

WORKING,  
YET POOR



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# WorkYP SUMMARY

## Working, Yet Poor

Project financed under the Horizon2020 Scheme - Grant Agreement no. 870619  
Coordinator: Luca RATTI – University of Luxembourg  
February 2020 – January 2023

The project Working, Yet Poor (WorkYP) is focused on the increasing social trend of working people at risk or below the poverty line. The overall purpose is to effectively prevent the risk of social dumping, reduce economic shocks, and grant EU citizens, mostly those who do not circulate, regaining confidence in public governance and substantiating their citizenry's status. The innovative take is, on the one hand, to identify four clusters of particularly Vulnerable and Underrepresented Persons (VUP Groups); on the other hand, to use a true comparative and multi-disciplinary perspective.

The WorkYP Project will analyse seven representative Countries (Sweden, Italy, The Netherlands, Belgium, Luxembourg, Germany, and Poland), selected on the basis of their geographical area, as well as their different social systems and legal orders. In each such Country, the WorkYP Project will focus on four VUP Groups: (a) low wage workers; (b) solo self-employed; (c) flexible work contracts (fixed-term, agency work, involuntary part-time); (d) casual/zero-hours/gig-economy workers.

One of the main features of the project is that expertise is combined. Each local unit is composed by experts in labour law, social security, industrial relations, economics, sociology, social rights, and poverty in general. Together, all partners will elaborate the necessary theoretical frameworks, initiate public debate, deliver policy recommendations both to the EU and the national legislators, and realize practical tools such as a "GoodJob!" certificate, to be granted to those employers who respect certain levels of working conditions.

The rise of in-work poverty affects economic stability, social cohesion, and the very concept of the EU citizenship. The Consortium will conduct its research in the light of the goals proclaimed in the European Pillar of Social Rights (EPSR), which aims at granting all workers "fair and adequate wages" as well as an "adequate protection for all kinds of employment".

# WorkYP OBJECTIVES

## Working, Yet Poor

The rise of in-work poverty plays an important role in the spread of inequality and of its perception among EU citizens. The objective of the project is to tackle this problem both substantially and with the purpose of strengthening the concept of the EU citizenship.

Assessing EU actions that can support citizens' access to social rights  
 Evaluating the efficacy of MS actions in terms of social inclusion and fairness  
 Developing policy proposals to implement the social rights enhanced by the EPSR  
 Summarizing and disseminating the WorkYP theoretical findings  
 Raising stakeholders' awareness on in-work poverty and on the content of the EU citizenship

### **SOCIO ECONOMIC PERSPECTIVE ON IN-WORK POVERTY**

**Identifying concepts and definitions of in-work poverty through re-elaborating socio economic indicators**

...considering vulnerable workers, households at risk of poverty, and gender dimension

**Assessing the societal impact in order to evaluate the effects of the anti-poverty measures**

### **COMPARATIVE ANALYSIS Sweden, Italy, The Netherlands, Belgium, Luxembourg, Germany, and Poland**

**Analysing the role of legislation and its interplay with collective agreement in establishing the working conditions applicable to the four VUP Groups**

...considering how the financial-economic crisis has affected such frameworks

**Addressing the measures that can be taken in order to tackle in-work poverty, through the analysis of existing models and best practices**

### **NORMATIVE STUDY ON THE CONTENT OF THE EU SOCIAL CITIZENSHIP**

**Mapping the division of competences between the EU and MSs and the current level of social policy harmonization in relation to the four VUPs cases**

