



FINAL REPORT

Post-Meet, Information actions for posting in the construction sector

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FINAL PROJECT REPORT: Post-Meet (101140103)

Post-Meet, Information actions for posting in the construction sector

(March 2024 – February 2026)

1. EXECUTIVE SUMMARY

The Post-Meet project (March 2024 – February 2026) represents a milestone initiative aimed at addressing the multifaceted challenges of transnational worker posting within the European construction sector. In an increasingly interconnected European labor market, the construction industry is characterized by high mobility, which brings administrative complexities, risks of social dumping, and significant difficulties for both companies and workers in accessing clear, reliable information.

As outlined in the initial project proposal, the freedom to provide services within the EU has led to a significant increase in the transnational posting of workers. However, this mobility is often hindered by a "fragmented" landscape of national regulations, making it difficult for SMEs and workers to understand their rights and obligations.

The Post-Meet project was established to address these structural challenges head-on. The consortium's primary objective was to enhance transparency, counteract social dumping, and safeguard workers' rights by providing a framework of reliable, multilingual, and easily accessible information.

A fundamental pillar of the project's success was the **strategic composition of its partnership**. The consortium was intentionally designed to bring together a multidisciplinary blend of actors, including paritarian sectoral funds, trade unions, employers' organizations, and vocational training institutes, each contributing a unique perspective and specialized expertise. This internal diversity allowed the project to move beyond a purely theoretical approach, grounding its outputs in the practical, daily realities of the construction sector.

Moreover, the widespread geographic footprint and territorial capillarity of the partners proved instrumental. By covering a comprehensive range of both "sending" and "host" countries, the project was able to act as a physical and digital bridge across Europe. This presence on the ground ensured that the project's resources reached the target audience exactly where needed, effectively overcoming national silos.

Led by CNCE (Italy) and supported by a high-level transnational consortium comprising paritarian funds, trade unions, employers' associations, and chambers of commerce from Germany, Slovenia, Spain, Poland, Bulgaria, and Austria, the project operated on two main fronts: establishing a robust knowledge base and developing innovative digital tools, disseminating terms and conditions of posting in the involved project partners' countries. Over the course of 24 months, the Post-Meet consortium successfully produced 5 National Guides on posting, translated in 5 languages each involved country (the 5 most spoken languages spoken by posted workers) launched multilingual digital channels (including the "Post-Meet Exemptions" platform and AI chatbots), and actively engaged thousands of key stakeholders through more than 20 national seminars (in presence and online) and high-profile

international conferences. The project culminated in a Final Conference hosted at the European Parliament in Brussels.

This Final Report retraces the project's implementation, evaluates its impact across all Work Packages (WPs), and provides actionable policy recommendations for the future of fair labor mobility in the European Union. It serves as a comprehensive tool for EU institutions, national authorities, social partners, and sectoral funds.

2. INTRODUCTION AND EUROPEAN CONTEXT

The cross-border provision of services is a fundamental pillar of the European single market. To protect workers and ensure a level playing field for businesses, Directive (EU) 2018/957 introduced the principle of "equal pay for equal work in the same place." However, translating this legislative framework into practical compliance remains a daunting task, particularly in the construction sector.

Construction SMEs and workers face a labyrinth of national regulations, language barriers, varying occupational safety and health (OSH) standards, and complex interactions with different national social security systems and sectoral paritarian funds (e.g., Casse Edili in Italy, SOKA-BAU in Germany, BUAK in Austria). Without accessible information, companies risk severe sanctions for non-compliance, while posted workers are exposed to the risk of exploitation and unpaid benefits.

The project was designed to bridge this information gap. By streamlining relationships between foreign companies, posted workers, sectoral funds, and institutional bodies, Post-Meet fostered a culture of mutual learning and transparent cooperation. The project did not merely analyze the legal framework; it delivered tangible, user-friendly, and multilingual solutions designed to reduce administrative burdens and promote fair mobility.

3. PROJECT MANAGEMENT AND COORDINATION (WP1)

The complex architecture of the Post-Meet project, spanning multiple European countries and involving a diverse array of organizations, required rigorous and adaptive coordination. Under the leadership of CNCE, Work Package 1 ensured the smooth implementation of all project activities, strict compliance with the Grant Agreement, and the achievement of all deliverables within the established budget and timeframe.

- **Steering the Consortium to Success:**

The operational backbone of the project was constituted by **seven Steering Committee Meetings (SCM)** meetings held throughout the 24 month period. These meetings were far more than administrative formalities; they served as strategic hubs where partners monitored progress, evaluated interim results, and collaboratively decided on corrective measures. For instance, when minor delays were identified in the early stages of WP2 (research) and WP4 (tool development), the SCM swiftly recalibrated the timeline and reallocated resources, ensuring that no overall delays affected the project's critical path.

- **Financial and Administrative Resilience:**

CNCE provided seamless financial management, finalizing partnership agreements, sharing streamlined reporting templates, and ensuring the timely disbursement of the first and second pre-financing payments.

4. GUIDES (WP2)

One of the core deliverables of the project was the creation of comprehensive country guides for the participating Member States.

One of the core outputs of the project consisted of a comprehensive set of Country Guides specifically tailored for the construction sector in Bulgaria, Italy, Poland, Slovenia, and Spain. The primary objective of these publications is to enhance the transparency of posting procedures and facilitate regulatory compliance by providing both workers and employers with clear, accessible information on employment terms and conditions.

Rather than duplicating existing resources, these guides were strategically designed to complement official EU platforms (such as 'Your Europe' and European Commission guidelines) by providing granular, country-level insights into national provisions. They address standard posting scenarios—where social security remains in the home country while host country labor laws apply—while also clarifying complex exceptions regarding duration and worker replacement. Ultimately, these guides serve as a practical toolkit to improve institutional communication and safeguard the principle of the 'most favourable provision' for mobile workers. The final outputs are high-quality, professional manuals that serve as a "living" resource, intended to be updated even after the project's formal conclusion. To effectively inform and empower stakeholders, it was first necessary to map and harmonize the fragmented legal landscape concerning the posting of workers. Work Package 2 established a common and reliable knowledge base that served as the scientific and technical foundation for all subsequent training, dissemination, and digital activities.

