

#EULabourAuthority

# Working group on information

Agendas and summaries

# Agenda

9 June 2023, Online

17<sup>th</sup> meeting of the ELA working group on information

No	Time	Title
	09:00 - 09:30	<i>Connection test</i>
1.	09:30 - 09:40	ELA Introduction
2.	09:40 - 09:45	Adoption of the agenda and the Summary of deliberations from the previous Working Group on Information meeting
		<b>Part 1: 2023 ELA ongoing activities and spotlights</b>
3.	09:45 - 10:15	Overview of ELA's activities in 2023 [information]
4.	10:15 - 10:45	Awareness survey on labour mobility services – main findings [information and discussion]
5.	10:45 - 11:15	Lessons learnt booklet for single national websites for posting of workers [information]
	11:15 - 11:30	<i>Coffee break</i>
		<b>Part 2: 2024 Work Programme and beyond</b>
6.	11:30 - 12:30	Potential information activities in 2024 and beyond [information and discussion]
7.	12:30 - 13.00	AOB

# Summary of deliberations

9 June 2023, Online

## 17<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its 17th meeting online on 9 June 2023. During this strategic meeting, the Authority informed participants of ongoing and prospective activities managed by ELA's Information sector. The agenda comprised four items, the results of which are summarised below.

The agenda for this meeting and the summary of deliberations of the previous one were approved by the participants.

### 1. Overview of ELA's activities in 2023

ELA commenced developing communication materials on the *posting of workers in the construction sector*. These included an awareness raising campaign to be launched in autumn, and information leaflets on workers' and employers' rights and obligations. ELA announced that information events targeting workers were being conceptualised and that the first event for employers was planned for October 2023. In addition, a call for good practices on how to reach construction workers and a mapping of available web information on posting of workers in the construction sector were ongoing. ELA confirmed that website reviews and workshops would remain available for interested Member States.

ELA updated Members on the continuation of its *road shows on road transport* with events held in Latvia (30 May), and scheduled for Germany (27 June) and Poland (28 June). ELA informed Members that it would share the Road2FairTransport campaign material through CIRCABC.

Regarding the *free movement of workers*, and specifically seasonal work, ELA announced that it would continue with mutual learning and exchange activities in 2023. The Authority would also continue to explore potential digital tools to facilitate communication and exchange among national stakeholders, with first results expected in the second half of the year.

ELA presented its first plans for information activities in the area of *social security coordination* in cooperation with the Administrative Commission. These would cover, e.g. the mapping of EU and national online information sources, reviewing relevant websites, and collecting and sharing good practices in the area of social security information provision. The objective would be to contribute to better access to information, including by developing approaches to present the information in a standardised way.

ELA provided an update on the uptake and topics of interest under the translation facility in 2023, with social security and free movement of workers in the lead. Member States were invited to make use of the facility by submitting more requests. ELA's terminology project was highlighted, as it aims at ensuring high quality and reliable translations in a coherent manner.

Other activities presented were the *feasibility study on innovative digital information tools* to be finalised by December 2023 and the methodological review of the *Labour market information section on the EURES portal*, with main deliverables expected in the second half of the year. The concept of website reviews was agreed to be extended to national EURES webpages; the cooperation with the Your Europe portal would cover a review of the posting of workers section in 2023.

During the discussions, a question was raised regarding the link between social security activities and the Posting 360 programme. ELA clarified that these activities would cover a broader range of topics, including, but not exclusively, posting of workers. An additional remark was related to ELA's forthcoming checklist and the leaflet on the posting of construction workers, which brought into question the target group of the checklist and the rationale for keeping the leaflet generic. ELA explained that the checklist aims at supporting employers in receiving countries to have necessary documentation ready for inspections, and further alluded to the importance of keeping the leaflet generic to be accessible to different target groups.

ELA invited participants to express interest in participating in any mentioned activities.

## 2. Awareness survey on labour mobility services – main findings

Late 2022, ELA rolled out a survey on labour mobility services to find out more about social partners' knowledge, use and satisfaction with the existing labour mobility services, as well as to find out the needs of workers and employers in terms of information and services provision. A similar survey was launched among the EURES network.

The results indicated that most of the services were still not widely known and used, and that there could be room for improvement in structural cooperation between the services. In terms of content, information on the posting of workers was both needed and not sufficiently provided. There also appeared to be a need for information on necessary administrative steps in other countries and on the rules applicable to

specific types of labour mobility (i.e. frontier work, seasonal work, cross-border telework, etc.).

In terms of the format in which information and services were provided, FAQs and guided navigation were preferred by social partners. Results further showed that respondents from trade unions and EURES favoured in-person support, whereas employers' respondents preferred individualised support provided by e-mail. Overall results confirmed that personal advice was considered necessary. Chatbots, reports and contact forms were considered least effective.

More generally, a lack of harmonisation among information sources was identified and a single entry point and/or a tool to help navigate when looking for information and support were advocated for.

The identified issues could be addressed by promoting the existing services to end-users; improving cooperation and synergies across the existing services; continuously improving and streamlining relevant portals; developing new complementary tools and improving information to meet the need for clear guidelines on specific types of labour mobility rules and administrative procedures in other Member States.

Discussions covered the challenge of creating tools as interactive and adaptable as possible with sourced, updated, and high-quality information, on specific aspects of labour mobility such as applicable wages in the Member State where the work is carried out, or the identification of the employment status. Some social partners underlined that posting websites address primarily employers and to a lesser extent workers.

### [3. Lessons learnt booklet for single national websites for posting of workers](#)

Since the booklet's content had been previously discussed with the group and experts provided their contribution prior to the meeting, ELA proposed various ways of dissemination among competent national authorities and social partners considering most of the information available in the booklet could be applied also to websites other than those related to posting. ELA suggested making the booklet available on its website, to which no opposition was expressed.

ELA informed Members that it remains open to any suggestions for further dissemination of the document.

### [4. Potential information activities in 2024 and beyond](#)

ELA outlined possible activities in the field of information provision. The activities presented were subject to the Authority's Management Board approval.

ELA highlighted the continuation of efforts to align different activities amongst its Units and, in accordance with the Authority's legal mandate, focused on five areas: free movement of workers, posting of workers, social aspects of international road transport, social security coordination, tackling undeclared work.

Transversal activities included the continuation of the translation facility, the organisation of mutual learning and exchange events related to effective information provision and a focus on digitalisation and emerging forms of mobility such as cross-border telework. These activities would be supported by the implementation of an AI driven solution to provide a 'one stop shop/web hub' for labour mobility information based on existing European and national sources of information.

ELA informed Members that awareness raising campaigns would be organised more frequently, that is several smaller campaigns during the year instead of a single focus annual campaign, continuing or deepening past campaigns and new sectors or topics.

In the area of posting of workers, the Authority confirmed that the call for national website reviews and hands-on workshops would be maintained in 2024-2025, accompanied by the development of a sample outline for effective information provision on national posting websites for voluntary use in the Member States. Events in the construction sector were planned to continue also, expanding the target group. In addition, a mapping of information needs of vulnerable groups like posted third-country nationals, as well as their employers was planned to be organised.

In the area of free movement of workers, ELA shared its intention to launch activities intended to improve the measurement of seasonal work using national and EU data sources. EURES's 30 years anniversary activities were expected to be prominent in 2024. ELA informed Members of the intention to rethink the methodology and presentation of the EURES labour shortages and surplus information, with a more interactive and more frequently updated application in cooperation with other actors like public employment services, Cedefop or Eurofound.

ELA confirmed that Road transport activities would continue (including those mentioned above for posting of workers). The reuse and adaptation of the 2022 campaign material would be encouraged to address shortages in the sector.

In the area of social security coordination, activities to improve relevant EU and national level information provision (i.e., towards employers regarding registration and payment of contributions) were planned to be enhanced, including on dedicated EURES pages. It was also announced that targeted information campaigns would be developed from 2025 onwards.

In the area of preventing undeclared work, improving EURES portal information on this subject was considered.

The Information sector shared plans to conduct a survey among the Members of the Working Group to assess past activities and gather suggestions for prospective initiatives.

Discussions addressed priorities of aspects to be covered, notably the EURES portal as a valuable tool for information provision, cross-border activities including seasonal work and telework (as well as related social security issues), and bogus self-employment. At the time of the meeting, information regarding living and working conditions on the EURES portal was under review.

## 5. AOB

Participants raised questions with regards to the Authority's request for Member States to nominate a point of contact for communication campaigns, and its role vis-à-vis the members of this Working Group. ELA clarified that it aims to have an established group of experts to cooperate with authorities on the covered campaign topics, and highlighted the role of social partners, notably in the dissemination phase of the campaigns.

ELA informed the participants that the Authority was reviewing the content, organisation and setup of its Working Groups, and that additional feedback might be requested from the members.

The Authority announced that the next Working Group meeting would be strategic and held online on 5 December 2023. Further information will follow.

# Agenda

**15 March 2023, Bratislava and online**

16<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on the posting of workers in the construction sector

No	Time	Title
	9:00-9:30	<i>Connection test and welcome coffee</i>
1.	9:30-9:40	ELA Introduction
2.	9:40-9:45	Adoption of the agenda and of the Summary of deliberations from the previous Working Group on Information
		<b>Part 1: ELA information campaign on the posting of workers in the construction sector</b>
3.	9:45-10:15	Presentation of key findings of the target audience analysis and survey conducted by ELA [information]
4.	10:15-10:45	Presentation of the draft campaign plan [information]
5.	10:45-11:15	Presentation of the draft key messages for the campaign [information]
	11:15 – 11:30	<i>Morning break</i>
		<b>Part 2: Channels of information in the posting of workers</b>
6.	11:30 – 12:15	Presentation of the INFO-POW study: Assessment of the channels of information and their use in the posting of workers [information]
7.	12:15 – 12:45	Information event for employers [discussion]
8.	12:45 – 13:00	Websites to provide information on the posting of workers [information]
	13:00 - 14:00	<i>Lunch break</i>
		<b>Part 3: Other ELA activities in the posting of workers in the construction sector</b>
9.	14:00-14:15	ELA's plan for the construction sector [information]



10.	14:15 – 14:30	Update on the ELA report ‘Construction sector: issues in information provision, enforcement of labour mobility law, social security coordination regulations, and cooperation between Member States’ [information]
11.	14:30 -14:45	Call for good practices 2023 (Priorities: Construction and Preventing social security fraud) [information]
12.	14:45 -15:00	AOB
	15:00	<i>Closing</i>

# Summary of deliberations

**15 March 2023, Bratislava and online**

## 16<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on the posting of workers in the construction sector

The ELA Working Group on Information held its 16<sup>th</sup> meeting on 15 March 2023, in a hybrid format. During this thematic meeting, dedicated to the posting of workers in the construction sector, the Authority wished to gather inputs from the Working Group members and sectoral experts on the current and future activities. The agenda comprised twelve items, the results of which are summarised below.

The agenda was approved by the participants. Social partners asked to include in the summary of deliberations of the previous meeting that workers need to have access to their data and to be notified when their data was exchanged. The Authority agreed to make the requested adaptations to the summary of deliberations available in the folder dedicated to this Working Group on CIRCABC.

### 1. ELA information campaign on the posting of workers in the construction sector

ELA gave an overview of the planned campaign on the posting of workers in the construction sector and its current state of implementation with the creation of an external network of communication experts, an internal horizontal communication group, and the organisation of focus groups that provided input for the campaign's key messages. The Authority further presented the in-house conducted analysis on the identified primary target groups of the campaign, i.e. employers and employees in the construction sector. This analysis aimed at gathering insights into the target groups' media use in addition to drafting *personas* for better targeting during the campaign period. ELA outlined the key findings of this analysis including the list of the main

sending and receiving Member States for employers and employees in the construction sector in general and more specifically for posted workers. The Authority kindly asked the Working Group members to share any other information they might have, relating to mobile applications relevant to posted workers in the construction sector, as well as national-level data on posted workers' countries of origin and any other data potentially relevant for tailoring the campaign.

