



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/2015/007/0035**

Action

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

G.1 Title..... Equal Rights for Posted Workers – raising awareness about Directive 96/71/EC

G.2 Short summary of the action..... Moving within the EU from one Member State to another for a limited period of time has become an increasingly important feature of employment for companies and for workers in the oil and gas industry. Many workers don't know what is expecting them abroad and what rights do they have. Many seek advice from trade unions with questions such as: What salary does my employer have to pay me? How many maximum hours per day will I have to work? Who will cover my health insurance? Who do I seek help from? Knowing your rights when working in another Member State is essential for avoiding unfair competition and fraudulent social practices. However, when workers turn for support from trade unions, unions very often themselves don't know what are the legal circumstances and how to deal with concerned issues. In general there is a lack of awareness about the Directive 96/71/EC. Trade unions are short of knowledge and experience on how to reach to workers in the oil and gas industry who are or will potentially be posted abroad or offering them support when needed.

The project is mainly concerned with increasing knowledge of representatives of trade unions regarding Directive 96/71/EC in order to provide support to posted workers as a sending and receiving country. Noteworthy, the countries involved in the project – Poland, Croatia, Bulgaria, Romania and Lithuania are new Member States and stand out with a rapid increase of workers being posted outside the country. With this, also the number of workers has increased who have not been offered equal conditions in the foreign countries. In other words – workers from new Member States are most vulnerable to unequal treatment in the receiving country. The project will also address national legislations and current situation regarding the topic. Whereby, it will be of essence to learn from each other's experience and develop a strategy to approach and assist (potential) posted workers in new Member States.

G.3 Specific objective(s).....

- 1) Assessment of current situation regarding posting fraud and social dumping in participating countries (as a sending and receiving country). The project aims to analyze to what extent issues concerning posting of workers are present and on what scale these issues are dealt with by trade unions. As the system of data collection on posted workers began to function only recently, there is no certain information on the situation of posted workers from the oil and gas industry. In its work in the tripartite dialogue bodies, trade unions have made proposals for the elaboration of the information system concerning the implementation of the Posted Workers Regulation (in which the EU Directive 96/71/EU has been transposed), yet, much more has to be done.
- 2) Raising awareness about issues that arise for posted workers. As in their daily work trade unions are dealing with labor rights, trade unions need to learn about the issues that can arise for posted workers. This will increase their credibility and professionalism when negotiating with companies or government institutions. Case examples need to be studied not only from their countries but also from abroad to be able to know different options on how to maintain workers rights when injustice has been done while being posted.
- 3) Train members of trade unions on administrative and sources of information regarding Directive 96/71/EC in their countries and in the EU. During the project, participants will increase knowledge, where to find practical information, what actions to take and of possibilities to increase transparency of Member States. Identifying shortcomings in administrative and informational regarding posting of workers will be of essence. Members of trade unions will be trained on working with issues regarding administration and access to information. This information will be further used in national training seminars. If solutions cannot be found straight away, trade unions will take matters into their agendas and continue discussing shortcomings with authorities.
- 4) Developing a strategy for dealing with issues concerning posting of workers – During the course of the project, trade unions, together with experts will develop content and strategies that can be used further by other unions and initiatives. The strategies will comprise of practical and legal information, case studies and follow through steps on what to do when right of posted workers have been violated. The strategic paper will be published and distributed to trade unions that can use it in similar circumstances.
- 5) Exchange of experience between trade unions concerning reaching out to workers regarding Directive 96/71/EC – legal and practical matters. During the project, members of trade unions will exchange experience on their current endeavors regarding reaching out and offering advice to posted workers.
- 6) Enhancement of cooperation between trade unions in the Oil and Gas Sector regarding posting of workers. Cooperation will be a topic in the national seminars, workshop and conference and be included in the publication. The applicant, co-applicant and associate partners will encourage exchange of contacts and bring the matter of cooperation into every discussed topic of the project.
- 7) Transfer of principles of Directive 96/71/EC into the everyday work of trade unions. As Directive 96/71/EC is the subject of the project and members of trade unions will reflect on their experience regarding legal and practical frameworks of the directive in relation to national legislation and their daily work, principles of Directive 96/71/EC will be elaborated and trade unions will become more aware of its importance and practices.

