The campaign included a film (4 minutes and a shorter version of 60 seconds), a website with short and relevant information about Norwegian legislation, facebook-ads and content marketing.</p>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	<ul style="list-style-type: none"> <li>For the first time, we targeted foreign workers in their home country.</li> <li>Using the mother as our spokesperson was innovative on our part, and proved very successful. We placed paid articles («content marketing») in many of the Eastern European online newspapers.</li> </ul>
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	<p>Workers and employers in Norway are the easiest for us to reach. To reach foreign workers, especially drivers who are constantly on the move, was much harder. That is why we chose this form and these channels.</p>
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<p>The Ministry of Labour and Social Affairs (formal lead entity), the Norwegian Labour Inspection Authorities and the social partners (administrative entity, coordinators and driving force), the Norwegian Public Roads Administration and the social partners of the transport sector.</p>
<ul style="list-style-type: none"> <li>Scope (regional, sectoral,</li> </ul>	<p>Cross-border</p>



national or cross-border	
<ul style="list-style-type: none"> <li>Results</li> </ul>	<a href="http://www.motherpresents.org">www.motherpresents.org</a>
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	<p>We have the following numbers from the campaign, by September 2017:</p> <ul style="list-style-type: none"> <li>30 million have been exposed to the messages of the campaign</li> <li>6 million viewings of the film</li> </ul> <p>40 000 actively engaged on Facebook (sharing, liking, commenting)</p> <p>The film has been nominated to and won European/International awards both on communication and on prevention:</p> <ul style="list-style-type: none"> <li>Nominated for Gulltaggen (Norwegian communications award)</li> <li>Won gold in Sabre awards (European communications award)</li> </ul> <p>Nominated for an award at The International Media Festival for Prevention</p>
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>Extent to which it prevents UDW</li> </ul>	<p>Raising awareness like we have in this campaign is believed to have a strong preventing impact, though it is too early to say if behaviour will actually change.</p>
<ul style="list-style-type: none"> <li>Extent to which it promotes declared work</li> </ul>	<p>We believe that this campaign has promoted declared work effectively.</p>
<ul style="list-style-type: none"> <li>Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>Key conditions for success</li> </ul>	<ul style="list-style-type: none"> <li>Operative tripartite cooperation, where everyone were actively engaged</li> <li>Choosing the right producers, angle and channels for the campaign</li> <li>Mobilizing our European network and partners to help us spread the campaign</li> </ul>
<ul style="list-style-type: none"> <li>Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>Hyperlink to further information, if available</li> </ul>	<a href="https://www.regjeringen.no/contentassets/4f7ae70171bd480682b8dafddadaf311/strategy_for_combating_work-related_crime.pdf">https://www.regjeringen.no/contentassets/4f7ae70171bd480682b8dafddadaf311/strategy_for_combating_work-related_crime.pdf</a>

## 14 Norway: Cooperation Against Undeclared Work

<b>Cooperation Against Undeclared Work</b>	
<b>The title of the success story (in English)</b>	
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Norway
<ul style="list-style-type: none"> <li>Sector</li> </ul>	All
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	YS, LO, Unio, KS, NHO, Skatteetaten (Norwegian tax authorities)
<ul style="list-style-type: none"> <li>Objective</li> </ul>	To prevent undeclared work. Contribute to a development in the working- and business life that provides equal conditions of competition, good jobs and businesses that comply with laws and regulations
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	Tripartite collaboration to prevent undeclared work and to promote equal conditions of competition. Joint actions with a broad scope are essential. It is essential to get more people organized to work as “watchdogs” at the workplace. It is also important to make sure that businesses that want to win a contract must ensure that they recruit a certain number of apprentices to ensure quality in the work process.
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	The collaboration focuses on attitudes and prevention. The parties consider it important to exchange knowledge about undeclared work and possible means to combat it, and communicate this so that it provides the basis for making the right choice. This can be campaigns, seminars, articles in the newspapers, games for youngsters etc. It is essential to get more people organized to work as “watchdogs” at the workplace. It is also important to make sure that businesses that want to win a contract must ensure that they recruit a certain number of apprentices to ensure quality in the work process.
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	Video campaign on Facebook
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	Skatteetaten (the Norwegian tax authorities) is the leading entity. YS (The Confederation of Vocational Unions), LO (The Norwegian Confederation of Trade Unions), Unio (The Confederation of Unions for Professionals), KS (The Norwegian Association of Local and Regional Authorities and NHO (Confederation of Norwegian enterprise) are equal partners working together to prevent undeclared work.
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	Both national and regional
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	The cooperation against undeclared work is a long term engagement in Norway and gains strong bipartisan support. We are focusing mainly on attitudes and prevention. It is difficult to quantify results. Has been an integrated programme since 2008.

