



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/2015/007/0007**

# Action

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

- G.1 Title.....** Promotion of transnational cooperation among stakeholders and dissemination of best practices to enhance the enforcement of the European legislation regarding posted workers and posting issues
- G.2 Short summary of the action....** Difficulties associated with implementation of the Directive 96/71/EC arose because of the regulation, which had essential disadvantages related to legal definitions, administrative control and monitoring and sanctioning mechanisms in Member States. Paying attention to this problematic in year 2014 was adopted an Enforcement Directive 2014/67/EU. Enforcement Directive provides improvement of regulatory matters related to the clarification of terminology and provides the assurance of availability of information and administrative cooperation and strengthening of mutual assistance, monitoring and control measures. However, Enforcement Directive did not provide opportunities or ways for trade unions to act as a strong social partner, ensuring representation of employees. Directive 96/71/EC and its Enhanced version 2014/67/EU still does not ensure the full functioning of the posting, and it is necessary to take other measures in order to achieve the objectives and targets of the EU, and Strategy Europe 2020. One of the biggest problems is still the LOW AWARENESS on posting. Very often workers and posting undertakings does not know, what kind of assurances may have posted staff in the host country, what kind of collective agreements are valid in the host organizations. To take on posting challenges, social partners and institutions must work much more closely together. However, the progressive and co-operative relations functioning socially active Europe raise the value of social partners and meaning of cooperation each year. This action proposes the further development of a strong cooperation model, where social partners and responsible authorities works high unite: conducting joint training, preparing joint measures, sociological survey, awareness raising campaign, working on improvement of use IMI system and establishment of a joint monitoring offices, which may be contacted for information on posting, regardless in what Member State the services are being provided
- G.3 Specific objective(s).....** The aim of the action is to increase the accessibility and transparency of the information combining forces of competent authorities and social partners of 4 Member States in order to enhance the implementation, application and enforcement of Directive 96/71/EC2 and its Enforcement Directive 2014/67/EU concerning the posting of workers in the framework of the transnational provision of services.

Action meets the general objectives of the Call:

- 1) further improve transnational administrative cooperation between national competent bodies and social partners involved in the monitoring and correct application of the Posting of Workers Directive and its Enforcement Directive;
  - 2) increase mutual trust among stakeholders, including promoting exchanges of relevant officials and training, as well as
  - 3) developing, facilitating and promoting best practice initiatives in the area of posting of workers in the framework of temporary provision of services,
- because Action encourages the transnational cooperation initiatives between Lithuanian, Latvian, Estonian and Polish State Labour Inspectorates and the social partners of Lithuania, Latvia, Estonia and Poland. Action will consistently ensure the practical co-operation of institutions responsible for the posting of workers and social partners in the Member States. This issue will be decided through the joint activities of officials and representatives of social partners. Lack of information regarding Enforcement Directive and posting issues will significantly covered by means of counselling activities in all participating organizations in 4 Member States.

This action is the consequence of before very successful actions VS/2014/0011 and VS/2015/0055 of the same co-applicants. Increased mutual trust among stakeholders is proven by the fact that this time all 4 State labor Inspectorates are co-applicants of action. This action indicates a full trust of partners in each other and a strong desire to continue the logical prolongation of useful cooperation on this area.

Action develops already existing partnership network of Lithuanian, Latvian and Estonian social partners and State labour inspectorates (created in action VS/2014/0011) involving the fourth Member State to the partnership network: STATE LABOUR INSPECTORATE OF POLAND AND NATIONAL TRADE UNION OF POLAND.

All activities of 12 participating organizations taking part at this Action are designed for the implementation, application and enforcement of the Directive 96/71/EC concerning the posting of workers in the framework of provision of services in practice and its Enforcement Directive 2014/67/EU.

Action meets the specific objectives of the Call:

- promote transnational cooperation among stakeholders and dissemination of best practices, including the promotion of the use of IMI and sharing experiences and best practices in this respect; (conferences, joint training)
- Increase the accessibility and transparency of the information concerning the terms and conditions of employment to be respected, using also in previous actions developed high effective measures and tools (web site, video film, training material);
- Promote exchange and training of relevant officials and social partners (Joint training in all 4 Member States)
- Promote measures for exchange of information and best practices containing general and sector-specific (construction and transport sectors).

