



European Platform
tackling undeclared work

**Social partners and their key role
in tackling undeclared work:
12 success stories**

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EXECUTIVE SUMMARY

This working paper presents 12 practices or success stories from social partners (trade unions and employers' organisations) involved in tackling undeclared work in Europe. It includes examples of mono-partite¹, bi-partite and tri-partite cooperation, initiated either by enforcement authorities or social partners. Different geographic (local, regional, national and multinational), sectoral (agriculture, construction, transport) and thematic (deterrence and preventative measures) coverage of the stories presented below demonstrate the important and varied roles social partners have in tackling undeclared work.

Social partners can contribute to the fight against undeclared work, *inter alia* by aiding enforcement and supporting preventive actions. They can engage on many levels:

- Raising awareness and changing behaviours through campaigns, awards, dedicated websites, etc. at sectoral and company level.
- Referring cases of undeclared work to labour inspectorates and judicial authorities.
- Negotiating collective agreements which contain instruments to tackle undeclared work, including in supply or subcontracting chains.
- Supporting workers by protecting them when in undeclared work situations, and aiding transition into a declared work situation.
- Raising awareness of situations of undeclared work and call for action.
- Cooperating across borders in the fight against undeclared work.
- Performing research to identify the key reasons, manifestations, specifics and impact of undeclared work.
- Providing policy and legal advice on procedural and legal changes needed, as well as on specific areas where labour inspectorates should focus their efforts (e.g. bogus self-employment, minimum working conditions, particular sectors, etc.).
- Taking part in consultations and working groups.
- Providing technical support to enforcement authorities in developing information tools, specialised software, data mining and risk assessment tools, building websites and social media platforms.
- Establishing relevant contacts through their networks of members.
- Serving as access points to corporate databases, including data on company turnover, ultimate owner, etc.

The 12 practices and the additional literature collected and analysed for this working paper demonstrate that social partners are well placed to help tackling undeclared work:

- As non-governmental organisations, it is often easier for them to establish a trusted relationship with workers and/or companies.
- Social partners have valuable sector-specific knowledge since they interact closely with workers and companies. Thus, they often get early warning on new developments in undeclared work.
- Social partners can take innovative actions, tackling emerging issues.
- Social partners can prioritise single-issue causes, which enables them to focus on specific forms of undeclared work over extended periods of time.

¹ For the purposes of this working paper 'mono-partite' refer to cooperation between social partners from the same type, for example, cooperation only between trade unions or cooperation only between employer's organisations. Cooperation between workers' and employers' organisations is defined as 'bi-partite', and collaboration of social partners with one or several public authorities as 'tri-partite'.

Lessons for tackling undeclared work shared by the social partners in the case studies include:

- The need for good cooperation between social partners and enforcement authorities. This helps to provide a wider range and more comprehensive set of responses to undeclared work.
- The usefulness of leveraging the greater trust that social partners have developed with their members.
- The need to develop and implement comprehensive approaches: combining deterrence measures with prevention measures.
- The importance of participating in international and European networks, as this gives access to good practices and allows social partners to build on the experience of others and share their insights, as well as to exchange information on specific cases.
- The responsibility to act locally, close to vulnerable workers and companies, for example, by forming industry alliances and engaging all stakeholders in a specific industry's supply chain.

This working paper concludes that social partners are well equipped to assist with tackling undeclared work at a sectoral, national and multinational level. The European social dialogue and the European Platform tackling undeclared work (the Platform) demonstrate the viability of social partners' participation at strategic and operational level. To this end, Platform members could seek closer cooperation with social partners to tackle undeclared work. This could include information sharing for better risk assessment, cross-border actions and inspections, and capacity-building and training. For this collaboration to be more effective, national authorities and social partners could also seek opportunities provided by EU level instruments, including funding opportunities for project-based collaboration.

1 INTRODUCTION

The aim of this working paper is to demonstrate how social partners can effectively contribute to tackling undeclared work at a sectoral, national and multinational level by showcasing **12 success stories**. Section 3 sets out how social partner initiatives can be further encouraged and supported.

These stories were selected from practices submitted by social partners and by government bodies, ministries, inspectorates or agencies that have collaborated with social partners in tackling undeclared work. This was in response to a call launched in April 2019 by the Secretariat of the Platform. Where necessary, additional desk research (see Annex 1 bibliography) and interviews were conducted (see Annex 2 list of consultees).

1.1 Overview of the success stories collected for this working paper

The stories have **a broad geographic coverage**, including local, regional, national and multinational level. They depict social partners' involvement in tackling undeclared work in **specific sectors**, such as construction, agriculture and transport. They also cover broad **multinational or national tri-partite, bi-partite, or mono-partite** strategic cooperation, and are either ongoing or were completed in the period 2017-2019. Table 1 shows the coverage and types of practices included in the working paper.

Table 1. Types of success stories presented in the working paper

Name of practice	Coverage:		Type of:	
	geographic	sectoral	cooperation	measure
 Multinational				
Solidarity agreements between trade unions in Belgium, Poland, and Bulgaria	Multinational	Cross-sectoral	Mono-partite	Prevention
Franco-Bulgarian trade union partnership against illegal work in agriculture	Multinational	Agriculture	Mono-partite	Deterrence
RAISE UP: mutual learning to tackle undeclared work in agriculture across Europe	Multinational	Agriculture	Bi-partite	Prevention
 Belgium				
Committee for irregular workers in Brussels	Local	Cross-sectoral	Bi-partite	Prevention
Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector	National	Construction	Tri-partite	Deterrence
Charter between the social inspection services and employers' organisations	National	Cross-sectoral	Bi-partite	Prevention

Name of practice	Coverage:		Type of:	
	geographic	sectoral	cooperation	measure
 Germany				
Tackling undeclared work and letterbox companies through advisory centres in Hesse and Rhineland-Palatine	Regional	Transport	Tri-partite	Prevention
 Greece				
<i>Adiloti Ergasia</i> : Uncovering undeclared work	National	Cross-sectoral	Tri-partite	Deterrence
 Italy				
'Back in the Field': Awareness-raising campaign against undeclared work in agriculture	National Local	Agriculture	Bi-partite	Prevention
 Portugal				
National campaign against undeclared work: 'Bad for you! Harmful for all!'	National	Cross-sectoral	Tri-partite	Deterrence
 Sweden				
Fair Play BYGG: Assisting authorities with investigative measures in the construction sector	Local	Construction	Bi-partite	Deterrence
Fair competition: towards an attractive, fair and safe construction industry in Sweden	National	Construction	Tri-partite	Deterrence

Source: CSD/ICF.

1.2 Structure of the paper

The remainder of the paper is structured as follows:

- **Section 2** presents a brief overview of the role that social partners play in tackling undeclared work, the factors that influence their actions and some examples of the actions they undertake to contribute to tackling undeclared work. It is based on literature review.
- **Section 3** summarises the main findings and lessons learnt from the 12 stories, and presents ideas on how to further involve social partners in tackling undeclared work.
- **Section 4** presents each of the 12 stories. The examples are grouped by geographic coverage. For each story there is a summary, a detailed description of the case and its key activities, the organisations involved, the lessons learnt, and an assessment of the outcomes achieved.

2 THE ROLE OF SOCIAL PARTNERS IN TACKLING UNDECLARED WORK

Social partners' position and role, their prerogatives and rights, make them key actors in the fight against undeclared work. They have direct access to information on what is happening on the ground in relation to the patterns of undeclared work. This enables them to develop **tailored approaches**, complementary to those of enforcement authorities². In this respect, the role of social partners³ (workers and employers' organisations) is widely recognised among members of the Platform⁴.

However, **the degree of their involvement** and level of cooperation with enforcement authorities varies across Member States. Central and East European Member States work less with social partners than other EU regions⁵. Cooperation between social partners and enforcement authorities ranges from no or limited involvement, through ad hoc and regular engagement in joint actions, to tri-partite models based on information exchange and consultation⁶.

A number of social partners have concluded **tri-partite agreements with national governments to tackle undeclared work** (e.g. Belgium, Estonia, Germany, France and Ireland). These agreements usually combine sector specific inspection targets, information exchange, and awareness-raising activities. Agreements also exist for specific sectors where undeclared work is more prevalent, including construction, food and beverage, agriculture, cleaning, transportation and logistics⁷.

One of the most common forms of cooperation between social partners and enforcement authorities to tackle undeclared work is by means of **joint information and awareness-raising campaigns**. Seventeen Platform members stated that they 'often' work with social partners to support their communication efforts⁸. Depending on the perception of social partners among workers and companies in Member States, social partners, rather than public authorities, may be better equipped to communicate and/or amplify important messages. Social partners can also ensure that information tools are sustainable after their initial term or funding ends⁹. The often more supportive nature of social partners' working relationships with companies and workers **helps to establish greater trust**.

There are many **tools and measures** used by social partners (trade unions and employers' organisations) to tackle undeclared work. Moreover, as new forms of undeclared work emerge, organisations also adapt and develop their own counter-measures. Also where social partners do not have the legal ability to perform inspections, they can still undertake actions to contribute to tackle undeclared work.

² Williams C.C., (2017). Developing a Holistic Approach for Tackling Undeclared Work. A learning resource from the Seminar of the European Platform tackling undeclared work (2 December 2016, Brussels, Belgium).

³ Defined as representatives of management and labour (employers' organisations and trade unions). The term 'European social partners' refers to those organisations at EU level which are engaged in the European social dialogue, as provided for under Article 154 and 155 of the Treaty on the functioning of the European Union (TEFU).

⁴ As evidenced in: CSD, (2019, forthcoming). Cross-border action tackling undeclared work, Brussels: European Platform Undeclared Work; Williams, C.C., (2019). *Tackling undeclared work in the agricultural sector: a learning resource*, Brussels: European Platform Undeclared Work; Platform seminar on 'Tools and Approaches to Tackle Undeclared Work in the Road Transport Sector' (1 June 2018, Brussels, Belgium).

⁵ European Platform Undeclared Work, (2017). *2017 Platform Survey Report: organisational characteristics of enforcement bodies, measures adopted to tackle undeclared work, and the use of databases and digital tools*, Brussels: European Platform Undeclared Work.

⁶ ICF, (2017). *2017 Platform Survey Report: organisational characteristics of enforcement bodies, measures adopted to tackle undeclared work, and the use of databases and digital tools*, Brussels: European Platform Undeclared Work.

⁷ International Labour Organization, (2010). *Labour inspection in Europe: undeclared work, migration, trafficking*, Labour Administration and Inspection Programme LAB/ADMIN, Working Document Number 7, Geneva: International Labour Organization.

⁸ ICF, (2019, forthcoming). *European Platform tackling undeclared work – 2019 Annual Platform Survey*, Brussels: European Platform Undeclared Work.

⁹ Stefanov R., Mineva D., (2019). *Practitioner toolkit: Information Tools and Approaches to Reach Out to Workers and Companies in the Fight against Undeclared Work*. Brussels: European Platform Undeclared Work.