ELA informed the participants about the campaign's goals for 2023: to provide valuable information on legislation, rights, and obligations related to the posting of workers in the construction sector, along with raising awareness on the benefits of declared work. The Authority further provided an overview of the means that would be used, the campaign's general timeline and upcoming next steps. ELA also announced that the campaign is multi-annual and is planned to be continued in 2024, potentially with other topics to be covered. ELA introduced the campaign survey, designed to collect additional inputs on the target groups. The survey will be circulated among the campaign partner network which is currently being set up. Working Group members are encouraged to answer the survey, too.

ELA presented the campaign's key messages for the different target groups and explained the process of their development. The key messages aim at establishing common ground and informing target groups on the nature of posting, as well as the rights of posted workers and the obligations of their employers. An outlook was given on potential messages for a continuation of the campaign in 2024.

Participants were generally positive on the key messages with some remarks stressing the need to associate national partners, namely administrations and social partners. ELA thanked the members of the Working Group for their advice. The Authority affirmed that some key messages shall be adaptable to the national context of the Member States, and that national social partners will be consulted when adapting the content to national contexts.

## 2. Channels of information and their use in the posting of workers

Sonila Danaj from the European Centre for Social Welfare Policy and Research gave an overview of the INFO-POW study, a project that brings together partners from Austria, Belgium, Italy, Slovakia, and Slovenia to identify new and existing information needs regarding the posting of workers in the construction sector in these countries. Ms. Danaj introduced the methodology and data collection process and also presented preliminary findings. The participants welcomed the research approach and asked for clarifications regarding the survey's specifics which were provided by Ms Danaj. The Authority thanked the European Centre for Social Welfare Policy and Research for their presentation.

ELA presented the concept for an event directly addressing employers in the construction sector, scheduled to take place in the second half of 2023. The Group

members expressed their appreciation of the initiative. They were especially positive when referring to the testimonials and destination-specific sessions, and suggested some further topics to be addressed. Some members of the Working Group explicitly underlined the need for such an activity and showed interest in having more than one event of this kind, as they assured the Authority of their support with the preparation, advertising and organisation of the event. Member States are invited to inform ELA if they were in the position to host the above-described information event in 2023 or similar events in 2024.

ELA informed the participants of its intent to conduct a non-comprehensive mapping of web information related to the construction sector, for internal purposes. The Authority shared with the Working Group its objective to jointly with volunteering Member States develop a sample outline which could serve as an inspiration for further improvements/upgrades of the existent national websites on the posting of workers.

Participants asked for clarification as regards the sample outline. ELA affirmed that the intention is to help Member States further improve their single national websites on posting. The activity will build on and enhance previous work jointly done in this context, notably the peer reviews. The Authority clarified that the exercise relates to the single national websites on posting, not a separate/parallel website on posting in construction. On suggestion of several Working Group members, a modular approach – focusing on individual sections or types of information – will be considered. ELA further confirmed that the peer reviews will be continued and encouraged Member States to inform ELA about their review needs.

### 3. Other ELA activities in the posting of workers in the construction sector

The Authority presented planned activities by the different units.

Following up on the information shared in previous Working Group meetings, the Authority gave an update on the report ‘Construction sector: issues in information provision, enforcement of labour mobility law, social security coordination regulations, and cooperation between Member States’. ELA recalled that the aim of the study is to provide a comprehensive account of challenges related to EU labour mobility in the construction sector. The report focuses on issues identified as particularly relevant by national competent authorities most affected by labour mobility in the construction sector. It also provides examples of how these issues can be effectively addressed. The report and its recommendations shall inform ELA’s operational activities in the construction sector. ELA announced the tentative timeline of having a draft final report by the end of April and a final report by the end of May 2023, with a launch event in June.

ELA reminded the Group members that the current call for good practices was launched at the end of January 2023 with a deadline to apply by 30 June 2023. The

aim is to promote the exchange, dissemination and uptake of good practices and knowledge collected among Member States. Priorities of this year's call are construction and preventing social security fraud, with the possibility to submit good practices on other topics in the field of EU labour mobility. The calls for good practices are launched on the website, together with all the relevant information, including a definition of good practices, as well as good practice criteria. The Authority each year selects exemplary practices. 2022 exemplary practices will be presented at the good practice ceremony in June 2023 in Bratislava. Furthermore, all good practices will be added to the good practice database once established. ELA invited the participants to spread the good practice call, available here: [Call for good practices 2023 | European Labour Authority \(europa.eu\)](#).

#### 4. AOB

The Authority informed the Group members that ELA is in the process of fine-tuning the booklet on lessons learnt and will share it with the Working Group members once it is finalised.

The next Working Group meeting will be held online in June 2023. Another meeting might take place in September. The Authority will contact the participants to communicate the concrete dates soon.

# Agenda

1 December 2022, online

15<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:15 – 9:30	<i>Connection test</i>
	9:30 – 9:45	ELA Welcome and introduction
<b>1.</b>	<b>09:45 – 10:45</b>	<b>Road transport</b>
		Road show on road transport – lessons learnt and way forward in 2023 [information and discussion]
		ELA road transport campaign – update on first results and experiences [information]
		Update on reviews of Your Europe and national websites on information on road transport and way forward 2023 [information]
<b>2.</b>	<b>10:45 – 11:00</b>	<b>Translation Facility</b>
		Translation Facility: figures and updates [information]
	11:00– 11:15	<i>Coffee break</i>
<b>3.</b>	<b>11:15 – 12:10</b>	<b>Seasonal work and free movement of workers</b>
		Pilot project ‘Effective information provision to seasonal workers and employers – Mutual learning and exchange across Member States’ – lessons learnt and way forward in 2023 [information and discussion]
		Call for good practices in information provision on seasonal work 2022 – overview of the initiative and next steps [information]
		ELA Survey on the availability of stakeholder exchange fora on transnational labour mobility – introduction [information]
<b>4.</b>	<b>12:10 – 12:35</b>	<b>Information provision through a web hub</b>

		First ideas on an information web hub [information and discussion]
	12:35 – 14:00	Lunch break
<b>5. 14:00 – 14:50 Posting of Workers</b>		
		Booklet ‘Lessons learnt for single national websites on the posting of workers’ – Update on the consultation [information]
		ELA information activities in posting of workers in construction for 2023 – follow-up [discussion]
		State of play on the development of a template for the eDeclaration [EC presentation]
<b>6. 14:50 – 15:20 Information provision for displaced persons from Ukraine</b>		
		Effective communication and information provision to people fleeing Ukraine – lessons learnt in Czechia [information]
		ELA activities regarding Ukraine: EU Talent Pool Pilot information campaign and mapping exercise in the field of access to employment and social security for displaced persons coming from Ukraine – Update and way forward in 2023 [information]
<b>7. 15:20 – 15:35 Working Group organisation</b>		
		Tentative calendar of the meetings in 2023 [information]
<b>8. 15:35 – 16:00 AOB and closing remarks</b>		

# Summary of deliberations

**1 December 2022, online**

## 15<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information met for the 15<sup>th</sup> time on 1 December 2022. The meeting was held in online format on Webex.

The purpose of the strategic meeting was to give an overview of the current and past activities, as well as to provide the participants with an outlook for the future.

The summary of deliberations of the previous meeting was adopted by the Working Group in this meeting.

The agenda for this meeting was adopted by the Working Group and covered the following items, the main results of which are reported as follows:

### 1. Road transport

ELA informed the Working Group about the local information events organised in 2022 and invited the group to discuss lessons learnt and way forward in 2023, including a comparison of onsite and online formats. ELA described the aim of the events, disseminating information on the posting of drivers and driving and resting time, to reach operators and drivers in the road transport sector directly either onsite or online. The first event took place in Romania on 16 October in conjunction with the launch of ELA's social media campaign Road to Fair Transport ([#Road2FairTransport](#)), onsite at a truck stop in Lugoj, Romania where 54 operators and 38 drivers were present. The Lithuanian event was held online on 29 November with 66 operators and 26 drivers present. An event in Riga is planned for 8 December, and a joint event between Germany and Poland is foreseen in 2023. ELA invited interested Member States to express interest to organise a local event. ELA embraced the need for further assessment and monitoring of the roadshow events, as pointed out by several participants. The Authority gave an update on the ongoing awareness raising campaign Road to Fair Transport, with four campaign topics: posting of drivers, driving and resting times, enforcement activities, and the tachograph. Participants were invited to follow ELA's social media channels and to use the hashtag [#Road2FairTransport](#), as well as the campaign materials made accessible



through the ELA campaign website. Participants welcomed the campaign activities and expressed their appreciation of the flyers, in particular.

ELA equally updated the Working Group on the reviews of the road transport sections of the Your Europe Portal and national websites for information on road transport and discussed with the group the way forward in 2023. According to the satisfaction survey circulated among participants, the process and the outputs are viewed positively and some of the suggestions have already been put into practice. The exercise remains open for future participation and volunteering Member States are welcome to express their interest.

## 2. Translation Facility

ELA provided a periodical update on the Translation Facility for Information, including an overview of the 2022 figures and an outlook for 2023. A satisfaction survey is planned for early 2023. ELA informed the group about an ongoing terminology project to ensure quality of translations. ELA reminded participants of the eligibility criteria. Social partners voiced their dissatisfaction about not being able to use the translation facility, pointing towards social partners' crucial role in providing information to workers. ELA informed that based on similar previous feedback, a legal assessment was done during summer 2022, confirming that the current founding Regulation limits access to the Translation Facility for Information to Member States.

## 3. Seasonal work and free movement of workers

ELA updated the participants on the two onsite workshops which took place on 18 October in Venice and on 8 November in Sofia under the pilot project for mutual learning and exchange on effective information provision in seasonal work across Member States. A third workshop is planned for 24 and 25 January 2023 in Bratislava. The workshops gather 60 experts from 10 Member States. ELA presented to the group the concept and objectives of the pilot project. Participants gave positive feedback regarding the workshops and useful contacts established, as well as the extension of the format to two days instead of one. Member State experts suggested considering a similar project for the construction sector. ELA thanked the experts for the feedback and support in designing the workshops.

Following the call for good practices, launched on 26 June on the ELA website, 20 applications were received, 11 of which concerned seasonal work. In a next step, these good practices will be elaborated, based on their effectiveness, transferability, sustainability, innovativeness and digitalisation and formulated in good practice fiches, to be ready within one year. During the discussion ELA clarified that non-digitalisation will not result in elimination of an example of good practice, and criteria might be further revised. ELA shared that a new call will be opened in 2023 focusing on the construction sector.

ELA updated the group on the structure and timeline for a survey on the availability of stakeholder exchange fora on transnational labour mobility. The questionnaire rollout is foreseen for early 2023. ELA extended the invitation to the Working Group to participate and disseminate the survey.

#### 4. Information provision through a web hub

ELA described the aim of creating a web hub aggregating existing information in one place, as called for in the ELA founding Regulation. The hub shall provide tailored sections for different target groups, cover different kinds of labour mobility, be available in multiple languages, and facilitate information on specific topics. It aims at bringing the information to the information seeker, probably by using advanced technologies, to reduce users' efforts in identifying and accessing the information they look for. During the discussion, several participants asked for clarification regarding the difference between the ELA web hub and Your Europe Portal / single digital gateway. ELA confirmed to continue to cooperate with Your Europe Portal and relevant stakeholders to ensure existing information and efforts are not duplicated. Ongoing activities such as the feasibility study on innovative digital information tools and the results of the awareness survey will feed into further development of the web hub concept. Participants were informed that ELA plans to involve Member States and social partners in the establishment of the concept/plan of the web hub in 2023 and asked for their support.

#### 5. Posting of workers

ELA informed the Working Group that a final draft version of the booklet 'Lessons learnt for single national websites on the posting of workers' is to be expected by the end of January 2023, compiling the conclusions from 18 website peer reviews. The tentative deadline for the final version of the booklet is April 2023.

