



# POST-MEET

Final Conference



Co-funded by  
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# **POST-MEET Project Final Conference**

**European Parliament, Brussels  
3rd February 2026, 9:00-13:00**

# Opening Session



- Simone Miotto (Executive Director, AEIP)
- MEP Gabriele Bischoff (S&D, Germany)
- Federica Rosato (Project Officer, CNCE)



Session 1

# RESULTS OF THE POST-MEET PROJECT





# **Final Conference POST-MEET Project (Information Actions for Posting in the Construction Sector)**

European Parliament, Brussels 3rd February 2026

**Guides to inform workers and companies on  
procedures and terms of employment in  
construction in case of posting –WP2**

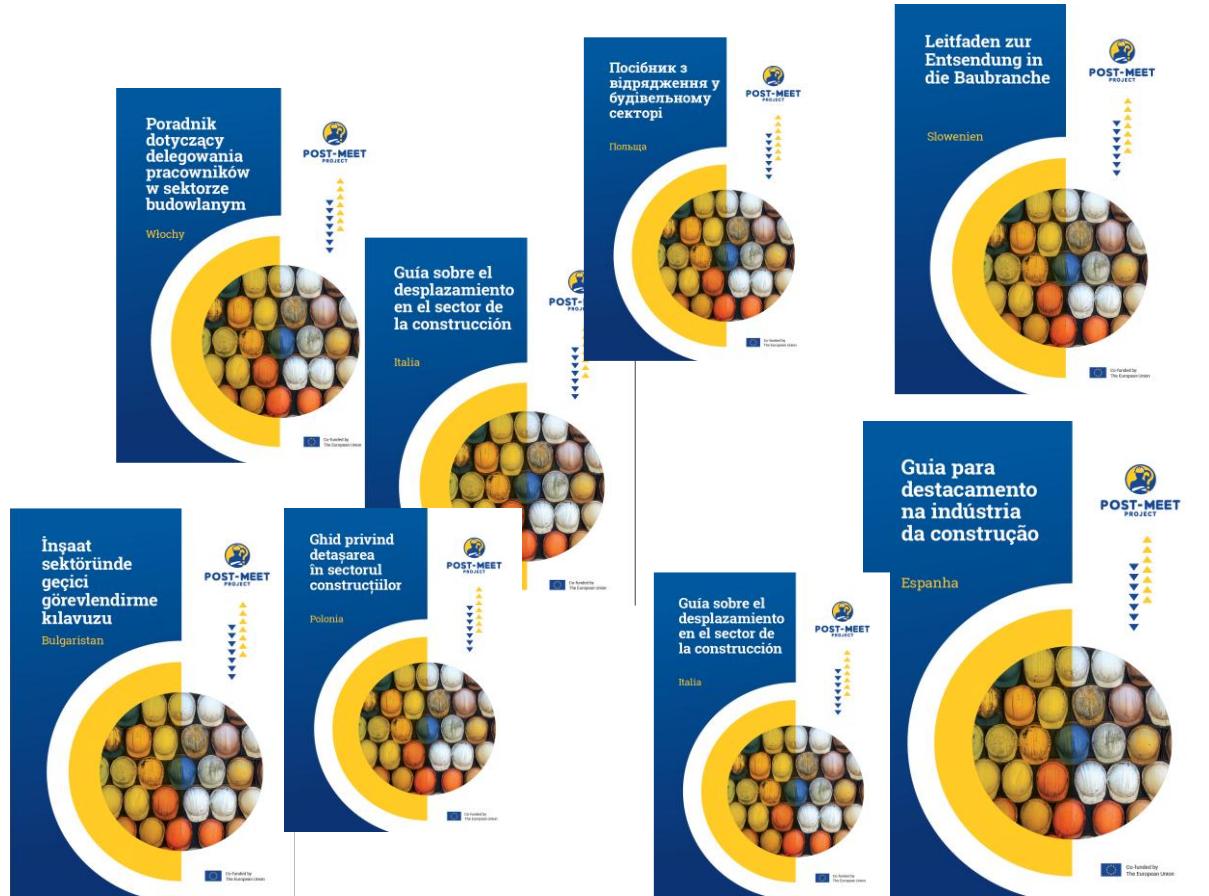
Jakub Kus, Trade Union Budowlani



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# Multilingual Guides

- posting to Bulgaria,  
Italy, Poland, Slovenia,  
and Spain



# Guides to inform workers and companies on procedures and terms of employment in construction in case of posting

- Guides are one of the main results of the POST MEET project - they contain information on **procedures and terms of employment** in construction in case of posting to a particular country
- They have been prepared in 5 project countries: **Bulgaria, Italy, Poland, Slovenia, and Spain** due to the needs and information gaps concerning important groups of workers posted to the particular country
- They are addressed to both employers and employees. Their structure is mainly **tailored to the information needs of employees** - because this is where the biggest information gaps occur
- This project result also **builds on the results and conclusions of several previous projects on posting**, coordinated by the Italian CNCE
- They were prepared by **experts in the sector and in consultation with specialists of the institutions responsible for the posting process**

## Structure of multilingual guides

Each Guide follows the same structure:

- The first part deals with **basic information about the labor market of the country to which workers are posted**
- The second part deals with **other administrative aspects**, including the system of handling PD A1, sanctions, special regulations for third-country workers, joint liability and information obligations

# Structure of multilingual guides

In the first part, we get comprehensive information on:

- applicable **minimum wage**
- **elements of remuneration** apply to posted workers
- **other allowances** due under special circumstances
- activity of **sectoral funds** in place that intermediate holiday pay or other elements of remuneration
- where can I find the most up-to-date and **official information on applicable remuneration?**
- **maximum work periods** and **minimum rest periods** to which employees are entitled
- **minimum annual paid leave**

# Structure of multilingual guides

- **occupational safety and health**, which are the involved actors and which are the related responsibilities?
- **specific requirements under OSH legislation concerning subcontracting**. How do they affect subcontracting to a foreign company?
- requirements applicable according to OSH legislation regarding **training and medical surveillance**
- **responsible persons to contact** in case of problems in terms of occupational safety and health
- provisions shall be observed concerning the **terms and conditions of employment of pregnant women, women who have recently given birth, children or young people**
- **non-discrimination policy**, and where can I find more information?
- are **posted temporary workers** subject to different conditions than other posted workers?

# Structure of multilingual guides

- Other administrative and legal aspects
- **declarations duties** in the case of posting
- **sanctions** apply in case of non-compliance with declaration duties or failure to comply with legislation on posting?
- specific rules and procedures concerning the **posting of third-country nationals**
- **joint liability clauses** that affect contractors in the event of failure to pay posted workers?
- **information** shall the employer give to posted workers before posting
- Glossary
- Useful sources and contacts

## Use and dissemination of the guide

- The Guide is based on **official sources** available in the country
- Its added value is its **comprehensiveness** - often sources of information on posting for employers and especially workers are scattered.
- This makes it difficult to access them
- The Guides will be made available not only by the project partners, but also by **paritarian funds, employers' organizations and trade unions, as well as organizations supporting migrant workers**
- The Guide is part of the efforts to solve the problem of the **language barrier** - in many countries, for this reason, information does not reach groups of workers due to the language barrier
- The base version of all Guides is the English version



THANK YOU FOR YOUR  
ATTENTION

**Budowlani**  
ZWIĄZEK ZAWODOWY®





# Post-Meet

*Information actions for posting in the construction sector*

Online Seminar  
Slovenia, 28 January 2026



Cofinanziato  
dall'Unione europea

# Project objectives

The POST-MEET project (Information actions for posting in the construction sector) aims to **improve the availability and dissemination of information on the transnational posting of workers in the construction sector in seven countries (Austria, Bulgaria, Germany, Italy, Poland, Slovenia and Spain)** and, with the support of the European Association of Bipartite Institutions and the European social partners, at EU level.