The action raises the awareness of stakeholders and strengthens the failure prevention system. The project not only strengthens the cooperation between 4 Member States, but also increases the inclusion of the social partners on the posting of workers information spread and awareness of employees and enterprises information needs with regard to their rights and responsibilities.  
Action supports implementation of posting of workers Directive and a decent work agenda.

#### G.4 Duration of activities

G.4.1 Start..... 31/12/2015

G.4.2 End ..... 31/12/2017

G.4.3 Months..... 24.00

**G.5 Implementation of the action....** This Action is an opportunity to continue the large work, what was started in first Project, implemented by State Labour Inspectorates and social partners of 3 Baltic States. Now cooperation network expands joining Poland National confederation covering all trade unions of Poland and Polish Central Labour Inspectorate. The cooperation network brings together more than 20 organizations from Lithuania, Latvia, Estonia, Poland today (State Labour Inspectorates, trade unions, employers confederations, non profit organizations acting in posting area). The main aim of network is to increase the accessibility and transparency of the information combining forces of competent authorities and social partners in order to enhance the implementation, application and enforcement of Directive 96/71/EC2 and its Enforcement Directive 2014/67/EU.

This ACTION combines 12 organization active in Posting issues for strong aim:

- to enhance the implementation, application and enforcement of Directive 96/71/EC2 and its Enforcement Directive 2014/67/EU ;

Before this action was conducted a internal investigation of participating organizations: to identify what information and what measures are missing that would eliminate low awareness on of Directive 96/71/EC2 and its Enforcement Directive 2014/67/EU and Posting issues in general. The Survey found, that social partner organizations mentioned, that most missing are of consultations for members of social partner organizations, posting undertakings, workers, employers, because the cases are very different (transport/ construction sectors).

1) Therefore, to fill this gap the action will ensure 18 specialists from 4 member States, who will provide consultations for members/workers/posting undertakings of 8 organizations:

PMTc – 1 consultant;

LCI (Lithuanian employers)– 3 consultants

LTUS (Lithuanian Trade Union)– 3 consultants

LCTS (Lithuanian transport trade union) – 2 consultants

NSZZ – (Polish trade Union) – 2 consultants

LAKRS (Latvian transport trade union) 2 consultants

ETTA (Estonian transport trade union) – 2 consultants

VIBA (Lithuania employers of construction sector) 3 consultants.

2) Internal investigation indicated that there is the lack of Joint Activities:

Therefore in 4 member States will be organized JOINT TRAINING OF OFFICIALS OF LABOUR INSPECTORATES AND SOCIAL PARTNER ORGANIZATIONS:

LCI – 12 joint seminars (employers and LT inspectors)

LTUS -12 joint seminars (trade unions and LT inspectors)

LAKRS- 8 seminars (trade unions and LV inspectors)

ETTA – 8 seminars (trade unions and EE inspectors)

NSZZ - 8 seminars (trade unions and PL inspectors)

3)During the action will work the INTERNATIONAL EXPERT GROUP (consisting of 1 Manager of Expert group and 6 Experts (all from 7 different participating organizations) Group will prepare Recommendations regarding improvement of IMI system; Will identify communication gaps between stakeholders; Prepare communication/marketing plan for enhance enforcement of Posting Directive and an Enforcement Directive in Member States;

4) AWARENESS RAISING CAMPAIGN will run in 40 posting undertakings: providing material, information for employers and workers of the posting undertakings on Posting Directives and legal framework, will answer questions of employers, will demonstrate film “Guarantees of workers” prepared during the first Project.

5)Action will provide SOCIOLOGICAL SURVEY ON IMPACT OF AWARENESS RAISING CAMPAIGN AND COUNSELLING ON PARTICIPATED POSTING UNDERTAKINGS/WORKERS/ORGANIZATIONS AND MARKET ECONOMY;

Survey will fill the need to diagnose the reality: on the level of awareness and changes.

