


Training for social partners on undeclared work

Cyprus

	<p>Summary</p> <p>Since 2017 the Labour Inspectorate organises training on an annual basis to inform social partners on the issue of undeclared work, relevant legislation, and measures to tackle undeclared work. Some trainees, in turn, agree (voluntarily) to provide similar training to the members of their own organisations as well as share information on suspected cases of undeclared work with the Labour Inspectorate.</p>
<p>Title of the practice in original language</p>	<p><i>n/a</i></p>
<p>Name(s) of authorities/bodies/organisations involved</p>	<ul style="list-style-type: none"> ▶ Cyprus Labour Inspectorate (Υπηρεσία Επιθεωρήσεων)
<p>Sectors</p>	<p>All</p>
<p>Target groups</p>	<ul style="list-style-type: none"> ▶ Trade unions (directly targeted); ▶ Employers' organisations (directly targeted).
<p>Purpose of measure</p>	<p>Changing attitudes: awareness raising</p>


	<p>Aims and objectives</p> <p>The aim of the activity is to increase knowledge of undeclared work practices, to raise awareness, and to increase communication between the Labour Inspectorate, social partners, employers, and employees.</p>
<p>Background context</p>	<ul style="list-style-type: none"> ▶ The practice was introduced against a high number of undeclared workers, particularly in the hotel, restaurant and catering (HORECA) sector; ▶ It arose from a need to improve cooperation between the Labour Inspectorate, trade unions, and employers' organisations; ▶ Social dialogue is a key component of Cyprus' approach to tackle undeclared work;



	<ul style="list-style-type: none"> ▶ Training was first introduced in 2017. Due to positive feedback by social partners, it was decided to provide training sessions every year.
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ To provide information to, and raise awareness among, trade unions and employers' organisations about undeclared and under-declared work. <p>Specific Objectives:</p> <ul style="list-style-type: none"> ▶ To improve existing cooperation among all stakeholders involved based on the common aim of shifting undeclared work to declared work; ▶ To provide a clear understanding of existing regulations and measures concerning undeclared work; ▶ To support the role of the Labour Inspectorate through continuous cooperation with social partners as they provide insights and updates on suspected cases of undeclared work.
<p>Main activities</p>	<ul style="list-style-type: none"> ▶ According to the training programme, five training events are held annually for each social partner organisation; <ul style="list-style-type: none"> ▷ Three training sessions (one session per trade union per year) for the three largest trade unions i.e., for Pancyprian Federation of Labour (<i>Παγκύπρια Εργατική Ομοσπονδία</i>) (<i>ΠΕΟ</i>), Cyprus Workers Confederation (<i>Συνομοσπονδία Εργαζομένων Κύπρου</i>) (<i>ΣΕΚ</i>), and Democratic Labour Federation of Cyprus (<i>Δημοκρατική Εργατική Ομοσπονδία Κύπρου</i>) (<i>ΔΕΟΚ</i>); ▷ Two training events for employers' organisations.¹ ▶ In some cases social partners are invited to participate in additional training seminars focused on specific sectors. For example, in September 2021 the Labour Inspectorate hosted a seminar focused on tackling undeclared work in the HORECA sector. ▶ During the seminars participants receive training on the following aspects; <ul style="list-style-type: none"> ▷ The main provisions of social security and labour law; ▷ Designing and implementing activities to raise awareness about the negative impacts of undeclared work;



	<ul style="list-style-type: none"> ▷ Identifying undeclared work; ▷ Reporting undeclared work practices. ▶ Some of the trainees become representatives (voluntarily) to implement training for the members (employers/employees) of their own organisations. Representatives also collect information on undeclared work from members of their own organisation who attend training sessions and channel this information to the Labour Inspectorate.
<p>Funding/organisational resources</p>	<ul style="list-style-type: none"> ▶ Training is designed and implemented by the Labour Inspectorate. No extra funding is being used to carry out the annual training plan. All funding comes from the budget of the Labour Inspectorate. ▶ The Labour Inspectorate provides conceptual support and expertise on undeclared work and related topics if requested by a social partner who is carrying out similar training with their own members.

	<p>Outcomes</p> <p>An internal evaluation completed by training participants was very encouraging as it showed that the training was effective in increasing their knowledge of undeclared work. Since the training events began, more than 260 people have participated in the events.</p>
<p>Achievement of objectives</p>	<ul style="list-style-type: none"> ▶ Around 200 participants from trade unions and 60 participants from employers' organisations have received direct training from the Labour Inspectorate; ▶ During training carried out by social partners, information leaflets are distributed to employees to inform them of their rights and to employers to inform them about their rights and obligations. This practice, in combination with other measures (i.e., introduction of legislation to tackle undeclared work, higher fines for engagement in undeclared work), are directly associated with the decrease of undeclared work in recent years. For example, undeclared work in the HORECA sector in 2017 was estimated around 40% and dropped to 9% in 2020.ⁱⁱ
<p>Lessons learnt and success factors</p>	<ul style="list-style-type: none"> ▶ Training social partners on the issue of undeclared work, and in turn receiving information and feedback from social



	<p>partners on issues involving undeclared work, increases awareness as well as improves prevention;</p> <ul style="list-style-type: none"> ▶ Successful cooperation between all stakeholders concerned can be fundamental to effectively identify and trace potentially undeclared workers.
Transferability	<ul style="list-style-type: none"> ▶ For training to be successfully transferable, Labour Inspectorates must invest their time and skills in preparing training events which will share the most up-to-date and best knowledge available with the participants; ▶ Constant cooperation between Labour Inspectorates and social partners is necessary to build trust and improve the exchange of information.

Further information

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Useful sources and resources	<p>Law on the establishment and operation of department of labour relations (Περί σύστασης και λειτουργίας Υπηρεσιών Επιθεωρήσεων):</p> <p>http://www.cylaw.org/nomoi/enop/non-ind/2020_1_88/full.html</p> <p>Department of Labour Relations (Τμήμα Επιθεώρησης Εργασίας):</p> <p>http://www.mlsi.gov.cy/mlsi/dli/dliup.nsf/pagem5_gr/pagem5_gr?OpenDocument</p>

ⁱ Cyprus Employers and Industrialists Federation (Ομοσπονδία Εργοδοτών και Βιομηχάνων Κύπρου) (OEB) and Chamber of Commerce and Industry (Κυπριακό Εμπορικό και Βιομηχανικό Επιμελητήριο) (KEBE)

ⁱⁱ No official data is published but this was indicated by Andis Apostolou, Director of the Labour Inspectorate during his presentation at the Platform seminar ‘Tackling undeclared work in the HORECA sector’, 16 September 2021.