

PORTUGAL'S PUBLIC AUTHORITIES AND PRIVATE ORGANISATIONS - CO-ENFORCEMENT INSPECTION PRACTICES DELIVERS OSH BENEFITS (CASE PT2)

1. Introduction

Promoting effective occupational safety and health (OSH) practices is key to safer and healthier workplaces. Improving arrangements and practices for managing OSH across a whole range of industry sectors and firm sizes — large, medium and small — is stimulated, supported and sustained by a range of institutional actors and internal and external processes to firms. Scientific research highlights, among other things, the critical role that state regulators for OSH, such as Labour Inspectorates and prevention services, can play (EU-OSHA, 2021). This case study is part of a research project¹ conducted in Portugal to provide further insight into this topic.

Labour inspectors often intervene in situations that require cooperation with other institutions. For instance, when dealing with undeclared work, their intervention involves coordinated efforts among different entities, carried out in a planned and real-time manner by the so-called Operational Interinstitutional Group (GIO). This group can integrate various institutions depending on the specific problem and intervention needed and oversee the subsequent actions. These networks can involve different levels of cooperation:

- a) Interministerial cooperation at a national level, when the formation of working groups is officially constituted by government order, particularly when a response requires the involvement of multiple ministries or state secretariats. For example, an Interministerial Working Group dedicated to combating human trafficking was created, involving several ministries, state departments and public bodies. The Portuguese Authority for Working Conditions (Autoridade para as Condições do Trabalho – ACT) was included in this group as a body with competencies for issues related to labour exploitation, undeclared work, verification of compliance with legislation among foreign workers and participation in joint actions carried out on the ground.
- b) Cooperation at a public body level, when different public institutions cooperate in actions on the ground at a local level. Joint actions between ACT and the security forces are frequent — either with the Republican National Guard (GNR), the Public Security Police (PSP), the Maritime Police or the Judiciary Police (PJ), depending on the case, the scope of the crime and the competence areas of each security force. ACT also frequently collaborates with the Portuguese Tax Authority, the Social Security, the Economic and Food Safety Authority (Autoridade de Segurança Alimentar e Económica – ASAE) and the Public Health (e.g. actors from different Public Health Units), depending on the topics under analysis. These groups are called GIO, as previously mentioned in the example, and involve cooperation between various public bodies.
- c) Cooperation with private stakeholders, usually at a sectoral level (e.g. agriculture, construction, etc.) or in time-framed events (e.g. summer festivals, where several subcontractors operate in the same physical space and where different risks are involved) that require more attention. These partners can be organisations representing certain groups (e.g. business or employers' associations, Chambers of Commerce, worker associations) or even relevant companies from a specific economic activity sector.

¹ The full report is available at: <https://osha.europa.eu/en/publications/portugals-approach-supporting-occupational-safety-and-health-compliance-role-labour-inspectorate-and-prevention-services>

The selection of the network's different levels is contingent upon the specific demands of the reality it is intended to operate in, and allows for variable geometry approaches with different objectives: i) sectoral approaches that allow mapping practices in a given sector, thus preparing preventive measures and fostering the engagement of other companies; ii) interinstitutional collaboration that offers a multidimensional response to challenges spanning various competence domains; and iii) interministerial approaches for addressing national-level issues that may require highly complex actions and involve intervention and decision-making by multiple governmental departments.

The most frequent approach is interinstitutional cooperation, among public institutions, of which the GIO stands out as an example. This type of cooperation will be described in this case study, as well as the cooperation with private partners at a sectoral level.

2. Description of the case

Aims

Within the framework of a decentralised cooperation structure with inspective powers, public authorities, such as ACT, the Tax Authority, Social Security or other public administration bodies, are brought together to cooperate in situations that require a multi-layered approach. As mentioned above, in some cases, private entities also cooperate with ACT.

Target group

The target group varies according to the intervention needed. However, when ACT is involved, the target is often vulnerable groups of workers. To demonstrate the work developed by the GIO, the target groups of the examples provided are workers with precarious employment conditions lacking work insurance on the one hand, and immigrant workers in construction and agriculture on the other.