# Project objectives

Funded by the **European Commission's EaSI programme** and coordinated by CNCE, the project provides for the development of multilingual country guides containing detailed information on procedures for posting workers abroad, relevant elements of remuneration, and other provisions applicable to workers posted transnationally. The core phase of the project is therefore dedicated to the promotion of the guides, through **10 in-person** seminars organised across the participating countries and **10 online seminars**.



# Partnership

## Coordinator

CNCE – Commissione Nazionale delle Casse Edili (Italy)

## Partner

IT Italy

- Formedil
- Fondazione Giacomo Brodolini srl

EU Europe

- AEIP

DE Germany

- SOKA-BAU

ES Spain

- Fundación Laboral de la Construcción del Principado de Asturias
- CAC-ASPROCON – Confederazione Asturiana delle Costruzioni ASPROCON

SI Slovenia

- OOZ Kamnik – Camera regionale dell'Imprenditoria Artigianale di Kamnik
- OOZ Nova Gorica – Camera regionale dell'Imprenditoria Artigianale di Nova Gorica

AT Austria

- BUAK – Cassa per ferie e TFR dei lavoratori edili

PL Polond

- Trade Union Budowlani



# Partnership



## Guides on the Posting of Workers in the Construction Sector

The aim of the guides is to make clear and comprehensive information available on terms and conditions of employment in the construction sector and on procedures for the posting of workers in the different countries involved: Italy, Bulgaria, Spain, Poland and Slovenia. Guides translated into five languages, corresponding to the languages most commonly spoken by posted workers in the participating countries.



## Post-Meet Seminars

Ten in-person seminars were organised in the different partner countries. During the seminars, the guides on the transnational posting of workers in the construction sector were presented, while also fostering dialogue among key stakeholders at national and European level.



## Post-Meet seminars

Six online seminars have been already organised, during which the guides were presented and dialogue among different sector stakeholders was promoted.

A further four online seminars will be organised in February 2026.



# Post-Meet seminars

Results achieved:

Dissemination of information on terms and conditions of employment in the construction sector addressed to workers and companies involved in posting, as well as to consultants and trade union representatives, who represent the main information reference points.



# Post-Meet seminars

The seminars provided useful information on:

- terms and conditions of employment applicable in the event of posting;
- administrative aspects, including prior declarations and notification obligations towards sectoral funds related to the presence of posted workers on construction sites;
- the roles and functions of sectoral funds;
- complementary aspects relevant to posting, such as rules on healthcare coverage abroad and income taxation regulations.



# New communication channels

- To simplify relations between foreign companies and posted workers with sectoral funds, by improving information and registration tools.
  - To strengthen employers' organisations, trade unions and vocational training bodies, enabling them to effectively reach and inform companies and workers involved in posting.



# New communication channels

- Multilingual digital forms were developed for applications for exemption from registration, an option applicable to posting cases between Italy, Austria and Germany.
- Subsequently, the Exemptions Platform was developed and almost operative for sharing information between Italy, Austria and Germany.



## New communication channels

- A four-language video was produced on the operation of the paid leave system, addressed to workers posted from Germany.
- Infographics were developed on training requirements in the field of occupational safety and health (OSH) applicable to posted construction workers in Italy and Spain.



## New communication channels

- Chatbot services were implemented to provide information to companies intending to post workers abroad (Bulgaria and Slovenia).
- Seven country factsheets were developed to inform Bulgarian workers about their main rights in the event of posting in the countries covered by the partnership, as well as in Bulgaria (for workers posted to the country).



# The POST Post-Meet

In addition, the project tools developed under Post-Meet are designed to be flexible and easily adaptable, allowing their continuation beyond the project's lifecycle. This approach enables the integration of **updates, new functionalities and country-specific content**, supporting their replication and deployment in **other EU countries and within future European-funded projects**.



## Additional info

All project-related information, materials and tools developed within Post-Meet are made available through the **websites of the project partners, in the dedicated project landing pages**, ensuring broad accessibility, transparency and continuous dissemination at national and European level.





# GRAZIE

THANK YOU!



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DIGITISATION OF THE  
EXEMPTION PROCESS  
FOR POSTED WORKERS

*INTER-INSTITUTION DATA EXCHANGE:  
FAST, TRACEABLE AND CONTROLLED*



Cofinanziato  
dall'Unione europea

# INTRODUCTION

## THE CURRENT LIFECYCLE

Today, exemption requests are handled manually through paper forms filled in by hand and scanned.

This makes the process:

- Manual (PDF / Email / PEC)
- Fragmented (multiple steps)
- Not traceable



# WHY POST-MEET?

## ONE PLATFORM TO:



Create and manage exemption cases



Standardise rules and forms by country



Monitor progress at any time

CENTRALISATION  
TRANSPARENCY  
CONTROL



## FROM PAPER TO DIGITAL

**Before:** scattered documents, duplicated information, calls to check the status.

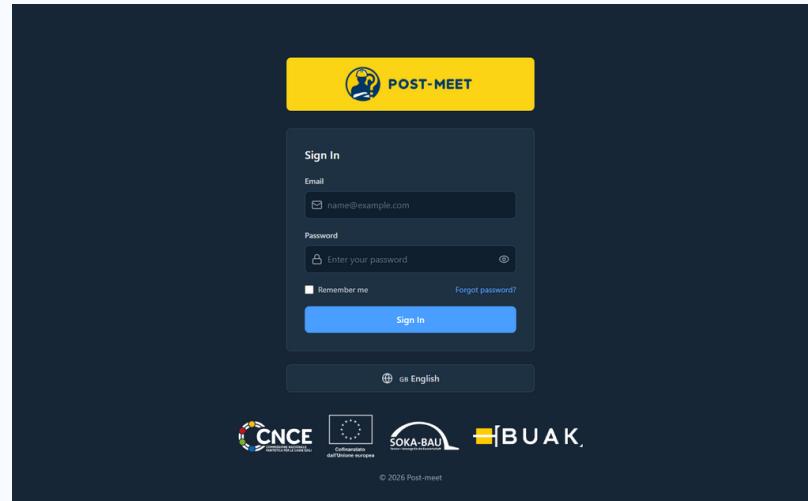
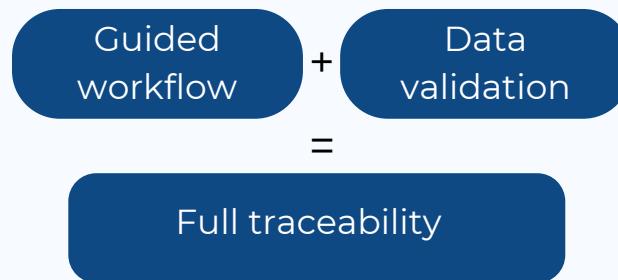
**After:** one case, one workflow, status always visible.

