

Annex II Protecting migrants in an irregular situation from labour exploitation: role of the Employers Sanctions Directive – national legislation

Table A1. Possibility for third parties with a legitimate interest to engage, either on behalf of or in support of an illegally employed third-country national, with his or her approval, in any administrative or civil proceedings against the employer (Art. 13(2) Employers Sanctions Directive), 25 Member States.

Member State	Possibility for third parties with a legitimate interest to engage, either on behalf of or in support of an illegally employed third-country national, with his or her approval, in any administrative or civil proceedings against the employer (Article 13(2) ESD)	Legal basis / source
Austria	✓	Labour and Social Court Act (<i>Bundesgesetz vom 7. März 1985 über die Arbeits- und Sozialgerichtsbarkeit, Arbeits- und Sozialgerichtsgesetz – ASGG</i>), Federal Law Gazette No 104/1985, Section 40.
Belgium	✓	Law of 11 February 2013 on sanctions and measures for employers of illegally residing nationals of third countries (<i>Wet tot vaststelling van sancties en maatregelen voor werkgevers van illegaal verblijvende onderdanen van derde landen / Loi prévoyant des sanctions et des mesures à l'encontre des employeurs de ressortissants de pays tiers en séjour illégal</i>), Art. 8; written correspondence and phone conversation with Myria Federal Migration Centre (<i>Centre Fédéral Migration / Federaal Migratiecentrum</i>), 2 April 2020.
Bulgaria	✓	Labour Migration and Labour Mobility Act (<i>ЗАКОН ЗА ТРУДОВАТА МИГРАЦИЯ И ТРУДОВАТА МОБИЛНОСТ</i>), Art. 70(2).
Cyprus	✓, Only trade unions	Aliens and Immigration Law Cap. 105 (<i>Ο περί Αλλοδαπών και Μεταναστεύσεως Νόμος ΚΕΦ.105</i>), Art. 18RTH, para. 2.
Croatia	✓, Only trade unions of which the worker is a member	Civil Procedure Law (<i>Zakon o parničnom postupku</i>), Art. 434a(1).
Czechia	✓	Act No 99/1963 Coll., Code of Civil Procedure (<i>Zákon č. 99/1963 Sb., občanský soudní řád</i>), Section 26(5). General provision on representation of third parties.
Estonia	✓	Labour Dispute Resolution Act (<i>töövaidluse lahendamise seadus</i>) §17 provides that one can have recourse to a labour dispute committee personally or through a representative. The provisions of the General Part of the Civil Code Act concerning representation shall be applied to representation.
Finland	✗	
France	✓, Only trade unions	Labour Code (<i>Code du travail</i>), Art. L8255-1.
Germany	✓	Labour Court Act (<i>Arbeitsgerichtsgesetz</i>), Section 11.
Greece	✓	Law 4052/2012, Art. 83(1).
Hungary	✓, Only trade unions	Act CXXX of 2016 on the Code on Civil Procedure (<i>2016. évi CXXX. Törvény a polgári perrendtartásról</i>), Art. 631 pt. 15.
Italy	✗	
Latvia	✓	Associations and Foundations Law (<i>Biedrību un nodibinājumu likums</i>), Art. 10(4).
Lithuania	✓, Only trade unions of which the worker is a member	Consolidated redaction of the Law on Administrative Proceedings (<i>Administracinių bylų teisenos įstatymas</i>), Art. 47(7).
Luxembourg	✓	Labour Code (<i>Code du travail</i>), Art. L.573-5(1).
Malta	✗	
Netherlands	✓	General Administrative Law Act (<i>Algemene wet bestuursrecht</i>), Chapter 9.
Poland	✓	Civil Procedure Code (<i>Kodeks postępowania cywilnego</i>), Art. 462.
Portugal	✓	Law 23/2007 (<i>Lei n.º 102/2017</i>), Art. 198-B(1).

Member State	Possibility for third parties with a legitimate interest to engage, either on behalf of or in support of an illegally employed third-country national, with his or her approval, in any administrative or civil proceedings against the employer (Article 13(2) ESD)	Legal basis / source
Romania	✓	Law No 53/2003 – the Labour Code (<i>Legea nr. 53/2003 – Codul Muncii</i>), Art. 266-267.
Slovakia	✓	Law No 82/2005 Coll. on illegal work and illegal employment and on amendments to certain acts (<i>Zákon č. 82/2005 Z.z. o nelegálnej práci a nelegálnom zamestnávaní a o zmene a doplnení niektorých zákonov</i>), Art. 7c(2).
Slovenia	X	
Spain	✓	Spanish Constitution (<i>Constitución Española</i>), Art. 125 popular accusation (<i>acusación popular</i>). Organic Law 3/2018, of December 5, 3/2018, of December 5, Protection of Personal Data and guarantee of digital rights (<i>Ley Orgánica 3/2018, de 5 de diciembre 3/2018, de 5 de diciembre, de Protección de Datos Personales y garantía de los derechos digitales</i>) modified and introduced a new Title I – Arts 3 to 12 on Law 39/2015, of October 1, on the Common Administrative Procedure of Public Administrations (<i>Ley 39/2015, de 1 de octubre, del Procedimiento Administrativo Común de las Administraciones Públicas</i>). Law 30/1992 on the Legal Regime of Public Administrations and the Common Administrative Procedure (<i>Ley 30/1992 de Régimen Jurídico de las Administraciones Públicas y del Procedimiento Administrativo Común</i>), Arts 30–34. Royal Decree 2/1995, 7 April, approving the consolidated text of the Labour Procedure Act (<i>Ley Real Decreto Legislativo 2/1995, de 7 de abril, por el que se aprueba el texto refundido de la Ley de Procedimiento Laboral</i>), Art. 20 ‘active entitlement’ (<i>legitimación activa</i>). ‘Active entitlement’ (<i>legitimación activa</i>) based on certain work covenants (<i>convenios de trabajo</i>) as well as on Art. 20 of the Law of the labour procedure (<i>Ley procedimiento laboral</i>).
Sweden	✓	Act on Payment Order and Judicial Assistance (<i>Lag (1990:746) om betalningsföreläggande och handräckning</i>); Enforcement Code (<i>Utsökningsbalk (1981:774)</i>), 25 June 1981, Chapter 2, Section 6.

Table A2. Existence of a state compensation fund to ensure that back payment is actually recovered, 25 Member States.

