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EEPOW Research Findings

Research was one of three main components of the EEPOW project. Research findings indicate that the Posting of Workers Directive (96/71/EC) has been only partially transposed in each of the four countries and the existing legislation does not include all the elements of the Directive and the Enforcement Directive, while other relevant measures such as bilateral agreements on social security coordination and health care are also incomplete. The assessment of the institutional arrangement indicated that a number of institutions responsible specifically for the implementation of the Directive are either not in place or just partially established. Liaison offices that would facilitate inter-agency cooperation and information dissemination mechanisms are also not established, which means that cooperation is partially under the control of various existing agencies, without a proper mandate for or knowledge of posting. Assessment of the existing human resources and their capacities shows that enforcement agencies lack the resources to monitor and control posting.

Other stakeholders, such as trade unions, employer organisations, Chambers of Commerce and NGOs, have not been actively involved in the process across the four countries, and when they were, their involvement has been partial and in the form of consultation meetings. To address the needs identified, all four candidate countries must complete the legal framework and establish protocols of intra-agency cooperation, mandate public authorities and build their capacities on posting, as well as include social partners more actively in the process. Country case studies were conducted by the research teams of partner organizations in the past two years (2018-2019) in order to assess the institutional capacities and needs of the four candidate countries of the Western Balkans: Albania, Montenegro, North Macedonia and Serbia, to implement the Posting of Workers Directive. The empirical data was drawn from official reports, relevant grey and academic literature, and 44 interviews with various stakeholders in all four countries, i.e. policy-makers, implementing and enforcement authorities, and social partners. The group discussion at each of the national workshops held in Podgorica (7 May 2018), Tirana (26 June 2018), Belgrade (26 September 2018), and Skopje (6 November 2018) served as an additional source of information for the assessment of needs in each candidate country.

The approach chosen for the assessment is the incremental approach of identifying existing capacities and using them as the foundation for moving forward in achieving the developmental goal. Each of the case studies, published as individual reports for [Albania](#), [Montenegro](#), [North Macedonia](#), and [Serbia](#), and a comparative [Needs Assessment](#) based on the four country reports focused on examining the policy process cycle in terms of six interdependent institutional capacity domains: legal framework, institutional arrangement, inter-agency cooperation, human resources, stakeholder engagement, and public governance. Country specific policy recommendations were finally provided in the policy briefs for [Albania](#), [Montenegro](#), [North Macedonia](#) and [Serbia](#) also published in the frame of the project.





Peer Review in Magdeburg

The second EEPOW Peer review was organized in Magdeburg by the Center for Social Research Halle, on the 8 May 2019. The focus of the peer review was on the implementation of the Directive 96/71/EC regarding the mechanisms and procedures for the enforcement of minimum wages for posted workers and the equal pay principle, as well as the possible countermeasures to circumvention strategies used to undercut minimum wages and the equal pay principle. The event was greeted by Wolfgang Beck, Ministry of Labour, Social Affairs and Integration Sachsen-Anhalt (EEPOW Associate Partner) and by Prof. Wolfram Kohte, Center for Social Research Halle (EEPOW partner). Bettina Wagner, Institute of Economic and Social Research (WSI), Dr. Mathias Maul-Sartori, Judge at the Labour Court Frankfurt (Oder), Annica Wieblitz and Andreas Müller, Main Customs Office Magdeburg presented the German experience, as the host country, on the remuneration of posted workers. While Walter Gagawczuk, Chamber of Labour Vienna, Austria and Quirino Archilietti, FIT CISL Lazio, Italy presented the experience of the peer countries, i.e. Austria and Italy respectively.

The key Messages from the Peer Review can be downloaded [here](#)