6)4 INTERNATIONAL CONFERENCES and round table in 4 Members states promote administrative cooperation and mutual understanding, create new effective measures to to enhance the implementation, application and enforcement of Directive 96/71/EC.

Above mentioned project activities will help to achieve objectives of action.

**G.6 Workplan.....** 1 ACTIVITY Introduction Conference (December of 2015 - February of 2016) will held in Lithuanian parliament. 50 Participants (representatives of all partners of action and stakeholders of Lithuania).  
2 ACTIVITY Group of 7 international experts (during the period March 2016 -July 2017) will prepare  
- Recommendations for improvement of IMI system;

- Identification of communication gaps between stakeholders;  
 - Preparation of communication-marketing plan for enhance enforcement of Posting Directive;  
 3 ACTIVITY Awareness raising campaign in 40 posting undertakings (period March 2016 – March 2017);  
 Lecture/discussion/analyze of posting cases of undertaking; review of Movie (Guarantees for workers)/  
 spread of material/);  
 4 ACTIVITY Counseling during period from March 2016- March 2017 work of 18 consultants from 8  
 organizations. Each consultation is divided in to 2 days (for example: 100 EUR x 2 days x 30 consultations).  
 - 1 day of consultations: phone talk with consulted person or undertaking about case, analyze of the legal  
 framework of the case, notices, to prepare solution ect.  
 - 2 day: eye to eye meeting, presentation of solution and directives and national law in posted workers  
 subject, reporting.  
 These 2 days of consultation will be proven by time sheet list from consultant and consultation will be  
 proven by the signed list of consulted participants

5 ACTIVITY (period April 2017-August 2017) will be prepared the Sociological survey on impact of  
 implemented awareness raising campaign and counseling on posting undertakings , workers, economy  
 market.

6 ACTIVITY from March 2016 till December 2017 will be prepared , spread leaflets, pocket books to  
 partners organizations and society. Dissemination will be implemented in Lithuania, Latvia, Estonia,  
 Poland. Responsible bodies: PMTC, LCTS and LCI. PMTC and LCI will provide all partners with leaflets  
 and pocket books with information material on Posting Directive. LCTS will spread informative leaflets on  
 Posting Directive for truck drivers (members of LCTS).

7 ACTIVITY (period September 2016 – March 2017) Interim international conference in Latvia (Riga) for  
 all project partners and stakeholders of Posting issues of Latvia (40 participants)

8 ACTIVITY (period September 2016 – March 2017) Joint training of officials of State Labor inspectorates  
 and social partners in 4 member States.

9 ACTIVITY (period April 2017- June 2017) Interim international conference in Estonia (Tallinn) for project  
 partners and stakeholders of Posting issues of Estonia (40 participants)

10 ACTIVITY (period July 2017- October 2017) 1 Joint round table discussion (labour inspectors/  
 employees/employers) regarding the recommendations and discussions on improvement of IMI system.  
 Administration/ management of activities (December of 2015 – December of 2017) will be implemented  
 in Lithuania, Latvia, Estonia and Poland. Responsible bodies: PMTC, LCI, LTUS, LCTS, ETTA, LAKRS,  
 VIBA, NSZZ Solidarnosc will appoint responsible persons (coordinators).

**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
31/12/2015	28/02/2016	Lithuania	Introduction Conference in Lithuanian Parliament for project partners and stakeholders of Posting issues of Lithuania
30/03/2016	31/07/2016	Latvia, Estonia, Poland, Lithuania	International experts group: recommend. for IMI improvement; identificatio communication gaps between stakeholders; aration of communication-marketing plan for enhance enforcement of Posting Directive
30/03/2016	01/03/2017	Lithuania	Awareness raising campaign in 40 posting undertakings (of transport and construction sectors)
30/03/2016	30/03/2017	Latvia, Estonia, Poland, Lithuania	Consultations for members and representatives of participating organisations on Posting Directive and an Enforcement Directive
30/03/2016	31/12/2017	Latvia, Estonia, Poland, Lithuania	Dissemination and publicity of project (leaflets , pocket books)
30/09/2016	30/03/2017	Latvia	Interim international conference in Latvia (Riga) for project partners and stakeholders of Posting issues of Latvia
30/09/2016	30/03/2017	Latvia, Estonia, Poland, Lithuania	Joint training of officials of public authority and social partners in 4 member States
01/04/2017	01/08/2017	Lithuania	Sociological survey on awareness raising campaign and counselling impact on posting undertakings and workers
01/04/2017	30/06/2017	Estonia	Interim international conference in Estonia (Tallinn) for project partners and stakeholders of Posting issues of Estonia
01/07/2017	30/10/2017	Lithuania	1 Round table discussion (labour inspectors/employees/employers)
01/09/2017	01/11/2017	Poland	Final international conference in Poland (Gdansk) for project partners and stakeholders of Posting issues of Poland

