

Quantitative evaluation

“Fair Working Conditions” (VP/2018/01)



With financial support from the European Union

Posted workers are forced to work in a shadow world of the labour market in which labour law is circumvented and occupational safety and health requirements are undermined. Therefore, the project aims to strengthen the transnational cooperation, raise the accessibility of information and promote the evidence basis regarding the situation of posted workers. The project "FAIR working conditions" has a twofold approach of counselling posted workers and transferring the gained information to trade unions, public authorities, stakeholders and policy makers.

The project aimed to establish a transnational cooperation among trade unions, public authorities and stakeholders in sending and receiving countries.

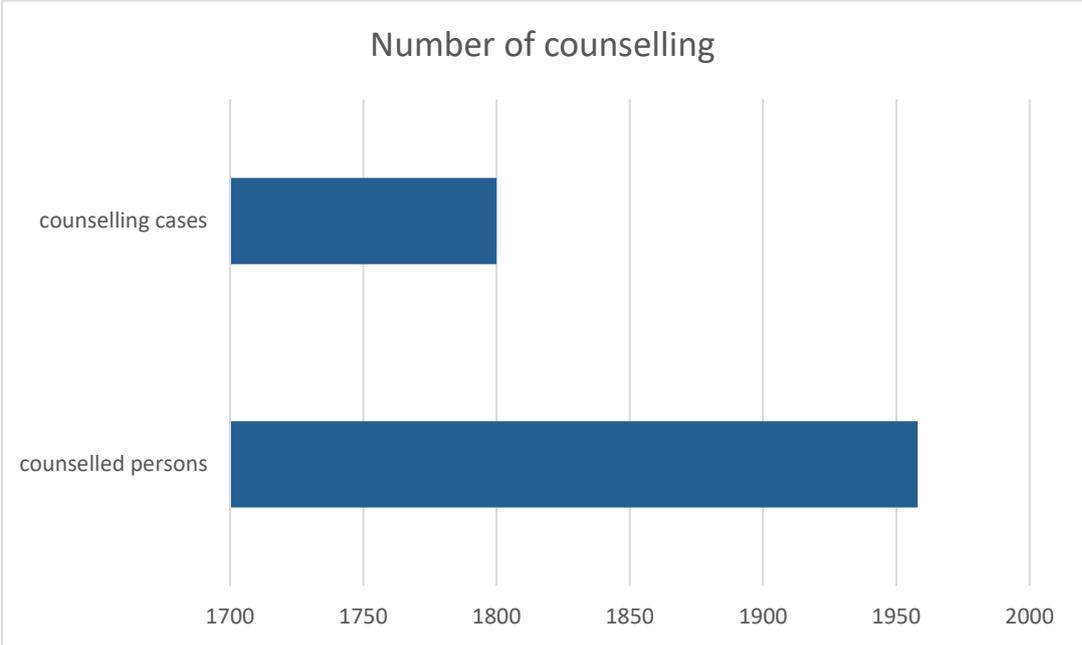
For this purpose, the project implemented five sector-specific information centres in the main sending countries [Poland (OPZZ), Slovenia (ZSSS), Hungary (VASAS), Croatia (SSSH) and Romania (BNS)]. They provide individual support and transferred the information which they gained through individual cases to trade unions, public authorities, stakeholders and policy makers. With this, we improved the working conditions of the posted workers and contributed to the discussion on posting.