G.4 Duration of activities

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

G.4.2 End 09/06/2017

G.4.3 Months..... 18.00

G.5 Implementation of the action.... The action will be managed by OZZGNIG with close cooperation with NPS. 5 trade unions in new EU Member States within the oil and gas sector are jointly gathered in the action. Well established experts that are in close contact with trade unions will facilitate country based studies and finalize the publication. Close cooperation and good communication is necessary to achieve best outcomes of the project. During all project events, the project will be disseminated through online sources, direct contact, e-mail communication and through mailing lists. Targeted will be representatives of trade unions in Poland, Croatia, Lithuania, Romania and Bulgaria as well as the broader network of contacts in other EU countries and the EEA region. Dissemination strategies will be developed by partners separately and consolidated by OZZGNIG.

The action has 4 phases: 1) preparatory, 2) implementation, 3) dissemination, 4) project close. Distribution of the dissemination materials (information brochures, posters) as well as information about the activities of the events will take place during the whole period of the event.

In the first phase, the project will be promoted in Poland, Lithuania, Croatia, Bulgaria and Romania. Partners are responsible for mapping the specific target group and promoting the action in their countries. Meetings and the dissemination materials will be prepared. Online sources (website, social networks) will be set up. A kick-off meeting between the partners will take place where organizational issues and agendas of the workshop, training-seminars, conference, and the publication will be addressed. In this phase, also the country based preparatory studies regarding posting of workers and Directive 96/71/EC in the oil and gas industry will be conducted in all participating countries. The studies will be sent to the expert preparing the publication.

The implementation phase of the project consists of an international workshop, 5 training-seminars, a conference and the publishing of a publication. The methods of the phases will be elaborated with experts and partners in the projects. The phase has 2 dimensions – national and international. The national dimension will target activities in participating countries, stressing industrial developments in connection with posting of workers, national regulations and implementation of Directive 96/71/EC and possibilities for trade unions to support posted workers and have a solid position in social dialogue negotiations. Needs and shortcomings in trade unions' activities will be analyzed. The international phase will aim at exchanging experiences and best practices between representatives of trade unions. The situations in these countries – issues regarding posting of workers and EU integration with Directive 96/71/EC will be compared. Participants will talk on how trade unions can intervene and influence legislation together, creating pressure at the European level. Experts will also train representatives of trade unions on how to act in new, international circumstances and how to organize trade unions' activities at the transnational level in order to be effective. Foundation of the discussions will be the use of the country based preparatory studies.

In the dissemination phase the dissemination strategies will be worked out by each partner country and merged into one common dissemination plan. Disseminated will be mainly the publication. Information brochures and posters will be distributed throughout the project. Publication will be available in 5 languages (Polish, Lithuanian, Romanian, Bulgarian, Croatian). All partners are responsible for the dissemination of materials through their close and extended networks.

In the closing phase evaluations will be made and final reports comprised. Close of the project is June 9, 2017.

G.6 Workplan..... The action will have 4 phases: 1) preparatory, 2) implementation, 3) dissemination, 4) project close.

I. Preparatory phase, Dec 2015-Jan 2016

Responsible: OZZGNIG.

1. Promotion of project. Each partner responsible for promoting the action in their country. Setting up online sources (website, social network accounts) - common spaces for project materials, information. Dissemination of materials (brochures, posters), will take place throughout the project.

2. Kick-off meeting in Warsaw, Poland. 15. Jan 2016, 2 representatives of each organization taking part in the project, 10 in total. Discussed will be details concerning project management, cooperation between partners and their roles at each stage of the project, agendas for further meetings as well as the topics of the training-seminars. Associate partners will suggest experts for making the country based preparatory studies in their countries and conducting national seminars and final conference.

3. Preparatory study, Feb-March 2016

Country based studies (desk studies) undertaken in Poland, Lithuania, Bulgaria, Romania and Croatia by experts in each country. Results of studies will be passed to the leading expert who will prepare the synthesis.

