



European
Commission

EUROPEAN COMMISSION

DG Employment, Social Affairs and Inclusion

EMPL.B - Employment and Social Legislation, Social Dialogue
EMPL/B2 Labour Law

Call for proposals:

**Posting of workers: enhancing administrative cooperation
and access to information**

Reference:

VP/2014/007

Budget Heading:

04.03 02 01

GRANT APPLICATION FORM

Application reference: **VP/2014/007/0028**

Action

E: Information on the action for which the grant is requested

E.1 Title..... Equality in Mobility - responsible movement of workers in EU

E.2 Short summary of the action.... About 1 million of workers from EU are posted to work in other Member States, of which 70 per cent is working in Western Union countries (Spain, United Kingdom, Germany, France). For the workers from new Member States (Poland, Latvia, Lithuania, Romania), as a countries which post most workers in the European Union, it is important that the principles of delegation or such employment conditions to be clear and beneficial. The crucial element is the implementation of Directive 96/71/EC. Some Member States, due to the economic crisis, seeking to block the posting of workers and to introduce protectionist provisions in the new directive, which could lead to the loss of hundreds of thousands of jobs for workers from New Member States. The posted workers as well as the companies acting on transnational level need more information about the European law and measures of its implementation.

Today we face the whole spectrum of problems ranging from lack of respect for the rights of workers, or difficulties in accessing information about the conditions of employment to the restrictions on cooperation between Member States. The experience from recent years has shown that there is an urgent need to improve the implementation, application and enforcement of the provisions of Directive 96/71/EC in partnership countries.

The project was created as an answer for the above mentioned problem. The action involves the social partners from six Member States: Poland, Latvia, Lithuania, Romania, Spain and France. Representatives of the partners will meet during the international events organized in different partnership countries in order to elaborate the recommendations for improvement of the implementation of the Directive.

E.3 Specific objective(s)..... Main objectives of the project are:
- to improve transnational administrative cooperation between national competent bodies and social partners involved in the monitoring and correct application of Posting of Workers, Directive 96/71/EC,
- to increase mutual trust among stakeholders, including promoting exchanges of relevant officials and training,
- to develop and promote best practice initiatives in the area of posting of workers in the framework of temporary provision of services.

The objectives of the project are directly linked with the priorities of the call for proposals VP/2014/007. The action will promote transnational cooperation among stakeholders and dissemination of best practices by involving the employees and employers, representatives of the companies acting on international level from 6 Member States.

Exchange of experience and good practice between the partners is aimed at creating favorable conditions for the setting up a database of national information, consultation and mechanism arising from the application of EU law concerning post of workers. The project participants will improve their knowledge and the transparency of the different administrative cooperation systems in the Member States.

one of the objectives of the action is to create a joint database containing general and sector-specific information concerning terms and conditions of employment to be respected, among the stakeholders. The aim will be achieved through the creation of a project website and a publication containing the recommendations for improvement which will be presented at European level.

E.4 Duration of activities

E.4.1 Start..... 01/12/2014

E.4.2 End 31/05/2016

E.4.3 Months..... 18.00

E.5 Implementation of the action.... Implementation of the action is divided in three phases:

1. ORGANISATIONAL PHASE

The action will start in December 2014, first two months will be devoted to promotional activities and organization of the first meeting in Poland. There will be created the website of the project. Will be designed and printed the promotional materials (leaflets, posters) which will be distributed among the workers and employers in partnership countries. The opening conference will be held in February 2015, 5 representatives of each partnership organization will be invited to attend the meeting. The main topics of the discussion will be the content of the Directive 96/71/EC and its implementation in partnership countries: exchange of experience, definition of the main problems. Will be chosen the Steering group of the project consisting of the partners representatives (12 people in total, 2 from each partnership organisation), who will be responsible of creation of the project website, collection and posting of the information, summing up the conclusions from the national meetings. In May 2015 will be organized the working meeting of the Steering group in Latvia (Riga) where will be developed the schedule for the national meetings and the programme.

