



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/2015/007/0025**

Action

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

G.1 Title..... Posting fraud and social dumping – trade unions to overcome issues related to posting of workers in the metal sector

G.2 Short summary of the action.... Around one million workers are posted each year by their employers from one Member State to another. Posted workers' find themselves between the regulatory framework of the host country and that of the country they habitually work in. Generally speaking, the more complex the situation of the posted worker and the company for whom he works, the less the rules provided in The Posting of Workers Directive (Directive 96/71/EC) are applied. The principle of the host country is then breached to the benefit, in the best scenario, of the application of social conditions in the sending state. Although affiliation to the social security regimes of the sending state already contributes to making the cost of worker attractive, fraud makes the service of a foreign company much more advantageous than that of a local business. Above all the contractor receives the service and does not recruit the employees directly. His choice mainly functions according to the overall cost of the said service.

There are many issues that have arisen regarding posting of workers – social dumping, deductions for housing and transport costs, unpaid wages, lack of social protection, the hazardous nature of the work undertaken, unsatisfactory lodgings, etc.

In the past years many instruments have been developed to be able to monitor the posting of workers, however, not many are known and not many function as well as they have been intended to.

The aim of the project is to define the role of trade unions in dealing with posting fraud and social dumping in matters related to posting of workers; identify the shortcomings in administrative and informational cooperation; developing activity plan among trade unions to combat posting fraud and social dumping; as well as raise awareness on current issues and national legal and European provisions to be followed; and assess the current situation regarding posting fraud and social dumping in the countries taking part in the project.

G.3 Specific objective(s)..... General objective: Defining the role and activities of trade unions in their work with the Directive 96/71/EC
Specific objectives:

1) Assessment of current situation regarding posting fraud and social dumping. The project aims to analyze to what extent issues concerning posting of workers are present in their countries and on what scale these issues are dealt with. Issues to be considered: lower pay rates; longer working hours; poor working conditions; poor living conditions; disproportionate deductions for accommodation and other forms of exploitation. At this moment, although the legal framework is given, there are difficulties in guaranteeing the enforcement as regards pay levels, compliance with social contribution obligations, and respect of health and safety regulations. Employment and working conditions are allegedly often below the minimum standards that should be granted according to the national legislations implementing Directive 96/71/EC.

2) Defining the role of trade unions in dealing with posting matters related to posting of workers

At the time of economic globalization with cross border services rising in proportion, not only companies and states have to take the responsibility of providing equal opportunities for foreign workers, but also the civil society has to take responsibility and develop actions in dealing with posting fraud and social dumping. In different countries, trade unions have been dealing on a different scale with that topic. Some trade unions have been more successful in their endeavors, some less. Yet, as problems are becoming more visible, trade unions need to be certain in their responsibilities and with that define their exact role. This is why defining the role of trade unions with dealing with this related topic is a vital aspect when it comes to following Directive 96/71/EC.

3) Identifying the shortcomings in administrative and informational cooperation

Within the seminars (first national, then international), the focus will lay on the weaknesses of current actions to combat posting fraud and social dumping and the possibilities of trade unions through the enhancement of administrative cooperation to become more involved on the labor markets.

4) Developing activity plan among trade unions to combat posting fraud and social dumping

Through the progress of the project and on the basis of the preparatory study, an action plan will be developed. On the national meeting case studies, examples, best practices and data will be analyzed and put into context and possibilities for trade unions to become more involved will be elaborated. On the international seminar, the proposals will be further discussed in the relation to participating countries and a common action plan will be consolidated. The following steps are to be considered: 1) specific goals regarding improving the situation with posting of workers will be decided; 2) specific possibilities for trade unions will be discussed and put into tasks to achieve the goals; 3) measurable milestones will be set within the action plan; 4) a timeline for the milestones to be achieved will be set; 5) further communication between the participating organizations regarding the set activities will be determined.

5) Raise awareness on current issues and national legal and European provisions to be followed. The project will aim to raise the general knowledge of workers regarding issues with posting of workers in their countries and in the EU. All tasks aim to raise awareness on the legal background to be followed and workers rights in general.