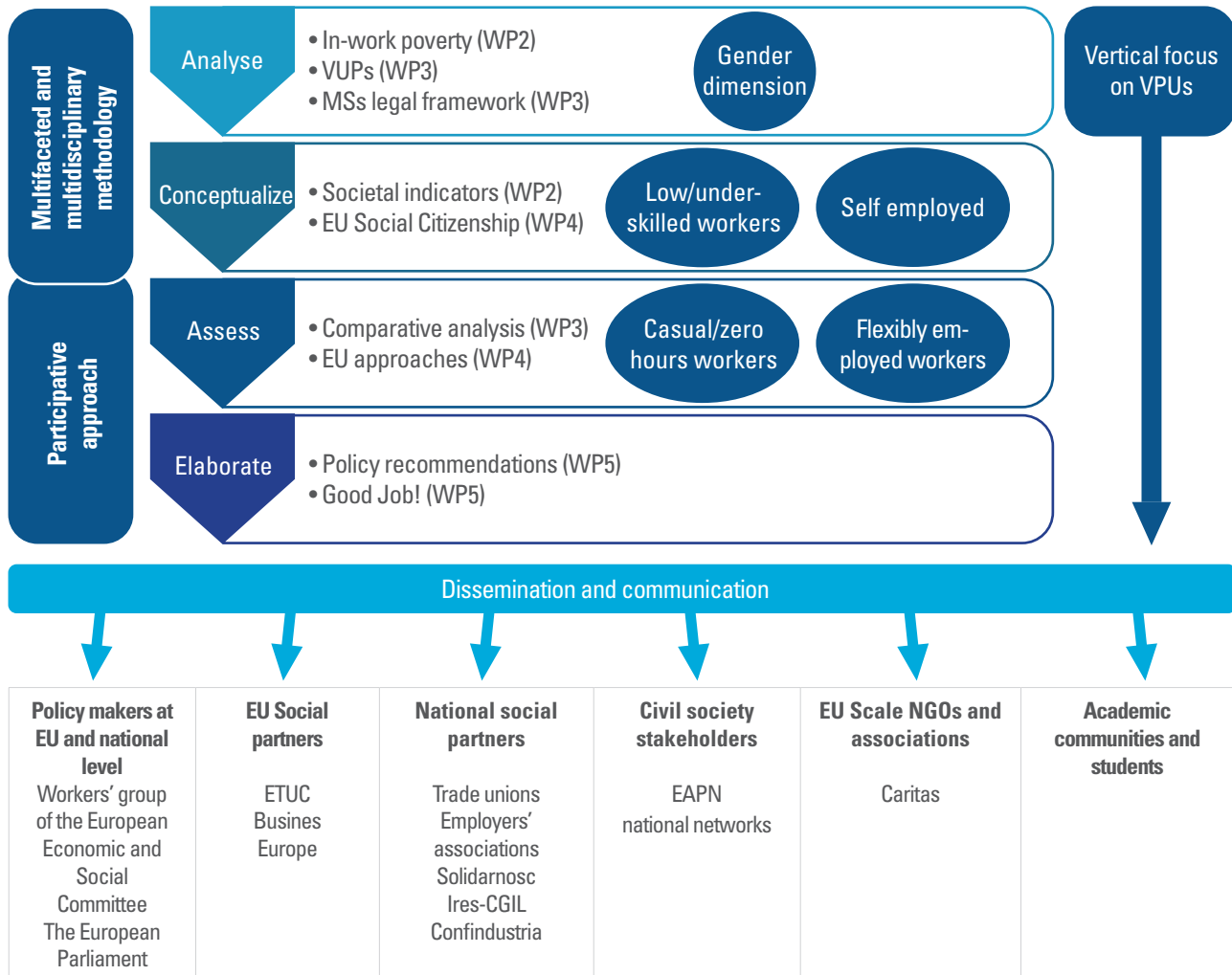
**Designing the legal concept of "fair and adequate wages" and "decent standard of living" as envisaged by the European Pillar of Social Rights**

**Assessing the actions in the field of social security intended to tackle in-work poverty in an attempt to reconcile the adequacy of social protection with financial sustainability for all VUP Groups**

# WorkYIP METHODOLOGY

## Working, Yet Poor

The WorkYIP Project will adopt a multifaceted and multidisciplinary methodology, focusing vertically on the four VUP Groups, including the gender dimension in the analysis and employing a participative approach in the co-creation of knowledge.



# WorkYP EXPECTED IMPACT

The WorkYP Project will clarify and enhance the extent of European social rights and advance both the state of the art and the normative content of EU citizenship through concrete and targeted recommendations, policy proposals, and actions addressed to EU Institutions, MSs, and civil society stakeholders to implement social rights and foster upward convergence.

The project will deliver a sound and easily understandable concept of EU citizenship, clarifying the social protections embedded therein and establishing the theoretical justification for making such social rights a truly functional aspect of EU citizenship. It will also provide the necessary strategies, including best practices, to foster recognition and defence of the social dimension of EU citizenship, while at the same time supporting upward convergence across MSs. The project activities promote enhanced protection of the social rights of the working poor, particularly the right to “fair and adequate wages” enshrined in the EPSR.

## Main Expected Outcomes

- **Objective assessment** of in-work poverty in the EU and the MSs
- **Conceptualisation of EU citizenship**, entailing substantive social rights to stayers
- **Policy Toolkit** addressed to both the EU legislator and MSs’ national legislators
- **Recommendations on direct and indirect measures** (minimum wages, collective agreements, social assistance and security, in-work benefits, tax regimes, housing and childcare provisions, career advancement and skills)
- **Communications** (reports, papers, policy briefs, books, conferences, workshops)
- **Certification scheme (“GoodJob!”)** for employers committed to fair and adequate labour conditions
- **Network of stakeholders** to promote good practices and raise the awareness of the detriment that in-work poverty creates to EU values and citizenship.

# WorkYP EXPECTED IMPACT

## Scientific and Policy Impact

The WorkYP Project will contribute to

- **Advancing the state of the art and normative content of EU citizenship** in the light of EPSR, TFUE, and ECFR
- **The implementation of the European Pillar of Social Rights** with regard to the definition of fair and adequate wages and minimum income
- **Constructing narratives on European citizenship** through communication and dissemination
- **Putting forward recommendations on the exercise of EU social rights as an integral part of EU citizenship and upward convergence**, with the aim to extend social rights' legal basis and raise citizens' awareness of the social rights conferred through EU citizenship

## Societal Impact

- **Reduction of in-work poverty** through involvement of stakeholders
- Increased **understanding of in-work poverty dynamics** in the EU, especially the plight of the VUPs, and improved poverty indicators: providing the basis for a based-fact approach to the problem of poverty
- Combatting anti-European trends and fostering widespread **identification with the EU**, reducing tensions and inequalities between moving and non-moving citizens in the frame of social rights

## Measures to maximise WorkYP impact

WorkYP full achievement depends on stakeholders' active support, including policy makers. Co-creation philosophy, comprehensive set of communication and well planned exploitation strategies, as well as the early involvement of all stakeholders in the development process and discourse will maximise the chances of results exploitation and impact realization.

