

BusinessEurope's priorities for the Fair Labour Mobility Package

Introduction

BusinessEurope supports the Commission's commitment to simplification and burden reduction. The upcoming Fair Labour Mobility Package **must translate ambition into concrete results** by cutting administrative burdens and enabling labour mobility, helping companies to address labour skills shortages while safeguarding fair competition.

Key priorities

1. Digitalisation & ESSPASS

- The **European social security pass (ESSPASS)** must be **implemented without delay** and enable **real-time cross-border verification** of key documents (A1, EHIC etc.).
- The Package must establish a single integrated digital process combining **A1 forms, ESSPASS and the eDeclaration**, aligned with the **European Digital Identity (EUDI) Wallet**.
- Interoperable digital solutions must **apply the once-only principle** to reduce administrative burdens.
- **Binding EU-wide standards, deadlines and interoperability requirements** are essential to ensure legal certainty and equal treatment.
- The provisional agreement on the **eDeclaration** is an important step and needs to be **swiftly approved and implemented**. However, a real simplification effect for companies depends on broad uptake across Member States and that the adopted data points fit with businesses operational reality .

2. Skills portability

- The inclusion of qualifications and credentials in the EUDI Wallet is an **important step towards improving skills portability**. No additional tools are needed beyond existing frameworks (EQF, Europass, ESCO).
- Recognition procedures should be **fast, digital, predictable and proportionate**, based on a **trust-based** approach.
- **Common training frameworks** must remain **voluntary, demand-driven and quality-assured**, with strong employer involvement.
- The EU should **facilitate recognition of third-country qualifications** through clear and digital procedures, shorter processing times and better guidance.
- **Temporary access** to the labour market during recognition procedures should be enabled.



3. European Labour Authority

- ELA should strengthen its role under **Article 5 (information provision)** by ensuring **clear, reliable and user-oriented information** for employers and workers.
- A **dedicated helpdesk** should be established, with a phased rollout and **practical, on-demand orientation support**, including the use of **AI-driven tools** first, followed by human interaction.
- ELA should focus on **facilitating labour mobility**, including identifying barriers such as divergent national practices (e.g. Enforcement Directive, PD A1).
- Its mandate must **respect national competences** and preserve the **voluntary nature of inspections**; ELA should act as a **facilitator, not initiator**.
- Access to relevant data should support **targeted, risk-based enforcement**, in full compliance with EU data protection rules.