What was done, and how?

There is already a well-established practice of GIO intervention in various areas. The following case discussed in this case study is an example of this, originating from a specific intervention request in a very common seasonal activity in Portugal, with several specific risks and regulations: the lifeguards. This request not only expanded the group's scope of action to other potential situations but also involved the coordinated effort of several institutions: ACT, ASAE, the Tax Authority, the Maritime Police, the Customs Authority, the National Communications Authority (ANACOM), the PSP, the GNR, and the Social Security. This case, which can be understood as paradigmatic of a GIO intervention, began with the report of an occupational accident situation — in this case, the failure to report an occupational accident — with a lifeguard. It uncovered a larger issue regarding the precarious employment condition of lifeguards, who often do not have insurance and are hired by associations formed by the concessionaires² who detain the rights to explore the beaches:

'We received a request from the Court [regarding a lifeguard who passed away], which we articulated with the Public Prosecutor's Office. It was a car accident, in this specific case, and it was about five years ago. And we [ACT] were not aware of that accident. ... There is a family involved. The worker died. ... We started to realise that we could be in the face of a lot of lifeguards who were lacking insurance... And we started planning [our action] and intervening with lifeguards.'

'So that we don't intervene alone — because later, as a result of the first intervention, they [the organisation that manages the lifeguards' activity] adapted to the first intervention with schemes to dodge the legislation — we participated in a group called Interinstitutional Operational Group, the GIO group. Here in the Algarve, those in the group are ACT, ASAE, the Tax Authority, the Maritime Police, the Customs Authority, the ANACOM, the PSP, the GNR — which now has powers at the border level — and the Social Security. And we [ACT] then took the problems to

² Concessionaires are, in this context, for instance, hotels or restaurants. Who provides authorisations for the concessionaires to explore the spaces is the City Hall. The concessionaires frequently form associations, which become then responsible for contracting the lifeguards.

this meeting, to this working group. We take the problems and then decide which institutions will participate in the action. We have done some interventions with lifeguards over the last three years, within this group. Who goes? The Tax Authority has gone, and the Maritime Police always goes. It is also the responsibility of the Maritime Police. We are finding out that most lifeguards work using 'green receipts'.³ Basically, with lifeguards coming from Latin America, what do they do? Here, they [the concessionaires] create associations, the associations enter into service provision contracts with the concessionaires. So far so good, but the associations then have to hire lifeguards

We have encountered some difficulties in the operation; they [the associations and concessionaires] are realising what we want and how we work and trying to turn things around. One of the issues now is that almost everyone [the lifeguards] lives in trailers, which means they will not be notified again. ... We then must adjust our intervention depending on the reality we encounter. This is an example of this intervention: I passed the intervention on to the Inspector General, and I passed on what we found on the ground and what we were doing. What happened during this past year? In terms of prevention, we held prior meetings with the City Hall because some of these competencies were no longer within the Maritime Police's powers and were then passed on to the City Hall. We held meetings with the City Hall, with the seven municipalities of Barlavento, to raise awareness of this [issue].' (Labour inspector, Male, 15 years of seniority)

This description demonstrates that the GIO offers a multifaceted response, suitable for situations involving different areas of activity. The GIO's potential is the joint response provided and its ability to shape the group's constitution depending on the reality under analysis.

The following verbalisation illustrates the constant adaptation that is done to the protocols, in order to enable an adequate response to the circumstances encountered by labour inspectors. Their objective was ultimately to guarantee that the concessionaires contract the lifeguards through official reports of the infractions to the Public Ministry:

'What have we done now? We changed the way we operate a little. Because when we find a worker working with 'green receipts', we give them a period of time through procedure 15A [Article 15-A, Law No 102/2009, of 10 September⁴] to regularise [their situation]. If it is not regularised [by the set date], we report it to the Public Ministry. And the Public Ministry has always proved us right until now. Lifeguards cannot have a 'green receipt'. They are really dependent workers. ... This year, we opted for another strategy: making official reports. What are we doing? ... We wanted the concessionaires to contract [the workers] directly. It is their responsibility. And this technical work has yielded some results. But, from year to year, we have to adjust [the intervention strategy], because reality changes.' (Labour inspector, Male, 15 years of seniority)