**Post-Meet enables fast exchange between institutions and foreign partners, with data validation and full traceability**

# WHAT DOES POST-MEET DO?

## POST-MEET IS A WEB PLATFORM THAT:

- Guides the operator through case creation
- Reduces data entry errors and validates data
- Records history and clarifies case status



# SUPPORTED COUNTRIES TODAY AND SCALABILITY

Post-Meet was designed to be immediately operational for **Austria, Germany, France and San Marino**.

The system is modular: each country has its own modules, while the workflow remains single and guided.

This allows us to quickly add new countries and new partners, while maintaining standards, traceability and control.



- Austria
- Germania
- Francia
- San Marino



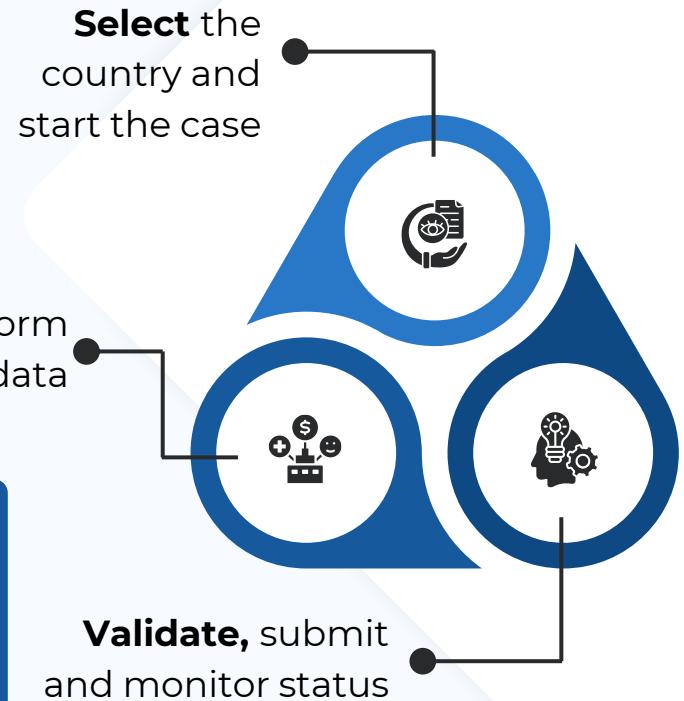
# THE POST-MEET DIGITAL FLOW

## POST-MEET TURNS THE EXEMPTION REQUEST INTO A GUIDED DIGITAL FLOW

The operator follows clear steps. The system captures data from the official form and validates it. Institutions can check the case status in a transparent and controlled way.

**IL FLUSSO IN SINTESI**

- 1. New request:** select country and create the case.
- 2. Official form:** download, complete and upload the PDF.
- 3. Extraction & validation:** read key data and run automatic checks.
- 4. Submission & monitoring:** tracked case with status, history and role-based visibility.



# FROM PAPER PDF TO STRUCTURED DATA

With Post-Meet, the official PDF remains the starting point, but it is no longer a “dead” document.

The operator uploads the completed PDF. The platform extracts key data, validates it, and converts it into structured information, ready for the case.

**Result:** no manual entries, fewer errors, faster and more controlled exchange between institutions.



## Automatic validation and consistent data

- REDUCED FORM-FILLING ERRORS
- EXTRACTED DATA READY FOR THE CASE
- GREATER TRACEABILITY FOR INSTITUTIONS

Operating as: Cassa Edile di Novara (NO00) X

Exemption Requests > 14

Request Details EdilRossi S.r.l. on 15/01/2026

Show the exemption request details

Draft Send practice

Edilcassa Company Construction Site Client Workers Documents

**General Information**

Company Name: EdilRossi S.r.l.

Company Tax Code: 01234560987

Owner Name: Mario Rossi

**Registered Office**

Street: Via dell'Industria

Street No.: 25 Postal Code: 20145

Municipality: Milano Province: MI

**Contacts**

Phone: +39 02 1234567 Fax: +39 02 7654321

Email: amministrazione@edilrossi.it

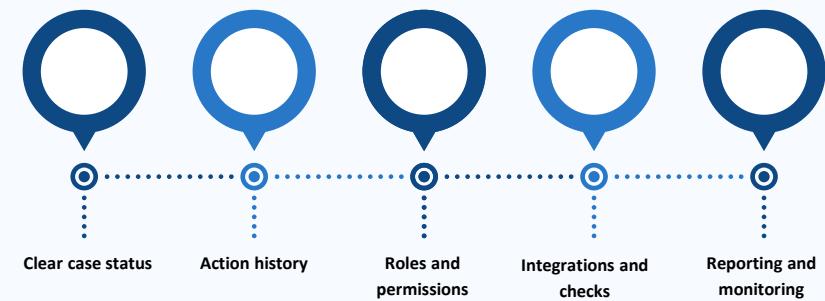
IN VIA SEGNALAZZ

# TRACEABILITY AND CONTROL

In Post-Meet, each case is **tracked end-to-end** from initial entry to the final outcome.

**Status is always clear and up to date**, with action history and role-based visibility.

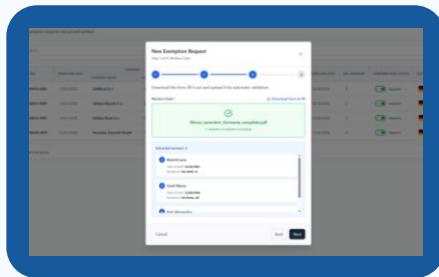
This makes inter-institution exchange simpler, reduces ambiguity, and **ensures control and transparency throughout the process**.



# CONCRETE BENEFITS

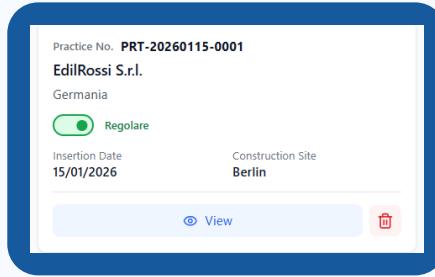
**Post-Meet streamlines the daily work of the Casse Edili:** no manual steps, fewer clarification requests, and a status always visible.

The goal is to reduce time and complexity, making the exemption process faster and more orderly for all actors involved.



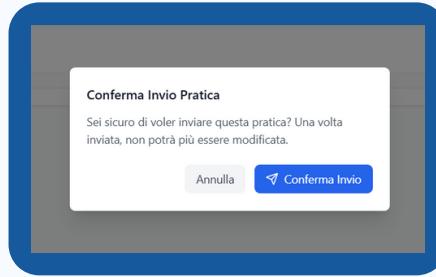
## ZERO MANUAL ENTRIES

Uploading the official form and capturing key data reduces duplication, copy-paste and the risk of errors.



## CASE STATUS ALWAYS CLEAR

Each case can be monitored immediately: at a glance you see what has been done and what is missing.