This support can be both in the area of **social dialogue** as well as **technical assistance**, and can include¹⁰:

- Raising awareness and changing behaviours through campaigns, awards, dedicated websites, etc. at sectoral and company level.
- Referring cases of undeclared work to labour inspectorates and judicial authorities.
- Negotiating collective agreements which contain instruments to tackle undeclared work, including in supply or subcontracting chains.
- Supporting workers by protecting them when in undeclared work situations, and aiding transition into a declared work situation.
- Raising awareness of situations of undeclared work and call for action.
- Cooperating across borders in the fight against undeclared work.
- Performing research to identify the key reasons, manifestations, specifics and impact of undeclared work.
- Providing policy and legal advice on procedural and legal changes needed, as well as on specific areas where labour inspectorates should focus their efforts (e.g. bogus self-employment, minimum working conditions, particular sectors, etc.).
- Taking part in consultations and working groups.
- Providing technical support to enforcement authorities in developing information tools, specialised software, data mining and risk assessment tools, building websites and social media platforms.
- Establishing relevant contacts through their networks of members.
- Serving as access points to corporate databases, including data on company turnover, ultimate owner, etc.

In any case, initiatives by social partners need to be accompanied by effective actions by Member States to tackle undeclared work.

3 CONCLUSIONS

The 12 practices selected from social partners showcase the following ways in which social partners engage in tackling undeclared work:

- **Awareness-raising campaigns.** Such campaigns can be organised jointly between social partners (at their own initiative) and enforcement authorities (e.g. 'RAISE UP'). They can be led by enforcement authorities, while social partners provide support in the dissemination process (e.g. the campaign 'Bad for you! Harmful for all!' in Portugal). They can also be conducted independently by social partners (e.g. 'Back in the Field' in Italy).
- **Help desks.** These services help to increase prevention measures and improve deterrence by providing anonymised reporting of undeclared work. Such services can be particularly important for migrant workers (e.g. the Committee for irregular workers in Brussels).
- **Advocacy through their involvement in consultations on an ad hoc or permanent basis.** Social partners are well equipped to inform policy solutions, suggest new measures and legal changes. This is due to the fact that trade unions have direct contact with workers and knowledge of their everyday problems (e.g.

¹⁰ Non-financial assistance in the form of sharing information and expertise, instruction, skills training, transmission of working knowledge, and consulting services and may also involve the transfer of technical data. After: UNESCO. Technical Assistance in Cultural Governance.

'Fair competition plan' in Belgium). Business associations also have a good overview of the issues that companies face on the ground (e.g. 'Charters between social inspection institutions and employers' organisations' in Belgium).

- **Development of tools and software.** Social partners can support enforcement authorities by developing information tools, specialised software, data mining and risk assessment tools, building websites and social media platforms, etc. (e.g. 'Fair Play BYGG' in Sweden). Employers' organisations can be particularly helpful in this respect, as they can rely on in-kind contributions of expertise from members who have specialised knowledge of specific economic sectors of the economy and who are leaders in the IT/software domain.
- **Participating in inspections.** Depending on the social partners' pre-negotiated role, they can provide support to inspectors by assessing labour, health and safety standards. They can also check for any human rights abuses during inspections (e.g. 'Tackling undeclared work and letterbox companies through advisory centres in Hesse and Rhineland-Palatine' in Germany).

3.1 Lessons for social partners

The 12 stories present a range of **lessons learnt** that could inspire future actions by social partners and enforcement authorities.

To face the transnational reality of undeclared work, **a multi-actor and cross-border approach** is important. Many success stories underline the importance for social partners to work also in bi-partite, tri-partite, and multi-stakeholder cooperation formats. This has allowed, for example, trade unions from Belgium, Poland and Bulgaria, all of which have signed solidarity agreements, to guarantee equality of treatment for all workers in different employment markets in the EU. The Franco-Bulgarian cooperation in tackling cross-border undeclared work showcases the need for a comprehensive mix of measures. The Swedish 'Fair Play BYGG: Assisting authorities with investigative measures in the construction sector' highlights the inclusion of all actors as a key success factor.

Forming different **alliances** of like-minded organisations at sectoral, national and international level is instrumental. The initiative 'RAISE UP: mutual learning to tackle undeclared work in agriculture across Europe' shows that building partnerships and engaging stakeholders, including media, relevant networks, companies and policy-makers from the outset is essential to achieve impact. The experience of the Committee for irregular workers in Brussels suggests that social partners need to form alliances with non-governmental organisations with similar objectives, i.e. defending the rights of precarious groups of workers. Finally, cooperation between national trade unions and unions in the countries where many migrant workers come from helps to develop tailored solutions.

Most stories note the value of developing **good working relations with enforcement authorities**. For example, many trade unions find it beneficial to network with the social and immigration services, as many of their members are likely to work with these authorities as well. For others, government endorsement and involving public bodies can add credibility to adopted measures (e.g. the Belgian 'Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector'). In the 'Charter between social inspection services and employers' organisation' the main lesson is that cooperation is possible when built on mutual trust. In this case, companies, especially small and medium-sized enterprises, showed how much they count on the labour inspectorates to navigate the complex and ever-changing rules and regulations.

The experience of tackling undeclared work involving letterbox companies in the German province of Hesse and Rhineland Palatine shows the value of **targeting outreach**. In this case, efforts were focused on those at risk of working undeclared (e.g. mobile workers such as lorry drivers, or isolated ones like seasonal workers in agriculture). The "Back in the Field": Awareness-raising campaign against undeclared work in agriculture'

success story notes that engaging advisers from the same cultural and linguistic background that workers come from, is crucial for good communication and to gain trust. Translation of laws and key information on local welfare systems into migrant workers' languages helps to raise awareness and foster compliance.

Selected stories also demonstrate that social partners are particularly important stakeholders in **education** and **raising awareness**. One of the key takeaways from the Portuguese national campaign against undeclared work: 'Bad for you! Harmful for all!' is that deterrence measures are best complemented by awareness activities delivered in collaboration with social and institutional partners. Social partners are effective in achieving long-term behaviour change, e.g. through sessions in elementary and high schools. Social partners can also act as whistle-blowers (or be their intermediaries) and thereby support the identification of – and the public authorities' intervention on major cases of undeclared work.

In this respect, some of the **impact** that social partners have presented in the 12 stories include:

- In the case of 'Fair Play BYGG', social partners assisted the authorities with investigative measures in the construction sector. More than 90 % of the cases submitted to the Swedish Work Environment Authority, based on anonymous reporting and subsequent investigations, have resulted in uncovering and prosecuting cases of undeclared work.
- The Portuguese national campaign against undeclared work helped detect 9 073 undeclared workers. Out of these, 40 % (or 3 244) were voluntary regularisations. The campaign resulted in recovering workers' salaries amounting to EUR 20.8 million and social security revenues of EUR 4.7 million.
- The advisory centres established by the European Migrant Workers Union in Germany delivered consultations to around 1 602 workers from Central and Eastern Europe in the province of Hesse. Information and prevention work reached around 900 people.
- Since the start of the 'Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector' in Belgium in 2015, employment in the construction sector has notably increased (by 6 100 people) and social dumping seems to have abated.
- The solidarity agreements between trade unions in Belgium, Bulgaria and Poland are the first of their kind to respond to the increasing integration of the European labour market and the resulting growing migration. They can serve as an example for problem-solving cooperation among social partners in Europe.

3.2 Possible follow-up actions

While some cooperation agreements and instruments are already in place, enforcement authorities and social partners could leverage each other's strengths further to tackle undeclared work. In particular, the EU institutions (including the Platform), and national enforcement authorities could:

- Include social partners in education and training exercises with enforcement authorities.
- Include social partners in risk analysis exercises or relevant working groups to get better insight into the cross-border patterns of undeclared work.
- Disseminate the awareness-raising materials produced by social partners.
- Ensure that social partners are fully involved in design, update and implementation.

Social partners, on their side, could continue to adopt, mainstream, and transfer the lessons learnt from the 12 cases presented in this working paper. This could be done through projects implemented by the Platform and/or financed under the EU funding

instruments' calls at European (EU Programme for Employment and Social Innovation EaSI) and at national level (European Social Fund programmes). Social partners could take the lead in preparing such projects, inviting enforcement authorities as partners.

In their strategies, Member States' enforcement authorities should develop their strategies for tackling undeclared work in full cooperation with social partners, both nationally and across borders. In this respect, they could also leverage cooperation channels and resources developed by the Platform, such as studies, mutual assistance projects, and staff exchanges.

4 SOCIAL PARTNERS SUCCESS STORIES BY MEMBER STATE

The success stories have been selected following a call for abstracts by the European Platform tackling undeclared work based on the following criteria:

- **Relevance:** The extent to which the practice is relevant to the Platform's work and presents recent initiatives.
- **Impact / measurable outcomes:** Evidence that the practice has had (or could have, due to the nature of the activity) an impact on tackling undeclared work or the practice is considered to be important in the national or European context.

The selection process has strived to achieve a balanced representation of qualified practices, including by type of social partner, sector, industry and implementation level, between bi-partite and tri-partite types of cooperation.

Table 2. List of success stories presented in the working paper

Name of practice	
 Multinational	Solidarity agreements between trade unions in Belgium, Poland, and Bulgaria
	Franco-Bulgarian trade union partnership against illegal work in agriculture
	RAISE UP: mutual learning to tackle undeclared work in agriculture across Europe
 Belgium	Committee for irregular workers in Brussels
	Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector
	Charter between the social inspection services and employers' organisations
 Germany	Tackling undeclared work and letterbox companies through advisory centres in Hesse and Rhineland-Palatine
 Greece	<i>Adiloti Ergasia</i> : Uncovering undeclared work
 Italy	'Back in the Field': Awareness-raising campaign against undeclared work in agriculture
 Portugal	National campaign against undeclared work: 'Bad for you! Harmful for all!'
 Sweden	Fair Play BYGG: Assisting authorities with investigative measures in the construction sector
	Fair competition: towards an attractive, fair and safe construction industry in Sweden

Source: CSD/ICF.

