

Introduction

EU-wide mobility compliance is centred on following a collection of rules including immigration, posted worker, social security and equal pay, among others. These rules have been applied differently across all 27 EU Member States and impact travellers irrespective of nationality, including EU nationals and business travellers. A regional approach to mobility is critical to maintaining oversight of your business visitors and cross-border moves throughout Europe, ensuring you stay compliant and avoid penalties.

How we can help

We will help you navigate the complexity by taking a regional approach to European mobility and immigration. Fragomen's Consulting Europe Group will deliver a combination of transactional, advisory and knowledge services, underpinned by leading technology, to assist with work readiness and strategic workforce planning across all EU Member States. We collectively consider immigration, posted workers, social security and other regional factors, and develop a customised approach that will enhance your organisation's compliance and maximise time and cost efficiencies for your European programme.

With the EES (Entry/Exit System) now launched progressively from 12th October 2025 and ETIAS (Electronic Travel Information & Authorisation System) due in 2026, we can support you with the impact and preparation for such systems, identify potential risk areas, prepare businesses with strategy building and offer support through Fragomen Technology Solutions and expert support.

Integrated solution for your European mobility programme

Our multi-jurisdictional approach encompasses all aspects of European legislation impacting your European mobility programme. Our solutions include:



Strategic Expert Advice that leverages our deep knowledge of both the European legal framework and the application and interpretation of the rules by various EU countries. Our group can offer creative and strategic solutions to complex inquiries and unique scenarios.



Short-Term Travel Compliance ensures your employees are compliant and 'work ready' from day one of an assignment. We will consider your overall business objectives while ensuring compliance with divergent EU Member State requirements on immigration, posted worker rules and social security.



EU Workforce Planning to help you strategically map and deploy foreign national resources throughout Europe while taking into account lead times, and compliance with EU-wide and national legislation regarding immigration and social security.





Government Strategies to advocate for policy solutions that meet business needs. We engage with policymakers, NGOs and industry associations, drawing on our first-hand experience to contribute to policy debates, studies and research. This ensures that businesses' practical insights inform policy development.



Crisis Management for when the unexpected occurs. We will help navigate unforeseen issues and provide practical, bespoke solutions that do not stop at country borders.



Audit & Compliance Services for when you need to be certain that your programme is in order. We can design risk policies and mobility strategies for right to work checks and remote work and conduct audits to ensure compliance with the latest laws, directives and requirements.



Technology Solution, for business and EU traveller management from pre-travel assessments through to compliance filings in the EU Member States, where required. The key European features of our technology include:

- Pre-travel immigration, posted worker and social security compliance assessments.
- Automated filing of posted worker notifications using innovative technologies to ensure a precise and accelerated process.
- Unique traveller profile that securely retains traveller history and data, removing the need to re-enter information.
- GPS functionality to monitor compliance of the traveller's stay and remote work in the Schengen Area in real-time.
- API integration with client systems and reporting tools.

Benefits of partnering with us

Development, implementation and management of immigration and mobility programmes, locally and globally.

- **Centralised group of legal experts and trusted advisors** to EU and national governments.
- **EU-wide regional approach** while ensuring compliance with national requirements.
- Cost-effective, technology-driven solutions that support **rapid deployment of resources**.
- **Advanced data analytics** and reporting.
- **In-depth insight** into businesses' mobility programmes in Europe.

For more information, contact your Fragomen professional or email FCE@fragomen.com



A European practice group incorporating Knowledge, Advisory, Processes & Technology and Government Strategies



MANAGEMENT TEAM



JO ANTOONS

Partner

jantoons@fragomen.com



HANS BENSON

Partner

hbenson@fragomen.com