<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	To address the issue of undeclared work, is important and necessary that authorities, workers' organisations and employers' organisations agrees to combat together
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	Tripartite collaboration and joint action between a broad range of stakeholders are necessary to maintain a broad overview on employment, and to make it possible to identify discrepancies and signals of breaches in the labour law which may lead to discover undeclared work infringements as well.
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	<a href="http://www.samarbeidmotsvartokonomi.no/">http://www.samarbeidmotsvartokonomi.no/</a>

## 15 Norway: 10 Strategic Steps for Procurement in Municipalities and Counties

<b>The title of the success story (in English)</b>	<b>10 Strategic Steps for Procurement in Municipalities and Counties</b>
• Country/countries	Norway
• Sector	Labour crime
• Organisation(s)	Platform for cooperation to fight against illegal economy (Confederation of Norwegian Enterprise (NHO), the Norwegian confederation of labour unions (LO), the confederation of vocational unions (YS), the confederation of unions for professionals (Unio), the Norwegian Association of local and regional authorities (KS), and Tax Norway.
• Objective	To limit criminal actions in public procurement
• Short sentence summarising the story	In order to limit options for criminal activities in public procurement operations, notably in municipalities and counties, a platform to fight against illegal economy was established and developed Guidelines to advice municipalities on how to proceed in the following cases: <ul style="list-style-type: none"> <li>• To identify risk areas in public procurement operations;</li> <li>• To set contractual requirements to subcontractors;</li> <li>• To follow-up on the implementation of the contracts.</li> </ul>
<b>The story</b>	
• Description of how the measure/activity/tool/etc. operates in practice	<p>The platform fighting against black market economy put together an expert group, and agreed upon guidelines/10 strategic steps. The steps include:</p> <ul style="list-style-type: none"> <li>• how to choose risk areas (i.e. building/construction, cleaning and car wash as default areas)</li> <li>• implementation of special contractual requirements, only in the risk areas</li> <li>• the contractual requirements include: <ul style="list-style-type: none"> <li>○ shorter chain of subcontractors;</li> <li>○ 40 % of worked hours by workers with certified skills;</li> <li>○ 7 % of worked hours by apprentices;</li> <li>○ only known and upfront reported companies and work staff;</li> <li>○ all payment by bank;</li> <li>○ insight in subcontractors tax compliance (6 months).</li> </ul> </li> <li>• implementation of special audit routines following- up contracts, only in the risk areas.</li> </ul> <p>The platform to fight against the undeclared economy raised awareness of municipalities about the existence of the guidelines by meeting-up with administration and politicians throughout Norway. The partnership supported municipalities who expressed their interest, to implement the 10 steps guidelines.</p>
• Learning points	<p>To target the public procurement operations in municipalities to reduce opportunities for fraudulent actions and undeclared work.</p> <p>To steer strong alliance among stakeholders such as, in this context, unions, enterprises, authorities, tax administration.</p>
• Context driving its implementation	
• Name(s) of industry organisations /bodies/ authorities involved (names	The Platform against illegal economy (see above): working preventively against black economy on areas like young taxpayers, consumers and purchase, together with aiming to contribute to the public debate on underground