Solidarity agreements between trade unions in Belgium, Poland and Bulgaria

	<p>Summary</p> <p>In 2017-2018 the Belgian trade union General Federation of Belgian Labour (FGTB/ABVV) signed solidarity agreements with the Polish All-Poland Alliance of Trade Unions (OPZZ) and the Bulgarian Confederation of Independent Trade Unions (CITUB) with the aim to develop cooperation and mutual assistance between trade unions in guaranteeing workers' protection regardless of their national trade union affiliation. The agreements allow for workers to benefit from services when employed abroad and avoid undeclared work. The agreements cover: the exchange of information and advice; legal consultation and assistance; employment issues; labour market issues; collective issues. The agreements are a preventative tool for tackling undeclared work. They would enhance the protection of workers' rights, thus reducing their vulnerability to poor working conditions and rights abuses related to undeclared work.</p>
<p>Title of the success story (in English)</p>	<p>Solidarity agreements of FGTB/ABVV (Belgium), with OPZZ Poland (2017) and CITUB Bulgaria (2018)</p>
<p>Title of the success story (in national language, if available)</p>	<p>Dutch: <i>Solidariteitsakkoorden door ABVV met OPZZ Polen (in 2017) en CITUB Bulgarije (in 2018)</i></p> <p>French: <i>Accords de solidarité par FGTB/ABVV avec OPZZ Pologne (en 2017) et CITUB Bulgarie (en 2018)</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>The main issue that triggered the solidarity agreements was an increase in workers from Eastern Europe going to Belgium to work. They often experienced poor working conditions and abuses, including instances of in undeclared work and had no or limited information on their rights and the applicable working conditions.</p> <p>Through the network of national coordinators of trade unions which work in the field of free movement of workers, FGTB/ABVV, Belgium decided to propose and start</p>

	<p>negotiating solidarity agreements. In 2017 FGTB/ABVV, signed a solidarity agreement with OPZZ, Poland and then in 2018 with CITUB, Bulgaria. The agreements stipulated the development of cooperation and mutual assistance between trade unions to guarantee workers' protection regardless of their national trade union affiliation.</p> <p>The key elements of the solidarity agreements are the mutual recognition of membership and the spirit of cooperation for good implementation. The agreements establish information and advice exchange; legal consultation and assistance; and exchange of possible solutions on employment, labour market and collective issues. The agreements allow for workers to benefit from services when employed abroad, provided proof of paid membership. In this way, the agreements reduce the workers' vulnerability to undeclared work and provide them with tools for regularising their working conditions.</p>
When was the success story implemented? (including start date and end date/ongoing; pilot or regular)	The first action was launched in 2017 with the first agreement signed in November 2017, followed by the second agreement in June 2018. Both agreements are ongoing and are part of the regular daily work of the involved trade unions.
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The agreements are cross-border. They cover the countries involved with economy-wide and sector-wide scope.
Bodies/entities involved	<p>Three trade unions are involved at the confederal and federal level:</p> <ul style="list-style-type: none"> • Belgium: General Federation of Belgian Labour (FGTB/ABVV) • Poland: All-Poland Alliance of Trade Unions (OPZZ) • Bulgaria: Confederation of Independent Trade Unions of Bulgaria (CITUB)

Specific features	
Description of how the success story operates in practice	<p>All three unions, signatories to the solidarity agreement, support each other's members in each other's country of operation by providing information, advice and legal consultation and assistance concerning employment or other labour-related issues.</p> <p>The services provided under the solidarity agreements act as prevention to undeclared work and can aid work regularisation. The following services are provided by the host union to the members if they do not entail any considerable extra costs, either in organisational, material or financial terms:</p>

	<ul style="list-style-type: none"> • Inclusion in collective and other agreements; • Information (trade union press, documentation, info service); • Consultation with regard to labour, social and employment matters; • Legal consultation, legal protection and legal representation in all matters relating to labour and social law, e.g. occupational safety and health, as well as legal representation in employment cases if the conditions of the host country's national law are met.
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>There has not been any extra financing needed (at national or at European level) for the establishment of the solidarity agreements. In terms of human resources, the agreements require the assignment of two national coordinators (one on each side) who work on the topic of services to members and mobility of workers. The working language of the agreements is English, with translation provided in the national languages.</p>

	<p>Impact, lessons learnt and transferability</p>
<p>Achievements, results and impact</p>	<p>The solidarity agreements are the first of their kind that respond to the increasing integration of the European labour market and the resulting labour mobility. They can serve as an example for problem-solving cooperation among social partners in Europe. They provide an example of a preventative measure to tackle cross-border undeclared work between countries with increasing cross-border labour flows.</p> <p>The agreements have helped workers solve challenges which limit their right to free movement across EU borders. They have also established an alternative channel for them to request and receive services, advice and exchange information that can solve individual and collective cases. This provides an important prevention model.</p> <p>While it is too early to judge the full impact of the solidarity agreements, the main findings so far are:</p> <ul style="list-style-type: none"> • In case of collective problems regarding working conditions of members, meetings can be organised to find a solution to the problem, facilitate exchange of best practices, or put together a collective dossier. • The agreements can provide better risk analysis of undeclared work through developing case studies on irregular situations (e.g. exploitative and indecent working conditions, irregular contracts: bogus self-employment, no contracts at all, contract through

	letterbox companies, forced labour or poor living conditions).
What are the key lessons learnt and the key conditions for success?	<ul style="list-style-type: none"> • This action shows that to guarantee the equality of treatment for all workers in the different employment markets in the EU it is useful for all social partners to work in bi-partite, tri-partite, and multi-stakeholder cooperation. • The language differences between members can be an obstacle/difficulty but good communication and cooperation between the national coordinators can help overcome it.
Has there been any formal evaluation of the success story?	<ul style="list-style-type: none"> • No formal evaluations have been carried out at the time of writing although these are foreseen in the agreements.

Additional information	
Sources	FGTB/ABVV (General Federation of Belgian Labour) website: www.fgtb.be OPZZ (All-Poland Alliance of Trade Unions) website: http://www.opzz.org.pl/ CITUB (Confederation of Independent Trade Unions of Bulgaria) website: http://citub.net/
Metadata and key words for online search	Belgium; Poland; Bulgaria; solidarity agreements; mutual assistance; workers' rights; cross-border agreements; legal protection; working conditions

Franco-Bulgarian trade union partnership against illegal work in agriculture

	<p>Summary</p> <p>The French Democratic Confederation of Labour (CFDT) and the Bulgarian trade union <i>Podkrepa</i>, joined forces to tackle undeclared work undertaken by Bulgarian workers in the agriculture sector in France. They have initiated a multi-layered action, including lobbying Members of the European Parliament, launching an information campaign towards posted workers from Bulgaria, and filing a lawsuit against a temporary work agency from Bulgaria. The initiative was triggered when trying to address the fraudulent activities of a Bulgarian temporary work agency, against which there were complaints from posted workers. It eventually grew to a larger scale action covering more posted workers from Bulgaria, operating in the agricultural sector in France.</p>
<p>Title of the success story (in English)</p>	<p>Franco-Bulgarian trade union partnership to fight against illegal work in agriculture</p>
<p>Title of the success story (in national language)</p>	<p><i>Partenariat syndical franco-bulgare pour lutter contre le travail illégal dans l'agriculture</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>After the French Democratic Confederation of Labour's (CFDT) agribusiness federation detected unacceptable working conditions of Bulgarian employees in Brittany, France (actual salaries well below the French minimum wage, under-declared working hours, unpaid travel expenses from Bulgaria, and housing paid by the employee), it initiated and implemented three actions:</p> <ul style="list-style-type: none"> • Lobbying of Members of the European Parliament (MEPs) and particularly French MEPs for the transposition of the European Posted Workers Directive.

	<ul style="list-style-type: none"> • Creating a partnership with the Bulgarian trade union <i>Podkrepa</i> to launch information campaigns for employees posted from Bulgaria to France. • Filing a civil lawsuit against a Bulgarian temporary employment agency which posted these employees to France. The company violated French labour law regulations, by not paying French minimum wage rates, nor reimbursing travel and housing expenses to the workers and under-declaring workers' working hours. This ultimately resulted in the withdrawal of the licence for this company.
When was the success story implemented? (including start date and end date/ongoing; pilot or regular)	The action took place between May 2011 and May 2016. Since then follow up information actions on the rights of posted workers have taken place in Bulgaria and France (twice a year).
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The project is cross-border and concerns the French and Bulgarian agricultural sectors. In France, the employees concerned worked in a farm located in the Brittany region. In Bulgaria, the trade union <i>Podkrepa</i> was involved into awareness-raising campaigns on a national level.
Bodies/entities involved	<ul style="list-style-type: none"> • France: French Democratic Confederation of Labour (CFDT) (<i>Fédération Générale de l'Agroalimentaire</i>) • Bulgaria: the agricultural sector of trade union <i>Podkrepa</i>

Specific features	
Description of how the success story operates in practice	<p>Activities included the following:</p> <ul style="list-style-type: none"> • Consultation between the French Democratic Confederation of Labour and the departmental services of the French Ministry of Labour to access information about Bulgarian employees (e.g. personal addresses in France). • The creation of the Franco-Bulgarian partnership between the French Democratic Confederation of Labour and Bulgarian <i>Podkrepa</i> trade unions. • Developing and distributing leaflets to Bulgarian employees in their native language concerning their rights in France. • Legal action in France brought by the employees supported by the French Democratic Confederation of Labour against a Bulgarian temporary work agency that had posted them. • Conducting awareness-raising actions on the rights of posted workers in Bulgaria and France.

What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?	None reported.
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	Impact, lessons learnt and transferability
Achievements, results and impact	<p>The immediate effect of the action was the sentencing of the temporary work agency for the exploitation of the posted workers. As a result, the licence for the company to carry out further posting activity has been revoked. One specific form of undeclared work has been effectively stopped.</p> <p>The action also has some wider long-term positive effects, such as the formation of a working alliance between the two trade unions. It is likely that it would also have prevention effects on the work of similar agencies in the future.</p>
What are the key lessons learnt and the key conditions for success?	It is important that short-term deterrence measures, such as court sentences for undeclared work be combined with long-term prevention measures, such as awareness-raising, policy and legislative action.
Has there been any formal evaluation of the success story?	Not reported.

Additional information	
Sources	CFDT website: https://fga.cfdt.fr/portail/agroalimentaire-recette_11468
Metadata and key words for online search	France; Bulgaria; working conditions; agricultural sector; social partners; workers' rights; awareness-raising.

RAISE UP: mutual learning to tackle undeclared work in agriculture across Europe

	<p>Summary</p> <p>RAISE UP is an EU-funded pilot project, promoted by the Federation of Farming Industry Workers/General Italian Labour Confederation (<i>FLAI CGIL: Federazione Lavoratori Agroindustria Confederazione Generale Italiana del Lavoro</i>), to support mutual learning in Europe in a holistic approach for tackling undeclared work in agriculture. It involved transnational cooperation, social campaigns, training, national and EU workshops in Bulgaria, North Macedonia, Italy, Romania and Serbia.</p>
<p>Title of the success story (in English)</p>	<p>RAISE UP – grassroots actions, innovative approaches and stakeholder engagement to tackle undeclared work</p>
<p>Title of the success story (in national language, if available)</p>	<p>N/A</p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>Agriculture has traditionally been a sector with a high level of undeclared work because of its seasonal character and because workers can be hired on a daily basis.</p> <p>Promoted by a consortium composed of trade unions, inspectorates, research organisations and employers' organisations, RAISE UP engaged key stakeholders in strategic discussions to develop more responsive policies and measures to tackling undeclared work in the agricultural sector. This resulted in transnational actions such as joint outreach, education and awareness-raising campaigns, and transnational cooperative actions to move undeclared work into the declared economy. RAISE UP fostered a high trust and high commitment culture. It developed masterplans and roadmaps for future actions, and an online learning platform.</p>
<p>When was the success story implemented? (including start date)</p>	<p>11 December 2017 – ongoing.</p>

and end date/ongoing; pilot or regular)	The project is ongoing. There are plans, which have not yet been finalised, to mainstream some of its activities into regular actions.
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The initiative, coordinated by the FLAI CGIL, involves 12 organisations (five co-applicants, one affiliate and six associates) from five countries (Italy, Bulgaria, North Macedonia, Romania, and Serbia). The action is a pilot project in the agricultural sector.
Bodies/entities involved	<p>Main partners implementing the action:</p> <ul style="list-style-type: none"> • Federation of Farming Industry Workers/General Italian Labour Federation (FLAI CGIL: <i>Federazione Lavoratori Agroindustria Confederazione Generale Italiana del Lavoro</i>) • Federation of Independent Trade Unions in Agriculture (FNSZ) • General Labour Inspectorate Executive Agency (GLIEA) • Trade Union of the Workers from the Agroindustrial Complex of North Macedonia (AGROSINDIKAT) • Workers of Agri-food and Environmental Producers Association (<i>Associazione Lavoratori e Produttori Agroalimentari</i>) (ALPAA) • Metes Foundation <p>Associates:</p> <ul style="list-style-type: none"> • European Federation of Food, Agriculture and Tourism Trade Unions (EFFAT) • National Federation of Workers in Agriculture, Food Industry and Related Services (<i>Confagricoltura Campania; Federatia Nationala a Lucratorilor din Agricultura, Industrie Alimentara Si Servicii Conexa 'AGRO-FRATIA'</i>) • Autonomous Trade Union of Employees in Agriculture, Food, Tobacco Industry and Waterworks of Serbia • Directorate General for Agricultural, Food and Forestry Policies, Campania Region (<i>Regione Campania – Direzione Generale Politiche Agricole Alimentari e Forestali</i>) • Romanian Labour Inspectorate (<i>Inspectia Muncii Din Romania</i>) (IGS))