The preparatory studies will identifying common problems necessary to be discussed and found solutions regarding Directive 96/71/EC and posting of workers in all 5 participating countries. The study will be the basis for further discussions.

Responsible: OZZGNIG coordinating the process; each partner will suggest an expert in their country who will prepare a comprehensive summary.

II. Implementation:

1. International workshop – 21-22. April 2016, Vilnius, Lithuania. 15 participants.

Responsible: OZZGNIG with NPS

2. Training-seminars

12 participants on each training-seminar, supported by experts. Participants prepare for the meeting, get familiar with findings of the analysis conducted in their countries and take actively part in discussions.

Methods of training will be aimed to achieve the highest possible involvement (oral contributions, study visit, case studies, socializing and networking activities).

1) Warsaw, Poland, 19-20. May 2016.

Responsible: OZZGNIG.

2) Zagreb, Croatia, 16-17. June 2016.

Responsible: OZZGNIG and NPS, supported by SING

3) Sofia, Bulgaria, 8-9. Sept 2016.

Responsible: OZZGNIG and NPS, supported by NFCW-PK

4) Bucharest, Romania, 1-2.Oct.

Responsible: OZZGNIG with NPS, supported by FSLCP

5) Vilnius, Lithuania, 3-4.Nov 2016.

Responsible: NPS

2. Elaboration and publishing of publication, Nov-Jan 2016

The publication will be a country comparison and strategy for dealing with Directive 96/71/EC and Posting of workers.

Responsible: OZZGNIG coordinating the progress, translation and publishing. 1 online meeting will be organized with partners on a mutually accepted day to discuss the progress regarding the publication. Organized by OZZGNIG. The meeting will be held in English.

3. Final Conference. Warsaw, Poland, 2-3 Feb 2017.

50 participants. From project partners. Presenting the publication. Expert participation provided from each country.

Responsible: OZZGNIG

III. Dissemination phase

1. Dissemination of publication, Feb-April 2017.

Mapping dissemination possibilities by partner countries, dissemination in Poland, Lithuania, Croatia, Bulgaria and Romania. Online-sources (website, social networks, newsletter) and publication distributed. Other distribution materials (posters, information brochures) will be distributed throughout the project.

Responsible: Dissemination in Lithuania, Poland, Croatia, Romania, Bulgaria. OZZGNIG and NPS monitoring the process.

IV Project Close, April-June 2017. Evaluations and reporting to European Commission.

Responsible: OZZGNIG.

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	Kick-off meeting
21/04/2016	22/04/2016	Vilnius, Lithuania	International workshop
19/05/2016	20/05/2016	Warsaw, Poland	training-seminar
16/06/2016	17/06/2016	Zagreb, Croatia	training-seminar
08/09/2016	09/09/2016	Sofia, Bulgaria	training-seminar
06/10/2016	07/10/2016	Bucharest, Romania	training-seminar
03/11/2016	04/11/2016	Vilnius, Lithuania	training-seminar
02/02/2017	03/02/2017	Warsaw, Poland	Final Conference

G.9 Roles and responsibilities..... OZZGNIG will be responsible for management of the action and supervision of the particular activities. In order to provide professional management, the project team has been selected with regard to the experience and qualifications.

Mr Dariusz Matuszewski, the president of the OZZGNIG, will be the manager of the project. He will supervise the organisation of the meetings, selecting of experts. He will be also responsible for the contact with partner organisations and European Commission.

Ms Magdalena Starosta, assistant of the project manager. She will be responsible for the logistic organisation of the meetings, providing interpretation, preparing of promotional materials, arranging accommodation and travel for the meetings, selecting participants and distribution of printed materials.

Mr Dariusz Łazuka, administrative officer of the project, will be responsible for preparation of all necessary documents, collecting attendance lists, boarding cards etc., correspondence and financial administration of the project.

Ms Anna Milion, accountant in OZZGNIG, will be responsible for administration of finances, payments and justification of the project.

The co-applicant, NPS, with project coordinator Virginija Vilimienė will be supporting OZZGNIG in organizing project events, inviting participants to the events, distribution of materials among the target group and broader network; promoting project goals; communication with partners. Assistant of Project Coordinator Ramūnas Bertulis will work closely together with Magdalena Starosta and prepare the project meetings with experts, support picking event locations and deal with distribution and technical matters of the project. He will also assist Virginija Vilimienė in the communication with associate partners.