G.4 Duration of activities

G.4.1 Start..... 01/12/2015

G.4.2 End 01/06/2017

G.4.3 Months..... 18.00

G.5 Implementation of the action.... The action will be managed by a transnational team comprised by representatives of MZZP ArcelorMittal Dąbrowa Górnicza and NSZZP Pracowników ArcelorMittal Poland S.A. and 2 associate partners (Spain, Lithuania and Bulgaria). Experts from all participating countries are in close contact with trade unions and will facilitate the preparatory studies in their countries before the national and international seminars take place. Close cooperation and good communication are necessary to achieve best outcomes of the project. For preparation of all project events, partner organizations will be responsible to recruit participants to national seminars taking place in their countries, 1 international seminar and 1 final conference.

The project will be disseminated through online sources, direct contact, e-mail communication and mailing lists. Targeted will be metal workers trade unions in Poland, Spain, Lithuania and Bulgaria, and the broader network of contacts in EU countries. Dissemination strategies will be developed by associate partners separately and consolidated by the project team.

The project has a full project cycle with 4 phases: 1) preparation, 2) implementation, 3) dissemination, 4) close.

The project will be comprehensive, relying on expert knowledge, transnational exchanges of good practice, know-how (mutual learning) between trade unions and experts. The project has strong analytical and activity focus as it relied on all phases on the literature at hand as well as the preparatory studies conducted in all participating countries and link those to the actions of trade unions.

Preparatory studies will be prepared by experts from each country and consulted by associate partners. At least 3 online meetings bringing together the supporting experts and the project team will be held in order to harmonise the work in all the countries. The existing sectoral structures will be presented, the latest changes resulting from adaptation of national industrial relations systems will be explored. Methods of preparatory studies: desk analysis, case study analysis. Experts will attend project events in order to activate exchange of experience and mutual learning and achieve strong substantial dimension of the project. Short summaries of the seminars will be included in the summative publication. Transnational cooperation of project partners and supportive experts from 5 countries will highly increase the expertise regarding issues with posting of workers.

The aim of the seminars is to share experience and information – to get familiarized with the current circumstances, good practices and improved cooperation possibilities. Working on solutions to overcome hindrances for trade unions. Improvement of knowledge and strategies of trade unions, defining the role of trade unions in the action plan. Prepare the ground to guide participants in a proactive way to propose partnerships regarding the topic. High involvement and engagement of participants is of highest priority. Methods used – presentations by participants (will be asked to prepare in advance), expert contributions, study visits, case analysis, brainstorming activities; discussions.

Methods for the final conference: plenary sessions and discussions – addressing experience in Poland, Lithuania, Bulgaria and Spain. Publication will be presented. Discussion will be moderated and will have question-and answer session planned after the contributions. Socializing and networking events (meals, breaks between sessions) are important when developing better cooperation.

Methods used with publication: country comparison (consolidated from the preparatory studies – Poland, Lithuania, Bulgaria, Spain) and action plan for involved trade unions worked out on the international seminar.

G.6 Workplan..... There will be 4 phases: 1) preparatory, 2) implementation, 3) dissemination, 4) follow-up activities.

I Preparatory phase, Dec 2015-Jan 2016

Responsible: MZZP ArcelorMittal Dąbrowa Górnicza - launching and coordination of the project.

1. Promotion of project. Each partner responsible for promoting the action in their country. Setting up online sources (website, social network accounts, blog, newsletter). Distribution of dissemination materials will take place throughout the project.

2. Steering group meeting. Warsaw, Poland. 15. Jan 2016. 2 representatives of each organization taking part in the project).

- organizational part: discussing details concerning project management, cooperation between partners and their roles at each stage of the project; preparation of agendas for further meetings.

- substantial part: discussing topics of the preparatory studies and seminars.

3. Preparatory case studies, Feb-March 2016.

Undertaken in all partner countries by experts in each country. Results of case studies will be passed to the expert who will prepare the synthesis for the publication.

– preparatory study identifying issues related to each country regarding posting of workers in the metal sector, common problems necessary to be discussed and found solutions for trade union involvement and current international circumstances implementing The Posting of Workers Directive. The study will be the base for the further discussions and common solutions.

