



POST-MEET

Final Conference



Co-funded by
the European Union

3rd February 2026, 9:00 – 13:00



Co-funded by
the European Union



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

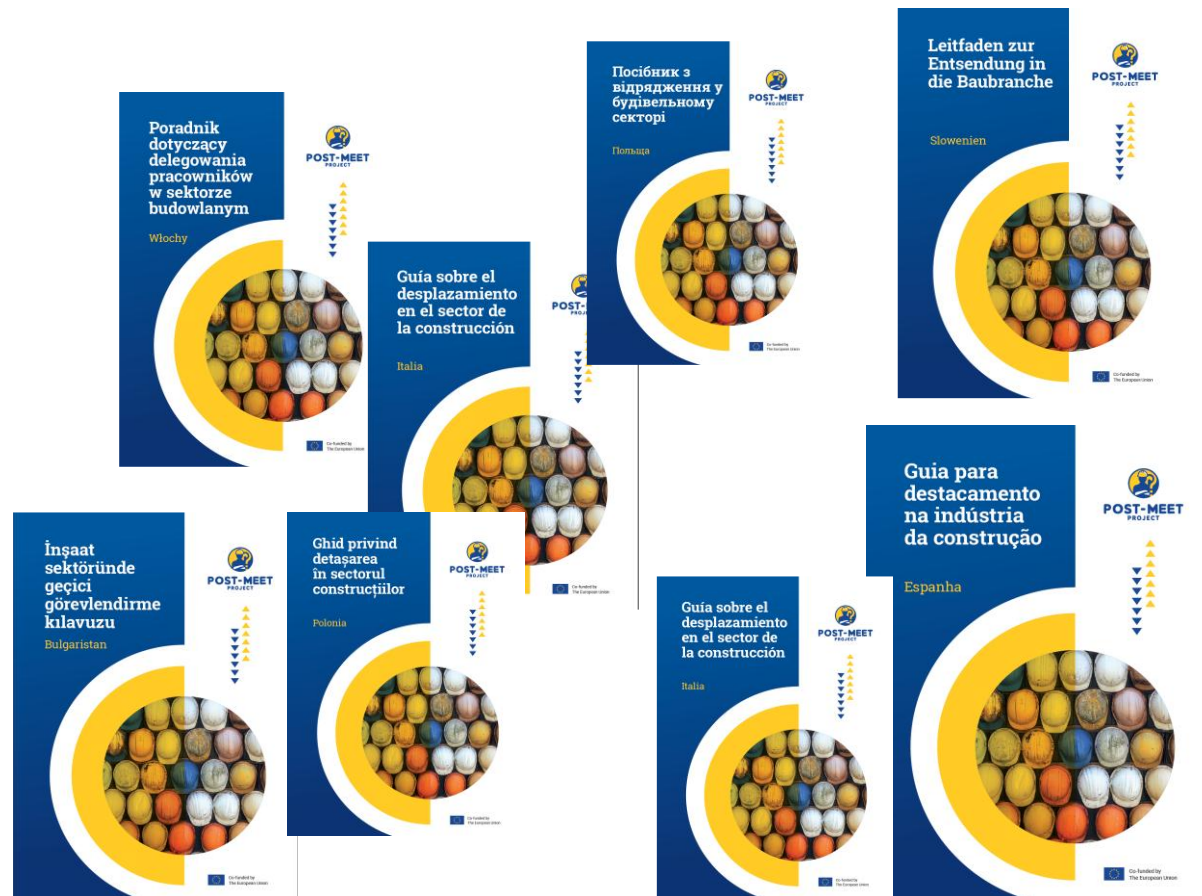
Guides to inform workers and companies on
procedures and terms of employment in
construction in case of posting –WP2

Jakub Kus, Trade Union Budowlani



Co-funded by
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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 Principato di Asturias
- CAC-ASPROCON – Confederazione Asturiana delle Costruzioni ASPROCON

SI Slovenia

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

AT Austria

- BUAK – Cassa per ferie e TFR dei lavoratori edili

PL Poland

- 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

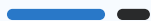
All project-related information, materials and tools developed within Post-Meet are made available through the **websites of the project partners, in the dedicated project landing pages**, ensuring broad accessibility, transparency and continuous dissemination at national and European level.