The associate partners will be responsible for: helping to prepare the main assumptions of the project; distribution of the publication among participants from Bulgaria; promotion of the project in Bulgaria; recruitment of Bulgarian participants to the project events.

G.10 Targeted groups / sectors The action will be implemented by the organizations representing oil and gas sector. Representatives of trade unions are the target group. The sector has undergone numerous significant changes in current years. One of them has been the globalization of the market. There have been major investments of the sector in recent years, leading to the need of even more workers.

Salaries differ across Europe due to fluctuating commodity prices, government regulation, variable costs of living and the availability, or lack thereof, of pipelines and/or storage facilities. However, one trend remains consistent: the increasing competition for skilled professionals. Employers are now faced with the challenges associated with the increased global demand for skilled professionals with between 5 – 20 years of experience. However, wages and conditions in the sector differ very much depending on the location of the company. In Eastern/Southern European countries, workers are normally paid much less than workers in Western Europe.

The demand for more workers leads to more workers being posted abroad without any transparency on the fairness of the conditions or equal treatment of workers. As workers from Poland, Lithuania, Romania, Bulgaria and Croatia are normally paid less and they find themselves being sent to a another location, they are not aware of their rights and even if they are, they find it hard to demand equal treatment. Many turn to trade unions, however, the latter has not had much experience in the related topic and very often trade unions in the oil and gas industry find themselves searching for solutions by themselves without any guidance or shared knowledge from other trade unions.

This situation has lead to the weakening of the importance of trade unions and employers feel more able to take advantage of workers. This is why the project aims to train members of trade unions to deal with the issues concerning posting of workers and Directive 96/71/EC so that if workers turn to trade unions, they will get better advice in legal and practical matters. It will be also important for the project to elaborate strategies when it comes to dealing with authorities and employers and how to reach out to workers.

G.11 Transnational dimension..... The action has a very visible transnational dimension as it involves organisations from five different EU Member States – Poland, Lithuania, Romania, Bulgaria and Croatia. Partners represent the newer members of the Union - Eastern and Southern Europe. The project involves Member States who have different experience with posting of workers, some more, some very little. Yet, in recent years they have been undergoing major changes with the growth of the sector. The countries are different on their economic and social standards and developments and as such will enrich the discussions. In Romania, Croatia and Bulgaria trade unions are less strong, however, their skilled workers are very demanded abroad. Poland and Lithuania have stable economies with trade unions who have in recent years cooperated much with trade unions across the EU, however, in matters of posting of workers they are in a weak position cause there is a lack in transparency and because they have not gained enough knowledge on the respective directive or national legal matters. As such the project is very transnational, offering international workshops, national meeting as well as a conference. Measures to ensure visibility for the project have been undertaken – such as distribution of dissemination materials (poster, brochures), banners, website (with a newsletter), social media accounts (Twitter, Facebook) will be set up. The publication will have strategies and comments from experts on Directive 96/71/EC and country situations. The publication will be distributed by the applicant and co-applicant as well as the associate partners in their countries targeting social partners and workers of the oil and gas sector and through the broader network in other EU Member States and EEA area. The dissemination materials will be all translated into Polish, Lithuanian, Romanian, Bulgarian, Croatian, the publication, social media accounts and website (with newsletter) also into English. 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 EEA 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.

This project will be a possibility for organisations from Poland, Romania, Lithuania, Croatia and Bulgaria to develop transnational contacts and improve their knowledge in terms of Directive 96/71/EC. The created transnational network within the project will enable partners to deepen their relations and discuss contemporary issues that trade unions are facing with posting of workers.

The working language on the meetings will be the native language of the involved countries. Interpretation will be provided. During Skype meetings, partners involved in the project will be speaking English with each other.

G.12 Arrangements for evaluation / monitoring of the action..... OZZGNIG as the main applicant organization will be responsible for supervising, monitoring, evaluating activities and results of the project. The main methods of evaluation will be questionnaires and reporting.