Member States	A state compensation fund	Legal reference / source
Austria	X	
Belgium	✓, only for victims of intentional acts of violence	Arts 28–41 and 42bis to 42 septiesdecies of the Law of 1 August 1985 on fiscal and other measures (<i>Loi du 1 Août 1985 portant des mesures fiscales et autres</i>) and supplemented and specified by the Royal Decree of 18 December 1986 on the Commission for Financial Assistance to Victims of Intentional Acts of Violence and Occasional Rescuers (<i>Arrêté royal relatif à la commission pour l'aide financière aux victimes d'actes intentionnels de violence et aux sauveteurs occasionnels</i>); the Royal Decree of 17 January 2007 approving the internal regulations of 20 March 2006 of the Commission for Financial Assistance to Victims of Intentional Acts of Violence and to Occasional Rescuers (<i>Arrêté royal portant approbation du règlement d'ordre intérieur de la Commission pour l'aide financière aux victimes d'actes intentionnels de violence et aux sauveteurs occasionnels</i>). The scope of Art. 31(bis) was extended to include victims of human trafficking with the Law of 26 March 2003 laying down the conditions under which the Commission for Financial Assistance to Victims of Intentional Acts of Violence may grant assistance (1) (<i>Loi du 26 mars 2003 portant les conditions auxquelles la commission pour l'aide financière aux victimes d'actes intentionnels de violence peut octroyer une aide (1)</i>) and amended in 2009 with the Law of 30 December 2009 on miscellaneous provisions in the field of Justice (<i>Loi du 30 décembre 2009 portant des dispositions diverses en matière de Justice</i>).
Bulgaria	X	
Cyprus	✓, only available to victims of violent crime	Law on compensation of victims of violent crimes of 1997 (<i>Ο περί Αποζημίωσης Θυμάτων Βίαιων Εγκλημάτων Νόμος του 1997</i>).
Croatia	X	Information provided by the Labour Inspection Sector of the State Inspectorate (<i>Državni inspektorat</i>).
Czechia	✓, available to any employee	
Estonia	X	

Member States	A state compensation fund	Legal reference / source
Finland	✓, for victims of trafficking in human beings	Pay Security Act (<i>palkkaturvalaki / lönegarantilag</i>) 866/1998. Government bill 3/2012, transposing the employers' sanctions directive, p. 31 (<i>Hallituksen esitys eduskunnalle laeiksi ulkomaalaislain ja työsopimuslain muuttamisesta sekä eräiksi niihin liittyviksi laeiksi (HE 3/2012) / Regeringens proposition till Riksdagen med förslag till lagar om ändring av utlänningslagen och av arbetsavtalslagen och av vissa lagar som har samband med dem (RP 3/2012)</i>); information provided by the Centre for Economic Development, Transport and the Environment in Uusimaa (<i>Uudenmaan elinkeino-, liikenne- ja ympäristökeskus / Närings-, trafik- och miljöcentralen i Nyland</i>) on 13 May 2020.
France	✓, for victims of crime	Agency for the management and recovery of seized and confiscated assets (AGRASC); Law No 2010-768 of 9 July 2010 (<i>Loi 2010-768 du 9 juillet 2010 visant à faciliter la saisie et la confiscation en matière pénale</i>)
Germany	✓	Sections 165 and following of the German Social Security Code, Volume Three (<i>§§165 folgende des Sozialgesetzbuchs III</i>).
Greece	X	
Hungary	X	
Italy	X	
Latvia	X	
Lithuania	X	
Luxembourg	X	
Malta	✓, for insolvency cases	The Guarantee Fund is a fund intended to guarantee payment of unpaid wages due by an employer to those employees whose employment is terminated because of the employer's proved insolvency. This fund is administered by the Guarantee Fund Administration Board. For any other case of non-payment of any back pay, the claimant must institute a civil court case. Information provided by Department of Industrial and Employer Relations (<i>Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg – DIER</i>) on 17 February 2020.
Netherlands	✓	Violent Offences Compensation Fund (<i>Schadevonds Geweldsmisdrijven</i>).
Poland	X	
Portugal	✓	Art. 336 of the Labour Code (<i>Código do Trabalho</i>) and Decree-Law 59/2015 (<i>Decreto-Lei n.º 59/2015</i>).
Romania	✓, for insolvency cases	Art. 1, 2, 13(1) of Law No 200/2006 regarding the establishment and use of the Guarantee Fund for payment of outstanding salary claims (<i>Lege nr. 200 din 22 mai 2006 privind constituirea și utilizarea Fondului de garantare pentru plata creanțelor salariale</i>); information provided by the Labour Inspectorate (<i>Inspekția Muncii</i>) on 13 February 2020.
Slovakia	X	
Slovenia	X	
Spain	✓	Wage Guarantee Fund (<i>El Fondo de Garantía Salarial, FOGASA</i>) established by Royal Legislative Decree 2/2015, Law 36/2011 and Royal Decree 505/1985 on the organisation and functioning of the Wage Guarantee Fund. Source: Official Website of the Ministry of Labour and Social Economy (<i>Ministerio de Trabajo y Economía social</i>), O.A. Wage Guarantee Fund Frequently Asked Questions (<i>Fondo de Garantía Salarial O.A.</i>). The fund is constituted under the Ministry of Labour but receives contributions from companies.
Sweden	X	

Table A3. Need for the worker to physically reside in the Member State to request back payment of wages under Art. 6 of the Employers Sanctions Directive

Member State	Does the exploited worker need to physically reside in the Member State to request back payment of wages under Art. 6 of the Employers Sanctions Directive?	Legal basis / source
Austria	X	Information provided by the Federal Ministry of Justice (<i>Justizministerium</i>) on 24 March 2020.
Belgium	X	Art. 5(4), Law of 12 April 1965 on the protection of workers' remuneration (<i>Loi du 12 avril 1965 concernant la protection de la rémunération des travailleurs / Wet betreffende de bescherming van het loon der werknemers</i>), published in the Belgian Official Gazette, 30 April 1965.
Bulgaria	X	Arts 13(2) and 13(3) of the Labour Migration and Labour Mobility Act (<i>Закон за трудова мизрация и трудова мобилност</i>) of May 2016. Information provided by the General Labour Inspectorate Executive Agency (GLA EA) (<i>Изпълнителна агенция „Главна инспекция по труда“</i> , ИА ГИТ) on 20 February 2020.
Cyprus	✓	Information provided by the Labour Relations Department of the Ministry of Labour, Welfare and Social Insurance (<i>Τμήμα Εργασιακών Σχέσεων, Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων</i>) on 30 March 2020.
Croatia	X	Information provided by the Service for Inspection of Employment, Posting of Workers and International Cooperation of the State Inspectorate (<i>Državni inspektorat</i>) on 5 May 2020.
Czechia	X	Act No 99/1963 Coll. (Sections 24–28), Code of Civil Procedure (<i>Zákon č. 99/1963 Sb., občanský soudní řád</i>), 17 December 1963. Act No 500/2004 Coll. (Sections 33 and 34), Code of Administrative Procedure (<i>Zákon č. 500/2004 Sb., správní řád</i>), 24 September 2004.
Estonia	X	Art. 286(1) Aliens Act (<i>Välismaalaste seadus</i>) of 1 October 2010. Art. 64(2) Labour Dispute Resolution Act (<i>töövaidluse lahendamise seadus</i>) of 1 January 2018.
Finland	X	Government Bill 3/2012, transposing the employers sanctions directive, (<i>Hallituksen esitys eduskunnalle laeiksi ulkomaalaislain ja työ sopimuslain muuttamisesta sekä eräiksi niihin liittyviksi laeiksi (HE 3/2012) / Regeringens proposition till Riksdagen med förslag till lagar om ändring av utlänningslagen och av arbetsavtalslagen och av vissa lagar som har samband med dem (RP 3/2012)</i>).
France	X	Art. 8252-4 and Art 8252-10 of the Labour Code (<i>Code du travail</i>).
Germany	X	Section 46(2) of the Labour Court Act (<i>Arbeitsgerichtsgesetz</i>). Section 85 of the Code of Civil Procedure (<i>Zivilprozessordnung</i>).
Greece	X	Art. 86(1) and (2) of Law 4052/2012. According to Art. 23(6) of Law 4144/2013, during the labour dispute procedure, the parties (employer and employee) are obliged to appear in person either with a legal representative or with another authorised person. Information provided by the Hellenic Labour Inspectorate, SEPE (<i>Σώμα Επιθεώρησης Εργασίας</i>).
Hungary	X	Information provided by the National Labour Inspectorate.
Italy	X	Information provided by the National Labour Inspectorate on 20 April 2020.
Latvia	Not regulated	Information provided by the State Labour Inspectorate on 28 April 2020.
Lithuania	X	Art. 5(1), No IX-743 of the Seimas of the Republic of Lithuania (2002), Code of Civil Procedure of the Republic of Lithuania (<i>Lietuvos Respublikos civilinio proceso kodeksas</i>), 28 February 2002.
Luxembourg	X	Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy on 28 April 2020.
Malta	X	Information provided by the Department of Industrial and Employer Relations on 17 February 2020.
Netherlands	X	Information provided by the Labour Inspectorate of the Ministry for Social Affairs and Employment (<i>Inspectie SZW</i>) on 17 March 2020.
Poland	X	Art. 86, Civil Procedure Code (<i>Kodeks postępowania cywilnego</i>), published on 17 November 1964.
Portugal	X	Art. 198-B(1), (2) and (3) of Law 23/2007 on the legal framework of entry, permanence, exit and removal of foreigners into and out of national territory (<i>Regime jurídico de entrada, permanência, saída e afastamento de estrangeiros do território nacional</i>), published on 4 July 2007.
Romania	X	Information provided by the General Inspectorate for Immigration (<i>Inspectoratul General pentru Imigrări</i>) on 11 February 2020.