GRAZIE

THANK YOU!



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dall'Unione europea



POST-MEET

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.

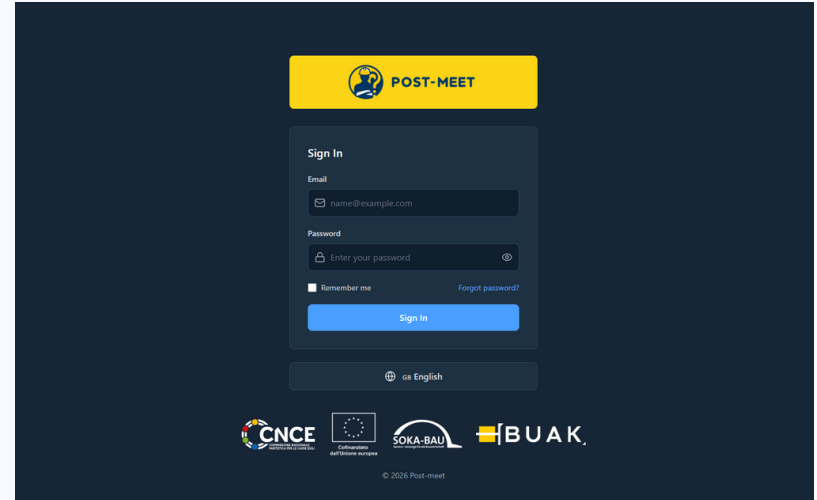
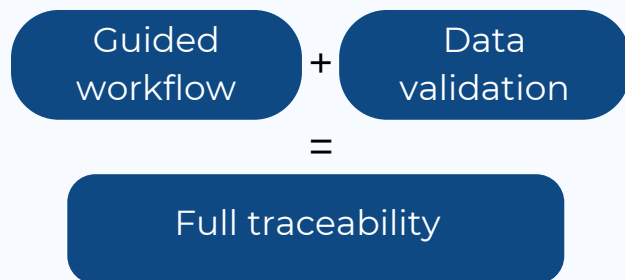
After: one case, one workflow, status always visible.

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.

Upload the form and capture data

Select the country and start the case

Validate, submit and monitor status

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.

The screenshot shows a web application interface for a 'New Exemption Request'. It includes a table with columns for COMPANY, COMPANY TAX CODE, NAME, CONSTRUCTION SITE, WORK START DATE, WORK END DATE, and NO. WORKERS. Below the table, there's a form titled 'New Exemption Request' with a sub-header 'Step 1 of 4: Select country'. The form asks to 'Select the destination country of the posted worker' and displays two options: Austria (with a red and white flag) and Francia (with a French flag). A 'Cancel' button is at the bottom of the form.

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 Draft [Send practice](#)

View the exemption request details

[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

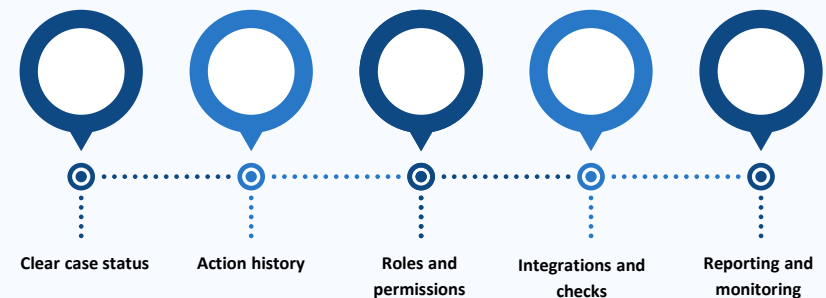
IN VIA SEGNALE

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.

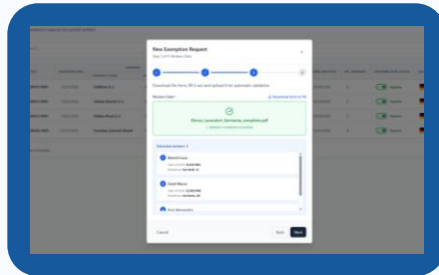
This makes inter-institution exchange simpler, reduces ambiguity, and **ensures control and transparency throughout the process**.