Responsible: each partner will suggest an expert in their country who will prepare a comprehensive preparatory case study, MZZP ArcelorMittal Dąbrowa Górnicza coordinating the process.

II. Implementation:

Participants prepare for the meetings, get familiar with findings of the preparatory case studies conducted in their countries and take actively part in discussions. Methods of seminars will be aimed to achieve the

highest possible involvement (oral contributions, case studies, discussions, study visits, socializing and networking activities).

1. National seminar. Madrid. 12-13. May 2016. 15 people, 1 expert.
Responsible: MZZP ArcelorMittal Dąbrowa Górnicza, NSZZP Pracowników ArcelorMittal Poland S.A, supported by CCOO de Industria.

2. National seminar. Warsaw, 9-10. June 2016. 15 people, 1 expert.
Responsible: MZZP ArcelorMittal Dąbrowa Górnicza; NSZZP Pracowników ArcelorMittal Poland S.A.

3. National Seminar. Vilnius, 25-26. Aug. 15 people, 1 expert.
Responsible: MZZP ArcelorMittal Dąbrowa Górnicza, NSZZP Pracowników ArcelorMittal Poland S.A, supported by Sindikat Metalaca Hrvatske.

4. National seminar. Sofia, 8-9. Sep. 15 people, 1 expert.
Responsible: MZZP ArcelorMittal Dąbrowa Górnicza, NSZZP Pracowników ArcelorMittal Poland S.A, supported by SFMM CL Podkrepa.

5. International seminar. Madrid, 12-13. Oct. 14 people, 4 experts.

6. Elaboration and publishing of the publication, Oct-Dec 2016.

Responsible: external expert, supervised by MZZP ArcelorMittal Dąbrowa Górnicza and NSZZP Pracowników ArcelorMittal Poland S.A

7. Final conference, 26-27 Jan 2017 (50 people, 4 experts).

Responsible: MZZP ArcelorMittal Dąbrowa Górnicza and NSZZP Pracowników ArcelorMittal Poland S.A.

III Dissemination phase

1. Dissemination of publication, Jan-March 2017.

Mapping dissemination possibilities by partner countries, dissemination in Poland, Lithuania, Bulgaria, Spain. Output materials: 1200 information brochures, 200 posters, 1000 paper copies of the publication (5 languages, 200 paper copies each – Polish, Lithuanian, Bulgarian, Spanish).

Responsible: each partner in their own country, applicant and co-applicant through their broader networks in EU Member States. MZZP ArcelorMittal Dąbrowa Górnicza monitoring the process.

IV Project close April-June 2016. Comprising final reports and evaluations.

Responsible: MZZP ArcelorMittal Dąbrowa Górnicza.

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 |
|------------|------------|--------------------|------------------------------|
| 15/01/2016 | 15/01/2016 | Warsaw, Poland | Steering-group meeting |
| 12/05/2016 | 13/05/2016 | Spain, Madrid | national seminar - Spain |
| 09/06/2016 | 10/06/2016 | Warsaw, Poland | national seminar - Poland |
| 25/08/2016 | 26/08/2016 | Vilnius, Lithuania | national seminar - Lithuania |
| 08/09/2016 | 09/09/2016 | Sofia, Bulgaria | National seminar - Bulgaria |
| 12/10/2016 | 13/10/2016 | Madrid, Spain | International seminar |
| 26/01/2017 | 27/01/2017 | Warsaw, Poland | Final conference |

G.9 Roles and responsibilities..... Responsibilities of MZZPAMDG: project coordination, organisation of planned events and coordination of activities in all phases of the action, final selection of external experts, communication with project partners, negotiations with service providers, reporting to partners and European Commission (preparation of financial and technical reports), together with co-applicant - recruitment of participants from Poland and dissemination of results in Poland and through broader networks; and evaluation of the project.