As construction will be ELA's focus sector in 2023, ELA presented 3 strands of activities for information provision in posting of workers in construction: (1) an information and awareness raising campaign, (2) events, and (3) a good practice call. Social partners confirmed their continued support in the campaign design phase. Both the Member States and social partners stressed the need for information on occupational safety and health.

The Commission informed the Working Group that it will work with the Member States on a voluntary basis to devise a common form for the declaration on the posting of workers, in an electronic format, whilst respecting national systems. Member States are invited to take part in the design and operational process. During the discussion, social partners highlighted the topic of data protection, namely that workers need to have access to their data and need to be notified when their data is being exchanged.

## 6. Information provision for displaced persons from Ukraine

A representative from Czechia shared lessons learnt regarding effective communication to people fleeing Ukraine with the Working Group members, including cooperation models between stakeholders and effective modalities of information dissemination.

ELA informed participants about the EU Talent Pool Pilot information campaign. The target audience of the campaign includes jobseekers, EU employers, and stakeholders. Key messages focus on the needs of the job seekers, the safety of using the EU Talent Pool Pilot in protecting their personal data, and the usefulness of the EU Talent Pool Pilot in facilitating mobility. All communication deliverables will be shared and can be adapted by Member States to their own needs. Participation is voluntary and the measures and implementation are to be decided by the Member States.

ELA updated the participants on the mapping exercise on national measures in the field of access to employment and social security for displaced persons coming from Ukraine. The main goal of the exercise is to provide an overview of national measures regarding employment and social security for beneficiaries of temporary protection, in the form of country fiches. Two updates to the fiches are planned for 2023, of which the first is due in February/March. Fiches can be found on the ELA website. The group was encouraged to use their own channels to distribute the information. Links to updated fiches will be shared with the Working Group when available.

## 7. Working Group organisation

Following the request for fewer meetings and better coordination, the tentative calendar – including three meetings – has been included in the meeting documents. A thematic meeting on construction is planned for March, while the strategic meetings are likely to take place in June and in November / December. Participants pointed towards possible overlaps with national public holidays.

## 8. AOB and closing remarks

ELA informed the participants of the launch of a survey in November. With this survey run among national social partners, ELA aims to learn how aware social partners, workers and employers are about EU labour mobility services, what they appreciate about them, and what is missing or should be improved. A corresponding awareness survey has also been disseminated among the EURES network.

# Agenda

25 October 2022, online

14<sup>th</sup> meeting of the ELA working group on information

Second thematic meeting on posting of workers

No	Time	Title
	09:30 – 09:45	Connection test
1	09:45 – 10:00	ELA Introduction <i>[information]</i>
2	10:00 – 10:45	Booklet: Lessons learnt for single national websites on the posting of workers <i>[information and discussion]</i>
3	10:45 – 11:00	Translation Facility: 2022 figures and possible application for declaration portals <i>[information]</i>
4	11:00 – 11:15	Providing information on national posting legislation: proposal for a toolkit <i>[information]</i>
	11:15 – 11:30	Coffee break
5	11:30 – 11:50	ELA study "Construction sector: issues in information provision, enforcement of labour mobility law, social security coordination regulations, and cooperation between Member States" <i>[information]</i>
6	11:50 – 12:50	First ideas for new ELA information activities in posting of workers in the construction sector for 2023 <i>[discussion]</i>
7	12:50 – 13:30	<b>AOB &amp; closing remark</b>

# Summary of deliberations

25 October 2022, online

## 14<sup>th</sup> meeting of the ELA working group on information

Second thematic meeting on posting of workers

The ELA Working Group on Information met for the 14<sup>th</sup> time on 25 October 2022. The meeting was held online via the Webex platform. The purpose of this second thematic meeting was to discuss ongoing and future ELA information activities related to the posting of workers, with the special focus on activities planned for 2023, targeting the construction sector.

### 1. ELA Introduction

In the introductory remarks, ELA recalled the future challenges in the field of posting of workers and stressed the importance of the Working Group's advisory role in this regard. Member States pointed out that the high number of overlapping meetings was challenging on participants' schedules. One Member State enquired about the possible relaunch of the Committee of Experts on Posting of Workers. The Authority informed that no single Working Group on the Posting of Workers was planned to be established within ELA.

### 2. Booklet: Lessons learnt for single national websites on the posting of workers

ELA shortly presented the draft booklet 'Lessons learnt', a practical document that captures the observations and conclusions made during the 1.5 year exercise of conducting the peer review sessions on the national websites on the posting of workers. This exercise produced 18 country specific reports. The draft booklet was provided to the Working Group experts for advance consultation to allow for discussion in the meeting.

Participants generally welcomed the exercise and made further suggestions on the improvement of the booklet. Some found it a useful checklist for future website relaunches while others reminded that they would not be able to use the booklet due to national policies. It was highlighted that it should be made explicit in the booklet that the application of the findings should remain voluntary.

ELA invited further feedback via email after the meeting. The revised version will be circulated among the Working Group for additional comments, and – in line with the Working Group's Rules of Procedure – members will be invited to give their opinion about the publication of the booklet.

### 3. Translation Facility: 2022 figures and possible application for declaration portals

ELA presented the development of translation requests for information and the current state of the Translation Facility's budget consumption. Member States stressed the importance of this service to them. The Authority encouraged them to submit further requests and upload translations already planned as soon as possible. This is also possible for Member States that have used their initially designated budget already.

### 4. Providing information on national posting legislation: proposal for a toolkit

In the previous Working Group meeting on posting of workers in March, ELA presented a proposal for a potential toolkit which would gather information on applicable national legislation. Against the feedback received in the meeting, the Authority revisited the idea and in the current meeting suggested to postpone any operational steps. The future Web hub approach envisaged in the draft Work Programme 2023 should be a way to consolidate and aggregate national information in a European tool to be used as a forum. Participants agreed on the approach.

### 5. ELA study 'Construction sector: issues in information provision, enforcement of labour mobility law, social security coordination regulations, and cooperation between Member States'

ELA's Labour Market and Risk Analysis team presented the outline of a study that is about to be launched, addressing challenges in the construction sector in terms of availability of information on legislation, enforcement and cooperation between MS. The scope and objectives were explained, the main founding blocks defined and it was stressed that the exercise was still in the inception phase, open for cooperation with Member States, their national authorities and for further adaptations of proposed methodology in accordance with the expressed interests and needs.

In the following discussion Member States enquired whether the findings of the report were used to design ELA's activities on the sector in 2023 and whether further countries could be included in the analysis. Furthermore, the timeline and close involvement of national stakeholders were discussed. ELA clarified that national authorities and social partners will be associated through NLOs. The country selection will be finalised as well in close cooperation with NLOs. The report will have a multi annual perspective rather than solely focusing on 2023.

## 6. First ideas for new ELA information activities in posting of workers in the construction sector for 2023

ELA presented an outline and proposed activities for next year's focus on posting in the construction sector. Ideas included an awareness-raising campaign, the organisation of national events focussing on country-specific challenges and priorities, new information tool(s) and a good practice call. Working Group experts were invited to contribute further ideas and good practices from their Member States or respective fields. Social partners stressed the need to include the topic of temporary work agencies and the applicability of posting rules to all types of employment. They also volunteered to play an active role in the planned campaign, both on EU and national level. The discussion further touched upon matters such as the introduction of social security ID cards, the role of Third Country Nationals as well as the practice of subcontracting.

## 7. AOB & closing remarks

The closing notes for the meeting included information on:

- the continuously open call to express the interest for participation in peer reviews of national websites on posting of workers and hands-on-workshops
- information about ELA's cooperation with DG GROW in improving the information related to the posting of workers on the Your Europe Portal (open to MS suggestions or improvements)
- the provisional dates for potential WG meetings till the end of the year: - 1 December, strategic meeting

ELA reiterated its intention to substantially reduce the number of WG meetings for 2023.

# Agenda

29 September 2022, Bratislava and online

13<sup>th</sup> meeting of the ELA working group on information

Second thematic meeting on road transport

No	Time	Title
	09:00-09:15	<i>Connection test and Welcome coffee</i>
1	09:15-09:35	ELA Introduction [information]
<b>Part 1: ELA information campaign on international road transport</b>		
2	09:35-09:45	Road to Fair Transport Campaign – scope and planning [information]
3	09:45-10:10	Campaign materials – communication products update [information]
4	10:10-10:20	Campaign opening week – date and activities [information]
5	10:20-10:45	Campaign follow-ups and closing remarks [information]
	10:45-11:00	<i>Coffee break</i>
<b>Part 2: Information activities</b>		
6	11:00-11:15	ELA Roadshow on Road Transport 2022 [information]
7	11:15-11:45	ELA Roadshow on Road Transport 2023 [discussion]
8	11:45-12:30	Review of national websites on information on road transport and way forward 2023 [information & discussion]
	12:30-13:45	<i>Lunch break</i>
9	13:45-14:00	Your Europe portal: EU level information for workers and employers in the road transport sector [information]
10	14:00-14:15	Information toolbox to support information provision of national legislation [information]
11	14:15-15:15	Proposed new ELA information activities in road transport for 2023 and first ideas for 2024 [discussion]
12	15:15-16:00	<b>AOB &amp; closing remarks</b>



# Summary of deliberations

**29 September 2022, Bratislava and online**

## 13<sup>th</sup> meeting of the ELA working group on information

Second thematic meeting on road transport

The ELA Working Group on Information met for the 13<sup>th</sup> time on 29 September 2022. The meeting was held in hybrid format, in Bratislava, on ELA premises (13 participants in person) and online on Webex for the experts unavailable to attend in person.

The purpose of this second thematic meeting on road transport was to discuss ongoing and future ELA information activities concerning the sector.

The agenda covered the following topics, the results of which are reported as follows:

### 1. Introduction

In the introductory remarks, ELA underlined the importance of the road transport sector for the Authority as road transport is at the core of ELA's mandate and remains a standing priority. EU institutions and Member States are encouraged to work together to address gaps in information provision to drivers and operators, especially considering the difficulties in reaching out to this audience and the different stages of transposing new EU road transport legislation into national laws. ELA also recalled the Authority's activities conducted to follow up on the implementation of the Mobility Package I, for example supporting the translation of information material in the different European languages, organising trainings on the application of IMI and translating related guidelines as well as organising Common and Joint Inspections to raise awareness and understanding of the new rules.

### 2. Information campaign on international road transport

- *Road to Fair Transport Campaign – scope and planning*

ELA presented scope, materials and communication strategy of the 2022 campaign 'Road2Fair Transport' which will be launched 12 October with a press conference. The campaign will last about a month and target employers (operators) and employees (drivers). Communication products will be distributed to the public through ELA's website and to campaign partners via CIRCABC. Amongst others, materials include videos on different aspects of the campaign, social media templates and leaflets in

EU and third country languages, for instance from the Balkans or Central Asia. Campaign partners are invited to share own analytics on the outreach of their measures with ELA. Regarding any information on the campaign and its implementation at national level, national correspondents are encouraged to inform ELA through [campaigns@ela.europe.eu](mailto:campaigns@ela.europe.eu) or CIRCABC.

Employers' associations welcomed the initiative and requested that the campaign should address and promote drivers and operators equally by including respective visuals. They also recalled the need to attract young people to the profession and to have EURES as a silent partner of the campaign. ELA underlined that campaign partners would have the possibility to adapt visuals in electronic promotional materials.

### 3. Information activities

- *ELA Roadshow on road transport 2022*

ELA presented the roadmap for a series of local information and awareness raising events on road transport from autumn 2022 onwards. The 2022 events will be focused half day formats, organised locally in cooperation with national authorities, social partners and ELA's National Liaison Officers. Matching the 'Road2Fair Transport' campaign, the events will target both operators and drivers. They will focus on posting of drivers, driving and resting times. The sessions will be held either on site or online with interactive sessions (Q&A) with the target groups. Five Member States have already pledged their participation. The first event will take place onsite in Romania on 12 October during a week of action that will flank the launch of the campaign. Social partners strongly supported such events and wanted to contribute to their success by reaching out to their members and affiliates.