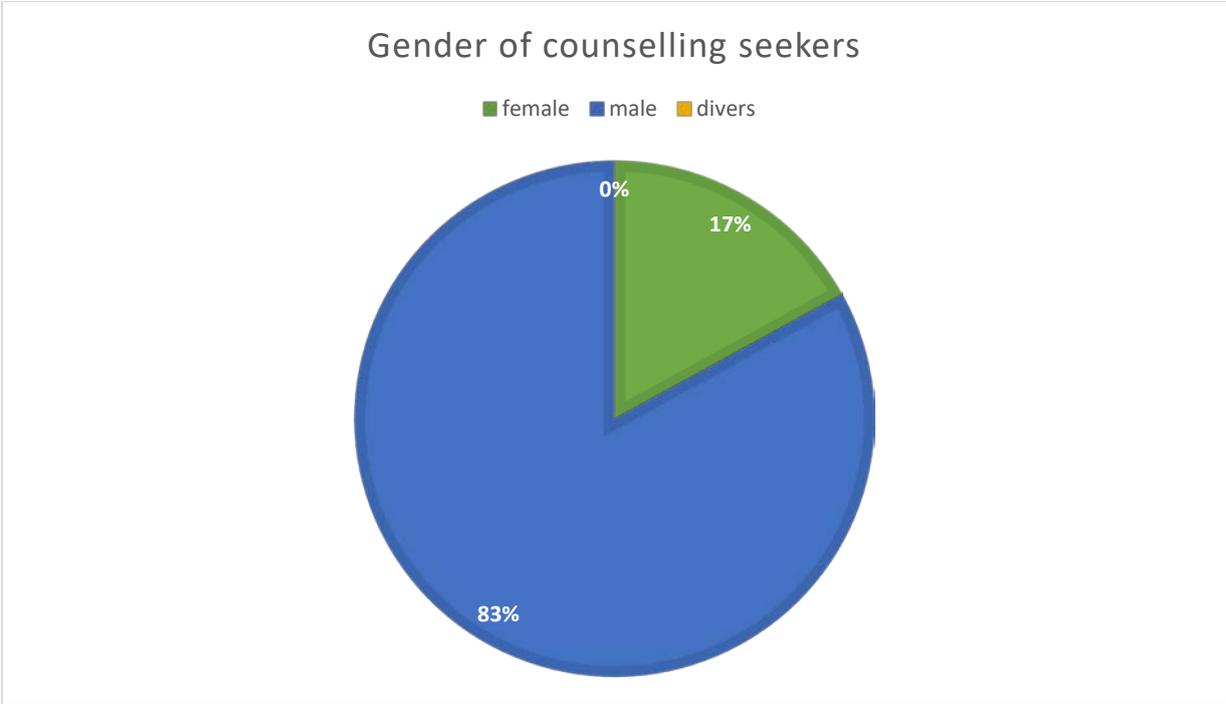
The sector-specific information centres inform posted workers about their rights preventively. In addition, posted workers can request support after having returned to their home country. The information centres provide transparent access to qualified information concerning the terms and conditions of employment and administrative requirements to be respected.

Each information centre got familiar with the regulations and challenges of one specific sector: Poland: care sector; Slovenia: transport sector; VASAS: metal industry; Croatia and Romania: construction sector. DGB Bildungswerk (Germany) coordinated the transnational network in close cooperation with German "Faire Mobilitaet" (Fair Mobility).

This is a documentation of the most important statistical findings of the counselled cases in the information centers.

In the whole project, we have had 1800 cases with 1958 workers involved. The majority of those seeking advice were male (83%).



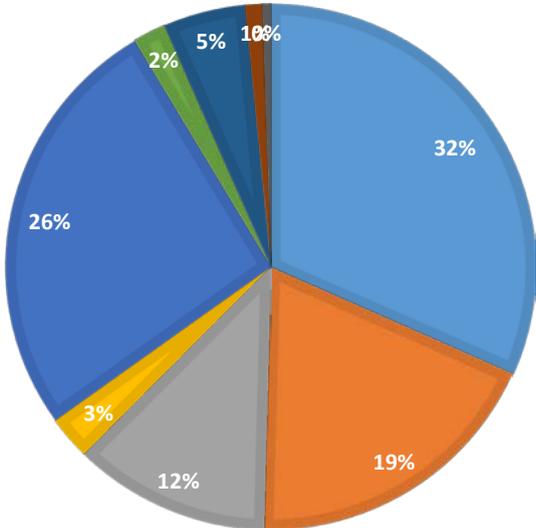


As planned, every information centre has specialised in one specific sector (care, construction, transport and metal sector). Evaluating the project, this was all in all helpful. The specific regulation of the sectors vary a lot. Furthermore, postings from the respective countries concentrate on specific sectors.

