



Projet soutenu par la  
COMMISSION EUROPEENNE



ASTREES

**The Posting of Workers:  
Improving Collaboration between Social Partners  
and Government Authorities in Europe**

***The Project in Detail***

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## Findings Underlying the Project

The issue of workers' mobility in Europe illustrates the tension between establishing those conditions conducive to the development of the single market, and those that guarantee workers' protection.

This tension has to be managed, thus constituting a challenge for the EU's social partners, the Member States and their administrations. This challenge is made all the harder, though, because the phenomenon of posting forms a part of the provision of transnational services, the shape of which is complex and constantly changing, making it difficult to identify the different structures, activities and strategies of the various agents in the production chains.

Globalisation, and the increasing competition that goes with it, bring about permanent changes in production processes, lengthening the production chain with the externalising of activities and the increased use of sub-contracting, and widening it with the creation of networks.

In practice, posting situations have very different impacts on working and employment conditions, depending on the way they are implemented by businesses. Specialist sub-contractors provide temporary services in another EU Member State using qualified and well-paid staff. The internationalising of sub-contracting has many positive aspects, and contributes to increases in production capacity. But it also leads to the mobilisation of a 'cheap workforce' that is often unqualified, to the development of simple intermediaries sometimes operating as 'mailbox companies', and to the fragmentation of small businesses at the lower end of the supply chain, where the employees prove to be vulnerable in terms of their working and employment conditions.

To ensure 'adequate' protection of the rights of workers on postings, the Directive of 16 December 1996 has set certain parameters relating to the applying of a 'hard core' of minimum protective employment and working conditions during the posting, which must be respected by the service provider in the host country.

Recognising that national frameworks are no longer sufficient for having an influence on such situations, the Directive stipulates that Member States must put transnational administrative cooperation into place (as defined in Article 4 of Directive 96/71/CE).

The Directive proposed by the European Parliament and Council on the 21 March 2012<sup>1</sup> reinforces this direction, by confirming the general principles, rules and procedures required for effective administrative cooperation and assistance, by establishing the necessary legal basis for the exchange of information (IMI)<sup>2</sup>, and by providing for associated measures aimed at supporting and further improving administrative cooperation.

This requirement amends the practices of government authorities and professionals in the field, these having been initially developed in a national historical, organisational and legal context.

To be able to cooperate, agents will have to bring in new initiative frameworks, and acquire new competences based on mutual trust.

Having recognised this, the labour departments of Belgium, Spain, France, Luxembourg, Poland and Portugal embarked on a shared training scheme for their officials, led by INTEFP and ASTREES from December 2010 to December 2011, which aimed to go hand in hand with the developments necessary for putting in place or strengthening this cooperation.

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<sup>1</sup> Brussels, 21 March 2012

DIRECTIVE proposed by the EUROPEAN PARLIAMENT AND COUNCIL in relation to the implementation of Directive 96/71/EU concerning the posting of workers as part of service provision.

<sup>2</sup> The IMI (Internal Market Information) is a secure online application enabling national, regional and local authorities to communicate easily and quickly with the authorities in other countries.

Based on case-studies and spells of ‘immersion’ in the different countries involved, this scheme led to the creation of a European network of ‘relay’ labour inspectors, which designed a shared transnational resource centre on the posting of workers, in the form of the website EURODETACHEMENT.  
<http://www.eurodetachment-travail.eu/>.

This scheme enabled the reality of administrative cooperation practices to be approached as closely as possible, through several types of activity:

- informing companies and employees
- checking on posting situations
- monitoring of the procedures involved and the reality of the regularisations carried out

However, it has made it clear that, given the complexity of the situations that occur, government authorities cannot act on their own.

Social Partners also have a major role, as is emphasised by the European Commission in a 13 June 2007<sup>3</sup> communication: they constitute an indispensable interface between companies, employees, and government authorities, because:

- in some countries they have an active workplace monitoring role,
- they perform the essential task of informing, advising, and supporting both mobile workers (including workers on postings) and the companies that post workers.

