



European  
Commission

## EUROPEAN COMMISSION

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/2015/007/0027**

# Action

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

- G.1 Title.....** Posted workers in the EU: Joining Forces for Action on solidarity and cooperation mechanisms to ensure fair and competitive future for European economy and society
- G.2 Short summary of the action....** The subject of posted workers raises a number of issues regarding the fundamental features of the economic and social model of the European Union. In this field, the participation of the social partners could be a real strength. However, in many countries, the issue of posted workers attracts at most limited attention in the public debate, even the social partners regarding it as a marginal question. Recent developments have made the debate more urgent at the EU level, with the financial crisis now hitting the real economy, unemployment figures on the rise, public spending under pressure, and workers everywhere in Europe paying the price. There are currently serious problems with regard to the side-effects of the internal market and increased cross border mobility of companies and workers, which demand for urgent action to be taken as they are threatening social cohesion and the support for the European project. In this context, the Posting of Workers Directive (PWD) plays a pivotal role. The proper implementation of the Directive 96/71/EC and its Enforced Directive 2014/67/EU would prevent unfair competition on wages and working conditions in situations of temporary cross border provision of services. Social partners from Lithuania, Spain, Poland and Romania will take joint actions in order to support proper implementation of Enforced Directive in their countries through transnational and national activities which aim to strengthen mutual learning, exchange of best practices, cross border cooperation in this regard.
- G.3 Specific objective(s).....** To meet the general objective of this Call for Proposals, i.e. to develop and fund initiatives in order to enhance the implementation, application and enforcement of the concerning the posting of workers in the framework of provision of services in practice and its Enforcement Directive 2014/67/EU in particular improvement of the capacity of the Commission and of the Member States to develop initiatives in the field of posting of workers and a decent work agenda, the LPSK's overall objective is to improve provision and access to information on rights and obligations of/for posted workers and their employers and improve transnational cooperation among relevant stakeholders, their skills and competencies with this regard. This project seeks to achieve the following specific objectives:
1. Exploring and sharing experience about irregularities in employment among posted workers and assessing transparency and use of information system;
  2. Improving provision and access to information on rights and obligations of/for posted workers and their employers in 4 EU member states;
  3. Raising awareness of social partners about IMI as the primary channel of communication between Member States as regards the posting of workers – use and administrative cooperation;
  4. Taking a joint actions and sharing best practices about improvement of accessibility and transparency of the information concerning the terms and conditions of employment to be respected.
  5. Developing and facilitating training activities in order to promote the Directives and their correct implementation in practice.
- G.4 Duration of activities**
- G.4.1 Start.....** 15/12/2015
- G.4.2 End .....** 15/07/2017
- G.4.3 Months.....** 19.00
- G.5 Implementation of the action....** Implementation plan are planned over a period of 19 months - /December 2015 - July 2017/. The following actions are plan over this period of time:
- Preparatory phase will include setting-up the project team and undertaking preparatory activities (organisation of the project group, partner arrangements, establishing communication procedure, information campaign strategy, dissemination strategy, setting up the financial regulations etc.).
- Main implementation phase is devoted to transnational and national events. Through transnational workshop we will include representatives from „sending“ and receiving countries from “new” and “old” member states (Lithuania, Spain, Poland, Romania) to exchange information and good practice aimed at creating favourable conditions for improving the provision of information about terms and conditions of employment and on collective agreements applicable to posted workers. The partners will also discuss about irregularities in employment among posted workers and level of transparency and use of information system. Furthermore, at the transnational training, national seminars and press conferences, we will promote the use of IMI and best practices in this respect with special focus on establishing better cooperation and mutual trust among relevant stakeholders. Transnational training will be organized in order to familiarize trade unions and employers representatives with the content of the EU directives on posting of workers and enable them to use the systems and mechanisms communication between them. Involvement of officials of competent public authorities in project activities is planned for the national seminars, where they will take part in the discussions on further improvement of national and transnational structures and mechanisms for better respect of posted workers' rights and provision of services.
- Final implementation phase is devoted to dissemination of project results. Through development and updating of PoW web site which should inform about rights and obligations of posted workers in partners countries, through national press conferences and dissemination of Mini-Manual as off line information tool for posted workers we will increase the accessibility and transparency of the information concerning

the terms and conditions of employment to be respected, thus improving the provision of the relevant information.