- *ELA Roadshow on road transport 2023*

ELA proposed to continue with the road transport roadshow based on the lessons learnt in 2022. The group was invited to discuss ideas and suggestions for the organisation of such events in 2023.

Employers suggested to further explore the possibility of online events as they might be easier to organise and to scale up than those onsite. They also called for extending the target groups of information activities to enforcers. Social partners agreed that operators of parking facilities could be engaged as strategic partners for events and campaigns.

Discussion continued on messages to bring across in 2023. Employers suggested that information activities directed towards enforcers could be beneficial. Member states pressed various issues like the use of tachograph and its future evolutions;

safety and health related to the technical state of the vehicles; and Portugal announced that they plan to organise an onsite drivers event in early 2023.

- *Review of national websites on information on road transport and way forward 2023*

ELA reported on the reviews of two national websites on posting in road transport (Denmark and Spain) that were conducted in August and September 2022 involving test users from social partner organisations. The conclusions were compiled in review reports along with recommendations for improvement. Representatives from the reviewed Member States as well as reviewers shared their experiences. The satisfaction with the exercise was high. One Member State had already started implementing suggested changes. Two further Member States have already volunteered to be reviewed: Latvia and France. ELA invites other Member States that have transposed Mobility Package 1 to participate in the reviews. The European Commission reminded the Group of the importance of updating information available on national websites, e. g. information on remuneration. Employers underlined the positive changes and improvements of the Your Europe websites and encouraged ELA and the European Commission to continue the reviews of European and national websites. Trade unions mandated for standardised national websites as well as the option to calculate wages. ELA asked to consider both the individuality of national approaches and the complexity of wage calculation respectively.

- *Your Europe portal: EU level information for workers and employers in the road transport sector*

ELA summarised the progress made in reviewing the Your Europe portal. After two workshops in 2020 and 2021, content development early in 2022, in May/June 2022 Your Europe Business content on road transport was updated and Your Europe Citizens content on road transport newly developed. A second update was launched in August 2022. The content has been reviewed by representatives of workers and employers and recommendations will serve as a basis for future improvements of the portal. Given that any change needs to be translated to all EU languages except Irish, a strategic approach is required.

Employers underlined the fact that the ‘Single Window’ should be responsive, and the European Commission highlighted that national level information should be up to date. Trade unions stressed the importance of enforcement.

- *Information toolbox to support information provision of national legislation*

ELA reiterated the idea of this project to create a template with sets of elements of remuneration, health and safety, obligations in case of posting, penalties and sanctions, contact points, etc. Due to challenges like delays in transposition of

Directive (EU) 2020/1057 and lack of capacity for collecting and filling in information at national level, as well as the publication and dissemination strategy, the project has been postponed (but not abandoned). The Authority invites Member States to inform about the timeline of their transposition and on the feasibility to accommodate the workload to fill the template.

Employers suggested to develop a first approach to the 'Single Window' involving representatives of trade unions, employers, the European Commission and ELA before presenting it to Member States. One Member State underlined the difficulty of having information updated in any other location than the national website. One Member State expressed concerns regarding the implementation of such a Single Window.

- *Proposed ELA information activities in road transport for 2023 and first ideas for 2024* The Authority proposed a number of information measures to be taken in 2023. Improvement of national and EU level websites (Your Europe, EURES, etc.) will continue in 2023 and 2024 and shall include the introduction of a new information tool, the Web Hub that will be developed by ELA in the years to come with the aim to satisfy the demand for a 'Single Window'. For these matters, information will be aggregated in a centralised source. As discussed previously, 2023 will also see the continuation of the local information events. Learnings from 2022 will be included in the design of the interaction with drivers and operators to start in 2023. Material from the information and awareness raising campaign will remain available to Member States after the active phase of the campaign. In addition, ELA will explore needs for and feasibility of further steps in 2023 and 2024.

Employers commented on the website reviews and suggested to promote examples of good practice in information provision allowing other Member States to learn and apply when designing their own websites. They called for upholding the idea of the 'Single Window' in order to display all national information in one place once all Member States have transposed Mobility Package 1. Regarding the continuation of the campaign, employers suggested to put an emphasis on information in 2023 and to switch to prioritising attractiveness in 2024.

#### 4. AOB

ELA informed the Group of the upcoming meetings of the Working Group on Information:

- **25 October:** Posting of workers – thematic meeting (online)
- **22 November:** Platform work – thematic meeting (onsite/hybrid)
- **1 December:** Strategic meeting (onsite/hybrid)

Employers stressed that it might be too early to discuss platform work. ELA underlined that participation in the meeting is on a voluntary basis but deemed relevant due to requests from several Member States.

Member States pointed out that the high number of potentially overlapping meetings was challenging on participants' schedules. ELA underlined that the Authority was currently looking into a way to reduce the number of meetings in 2023.

One Member State also investigated on the possible relaunch of the expert committee on posting.

ELA informed that currently various options are being explored.

# Agenda

21 June 2022, Bratislava and online

12<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	09:00-09:15	<i>Connection test and Welcome coffee</i>
1	09:15-09:25	ELA Introduction
<b>Seasonal Work</b>		
2	09:25-09:50	Updates and further plans for activities: Mutual learning/exchange event on information provision related to the free movement of workers - ELA seasonal work cross-border pilot project [information and discussion]
3	09:50-10:05	CIRCABC: updates on reuse of #Rights4AllSeasons 2021 campaign material [information]
<b>Posting of Workers</b>		
4	10:05-10:15	Recent activities: hands-on workshop results [information]
5	10:15-10:50	Further plans for activities: Lessons learned from peer reviews of single national websites of posting of workers [discussion]
<b>Feasibility Study</b>		
6	10:50-11:15	Feasibility study on introduction of innovative information tools at EU level [information and short discussion]
	11:15-11:30	<i>Coffee break</i>
<b>Road Transport</b>		
7	11:30-11:45	ELA Road Transport campaign – key messages and status [information]
8	11:45-12:05	Road show on road transport [discussion]
9	12:05-12:20	Interaction with drivers and operators [information]
	12:20-13:45	<i>Lunch break</i>
<b>Access to information and services</b>		
10	13.45-14.20	Access to services: updates [information] Access to information: Single Digital Gateway and Your Europe portal [information and discussion]

<b>Translation Facility</b>		
11	14:20-14:35	Translation Facility: figures and updates [information]
<b>Ukraine</b>		
12	14:35-15:00	Support for Ukraine: resources & updates on information [information]
13	15:00-15:15	Information tools related to work and employment of UA displaced persons [examples]
14	15:15-16:00	<b>AOB &amp; closing remarks</b>

# Summary of deliberations

**21 June 2022, Bratislava and online**

## 12<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information met for the 12<sup>th</sup> time on 21 June 2022. The meeting was held in hybrid format, in Bratislava, in ELA premises and online on Webex for the experts unavailable to attend in person.

The purpose of that strategic meeting was to discuss the progress on Information and Services activities in the first half of the year, as well as the future steps envisaged for the second part of 2022 and a first outlook into 2023.

The agenda covered the following topics the results of which are reported as follows:

### 1. Seasonal work

ELA presented updates on recent and planned activities on seasonal work focusing on the pilot project on building a community of practice through cross-border onsite workshops.

The idea of the pilot project is to support the targeted provision of information to mobile seasonal workers and employers and gather good practices that could be potentially transformed into case studies to be shared amongst all Member States through ELA. The Authority plans to organise three workshops in various locations across the EU from October to December 2022 involving the receiving countries and their counterparts as countries of origin of mobile seasonal workers. Aim of the meeting is to discuss challenges encountered in information provision to mobile seasonal workers and employers, as well as relevant information practices established in the Member States. The initiative was welcomed by the Group. So far 9 MS expressed their interest in participating in the pilot project.

ELA also informed that the #Rights4AllSeasons 2021 campaign material will be made available for reuse (CIRCABC).



## 2. Posting of workers

ELA reported to the Group on the hands-on workshop for Poland and Malta aimed at improvement of their single national posting websites that took place on 26 April 2022, with the participation of observers from Lithuania and Hungary. ELA will continue to offer this kind of support to the Member States that express their interest.

ELA presented the concept of future activities concerning national posting websites, namely a booklet of lessons learnt from the peer reviews conducted in 2021 and 2022 (18 single national websites were reviewed). The booklet will provide analytical synthesis of most important findings stemming from performed peer reviews as well as practical advice that could be considered by Member States when improving a single national website on posting. The draft will be prepared with the assistance of the ELA contractor by September and discussed with the WG in October. The initiative was welcomed by the Group; however, the need of sufficient time for consultation was underlined, and the decision whether the booklet will be shared among the WG only or published on ELA website will be postponed until the product is available.

ELA indicated that the possibility of organising peer reviews of single national websites still remains open (also for the MS that already participated in that exercise). Commission underlined the importance of peer reviews.

## 3. Feasibility study on innovative digital information tools

The Group was informed about a tender for a feasibility study on an introduction of innovative digital information tools at EU level that ELA plans to launch this summer. By this study ELA seeks to find suitable tool(s) whose development would both improve provision of labour mobility related information on EU level and also keep the pace with technology that is able to facilitate the access and usability of existing information for the end users (EU citizens, workers, employers, Member States). ELA presented potential ideas to be analysed by the study.

The experts are invited to give written feedback to the presented options via EU Survey questionnaire which was shared with the WG shortly after the meeting. They are also welcome to suggest some additional innovative solutions or useful sources to be taken into account while finalising the content for the tender specifications.

## 4. Road transport

ELA presented the state of play of the international road transport campaign preparation including the key messages and campaign slogan (Road to Fair Transport; #Road2FairTransport).

The Group was informed of the planned roadshow of local information events targeted to operators and drivers that are supposed to be organised this year (from October to December) in 5 Member States.

ELA also presented planned actions regarding interaction with drivers and operators, with a view of collecting their feedback and questions.

In the discussion that followed the presentation the Group welcomed the planned initiatives, social partners suggested to extend the roadshow to more countries. The importance of interpretation to local languages during the events was indicated by the Group. The Authority underlined that roadshow events might be continued next year if they turn out to be useful and welcomed by stakeholders.

#### 5. Access to information and service

The Authority updated the Group on cooperation with assistance services, both the EU-level coordinated (Your Europe Advice, SOLVIT, EEN), and the national level run services such as the Free Movement Bodies.

ELA and the Commission provided an overview of their ongoing cooperation on further development of labour mobility webpages of the Your Europe portal (e.g. on road transport, posting of workers). Broader cooperation on access to national level information, involving the Group and the Single Digital Gateway Coordination Group, was discussed.

#### 6. ELA Translation Facility: updates and figures

ELA updated the Group on progress in the first half of the year presenting some spending and statistics figures. Some Members repeated appreciation for this translation service provided by ELA.

ELA presented an initial idea of a new terminology project for ELA with terms, references, contexts as well as definitions (ELA-wide project).

#### 7. Ukraine

An update of activities undertaken by ELA to support Member States in providing protection to displaced persons coming from Ukraine was presented to the Group including: developed and shared videos focusing on promoting declared work and preventing abuse; support offered to the Member States with translations; mapping of national measures in the field of access to employment and social security offered to displaced persons; providing forums for exchanging practices and experience of national authorities related to implications of individuals' inflow in EU labour markets; collection of Member States' questions and problems and channelling them to the Commission as well as support offered to the Member States in organising joint and concerted inspections in the sectors most likely to engage displaced persons.

ELA contractor presented examples of information tools specifically related to work and employment of Ukrainian displaced persons developed by the EU and Member States.