Methodology and Thematic Scope: Led by the project's research coordinators, the consortium utilized a standardized template to ensure strict comparability across the different national contexts. The research relied on a combination of rigorous desk research, needs analyses, and extensive stakeholder consultations. The focus was strictly aligned with the provisions of Directive 2018/957 (EU) and National legislations.

The National Guides on Posting: The crowning achievement of WP2 was the drafting and publication of five comprehensive "National Guides on Posting in the Construction Sector" covering Italy, Slovenia, Spain, Poland, and Bulgaria. Translated into English and national languages, these guides serve as practical manuals for SMEs and advisors. In details:

- Remuneration rules, minimum wages, and professional categories.
- Working time, rest periods, and annual paid holidays.
- Occupational Safety and Health (OSH) requirements.
- Terms and conditions of employment for vulnerable groups (pregnant women, minors).
- Administrative duties: A1 forms, prior declarations, subcontracting liability, and sanctions for non-compliance.

The Grant Agreement envisioned the development of guides detailing procedures, remuneration, and employment conditions. In practice, the consortium found that the scope of these topics was significantly broader than initially foreseen. Taking the Italian, Polish, Bulgarian, Slovenian and Spanish experiences as representative examples, the research phase involved:

- **Deep Legislative Analysis:** Overcoming the fragmentation of sources at both national and EU levels.
- **Stakeholder Engagement:** Building strong cooperation with national bodies, such as the Employment Service of Slovenia and the Spanish Labour Inspectorate, to ensure the interpretation of legal provisions was accurate and practical.

- **Specific Problem Solving:** Addressing critical issues identified during the project, such as the Spain-Portugal axis, where recurrent problems of social dumping and incorrect wage application were detected.
- **Multilingualism as a Pillar of Accessibility:** To ensure the information reached the workers who needed it most, the guides were translated into the languages most commonly spoken by posted workers in the sector. While the project initially aimed for five languages, the consortium adapted to local needs.

By clarifying the distinct roles of labor inspectorates, sectoral funds, and social security bodies in each Member State, WP2 successfully transformed dense legal jargon into accessible operational knowledge.



5. SEMINARS (WP3)

The knowledge generated in WP2 was mobilized through Work Package 3, an innovative dissemination and capacity-building campaign that reached a vast audience of companies, workers, trade unions, employers' associations, and public institutions. Through a blend of in-person seminars, transnational workshops, and highly attended online webinars, Post-Meet fostered an active dialogue across Europe.

Information is only effective if it is communicated well. To achieve the dissemination goals set in the Grant Agreement, the project successfully organised:

- **10 In-person Seminars:** Held in strategic locations, including border regions like Gorizia and Nova Gorica (European Capitals of Culture 2025), which are hubs for significant worker flows. Plus one extraordinary seminar organized in Poland by the polish partner, as occasion to further disseminate the polish guide and the terms and condition with national key stakeholders.
- **10 Online Seminars:** Designed to reach a wider audience of consultants, trade union representatives, and SMEs across Europe.

These seminars fostered the important dialogue among stakeholders. Participants received practical information on administrative aspects (prior declarations), the specific role of sectoral funds (Casse Edili, SOKA-BAU, BUAK), and complementary issues such as healthcare coverage and taxation.

A European Roadshow of Knowledge

As mentioned above, WP3 roadmap included over 20 targeted events, balancing geographical coverage and thematic depth, and boosting the project impact in the involved countries.

- **Germany:** The in-person seminar in Wiesbaden (July 2024), co-organized by SOKA-BAU and the Federal Ministry of Labour and Social Affairs (BMAS), featured high-level keynotes, including the State Secretary at BMAS, emphasizing cross-border cooperation and customs enforcement. This was followed by a highly successful online iteration in April 2025 engaging Bulgarian and Romanian partners.
- **Slovenia:** The Chamber of Craft and Small Business (OOZ) drove massive engagement. Events ranged from the Portorož seminar (January 2025), which included a practical site visit to the EU co-financed Divača–Koper railway line, to seminar in Nova Gorica (April and September 2025). These events brought together EURES advisors, the European Labour Authority (ELA), and Italian/Austrian paritarian funds, and other key national stakeholders active in the construction sector.
- **Bulgaria:** The Bulgarian partners, namely BBC, ISTURET, and FWIC (BCC) hosted seminars in Sofia (September 2025) and online (October 2025), specifically addressing the complex interplay of posting to Germany, Spain, and Italy, while tackling the pressing issue of third-country national integration.
- **Poland & Austria:** Hybrid and large-scale events in Warsaw (November 2025, hosted by the Budowlani Trade Union) and Vienna (December 2025, hosted by BUAK) tackled the severe challenges of migrant worker protection, OSH requirements, and inspection procedures in Central Europe.
- **Italy & Spain:** Large-scale dissemination seminars in Rome (January 2026, hosted by CNCE) and online via the Fundación Laboral de la Construcción (FLC) in February 2026 provided granular, operational guidance on compliance, featuring deep dives into the Casse Edili system and specific risks for Portuguese/Spanish cross-border operations.



Recognizing the time constraints of construction SMEs, Post-Meet heavily utilized digital formats. Between January and February 2026, OOO Kamnik hosted a series of highly rated online seminars via Zoom, attracting dozens of companies and legal advisors. These sessions provided direct, practical guidance on posting to Austria,

Poland, Italy, Germany, and Spain, covering common mistakes, tax aspects, and inspection risks, achieving an outstanding participant satisfaction rating of nearly 5 out of 5.

6. COMMUNICATION AND NEW CHANNELS OF INFORMATION (WP4)

To truly modernise the posting process and relieve SMEs of crushing administrative burdens, Post-Meet recognized that traditional PDFs and seminars were not enough. Work Package 4 successfully developed a suite of digital, multilingual tools designed to simplify the relationship between foreign companies, posted workers, and sectoral funds.