can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.	economy.
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>• Results</li> </ul>	150 municipalities took the political decision to target the potential fraudulent actions in their procurement operation, by introducing the 10 strategic steps or other reform based on the 10 steps guidelines.
<b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	Certified skills, traineeship and transparency are effective vaccines against underground economy, and a way to promote declared work and raise awareness on the topic. It is reported that the level of illegal workers and fraudulent crimes are reducing in the public sector.
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	The adoption of the 10 strategic steps contribute to raise public awareness about the topic and to gain political support, helping the procurement offices to promote declared work.
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	To use procurement operations as an effective way to stop criminal activity. However, the legislation on procurement in public sector is complex, and multiple factors need to be taken into account, among those surely also the illegal economy. Also, it is important to include all stakeholders in any action to fight undeclared work.
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	

## 16 Norway: Agreements to Reduce Fraud in Big Scale Public and Private Procurement Operations in the Field of Constructions

<b>The title of the success story (in English)</b>	<b>Agreements to Reduce Fraud in Big Scale Public and Private Procurement Operations in the Field of Constructions</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Norway
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Labour crime
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Norwegian Tax Administration
<ul style="list-style-type: none"> <li>Objective</li> </ul>	To reduce fraud in big scale public and private procurement operations in the field of constructions
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	In order to limit opportunities for criminal actions, the Tax Administration signs co-operation agreements with large public and private clients ordering constructions works. The purpose of the agreements is to ensure a more efficient internal control over purchase contracts, through information exchange and capacity building.
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>A co-operation agreement has two levels.</p> <p>1) Collaboration prior to the signature of the tender contract. The client should inspect the contracts of all workers to be employed in the construction, including the direct employees as well as workers in the contract chains. This happens in the following steps:</p> <ul style="list-style-type: none"> <li>The Client receives information on the number of registered employees, mandatory registration, reporting and payment of taxes and fees;</li> <li>The Client assesses the information against the contract provisions to ensure it is rigorously implemented. Suspicions may lead to further investigations in the prequalification phase.</li> <li>If there are obvious discrepancies, these should be reconciled in the tender contract.</li> </ul> <p>2) Collaboration during the implementation of the tender contract. The Tax Administration monitors and maintain regular co-operation throughout the implementation of large and small scale projects, assessed as at risk of criminal activities. These projects are selected in cooperation between the parties (the Tax administration and the Client). Such cooperation takes place in the following modalities:</p> <ul style="list-style-type: none"> <li>The Construction manager submits a lists of workers at the construction site to the Tax Administration. The lists is checked against the Tax Administration records and feedbacks on nonconformities are provided. Construction management is responsible to correct discrepancies</li> <li>The Tax office conducts unannounced building inspections to assist construction management to check whether the access control works. This also includes an ID control.</li> <li>The purpose of this phase is to achieve openness and visibility about who is actually carrying out the jobs on site.</li> </ul>
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	<p>The innovative element of these agreements is:</p> <ul style="list-style-type: none"> <li>That the Tax Administration mobilize the major serious actors in the field of construction</li> <li>The agreements are signed at the highest management level of the</li> </ul>

	<p>construction companies who also ensure that a good internal control is implemented throughout the works. Many stakeholders are reached through one appointment.</p> <ul style="list-style-type: none"> <li>• That the partner receives quick information directly from the Tax Administration prior to the conclusion of the contract.</li> </ul>
<ul style="list-style-type: none"> <li>• Context driving its implementation</li> </ul>	
<ul style="list-style-type: none"> <li>• Name(s) of industry organisations /bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	The Tax Administration has entered into cooperation agreements with 7 of the largest public clients in Norway, as well as one of the largest construction companies in Norway
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>• Results</li> </ul>	The collaboration resulted in the disqualification of those businesses who don't comply (not award of contracts, or withdraw of the contract or ejection from construction sites). In addition, several businesses who was found performing irregularities paid fees to regularize their situation and secure a contract.
<p><b>The impact (complete relevant fields with quantitative/qualitative information, where available)</b></p>	
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	Cooperation agreements resulted in a closer follow-up of contracts both in advance and on during their implementation. Results also show that it has consequences for businesses that have not reported or paid taxes and fees.
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	The client and the Tax Administration have easier access to information to detect and responds to (potential) criminal actions.
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<p><b>The learning points</b></p>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	