Most important sectors have been construction/ building (32 %), transport/ logistics (26 %), Care: (19 %), metal/ electro-industry (12 %).

Sectors of counselled cases

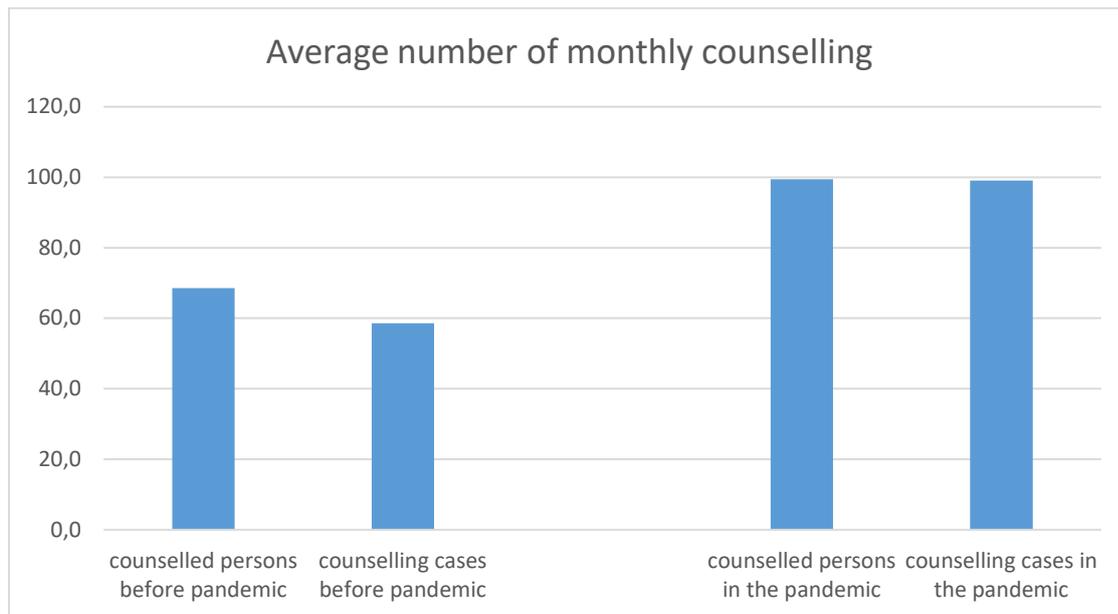
- construction/ building
- domestic help and care
- metal/ electro-industry
- meat industry
- transport/ logistics
- agriculture/ gardening
- temporary agency work
- food and catering
- other



CHANGES IN THE PANDEMIC

(pandemic is dated at 15th of March)

In 2020, with the Covid-19 pandemic, the work of the sector-specific information centers had to be changed. Face-to-face contact could only take place on a limited basis. However, counselling continued via phone, email, and communication apps. . The number of advice seeking persons raised in the pandemic. While the counsellors gave advice by an average of 59 persons per month before March 2020, it were over 99 per month afterwards.

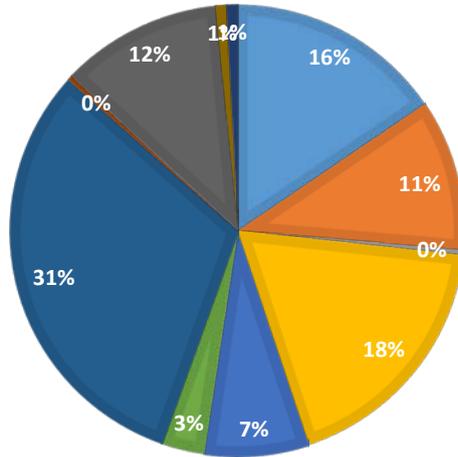


With the pandemic, we can see great changes in the sectors. Before Mach 2020, the transport/ logistic was the largest with 31% of the cases, while in the pandemic it decreases to 23%. Instead, the construction sector raised from 15,5 % of the cases to 43,5%. Also, cases in the sector of temporary agency work decreased from 11,5% to nearly 0.