One of the most innovative achievements of Post-Meet was the development of new communication channels, moving beyond static documents to interactive digital solutions.

1. The "Post-Meet Exemptions" Platform

Led by CNCE, the development of this deliverable followed an evolutionary and pragmatic approach to ensure maximum utility for stakeholders.

Evolution from PDF to Platform: In the initial phase of the project, a series of [digitally fillable PDF forms](#) has been developed in different languages. These were designed to immediately improve the clarity and accessibility of exemption requests. However, to achieve a truly systemic change, the project went a step further by developing a [dedicated digital platform](#). This infrastructure became fully operational during the project's implementation period, moving beyond static documents to a dynamic, integrated system.

Trilateral Cooperation (IT-AT-DE): The platform specifically simplifies and streamlines the transmission of exemption modules between the three key paritarian bodies involved in the project: CNCE (Italy), BUAK (Austria), and SOKA-BAU (Germany). By creating a direct digital bridge between these institutions, the project has addressed a long-standing administrative bottleneck in these specific posting corridors.

Innovation and Red Tape Reduction: This represents a highly innovative infrastructure for the three Member States involved. It guarantees the full digitalization of the process, replacing fragmented manual procedures with a unified workflow.

Sustainability and Efficiency: By reducing the administrative burden ("red tape"), the platform makes the exchange of information faster, more transparent, and significantly more sustainable. This digital solution ensures that the results of Post-Meet remain embedded in the daily operations of the sectoral funds, providing a long-term professional tool that supports the fair and efficient posting of workers across Europe.

2. AI Chatbot: A Sustainable Support Tool

As foreseen in the WP4 objectives, partners in Slovenia (OOZ Kamnik) and Bulgaria (BCC) implemented AI-powered Chatbots.

- **Technology:** These tools were developed using a modern Retrieval-Augmented Generation (RAG) architecture.
- **Impact:** The chatbots allow companies and workers to get immediate answers to common questions regarding posting rules, saving time for both users and fund operators. This represents a sustainable solution that remains active and useful for the sector long-term.

3. Multilingual Video Guides,

SOKA-BAU produced highly accessible videos detailing the functioning of the paid leave scheme for workers posted to Germany, breaking down language barriers for mobile workers.

4. Vocal Recordings & Infographics

CNCE implemented multilingual vocal recordings for the answering machines of Italian sectoral funds (Casse Edili), while Formedil and FLC Asturias produced highly visual infographics explaining mandatory OSH training requirements in Italy and Spain.

5. Country Fact Sheets

ISTURET delivered concise, practical fact sheets summarizing the most critical posting data at a glance.

6. Infographics

To overcome language barriers and the complexity of safety regulations, Formedil (IT) and FLC Asturias (ES) developed detailed OSH (Occupational Safety and Health) infographics translated in different languages. These visual tools make mandatory training requirements and site risks easy to understand for a diverse, international workforce. Additionally, the project supported the creation of multilanguage digital forms to simplify registration and exemption procedures with sectoral funds in Italy, Austria, and Germany.

7. COMMUNICATION AND DISSEMINATION (WP5)

The dissemination work package aimed to ensure broad visibility of the Post-Meet project and effective communication of its results to relevant stakeholders at both national and European levels. The activities focused on developing a clear visual identity for the project and implementing a structured communication strategy. The tasks included the creation of a project logo and mascot, the production of a brochure and dissemination materials, and the creation of newsletters, sites on our own webpages, press releases, and videos of the online seminars. These tools were intended to facilitate engagement with existing networks and expand outreach through targeted information channels. In addition to communication materials, WP5 included the organisation of dissemination events designed to present the project's objectives, outputs, and achievements to a wider audience. The activities culminated in a final conference in Brussels, where the project's results and key findings were presented to EU level stakeholders and participants involved throughout the project.

1. Project's logo, brochure, mascot and gadgets



The visual identity of the project, including the logo and mascots, was developed at the beginning of the project in order to support communication and dissemination activities. The concept and design were prepared by AEIP and subsequently shared with the project partners for review and approval. The logo was designed to visually

reflect the project's focus on improving access to information for workers and companies involved in posting in the construction sector. The silhouette of a construction worker accompanied by a question mark symbolises the need for guidance and clear information regarding the rules and conditions applicable to posted workers, which represents a central objective of the project.

Alongside the logo, two mascots representing a male and a female construction worker were created to ensure an inclusive representation of the workforce and to make communication materials more engaging and accessible. The mascots were used across several dissemination tools, including brochures, social media content, presentations and other communication materials produced during the project. Their visual style was designed to make the project identity easily recognisable and to support outreach activities targeting workers, companies and stakeholders in the construction sector.

• Brochure



The project brochure was developed as a key communication tool to present the objectives, activities, and expected results of the Post-Meet project to a wide audience. The brochure provided a concise overview of the initiative, explaining its aim to improve access to information on posting in the construction sector and highlighting the main actions undertaken by the partnership, including the development of multilingual guides, seminars and innovative communication tools. It also introduced the project's target groups, namely posted workers, construction companies and labour advisors, and presented the consortium of partners involved in the initiative. To maximise outreach and accessibility, the brochure was produced in French and English versions and disseminated through different communication channels, including events, presentations, and online dissemination activities.

The project brochure was printed as part of the dissemination materials developed for the project. In coordination with the external supplier Objectified, the format and printing specifications were defined, with the brochure produced in A4 format on a single sheet (front and back). The supplier prepared the branding and printing of the brochure using the project's visual identity, including the logo and mascottes provided by the project team. It also included the EU funding acknowledgement and emblem, ensuring compliance with the visibility requirements of EU-funded projects. The brochure was printed in 500 copies and used as an introductory communication tool to present the project and its objectives during dissemination activities and events.