<ul style="list-style-type: none"><li>• Key conditions for success</li></ul>	It is crucial to dedicate sufficient resources and time to maintain a close dialogue among agreement's parties in order to reach a shared strategy on the most effective way of action
<ul style="list-style-type: none"><li>• Attention points for transfer</li></ul>	
<ul style="list-style-type: none"><li>• Hyperlink to further information, if available</li></ul>	



## 17 Slovenia: Effective Labour Inspection: A Useful Tool in Combating Bogus Self-Employment in Slovenia

<b>The title of the success story (in English)</b>	<b>Effective Labour Inspection: A Useful Tool in Combating Bogus Self-Employment in Slovenia</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Slovenia
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Public Broadcaster
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Labour Inspectorate of Slovenia
<ul style="list-style-type: none"> <li>Objective</li> </ul>	To ensure full compliance of the Public Broadcaster's work contracts with national labour legislation
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	With the entry into force of the Employment Act in 2003 (ZDR), and following a series of audit reports, RTV was found to be in breach of Slovenian labour law. RTV's in-house work arrangements with contracted freelance workers were found to be in breach of Slovenian labour law which outlaws use of civil contracts when elements of an employment relationship are present. The company was given a three years period (2015-2018) to set its practice in order through a comprehensive human resources strategy.
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	The Labour Inspectorate of Slovenia audited a considerable number of media companies specifically looking, among others infringements, to bogus self-employment cases; it constitutes a breach of the prohibition of the conclusion of civil law contracts when elements of an employment relationship are present. Following a series of inspections, in the last quarter of 2015, the Inspectorate issued a warning to the management of the national media company RTV Slovenia regarding violations of labour legislation. RTV Slovenia employed 1,948 full-time employees at the end of 2015. RTV's in-house work arrangements with contracted freelance workers were found to be in breach of Slovenian labour law which outlaws use of civil contracts when elements of an employment relationship are present. According to Slovenian labour law, the presumption of employment was to be applied to dependent self-employed workers of RTV.
<ul style="list-style-type: none"> <li>New or innovative element</li> </ul>	To conduct labour inspection to prevent and fight bogus self-employment
<ul style="list-style-type: none"> <li>Context driving its implementation</li> </ul>	The Labour Inspectorate of Slovenia is an administrative body within the Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities with a responsibility to supervise the implementation of legislation, other regulations, collective agreements and general acts that govern employment relations. It conducts inspections also to identify breaches of labour law considered likely to constitute major violations of workers' rights. Such infringements included: underpayment of work or failure to remunerate work contracted under