- The social partners are behind numerous initiatives:

- at European level: positions in the European Trade Union Confederation and Business Europe, social partners’ joint information website of the European construction industry ([www.posting-workers.eu](http://www.posting-workers.eu)), studies of EFFAT (European Federation of Trade Unions representing workers in the Agriculture, Food, and Tourism sectors), etc.
- at national level: workers’ information and advisory contact points such as CITES, created by the Spanish trade union Comisiones Obreras (CCOO), the DGB in Berlin, the LO in Norway, etc.; information and advice for businesses by PRISME in France, a body representing temporary-work businesses, etc.
- at transnational level: the BSLN work Network, aggregating nine countries (Finland, Sweden, Norway, Denmark, Germany, Poland, Lithuania, Latvia, and Estonia) in a multi-partner project on workforce mobility in the Baltic Sea labour market and in cross-border areas, with the activities of the Inter-regional Trade Union Councils coordinated by the CES.

In the light of these initiatives, which demonstrate genuine commitment by the social partners, the partners of the EURODETACHEMENT project would now like to strengthen the collaboration between stakeholders, thereby increasing the impact of their actions.

Looking for complementary elements and synergies in the exercising of their respective roles is, in fact, likely to make use of and enhance the activity of government authorities and social partners.

Therefore acting preventatively, through joint initiatives between administrations and professional sector agents which target large-scale operations (in the construction sector) or seasonal activities (agriculture, tourism), both in advance of schemes and whilst they are being put into effect, is likely to increase the impact of information, awareness, and monitoring initiatives.

The current project is therefore based on the momentum that is running, and reinforces and develops it by broadening its scope in two ways: firstly by increasing the potential for collaboration between government authorities and social partners, and secondly by deepening cooperation at regional level. In this respect, the initiative extends the partnerships, notably to Denmark, Estonia, Finland, Lithuania and Romania, taking into account and drawing best advantage from the diversity of national contexts,

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<sup>3</sup> Communication of 13 June 2007 entitled “Posting of workers as part of the provision of services: maximising the potentials and advantages, while at the same time guaranteeing workers’ protection”.

with their differences which affect both the systems and practices of professional relations and the competences and organisational methods of government authorities.

## Project Outline

### Scope

The project aims to:

- impact the collective ability of organisations to develop their collaboration by involving targeted stakeholders at the highest level of the organisations and administrations concerned, at both European and Member State level;
- put in place directly operational support structures and methods designed with and for public officials and social partners.

To achieve these objectives, a sectoral approach was adopted, focusing on the construction and agriculture sectors.

### Purpose

To improve collaboration between social partners and government authorities in Member States in order to:

- strengthen worker protection,
- struggle against unfair competition and social dumping.

### Aims

1. To improve access to information on working and employment conditions for companies and employees.

Knowledge of the national legalities applicable in the workplace (company and worker regulations, minimum wages, health and safety at work) is vital for companies that post workers, trade unions supporting workers, and government authorities in charge of ensuring their effectiveness.

2. To consolidate the shared analysis of the productive organisations underlying the provision of transnational services and their impact on the working and employment conditions of workers posted within the agriculture and construction sectors.

In order to define the 'risks' connected with posting situations, it is necessary to better pinpoint these organisations' structures and agents, as well as the complex nature of the inter-company relationships in the sectors involved. A better understanding at transnational level of the production set-ups encountered is likely to:

- inform government authorities' monitoring and checking initiatives,
- contribute to the sectoral social dialogue,
- facilitate setting up preventative initiatives,
- reinforce coordination of government authorities' / social partners' initiatives.

3. To improve transnational collaboration on the part of social partners and government authorities.

Informed by a preliminary survey among the project's partners, aimed at collating existing cooperation and collaboration, this operational aspect derives from an analysis of practices by the stakeholders themselves.

This analysis is carried out on a transnational basis, and with the momentum of a mutual understanding.

It relates to the real activity of stakeholders, working from actual cases, so as to pinpoint difficulties and stumbling blocks, highlight good practices and leverage effects, and design technical methods and supports.