- **Gadgets**

As part of the project's dissemination strategy, a set of promotional gadgets was produced to support visibility and outreach activities. These materials were designed to carry the project's visual identity, including the logo and mascots, and were intended to facilitate communication with stakeholders during seminars, conferences and other dissemination initiatives organised throughout the project. The gadgets were conceived as practical and recognisable items that could help promote the project while reaching workers, companies, social partners and other stakeholders involved in the construction sector.

The production of the gadgets was carried out in collaboration with the external supplier Objectified which was responsible for preparing the items and printing the project logo on them. The gadgets were produced during the project implementation phase in 2024, following procurement and price confirmation with the external supplier in May 2024.

The final selection of items included 200 mugs, 200 construction helmets, 100 bibs (high-visibility vests) and 100 knapsacks. These items were chosen because they are widely used within the construction sector and therefore represent an effective way to increase the project's visibility during professional meetings, events and training activities.

The unit costs for the gadgets were €10 per mug, €15 per helmet, €5 per bib, and €20 per knapsack, leading to a total cost of €9,500 for the full set of promotional items. The supplier prepared branded versions of the gadgets using the project logo, ensuring that the visual identity of the project remained consistent across all dissemination materials.

Once produced, the gadgets were distributed among project partners to support dissemination activities organised in the different participating countries. The materials were provided to partners to be used during seminars, conferences, meetings with stakeholders and other outreach initiatives carried out within the framework of the project. By distributing the gadgets to partners across the consortium, the project ensured that dissemination activities taking place in different countries could benefit from the same visual identity and communication tools.

These promotional items proved particularly useful in reinforcing the visibility of the project and encouraging engagement with participants during events. Practical items such as mugs, helmets, high-visibility bibs and knapsacks are easily recognisable and relevant to the construction sector, making them effective tools to attract attention and stimulate discussion about the project's objectives.



Gadgets in use by project partners at events

2. Project's communication

Social media

- **LinkedIn**

As part of the WP5 Communication and Dissemination activities, AEIP's LinkedIn was used to share updates related to the Post-Meet project between April 2025 and February 2026. In total, 18 posts related to the project were published. The posts covered a range of communication objectives, including announcements and reminders for project seminars and dissemination events, promotion of AEIP newsletters featuring updates on the Post-Meet project, and communication related to the final conference held at the European Parliament in February 2026. Several posts also consisted of reposts of partner publications in order to further circulate information about project activities within the professional network.

Based on the available LinkedIn analytics for 14 posts, the publications generated a total of 6,811 impressions, corresponding to an average of approximately 486 impressions per post. In total, these posts generated 1,113 engagements and 847 clicks, corresponding to an average of around 80 engagements and 61 clicks per post. Engagement rates varied depending on the type and timing of the publication, ranging from 3.97% to 37.45%. Across all 18 posts, the publications also received 273 reactions, 43 reposts, and 2 comments, indicating a level of interaction from LinkedIn users.

Some variation can be observed depending on the type of content shared. Posts related to major project milestones or upcoming events, such as seminars or the final conference of the Post-Meet project, tended to

generate higher visibility and engagement compared with posts sharing general updates or newsletter announcements. For instance, the post related to the final conference generated the highest level of interaction, reaching 1,092 impressions and 409 engagements. Overall, LinkedIn served as a platform to regularly disseminate information about project activities and maintain communication with stakeholders and the broader audience interested in the Post-Meet project.

Additionally, a total of 37 LinkedIn posts related to the Post-Meet project were identified from accounts other than AEIP's institutional page. These posts were shared by both individuals and organisations active in the construction and labour mobility ecosystem.

Overall, 14 posts were published by individual professionals including project partners, experts, researchers, policymakers and representatives of sectoral institutions. In addition, 23 posts were published by organisational accounts, including sectoral associations, training organisations, social partner bodies and construction institutions.

The analysis of LinkedIn publications shows that the majority of posts were shared by project partners or individuals working within partner organisations. Out of the 17 distinct LinkedIn accounts identified, 12 belong to partner organisations or staff members involved in the project.. This indicates that LinkedIn dissemination was primarily driven by the project partnership itself. The content of these posts mainly focused on promoting project events and seminars, sharing insights on the posting of workers in the construction sector, disseminating project publications and guides, and highlighting participation in the Post-Meet final conference at the European Parliament.

- **YouTube**

For the Post-Meet project, a dedicated YouTube channel was created in late 2025 to host recordings of the online seminars organised within the project, when made available. In total, the channel contains 11 videos featuring recordings of these dissemination and training activities. To ensure visual consistency across the materials, OÖZ Kamnik shared with AEIP a thumbnail design that they had developed for their own project videos. Given its professional appearance, this design was subsequently adopted as the standard thumbnail for all videos published on the project's YouTube channel.

- **Newsletters**

Three project newsletters were prepared and circulated during the implementation of the Post-Meet project as part of the WP5 communication and dissemination activities. The newsletters were designed by AEIP and aimed to inform stakeholders about the progress of the project, promote upcoming events, and report on seminars and dissemination activities organised across participating countries. Each newsletter followed a similar structure. They began with announcements of upcoming events, such as project seminars or the final conference, including practical information on the date, venue, and registration links. This was followed by a series of short articles summarising recent project activities, including national seminars, dissemination events, and online webinars held in different Member States.

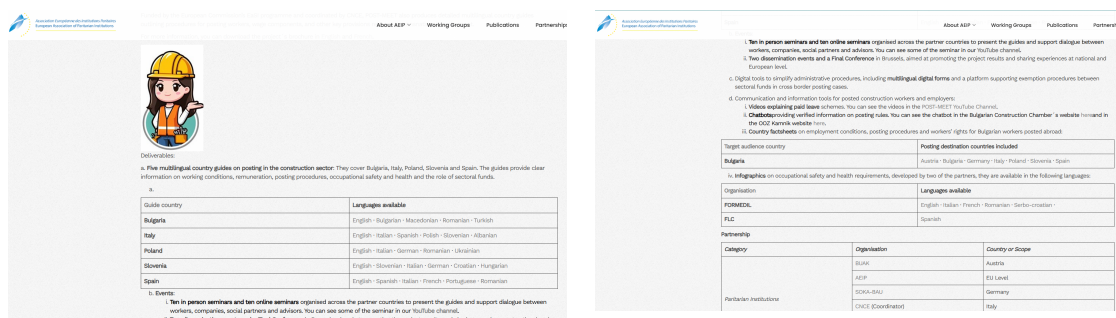
These sections highlighted the key topics discussed, the institutions involved, and the main outcomes of the events, such as the presentation of multilingual guides, digital tools, and discussions on posting procedures in the construction sector. The newsletters also included a section linking to the project's YouTube channel, where

recordings of seminars were made available. The newsletters achieved an average open rate of approximately 45% and a click rate of around 17%.

