

Institutional preventive cooperation model for compliance and undeclared work risk reduction among mobile non-EU workers

Romania

GENERAL INFORMATION	
Name of the organisation	Asociația Angajaților Străini din România – AASR
Type of organisation	Civil Society Organisation (NGO)
Address	Bd Camil Ressu nr 4, Bl 5, Sc 2, Et 9, ap 75, Sector 3
Web page	https://www.aasr.ro
Contact person	Name and surname: Cristian Ganea Job position: President E-mail: cristian.ganea@aasr.ro
Topic of the good practice	Undeclared work Information provision on registration and payment of social contributions Labour market policy and employment
Geographical focus	Nation-wide
Duration	29/04/2024
Summary of the good practice	Since 2024, the Association of Foreign Employees in Romania (AASR) has developed and implemented a preventive cooperation model designed to support non-EU workers in understanding and complying with Romanian labour and administrative regulations. The initiative began in collaboration with the National Corps of Police Officers and was operationally implemented together with the Bucharest Traffic Police. From 20 May 2025 onwards, the framework was further strengthened through the involvement of the General Inspectorate for Immigration (IGI) and the Romanian Police General Inspectorate – Department for Crime Prevention, creating a broader

	institutional platform focused on prevention and responsible integration. The model is based on the principle that prevention is more effective than sanctions. Instead of reacting to violations, structured sessions were organised to provide workers with clear, accessible information directly. To date, nine joint training sessions have been conducted, alongside participation in two traffic control operations in a preventive and educational capacity. Over 700 non-EU workers have received practical guidance on labour obligations, documentation requirements, contractual responsibilities and road-safety rules. All sessions were delivered in the participants' native languages to ensure genuine understanding of legal and administrative requirements. In parallel, AASR organised instructional sessions with private employers who engage non-EU workers, covering occupational health and safety (OSH), emergency preparedness, civic behaviour, and workplace hygiene standards. In 2025, as part of Road Safety Week, additional awareness sessions were organised in cooperation with public authorities, reinforcing the preventive dimension of the initiative. Starting in 2025, the model is being expanded to include Romanian language courses for non-EU workers, recognising language acquisition as a key factor in sustainable integration and effective compliance. Participants received jointly signed certificates, reinforcing institutional cooperation and trust. Overall, the practice seeks to reduce the risk of undeclared work by increasing awareness, encouraging voluntary compliance, and strengthening dialogue between migrant workers, employers and authorities. It remains a low-cost and scalable model that can be adapted by other Member States facing similar challenges related to labour mobility and integration.
OBJECTIVES AND ACTIVITIES	
Background/context What challenge, need or gap were you trying to solve or respond to?	► Since 2024, the Association of Foreign Employees in Romania (AASR) has worked directly with third-country nationals, employers, and public authorities involved in labour mobility and integration. Through this day-to-day

Why was this issue relevant or urgent in your context (sector, region, country)?

experience, AASR identified a recurring gap between the legal framework governing employment and residence and the practical ability of many newly arrived workers to understand and comply with these requirements.

- ▶ Many workers arrived in Romania with limited knowledge of Romanian labour legislation, administrative procedures, and workplace obligations. Language barriers frequently prevented them from fully understanding employment contracts, occupational health and safety rules, road traffic legislation, emergency procedures, social security obligations, and the conditions attached to their residence and work permits. As a result, misunderstandings could lead to administrative non-compliance, unsafe working practices, undeclared work, and difficulties in social integration.
- ▶ Employers faced similar challenges. Many companies employing multilingual workforces reported difficulties in explaining legal obligations, workplace rules and safety requirements to workers from different linguistic and cultural backgrounds. At the same time, public authorities had only limited opportunities to engage directly with foreign workers before problems occurred, meaning that communication often became reactive rather than preventive.
- ▶ These conclusions were not based on theoretical research alone but on AASR's continuous interaction with workers, employers, and competent institutions. Workers regularly sought guidance on changing employers, residence and work permit conditions, social security contributions, occupational safety, recognition of professional experience obtained abroad, and access to public institutions. Employers likewise requested practical support to improve communication with their foreign workforce and encourage voluntary compliance with Romanian legislation.
- ▶ Recognising that prevention is more effective than corrective action, AASR developed a structured

