

## Fair European Labour Mobility (FELM) – Counselling Consortium

Germany

GENERAL INFORMATION	
Contact person	<p>Michaela Dälken, Project Manager, Gemeinnütziges Bildungswerk des Deutschen Gewerkschaftsbundes - DGB Bildungswerk e.V (German Trade Union Confederation)</p> <p><a href="mailto:michaela.daelken@dgb-bildungswerk.de">michaela.daelken@dgb-bildungswerk.de</a></p>
Member State	Germany
Name of the organisation and address	<p>Gemeinnütziges Bildungswerk des Deutschen Gewerkschaftsbundes - DGB Bildungswerk e.V. (German Trade Union Confederation)</p> <p>Franz-Rennefeld-Weg 5, 40472 Düsseldorf</p> <p><a href="https://www.fair-labour-mobility.eu/">https://www.fair-labour-mobility.eu/</a></p>
Type of body/organisation	National trade union
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	Fair European Labour Mobility (FELM) – Counselling Consortium
Geographical focus	<p>Cross-country</p> <p>(The German Trade Union Confederation works closely with partners in Hungary, Poland, Romania, Slovenia and Austria)</p>
Duration	<p>July 2022 – December 2023</p> <p>(The current project funding is under ESF+ but the project has been implemented similarly four times since 2015)</p>
Summary of the good practice	The Fair European Labour Mobility (FELM) Counselling Consortium established advisory centres for posted workers within trade unions in sending (i.e. Hungary, Poland, Romania and Slovenia) and in receiving

	<p>countries (i.e. Austria and Germany). The advisors provide individual assistance in the area of workers' rights. The FELM counselling centres work closely together with the Fair Mobility (<i>Faire Mobilität</i>)<sup>1</sup> counselling network of the German Trade Union Confederation.</p>
<p><b>OBJECTIVES AND ACTIVITIES</b></p>	
<p><b>Background/context</b></p>	<ul style="list-style-type: none"> <li>▶ The number of posted workers in the EU is continuously rising, between 2010 and 2017 the number of postings increased by 83 %. Data from 2019 show that there are more than 3 million posted workers in the EU, which represents an increase of more than 60 % compared to 2018.<sup>i</sup></li> <li>▶ Several factors increase the vulnerability of posted workers, such as the short duration of stay, limited language skills to communicate in the host country and the lack of a supportive network. If problems occur, posted workers might not know their rights or whom to ask for help.</li> <li>▶ Additionally, posted workers are disproportionately likely to work in sectors where labour rights are often circumvented, and occupational health and safety standards are undermined.</li> </ul>
<p><b>Objectives</b></p>	<p><b>General Objective:</b></p> <ul style="list-style-type: none"> <li>▶ To reduce the vulnerability of posted workers and ensure fair working conditions.</li> </ul> <p><b>Specific Objectives:</b></p> <ul style="list-style-type: none"> <li>▶ To set up a network of reliable counselling centres for posted workers, both in origin and destination countries to provide tailored information and advice to posted workers.</li> <li>▶ To raise awareness on the challenges and needs of posted workers.</li> </ul>

<sup>1</sup> Fair mobility network: <https://www.faire-mobilitaet.de/en/ueber-uns>

<p><b>Main activities</b></p>	<ul style="list-style-type: none"> <li>▶ The advisory centres in Austria, Poland, Romania, Slovenia and Hungary support employees who are to be sent to Germany or Austria or who return from the country after a posting.</li> <li>▶ The advisors from the Fair European Labour Mobility (FELM) Counselling Consortium give free advice to posted workers, exchange information on laws and regulations and work individual cases to support workers claiming their rights. For example, they can identify together which companies have been involved in the posting process, whether salaries have been paid adequately and whether the working conditions meet the standards established by the national law.</li> <li>▶ The FELM counselling consortium provides insights, updates and analysis on European labour mobility, addressing, in particular, posting and migration from eastern Europe to Germany.</li> <li>▶ The consortium also publishes information on its website to inform authorities, policymakers and other stakeholder about the needs of posted workers. This also includes the publication of relevant cases the advisors faced and solved.</li> <li>▶ Additionally, the counselling consortium organises information events for posted workers and shares information on social media for authorities, policymakers and other stakeholders.</li> </ul>
<p><b>Relevance</b></p>	<p>The objectives of this activity include the provision of information on labour rights and working conditions for posted workers.</p>
<p><b>Funding/organisational resources</b></p>	<p>The project received European funding under the European Social Fund Plus (ESF)<sup>ii</sup> and closely cooperates with the DGB counselling network <i>Faire Mobilität</i>, the DGB Bildungswerk e.V. and all four partners also contributed own funds.</p>
<p><b>PARTICIPATION</b></p>	
<p><b>Stakeholders involved</b></p>	<ul style="list-style-type: none"> <li>▶ DGB Bildungswerk e.V. Germany (in cooperation with</li> </ul>