As mentioned in the introduction, labour inspectors also work in networks with private organisations, taking a more sectoral approach, to enforce OSH compliance. Below are some demonstrative examples of these practices, such as working through campaigns directly with the companies, and some of their challenges in the cases where the targets of such campaigns are widespread:

'There is another way [to work in one of these networks]: think through campaigns. In the agriculture sector, or in forestry, now talking about forestry, it is easier because we only have two or three industries that concentrate all production. It's

³ 'Green Receipts', referred to as 'Recibos Verdes' in Portuguese, are formal documents issued by freelancers and self-employed individuals in Portugal for invoicing purposes related to the provision of services or products.

⁴ Available at: <https://diariodarepublica.pt/dr/legislacao-consolidada/lei/2009-62059578>

easy to talk to two or three people. In construction, it is not so easy anymore because there is no concentration, not even at the ministry level, there is no ministry for construction. ... there are a lot of companies, big companies, that understood, "ok, the legislation treats everyone the same; I'm going to create a hiring chain, I'm going to bring in smaller companies, and I'm going to pass on the responsibility for the infractions to them". This is what happens in practice. It's more difficult, it's more challenging, because the set of executing entities is divided, and there is no body at a national level. Or one, two or three bodies at a national level. There are thousands of bodies spread across all regions. I, for example, have an executing entity here, which probably carries out about 80% of the construction work in the municipality of Portimão, and is linked to this company. Does this company have employees? No, they don't. They subcontract everything. ... I know this reality at a local level. It is not so easy [for ACT inspectors] to act because of the dispersion of the executing entities. But it is challenging, and it is necessary, it is. To achieve this, networks must be created, unions must be involved, technical partners must also be involved — universities, CENFIM, CICCOPN — to create this network in order to then guide all actors towards compliance with the legislation.' (Labour inspector, Male, 15 years of seniority)

The previous example refers to cooperation with private partners at the sectoral level. CENFIM (Professional Training Center for the Metallurgical and Metalworking Industry) and CICCOPN (Professional Training Center for the Civil Construction Industry and Public Works of the North) are participatory management training centres inserted in the Institute of Employment and Professional Training (Instituto do Emprego e Formação Profissional – IEFP, I.P.) created by a protocol signed with the social partners (employers, trade unions and professional associations). They develop professional training in specific areas, managing their work with business associations from the respective economic activity sector. The associations generally carry out part of the administration of these privately managed training centres.

These networking practices derive from the current reality and are sometimes motivated by regulatory changes. For instance, Ordinance No 80-A/2024, from 4 March 2024,⁵ supported within the scope of the Strategic Policy Plan Common Agricultural Policy for Portugal (PEPAC Portugal), established conditions that farmers (in this case, employers) must have (i.e. employment and working conditions, but also OSH requirements) so that they may benefit from European financial support. This regulatory modification served as an incentive for partners, such as farmer associations as elucidated in the excerpt below, to collaborate with ACT and other entities (e.g. regional departments):

'In the case of agriculture, we have the Common Agricultural Policy Strategic Plan, PEPAC. PEPAC came to force Member States to comply with legislation. In other words, this PEPAC came to do the same thing as forestry certification, but it came to do it for agriculture. It came into force on January 1st, 2024. It is not all legislation. This guideline says there are a set of labour laws and occupational health and safety requirements. Basically, occupational safety and health requirements are linked to Decree-Law 50 and Law 102. Whoever meets these work and occupational safety and health requirements is financed by the IFAD [International Fund for Agricultural Development], which has 100% financing. For those who do not comply, there is a set of indicators that will penalise them for not complying with the legislation.'

It's the same thing for forest certification, which has three pillars. It has an environmental, economic and social pillar. ACT enters in the social one. This one will have four pillars: environmental, economic, social and animal welfare. Environmental, economic and animal welfare have been in place for many years.'