2. MAIN PHASE OF THE ACTION

Next step in the project implementation will be organization of the Round Tables in partnership countries (September – December 2015). The meetings will be attended by representatives of social partners (employees, employers, representatives of the companies having the biggest experience in posting of workers, public authorities from each country), in total about 20 participants from each country + steering group of the project (10 people).

The main aim of the meeting will be to analyze different levels of interpretation and management of the regulations concerning the implementation of Community provisions as an effective working tool, will clarify the doubts and uncertainties that arise from the daily interpretation and application of the rules. The issue which will be discussed will be among others: the social security scheme applicable to persons employed temporarily in another member state, the self-employment temporary pursuing an activity in different state of the EU, the limits for the implementation of the provisions in displacement field, a direct relationship between the shipping company and displayed worker, the situations of exclusion from the application of the provisions of the Directive.

3. DISSEMINATION PHASE

Last phase in the project implementation will be devoted to dissemination of the results of the action. During the period January-April 2016 will be elaborated the final publication summing up the conclusions and recommendations from the previous meetings. It will aim to provide different levels of interpretation and management of the regulations concerning the implementation of Community provisions as an effective working tool, will clarify the doubts and uncertainties that arise from the daily interpretation and application of the rules. The issues which will be included in the publication will be among others: the social security scheme applicable to persons employed temporarily in another member state, the self-employment temporary pursuing an activity in different state of the EU, the limits for the implementation of the provisions in displacement field, a direct relationship between the shipping company and displayed worker, the situations of exclusion from the application of the provisions of the Directive. The responsible for a preparation of the publication will be the experts.

Recommendations included in the final report will be presented and discussed with the representatives of the European institutions during the final conference organized in Brussels in May 2016.

E.6 Workplan..... Start date of the action: 01.12.2014
December 2014 – January 2015 – organizational and promotional activities.
February 2015 – Inaugural conference in Poland, responsible bodies: OPZZ, LCA
May 2015 – Steering group meeting in Latvia, responsible bodies: OPZZ, LCA
September – December 2015 – organization of the round tables in partnership countries, responsible bodies: OPZZ, LCA, LPSK, CSIT, Cartel Alfa, CGT
January – April 2016 – Elaboration of a short summary report from the national meetings and its translation into partners languages, responsible bodies: OPZZ, LCA, LPSK, CSIT, Cartel Alfa, CGT
May 2016 – Final conference in Brussels, responsible bodies: OPZZ, LCA
The end of the action: 31.05.2016

E.7 Will you subcontract any task related to the action?..... Yes

E.8 Timetable for action events

Please enter the key dates for the main events of the action (i.e. conferences, project meetings and so on).

Start date	End date	Venue	Type of event
25/02/2015	25/02/2015	Poland, Warsaw	Inaugural conference
20/05/2015	20/05/2015	Latvia, Riga	Steering Group meeting
10/09/2015	10/09/2015	Poland, Warsaw	Round table
24/09/2015	24/09/2015	Latvia, Riga	Round table
28/10/2015	28/10/2015	Lithuania, Vilnius	Round table
12/11/2015	12/11/2015	Spain, Madrid	Round table
24/11/2015	24/11/2015	France, Paris	Round table
16/12/2015	16/12/2015	Romania, Bucharest	Round table
25/05/2016	25/05/2016	Belgium, Brussels	Final conference

E.9 Roles and responsibilities..... The applicants: OPZZ and LCA will coordinate the implementation of the action and will have the whole responsibility. The staff selected for coordination of the action will be responsible for the logistic preparation of the events and administration. The project team is professional and experienced in this kind of activities and management of the projects.

In the implementation will be directly involved:

1. Project manager – Mr. Andrzej Radzikowski – OPZZ, employed on permanent basis, full-time, as the project manager will be responsible for supervising of the project implementation, checking whether the implementation is according with the schedule and that resources are spent in accordance with the approved budget, will be responsible for chairing meetings of the project team, receiving reports from the other project team members, will respond to the crisis situations by taking measures to solves the

problems occurred, preparation of the partial and final reports from the project implementation, contact with the EC. Contact with the partners organisations, consultation of the dates of the meetings.