	labour law; failure to respect minimum wages; breach of working time regulations; and failure to provide holiday pay. RTV Slovenia is a public, non-profit radio and television broadcasting company. It operates in accordance with the 2005 Law on RTV Slovenia, and in compliance with Slovenia's 2001 Law on Media.
<ul style="list-style-type: none"> <li>Name(s) of industry organisations/bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	Labour Inspectorate of Slovenia – who conducted the inspection RTV Slovenia- who after been found in breach of the national work legislation, started a throughout internal reform of the human resource policy.
<ul style="list-style-type: none"> <li>Scope (regional, sectoral, national or cross-border)</li> </ul>	National
<ul style="list-style-type: none"> <li>Results</li> </ul>	
<b>The impact (complete relevant fields with quantitative/ qualitative information, where available)</b>	
<ul style="list-style-type: none"> <li>Social, economic and financial impact</li> </ul>	<p>The labour inspection conducted by the public authority, directly resulted in a human resource reform of the public broadcaster, having a significant social and economic impact. Notably, the new human resources policy of the RTV Slovenia was set based around four key principles:</p> <ul style="list-style-type: none"> <li>equal treatment between employees and contract workers;</li> <li>the definition of formal qualifications for employment (e.g. RTV journalists and workers should have reached certain levels of educational qualification degree or vocational diploma level);</li> <li>recruitment policies should be aligned with RTV staffing needs;</li> <li>the social situation of the workers should be taken into account.</li> </ul> <p>The HR plan included a downsizing of the number of employees, through the establishment of early retirement schemes. A thorough review of the situation of dependent self-employed workers took place. In the wake of this, the contractual arrangements of RTV with 434 workers have been revisited, in accordance with the new RTV HR strategy and with the social dialogue held with sectoral trade unions. Out of the 434 self-employed contracts, plans have included the requalification of 157 self-employed workers as employees, 53 self-employed workers were declared eligible for employee status but with a slightly lower professional grade and 58 self-employed workers were conditionally eligible for employee status, pending a skills upgrade through vocational training schemes. The regulation of other self-employed contracts, part-time contracts, interim work arrangements and student internships have been thoroughly reviewed in order to avoid any form of disguised employment relationship.</p>
<ul style="list-style-type: none"> <li>How it combats UDW</li> </ul>	The throughout inspection of the Labour Inspectorate over public

	companies- in this case the Public Broadcaster- directly resulted in a comprehensive reform to regularize employment contracts within the RTV Slovenia preventing bogus self-employment as well as other infringements of the labour legislation. Indirectly, it also influenced the legality in employment in other companies by setting an example of good practice in managing the workforce.
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly declared work including bogus self-employment into declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it prevents UDW</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it promotes declared work</li> </ul>	
<ul style="list-style-type: none"> <li>• Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>• Lessons learnt</li> </ul>	
<ul style="list-style-type: none"> <li>• Key conditions for success</li> </ul>	
<ul style="list-style-type: none"> <li>• Attention points for transfer</li> </ul>	
<ul style="list-style-type: none"> <li>• Hyperlink to further information, if available</li> </ul>	<a href="http://fia-actors.com/fileadmin/user_upload/News/Documents/2016/October/EN-Future-Work_2016.pdf">http://fia-actors.com/fileadmin/user_upload/News/Documents/2016/October/EN-Future-Work_2016.pdf</a> . p. 57

## 18 Sweden: Fair Working Conditions Among Third Country Migrant Workers in Wild Berry Picking

<b>The title of the success story (in English)</b>	<b>Fair Working Conditions for Third Country Migrant Workers in Wild Berry Picking</b>
<ul style="list-style-type: none"> <li>Country/countries</li> </ul>	Sweden
<ul style="list-style-type: none"> <li>Sector</li> </ul>	Wild berries
<ul style="list-style-type: none"> <li>Organisation(s)</li> </ul>	Swedish Municipal Workers' Union - Kommunal
<ul style="list-style-type: none"> <li>Objective</li> </ul>	To ensure fair working conditions and recruitment
<ul style="list-style-type: none"> <li>Short sentence summarising the story</li> </ul>	Collective agreements and labour inspections cover all third country migrant workers in wild berry picking.
<b>The story</b>	
<ul style="list-style-type: none"> <li>Description of how the measure/activity/tool/etc. operates in practice</li> </ul>	<p>Before travelling to Sweden, a citizen from a non-EU country has to apply and receive a working permit, some citizens also need a visa. When applying for a working permit concerning wild berry picking Kommunal must comment on the terms of employment before the Swedish Migration Agency can sign a working permit. Kommunal is also responsible for labour inspections including working conditions, pay and safety regulations.</p> <p>If a Swedish company decides to engage a recruitment agency or a foreign company they need to have a branch in Sweden. The employer/client in Sweden must guarantee the terms of employment applicable on the offer of employment.</p> <p>Employers who want to employ or engage a person to work in the berry picking industry must:</p> <ul style="list-style-type: none"> <li>Advertise the position in Sweden and within EU/EES and Switzerland for at least ten days (only Swedish companies, not foreign companies with a branch in Sweden);</li> <li>Offer terms of employment that are at least on the same level as Swedish collective agreements or that which is customary in your occupation or industry;</li> <li>Offer a monthly brut salary of at least SEK 13,000</li> <li>Fill out an offer of employment.</li> <li>Give the trade union concerned the opportunity to state its opinion about the terms of employment.</li> <li>Prove that the company payed salaries if it previously employed or engaged berry pickers.</li> <li>Demonstrate that the company can afford to pay the monthly salary (gross salary plus any social security contributions) even if the berry harvest is poor or the employee is unable to pick the required number of berries. For example, the company can show that it has liquid assets in the bank or the equivalent, overdraft</li> </ul>