**G.9 Roles and responsibilities**..... Applicant organization PMTC is the administrative and coordinative centre of the COOPERATION NETWORK ON POSTING BETWEEN STATE LABOUR INSPECTORATES AND SOCIAL PARTNERS

IN 4 MEMBER STATES. PMTC carries out management, administrative and coordination work of the network and has the skills, competence, staff and finance to implement it. Therefore, according the general Decision of all co-applicants all agree and are very willing that the Applicant organization will be the competence Non profit organization Project management and Training center. Lead the project will be the Director of the Non profit organization Project management and Training center, under who's leadership was implemented highly successful project VS/2014/0011 "Posting of workers: enhancing administrative cooperation and access to information in Baltic region".

1. CENTRAL MANAGEMENT GROUP consists of project manager (PMTC), project coordinator (PMTC), project accountant (PMTC) and project secretary (LPMTC). This group is responsible for general managing of the project, general risk management, financial management and coordination of partners activities. This group is responsible for work with DG Employment, Social Affairs and Inclusion.

Coordinating group of partners - 8 partner organizations (except State labour inspectorates) will appoint 1 person for coordinating of partner activities. These persons will be responsible for national work with target group, experts, consultants, activities schedules, organizing of national events, work with central coordinating group, reporting etc.

2. Each organization appoints responsible persons for implementation of project activities.

COUNSELLING: 8 partners (except State labour inspectorates) will appoint total 18 consultants, who are high qualified specialists of posting and labour relations, lawyers of participating organizations, specialists of the required area to provide high qualified consultations for members, undertakings.

INTERNATIONAL EXPERT GROUP consist of experts from 7partner organizations: PMTC; LCI, LTUS, LAKRS, ETTA, NSZZ Solidarnosc, VIBA. Expert group meets the highest requirements: Professors, Doctors of social and economical sciences, experts of required field according the thematic of the Action. Expert group will provide Action with

- Recommendations for improvement of IMI system;
- Identification of communication gaps between stakeholders;
- Preparation of communication-marketing plan for enhances enforcement of Posting Directive;

#### INTERNATIONAL CONFERENCES

- For introduction conference in Lithuania responsible PMTC and State Labour Inspectorate of Lithuania
- For interim conference in Latvia responsible LAKRS and State Labour Inspectorate of Latvia
- For interim conference in Estonia responsible ETTA and State Labour Inspectorate of Estonia
- For final conference in Poland responsible NSZZ Solidarnosc and State Labour Inspectorate of Poland

#### JOINT TRAINING OF OFFICIALS OF LABOUR INSPECTORATES AND SOCIAL PARTNERS

- For organization of 12 joint training seminars in Lithuania for trade unions and State labour inspectors are responsible LTUS and State Labour Inspectorate of Lithuania
- For organization of 12 joint training seminars in Lithuania for posting companies and State labour inspectors are responsible LCI and State Labour Inspectorate of Lithuania
- For organization of 8 joint training seminars in Latvia for trade unions and State labour inspectors are responsible LAKRS and State Labour Inspectorate of Latvia
- For organization of 8 joint training seminars in Estonia for trade unions and State labour inspectors are responsible ETTA and State Labour Inspectorate of Estonia
- For organization of 8 joint training seminars in Poland for trade unions and State labour inspectors are responsible NSZZ Solidarnosc and State Labour Inspectorate of Poland

Applicant is responsible for awareness Campaign with Inspectorate and for Sociological survey.