Member State	Does the exploited worker need to physically reside in the Member State to request back payment of wages under Art. 6 of the Employers Sanctions Directive?	Legal basis / source
Slovakia	X	Act No 82/2005, Law on Illegal Work and Illegal Employment and on Amendments to Certain Acts, (<i>Zakon c. 82/2005 o nelegalnej práci a nelegalnom zamestnávání a o zmene a doplnení niektorých zákonov</i>), 9 March 2005.
Slovenia	X	Act on the Prevention of Undeclared Work and Employment (<i>Zakon o preprečevanju dela in zaposlovanja na črno</i>), published on the Official Gazette of the Republic of Slovenia, No 32/14 of 5. 5., on 23 April 2014. Information provided by the Labour and Social Court in Ljubljana (<i>Delovno in socialno sodišče v Ljubljani</i>) on 2 April 2020.
Spain	X	Art. 24, Right to effective judicial protection (<i>Derecho a la tutela judicial efectiva</i>) of the Spanish Constitution (<i>Constitución Española</i>), 29 December 1978.
Sweden	X	Act on Right to Pay and other Renumeration for Work Performed by an Alien Without the Right to Reside in Sweden, Section 6, (<i>Lag [2013:644] om rätt till lön och annan ersättning för arbete utfört av en utlänning som inte har rätt att vistas i Sverige</i>), 1 August 2013.

Table A4. Obligation in place for labour inspectorate to inform workers on their rights, 25 Member States.

Member State	Obligation of labour inspectorate to inform workers on their rights	Legal basis / source
Austria	✓, limited to occupational health and safety	Labour Inspection Act 1993, Section 3 (<i>Bundesgesetz über die Arbeitsinspektion, Arbeitsinspektionsgesetz 1993 – ArbIG, Federal Law Gazette 27/1993</i>). Information provided by the Ministry of Social Affairs, Labour Inspectorate – Labour Law Section and Central Labour Inspectorate (<i>Sozialministerium: Arbeitsinspektion – Sektion Arbeitsrecht und Zentral-Arbeitsinspektorat</i>) on 16 March 2020.
Belgium	✓	Circular of 23 December 2016 relating to the implementation of a multidisciplinary cooperation concerning victims of human trafficking and/or certain aggravated forms of human smuggling, (<i>Circulaire du 23 décembre 2016 relative à la mise en œuvre d'une coopération multidisciplinaire concernant les victimes de la traite des êtres humains et/ou certaines formes aggravées de trafic des êtres humains / Omzendbrief van 23 december 2016 inzake de invoering van een multidisciplinaire samenwerking met betrekking tot de slachtoffers van mensenhandel en/of van bepaalde zwaardere vormen van mensensmokke</i>). Information provided by the National Office of Social Security (<i>Office Nationale de Sécurité Sociale</i>) on 6 May 2020.
Bulgaria	X	Information provided by the General Labour Inspectorate Executive Agency (GLA EA) (<i>Изпълнителна агенция „Главна инспекция по труда“</i> , ИА ГИТ) on 20 February 2020.
Cyprus	✓	Internal guidelines, as per information provided by the Labour Inspection Department of the Ministry of Labour, Welfare and Social Insurance (<i>Τμήμα Επιθεώρησης Εργασίας, Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων</i>) on 27 March 2020.
Croatia	✓, but obligation applies only to provision of information on possibility to claim due wages before return	Art. 116 and 117 of the Aliens Act (<i>Zakon o strancima</i>) 69/2017, and now Arts 197 and 198 of the new Aliens Act (<i>Zakon o strancima</i>) 133/2020; information provided by the Labour Inspection Sector of the State Inspectorate (<i>Državni inspektorat</i>).
Czechia	X	Information provided by the State Labour Inspectorate on 27 March 2020.
Estonia	✓	Information provided by the Labour Inspectorate (<i>Tööinspektsioon</i>).
Finland	X	Information provided by the Regional State Administrative Agency in Southern Finland (<i>Etelä-Suomen aluehallintovirasto Regionförvaltningsverket i Södra Finland</i>) on 25 March 2020.
France	✓	Art. R. 8124-20 of the Labour Code (<i>Code du travail</i>); information provided by the Labour Inspector (<i>Inspection du travail</i>).
Germany	X	Information provided by Directorate VII (Financial control of undeclared work) of the Central Customs Authority (<i>Generalzolldirektion</i>) on 6 March 2020.
Greece	X	Information provided by National Social Security Agency, EFKA (<i>Ενιαίος Φορέας Κοινωνικής Ασφάλισης-ΕΦΚΑ</i>).
Hungary	✓	Information provided by the Labour Inspectorate (<i>Országos Munkavédelmi és Munkügyi Főfelügyelőség</i>) on 21 May 2020; Art. 24 of Government Decree 115/2021. (III. 10.) on the activities of the Labour Inspectorate (<i>115/2021. (III. 10.) Korm. rendelet a foglalkoztatás-felügyeleti hatóság tevékenységéről</i>), which establishes an obligation for the labour inspectorate to provide information on a website.