## FEWER EMAILS AND PHONE CALLS

With a guided flow and shared information, update requests decrease.

# CONCLUSIONS

The project is in its final phase: the platform is already operational in Beta and we are completing the final refinements.

Next, we will launch a pilot test and select a number of Casse Edili to validate the flow on real cases and collect feedback.

- SELECTION OF PILOT CASSE EDILI AND TESTING
- TESTS ON REAL CASES AND FEEDBACK
- PROGRESSIVE ROLLOUT TO CASSE EDILI AND INSTITUTIONS





# GRAZIE

THANK YOU!

## CONTACTS CNCE

 [06 852614](tel:06852614)

 [cnce.it](http://cnce.it)

 [info@cnce.it](mailto:info@cnce.it)

 Via A. Guattani 24, 00161  
Roma



 BUAK

 SOKA-BAU  
Service - Vorsorge für die Bauwirtschaft



Cofinanziato  
dall'Unione europea



OBMOČNA OBRTNO-PODGETNIŠKA  
ZBORNICA KAMNIK



Financira  
Evropska unija



## ***From information to practical support***

Dissemination event  
Brussels, February 3 rd 2026





# Chamber of Craft and Small Business of Kamnik/ Nova Gorica



62 regional chambers (indep. entities) and  
32 Professional Sections

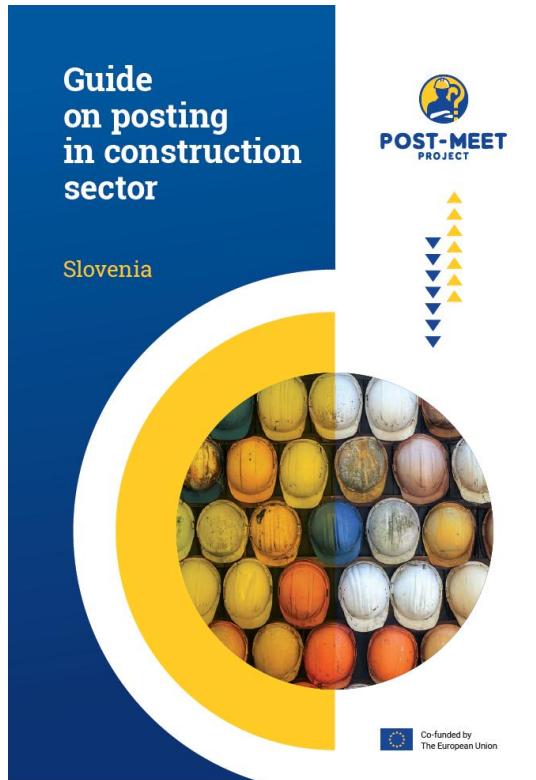
OZS – the umbrella organization in Ljubljana

a network of more than 150 consultants, One-stop-shops

Social dialog, Advisory services, empowerment through education and training, networking, etc.



# From information to practical support



- **Clear and structured overview of posting-related requirements in the construction sector** (*collective agreements, EU and national legislation, remuneration, social security, OSH, useful contacts and links*)
- **Sector-specific focus**, reflecting real conditions on construction sites
- **Reliable and verified sources**, aligned with EU and national frameworks



# Supporting compliance through practical guidance



Guide  
on posting  
in construction  
sector

Slovenia



- **Practical orientation, designed for employers, workers and advisors**
- **It improved the quality of support to SMEs, better understanding of rules, greater legal certainty**
- **Additional added value in the Slovenian guide, including an overview of the procedure for obtaining a craft licence and the conditions for registration in the register of construction site managers, both mandatory in Slovenia**



# Contributing to stronger regional ties and mutual understanding



Leitfaden zur  
Entsendung in  
die Baubranche



Vodič za  
upućivanje  
radnika u  
građevinskom  
sektoru



Útmutató a  
munkavállalók  
kiküldetéséhez  
az építőiparban



Guida  
al distacco  
nel settore  
edilizio

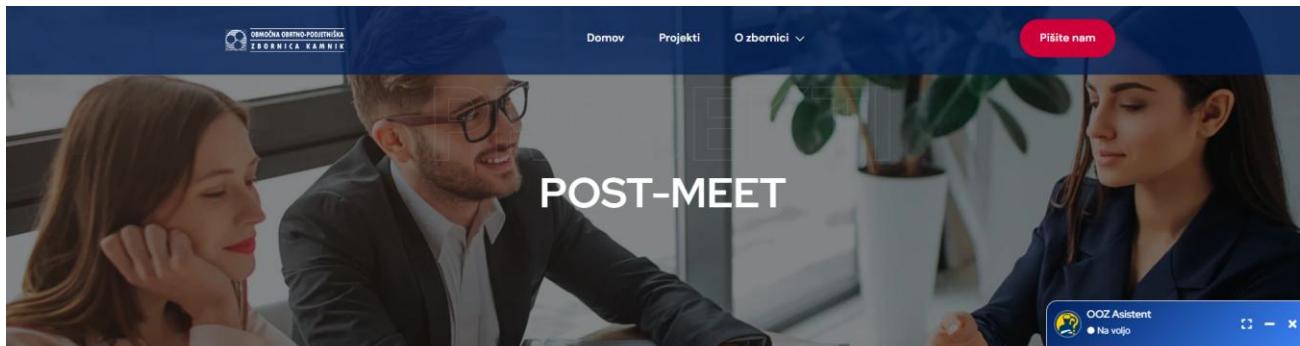


- Available in six languages, ensuring broad accessibility
- In addition to English, translated into the languages of neighbouring countries (Croatian, Italian, German and Hungarian)
- Reducing risks related to posting by improving understanding of rules and obligations
- Strengthening cross-border cooperation and trust between institutions, employers and workers



# Chatbot – from information to Smart digital support:

<https://ooz-kamnik.si>



**izboljšanje obveščenosti pri napotitvi delavcev v gradbenem sektorju**

**zagotavljanje pravičnih delovnih pogojev in preglednosti na evropskem gradbenem trgu**

[Prenesi vodič o napotitvah](#)

**OOZ Asistent**

Dobrodošliv klepetalniku  
Območne obrtno-podjetniške zbornice Kamnik! Klepetalnik je nastal v okviru projekta POST MEET in je sofinanciran iz evropskih sredstev. \*

Namenjen je predvsem podprtji podjetjem pri vprašanjih napotitve delavcev na delo v tujino, s posebnim poudarkom na gradbeništvu. Tukaj lahko hitro in enostavno pridobite osnovne informacije ter usmeritve, ki

Ime:  Pošlji



## A trustworthy and responsible digital tool



- **Provides answers based on predefined and verified sources** (*POST-MEET guides, partner organisations webs, Your Europe, other official sources*)
- **Does not learn autonomously** and does not change its rules or knowledge without supervision
- Analysis of users' questions offers **insight into recurring challenges and information gaps in practice**
- Ensures traceability of answers and is designed in line with **data protection requirements (GDPR)**





## Institutional impact and long term value of the project



- **Establishment of a valuable partnership among project partners, enabling effective cooperation and knowledge exchange that continues beyond the project in day-to-day professional practice**
- **The provision of deeper insight into differences and similarities between countries, contributing to better mutual understanding and more effective addressing of cross-border challenges**
- **Strengthening cooperation between chambers, trade unions and paritarian funds, leading to increased trust and a shared understanding of sector-specific challenges**