Specific features	
Description of how the success story operates in practice	<ul style="list-style-type: none"> • The project aims to apply a holistic approach towards tackling undeclared work in the agriculture sector in

	<p>the countries involved. Its implementation went through three phases:</p> <ul style="list-style-type: none"> • The first phase, focused on the exchange of experience on undeclared work in agriculture between the countries. It allowed for the development of a common understanding and awareness of the issues of undeclared work in the agriculture sector in each country. It included the conducting of participatory action-driven research which was subsequently used for the development of evidence-based roadmaps for tackling undeclared work in each of the countries. The roadmaps and master plans for future action of the participating organisations were supplemented by five national workshops in Italy, Bulgaria and North Macedonia, three European-level workshops and an EU dissemination event. • The second phase built on the exchange of experience and was oriented towards the study of new measures which can be more effective and better integrated among countries. This phase allowed for the identification of common actions, which can be implemented across all participating countries and at EU level. • The third phase of the project applied the knowledge gained from the previous phases and implemented an awareness-raising campaign directed towards citizens/consumers of agricultural products. This phase involved also the development of an online learning platform. The platform features among others a checklist on how to organise an outreach activity to tackle undeclared work, a booklet on good practices in tackling undeclared work, as well as national and regional case studies.
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>The total cost of the action is EUR 460 209, of which: staff costs were EUR 209 107, travel costs were EUR 65 895, the organisation of the workshops, production and translation of information and training material (included audio-visual products), outreach campaigns, online platform, interpretation costs were EUR 165 507. The EU grant covered 80 % of the total eligible costs of the action and the remainder was co-financed by the consortium partners' own resources. The grant was provided under the European Programme for Employment and Social Innovation – Progress Axis 2014 – 2020 (Project ID: VS/2017/0320).</p>

	Impact, lessons learnt and transferability
Achievements, results and impact	<p>Assessment of the overall impact is still ongoing as of 2019. Nevertheless, RAISE UP succeeded in achieving the following:</p> <ul style="list-style-type: none"> • To draw attention to undeclared work in agriculture, in particular, in Bulgaria and North Macedonia. • To develop two transnational joint actions tackling undeclared work among Bulgarian and Romanian workers in Italy. • To reach and inform more than 1 000 agriculture workers and increasing the number of workers being referred to union services. • To reach more than 200 unionists, employers, representatives of institutions, journalists and bloggers increasing awareness of the social impact of undeclared work and mutual trust among stakeholders. • To facilitate dialogue among institutions, between institutions and unions, and other relevant organisations. • Implement an outreach campaign in Germany.
What are the key lessons learnt and the key conditions for success?	<ul style="list-style-type: none"> • Building partnerships and engaging stakeholders, including the media, relevant networks, employers and policy-makers in the activities from the outset of a project are important to its ultimate impact. • To face the transnational reality of undeclared work, a multi-actor and international approach is fundamental to deployment and success of effective interventions. • Outreach activities help to build trust and support dialogue both with employers and workers. • Start with relevant EU countries (Bulgaria, Italy, North Macedonia) to explore and monitor the differences in order to understand the dynamics of cross-border undeclared work, so as to deploy and transfer effective counter-measures at the EU level.
Has there been any formal evaluation of the success story?	<p>An evaluation report is expected to be available in September 2019.</p>

Additional information**Sources**

RAISE UP project website:
<https://www.fondazionemetes.it/raise-up>

Metadata and key words for online search

Italy; Bulgaria; North Macedonia; Romania; Serbia; holistic approach; agriculture sector; social partners; mutual learning; awareness-raising campaign; participatory action-driven research; information campaigns; dissemination events; international approach

Committee for irregular workers in Brussels

	<p>Summary</p> <p>The Christian Trade Union of Belgium (CSC) in Brussels provides a dedicated service and help desk to about 500 undocumented migrant workers. The help desk aims to assist undeclared or undocumented workers to access their rights at work, either through mediation with employers, social services and immigration or via legal aid and representation in litigation.</p>
<p>Title of the success story (in English)</p>	<p>Committee for irregular workers CSC Brussels</p>
<p>Title of the success story (in national language, if available)</p>	<p>French: <i>Comité Sans Papiers CSC Bruxelles</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>There are approximately 100 000 undeclared and undocumented workers in Belgium, concentrated in larger cities, especially Brussels.</p> <p>In 2008 a campaign was instigated by the Christian Trade Union of Belgium for the regularisation of undeclared workers, after several collective and publicised hunger strikes of undeclared workers. CSC Brussels resolved to help them regularise by establishing a help and service desk for undeclared workers. As a result, around 500 undeclared or undocumented workers have registered with CSC Brussels.</p>
<p>When was the success story implemented? (including start date and end date/ongoing; pilot or regular)</p>	<p>The help desk was established in 2008. Its mission also focused on supporting undeclared workers in Brussels to come together and on the collective representation of their rights and interests in trade unions and in society.</p> <p>The Committee for irregular workers was launched as an integral part of trade union target group representation (alongside Young CSC and CSC Women). Through social dialogue in the region of Brussels, migrant workers'</p>

	<p>demands for access to decent work and social protection were voiced. The help desk also gained support of the CSC Sector Federation for Food and Services, responsible for the coordination of domestic workers.</p> <p>The help desk is now a regular activity of CSC, supported by CSC's own financial resources, and to a limited extent resources of the undocumented workers themselves (through their membership fees). However, it is mostly financed and supported through the structural solidarity of all workers affiliated to CSC. The future objective of CSC is to have dedicated CSC desks for the undocumented workers in all major cities in Belgium.</p>
<p>Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)</p>	<p>While the success story has developed at city-level, the Committee has contributed also to national and international initiatives. At an international level the Committee has contributed to the work on ILO Recommendation 204 on the formalisation of informal work. It has also provided input into the implementation of the Belgian strategic framework on formalisation of informal work through the National Labour Council. CSC Brussels has been involved in campaigns on the ratification by Belgium of Convention 189 on domestic work and Convention 143 on rights of migrant workers and in the implementation of these conventions in policies and regulation.</p> <p>The Committee shares good practices within the International Trade Union Confederation (ITUC) and the European Trade Union Confederation (ETUC) and within the International Domestic Workers' Federation and the Platform for International Cooperation for Undocumented Workers (PICUM).</p>
<p>Bodies/entities involved</p>	<ul style="list-style-type: none"> • Christian Trade Union (CSC) Federation of Brussels; • Christian Trade Union (CSC) Confederation; • <i>Economische en Sociale Raad van het Brussels Hoofdstedelijk Gewest</i> (ESRBHG); • Non-governmental organisations active in the area of social services, such as OR.CA / FairWork Belgium.

Specific features	
<p>Description of how the success story operates in practice</p>	<p>Activities include the following:</p> <ul style="list-style-type: none"> • Operation of a help desk and provision of services to undocumented workers, including help with access to social services and social protection, in alliance with other non-governmental organisations such as OR.CA / Fair Work Belgium; and support of access to rights at work, through mediation or litigation.

	<ul style="list-style-type: none"> • Provision of training for undocumented workers on their rights at work in alliance with OR.CA / Fair Work Belgium. • Organisation of workers and collective representation of their interests in the trade union and in society. • Specific-interest representation of domestic workers (mostly women) in alliance with CSC Federation of Food and Services. • Representation of workers in social dialogue.
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>CSC has supported all these actions with its own resources, through the solidarity contributions of its 1.6 million affiliated workers. Undocumented workers contribute with their monthly membership fees of EUR 4.2. The CSC Federation of Food and Services has provided some of the funds for unionising of domestic workers.</p>

	<p>Impact, lessons learnt and transferability</p>
<p>Achievements, results and impact</p>	<p>The key impact of the action has been to defend precarious undocumented workers against exploitation, as well as to fight social dumping for other documented Belgian workers. The action has also given voice and representation to precarious and often invisible workers in the social dialogue to access rights. In 2018 CSC implemented a total of 40 actions in defence of precarious groups.</p>
<p>What are the key lessons learnt and the key conditions for success?</p>	<p>It is important to:</p> <ul style="list-style-type: none"> • Form alliances with non-governmental organisations with similar objectives of defending these precarious groups (see alliance with OR.CA / Fair Work Belgium). • Participate in international and European networks for the exchange of good practices, capacity building and interest representation. • Form alliances with national trade union bodies to provide support to these precarious workers (see alliance with Federation Food and Services). • Represent the interests and demands of undocumented workers through social dialogue. • Develop and maintain good working relations, and network with social services and the immigration services.

	<ul style="list-style-type: none"> • Provide training and education on rights at work for undocumented workers. • Mainstream the gender dimension in organisational and political advocacy work (e.g. domestic workers are mainly women).
Has there been any formal evaluation of the success story?	No evaluation has yet been conducted.