	<p>facilities or bank guarantees (applies only to banks in the EU/EEA area or Switzerland). The company can also show a legally binding commitment from another financier or a guarantee that it has liquid assets. Income statements and balance sheets may be submitted as verification.</p> <p>Demonstrate that the company is able to provide guidance to the people it employs or hire in their work and organize transport, board, lodging and other practical matters in a manner that is customary for the industry. It has to outline its plan in writing.</p> <p>Present all costs for which the person employed or hired is liable.</p> <p>Produce a documentation to certify that it has informed about the job, the terms of employment offered, legal right of access to private land and traffic regulations in Sweden.</p>
<ul style="list-style-type: none"> <li>• New or innovative element</li> </ul>	<p>It is an example of a new collaboration between the Swedish Migration Agency and Kommunal concerning the terms of employment and the companies' abilities to pay for wages and ensuring fair working conditions.</p>
<ul style="list-style-type: none"> <li>• Context driving its implementation</li> </ul>	<p>The lack of regulations concerning employers' ability to pay wages for the migrant workers and the problem for trade unions to regulate the terms of employment. One year an employer left the country without paying the workers' wages leaving them stranded in Sweden for several months. Without a collective agreement the workers are not guaranteed a state payment after bankruptcy.</p>
<ul style="list-style-type: none"> <li>• Name(s) of industry organisations/bodies/ authorities involved (names can remain anonymous if explicitly requested). Indicate respective roles, including lead entity.</li> </ul>	<p>Kommunal a trade union with representatives on national, regional and local level.</p> <p>The Swedish Migration Agency.</p>
<ul style="list-style-type: none"> <li>• Scope (regional, sectoral, national or cross-border</li> </ul>	<p>National</p>
<ul style="list-style-type: none"> <li>• Results</li> </ul>	<p>Fair working condition, pay according to terms of employment and labour inspections.</p>
<p><b>The impact (complete relevant fields with quantitative/ qualitative information, where available)</b></p>	<p>About 4,000 labour migrants face fair working conditions according to collective agreements and standards on the labour market.</p>
<ul style="list-style-type: none"> <li>• Social, economic and financial impact</li> </ul>	<p>About 4.000 labour migrants receive fair pay according to collective agreement within the sector.</p>
<ul style="list-style-type: none"> <li>• How it combats UDW</li> </ul>	<p>The ability for Kommunal to review and advice the Swedish Agency of Migration on the terms of employment is crucial for the migrant workers working conditions.</p>
<ul style="list-style-type: none"> <li>• Extent to which it brings UDW in its various forms and falsely/wrongly</li> </ul>	<p>The regulation makes the employers known and accessible for labour inspections. This also includes recruitment agencies.</p>

