



European
Commission

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DG Employment, Social Affairs and Inclusion

EMPL.B - Employment and Social Legislation, Social Dialogue
EMPL.B.2 - Labour Law

Call for proposals:

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

Reference:

VP/2015/007

Budget heading:

04.03 02 01

GRANT APPLICATION FORM

Application reference: **VP/2015/007/0042**

Action

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

G.1 Title..... Rights to Work Info Centres of Transnational Cooperation - REWICoop

G.2 Short summary of the action.... The project reacts to clear loopholes in the implementation of the Directive on Posting of Workers, namely, the fraudulent practices, insufficient access of workers and companies to information and poor quality of information as made available by labour enforcement bodies, as well as insufficient administrative co-operation between national authorities. The project will be implemented in Poland, Lithuania, Norway, Slovakia, Spain and Romania. Co-applicants from PO and LT cooperate with 4 associated partners from SK, RO, ES and NO. The partnership comprises trade unions and workers' advocacy organisations. The Applicant Ogólnopolskie Porozumienie Związków Zawodowych (OPZZ) is a trade union with a strong network across the EU countries.

A main objective is to enhance the cooperation between authorities and strengthen their capacities for monitoring of posted workers' agreements and ensuring greater and equal rights for employees. It is planned to develop, facilitate and promote rights of workers and best practices in posting of workers via a new web-based "Posted Workers Rights" info platform and a European campaign, dissemination events and trainings.

Posted workers in the EU are estimated to be more than 1,7 million. However there are a lot of factors such as unawareness and bureaucracy that support many of the fraudulent practices of posting. Another major hurdle is also the fact that there is no homogenous system applied throughout the EU which facilitates posting, and each Member State has different departments to deal with the matters, and there are communication barriers in facilitating of social partners/public authorities cross-country cooperation.

Following issues are relevant: challenging subcontracting, monitoring and checking compliances, enabling cooperation, setting requirements for info exchange, inspections and mutual assistance between MS Competent Authorities, cross-border enforcement of financial administrative penalties.

G.3 Specific objective(s)..... ➤ 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. The use by national authorities of control measures that in some cases go beyond what is strictly necessary and justifiable to verify compliance with the Directive and ensure protection of posted workers. This will further lead to defining rules of cooperation and mutual agreements.

➤ To increase mutual trust among stakeholders, including promoting exchanges of relevant officials and training. The greater communication and lobby meetings with all stakeholders during the project implementation will sustain a follow-up cooperation and internal control/monitoring mechanisms.

➤ To develop and promote best practice initiatives in the area of posting of workers in the framework of temporary provision of services via joint inspection visits, international training seminars and international conference.

➤ To provide better information for posted workers and multinational companies regarding terms and conditions for post of workers in the EU via launching web-based information centre.

➤ Last but not least as final result of the project, partners and participants of international events will provide 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.

G.4 Duration of activities

G.4.1 Start..... 30/12/2015

G.4.2 End 29/06/2017

G.4.3 Months..... 18.00

G.5 Implementation of the action.... This project will include a full project cycle-preparatory, implementation, dissemination and evaluation activities.

The applicant, co-applicant and associated partners are experienced in the implementation of projects. Most organisations have already cooperated with each other. In addition, the project management team proposes a strategy for crisis management including the procedures that would follow if any problems occur. The Applicant, co-applicants and associated organisations will take responsibility for implementation of the activities. They have strong financial and operational capacity enabling them to take part in successful realisation of the project. To mitigate the risk, all the partners were asked about their financial and organisational capacity.

The overall approach, broken-down into 3 Clusters, allows a logical and interconnected implementation of the intervention by 2 co-applicants and 4 associated partners who will cooperate closely with respective national labour inspection administrations.

The participatory approach will ensure establishment of a broader platform in support of further actions and commitment of the partners involved.

The genuine involvement of the partner's teams from 6 countries ensures is crucial for the successful project implementation. For involving enforcement actors and social partners in 6 countries, all partners will run a series of lobby meetings. External experts will consult studies of the PWD situation in 6 countries and related EU MS.

Since we are dealing with a transnational project with the participation of six European contexts and a large number of partners there will be applied a participatory approach for the implementation of actions

with inputs from each of the partners. All actors involved will implement capacity building and research activities in each of the co-applicant and associated partners' countries to ensure balanced participation. The project methodology is based on the definition of a framework of interventions defined during proposal preparation, through the study of the situations, consultations with networked experts. It is linked to previous partners interventions.