CONCRETE BENEFITS

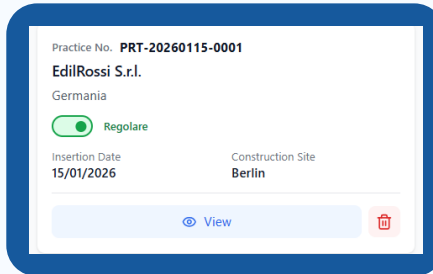
Post-Meet streamlines the daily work of the Casse Edili: no manual steps, fewer clarification requests, and a status always visible.

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



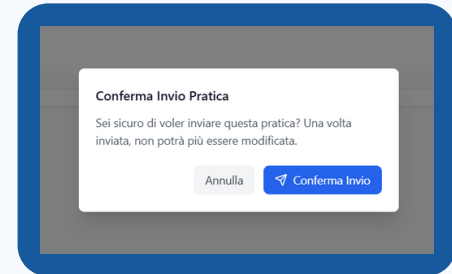
ZERO MANUAL ENTRIES

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.

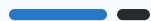
- ☒ SELECTION OF PILOT CASSE EDILI AND TESTING
- ☒ TESTS ON REAL CASES AND FEEDBACK
- ☒ PROGRESSIVE ROLLOUT TO CASSE EDILI AND INSTITUTIONS





GRAZIE

THANK YOU!



CONTACTS CNCE



[06 852614](tel:06852614)



cnce.it



info@cnce.it



Via A. Guattani 24, 00161
Roma



 **BUAK**

SOKA-BAU
Service - Vorsorge für die Bauwirtschaft



Cofinanziato
dall'Unione europea



OBMOČNA OBRTNO-PODJETNIŠKA
ZBORNICA KAMNIK



Financira
Evropska unija



POST-MEET

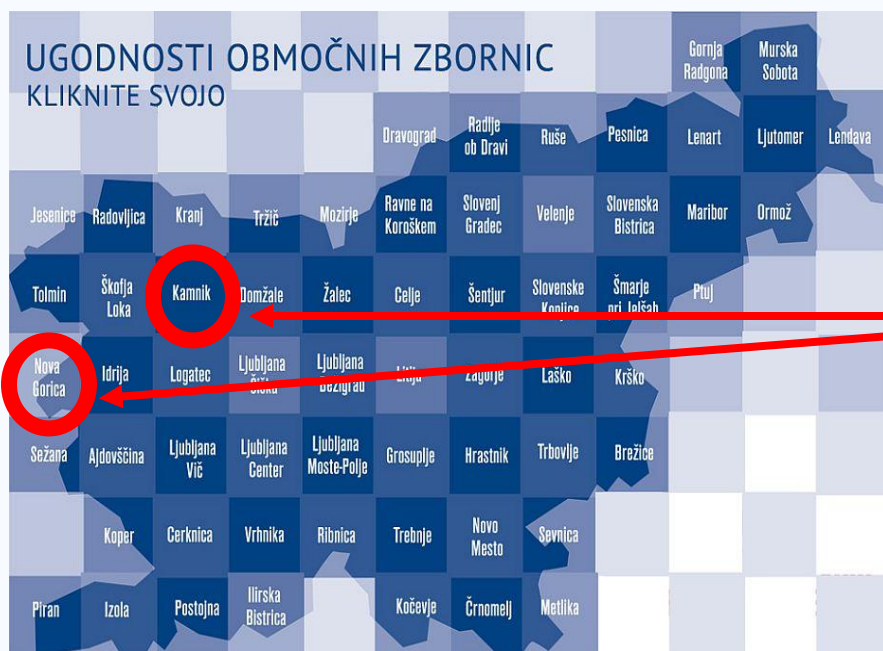
From information to practical support

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

Guide
on posting
in construction
sector

Slovenia



- **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



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- **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>



The screenshot displays the website's header with navigation links: Domov, Projekti, O zbornici, and a Pišite nam button. The main banner features a group of people in a meeting and the text "POST-MEET". Below the banner, three key project goals are listed with checkmarks:

- izboljšanje obveščenosti pri napotitvi delavcev v gradbenem sektorju
- zagotavljanje pravičnih delov pogojev in preglednosti na evropskem gradbenem trgu

A chatbot window titled "OOZ Asistent" is open, displaying a welcome message and project information. The chatbot text reads: "Dobrodošli! Kлеpetalniku Območne obrtno-podjetniške zbornice Kamnik! Kлеpetalnik je nastal v okviru projekta POST MEET in je sofinanciran iz evropskih sredstev." It also states: "Namenjen je predvsem podpori podjetjem pri vprašanjih napotitve delavcev na delo v tujino, s posebnim poudarkom na gradbeništvu. Tukaj lahko hitro in enostavno pridobite osnovne informacije ter usmeritve, kje..."

At the bottom left, there is a button: "Prenesi vodiče o napotitvah".



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*





Paritarin 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 implamentation 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



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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/>



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

ИЗКУСТВЕН ИНТЕЛЕКТ ЗА ВАШИЯ БИЗНЕС

Добре дошли!

Здравейте! Аз съм чатбота на КСБ относно приложимите условия за командироване в строителството. С какво мога да Ви помогна?





The chatbot provides responses in Bulgarian

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

The screenshot displays the official website of the Bulgarian Construction Chamber (ICE). The header includes the ICE logo, the text "15 ГОДИНИ КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ" (15 Years Chamber of Builders in Bulgaria), and the English translation "BULGARIAN CONSTRUCTION CHAMBER". Navigation links for "ЗА НАС", "ЧЛЕНОВЕ", "АКТУАЛНО", "ДЕЙНОСТИ", "ПРАВНА РАМКА", and "ФОРУМ" are visible. The main banner features two construction workers and the text "РАБОТА В БЪЛГАРИЯ". Below the banner, there are buttons for "ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР" and "ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА", along with a map of Bulgaria. A chatbot interface is overlaid on the right side, showing a conversation in Bulgarian. The chatbot's response to the question "С какъво мога да Ви помогна?" (How can I help you?) is: "Колко е минималният годишен платен отпуск в България в строителството?" (How much is the minimum paid annual leave in Bulgaria in the construction sector?). The chatbot also provides the answer: "Минималният годишен платен отпуск за работещите в строителството в България е 20 работни дни." (The minimum paid annual leave for workers in the construction sector in Bulgaria is 20 working days.). The chatbot interface includes a text input field, a send button, and a close button.

Вход за потребители | Контакти

ICE 15 ГОДИНИ
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

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

ICE КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

РАБОТА В БЪЛГАРИЯ

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

ИЗКУСТВЕН ИНТЕЛЕКТ ЗА ВАШИЯ БИЗНЕС

С какъво мога да Ви помогна?

Колко е минималният годишен платен отпуск в България в строителството?

Минималният годишен платен отпуск за работещите в строителството в България е 20 работни дни.

Продължете разговора, ако имате допълнителни въпроси.

Изпратете съобщение.



The chatbot is available in English

Вход за потребители | Контакти

KCB 15 ГОДИНИ
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

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

КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

РАБОТА В БЪЛГАРИЯ

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

ИЗКУСТВЕН ИНТЕЛЕКТ ЗА ВАШИЯ БИЗНЕС

Продължете разговора, ако имате 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 имате допълнителни въпроси.

Изпратете съобщение.



The chatbot can respond in North Macedonian language

Вход за потребители | Контакти

KCB 15 ГОДИНИ
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

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

КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

ОБЛАСТНИ ПРЕДСТАВИТЕЛСТВА

РАБОТА В БЪЛГАРИЯ

АКТУАЛНО

ВИДЕО ГАЛЕРИЯ

ИЗКУСТВЕН ИНТЕЛЕКТ ЗА ВАШИЯ БИЗНЕС

Имате допълнителни въпроси.

Колку е минималният годишен платен одмор в строителството в България?

Минималният годишен платен одмор во градежништвото во Бугарија изнесува 20 работни гена.

Продължете разговора, ако имате допълнителни въпроси.

Изпратете съобщение.