# WorkYP CONSORTIUM





The WorkYP Consortium is composed by 11 partners, of which **8 Universities (Multi-Disciplinary Units: MDUs)** and **3 Social Rights Institutions (SRIs)**.

The first group involves the following **MDUs**:

1. University of Luxembourg (unilu)
2. University of Bologna (UNIBO)
3. Goethe University of Frankfurt (GUF)
4. KULeuven (KUL)
5. Tilburg University (Tilburg Uni)
6. Erasmus University Rotterdam (EUR)
7. University of Lund (LUND)
8. University of Gdansk (UG).

The second group consists of **3 SRIs**:

9. OSE Observatoire Social Européenne (Brussels)
10. FGB Fondazione Giacomo Brodolini (Rome)
11. EAPN European Anti-Poverty Network (Brussels) (+ 4 Linked Third Parties).

The Project will cover seven European Member states (Luxembourg, Belgium, The Netherlands, Germany, Sweden, Poland, and Italy) selected on the basis of their geographical area, as well as their different social systems and legal orders.

In each such MS, the WorkYP Project has identified four clusters of particularly Vulnerable and Under-represented Persons (VUP Groups), which disadvantaged conditions impede full enjoyment of EU citizenship. Such clusters include: low- or un-skilled workers who have standard employment contracts and are employed in traditionally poor sectors; self-employed workers without employees; flexibly employed workers; and casual/zero hour workers. Women - more often than men - are employed in low-paid jobs and are more vulnerable to unequal working conditions. For this reason, households' composition and income must be considered.

# WP1 - MANAGEMENT

Deliv. No.  
D 1.1

## Project Management Plan (PMP)

Deadline:  
30/04  
2020

### Task 1.1 Elaboration of a Project Management Plan (PMP) and Data Management Plan (DMP)

The PMP includes:

- guidelines for deliverables,
- presentation standards,
- time targets,
- information flow,
- Consortium policy for Open access publications.

1

3

MONTHS

Task leader : uni.lu

Deliv. No.  
D 1.2

## Data Management Plan (DMP)

Deadline:  
31/07  
2020

### Task 1.1 Elaboration of a Project Management Plan (PMP) and Data Management Plan (DMP)

DMP includes:

- Description of data to be gathered,
- Technical specifications,
- Regulations concerning data access and data security,
- Description of the technical and organisational measures to safeguard the rights and freedoms of the data subjects/research participants
- Description of the anonymization /pseudonymisation techniques
- Description of the security measures to prevent unauthorised access to personal data.



# WP1 - MANAGEMENT

Deliv. No.  
D 1.2

Deadlines:  
multiple

## Task 1.2 Project meetings

Five one-day Transnational Project team Meetings (TPM) are foreseen, in order to review achievements, receive WP reports, assess and review WP planning, and globally assess project progress, work synchronisation and provide a forum for decision-making.

Dates:

5-6/03/2020, July 2020, July 2021, March 2022, January 2023



**Task leader :** uni.lu - MDUs will support uni.lu in organizing the meetings

# WP1 - MANAGEMENT

**Deliv. No.  
D 1.3**

**Interim report**

**Deadline:  
multiple**

## **Task 1.3 Reporting**

Two interim reports and one final report will be prepared for the European Commission by the coordinator, in order to report the overall progress. This interim report (D1.3), additional to that of M12, aims at reporting on the developments of the project from M13 to M24.



**Task leader : uni.lu**

# WP2 - MEASUREMENT AND SOCIETAL IMPACT

Deliv. No.  
D 2.1

## Societal indicators' report

*uni.lu will be WP2 leader and will coordinate the research activities of economists and sociologists of each MDU to investigate recent social trends, to evaluate the social indicators and to assess Working Poor's societal impact. Months 1 - 34*

Deadline:  
31/07  
2020

### **Task 2.1. Measuring in-work poverty in the EU: Definitions and Assessment of social indicators**

This task will consider various concepts of poverty, material deprivation, quasi-joblessness and in-work poverty, the complexities of poverty measurement, and the factors influencing in-work poverty will be investigated.

The Societal indicators' Report will contain a working definition and identification of the Working Poor area, as to provide common notions.

1

6

MONTHS

**Task leader : uni.lu**

# WP2 - MEASUREMENT AND SOCIETAL IMPACT

Deliv. No.  
D 2.2

Gender policy and indicators' report

Deadline:  
31/10  
2020

## Task 2.2 Investigate the gender dimension of in-work poverty

The Gender policy and indicators' Report will assess the spread of in-work poverty among women and the societal impact of being a working poor woman, also considering how it may influence households incomes and women workers individual careers. FGB will perform comparative analysis of the impact of this phenomenon and of measures intended to tackle it in each selected Country.

