

Labour and Skills shortages

Brief description and main aims:

The construction industry is reporting labour shortages in most of the EU Member States. Labour shortages in construction are now nearly three times the level observed 10 years ago. Added to this labour shortage is skills shortage and skills gaps.

On 20th March 2024, the European Commission presented a communication on “*Labour and Skills shortages in the EU: an Action Plan*”. It focuses on five key policy areas for action at EU, national, regional and social partner level: supporting the activation of underrepresented people in the labour market; providing support for skills, training and education; improving working conditions; improving fair intra-EU mobility for workers and learners; attracting talent from outside the EU.

Alongside this Action Plan, the European Commission published, in October 2024, a legislative proposal for the *EU Talent Pool* to attract workers from third countries. The proposal targets priority jobs, many of which are in the construction sector.

Why FIEC is dealing with this topic:

The problems of lack of labour and skills shortages in construction are crucial for FIEC. They create difficulties for companies that are seeking to recruit workers and it is the long-term competitiveness of the industry which is at stake.

With the *Pact for Skills*, FIEC is addressing the need for upskilling and reskilling workers.

The issue of labour and skills shortages are also discussed in the framework of the Social Dialogue with EFBWW (European Federation of Building and Woodworkers) and is addressed in EU projects.

Many of the solutions discussed at EU level are of highest interest for construction companies: recognition of qualification, improving and updating VET (*Vocational Education and Training*), working conditions, apprenticeships, facilitate intra-EU mobility, entry of third-country nationals on the labour market.

Actions and key dates:

May 2023 → Launch of the *European Year of Skills*.

10/10/2023 → FIEC [Position Paper](#) on shortage of labour in the construction industry.

21/02/2024 → FIEC participates in a consultation hearing on labour and skills shortages organised by the European Commission.

20/03/2024 → Publication of the European Commission Communication on “*Labour and Skills shortages in the EU: an Action Plan*”

May 2024 → Publication of “*EURES 2023 Report on labour shortages and surpluses*” with a focus on construction

02/10/2024 → FIEC [Position Paper](#) on the *EU Talent Pool*.