## Paritarian institutions (social funds) – lessons learned.....



- **The project clearly demonstrates the added value of social funds in countries where they are established, particularly in ensuring workers' rights and transparency of employers' obligations**
- **Experience gained through the project shows that social funds also enable more effective cross-border cooperation, especially where bilateral agreements exist/or were established within the project - between the sending and host countries**
- **Such mechanisms have proven to facilitate the posting of workers and reduce administrative burdens, while increasing legal certainty for both employers and workers**





## ..... and opportunities for implementation in Slovenia



- **Chambers and trade unions (construction industry) recognized the need to establish a social fund and are aligned on this issue**
- **For this reason, social partners in Slovenia would like the Government to take a more active role**, particularly in examining good practices from countries where paritarian institutions are already in place and in considering their possible introduction in Slovenia





## Key areas for further development

### **Digital solutions for reducing administrative burdens for SMEs „Digital posting navigator“**

- Comparative analysis of national rules on posting, including **posting of third-country nationals**
- Identification of **administrative bottlenecks and compliance challenges for SMEs**
- *Focus on real-life questions and typical posting scenarios in construction.*





## Key areas for further development



### **Digital solutions for reducing administrative burdens for SMEs**

Development of **flexible digital tools**, such as:

- **wage and allowance calculators** by country,
- **digital country checklists** enabling companies to verify that all documentation and notifications are in place

**Tools designed to be easily updated in case of legal changes** (e.g. minimum wages, collective agreements)





OBMOČNA OBRTNO-PODJETNIŠKA  
ZBORNICA KAMNIK

# Thank you!

Barbara Jančar Rozman



Financira  
Evropska unija





BCC chatbot on the applicable conditions for  
posting in the construction sector



Co-funded by  
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КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER

The BCC chatbot is available on the homepage of the organisation's website

<https://ksb.bg/>





# The chatbot provides responses in Bulgarian

The communication is based on the developed **Guide on posting in construction sector in Bulgaria**

The screenshot shows the homepage of the Bulgarian Construction Chamber (BCC) website. The header includes the BCC logo, a 15th anniversary banner, and navigation links for 'Home', 'About Us', 'Members', 'Current', 'Activities', 'Legal Framework', 'Forum', and 'Contact'. The main banner features two construction workers in hard hats and the text 'РАБОТА В БЪЛГАРИЯ'. The website layout includes sections for 'Central Professional Registry', 'Regional Representations', and a map of Bulgaria. A prominent red box highlights a live chat window on the right side. The chat window shows a message from the user 'С какво мога да Ви помогна?' and a response from the chatbot 'Колко е минималният годишен платен отпуск в България в строителството?' The chatbot also provides an answer: 'Минималният годишен платен отпуск за работещите в строителството в България е 20 работни дни.' The user replies with 'Продължете разговора, ако имаме допълнителни въпроси.' The chatbot concludes with 'Изпратете съобщение.'



# The chatbot is available in English

Вход за потребители | Контакти

15 ГОДИНИ  
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER

ЗА НАС | ЧЛЕНОВЕ | АКТУАЛНО | ДЕЙНОСТИ | ПРАВНА РАМКА | ФОРУМ |

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

Изпратете съобщение.

Продължете разговора, ако имаме допълнителни въпроси.

How long is the minimum annual paid leave in construction in Bulgaria?

The minimum annual paid leave in construction in Bulgaria is 20 working days.

Продължете разговора, ако имаме допълнителни въпроси.



The chatbot can respond in North Macedonian language

Вход за потребители | Контакти

15 ГОДИНИ  
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER

ЗА НАС | ЧЛНОВЕ | АКТУАЛНО | ДЕЙНОСТИ | ПРАВНА РАМКА | ФОРУМ |

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

Изпратете съобщение.

Колко е минималниот годишен платен одмор во строителството во България?

Минималниот годишен платен одмор во градежништвото во Бугарија изнесува 20 работни дена.

Продължете разговора, ако имате допълнителни въпроси.

Изпратете съобщение.

Изкуствен интелект за вашия бизнес



# The chatbot provides responses in Russian

15 ГОДИНИ  
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER

Вход за потребители | Контакти

ЗА НАС | ЧЛЕНОВЕ | АКТУАЛНО | ДЕЙНОСТИ | ПРАВНА РАМКА | ФОРУМ |

## РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

Изпратете съобщение.

Продължете разговора, ако имате допълнителни въпроси.

Какъв е ежегодният оплачиваем отпуск?

Минималният ежегоден оплачиваем отпуск в строителството в България е 20 работни дни.

Продължете разговора, ако имате допълнителни въпроси.

Изпратете съобщение.



The chatbot supports communication in  
Turkish

Вход за потребители | Контакти

**КСБ** КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER

ЗА НАС | ЧЛЕНОВЕ | АКТУАЛНО | ДЕЙНОСТИ | ПРАВНА РАМКА | ФОРУМ |

# РАБОТА В БЪЛГАРИЯ

составляем 20 рабочих дней.

Продължете разговора, ако имаме допълнителни въпроси.

Minimum yıllık ücretli izin süresi ne kadardır?

Bulgaristan'da inşaat sektöründe minimum yıllık ücretli izin süresi 20 iş günüdür.

Продължете разговора, ако имаме допълнителни въпроси.

Изпратете съобщение.

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА



АКТУАЛНО



ВИДЕО ГАЛЕРИЯ



# BCC CHATBOT IN SOCIAL MEDIA



 Bulgarian Construction Chamber / Камара на строителите в...  
129 followers  
9mo • ④

CHATBOT относно командироването в строителството!

Нов инструмент, chatbot, на сайта на КСБ Ви дава възможност да се запознавате с правилата за командироване в строителния сектор. Можете да задавате въпроси относно приложимите условия на труд и процедури при командироване на работници в строителния сектор.

Чатботът е разработен по проект "POST-MEET – Информационни дейности за командироване на работници в строителния сектор", финансиран чрез Европейския социален фонд на ЕС, като цели да подобри достъпа до информация, свързана с правилата за командироване.

Повече информация за проекта, можете да откриете тук: <https://lnkd.in/eU3RkMdm>

Show translation



 Камара на строителите в... ...

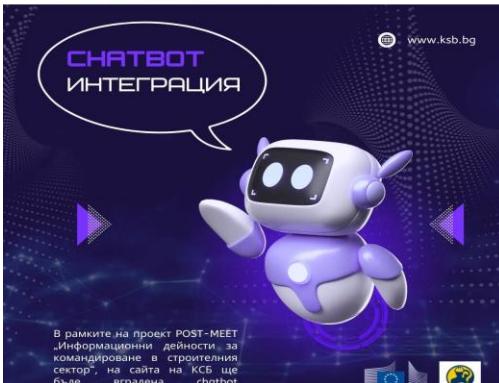
All Photos Reels Mentions

 Камара на строителите в България Jan 10, 2025 • ④

В рамките на проект POST-MEET „Информационни дейности за командироване в строителния сектор”, на сайта на КСБ ще бъде вградена chatbot комуникация, чрез която заинтересованите лица могат да получат информация за приложимите условия на труд и процедури, както и за секторните фондове, отнасящи се до командироване на работници в строителния сектор в държави членки на ЕС.