**G.6 Workplan.....** Responsible body for implementing the project activities is LPSK and OPZZ. Associate partners will provide assistance where is necessary. The external experts will be subcontracted to perform some activities.

The following main activities are plan over the period of 19 months:

- 1) Development and updating of PoW web site which should inform about rights and obligations of posted workers in partners countries;
- 2) Transnational workshop in Poland – presenting papers by relevant partners which should inform about irregularities in employment among posted workers; discussing transparency and use of information system and developing strategies for better provision of information which are in line with detected problems and needs of the posting workers.
- 3) Two days transnational training in Spain on monitoring and implementation of Directives (96/71/EC and its Enforcement 2014/67/EU), use of EU information tolls (IMI) and improvement of transnational administrative cooperation;
- 4) National workshops for social partners delivered by multipliers on EU directives related to posted workers, use of IMI and strategies for the improvement of information to posted workers;
- 5) Development and distribution of materials in partners' countries. Provision of information to posted workers – 300 copies per country of Mini-Manual which should be distributed nationally;
- 6) National press conferences. Dissemination of project results and new initiatives adopted by social partners – informing posted workers.

**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
03/03/2016	03/03/2016	Poland	Transnational workshop
20/06/2016	21/06/2016	Spain	Transnational training
01/10/2016	01/02/2017	Lithuania	National workshops
01/10/2016	01/02/2017	Spain	National workshops
01/10/2016	01/02/2017	Romania	National workshops
01/10/2016	01/02/2017	Poland	National workshops
01/02/2017	01/05/2017	Lithuania	National press conference
01/02/2017	01/05/2017	Spain	National press conference
01/02/2017	01/05/2017	Poland	National press conference
01/02/2017	01/05/2017	Romania	National press conference

**G.9 Roles and responsibilities.....** The following employees of LPSK and OPZZ will constitute the team:

Janina Matuiziene (LPSK) - Project manager 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.

Artūras Černiauskas (LPSK) - assistant of the manager in all administration and implementation tasks, archiving of project documentation, reporting about the level of achievement of the expected results of the action.

Danute Slionskiene (LPSK) – secretary; recruitment process, promotional activities.

Svetlana Jankauskiene (LPSK) - Accountant - responsible for accounting.

Andrzej Radzikowski (OPZZ) - International cooperation specialist responsible for establishment of a continuous communication between the partners on the project's evolution and achievements.

The project management team will be responsible for the implementation of the project in all phases, with the Project Manager from LPSK leading the responsibilities and activities of the management team.

The project team will develop internal communication procedures for the project implementation. The main duties of the project staff will be: 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, logistic organisation of the project events, booking flights tickets for participants, reservation of the hotels, conference rooms, contract interpreters, preparation of the programme of the meetings, translation of the materials/presentations, collecting all the documentation from the meetings, attendance lists etc., promotional activities, dissemination of the visibility materials, recruitment process. The role of associate partners is to provide all support to the applicants in the promotion of the project, delegate participants for the project activities and make sure they take an active part in those, contribute to the action with our organisation's expertise, provide organisational contribution for the adequate completion of planned activities and provide assistance in the preparation and dissemination of the final.

**G.10 Targeted groups / sectors .....** The main target groups in this project are:

- 1) Representatives of trade unions at the national level;
- 2) Representatives of regional and national employers' organization

Indirect target groups are representatives of social partners from 4 EU member states (tripartite partnerships including representatives of Labour Inspectorate).

In general our co-applicant and associates' partners participating in this project will act as umbrella organizations for selecting participants. Thousands of workers across Europe from different sectors (public and private) are represented by our partners and final beneficiaries are inevitably many of these people. Also, our associate partners – employers' organizations are acting at the national and regional level and represent a wide range of small and medium enterprises from sector of air conditioning production, legal advisers, meat producers, construction, education etc. Indirect target groups are also representatives of government (local and national) and public administration who will take part at the national dissemination seminars. The needs of target groups have provided us with specific issues that we will put forth for the transnational and national meetings. We have been able to collect a wide range of topics as a result of dialogue and cooperation with our partners within the framework of European platforms. The action will gather applicants and partners' representatives and members to formulate concrete joint action for the cooperation in the future. Many dissemination methods and tools will be used to reach the final beneficiaries and "spread the word" about issues which will be discussed. This project will be also a unique chance to enhance the cooperation and initiate new, personal contacts and relations between the representatives of the sector.