Project evaluation will be based on both quantitative and qualitative indicators, namely the number of training-seminars, participants and the amount of dissemination materials. Qualitative evaluation will be measured by the analysis of questionnaires and matching the information provided with the overall objectives proposed through the action. Special emphasis will be put on measuring positive spillovers to developing future actions by the participants.

In order to ensure the implementation of the project being in accordance with scheduled terms and objectives, the project documentation package consisting of project activities plan, project manual and project financial plan will be developed in the beginning of the project implementation. Regular monitoring

and evaluation of the project will be performed by the project team using project documentation package and basing on the information provided by partner organizations. Regular monitoring and evaluation will be performed during regular OZZGNIG project team meetings (at least once a weeks) and will be documented in project interim reports. The accordance of expenses with the budget will be controlled and discussed during each meeting of the project team. Moreover, every 2 weeks an online meeting with the co-applicant and associate partners regarding preparations for training-seminars will take place.

The evaluation of the project will be performed on the basis of the following indicators for measuring of the outcome of the project:

1) Number of international workshops (1 in Vilnius); training-seminars (5 in total, in Poland, Bulgaria, Romania, Lithuania, Croatia) and conference (1 in Zagreb).

2) Number of participants on the workshop (15), training-seminars (12x5) and final conference (50).

4) number of produces dissemination materials. 500 information brochures, 100 posters, 3 banner stands,. The publication will be published in 150 paper copies, in 6 languages (150 copies in each language, 25 pages each), and also digital format. All dissemination materials will be translated to Polish, Lithuanian, Romanian, Bulgarian, Croatian, the publication also to English.

5) number of online sources - 1 website (with newsletter), 2 social media accounts. All translated also into Polish, Lithuanian, Romanian, Bulgarian, Croatian, English.

Evaluations will take place: (1) during the event in the form of oral feedback and questionnaires (to make adjustments) (2) after the event (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 coordinator of the project will conduct the final evaluation. There will be attendance lists signed by the participants and additional photographic documentation prepared during every meeting. The coordinator of the project will control the timetable of the project and the whole project team will be preparing short reports indicating the progress of the actions taken within the framework of the project. The project team of OZZGNIG will meet once a week in order to discuss the project activities. There will be constant communication with NPS who will be knowledgeable about every stage of the project.

When the project is in the closing phase, the project manager from OZZGNIG will deliver final reports to the European Commission. The documents sent to the European Commission will include financial and activity reports. The final report will include conclusions from the projects and recommendations for the future.

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

Added value and innovativeness of the action is first of all training representatives of trade unions of oil and gas workers in Poland, Lithuania, Romania, Bulgaria and Croatia in dealing with posting of workers. This topic has not been developed much in the respective sector, nor have the trade unions in the countries mentioned above had much chance to cooperate. Developing a strategy for dealing with issues concerning posting of workers will increase professionalism of trade unions when dealing with Directive 96/71/EC. The strategy will be published and distributed among the target group. It is also important to notice that the strategy will be developed first on the workshop where cooperation and the European dimension of the action will be underlined and from there, the topic will be covered on the national seminars with expert input and reflective analysis upon the preparatory study done on the situation in the country. The publication will contain vital information and recommendations for trade unions and employers showing them ways of using obtained knowledge in practice.

A strategy is necessary for trade unions as: 1) it allows trade unions to develop a clear understanding of their own organisation and what is required for them to succeed. It helps trade unions understand their core capabilities, identify and address weaknesses and mitigate risks. It will help unions better position themselves so that they are focusing on the right things that are the most likely to deliver the best performance both now and in the future; 2) Understanding industrial changes is important to preparing a strategy that will ensure long-term positive outcomes; 3) trade unions and their staff need to understand their purpose, their destination and the course they're taking.