Additional information	
Sources	Christian Trade Union (CSC) website: https://www.lacsc.be/page-daccueil OR.CA / Fair Work Belgium website: http://orcasite.be/?id=1 <i>Economische en Sociale Raad van het Brussels Hoofdstedelijk Gewest (ESRBHG) website:</i> https://www.esr.irisnet.be/
Metadata and key words for online search	Belgium; Brussels; trade union; undocumented and clandestine workers; workers' rights

Fair Competition Plan: 40 measures to combat social dumping and unfair competition in the construction sector

	<p>Summary</p> <p>'40 measures to combat social dumping and unfair competition' is an initiative launched to address the increasing cases of fraud and undeclared work in the construction sector in Belgium. The initiative involved an action plan with 40 specific measures, elaborated and adopted by the public authorities in cooperation between the sectoral social partners. The 40 measures cover national level, Benelux area and EU level issues.</p>
<p>Title of the success story (in English)</p>	<p>Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector</p>
<p>Title of the success story (in national language, if available)</p>	<p>French: <i>Plan pour une concurrence loyale: 40 mesures concrètes pour la construction</i></p> <p>Dutch: <i>Plan voor eerlijke concurrentie: 40 concrete maatregelen voor de bouwsector</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>The Belgian government and social partners operating in the construction industry, jointly decided on a Fair Competition Plan to combat social fraud, social dumping and unfair competition. The plan was needed due to the significant number of cases linked to social dumping through fraudulent posting and bogus self-employment. The plan consists of altogether 40 measures, some of which are highly relevant to tackling undeclared work.</p>
<p>When was the success story implemented? (including start date and end date/ongoing; pilot or regular)</p>	<p>The plan was concluded in 2015. As of 2019 most of its measures have already been implemented or are underway.</p>
<p>Scope of the success story (EU, cross-border, national, regional; economy-</p>	<p>The action is focused on the construction sector in Belgium. Most of the planned measures are national. Many of them are linked to cross-border activities and 14 cover Benelux or EU level.</p>

wide or sector-specific)	
Bodies/entities involved	<p>Trade unions:</p> <ul style="list-style-type: none"> • CSC Construction • FGTB Construction • CGSLB. <p>Employers' organisations:</p> <ul style="list-style-type: none"> • <i>Confédération Construction, Bouwunie</i> <p>Government authorities:</p> <ul style="list-style-type: none"> • Secretary of State for the Fight against Social Fraud • Minister for Middle Classes • Self-Employed and SMEs • Belgian Social Information and Investigation Service (SIRS) • Federal Public Service (SPF) • Employment, Labour and Social Dialogue (ETCS) • Belgian National Social Security Office (ONSS) • Belgian National Employment Office (ONEM) • Other government offices were involved in the implementation.

Specific features	
Description of how the success story operates in practice	<p>The main activity consists in translating each measure of the Fair Competition Plan in appropriate legal and regulatory provisions, enforcing them through the competent administrations and monitoring the results.</p> <p>The plan consists of 40 measures. Those of highest relevance in combatting undeclared work include the following:</p> <ul style="list-style-type: none"> • Mandatory recording of workers' attendance on construction sites. • Social ID card issued to all Belgian construction workers, as a visual means of identification and check-in on construction sites. • Additional data required for the posting declaration (the main document identifying the employer, which posts workers in another country) in order to better identify foreign employers. • Limiting subcontracting of works to two levels in public contracts.

	<ul style="list-style-type: none"> • Increased use of data mining techniques for more efficient risk assessments and controls. • Changes to legislation, in particular, to combat bogus self-employment.
What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?	Except for the costs of the <i>Construbadge</i> , a social ID card for Belgian construction workers (EUR 750 000), all costs are borne by the federal government.

	Impact, lessons learnt and transferability
Achievements, results and impact	Since the start of the plan in 2015 by 2018, employment in the construction sector has notably increased (by 6 100) and the social dumping seems to have largely decreased.
What are the key lessons learnt and the key conditions for success?	<ul style="list-style-type: none"> • Good information and communication to workers and to companies through trade unions and employers' organisations is critical to achieving sustainable impact. • Effective enforceability and control by the government adds credibility to the adopted measures. • Linking different databases with each other (data mining) provides for better risk assessment and targeting of measures. • Exchange of information between public authorities (including cross-border) and between public authorities and professional organisations in the construction sector provides for the comprehensiveness of the approach.
Has there been any formal evaluation of the success story?	There have been follow-up meetings, mentions in administration reports over the wider governmental action plan to combat social fraud (see the referenced sources below), but no official review.

Additional information	
Sources	<p>Fair Competition Plan: (French) http://www.tommelein.com/wp-content/uploads/bsk-pdf-manager/Ondertekend_plan_eerlijke_concurrentie_BOUW_FR_150.pdf</p> <p>(Dutch) http://www.tommelein.com/wp-content/uploads/bsk-pdf-manager/Ondertekend_plan_eerlijke_concurrentie_BOUW_NL_149.pdf</p> <p>Reports of the SIRS-SIOD (information and social research administration): (French) https://www.sirs.belgique.be/fr/sirs/plan-daction-2019-nouveau (Dutch) https://www.sirs.belgique.be/nl/actieplan-2019-nieuw</p> <p>European Social policy Network (ESPN) Flash Report 2016/54: https://ec.europa.eu/social/BlobServlet?docId=16142&langId=en</p>
Metadata and key words for online search	Belgium; action plan; construction sector; social fraud; unfair competition

Charter between the social inspection services and employers' organisations

	<p>Summary</p> <p>Social inspection services play a key role in fostering equal and fair competition amongst companies in Belgium. Through the Charter, employers' organisations agreed to underline the role played by the social inspection services in preventing unfair competition and fighting social fraud. In such a way employers' associations nudge their members to cooperate with the inspection services thus increasing the effectiveness of their actions in tackling undeclared work. In addition, the Charter stimulates voluntary compliance and prevents the emergence of undeclared work in the first place.</p>
<p>Title of the success story (in English)</p>	<p>Charter between the social inspection services and employers' representative organisations</p>
<p>Title of the success story (in national language, if available)</p>	<p>French: <i>Charte entre les organisations patronales et d'indépendants et les services d'inspection sociale</i></p> <p>Dutch: <i>Charter tussen werkgevers- en zelfstandigenorganisaties en sociale inspectiediensten</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>At the initiative of the Federal Government, a Charter between social inspection services and employers' organisations was drafted. By signing this Charter in early 2018, the signatory parties listed the transversal principles of good conduct of social inspections to which they subscribed. Employers' organisations insisted on the equal importance of prevention and information missions by inspectors as well as control and sanctions.</p>
<p>When was the success story implemented? (including start date and end date/ongoing; pilot or regular)</p>	<p>Employers' organisations and social inspection services met several times in 2017 and 2018 in order to draft the Charter. They signed the text on the 9 March 2018 and undertook to publicise it by means of external as well as internal training sessions. Further information will be exchanged within the Belgian platform dedicated to the fight against social fraud.</p>

<p>Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)</p>	<p>The action is a project developed within the Belgian national framework. It encompasses all private sector companies.</p>
<p>Bodies/entities involved</p>	<p>Public authorities at the federal level (national):</p> <ul style="list-style-type: none"> • Ministry of Employment • Secretary of State in Charge of the Fight against Social Fraud • Ministry of Small Businesses, Self-Employment, Small and Medium-Sized Enterprises • Ministry of Social Affairs and Public Health, and Asylum Policy and Migration • Service of information and social research (SIRS – SIOD) • National Social Security Office (ONSS – RSZ) • National Institute for the Social Security of the Self-employed (INASTI – RSVZ) • Federal Public Service Employment, Labour and Social Dialogue (SPF ETCS – FOD WASO) • National Employment Office (ONEM – RVA) • National Institute for Health Insurance (INAMI – RIZIV). <p>Social partners:</p> <ul style="list-style-type: none"> • Federation of Enterprises in Belgium (FEB – VBO) • Associations for entrepreneurs and small businesses: UNIZO – Dutch speaking; UCM – French speaking • Farmers association (<i>Boerenbond</i>).

<p>Specific features</p>	
<p>Description of how the success story operates in practice</p>	<p>The Charter is a preventative measure, which allows for better cooperation between employers’ associations and inspection bodies, including in tackling undeclared work. So far it has been practically implemented through training allowing for better mutual understanding between the parties. The signatory parties undertake the following commitments:</p> <ul style="list-style-type: none"> • The employers and inspectors show mutual respect and professionalism towards each other and towards customers.

	<ul style="list-style-type: none"> • The inspectors pay attention to the continuity of production. <p>The signatory parties commit to abide by the following principles:</p> <ul style="list-style-type: none"> • Transparency and open dialogue; • Fair competition between the enterprises; • Importance of entrepreneurship and social protection; • Proportionality; • Purpose; • Legitimacy; • Discretion and confidentiality; • Mutual respect and understanding. <p>Employers' organisations will inform their members about their duties and the respective relevant legislation. Employers and self-employed undertake to cooperate and act constructively in case of inspection.</p> <p>In addition to their 'inspection role' social inspection services will provide support and guidance to employers. They will allow employers time to follow up and provide information post-inspection. Employers may be granted additional time to comply with the legislation. Social inspection services shall contribute to guaranteeing a unified and harmonised application of the law. In this way, employers' voluntary compliance will be enhanced, while avoiding costly court proceedings for both sides.</p>
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>Each signatory party has covered its own costs. There is no assessment as to the total or itemised costs of the action.</p>

	<p>Impact, lessons learnt and transferability</p>
<p>Achievements, results and impact</p>	<p>The Charter provides for follow-up meetings which are expected to take place on an annual basis. So far, however, a review process has not yet taken place. Consequently, the results and the impact on undeclared work are not yet available.</p>

What are the key lessons learnt and the key conditions for success?	The main lesson is that social inspection services are willing to guide and to help 'bona fide' businesses. The Charter reinforces this notion. As the legislation is becoming more and more complex, it is important that businesses count on inspection services' cooperation, specifically for small and medium sized enterprises which cannot afford to spend time and allocate resources for a daily follow-up of the evolving rules.
Has there been any formal evaluation of the success story?	No evaluation of the action has been carried out yet.

Additional information	
Sources	Not available online.
Metadata and key words for online search	Belgium; charter; social inspection services; employers' organisation; unfair competition; social fraud; social partners

Tackling undeclared work and letterbox companies through advisory centres in Hesse and Rhineland-Palatine

	<p>Summary</p> <p>The action, organised by the European Migrant Workers Union (EMWU), is directed towards tackling undeclared work by letterbox companies. It includes multiple information and cooperation initiatives such as free advisory centres for workers from Central and Eastern European Member States, awareness-raising campaigns in the construction, agricultural, and transportation sectors, etc.</p>
<p>Title of the success story (in English)</p>	<p>Projects by the European Migrant Workers Union (EMWU) 'Tackling undeclared work and letterbox companies through advisory centres in the federal state of Hesse and Rhineland-Palatine' by providing free legal information, organising information campaigns and cooperating with authorities.</p>
<p>Title of the success story (in national language, if available)</p>	<p><i>Projekte beim Europäischen Verein für Wanderarbeiterfragen e.V. (EVW): Bekämpfung von Schwarzarbeit und Briefkastenfirmen in den Bundesländern Hessen und Rheinland-Pfalz durch kostenfreie Beratung, Organisation von Informationskampagnen und Kooperation mit Behörden.</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>In the past decade many workers from Central and Eastern Europe (CEE) have moved to Germany. Some of them come across fraudulent employers. As a result, there have been many cases of unpaid salaries, undocumented work and unlawful dismissals. Some of these workers have not been fully aware of their rights, resulting in unreported and unsanctioned fraud.</p> <p>The EMWU successfully applied to the relevant ministries at national and sub-national level for funds to run projects helping those workers and combatting such fraud. A</p>

	particular focus of the project is the prevention of fraud. By organising face-to-face information campaigns and trainings for workers EMWU indirectly tackles undeclared work and letterbox companies. Moreover, EMWU provides help also in enforcing entitlements of migrant workers in close cooperation with other actors and by appealing to supply chain liability provisions.
When was the success story implemented? (including start date and end date/ongoing; pilot or regular)	This EMWU initiative began in 2004 and is ongoing in the German province of Hesse and Rhineland-Palatine.
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The scope of the initiative is regional, in the federal state of Hesse and Rhineland-Palatine, covering all economic sectors but with a focus on letterbox companies in the construction, transport and agriculture sectors. As it relates to workers from Central and Eastern European Member States, it also has a cross-border dimension.
Bodies/entities involved	Trade unions: <ul style="list-style-type: none"> • European Migrant Workers' Union (EMWU) • ver.di (<i>Vereinte Dienstleistungsgewerkschaft</i>) • IG BAU (<i>IG Bauen-Agrar-Umwelt</i>) Enforcement authorities: <ul style="list-style-type: none"> • Germany Customs (<i>Zoll</i>) • A holidays fund scheme of the construction sector (SOKA BAU), etc.