## 8. AOB

ELA informed the Group of the tentative calendar of meetings in the second half of 2022:

- 29 September: Road transport– thematic meeting (on-site/ hybrid)
- 25 October: Posting of workers– thematic meeting (on-site/ hybrid)
- 22 November: Platform work – thematic meeting (on-site/ hybrid)
- 01 December: Strategic meeting (on-site/ hybrid)

# Agenda

29 March 2022, online

## 11<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on posting of workers

No	Time	Title
	9:00-9:30	<i>Connection test and welcome</i>
1.	9:30-9:45	ELA Introduction
2.	9:45-12:00	Single national websites on posting of workers: peer review session
3.	12:00 -12:30	Future organisation of the review of single national websites [discussion]
4.	12:30:13:00	Providing information on national posting legislation: proposal of a toolkit [discussion]
	13:00-14:00	<i>Lunch break</i>
5.	14:00-14:30	ESSPASS initiative [COM presentation]
6.	14:30-15:00	Provision of information on the social security coordination aspects of posting of workers [discussion]
7.	15:00-15:30	Wage calculator: Swiss practice [presentation]
	15:30-15-45	<i>Coffee break</i>
8.	15:45-16:15	Results of COM consultation on eDeclaration form for the posting of workers [COM presentation]
9.	16:15-17:00	COP Unit: upcoming cooperation activities in the field of posting of workers [information]
10.	17:00-17:15	ENF Unit activities [information]
	17:15	<i>AOB and closing</i>

# Summary of deliberations

29 March 2022, online

## 11<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on the posting of workers

The thematic meeting on the posting of workers of the Working Group on Information took place in online format on 29 March 2022. The agenda included 10 items, the results of which are reported in the following.

### 1. ELA Introduction

In its introductory remarks, the Authority updated the experts on the upcoming Working Group meetings in 2022. The exact date for the June strategic meeting is yet to be confirmed and a short survey with two or three suggested dates will be sent to the WG members shortly. The Group was informed on the changes in the Information team responsible for the posting of workers topic.

### 2. Single national websites on posting of workers: peer review session

The established process of peer reviews of the national websites on posting of workers continued in this fourth review session. AT, CY and IE websites were reviewed by DE, EL and HU, the European Commission, Business Europe and ETUC. Reviewed MS found the given feedback useful and announced to use received suggestions for further website improvements.

### 3. Future organisation of the review of single national websites

Based on a good feedback to and lessons learnt from the peer review process, ELA proposed an annual exercise of a comprehensive horizontal review of all national websites on posting of workers. The horizontal review would (if implemented) serve as an additional input for MS for improving the information provision. In the meeting, the suggested methodology was presented. The discussion that followed the presentation proved that there are dissonant opinions regarding this proposal and that its introduction needs further consideration and clarification.

#### 4. Providing information on national posting legislation: proposal of a toolkit

ELA presented a proposal for a potential toolkit which would gather information on applicable national legislation for posting of workers, since the practice shows the need for such material.

The presentation was followed by a lively discussion related to the toolkit's aim and the operational challenges related to compiling relevant information and ensuring that it remains up-to-date. This proposed information tool will need to be further discussed in the next meeting.

#### 5. Presentation of the ESSPASS initiative

The European Commission presented the idea and actual state of the piloting of the ESSPASS (European Social Security Pass) initiative, dealing with the digitalisation of procedures related to Portable Document A1. The presentation was appreciated by the meeting participants and some of the experts expressed the interest in following up the development of the pilot and possible participation in the testing exercise.

#### 6. Provision of information on the social security coordination aspects of posting of workers

ELA presented its mapping of EU websites in terms of provision of social security information related to the posting of workers and showed some examples of single national websites which provide information on social security aspects of posting of workers. Discussion on the role of ELA in this context was limited, but it was suggested that the Authority could encourage MS to provide more information on the topic and assist them in making this information better visible.

#### 7. Wage calculator: Swiss practice

Presentation of this practice example was given by ELA's contractor from ISS, who shortly presented the Swiss online wage calculator, explained its legal background and development phases. Feedback received from participants was positive and showed the interest of having a similar tool in the MSs. The possibility to have a similar tool on the EU level was mentioned as desirable but general recognition among participants was that this is an ambitious and very challenging task.

#### 8. Results of COM consultation on eDeclaration form for the posting of workers

The European Commission presented the results of the consultation process related to the eDeclaration and the feedback gathered from the MS' experts on this topic. The eDeclaration aims to decrease administrative burden while also allowing better enforcement of posting rules and improving collection of data.

After the presentation, a discussion followed, mostly related to clarification of the future use of the tool, its advantages and possible obstacles it might encounter. Some MS raised their concerns as regards the process chosen for discussing the eDeclaration on EU level.

#### 9. COP Unit: upcoming cooperation activities in the field of posting of workers

ELA informed the meeting participants about the upcoming activities to support cooperation between the Member States in the area of posting workers:

- development of a Mutual Learning and Understanding Programme (MLUP) for the national liaison offices in the area of posting of workers
- plan to organise a training programme for representatives of national authorities on the basics of EU labour mobility law
- the process of finalising a roadmap for future cooperation with National Training Centres for labour inspectors
- to launch a call to collect good practice across all areas under the Authority's remit

#### 10. ENF Unit activities

ELA presented its Enforcement and Analysis Unit's activities in the scope of posting of workers:

- Joint cross-border inspections and cross-border concerted inspections
- Support for CJI with overview of already executed CJIs
- Training for labour inspectorates on genuine posting
- Activity plan for 2022

# Agenda

17 March 2022, online

10<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on seasonal work

No	Time	Title
	09:30-10:00	<i>Connection test and welcome</i>
1.	10:00-10:10	ELA Introduction
2.	10:10-10:30	ELA Operational Planning Document on Seasonal Workers: presentation
3.	10:30-11:30	Discussion
	11:30-11:45	<i>Coffee break</i>
4.	11:45-12:30	Presentation of an exemplary practice - <i>The Netherlands predeparture information project in Poland</i> and discussion
	12:30-12:45	Concluding remarks



# Summary of deliberations

17 March 2022, online

## 10<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on seasonal work

The first Thematic Meeting on Seasonal Work of the Working Group on Information took place online on 17 March 2022. ELA presented a short summary of its 2021 activities and the draft Operational Planning Document on Seasonal Workers.

### 1. ELA Introduction

In the introductory remarks, ELA presented a short summary of the workshop on *Road Transport* (online - 08/02/2022) and announced two events in the upcoming agenda: workshop on *Posting of workers* (online - 29/03/2022) and the *Information Strategic Group* (Bratislava – 08/06/2022).

### 2. ELA presentation of the 2022 Operational Planning Document on Seasonal Workers and debate

Starting from the two 2021 *Action Plan main pillars* (*Enforcement* of EU labour mobility legislation and *Information and services* to workers and employers). ELA also proposed *further lines of action* and a *timeline of activities* in the field of Seasonal Work.

The presentation ended with the questions to be debated, to decide future next steps. A special focus was placed on the results of last year #Rights4AllSeasons campaign.

### 3. Main recommendations for ELA's priorities

The presentation was followed by *feedback* on ELA's plans, with *active interventions* and *appreciation* by all the participants. The *main recommendations* for *ELA's priorities* relate to:

- Reaching out to stakeholders at both local/regional level (e.g. through COR) and the EU level (EU institutions, social partners), to discuss information gaps/needs and identify the support ELA could provide in their information dissemination activities.
- Continuing with a campaign on seasonal work in 2023, earlier in the year than was done in 2021, and attention to be paid to using the adequate tools and messages to effectively reach the target group, incl. enhanced use of digital solutions.
- Next to information activities, continue the efforts related to enforcement, cooperation/networking (repeat reference to the NLOs' role) and mutual learning
- Due to the current situation, devote priority to information needs stemming from the situation in the Ukraine – e.g. identify specific information needs and support information provision, incl. through translations, but e.g. also recruitment in seasonal sectors.

#### 4. The Netherlands pre-departure information project in Poland:

- Presentation of a *practical example of awareness raising activities* in Poland about the *Dutch labour market* targeted at mobile workers, as well as *actions* to strengthen cooperation between Dutch institutions with competences on social affairs and their Polish counterparts. The presentation was well received by the participants. Unfortunately, the attempt to trigger discussion on similar examples in other countries and expectations towards ELA to sharing them, didn't result in any further interventions by the participants.
- Speaker: Ms. Urszula Kozłowska, Policy Officer Labour Migration and Social Affairs within the Embassy of the Kingdom of the Netherlands in Poland. Urszula fulfills the role of a liaison officer of three Dutch institutions: the Ministry of Social Affairs and Employment (SZW), as well as UWV and SVB – social insurance institutions.

# Agenda

8 February 2022, online

9<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on the international road transport sector

No	Time	Title
	9:30-10:00	<i>Connection test and welcome</i>
		<b>Part 1: Information material on the posting of drivers</b>
1.	10:00-10:15	ELA Introduction - The Framework for Action on Road Transport: Information Pillar
2.	10:15-11:00	Proposed toolbox to support the provision of information on national legislation [discussion]
3.	11:00-11:30	Proposal for a horizontal review of information provided by national posting websites [discussion]
4.	11:30-12:00	EU-level information on national posting legislation [information]
5.	12:00-12:30	Planned roadshow of information workshops [information]
	12:30-14:00	<i>Lunch break</i>
		<b>Part 2: ELA information campaign on international road transport</b>
6.	14:00-14:30	ELA presentation of audience analysis
7.	14.30-15:00	Q&A on audience analysis
8.	15:00-15:30	ELA presentation of campaign plan and survey
9.	15:30-16:00	Discussion on campaign plan and survey
10.	16:00-16:15	AOB
	16:15	<i>Closing</i>

# Summary of deliberations

8 February 2022, online

## 9<sup>th</sup> meeting of the ELA working group on information

Thematic meeting on the international road transport sector

The first Thematic Meeting on International Road Transport of the Working Group on Information took place in online format on 8 February 2022. ELA presented the draft information material on the posting of drivers and the ELA information campaign on international road transport.

### 1. ELA Introduction

In the introductory remarks, ELA presented the Framework for Action on Road Transport, namely the Information Pillar (which is one of the three main pillars of the Framework). The Information Pillar sets out the objectives and outlines the planned activities regarding information provision to individuals, workers and employers in the international road transport and were discussed in the following agenda items.

### 2. Proposed toolbox to support the provision of information on national legislation

ELA presented an information toolbox consisting of draft approaches to presenting information on single national posting websites (namely on the remuneration of posted drivers and administrative requirements) and a draft Handbook summarising the relevant national rules on posting of drivers across the EU-27 to be disseminated to the drivers and operators. The material was well received by the participants. Employers stressed the need to prioritise tackling existing information gaps about the new rules (especially remuneration and contact points) in a timely manner, as Member States are still in the process of transposition. Trade unions highlighted the importance to address further information aspects such as third country nationals, letterbox companies and passenger transport. ELA will launch the preparation of this material after receiving written comments from the WG experts.

### 3. Horizontal review of information provided by national posting websites

Together with the Information Support Service, ELA presented a proposition for a review of national posting websites containing information on road transport. The

participants suggested the review would focus on posting aspects, especially applicable national provisions and remuneration. Again, the urgency to have information available was stressed especially by the social partners.

#### 4. EU-level information on national posting legislation

The European Commission presented the information available on Your Europe Portal and the webpage of DG MOVE, as well as COM plans to provide road transport information, including on ITEM 6 ELA/WGINF/2022/006 posting of drivers. Both the social partners and the Member States stressed the information on Your Europe Portal should be concise and presented in a very summarized manner. A need for a single information portal at EU level was shared by all participants.

#### 5. Planned roadshow of information workshops

ELA presented its plans for organising local information sessions as part of the capacity building activities. Information sessions would be targeted to sectoral stakeholders (e.g. drivers and/or operators, consultancy organisations) to disseminate practical information about applicable rules. The aim is to organize at least 5 local events in 2022 in main countries of establishment of transport operators. Participants stressed need for short, direct meetings focused only on one or two topics. Employers as well as the enforcement organization CORTE offered to advise in choosing target countries and to use their networks for enhanced information dissemination.

