



Final SPLIN Conference

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SPLIN – lessons learnt and transferability

<http://splin.forba.at/>

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SPLIN (Fair working conditions: exploring the contribution of cooperation initiatives between Social Partners and Labour INspection authorities) wird von der EU im Rahmen des Programms „Improving Expertise in the field of Industrial Relations“ (GA VS/2019/0080) gefördert.

Successful outcomes

- 1) Improvement of **occupational health and safety compliance and regulations** (Asturias, Poland, ITF),
- 2) **Targeted and efficient inspections of bogus self-employment** (Asturias) and **underpayment** (Austria, ITF)
- 3) **Negotiation, setting and efficient inspection of minimum labour standards** (Poland, ITF)
- 4) **Better information** of employers and workers about rights, standards, and obligations concerning OSH, wages, and other working conditions

Lessons learnt

- Social Partners & state authorities not only cooperate for single joint inspections, but **co-design aims and procedures of enforcement tools**
- **Social partners or SP institutions are endowed with inspection competences** and can bring in their industry expertise into inspection.
- Inspectorates have **targeted** (e.g. sectoral) **but comprehensive** (e.g. inspection, verification and complaint) **competences**
- **Employer organisations** are aware of their role to actively promote compliant employer behaviour.

Transferability of actions

- Pursue a strategy of launching **focused (e.g. OSH, minimum labour standards) and fundable initiatives**
- A sectoral focus helps in the development of **tailored measures**
- Cooperation - *transnational, cross-institutional* - must go beyond singular events
- **Powerful actors** (in terms of members, institutional, positional power, tools) to carry or support the co-enforcement initiative are important.
- **Limits of transferability:** legacies of strong institutions