For mitigating potential problems with finding services' providers in venues of the project events, the Applicant will organise events in the cities with good hotel base and where finding the providers of services (interpreters, interp. booths, local transport, catering etc.) is possible.

Partners will define the framework for the delivery of studies, events, lobby meetings, campaigns and an information platform. A clear framework on each activity is defined by the applicant supervisor, co-applicant from Lithuania and supported by organisations from Slovakia, Norway, Spain and Romania. The associated partners will consult indicators for national studies, and get involved in the training seminars and in the cooperation public work inspection authorities.

The intervention will be unwrapped into 3 clusters of activities on capacity-building of strategic actors and cooperation of enforcement labour inspection authorities in 6 countries, followed by a study on the actual situation with posting of workers in those countries and related EU MS. A joint report on the trends in the area of project intervention will be delivered. Results from the study will be used for the launching of the information web-platform "Rights to Posted Workers" and a EU-wide campaign. The commitment of all partners and related national actors will be valuable input.

There will be taken into account the economic effectiveness of the project. Activities designed by 6 partners are respectively valued in a balanced and transparent budgeted. The applicant and co-applicants have the financial capacity required to implement the project successfully.

G.6 Workplan.....Start-up Phase Jan-Feb.2016 -1st and 2nd project month

The first Steering Committee Meeting (SCM) will be held in Warsaw (15.02.2016). As part of the kick-off meeting, there will be organised a half of a day inspection visit. The hosting Applicant will organise the meeting in partnership with the Labour Inspection Authorities in Poland.

Implementation Phase

Activities' Clusters I Building Partnerships and Cooperation March 2016- Dec 2016, from 3rd to 12th project month

Activity 1.1. Delivery of databank on actors involved on posting of workers in 6 countries and producing 6 studies

15.04.2016 – databank(s) of contacts, 30.09.2016 – delivery of study papers

Collecting data about active companies, professional work agencies, contacting chamber of commerce, cooperating with labour offices and inspections, produce a complex databank of actors involved. Delivery of 6 reports 20 pages per country and one common - 50 pages.

Activity 1.2. Delivery of lobby meetings in each country

30.07.2016 – delivered lobby meetings in all countries

Each project partner will deliver a preliminary plan for the lobby meetings in 6 countries. Lobby meetings will be delivered in synergies with related events in project countries to address more actors.

Activity 1.3. Realisation of cycles of trainings/awareness seminars for actors

20.08.2016 – delivery-training programme

12.12.2016 - delivered (9 trainings (15 people/training), 2-3 experts per training)

30.12.2016 – delivered evaluation reports from trainings by experts

Activities Cluster II – Increase Awareness on Rights of Workers: 01/03/2016-31/12/2016 – from 3rd to 12th project month

Activity 2.1. Development of "Rights to Work" promo campaign

22/23.08. 2016 – first draft of the campaign

01.02.2017 – production of all corporate image materials of the campaign

01.03.2017 – launching the campaign in project countries

There shall be ensured at least 10 articles/media outputs on the topic. The journalistic materials shall be linked to inspections/training events, other statistics and data aggregated during the project.

Activity 2.2. Development of the "Posted Workers Rights" one-stop-shop online platform

22/23.08.2017 – presenting first proposal of the web-info centre

01.02.2017 delivery of the web platform

Method: delivery of the proposal on how to elaborate the information centre, the first draft will be proposed by the second SCM in Vilnius (22/23.08.2016).

Activity 2.3. Delivery of a Cross-European Google ad words campaign

01.04.2017 – launching of the EU online campaign on posted workers that will be delivered in a simple format of Google ad words/video/text, etc., presented campaign plan at the 3rd SCM in Vilnius 10/11.12.2016.

Activities Cluster III Cross-country Authority Cooperation 3th-18th month

Activity 3.1. Cross-country cooperation on posted workers inspections.

The first inspection visit will be during the kick-off meeting/SCM (15-16.02.2016), other two (2) will be combined with the 2nd inspection visit/SCM (Vilnius, 22/23.08.2016), the 3rd inspection visit/SCM (Vilnius,

16/17.02.2017) and a final inspection visit/SCM before/after the closing international conference (Warsaw, 11/12.05.2017)

Activity 3.2. Delivery a final conferences 50 participants of the final conference
 18.02.2017 delivery draft programme of the conference
 10/11.05.2017 Delivery of final project conference in Warsaw
 20.05.2017 – delivered of evaluation report from the conference
 15.06.2016 – distributing results from the conference to local/regional/international actors/media

Closing Phase (ensuring sustainability of the project) – 17th and 18th project month, May-June 2017:
 20.05.2017 – delivery a recommendation papers
 15.05.2017 – delivered a financial statement and audits
 15.06.2017 – delivered of evaluation report from the external expert and a follow-up plan of activities.