declared work including bogus self-employment into declared work	
<ul style="list-style-type: none"> <li>Extent to which it prevents UDW</li> </ul>	All personnel need a working permit and the employer needs to guarantee their salaries before the Swedish Migration Agency approves the working permit.
<ul style="list-style-type: none"> <li>Extent to which it promotes declared work</li> </ul>	The employers need a good relationship with the trade union. If the company fails to fulfil its terms of engagement its ability to employ migrant workers the next season is strictly limited. Also each year the Swedish Migration Agency do a follow up and improve its methods.
<ul style="list-style-type: none"> <li>Extent to which it drives changes in behaviour of costumers/consumers, workers and employers</li> </ul>	Today consumers can buy Fair berries in the store. Also the food industry wants to do well and to sell fair products. Kommunal has learned new methods in meeting with and developing relations with employers/employees within the sector. The trade union has also introduced a new type of membership for seasonal workers.
<b>The learning points</b>	
<ul style="list-style-type: none"> <li>Lessons learnt</li> </ul>	Kommunal's local trade union representatives are a driving force within fair recruitment and working conditions for non-EU citizens. The trade union needs the government's help in developing and implementing regulations to safeguard fair working conditions for all workers on the Swedish labour market.
<ul style="list-style-type: none"> <li>Key conditions for success</li> </ul>	A good partnership between the social partners and agencies. A mutual respect between employers and trade union representatives. Information about the terms of employment to the migrant worker before their decision to apply for a working permit and during their stay in Sweden.
<ul style="list-style-type: none"> <li>Attention points for transfer</li> </ul>	The collective agreement model and a strong trade union that can deliver labour inspections.
<ul style="list-style-type: none"> <li>Hyperlink to further information, if available</li> </ul>	<p>Kommunal (2017), Information "Your rights as a berry picker in Sweden" <a href="https://www.kommunal.se/dina-rattigheter-som-barplockare-i-sverige-your-rights-berry-picker-sweden">https://www.kommunal.se/dina-rattigheter-som-barplockare-i-sverige-your-rights-berry-picker-sweden</a></p> <p>Kommunal, bloggs by Anna Spånt Enbuske, <a href="http://blogg.kommunal.se/utredare/2014/05/16/vem-har-plockat-baren/">http://blogg.kommunal.se/utredare/2014/05/16/vem-har-plockat-baren/</a> and <a href="http://blogg.kommunal.se/utredare/2016/01/25/ett-daligt-barar-kommer-det-inte-att-bara-sig/">http://blogg.kommunal.se/utredare/2016/01/25/ett-daligt-barar-kommer-det-inte-att-bara-sig/</a>The Swedish Migration Agency with information about the regulations, <a href="https://www.migrationsverket.se/English/Other-operators-English/Employers/Special-rules-for-certain-occupations-and-citizens-of-certain-countries/Berry-pickers.html">https://www.migrationsverket.se/English/Other-operators-English/Employers/Special-rules-for-certain-occupations-and-citizens-of-certain-countries/Berry-pickers.html</a></p> <p>A Case Study of Thai migrant workers exploited in Sweden, (ILO, 2012) <a href="http://www.google.se/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=10&amp;cad=rja&amp;uact=8&amp;ved=0ahUKEwi11ZbX8J WAhVnDZoKHSu7DcQQFghoMAk&amp;url=http%3A%2F%2Fwww.ilo.org%2Fwcm%2Fgroups%2Fpublic%2F---asia%2F---ro-bangkok%2F---ilo-manila%2Fdocuments%2Fpublication%2Fwcm%2F182264.pdf&amp;usg=AFQjC NEufa4Mid3LRM-WxVQuKhqOUu4ckw">http://www.google.se/url?sa=t&amp;rct=j&amp;q=&amp;esrc=s&amp;source=web&amp;cd=10&amp;cad=rja&amp;uact=8&amp;ved=0ahUKEwi11ZbX8J WAhVnDZoKHSu7DcQQFghoMAk&amp;url=http%3A%2F%2Fwww.ilo.org%2Fwcm%2Fgroups%2Fpublic%2F---asia%2F---ro-bangkok%2F---ilo-manila%2Fdocuments%2Fpublication%2Fwcm%2F182264.pdf&amp;usg=AFQjC NEufa4Mid3LRM-WxVQuKhqOUu4ckw</a></p>