За повече информация посетете:

<https://projects.ksb.bg/post-meet>



 Posts

 bulgarian\_construction\_chamber



6   

bulgarian\_construction\_chamber  ЧАТБОТ относно командироването в строителството!

Нов инструмент, chatbot, на сайта на КСБ Ви дава възможност да се запознавате с правилата за командироване в строителния сектор.

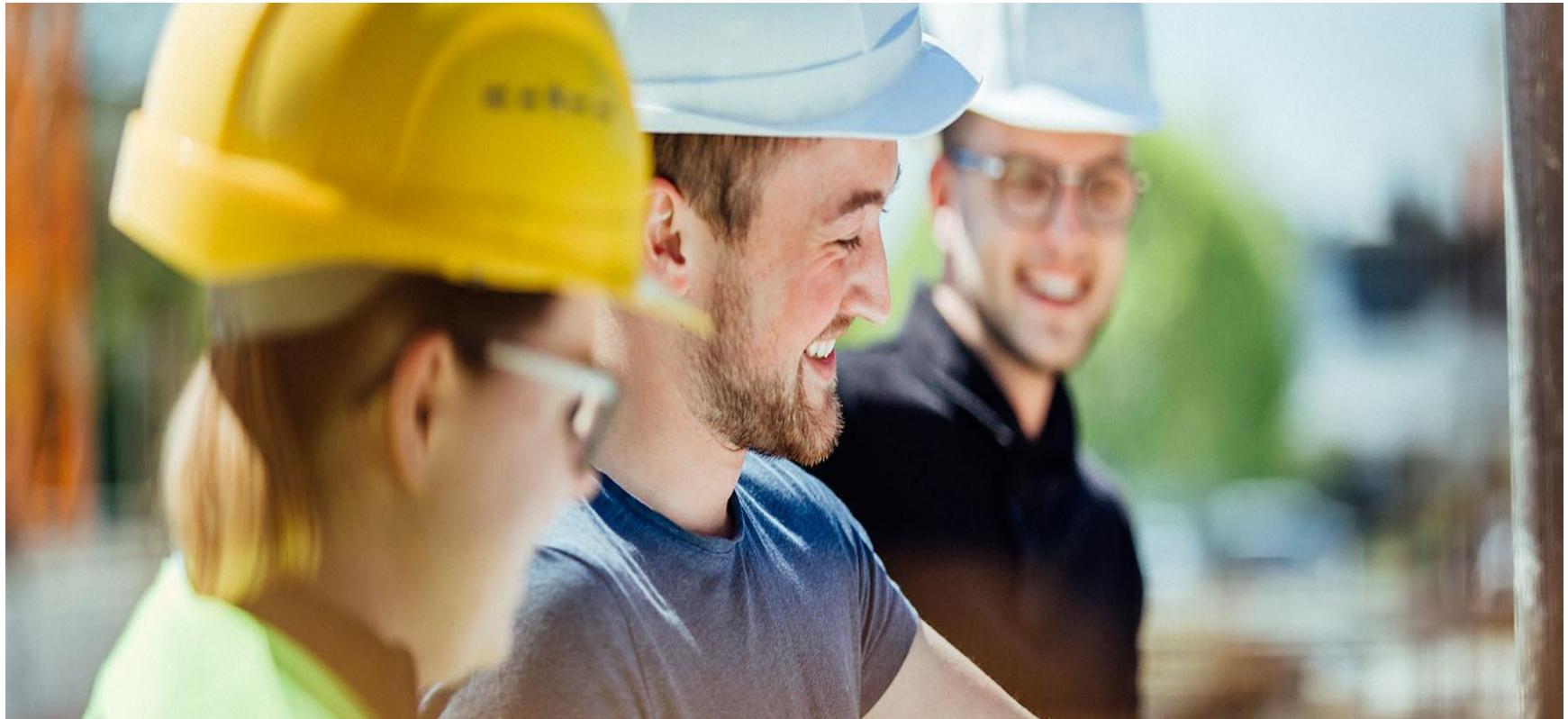
Чатботът е разработен по проект "POST-MEET – Информационни дейности за командироване на работници в строителния сектор".

#chatbot #ksb #constructionworker

# HTTPS://PROJECTS.KSB.BG/EN/POST-MEET



projects.ksb.bg/en/post-meet



## Deliverable WP 4.3 – **SOKA-BAU**

EU-Project POST-MEET



## Information for sending employers and posted workers

- To familiarise sending employers and posted workers with the paid leave scheme, the SOKA-BAU website provides extensive information on this topic in 14 languages.
- Customer advisors also support employers and employees with enquiries in 14 languages.
- A customer portal is available to employers in 14 languages for self-service and will soon be available to employees.
- To complement this offering, and in particular to facilitate the transfer of information, the following videos were created as part of the project (deliverables WP4.3).



## 2 Videos in 4 Languages – Target group: Employers



### Abstract:

We explain why employers posting employees to German construction sites must participate in SOKA-BAU's paid leave scheme for the duration of the posting.

Urlaubsverfahren und Rechtsgrundlagen

Paid leave scheme and legal basis

Procedura de concediu și baza legislativă

Postępowanie urlopowe i podstawa prawnia



Betrieb anmelden

Register your company

Înregistrarea întreprinderii

Rejestracja

## 2 Videos in 4 Languages – Target group: Employees



### Abstract:

We explain to posted workers what entitlements they have under the paid leave scheme with regard to holidays and remuneration for paid annual leave.

Arbeitnehmer

For workers

Pentru salariați

Dla pracowników



### Abstract:

A German Tax ID must be provided in order to pay holiday pay (compensation or pay in lieu of leave) directly to posted workers. We explain how to apply for a German Tax ID.

Steuer-ID

Tax Identification Number (TIN)

Număr de identificare fiscală (Steuer-ID)

Numer identyfikacji podatkowej (Steuer-ID)



# INFOGRAPHIC SEQUENCES 16 HOURS MICS –

3 February 2026 – Brussels



Co-funded by  
the European Union



# What is the 16 Hours MICS project?

## WORKERS 16 hours FIRST ENTRY

The **16-Hour MICS Project** is a **compulsory national training** programme for the construction industry.