## Target Audience

### 120 people:

- social partners at national and local level engaged in dealing with these problems within the agriculture and construction sectors;
- officials in government authorities involved in administrative cooperation practices and/or in collaboration exercises and initiatives with the social partners.

## The project's presumptions

- 1) Involvement at both European level (European trade union and employer organisations of the two sectors concerned) and national level (national government authorities, national and local representatives of trade union and employer organisations), so as to have an impact on the 'stakeholder system'.
- 2) Joint 'host country/posting country' work, enabling increased discussion between the places of establishment of companies and the places the work is carried out.
- 3) A completely new transnational discussion forum for government authorities and social partners, with sectoral working-groups in three geographical zones, set on the basis of economic activity and the movement of workers, in order to encourage and reinforce stakeholder networks:

**Zone 1:** agriculture sector in France, Portugal, Poland, and Romania

**Zone 2:** construction sector in Belgium, France, Luxembourg, Poland, and Romania

**Zone 3:** construction sector in Finland, Lithuania, Denmark, Poland, and Estonia

- 4) An impetus that draws on the partners to mobilise national and local stakeholders and to make up the transnational working groups.
- 5) Improved understanding of the productive organisations behind the provision of services and their impact on the working and employment conditions of workers, in order to facilitate the initiative.
- 6) A working method based on analysis of stakeholders' practices, drawing on real-life cases.

## Expected Outcomes

1. **Increased competence** on the part of the project's participants and their organisations through:
  - A better European understanding of the problems posed by posting, as well as its economic and social issues within the sectors concerned
  - Improved awareness of organisations' fields of competence, coherence and methodologies, which vary from country to country, in relation to both government authorities and social partners
  - Improved awareness of the available (web) resources enabling legal information to be accessed
  
  - The ability to better analyse the situations encountered
  - Better pinpointing of the relevant stakeholders and protagonists
2. **An impetus** that strengthens networks of stakeholders involved with the problems of posting:
  - by the steering of action in the form of a 'network effect' between social partners at European level, their national levels and the executives in Member States' government authorities
  - by the strengthening of transnational networks in the project's three geographical zones and the sectors concerned
3. **An improvement in access to information** on working and employment conditions for companies and employees (government authorities' websites, also via the "learn" tab on the EURODETACHEMENT website).
4. **Highlighting of stakeholders' needs**, promoting the pinpointing of difficulties encountered, levers for action, and operational avenues for improving transnational cooperation and collaboration.
5. **Deliverables**, through the production of:
  - the survey preliminary to the transnational working-groups;
  - summaries from the transnational working-groups, incorporating:
    - recommendations for accessing information,
    - methods and support enabling backup for stakeholders on the ground;
  - enhancement and wider distribution via the EURODETACHEMENT resource centre.

## Project Initiator

Since 1 January 2006, the *Institut National du Travail, de l'Emploi et de la Formation Professionnelle* (National Institute of Labour, Employment, and Professional Training), INTEFP, has been a Public Administrative Organisation under the supervision of the French Ministry of Labour. It is tasked with:

- the initial and continuous training of all officials within centralised and devolved services under the authority of the minister(s) in charge of labour, employment, and professional training;
- the interministerial training of public service officials in the field of health and safety at work,
- contributing to the development of the social dialogue in France,
- the implementation of partnership and cooperation initiatives at national and international levels with public organisations in the fields of work, employment, and professional training.

With its eight inter-regional training centres, INTEFP held 60,191 training days for the benefit of 6982 trainees during 2010.

The Institute is an active member of the RESP network, an umbrella group for the forty main public service training establishments in France.

In the field of bilateral and multilateral cooperation, the Institute is developing new training initiatives, in partnership with the International Labour Office, the International Training Centre in Turin, and the Public Interest Group of the French Ministry of Labour, aimed at increasing labour inspection capacity for different partner countries (Maghreb region, sub-Saharan Africa, countries of central and eastern Europe).