The chatbot provides responses in Russian

Вход за потребители | Контакти

ICE 15 ГОДИНИ
КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

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

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Продължете разговора, ако имате допълнителни въпроси.

Какъв минимален годишен плащанемем отпуск?

Минимален годишен плащанемем отпуск в строителството в България составляет 20 рабочих дней.

Продължете разговора, ако имате дополнительные вопросы.

Изпратете сообщение.



The chatbot supports communication in Turkish

Вход за потребители | Контакти

KCB 15 ГОДИНИ
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ЗА НАС | ЧЛЕНОВЕ | АКТУАЛНО | ДЕЙНОСТИ | ПРАВНА РАМКА | ФОРУМ

КАМАРА НА СТРОИТЕЛИТЕ В БЪЛГАРИЯ
BULGARIAN CONSTRUCTION CHAMBER

РАБОТА В БЪЛГАРИЯ

ЦЕНТРАЛЕН ПРОФЕСИОНАЛЕН РЕГИСТЪР

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ВИДЕО ГАЛЕРИЯ

ИЗКУСТВЕН ИНТЕЛЕКТ ЗА ВАШИЯ БИЗНЕС

составляем 20 рабочих дней.

Продължете разговора, ако имате допълнителни въпроси.

Minimum yıllık ücretli izin süresi ne kadardır?

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

Продължете разговора, ако имате допълнителни въпроси.

Изпратете съобщение.

BCC CHATBOT IN SOCIAL MEDIA



Bulgarian Construction Chamber / Камара на строител...

125 followers

9mo •

ЧАТБОТ относно командироването в строителството!

Нов инструмент, chatbot, а сайта на КСБ Ви дава възможност да се запознаете 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 ЕК, 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



Камера на строителите в...

All Photos Reels Mentions



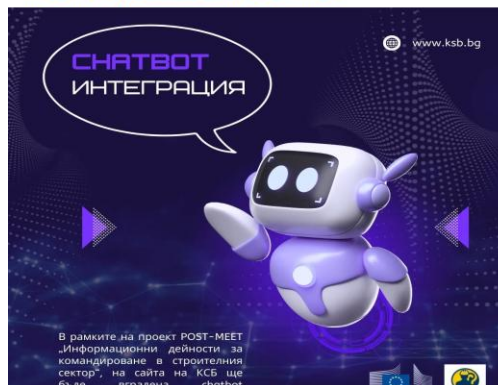
Камера на строителите в България

Jan 10, 2025 •

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

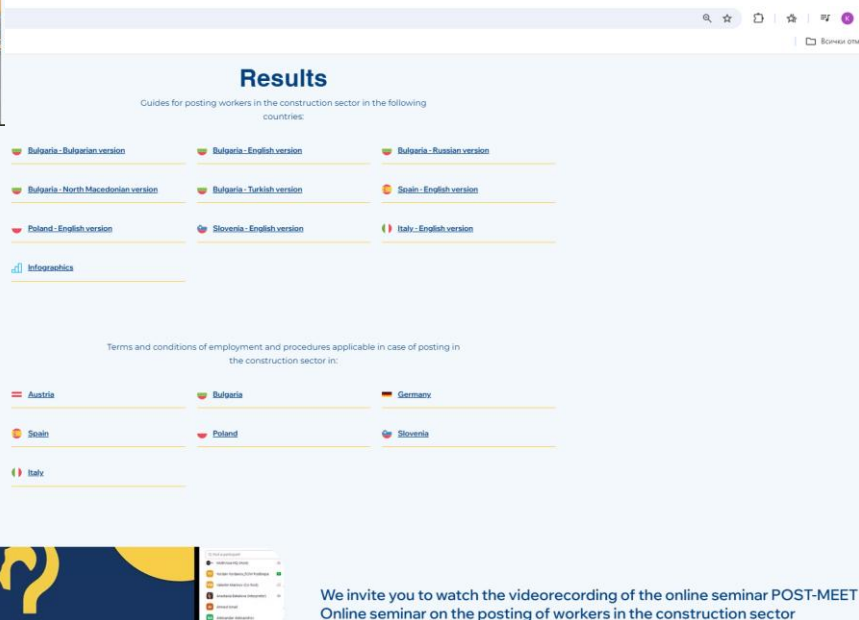
bulgarian_construction_chamber ЧАТБОТ относно командироването в строителството!