1

9

MONTHS

Task leader : FGB

# WP2 - MEASUREMENT AND SOCIETAL IMPACT

Deliv. No.  
D 2.3

Assessment of policy proposals' report

Deadline:  
30/11  
2022

## Task 2.3 Assessment of societal impact

After having evaluated the impact of the economic crisis on in-work poverty, the Assessment of policy proposals' Report will assess the societal impact and effects of the anti-working poverty measures, and identify best practices for tackling in-work poverty, using EUROMOD - the tax-benefit micro simulation model for the EU – and EU-SILC.



Task leader : uni.lu



# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

**Deliv. No.  
D 3.1**

**Operational definition of VUPs and Grid to structure national reports**

*UNIBO will be the leader of WP3. It will coordinate a comparative and multi-disciplinary analysis of the legal frameworks of seven selected Countries, representative of four*

*European geographical areas with diverging social trends and social models, focusing on the protections against in-work poverty. Months 1 - 24*

**Deadline:  
30/04  
2020**

## **Task 3.1 VUP definition and grid**

UNIBO will provide operational definitions of VUP Groups and a grid containing guidelines for the MDUs to structure the national reports.

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3

**MONTHS**

**Task leader : UNIBO**

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.2

National reports

Deadline:  
multiple

**January 2021 - National report: first draft** to be presented in the National Workshops to collect feedbacks from the national stakeholders

**31/03/2021** - National reports: final version

Each MDU will provide national reports on the legal situation of VUP Groups, focusing on:

- The role of legislation and its interplay with collective agreements in establishing the working conditions applicable to the four VUPs groups: (a) low-skilled standard employment, (b) self-employment, (c) flexible employment, and (d) casual/“zero-hours” employment;
- Social security systems and the ways in which MSs have been facing the need for social protection of VUP Groups;
- How the financial-economic crisis has impacted such frameworks;
- Direct measures tackling in-work poverty (i.e. statutory/non-statutory minimum wage, living wage, collective agreements’ provisions, social contributions, in-work benefits, social assistance);
- Indirect measures tackling in-work poverty (i.e. taxes, housing allowances, family benefits, provision for affordable childcare, promoting career advancement and skills)
- The notion of fair wage and the concept of decent standard of living in each MS.

3

14

MONTHS

Task leader : uni.lu, UNIBO, EUR, GUF, KUL, LUND UNI, UG

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.3

## Social partners and industrial relations system report

Deadline:  
31/03  
2021

### Task 3.6 Social partners and industrial relation systems

UNIBO will coordinate the comparative study on the functioning of industrial relation systems and investigate the degree and impact of social partners' involvement in the design and implementation of relevant reforms among EU countries. Each MDU will cooperate in this task: more in detail, UNIBO will collect information delivered by other national units on the functioning of each industrial relation system. The Social partners and industrial relations system Report will focus on the role of social partners both at national and EU level and on the initiatives they have taken so far relating to the four VUP Groups.



Task leader : UNIBO

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.4

Comparative VUPs groups report

Deadline:  
30/09  
2021

GUF will elaborate an overall comparative report (D3.4), with the aim of identifying different models in the regulation of each VUP Group, on the basis of the relevant information collected – from each MDU and from national reports - by each task leader of T3.2, T3.3, T3.4, and T3.5. More precisely, each task leader will provide a grid, pointing out the most relevant trends and the most interesting and important issues on each VUP Group.

14

20

MONTHS

Task leader : GUF

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.4

Comparative VUPs groups report

Deadline:  
31/03  
2021

## Task 3.2 Low-Skilled Standard employment

UNIBO will lead the comparative analysis concerning legal provisions and the assessment of the spread of in-work poverty phenomenon in the standard employment group, in particular in low-skilled sectors. It will also consider specific underrepresented and vulnerable sub-groups: (i) younger generations; (ii) migrant workers, both from the EU and from third Countries; (iii) women. UNIBO will collect information from each MDU and from the National reports.



Task leader : UNIBO

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.4

Comparative VUPs groups report

Deadline:  
31/03  
2021

## Task 3.3 Flexible employment

GUF will be the task leader of this task on flexible employment (in particular, fixed-term workers, agency workers, involuntary part-time workers) and will coordinate the investigation on the measures undertaken by MSs to address labour market inequalities. Special attention will be paid to effectiveness of the principle of equal treatment. GUF will collect information from each MDU and from the National reports.

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14

MONTHS

Task leader : GUF

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.4

Comparative VUPs groups report

Deadline:  
31/03  
2021

## Task 3.4 Self employment

The task will deal with labour market issues and access to social protection of the self-employed, particularly bogus self-employment and those who are economically dependent from one client. UG UNIBO will collect information from each MDU and from the National reports.



Task leader : UG

# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.4

Comparative VUPs groups report

Deadline:  
31/03  
2021

## Task 3.5 Casual/ "Zero Hours" employment

KUL will lead the comparative analysis of the so-called Casual and "Zero Hours" employment and of the impact of the digital transition on job quality and those individuals who are employed in the context of the so-called sharing-, or gig-economy, and are often formally qualified as self-employed (riders, drivers, "AMT turkers", etc.). KUL UNIBO will collect information from each MDU and from the National reports.