Responsibilities of co-applicant NSZZP Pracowników ArcelorMittal Poland S.A: NSZZP Pracowników ArcelorMittal Poland S.A will be supporting MZZPAMDG in organizational and technical matters as well as recruiting participants for project events. Preparation of project activities and content. Distribution of the final publication among representatives of social partners and authorities representing public sector in their countries and through the broader network in EU Member States

The project team is consisted of representative of the applicant and co-applicants:

Project manager - Jacek Zub (MZZPAMDG) - will be supervising the project, managing the project budget, organizing events, monitoring activities in all stages; tasks will be also the evaluation of the project, reporting to European Commission (preparation of financial and technical report), coordination of communication with partners. Coordination of preparation of publication, draft of meeting agendas. Reporting and evaluation of the project result to EC. Preparation of meetings, search for and contracting of experts and service providers. Support from co-applicant and associate partners. Working 3 days a month, for 18 months – 54 days in total.

The tasks of the secretarial manager/accountant - Dorota Nawrocka(MZZPAMDG) – as the secretarial manager the responsibilities are as follows: answering phone calls, handling of correspondence, support in handling of bookings (within organization of events), support in preparation of publication (technical arrangements), keeping the records (project documentation). As the accountant the responsibilities are: handling of payments (transfers from the project bank account), financial settlement, reporting on financial issues to project manager. Working 3 days a month as project secretary and 2 days in a month as accountant, for 18 months (36 + 36 days, 72 days in total).

Co-applicant project manager - Krzysztof WOJCIK (NSZZ Pracowników ArcelorMittal Poland SA) - will be helping with organization of project events, recruitment of participants from Poland; promotion of project in own country and through the broader network; suggesting experts for the project events; and distribution of the final publication among participants. Development of content of the events together with supporting experts. Working 3 days a month, 18 months, 54 days in total.

Assistant of co-applicant project manager - Jozef KAWULA (NSZZ Pracowników ArcelorMittal Poland SA) - drafting of event agendas, recruitment of Polish participants and supervision of recruitment undertaken by partner organizations. Collecting feedback on the organizational matters and content of national and international events. Working 4 days a month, 18 months, 72 days in total.

Associate partners (Bulgaria, Spain, Lithuania) - will be mainly responsible for expertise support on training-seminars, participants from associate organizations will be moderating project events and working out the event content in own country. Suggesting external experts and venue related services. Recruitment of participants from own country to national as well as international events. Distribution of dissemination materials and promotion of project in general in own country. Preparation of the main assumptions of the project. Developing dissemination plan in own country.

All participating organizations will work together thoroughly to ensure best outcomes of the project.

G.10 Targeted groups / sectors Project targets steel and metal industry. The European steel industry is a key contributor to economic growth and employment in Europe and a global leader in steel technology. It generates more than EUR 200 billion in turnover and provides jobs for over 350 000 Europeans (according to European Steel Technology Platform's data). It creates millions of jobs in other industrial sectors that use steel, for example car manufacturing and construction. Steel sector is very important for European economy and it is necessary to secure just conditions for workers around Europe in that sector. Cooperation between workers' representatives and study ground are the key factor supporting equal treatment and decent working conditions of workers within the EU. The applicant and the co-applicant are trade union organisations representing workers of steel works of ArcelorMittal in Poland. ArcelorMittal is currently the largest global steel corporation that employs around 30% of workers employed in the steel industry in Europe. Trade unions representing steelworkers are not satisfied with the level of their influence on the situation of workers, especially during the economic changes when all the decisions of management influencing situation of workers should be consulted with the representatives of the workers. Transnational cooperation between social partners will contribute to improve their work and adapt to changes in the globalized labor situation. The project activates the cooperation between trade unions from 4 EU Member States (Poland, Spain, Bulgaria, Lithuania), the partners have a broad network with connections to EEA countries and thus the project has a broad transnational reach. The applicant and co-applicant wishes to unite workers' representatives in a transnational action that will increase their expertise in the field of posting of workers and raise effectiveness of trade unions to build workers awareness about their rights when being posted, about the legal conditions in their countries and about the Posting of Workers Directive in general. Although the national seminars will be conducted in 5 countries, there will be also international events and as such the results will be cross-border and they will be spread online for the benefit of stakeholders from other countries too. The indirect beneficiaries will be representatives of different trade unions representing steel workers and metalworkers from the whole EU. The target group will be wider thanks to translation and printing of the final publication in native languages of participants and in English. The English version will be sent to other trade unions representing metalworkers from EU as well as trade union organisations working at European level. It will allow disseminating the experience and knowledge shared by direct beneficiaries outside EU.