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

G.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
30/08/2016	31/08/2016	Krakow	Training on posting of workers, one day.
01/09/2016	02/09/2016	Bratislava	Training on posting of workers, one day.
06/09/2016	07/09/2016	Vilnius	Training on posting of workers, one day.
11/10/2016	12/10/2016	Madrid	Training on posting of workers, one day.
14/10/2016	15/10/2016	Bucharest	Training on posting of workers, one day.
14/11/2016	15/11/2016	Oslo	Training on posting of workers, one day.
16/11/2016	17/11/2016	Warsaw	Training on posting of workers, one day.
21/11/2016	22/11/2016	Kosice	Training on posting of workers, one day.
08/12/2016	09/12/2016	Madrid	Training on posting of workers, one day.
15/02/2016	16/02/2016	Warsaw	1st SCM and inspection visit, one day and a half event.
22/08/2016	23/08/2016	Vilnius	2nd SCM and inspection visit, one day and a half.
16/02/2016	17/02/2017	Wilnius	3rd inspection visit /SCM, one day and a half.
11/05/2017	12/05/2017	Warsaw	4th inspection visit/SCM, one day and a half.
10/05/2017	11/05/2017	Warsaw	Final Conference

G.9 Roles and responsibilities..... The Applicant will deliver complete project coordination and financial management, however each co-applicant and partner will provide one national coordinator for the organisation of events, communication with labour inspection authorities, collecting of documents, and realisation of media work and lobby meetings in their countries.

Activity 1.1. Delivery of a databank of actors involved in posting of workers. Project staff in PL and LT will be responsible for the communication, collecting data and meetings in project countries. Support will be provided by the associated partners and external expertise contracted by the Applicant.

Activity 1.2. All six partners will deliver lobby meetings in each country. The partners will identify proper events for the delivery of lobby meetings in synergies. Meetings will be attended by the locally represented actors, provide staff and knowledge.

Activity 1.3. Realisation of cycles of trainings/awareness seminars for actors
 Each co-applicant will provide from 2-3 trainers (CVs enclosed as an Annex), hence costs for external experts will be incurred by LPSK and OPZZ. All partners will support the organisation of trainings. Each trainer (project staff or external) will be responsible for the evaluation reports of trainings.
 The Applicant will incur costs for organisation, participants, lecturers, rental, catering, and prints out and etc.

Activity 2.1. Development of "Rights to Work" promo campaign
 The Applicant will be responsible for the production of a media plan consulted by all partners; an external company/expert will be hired. The Applicant will incur costs for production of promo materials, Google ad word. Partners will be responsible for the delivery of media work in their own countries.

Activity 2.2. Development of the "Posted Workers Rights" one-stop-shop online platform
 The Applicant will provide one project staff for the coordination of the web-platform; OPZZ will incur costs for external experts. All 6 partners will contribute to the framework of the platform.

Activity 2.3. Delivery of a Cross-European Google ad words campaign
 The Applicant will provide one project staff for the coordination of the broader EU campaign, however costs will be incurred for external experts. All partners will consult the framework of the campaign.

Activity 3.1. Cross-country cooperation on posted workers - inspections and SCM
 Each project partner will be participating the Steering Committee Meetings and share knowledge and data.

Activity 3.2. Delivery a final conferences 50 participants of the final conference
 The Applicant will organise the conference in support of all partners. The Applicant will incur costs for 6 external keynote experts, 3 moderators, interpreters, rental, catering and participants costs.
 The core team of the action consists of:

Andrzej Radzikowski, a project supervisor/coordinator leading the overall coordination of activities and scientific work. He will be also acting as other staff for trainings and providing studies.
Adam Rogalewski will be providing assistance to the project coordinator and be responsible for the training programme, delivery of trainings and studies on posting of workers.
Wiesława Taranowska will be responsible for the training programme, selection of external experts for the trainings; she will be also providing trainings.
One person will be employed by OPZZ for the coordination of the web-platform and the EU campaign.
Artūras Černiauskas - President of LPSK, to be involved in the coordination of activities in Lithuania, networking with partners in the country and with partners from the Baltic countries, delivery of lobby meetings.
Janina Matuiziene will be responsible for the support of the activities being planned in Lithuania, preparation, inviting of experts and participants from Lithuania;
Agnieszka Wojtasik-Pochoda will be responsible for the accounting of the project.
Associated partners will provide consultancy on the topics of the project.

