



Social identity cards in
construction (SIDE-CIC) project

A Joint-Project of the European Social
Partners for the Construction Sector on
Social Identity Cards in Construction

EXECUTIVE SUMMARY

Mapping report of social ID Cards in the Construction
Sector Across the European Economic Area

November 2024

Executive Summary

This report examines the use of social ID cards to enforce labour, social security and tax legislation, to enhance transparency and to support fair labour mobility within Europe's construction sector. This mapping report is part of the *Social Identity Cards in Construction (SIDE-CIC)* project, co-funded by the European Commission under the Social Dialogue Programme and jointly coordinated by the European Construction Industry Federation (FIEC) and the European Federation of Building and Woodworkers (EFBWW). Aimed at addressing complex issues in the construction industry—such as managing subcontracting and combatting undeclared work—this initiative focuses on mitigating the lack of transparent information about the growing number of mobile construction workers across the European Economic Area (EEA).

Implemented jointly with the European Association of Paritarian Institutions (AEIP) and its Italian member, *Commissione Nazionale Paritetica per le Casse Edili (CNCE)*, this report represents the first phase of the SIDE-CIC project. Its purpose is to provide a comprehensive mapping of the current social ID card schemes in construction across the EEA, exploring the legal foundations, information-sharing practices and technical aspects of each card scheme, alongside a review of data management practices.

The report builds on findings from a 2015 EU-funded project that examined social ID cards in the construction sector, updating its analysis to reflect significant changes over the past decade, such as demographic shifts, heightened labour mobility and technological advances. The report observes how these shifts have led to enhanced transparency on construction sites, prompting the introduction of new or expanded social ID card schemes across Europe.

Key Objectives and Approach

The SIDE-CIC project seeks to improve worker protection and fair competition by promoting tools that verify worker identity, training and qualifications, while streamlining compliance checks for employers and authorities. This report forms a foundational component of the project, providing an evidence base for assessing the feasibility of greater interoperability among national social ID card schemes.

The report uses a combined approach of primary and secondary research:

- **Primary Research:** A structured survey was distributed among members of FIEC, EFBWW and AEIP, collecting data on the functioning and technical specifications of social ID card schemes in the construction sector.
- **Secondary Research:** Interviews were supplemented by desk research on national laws, collective agreements, and studies pertinent to each card scheme.

Key Findings

The analysis identifies several critical trends and commonalities among the 18 social ID card schemes reviewed across 16 countries. Most schemes aim to promote worker identification, site access control, training verification and OSH compliance.

Social ID cards generally have either legislative or collective agreement foundations. Cards like France's *Carte BTP* and Norway's *HSE Card* are mandated by national laws, while Spain's *Tarjeta Profesional de la Construcción (TPC)* and Belgium's *Construbadge* are grounded in sectoral collective agreements.

While 14 schemes are operational, four are under development, indicating a trend toward widespread adoption. Although vary in scope and functionality, all the schemes prioritise the promotion of fairer working environments and protection from undeclared or unsafe work.

The majority of schemes rely on centralised issuance, usually managed by national authorities (as in Norway and Luxembourg) or paritarian institutions (as in Spain and Belgium). Only a few schemes, such as Iceland's *Workplace ID*, use a decentralised approach, where employers issue cards directly. Data accessibility is typically facilitated through visual ID, QR codes or digital access portals, depending on the scheme's technical design.

All social ID card schemes reviewed comply with GDPR regulations, ensuring personal data protection for workers.

The cards mostly aim to facilitate compliance with OSH regulations, better ensuring that only trained workers may enter sites and allow companies and regulators to track workers and subcontractors. However, the development and maintenance of social ID cards can involve significant administrative costs.

The cost of issuing and managing these cards often falls on employers, who may be required to cover fees for each worker every few years, as seen in Sweden's *ID06* and Finland's *Valtti Card*. In some countries, the cost is covered by the budget of paritarian funds (like in Spain), or by State authorities (like in Cyprus and in Lithuania).

Conclusion

By mapping current schemes and analysing their technical, legal and operational frameworks, this report sets a basis on which to develop the next phases of the SIDE-CIC project, examining the feasibility of a framework for interoperable systems. Differences in the scope and coverage of cards appear as key issues to address in this respect. The research also identified talks in progress in some countries to foster interoperability and cards featuring particularly interesting characteristics for the exercise.