Member State	Obligation of labour inspectorate to inform workers on their rights	Legal basis / source
Italy	✓	Art. 2 of Interministerial Decree of 10 February 2017 of the Ministry of the Interior, the Ministry of Labour and Social Policies and the Ministry of Economics and Finance on 'Modes and terms to provide information to third-country citizens pursuant Art. 6, para. 2 of EU Directive 2009/52/EC' (<i>Decreto 10 febbraio 2017, 'Determinazione delle modalità e dei termini per garantire ai cittadini stranieri interessati le informazioni di cui all'articolo 6, paragrafo 2, della direttiva 2009/52/CE, che introduce norme minime relative a sanzioni ed a provvedimenti nei confronti di datori di lavoro che impiegano cittadini di Paesi terzi il cui soggiorno è irregolare, recepita con il decreto legislativo 16 luglio 2012, n.109</i>). Information provided by the National Labour Inspectorate (<i>Ispettorato Nazionale del Lavoro</i>) on 20 April 2020.
Latvia	✓	Information provided by the State Labour Inspectorate (<i>Valsts darba inspekcija</i>) on 28 April 2020.
Lithuania	✓	Information provided by the State Labour Inspectorate (<i>Valstybinė darbo inspekcija prie LR socialinės apsaugos ir darbo ministerijos</i>) on 31 March 2020.
Luxembourg	✓	Art. L. 572-7 of the Labour Code (<i>Code du Travail</i>); information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy (<i>Ministère du Travail, de l'Emploi et de l'Économie sociale et solidaire</i>) on 28 April 2020.
Malta	✓	Information provided by the Department of Industrial and Employer Relations (<i>Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg - DIER</i>) on 17 February 2020.
Netherlands	X	Information provided by Inspectorate SZW (<i>Inspectie SZW</i>) on 17 March and 2 June 2020.
Poland	✓, but obligation applies only to provision of information on possibility to claim due wages before return	Art. 7(2) of the Act of 12 December 2013 on Foreigners (<i>USTAWA z dnia 12 grudnia 2013 r. o cudzoziemcach</i>).
Portugal	✓	Art. 2(2)(a) and (b) of the Organic Law of the Authority for Working Conditions (<i>Lei orgânica da Autoridade para as Condições do Trabalho</i>); information provided by the Authority for Working Conditions (<i>Autoridade para as Condições do Trabalho</i>) on 31 March 2020.
Romania	✓	Arts 5(b) and 6(b) of Law No 108/1999 on the establishment and functioning of the Labour Inspection, republished (<i>Legea nr. 108 din 16 iunie 1999, republicată (*)</i>), <i>pentru înființarea și organizarea Inspecției Muncii</i>) of May 2012.
Slovakia	✓, but obligation applies only to provision of information on possibility to claim due wages before return	Law No 82/2005 on undeclared work and undeclared employment, as amended (<i>Zákon č. 82/2005 Z.z. o nelegálnej práci a nelegálnom zamestnvaní v znení neskorších predpisov</i>) of 9 February 2005, §7c(1).
Slovenia	✓	The Prevention of Undeclared Work and Employment Act (<i>Zakon o preprečevanju dela in zaposlovanja na črno</i>), 23 April 2014, and subsequent modifications; The Inspection Act (<i>Zakon o inšpekcijskem nadzoru</i>), 11 June 2002, and subsequent modifications. In cases of illegal employment of non-EU citizens, they are informed about their rights by means of the record of the inspection. The document includes the information on the possibility of claiming back pay. Information provided by the Financial Administration of the Republic of Slovenia (<i>Finančna uprava Republike Slovenije</i>) on 2 April and 30 April 2020.
Spain	✓	Art. 12.2.b) of Law 23/2015 that regulates the System of Labour Inspection and the Social Security (<i>Ley 23/2015 Ordenadora del sistema de la Inspección de Trabajo y Seguridad Social</i>).
Sweden	X	Information provided by the Swedish Work Environment Authority (<i>Arbetsmiljöverket</i>) on 25 February 2020.

Table A5. Duty in place for national labour inspectorate to report migrants in an irregular situation to enforcement authorities, 25 Member States.

Member State	Obligation of labour inspectors to report migrants in an irregular situation to the migration authorities or police	Type of organisation	Legal basis / source
Austria	X		Information provided by the Ministry of Social Affairs, Labour Inspectorate – Labour Law Section and Central Labour Inspectorate (<i>Sozialministerium: Arbeitsinspektion – Sektion Arbeitsrecht und Zentral-Arbeitsinspektorat</i>) on 16 March 2020.
Belgium	✓	Police	Art. 81 of Law 15 December 1980 (<i>Loi du 15 décembre 1980 sur l'accès au territoire, le séjour, l'établissement et l'éloignement des étrangers</i>); information provided by the National Office of Social Security (<i>Office Nationale de Sécurité Sociale</i>) on 31 March 2020.
Bulgaria	X		Information provided by the General Labour Inspectorate Executive Agency (GLA EA) (<i>Изпълнителна агенция „Главна инспекция по труда“, ИА ГИТ</i>) on 20 February 2020.
Cyprus	✓	Immigration authorities	Spelled out in internal guidelines as per information provided by the Labour Inspection Department of the Ministry of Labour, Welfare and Social Insurance (<i>Τμήμα Επιθεώρησης Εργασίας, Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων</i>) on 27 March 2020.
Croatia	✓	Ministry of the Interior and Ministry of Finance	Art. 68 of the State Inspectorate Act (<i>Zakon o Državnom inspektoratu</i>). Art. 218 of the Aliens Act (<i>Zakon o strancima</i>), now Art. 236 of the new Aliens Act (<i>Zakon o strancima</i>) and Art. 120 of the Aliens Act (<i>Zakon o strancima</i>), now Art. 201 of the new Aliens Act (<i>Zakon o strancima</i>); information provided by the Labour Inspection Sector of the State Inspectorate (<i>Državni inspektorat</i>).
Czechia	✓	Police	Section 107(6) of Act No 326/1999 Coll. on the Residence of Foreign Nationals (<i>Zákon o pobytu cizinců na území České republiky a o změně některých zákonů</i>); information provided by the State Labour Inspectorate (<i>Státní úřad inspekce práce</i>) on 11 May 2020.
Estonia	✓	Police	Labour Contract Act (<i>töölepingu seadus</i>) §115 – provision on the mandate of the labour inspectorate and Aliens Act (<i>välismaalaste seadus</i>), §307 – provision on the mandate of the police in relation to number of misdemeanours provided in this act; information provided by the Labour Inspectorate (<i>Tööinspektsioon</i>).
Finland	✓	Police	Section 86 of the Aliens Act (<i>ulkomaalaislaki/utlänningslag</i>) 301/2004 and Section 50 of the Act on Occupational Safety and Health Enforcement and Cooperation on Occupational Safety and Health at Workplaces (<i>Jaki työsuojelun valvonnasta ja työpaikan työsuojeluyhteistoiminnasta / lag om tillsynen över arbetarskyddet och om arbetarskyddssamarbete på arbetsplatsen</i>) 44/2006; information provided by the Regional State Administrative Agency in Southern Finland (<i>Etelä-Suomen aluehallintovirasto / Regionförvaltningsverket i Södra Finland</i>) on 23 March 2020.
France	✓, but not done in practice	District Attorney	Art. 40 of the Code of Criminal Procedure (<i>Code de procédure pénale</i>). However, on the basis of Convention No 81 (Labour Inspection Convention) of the International Labour Organisation (ILO), as transposed in Arts R.8124-22 to R.8124-24 of the Labour Code, labour inspectors can put confidentiality forward; information provided by the Labour Inspector (<i>Inspection du travail</i>).
Germany	✓	Immigration authorities	Section 87 of the Residence Act (<i>Aufenthaltsgesetz</i>).
Greece	X		Information provided by the Hellenic Labour Inspectorate, SEPE (<i>Σώμα Επιθεώρησης Εργασίας</i>) and the National Social Security Agency, EFKA (<i>Ενιαίος Φορέας Κοινωνικής Ασφάλισης-ΕΦΚΑ</i>) in writing.
Hungary	✓	Immigration authorities	Art. 15(1) of Government Decree 115/2021. (III. 10.) on the activities of the Labour Inspectorate (<i>115/2021. (III. 10.) Korm. rendelet a foglalkoztatás-felügyeleti hatóság tevékenységéről</i>); information provided by the Labour Inspectorate (<i>Országos Munkavédelmi és Munkaügyi Főfelügyelőség</i>) on 21 May 2020.
Italy	✓	Police	Information provided by Ministry of Labour and Social Policy, 8 April 2021.
Latvia	✓	Immigration authorities	Art. 54 of the 'Basic Provisions on Co-operation' of the State Administration Structure Law; information provided by the Office of the National Anti-Trafficking Coordinator of the Ministry of the Interior by email on 9 June 2020.
Lithuania	X, but done in practice		Information provided by the State Labour Inspectorate (<i>Valstybinė darbo inspekcija prie LR socialinės apsaugos ir darbo ministerijos</i>) on 31 March 2020.
Luxembourg	X, but done in practice	In practice, labour inspectors inform the police	Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy (<i>Ministère du Travail, de l'Emploi et de l'Économie sociale et solidaire</i>) on 28 April 2020.
Malta	✓	Immigration authorities	Information provided by the Department of Industrial and Employer Relations (<i>Dipartiment tar-Relazzjonijiet Industrijali u tal-Impieg – DIER</i>) on 17 February 2020.