G.10 Targeted groups / sectors The main project target groups form the social partners, respectively the trade unions, training organisations in support of workers rights and public authorities responsible for enforcement of the European and national regulations on posting of workers.
Based on partners experience, we have identified a greater lack of knowledge /legal incentives about establishment of sending companies, agreements, etc. All actors on labour market in EU/EEA lack of information about equal labour rights of posted workers in receiving countries and many of the trade unions express doubts about proper payments of posted workers.
Last but not least, this action challenges insufficient cooperation between national authorities in sending and receiving EU MS and consider as very important delivery of intervention activities in support of the exchange of information and partnership inspection visits and checks in both sending companies/agencies and receiving employers.
Following a couple of actors that will be addressed, met and invited to lobby meetings, inspection visits, trainings and to the international project conference:
Employers hiring posted workers shall be invited to most events in order to be convinced in respecting regulations.
Professional workers agencies are amongst organisations involved in activities breaching rights of workers and as such these will be duly informed and consulted on the national and European regulations.
Chambers of Commerce and Business associations shall be involved in the actions as multipliers of information to their members and tackle some sectoral issues especially in the farming, construction and hotel services. Foreign chamber of commerce could disseminate information to posting companies/agencies about labour regulation in their countries of origin.
The Labour Offices and National Labour Inspection authorities will be invited to actively participate in the online information platform during and after the project end.
European networks of employers and trade unions will be actively involved in the provision of recommendations for respective legal and policy change on national and European levels.
Universities, professional training organisations, research institutes of employment will be actively involved in the delivery of statistics and information on posting of workers and claims of posted workers.

G.11 Transnational dimension..... This project action is implemented in 6 countries of EU/EEA involving 2 predominantly receiving countries the Spain and Norway, Slovakia is considered on equal basis a sending and a receiving country and 3 mostly sending countries Poland, Romania and Lithuania.
Compared to 2010, the overall number of postings in EU/EEA increased by 16% in 2012 and by 27% in 2013. In 2013, in absolute terms the three main sending Member States were Poland (262,714 PDs A1 issued), Germany (227,008 PDs A1 issued) and France (123,580 PDs A1 issued) and in relative terms (as % of the total number of (self-) employed persons between 15 and 64 years) Luxembourg (12.1%), Slovenia (9.4%) and Slovakia (2.3%).
In Spain, there are no statistics available on the number of workers posted from Spain to other countries or vice-versa. No estimations or specific studies are available on this issue. However in reaction to the Romanian posted workers flooding the local market, in 2011 Spain introduced protection of its labour market against Romanian citizens. In addition statistics from other partner countries show that posted workers are involved in seasonal activities and construction business, many are working in Spain as self-employed entities paying taxes in their own countries.
In 2010, the state officers controlled more than 510.000 people and almost 66.000 employers. As a result of these examinations 177.000 preliminary proceedings have been taken.
Poland is a European leader in the posting of workers overseas, sending some 250,000 of them abroad every year. The Polish Work Inspection registered 63 complaints of Polish workers to liaison offices in other EU member countries. The complaints included: 29 complaints of workers posted as a part of service providing, 24 complaints of workers who started working for foreign employers (mainly via Polish employment agencies).
There is no data available regarding the number and distribution by sectors of the workers posted by Romanian companies abroad. According to the Ministry of Labour Family and Social Protection, the number of Romanian workers recruited to work abroad has increased from 42,758 persons in 2005 to 52,389 in 2008, with Germany and Spain as preferred destinations (European Observatory of Working Life).
Most of the Romanian workers were recruited for farm work, hotel and restaurants, and in much smaller proportions for the manufacturing industry, construction, and other sectors.
In recent years Slovakia becomes rather a receiving country of posted workers due to increasing automotive businesses employing mostly Romanians, Bulgarians and Hungarians. On a cross-border level a lot of Hungarians are travelling on a daily basis to Slovak construction sites. The National Labour

Office reported by 2008 that posted workers were employed in the automotive industry (1,872), commercial services (759), manufacture of textile (294), manufacture of fabricated metal products (290), manufacture of machinery and equipment (267), electricity, gas, steam and hot water supply (199) and manufacture of electrical machinery and apparatus (179).