Specific features	
Description of how the success story operates in practice	The projects include multiple initiatives, such as: <ul style="list-style-type: none"> • Free legal consultations via email, phone and in person for workers from Central and Eastern Europe in the workers' own language. • Extensive awareness-raising campaigns implemented in the construction, agricultural, and transportation sectors focused on minimum working conditions, preventing undeclared work and combatting letterbox companies. • Face-to-face information campaigns on construction sites, production facilities, parking lots, agricultural fields. • Distribution of leaflets in different languages containing relevant information and contact data. • Enforcement of entitlements of workers by raising public and political pressure in close cooperation with

	<p>trade unions, authorities and others and by making use of supply chain liability provisions.</p> <ul style="list-style-type: none"> • Training for workers.
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>Sub-national and national ministries in Germany have financed the projects. The staff consists of advisors with Bulgarian, Romanian, Polish and Hungarian language skills. The distributed leaflets are designed, printed and provided for free by the federal project 'Fair Mobility' of the German Confederation of Trade Unions (<i>DGB: Deutsche Gewerkschaftsbund</i>).</p>

	<p>Impact, lessons learnt and transferability</p>
<p>Achievements, results and impact</p>	<p>The actions implemented under the different projects run by the European Migrant Workers Union achieved impact through empowering workers:</p> <ul style="list-style-type: none"> • Around 1 602 workers from Central and Eastern Europe benefited from consultations in Hesse. • Information and prevention work reached around 900 people in Hesse. • Workers are more aware of their rights, of how to enforce their legal entitlements and how to report cases of undeclared work. • The actions have some deterrence effect on the employers as well. Some reacted by changing their conduct. • The actions raised the awareness of the general public regarding the problems faced by migrant workers.
<p>What are the key lessons learnt and the key conditions for success?</p>	<ul style="list-style-type: none"> • Combatting undeclared work needs a comprehensive approach, including empowering vulnerable workers by providing them with information. • Since such workers are often migrants it is very important to provide information and consultations in their own language and by persons having similar cultural background to help build trust. • Another important condition is outreach work. This is crucial for reaching particular workers (mobile workers such as lorry drivers or isolated ones like seasonal workers in agriculture).

<p>Has there been any formal evaluation of the success story?</p>	<p>Some of the projects have been evaluated in annual reports, for example:</p> <p>(German) Campaigns in agriculture, 2018: https://www.peco-ev.de/docs/2018_Bundesweite_Aktionswochen_Saisonarbeit_Landwirtschaft.pdf</p> <p>(German) Campaigns in transport sector: https://www.faire-mobilitaet.de/ueberuns/+co++94f8f260-6d94-11e9-967b-52540088cada</p>
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<p>Additional information</p>	
<p>Sources</p>	<p>European Migrant Workers Union website: www.emwu.org</p> <p>The Fair Mobility project website: www.faire-mobilitaet.de</p>
<p>Metadata and key words for online search</p>	<p>Germany; awareness-raising campaigns; letterbox companies; social partners; workers' rights; working conditions; outreach work; face-to-face information campaigns; migrant workers</p>

***Adiloti Ergasia*: Uncovering undeclared work**

	<p>Summary</p> <p>The <i>Adiloti Ergasia</i> project aims at uncovering undeclared work in Greece by strengthening employment monitoring and inspections, improving tax collection, and educating employers and workers about the benefits of formal work. It is a collaborative effort by the International Labour Organization (ILO), the Ministry of Labour Social Security and Social Solidarity of Greece, and eleven Greek trade unions and confederations. Through social dialogue, the project developed a roadmap for tackling undeclared work in Greece, which was ratified at a tri-partite level.</p>
<p>Title of the success story (in English)</p>	<p><i>Adiloti Ergasia</i>: Uncovering undeclared work in Greece</p>
<p>Title of the success story (in national language, if available)</p>	<p><i>Adiloti Ergasia</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>Following the financial crisis of 2008-2010, undeclared work has significantly risen in the Greek economy. It was recognised that the transition towards formal economy was essential to achieve inclusive development and fair treatment to workers. It was also a key step towards recovering trust in the Greek economy and in public institutions.</p> <p>In 2015 as part of the European Stability Mechanism support programme for Greece a key objective was set for the enforcement authorities to develop an integrated action plan against undeclared work. As part of a project funded by the Structural Reform Support Service of the European Commission, the ILO in collaboration with the Greek labour authorities and more than eleven social</p>

	<p>partners have initiated the largest tri-partite campaign against undeclared work in Greece.</p> <p>The collaboration was initiated by the development of a diagnostic report, which was prepared and approved by all of the participating institutions and organisations.</p> <p>Based on the diagnostic analysis the project then developed a roadmap for tackling undeclared work in Greece, which was ratified on a tri-partite level. The aim of this roadmap is to facilitate the transition to the formal economy and tackle undeclared work over the period 2017-2019 through an integrated plan of measures.</p> <p>The Greek government and the social partners, with the support of the ILO and the Structure Reform Support Service, currently work together to achieve the set goals.</p>
When was the success story implemented? (including start date and end date/ongoing; pilot or regular)	The project runs from January 2017 to December 2019.
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The initiative is focused on the entire Greek economy but involves through the ILO an international component.
Bodies/entities involved	<p>Some of the key stakeholders include:</p> <ul style="list-style-type: none"> • The Athens Labour Unions Organization (EKA) • The Greek Confederation of Trade and Entrepreneurship (ESEE) • The Association of Greek Tourist Enterprises (SETE) • The Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE) • Hellenic Federation of Enterprises (SEV) • General Confederation of Greek Workers (GSEE) • The Association of Information Technology & Communications Enterprises of Greece (SEPE) • The Ministry of Labour, Social Security and Social Solidarity of Greece.

Specific features

Description of how the success story operates in practice	The project first involved the signing of a tri-partite agreement between all the involved social partners and Greek governmental bodies. Subsequently, the project developed a roadmap that involved a balanced regulatory and policy framework for preventive and appropriate
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	<p>deterrence measures that will facilitate the transition to the formal economy and tackle undeclared work. The Greek labour authorities, in collaboration with all the involved social partners and the support of the Structural Reform Support Service of the European Commission and the ILO, are currently working towards achieving the goals set in the roadmap. The approach towards fighting undeclared work is holistic in its nature. Part of it includes the organisation of inspections by enforcement authorities, in which also social partners are involved. The project envisages extensive awareness-raising campaigns driven primarily by trade unions and employers' organisations. The awareness-raising campaigns include online practices such as website development, advertisements, but also direct contact with workers.</p>
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>The project is primarily funded by the Structural Reform Support Service but receives the support of the Greek government and social partners.</p>

	<p>Impact, lessons learnt and transferability</p>
<p>Achievements, results and impact</p>	<p>The practice is still ongoing. But its key achievement so far has been to join together all government and social partners' stakeholders in a systemic effort to tackle undeclared work in Greece. The initiative has benefited from the best international and European expertise in the area. It is the largest and most ambitious undertaking in this area in Greece.</p>
<p>What are the key lessons learnt and the key conditions for success?</p>	<p>The <i>Adiloti Ergasia</i> initiative has been able to leverage the urgency imposed by the crisis to develop a joint and comprehensive response to one of the critical challenges to the Greek economy – undeclared work. It has brought on board all the stakeholders to the issue to agree on a concerted plan of action over an extended period of time.</p>
<p>Has there been any formal evaluation of the success story?</p>	<p>Currently no formal evaluation.</p>

Additional information	
Sources	<i>Adiloti Ergasia</i> website: https://adilotiergasia.org/en/
Metadata and key words for online search	Greece; undeclared work; International Labour Organisation; <i>Adiloti Ergasia</i> ; Structural Reform Support Service; European Stability Mechanism

'Back in the Field': Awareness-raising campaign against undeclared work in agriculture

	<p>Summary</p> <p>'Back in the Field' is a national level awareness-raising campaign against undeclared work in the agriculture sector in Italy. It is conducted annually, for a period of one week during the summer, by trade unionists and activists.</p>
<p>Title of the success story (in English)</p>	<p>Back in the Field</p>
<p>Title of the success story (in national language, if available)</p>	<p><i>Ancora in Campo</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>'Back in the Field' is a national campaign of the Federation of Farming Industry Workers General Italian Labour Confederation (<i>FLAI CGIL: Federazione Lavoratori Agroindustria Confederazione Generale Italiana del Lavoro</i>) which for one week during the summer brings together trade unionists from all over Italy to fight against different forms of undeclared work and exploitation of workers in agriculture.</p> <p>The primary objective of the campaign is to meet the workers involved in sowing and harvesting in order to inform them directly about their rights in relation to their contracts and wages. Activists present workers with the new opportunities offered by Italian Law 199 of 2016 on <i>caporalato</i> (exploitation by illegal intermediaries or gangmasters). The campaign therefore involves actions in the fields, public squares and slums where workers are often 'recruited' by <i>caporali</i> (gangmasters).</p>
<p>When was the success story implemented? (including start date)</p>	<p>The measure was launched in 2011 and is now an annual event.</p>

and end date/ongoing; pilot or regular)	
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The initiative is focused on the agricultural sector in Italy, which is one of the worst affected by undeclared work practices. Thanks also to European projects such as RAISE UP (see the related success story fiche), it operates across borders and common campaigns have now been implemented in Italy and abroad. In 2019, cooperation between three social partners including the Industrial Union for Construction Agriculture and Environment (IG BAU), the Federation of Farming Industry Workers (FLAI CGIL) and the Association of Agro-Food and Environmental Producers (ALPAA CGIL) resulted in an awareness campaign regarding basic information about rights and minimum wages.
Bodies/entities involved	Federation of Farming Industry Workers General Italian Labour Confederation (<i>FLAI CGIL: Federazione Lavoratori Agroindustria Confederazione Generale Italiana del Lavoro</i>)

Specific features	
Description of how the success story operates in practice	<p>Every year for a week, 'Labour Brigades' composed of employees and activists of the FLAI CGIL, patrolled the countryside from early morning to meet large numbers of workers, bringing them water and straw hats or raincoats for shelter from wind and rain. The action, above all, is to enhance the workers' awareness of their employment rights and thus protect them from entering or help them exit undeclared employment. The information campaign is mainly conducted by activists and trade union representatives, including through leaflets written in the workers' own languages are also distributed.</p> <p>Union organisers travel to the fields in a campervan in an attempt to break the forced isolation of workers. Talks and debates are organised in squares and slums.</p>
What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?	The costs of the activity are covered by FLAI CGIL resources. Staff involvement is voluntary and the main costs are producing information materials, water and hats for workers, t-shirts for workers and union organisers, and transport.