**G.11 Transnational dimension.....** The action will be implemented in partnership of trade union organisations from Lithuania, Spain, Poland and Romania and employers organizations from Poland and Spain. The project partnership has transnational dimension in its several aspects. Firstly, trade unions representatives from „new“ and „old“ member states are recognised mostly as sending countries and Spain as sending and receiving country. These will allowed partners at the transnational events to learn from each others and share best practises in representation of posted workers, representing their rights, putting their issues at the policy agenda and monitoring of proper implementation of Directives in this regard. Results of discussions in a form of joint strategies for further cooperation and actions at the national level are more valid due to the participation of employers representatives at the transnational meeting. Through proposed activities we will engage in broad-based dialogue national stakeholders from different countries and different European regions (Baltic region, Southwestern Europe, South East Europe and Central Europe) around one table, helping them to build trust. Enhancing networks between partners will help them to exercise their influence and address their issues to national stakeholders. This in turn is meant to facilitate the integration of national priorities and development strategies in EU policies and legislation. The project is also cross-sectoral, which will allow participants not limiting only to the situation of one sector, but analyse the whole specifics related to posting of workers. Transnational workshop and training and additional recommendation submitted by partners from these countries will provide possibility to apply solutions and adapt them into national framework. Additionally they will act as multipliers in their national contexts. Furthermore, the action we are proposing will provide opportunity for each partner to inform others about different aspects of the legal and practical situations concerning posted workers which may consequently improve learning about new solutions and improve work methodology. Participation of partners in transnational project will provide them an opportunity to develop a truly European mode of thinking which may have various impacts on other aspect of work in national contexts. During the training and workshop, besides the competency development, the unions and employers representatives will have an opportunity to self-evaluate their professional placements in comparison with others. This can be strong internal motivation factor for further learning but also for orienting organizational development based on lifelong learning principles. For the applicants, the inclusion of professional staff in international exchanges will be tremendous motivation for further operations at the national and transnational level and new experiences in building and managing a partnership. The project will confirm usefulness of cultural diversity in exchanges of experiences and being a cornerstone for development of a well-functioning cooperation of social partners' network.

**G.12 Arrangements for evaluation / monitoring of the action.....** The LPSK will be responsible for designing and analysing of the evaluation questionnaires for each project activity. It will be used two types of evaluation: formative and summative (at the beginning, at the end, and during the project activities). The experts who will implement transnational workshop and training will develop questionnaires for the participants for analysing their needs, monitoring progress during the training (self-evaluation methods) and questionnaires for the evaluation of knowledge and skills at the end of the workshop. There will be a continuous internal evaluation of the project. As the successful implementation of each activity has a direct impact on the next one, the program management team will be monitoring the progress of each activity to ensure smooth implementation throughout the project. The project team will also meet after some group activities to identify lessons learned and according to them to adapt and adjust project activities. At the end of the project cycle, the project management team member will integrate the collected data from the monitoring and evaluation into final evaluation report.

**G.13 Added value / innovativeness of the action.....** The innovativeness of the action is rooted in several aspects. Participation of unions and employers representative within the framework of this project is important due to their different view and standing points when it comes to posting of workers' rights and obligations'. The partnership is good example how unions and employers from the same countries (Spain and Poland) are learning together and discussing important issues related to EU law's implementation and other topics with unions from other countries. The partnerships and joint cooperation for actions will be promoted not only in partners' countries but at the EU level as well using appropriate media outlets both on-line and offline. All partners' organization within the framework of the transnational exchange will share best practices in order to influence the policy making process or company strategies to improve information and consultation mechanisms for posted workers. In order to reach final beneficiaries and spread the word to the wider public particularly to the posted workers, the Mini-Manuals will be created. It will be good information "tool" not only for workers from EU but also for those from the "third countries". The reports on irregularities which will be included in Manuel will provide other interested parties like as university experts, trade unions,

companies, decision makers to use the data provided in this publication in their work. Also, the county reports and additional recommendation submitted by experts from these countries will provide possibility to apply solutions and adapt them into national framework. The innovativeness of the action is reflected also in the innovative methods and techniques in training delivery which is based on interactive approach to learning. The action will provide multiplication of these activities into national context as a result of enrolment of potential multipliers from each country in the transnational training. Dissemination methods and tools contain innovative aspects. The PoWweb page of the project will be the platform for building a new network which will grow in the future. Besides the informational role, the web page will be the pool of information for partners which will be used in further activities and may being a proof of the mutual continuous activities.