Нов инструмент, chatbot, на сайта на КСБ Ви дава възможност да се запознаете 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





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.

Urlаubsverfahren und Rechtsgrundlagen

Paid leave scheme and legal basis

Procedura de concediu și baza legislativă

Postępowanie urlopowe i podstawa prawna



Abstract:

A customer portal is available to employers for self-service. We explain how to complete the one-time registration required for this.

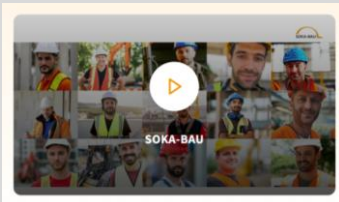
Betrieb anmelden

Register your company

Înregistrarea întreprinderii

Rejestracja

2 Videos in 4 Languages – Target group: Employees



Abstract:

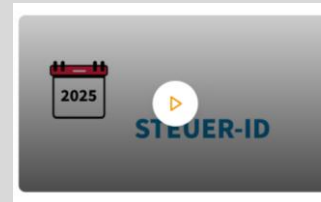
We explain to posted workers what entitlements they have under the paid leave scheme with regard to holidays and remuneration for paid annual leave.

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**



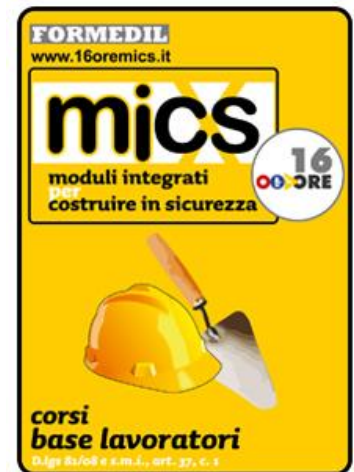


Training content

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



French



English



Italian



Maghrebi



Romanian



Croatian



Spanish



German



Ukrainian



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



FORMEDIL
ENTE UNICO FORMAZIONE E SICUREZZA





SSL training

WORKERS 16 hours FIRST ENTRY





Fundamentals

Working well to work safely



THANK YOU



Katerina Krumova, Project management, Bulgarian construction chamber



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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 · 3rd February · 2026





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

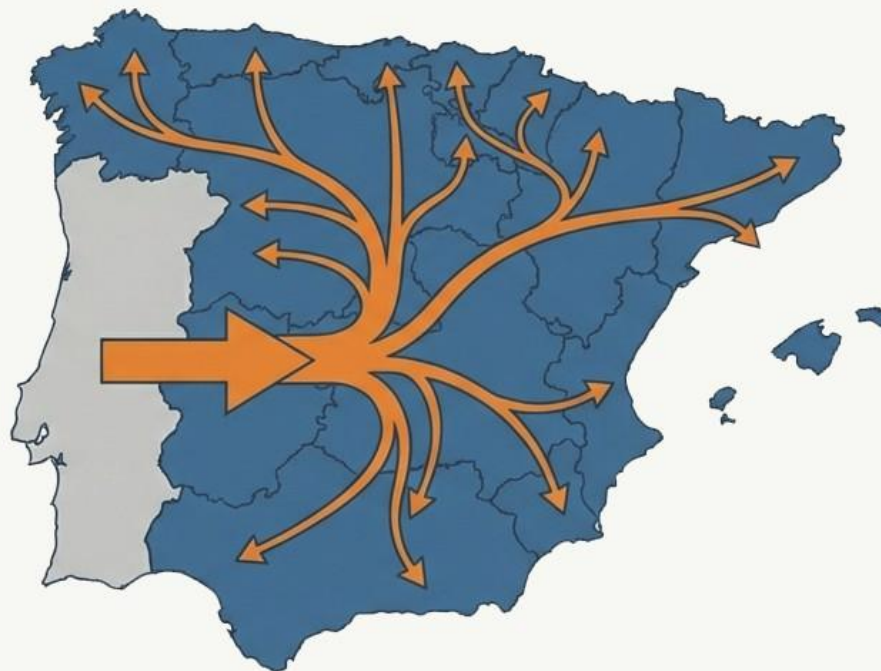
Essential requirement
before starting
work on site