**G.10 Targeted groups / sectors .....** Project is assigned for social partner organizations and public bodies namely State labor inspectorates of 4 member States (primary target group members of participating organizations and employees, employers of posting undertakings and officials from of State labour inspectorates). Those, who operates and acts on posting area.

Lithuanian, Latvian and Estonian State labour inspectorates are real co-applicants and Polish Labour Inspectorate is associated organization of the action (Polish Inspectorate chosen to be associated organization, because it is technically simpler in accordance with the domestic provisions for Polish Inspectorate).

All participants of the Action are active participants of project, which take active part in the contact meetings: round tables, international conferences, campaign, training and contribute material, knowledge, providing the information, collaboration.

Project is assigned for members of the participating social partner organizations of these economical sectors: CONSTRUCTION AND TRANSPORT SECTORS. Since these sectors are most faced with POSTING and are daily faced with a large spectrum of problems on this issues.

1. Lithuanian trade union Solidarumas LTUC will attract to project Builders' trade union. LTUS covers total 1600 construction sector members; 90 members will be concretely involved in Project through 90 consultations, participation in Project conferences, round table.
2. Lithuanian Carrier trade union of Solidarumas will attract members-carrier workers from transport sector. LCTS covers total 880 carrier workers; 60 members will be concretely involved in Project through 60 consultations, participation in Project conferences, round table.
3. Lithuanian confederation of industrialists will attract members – posting undertakings acting in transport sector. LCI covers total 54 transport undertakings. 20 transport posting undertakings will be concretely involved in the Project through Awareness raising Campaign, consultations, meetings.
4. Vilnius industry and business association will attract members-posting undertakings acting in construction sector. VIBA covers total 42 construction undertakings. 20 construction posting undertakings will be concretely involved in the Project through Awareness raising Campaign, consultations, meetings.
5. Latvian trade union of public sector and transport will attract members from transport sector. LAKRS covers total 8500 members. 40-50 members will be concretely involved in Project through 40 consultations, participation in Joint training, conferences, and round table.
6. Estonian transport and road workers trade union will attract members from transport sector. ETTA covers total 3500 members. 40-50 members will be concretely involved in Project through 40 consultations, participation in Joint training, conferences, and round table.

Lithuanian, Latvian, Estonian and Polish labour inspectorates each will involve 10-20 officials of national State labor Inspectorates through joint training, joint international conferences, awareness raising camping and round table activities.

**G.11 Transnational dimension.....** The proposed action offers an optimal partnership region covering 4 Member States of East European region. The products, made decisions and achieved goals during the lifetime of the proposed Action and after the Project will contribute equally to the social partners, governments, and employees and employers of transport and construction of participated countries, since all these are neighbour countries. In addition, Lithuania, Latvia, Estonia and Poland have common historic background, common borders and, while closely collaborating on economic stage, they share similar environmental, economical, educational and political issues. As the national, regional and local economies depend on the dynamics of the global and European economy, the productivity and competitiveness of individual countries and the growth of the East European region becomes increasingly dependent on knowledge, skills and increased labour productivity. Considering this: sustainable growth, effective collaboration of public institutions and social partners, mutual trust of public and private sectors and proper implementation of Directive 96/71/EC2 and Directive 2014/67/ can be achieved by forming joint training frameworks, developing strong partnership networks among the EU Member states and raising the employer and the employee's knowledge and honesty. Such strong and long term cooperation's develops the culture of the compliance, what is extra necessary in Posting area.

Moreover, the nature of attracting funds to the economies of East European region naturally dictate the need for proper cooperation in all sectors, and the results of PREVIOUS COOPERATION were favored by the European Commission.