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14

MONTHS

Task leader : KUL



# WP3 - DOMESTIC INITIATIVES AND COMPARATIVE BEST PRACTICES

Deliv. No.  
D 3.5

Comparative analytical report (models)

Deadline:  
30/01  
2022

## Task 3.7 Comparative analysis: different models of tackling in-work poverty

On the basis of the results of the National reports and of the Comparative VUP Groups report, GUF will coordinate the general comparative analysis: it will investigate the existence of different models of tackling in-work poverty and the different schemes adopted to guarantee a minimum standard of living and a minimum set of social rights.



Task leader : GUF

# WP4 - RECONCEPTUALIZING EU CITIZENSHIP

Deliv. No.  
D 4.1

## Social policy harmonization concerning VUPs Groups (Report)

*Tilburg Uni is WP4 leader. WP4 will focus on the normative content of EU citizenship and develop a clear conceptualisation of EU social citizenship. To do that, also EU intervention in social policies and social system must be considered. It will investigate EU policies and legislation, focusing on EPSR, the way to implement it, and its potentiality in strengthening EU social dimension. Months 6 - 32.*

Deadline:  
31/01  
2021

### Task 4.1 Social policy harmonization

Tilburg will lead the reasoning on harmonization of social policies for non-moving workers, in particular with regard to wage policies.

The Social policy harmonization concerning VUPs Groups Report will focus on the different approaches EU labour law undertakes with regards to each VUP Group.



Task leader : Tilburg Uni

# WP4 - RECONCEPTUALIZING EU CITIZENSHIP

Deliv. No.  
D 4.2

## Social security measures (Report)

Deadline:  
31/01  
2022

### Task 4.2 Cross-fertilization of social security measures

This task, lead by KUL, will investigate for feasible adaptation of social security systems in order to provide proper protection for the different types of works.

The Social security measures Report will focus on the different approaches EU social security law undertakes with regards to each VUP Group, with the aim of suggesting measures to fill the social protection coverage gaps and to ensure benefits rights also to VUP Groups, so as to prevent them from falling into poverty while respecting the financial sustainability of social security systems.

6

24

MONTHS

Task leader : KU Leuven

# WP4 - RECONCEPTUALIZING EU CITIZENSHIP

Deliv. No.  
D 4.3

**“Fair and adequate wages”: benchmarking exercise**

**Deadline:  
31/01  
2022**

## Task 4.3 “Fair and adequate wages”

UNIBO will lead the research on the notion of fair and adequate wages and, considering the interpretations of those concepts at national level, will provide a new EU conceptualization. The “Fair and adequate wages” Report will provide a benchmark, serving as a basis to policy proposals. In line with the aim of preventing in-work poverty, a major focus of attention will be the right to get fair and adequate wages, a decent standard of living and the satisfaction of the needs of the worker and his/her family. It will take into account the lack of competence of the EU on this topic. However, since income is not the only component of well-being, such a study implies an in-depth analysis of the structure of the EU labour market, the VUP Groups, and gender pay gap.

13

24

MONTHS

**Task leader : UNIBO**

# WP4 - RECONCEPTUALIZING EU CITIZENSHIP

Deliv. No.  
D 4.4

Conceptualization of EU social citizenship (Position Paper)

Deadline:  
30/09  
2022

## Task 4.4 EU social citizenship

The Conceptualization of EU social citizenship Position paper will focus on the content of EU citizenship, with the aim of identifying the legal bases and tools needed to enhance social rights of poor workers and conceptualize the EU Social Citizenship. It will contain recommendations for implementing the EPSR and enhancing and guaranteeing more social rights than those offered by the concept of 'market citizenship'. It will also stress the links between the exercise of social rights of EU citizens and developments in terms of economic growth, inequality trends and social well-being.

13

32

MONTHS

Task leader : Tilburg Uni

# WP5 - EU and MSs TARGETED POLICIES

Deliv. No.  
D 5.1

## Direct and indirect measures (National Reports)

*OSE is WP5 leader. WP5's goal is to elaborate recommendations, actions, and best practices for EU Institutions, MSs, and civil-society stakeholders that will allow them to better implement social rights. On the basis of the multi-level and multidisciplinary comparative analysis (done in WP3 and WP4), the Consortium will identify policy priorities and will propose direct and indirect policies and measures that will give a substantive content to the EU Citizenship. The gender dimension of in-work poverty and EU citizenship will be incorporated across all tasks. Months: 18-36.*

Deadline:  
31/03  
2022

### Task 5.1 Proposal for MSs Direct Measures

### Task 5.2 Proposal for MSs Indirect Measures

On the basis of the results of comparative analysis carried out in WP3, the Direct and indirect measures Reports will identify policy priorities and feasible actions (e.g. minimum wages, living wage, taxes and social contributions, family benefits and social assistance) and proposals for indirect measures that MSs should adopt to tackle in-work poverty (e.g. skills development and education, measures that help improve the living standards of low-income workers).

18

26

MONTHS

Task leader : EAPN

Deliv. No.  
D 5.2

## Report on Social Stakeholders' role

Deadline:  
31/03  
2022

### Task 5.3 Social Stakeholders' role

The Report on Social Stakeholders' role will focus on social partners' role in identifying policies priorities and in monitoring the social situation in MSs, in implementing the EPSR and social policies, and in influencing national governments in respecting and guaranteeing social rights. In addition, civil society stakeholders' attempt to enhance social fairness and inclusion will be considered. It will also investigate on the public awareness amongst policy makers, academics, governments, social partners, civil society, and private entities, with the aim of creating a network to stimulate stakeholders' commitment and to promote good practices.