The Institute is a founder member, with the ILO's International Training Centre in Turin, of the International Network of Training Institutions in the field of Labour (RIIFT), which was formed in 2002 and groups together twelve member institutions from the EU and southern Mediterranean.

From December 2010 to December 2011, INTEFP implemented an initiative on "shared training of labour inspectors and officials involved in the monitoring of the effectiveness of Community law in relation to the protection of workers on postings", financed by the EU Commission's Employment, Social Affairs, and Inclusion DG; INTEFP had jointly organised, with the French Directorate General of Labour, the fifth labour inspection biennial in the form of European meetings on this topic in December 2008.

For more than twenty years, the Institute has set out to promote and support social dialogue. Each year since 1996, INTEFP's tripartite national sessions have been bringing together thirty decision-makers (ten entrepreneurs and CEOs, ten employees' trade union representatives, and ten senior executives from the State and territorial civil service), including two study-tours and discussions with countries within and outside of Europe.



## Project Partners

(Summary table in appendix)

The partners listed are those that have committed themselves by formal letter to the European Commission in support of their grant application.

The project was designed to put in place a momentum, based on the 'pool' of partners, so as to more widely mobilise the national organisations in the countries involved during the implementation of the transnational labour working-groups.

The **European Trade Union Confederation** is supporting the project.

### - European social partners:

- **Fédération de l'Industrie Européenne de la Construction - FIEC**

- **European Federation of Building and Woodworkers -EFBWW**

- **Groupement des employeurs des organisations professionnelles agricoles de l'Union européenne** (Employers' Group of Professional Agricultural Organisations in the European Union) - **GEOPA COPA**

- **European Federation of Food, Agriculture and Tourism - EFFAT**

### - Government authorities:

#### Belgium

Service public Fédéral Emploi, Travail et Concertation sociale

#### Estonia

Labour Inspectorate

#### Finland

Ministry of Social Affairs and Health

#### France

Direction Générale du Travail (Directorate General of Labour)

#### Lithuania

Ministry of Social Security and Labour

#### Luxembourg

Inspection du Travail et des Mines

#### Poland

National Work Inspectorate

#### Portugal

Labour Conditions Authority

#### Romania

Labour inspectorat

## **National social partners:**

### **Belgium**

*Employees' trade unions*

**Fédération Générale du Travail de Belgique - FGTB**

**Confédération des Syndicats Chrétiens - CSC**

*Professional associations*

**Confédération Construction**

### **Denmark**

*Employees' trade unions*

**BAT-KARTELLET**

### **Finland**

*Employees' trade unions*

**Finnish Construction Trade Union**

*Professional associations*

**Confederation of Finnish Construction Industries**

### **France**

*Employees' trade unions*

**Confédération Générale du Travail - CGT**

**Fédération Générale Alimentaire - FGA CFTD**

*Professional associations*

**Fédération Française du Bâtiment - FFB**

**Fédération Nationale des Syndicats d'Exploitants Agricoles – FNSEA**

### **Lithuania**

*Employees' trade unions*

**Lithuanian Building Workers Trade Union**

**Lithuanian Trade Union “Solidarumas“**

*Professional associations*

**Lithuanian Builders Association**

### **Luxembourg**

*Employees' trade unions*

**Fédération des syndicats chrétiens luxembourgeois - LCGB**

*Professional associations*

**Fédération des artisans**

### **Poland**

*Employees' trade unions*

**Związek Zawodowy Budowlani**

### **Portugal**

*Employees' trade unions*

**FESAHT**

*Professional associations*

**CAP**

### **Romania**

*Employees' trade unions*

**Fédération Nationale de l'Agriculture, alimentation, Tabac, Domaines et Services Connexes -**

**AGROSTAR**

*Professional associations*

**Association Roumaine des Entrepreneurs de Constructions - ARACO**

## Project Operation

### The Project Team

#### Composition:

- **The INTEFP**, as project initiator, is making available to the initiative an operational team of three staff members:
- **ASTREES**, as partner in the initiative, is making available two staff members:

#### Role:

The project team will coordinate the project, and organise and lead its different phases. It will formalise the material produced throughout the initiative.