Posting directive is acting in the participating countries and Europe, therefore newly enhanced Directive 2014/67/EU stimulates the cooperation of Member states, what is more necessary than ever in order to achieve synergy effect social dialogue and proper implementation of Directive 2014/67/EU;

Action supports: STRENGTHENING OF SOCIAL PARTNERS AND RESPONSIBLE PUBLIC BODIES ; raising awareness of participating states social partner organizations in posting process, strengthen the social dialogue, strengthen international cooperation networks; achieving cohesion and sustainability, effective management of resources in the transport and construction sectors and contributing for achieving the goals of Europe 2020. In order to succeed, the products of collaborative work will focus on the user needs and opportunities for long-term sustainable exploitation and valorisation in every relevant country. The proposed action has a potential for being one more layer that builds upon the existing elements of potential growth in EU.

Indirectly project includes all European countries and spreads beyond its borders, because participating organizations are members of the international organizations : European Trade Union Confederation (ETUC), BUSINESSEUROPE, European Transport Federation (ETF) , EZA, European Construction Industry Federation (FIEC), are direct members of European Economic and Social Committee, Dublin foundation under the European Commission.

Working languages in this project depends on activities. Main working language for collaboration of partners and implementation of activities - English language. The same language will be used during international conferences. National languages will be used during national activities (round tables, training, consultations).

The method, we will use to achieve objectives and expected results - close international collaboration, joint training of main representatives of Posting area and awareness raising of Posting undertakings using Awareness Raising Campaign and information of employees working in posting undertakings using consultations.

**G.12 Arrangements for evaluation / monitoring of the action.....** The activities for evaluation and monitoring of project will be implement by Project Management Group (PMG), which consists of: 1 project manager, 1 project coordinator, 1 accountant, 1 secretary.

PMG will be responsible to coordinate and monitor general actions and responsibilities. PMG will coordinate work of partner coordinators (coordinators of each participating partner organization LCI, LTUS, LCTS, VIBA, ETTA, LAKRS, NSZZ Solidarnosc) as well.

Although all partner organisations and their coordinators will be responsible for the quality of their work and deliverables and also will be involved in the overall quality control and quality assurance process and PMG will be the body consisting of concrete persons responsible for the implementation, preparing evaluation criteria and providing other project participants with tools and techniques.

The exact dates and deadlines of delivery for each significant monitoring and evaluation action (e.g. evaluation reports on main activities from each Partner; final synopsis of the outcomes; evaluation of implementation of conferences, Round table, joint training, sociological survey, work of international experts group, campaign and dissemination activities etc.) will be laid in the Management Plan, prepared for the whole partnership in the first 2 months of the action by the management and coordination team of leading applicant PMTC and project manager.

The Management Plan will also lay out in detail all project activities, work plan tables, time frame, to-do-lists where the final approval of responsibilities will be laid out along with the approval of rules and means for timely communication among partners. Through the Management Plan it will be ensured that monitoring and evaluation activities would be carried out throughout the whole lifetime of the action and the results of such activities will be available for the PMG not after, but during the monitoring activity in order for PMG to be able to steer the implementation process in the right direction as needed and ensure the quality of outcomes.

Activities of PMG: time line implementation of activities; risk control; promotion of project; selection and control of target group; monitoring and control of each activity; internal communications (in person and through electronic means) dissemination of project results; communication to social partners and public regarding sharing information; project overview; scheduling of the tasks; internal assessment procedures; reporting; attracting members of social partners, government, lawyers and specialists of state labor inspectorates to the international conferences and dissemination process.

Partner project coordinators will be responsible for management of their activities and risks, as well as for tight collaboration with PMG. PMG is a strong guarantee for continuous international communication, active participation and monitoring and evaluation actions of project.

It is important to note, that in order to ensure an independent scientific assessment of the Action achievements, Sociological survey will be carried out: investigating IMPACT and RESULTS of the provided consultations; awareness raise campaign in posting undertakings to market economy, to posting undertakings itself, to employees working in porting companies, to improved posting order in participating countries.

Implementation of the service will be purchased. High category external sociologist will monitor and using scientific methods will assess the implementation of the broadest and most targeted groups embracing Project activities.

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

Proposed action is innovative in itself as it is oriented to enhancing the knowledge, skills of members of 12 participating stakeholders from 4 Member states and strengthens practical collaboration between social partners and State labour inspectorates of Lithuania, Latvia, Estonia and Poland to enhance the implementation, application and enforcement of Directive 96/71/EC concerning the posting of workers in the framework of the transnational provision of services.

