

POSTING OF THIRD COUNTRY NATIONALS

MAPPING THE TREND IN THE CONSTRUCTION SECTOR

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1. COMPARATIVE REPORT

Drawing from the Con3Post regional reports, we produced a comparative study on mobility and posting flows between EU-sending, EU-receiving and third countries, namely Slovenia, Austria and Bosnia and Herzegovina; Italy, Belgium, Tunisia and Morocco; and Poland, Finland, Estonia and Ukraine. The study explores the main characteristics of the trend of posting of third country nationals (TCN) to work in the EU construction sector and focuses in particular on i) the labour market dynamics, ii) migration and mobility trends, iii) labour rights, occupational safety and health, iv) vulnerabilities of TCN posted workers, and v) management of transnational workplaces.

The findings indicate that immigration of TCN workers is driven largely by economic discrepancies and wage disparities between the third countries and EU countries, as well as political and economic instabilities in the third countries. We find that some companies have become quite active in the wider European markets providing services through posting of TCNs, which has in many cases become a business model for profit maximisation. We find that the intersection of the migration and employment regimes may enhance the vulnerabilities of posted TCN workers, who tend not to defy or report their employers, on whom they depend not only for employment but also for the renewal of their work and residence permits in the sending country. We find that despite the mechanisms for control and enforcement of national/EU standards, the vulnerability of TCN posted workers persists due to the cloaking effect of the posting employment characterised by subcontracting, cross-border mobility and temporary service provision. [Read more.](#)

2. POLICY BRIEFS

The action research methodology applied in the Con3Post project was utilized to produce three regional policy briefs translated into nine languages. The policy briefs describe the trends of the posting of third-country workers, discuss push and pull factors, and highlight severe challenges related to the phenomenon in the region (including difficulties in monitoring TCN posting and multiple vulnerabilities of workers). The briefs conclude with recommendations on how the observed problems could be addressed. [Read more.](#)

3. FINAL CONFERENCE

AGENDA



Moderated by Sanja Cukut Krilič (ZRC SAZU, Slovenia) and Sonila Danaj (European Centre for Social Welfare Policy and Research, Austria)

- 9.00 – 9.10 Welcome by Sanja Cukut Krilič (ZRC SAZU, Slovenia)
- 9.10 – 9.30 **How we approached the research on posting of third country nationals**
Mojca Vah Jevšnik (ZRC SAZU, Slovenia)
- 9.30 – 10.00 **Regional Case Study I: Bosnia and Herzegovina – Slovenia – Austria**
Sonila Danaj (European Centre for Social Welfare Policy and Research, Austria)
- 10.00 – 10.30 **Regional Case Study II: Morocco and Tunisia – Italy – Belgium**
Rossana Gillo (Ca' Foscari University of Venice, Italy)
- 10.30 – 11.00 Break
- 11.00 – 11.30 **Regional Case Study III: Ukraine – Poland – Finland and Estonia**
Kairit Kall (University of Jyväskylä, Finland)
- 11.30 – 12.00 **Final Comparative Report with Recommendations**
Sanja Cukut Krilič (ZRC SAZU, Slovenia)
- 12.00 – 13.00 **Discussion**
Moderated by Sonila Danaj (European Centre for Social Welfare Policy and Research, Austria)

& health and different vulnerabilities. Furthermore, project coordinator presented the comparative report with sector-specific recommendations for national and EU-level competent authorities.

4. CONTACT DETAILS

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