#### In support of the project team:

- The Institut du Travail (Labour Institute) of Strasbourg is making available one staff member, Fabienne Muller, Maître de conférence (senior lecturer), for legal and technical support (particularly when it comes to accessing information).
- European institute Construction Labour Research is making available researcher Jan Cremers, who has particular expertise in connection with Zone 3 of the project.

### Steering of the Project

#### Composition of the Steering Committee:

##### At least twelve persons representing the social partners:

One representative from **EFFAT, GEOPA COPA, FIEC, and EFBWW**.

**At least two representatives** per association from the **affiliated organisations, nominated by their associations**, to give a total of eight persons.

##### At least ten persons representing the Member states/government authorities from:

**Belgium, Denmark, Estonia, Finland, France, Lithuania, Luxembourg, Poland, Portugal, and Romania.**

- The members of the project team
- The Institute of Strasbourg and the CLR of Amsterdam in support

#### Role:

- Overall steering of the project
- Planning of the transnational sectoral working-groups
- Supervisory control of the contents of the summaries
- Final project assessment
- Distribution of the deliverables

### Pre-project calendar

**16 April 2012:** grant applications to the EU Commission's Employment, Social Affairs, and Inclusion DG.

-Budget heading 04.03.03.01 - industrial relations and social dialogue.

-Grant application **VP/2012/001/0017**.

**First two weeks of July:** response expected from the European Commission and informing of partners involved.

**Project Sequence**  
(see summary diagram on page 16)

<b>Work phase I: Preliminary survey</b> <b>July - October 2012</b>
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**Inventory and typology of cooperation and collaboration**

**Aim:**

- To assemble the work of the steering committee in preparation for the designing of the transnational labour working-groups, by:
- analysing existing practices starting from experiences and initiatives conducted by the stakeholders mobilised as part of the project
- identifying the difficulties encountered
- suggesting initial avenues for collaboration and cooperation to be put in place or consolidated

**Stakeholders involved:**

Project team: production of the preparatory work, supported by the Labour Institute in Strasbourg and the CLR.

Government authorities and social partners at national and local levels

**Working method:**

- Use of existing documentary resources
- Questionnaires and interviews by telephone
- Summarising of work

<b>First meeting of steering committee</b> <b>30 and 31 October 2012</b> <b>Marcy l'Etoile (Lyon)</b>
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**Two working days**

Work in two parts:

1) Plenary:

**Aims:**

- To share the results of the work carried out by the project team in phase I
- To consolidate the sharing of the project's aims
- To confirm the overall working method

2) In three groups, organised by agriculture/construction sector and geographical zone

**Aims:**

- To design the programmes and working method of the transnational sectoral working-groups.
- To draw up the roll of participants
- To determine the situations that will give rise to case analyses
- To draw up a working method for the editing of summaries
- To sketch out the first steps directing the summaries' construction.

**Appointment of three correspondents by geographical zone** (one representative from the government authorities, one employers' representative and one trade union representative) for each of the transnational sectoral working-groups, whose role will be:

- to maintain the link between the project team and the steering committee;
- to support the project team in mobilising national stakeholders and bringing about the working-groups;
- to contribute to the summary work, the final editing of which will be undertaken by the project team.

**Work phase II: the transnational sectoral working-groups by zone**

**Strasbourg zone 2: 22 and 23 January 2013**

**Lisbon zone 1: 26 and 27 February 2013**

**Warsaw zone 3: 26 and 27 March 2013**

**Preparatory phase**

October 2012 - January 2013

**Aims:**

- Finalisation of the work programmes of the three transnational working-groups
- Mobilisation of the national and local stakeholders

**Stakeholders involved:**

Steering committee correspondents for each zone

The representatives of the social partners and government authorities taking part in the working-groups

The project team, by zone:

Zone 1: INTEFP, supported by the Labour Institute in Strasbourg

Zone 2: INTEFP / ASTREES, supported by the Labour Institute in Strasbourg

Zone 3: INTEFP /ASTREES, supported by the Labour Institute in Strasbourg and the CLR from Amsterdam University

**The transnational sectoral working-groups by zone**

**Two days in each zone**

**Aims:**

- To appropriate and share the analysis of the productive organisations behind transnational service-provision and their impact on the working and employment conditions of workers on postings;
- To jointly work on the improvement of access to information for companies, employees and stakeholders who have an influence on posting situations.