Action hurries and improves the process for transfer Enforcement Directive to national law of Member States.

Action creates preconditions of strengthening of trust among stakeholders of 4 Member States representing East European region during joint training, conferences dedicated for exchange of information on best practices, awareness campaign in posting undertakings.

In the final Conference of the first year Project: on 25-26 April 2014, which was held in Lithuanian Parliament, participated officials of State labour inspectorates of Latvia, Estonia and Poland, representatives of trade unions and employers of Estonia, Latvia and Poland. Novelty and necessity of this action show that fact, that the first and second No. VS/2014/0011 and VS/2015/0055 has particularly interest among Lithuanian, Latvian and Estonian Parliamentarians responsible for employment and social areas. Lithuanian Ministry of Social Affairs request to invite ministry representatives to conferences and discussions of this Action too. As mentioned Vice-President of Lithuanian Parliament Algirdas Sysas during the welcome speech of the first year Project Conference „many years after the adoption of Posting Directive was calm and quiet, and now your project moves and poses questions and inform and train members and State level representatives not only in Lithuania, but also in all neighbour states“.

Additional added value is provided, since current action follows on the results of on-going last year's project. A number priorities and objectives are carried over to the current action, including the results and recommendations of comprehensive survey of Posting of workers in Baltic States and conclusions of international conferences.

This Project inventive use in practice during the first Projects created results too (training program, educational movie, insights).

THE EXPANDED partner network aims to continue great work. 4 State labour inspectorates value to be partners in this cooperation network and joined this action without doubts, because their are captivate on the results of the first two projects implemented by the same cycle of the partners.

Project results potentially contribute to development of goal of Directive: IMPROVE TRANSNATIONAL ADMINISTRATIVE COOPERATION BETWEEN NATIONAL COMPETENT BODIES AND SOCIAL PARTNERS involved in monitoring and correct application of Posting of Workers Directive and increase mutual trust among stakeholders, including promoting exchanges of relevant officials and training, as well as developing, facilitating and promoting best practice initiatives in the area of posting of workers in the framework of temporary provision of services.

Several of international conferences of this Action aims to discuss and draw recommendations for the improvement of use of IMI system.

International experts group of the Action will

- identify communication gaps between Posting stakeholders in participating Member States.

- prepare the recommendations on improvement of IMI system.

- prepare the communication-marketing plan for enhance enforcement of Posting Directive and an Enforcement Directive in EU Member States.

This information and tools will be very useful for all the EU member States.

Sociological investigations will showcasing what impact has consultations and awareness raising campaigns on posting undertakings , how is changing active posting environment as fast and responsive, what components are still missing.

**G.14 Expected results.....** All activities of this Project fully corresponds the proper functioning of administrative cooperation among Member States and improved access to information on applicable terms and conditions of employment in a transparent and accessible manner.

Project creates a direct (deliverables) and indirect result (knowledge and experience) of activities:

4 INTERNATIONAL CONFERENCES in Lithuania (50 participants) Latvia (40 participants) , Estonia (40 participants) and Poland (40 participants) organized hand by hand of State labour inspectorates and social partners of each Members states covers the whole cycle of stakeholders of Posting environment acting 4 Member States. Conferences are dedicated to share best experience of 12 participating organizations and broader cycle of national stakeholders; conferences will draw recommendation regarding the improvement of use of IMI system, and ways of closer collaboration between actors.

AWARENESS RAINING CAMPAIGN IN POSTING UNDERTAKINGS ACTING IN TRANSPORT AND CONSTRUCTION SECTORS : this is the observable inputs to the appropriate user, which is daily active in posting of workers issues. Nothing else, but the posting undertakings operates or fails to comply with the provisions of the Posting Directive. So the raised consciousness and competence of employer's will give tangible results on the proper implementation of Posting Directive.

COUNSELLING of workers and employers acting in transport and construction sectors in 4 Member States will raise the competences and awareness level of employees. In addition: this activity has been identified as one of the most needed for social partner organizations , as it provide not only a communicative information and knowledge's, but is dealing with specific separate and different Posting cases.