Peer Review in Trieste

On the 26 June 2019, CIOFS-FP organised the Third EEPOW peer review, focused on the bilateral and multi-lateral cross-border mechanisms and tools employed by Member States in order to better implement the Directive 96/71/EC. The event was greeted by Alessia Rosolen, Assessor for Employment, Training, Education, Research, University and Family (Friuli-Venezia Giulia Autonomous Region), Maurizio Romano, Representative for labour policies (Friuli-Venezia Giulia Autonomous Region, Directorate on Labour, Training, Education and Family), and Federico Pancaldi, European Commission, DG Employment (web conference). Sonila Danaj, EEPOW Coordinator, introduced the project. Luigi Gennari (Labour Inspectorate Trieste and Gorizia), Mercedes Landolfi (National responsible FILLEA-CGIL on immigration policies and coordination of foreign workers), Feliciano Iudicone (FGB) and Giacomo Virgilio (Joint National Committee for Construction Workers' Welfare Funds - CNCE) presented the Italian experience. Whereas Sanja Cukut Krilič (ZRC SAZU, Slovenia) and Margarita Glaser (The Construction Workers' Annual Leave and Severance Pay Fund) presented the experience of the peer countries Slovenia and Austria, respectively. The key Messages from the Peer Review can be downloaded [here](#).





Peer Review in Ljubljana

The last EEPOW peer Review has been held on the 23 October 2019, organized in Ljubljana by Research Centre of the Slovenian Academy of Sciences and Arts (ZRC SAZU). The focus of the peer review was on the occupational safety and health of posted workers in the European Union. The event was opened by Mojca Vah Jevšnik, ZRC SAZU, and our colleague Sonila Danaj. The first session focused on the Slovenian case with three presentations: “*OSH-related vulnerabilities of posted workers*” by Mojca Vah Jevšnik, ZRC SAZU, Ljubljana; *Providing safe and healthy working conditions of posted workers* by Katarina Železnik Logar, Institute for Occupational Safety, Ljubljana; and “*What is a (much too often) daily reality of the OSH for posted workers?*” by Goran Lukič, Counselling office for workers, Ljubljana. In the next session, Rossana Cillo, University of Venice Ca ‘Foscari and Piotr Mazurek, Fair Mobility Project, presented the cases of Italy and Germany, respectively, as peer countries.

The key Messages from the Peer Review can be downloaded [here](#).



National Conferences



National Conference in Serbia

The final EEPOW national event was held on 11 September 2011 in Belgrad. The event was opened with an introduction by the the Ministry of Labour, Employment, Veteran and Social Affairs (MoLEVSA), and followed by a panel discussion, about the findings of the EEPOW project, moderated by **Ivana Milovanovic**, with inputs from our colleague **Uros Zivkovic**, MoLEVSA, **Sonila Danaj**, **European Centre for Social Welfare Policy and Research** and **Sanja Cukut Krilić**, ZRC SAZU. Then, 3 working sessions were held, respectively on the posting's legal framework, social security's aspects and experiences of Labour Inspection.





National Conference in North Macedonia

The final EEPOW national event was held on 14 November 2019 in Bitola, North Macedonia. The event was organized as a panel discussion moderated by Aleksandra Iloska, PUBLIC, under the title *Migration, Labour Mobility and Cross-Border Cooperation* with inputs from our colleague Sonila Danaj, Sanja Cukut Krilić, ZRC SAZU, and Federica Misturelli, CIOFS FP Friuli Venezia Giulia. The panelists discussed the findings of the EEPOW project comparing the experiences of managing posting in EU Member States such as Austria, Slovenia and Italy with that of the candidate countries of the Western Balkans: Albania, Montenegro, North Macedonia and Serbia. The North Macedonian case was highlighted through the discussions with the audience.





Final Conference

The final international conference of the Posting of Workers in Eastern Europe project was held in Ljubljana, Slovenia on the 24 October 2019. The conference that brought together all project partners, associated partners and other stakeholders from the eight participating countries, was opened by Mrs Mojca Vah Jevšnik, project coordinator for the Research Centre of the Slovenian Academy of Sciences and Arts. The project coordinator, Sonila Danaj, European Centre for Social Welfare Policy Research, presented the project and the deliverables achieved in the two years of project implementation. The keynote speech was delivered by Ms Carita Rammus, European Commission, who spoke on the Posting of Workers Enforcement Directive's implementation in Member States. The conference continued with presentations of the country case studies for the candidate countries of the Western Balkans: Albania, Montenegro, North Macedonia and Serbia by Mrs. Mimoza Agolli, EMA, Albania, Mrs. Sanja Cukut Krilić, ZRC SAZU, Ms. Aleksandra Iloska, PUBLIC, and Ms. Kristina Djurić, Public Policy Institute, respectively. In the afternoon session, Sonila Danaj, European Centre, presented the Needs Assessment followed by a discussion. In the end, all participants gave their concluding remarks and future opportunities were discussed.

