

# Strengthen the Single Market with a European labour card

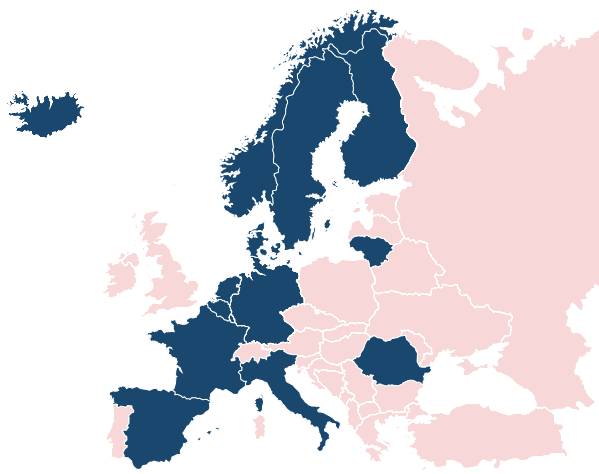


3F proposes the introduction of a European labour card with real-time data to enable the two EU objectives: a better functioning single market and equal pay for equal work in the same place.

## Free movement must be fair for all

The Single Market is one of the EU's greatest accomplishments. It contributes to growth, jobs and stability for the companies and the 446 million citizens in the EU. However, despite more than 30 years of the single market, there is still room for improvement. Companies across Europe benefit from the free movement and posting of labour, but the challenges that arise when 17 million workers move across borders each year remains unsolved.

3F proposes a common European labour card solution to promote a level playing field for companies, workers and Member States by providing an enforcement tool to enhance mobility and ensure fair competition and fair working conditions.



European countries with ID card experiences

### Three clear potentials in one initiative

1. The European labour card delivers much-needed transparency
2. The European labour card improves enforcement of existing legislation
3. The European labour card reduces administrative burdens

## Europe's multiple positive experiences

Experiences with national and local labour cards in the workplace from pioneer projects in Belgium, Denmark, Finland, France, Germany, Iceland, Italy, Lithuania, Luxembourg, the Netherlands, Norway, Romania, Spain and Sweden have proven that labour card schemes have a significant preventive effect on wage dumping, tax evasion and unfair competition. These Member State cases illustrate how labour cards have positive effects on the individual worker, the Member States and the companies. Thus, the European labour card should not replace the well-functioning national labour card schemes that exist today, but rather complement them.

## Employers and trade unions want ID cards

The social partners in the construction sector (FIEC and EFBWW) are united in their request for an EU initiative on labour cards. The parties emphasise that it is crucial to accelerate real-time cross-border access and exchange of electronic data for the enforcement of EU mobility rules.

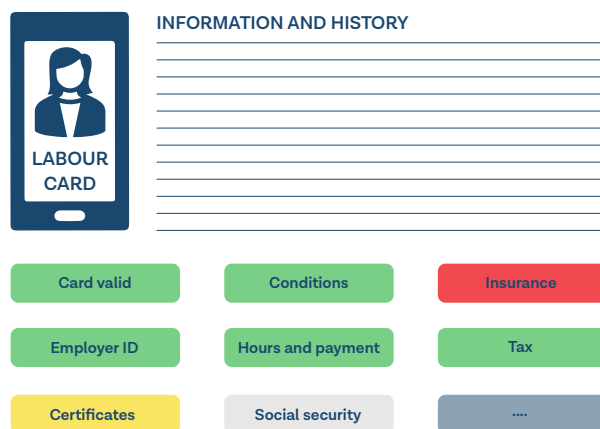
## A European labour card

The labour card as a digital app or a physical card should be connected to a digital environment. It contains a series of connected and validated data from multiple sources that validates the conditions of the specific employment. Technologies such as digital encryption and blockchain will provide the labour card with identity management, data security, GDPR compliance and data validation that are difficult to achieve with analogue and paper-based systems. In addition, a large part of the necessary data will be available in digital form, either in central or decentralised data stores or from companies, banks and insurance companies.

### This digital information must be included

For labour cards to have the desired effect, 3F sees a need for the following information to be included:

1. Identity and bank details of the worker
2. Place of employment, work location and work period
3. Contractual and actual working hours
4. Social security status
5. Relevant training such as certificates or apprenticeship programmes



### ID cards are a win-win: Benefits on all levels

EU	Member States	Companies	Workers
<ul style="list-style-type: none"> <li>✓ Better single market</li> <li>✓ Enforces EU-legislation</li> <li>✓ Ensures fair mobility</li> <li>✓ Strengthens the digital agenda</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensures fair competition between companies</li> <li>✓ Reduces undeclared work, tax and social security fraud</li> <li>✓ Reduces Administrative burdens</li> <li>✓ More effective inspections</li> </ul>	<ul style="list-style-type: none"> <li>✓ Provides clarity on requirements and compliance</li> <li>✓ Fair competition</li> <li>✓ Reduces administrative burdens</li> <li>✓ Connect to digital documents</li> </ul>	<ul style="list-style-type: none"> <li>✓ Ensures knowledge of employment conditions</li> <li>✓ Ensures transparency about rights</li> <li>✓ Proves Identity and skills in the workplace</li> <li>✓ Generates peace of mind</li> </ul>

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