MOBILE
FACILITATING INTRA EU LABOUR MOBILITY OF THIRD COUNTRY NATIONALS IN THE EU

NEWSLETTER #3

Initiative-taking action for the implementation of European principles of free movement, decent work, and social inclusion

Project MOBILE

Facilitating Intra EU Labour Mobility of Third Country Nationals in the EU shows that intra-EU labor mobility of third-country nationals has fundamentally shifted from a peripheral, temporary phenomenon to a permanent structural pillar of the European economy, sustaining critical sectors amid deep demographic decline and persistent skills shortages. However, the third-country nationals who facilitate this economic continuity remain trapped in a highly fragmented governance architecture, between the European Union's liberalized provisions on services and the restrictive migration controls of sovereign member states.

Seven national, two-day sessions of social dialogue held across Germany, Italy, Malta, the Netherlands, Poland, Serbia, and Spain also indicated this. These sessions functioned as critical stress tests for the concepts of fair mobility and integration, bringing together state inspectorates, trade unions, employers' associations, and migrant representatives to diagnose systemic deficiencies and identify operational solutions.

Unions and employers' organizations can accurately diagnose these systemic deficiencies, but their institutional capacity to unilaterally resolve them is threatened by the reduction of representativeness, and the exclusion of migrant voices from formal collective bargaining frameworks. Consequently, stakeholders are increasingly forced to bypass traditional dialogue, relying on judicial interventions, digital innovations, state labor inspectorates, and civil society organizations to ensure basic worker protection and legal certainty.

Although the partner countries are faced with different institutional and solutions in practice, they have in common the reliance on the workforce of third-country nationals as a structural safety valve for labor-intensive and atomized sectors. The rapid influx of third-country nationals has outstripped the capacity of institutional monitoring, leading to the growth of complex models of temporary work agencies and subcontractor chains that hide the responsibility of employers, and the employment of migrant workers in the informal sector below the statistical and social radar.





Co-funded by the European Union

"Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them."

MOBILE
FACILITATING INTRA EU LABOUR MOBILITY OF THIRD COUNTRY NATIONALS IN THE EU

To achieve fair, transparent, and sustainable labor mobility, the conclusion of the MOBILE national sessions is that the European Union and its member states must move away from reactive, quota-driven models towards initiative-taking, digitally integrated and rights-based governance frameworks.

At the national level, this requires the urgent establishment of permanent coordination, the simplification of administrative procedures through centralized counters and the recognition that true labor integration requires investment in housing, language training, and social support. At the supranational level, this requires implementing European principles of free movement for legally employed third-country nationals and empowering bodies such as the European Labor Agency to deal with cross-border complexities.

Ensuring the economic competitiveness of the European internal market cannot be separated from a fundamental commitment to decent work and social inclusion. By harmonizing transnational administrative practices and embedding migrant representation at the core of European social dialogue, policy makers can successfully transform the fragmented landscape of precarious mobility into a cohesive, fair, and highly resilient European labor market.

MOBILE
FACILITATING INTRA EU LABOUR MOBILITY OF THIRD COUNTRY NATIONALS IN THE EU

Co-funded by the European Union

"Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them."