- **Webpage**

The Post-Meet project was presented in the Projects section of the AEIP website, where it provided an overview of the initiative's objectives, activities and partnership. It explains that the project aims to improve access to information on the posting of workers in the construction sector across several EU Member States by developing multilingual guides, organising seminars and creating communication and digital tools. The section also presented the consortium of partners involved in the project.

Updated Post-Meet site with deliverables (2026)



Subsequently, in 2026, as project partners completed the planned deliverables, the website was updated to include the new documents produced within the framework of the project. Project partners also included information of the project on their own websites:

- **Press releases**

Throughout the project there were different news articles and press releases published by project partners regarding dissemination events, seminars both online and in person, deliverables, and the final conference. In total, project partners issued 60 press releases, published on their institutional websites and news sections, covering key milestones, activities and results of the project. The number of publications varied across partners, with ISTURET (17) and BCC (14) producing the highest amount of news.

In addition, 47 news items were identified on the websites of external organisations that are not part of the project partnership. These mentions appeared across a wide range of stakeholders, including European and national construction sector associations, trade unions, sectoral funds, regional chambers of commerce and research centres. Further details on these publications both by project partners and external organisation are provided in Tables 1 and 2 in the Annex.

3. Dissemination events

- **First Dissemination event**

The [first dissemination event of the Post-Meet](#) project took place on 13 November 2024 in Brussels, from 15:00-17:30, at the conference room of the Belgian-Italian Chamber of Commerce. The event was organised by AEIP and aimed to present the objectives and first results of the project while promoting dialogue among key stakeholders

involved in the topic of posting in the construction sector. The meeting gathered representatives from European institutions, sectoral funds, social partners and other relevant stakeholders, including organisations such as EFBWW, FIEC, SOKA-BAU and the European Labour Authority (ELA).

The event opened with an introduction to the Post-Meet project by AEIP Director Simone Miotto, followed by presentations on key policy developments related to the posting of workers. A representative of the European Commission presented the report on the implementation of the Posting of Workers Directive, highlighting challenges related to transparency in remuneration and access to information on national rules, as well as new initiatives such as the development of a single digital declaration portal for companies posting workers across the EU. Project partners also presented the guides developed for Bulgaria and Spain, and the event concluded with a panel discussion involving representatives from European institutions, employers' organisations, trade unions and sectoral funds on improving access to information for posted workers and companies.

The first dissemination event demonstrated strong performance against key dissemination indicators in terms of participation, stakeholder representation and participant satisfaction. A total of 28 participants attended the event, representing 16 different organisations, including European institutions, sectoral funds, social partners, research centres and project partners.

The evaluation survey showed the effectiveness of the event in terms of quality and relevance of the information provided. Out of 23 respondents, 19 participants rated their satisfaction with the event with the highest score (5 out of 5), indicating a very positive overall reception. In addition, the clarity and completeness of the information presented were well rated: 16 participants rated the clarity of the information as excellent, while 17 participants rated the completeness of the information with the highest score, demonstrating that the event successfully communicated its key messages and project results to the audience.



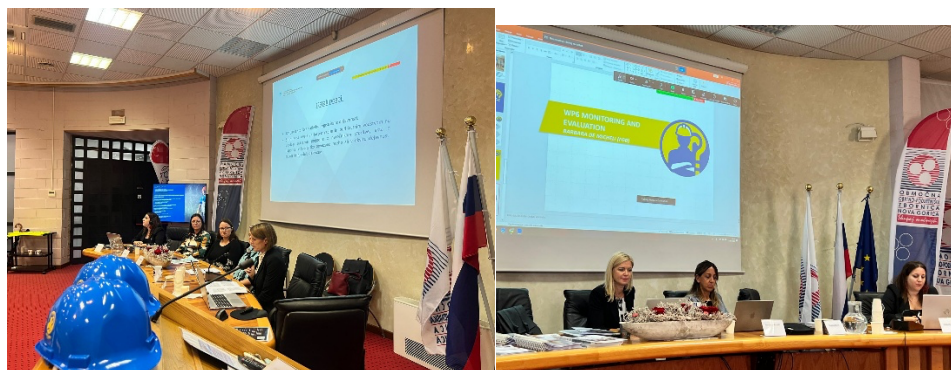
- **Second Dissemination event**

The second dissemination event of the Post-Meet project took place on 9 September 2025 in Nova Gorica, Slovenia, at the premises of the Chamber of Craft of Nova Gorica (OOZ Nova Gorica). The event was organised by CNCE in collaboration with the Slovenian partner from Nova Gorica and aimed to present the progress achieved within the project, highlight its main results, and discuss the next steps in the implementation of project activities. The meeting gathered project partners and stakeholders from several countries, including representatives from AEIP, OOZ Nova Gorica, BUAK and the Slovenian National Liaison Officer of the European Labour Authority (ELA).

During the event, CNCE presented the state of implementation of the project, focusing in particular on the multilingual guides developed for posted workers and companies in Italy, Spain, Poland, Slovenia and Bulgaria. Participants were also informed about the seminars organised within the project and about the development of new communication and digital tools aimed at improving access to information for workers and companies.

The event had a strong performance in terms of participation, stakeholder diversity and overall satisfaction. A total of 37 participants attended the event, representing 28 different organisations from across the construction sector, public authorities, sectoral funds, social partners and advisory bodies. The organisations represented included employers' organisations, trade unions, vocational and advisory bodies, project partners and European institutions.