Member State	Obligation of labour inspectors to report migrants in an irregular situation to the migration authorities or police	Type of organisation	Legal basis / source
Netherlands	X, but might happen in practice	In practice, labour inspectors might inform the Aliens Police, Identification and Human Trafficking Department (AVIM)	Information provided by Inspectorate SZW (<i>Inspectie SZW</i>) on 17 March and 2 June 2020.
Poland	✓	Police or Border Guard	Art. 37(2)(3) of the Act of 13 April 2007 on the National Labour Inspectorate (<i>USTAWA z dnia 13 kwietnia 2007r. o Państwowej Inspekcji Pracy</i>).
Portugal	✓	Public prosecutor	Art. 242 of the Code of Criminal Procedure (<i>Código de Processo Penal</i>) and Art. 10(1) (i) of the Statute of the General Labour Inspectorate (<i>Estatuto da Inspeção-Geral do Trabalho</i>); information provided by the Authority for Working Conditions (<i>Autoridade para as Condições do Trabalho</i>) on 31 March 2020.
Romania	✓	Immigration authorities	Law No 108 of 1999, republished, on the Establishment and Functioning of the Labour Inspection (<i>Legea nr. 108 din 16 iunie 1999, republicată, privind înființarea și organizarea Inspecției Muncii</i>) of May 2012. Romania, Government Decision 829/2018 approving the Annual Plan for the Implementation of the National Strategy on Immigration 2015-2018 (<i>Hotărârea Guvernului nr. 829 din 24 octombrie 2018 pentru aprobarea Planului de Acțiune pe anul 2018 pentru implementarea Strategiei Naționale privind imigrația pentru perioada 2015-2018, aprobată prin Hotărârea Guvernului nr. 780/2015</i>), 2 November 2018, Section 2.III.2.
Slovakia	✓	Law enforcement authorities	Law No 82/2005 Coll. on illegal work and illegal employment, as amended (<i>Zákon č. 82/2005 Z.z. o nelegalnej práci a nelegalnom zamestnávání v znení neskorších predpisov</i>) of 9 February 2005, §7(10).
Slovenia	✓	Police	Art. 92 of the Foreigners Act (<i>Zakon o tujcih</i>) of 15 June 2011, and subsequent modifications.
Spain	X		Information provided by the National Anti-Fraud Office (<i>Oficina Nacional de la Lucha contra el Fraude</i>), an office under the competence of the State Agency for the Labour And Social Security Inspectorate (<i>Organismo Estatal de la Inspección de Trabajo y Seguridad Social</i>) on 7 May 2020 and by the Euskadi-Basque Country State Agency for the Labour and Social Security Inspectorate (<i>Organismo Estatal de la Inspección de Trabajo y Seguridad Social</i>) on 30 April 2020.
Sweden	X		Information provided by the Swedish Work Environment Authority (<i>Arbetsmiljöverket</i>) on 25 February 2020.

Table A6. Permit granted under the Employers Sanctions Directive, renewal and possibility to apply for a different residence permit, per Member State.

Member State	Typologies of residence permits granted (*)	Legal reference / source
Austria	Permit under national legislation against trafficking in human beings	Asylum Act 2005 (<i>Asylgesetz 2005</i>), §57; written correspondence with the Federal Ministry of Justice (<i>Bundesministerium für Justiz</i>), 5 June 2020.
Belgium	Permit under national legislation against trafficking in human beings	Law of 15 December 1980 on access to the territory, residence, establishment and removal of foreign nationals (<i>Loi du 15 décembre 1980 sur l'accès au territoire, le séjour, l'établissement et l'éloignement des étrangers / Wet van 15 december 1980 betreffende de toegang tot het grondgebied, het verblijf, de vestiging en de verwijdering van vreemdelingen</i>), Official Gazette 31 December 1980, Art. 61/2 to 61/5.
Bulgaria	Permit under employers' sanctions directive	The Foreigners in the Republic of Bulgaria Act (<i>Закон за чужденците в Република България</i>), Art. 24; written correspondence with the Ministry of the Interior, Migration Directorate (Mol DM) (<i>Министерство на вътрешните работи, Дирекция „Миграция“</i> , МВР ДМ), 24 February 2020.
Cyprus	Permit under employers' sanctions directive	Aliens and Immigration Law Chap. 105 (<i>Ο περί Αλλοδαπών και Μεταναστεύσεως Νόμος ΚΕΦ.105</i>), Art. 18RTH(4).
Croatia	Permit under national legislation against trafficking in human beings	Aliens Act (<i>Zakon o strancima</i>), Official Gazette (<i>Narodne novine</i>) Nos 69/2017 and 46/2018.
Czechia	Permit under national legislation against trafficking in human beings	Act No 326/1999 Coll. on the Residence of Foreign Nationals in the Czech Republic (<i>Zákon o pobytu cizinců na území České republiky a o změně některých zákonů</i>), 23 December 1999, Section 42e; written communication with the Immigration Office of the Ministry of the Interior (<i>Ministerstvo vnitra, Odbor azylové a migrační politiky</i>), 3 March 2020.