	cooperation model based on institutional partnership, multilingual communication, and early engagement. The initiative was launched in cooperation with the National Corps of Police Officers and implemented operationally together with the Bucharest Traffic Police. From 20 May 2025, the cooperation framework was further strengthened through the participation of the General Inspectorate for Immigration (IGI) and the Romanian Police General Inspectorate – Department for Crime Prevention, creating a broader institutional platform for prevention and integration. ► Rather than replacing the responsibilities of public authorities, the model complements existing institutional mechanisms by providing timely, accessible, and multilingual information before problems arise. Its purpose is to strengthen voluntary compliance, support employers in promoting lawful employment and safe working environments, improve communication between stakeholders and facilitate the sustainable integration of third-country nationals into both the Romanian and the wider European labour market.
Objectives What were the main goals of this practice (e.g. better compliance, faster processing, improved worker protection)? (Please limit to three) Who or what were these goals intended to help or change? (Please limit to three)	► The practice was developed around three complementary objectives aimed at addressing the practical challenges identified through AASR's daily work with third-country nationals, employers, and public authorities in Romania, while contributing to wider European priorities concerning lawful labour mobility, worker protection, labour market integration, and the prevention of undeclared work. ► The first objective was to strengthen voluntary compliance with Romanian labour, immigration and administrative legislation through prevention, education, and early engagement. Rather than relying solely on enforcement after irregularities had occurred, the initiative sought to provide third-country nationals with practical, accessible and multilingual information before problems arose. By helping workers understand their rights, obligations, and administrative

responsibilities in their native languages, the practice aimed to reduce misunderstandings, encourage lawful employment, and improve compliance with both Romanian and European legal requirements.

- The second objective was to establish a sustainable cooperation framework bringing together civil society, public authorities, and employers. The initiative sought to create an environment in which institutions responsible for labour, immigration, public safety, and prevention could work alongside employers and AASR to provide coordinated guidance directly to workers. This approach strengthened institutional dialogue, increased mutual trust, and promoted shared responsibility for preventing undeclared work, improving workplace safety, and facilitating the lawful integration of third-country nationals.
- The third objective was to support the long-term social and professional integration of third-country nationals into Romanian society and, consequently, into the wider European labour market. Beyond explaining legal obligations, the initiative promoted occupational health and safety, emergency preparedness, road safety, civic responsibility, workplace hygiene, and access to reliable public information. Preparations for Romanian language courses, initiated in 2025, represent the next step in this process, recognising that language proficiency is essential for effective communication, workplace safety, social inclusion, and long-term labour market participation.
- Although implemented nationally, the practice was designed with a European perspective. Facilitating compliance with Romanian legislation also supports alignment with European principles governing lawful employment, labour mobility, worker protection and fair working conditions. In this way, successful integration into Romanian society becomes a practical foundation for integration into the wider European labour market.
- The objectives were intended to benefit three interconnected stakeholder groups. Third-country

	nationals gain a clearer understanding of their rights and responsibilities, employers receive practical support in communicating legal and workplace requirements to multilingual workforces, and public authorities benefit from a structured preventive cooperation mechanism that complements existing institutional responsibilities, strengthens dialogue with migrant communities, and helps prevent undeclared work and other labour-related irregularities.
Main activities What were the main steps or actions you carried out to put the practice into effect? Were any tools, materials, partnerships, or processes created?	▶ The practice was implemented through a structured sequence of activities combining institutional cooperation, preventive education, and direct engagement with third-country nationals and employers. ▶ The first stage focused on establishing operational partnerships with public authorities. AASR initiated cooperation with the National Corps of Police Officers and the Bucharest Traffic Police. From 20 May 2025, the framework was expanded through the participation of the General Inspectorate for Immigration (IGI) and the Romanian Police General Inspectorate – Department for Crime Prevention. Private employers also became active partners by facilitating access to workplaces employing third-country nationals. ▶ The second stage consisted of identifying the practical information needs of workers and employers. Based on this experience, multilingual educational materials and preventive training sessions were developed to explain Romanian labour legislation, immigration procedures, and workplace obligations in participants' native languages. ▶ The third stage involved delivering preventive training sessions covering labour legislation, residence and work permit requirements, occupational health and safety, emergency preparedness, road safety, civic responsibilities, workplace hygiene, employment rights and obligations, social security contributions, changing employers, and access to public institutions. Participants also received guidance on the recognition

