MOBILE

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

NEWSLETTER #1

Social dialogue for facilitation Intra EU Labour Mobility of Third Country Nationals in the EU



Although the mobility

and migration of the labor force, especially third-country nationals (TCNs), occupies a high place in the political agenda of the European Union and EU member states, this topic is not yet the subject of serious consideration within the framework of social dialogue with an engaged approach of all relevant actors.

Analysis shows that migrant workers who are third-country nationals are at a disadvantage compared to residents. Incomplete statistics, different legal interpretations, and their combined status of "posted worker" and "migrant worker", along with insufficient information and the absence of significant support, make third-country national workers particularly vulnerable compared to EU resident workers.

Facilitating Intra EU Labour Mobility of Third Country Nationals in the EU- MOBILE project addresses the urgent need for social dialogue to improve the conditions for labor mobility within the EU, recognizing the growing importance of third country nationals (TCNs) in the EU Single Market. TCN workers in the EU face significant challenges, including difficulties in obtaining recognition for their qualifications, navigating complex legal frameworks – particularly in relation to posted workers with different requirements in sending and receiving countries – and facing limited employment opportunities.

These obstacles are exacerbated by insufficient support structures and inadequate involvement of social partners, leading to fragmented practices in Member States. A comprehensive social dialogue at the EU and national level is necessary to overcome these obstacles and improve the regulatory framework governing the mobility and integration of TCN workers, which benefits European industries. Bridging the gap between national and EU-level social dialogue on TNC mobility is crucial.

The project has

a holistic approach to social dialogue - social dialogue is interpreted in accordance with Articles 151 to 155 of the TFEU and relevant national legal frameworks, the definition of the International Labor Organization was also used, which includes all types of negotiations and consultations between representatives of governments, employers and workers, on issues of common interest related to economic and social policy.

The European Union's commitment to social dialogue remains strong. At least on paper. The March 2025 Pact for European Social Dialogue further formalized the role of trade unions and employers in shaping labour policy by manifesting dialogue and reporting mechanisms to communicate stakeholder concerns. But in domains where mobility and labour rights collide, EU labour mobility within low-wage service sectors, social dialogue so far remains a procedural mechanism disconnected from policy outcomes.

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MOBILE involves social partners at national and European level, including organizations such as EFSI, ECHO and CEEMET, and is implemented in seven countries (6 members of the EU and one candidate country) over 24 months. The initiative believes that social discourse can only be effective if stakeholders possess the information, skills, and institutional support needed to engage. For this reason, MOBILE focuses on addressing the various legal, administrative, and social barriers that hinder the free movement of TCN workers within the EU as well as strengthening the capacities of social partners. The findings will provide valuable insights to inform discussions within EU-level social dialogue committees.

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