**G.14 Expected results.....** Activities within the framework of the project are designed to wield the most influence over the stakeholders and produce the following results:

1. Promotion on transnational cooperation and best practices through joint work on provision of accessibility and transparency of the information concerning the terms and conditions of employment to be respected;
2. Strengthen capacities of social partners on monitoring and correct application of the Posting of Workers Directive and its Enforcement Directive;
3. Promotion of the use of IT-based information network in the area of posting of workers (IMI) sharing experiences and best practices in this respect ;
4. Posted workers from 4 EU member states are better informed about their rights and obligations through on-line and offline media channels;

Outputs:

- 25 representatives of trade unions and employers' organization from Lithuania, Estonia, Spain, Poland, UK, Romania and Germany who will take part at the transnational conference in Poland raised awareness about irregularities in employment among posted workers in partners countries
- develop strategies for better provision of information on the terms and conditions of employment and on collective agreements applicable to posted workers available free of charge via a single official national website.
- Around 300 copies of Mini-Manual will be developed and distributed nationally in order to inform and raise awareness of posted workers and social partners about terms and conditions of employment, their rights and duties arising from the application of the EU directives.
- Developed and updated PoW web site which should inform about rights and obligations of posted workers from partners countries. Number of posts at the web site.
- Around 30 representatives of trade unions and employers' organization who will take part in two days transnational training in Spain will know and being able to take proper monitoring of implementation and enforcement of the Posting of Workers Directive and will be better informed about mutual assistance, Internal Market Information System (IMI), exchange of information and notification obligations.
- 30 representatives of social partners per each partners country at the national level will raised awareness on EU directives related to posted workers, use of IMI and strategies for the improvement of information to posted workers.
- 4 national press conferences will be organized. Number of media broadcasting.

**G.15 Use of results (multiplier effects and dissemination plans).....** Multiplication of the specific actions will be ensured through enrolment of the multipliers in the transnational workshop, who will be selected by partners. They will further exercise the activities at the national level thus providing the sustainability of the action.

Also, the Action we are proposing can be first step toward expending and involving other social partners from the EU countries in joint actions related to posted workers in the EU but also social partners from candidate countries which are in a process of integration to the EU. The candidate countries are harmonizing their legislative frameworks with EU, thus issues of posted workers are important for them as well. We will send to our partners from Serbia, Montenegro and Macedonia Mini-Manual which can be further translated on their respective languages and informed them about project results and content of EU directives on posted workers.

Project visibility activities will play a large role over the course of the entire project; a well thought out promotional plan at the beginning of the project will be essential for ensuring widespread and positive internet media coverage. The main objectives of the promotional plan will be to design visual identity and developing print and electronic material. The use of IT and social media like a Facebook page as well as website of our partners will be pivotal in the promotional plan, not only for enhancing the visibility of the entire action, but also to promote mutual cooperation with other partners.

The project team will pay great attention of developing attractive, professional promotional materials and timely invitations for the appropriate audience to the events within the activities of this Action. All the materials from the project events (programmes, presentations, experts' materials, publication etc.) will be translated and published in partners' languages. Any notice or publication that will be published during the project's implementation will specify that the project is funded by the EU and will adhere to the guidelines specified by the Communication and Visibility Manual for EU actions published by the European Commission.

**G.16 Language for correspondence** EN - English

# Annexes

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## H: Annexes

- H.1 Detailed work programme..... Work\_programme.pdf
- H.2 Contracts for implementing the action.....
- H.3 Supplementary space for additional documents (if needed).....
- H.4 Supplementary space for additional documents (if needed).....
- H.5 Supplementary space for additional documents (if needed).....
- H.6 Supplementary space for additional documents (if needed).....
- H.7 Profit and loss accounts and balance sheet summary.....
- H.8 Budget Explanation..... Budget\_explanation.xlsx