	Impact, lessons learnt and transferability
Achievements, results and impact	<p>The key effects on undeclared work from the implementation of the action have included:</p> <ul style="list-style-type: none"> • Reaching the workers most vulnerable and unprotected against undeclared work and exploitation. • Increasing of legal assistance and union membership, which helps prevent undeclared work from re-appearing. • Increasing awareness in the media and among the general public. • Developing grassroots level proposals to amend the legislation or propose new measures to safeguard workers' rights.
What are the key lessons learnt and the key conditions for success?	<p>Engaging activists from the same cultural and language background as the workers in the field is crucial to enhance communication and trust. This is an important prerequisite to tackle undeclared work among the most vulnerable workers in the field.</p> <p>Translation into the migrant workers' languages of the laws and other useful administrative documents, related to local welfare systems is also important. It raises awareness and informed cooperation by the workers and empowers them to get out of undeclared employment by their own means.</p> <p>Cooperation between national unions and unions in the countries that many of the workers in the field come from, helps the better understanding and the tackling of undeclared work among specific national and ethnic groups. It is also critical to identifying the needs for capacity-building work in the countries of origin.</p>
Has there been any formal evaluation of the success story?	<p>No formal evaluation of the action has been carried out yet.</p>

Additional information	
Sources	<p>FLAI CGIL website: https://www.flai.it/</p>
Metadata and key words for online search	<p>Italy; outreach; agricultural sector; seasonal work; awareness-raising campaign; social partners</p>

4.6 Portugal

National campaign against undeclared work: 'Bad for you! Harmful for all!'

	<p>Summary</p> <p>Portuguese Social partners and other public authorities participated actively in the national campaign against undeclared work developed by the Authority for Working Conditions (ACT) in 2014-2015. The main goal of this campaign was to tackle undeclared work in Portugal based on the combination of deterrence and promotion of compliance. The campaign gave a direction to the involvement of social partners and their awareness-raising efforts in tackling undeclared work.</p>
<p>Title of the success story (in English)</p>	<p>National campaign against undeclared work</p> <p>Bad for you!</p> <p>Harmful for all!</p>
<p>Title of the success story (in national language, if available)</p>	<p><i>Campanha nacional contra o combate ao trabalho não declarado</i></p> <p><i>Mau para si!</i></p> <p><i>Prejudicial para todos!</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>The national campaign was initiated with the primary goal of curbing undeclared work in Portugal. It started with a study of the non-registered economy in the county, which showed its share in 2012 had reached almost 27% of GDP. The campaign also set the objectives of tackling:</p> <ul style="list-style-type: none"> • Improper working conditions for workers involved in undeclared work. • Occupational safety and health (OSH) risks for workers.

	<ul style="list-style-type: none"> • The lack of social protection for workers engaged in undeclared work. • Sustainability of the social security system. <p>The campaign aimed at raising general awareness in society and among social partners of undeclared work. Numerous national, regional and local employer associations and trade unions were actively involved in the implementation of its enabling and preventive activities.</p>
<p>When was the success story implemented? (including start date and end date/ongoing; pilot or regular)</p>	<p>The national campaign against undeclared work was launched on 15 July 2014 and ended on 7 April 2015. It had the following three main phases:</p> <ul style="list-style-type: none"> • Before July 2014: <ul style="list-style-type: none"> ○ Identification and engagement of the social and institutional partners; ○ Planning; ○ Identification of beneficiaries and sectors; ○ Goals definition; ○ Training of labour inspectors. • Public launch of the campaign (15 July 2014). • After 15 July 2014 until 7 April 2015: <ul style="list-style-type: none"> ○ Information and awareness-raising actions; ○ Development of instruments and key messages; ○ Guidelines for the inspection actions; ○ Inspection visits; ○ Proposals to improve the regulatory framework.
<p>Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)</p>	<p>The scope was national and covered all sectors of the economy, with a focus on construction, hotel and restaurants, retail trade, and agriculture and forestry. ACT targeted the following areas on the following groups:</p> <ul style="list-style-type: none"> • Information and awareness-raising actions towards: <ul style="list-style-type: none"> ○ Workers and workers' representatives; ○ Employers and employers' representatives; ○ Self-employed; ○ Associations; ○ Students as workers/employers in the future; ○ General public. • Inspection activities focused mainly on the most vulnerable groups (with the highest probability of engaging in undeclared work) such as the unemployed and illegal immigrants, followed by self-employed workers and part-time workers.

Bodies/entities involved	<p>Social partners – employers and workers confederations:</p> <ul style="list-style-type: none"> • The Confederation of Portuguese Farmers (<i>Confederação dos Agricultores de Portugal</i>) • Confederation of Portuguese Business (<i>Confederação Empresarial de Portugal</i>) • General Confederation of the Portuguese Workers (<i>Confederação do Turismo de Portugal</i>) • General Union of Workers (<i>União Geral de Trabalhadores</i>) <p>Institutional/ public entities:</p> <ul style="list-style-type: none"> • Institute of Social Security (ISS) • High Commissioner for Migration (ACM) • Foreign and Borders Service (SEF) • Public Institute of Employment (IEFP) • 80 Municipalities/Schools /Universities/Other Associations
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Specific features	
Description of how the success story operates in practice	<p>The involved social partners participated actively in all actions of the campaign. These included:</p> <ul style="list-style-type: none"> • Development of a campaign image. • Flyer production in 5 languages: Portuguese, English, French, Russian and Romanian. • Setting up a campaign website¹¹. • Merchandising in national and local newspapers.
What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?	<p>The total cost to set up the awareness-raising campaign was EUR 16 721 funded from the ACT budget. All instruments and activities of the campaign were described in a specific area on the ACT website. A total of 250 labour inspectors and other ACT staff (e.g. from the management and from the communication department) were involved.</p>

¹¹ The campaign website is available online at: [http://www.act.gov.pt/\(pt-PT\)/Campanhas/Campanhasrealizadas/Trabalho%20N%C3%A3o%20Declarado/Instrumentos/Paginas/default.aspx](http://www.act.gov.pt/(pt-PT)/Campanhas/Campanhasrealizadas/Trabalho%20N%C3%A3o%20Declarado/Instrumentos/Paginas/default.aspx).

	Impact, lessons learnt and transferability
Achievements, results and impact	<ul style="list-style-type: none"> • Raising awareness about undeclared work in the native languages of the workers through the dissemination of information: written press, digital, social networks, radio advertisements, informative flyers in five languages: Portuguese, English, French, Russian and Romanian. • Carrying out 129 awareness-raising activities – which reached 6 607 participants (workers, employers and their representatives, students, teachers) organised at a national level. • Involving 5 165 employers. • Detecting 9 073 undeclared workers (3 244 voluntary regularisations – 40 %). • Developing measures particularly targeted at workers and employers including a telephone helpline and a list of frequently asked questions (FAQ) with answers on the labour inspectorate website.
What are the key lessons learnt and the key conditions for success?	<ul style="list-style-type: none"> • Social partners are particularly important stakeholders in raising awareness to reduce undeclared work. Hence, it is important that such campaigns promote synergies between public authorities and the social partners. • Deterrence measures are best complemented by information and awareness-raising activities in conjunction with social and institutional partners. The latter are very effective in achieving long-term change of behaviour, e.g. through sessions of awareness and information in elementary and high schools. • Act nationally but engage locally. National advertising campaigns involving written press advertisements and radio, posters and flyers need to be aided by increased level of cooperation between local stakeholders. • Message of the campaign need to demonstrate major wins, such as the identification of and intervention on major cases of undeclared work through actions coordinated with all competent authorities.
Has there been any formal evaluation of the success story?	<p>While there are no public records of any formal evaluation of the campaign, ACT representatives note as important the following key successes of the action:</p> <ul style="list-style-type: none"> • First joint campaign with social partners towards tackling undeclared work in Portugal.

	<ul style="list-style-type: none"> • Achieved strong cooperation between institutions and social partners. • Increased cooperation between local stakeholders. • There are persisting challenges in detecting cases and securing evidence regarding undeclared work. • Developed novel methodology and tools for inspections towards tackling undeclared work.
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Additional information	
Sources	<p>ACT's documents related to the campaign: http://www.act.gov.pt/(pt-PT)/Campanhas/Campanhasrealizadas/Trabalho%20N%C3%A3o%20Declarado/Paginas/default.aspx</p> <p>ACT's Annual report: http://www.act.gov.pt/(pt-PT)/SobreACT/DocumentosOrientadores/RelatorioActividades/Documents/RelatorioAI2014.pdf</p> <p>Presentation of the campaign: http://www.act.gov.pt/(pt-PT)/Campanhas/Campanhasrealizadas/Trabalho%20N%C3%A3o%20Declarado/SeminariodeEncerramento/Paginas/default.aspx</p>
Metadata and key words for online search	Portugal; awareness-raising campaign; social and institutional partners; joint inspections; working conditions

Fair Play BYGG: Assisting authorities with investigative measures in the construction sector

	<p>Summary</p> <p>Fair Play BYGG is an organisation set up by two social partners, the trade union <i>Byggnads Stockholm-Gotland</i> and the employers' organisation <i>Stockholms Byggmästareförening</i> which have taken onboard the responsibility to investigate suspected instances of undeclared work and present them as cases to the authorities for further action. In this way the social partners actively engage with deterring undeclared work whilst not getting involved in the inspection process.</p>
<p>Title of the success story (in English)</p>	<p>Fair Play BYGG: Tackling undeclared work through assisting authorities with investigative measures in the construction sector</p>
<p>Title of the success story (in national language, if available)</p>	<p>Fair Play BYGG</p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>The Swedish construction sector faces rising challenges from economic crime, tax evasion and undeclared work. The Swedish labour authorities face challenges to tackle undeclared work and other types of complex fraud in the sector. This inhibits competition and fair growth in construction.</p>
<p>When was the success story implemented? (including start date and end date/ongoing; pilot or regular)</p>	<p>Fair Play BYGG started its campaign in February 2016, with an initial proposed end date in 2019. However, due to the size of the challenge of undeclared work in the construction sector and popularity of the campaign, it was extended to February 2021. It has increasingly been supported by labour and industry organisations.</p>
<p>Scope of the success story (EU, cross-</p>	<p>The action is focused on the construction sector in the wider Stockholm region.</p>

border, national, regional; economy-wide or sector-specific)	
Bodies/entities involved	<ul style="list-style-type: none"> • <i>Byggnads Stockholm-Gotland</i> (trade union in the construction sector) • <i>Stockholms Byggmästareförening</i> (employers' organisation in the construction sector) • Different authorities to whom they supply reports on undeclared work, such as the Swedish Tax Authority