Innovative is also the scope of exchanged experience. Poland, Lithuania, Croatia, Bulgaria and Romania find themselves in similar positions as they are the countries where less expensive labor force is posted to other EU countries. Problems have been similar - social dumping, deductions for housing and transport costs, unpaid wages, lack of social protection, the hazardous nature of the work undertaken, unsatisfactory lodgings, etc. Yet, the legal frameworks differ and some government authorities have done more to secure equal conditions for their posted workers, some less. Also the experience of trade unions varies depending on the country – Polish and Lithuanian trade unions tend to be more experience in social dialogue than the Bulgarian, Croatia and Romanian. However, the situation in Lithuania and Poland is not perfect either and would need a boost of new ideas in their endeavors and more training when it comes to offering advice to posted workers and communication with authorities.

Exchange of experience adds on value to the project as: 1) Bringing together representatives of trade unions enables them to learn from each others' experience in the fields of communication, knowledge, economy and risk prevention. 2) Striving for EU-wide relevance and realising EU level efforts, to widely disseminate successful experiences and practices and to create a European added-value. 3) Exchanging, sharing and transferring experience, knowledge and good practices on Directive 96/71/EC to improving the effectiveness of endeavors of trade unions and to contribute to the development of a sustainable and competitive Europe.

Moreover, with the project trade unions will gain in confidence in dealing with Directive 96/71/EC and increase their involvement in related matters. They will have a strategy that has been adjusted to their needs and they will know about the situation in their country as well as have expert analysis done on the activities to be developed. This all will give them confidence to proceed in their undertakings and step in when equal rights are not sufficiently guaranteed.

- G.14 Expected results.....** Deliverables of the project:
- 1) Country based analyses focusing on Posting of Workers Directive 96/71/EC in 5 EU Members States (Poland, Lithuania, Bulgaria, Romania, Croatia)
 - 2) 1 international workshop on Posting of Workers and Directive 96/71/EC and trade unions' experience regarding the topic and elaboration on cooperation activities.
 - 3) 5 national training-seminars elaborating on the conducted studies (each upon their own country) and possibilities on how to improve equality for posted workers and decrease issues that arise.
 - 4) Final conference – will focus on publication and discuss the topics raised.
 - 5) Dissemination materials – publication of the study, website and social media accounts. The publication will be published in 750 paper copies, in 5 languages (Polish, Lithuanian, Romanian, Bulgarian, Croatian, 150 copies in each language, 30 pages each), and also in digital format. The website and social media accounts will gather materials (also from presentations) from workshops, training-seminars, conference (presentations, oral contributions, summaries and conclusions).
- Expected results:
- 1) Improved knowledge of trade union about principles of Directive 96/71/EC, their national legislation
 - 2) Improved knowledge of trade unions on how to deal with issues regarding Posting of Workers – legal and practical aspects.
 - 3) Elaboration of strategies of trade unions on their possibilities to adjust their activities to be able to offer better support for posted workers.
 - 4) Improved expertise on the current situation regarding posting fraud and social dumping in participating countries.
 - 5) Improved cooperation between EU Member States on degrading Directive 96/71/EC and related challenges.
 - 6) Raised visibility of issues concerning posted workers in new Member States.
- G.15 Use of results (multiplier effects and dissemination plans).....** For the project to be used and useful not only during the time that the project is being implemented, a thorough dissemination plan will be set up. OZZGNIG will be monitoring and coordinating the dissemination strategy.
- The partners in the project foresee to:
- Identify and compile a list of stakeholders for dissemination activities: a continuous effort running throughout the entire project lifecycle
 - Create and maintain the project's website and social media networks;
 - Prepare Press Releases for dissemination to the media and other stakeholders;
 - Organize a final conference for the project;
 - Prepare a publication.
- 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 will create a multiplier effect among a wider audience through:
- 1) Promoting the project messages about Directive 96/71/EC and what issues posted workers are facing, and trying to improve the knowledge of trade unions in dealing with such matters;
 - 2) Distributing and displaying promotional materials;
 - 3) Online and social media during and after the project (Website, Facebook, Twitter).
- The project relies on partner networks, direct and digital communication methods for dissemination. All materials will be shared online with the added impact of the large partner network. Results and proposals (publication); all materials from the workshop, national training-seminars and final conference (including presentations from experts) will be distributed in paper and/or electronic version. Everything will be published on the website of the project and on applicants' 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 EEA 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.
- G.16 Language for correspondence** EN - English