



Cooperation as a key to overcoming challenges  
in the field posting of workers from care, construction,  
transport and agriculture sectors



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## **Result of the Cooperation-ACCT project**

The project "**Cooperation as a key to overcoming challenges in the field posting of workers from care, construction, transport and agriculture sectors**", co-financed by the European Union, was being implemented from October 2022 until its completion in the first months of 2024.

Representatives from Spain (Coalition of Independent Trade Unions, CSIT UNION PROFESIONAL), Poland (European Labour Mobility Institute, ELMI and Social Insurance Institute, ZUS), Serbia (Trade Union of Employees in Health and Social Care), Norway (Solidarity Norge), Romania (National Federation of Trade Unions in Administration, FNSA) and the Czech Republic (The Association of Entrepreneurs in Construction and the Construction Trade Union of the Czech Republic) participated in the project. This heterogeneity of participating partners (trade unions, employers and public organizations) and their knowledge of the specific characteristics of the sectors that were in the focus of this project (care, construction, transport and agriculture), provided different perspectives for analyzing the problem and finding solutions for the movement of workers and for the mobility of workers from third countries.

The aim pursued during the implementation of this project was **to: Increase the effectiveness of the application of the basic rights of posted workers, while guaranteeing their free and fair movement** by developing, in cooperation with social partners and public organizations, solutions to overcome barriers and difficulties in monitoring and applying the provisions of the Directive on the posting of workers in the care, construction, transport and agriculture sectors.

In order to achieve this priority objective, meetings of national experts and workshops on posting workers and migrant workers from third countries were held. Moreover, a significant milestone of the project was the presence of participating partners at **the VII European Congress on Labour Mobility**, held in Krakow (Poland) on April 24 and 25. The main objective of this scientific and practical congress was to create a space for the exchange of experiences between academia (legal and economic), public administration, trade unions, politicians and businessmen who move workers; special attention was paid to cross-border home care services for the elderly, one of the groups we analyzed in our project.

Both at the held expert meetings and in the preparation of training materials that are part of the conclusion of the project, a number of topics were discussed that were the focus of attention of all project partners and a high degree of consensus was reached in pointing out the most important problems of posted workers and third-country nationals.



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Aspects related to the stay of workers and their work permits, in the case of third-country nationals (with special emphasis on the so-called *Vander Elst* visa in Germany), as well as their employment conditions and various regulations regarding social security, contributions and taxes were permanent elements in the discussions that took place during the project.

During the aforementioned discussions and exchanges of views, a significant space was dedicated to people who perform their work by caring for vulnerable people (mainly the elderly and people with disabilities), and a number of conclusions were collected that the partners themselves described as "worrying", among which we can mention the existence of the shadow economy, the lack of regulation in the basic aspect such as working hours, the lack of professional skills of people performing care work and poor definition of their functions or the absence of a clear definition of service standards that guarantee users the quality of the aforementioned services.

In short, the project showed that there is still much to be done in terms of the protection of posted workers and, above all, the rights of workers from third countries (and especially in the field of care). Future challenges include achieving better transparency standards (despite adequate use of the Internal Market Information System, IMI) and easier access to information on the employment conditions of posted workers as well as migrant workers.

In this regard, and in accordance with one of the objectives set out in the project, the participating partners established a number of "bridges" to achieve greater and better cooperation and effective dialogue both among themselves and with social and public interlocutors in their countries.