The evaluation survey showed a positive impact and quality of the event. Out of 16 respondents, 10 participants rated their satisfaction with the event with the highest score (5 out of 5) and 5 participants rated it 4 out of 5, indicating a very high level of overall satisfaction. The clarity of the information presented was also rated highly, with 9 participants giving a score of 5 and 7 participants a score of 4, resulting in an average clarity score of 4.8 out of 5. Similarly, the completeness of the information received was positively assessed, with most respondents rating it as excellent and an average score of 4.7 out of 5.



- **Final Conference**

The [Post-Meet Final Conference](#) took place on 3 February 2026 at the European Parliament in Brussels and was organised by AEIP, hosted by MEP Gabriele Bischoff. During the conference, project partners presented the main results of the Post-Meet project, including the multilingual country guides, seminars and a range of digital and communication tools developed to improve access to information for posted workers and companies. The discussions also addressed broader EU policy developments related to posting and labour mobility, with contributions from representatives of the European Commission, the European Labour Authority and European sectoral social partners, highlighting the importance of cross-border cooperation, effective enforcement and user-friendly digital tools to support fair mobility in the construction sector.

The conference demonstrated strong performance in terms of participation, as the event gathered 52 participants representing 35 organisations, including European institutions, social partners, sectoral funds, research institutes and stakeholders from the construction sector, ensuring broad representation of the project's key target groups.

The evaluation survey also confirmed the positive impact of the event. Out of 10 respondents, 80% rated their overall satisfaction with the highest score (5 out of 5), while the remaining participants rated it 4 or 3, indicating

a very high level of satisfaction with the organisation and content of the conference. Participants also evaluated the clarity and completeness of the information very positively, with 8 out of 10 respondents awarding the maximum score in both categories, confirming that the event effectively communicated the project's results and key messages.



9. PROJECT MONITORING AND EVALUATION (WP6)

To guarantee the success and transparency of "Post-meet," the consortium established a rigorous monitoring and evaluation framework from the very beginning. This process, technically coordinated by Fondazione Giacomo Brodolini (FGB), was designed not just to track progress, but to provide a continuous feedback loop that ensured every activity remained perfectly aligned with the project's core objectives.

The heart of our evaluation strategy relied on a standardized set of tools, most notably questionnaires administered to all participants across the 20 national seminars. By systematically collecting data from both in-person and online events, we were able to build a robust monitoring and evaluation process. This allowed the consortium to measure, with great precision, the clarity of the information provided, the practical relevance of the project country Guides, and the impact of our dissemination efforts on the target audience.

The evaluation lifecycle was marked by two key milestones. During the first year, FGB drafted an Interim Monitoring and Evaluation Report, which served as a vital intermediary check for the project. This document assessed the technical quality of our early deliverables and the efficiency of the consortium's internal cooperation, allowing us to identify and address any potential deviations immediately.

As the project reached its conclusion, a Final Project Evaluation was conducted. This comprehensive assessment moved beyond simple data collection to analyze the project's broader impact. The final analysis confirmed a high level of participant engagement and verified that the tools produced, including the country guides, chatbots, and digital platforms, met the standards required by the construction sector. Ultimately, the evaluation process confirmed that "Post-meet" was fully successful in achieving its original goals, providing a solid foundation for the long-term sustainability of its results.

8. KEY LEARNINGS AND EUROPEAN ADDED VALUE

The Post-Meet project has effectively demonstrated that achieving full alignment with complex EU regulatory frameworks requires an integrated strategy that extends beyond traditional enforcement-based models. Ensuring sustainable compliance necessitates a systemic approach combining preventative advisory services, streamlined access to cross-border information, and the implementation of interoperable operational instruments. Key project milestones include;

- The project clarified the often-misunderstood roles of paritarian funds (Casse Edili, SOKA-BAU, BUAK, FLC), helping foreign SMEs understand that these are not mere tax collection entities, but fundamental bodies for ensuring worker welfare, vacation pay, and OSH.
- By bringing together labor inspectorates, ELA representatives, and private companies (the WP3 seminars), Post-Meet broke down the traditional adversarial barriers between regulators and the regulated.
- The success of the Chatbots and the "Post-Meet Exemptions" platform proved that digitalisation is an effective measure against social dumping and administrative bottlenecks.

9. POLICY RECOMMENDATIONS FOR THE EU and NATIONAL INSTITUTIONS

To ensure the long-term sustainability and systemic impact of the Post-Meet project, the consortium has formulated the following strategic policy recommendations for EU and national authorities. Rooted in the successful translation of Directive (EU) 2018/957 into actionable, user-centric tools, this chapter outlines the necessary institutional steps to strengthen transnational cooperation, protect vulnerable workers, including Third-Country Nationals (TCNs), and foster a truly fair, transparent European labor market fighting social dumping and unfair and illegal behaviors.

Post-Meet project has demonstrated that facilitating fair labor mobility within the European construction sector relies fundamentally on transparency, transnational cooperation, and digital innovation. Over the course of 24 months, the consortium successfully translated the theoretical principles of Directive (EU) 2018/957 into practical, user-centric solutions. By delivering concrete instruments, ranging from comprehensive multilingual guides to cutting-edge digital platforms and AI-driven chatbots, the project has provided an effective service to thousands of SMEs, mobile workers, and institutional actors navigating the complexities of posting of workers in the European Union..

The Central Role of Stakeholders and Transnational Cooperation

A primary takeaway from the project is the indispensable value of cross-border cooperation, which is uniquely fostered by EU-funded initiatives. The architectural complexity of the European labor market means that regulatory compliance cannot be achieved in isolation. The active engagement of key stakeholders, including paritarian funds, national labor inspectorates, trade unions, and employers' associations, has proven essential in bridging the gap between legislative intent and operational reality. Projects like Post-Meet serve as vital catalysts, creating durable networks of trust and continuous dialogue among these actors across different Member States, thereby transforming fragmented national approaches into cohesive transnational strategies.

