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Main recommendations for improving the labour rights of posted workers and guaranteeing the level playing field for transnational companies across the European Union based on PROMO¹ project:

1. Establishing a European Labour Authority.
2. Harmonizing the definition of self-employment through an EU directive, or failing that, each Member State should develop a clearer definition of self-employment.
3. Restricting the creation of letterbox companies through EU legislation.
4. Explicitly setting out a right to strike (and take part in secondary industrial action) through European-level legislation, or preferably a constitutional measure.
5. Collecting reliable data about postings.
6. Covering the transport sector by a Directive which should prevent wage-based competition between local and foreign drivers, and be clear, easy to enforce, control and sanction.
7. Passing national legislation protecting posted workers who attend union activities, including take part in industrial action and making it easier for them to register complaints with authorities.
8. Enabling works council and union representatives to represent subcontractor workers.
9. Establishing higher fines for violations of worker rights and stricter contracting chain liability schemes. Improving the collection of fines across national borders.
10. Improving practical access for hypermobile workers to labour courts through national legislation; introducing collective redress of claims; and establishing migrant worker advising services.
11. Ensuring fair employment conditions for posted workers based on host country standards through at least statutory minimum standards or collectively bargained legally extended wages. European legislation should make clear that legal extension and minimum wage systems are not the only basis on which unions can bargain collectively on behalf of posted workers.
12. National governments should prioritize and facilitate labour inspection cooperation. EU funding for inspection cooperation should continue and should include inspectorates of non-EU sending states, to address posting of third-country nationals.
13. Establishing firewalls between labour rights inspections and immigration enforcement.
14. Focusing on more efficient informing of posted workers about host country labour standards.
15. Encouraging unions to engage with posted workers, to facilitate union membership and union mentality, as targeted campaigns to organize posted workers may be situationally successful.
16. Encouraging agreements and union structures that cover the whole project and include responsibilities of different contractors and employment conditions for all workers in the chain.
17. Encouraging unions', employers', government agencies' and civil society organizations' cooperation for fighting the grey economy through multiple measures.
18. Encouraging unions to using media campaigns and wider popular to pressure negligent employers.

¹ "Protecting Mobility through Improving Labour Rights Enforcement in Europe", VS/2016/0222:
<http://www.solidar.org/en/activities/protecting-mobility-through-improving-labour-rights-enforcement-in-europe-promo>