

National training centres for labour inspectors

France, Poland, Romania, Spain



Summary

This fiche provides an overview of four national training centres in France, Poland, Romania and Spain for labour inspectors and other public servants operating in the field of employment. The training centres aim to build institutional capacity and strengthen the competencies of labour inspectors and other relevant staff in order to enable them to better tackle undeclared work (among other things).


Title of the practice in original language

- ▶ **France:** National Institute of Labour, Employment and Vocational Training (*Institut National du Travail, de l'Emploi et de la Formation Professionnelle - INTEFP*).
- ▶ **Poland:** Training centre of the National Labour Inspectorate (*Ośrodek Szkolenia Państwowej Inspekcji Pracy*).
- ▶ **Romania:** Training and Professional Development Centre of the Labour Inspectorate (*Centrul de pregătire și perfecționare profesională al Inspecției Muncii - CPPPIM*).
- ▶ **Spain:** The Labour and Social Security Inspectorate School (*Escuela de la Inspección de Trabajo y Seguridad Social*).

Name(s) of authorities/bodies/organisations involved

- ▶ **France:** Ministry of Labour, Employment and Economic Inclusion (*Ministère du Travail, du Plein emploi et de l'Insertion*).
- ▶ **Poland:** National Labour Inspectorate (*Państwowa Inspekcja Pracy*).
- ▶ **Romania:** Labour Inspection (*Inspecția Muncii*), Ministry of Labour and Social Solidarity (*Ministerul Muncii și Solidarității Sociale*).
- ▶ **Spain:** Ministry of Labour and Social Economy (*El Ministerio de Trabajo y Economía Social (MITES)*) and Labour and Social Security Inspectorate (*Inspección de Trabajo y Seguridad Social (ITSS)*).

Sectors	All			
Target groups	Country	National Labour Inspectorate (inspectors, staff)	Ministry of Labour (public agents, staff)	Other staff or public authorities
	France	✓	✓	✓
	Poland	✓		
	Romania	✓	✓	✓
	Spain	✓		
Purpose of measure	Capacity building			

	Aims and objectives The main objectives of the national training centres are to build institutional capacity and strengthen the competencies of the relevant enforcement authorities by facilitating initial and/or continuous training and professional development of staff.	
Background context	France	The National Institute of Labour, Employment and Vocational Training (INTEFP) was originally created in 1975. In 2006 it became a Public Administrative Establishment (EPA) under the supervision of the Ministry of Labour. The mission of the INTEFP is defined by Decree No. 2005-1555 of December 13, 2005 ⁱⁱ relating to the National Institute of Labour, Employment and Vocational Training.

	<p>Poland</p>	<p>The Training Centre of the National Labour Inspectorate is an organisational unit of the National Labour Inspectorate, operating in accordance with the Act of 13 April 2007ⁱⁱⁱ(Journal of Laws No. 89, item 598, as amended) and the Organisational Regulations of the Centre granted by the Chief Labour Inspector.</p> <p>The tasks of the Centre include training for the staff of the National Labour Inspectorate and disseminating knowledge and information, as well as consultancy in the field of labour protection.</p>
	<p>Romania</p>	<p>The Training and Professional Development Centre (CPPPIM) was established through Government Decision 537 /2001^{iv} (since modified and updated). The centre operates under the supervision of the Ministry of Labour and Social Protection and works with territorial labour inspectorates and independent experts.</p> <p>In order to develop its capacity, the centre has signed partnership agreements with technical universities from Bucharest, Timisoara, Brasov, Iasi and Oradea. University professors help shape post- university classes and provide additional technical and pedagogical competences.</p> <p>In 2004 the training centre became a member of the International Network of Training Institutes in the field of Labour (RIIFT) which was created in 2002 by the ILO's International Training Centre.</p>
	<p>Spain</p>	<p>The ITSS School was created by Royal Decree No 1223 of 17 July 2009^v with the aim of providing labour inspectors and other public servants with a high degree of technical expertise in different areas. This initiative came in response to challenges such as changes in labour and social security legislation, new trends in undeclared work, and evolving technology that impacted on the labour market.^{vi}</p>
<p>Key objectives of the measure</p>	<p>General Objective:</p> <ul style="list-style-type: none"> ▶ The four national training centres have as an overall objective to strengthen the capacity of relevant enforcement authorities by facilitating initial and/or continuous training and professional development. 	



