



AGENDA

Meeting of the European Platform tackling undeclared work

16-17 April 2024

Location: ELA, Bratislava and online

<https://meeting.interactio.com/ggxs-ng3u-eeeh>

Interpretation provided from/to DE, ES, EN, FR, IT and PT

(Workshops 2 and 4 will be provided without interpretation)

16 April 2024: Thematic day: Approaches to encourage and support compliance by employers

9.00 – 9.30	Registration
9:30 – 9.40	<p>Welcome and short introduction by ELA</p> <ul style="list-style-type: none"> • Document 1: Draft agenda • Document 2: Discussion paper. Fostering Employers' Compliance: Strategies to Tackle Undeclared Work
9.40 – 10.20	<p>Approaches to encourage and support compliance by employers</p> <ul style="list-style-type: none"> • Fostering Employers' Compliance: Strategies to Tackle Undeclared Work, <i>University of Bucharest, Romania, Faculty of Business and Administration; University of Tirana-Faculty of Economic, Albania</i> <p>Q&A</p>
10.20 – 10.50	Coffee break
10.50 – 12.15	<p>Two workshops in parallel:</p> <p>Workshop 1 (<i>provided with interpretation – hybrid</i>): unintentional non-compliance and making it easier and beneficial for employers to operate in declared economy to promote voluntary compliance including education and awareness raising.</p> <p>Workshop 2 (<i>provided without interpretation - only for physical participants</i>): Intentional non-compliance: how to prevent it and improve the ease and benefits for employers to operate in declared economy and promote voluntary compliance</p> <p><i>These parallel workshops aim to explore measures to stimulate employers to comply and campaigns to inform suppliers of undeclared work of the risks and costs of working undeclared, of public information on the work and achievements of the authorities and measures to improve labour, tax and/or social security law knowledge. Due diligence principle as a basic step in the soft measures when tackling undeclared work will also be explored.</i></p>

	<p>Guiding questions for discussion for parallel workshop 1 on unintentional non-compliance</p> <ul style="list-style-type: none"> ➤ Can you provide instances during inspections where employers demonstrated unintentional non-compliance, despite their efforts to adhere to state regulations? ➤ What are the primary reasons that lead to unintentional non-compliance among employers? ➤ Did you observe any difference in unintentional non-compliance between big corporations and SMEs/microbusinesses? ➤ What measures do you believe could enhance employers' compliance, moving away from unintentional non-compliance? Should there be policies targeted specifically to SMEs? <p>Guiding questions for discussion for parallel workshop 2 on intentional non-compliance</p> <ul style="list-style-type: none"> ➤ How do you differentiate between unintentional and intentional non-compliance? Are there cases where making this distinction is difficult/requires more time/information/analysis? ➤ What are the primary reasons that lead to intentional non-compliance among employers? ➤ Did you observe any difference in intentional non-compliance between big corporations and SMEs/micro businesses? ➤ What measures do you believe could enhance employers' compliance, moving away from intentional non-compliance? Should there be policies targeted specifically to SMEs?
12.15 – 13.35	Lunch break
13.35 – 15.00	<p>Two workshops in parallel: Workshop 3 (<i>provided with interpretation – hybrid</i>) and workshop 4 (<i>provided without interpretation - only for physical participants</i>) on the same topic: Building (vertical) trust between employers and enforcement authorities by modernising enforcement authorities. Building (horizontal) trust among employers as competitors in a competitive environment</p> <p><i>These parallel workshops aim to explore solutions and measures of how to improve (vertical) trust between enforcement authorities and stakeholders. To improve the trust in government of citizens, workers, employers and businesses and prevent participation in undeclared work, it is important to modernise formal institutions by making them more customer-friendly and approachable, fair, and just. Businesses, employers, workers, and citizens often do not adhere to the formal rules, when they do not feel that this is the case. Developing modern, professional, and responsive enforcement authorities is necessary to build trust in government and is a way forward.</i></p> <p><i>During these workshops we will also discuss (horizontal) trust among competing employers and how to tackle the lack of it.</i></p> <p>Guiding questions for discussion for parallel workshops 3 & 4</p> <p>Vertical trust</p> <ul style="list-style-type: none"> ➤ How do you perceive the current level of trust of employers in your enforcement authorities? ➤ What are some common challenges or factors that hinder the establishment of trust between employers and enforcement authorities? ➤ What strategies or approaches have proven effective in fostering trust between employers and enforcement authorities, and how can these be applied to encourage compliance?