Specific features	
Description of how the success story operates in practice	<p>The work of Fair Play BYGG, involves three stages.</p> <p>First, the organisation developed a website through which workers can anonymously report cases of undeclared work, tax evasion or abuses of workers by construction companies.</p> <p>Second, a team of experienced investigative journalists, inspectors and ex-military experts form a case on each anonymous report. They employ investigative techniques in order to further understand and substantiate the case.</p> <p>Third, if through their investigation they found irregularities they report the case to the Swedish Work Environment Authority.</p>
What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?	<p>The financing of Fair Play BYGG is entirely covered by the two social partners - <i>Byggnads Stockholm-Gotland</i> and <i>Stockholms Byggmästareförening</i>.</p>

	Impact, lessons learnt and transferability
Achievements, results and impact	<p>More than 90 % of cases submitted to the Swedish Work Environment Authority on the basis of the anonymous reporting and the subsequent investigations have resulted in the uncovering and prosecuting of cases of undeclared work.</p>

	Companies and trade unions strongly support the work of Fair Play BYGG because of their ability to 'dig-up' hidden cases of irregularity and crime. Fair Play BYGG has become a 'bridge between workers and institutions' through earning the trust of the workers and providing them with support.
What are the key lessons learnt and the key conditions for success?	<ul style="list-style-type: none"> • Collaboration between trade unions and employers' organisations helps build a comprehensive approach to tackle undeclared work. • Success breeds success: demonstrating ability to continuously uncover undeclared work cases without exposing vulnerable parties, such as workers, helps build trust and reinforces support for the initiative. • Work on raising awareness among politicians to help attract further stakeholders.
Has there been any formal evaluation of the success story?	Annual report for 2018: https://www.byggnads.se/regioner/stockholm-gotland/aktuellt11/2019/pressmedelande/ (in Swedish)

Additional information	
Sources	Fair Play BYGG project website: https://fairplaybygg.se/en/home__14 Byggnads (trade union for construction workers) Stockholm-Gotland website: https://www.byggnads.se/Stockholm-Gotland/ Stockholm Byggmästareförening website: https://stockholmsbf.se/
Metadata and key words for online search	Sweden; Fair Play BYGG; trade unions; employers' organisations; investigative measures and whistleblowing to tackle undeclared work

Fair competition: towards an attractive, fair and safe construction industry in Sweden

	<p>Summary</p> <p>This success story presents a collaboration between social partners for the development of a national-level strategy for fair competition in the construction sector in Sweden. Its aim is to cover all major irregularities occurring within the sector. Undeclared work is one of the key issues that the strategy will focus on. The strategy development has been based on 300 nation-wide workshops and discussion groups, with stakeholders in the sector. The social partners hope to provide an example and encourage other actors to undertake similar initiatives within their respective areas and to strengthen the internal market.</p>
<p>Title of the success story (in English)</p>	<p>Fair Competition – towards an attractive, fair and safe construction industry</p>
<p>Title of the success story (in national language, if available)</p>	<p><i>Sund konkurrens i bygg- och anläggningsbranschen</i></p>

	<p>Detailed description of the success story</p>
<p>Context driving the implementation of the action (success story)</p>	<p>Undeclared work, wage dumping, bribery and sub-standard working conditions have become common in the Swedish construction sector. Such irregularities, hurt fair competition among the approximately 97 000 construction companies in the Swedish industry. Following a call by the Swedish government for the development of purposeful and effective methods for counteracting fraud, non-compliance (including undeclared work) and other criminal acts in the construction sector, the Swedish Construction Federation and the trade union Byggnads have initiated a national-level campaign to develop a strategy for fair competition in the sector. Both organisations have extensive experience in the fight against undeclared work in Sweden. They have contributed to the formation of key regulations in the sector and have extensive collaboration with the Swedish Tax Agency and Swedish Work Environment Authority.</p>

When was the success story implemented? (including start date and end date/ongoing; pilot or regular)	The project started in 2018 and is expected to end in 2020.
Scope of the success story (EU, cross-border, national, regional; economy-wide or sector-specific)	The project is national and covers the entire value chain of actors in the construction sector (contractors, employers, municipalities, public authorities, banks, insurance companies etc.). The work was initiated by the Swedish Construction Federation but is carried out in broad collaboration.
Bodies/entities involved	<p>Employer organisation: Swedish Construction Federation</p> <p>Trade unions:</p> <ul style="list-style-type: none"> • <i>Byggnads</i> • SEKO • <i>Elektrikerförbundet,</i> • <i>Unionen</i> • <i>Sveriges Ingenjörer</i> • <i>Ledarna</i> <p>Public authorities:</p> <ul style="list-style-type: none"> • Swedish Transport Administration (<i>Trafikverket</i>), • Swedish Work Environment Authority (<i>Arbetsmiljöverket</i>), Swedish Tax Agency (<i>Skatteverket</i>), • Swedish Police Authority (<i>Polisen</i>), • Swedish Economic Crime Authority (<i>Ekobrottsmyndigheten</i>), • Swedish Gender Equality Agency (<i>Jämställdhetsmyndigheten</i>) • Swedish Public Employment Service (<i>Arbetsförmedlingen</i>) • Swedish Social Insurance Agency (<i>Försäkringskassan</i>)

Specific features	
Description of how the success story operates in practice	The primary objective of this initiative is to develop a national strategy for fair competition in the construction sector. The strategy is intended for all stakeholders in the sector. The initiative has initially focused on establishing a common picture of the industry as regards fair construction and what an 'ideal industry' is. A wide range of different actors in the sector have contributed through about 300

	<p>workshops nationally. Digital tools and platforms have been used to instruct and inspire these conversations in local workshops across the country.</p> <p>On the basis of the workshops, a national agenda with seven basic principles, which relate to undeclared work prevention, have been developed for all actors in the sector:</p> <ul style="list-style-type: none"> • Safe working environment. • Decent working conditions. • Right competence for the work. • Respect and equal treatment. • Proper order at all stages. • Clear laws and regulations as well as follow-up and penalties in the event of a breach of laws and regulations. • Agreements at all stages contain requirements for, and follow-up of the six foregoing rules. <p>The workshops have identified undeclared work as one of the primary obstacles to fair competition in the sector. The issue of undeclared work has resulted in the development of rules two, five and seven. In particular, rule number 2 states that no wage dumping and no undeclared work may occur. Rule number five states that no bribes, no conflicts of interest or undeclared work are allowed in construction projects.</p> <p>The next step in the process of the development of the national strategy is a scheduled national conference in 2020 on which the strategy will go through final revision prior to publication. Once the strategy is complete, it will contain a thorough list of rules that stakeholders should follow in order for issues such as undeclared work not to occur in the sector. The subsequent role of the Swedish Construction Federation and the trade union Byggnards is to initiate the self-regulation and following of the standards by the stakeholders in the construction sector.</p>
<p>What resources and other relevant organisational aspects are involved in the piloting and/or implementation of the success story? What are the sources of funding?</p>	<p>The project has so far been financed partly through government grants (approx. EUR 0.3 million), partly through in-kind contributions from all the participating parties and, where applicable, its members (time, expert knowledge, distribution channels etc.).</p>

	Impact, lessons learnt and transferability
Achievements, results and impact	<p>This project Fair Competition is the first ever initiative of this scope. Ultimately, it is about the construction industry's contribution to an environmentally, socially and economically sustainable development.</p> <p>This is a long-term project which requires persistence to achieve measurable results and it is too early to assess its impact. But the project has already contributed to an increased awareness and consensus within the industry, both in terms of challenges and what kind of efforts are most important to focus on in order to tackle unfair competition, including undeclared work. This is also supported by the fact that more and more organisations want to participate in the project.</p>
What are the key lessons learnt and the key conditions for success?	<p>No single actor is able to solve the problems of undeclared work in any industry. Consequently, a broad collaboration is required, both from the industry, the trade unions and the state. One of the key success factors of the project is the inclusion of the entire value chain of actors in the industry to participate.</p> <p>It is also recommended to work in a step by step-process following a logical structure, starting with a common picture of the problems/challenges, towards an inspiring and common goal. In this way, it will be easier to agree on which measures against undeclared work are the most effective and would benefit all stakeholders.</p> <p>Another recommendation is to work with transparency and openness, to highlight good examples and to communicate the status of the project regularly.</p>
Has there been any formal evaluation of the success story?	<p>Since the project is still ongoing, there has not been any formal evaluation.</p>

Additional information

Sources

The Swedish Construction Federation website:

<https://www.sverigesbyggindustrier.se/sundkonkurrens>

https://www.sverigesbyggindustrier.se/english/our-vision-objectives-and-priorities__7692

Swedish Building Workers' Union website:

<https://www.byggnads.se/om-oss/om-oss/samverkan/schyssta-byggen-och-sund-konkurrens/>

<https://arbetet.se/2018/12/13/for-en-sund-byggmarknad-med-schyssta-spelregler/>

Fair Competition project's videos:

https://youtu.be/Cq_Cls1On2o

<https://youtu.be/Zehss8XHuy8>

Metadata and key words for online search

Sweden; fair competition; undeclared work in construction

ANNEX 1 BIBLIOGRAPHY

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ANNEX 2 LIST OF CONSULTEES

Name of practice	Organisation	Country
Solidarity agreements between trade unions in Belgium, Poland, and Bulgaria	European Trade Union Confederation	Italy
Franco-Bulgarian trade union partnership against illegal work in agriculture	General Directorate of Labour	France
RAISE UP: mutual learning to tackle undeclared work in agriculture across Europe	Federation of Farming Industry Workers (<i>Federazione Lavoratori Agroindustria</i>)	Italy
Committee for irregular workers in Brussels	General Christian Trade Union Confederation	Belgium
Fair competition plan: 40 measures to combat social dumping and unfair competition in the construction sector	European Construction Industry Federation	Belgium
Charter between the social inspection services and employers' organisations	Federation of Enterprises in Belgium (FEB – VBO)	Belgium
Tackling undeclared work and letterbox companies through advisory centres in Hesse and Rhineland-Palatine	European Migrant Workers Union	Germany
<i>Adiloti Ergasia</i> : Uncovering undeclared work	European Trade Union Confederation	Italy
'Back in the Field': Awareness-raising campaign against undeclared work in agriculture	Federation of Farming Industry Workers (<i>Federazione Lavoratori Agroindustria</i>)	Italy
National campaign against undeclared work: 'Bad for you! Harmful for all!'	Authority for Working Conditions (<i>Autoridade para as Condições de Trabalho</i>)	Portugal
Fair Play BYGG: Assisting authorities with investigative measures in the construction sector	Fair Play BYGG	Sweden
Fair competition: towards an attractive, fair and safe construction industry in Sweden	The Swedish Construction Federation (<i>Sveriges Byggindustrier</i>)	Sweden