Additionally, there was a huge change within the Care sector. Before the pandemic, in the area of domestic help we had only two cases (0,4%), which raised to 74 cases (over 10%). Instead, the area of public health (hospital ect.) and cleaning services decreases from 18% (94 cases) and 11% (56 cases) to only two cases (0,3%).

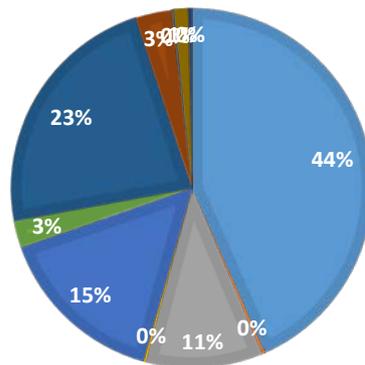
Sectors of counselled cases before the pandemic

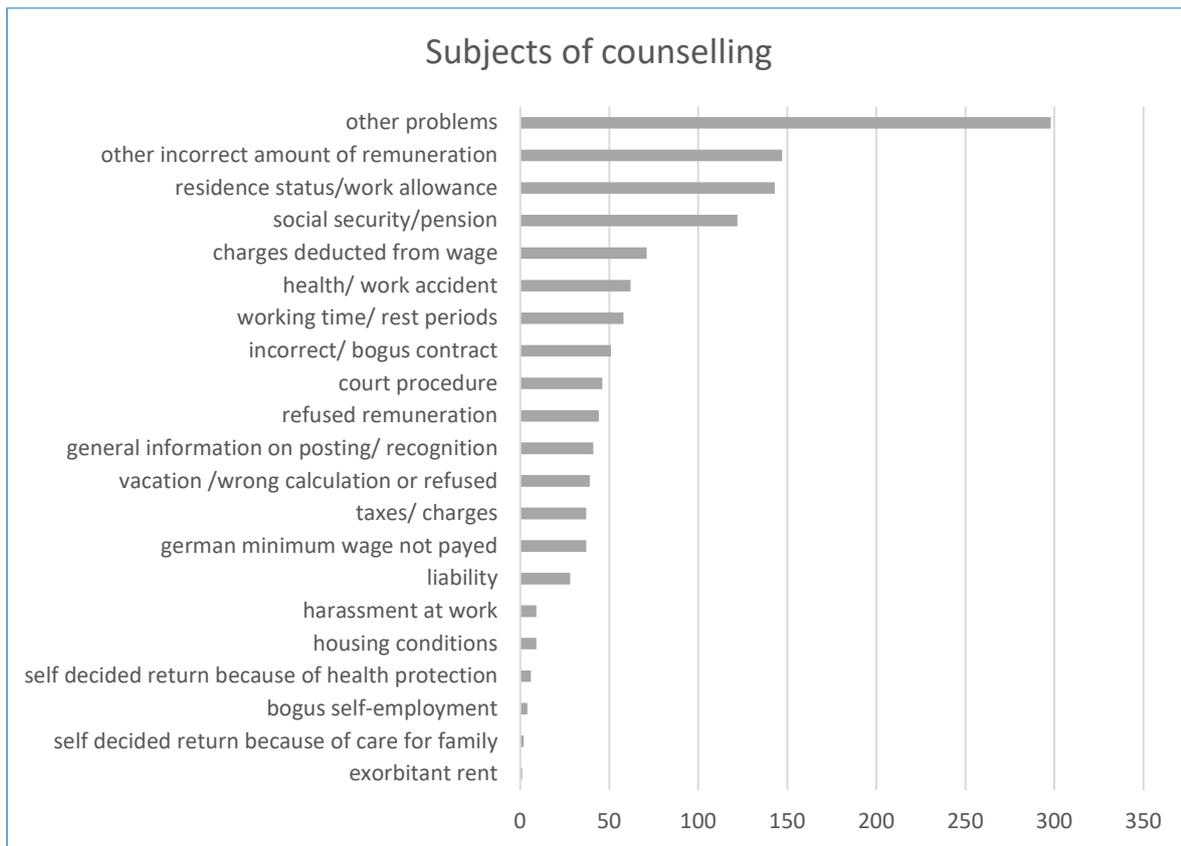
- construction/ building
- cleaning services
- domestic help and care
- public health sector (hospital etc.)
- metal/ electro-industry
- meat industry
- transport/ logistics
- agriculture/ gardening
- temporary agency work
- food and catering
- other