	and possible certification of professional skills acquired in their countries of origin. ▶ A central element of the practice was the organisation of nine joint preventive training sessions and participation in two road traffic control operations conducted for educational purposes. These activities created opportunities for direct dialogue between workers, employers and public authorities, allowing participants to receive practical guidance directly from the competent institutions. ▶ Participants received certificates jointly issued by AASR and the Bucharest Traffic Police, reinforcing institutional credibility and trust. Educational materials and preventive messages were further disseminated through digital communication channels and media coverage, extending the initiative's impact beyond the sessions attendees. ▶ The practice continues to evolve. Building on the experience gained since 2024, AASR is preparing Romanian language courses, expanding cooperation with additional public institutions, employers, and international partners, and developing a common digital platform providing multilingual legislative updates, educational resources, practical guidance, and emergency information. These developments are intended to strengthen prevention, improve voluntary compliance, and support the sustainable integration of third-country nationals into both the Romanian and the wider European labour market.
Funding/organisational resources	The practice has been developed and implemented using AASR's internal organisational and financial resources, demonstrating the organisation's capacity to design and sustain effective initiatives. The foundations of the initiative were gradually developed from 2021, through research and direct understanding of the realities faced by workers in their countries of origin. AASR was legally established in 2023, and from 2024

	onwards the organisation began implementing the preventive cooperation model in Romania. Since its operational launch, AASR has independently financed the planning, coordination, and implementation of all activities, including logistics, communication, educational materials, multilingual support, participant coordination, and operational management. All activities were provided free of charge to participants, ensuring equal access to preventive information regardless of their financial situation or country of origin. The implementation relied on AASR's internal expertise and institutional cooperation with public authorities and private sector partners. Partner institutions contributed through professional expertise, institutional participation, and operational support, while AASR assumed full responsibility for financing, coordinating, and managing the initiative using its own organisational resources. This resource-efficient model demonstrates that meaningful preventive actions can be implemented without dedicated project funding when supported by strong cooperation, practical experience, and sustained commitment. By making effective use of existing institutional capacities and complementary expertise, the initiative shows that civil society organisations can facilitate communication, improve access to reliable information, and promote voluntary compliance among third-country nationals. Although developed and financed in Romania, the model addresses challenges shared across the European Union, including labour mobility, worker protection, multilingual communication, and the prevention of undeclared work. Its low implementation cost and reliance on institutional cooperation make it suitable for adaptation in other Member States. The experience demonstrates that long-term impact depends not only on financial resources, but also on sustained commitment, institutional cooperation, and a clear focus on prevention.
PARTICIPATION	
Stakeholders involved	► The practice was coordinated and financed by the Association of Foreign Employees in Romania (AASR),

Organisations or entities actively contributing to the design, implementation, monitoring, or support of the good practice (e.g. labour inspectorates, social security institutions, trade unions, employers' associations, or other).

which was responsible for overall planning, stakeholder coordination, participant mobilisation, multilingual support, communication, and implementation.

- ▶ The National Corps of Police Officers was a key institutional partner, providing the formal cooperation framework under which the initiative was developed. The Bucharest Traffic Police contributed directly to the implementation of preventive road-safety sessions, practical guidance, and participant certification, helping ensure both credibility and direct access to relevant expertise.
- ▶ From 20 May 2025, the cooperation framework was strengthened through the involvement of the General Inspectorate for Immigration (IGI) and the Romanian Police General Inspectorate – Department for Crime Prevention. These institutions contributed expertise related to migration, legal residence, prevention, civic responsibility, and communication with foreign communities.
- ▶ Private employers employing third-country nationals supported the implementation by facilitating access to participants and enabling workplace-based instructional sessions. Their involvement made it possible to address practical issues directly in the employment environment, including occupational safety, workplace rules, hygiene standards and communication between employers and multilingual teams.
- ▶ Third-country nationals were not only the primary beneficiaries but also active participants. Their questions, feedback, and practical concerns helped adapt the content of the sessions to real needs, including residence and work permit conditions, social security contributions, changing employers, road safety, and access to public institutions.
- ▶ Together, these stakeholders created a practical cooperation model between civil society, public authorities, employers and migrant workers, focused on