- It provides the **professional foundations** for construction work
- It guarantees **training on health and safety at work**
- It meets the requirements of **Legislative Decree 81/08 (Consolidated Safety Act)**
- It is essential for **regular entry to construction sites**



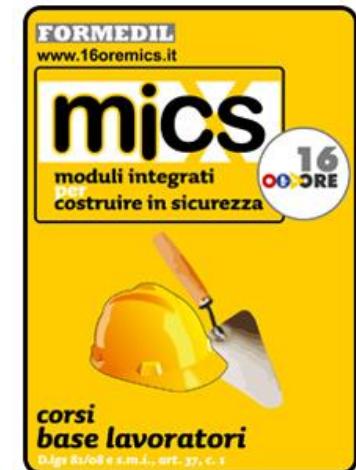


# Project objectives

## WORKERS 16 hours FIRST ENTRY

**Train construction workers entering the sector for the first time**

- Teach **correct working techniques**
- Prevent **occupational hazards**
- Facilitate **entry to the construction site** with immediate visual tools
- Improve **understanding of risks and correct behaviour**



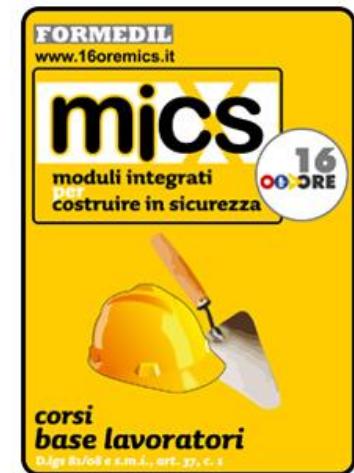


# Training content

## WORKERS 16 hours FIRST ENTRY

The training course

- **Basic professional skills**
- Fundamental knowledge of:
  - health and safety at work
  - site organisation
  - correct use of equipment
- **Integrated theoretical and practical training**





# Benefits for workers

## WORKERS 16 hours FIRST ENTRY

### What workers gain with the 16 hours

Thanks to the course, workers:

- Enter the sector **in a regular manner**
- Access the **benefits of the Joint System**
- Learn how to work **productively and safely** on a construction site
- Learn the **language of the construction site** right away
- Improve their **employment prospects**





# Support material

## WORKERS 16 hours FIRST ENTRY

The **photographic sequences** are used in the 16OreMICS project to support practical and theoretical training.

- They represent **real situations on construction sites**
- They show the **stages of work**
- They highlight **correct and incorrect behaviour**

They help workers understand:

- the risks present in work activities and on the construction site
- safe procedures
- the correct use of PPE





# Usefulness of photographic sequences

## WORKERS 16 hours FIRST ENTRY

Photographic sequences allow you to:

- Link **theory to practice**
- Improve **risk awareness**
- Learn the **language of the construction site**
- Recognise **correct operating procedures**
- Prepare workers to deal with real construction sites





# Availability

WORKERS 16 hours FIRST ENTRY



Albanian



nian



French



o-Croatian



English



ish



Italian



man



Maghrebi



rainian



# Example

## WORKERS 16 hours FIRST ENTRY

### Work phase

#### USE OF ELECTRICITY: CABLES AND PLUGS 7



### Photographs real



### Operating instructions

In very humid environments, electrical tools with a voltage not exceeding 50 V and electric lamps with a voltage not exceeding 24 V must be used.



### PPE





# SSL training

## WORKERS 16 hours FIRST ENTRY

**SSL training WORKERS 16 hours FIRST ENTRY**

This training program is designed for workers who will be performing tasks for the first time. It consists of 16 hours of training, divided into four modules: **MOVIMENTARE A MANO**, **CARICARE E SCARICARE AUTOMEZZI**, **IMPASTARE CON LA ROTONDA A INCUCIRE**, and **IMPASTARE CON LA ROTONDA A RICOPRIRE**.

**MOVIMENTARE A MANO** (4 hours): This module covers the safe handling of materials and equipment. It includes topics such as moving materials by hand, using hand tools, and moving materials by hand. It also covers the use of hand tools and the use of hand tools.

**CARICARE E SCARICARE AUTOMEZZI** (4 hours): This module covers the safe loading and unloading of vehicles. It includes topics such as loading and unloading materials, using forklifts, and using hand tools.

**IMPASTARE CON LA ROTONDA A INCUCIRE** (4 hours): This module covers the safe use of concrete mixers. It includes topics such as mixing concrete, using concrete mixers, and using hand tools.

**IMPASTARE CON LA ROTONDA A RICOPRIRE** (4 hours): This module covers the safe use of concrete mixers. It includes topics such as mixing concrete, using concrete mixers, and using hand tools.

**SSL training WORKERS 16 hours FIRST ENTRY**



# Fundamentals

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*Working well to work safely*



# THANK YOU



*Katerina Krumova, Project management, Bulgarian construction chamber*



Co-funded by  
the European Union



КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ  
BULGARIAN CONSTRUCTION CHAMBER



**POST-MEET**  
PROJECT

Information actions for posting  
in the construction sector



**FUNDACION LABORAL  
DE LA CONSTRUCCION  
DEL PRINCIPADO DE ASTURIAS**



# FINAL CONFERENCE

Tuesday • 3<sup>rd</sup> February • 2026





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## LAW 32/2006 IS THE PILLAR THAT GUARANTEES SAFETY IN CONSTRUCTION WORKS IN SPAIN

IT INCORPORATES IN THE CONSTRUCTION SECTOR THREE IMPORTANT POINTS



### REGISTRATION OF ACCREDITED COMPANIES (REA)

Compulsory verification  
of the solvency and legality  
of companies



### BOOK OF SUBCONTRACTING

Control of the chain  
of command and  
traceability of  
subcontracting



### MANDATORY SAFETY TRAINING

Essential requirement  
before starting  
work on site

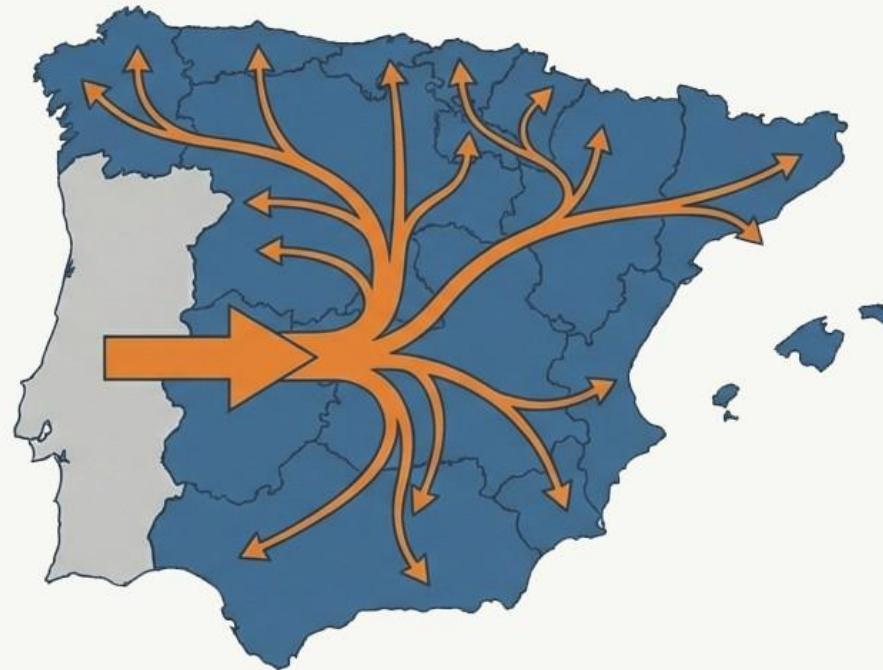


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## THE MOVEMENT OF WORKERS FROM PORTUGAL IS A REALITY THROUGHOUT THE TERRITORY

