

POSTING OF THIRD COUNTRY NATIONALS

MAPPING THE TREND IN THE CONSTRUCTION SECTOR

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1. ABOUT THE PROJECT

Con3Post explores a persistent and under-researched trend of recruiting and posting of third country nationals to work in the construction sector within the single European labour market. It seeks to produce new knowledge on the phenomenon, encourage transnational cooperation and exchange of information between key stakeholders in the EU and third countries, and increase access to information. Con3Post will innovatively contribute to a better understanding of challenges in the field of posting of third country nationals by:

- producing new knowledge by collecting and analysing primary data,
- conducting comparative research that allows for exploration of regional differences and looks at the phenomenon of recruiting and posting of workers from the perspective of all countries involved,
- developing multi-stakeholder recommendations based on empirical findings,
- utilizing a forward-looking approach by developing future scenarios,
- sharing information and establishing transnational cooperation with a lasting impact.

Con3Post brings together experts and stakeholders from **seven EU Member States: Slovenia, Austria, Italy, Finland, Poland, Estonia and Belgium**, and **a number of third countries** in the EU neighbourhood, to organise forums for the exchange of knowledge and information.

The participating countries represent EU Member States that are recruiting workers from third countries and posting them further, EU Member States that are receiving posted workers who are third country nationals, and third countries from which workers are recruited. Con3Post is focusing on recruitment from countries of the **Western Balkans, Northern Africa and non-EU Eastern European countries**.

Work will be organised in **6 Work Packages (WP)** in order to systematically **address the three carefully selected regional posting flows** and explore the phenomenon from the perspective of the stakeholders in the third countries, EU- sending countries and EU-receiving countries:

- **WP 1 – MANAGEMENT, COORDINATION AND ADMINISTRATION**

The Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU) is acting as the project coordinator and is also WP1 leader. It has set up the management and administration of the project and organized **the first project meeting** on 28th March 2019 in Ljubljana.

- **WP 2, WP 3 AND WP4 – THREE REGIONAL POSTING FLOWS**

Those three work packages are set out to identify and analyse trends of recruitment and employment of workers in the construction sector from:

1. **the Western Balkans**, most notably Bosnia and Herzegovina and Serbia, in **Slovenia** with the intention of posting them to work in **Central and Western EU** countries;
2. **the North Africa** (primarily Morocco and Tunisia) in **Italy** with the intention of posting them to work in **Central and Western EU** countries, e.g. Belgium and Germany;
3. **the Eastern European countries** that do not belong to the EU (e.g. Ukraine, Belarus) who are hired in **Poland**, with the intention of posting them to work in **Western and Eastern EU countries**, like Finland and Estonia.

In order to discuss those phenomena from the perspective of either EU-sending, EU-receiving or third country **nine regional joint visits** comprised of **a seminar, a focus group discussion and a foresight workshop** will be organised in Ljubljana, Vienna, Helsinki, Warsaw, Venice and Brussels. ZRC SAZU and the Ca'Foscari University of Venice have already organised the first Joint Visits held in Ljubljana and in Venice. The upcoming joint visit will be organised by University of Jyväskylä in September. Moreover, **three regional case study reports and policy briefs with multi-stakeholder recommendations** will be published and widely distributed to identified stakeholders and will be uploaded on partners' websites.

- **WP 5 – METHODOLOGY AND COMPARATIVE STUDY**

Based on the literature review, analysis of secondary sources and empirical research, **a comparative report with recommendations for national and EU-level authorities** will be prepared, published, widely disseminated and presented at **the final transnational conference that will be set up in Brussels**. The report will discuss current and future trends of recruitment of workers from third countries with the purpose of posting them to work on construction sites in other Member States. **It will compare the three posting flows explored in WP2, WP3 and WP4**. The report will address in particular the layers of vulnerability of workers, their labour rights and representation, social welfare and safety at work, as well as the challenges of managing increasingly transnational construction sites, monitoring violations and tackling undeclared work in the construction sector.

- **WP6 – COMMUNICATION, DISSEMINATION, EVALUATION**

The main aim of this WP is to ensure **effective communication of the research findings** to different audiences and **provide space for multi-stakeholder transnational cooperation and exchange of information** within and beyond the EU, contribute to **nourishing social dialogue** at the sectoral level. Throughout the project duration the activities and results will be communicated to wide public, including public authorities, social partners and companies and social workers via **a series of events** (9 joint visits and final project conference), **project brochure in 6 languages, 4 newsletters in 9 languages and a press release related to the final conference**.

2. PARTNER INSTITUTIONS



The Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU (Slovenia)) is the consortium leader and one of the leading research institutions in Slovenia. It brings together renowned researchers who work at 18 independent and interconnected institutes (i.a. **the Slovenian Migration Institute SMI**), which jointly constitute ZRC SAZU. They conduct high quality research, facilitate knowledge exchange, inform policy-making and public debate, and widely collaborate with fellow researchers across the EU and globally (<https://www.zrc-sazu.si/en>).

Project partners:



European Centre for Social Welfare Policy and Research (Austria) is a UN-affiliated intergovernmental organization established in Vienna in 1974 concerned with all aspects of social welfare policy and research. The European Centre aims at constructing bridges between stakeholders, sectors, countries, policies, and systems in the field of social welfare. It is currently building up cooperation in particular with EU acceding countries of Eastern Europe and countries of the Eastern Partnership (<https://www.euro.centre.org/>).