18

26

MONTHS

# WP5 - EU and MSs TARGETED POLICIES

**Deliv. No.  
D 5.3**

**Policy brief summing up the results of the  
Comparative analytical report**

**Deadline:  
30/09  
2022**

## **Task 5.4 EU policy proposal: The implementation of the European Pillar of Social Rights and over**

The Policy Brief will sum up the results of the comparative analytical report with the aim to develop policy proposals to implement EPSR's principles, which represent key issues in the enhancement of EU social citizenship. It will be prepared for wide dissemination in order to summarise WorkYP's results and collect feedback and observations by national and EU stakeholders.



**Task leader : OSE**



# WP5 - EU and MSs TARGETED POLICIES

Deliv. No.  
D 5.4

Policy proposals to enhance the social content of EU citizenship

Deadline:  
31/01  
2023

**Task 5.4 EU policy proposal: The implementation of the European Pillar of Social Rights and over**

On the basis of feedbacks and observations by national and EU stakeholders, the “Policy proposals” will elaborate policy proposals to enhance the social content of EU citizenship.



Task leader : OSE

# WP5 - EU and MSs TARGETED POLICIES

Deliv. No.  
D 5.5

“GoodJob!” toolkit

Deadline:  
31/01  
2023

## Task 5.5 “GoodJob!”

UNIBO will lead this task in the elaboration of a toolkit for the creation of a quality certificate (named GoodJob!) – a qualitative “mark” – capable of allowing the socially responsible employers to get more visibility and appreciation amongst consumers and employees. This toolkit will assess the ability of private employers to grant their employees and self-employed the application of fair and adequate labour conditions, respecting qualitative and quantitative thresholds to be established on the basis of the Project findings.

26

36

MONTHS

Task leader : UNIBO

# WP6 - DISSEMINATION AND COMMUNICATION

Deliv. No.  
D 6.1

## Plan for the Exploitation and Dissemination of Results

*FGB will be WP6 leader. FGB will plan an effective and interactive strategy to constantly disseminate the results of WorkYP project. The dissemination and communication strategy will consist of: (a) Publications, (b) Website, (c) WorkYP Paper Series (WPS), (d) e-newsletter, (e) Social media strategy, (f) Quizionaire, (g) Press materials, (h) "VUPs Channel", (i) Participation as main partners to anti-poverty events. Months: 1-36.*

Deadline:  
30/04  
2020

### Task 6.1 Co-creation: Plan for the Exploitation and Dissemination of Results (PEDR)

The aim of this task is to prepare a PEDR (D6.1), which summarises concrete activities during and after the project to disseminate its results at EU and national level as well as to initiate an international and academic debate on WorkYP results. WorkYP communication and dissemination strategy will pay particular attention to the participation of interested stakeholder from all over society, at EU, national, and local level, in the development of the knowledge and in the identification of policy priorities and proposals.

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3

MONTHS

Task leader : FGB

# WP6 - DISSEMINATION AND COMMUNICATION

**Deliv. No.**  
**D 6.2**

## **Dissemination and Communication Toolkit: guidelines for co-creation, dissemination and exploitation**

*FGB will be WP6 leader. FGB will plan an effective and interactive strategy to constantly disseminate the results of WorkYP project. The dissemination and communication strategy will consist of: (a) Publications, (b) Website, (c) WorkYP Paper Series (WPS), (d) e-newsletter, (e) Social media strategy, (f) Quizionaire, (g) Press materials, (h) "VUPs Channel", (i) Participation as main partners to anti-poverty events. Months: 1 - 36.*

**Deadline:**  
**31/07**  
**2020**

### **Task 6.2 Dissemination and Communication Toolkit**

The Dissemination and Communication Toolkit will support dissemination activities in different project phases and after the project. The toolkit will include guidelines to all MDUs and SRIs, meant to involve stakeholders' knowledge in the project and to provide partners a clear support on who are the relevant stakeholders to be addressed, and how to raise interests in the project depending on the different expertise and interests at stake.

FGB will present at the second transnational project meeting (TPM2, July 2020) the Toolkit, including also the project logo, an internet strategy, and guidelines for national events.



**Task leader : FGB**

# WP6 - DISSEMINATION AND COMMUNICATION

Deliv. No.  
D 6.3

WorkYP Website

Deadline:  
31/07  
2020

## Task 6.3 WorkYP Web strategy

Creation of the WorkYP website, including specific sections for WP series, e-newsletter, and other materials. The website will make project progress and results accessible to staff, practitioners, policy makers, scientific community and society. The website will also include a blog which shall be animated by all project partners according to an agreed timeline and to the different knowledge contribution.



