

## Posting of workers : strengthening and deepening transnational cooperation

January 2023-June 2024

The projet ED6 in brief

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### Objective of the project

**The general objective** of the project is to strengthen and intensify transnational cooperation for better effectiveness of Community law relating to posting operations.

**Specific objective 1:** Continue the implementation of operational cooperation plans aimed at guaranteeing workers' rights.

**Specific objective 2:** Considering the issue of third countries posted workers, identifying the obstacles and drivers for action to address the situations encountered.

**Specific objective 3:** Sharing and disseminating knowledge at transnational level

### Project Partners

#### Beneficiary partners:

ARBEIDSTILSYNET, Norway

ARBEIT UND LEBEN BERLIN-BRANDENBURG DGB/VHS E.V, Germany

ARBEIT UND LEBEN DGB/VHS HAMBURG EV, Germany

ASTREES Ultra laborans, France

AUTORIDADE PARA AS CONDICOES DO TRABALHO, ACT, Portugal

CONFEDERAZIONE GENERALE ITALIANA DEL LAVORO (CGIL), Italy

EUROPEAN FEDERATION OF TRADE UNIONS IN THE FOOD AGRICULTURE AND TOURISM (EFFAT), Belgium

EUROPESE FEDERATIE VOOR BOUW- EN HOUTARBEIDERS FV (FETBB), Belgium

FEDERALE OVERHEIDSDIENST WERKGELEGENHEID, ARBEID EN SOCIAAL OVERLEG/SERVICE PUBLIC FEDERAL EMPLOI, TRAVAIL ET CONCERTATION SOCIALE (SPF), Belgium

FEDERATION DE L'INDUSTRIE EUROPEENNE DE LA CONSTRUCTION (FIEC), Belgium

GLAVNA INSPEKTSIYA PO TRUDA (GLI EA), Bulgaria

INSPECTIA MUNCII LABOUR INSPECTION (Inspectiamuncii), Romania

INSPECTION DU TRAVAIL ET DES MINES DU LUXEMBOURG ITM, Luxembourg

INSTITUT NATIONAL DU TRAVAIL DE L'EMPLOI ET DE LA FORMATION PROFESSIONNELLE (INTEFP), France

MINISTERE DU TRAVAIL, DU PLEIN EMPLOI ET DE L'INSERTION (DGT), France  
 MINISTRSTVO ZA DELO, DRUZINO, SOCIALNE ZADEVE IN ENAKE MOZNOSTI, INSPEKTORAT REPUBLIKE SLOVENIJE ZA DELO, Slovenia  
 NARODNY INSPEKTORAT PRACE (NIP SK), Slovakia  
 ORGANISMO AUTONOMO ORGANISMO ESTATAL INSPECCION DE TRABAJO Y SEGURIDAD SOCIAL (Mites), Spain  
 PLATFORM FOR INTERNATIONAL COOPERATION ON UNDOCUMENTED MIGRANTS ASBL (PICUM), Belgium

Associated partners:

ETELA-SUOMEN ALUEHALLINTOVIRASTO, Finland  
 ETUC CONFEDERATION EUROPEENNE DES SYNDICATS, Belgium  
 LOUNAI-SUOMEN ALUEHALLINTOVIRASTO, Finland  
 MINISTRY OF LABOUR AND SOCIAL AFFAIRS, Greece  
 PIP PANSTWOWA INSPEKCJA PRACY GLOWNY INSPEKTORAT PRACY, Poland  
 SZW MINISTERIE VAN SOCIALE ZAKEN EN WERKGELEGENHEID, Netherlands  
 TILBURG UNIVERSITY- UNIVERSITEIT VAN TILBURG, Netherlands  
 WEC EUROPE WORLD EMPLOYMENT CONFEDERATION EUROPE, Belgium

Calendar of the project

Kick-off February 14 <sup>th</sup> 2023		
Objective 1	Objective 3	Objective 2
Design workshop March 16-17 <sup>th</sup> 2023		
Design meetings		
Steering committee April 28 <sup>th</sup> 2023		
Implementation of cooperation plans May 2023- June 2024		Collecting Practices May-June 2023
		Transnational focus group September 13 <sup>th</sup> 2023
		Transnational Seminar December 1 <sup>st</sup> 2023
	Sahring workshop March 27 <sup>th</sup> 2024 April 03 <sup>rd</sup> 2024 April 15 <sup>th</sup> 2024 May 07 <sup>th</sup> 2024 May 13 <sup>th</sup> 2024	
Final steering committee May 23 <sup>th</sup> 2024		
Final Conference June 14 <sup>th</sup> 2024		

## Activities implemented:

### General management of the project

Kick-off meeting: February 14th 2023, Brussels, 40 participants

Final steering committee, May 23th 2024, Marcy l'étoile, 29 participants

Objective 1 : Continue the implementation of operational cooperation plans aimed at guaranteeing workers' rights.

Design workshop, March 16-17th 2023, Bratislava, 33 participants

Steering committee, April 28th 2023, online, 37 participants

### Cooperation plans :

- PT/SK :

Cooperation plan between the National Labour Inspectorate of Slovakia, the ACT (Authority for Working Conditions) of Portugal, the Ministry of Social Affairs and Employment of the Netherlands with the contribution of the National Labour Inspectorate of the Czech Republic. The plan aimed to improve the information on posting regulations provided to Slovak temporary work agencies.

- BG-ES-FR-PL-PT-RO :

Cooperation plan between the Labour mobility directorate of the GLI EA in Bulgaria, the OEITSS (State Agency for Labour Inspection and Social Security) of Spain, the French General Directorate of labour, State Labour Inspection of Poland, the ACT (Authority for Working Conditions) of Portugal, and the Labour Inspectorate in Romania. The cooperation aims to improve the capacity to handle the issue of workplace accidents involving posted workers.