G.11 Transnational dimension..... The project has strong transnational dimension built on transnational cooperation between social partners, from 4 EU countries. Partners have been picked as they represent the older and newer members of the union, Western, Central and Eastern Europe. They have different social, economic and political backgrounds, but they need to face the same problems collectively in order to improve working conditions in transnational companies representing the metal sector and enable European companies from metal sector to remain global leaders. In order to develop decent working conditions and strong social standards, European industry cannot compete by decreasing costs of labor and using social dumping. It is necessary to concentrate on just and equal labor conditions and effective use of new technologies. The effective adaptation of industrial relations to social and economic changes needs to be implemented at transnational level and be based on deep, translational analysis of current problems, perspectives for development of sectoral industrial relations and future challenges which need to be faced by companies representing the metal sector and their workers. Each participating country faces difficulties hindering effective industrial relations and ensuring equal treatment of workers in the metal sector. The support of experts from Poland, Lithuania, Bulgaria and Spain will enable increasing knowledge and spreading expertise in industrial relations across EU. Transnational dimension of the action is not limited to countries taking directly part in the project events. The project team members responsible for international communication and dissemination of project results will contact their cooperators from countries not taking part in the action in order to disseminate information about the project's results, consult the action plan and encourage social partners from other countries to subscribe for newsletters. It will transfer good practice and EU experience to EEA countries and Member States not taking directly part in the action. English version of the publication will be sent to EU level social partners and institutions, as well as all social partners from all Member State Countries in order to ensure bringing the recommendations into wide use. Sustainable partnership will strengthen relations between Member States and support the European integration. The involvement of national level social partners within the European semester, especially in implementation of a specific action plan will be increased. The working language is English, but international meetings will be supported by simultaneous interpretation into native languages of participants in order to ease communication.

G.12 Arrangements for evaluation / monitoring of the action..... A well-functioning monitoring and evaluation is critical part for the project management and accountability. Timely and reliable monitoring and evaluation will provide information to:

- 1) Support project implementation with accurate, evidence-based reporting that informs management and decision-making to guide and improve project performance
- 2) Contribute to organizational learning and knowledge sharing by reflecting upon and sharing experiences and lessons so that we can gain the full benefit from what we do and how we do it.
- 3) Uphold accountability and compliance by demonstrating whether or not our work has been carried out as agreed and in compliance with established standards
- 4) Provide opportunities for stakeholder feedback

Evaluation and monitoring of action will be the tasks and responsibilities of the applicant organization (MZSP ArcelorMittal Dąbrowa Górnicza), and achieved in cooperation with all partners. The activities will be monitored according to the work plan in each phase of the project ((1) preparation, (2) implementation, (3) dissemination and (4) close) and their evaluation will proceed in order. The project schedule will be detailed and responsibilities equally distributed. The project monitoring and evaluation will rely on results based management, meaning that every meeting and occasion will be reported by the initial terms of the project.

The applicant will use such tools as oral feedbacks, questionnaires, Online communication. Every week, the project team will meet through Skype to discuss progress made. After every meeting / individual consultation, a person from each partner country will be asked to fill in a short form on the quality of the support they received. It will be sent to the project assistant of MZSP ArcelorMittal Dąbrowa Górnicza. This will allow improving support and the overall quality of the project. Communication with associate partners will be the responsibility of MZSP ArcelorMittal Dąbrowa Górnicza.

The experts selected for the preparatory and final phase of the publication will report on their activity once every two weeks. They will send reports to the assistant of project in MZSP ArcelorMittal Dąbrowa Górnicza. If need be, additional Online meetings will be held. Moreover, the main events – three training-seminars and final conference will be thoroughly monitored.