2. Assistant of the project manager – Mr. Bogdan Grzybowski – OPZZ, employed on permanent basis, full-time, will be responsible for logistic organisation of the project events, booking flights tickets for participants, reservation of the hotels, conference rooms, providing the conference equipment, interpreting booths, contract interpreters, preparation of the programme of the meetings, translation of the materials/presentations, collecting all the documentation from the meetings, attendance lists ect.

3. Secretary - Mrs. Krystyna Ściechowska – OPZZ, employed on permanent basis, full-time, will be responsible for archiving of project documentation, the recruitment process - preparing the attendance lists and reserve lists, preparation of questionnaires to be completed at the meetings, the analysis of questionnaires and summary, reporting to the project manager about the level of achievement of the expected results of the action.

4. Accountant – Mrs. Agnieszka Wojtasik Pochoda – OPZZ, employed on permanent basis, full-time, will be responsible for the financial justification of the grant, project accounting, preparation of the partial and final financial report.

5. Regional coordinator – Mrs. Liga Kokmane – LCA, employed on permanent basis, full-time, will be responsible for preparation of the diagnosis of the situation in the partners countries in order to prepare background of the topics discuss during the project meetings, consultation on the substantive content of the meetings with particular partner organizations and topics for external experts based on the interviews with representatives of the target group.

6. Two experts will be involved in the implementation in order to prepare the materials (comparative analysis of the implementation of the directive in partners countries) and presentations for the meetings and elaboration of the final report.

In the implementation of the action will be actively involve all the associate organisations: LPSK (Lithuania), CSIT (Spain), Cartel-Alfa (Romania) and CGT (France).

The partners will perform the roles and tasks as set out in the letters of commitment: participation in preparation of the main assumptions of the project, providing necessary knowledge and expertise, active participation in international events, organization of the national meeting, promotion of the project and its objectives, participation in dissemination activities.

The gender equality issues were taken into account while creating the project team, it will be also respected during the whole project implementation.

E.10 Targeted groups / sectors The action will affect several target groups: trade unions members, employees and employers representing different sectors and branches as well as labour market institutions and public authorities from partnership countries. Altogether around 120 participants from 6 different countries will participate in the project.

The second target group are representatives of workers from the whole EU and candidate countries who will be affected by the project results. they will have a permanent access to information about the progress in the implementation of the project by news posted on the project website. They will be also the direct beneficiaries of the promotional and information activities during the project implementation, all the materials from the meetings as well as the final publication will be translated into partnership languages and English (final report) in order to increase the group of recipients.

The next target group will be the stakeholders, institutions and organizations on European and national level, decisions making bodies, to whom will be directed the final publication – report from the national meetings including deep analysis of the implementation of the Directive 96/71/EC and recommendations for improvement from different sectors of industry and from the point of view of different Member States.

E.11 Transnational dimension The transnational dimension of the action is very important as the main idea of the project is to use the practices and experiences from different countries and elaborate common conclusions which might improve the European regulations taking into account the national contexts.

Countries involved in the project will be Poland, Latvia, Lithuania, Romania, Spain and France.

The partnership in the project was designed in such so it can provide different contexts and economic situations. Spain and France, as the host countries of posted workers, and on the other hand Poland, Latvia, Lithuania, Romania as New Member States, with most posting workers in EU. This transnational dimension will give a broad perspective of the situation, different approaches and implementation of the European law.

