

Basic information	
2025/2133(INI) INI - Own-initiative procedure	Procedure completed
Addressing subcontracting chains and the role of intermediaries in order to protect workers' rights Subject 4.15.12 Workers protection and rights, labour law	

Key players				
European Parliament	Committee responsible		Rapporteur	Appointed
	EMPL Employment and Social Affairs		DANIELSSON Johan (S&D)	03/07/2025
			Shadow rapporteur DAHL Henrik (EPP) BARTŮŠEK Nikola (Pfe) DONAZZAN Elena (ECR) TOOM Jana (Renew) SCUDERI Benedetta (Greens/EFA) CHAIBI Leila (The Left)	
	Committee for opinion		Rapporteur for opinion	Appointed
	IMCO Internal Market and Consumer Protection		CEPEDA José (S&D)	15/07/2025
European Commission	Commission DG		Commissioner	
	Employment, Social Affairs and Inclusion		---	
	Internal Market, Industry, Entrepreneurship and SMEs		---	

Key events			
Date	Event	Reference	Summary
10/07/2025	Committee referral announced in Parliament		
03/12/2025	Vote in committee		
09/12/2025	Committee report tabled for plenary	A10-0256/2025	

11/02/2026	Debate in Parliament		
12/02/2026	Decision by Parliament	T10-0050/2026	Summary
12/02/2026	Results of vote in Parliament		

Technical information	
Procedure reference	2025/2133(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 55
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/10/03251

Documentation gateway				
European Parliament				
Document type	Committee	Reference	Date	Summary
Committee draft report		PE775.631	17/07/2025	
Amendments tabled in committee		PE776.975	15/09/2025	
Committee opinion	IMCO	PE776.888	13/11/2025	
Committee report tabled for plenary, single reading		A10-0256/2025	09/12/2025	
Text adopted by Parliament, single reading		T10-0050/2026	12/02/2026	Summary

Meetings with interest representatives published in line with the Rules of Procedure

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Transparency				
Name	Role	Committee	Date	Interest representatives
CHAIBI Leila	Shadow rapporteur	EMPL	05/02/2026	European Transport Workers' Federation
DANIELSSON Johan	Rapporteur	EMPL	03/02/2026	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS
TOOM Jana	Shadow rapporteur	EMPL	20/01/2026	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS
DANIELSSON Johan	Rapporteur	EMPL	12/12/2025	Byggföretagen Byggnadsarbetarförbundet
DANIELSSON Johan	Rapporteur	EMPL	03/12/2025	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS European Federation of Food, Agriculture and Tourism Trade Unions
DANIELSSON Johan	Rapporteur	EMPL	19/11/2025	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS

DANIELSSON Johan	Rapporteur	EMPL	07/11/2025	Landsorganisationen i Sverige
DANIELSSON Johan	Rapporteur	EMPL	05/11/2025	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS
TOOM Jana	Shadow rapporteur	EMPL	30/10/2025	European Transport Workers' Federation
DANIELSSON Johan	Rapporteur	EMPL	22/10/2025	European Federation of Food, Agriculture and Tourism Trade Unions
DANIELSSON Johan	Rapporteur	EMPL	21/10/2025	European Transport Workers' Federation
TOOM Jana	Shadow rapporteur	EMPL	13/10/2025	Council of European Employers of the Metal, Engineering and Technology-based Industries
DANIELSSON Johan	Rapporteur	EMPL	01/10/2025	Eurocockpit
CEPEDA José	Rapporteur for opinion	IMCO	30/09/2025	Stichting Fair Trade Advocacy Office
DANIELSSON Johan	Rapporteur	EMPL	29/09/2025	EUROPEAN TRADE UNION CONFEDERATION
TOOM Jana	Shadow rapporteur	EMPL	11/09/2025	European Construction Industry Federation
CEPEDA José	Rapporteur for opinion	IMCO	09/09/2025	Council of European Employers of the Metal, Engineering and Technology-based Industries
CEPEDA José	Rapporteur for opinion	IMCO	08/09/2025	Confederación Sindical de Comisiones Obreras
CHAIBI Leila	Shadow rapporteur	EMPL	04/09/2025	European Federation of Food, Agriculture and Tourism Trade Unions
CHAIBI Leila	Shadow rapporteur	EMPL	04/09/2025	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS
CEPEDA José	Rapporteur for opinion	IMCO	04/09/2025	UNIÓN GENERAL DE TRABAJADORES DE ESPAÑA
CAVAZZINI Anna	Shadow rapporteur for opinion	IMCO	04/09/2025	ETUC
DAHL Henrik	Shadow rapporteur	EMPL	03/09/2025	Confederation of Danish Employers
CEPEDA José	Rapporteur for opinion	IMCO	03/09/2025	Confederación Española de Organizaciones Empresariales
CEPEDA José	Rapporteur for opinion	IMCO	03/09/2025	BUSINESSEUROPE
CEPEDA José	Rapporteur for opinion	IMCO	02/09/2025	EUROPEAN TRADE UNION CONFEDERATION
DANIELSSON Johan	Rapporteur	EMPL	11/07/2025	The Adecco Group World Employment Confederation-Europe
DANIELSSON Johan	Rapporteur	EMPL	07/07/2025	European Construction Industry Federation