Evaluations will take place: (1) during the event in the form of oral feedback and questionnaires (training-seminars; to make adjustments) (2) after the event (training-seminars and final conference; general event evaluation) (3) after all activities have been completed (final event evaluation). Evaluation forms will be filled by both participants and organizers. On the basis of the feedback collected during the whole action, the project team members in MZSP ArcelorMittal Dąbrowa Górnicza will conduct the final evaluation.

Risk management will be an important part of the whole project. Assumptions and risks have been discussed between partners (elaborated in detailed work programme).

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

- 1) Supporting equal treatment of workers. Improvement of knowledge on matter of posting of workers, both legal and practical. Creation of viable knowledge based strategies to further support the implementation of the Posting of Workers Directive.
- 2) Supporting civil society organizations. Trade unions will define their role in the related matter and work out activities and strategies on how to target the issues concerning posting of workers. The project will give participating organizing strong negotiation grounds as there will be expert analysis done and trade unions will rely on professional support when working about their action plan.
- 3) Protection of the social and economic rights, especially for groups particularly vulnerable to discrimination. Active implementation of the Posting of Workers Directive in activities related to posting of workers in posting in Poland, Lithuania, Bulgaria and Spain. Posted workers are especially vulnerable to discrimination as posted workers' find themselves between the regulatory framework of the host country and that of the country they habitually work in. Generally speaking the more complex the situation of the posted worker and the company for whom he works the less the set core of rule provided for in directive 96/71 is applied.
- 4) Raising public awareness about issues concerning posting of workers. The project in general supports equal treatment of workers. As such, the main standpoint will be promoted and as the output materials will be distributed and the project promoted, so will the awareness of the public improve on the Posting of Workers Directive and related questions in this regard.
- 5) Improve cooperation between metal sector trade unions in Europe. During and after the project the participants will be able to exchange ideas and cooperate with each other. The management team will ensure that contacts will be shared among the participants. In addition to that, during the event, participants will share their experience and put down an action plan for endeavors regarding issues related to posting of workers. The standing points of the project will be shared through dissemination materials and through those the participants will get acquainted with the issues concerning posting of workers in participating countries. During all parts of the project, interpretation will be provided and as such, the participants will be able to communicate more easily.

The project creates strong European added value. The cooperation between representatives of trade unions will create a synergy effect resulting in high quality analysis including proper diagnosis of common problems in matters concerning posting of workers. The project will contribute to increased effectiveness of measures taken by trade unions aimed at improving labour conditions in the metal sector and raise awareness of workers regarding their right. The project is a good opportunity to share experience, information and to raise awareness on good industrial relations and practices. Creation of a multinational action plan based on comparative analysis will decrease social inequalities between participating countries

and contribute to effective implementation of European social standards. Participating representatives of social partners and experts will improve their cooperative skills. The cooperation between organizations from new and old EU Members will positively influence the European integration. Innovative work methods aimed to achieve strong involvement of participants of the events will be used. Working in mixed groups will enable to increase ties between social partners.

The topic on the Posting of Workers Directive in Poland, Bulgaria, Lithuania and Spain has not taken place in the proposed format. It is of highest importance that in the common labor market, trade unions define their positions and actions not only on the national but also on the transnational level.

G.14 Expected results..... The expected results of the project are sustainable and related to its objectives. Some of them will be more direct and immediate, others will be subject to a long lasting process. The main expected results of the project are as follows:

Qualitative results:

- 1) developed expertise in the field of posting of workers among representatives of metalworkers
- 2) defining trade unions' role ensuring the implementation of Directive 96/71/EC.
- 3) Analysis and raising social partners' awareness about issues concerned posting of workers;
- 4) identification of similarities and differences in the metal sector regarding the implementation of the Posting of Workers Directive in Poland, Bulgaria, Lithuania and Spain. Legal and practical circumstances;
- 5) improved understanding of industrial relations, at EU and national level;
- 6) defining the actions for trade unions to target issues related to posting of workers in the metal sector. Exchange of ideas, know-how, experience and best practices;
- 7) enhanced cooperation between experts and social partners;
- 8) strengthened relations between representatives of metal workers' from EU Member States;
- 9) extended trade unionists' knowledge about their rights when being posted abroad;
- 10) raised public awareness about the issues related to posting of workers;
- 11) improving trade unions' possibilities in fostering EU Principles of equal treatment on the labor market with the Posting of Workers Directive;
- 12) developing practical action plan for metal sector trade unions concerning a better implementation of Directive 96/71/EC.
- 13) strengthened adaptation of national industrial relations systems to achieve equal work conditions
- 14) dissemination of good practice in dealing with issues regarding posting of workers in the EU