	prevention, trust-building, voluntary compliance, and sustainable labour market integration.
Target groups Main groups or categories that the practice is directly aimed at, who should receive its services or who engage with it (e.g. employers, mobile or posted workers, labour inspectors and social security officers, or other).	▶ The primary target group consists of third-country nationals legally employed in Romania, particularly those working in labour-intensive sectors such as transport, delivery services, logistics, manufacturing, construction, hospitality and other industries facing labour shortages. Special attention is given to newly arrived workers, who often face language barriers and have limited familiarity with Romanian labour legislation, administrative procedures and workplace requirements. ▶ The practice also targets employers who recruit and employ third-country nationals. By providing practical guidance and facilitating communication between employers, workers and public authorities, the initiative supports lawful employment, improves workplace compliance and helps employers communicate legal obligations, occupational health and safety requirements, workplace rules, and integration measures within multilingual work environments. ▶ A further target group includes public authorities and institutions involved in labour mobility, migration, prevention and public safety. The cooperation model enables these institutions to engage directly with migrant workers through preventive activities, improving communication, increasing trust and promoting voluntary compliance before administrative or legal issues arise. ▶ Beyond the Romanian context, the practice is also relevant for organisations and institutions across the European Union working in labour mobility, migrant integration, worker protection and the prevention of undeclared work. It offers a practical model for reaching workers, employers, and public authorities through structured cooperation, multilingual information and early preventive engagement.

Final beneficiaries

Individuals or groups that ultimately benefit from the outcomes of the practice, even if they are not the direct target or user (e.g. mobile or posted workers, vulnerable workers at risk of exploitation, employers benefiting from clearer rules or reduced admin burdens, or other).

- ▶ The final beneficiaries of the practice are third-country nationals legally employed in Romania, their employers, public authorities and the wider communities in which these workers live and work.
- ▶ Third-country nationals benefit from clearer access to practical information on labour rights, legal obligations, residence and employment conditions, occupational health and safety, road safety, emergency preparedness, and responsible civic behaviour. By receiving information in languages they understand, they are better equipped to comply with the law, avoid administrative risks, and protect themselves from undeclared work, unsafe practices or exploitative situations.
- ▶ Employers benefit from improved communication with multilingual teams and from a workforce that better understands workplace policies, safety requirements and legal obligations. This contributes to more predictable employment relationships, safer workplaces, better integration processes, and reduced compliance risks.
- ▶ Public authorities benefit from a preventive cooperation model that improves outreach to migrant workers before problems arise. The practice supports voluntary compliance, reduces misunderstandings and contributes to more constructive relations between institutions, employers, and workers.
- ▶ Local communities also benefit from better integrated workers, improved road-safety awareness, stronger civic responsibility, and reduced risks related to social exclusion. Through this approach, the practice contributes not only to lawful employment, but also to safer workplaces, more responsible mobility, and more cohesive communities.

GOOD PRACTICE CRITERIA

Achievements and outcomes

What specific results did the practice achieve? (e.g. How many workers or employers were reached, number of publications created? What processes became faster?)

What kind of broader benefits did it bring? (e.g. Did it improve understanding of rights and obligations, enhance cooperation between authorities, or reduce legal uncertainty and inconsistent application of rules?)

