

“Fair Labour Mobility”

Brief description and main aims:

As underlined in her mission letter, Executive Vice-President Roxana Mînzatu, in charge of social rights and skills, quality jobs and preparedness, was tasked with further facilitating labour mobility while ensuring that rules are properly enforced with the support of a strong and empowered European Labour Authority. Furthermore, according to the *Letta and Draghi reports*, there is room to further modernise, simplify and digitalise social security coordination. Against this background, Roxana Mînzatu announced that she will present a *Fair Labour Mobility* package in Q2 2026.

According to available information, Mînzatu intends to address the following issues:

- the work and mandate of the European Labour Authority (ELA);
- digitalisation of social security coordination and the launch of the *European Social Security Pass* (ESSPASS);
- legal clarity on posting of Third-Country National workers;
- abusive practices and frauds in subcontracting chains in risky sectors; and
- automatic recognition of professional qualifications.

Why FIEC is dealing with this topic:

Intra-EU labour mobility has always been a priority topic for the construction industry. Approximately half of the postings within the Internal Market are in construction activities and therefore the related rules and initiatives can have a significant impact for construction companies.

Over the past few years, the posting of Third-Country National workers within the EU has also become a growing phenomenon, which raises FIEC's attention because of the shortage of EU workers but also because of the higher vulnerability of these workers towards labour exploitation.

The revision process of the existing regulations on *Social Security coordination* (883/2004 and 987/2009) has been on and off for many years. On this file, FIEC concentrated its efforts on reinforcing the reliability of A1 forms – namely by maintaining mandatory prior notification to the sending Member States before posting workers – and on aligning the proposed changes with those concerning posting, for the sake of easier compliance and enforcement of the rules. As this matter is not making progress, the European Commission concentrated its efforts on the digitalisation of the procedures, with, for instance, the pilot-project for a *European Social Security Pass* (ESSPASS) and the proposal for a common e-declaration for the posting of workers, which is currently being discussed between the European Parliament and the Council.

Subcontracting has also become a buzz word since the trade unions launched a campaign against it, accusing this business model of all abuses and frauds against construction workers. While the implementation and enforcement of the rules, to the benefit of a fair labour market, is a top priority, FIEC also insists that imposing a limitation of the number of subcontracting tiers at the EU level is not the right way forward.

In short, for the sake of a healthy and mobile construction industry, FIEC is calling for better information to be provided to companies and workers about their rights and duties, better enforcement of the comprehensive set of existing rules – with the help of sectoral social ID cards where they exist – better recognition of professional qualification to facilitate the free movement of workers, and a positive guidance for the recruitment and integration of Third-Country National workers. Moreover, the digitalisation of procedures and data must aim at simplifying's companies' life without jeopardising enforcement and controls.

Actions and key dates:

- 14/03/2025** – Visit at Oosterweel construction site (Belgium), jointly organised by FIEC and EFBWW – Executive Vice-President Mînzatu announces that she will present a *Fair Labour Mobility Plan*.
- 29/01/2025** – FIEC and EFBWW issue joint press release in favour of mandatory prior notification for posting workers, in the framework of the revision of EU regulations on social security coordination.
- 10/06/2025** – FIEC adopts [position on the e-declaration for the posting of workers](#).
- 17/07/2025** – MEP Johan Danielsson (S&D-SE) publishes own-initiative report on the limitation of subcontracting and labour intermediaries.
- 16/09/2025** – FIEC adopts [Position on subcontracting in construction](#).
- 16/09/2025** – FIEC participates in Implementing Dialogue on a *Fair Labour Mobility* package, hosted by Executive Vice-Presidency Mînzatu.