**ECONOMIC  
MOTIVATOR**  
The flow is driven  
by the difference  
in salary levels  
between the two  
countries



**NATIONAL  
SCOPE**  
The displacement  
is not limited to  
border territories;  
it covers the  
whole of Spain



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## THE 2025 DATA FOR ASTURIAS REVEALS A **CRITICAL GAP** IN REGULATORY COMPLIANCE

**40**  
PORTUGUESE  
COMPANIES  
Operating  
in Asturias  
in 2025

**345**  
DISPLACED  
WORKERS  
Active personnel  
on construction sites

**20%**  
CORRECT  
COMPLIANCE  
Percentage correctly  
applying the collective  
bargaining agreement



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# THE LANGUAGE BARRIER EXACERBATES LACK OF AWARENESS OF OCCUPATIONAL HAZARDS

## JOINT DIAGNOSIS

**flc** FUNDACION LABORAL  
DE LA CONSTRUCCION  
DEL PRINCIPADO DE ASTURIAS

## FORMEDIL

Agencies in charge  
of promoting  
occupational  
training health and  
safety at work



### LOW AWARENESS

As posted workers  
as employers about specific  
risks and preventive  
and preventive measures

### LANGUAGE AND COMMUNICATION LIMITATIONS

**INCREASED  
SECURITY  
RISK**



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## THE VISUAL STRATEGY OF THE INFOGRAPHICS WAS DESIGNED TO PROVIDE IMMEDIATE UNDERSTANDING

### UNIVERSAL UNDERSTANDING

Infographics overcome the language barrier

### DOUBLE PURPOSE

- Develop detailed guides
- Illustrate vocabulary and keywords

### SPECIFIC CONTENT

Which address not only the "what to do", but also the legally required training requirements





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## THE PROJECT CULMINATED IN THE CREATION OF 15 TECHNICAL INFOGRAPHICS

- BASIC OCCUPATIONAL RISK PREVENTION TRAINING
- COLLECTIVE PROTECTIONS ON MACHINERY
- DISC SAW
- DUMPER
- ENTIBATIONS
- EXCAVATOR
- LADDERS
- MANUAL HANDLING OF LOADS: THE BACK
- MECHANICAL HANDLING OF LOADS
- MOBILE ELEVATING PLATFORM FOR PEOPLE
- PERSONAL PROTECTIVE EQUIPMENT
- PERSONAL PROTECTIVE EQUIPMENT FOR WORK AT HEIGHT
- RAILINGS
- SIGNALLING
- TOOLS

### Electronic format

High resolution  
for screens

### Format print DIN A3

Designed  
for on-site use



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## MULTILINGUAL DISTRIBUTION AND ACCESSIBLE FORMATS TO MAXIMISE IMPACT



### 6 LANGUAGES

TRANSLATED FROM  
SPANISH INTO THE 5  
LANGUAGES MOST  
REPRESENTED  
IN MIGRATORY FLOWS



### HYBRID ACCESSIBILITY

IMMEDIATE  
CONSULTATION ONLINE  
(MOBILE DEVICES)  
AND PHYSICAL (DIN A3  
POSTERS)

300

### EXEMPLARS PRODUCED

HIGH QUALITY PRINTING  
FOR DIRECT  
DISTRIBUTION AT  
WORKPLACES AND  
CONSTRUCTION SITES



**POST-MEET**  
PROJECT

Information actions for posting  
in the construction sector



**FUNDACION LABORAL  
DE LA CONSTRUCCION  
DEL PRINCIPADO DE ASTURIAS**



# THANK YOU FOR YOUR ATTENTION



# POST-MEET

**Information actions for posting in the construction sector**

Final Conference  
03 February 2026



# Post-meet - Country fact sheets on posting in construction

The Country fact sheets on posting in construction is presented in such a way as to be as useful as possible for the interested parties for seven countries:

- [Austria](#);
- [Bulgaria](#);
- [Germany](#);
- [Italy](#),
- [Poland](#);
- [Slovenia](#) and
- [Spain](#).





## For each country, summary information is provided on:



- ▶ Applicable statutory minimum wage;
- ▶ Negotiated minimum wage(s) for workers in the construction sector (agreed in a collective bargaining agreement (CBA) by trade unions and employers' organisations);
- ▶ Additional payments (including for night work, overtime, work in hazardous environments, food and drink vouchers);
- ▶ Available sectoral funds-intermediaries for payment of leave or other elements of remuneration;
- ▶ Maximum working day and minimum rest periods (by law and CBA);
- ▶ Annual leave (by law and CBA);
- ▶ .....



- ▶ Basic health and safety requirements (by law and CBA);
- ▶ Responsible institutions in case of occupational safety and health problems;
- ▶ Declaration obligations for employers in case of employment of posted workers;
- ▶ Specific rules and procedures regarding the posting of third-country nationals;
- ▶ Specific requirements for employment by subcontractor;
- ▶ Links to useful websites with information about posting.



Electronic

<https://issi.knsb-bg.org/byaha-izgotveni-standartizirani-broshuri-za-darzhavite-uchastvasti-v-proekta-post-meet/>

and printed format



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E-mail: [knsb@citub.net](mailto:knsb@citub.net)

- Federation of Independent Trade Unions in Construction

<https://www.fnss-bg.org>

Tel.: +359 2 986 18 00, +359 878 23 30 96

E-mail: [fnss@abv.bg](mailto:fnss@abv.bg)

- Institute for Social and Trade Unions Research Education and Training

<https://issi.knsb-bg.org/>

E-mail: [issi@citub.net](mailto:issi@citub.net)

- Confederation of Labour "Podkrepa"

<https://podkrepa.org/>

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- "FCIW" - "Podkrepa"

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Bulgarian Construction Chamber

<https://ksb.bg/>

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# Fair Labour Mobility Package

*Strengthening cross border cooperation  
and enforcement*



# Overall context

- *Mission letter EVP Mînzatu*
- *Draghi and Letta reports*
- *Single Market Strategy*
- *Implementation dialogue 16 Sept. 2025*
- *Social partner consultation 6 November 2025*

# The figures

- ***14 million European citizens living and working in another EU Member State***
- ***1.9 million Europeans are cross-border workers***
- ***Appr. 2 million posted workers (based on data PDA1)***
- ***250 million European Health Insurance Cards***



# Main components

- *Proposal for a European Social Security Pass*
- *Strengthening the European Labour Authority (ELA) incl. reviewing its mandate*
- *Skills portability initiative*

# European Labour Authority (ELA)



*Evaluation presented in May 2025 – to be followed by ELA's action plan*

**TARGETED  
REVISION OF THE  
ELA MANDATE**  
*Main elements to be  
tackled:*

- 1 Data handling competencies to facilitate access to the Internal Market Information System (IMI), and boost inspection-related cooperation;
- 2 Cooperation with and between Member States (including in terms of information provision and potentially developing a wage calculator in the posting context);
- 3 ELA's role vis-à-vis third-country nationals;
- 4 ELA's responsibilities for the development of EURES;
- 5 Governance related challenges.



# European Social Security Pass

- *Proposal for a Regulation setting rules for digitally issuing and verifying portable documents*
- *Facilitate proving and verifying social security entitlements across borders*
- *Use of existing and forthcoming tools (single digital gateway, EUDI wallet)*
- *Follow-up to piloting over past two years*



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# THANK YOU



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