Relevance of the operation to the participating countries:

- exchange of experience and best practice will be very useful especially for New Member States, which will have opportunity to adjust their internal regulations and companies politics to requirements presented by employers in different countries and multinational undertakings,
- cooperation between six trade unions from different countries will make long-lasting partnership which will result in future
- meetings will be an occasion to discuss operational structure and functioning of similar organization in different countries

- working in mixed group will help to develop interpersonal skills of the participants

Working languages: Polish, Latvian, Lithuanian, Romanian, Spanish, French

Method: during the project implementation there will be organized nine international meetings with participation of the representatives from six partnership country. Delegations will discuss the situation of each participating country. It will help to learn from experience of other trade unions as well as to go beyond national perspective and to create common solutions for European employment policy. All the materials prepared within the framework of the project will be published in 6 national languages.

Additional effect of the project will be the website and final publication which will be translated into national languages of the partners and English to reached the wider audience. The publications and other materials from the meetings will be available on the website of the project in downloadable form.

E.12 Arrangements for evaluation / monitoring of the action..... The applicants OPZZ and LCA will be responsible for supervising, monitoring and evaluating activities during implementation of the project. Evaluation will be based on the documents delivered from each meeting organized within the framework of the project. The participants will sign the attendance list, confirm the receipt of materials, complete the questionnaire at the end of the meeting. Questionnaire will concerns the content of the meeting as well as organizational part of the event. The project team will analyze the questionnaire after each meeting, the analysis and summary of the participants attitude will be included in the final report of implementation. The questionnaires and all the reports from the project implementation will included the collection and gathering of data disaggregated by sex. Project manager and his assistant will ensure the implementation of activities according to the schedule and supervise the preparation of the progress and final technical report, which will be delivered to the European Commission after the end of the project. The financial manager will monitor the financial part of the action, the regional coordinator will be in charge of the contact between the partners and recruitment process.

E.13 Added value / innovativeness of the action..... As an added value of the action can be consider the following aspects:
- build the long – lasting cooperation between participating trade unions,
- all of trade unions involved in the project will have opportunity to use experiences from other countries to improve functioning of their own organization,
- build the positive picture of trade union role in partnership countries,
- give a boost to international cooperation of trade unions from “Old” , “New” Member States,
- the operation can be an example for other European workers' organizations how to build international cooperation between trade unions from different countries,
- informal meetings between participants will have a crucial impact for improvement of functioning each organization, gain new experience in union activity,
- the results of the project will have a huge impact also on different sectors and workers from EU thanks to distribution of the promotional materials and the final publication– which in fact will create a positive picture of trade unions as an active actor in industrial relations
- implementation of the project will be a device for promoting solidarity among workers from EU

E.14 Expected results..... The expected results of the project are:
- to enhance the implementation, application and enforcement of the Directive 96/71/EC4 concerning the posting of workers in the framework of provision of services in practice.
- to clearly define terms and conditions of work and employment for minimum protection of posted workers
- to improve the administrative cooperation between the Member States and European institutions in the context of posting of workers in the framework of the provision of services
- to provide better information for posted workers and multinational companies
- to improve rules for cooperation between national authorities and representatives of workers
- to create the international network for exchange experience and information regarding the terms and conditions for post of workers in EU
- to elaborate common propositions and recommendations for the decision making bodies at national and European level in order to improve the general rules for posting of workers in eU.
The outputs of the action are the following:
- nine events at international level
- 120 participants of the project events
- promotional materials (website, publication, leaflets, posters)
- 700 copies of the final publication available in 7 languages

E.15 Use of results (multiplier effects and dissemination plans)..... All partners will be engaged in promotion of the project in their countries by dissemination of the promotional materials. Promotional materials with the logo of the project and information about co financing by EU will be actively disseminate during the project events. Detailed information about the project – its ideas, activities, results and relations from the meetings will be published on the website of the project. In accordance with the general conditions, all the promotional materials will include the information that the present activity has received funding from the Union. The final publication will insert the European Union logo and mention the European Commission as the Contracting Authority.
The applicants will be responsible for supervising, preparation of the materials and the final report. The publication will be published in native languages of the partners to multiplier effects of the project in other Member states and candidate countries. It will contain analysis and conclusions from the meetings as well as recommendation for the future actions.