- ▶ Since its launch in 2024, the practice has developed into a stable preventive cooperation model that brings together civil society, public authorities, and employers to support lawful employment, worker protection, and the integration of third-country nationals in Romania.
- ▶ To date, AASR has organised nine joint preventive training sessions, participated in two educational road traffic control operations together with the Bucharest Traffic Police, and provided direct guidance to more than 700 third-country nationals from several countries of origin. All sessions were delivered in the participants' native languages, helping ensure that legal, administrative, and safety-related information was genuinely understood.
- ▶ The cooperation framework expanded significantly in 2025 with the active involvement of the General Inspectorate for Immigration (IGI) and the Romanian Police General Inspectorate – Department for Crime Prevention. This created a broader institutional platform for preventive education, civic responsibility, and lawful participation in the labour market. Participants also received certificates jointly issued by AASR and the Bucharest Traffic Police, reinforcing credibility and recognising their participation.
- ▶ Beyond these quantitative results, the initiative improved workers' understanding of Romanian labour legislation, employment rights and obligations, occupational health and safety, emergency preparedness, road safety, civic responsibilities and access to public institutions. Employers benefited from improved communication with multilingual workforces and greater awareness of compliance requirements, while public authorities gained an additional preventive mechanism for engaging directly with migrant workers before administrative or legal issues arise.
- ▶ The practice also strengthened institutional cooperation by creating a sustainable framework in which civil society, law enforcement authorities, immigration services, and employers work towards common

	objectives rather than acting separately. This collaborative approach has increased trust, facilitated information exchange, and promoted voluntary compliance instead of relying solely on enforcement. ► While the model was implemented in Romania, its results are relevant to broader challenges faced across the European Union. Labour mobility, multilingual communication, worker protection, social integration, and the prevention of undeclared work are issues shared by many Member States. The experience shows that a relatively low-cost, partnership-based preventive initiative can generate measurable institutional and social benefits while remaining scalable, sustainable, and adaptable to other national contexts.
Cost effectiveness How did you keep costs low while still achieving results? (e.g. Did you reuse existing tools, automate processes, or share resources across teams?) Can you show that the outcomes were worth the investment? (e.g. Did small changes lead to big improvements, or were expensive tools avoided?)	► The practice was designed as a long-term institutional investment in prevention, lawful employment and the integration of third-country nationals. Its foundations were gradually developed from 2021, through research and direct insight into the realities faced by workers in their countries of origin. AASR was legally established in 2023 and, from 2024 onward, began implementing the preventive cooperation model in Romania. ► The development and implementation of the practice required substantial organisational and financial commitment, including research, coordination, logistics, communication, educational materials, multilingual support, participant mobilisation, operational management, and legal and institutional support. All costs were covered exclusively through AASR's own resources, without support from European Union programmes, national public funding, or external grants. All activities were provided free of charge to participants, ensuring equal access to preventive information regardless of their financial situation or country of origin. ► The cost-effectiveness of the model lies not in minimal expenditure, but in the long-term value generated by the investment. Rather than financing isolated events, AASR's resources contributed to building a sustainable

	cooperation framework involving civil society, public authorities, employers, and third-country nationals. Public authorities contributed expertise, institutional participation, and operational experience, while AASR coordinated the initiative, managed implementation and assumed the financial responsibility for the model. ► The results achieved demonstrate that sustained investment in prevention can reduce future risks and costs associated with administrative non-compliance, undeclared work, unsafe working practices, poor communication, and social exclusion. By providing multilingual information before problems occur, the initiative helps workers better understand legal obligations, supports employers in communicating workplace requirements, and enables public authorities to engage earlier and more constructively with migrant communities. ► The model has already produced measurable outcomes: nine preventive training sessions, two educational traffic control operations, more than 700 workers reached, and an expanding institutional cooperation network. These results show that a well-coordinated, partnership-based approach can generate institutional and social value proportionate to the resources invested. ► The experience confirms that effective prevention requires commitment, continuity, and institutional trust. While the practice involved significant organisational effort, it created a scalable framework that can continue to generate benefits over time and can be adapted by other Member States seeking sustainable approaches to worker protection, lawful labour mobility and the prevention of undeclared work.
Transferability What are the key features that make this practice work well? (e.g. a digital platform, clear guidelines, a joint inspection process, or strong coordination)	► The practice is transferable because its core mechanism does not depend on a specific funding programme, complex infrastructure, or a rigid institutional structure. Instead, it is based on a cooperation model that brings together civil society, public authorities, employers, and third-country

What would another country or organisation need to make this work for them? (e.g. certain laws, IT systems, or staff training)

nationals through prevention, multilingual communication, and practical guidance.

