



Good practice fiche

Title of the policy or measure (in English)	Reform of the Labour Inspectorate
Case study/good practice name	Legislative reform of the labour inspections system and the creation of regional units to support and monitor the fight against undeclared work (UDW)
Country	France
Sectors	All
Target groups	Administration / Labour Inspectorate
Type of measure	Prevention
Short sentence summarising the measure	In 2012, the French Labour Inspectorate underwent important reforms to improve its efficiency and to strengthen its intervention capacity. One of the most important measures was the establishment of specialised regional units which were set up specifically to support and monitor the fight against UDW. They act to support the local control units to fight UDW.
Background	
<ul style="list-style-type: none"> Background context driving the implementation of the measure 	The Labour Inspectorate was seen as too generalist and local which made it difficult for the services to identify complex fraud and intervene when needed. The reform aimed at strengthening the coordination and communication between the different levels of the Labour Inspectorate (local, regional, national) to better adapt to the evolving context which included, amongst other things, the emergence of more complex types of fraud.
<ul style="list-style-type: none"> When was the measure implemented? (including start date and end date/ongoing) 	The reform was initiated in 2012 and progressively implemented in 2014 ⁱ . Other aspects are still in the process of being implemented.
<ul style="list-style-type: none"> Names(s) of authorities/bodies/organisations involved 	Ministry for Labour, Employment, Vocational Training and Social dialogue / Labour Inspectorate
<ul style="list-style-type: none"> Scope of the measure (a pilot project, nationwide, regional wide) 	Nationwide, with practical implementation measures carried out at regional and territorial levels
<ul style="list-style-type: none"> Type of (policy) measure 	Structural reform
Key objectives of the measure	Having a simplified and more efficient labour inspectorate. In relation to undeclared work, the reform aims to improve the detection of new types of fraud, including the most complex ones.
Specific measure	
<ul style="list-style-type: none"> Description of how the measure operates in practice 	The reform of the Labour Inspectorate created local control units which are competent to act on the ground in their delimited area. While the units have a general remit, the fight against undeclared work is one of their main tasks. These local units are supported by the new regional units. These specialised units act to support the local units which do not always have time and resources to invest in the fight against undeclared work. Also, due to their

	<p>wide regional dimension they cover a large part of the territory and can spot more easily cases of undeclared work that would not only concern a single workplace but which are organised across several regions and involve several operators based in different regions.</p> <p>In addition, the reform introduced a National group for monitoring, support and control which supports local services on subjects of national importance. While the group is not dedicated to UDW it has nevertheless been its main focus since its creation. This national group is seen as a very useful central monitoring point to identify new complex fraud and also to respond to requests from other services.</p>
<ul style="list-style-type: none"> • Which groups are targeted by the measure? 	The reform had an impact on the day-to-day working arrangements of the staff from the Ministry of Labour and the Labour Inspectorate.
<ul style="list-style-type: none"> • What resources and other relevant organisational aspects are involved? 	No information available
<ul style="list-style-type: none"> • What are the source(s) of funding? 	Public finance
Evaluation and outcome	
<ul style="list-style-type: none"> • Has the measure achieved its objectives? 	The impact of the reform is difficult to measure as it is still ongoing. The main objective was to simplify and enhance the efficiency of the overall organisation but no study is available on this subject.
<ul style="list-style-type: none"> • Assessment method (including indicators used to measure its impact), and the outputs and outcomes achieved 	Not applicable
<ul style="list-style-type: none"> • What are lessons learnt and the key conditions for success? 	<p>Key conditions for the success of the reform include the following:</p> <ul style="list-style-type: none"> • a common vision of the changes at all levels of the organisation; • communication of the changes undertaken to improve visibility of the reform; • ensuring the involvement and appraisal of social partners in the situation;
<ul style="list-style-type: none"> • Level of transferability (e.g. other countries/groups/sectors) 	This depends on the organisation of the Labour Inspectorate in each country (i.e. level of decentralisation, capacity etc.)
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Sources	<ul style="list-style-type: none"> • Decree No. 2014-359 of 20 March 2014 on the organisation of the labour inspection system • French National Plan to fight undeclared work 2013- 2015 • French National Plan to fight undeclared work 2016-2018 (also summarises the results of the previous Plan)
Metadata and key words for online search	Undeclared work in France; Structural reform; French Labour Inspectorate; Holistic approach