	<p>the DGB counselling network <i>Faire Mobilität</i>)</p> <ul style="list-style-type: none"> <li>▶ National Trade Union Bloc Romania (BNS)</li> <li>▶ Austrian Trade Union Federation (ÖGB)</li> <li>▶ All Poland's Alliance of Trade Unions (OPZZ)</li> <li>▶ Hungarian metalworkers' union (Vasas)</li> <li>▶ The association of free trade unions of Slovenia (ZSSS)</li> </ul>
<b>Target groups</b>	<ul style="list-style-type: none"> <li>▶ Posted workers (with no need to registered in a trade union).</li> <li>▶ Authorities, policymakers and other stakeholders that are involved in the posting of workers.</li> </ul>
<b>Final beneficiaries</b>	<ul style="list-style-type: none"> <li>▶ Posted workers from the four targeted sending countries (Hungary, Poland, Romania, Slovenia) working in Germany or Austria.</li> </ul>
<b>ACHIEVEMENTS &amp; RECOGNITION</b>	
<b>Results and outcomes</b>	<ul style="list-style-type: none"> <li>▶ During the previous project, between January 2021 and June 2022, the counselling reached almost 1 300 people. The advisors took on more than 880 cases. Similar numbers are expected for this project cycle but data are not available yet.</li> <li>▶ 90 % of the workers indicated in internal evaluations that the counselling services were beneficial. Most cases concerned payments, or requested information concerning working abroad, social security benefits, unemployment and pension. Other issues concerned the self-decided ending of contract, dismissal or other contract related problems.</li> <li>▶ Most of the workers (nearly 50 %) reached out to the advisory centres for support while being in the country of workplace (mostly Germany). 42 % needed support after returning to their home country while the rest requested support prior to their departure.</li> </ul>
<b>Recognition – national or</b>	The practice has not received explicit recognition at

<b>regional level</b>	national or regional level.
<b>Recognition – outside your MS</b>	The practice receives funding from the European Union, but it has not yet received explicit recognition.
<b>Cost effectiveness</b>	<ul style="list-style-type: none"> <li>▶ The practice is cost-effective as it builds on existing resources and structures, producing positive synergy effects.</li> <li>▶ The highest costs are personnel costs for the advisors in different Member States.</li> </ul>
<b>Transferability</b>	The practice established in the project can easily be transferred to other sending countries and is transferable to other sectors. One key success factor of the project is the involvement of trade-union organisations and counsellors in several countries.
<b>Sustainability</b>	<p>The sustainability of the project is related to the following aspects:</p> <ul style="list-style-type: none"> <li>▶ Building on an existing network and re-using previously mobilised resources;</li> <li>▶ Empowering posted workers, so that they are able to claim their rights in future by themselves and are aware of possible irregularities before they start to work;</li> <li>▶ Spreading the knowledge, recommendations and cases of posting among trade unions, policy makers and other relevant stakeholders;</li> </ul>
<b>Innovativeness</b>	<p>Innovative aspects of the practice include the following:</p> <ul style="list-style-type: none"> <li>▶ Supporting posted workers at all stages of their employment and in the languages of their countries of origin;</li> <li>▶ Not only providing information, but also actively supporting posted workers in claiming their rights;</li> <li>▶ Setting-up a cooperation between trade unions across countries to improve targeted counselling services;</li> </ul>

**Digitalisation**

The project does not have a particular focus on digitalisation.

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<sup>i</sup> [Publications catalogue - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](#)

<sup>ii</sup> Call: ESF-2021-POW Posting of workers: enhancing administrative cooperation and access to information