Sectors of counselled cases in the pandemic

- construction/ building
- cleaning services
- domestic help and care
- public health sector (hospital etc.)
- metal/ electro-industry
- meat industry
- transport/ logistics
- agriculture/ gardening
- temporary agency work
- food and catering
- other

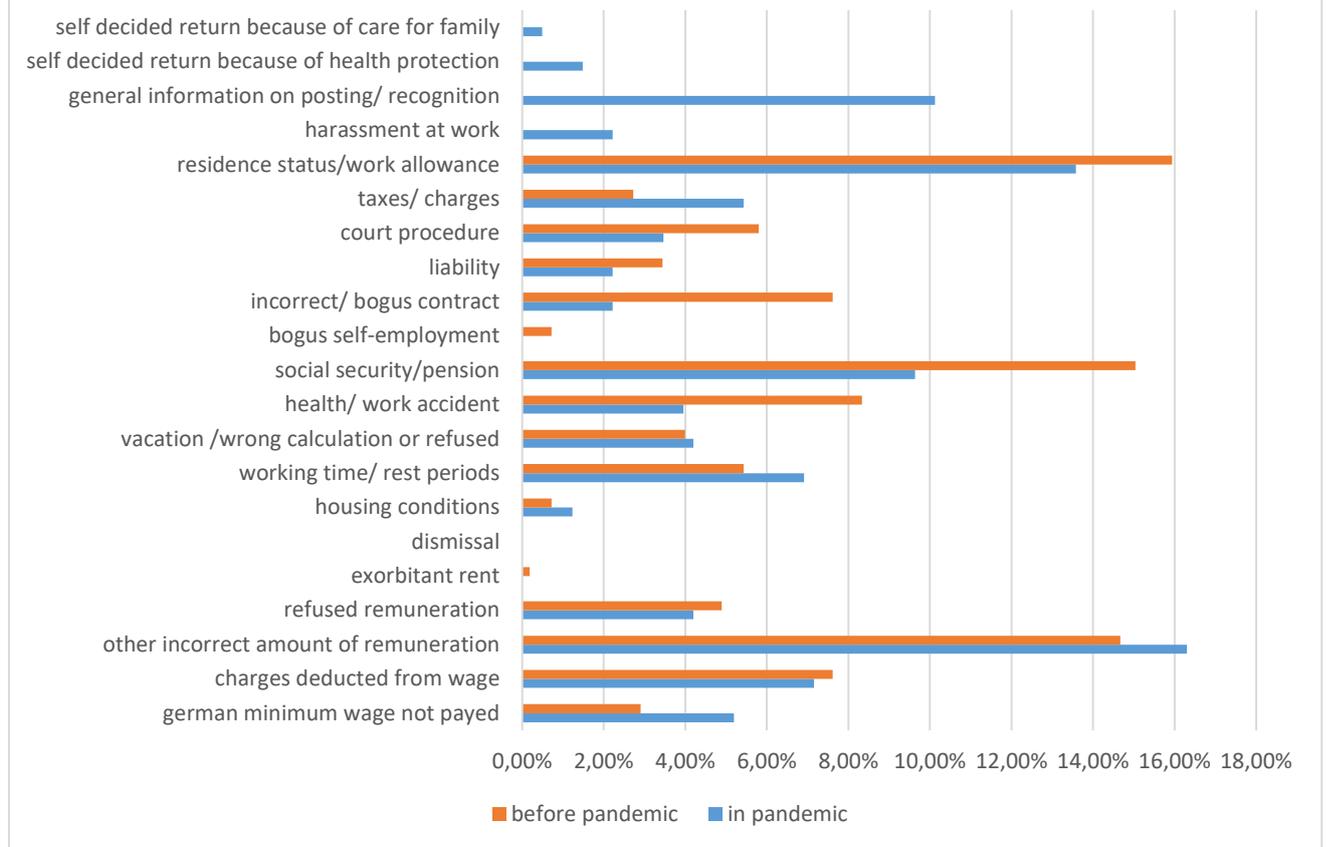




Not taking into account 24% not specified "other" problems, the advice seekers came mostly with problems related to incorrect wages (31%), for example that the German minimum wage was not payed correctly, charges were deducted from wage illegally or remuneration was refused completely. 15% of the cases dealt with the residence status/work allowance and 13% with problems concerning social security/pension. Other common topics counselling seekers came for were health problems/ work accident, problems with working time/ rest periods and incorrect or bogus contracts.