Ca' Foscari University of Venice (Italy) – established in 1868 as Royal Business College, was the first of its kind in Italy. Today, it is recognized as one of the best universities in the country offering its students diverse and ample study programmes. In **the Department of Philosophy and Cultural Heritage, the Laboratory for Social Research** carries out sociological studies and research, with particular attention to work, inequalities, migrations, racism and social citizenship (<https://www.unive.it/pag/17840/>).



University of Jyväskylä (Finland) – the mission of the University of Jyväskylä is to promote independent research and academic and artistic education, to provide higher education based on research, and to educate students to serve their country and humanity. **The Department of Social Sciences and Philosophy** is one of the leading social sciences units in Finland. In its research, this international and multidisciplinary unit focuses on social, political and cultural transformations (<https://www.jyu.fi/en/research/>).



University of Warsaw (Poland) – founded in 1816, is the leading university and research centre in Poland. **The Centre of Migration Research (CMR)** was established in 1993 and it remains a leading interdisciplinary inter-faculty research unit of the University of Warsaw, specializing in studies on migration processes in Poland and in Europe. Within the CMR researchers with sociological and economic backgrounds predominate but such fields as demography, political science, administrative law, social anthropology and cross-cultural psychology are also represented (<http://en.uw.edu.pl/research/research-units/>).

3. ASSOCIATE ORGANIZATIONS

Associate partners representing stakeholders from **7 Member States** work closely with project partners to ensure that the Action is successfully implemented. They contribute their expert knowledge, experience and opinion about the addressed issues at joint visit events and the final conference in **Brussels, Belgium in 2020**, assist in organising the events and promote project deliverables. Associate organisations include:

- European Federation of Building and Woodworkers, EFBWW (Belgium)
- Federal Public Service for Employment, Labour and Social Dialogue (Belgium)
- Ministry of Labour, Family, Social Affairs and Equal Opportunities (Slovenia)
- Regional State Administrative Agency for Soutwestern Finland (Finland)
- The Finnish Construction Trade Union (Finland)
- Ukranian Workers' Trade Union (Poland)
- Labour Inspectorate of Estonia (Estonia)
- Federazione Italiana Lavoratori Legno Edili e Affini (Italy)
- Confederazione Generale Italiana del Lavoro, FILLEA CGIL (Italy)
- UNDOC – The Trade Union Advice Centre for Undocumented Workers (Austria)
- European Trade Union Institute (Belgium)
- Association for Legal Intervention (Poland)

4. THE KICK-OFF IN LJUBLJANA



The first project meeting was held on 28th March 2019 at the Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU) in Ljubljana. The presentation of project aims and activities across working packages was followed by discussion on the implementation of activities. Then, the participants actively participated in a **methodological workshop** in order to discuss in-depth the innovative, forward-looking approach of the project. The project methodology includes **foresights** to

develop well-informed and knowledge-based future scenarios and possible corresponding strategic responses in the explored regions and on the EU-level. During the workshop team members developed such a foresight discussing plausible futures (what could happen) in the area of recruitment (migration) and posting of workers in the construction sector.

5. FIRST CON3POST JOINT VISIT



The first joint visit event took place at the Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU) in Ljubljana on June 5 and June 6. The morning session on the first day took form of **a focus group**. Seven participants representing different stakeholder groups took part in a three-hour intense discussion on posting of third country nationals in Slovenia. They shared their expertise and views on regional and EU labour market dynamics, skill shortages, labour migration and posting trends in Slovenia, violations of posted workers' rights and other layers of vulnerability of posted workers who are third country nationals. Data collected will be presented in the regional **case study report due in 2020**.



The afternoon session was **a seminar** for stakeholders and wider public entitled '**A new chapter in posting of workers**'. The speakers were Ms. Nancy Segers from the Belgian Labour Inspectorate (Federal Public Service Employment, Labour and Social Dialogue), Mr. Werner Buelen from the European Federation of Building and Woodworkers and Mr. Grega Malec from the Slovenian Ministry of Labour, Family, Social Affairs and Equal Opportunities. Ms. Segers spoke about the work of the Belgian Labour Inspectorate in the field of monitoring and responding to violations in the field of posting, the trend of posting of third country nationals in Belgium and the establishment of the European Labour Authority. Mr. Buelen presented the work of EFBWW in the field of posting in the construction sector and provided an overview of the complaint filed by EFBWW to the European Commission against Slovenia. Mr. Malec spoke about the Slovenian Transnational Provision of Services Act and statistical trends of employment of third country nationals and posting of workers in Slovenia. Each presentation was followed by a lively discussion.



The second day of the joint visit event was intended for **brainstorming** about possible future scenarios concerning recruitment, employment and posting of third country nationals in Slovenia. Six participants representing different stakeholder groups identified key drivers relating to the labour market dynamics in Slovenia and the wider region, skill shortages and supply of migrant labour. They considered **three possible scenarios** built around two predetermined axes of the matrix and chose the one most likely to happen in the year of 2035. The results of this **foresight workshop** will be presented in **the regional case study report due in 2020**.

6. THE UPCOMING EVENTS

In the second part of 2019 the Con3Post team will organise:

- 7 multi-stakeholder, two-day joint visit events comprised of a seminar, a focus group discussion and a foresight workshop in **Vienna, Helsinki, Warsaw, Venice** and **Brussels**;
- research seminar in Ljubljana;
- project meeting in Ljubljana.

Con3Post Final Transnational Conference will be held in **Brussels, Belgium in 2020**.

7. CONTACT

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