Member State	Typologies of residence permits granted (*)	Legal reference / source
Estonia	Permit under national legislation against trafficking in human beings	Aliens Act, (<i>Välismaalaste seadus</i>), 9 December 2009, Art. 203.
Finland	Permit under employers' sanctions directive	Aliens Act (<i>Ulkomaalaislaki/Utlänningslag</i>), Section 52d; written correspondence with the Finnish Immigration Service, permits and citizenship unit (<i>Maahanmuuttovirasto / Migrationsverket</i>), 27 March 2020.
France	Permit under national legislation against trafficking in human beings	Entry and Residence Code for Foreigners (<i>Code de l'entrée et du séjour des étrangers</i>), Art. L.316-1.
Germany	Permit under employers' sanctions directive	Residence Act (<i>Aufenthaltsgesetz</i>), Section 25(4a) (4b).
Greece	Permit under employers' sanctions directive	Law 4052/2012 , Art. 89, para. 1d.
Hungary	Permit under employers' sanctions directive	Act II of 2007 on the Entry and Residence of Third-Country Nationals (<i>2007. évi II. törvény a harmadik országbeli állampolgárok beutazásáról és tartózkodásáról</i>), Art. 29(1)(f); written correspondence with the National Directorate-General for Alien Policing (<i>Országos Idegenrendészeti Főigazgatóság</i>), 8 May 2020.
Italy	Permit under Employer Sanctions Directive	Italy, Legislative Decree No 286 of 25 July 1998 (<i>Decreto Legislativo 25 luglio 1998, n. 286</i>), Art. 22, para. 12-quarter.
Latvia	Permit under employers' sanctions directive	Latvia, Immigration Law (<i>Imigrācijas likums</i>), Art. 23, paras 6 and 7.
Lithuania	Permit under employers' sanctions directive	Lithuania, Law on the Legal Status of Aliens (<i>įstatymas dėl užsieniečių teisinės padėties</i>), Art. 40(1) (12).
Luxembourg	Permit under employers' sanctions directive	Act of 29 August 2008 on free movement of people and immigration (<i>Loi du 29 août 2008 portant sur la libre circulation des personnes et l'immigration</i>), Art. 98bis; written correspondence with the Ministry of Foreign and European Affairs, Directorate of Immigration, Legal Affairs Department (<i>Ministère des Affaires étrangères et européennes, Direction de l'Immigration, Service Affaires juridiques</i>), 10 March 2020.
Malta	Permit under employers' sanctions directive	Subsidiary Legislation 217.07 'Permission to reside for victims of trafficking or illegal immigration who cooperate with the Maltese authorities regulations' Regulation 5; written correspondence with Identity Malta, 11 April 2020.
Netherlands	Permit under national legislation against trafficking in human beings	Aliens Decree 2000 (<i>Vreemdelingenbesluit 2000</i>), Art. 3.48; written correspondence with the Immigration and Naturalisation Service, IND (<i>Immigratie en Naturalisatie Dienst</i>), 10 March 2020.
Poland	Permit under employers' sanctions directive	Act on Foreigners (<i>USTAWA z dnia 12 grudnia 2013 r. o cudzoziemcach</i>), Art. 187(4); written correspondence with the Office for Foreigners (<i>Urząd do Spraw Cudzoziemców</i>), 26 March 2020.
Portugal	Permit under employers' sanctions directive	Law 23/2007 (<i>Lei n.º 102/2017</i>), Art. 122.
Romania	Permit under employers' sanctions directive	Government Emergency Ordinance No 194/2002 on the regime of foreigners in Romania, republished (<i>Ordonanță de urgență nr. 194 din 12 decembrie 2002, republicată, privind regimul străinilor în România</i>), 12 December 2002, Art. 130; written correspondence with the General Inspectorate for Immigration (<i>Inspectoratul General pentru Imigrări</i>), 11 February 2020.
Slovakia	Permit under employers' sanctions directive	Law No 404/2011 Coll. on the residence of foreigners and on the amendments of certain laws (<i>Zákon č. 404/2011 Z.z. o pobyte cudzincov a o zmene a doplnení niektorých zákonov</i>), 22 November 2011, Art. 58(2).
Slovenia	Permit under employers' sanctions directive	The Foreigners Act (<i>Zakon o tujcih</i>) and subsequent modifications, 15 June 2011, Art. 50, para. 4.
Spain	Permit under employers' sanctions directive	Royal Decree 557/2011 (<i>Real Decreto 557/2011</i>), Art. 126.
Sweden	Permit under national legislation against trafficking in human beings	Alien Act (<i>Utlänningslag [2005:716]</i>), Chap. 5, Section 15, 15d, 18, 1 January 2020.

(*) In countries where permits under the employers' sanctions directive are available, existing permits under national legislation against trafficking in human beings are often available but they have not been reported in the table as this is out of the scope of the research.

Table A7. Stakeholders consulted in each Member State.

Member State	Stakeholders consulted
Austria	<ul style="list-style-type: none"> Federal Ministry for Labour (<i>Bundesministerium für Arbeit</i>), Labour Inspectorate – Labour Law Section and Central Labour Inspectorate (<i>Arbeitsinspektion – Sektion Arbeitsrecht und Zentral-Arbeitsinspektorat</i>); Federal Ministry of Finance, Human Rights Coordinator (<i>Bundesministerium für Finanzen, Menschenrechtskoordinator</i>); Federal Ministry of Justice (<i>Bundesministerium für Justiz</i>); Federal Ministry of the Interior, Human Rights Coordinator (<i>Bundesministerium für Inneres Menschenrechtskoordinator</i>); Contact point for trade union support for undocumented workers (<i>Anlaufstelle zur gewerkschaftlichen Unterstützung undokumentiert Arbeitender</i>); MEN VIA, support for men affected by human trafficking (<i>MEN VIA, Unterstützung für Männer, die von Menschenhandel betroffen sind</i>).
Belgium	<ul style="list-style-type: none"> Fairwork Belgium; Directorate-General of the Immigration Office (<i>Direction générale Office des Etrangers / Algemene Directie Dienst Vreemdelingenzaken</i>), Federal Public Service of the Interior (<i>SPF Intérieur / FOD Binnenlandse Zaken</i>); Thematic Directorate of Human Trafficking of the Inspection of the National Office of Social Security (<i>Direction Thématique traite des êtres humains d’Inspection de l’Office Nationale de Sécurité Sociale / Themadirectie mensenhandel van de Rijksdienst voor Sociale Zekerheid inspectiedienst</i>), Federal Public Service of Social Security (<i>SPF Sécurité Sociale / FOD Sociale Zekerheid</i>); Labour Inspection of the Directorate-General of the Social Legislation Inspection (<i>Inspection du travail – Direction générale – Contrôle des Lois Sociales / Arbeidsinspectie – AD Toezicht op de Sociale Wetten</i>), Federal Public Service of Employment, Labour and Social Dialogue (<i>SPF Emploi, Travail et Concertation sociale / FOD Werkgelegenheid, Arbeid en Sociaal Overleg</i>); General Direction Legislation, Fundamental Rights and Freedoms – Direction Criminal Law, Service for Criminal Policy, Unit against Trafficking and Smuggling in Human Beings, Federal Public Service Justice (<i>SPF Justice / FOD Justitie</i>); Myria Federal Migration Centre (<i>Centre Fédéral Migration / Federaal Migratiecentrum</i>).
Bulgaria	<ul style="list-style-type: none"> General Labour Inspectorate Executive Agency (GLA EA) (<i>Изпълнителна агенция „Главна инспекция по труда“</i>, ИА ГИТ); National Social Security Institute (NSSI) (<i>Национален осигурителен институт</i>, НОИ); Ministry of the Interior, Migration Directorate (Mol DM) (<i>Министерство на вътрешните работи, Дирекция „Миграция“, МВР ДМ</i>); Centre for Legal Aid Voice in Bulgaria (<i>Център за правна помощ – Глас в България</i>); Confederation of Independent Trade Unions of Bulgaria (CITUB) (<i>Конфедерация на независимите синдикати в България, КНСБ</i>).
Cyprus	<ul style="list-style-type: none"> Labour Inspection Department, Ministry of Labour, Welfare and Social Insurance (<i>Τμήμα Επιθεώρησης Εργασίας, Υπουργείο Εργασίας, Πρόνοιας και Κοινωνικών Ασφαλίσεων</i>); Pancyprian Federation of Labour (<i>Παγκύπρια Εργατική Ομοσπονδία</i>); Labour Disputes Court (<i>Δικαστήριο Εργατικών Διαφορών</i>); Anti-Trafficking Unit, Police (<i>Γραφείο Καταπολέμησης και Εμπορίας Προσώπων</i>); Population Archives and Immigration Department, Ministry of the Interior.
Croatia	<ul style="list-style-type: none"> State Inspectorate (<i>Državni inspektorat</i>); Municipal Labour Court in Zagreb (<i>Općinski radni sud u Zagrebu</i>); Ministry of Judiciary and Public Administration (<i>Ministarstvo pravosuđa i uprave</i>); Ministry of Internal Affairs (<i>Ministarstvo unutarnjih poslova</i>); Union of Autonomous Trade Unions of Croatia (<i>Savez samostalnih sindikata Hrvatske</i>); Victim and Witness Support Departments (<i>Odjeli za podršku žrtvama i svjedocima</i>); Office for Human Rights and Rights of National Minorities of the Government of the Republic of Croatia (<i>Ured za ljudska prava i prava nacionalnih manjina Vlade Republike Hrvatske</i>).
Czechia	<ul style="list-style-type: none"> Ministry of the Interior, Immigration Office (<i>Ministerstvo vnitra, Odbor azylové a migrační politiky</i>); District Courts of Czechia (<i>Okresní soudy ČR</i>) (86); Ministry of Justice (<i>Ministerstvo spravedlnosti</i>); State Labour Inspection Office (<i>Státní úřad inspekce práce</i>) Czech Statistical Office (<i>Český statistický úřad</i>) Ministry of Labour and Social Affairs (<i>Ministerstvo práce a sociálních věcí</i>); Probation and Mediation Service (<i>Probační a mediační služba</i>); La Strada, o.p.s. (NGO).
Estonia	<ul style="list-style-type: none"> Labour Inspectorate (<i>Tööinspektsioon</i>); Social Insurance Board (<i>Sotsiaalkindlustusamet</i>); Ministry of the Interior (<i>Siseministeerium</i>); Ministry of Justice (<i>Justiitsministeerium</i>).