SOCIOLOGICAL SURVEY ON IMPACT OF AWARENESS RAISING CAMPAIGN/COUNSELLING ON POSTING STAKEHOLDERS/ECONOMY MARKET will analyze and will present findings regarding changes in posting undertakings, on behaviour and knowledge level of workers, impact on local market economy. Survey will answer: whether such activities are effective, whether content is appropriate and sufficient or include a sufficient amount of respondents.

INTERNATIONAL EXPERTS GROUP OF THIS ACTION WILL PRESENT:

Plan for the consideration of the communication gaps between Posting stakeholders in participating Member States.

Recommendations on improvement of use of IMI system.

Communication-marketing plan for stakeholders for enhance enforcement of Posting Directive and an Enforcement Directive in EU Member States.

This information and tools will be very useful for all the EU member States.

JOINT TRAINING of officials of Labour Inspectorates and social partner representatives in 4 member states will ensure the competitions of participants to share relevant information for each other in order to achieve a comprehensive level of information for end user on posting of workers topic, because very often the part of information disposes of not one but several institutions and organizations. Such joint training will ensure the package of Posting information: all data of undertaking, conditions of workers, functions of state labour inspection and ect. Training also harmonize knowledge and competence level of representatives of public and private sector stakeholders , stakeholders will share best practice of institutions, will strengthen cooperation sharing necessary information to each other.

Dissemination: deliverables: 5000 leaflets and 2000 informative pocket books will be spread for 12 participating organizations. Leaflets and pocket books will present required information for posting undertakings and posted workers.

All products and methods of the Action are easily adaptable and can be moved and used in another Member States of another partners.

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

Dissemination and information about the project, its contents and results will take place in 4 Member States Lithuania, Latvia , Estonia, Poland and Europe countries , because participating organizations are member of different European level organizations ETUC, BUSINESSEUROPE, EZA (European centre for workers questions, European Transport Federation (ETF), European Construction Federation (FIEC) .

The persons responsible for the dissemination are project manager and partners coordinators of the Action.

Dissemination plan:

- PMTC will prepare leaflets in English and will spread it to all participating partners (12 organizations).
- PMTC will prepare pocket books in English with the relevant information to workers and will spread it to workers representing organizations (LTUS, ETTA and LAKRS)
- LCTS will prepare informative leaflets for truck drivers and will spread leaflets to the truck drivers (members of LCTS)
- LCI will prepare pocket books with the relevant information to posting companies and employers; and will spread it to posting companies and employers (LCI, VIBA)

Lithuanian, Latvian, Estonian and Polish labour inspectorates will share insights, outcomes, recommendations of the Project for international network of labour inspectorates using web sites;

- LCI, VIBA, LTUS, LCTS, LAKRS and ETTA will spread information about the project and its results to social partners at European level using international membership of organizations EZA, ETUC, BUSINESSEUROPE, ETF, FIEC.

Coordinator of LCTS activities Mr. Audrius Cuzanauskas is representative of the European Economic and Social Committee and will spread information about the project and its results at European level too;

- information about the project, results and deliverables (prepared relative documents) will be published on partners' websites: [www.pmvc.lt](http://www.pmvc.lt); [www.lpk.lt](http://www.lpk.lt); [www.solidarumas.lt](http://www.solidarumas.lt); [www.solidarumas/vezejai.lt](http://www.solidarumas/vezejai.lt); [www.etta.ee](http://www.etta.ee); [www.lakrs.lv](http://www.lakrs.lv); [www.vpva.lt](http://www.vpva.lt); [www.vdi.lt](http://www.vdi.lt); [www.solidarnosc.org.pl](http://www.solidarnosc.org.pl); [www.vdi.gov.lv](http://www.vdi.gov.lv); [www.ti.ee](http://www.ti.ee); [www.pip.gov.pl](http://www.pip.gov.pl);

Project will be disseminated by media (representatives will be asked to participate in events) and social media. It is planned that the introductory conference will be broadcast on the Lithuanian Parliament TV.

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