Specific Objectives:

France	<ul style="list-style-type: none">▶ To provide initial and/or continuing professional training of labour inspectors, civil servants and public officials carrying out activities in the fields of labour, employment and vocational training.▶ To implement national, European and international partnership and cooperation actions with other public or private bodies in its fields of competence.▶ To contribute to monitoring, research and dissemination work on changes in the areas of work, employment and vocational training.
Poland	<ul style="list-style-type: none">▶ To provide training and development activities for the staff of the National Labour Inspectorate.▶ To disseminate knowledge and information, as well as advice in the field of social protection and work culture.
Romania	<ul style="list-style-type: none">▶ To provide training and development activities for the staff of the Labour Inspection and Ministry of Labour;▶ To contribute to the promotion of decent work in Member States, in line with the objective of the European Social Agenda;▶ To better target actions in the field of employment.
Spain	<ul style="list-style-type: none">▶ To combat undeclared work and social fraud through continuous training and professional development of staff to improve their skills;▶ To monitor compliance with labour and social security legislation and to reduce workplace accidents;▶ To guarantee equality and non-discrimination of women and disabled persons.

Main activities

General

The training centres provide in general a range of activities such as:

- ▶ General initial or continuous training according to the level, competences and certifications required by labour inspectors;
- ▶ Providing specific training activities responding to needs e.g. a focus on using specific IT tools or legislative changes.
- ▶ Developing and maintaining partnerships with other administrations – occasionally through shared events.

More detail on each country:

France	<ul style="list-style-type: none"> ▶ Providing initial training for labour inspectors - category A - for a statutory duration of 18 months and for labour controllers - category B - for a statutory duration of 20 weeks alternating over a period of one year; ▶ Providing continuous training for all agents of the Ministry of Labour, Employment, Vocational Training and Social Dialogue, whether they are in the central administration or in the decentralised services; ▶ Providing inter-ministerial training in the field of occupational health and safety and inter-institutional training on illegal work; ▶ Implementing partnership and cooperation actions at the national and international levels with administrations and public institutions in the fields of work, employment and vocational training;
Poland	<ul style="list-style-type: none"> ▶ Conducting the training sessions of the inspector's apprenticeship; ▶ Participating in designing, planning, and conducting specialist training for the staff of the National Labour Inspectorate; ▶ Participating in shaping social dialogue by organising and conducting preventive training for social labour inspectors and other employee groups as well as trade union social partners;



	<ul style="list-style-type: none"> ▶ Disseminating knowledge and information in the field of protection and work culture, participating in the organisation of information and promotion projects, and prevention programmes of the National Labour Inspectorate; ▶ Creating a base of qualified lecturers in the field of labour protection and supporting their development; ▶ Providing organisation and co-organisation of national and international seminars and conferences of the National Labour Inspectorate.
Romania	<ul style="list-style-type: none"> ▶ Organising and conducting professional training courses in the field of labour relations and occupational safety and health (OSH) for the staff of Labour Inspection and the Ministry of Labour. There are four types of training programs: initiation, improvement, specialisation and qualification. ▶ Issuing recognition certificates; ▶ Providing specialised assistance to the development of regulations in the field of labour relations and OSH; ▶ Establishing collaborative relationships with relevant training institutions (at national and international levels); ▶ Developing IT applications necessary for professional training in the fields of labour relations and OSH, as well as editing, printing and marketing specialised publications; ▶ Organising scientific events (e.g., round tables, colloquiums, workshops, symposia, exchanges of experience).
Spain	<ul style="list-style-type: none"> ▶ Providing research analysis, research and reflection on new trends, focusing on the objectives of the ITSS; ▶ Providing initial training including organising, promoting and guiding the initial training for new starters at the ITSS; ▶ Providing continuous training such as delivering and evaluating the continuous training courses and activities for ITSS staff. The areas of continuous training include, for example, administration and legal procedures; new technologies and computing; prevention of occupational risks and labour relations etc. The training programmes are developed and updated each year.

Funding/organisational resources

The activities of the four training centres are funded by the respective national governments in line with the relevant legislation. The organisational resources used by the four centres vary according to the setting of each country/organisation.

France	▶ The INTEFP is made up of a head office located in Marcy-l'Étoile (next to Lyon) and six Interregional Training Centres (CIF) located in Bordeaux, Lille, Montpellier, Nancy, Nantes and Paris.
Poland	▶ The Training Centre of the National Labour Inspectorate comprises two facilities: (i) a didactic and office building, commonly referred to as 'School'; and (ii) accommodation and catering building Historically named 'Park Hotel'.
Romania	▶ The facilities of the CPPPIM are equipped with modern classrooms, adequate and ergonomic furniture, video projects etc. At the time of writing, there are nine members of staff working at the centre. Independent experts are also involved as needed.
Spain	▶ At the time of writing there are 11 people working at the School. The ITSS School has its own premises in Madrid, at a separate location to the labour inspectorate.



Outcomes

The four national training centres have positively contributed to improving the capabilities of relevant public servants, including labour inspectors, enabling them to tackle undeclared work more effectively.