#### 6. Information campaign on international road transport

ELA presented its plans for the information campaign on road transport, including a target audience analysis and draft campaign plan. The presentation was well received. The EU Platform tackling undeclared work will contribute to the campaign through specific messages on the benefits of declared work, which will be the subject of a dedicated meeting on 9 February. Participants stressed the need for simple messages. EU-OSHA offered cooperation in the campaign. ELA will circulate a survey shortly to collect inputs from the campaign partners and organise an operational meeting during the month of March, on the basis of the survey's results.

# Agenda

7 December 2021, online

8<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	<i>Connection test and welcome</i>
1.	10:00-10:30	ELA Introduction
2.	10:30-12:30	Single national websites on posting of workers: peer review session [15 min coffee break] - <i>break-out sessions</i>
	12:30-14:00	<i>Lunch break</i>
3.	14:00-14:30	ELA Translation Facility – update [discussion]
4.	14:30-14:45	Summary of the workshop for national liaison offices for posting of workers on 30 November 2021 [information]
5.	14:45-15:30	Work programme of the ELA Working Group on Information and tentative calendar of the meetings in 2022 [discussion]
	15:30-15.45	<i>Coffee break</i>
6.	15:45-16:30	Future organization of the ELA Working Group on Information [discussion]
7.	16:30-16:45	AOB
	16:45	<i>Closing</i>

# Summary of deliberation

7 December 2021, online

## 8<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its eighth meeting on 7 December 2021 by video conference. The agenda included six items, the results of which are reported in the following.

### 1. ELA Introduction

In its introductory remarks, the Authority updated the experts on the latest activities as well as the upcoming events.

On 2/12, in cooperation with the Information Support Service, ELA organized a follow up to the peer reviews – a second hands-on workshop with the participation of CZ (plus 5 MS as observers) focused on particular aspects of the Czech national website. The workshop was assessed as very useful by the participants. ELA also reminded about the possibility for all reviewed Member States to request ELA to organize a similar workshop for tailored support and assistance focusing on practical solutions to address issues identified during the peer review session.

ELA also outlined the agenda and main objectives of the Road Transport Workshop to be held on 9/12 – the event aims at presenting and discussing the ELA Framework for Action in Road Transport. The second part of that event is dedicated to presentations by the Commission on the new modules of IMI System for the Road Transport.

### 2. Summary of ELA workshop of national liaison offices for posting of workers

ELA presented a summary of the first ELA workshop for the representatives of the national liaison offices for the posting of workers, with the participation of the European Commission and social partners.

The objective of the workshop was to exchange practices in the management of these offices, identify and discuss common challenges, and explore ways how the Authority could support the activities of the offices. The workshop addressed working methods and challenges with respect to the two functions of the national offices:

information provision and administrative cooperation operation between Member States (which takes place mainly through IMI).

ELA concluded by illustrating some possible future activities engaging the liaison offices: an annual meeting; joint thematic workshop and events with the Commission and other information services; ELA reviews of single national websites taking into account feedback from liaison offices on frequently asked questions; sharing information materials concerning posting legislation of other Member States; information events for workers and employers in the Member States.

### 3. Single websites on posting: peer review session

The Working Group continued the peer review process of single national websites on the posting of workers – it was a third review session. The peer review covered analysis of the findability, accuracy, completeness and user-friendliness of the posting webpages as well as selective analysis of the information provided on the following aspects of posting legislation: remuneration, long-term posting and declaration obligations.

The Group reviewed four single national websites (BG, LV, PT, SK). Reviewers were other Member States (respectively, HR, EE, ES, AT), the social partners and the Commission. The reviews were quite comprehensive and in-depth. The reviews generally gave positive feedbacks, while underlining the room for improvement, especially as it comes to the number of available language versions, accessibility and quality of information on remuneration and collective agreements, and using more user-friendly language. The Commission recommended using ELA templates for presenting information on collective agreements, notification obligation and long-term posting that were endorsed by the WG last year. The important role of the ELA Translation Facility was underlined by the experts in the context of improving the quality of websites.

Participants will be asked to comment on the Review Reports that the Information Support Service will circulate shortly. The peer review process will continue next year.

### 4. Update on the ELA Translation Facility

ELA presented updated information on the state of play of using the ELA Translation Facility (so far 22 MS submitted translation requests, 168 documents have been translated). ELA reminded about the scope of the Translation Facility and encouraged the Member States to make use of it still before the end of 2021 and in 2022. In 2022 the budget for translation will amount to over EUR 500,000.

ELA announced the organisation at the beginning of 2022 (January/February) of a short workshop for the Country Translation Coordinators in order to exchange about the functioning of the system, including questions regarding the quality of translations, and improve the process of submitting requests.



## 5. Work Programme of ELA WG on Information for next year

After summarizing the activities of the Working Group in 2021, in line with the SPD 2022-2024 and ELA Work Programme for 2022, ELA proposed to focus its information activities on three thematic priorities, namely the posting of workers, the international road transport sector and seasonal work. ELA also indicated further areas of preliminary activity, including in the domains of social security coordination and platform work. ELA also mentioned a feasibility study on developing new information tools, which is envisaged for the second half of 2022 and whose precise subject will be consulted with the Group beforehand.

The Group was supportive towards the choice of priority areas. Some experts remarked that some topics such as the posting of workers and road transport require more horizontal, comprehensive and coherent approach within ELA. The announcement of the road transport information campaign (planned for the second half of 2022) was welcomed by the Group. Some Member States reiterated the need to set up a specific working group on the posting of workers, covering all the aspects of the former Expert Committee on the Posting of Workers. The Commission reassured the Group that it is reflecting on possible follow-up solutions to the activity of the Expert Committee and the Group will be updated on their results. Some members of the Group found that the domain of platform work / social security should have a strict information focus, and that especially as regards platform work it could seem premature for the Group to address this theme.

## 6. Future organization of the Working Group:

Recognizing the relevance and the necessity to continue the activities of the Group over the coming years, the Authority proposed to adopt a more issue-specific approach and to set up thematic subgroups, while reducing the number of meetings of general nature of the Working Group. ELA put forward to create three thematic subgroups related to the priorities identified under point 5) above: posting of workers, road transport and seasonal work.

Experts agreed on the need for specialization of expertise. However, some experts raised doubts about the added value of creating subgroups and rather supported the organization of thematic meetings of the Working Group with the possibility of involving further experts. ELA indicated that this aspect requires further reflection.

The Authority yet announced that the first meeting of the Group in 2022 will take place around the end of January/beginning of February and will concern the road transport sector, including a preparatory discussion on the campaign.

The exact date of the next meeting of the Working Group will be confirmed as soon as possible.

# Agenda

**27 September 2021, online**

7<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	<i>Connection and welcome</i>
1.	10:00-10:15	ELA Introduction
2.	10:15-12:30	Single national websites on posting of workers: peer review session [15 min coffee break]
	12:30-14:00	<i>Lunch break</i>
	14:00-14:45	Continuation: Single national websites on posting of workers: peer review session
3.	14:45-15:00	Hands-on workshop on the provision of information on remuneration on posting websites on 23 June 2021 [information]
4.	15:00-15:15	ELA workshops and other events in the pipeline [information]
	15:15-15:30	<i>Coffee break</i>
5.	15:30-16:00	Cross-border employment in the live performance sector: presentation
6.	16:00-16:30	Seasonal workers campaign: state of play and follow up [information and discussion]
7.	16:30-16:45	ELA Translation Facility: update [information]
8.	16:45-17:00	AOB
	17:00	<i>Closing</i>

# Summary of deliberations

27 September 2021, online

7<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its seventh meeting on 27 September 2021 by video conference.

The agenda included eight items, the results of which are reported in the following.

## 1. ELA Introduction

In its introductory remarks, the Authority updated the Experts on the latest activities of ELA, including the first joint and concerted inspections that took place in September, the capacity building workshop with three national training centres for labour inspections (FR, ES, RO) organised by ELA on 23 *September* 2021 in Bratislava, and the fourth meeting of ELA Mediation Working Group to take place on 30 September/1 October.

## 2. Single websites on posting: peer review session

The Working Group continued the peer review process of single national websites on the posting of workers. The peer review covered analysis of the findability, accuracy, completeness and user-friendliness of the posting webpages as well as selective analysis of the information provided on the following aspects of posting legislation: remuneration, longterm posting and declaration obligations.

Four single national websites (BE, CZ, EE, PL) were reviewed by another Member State (NL, SK, FI, LT), the Commission and the social partners. The reviews generally gave positive feedbacks (including from the Commission that underlined progress in comparison to the previous reviews), while underlining room for improvement, especially as it comes to the number of available language versions and accessibility to the people with disabilities. The important role for the ELA Translation Facility was underlined by the experts in the context of improving the quality of websites. Participants will be asked to comment on the Review Reports that the Information Support Service will circulate shortly.

The peer review process will continue at the next meeting of the WG.

### 3. Follow up to the peer reviews: Hands-on workshop on posting websites

ELA provided information on the first hands-on workshop organized on 23 June 2021 together with ISS as a follow up to the peer reviews.

ELA reminded the possibility for all reviewed Member States to request ELA to organise a similar workshop for tailored support and assistance focusing on practical solutions to address issues identified during the peer review session, on voluntary basis.

### 4. ELA workshops and other events in the pipeline

ELA presented the upcoming events in the Information and services area planned to be organized in Bratislava, with possibility for remote connection (in a hybrid format): a Workshop with National Liaison Offices (30 November) focused on an exchange between practitioners in National Liaison Offices regarding the information provision and the information exchange between administrations; the Eighth meeting of the WG Information (7 December); a Workshop on Road Transport (9 December) addressed to transport and employment ministries to discuss the national websites mapping exercise, good practices and possible future activities.

The events will create the opportunity for the participants to visit the new ELA headquarters.

### 5. Cross-border employment in the live performance sector: presentation

Dr. Marco Rocca, the lead researcher from the Commission-funded MOBILIVE project, presented the main findings related to presenting and disseminating information on social security and labour law in the hyper-mobile live performance. The project used ELA material (the approach on presenting collective agreements) as a work basis.

The Final Report of the project can be consulted here: [Mobilive Final Report \(pearle.eu\)](https://pearle.eu).

### 6. #Rights4All Seasons campaign: state of play and follow up

ELA promoted a preliminary discussion on lessons learned from the *Rights4AllSeasons* campaign that benefited of the participation of most Member States. The Member States gave generally positive feedbacks about the importance of the topic and the relevance of the material produced (as being re-usable). They called on ELA to improving the simplicity of the campaign organization, the timeliness of interventions, better tailoring target groups and extending the network to the local level, while considering also offline outreach channels (TV, newspapers etc.).

ELA will deliver a more detailed official assessment of the campaign once quantitative data are available.

#### 7. ELA Translation Facility: update

ELA presented data concerning the use of the Translation Facility during 2021 and encouraged the Member States to submit requests before the end of 2021.

#### 8. AOB

The Commission mentioned the possibility of employing the Working Group on Information as a forum through which launching consultations amongst the Member States on the development of an optional common Declaration form in electronic format, an initiative included in the 2021 Industrial Strategy. A decision on the most appropriate consultation channel will follow soon.

**Date of the next meeting of Info WG: 7 December 2021, with a get-together social event on the evening of 6 December 2021.**

# Agenda

2 June 2021, online

6<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	Checking connectivity and individual presentations
1	10:00-10:15	ELA introduction
2	10:15-10:45	Single Digital Gateway: state of play [information]
<b>Information on the Posting of Workers</b>		
3	10:45-11:15	Update on peer reviews of posting single national websites [information]
4	11:15-11:30	Draft approaches to the presentation of information on long-term posting, notification obligations and sanctions [for endorsement]
5	11:30-12:30	National liaison offices: challenges and actions [discussion] /10-minute coffee break/
	12:30-14:00	<b>Lunch break</b>
6	14:00-14:30	Action Plan on seasonal work: state of play [information]
7	14:30-15:45	Road transport: ELA actions on EU and national sources of information [discussion]
8	15:45-16:00	Translation Facility: update and reminder on new operational modalities [information]
9	16:00-16:15	AOB
	16:15	<i>Closing</i>

# Summary of deliberations

2 June 2021, online

## 6<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its sixth meeting on 2 June 2021 by video conference. The agenda included seven substantial items, the results of which are reported in the following.