Member State	Stakeholders consulted
Finland	<ul style="list-style-type: none"> Ministry of Economic Affairs and Employment in Finland (<i>Työ- ja elinkeinoministeriö / Arbets- och näringsministeriet</i>); Regional State Administrative Agency in Southern Finland (<i>Etelä-Suomen aluehallintovirasto / Regionförvaltningsverket i Södra Finland</i>) – the occupational safety and health units act as labour inspectorate, monitoring compliance with occupational safety and health legislation at workplaces; Centre for Economic Development, Transport and the Environment in Uusimaa (<i>Uudenmaan elinkeino-, liikenne- ja ympäristökeskus / Närings-, trafik- och miljöcentralen i Nyland</i>) – acts as a labour inspectorate, assessing all pay security applications. Legal Register Centre (<i>Oikeusrekisterikeskus / Rättsregistercentralen</i>); Office of the Non-Discrimination Ombudsman (<i>Yhdenvertaisuusvaltuutetun toimisto / Diskrimineringsombudsmannens byrå</i>); Victim Support Finland (<i>Rikosuhripäivystys / Brottsofferjouren</i>); Service Union United PAM (<i>Palvelualojen ammattiliitto PAM / Servicefacket PAM</i>); Central Organisation of Finnish Trade Unions (<i>Suomen ammattiliittojen keskusjärjestö SAK / Finlands Fackförbunds Centralorganisation FFC</i>).
France	<ul style="list-style-type: none"> Labour Inspection (<i>Inspection du travail</i>), Val d'Oise; Labour Inspection (<i>Inspection du travail</i>), Paris; Information and Support Group to Immigrants (<i>Groupe d'information et de soutien aux immigré(e)s – Gisti</i>).
Germany	<ul style="list-style-type: none"> Central Customs Authority (<i>Generalzolldirektion</i>); The Financial Investigation of Illegal Work (<i>Finanzkontrolle Schwarzarbeit – FKS</i>) is part of German Customs, the operations of which are steered by the Central Customs Authority, a federal finance authority under the executive supervision of the Federal Ministry of Finance (<i>Bundesministerium der Finanzen</i>); Federal Office of Statistics (<i>Statistisches Bundesamt</i>); Federal Ministry of Justice and for Consumer Protection (<i>Bundesministerium der Justiz und für Verbraucherschutz</i>); Berlin State Office for Immigration (<i>Berliner Landesamt für Einwanderung</i>); Berlin Counselling Centre for Migration and Good Work (<i>Berliner Beratungszentrum für Migration und Gute Arbeit</i>).
Greece	<ul style="list-style-type: none"> Greek Ombudsman (<i>Συνήγορος του Πολίτη</i>); Ministry of Justice (<i>Υπουργείο Δικαιοσύνης</i>); Office of the National Rapporteur on Trafficking in Human Beings (<i>Εθνικός Εισηγητής για την καταπολέμηση της Εμπορίας Ανθρώπων</i>); National Social Security Agency (<i>Ενιαίος Φορέας Κοινωνικής Ασφάλισης-ΕΦΚΑ</i>); Hellenic Labour Inspectorate (<i>Σώμα Επιθεώρησης Εργασίας</i>); Ministry of the Interior Directorate-General of Decentralisation and Local Government (<i>Υπουργείο Εσωτερικών- Γενική Διεύθυνση Αποκέντρωσης και Τοπικής Αυτοδιοίκησης</i>).
Hungary	<ul style="list-style-type: none"> Hungarian Labour Inspectorate (<i>Országos Munkavédelmi és Munkaügyi Főfelügyelőség</i>); National Directorate-General For Aliens Policing (<i>Országos Idegenrendészeti Főigazgatóság</i>).
Italy	<ul style="list-style-type: none"> National Labour Inspectorate (<i>Ispettorato Nazionale del Lavoro</i>); Ministry of Justice (<i>Ministero della Giustizia</i>); Ministry of the Interior, Department for Civil Freedoms and Immigration (<i>Ministero dell'Interno, Dipartimento per le Libertà civili e l'Immigrazione</i>); Ministry of Labour and Social Policies, Central Direction for Immigration and Integration Policies (<i>Ministero del Lavoro e delle Politiche Sociali, Direzione Generale dell'immigrazione e delle politiche di integrazione</i>).
Latvia	<ul style="list-style-type: none"> State Labour Inspection (<i>Valsts darba inspekcija</i>); Office of Citizenship and Migration Affairs (<i>Pilsonības un migrācijas lietu pārvalde</i>); NGO 'Shelter House' (<i>NVO 'Drošā māja'</i>); Intersectoral Dialogue Platform (<i>Starpsektoriālā Dialoga Platforma</i>); Ministry of the Interior (<i>Iekšlietu ministrija</i>); NGO resource centre 'Marta'. Senior judge (phone call on 18 May 2020).
Lithuania	<ul style="list-style-type: none"> National Courts Administration (<i>Nacionalinė teismų administracija</i>); Ministry of Social Security and Labour of the Republic of Lithuania (<i>Lietuvos Respublikos socialinės apsaugos ir darbo ministerija</i>); Prosecutor's General Office of the Republic of Lithuania (<i>Lietuvos generalinė prokuratūra</i>); International Organization for Migration, Vilnius office; State Labour Inspectorate (<i>Valstybinė darbo inspekcija prie LR socialinės apsaugos ir darbo ministerijos</i>); Migration Department (<i>Migracijos departamentas prie LR VRM</i>); Caritas Lithuania (<i>Lietuvos Caritas</i>); Lithuanian Red Cross Society (<i>Lietuvos Raudonojo Kryžiaus Draugija</i>).