	<p>Horizontal trust</p> <p><i>Addressed primarily to enforcement authorities:</i></p> <ul style="list-style-type: none"> ➤ Should enforcement authorities work towards increasing horizontal trust? <p><i>Addressed primarily to employers' representatives, EU agencies/International organisations:</i></p> <ul style="list-style-type: none"> ➤ Do you believe that employers tend to remain undeclared when they perceive their competitors operate undeclared? Why? ➤ What strategies or approaches have proven effective in fostering trust among employers regarding undeclared work? ➤ How can your organisation (enforcement authority, social partner, international organisation) contribute to encouraging horizontal trust among employers? ➤ What employers should change in their activities/interactions/practices to signal that they are trustworthy, respectively that they trust others? Should this be considered as an advantage or as a vulnerability? ➤ Are there any initiatives or collaborations among employers to promote the sharing of good practices? (maybe not only in terms of compliance but other relevant aspects, like conditions for decent work, conflict management, etc).
15.00 – 15.30	Coffee break
15.30 – 16.40	<p>Approaches to encourage and support compliance by employers: National-level and stakeholders policy initiatives</p> <p><i>This session aims to showcase Member State policy initiatives as well as of other stakeholders in relation to encouraging and supporting compliance by employers.</i></p> <ul style="list-style-type: none"> • The view of the Slovak Compliance Circle on illegal work, <i>Slovak Compliance Circle</i> (20 min) • Intervention Toolbox & Zelfinspectie.nl, <i>NL, Dutch Labour Inspectorate (Inspectie SZW)</i> (20 min) • IOM Private Sector Engagement to Protect Migrant Workers (20 min) <p>Q&A (10 min)</p>
16.40 – 17.00	<p>Experts reporting from the workshops</p> <ul style="list-style-type: none"> • Lessons learned • Noteworthy ideas for sharing with your organisations
17.00	End of day

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8.30 – 9.00	Registration
9.00 – 9.10	Opening remarks by ELA <ul style="list-style-type: none">• Adoption of the agenda
9.10 – 9.15	Adoption of outputs from Platform meeting on 28-29 November 2023 <ul style="list-style-type: none">• Document 3: Summary of deliberations• Document 4: Output paper from the plenary thematic discussion on cooperation between enforcement authorities and NGOs
9.15 – 9.30	Update by the European Commission, DG EMPL Q&A
9.30 – 9.45	Presentation of the report of the Platform subgroup on safe reporting <i>Labour and Social Security Inspector at the National Anti-Fraud Office</i> <ul style="list-style-type: none">• Document 5: Output paper: Platform subgroup on safe reporting and complaint mechanisms for workers to denounce abuse and seek support Q&A
9.45 – 10.10	Follow up on the discussion on the future structure of the Platform
10.10 – 10.35	Planning new activities and reporting from past activities of the Platform <ul style="list-style-type: none">• Report on the study: Evaluating policy responses to prevent undeclared work in public procurement• Document 6 – Platform Work Plan for 2024
10.35 – 10.45	Selection of a new co-chair of the Platform
10.45 – 11.05	Coffee break
11.05 – 11.40	Discussion on 2025 work plan of the Platform and future peer-learning dialogues <ul style="list-style-type: none">• Document 7 – Proposals for the Work Plan 2025• Document 8 – Peer Learning Dialogues topic proposals Slido poll on the future topics
11.40 – 12.10	Updates by Platform members and observers on new developments in their institutions and organisations (new tools, measures, legislative initiatives, awareness campaigns, etc.) AOB
12.10 – 12.15	Comfort break

Session open for attendees of the meetings of the Platform and the Working Group on inspections:

12.15 – 13.15	Presentation on ELA communication campaigns, ELA Q&A
13.15 – 14.30	Lunch break