Achievement of objectives

The four national training centres have strengthened the capacity of the relevant authorities by positively contributing to improved capabilities among labour inspectors and other staff, which has led to the provision of a more efficient public service for citizens.

France	<p>Key figures in in 2020^{vii}:</p> <ul style="list-style-type: none"> ▶ 646 agents registered for online training ▶ 38 public service schools networked with the Institute ▶ 21 partners in the framework of international cooperation (16 countries and 5 organisations) ▶ 8,290 trainees trained over the year ▶ 27,370 intern days
Poland	<ul style="list-style-type: none"> ▶ Training for new labour inspectors is an intensive one-year theoretical and practical training aiming to prepare them to perform the basic tasks of a labour inspector by providing them with knowledge, developing their skills and shaping the right attitudes. During the training, 700 hours of lectures and exercises are carried out. Each inspector, regardless of their education and professional background, can fully and independently perform the required tasks of a labour inspector on conclusion of the training.
Romania	<ul style="list-style-type: none"> ▶ As part of its training strategy the Centre has organised various courses in the field of law, accounting, public relations, human resources, OSH, labour relations, IT etc., attended by over 2000 staff from the Ministry of Labour, the Labour Inspectorate and its territorial branches. ▶ During 2019 the CPPPIM conducted 47 training activities (related to various topics), covering 715 trainees across the country. ^{viii} ▶ The activities undertaken by the CPPPIM have strengthened the organisation's reputation as a leader in this area.

	<p>Spain</p> <ul style="list-style-type: none"> ▶ Between August 2018 and June 2019, 2035 students completed courses at the ITSS School, with some students attending several courses. In 2018 there were 2209 students, of whom 65.14 % were women and 34.86 % were men. A total of 122 courses were organised in 2018, out of which 47 were at a centralised level, 44 were at territorial level and 31 at provincial level.
<p>Lessons learnt and success factors</p>	<p>Overall, the activities of the training centres have increased the quality of training and professional development actions.</p> <p>One of the factors that positively contributes to the progress of the training centres is continuous research and monitoring of new trends in terms of undeclared work, keeping the courses relevant.</p> <p>Other inputs helping the training centres to stay current and relevant include the use of new technologies, adequate equipment and improved teaching methodologies.</p> <p>Working in close partnership with other stakeholders (at national and international level) can also enrich the capabilities of labour inspectors and other staff, leading to increased institutional capacity.</p>
<p>Transferability</p>	<p>National training centres for labour inspectors and/or other public servants can be implemented in other Member States, provided a regulatory framework is in place. Political will and adequate funding are essential.</p>

Further information

Contact

France: Contact form: <https://www.intefp.travail-emploi.gouv.fr/contact>

Poland: biuro@os.pip.gov.pl



	<p>Romania: secretariat@cphpim.ro</p> <p>Spain: Direccion_escuela@mitramiss.es</p>
Useful sources and resources	<p>France: National Institute of Labour, Employment and Vocational Training: https://www.intefp.travail-emploi.gouv.fr/</p> <p>Poland: Training centre of the National Labour Inspectorate: http://www.ospip.pl/</p> <p>Romania: Training and Professional Development Centre of the Labour Inspectorate: https://cphpim.ro/</p> <p>Spain: Royal Decree 1223/2009, of July 17, regarding the establishment of the School: https://www.boe.es/buscar/doc.php?id=BOE-A-2009-11933.</p>
Metadata and keywords for online search	<p>France; Poland; Romania; Spain; training centres; capacity building; labour inspectors; continuous training; professional development; skills development</p>

ⁱ <https://www.intefp.travail-emploi.gouv.fr/>

ⁱⁱ <https://www.legifrance.gouv.fr/loda/id/JORFTEXT000000786689>

ⁱⁱⁱ <https://isap.sejm.gov.pl/isap.nsf/DocDetails.xsp?id=WDU20220001614>

^{iv} <https://legislatie.just.ro/Public/DetaliuDocument/29017>

^v <https://www.global-regulation.com/translation/spain/1443121/royal-decree-1223---2009-of-17-july%252c-which-created-the-school-of-the-inspection-of-labour-and-social-security.html>

^{vi} Good practice fiche - Spain: The Labour and Social Security Inspectorate School, available at: <https://www.ela.europa.eu/sites/default/files/2021-09/ES-ITSS%20School.pdf>

^{vii} <https://www.intefp.travail-emploi.gouv.fr/institut/presentation>

^{viii} <https://cphpim.ro/institutie/rapoarte-de-activitate/44-analiza-financiar-contabila-a-veniturilor-si-cheltuielilor-2019.html>