### 1. Single Digital Gateway: state of play

The Commission (DG GROW) updated the experts on the state of play of the Single Digital Gateway that took effect at the end of 2020 and the recent developments of Your Europe (YE) portal. In 2021, new content was added to YE portal on tourism, product requirements, digitalization and intellectual property. The Commission mentioned cooperation with national authorities, the social partners and other bodies in order to produce/improve content of Your Europe Business. In particular, in April 2021, ELA and the Commission organized a workshop to assess the information content concerning the social aspects of road transport legislation and reflect on possible developments.

### 2. Update on peer reviews of single national websites on posting of workers

ELA presented an overview of the results of the seven peer reviews that took place in February 2021 and proposed a planning for those to take place in the remainder of 2021. ELA announced that on 23 June 2021 a follow up hands-on workshop will take place with the participation of two Member States to facilitate the elaboration of practical solutions to address the issues identified during the peer review session. The peer review process will be continued with the objective to invite all Member States to participate in the review of their single national websites by the end of this year, participation remaining voluntary. The next peer reviews sessions will take place in two next meetings of Working Group, on 27 September and 6 December. By the end

of June, ELA will circulate a concept note with the revised modalities of the peer review process.

### 3. Approaches to the presentation of information on long-term posting, notification obligations and penalties – for endorsement

The Group endorsed the draft approaches on presenting information on long-term posting, notification obligations and penalties and fines on national posting websites, following the revision by ELA. ELA and the Commission emphasized the voluntary and auxiliary nature of these tools and stressed that it is not mandatory under Directive 2014/67/EU to provide information on penalties and fines. Experts mentioned the usefulness of these tools as a support or checklist to verify whether all necessary information is provided on national websites.

### 4. Discussion on the role of national liaison offices for the posting of workers

Thanks to the experts' inputs to the ELA survey distributed in April, ELA has undertaken a mapping of the role and characteristics of the national liaison offices in the provision of information to posted workers and employers. The results of the mapping have been presented to the WG by the Information Support Service and will be circulated in writing to the Members. ELA mentioned possible actions to be taken in this area from the autumn. The Commission reminded the experts of the upcoming Call for Proposal on the posting of workers (publishing date, still to be confirmed) whose resources could be also used to improve the activities of the Liaison Offices.

### 5. Action Plan on seasonal work - update

ELA updated WG experts on the state of play of the Action Plan on seasonal work, including an information campaign participated by EURES and the Platform Tackling Undeclared Work. The official launch of the ELA strand of the information campaign is scheduled for 15 June. Experts were also informed about the enforcement activities in the pipeline, including concerted and joined inspections and webinar for labour inspectors concerning temporary work agencies. ELA also informed about the upcoming capacity building workshops (EURES training on 7-8 June: *CrossBorder Recruitment Channels* and ELA – EU-OSHA Joint Workshop on 24 June: *Supporting information and enforcement of fair and safe working conditions for seasonal workers*).



## 6. Road transport: ELA actions on EU and national sources of information

ELA presented the results of the first internal mapping of national websites – sources of information on social aspects of international road transport rules. In the mapping, ELA analysed presentation and structure of information, including aspects such as findability, user-friendliness, availability of different languages and accessibility for people with visual impairment. Four Member States presented their national websites as examples of good practices. ELA will promote further discussions with the Working Group experts on the tools that the Authority can mobilise to contribute to the improvement of the access to information in this field.

## 7. Update on new operational modalities of ELA Translation Facility

ELA reminded experts that the new operational modalities of the ELA Translation Facility will start applying from 1 July 2021. Member States will have to directly upload their requests onto the online portal of the Translation Centre. ELA will continue to screen and approve each request while monitoring expenditures from the budget allocated to each Member State. Experts were invited to plan strategically their translation requests and inform the Authority if they are not planning to use the Facility in 2021.

Date of the next meeting of Info WG: 27 September 2021

# Agenda

**2 March 2021, online**

5<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	Checking connectivity and individual presentations
1	10:00-10:10	ELA introduction
2	10:10–12:30	Single websites on posting: peer review session [15-minute coffee break]
	12:30-14:00	Lunch break
3	14:00-15:00	Posting of Workers: Guidance Documents on long-term posting, notification obligations, penalties and sanctions [discussion]
4	15:00-15:15	Translation Facility: presentation of new operational modalities
5	15:15–16:15	Awareness campaign on seasonal workers: discussion
6	16:15 – 16:30	AOB
7	16:30	Closing

# Summary of deliberations

2 March 2021, online

## 5<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its fifth meeting on 2 March 2021 by video conference.

The agenda included five items, the results of which are reported in the following.

### 1. ELA Introduction – Welcome by ELA Executive Director

Mr Cosmin Boianjiu, ELA Executive Director, addressed the Working Group for the first time after taking up his duties. He thanked Members of the Group for their contribution and commitment so far, stressed the importance of the ELA's task on information, and within it peer review of single national websites on posting of workers. He also referred to the ELA's awareness raising campaign for seasonal workers, which is one of ELA's priority activities this year, and expressed his expectation of Member States' involvement in this regard.

### 2. Single websites on posting: peer review session

The Authority presented the objectives of the peer review, which are to analyse the solutions adopted by different websites in presenting information, stimulating constructive group reflection, and exchanging practices for the inspiration of all Member States.

The peer review covered selective analysis of the information provided on the following aspects of posting legislation: remuneration, long-term posting, sanctions, and declaration obligations. Four single national websites on posting (NL, FR, FI, IT) were reviewed – contributions regarding each website were made by one Member State, Commission and social partners. In general, good quality of websites was underlined although there is still room for improvement (in particular as it comes to available languages and need for detailed information on remuneration). Important role for the ELA Translation Facility was underlined by the experts in the context of improving the quality of websites.

Detailed Review Reports are to be prepared by the Information Support Service. ELA will continue with the process of coordinating and carrying out written reviews of the next three single national websites (DE, ES, LT).

### 3. ELA draft approaches to the presentation of information on long-term posting, notification obligations and penalties

Following the endorsement by the Group of the approach to presenting collective agreements on single posting websites, ELA has prepared further tools to facilitate the presentation of necessary information on the websites. The Authority introduced its proposed approaches on presenting of information on long-term posting, notification obligations and penalties on national websites on posting. The Authority stressed the nonbinding nature of the documents and their aim to provide a flexible methodology to inspire Member States with a method on how to present the information concerning these relevant areas. While the Experts received the drafts in an overall positive manner, they will send further comments in writing. The aim is for the Group to adopt the approaches at the next meeting, in June.

### 4. Translation Facility: presentation of new operational modalities

Members were informed of the new system, which will be in place as from 1 July 2021.

Member States will have to directly upload their requests onto the online portal of the Translation Centre. ELA will continue to screen and approve each request while monitoring expenditures from the budget allocated to each Member State. Before 30 April 2021 Members are requested to indicate a national coordinator for translation process.

### 5. Awareness campaign on seasonal workers

ELA introduced its Comprehensive Action Plan on Seasonal Work that will mainly target the agri-food sector because of the particular challenges affecting seasonal workers in this sector. However Member States can decide to extend to further sectors, e.g. through the EURES network. ELA presented to the Group proposed objectives, principles, deliverables and messages of the campaign as well as its roadmap.

Commission mentioned hearing with social partners concerning seasonal work to take place on 26 March and committed to multiply the ELA's campaign.

Experts underlined the need to concentrate on COVID impact in the campaign (proper information on the COVID regimes in different MS should be provided as well as on the vaccination process). Experts have been requested to inform ELA about National Contact Points for the campaign.

## 6. Any other business

The Authority informed the Members of the future steps in the peer review process.

ELA mentioned some next steps in the preparation of seasonal workers campaign: call for participants of Workshop on outreach and dissemination strategy (25 March) and indication of campaign contact point.

The Authority informed the Group also about possible items for discussion at the next meeting of the Group which will include: road transport issues, stock-taking from peer review session, posting of workers (endorsing draft approaches, role of National Liaison Offices), stock-taking of campaign on seasonal workers.

Date of next meeting: 2 June 2021

# Agenda

1 December 2020, online

4<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	Checking connectivity and individual presentations
1	10:00-10:10	ELA introduction
2	10:10-10:30	Study on the provision of information by EU websites: presentation of the first findings
3	10:30-11:00	Approach on presenting collective agreements on single posting websites [ <i>for endorsement</i> ]
4	11:00-12:00	Social Security Coordination: discussion on national information websites
	12:00-14:00	Lunch break
5	14:00-15:30	Information on Seasonal work: parallel sessions
6	15:30-16:30	Organisation of the Working Group: discussion
7	16:30-16:45	AOB
	16:45	<i>Closing</i>

# Summary of deliberations

1 December 2020, online

## 4<sup>th</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information (henceforth, 'the Group') held its fourth meeting on 1 December 2020 by video conference.

The agenda included five items, the results of which are reported in the following.

### Item 1. ELA Introduction

In its introductory remarks, the Authority updated the Experts on the latest activities of ELA, including the integration of National Liaison Officers, developments in the field of concerted and joint inspections and the ELA Workshop on Road Transport sector.

ELA also informed that the Executive Director designate – Mr Cosmin Boiangiu – will take up his duties on 16 December 2020.

### Item 2. Study on the provision of information by EU websites: presentation of the first findings

The contractor of VT/2020/019 presented to the Experts the methodology and first findings of the study it is carrying out on the information provided by EU websites on labour mobility, including Your Europe and the EURES portal. The study is expected to be finalised by January 2021. The contractor will need to ensure that its findings and recommendations are based on a robust methodology.

### Item 3. Social Security Coordination: discussion on national information websites

The Group completed its exploration of the information-provision challenges in different labour mobility areas with a session analysing national websites on social security coordination. The session was built on the results of the replies to a questionnaire sent by ELA prior to the meeting. The social partners presented their view on the challenges in this field while Croatia presented its website ([www.migracije.hr](http://www.migracije.hr)), providing a unified approach to information targeted for workers on the benefit entitlements in the areas covered by the coordination of the social security system, amongst others.

Experts concluded that ELA could play an important role in the field of social security coordination by supporting the translation of websites' content into other languages; organising specific trainings and exchanges of best practices; providing intelligence on how to best structure the information on websites with several responsible institutions involved; and exploring the provision of assistance services to individuals and employers accompanying online information.

Item 4. Approach on presenting collective agreements on single posting websites The Group discussed the endorsement of the draft Approach on presenting collective agreements on national websites on posting prepared by ELA. The Authority presented the changes introduced to the prior version to take on board the written comments provided by the Member States and the social partners. It stressed the non-binding nature of the document and its aim to provide a flexible methodology to inspire Member States when summarising the contents of applicable collective agreements to comply with the obligations set by Directive 2014/67/EU.

The Experts endorsed the Approach subject to clarification of two aspects in writing. Experts also underlined the living nature of the document, which could be further integrated over time.

#### Item 5. Providing information to cross-border seasonal workers

This session was organised in two parallel sub-sessions respectively dealing with information provided by official channels of recruitment, including the EURES Portal, and with reach-out activities towards vulnerable cross-border seasonal workers.

In the first sub-session, France presented its platform and initiative "Maintenant!" and Greece presented its annual European Online Job Days "Seize the summer" within the framework of EURES. The Experts discussed which information they considered crucial for seasonal work and Member States' approaches as to how they organise and transmit information on rights and obligations for workers and employers engaged in seasonal work. The Experts underlined ELA's ongoing role in improving the provision of information to workers and employers including by strengthening the role of the EURES network in supporting activities also for this category of workers.