⁵ See: <https://diariodarepublica.pt/dr/detalhe/portaria/80-a-2024-854130985>

The social policy came into force on January 1st. At this moment, what ACT is doing is: we will now, in February, with the General Directorate of Agriculture and Rural Development, provide training for social conditionality requirements, work requirements, OSH requirements, to prepare technicians of the Regional Directorates and technicians from associations to guide farmers so that they comply with these requirements so as not to be disadvantaged in financing. This work is being done online. It's not so new; it's more challenging in Agriculture than in Forestry because, in Forestry, I only have two or three companies, big companies, at a national level. Not in agriculture, everything is scattered again.'
(Labour inspector, Male, 15 years of seniority)

The examples described are merely illustrative of a joint and collaborative action model recurrent in Portugal's labour inspection. The long-standing history of collaboration is most evident in joint actions between ACT and the Republican National Guard (GNR, the militarised security force operating in Portugal at a more local level), particularly when inspecting professional activities that require the presence of a security force. A frequent example is the inspection in the road transport sector, where procedures require stopping vehicles on public roads and, consequently, the presence of the GNR. Similarly, inspections of vessels require the development of joint action with the Maritime Police.

When the topics began to involve migrant workers (especially in sectors like agriculture, construction and, more recently, platform work in food delivery services, as they are the sectors that are more often highlighted as being more prone to having migrant workers in vulnerable employment and/or working conditions), joint actions expanded to include other entities, such as the Foreigners and Borders Service (SEF⁶) and even the Judiciary Police, particularly in cases where there are suspicions of human trafficking.

ACT also frequently collaborates with Labour Inspectorates from other EU Member States, especially regarding the case of posted workers in another EU country, and with Labour Inspectorates from third countries that have a strong tradition of migration with Portugal (e.g. Cabo Verde).

Degree of innovation

Networking, in all these different forms, is one of the innovative practices to be highlighted. One of the most illustrative examples is the large-scale joint operations carried out in the agricultural sector since 2022, led by the Judiciary Police and prompted by suspicions of human trafficking and worker exploitation, aiming to dismantle organised networks operating internationally. These operations aim to dismantle organised networks while reinforcing worker protection and ensuring safer working conditions. For the first time in Portugal, these operations were designed within an interministerial collaboration framework, involving: i) security forces, to ensure the disconnection of telecommunications in the targeted area, the safe execution of the operations and the detention of suspects; ii) the Public Prosecutor's Office, to enable real-time decision-making as the operation unfolded and ensure individuals were immediately heard by a judge present on-site; iii) the SEF, to identify foreign citizens and to analyse their status in terms of regularisation within Portuguese territory; iv) the Social Security, to provide accommodation and social support for rescued workers; v) ACT, to inspect labour relations and workplaces; vi) public health services, to evaluate collective housing conditions for workers and provide a response to those with health issues or lacking the recommended vaccinations; vi) the Public Employment Service, to register individuals and direct them to employment or appropriate training opportunities; and other public services.

These operations demonstrate an integrated and unprecedented approach, targeting both the fight against organised crime and the protection, as well as the social and professional reintegration, of victims. Furthermore, this collaborative model enhances the role of OSH, not only by inspecting working conditions but also by implementing preventive measures and facilitating access to safer, more sustainable employment conditions. Its innovative character is based, above all, on the following characteristics:

- i) The possibility of continuous adaptation of the practice to the challenges of reality, both in terms of the partners involved in the groups and the group's action guidelines, which allows the

⁶ Service recently replaced by the Agency for Integration, Migration, and Asylum (AIMA).

innovative nature of this practice to be maintained over time.

- ii) The ability to respond concertedly and upstream of the phenomenon, which enables faster and more effective action, both on the ground and with the Public Ministry.
- iii) The fact that it is a bottom-up approach, whose protocol and action guidelines are defined jointly and in light of real phenomena. In other words, it is not a practice imposed or derived from directives or regulations (national or international), but rather one that stems from identified needs in the field and from positive past experiences. This is cooperative work that originates from contact with a concrete situation, which makes it possible to act on less visible, more complex situations, which more traditional practices could not so easily address.