Member State	Stakeholders consulted
Luxembourg	<ul style="list-style-type: none"> • Labour and Mines Inspectorate (<i>Inspection du Travail et des Mines</i>); • Ministry of Foreign and European Affairs, Directorate of Immigration, Legal Affairs Department – National and European Legislation, Litigation, Human Rights (<i>Ministère des Affaires étrangères et européennes, Direction de l'Immigration, Service Affaires juridiques – Législations nationale et européenne, Contentieux, Droits de l'Homme</i>); • Superior Court of Justice of the Grand Duchy of Luxembourg (<i>Cour Supérieure de Justice du Grand-Duché de Luxembourg</i>); • Ministry of Justice, Directorate of Criminal and Judicial Affairs (<i>Ministère de la Justice, Direction des affaires pénales et judiciaires</i>).
Malta	<ul style="list-style-type: none"> • Jobsplus – Public Employment Service, Law Compliance Unit (functions as a labour inspectorate); • Department for Industrial and Employer Relations (DIER); • Industrial Tribunal; • Identity Malta (Parliamentary Secretariat for Citizenship and Communities of the Ministry for Home Affairs, National Security and Law Enforcement); • General Workers Union.
Netherlands	<ul style="list-style-type: none"> • Labour Inspectorate (<i>Inspectie SZW</i>); • Immigration and Naturalisation Service (<i>Immigratie en Naturalisatie Dienst (IND)</i>); • Ministry of Justice and Security (<i>Ministerie van Justitie en Veiligheid</i>); • Netherlands Trade Union Confederation (FNV).
Poland	<ul style="list-style-type: none"> • Border Guard Headquarters (<i>Komenda Główna Straży Granicznej</i>); • Ministry of Justice (<i>Ministerstwo Sprawiedliwości</i>); • Ministry of Family, Labour and Social Policy (<i>Ministerstwo Rodziny, Pracy i Polityki Społecznej</i>); • National Labour Inspectorate (<i>Państwowa Inspekcja Pracy</i>); • Office for Foreigners (<i>Urząd do Spraw Cudzoziemców</i>).
Portugal	<ul style="list-style-type: none"> • Authority for Working Conditions (<i>Autoridade para as Condições do Trabalho</i>); • First Instance Courts (23); • Appeal Courts (5) and Supreme Court; • Immigration and Borders Service (<i>Serviço de Estrangeiros e Fronteiras</i>); • Labour Ministry (<i>Ministério do Trabalho, Solidariedade e Segurança Social</i>); • Directorate-General for Justice Policy (<i>Direção-Geral da Política de Justiça</i>).
Romania	<ul style="list-style-type: none"> • Labour Inspection (<i>Inspekția Muncii</i>); • The Superior Council of Magistracy (<i>Consiliul Superior al Magistraturii</i>); • The General Inspectorate for Immigration (<i>Inspectoratul General pentru Imigrări</i>); • National Trade Union Bloc (<i>Blocul Național Sindical</i>); • International Organisation for Migration Romania; • National Romanian Council for Refugees (<i>Consiliul Național Român pentru Refugiati</i>); • Aidrom (NGO); • General Inspectorate of the Romanian Police (<i>Inspectoratul General al Poliției Române</i>); • Public Ministry – General Prosecutor's Office (<i>Ministerul Public – Parchetul de pe langa Inalta Curte de Casatie si Justitie</i>); • The Anti-Trafficking Agency (<i>Agenția Națională Impotriva Traficului de Persoane</i>).
Slovakia	<ul style="list-style-type: none"> • Office of Border and Alien Police; • National Labour Inspectorate; • Ministry of the Interior of the Slovak Republic, Expert Group for Combating Trafficking in Human Beings; • Ministry of Justice of the Slovak Republic; • Human Rights League.
Slovenia	<ul style="list-style-type: none"> • Ministry of the Interior (<i>Ministrstvo za notranje zadeve</i>); • Uniformed Police Directorate, Border Police Division (<i>Uprava uniformirane policije, Sektor mejne policije</i>); • Financial Administration of the Republic of Slovenia (<i>Finančna uprava Republike Slovenije</i>); • Labour Court in Celje (<i>Delovno sodišče v Celju</i>); • Labour and Social Court in Ljubljana (<i>Delovno in socialno sodišče v Ljubljani</i>); • Labour Court in Maribor (<i>Delovno sodišče v Mariboru</i>); • Higher Labour and Social Court (<i>Višje delovno in socialno sodišče</i>).

Member State	Stakeholders consulted
Spain	<ul style="list-style-type: none"> Autonomous Labour and Security Inspection Agency (<i>Organismo Autónomo de la Inspección de Trabajo y Seguridad Social</i>); State Agency for the Labour And Social Security Inspectorate (<i>Organismo Estatal de la Inspección de Trabajo y Seguridad Social</i>); Subdirectory of Statistics and Socio-Labour Analysis (<i>Subdirección General de Estadística y Análisis Sociolaboral</i>); General Workers Union (<i>Unión General de Trabajadores (UGT)</i>); Spanish Observatory of Racism and Xenophobia (<i>Observatorio Español del Racismo y la Xenofobia</i>), Directorate-General for Integration and Humanitarian Aid (<i>Dirección General de Inclusión y Atención Humanitaria</i>); Secretary of State for Migration (<i>Secretaría de Estado de Migraciones</i>), Ministry of Inclusion, Social Security and Migration (<i>Ministerio de Inclusión, Seguridad Social y Migraciones</i>); Ministry of the Interior, Secretary of State for Security (<i>Secretaría de Estado de Seguridad</i>); Ministry of Justice, Offices for Assistance to Victims of Violent Crimes and Crimes Against Sexual Freedom (<i>Oficinas de asistencia a las víctimas de delitos violentos y contra la libertad sexual</i>); Ministry of Justice, General Council of the Judicial Power, Statistics Department (<i>Consejo General del Poder Judicial. Área Estadística</i>).
Sweden	<ul style="list-style-type: none"> Swedish Work Environment Authority (<i>Arbetsmiljöverket</i>); Swedish Trade Union Confederation (<i>LO, Landsorganisationen i Sverige</i>); Swedish Municipal Workers Union (<i>Kommunal</i>); Swedish Building Workers (<i>Byggnads</i>); Ministry of Labour (<i>Arbetsmarknadsdepartementet</i>); Labour Court (<i>Arbetsdomstolen</i>); Swedish Migration Agency (<i>Migrationsverket</i>); National Agency for Public Procurement (<i>Upphandlingsmyndigheten</i>); Ministry of Justice (<i>Justitiedepartementet</i>).