By drawing on case-analysis:

- keep mutually informed concerning the activities all are undertaking to influence posting situations;
- define the difficulties encountered in the process of collaboration and cooperation, and open up pathways and levers in the form of methods and supports in order to improve them.

**Participants: 3 times 30 - 40 persons**

Delegations of 5-6 representatives per country (social partners and government authorities).

Project team

Steering committee members concerned

These working-groups will be led by the project team.

Registrations for the plenary and group-work sessions will take place on a half-day basis.

## Work Content:

### I) - External Contributions

Will relate to:

1) The study carried out by the Labour Institute in Strasbourg on **government authorities' public information websites**<sup>4</sup>, augmented by the work of the preliminary study carried out by the project team in Phase I, and the direction established on this theme by the proposed Directive of the European Parliament dated 21 March 2012.

Group work will enable participants to **appropriate the basic principles of these studies** by targeting 'quality' criteria on the websites of labour administrations, as well as to share other initiatives (information campaigns, distribution of documents in the language of workers on postings, information points, hotlines and websites available to companies and employees).

This work will also allow the raising of the needs expressed by the social partners towards the government authorities in this field, and will feed into policy recommendations for the summaries.

2) The multi-disciplinary resources mobilised by the project team from within the network of researchers identified for the "analysis of productive organisations behind transnational service-provision and their impact on the working and employment conditions of workers on postings";

The discussions between participants will also enable light to be thrown on the economic constraints of companies and on sub-contracting and service-provision relationships, and their consequences for working conditions, thanks to the presence of representatives from the organisations involved.

### II) - Group work (ten persons per group), in mixed tripartite composition (government authorities and social partners)

Working method: case work

The cases dealt with will be a **back-up**, enabling all participants to respond.

It is therefore not a matter of being limited to the case in question, but of widening the thought processes according to the type of problem the situation raises.

- The aim initially is to share analyses of the situation or analogous situations, in order to obtain a broader view and to understand the reasoning of the other participants;
- then to pinpoint and share the activities that are deployed by all concerned, enabling an understanding of the role, constraints, and intervention frameworks of stakeholders on the ground when faced with this type of situation;
- then to share good practices, as well as possible and relevant modes of collaboration;
- and, finally, to think about the supports required for this collaboration.

<p><b>Second meeting of steering committee</b> <b>28 March 2013</b> <b>Warsaw</b></p>
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#### Aims:

- At the conclusion of the transnational working-groups, to consolidate direction concerning the summaries' content, recommendations on public information, and pathways of methods and supports, before their formalisation by the project team
- To set up the discussion-document for the final sharing seminar.

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<sup>4</sup> <http://www.eurodetachement-travail.eu/datas/files/EUR/1'information%20du%20public%20Fabienne%20Muller.pdf>

**Development of transnational working-groups' summaries  
and preparation of sharing seminar**  
**April to June 2013**

**Aims:**

- Editing of summaries
- Design and implementation of sharing seminar

**Stakeholders involved:**

Steering committee members by zone  
Representatives of social partners and government authorities  
Project team

**Working method:**

- Sending of summaries drafted by the project team to the steering committee, telephone conferences by zone, consolidation of summaries
- Steering committee telephone conference to finalise and confirm sharing seminar programme.