Task leader : FGB

# WP6 - DISSEMINATION AND COMMUNICATION

Deliv. No.  
D 6.4

Quizionaire

Deadline:  
31/10  
2020

## Task 6.5 Quizionaire

The “Quizionaire” will catch the attention of the general public by challenging knowledge on facts concerning “in-work poverty” (e.g. which is the ratio between the minimum and the average wage in a country, which is the region/sector where wages are lower), and will include a brief questionnaire to get the perception of the general public on current definitions and levels of poverty (e.g. by asking to select goods and services deemed as essential, or which monthly income is sufficient to live out of poverty). The Quizionaire will close with a EU map allowing people to explore key facts by country (e.g. share of in-work poverty by country), and a link to the project website, where to find more information.

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MONTHS

36

Task leader : FGB

# WP6 - DISSEMINATION AND COMMUNICATION

Deliv. No.  
D 6.5

"VUPs Channel"

Deadline:  
31/07  
2021

## Task 6.4 VUPs Channel

A YouTube channel will be opened to post specific project videos focusing on WorkYP goals and instruments, to summarise key facts on in-work poverty and evidence gained throughout the project, and to share videos concerning real people in-work poverty experience (VUPs stories' videos).

1

18

MONTHS

Task leader : FGB

# WP7 - ETHICS REQUIREMENTS

**Deliv. No.  
D 7.1**

**H - Requirement No. 4**

*uni.lu is WP7 leader. This work package sets out the 'ethics requirements' that the project must comply with. Months: 1 - 36.*

**Deadline:  
31/07  
2020**

Templates of the informed consent/assent forms and information sheets covering the voluntary participation and data protection issues in the (possible survey (WP2), the in-depth interviews in WP3, and the video's in WP6 must be kept on file.

1

6

**MONTHS**

**Task leader : uni.lu**



# WP7 - ETHICS REQUIREMENTS

**Deliv. No.  
D 7.2**

**POPD - Requirement No. 8**

**Deadline:  
31/07  
2020**

The applicants must describe how personal data will be protected for those answering on Quizzionnaire on Facebook.

1

6

**MONTHS**

**Task leader : uni.lu**

# WP7 - ETHICS REQUIREMENTS

**Deliv. No.  
D 7.3**

**POPD - Requirement No. 10**

**Deadline:  
31/07  
2020**

The beneficiaries must confirm that they have appointed a Data Protection Officer (DPO) and the contact details of the DPO are made available to all data subjects involved in the research. For beneficiaries not required to appoint a DPO under the GDPR a detailed data protection policy for the project must be kept on file.

1

6

**MONTHS**

**Task leader : uni.lu**

# WP7 - ETHICS REQUIREMENTS

**Deliv. No.  
D 7.4**

**POPD - Requirement No. 11**

**Deadline:  
30/04  
2020**

The beneficiary must evaluate the ethics risks related to the data processing activities of the project. This includes also an opinion if data protection impact assessment should be conducted under art.35 General Data Protection Regulation 2016/679. The risk evaluation and the opinion must be submitted as a deliverable.

1

3

**MONTHS**

**Task leader : uni.lu**

# WorkYP PROJECT STRUCTURE

## Management structure

High priority will be given to a professional and transparent project management to ensure that the project proceeds efficiently and according to plan.

WorkYP management structure is **based on democratic decision-making** and **fair distribution of responsibilities**. Its defined roles and responsibilities and communication methods enable to constantly monitor progress and rapidly react to any emerging issues of technical, budgetary or other nature.

The organisational structure of the Consortium will comprise the following Consortium Bodies:

1. the **General Assembly** as ultimate decision-making body of the Consortium;
2. the **Project Coordinator** as legal entity acting as the intermediary between the Parties and the European Commission;
3. the **Project Management Board (PMB)** as supporting body for the Coordinator and the General Assembly;
4. the Scientific Advisory Board;
5. the Stakeholders Advisory Board.

# WorkYP PROJECT STRUCTURE

GA

## General Assembly

The GA is the highest-level decision-making body of the project.

The GA **will ensure that the project remains in line with the initial objectives**, and **checks progress according to the set deliverables and milestones**. Progress on the project will be reported to the GA by the Project Coordinator, who in turn consolidates input from the Work Package Leaders in the Project Management Board.

The GA decides on major aspects of the project such as:

- Yearly technical and financial plan as well as shifts in budget, tasks, and responsibilities
- Major work plan modifications and contract amendments
- Consortium changes
- Possible deviations from the DoA, risks and contingency plans
- Management of knowledge (IPRs), dissemination and exploitation

The GA is composed of **two representatives per partner**.

Decisions of the GA are normally taken by **consensus**. If no consensus can be reached, the GA will decide by a **majority of two-thirds (2/3)** of the votes.

# WorkYP PROJECT STRUCTURE

PC

## Project Coordinator

The Coordinator will **supervise the overall work programme, ensure good communication between the teams, encourage creativity and full participation of the researchers involved in the project.** The Project Coordinator will receive reports from the consortium, prepare decisions and submit them to the GA for discussion and final acceptance.

On the organisational level, the PC will:

- prepare a Consortium Agreement and bring it to ratification by all partners before project signature;
- report to the European Commission on project status and progress according to the reporting schedule;
- organise, chair, and report on the meetings of the General Assembly and the Project Management Board;
- safeguard compliance with the Grant and the Consortium Agreement during the course of the project;
- implement clear administrative procedures and day-to-day financial administration of the project, both for internal use and external reporting obligations towards the European Commission and guide the partners;
- support effective internal communication channels for efficient execution of the project;
- maintain the coherence of the consortium through conflict mediation; larger scale conflicts will be escalated to the General Assembly;
- distribute the EC contributed funding to the project partners;
- collate all deliverables and milestone reports submitted by the partners and compile consolidated reports.