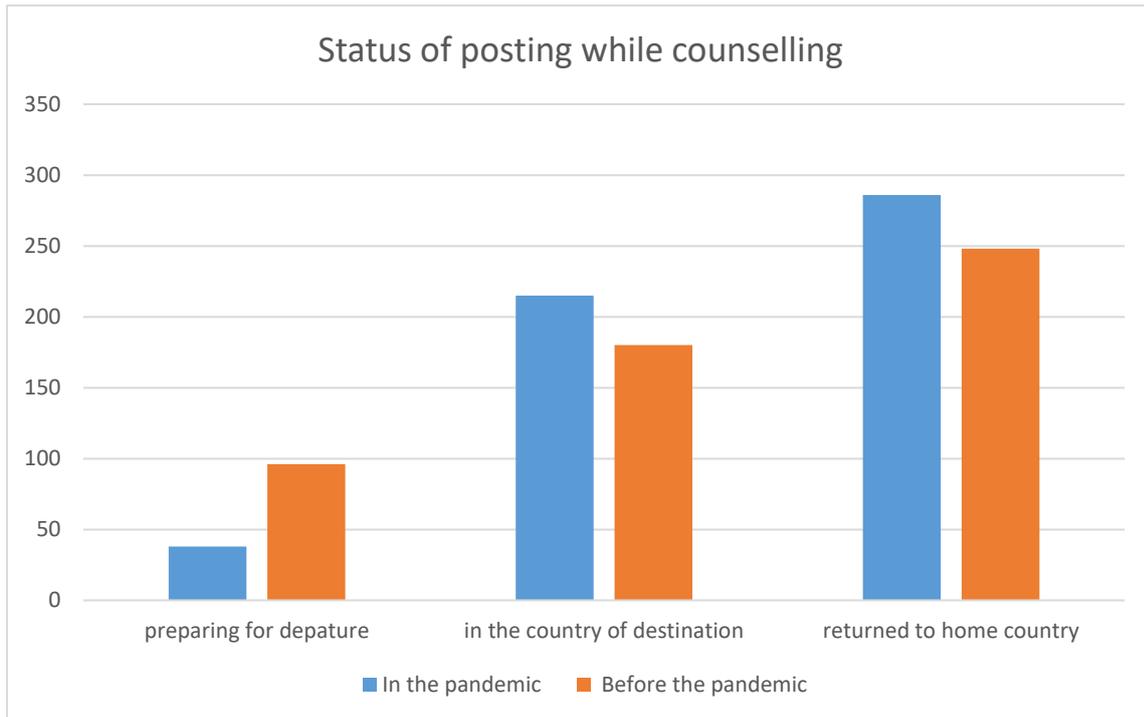
180 cases were directly related to Corona, 37% not specified "other" problems, and 21% because of an incorrect amount of remuneration or refused wage. Here, advice seeking persons also came for general information on posting and Corona-related information. Other common problems in the pandemic have been: residence allowances/ work allowance, social security/pension and general information on posting/ recognition.

Subject of counselling before and after the pandemic*



*Data without "other problems"

Only a small amount of those seeking advice obtained information before leaving the country (13%) - even less in the pandemic: before March 2020 18% came in advance, in the pandemic only 7%. Overall, 50% of the counselling seekers looked for advice when they returned to their home country, and 37% have already been in Germany.



Most advise seekers knew about the information centres from co-workers and friends or via the website.

In 94% counsellors were able to help posted workers on their problems.

In the majority of the cases, the counselling seekers could be helped by information and through the cooperation with authorities like labour inspection and forwarding to other bodies.