**Third meeting of steering committee**  
**26 June 2013**  
**Brussels**

**Aims:**

- Sharing of summaries
- Action assessment
- Methods of distributing deliverables

**Work phase III: Sharing seminar**  
**27 June 2013**  
**Brussels**

Target audience: 120 persons

Steering committee members  
Participants in the transnational working-groups  
European Commission

**Aim:**

Handing over and sharing of summaries from the three seminars and the work of the steering committee.

## Summary Diagram





## Appendix

### List of Partners

<p align="center"><b>Name of organisation + abbreviation</b></p>	<p align="center"><b>Address Postcode City Country</b></p>
<p align="center"><b>Confédération Européenne des Syndicats  (support)</b></p>	<p align="center"><b>Boulevard du Roi Albert II,5 B 1210 Bruxelles Belgium</b></p>
<p align="center"><b>Fédération de l'Industrie Européenne de la Construction FIEC</b></p>	<p align="center"><b>Avenue Louise 225 B 1050 Bruxelles Belgium</b></p>
<p align="center"><b>European Federation of Building and woodworkers EFBWW</b></p>	<p align="center"><b>Rue Royale 45, boîte 3 B 1000 Bruxelles Belgium</b></p>
<p align="center"><b>Groupement des employeurs des organisations professionnelles agricoles de l'Union européenne GEOPA COPA</b></p>	<p align="center"><b>61, Rue de Trèves B 1040 Bruxelles Belgium</b></p>
<p align="center"><b>European Federation of Food, Agriculture and Tourism EFFAT</b></p>	<p align="center"><b>38, Rue Fossé-aux-Loups B 1000 Bruxelles Belgium</b></p>
<p><b>Belgium</b> Government authority  Service public Fédéral Emploi, Travail et Concertation sociale</p>	<p align="center"><b>Rue Ernest Blerot 1 B 1070 Bruxelles</b></p>
<p><b>Belgium</b> Employees' trade unions  Fédération Générale du Travail de Belgique FGTB</p>	<p align="center"><b>Rue Haute 26 - 28 1000 Bruxelles</b></p>

<p><b>Confédération des Syndicats Chrétiens CSC</b></p>	<p><b>31 Rue de Trêves 1040 Etterbeek Belgium</b></p>
<p><b>Belgium Professional associations</b>  <b>Confédération Construction</b></p>	<p><b>Rue des Lombards 34-42 1000 Bruxelles Belgium</b></p>
<p><b>Denmark Employees' trade unions</b>  <b>BAT-KARTELLET</b></p>	<p><b>Kampmannsgade 4 1790 Kobenhavn Denmark</b></p>
<p><b>Estonia Government authority</b>  <b>Tööinspektsioon Inspectorat du travail</b></p>	<p><b>Gonsiori 29 10147 Tallinn Estonia</b></p>
<p><b>Finland Government authority</b>  <b>Ministry Of Social Affairs and Health</b></p>	<p><b>Meritullinkatu 8 PL 33, 00023 Helsinki Finland</b></p>
<p><b>Finland Employees' trade unions</b>  <b>Rakennusliitto Finnish Construction Trade Union</b></p>	<p><b>Siltasaarenkatu 4 00530 Helsinki Finland</b></p>
<p><b>Finland Professional associations</b>  <b>Confederation of Finnish Construction Industries</b></p>	<p><b>Unioninkatu 14 P.O. Box 381 00131 Helsinki Finland</b></p>
<p><b>France Government authority</b>  <b>Direction Générale du Travail</b></p>	<p><b>39/43 quai André Citroën 75902 Paris Cedex 15 France</b></p>