Combatting Social Dumping and Ensuring a Level Playing Field

The Post-Meet consortium's activities and findings continually underlined the critical importance of systematically combatting social dumping. Unfair labor practices not only exploit workers but also severely distort market competition, penalizing compliant enterprises. To maintain a truly level playing field, it is vital that abusive behaviors, such as the proliferation of "letterbox" companies, bogus self-employment, and fraudulent posting declarations, are rigorously and consistently penalized across all Member States. Ensuring that regulatory enforcement is uniform across the EU is a prerequisite for safeguarding the integrity of the single market.

The Fair Inclusion of Third-Country Nationals (TCNs)

Furthermore, the project highlighted, thanks also to dialogue between partners and key stakeholders, an increasingly prominent dynamic in the European construction sector: the growing reliance on Third-Country Nationals (TCNs) to address structural labor shortages. As observed throughout the transnational seminars, the regulatory framework surrounding the posting of TCNs remains highly fragmented. It is therefore of paramount importance to advance actions that guarantee their fair inclusion in the EU labor market. Fostering their

integration requires protective measures that shield them from exploitative recruitment chains and ensure that they are granted the exact same occupational safety, health (OSH), and remuneration standards as EU citizens.

Recommendations at the European Union (EU) Level

1. **Advancing Digital Harmonization:** Consideration should be given to accelerating the deployment of a standardized, interoperable European e-Declaration system. Such a platform would significantly reduce the administrative burden on compliant SMEs while enhancing the traceability of mobile workers.
2. **Strengthening Institutional Capacity:** It would be highly beneficial to further empower the European Labour Authority (ELA) to facilitate joint and concerted cross-border inspections, and to serve as the centralized digital repository for multilingual mobility information developed by projects like Post-Meet.
3. **Harmonizing TCN Mobility Frameworks:** At the EU policy level, there is a distinct need to develop more cohesive guidelines regarding the transnational posting of TCNs, ensuring that cross-border mobility does not become a loophole for circumventing fair labor standards.
4. **Supporting SME Compliance:** Directing dedicated EU funding streams (e.g., via the ESF+) toward micro and small enterprises is recommended to support capacity-building initiatives and facilitate their access to digital compliance tools.
5. **Develop Early Warning Mechanisms for High-Risk Posting Situations:** The EU, potentially through the ELA, may develop early warning mechanisms to identify and address high-risk posting situations. By establishing common risk indicators, such as specific sectors, cross-border corridors, and complex subcontracting chains, and by creating systems to share alerts with national authorities, the EU can move from reactive enforcement towards a more preventive and proactive approach to labour mobility governance.
6. **Support the Professionalisation of Intermediaries and Advisors:** It is important support the professionalisation of intermediaries and advisors involved in the posting of workers, formally recognising their role within the mobility ecosystem. By funding specialised training programmes and developing a European certification scheme for mobility advisors, the EU can enhance the quality, reliability, and consistency of guidance provided to SMEs and workers navigating complex cross-border regulatory frameworks.
7. **Develop a European Pilot for Integrated Posting Support Services:** Actions aimed at integrating digital tools, advisory services, and institutional cooperation into a unified support system for posting procedures would be beneficial. Building on the results of projects such as Post-Meet, these pilots would test the interoperability of platforms, the coordination between sectoral funds and authorities, and the effectiveness of combined digital and human support services, with a view to future EU-wide deployment.
8. **A Replicable Blueprint for Fair Mobility While** overarching European frameworks provide necessary direction, the Post-Meet project has highlighted that the operationalization of these directives ultimately occurs at the national level, necessitating localized, context-specific solutions.

Recommendations at National level

1. ITALY: Promoting Congruity, Fair Mobility and OSH in Construction

- Implement an automated data-matching system between national databases (INL, INPS, and CNCE). This will enable the real-time detection of anomalies, such as discrepancies between prior declarations on ClicLavoro, A1 forms, and Cassa Edile/Edilcasce registrations, thereby triggering targeted, intelligence-led inspections.
- Promote the "Congruity Index" (DURC di Congruità) as a European Benchmark. Expand this model at the EU level to effectively combat undeclared work and social dumping, ensuring that the labour declared for a specific construction site strictly matches the nature and scale of the project.
- Combat circumvention and reduce red tape for compliant SMEs by actively expanding bilateral agreements between CNCE and other European paritarian funds (e.g., SOKA-BAU, BUAK, CIBTP). Leveraging digital tools, such as the Post-Meet Exemptions platform, will establish administrative "white corridors" that exempt compliant companies from double taxation while elevating standards in non-affiliated Member States.
- Channel mandatory Occupational Safety and Health (OSH) training exclusively through certified paritarian bodies (e.g., the Formedil network). Site access must require verifiable proof of training delivered or certified in the posted worker's native language. The deployment of multilingual chatbots and visual infographics (developed under WP4 of the Post-Meet project) should become a standard prerequisite for host contractors, guaranteeing standardized quality and facilitating the cross-border mutual recognition of safety qualifications.
- Empower Cross-Border Operations for the Labour Inspectorate (INL). Establish highly specialized, transnational inspection task forces trained in EU mobility law. To effectively dismantle letterbox companies, inspections must move beyond mere documentary checks to analyse the actual operational capacity of foreign undertakings. Furthermore, Italy must proactively increase the frequency of Joint and Concerted Inspections in the construction sector under the operational umbrella of the European Labour Authority (ELA).

2. SPAIN: Strengthening Traceability and Liability

- Establish a mandatory digital link between the Register of Accredited Companies (REA) and worker movement notifications. This allows the Ministry of Labour to automatically verify if a posting company is officially accredited.
- Require individual movement notifications for each specific worksite rather than generic company-wide declarations. This ensures physical traceability and prevents administrative "blind spots" in high-mobility scenarios.
- Implement a system where main contractors must proactively notify the Labour Inspectorate (ITSS) of any foreign companies entering the subcontracting chain, thereby strengthening joint and several liability.

