Interministerial commission for combating illegal employment
Czech Republic

GENERAL INFORMATION	
Name of the organisation	Ministry of Labour and Social Affairs (MOLSA)
Type of organisation	Ministry
Address	MPSV ČR Na Poříčním právu 1/376 128 00 Praha 2
Web page	https://www.mpsv.cz/
Contact person	Name and surname: Andrea Horka Job position: ministerial counselor E-mail: andrea.horka@mpsv.cz
Topic of the good practice	Undeclared work
Geographical focus	Nation-wide
Duration	1/1/2014 - ongoing
Summary of the good practice	From 2014 to 2021 the Interministerial Commission for Combating Illegal Employment of Foreigners has been functioning in the Czech Republic. In 2021, this Commission was transformed, and its scope was extended to all forms of illegal employment. According to the Czech Employment Act, "illegal employment" includes dependent work performed without any type of an employment contract or if a foreigner performs work in breach of the issued work permit or without any work permit or if a foreigner performs work without a valid residence permit. The Commission was established by the Government Resolution no. 106 on 8 February 2021 and has been functioning under the Ministry of Labour and Social Affairs (MOLSA) as a coordination authority in the field of combating illegal employment in the Czech labour market. The body meets twice a year, and its thematic working groups (see below) meet usually twice a year. The mission of the Commission is to coordinate the activities of all relevant and competent institutions

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<td>(ministries, executive governmental institutions – namely the employment services, labour inspection, tax and customs authorities, police authority, social partners organisations, academia), to propose appropriate legislative changes contributing to combating and eliminating illegal and undeclared employment and to formulate strategy for tackling illegal employment, bogus self-employment, disguised agency work and undeclared work.

The Commission also acts as the authority involved in the implementation of Article 12 of ELA founding Regulation (EU) 2019/1149, i.e. in the activities of the European Platform for Promoting Cooperation in Tackling Undeclared Work. The Commission receives detailed information on the activities of the European Platform and examples of good practice from other EU Member States in tackling undeclared work. The Commission is regularly informed about practical problems in the implementation of legislation on illegal employment and undeclared work, including court case law and administrative decisions issued by labour inspection bodies, labour offices and MOLSA.

The Commission receives regular reports on the results of the inspection activities of the labour inspection bodies and information on the plans of the inspection bodies for the coming period. It recommends directions for control and prevention activities of labour inspectorates. The Commission obtains information from the field of migration research and economics, focusing in particular on the area of the "grey" economy. The Commission's findings are regularly (once a year) presented to the leadership of MOLSA with recommendations for relevant policy decisions.</td>
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OBJECTIVES AND ACTIVITIES

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<td>**Background/context**

What challenge, need or gap were you trying to solve or respond to?

Why was this issue relevant or urgent in your context (sector, region, country)?</td>
<td>▶ The initiative was developed to enhance cooperation between interested stakeholders in addressing illegal work. The fight against illegal work and its consequences has been a long-term priority of the Ministry of Labor and Social Affairs, making it a pressing issue requiring coordinated action.</td>
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<td>**Objectives**</td>
<td>The main goals of this practice were to:</td>
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What were the main goals of this practice (e.g. better compliance, faster processing, improved worker protection)? (Please limit to three) Who or what were these goals intended to help or change? (Please limit to three)	▶ Improve coordination among relevant institutions and provide a platform for building contacts and sharing information. ▶ Develop proposals for legislative changes to address illegal employment, support the creation of a comprehensive concept for tackling the "grey" economy, and seek compromise solutions. Recommend directions for control and preventive activities, ensuring more effective and coordinated enforcement actions.
Main activities What were the main steps or actions you carried out to put the practice into effect? Were any tools, materials, partnerships, or processes created?	To implement the practice, the Commission was established by government resolution, following a formal discussion and approval process. Within this framework, three permanent working groups were created to focus on specific priority areas: • Employment of foreigners • Illegal work • Agency employment and disguised employment mediation A work plan addressing the fight against illegal work was developed, and legislative outputs were prepared in line with this plan, guiding coordinated action and policy development.
Funding/organisational resources	The activities of the Commission do not require dedicated funding, as members participate in meetings as part of their regular duties. All meetings are hosted at the premises of the Ministry of Labor and Social Affairs, utilizing existing organisational resources.
PARTICIPATION	
Stakeholders involved Organisations or entities actively contributing to the design, implementation, monitoring, or support of the good practice (e.g. labour inspectorates, social security institutions,	A broad range of institutions and organisations actively contributed to the design, implementation, monitoring, and support of this practice, including: 1. Security information service 2. Czech Social Security Administration 3. Czech-Moravian Confederation of Trade Unions