# WorkYP PROJECT STRUCTURE

## PMB

### Project Management Board (PMB)

The **Project Management Board** will help **coordinating the entire project along its various phases**. The main role of the Project Management Board is to **safeguard technical progress in terms of deliverables, milestones and overall project objectives, by designing and implementing all actions**. The Project Management Board focuses on operational aspects such as:

- action plan for the next period (tasks, timetables, responsibilities, project plan);
- exchange of information, experience, samples, tools;
- collaborative and creative problem solving.

The **PMB** is comprised of all WP leaders.

**The PMB does normally take decisions** by consensus. Only if consensus cannot be achieved, it will be escalated to the level of the General Assembly. In case of problems related to a specific WP, the Project Management Board will discuss the issue with the individual Work Package Leader and project scientists involved and will take appropriate measures. It acts as supporting body for the Coordinator and the General Assembly.

# WorkYP PROJECT STRUCTURE

**SAB**

**Scientific Advisory Board (SAB)**

The independent advisory board lists international experts representing academia to **provide external advice** and **scientific guidance to the WorkYP Consortium**.

The **Scientific Advisory Board** will include **Prof. Bea Catillon**, Director of the Herman Deleeck Centre for Social Policy at the University of Antwerp, **Prof. David Natali** of the Dirpolis Institute (Scuola Superiore Sant'Anna – Pisa, which conducts innovative research in the field of law, economy and social sciences), **Prof. Wiemer Salverda**, Professor of Labour Market and Inequality at the Amsterdam Centre for Inequality Studies (and Director Emeritus of the Amsterdam Institute for Advanced Labour Studies at the University of Amsterdam), and **Prof. Herwig Verschueren**, Professor of International and European Social Law at the University of Antwerp.



# WorkYP PROJECT STRUCTURE

**StAB**

**Stakeholders Advisory Board (StAB)**

Aside to the Scientific Advisory Board, the Consortium members have selected high-level civil society institutions to be part of a **Stakeholder Advisory Board**. It includes top-level representatives from relevant entities, **to ensure that information regarding different civil-society experiences is made available to the Project**, and to **support the wide-spread dissemination of the Project's outcomes**, through such stakeholders' regional ramification.

The StAB includes:

- **The European Trade Union Confederation (ETUC);**
- **CARITAS**, an organization engaged in a constant battle against poverty and social exclusion while simultaneously promoting social justice and sustainable social systems;
- The **Organisation for Economic Co-operation and Development (OECD)**, whose aim is to promote policies that will improve the economic and social well-being of people around the world, and
- The **Polish trade union SOLIDARNOSC**, which historical role in the defence of social rights and democracy will substantially contribute to the elaboration of EU social Citizenship.

# WorkYP Glossary

**AROPE:** at risk of poverty and social exclusion corresponds to the sum of persons who live in a household at risk of poverty and/or severely materially deprived and/or with very low work intensity.

**At risk of in-work poverty:** persons who are in employment (including self-employment) and live in a household that is at risk of poverty.

**At risk of poverty:** households whose equivalised disposable income is below 60% on the national equivalised disposable household median income.

**Low wage earners:** those employees earning two-thirds or less of the national median gross hourly earnings in that particular country.

**MDU:** Multi-Disciplinary Units, based at the Universities involved in the Project.

**Median wage:** it is the wage earned by the person in the middle of the wage distribution. Exactly one half of people earn less than this person. The median wage is usually estimated based on earnings (or income) surveys, on the distribution of monthly earnings of full-time workers.

**MFA Status:** individuals are classified as employed according to their Most Frequent Activity (MFA). The MFA status is defined as the status that individuals declare to have occupied for more than half of the number of months in the income reference period.

**Person in employment:** a person who worked for more than half of the income reference year.

**SAB:** Scientific Advisory Board to the Project.

# WorkYP GLOSSARY

**Severe material deprivation:** households that lack at least 4 out of the 9 following items: a) face unexpected expenses; b) afford a one-week annual holiday away from home; c) avoid arrears; d) afford a meal with meat, chicken or fish every second day; e) afford to keep the home adequately warm; f) have access to a car/van for personal use; g) have a washing machine; h) have a colour television; i) have a telephone.

**SRI:** Social Rights Institutions, involved as partners in the Project.

**StAB:** Stakeholders Advisory Board to the Project.

**VUP:** Vulnerable and Under-represented Persons which disadvantaged conditions impede full enjoyment of EU citizenship. Such clusters include: a) low- or un-skilled workers who have standard employment contracts and are employed in traditionally poor sectors; b) self-employed workers without employees; c) flexibly employed workers; and d) casual/zero hour workers.

**Working-age person:** a person aged 18-59 years, with the exclusion of students in the age group 18-24.

**WorkYP Consortium:** comprised of 11 partners, it covers 7 EU Member states.

**WorkYP:** Working, Yet Poor.

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