Approach

This is essentially an inductive, bottom-up approach. It is reactive in its origin, but preventive when the focus is to reduce the repetition of similar situations. That is, the creation of a GIO, and the continuity of its action, contributes to anticipating the evolution and recurrence of similar situations.

What was achieved?

In qualitative terms, this practice ensures legal compliance, guarantees the protection of workers, and combats situations of precarious work and employment. ACT maintains ongoing interaction and cooperation with other governmental services and public and private institutions that can directly or indirectly influence working conditions.

The table below highlights the main interinstitutional groups that ACT participated in throughout 2023 and the topics targeted.

Table 1: List of interinstitutional groups with which ACT cooperated in 2023 to promote improved working conditions, per topic

Topics	Interinstitutional groups
Labour Market Statistics	ACT INE - Instituto Nacional de Estatística
111 th Session of the International Labour Conference - Inclusion of Safe and Healthy Working Conditions in the ILO Framework	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho
National Strategy for Active Cycling Mobility	ACT IMT, I.P. - Instituto da Mobilidade e dos Transportes
Migration Council	ACM - Alto Comissariado para as Migrações ACT AIMA - Agência para a Integração, Migrações e Asilo
Annual World Bank Report	ACT Banco Mundial Conselho das Migrações
Good Labour Migration Management Project - Study of Labour Migration Mechanisms	ACT AIMA - Agência para a Integração, Migrações e Asilo IEFP, I.P. - Instituto do Emprego e Formação Profissional MNE - Ministério dos Negócios Estrangeiros OIM - Organização Internacional para as Migrações ACM - Alto Comissariado para as Migrações ACT ANQEP, I.P. – Agência Nacional para a Qualificação e o Ensino Profissional AT – Autoridade Tributária e Aduaneira CICDR – Comissão para a Igualdade e Contra a Discriminação Racial, DGACCP – Direção-Geral dos Assuntos Consulares e das Comunidades Portuguesas DGAE – Direção-Geral da Administração Escolar DGEE – Direção-Geral dos Equipamentos Educativos DGES – Direção Geral do Ensino Superior GEP – Gabinete de Estratégia e Planeamento
National Implementation Plan of the Global Compact for Migration (PNIPGM)	

Topics	Interinstitutional groups
	IEFP, I.P. - Instituto do Emprego e Formação Profissional Instituto Camões, IP ISS, I.P. - Instituto da Segurança Social MTSSS - Ministério do Trabalho, Solidariedade e Segurança Social OTSH - Observatório do Tráfico de Seres Humanos SEF - Serviço de Estrangeiros e Fronteiras
Four-Day Work Week Project	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho
Preparatory Meeting for the Report of Law No 60/2018	ACT CITE - Comissão para a Igualdade no Trabalho e no Emprego
Employment Quotas (Law 4/2019)	ACT IEFP, I.P. – Instituto do Emprego e Formação Profissional INR - Instituto Nacional para a Reabilitação
National Strategy for the Inclusion of People with Disabilities 2021-2025	ACT DGERT- Direção Geral do Emprego e das Relações de Trabalho GEP - Gabinete de Estratégia e Planeamento INR - Instituto Nacional para a Reabilitação ME - Ministério da Economia MF - Ministério das Finanças MS - Ministério da Saúde ONG
Preparatory Meeting for the Joint Action Days - EMPACT	ACT GNR – Guarda Nacional Republicana PJ - Polícia Judiciária PSP - Polícia de Segurança Pública SIS - Serviço de Informações de Segurança
Public Register of Companies in the Construction and Agriculture Sectors	ACT DGSS- Direção-Geral da Segurança Social
Monitoring the Situation of Migrant Workers in Portugal	ACT Ministério da Agricultura, GNR - Guarda Nacional Republicana GSEI - Gabinete do Secretário de Estado para a Inclusão IEFP, I.P. - Instituto do Emprego e Formação Profissional MF - Ministério das Finanças MS - Ministério da Saúde PJ - Polícia Judiciária PSP - Polícia de Segurança Pública SEF - Serviço de Estrangeiros e Fronteiras SS - Segurança Social
Working Group for the Study of Rapid-Wear Professions	ACT DGERT- Direção Geral do Emprego e das Relações de Trabalho DGS - Direção-Geral da Saúde DGSS - Direcção Geral da Segurança Social IEFP, I.P. - Instituto do Emprego e Formação Profissional, ISS, I.P. - Instituto da Segurança Social
ACT/DGERT Collaboration on Matters Related to the Decent Work Agenda and Others	ACT DGERT- Direção Geral do Emprego e das Relações de Trabalho
Collaboration on the Seasonal Work Project	ACT IEFP, I.P. - Instituto do Emprego e Formação Profissional ISS, IP - Instituto da Segurança Social SEF - Serviço de Estrangeiros e Fronteiras
5 th Report on the International Pact on Economic Social and Cultural Rights - PIDESC	ACT DGERT- Direção Geral do Emprego e das Relações de Trabalho GEP - Gabinete de Estratégia e Planeamento
Preparation for European Job Days - Work in Portugal 2023	ACT IEFP, I.P. - Instituto do Emprego e Formação Profissional ISS, I.P. - Instituto da Segurança Social
Joint Meeting on Medical Examinations of Fishing Vessel Workers	ACT OIT - Organização Internacional do Trabalho OMS - Organização Mundial da Saúde

