



# Road map to implement a holistic integrated strategic approach towards tackling undeclared work

Greece

	<p><b>Summary</b></p> <p>The “Road map to implement a holistic integrated strategic approach towards tackling undeclared work in Greece” (hereafter the Road Map) was established in 2016 through a tripartite agreement between the Greek government, the International Labour Organisation (ILO) and social partners. The framework of the Road Map enables successful collaboration and joint activities among different stakeholders, with the aim of tackling undeclared work.</p>
<p><b>Title of the practice in original language</b></p>	<p>N/A</p>
<p><b>Name(s) of authorities/bodies/organisations involved</b></p>	<ul style="list-style-type: none"> <li>▶ Hellenic Labour Inspectorate (SEPE)</li> <li>▶ Labour Employment Office (OAED)</li> <li>▶ Independent Authority for Public Revenue (IAPR-AADE)</li> <li>▶ Single Social Security Institution (EFKA)</li> <li>▶ Regional (Social) Security Audit Centres (PEKA)</li> <li>▶ Social partners representing employees and companies</li> </ul>
<p><b>Sectors</b></p>	<p>All</p>
<p><b>Target groups</b></p>	<ul style="list-style-type: none"> <li>▶ Labour inspectors and other stakeholders involved in the fight against undeclared work (directly targeted);</li> <li>▶ Companies and employers (indirectly targeted).</li> </ul>
<p><b>Purpose of measure</b></p>	<p>Deterrence: improve detection</p>


	<p><b>Aims and objectives</b></p> <p>The Road Map aims to contain a balanced regulatory and policy framework for preventive and deterrent measures with the purpose of tackling undeclared work through cooperation and joint actions</p>
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	<p>between labour inspectorates, social partners and other relevant stakeholders.</p>
<p><b>Background context</b></p>	<p>The Greek Government, the ILO and the social partners have produced a report on the Diagnosis of Undeclared Work in Greece, as part of a project funded by the European Commission, on “Supporting the transition from informal to formal economy and addressing undeclared work in Greece”. The report was endorsed by the Greek Government and the social partners in a high-level tripartite validation meeting held on 6 July 2016.</p> <p>The validated report provides a set of policy recommendations that reflects the vision of a balanced approach combining incentives with compliance measures.</p> <p>As a next step to the tripartite agreement, a Road Map for addressing undeclared work in Greece was designed through tripartite dialogue. <sup>i</sup></p>
<p><b>Key objectives of the measure</b></p>	<p><b>General Objective:</b></p> <ul style="list-style-type: none"> <li>▶ The Road Map aims to contain a balanced regulatory and policy framework for preventive and deterrent measures that facilitate the transition to the formal economy and tackle undeclared work.</li> </ul>
<p><b>Main activities</b></p>	<p>The Road Map to tackle undeclared work is an integrated holistic approach based on social dialogue and utilising the full range of direct and indirect measures by concurrently pursuing both enforced compliance and voluntary cooperation.</p> <p>The two <b>critical elements of the Road Map</b> are:</p> <ul style="list-style-type: none"> <li>▶ The need of identifying and setting up the tripartite social dialogue body and drawing on the appropriate legal provisions, the responsibility for policy design, overview and assessment of the Road Map aiming at tackling undeclared work in Greece.</li> <li>▶ The technical need for interoperability of data bases for data mining and the exchange of data between the Ministry of Labour, the Ministry of Finance and General Secretariat of Public Revenues (GSPR). This is an essential requirement for the holistic integrated strategic approach. Beyond the technical interoperability of the data bases, the operators of these data bases should also become able to cooperate and coordinate between them to allow the productive use of the data bases in the design and implementation of the holistic integrated strategic approach towards tackling undeclared work in Greece.<sup>ii</sup></li> </ul>



	<p>The <b>main characteristics of the Road Map</b> are:</p> <ul style="list-style-type: none"> <li>▶ The Road Map is a project management activity describing a sequence of processes and their interrelations.</li> <li>▶ The objective is to identify actions which will enable the implementation of a holistic integrated strategic approach of tackling undeclared work and will support the fight against undeclared work through a sequence of inter-related actions.</li> <li>▶ The aim is to provide continuity and consistency in policy making and policy measures.<sup>iii</sup></li> </ul>
<p><b>Funding/organisational resources</b></p>	<ul style="list-style-type: none"> <li>▶ The project on “Supporting the transition from informal to formal economy and addressing undeclared work in Greece” was funded by the European Commission.</li> </ul>

	<p><b>Outcomes</b></p> <p>The Road Map and legislative framework enabled enhanced social dialogue and facilitated consultation, negotiation and joint actions among authorities and social partners.</p>
<p><b>Achievement of objectives</b></p>	<p>Several actions were developed in the framework of the Road Map. A pilot project took place between May and October 2017, during which targeted and joint inspections were held in a collaborative effort between the Labour Inspectorate (SEPE) (as a coordinator), the Unified Social Security Institution (EFKA), the Financial and Economic Crime Unit (SDOE), the Financial Police, and with support from social partners such as the Athens Labour Union Organisation (EKA).</p> <p>Joint activities included exchange and cross-check of data between the four public bodies, as well as joint inspections in which two inspectors carried out the actual check accompanied by two representatives of the social partners.</p> <p>A total of 1 667 businesses were inspected, resulting in 508 penalties in the amount of EUR 4 187 726. The infringements were related to irregularities concerning 934 workers.</p> <p>The social partners also organised training for inspectors on undeclared and under-declared work and issued joint press releases</p>



<p><b>Lessons learnt and success factors</b></p>	<ul style="list-style-type: none"> <li>▶ It is crucial to have central strategic coordination and programming of activities for all inspection bodies.</li> <li>▶ The involvement of multiple actions and combination of activities - using a range of measures in parallel - is also important.</li> <li>▶ Conducting risk analysis for targeting - focusing of resources on the areas of greatest need - can improve success rates and can lead to efficient and cost-effective inspections.</li> <li>▶ The contribution of social partners supported the strategic planning and dissemination of the activities. Collaboration with social partners can create new perspectives for playing a key role to enhance voluntary compliance of the stakeholders.</li> </ul>
<p><b>Transferability</b></p>	<p>To implement a similar approach, political support and a relevant legislative framework are paramount.</p> <p>In Greece, the legislative framework aims to enhance social dialogue, and facilitate joint actions among authorities and social partners. Legislation provides trade unions with the right to be present during inspections carried out by the competent bodies of the Ministry of Labour, submit their observations, and mediate labour disputes between employers and employees.<sup>iv</sup></p>

### Further information

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<p><b>Useful sources and resources</b></p>	<p>Road Map for Fighting Undeclared Work in Greece, Policy brief (ILO)</p>

<sup>i</sup> Presentation on the roadmap for tackling undeclared work in Greece. Available at: <https://ec.europa.eu/social/BlobServlet?docId=17495&langId=en>

<sup>ii</sup> Road Map for Fighting Undeclared Work in Greece, Policy brief (ILO). Available at: <https://ec.europa.eu/social/BlobServlet?docId=18379&langId=en>

<sup>iii</sup> Presentation on the roadmap for tackling undeclared work in Greece. Available at: <https://ec.europa.eu/social/BlobServlet?docId=17495&langId=en>

<sup>iv</sup> Act No. 1264/82, respecting the democratisation of the trade union movement and the protection of workers' trade union freedoms. Available at: [https://www.ilo.org/dyn/natlex/natlex4.detail?p\\_lang=&p\\_isn=10259](https://www.ilo.org/dyn/natlex/natlex4.detail?p_lang=&p_isn=10259)