Quantitative results:

- 1) 1000 paper copies in 5 languages (200 copied each) + digital version of publication including study presenting the issues and action plan for trade unions to improve the implementation of Directive 96/71/EC in Poland, Lithuania, Bulgaria and Spain.
- 2) 60 national seminar packages (pen, notepad, folder, printed materials)
- 3) 19 international seminar packages (pen, notepad, folder, printed materials)
- 4) 50 Conference packages (pen, notepad, folder, printed materials)
- 5) 3 international meeting (steering group meeting - 10 participants, international seminar (19 participants), Final conference (50 participants) and 4 national events (4 national seminars attended by members of metal sector trade unions, experts in EU law, labor law and/or labor relations from Poland, Bulgaria, Spain and Lithuania (60 participants in total).
- 6) 1200 informative brochures (300 in each language of a partner country – Polish, Bulgarian, Spanish, Lithuanian and English) distributed to promote the action and co-financing by EU
- 7) 200 posters (4 languages, 50 in each language)
- 8) A website designed for a better promotion and dissemination of results including newsletter updated on a monthly basis.
- 9) Social media networks – Facebook, Twitter and a Blog. Will be linked with the website.
- 19) 3 banner stands to promote the action

G.15 Use of results (multiplier effects and dissemination plans)..... The proposal includes the extensive array of activities disseminating the results of the action. Organizations taking part in the project plan to use the results of the project in measures taken by them on the daily basis – negotiations with employers, cooperation with other trade unions and bodies representing workers and in their work in bipartite and tripartite bodies. In order for the project to have continuous impact, it is necessary to preserve and maintain the materials produced, to ensure their vitality and continuity, to continue the collection and production of activities, and to continue cooperation across the established network.

The project relies on partner networks, direct and digital communication methods for dissemination. By implementing effective social media strategies and public campaigns, the project messages and results will be communicated effectively throughout the course of the project and beyond via social media channels, websites, a blog, the media, as well as direct and e-mail communication with partners and other organizations within the extended network. All materials will be shared online with the added impact of the large partner network.

Results and proposals (publication – case studies in participating countries; all seminar materials, action plan, including presentations from experts) will be distributed in paper and electronic version. It will be published on the website of the project and on applicant's and each associated organization's website in the languages of all participants, which will allow multiplying the results of the projects. The paper version of the publication will be distributed among representatives of participating organizations, electronic version will be sent to national and European level workers' and employers' organizations, representatives of social partners and authorities of old and new EU Member States and other European Economic Area Countries which will increase the transnational dimension of the project and its added value. There will be local and national media coverage on the activities and results.

The project will create a multiplier effect among a wider audience through:

- 1) Promoting the project messages - appreciation for workers initiatives towards economic and social matters, and the need to develop cooperation between the trade unions in older and newer member states. The project promotes employee inclusion, equality, progress, innovative and cooperation between trade unions. People directly involved in the project carry the project ideas forward across all phases of the project through their own networks and channels, as well as during events organized as part of the project. During each meeting the participants and experts will discuss the ways of using the results in practice. Through communicating with the extended partner networks, the project will become visible to a wider audience beyond national borders. The project ideas and results are also carried on through presentations by the project team members at various events organized by project partners or members of the extended partner network.
- 2) Distributing and displaying promotional materials (brochures, posters, website including newsletter) at various public institutions and offices, workers unions and initiatives and events related to the project, increasing the visibility of the project and its messages.
- 3) Online and social media during and after the project (Website, Facebook, Twitter, Blog). The project will reach wide local and international audiences, bringing visitors to the project's online channels, fostering communication between communities via social media and ensuring better visibility and reach.

G.16 Language for correspondence EN - English