In the second sub-session, Bulgaria presented about policies to reach out to their citizens working as cross-border seasonal workers, especially focusing on the practice of the *special hotline* they have in place. The German trade union confederation (DGB) presented its Project "Faire Mobilität" consisting of counselling centers established across Germany. They offer advice and assistance to migrant workers in several foreign languages through a number of field activities. The Experts stressed ELA's key role in strengthening the cooperation between national authorities, the social partners and other stakeholders, supporting the development of multilingual information channels and organising campaigns with a view on increasing cross-border workers'



awareness of their rights and opportunities to tackle labour law illegalities and undeclared work.

#### Item 6. Organisation of the Working Group

The Experts discussed the schedule and organisation of the future meetings of the Group, as well as ways to improve collective work, tapping on available expertise. Experts agreed to have two semester plenary meetings and two meetings mainly dedicated to a single topic, which should include peer reviews. Reviews will be carried out with the active participation of the social partners. These meetings will be complemented by ad-hoc expert meetings preparing new initiatives and, in the future, mutual learning and training sessions. The Authority will circulate a provisional meeting calendar and a concept note organising the conduct of peer reviews session, in January 2021.

The next meeting on 2 March 2021 will be dedicated to the posting of workers, and include the peer review of some national websites.

#### Any other business

The Authority informed the Experts that in the year 2020 the Translation Facility has supported the translation of over 90 documents, mainly but not exclusively into English and dealing by half on posting of workers. While no more translation requests can be accepted for 2020 the draft Work Programme for 2021 allocates further resources to the Facility which pending adoption by the Management Board should be available as of January.

Date of next meeting: 2 March 2021

# Agenda

24 September 2020, online

3<sup>rd</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	9:30-10:00	Connection and welcome
	10:00	Beginning of the meeting
1	10:10-10:30	Updates from the Commission
2	10:30-10:45	ELA Translation Facility: state of play
3	10:45-12:00	Discussion on the draft ELA Approach to presenting collective agreements on posting websites
	12:00-14:00	Lunch break
4	14:00-15:15	Providing information to cross-border seasonal workers
5	15:15-15:45	Role of National Liaison Officers in facilitating access to information
6	15:45-16:15	Training needs for the information task
7	16:15-16:30	AOB
	16:30	<i>Closing</i>

# Summary of deliberations

24 September 2020, online

## 3<sup>rd</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its third meeting on 24 September 2020 by video conference.

The agenda of the meeting had five items: first, to update the Experts on information requirements concerning the social aspects of the international road transport sector under the recently adopted Mobility Package; second, to update the Members and discuss the first results of the Translation Facility; third, to discuss the draft ELA Approach to presenting collective agreements on posting websites; fourth, to discuss the provision of information to cross-border seasonal workers; and fifth, to gather from the Members their training needs under the information task.

In its introductory remarks, the Authority updated the Experts on the latest activities of ELA in the field of concerted and joint inspections, as well as on upcoming Programming Workshop organised by the EURES European Coordination Group.

ELA confirmed that the Workshop on Road Transport will take place on 2 December 2020 in videoconference and that it will aim at discussing with national experts, the social partners and representatives from enforcement organisations the implementation of ELA activities in the field of road transport, covering all ELA tasks.

### 1. State of play and discussion on ELA Translation Facility

The Authority presented the state of play on the Translation Facility and proposed its plan for a redistribution of the leftover budget for 2020 among Member States with existing translation needs. The Experts were informed that they will receive an overview of their new and remaining budgets after the formalisation of the redistribution of funds and that translation requests for the current year should be sent to the Authority no later than 30 November 2020.

2. Draft ELA Approach to presenting collective agreements on posting websites The Authority introduced its proposed approach on presenting collective agreements on national websites on posting. The Authority stressed the non-binding nature of the

document and its aim to provide a flexible methodology to inspire Member States when summarising the contents of applicable collective agreements. While the Experts received the draft in an overall positive manner, they will send comments in writing. The aim is for the Group to adopt the Approach at the next meeting, in December.

### 3. Providing information to cross-border seasonal workers

This session aimed at exploring the information needs of seasonal workers and some existing information practices with a view to identifying possible ELA activities addressing this target group. The Commission presented the Guidelines on Seasonal Workers and stressed the initiatives taken in the framework of the EURES Portal. The social partners presented on the respective challenges for seasonal workers and employers with a specific focus on the food and agriculture sector. Finally, Germany presented its information policy towards mobile and seasonal workers, including the trade union initiative *Faire Mobilität*, against the background of the priorities of the current German Presidency. Experts concluded that ELA will propose specific activities on information targeting seasonal workers, following up on the Commission's Guidelines.

### 4. Training needs for the information task

The Experts discussed possible training needs in the field of information, under the ELA capacity building task. Experts suggested some possible topics and stressed the particular added value of the workshop format to exchange practices. The ELA will initiate its activities in this field in 2021.

### 5. Any other business

The Authority informed the Members that it has started a tender procedure for a contract providing support services to the information task.

# Agenda

26 May 2020, online

2<sup>nd</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
1	11:00–12:30	Exchange of views on providing information regarding COVID19related measures
2	12:30–13:30	Lunch break
3	13:30-14:15	Updating of single national posting websites in view of the application of Directive (EU) 2018/957
4	14:15-15:30	Presentation of collective agreements on single national posting websites
5	15:30-16:00	Presentation and discussion of the ELA Translation Facility
6	16:00-16:15	Key Performance Indicators for the ELA information task
7	16:15–16:30	AOB
		<i>Closing</i>

# Summary of deliberations

26 May 2020, online

## 2<sup>nd</sup> meeting of the ELA working group on information

Strategic meeting

The ELA Working Group on Information held its second meeting on 26 May 2020 in videoconference.

The agenda of the meeting had three main objectives: first, exchanging practices of communication to citizens and employers concerning measures affecting labour mobility in the context of the Covid-19 crisis; second, exchanging information and practices concerning the update of single national websites on posting in view of the upcoming application of Directive 2018/957; third, presenting and discussing the main operational mechanisms of the ELA translation facility.

In its introductory remarks, the Authority updated the Experts of the Working Group on the state of advancement of the study on EU websites of information on labour mobility, as well as on the forthcoming tender on support services to the ELA activities in the field of information. The Authority also announced that an ELA Workshop on Road Transport discussing the implementation of future ELA activities in the sector will take place on 2 December 2020.

The Commission presented the Guidelines issued to preserve the (cross-border) free movement of workers, goods and services during the COVID-19 crisis and to lift the containment measures in a gradual and coordinated manner

### 1. Exchange of views on providing information regarding COVID19-related measures

The Authority delivered a presentation summarising its observations as regards national websites communicating the respective policy measures. The experts of two Member States (NL and PL) presented their national practices in providing information to cross-border citizens and employers on measures affecting labour mobility during the Covid-19 crisis.

### 2. Updating single national posting websites in view of the application of Directive (EU) 2018/957

The Commission introduced the discussion by recalling *inter alia* the legal obligations included in Directive (EU) 2018/957 concerning the provision of reliable and up-to-date information on the terms and conditions of employment applicable to posted workers as of 30 July 2020. The Experts exchanged information on the state of play of the on-going update of their single national posting website. The Working Group agreed to continue reviewing national posting websites over the following meetings.

### 3. Presentation of collective agreements on single national posting websites

Experts discussed possible ways how to present the content of collective agreements applicable to posted workers on single national posting websites. The European Federation of Building and Woodworkers, Austria and Belgium presented their practice, the former reflecting the views of trade unions. The Working Group agreed that the Authority will work on an approach to presenting the relevant information on national posting websites starting from the presentation of universally-applicable collective agreements.

### 4. Presentation and discussion of the ELA Translation Facility

The Authority presented its proposal for the operational functioning of the ELA Translation Facility intended to support Member States in translating relevant information available on official national webpages. The Group welcomed the initiative and agreed on the proposed operational modalities. The Authority will soon adopt a formal Decision laying down detailed functioning mechanisms with the aim of operationalising the facility by the beginning of Q3 2020.

### 5. Key Performance Indicators

The Authority briefly presented the objective of defining Key Performance Indicators (KPI) for the task of facilitating access to information in the context of the Single Programming Document 2022-2024, currently under preparation. Experts were invited to share relevant national practices in this field for inspiration.

### 6. Any other business

The Authority informed that the third meeting of the Working Group will take place on 24 September 2020, in a format yet to be defined. The fourth meeting will be held on 1 December.

Date of next meeting: 24 September 2020

# Agenda

17 February 2020, Brussels

1<sup>st</sup> meeting of the ELA working group on information

Strategic meeting

No	Time	Title
	09:30-10:00	<i>Registration and welcome coffee</i>
1	10:00-10:15	Tour de table
2	10:15-10:30	ELA introduction: purpose, objectives and working methods of the Group.
		<b>EU information on labour mobility : state of play</b>
3	10:30-11:30	EC presentations on information on labour mobility
	11:30-11:45	<i>Coffee break</i>
4	11:45-12:45	EC presentation on Your Europe and the Single Digital Gateway
	12:45-14:00	<i>Lunch</i>
		<b>The user perspective</b>
5	14:00-15:00	The social partners' perspective: presentations and discussion
6	15:00-15:45	The Member States' perspective: presentations and discussion
7	15:45-16:15	ELA presentation: next steps for the Working Group
8	16:15-16:30	AOB
	16:30	<i>Closing</i>



# Summary of deliberations

**17 February 2020, Brussels**

## 1<sup>st</sup> meeting of the ELA working group on information

Strategic meeting

The Experts appointed by the ELA Management Board met in Brussels on 17 February 2020 for the first meeting of the ELA Working Group on Information.

The meeting aimed at introducing the goals of the Working Group, presenting the state of play regarding the provision of information on labour mobility legislation at EU level, discussing the perspectives of the members of the Working Group on the challenges concerning the supply of information and agreeing on the planning of the meetings for the year 2020.

In its introductory remarks, the Authority presented the task of facilitating access to information to citizens and employers as laid down in the ELA Regulation, the activities envisaged in the Work Programme 2020 under this task and the purpose and objectives of the Working Group.

In the first part of the meeting, representatives from the Commission presented the state of play of the provision of information at EU level in the fields of free movement of workers, EURES, posting of workers and social security coordination. The Commission also presented the Your Europe website and the ongoing implementation of the single digital gateway.

In the second part of the meeting, the experts from the social partners and from two member States (Czechia and Sweden) presented their views on the main challenges concerning the provision of information at the EU level. The Authority introduced the sessions by presenting the key findings from the survey relating to the topic of the presentations that was conducted among members of the Group prior to the meeting (ELA/WGINFO/2020/003).

The trade union experts highlighted among other things the need to provide specific information to workers, including on the possibility to lodge complaints and on how to contact social partners' representatives also concerning pay arrangements stemming from applicable collective agreements. The employers' representative also stressed the need for specific and reliable information sources for companies operating in other Member States, and put forward MISSOC as a useful tool providing synthetic and comparative information to companies on social security arrangements.

The following presentations by Czechia and Sweden touched upon the challenges of simplifying the sources of online information on labour mobility at the national level also taking into account the articulation of competences on labour mobility aspects across different administrative departments. Experts discussed the possibilities for the Authority to develop templates and guidelines to improve the layout of information, to support the translation of relevant webpages of national websites and to organise reviews of websites together with common users.

In the final session, the Authority presented the plan to tender a study on the improvement of EU sources of online information on labour mobility. It also presented the next meeting dates of the Working Group in 2020 and submitted for discussion possible topics for discussion.

The Working Group concluded that the agenda of the next meeting to be held on 26 May should include a focus on national website, notably with respect to the layout of collective agreements in single national websites on the posting of workers, as well as on the implementation of the translation facility offered by the ELA. The third meeting of the Working Group will be on 24 September.

Finally, the Working Group agreed that a workshop on road transport will be organised back to back with the fourth meeting of the Working Group on Information meeting scheduled on 4 December 2020.

The ELA will circulate the names and contact details of members among the Group.

Date of next meeting: 26 May 2020