Other Members

Transparency		
Name	Date	Interest representatives
RADTKE Dennis	04/02/2026	European Transport Workers' Federation
RADTKE Dennis	20/01/2026	EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS
CEULEMANS Estelle	20/01/2026	UBT FGTB

ABADÍA JOVER Maravillas	01/12/2025	European Chemical Employers Group
ARIAS ECHEVERRÍA Pablo	26/09/2025	Council of European Employers of the Metal, Engineering and Technology-based Industries
TEODORESCU Georgiana	09/09/2025	CEEMET
SOMMEN Liesbet	09/09/2025	Ceemet
ABADÍA JOVER Maravillas	05/09/2025	CEEMET- European Tech & Industry Employers

Addressing subcontracting chains and the role of intermediaries in order to protect workers' rights

2025/2133(INI) - 12/02/2026 - Text adopted by Parliament, single reading

The European Parliament adopted by 332 votes to 209, with 33 abstentions, a resolution on addressing subcontracting chains and the role of intermediaries in order to protect workers' rights.

EU Strategy

Parliament called for an EU strategy to combat labour exploitation (including illegal work and related organised crime) and abusive forms of labour market subcontracting and intermediation. Labour exploitation not only breaches workers' and human rights but also undermines fair competition between businesses.

The Commission and the Member States are called upon to:

- **strengthen the application of existing labour legislation** to ensure the effective protection of workers' rights and fair competition within the single market;
- clarify the possibilities for Member States to adopt **proportionate legislation** to address the risks and problems arising from long and complex subcontracting chains;
- **put an end to abusive subcontracting** and protect workers' rights, to strengthen transparency and accountability throughout the supply chain;
- address practices whereby the main contractor subcontracts all work without performing any work itself, also known as **'financial subcontracting'**;
- **combat illegal practices** in subcontracting chains by encouraging direct employment relationships in high-risk sectors.

Parliament recalled that any sector-specific measures and initiatives, including joint and several liability in high-risk sectors, must be in conformity with EU law and not create unnecessary barriers to cross-border business activities. It stressed that the **principle of joint and several liability** is a way of ensuring that the main contractor bears overall responsibility for the services provided within the entire subcontractor chain.

The resolution also emphasised:

- the fight against the fraudulent posting of non-EU nationals, as well as the abuse of EU law on service provision to circumvent migration rules and national labour law;
- the need for appropriate measures to put an end to postings without any genuine connection of the workers to the sending Member State;
- the integration of accommodation inspections into labour inspections in high-risk sectors in order to prevent employers or intermediaries from providing workers with degrading, unsafe or overcrowded accommodation;
- improving the level of information accessible to the public through national business registers and the European system for interconnected registers;
- the integration of stricter social criteria in public procurement, with exclusion of companies that fail to meet applicable obligations in the areas of labour law and environmental law;
- special attention to health and safety at work, particularly in high-risk sectors such as construction;
- taking into account the gender dimension.

Application and control of the rules

Parliament reiterated the importance of cross-border cooperation, efficient enforcement and transparency in tackling criminal networks associated with work-related crime. Strengthening collaboration between the European Labour Agency, Europol, national authorities and social partners must be supported in this regard.

Members stressed the need for **efficient and well-resourced enforcement systems** to combat labour exploitation and promote fair competition in the single market. They also stressed the need to tackle abusive subcontracting that uses artificial arrangements such as letter-box companies and bogus temporary agency work.

Parliament called on the Commission to **significantly strengthen the mandate of the European Labour Authority (ELA)** by allowing it to investigate alleged breaches of EU labour law and to initiate and conduct inspections of cross-border cases on its own initiative, extending the Agency's mandate to cover labour mobility from third countries. It recommended the creation of sector-specific enforcement units within the ELA, particularly for construction, transport and agriculture. Member States are urged to increase their number of labour inspectors and enhance their support for labour inspection services.

Sanctioning labour exploitation

Parliament stressed the need to:

- strengthen the effectiveness of information exchange and cooperation between Member States, and to ensure mutual recognition of trading prohibitions and criminal sanctions to prevent the circumvention of restrictions;
- consider linking sanctions to company size or turnover, in order to ensure proportionality, deterrence and a level playing field;
- create a mechanism for recovering outstanding wages, social security contributions, fines and damages in cross-border cases;
- take the necessary initiatives to reduce the problem of fraudulent and criminal actors in the labour market who use strategic bankruptcies and business disappearances to evade their responsibilities.