3. SLOVENIA: Institutional Building and Administrative Reform

- Following the successful models of Italy, Austria, and Germany, Slovenia recommends the creation of a national paritarian fund. This would centralize employers' obligations, reduce red tape, and ensure a level playing field for domestic and foreign firms.
- Slovenia should enhance real-time data sharing with Italian and Austrian authorities to facilitate joint inspections and reduce non-compliance.

- Streamline administrative procedures (posting declarations, work permits) through a fully digital one-stop-shop system (e.g., expanding the SPOT portal) to support SMEs.

4. GERMANY: Transparency in Subcontracting Chains

- Germany identifies multi-tiered subcontracting as a major risk for transparency. It is recommended to introduce a legal limit on the number of permitted subcontracting levels to ensure all "links in the chain" remain visible and accountable.
- Align national customs declarations with the upcoming European e-Declaration. This will facilitate the mandatory reporting of contractors and the contact details of posted workers in a standardized digital format.
- Continue to support the "Modernization and Digitalization" Act to ensure that transparency is maintained for all parties throughout the entire posting lifecycle.

5. AUSTRIA: Digital Access and Worker Empowerment

- Austria emphasizes the need for "low-threshold" digital materials, such as short instructional videos in multiple languages, to make complex legal content approachable for both employers and workers.
- Strengthen digital services that allow workers to directly view their social security entitlements and status in their own language, increasing personal agency and awareness.
- In the long run, mandatory physical documents on construction sites should be replaced by modern, user-friendly digital tools to monitor working conditions and enforce social standards without excessive administrative burden.

6. BULGARIA: Strengthening Occupational Safety and Health (OSH) in Construction

- Highlight the need to improve Occupational Safety and Health (OSH) legislation and address current low compliance levels. This requires tackling the limited resources of control authorities and increasing the commitment of both employers and workers to safety standards, especially given the specific challenges of construction sites.
- Increase resources and capacity for control authorities, specifically the "General Labor Inspectorate" Executive Agency. This must be coupled with robust risk prevention measures, ensuring employers provide proper health and safety training and strictly supervise workers' adherence to safety rules.
- Address the critical issues of undeclared work (lack of employment contracts) and workers' unawareness of their legal rights in the event of workplace accidents.
- Ensure the constant updating of OSH plans to match the highly dynamic nature of construction activities, and foster social dialogue by deepening the collaboration between control authorities, industry representatives, and trade unions to effectively prevent risks and protect workers.

7. POLAND: Centralised Information and Joint European Portal for Posted Workers

- Highlight the critical need for a single, accessible portal that consolidates up-to-date sources of information and links. This approach aims to help both posting employers and posted workers navigate the complex and frequently changing national regulations across different EU countries.
- Ensure that workers have access to regularly updated, country-specific information concerning core employment conditions. This must include applicable salary rates, regulations on accommodation and travel costs, sector-specific collective bargaining agreements, and social security/insurance provisions.
- Facilitate access to support mechanisms by providing clear contact details of the relevant national institutions and enforcement bodies responsible for handling interventions, grievances, and complaints.

- Advocate for the creation of a joint European portal—as strongly recommended during project seminars—that is continuously updated and provides comprehensive, easily accessible guidance on the rules governing the posting of workers across all EU and EEA Member States.

10. CONCLUSION

The Post-Meet project has demonstrated that facilitating fair labor mobility within the European construction sector relies fundamentally on transparency, transnational cooperation, and digital innovation. Over the course of 24 months, the consortium translated the theoretical principles of Directive (EU) 2018/957 into practical, user-centric solutions. By delivering concrete instruments—ranging from comprehensive multilingual legal guides to cutting-edge digital platforms and AI-driven chatbots—the project has provided an invaluable service to thousands of SMEs, mobile workers, and institutional actors navigating the complexities of cross-border service provision.

Technical Impact and European Value Added

The project's primary technical value lies in the creation of a transnational digital ecosystem and scalable and sustainable tools, such as the country guides. Overall, Post-Meet guaranteed the following impact:

- **Operational Interoperability:** The development of the trilateral "Post-Meet Exemptions" Platform between Italy, Austria, and Germany represents a milestone in administrative simplification. It replaced fragmented, paper-based workflows with a unified digital channel, directly answering the EU's call for reduced red tape.
- **Advanced Accessibility:** The implementation of RAG-based AI Chatbots in Slovenia and Bulgaria provided a scalable, low-cost model for 24/7 legal assistance, ensuring that even the most complex regulations are approachable for small-scale employers.
- **Harmonized Safety Standards:** The multilingual OSH infographics developed by paritarian training networks (such as Formedil and FLC) have established a common visual language for safety, directly contributing to the reduction of site accidents across the Spain-Italy-Portugal corridors.

Strategic Policy Recommendations: Bridging the Gap

To ensure the long-term sustainability of these results, the consortium proposes the following policy shifts:

- **Harmonization of the Paritarian Model:** The EU should promote the establishment of paritarian funds in Member States that currently lack them (e.g., Slovenia), recognizing these bodies as essential brokers for social welfare and fair competition.
- **Digital-First Compliance:** The success of the Post-Meet platform suggests that the upcoming European e-Declaration should integrate site-specific traceability and mandatory links to national registers of accredited companies, following the Spanish and Italian (Congruity Index) models.
- **Fair Inclusion of Third-Country Nationals (TCNs):** Given the sector's reliance on TCNs, the ELA should support the adoption of the project's multilingual guidance to shield these workers from exploitative recruitment chains.

At the National Level, the legacy of Post-Meet resides in its ability to move from a culture of "sanctioning errors" to a culture of "proactive transparency." The tools developed, now fully integrated into the institutional workflows of the partners, guarantee that the project's impact will continue well beyond the funding period. By combining fair and clear information of Terms and Conditions of posting of workers in the construction sector, thanks to complete guides and seminars, new communication channels, with Digital Innovation, Post-Meet has delivered a replicable and scalable framework for a more integrated, transparent, and protected European labor market.