Many Slovak and Polish self-employed entrepreneurs used the PWD to work in the EU in the field of services in bigger cities.

According to various media sources the number of Romanians who work.

The Norwegian Labour Inspection office is responsible for the regulations of posted workers in the country and it provides detailed information about sending companies in particular sectors of agriculture, hotel and restaurants, services, construction business and temporary work agencies. Registered posted workers in Norway are from Poland, Lithuania, Estonia, Latvia, Romania and Bulgaria. A survey among from 2006 showed that among companies in the construction and manufacturing sectors it was far more common to use labour from the east European Member States (EU-8) in the form of service purchases than in the form of direct hiring (source: European Observatory of Working Life).

G.12 Arrangements for evaluation / monitoring of the action.....

The project manager will monitor and evaluate on a regular basis the status of the implementation of the project. The project manager will mail on a regular base with the country project coordinators and evaluate ad-hock implementation of the action in line with the time-plan, results, and costs incurred.

The project will be monitored via the provision of internal reports, minutes of meetings and articles on the achievements of the activities. There will be developed a Code of Conduct for each partner's team in order to be aware of all administrative, managerial and financial obligations and responsibilities. Apart from the internal forms of achievements assessment and monitoring tools, the project partnership will hire external experts to evaluate the quality of the products and the activities. There will be also requested a feedback assessment opinion by all participants of the action events.

The evaluation mechanisms will be mostly based on internal capacities of the project partners, however external and subcontracted experts will be providing additional assessment of the project activities at the end of the project. External auditors will provide a financial audit.

The project staff and external experts will advise us on the quality of the papers and the level of professional input related to the delivery of the study. A feedback for evaluation and monitoring purposes will be obtained from the lobby meetings, trainings and the international conference. Opinions and data verity could be further provided for assessment. Concerning the trainings, we consider to use feedback evaluation forms and if possible to make video records. Concerning the lobby events an inspection visits, we will be providing field reports.

In order to obtain a tool that effectively evaluates the implementation of actions and attainment of expected results we intend to use a peer review process by drawing up a final evaluation report that uses the following qualitative and quantitative indicators:

- Number of subjects and professionals/vulnerable groups involved;
- Resources employed – data, statistics, video records, minutes of meetings, reports, correspondence archived;
- Trainees' satisfaction questionnaires, web-platform users' feedback and opinions button embedded on the Online Platform;
- Project's social and economic usefulness – how efficient the costs are incurred, how often the people use the Online Platform – use online evaluation forms for internal processing of the feedback;

Project target successful indicators:

- Launched a new information web platform for consulting legal and practical issues related to posting of workers
- Delivered studies and proper recommendation papers, advancing those recommendations to the respective authorities
- Change in the legal system in project partner countries concerning the posting of workers
- Change in the teamwork between enforcement authorities from project countries – sustained greater cooperation and exchange of information for greater monitoring of the Directive on Posting of Workers
- More cases of collaboration and active participation of all actors involved in the system and national action plans for providing support to posted workers
- Increased number of witnessed fraudulent practices of posting of workers
- Increased number of solved case of fraudulent practices of posting of workers

G.13 Added value / innovativeness of the action.....

The EU policy agenda;

- Delivery of recommendations concerning the topics to be covered by future analysis on posting of workers,
- Identification of spaces for improvement which should be the subject to European level analysis within the future implementation of the Directive on posted workers,
- Involvement of representatives of European Commission and European level social partners in discussion concerning the enhancement of social partners' participation in the monitoring and cross-country monitoring of the respect of rights of workers according to the Directive and national labour law,
- The project builds on previous Industrial Relations in Europe Reports – the researchers will identify the key issues not included in the report and essential for the cooperation in the area of posting of workers in the internal EU market,
- Delivery methods of transferring of good practice between Member States enable tackling current inequalities and bring conclusions from networking between social partners,
- High practical dimension of the project - the development of a common web-based information centre on posted workers and launching an European campaign alarming good practices and fraudulent practices,

Improving expertise in the area of posting of workers:

- Joint study activities, lobby meetings, joint inspection visits and international trainings on how to better cooperate, promote and monitor the posting of workers economic/labour activities,
- Trainings will be organised 9 times for min 15 people per training day, in addition 9 lobby meetings for min 10 persons will pool a greater number of actors involved and enhance cooperation with authorities and in-between national authorities responsible for monitoring and inspecting cases of posted workers,
- Delivery a compounded report on trends in posted workers from min 6 EU countries of greater impact in the posting of workers on the internal EU market,
- The publication will be distributed in the whole EU MS, it will be also sent to European Institutions and European sectoral and cross – sectoral social partners, which will enable strong transfer of expertise,
- All project events will involve social partners, public bodies, NGOs, private actors and academic/research experts which will reinforce substantial dimension of the action and enable transfer of expertise between representatives of 6 EU MS and other,
- The project will be based on findings of previous joint projects delivered by the social partners involved in this project action,
- A web-based information platform, online campaigns, newsletter and corporate image of the project will be the tools spreading the expertise in the area of posting of workers.

G.14 Expected results..... Expected results

1. Increased awareness and attention of actors and posted workers involved in posting workers on EU internal labour market. In particular, it is important to ensure that the concept of posting is based on a genuine connection between the 'sending state' and the employment contract of the posted worker.
2. Empowered cross-country cooperation, relations and reciprocal knowledge between business world, public authorities and NGOs involved in establishments of the posted workers issues. A clear understanding should be reached between enforcement authorities as to the necessary link of worker, undertaking and/or contract to the sending country. Create more transparency in the monitoring systems of host countries with multiple monitoring authorities, by appointing one authority as the first contact point/ first responsible actor in respect of monitoring the rights conveyed by the PWD and/or the presence of posted workers. Implement – if politically feasible – more public enforcement in case the national host state system prevents the adequate enforcement of rights for posted workers that may endanger the regulations of the PWD.

Output 1:

- Ensured greater cross-country cooperation, sensibilisation and training of posted workers actors in project countries.

Deliverables:

- Identification of actors - delivered one contacts/knowledge bank of actors from the project countries (Poland, Lithuania, Slovakia, Norway, Romania, Spain)
- Lobby meetings with actors – 10 lobby meetings with associations of employers/chamber of commerce, labour offices, labour work inspection bodies, equality bodies, and etc. in partners' countries or related (small format)
- National case study papers – gathering statistics – delivery of 6 national case study reports
- One comparative study/report 50 pages on trends in posting of workers in the EU/EEA market - 1000 booklets (1000 x 50 pages)
- Training sessions on PWD – 9 trainings, 15 people per training, 135 people

Output 2:

- Strengthened rights of posted workers. Delivered awareness and information tools for greater rights of posted workers.

Deliverables:

- Established one-stop-shop centre – Delivered online application for rights of posted workers - developed a web platform and online/digital communication tools/kit (1) platform
- Delivered information campaigns in all partner and associated countries and EU – media contributions (10)
- Delivered Google ad words campaign across EU (1)

Output 3:

- Greater involvement of public institutions and NGOs in development of measures for transposition of the EU Posted Workers Directive

Deliverables:

- Delivered inspection visits (4) combined with 4 Steering Committee Meetings (SCM), 2 persons from applicant and co-applicant and 1 per associated partner, representatives of labour authorities and social partners will be invited.
- Delivered one conference of policy makers in Warsaw – 50 people, 30 invited from the EU MS
- Delivered a model of action plans for enhanced cooperation

G.15 Use of results (multiplier effects and dissemination plans).....

The approach of knowledge sharing during the implementation of the activities in the partner countries will be enabled by the broader experience of the partners and series of events meetings, lobby meetings, inspection visits, trainings, an international conference. The results will be disseminated to the sector related actors and all target groups. Final project recommendations and the compound study on posting of workers will be distributed to respective EU authorities, policy-makers, EU organisation, private and public organisations as well as to individual experts and professionals.

The project's results will be multiplied and disseminated via project publicised report and the information platform online. Information will be published in local languages and mostly in English for addressing more actors across Europe. Each project partner will also communicate the project via its websites and work actively with media. In addition to the national and cross-EU online campaign, regular newsletters on national and EU level will ensure a broader promotion of the results. The final project recommendations

will be distributed to various social actors and to related actors on EU level, and it will be used as a methodological tool after the project end.

Publicity will be ensured by each partner in the form of information and press releases, partners will cooperate with journalists for publicising some of the outputs and activities of the project. Apart from that the project plans a special dissemination activity under Cluster II that will be focussed on online campaigning on rights of posted workers, there will be budgeted financing for producing of corporate image, website and video/photo materials and promotional texts.

Visibility of the action: website including newsletter, profiles in social media, posters.

G.16 Language for correspondence EN - English