Topics	Interinstitutional groups
Preparatory Work for the Transposition of Directive 2014/112/EU on Inland Waterways	ACT DGERT – Direção Geral do Emprego e das Relações de Trabalho DGRM – Direção-Geral de Recursos Naturais, Segurança e Serviços Marítimos IEFP, I.P. - Instituto do Emprego e Formação Profissional
Preparatory Work for the Transposition of Directive (EU) 2022/2411 on Adequate Minimum Wages in the European Union	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho
Preparation of Legislation Regulating the Specific Legal Employment Relationship of Inmates in Production Units	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho DGRST - Direção Geral de Reinserção e Serviços Prisionais SEAJ - Secretário de Estado Adjunto e da Justiça
Working Group to Strengthen Social Protection for Domestic Workers	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho DGSS - Direção-Geral da Segurança Social II, I.P. - Instituto de Informática ISS, I.P. - Instituto da Segurança Social
Preparatory Work for the Revision of ILO Conventions	ACT DGERT - Direção Geral do Emprego e das Relações de Trabalho

Still regarding cooperation with public sector entities, the following table presents the data on joint inspection actions by entity and year, from 2020 to 2024⁷. As shown in Table 2, ACT conducts joint inspections with a significant number of entities. The most frequent joint inspections are conducted with security forces (e.g. GNR, PSP and Maritime Police), with Social Security (essential in situations of non-declared work or situations that may require social intervention), and other public inspective bodies (e.g. ASAE, Tax Authority). In specific territories, more joint inspections are conducted with certain entities, influenced by the prevalent type of work and the nature of issues being addressed. For example, due to the high number of transport companies in the north, recent initiatives have been established with the GNR in that region of the country, enabling inspectors to stop drivers and address concerns related to their prolonged working hours.

Table 2: ACT's joint inspection actions by entity, per year

Entity	2020	2021	2022	2023	2024
Autoridade Nacional Medicamento Produtos de Saúde <i>National Authority for Medicines and Health Products</i>		1		1	2
Autoridade Segurança Alimentar Económica <i>Economic and Food Safety Authority</i>	78	119	194	193	186
Autoridade Tributária <i>Tax Authority</i>	74	60	53	171	120
Centro de Saúde/Serviço de Saúde Pública <i>Health Centre/Public Health Service</i>	57	134	27	38	22
Direção Geral Alimentação e Veterinária <i>Directorate-General for Food and Veterinary Affairs</i>	30	10	15	15	8
Direção Geral das Alfândegas <i>Directorate-General for Customs</i>	41	1	10	80	23
Direção Regional de Agricultura <i>Regional Directorate of Agriculture</i>	36	81	17	13	11
Gendarmerie Nationale Française <i>French National Gendarmerie</i>		3			
Guarda Fiscal <i>Fiscal Guard</i>	1	5	1	3	14
Guarda Nacional Republicana <i>Republican National Guard</i>	148	564	557	655	390
Guarda Civil Espanhola <i>Spanish Civil Guard</i>		5			
Inspeção Geral Agricultura, Mar, Ambiente e Ordenamento do Território <i>General Inspection of Agriculture, Sea, Environment, and Spatial Planning</i>	1	4	4	1	1

