

## HOPE Position on Fair Mobility

HOPE welcomes the Commissions commitment to enhance labour mobility. However, there are already a wide range of tools in place at EU-level, to build on in an appropriate way, with full respect for the principles of subsidiarity and proportionality. In this context, voluntary adoption, real-world testing with employers, and interoperability with national systems must guide all EU-level initiatives.

Any European action, whether establishing common frameworks for professions, developing digital tools, or sharing information should be co-designed with employers, service providers and trade unions, building on existing national regulations, norms and standards.

Simplification must mean genuine simplification. New tools should solve real problems identified by those who recruit and employ, not create additional parallel systems. The principle applies equally to digital and analogue solutions: it is the content and functionality that addresses mobility barriers, not digitalization in itself. Tools must integrate with national systems and existing practices, respecting the diversity of labour market models across Member States.

The Fair Labour Mobility Package involves multiple digital tools that must be integrated into a single coherent system, not separate platforms requiring duplicate data entry.

Professional regulation serves important public interest goals protecting patients, students, and citizens. The Proportionality Test established by Directive 2018/958 provides the right framework: requirements must be necessary, suitable, and not go beyond what is needed to achieve legitimate objectives. Support for automatic recognition where genuine equivalence exists, but Member States must retain the ability to impose justified additional requirements where national standards serve documented public interest purposes, particularly in healthcare.

For recognition of qualifications from outside the EU, voluntary peer learning should be encouraged before considering binding EU rules. EU should facilitate structured exchange of national practices in recognition procedures, allowing Member States to learn from innovations like competence-first assessment. It should be also emphasized that all EU member states have signed the WHO Global Code of Practice on the International Recruitment of Health Personnel, approved by Member States in the Sixty-third World Health Assembly Resolution WHA63.16. The Code provides ethical principles applicable to the

international recruitment of health personnel in a manner that strengthens the health systems of developing countries, countries with economies in transition and small island states.

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*HOPE, the European Hospital and Healthcare Federation, is a European non-profit organisation, created in 1966. HOPE represents national public and private hospitals associations and hospitals owners either federations of local and regional authorities or national health services. Today, HOPE is made up of 36 organisations coming from the 27 Member States of the European Union, as well as from the United Kingdom, Switzerland and Serbia as observer members. HOPE mission is to promote improvements in the health of citizens throughout Europe, high standard of hospital care and to foster efficiency with humanity in the organisation and operation of hospital and healthcare services.*