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



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





THE LANGUAGE BARRIER

EXACERBATES LACK OF AWARENESS OF OCCUPATIONAL HAZARDS

JOINT DIAGNOSIS



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**



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





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



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

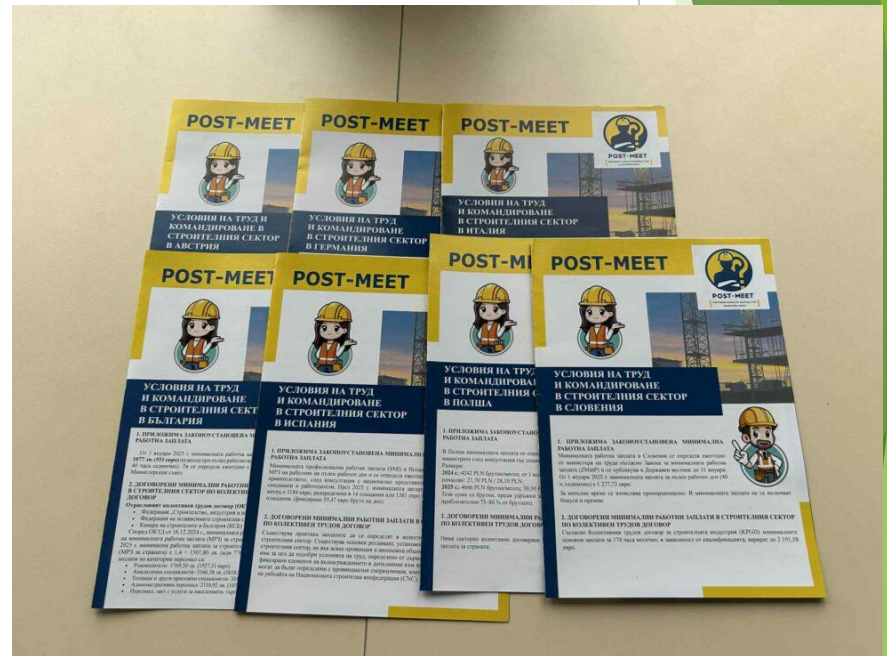


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the European Union

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](#).



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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);
- ▶



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- ▶ 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-uchastvasthi-v-proekta-post-meet/>

and printed format



- Confederation of Independent Trade Unions in Bulgaria <https://knsb-bg.org>

Tel.: + 359 2 4010 505; +359 884 117 802

E-mail: 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

- Institute for Social and Trade Unions Research Education and Training

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

E-mail: issi@citub.net

- Confederation of Labour “Podkrepa”

<https://podkrepa.org/>

Tel.: +359 2 988 34 05

E-mail: president@podkrepa.org

- “FCIW” - “Podkrepa”

<https://fciw.bg/>

Tel.: +359 898 777 487

E-mail: fciw@techno-link.com

Bulgarian Construction Chamber
<https://ksb.bg/>
E-mail: office@ksb.bg

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*



MOBILE
CITIZEN

Your Europe

National Portals



Citizen requests a
Portable Document*

National Institution
assesses the request and
approves the issuance of
the document



National
Institution



CLERK

ESSPASS

CITIZEN



Citizen downloads
the Verifiable
Credential in her/his
Digital Wallet



Wallet

future EUDI wallet



Verification App

Wallet

Citizen presents the Verifiable
Credential to the Verifier

Verifier checks the citizen's
Verifiable Credential



VERIFIER

Trusted Registries

EESSI

(when applicable**)

National Social Security
Institution in parallel shares
the information with the
receiving Institution via EESSI



National
Institution



National
Institution

** When these procedures
require an interaction
between institutions of
different countries, it will take
place via EESSI.

* Portable documents related to the
applicable legislation, pensions,
sickness and unemployment benefits
– e.g. EHIC, PD A1, PD S1...



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Please take a moment to evaluate the Conference 😊



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POST-MEET
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