



THE SPANISH SYSTEM OF THE LABOUR AND SOCIAL SECURITY INSPECTORATE

Madrid, November 2011



The Spanish System of the Labour and Social Security Inspectorate

Global System for Inspection

Law 42/1997 of November 14, The regulation of the Labour and Social Security Inspectorate (Art. 1)

1. The system of the Labour and Social Security Inspectorate is made up of the set of legal principles, laws, bodies, public officials and material needs that contribute to proper compliance with the labor laws; occupational risk prevention; Social Security and social protection; job placement, employment and unemployment protection; cooperative societies; migration and the work of foreigners; and any other matters that may be attributed to it.

2. The Labour and Social Security Inspectorate is a public service that is responsible for exercising oversight to ensure compliance with the regulations in labour matters and holding liable those who do not comply; as well as offering advice and, if appropriate, mediation and conciliation in these matters, in conformity with the principles of the social and democratic state under the rule of law enshrined by the Spanish Constitution and Conventions 81 and 129 of the International Labour Organisation.



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Labour relations

- ❖ Individual labour conditions: working time, wages, rest time, modifications
- ❖ Employment: Forms of contracts, incentives, bonus
- ❖ Migrations: Foreigners' work
- ❖ Training and professional classification
- ❖ Temporary employment agencies
- ❖ Suspension and collective redundancy.
- ❖ Collective bargaining rights
- ❖ Comprehensive policies against discrimination



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Social Security

- ❖ Formal obligations: registration with and off social security and variations
- ❖ Contributions and payment of fees
- ❖ Benefits control



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Occupational Health and Safety

- ❖ Health and safety regulations
- ❖ External and internal prevention services
- ❖ Prevention audits
- ❖ Investigation and report on fatal and very serious work- related accidents or diseases



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Labour Inspection Main Functions and Roles

- ❖ Information
- ❖ Advice and mediation
- ❖ Warning
- ❖ Compulsory warning
- ❖ Sanction: fines
- ❖ Work Stoppage in the event of serious, imminent and unavoidable danger
- ❖ Notifying the public prosecutor



THANK YOU
VERY MUCH