⁷ Source: ACT Information System, database status at 16 September 2024.

Entity	2020	2021	2022	2023	2024
Inspeção Trab. e SS de Espanha <i>Labour and Social Security Inspection of Spain</i>	3		6	4	
Inspeção Geral Atividades Culturais <i>General Inspection of Cultural Activities</i>		1		6	
Inspeção Geral da Saúde <i>General Health Inspection</i>	4	14	4	4	8
Inst. Mobilidade Transportes Terrestres <i>Institute for Mobility and Land Transport</i>	1	1		26	25
Instituto Emprego Formação Profissional <i>Institute for Employment and Vocational Training</i>	7	24	64	2	5
Instituto Nacional Construção Imobiliário <i>National Institute for Construction and Real Estate</i>		1			
Ministério da Economia <i>Ministry of Economy</i>	23	20	38	32	32
Ministério do Ambiente <i>Ministry of Environment</i>	37	18	31	38	33
Polícia de Segurança Pública <i>Public Security Police</i>	54	31	73	356	191
Polícia Judiciária Militar <i>Judiciary Military Police</i>		5	1	2	1
Polícia Marítima <i>Maritime Police</i>		222	55	45	46
Segurança Social <i>Social Security</i>	155	196	130	343	225
Serviço de Estrangeiros e Fronteiras <i>Foreigners and Borders Service</i>	68	431	58	73	15
Serviços de Fiscalização Camarários <i>Municipal Inspection Services</i>	32	100	12	53	31
Total	850	2,051	1,350	2,154	1,389

In addition to the cooperation mentioned above, the decentralised services also cooperate, particularly through interaction with local institutional and social partners (employer associations and sectoral unions). However, as previously mentioned, public interinstitutional networks are the most common.

Success factors and challenges

Networks such as those described have several benefits:

- They can establish collaborative relationships with other organisations and direct engagement with stakeholders to build trust.
- They can contribute towards developing action protocols based on specific situations that can be adapted to other scenarios. This includes clearly defining who should intervene, the order of intervention, the responsibilities of each party and who to contact from each institution (e.g. this was one of the most important results of the large-scale joint operations regarding migrant workers, as a protocol was established, as well as a network of focal points of each institution involved).
- They can reduce response time through consolidated action protocols and a history of collaborative efforts.

However, there are also challenges, such as discrepancies in the practices of various organisations across different regions, and the need to identify indicators for the evaluation of the outcomes of these actions.

Transferability to other European countries

Such co-enforcement practices are applicable and used within other European countries but can also be replicated internationally (with the necessary adaptations according to the different institutional configurations in each country), even involving different Member States (namely, the joint inspections regarding migrant workers or posted workers).

Further information

Autoridade para as Condições de Trabalho

Homepage: <https://portal.act.gov.pt/Pages/Home.aspx>

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Authors:

Liliana Cunha and Sarah Maggioli, Center for Psychology at University of Porto (CPUP); Faculty of Psychology and Education Sciences at University of Porto (FPCEUP), Portugal

Sara Ramos, Centre for the Study of Socioeconomic Change and the Territory (DINÂMIA'CET); University Institute of Lisbon (ISCTE), Portugal

Project management: Dietmar Elsler, Ioannis Anyfantis, European Agency for Safety and Health at Work (EU-OSHA).

This case study was commissioned by the European Agency for Safety and Health at Work (EU-OSHA). Its contents, including any opinions and conclusions expressed, are those of the authors alone and do not necessarily reflect the views of EU-OSHA.

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