trade unions, employers' associations, or other).	4. Czech Statistical Office 5. General Finance Directorate 6. General Directorate of Customs 7. Chamber of Commerce of the CR 8. Ministry of Finance 9. Ministry of Regional Development 10. Ministry of Labour and Social Affairs 11. Ministry of Industry and Trade 12. Ministry of the Interior 13. Ministry of Foreign Affairs 14. Police of the Czech Republic 15. Faculty of Law, Charles University in Prague 16. State Office of Labor Inspection 17. Confederation of Industry and Transport of the CR 18. Labour Office of the CR 19. Office of the Government of the CR 20. Research Institute of Labour and Social Affairs
Target groups Main groups or categories that the practice is directly aimed at, who should receive its services or who engage with it (e.g. employers, mobile or posted workers, labour inspectors and social security officers, or other).	This practice is primarily aimed at the following groups: • Employers/employment agencies • Employees • Labour inspectors
Final beneficiaries Individuals or groups that ultimately benefit from the outcomes of the practice, even if they are not the direct target or user (e.g. mobile or posted workers, vulnerable workers at risk of exploitation, employers benefiting from clearer rules or reduced admin burdens, or other).	The ultimate beneficiaries of this practice are: • Employees • Employers ▶ The State
GOOD PRACTICE CRITERIA	
Achievements and outcomes What specific results did the practice achieve? (e.g. How many workers or employers were reached, number of publications created? What processes became faster?) What kind of broader benefits did it bring? (e.g. Did it improve understanding of rights and obligations, enhance cooperation between authorities, or	The practice has delivered several concrete results and broader benefits, including: • Legislative changes, such as the redefinition of illegal work and enhanced cooperation between labour inspectorates and the financial administration through improved sharing of information relevant for controls

reduce legal uncertainty and inconsistent application of rules?)	• Greater mutual awareness among stakeholders, fostering better understanding of roles, rights, and obligations • Strengthened inter-institutional cooperation, enabling more coordinated and effective action against illegal work • Increased visibility and awareness of the activities of the Undeclared Work Platform, supporting ongoing collaboration and knowledge exchange
Cost effectiveness How did you keep costs low while still achieving results? (e.g. Did you reuse existing tools, automate processes, or share resources across teams?) Can you show that the outcomes were worth the investment? (e.g. Did small changes lead to big improvements, or were expensive tools avoided?)	▶ Costs are kept low as members participate in the Commission's meetings as part of their regular duties, without requiring additional resources. As an interdepartmental coordination group, its activities do not require expensive tools or dedicated funding, ensuring that meaningful results are achieved with minimal financial investment.
Transferability What are the key features that make this practice work well? (e.g. a digital platform, clear guidelines, a joint inspection process, or strong coordination) What would another country or organisation need to make this work for them? (e.g. certain laws, IT systems, or staff training)	▶ The key features that make this practice effective are its regular meetings and the open space it provides for all relevant parties to express their views and contribute. Successful transfer to another country or organisation would require government consent and support, ensuring the legitimacy and sustainability of the Commission as a coordination platform.
Sustainability **How is the practice sustainable from a social, financial or environmental perspective?** **What makes this practice able to continue over time? (e.g. It is now part of regular work or has been built into law or procedures?) and how are you making sure it lasts beyond the pilot or project phase?**	▶ The practice is sustainable as the Commission has been formally enshrined in a government resolution, ensuring its long-term mandate. It operates without requiring additional costs, as its activities are integrated into the regular duties of participating institutions, allowing it to continue beyond any pilot or project phase.
Innovativeness What makes this practice new or different in your field or country? (e.g. Is it the first of its kind, or does it combine actors who	▶ This practice is innovative due to the wide spectrum of members involved, bringing together institutions and stakeholders that do not usually collaborate so closely. It also facilitates the search for compromise solutions before the legislative process begins, which leads to a

don't usually work together, or activities not performed before?) How does it improve older or less effective approaches? (e.g. By reaching more people, using data better, or simplifying complex procedures)	smoother and more effective legislative process compared to previous, less coordinated approaches.
Digitalisation What kind of digital tools or platforms were used in this practice? (e.g. online portals, automated case tracking, data sharing, digital databases or other) How did these tools help in reaching your goals? (e.g. Did they save time, facilitate access to data in real time, reduce errors, help detect fraud, or improve coordination between authorities?)	▶ The practice makes regular use of data sharing tools, which help save time and streamline communication between participating institutions. These tools facilitate quicker access to relevant information, supporting more efficient coordination and decision-making.