- The model can be adapted by organisations and public authorities working with migrant workers in different national contexts. Its main components include institutional cooperation, direct engagement with employers and migrant communities, multilingual training, and preventive information covering labour legislation, occupational health and safety, emergency preparedness, road safety, civic responsibilities, and access to public services. These elements can be aligned with national legislation and applied across different economic sectors.
- The Romanian experience shows that successful implementation depends on sustained institutional leadership, continuity, and trust-building. While the model is transferable, its effectiveness relies on a coordinating organisation capable of maintaining long-term cooperation between public authorities, employers, and migrant communities. Throughout its development, AASR has fulfilled this role by ensuring continuity, facilitating dialogue and adapting activities to emerging needs.
- The model is designed around cooperation rather than institutional dependency. While public authorities, employers or partner organisations may vary from one Member State to another, the methodology, preventive approach and coordination principles remain applicable across different legal and administrative systems.
- The model's transferability is further reinforced by AASR's expanding institutional network. Since 2025, AASR has been a member of the Bucharest Chamber of Commerce and Industry (CCIB) and has established partnerships with the Ethiopian Chamber of Commerce and Sectoral Associations (ECCSA) and the Jimma Chamber of Commerce and Sectoral Associations (JCCSA). In December 2025, together with CCIB, AASR co-organised a business meeting attended by the Ethiopian diplomatic delegation accredited to the United

	Nations Office in Geneva, promoting stronger institutional and economic cooperation between countries of origin and Romania. ▶ Since 2026, AASR has also become a member of the Romanian National Federation of Small and Medium-Sized Enterprises (IMM România), creating opportunities to disseminate and adapt the model through employers' organisations and institutional dialogue platforms. ▶ As the next stage of development, AASR is developing a common digital platform connecting third-country nationals, employers, and institutional partners. The platform will provide multilingual legislative updates, training resources, practical guidance, emergency information, and digital services supporting lawful employment, integration, and closer cooperation with competent authorities. Once operational, it will further strengthen the scalability of the model and facilitate the exchange of good practices at national and European level.
Sustainability How is the practice sustainable from a social, financial or environmental perspective? What makes this practice able to continue over time? (e.g. It is now part of regular work or has been built into law or procedures?) and how are you making sure it lasts beyond the pilot or project phase?	▶ The sustainability of the practice is based on its gradual institutional development, long-term commitment, and the cooperation framework created between AASR, public authorities, employers, and third-country nationals. The model was not designed as a one-off project, but as a continuous preventive mechanism that can evolve according to the needs of workers, employers, and institutions. ▶ AASR has financed and coordinated the initiative using its own organisational resources, which has allowed continuity without dependence on short-term project funding. At the same time, cooperation with the National Corps of Police Officers, the Bucharest Traffic Police, the General Inspectorate for Immigration, and the Romanian Police General Inspectorate – Department for Crime Prevention has strengthened the institutional basis of the practice and created conditions for future activities.

	▶ The model is sustainable because it generates value for all participating stakeholders. Workers receive accessible information and support for lawful employment and integration; employers benefit from improved communication and better compliance in the workplace; and public authorities gain a preventive channel for engagement with migrant communities before administrative or legal issues arise. This shared value increases the likelihood that stakeholders will remain involved over time. ▶ AASR's expanding institutional network also supports the continuation and scaling up of the practice. Membership in the Bucharest Chamber of Commerce and Industry and the Romanian National Federation of Small and Medium-Sized Enterprises (IMM România), together with partnerships with chambers of commerce in countries of origin, creates additional channels for cooperation with employers and international partners. ▶ The sustainability of the model is further strengthened by planned developments for 2026, including Romanian language courses for third-country nationals and a shared digital platform connecting workers, employers, and institutional partners. The platform is intended to provide multilingual legislative updates, training resources, practical guidance, emergency information, and digital services that support lawful employment and integration. ▶ These developments will allow the practice to move from periodic training sessions towards a more continuous support system. By combining direct institutional cooperation with digital tools, language learning and employer networks, the model can remain relevant, adaptable, and effective in the long term.
Innovativeness What makes this practice new or different in your field or country? (e.g. Is it the first of its kind, or does it combine actors who don't usually work together, or activities not performed before?)	▶ The innovative character of the practice lies in the way it brings together actors that do not usually work within a structured preventive framework: a civil society organisation, law enforcement authorities, immigration authorities, employers and third-country nationals. Instead of treating labour compliance, migration, public