<p><b>France</b> Employees' trade unions</p> <p><b>Confédération Générale du Travail CGT</b></p> <p><b>Fédération Générale Alimentaire FGA CFDT</b></p>	<p><b>263 rue de Paris 93516 Montreuil Cedex 1 France</b></p> <p><b>47-49 Avenue Simon Bolivar 75950 Paris Cedex 19 France</b></p>
<p><b>France</b> Professional associations</p> <p><b>Fédération Française du Bâtiment FFB</b></p> <p><b>Fédération Nationale des Syndicats d'Exploitants Agricoles FNSEA</b></p>	<p><b>33 avenue Kléber 75784 Paris Cedex 15</b></p> <p><b>11 rue de la Baume 75008 Paris France</b></p>
<p><b>Lithuania</b> Government authority</p> <p><b>Ministry of Social Security and Labour</b></p>	<p><b>A.Vivulskio St. 11 LT 03610 Vilnius Lithuania</b></p>
<p><b>Lithuania</b> Employees' trade unions</p> <p><b>Lithuanian Building Workers Trade Union</b></p> <p><b>Lithuanian Trade Union "Solidarumas"</b></p>	<p><b>J.Basanaviciaus 29a LT 03109 Vilnius Lithuania</b></p> <p><b>K.Kalinausko 2B LT 03107 Vilnius Lithuania</b></p>
<p><b>Lithuania</b> Professional associations</p> <p><b>Lithuanian Builders Association</b></p>	<p><b>Lukiskiu g. 5-501 LT5-01108 Vilnius Lithuania</b></p>
<p><b>Luxembourg</b> Government authority</p> <p><b>Inspection du Travail et des Mines</b></p>	<p><b>3, rue des Primeurs BP 27 L2010 Luxembourg</b></p>

<p><b>Luxembourg</b> Employees' trade unions</p> <p>Fédération des syndicats chrétiens luxembourgeois LCGB</p>	<p>11, rue du commerce BP 1208 L-1012 Luxembourg</p>
<p><b>Luxembourg</b> Professional associations</p> <p>Fédération des artisans</p>	<p>2 Circuit de la Foire Internationale BP1604 L 1016 Luxembourg</p>
<p><b>Poland</b> Government authority</p> <p>National Labour Inspectorate</p>	<p>ul.Krucza 38/42 00-926 Warszawa Poland</p>
<p><b>Poland</b> Employees' trade unions</p> <p>Związek Zawodowy Budowlani</p>	<p>ul. Mokotowska 4/6 00-641 Warszawa Poland</p>
<p><b>Portugal</b> Government authority</p> <p>Autorité pour les Conditions de Travail ACT</p>	<p>Av. Casal Ribeiro, 18-A 1000-092 Lisboa Portugal</p>
<p><b>Portugal</b> Employees' trade unions</p> <p>Federação dos Sindicatos da Agricultura, Alimentação, Bebidas, Hotelaria e Turismo de Portugal FESAHT</p>	<p>Pátio do Salema, 4 – 3º 1150-062 Lisboa Portugal</p>
<p><b>Portugal</b> Professional associations</p> <p>Confederação dos Agricultores de Portugal CAP</p>	<p>Rua Mestre Lima de Freitas, n.º 1 1549-012 Lisboa Portugal</p>
<p><b>Romania</b> Government authority</p>	

<p><b>Ministère du Travail, de la Famille et de la Protection Sociale – Inspection du travail</b></p>	<p><b>14, Rue Matei Voievod, Secteur 2 021455 Bucarest Romania</b></p>
<p><b>Romania Employees' trade unions</b></p> <p><b>Fédération Nationale de l'Agriculture, alimentation, Tabac, Domaines et Services Connexes AGROSTAR</b></p>	<p><b>Str.aleea Alexandru nr. 7A et. 2 Secteur 1 011821 Bucarest Romania</b></p>
<p><b>Romania Professional associations</b></p> <p><b>Association Roumaine des Entrepreneurs de Constructions ARACO</b></p>	<p><b>Str. Alexandru Papiu Ilarian nr. 17 031691 Bucarest Romania</b></p>
<p><b>Association Travail Emploi Europe Société</b></p>	<p><b>10 rue Saint Nicolas 75012 Paris France</b></p>
<p><b>Institut du Travail Université de Strasbourg</b></p>	<p><b>39 av. de la Forêt Noire 67 000 Strasbourg France</b></p>
<p><b>European Institute for Construction Labour Research CLRvzw</b></p>	<p><b>Rue Royale 45/3 1000 Bruxelles Belgium</b></p>