- ES-PT :

Cooperation between the ACT (Authority for Working Conditions) of Portugal and the OEITSS (State Agency for Labour Inspection and Social Security) of Spain. Operational implementation of a cooperation agreement facilitating the exchange of information between the two authorities and the monitoring of procedures.

- NO-DE :

Cooperation plan between the Norwegian Labour Inspection Authority (Arbeidstilsynet), the Regional Protection Commissioners in Norway and Arbeit und Leben Hamburg and Berlin Germany to train professionals responsible for informing posted workers and improving prevention in terms of occupational health.

- BE-PT :

Cooperation between the ACT (Authority for Working Conditions) of Portugal and the FPS Employment (Federal Public Service - Employment, Labour and Social Dialogue). Establishment of a network of local correspondents, with the aim of contributing to operational cooperation between Belgium and Portugal on situations of posting of workers in order to guarantee compliance with regulations and the rights of posted workers and better fight against fraudulent situations.

- DE-PL :

Plan de coopération entre l'Inspection nationale du travail de Pologne et le Centre consultatif berlinois pour la migration et le travail décent (BEMA) d'Arbeit und Leben Berlin-Brandebourg pour former les consultants parlant polonais et améliorer leurs connaissances mutuelles.

- LUX-PT :

Cooperation plan between the Labour and Mines Inspectorate of Luxembourg and the ACT (Authority for Working Conditions) of Portugal aiming to improve and strengthen transnational cooperation regarding the posting of workers. The cooperation plan involves joint meetings and inspections, following the signing of a Memorandum of Administrative Cooperation

- DE-SI :

Cooperation plan between the Labour inspectorate of the Republic of Slovenia and Berlin Advisory Centre for Migration and Decent Work (BEMA) by Arbeit und Leben Berlin-Brandenburg to improve information given to third countries nationals posted workers.

- NO-PL :

Cooperation plan between the Norwegian Labour Inspection Authority (Arbeidstilsynet) and the State Labour Inspection of Poland aimed at identifying the business model of prefabricated houses in order to address issues related to posting investigation process.

- BG-DE :

Cooperation plan between Berlin Advisory Centre for Migration and Decent Work (BEMA) by Arbeit und Leben Berlin-Brandenburg and the Labour mobility directorate of the GLI EA-Bulgaria. Updating and dissemination of a digital interactive information brochure for Bulgarian mobile workers working in Germany in transport, construction and care sectors. Strengthening of cooperation process through participation in a local and interinstitutional working group dedicated to worker mobility, joint information and prevention actions, trainings for consultants and inspectors and the signing of a cooperation agreement.

- BG-DE-SK :

Cooperation plan between the National Labour Inspectorate of Slovakia, Berlin Advisory Centre for Migration and Decent Work (BEMA) by Arbeit und Leben Berlin-Brandenburg and the Labour mobility directorate of the GLI EA in Bulgaria-to resolve a real situation involving Bulgarian posted workers in the care sector. Two-stage cooperation plan: a joint inspection and an information campaign.

Objective 2: Considering the issue of third countries posted workers, identifying the obstacles and drivers for action to address the situations encountered.

Survey of practices regarding the posting of workers from third countries: 12 responses to a questionnaire.

Transnational focus group, September 13th 2023, Lisbon, 28 participants

Transnational seminar, December 1<sup>st</sup> 2023, online, 90 participants

Objective 3: Sharing and disseminating knowledge at transnational level

Sharing workshops gathering project participants

1	27 Mars 2024/ March the 27 <sup>th</sup> 2024	Informer une audience cible	68 participants
		Inform a target audience	
2	3 avril 2024/ April the 3 <sup>rd</sup> 2024	Efficacité et pérennité des coopérations	44 participants
		Effectiveness and sustainability of cooperation	
3	15 avril 2024/ April the 15 <sup>th</sup> 2024	Trouver des solutions pragmatiques à des problématiques émergentes	73 participants

		Finding practical solutions to emerging issues	
4	7 mai 2024/ May the 7 <sup>th</sup> 2024	Coopération transnationale entre ONG et autorités publiques	58 participants
		Transnational cooperation between NGO and public authorities	
5	13 mai 2024/ May the 13 <sup>th</sup> 2024	La santé au travail des travailleurs détachés	60 participants
		Occupational health of posted workers	

Deliverables already produced during the project:

- [TCNs on the EU labour market, working paper](#), Jan Cremers, January 2024, Tilburg law school
- Summary Report of the Practice Exchange Workshop : *Investigation of a Workplace Accident Involving a Posted Worker*. Cooperation plan BG-ES-FR-PL-PT-RO
- Information for Posted Workers and Employers : Rights and Obligations When Working in France Under Posting - Formalities to Complete in the Event of a Workplace Accident in France - Web Page Available with [Information in 8 Languages on the French Ministry of Labour Website](#). Cooperation plan BG-ES-FR-PL-PT-RO
- Standard Document for Cross-Border Reporting of a Workplace Accident. Cooperation plan BG-ES-FR-PL-PT-RO
- Updated version of the first edition of the brochure “NA GURBET – my rights as a posted worker in Germany”. Cooperation plan BG-DE
- Leaflet in Bulgarian language describing the main employment patterns of Bulgarian job seekers in Germany. Cooperation plan BG-DE-SK
- Leaflet in German and Bulgarian aimed at families using 24/7 home care services, informing them of German minimum working conditions and legal consequences. Cooperation plan BG-DE-SK
- Information leaflet in several languages: Albanian, Bosnian, Serbian, Slovenian, German and English. This leaflet aims to prevent irregular postings of workers from third countries. Cooperation plan DE-SI