How does it improve older or less effective approaches? (e.g. By reaching more people, using data better, or simplifying complex procedures)

safety, and integration as separate issues, the model addresses them through a coordinated preventive approach.

- ▶ In many situations, migrant workers receive information only after an administrative issue, workplace problem, or legal risk has already arisen. This practice changes the approach by creating early, direct, and multilingual engagement with workers in their real working and social environment. Rather than relying only on written information or formal procedures, the model uses practical sessions, dialogue with authorities, explanations in participants' native languages, and direct interaction with employers.
- ▶ A distinctive element is the integration of several areas within the same preventive framework: labour legislation, immigration-related guidance, road safety, occupational health and safety, emergency preparedness, civic behaviour, workplace hygiene, social security contributions, and access to public institutions. This reflects the real situation of third-country nationals, whose challenges are rarely limited to one legal or administrative area.
- ▶ The practice also improves older or less effective approaches by reducing the distance between workers and institutions. Through joint sessions and field-based preventive activities, workers can ask practical questions directly, while authorities and employers gain a better understanding of the recurring difficulties faced by migrant communities. This contributes to trust-building and reduces the risk of misunderstandings, undeclared work, or unsafe practices.
- ▶ The model is innovative not because it depends on complex technology or high-cost tools, but because it transforms existing institutional capacities into a practical and accessible prevention mechanism. Its digital platform, currently under development, will further strengthen this innovation by creating a shared space for multilingual information, training resources,

	legislative updates, and cooperation between workers, employers, and institutional partners.
Digitalisation What kind of digital tools or platforms were used in this practice? (e.g. online portals, automated case tracking, data sharing, digital databases or other) How did these tools help in reaching your goals? (e.g. Did they save time, facilitate access to data in real time, reduce errors, help detect fraud, or improve coordination between authorities?)	▶ Digital tools have supported the practice by improving communication, accessibility, and cooperation between workers, employers, and institutional partners. ▶ AASR has used its official website, social media channels, and digital communication platforms to inform third-country nationals and employers about training sessions, publish educational materials, and maintain communication before and after each activity. Training materials and multilingual guidance have also been distributed digitally, allowing participants to access reliable information whenever needed. ▶ Digital communication has strengthened cooperation with public authorities by facilitating information exchange and increasing the visibility of preventive initiatives that promote lawful employment, labour mobility, and worker protection. ▶ As part of its ongoing development, AASR is currently designing a common digital platform connecting third-country nationals, employers, and institutional partners. Discussions on the platform's architecture, functionalities, and implementation framework are already underway. ▶ The platform is intended to provide multilingual information, training resources, practical guidance, and digital services that support lawful employment and the sustainable integration of third-country nationals into Romanian society and the wider European labour market. One of its main functions will be to provide timely legislative and administrative updates in workers' native languages, helping them understand new rights and obligations as soon as relevant changes enter into force. ▶ The platform is also intended to strengthen cooperation with competent authorities by facilitating structured information exchange, subject to applicable data

protection legislation and user consent where required. This can support better coordination, improved voluntary compliance and earlier identification of administrative issues.

- ▶ Another planned component is a multilingual emergency information module that provides practical guidance during natural disasters, major public emergencies, workplace accidents, road traffic incidents and other force majeure situations. Workers will also have access to verified contact details for relevant public authorities and emergency services, helping them respond more quickly and appropriately when assistance is needed.
- ▶ By combining face-to-face preventive activities with a developing digital infrastructure, the initiative is expected to become more accessible, scalable, and transferable, while supporting workers, employers, and public authorities through faster communication, easier access to reliable information, and stronger institutional cooperation.