

The background of the slide is the European Union flag, featuring a blue field with twelve five-pointed gold stars arranged in a circle. The flag is shown with a slight wave, giving it a sense of movement.

Workers on the Move

Rights and Protection in the
EU

Demographics

- Population of the EU- 27:
497, 6 million people
- Employment in the EU- 27:
221,4 million people
- Retirement Age EU- 27:
2007- 61,2 years
2001- 59,9 years

Source: Eurostat

History

- 1957- EEC Treaty provide for the freedom of employees in Europe and empowered the Community to draft regulations for social security, the equality of men and women in the workplace;
- 1986- Single European Act
 - More competence of the EU in social policy;
 - EEC decisions upon minimum standards of occupational safety;
 - set the date of the completion of the Internal Market as January, 1 1993, which itself enable the EEC Citizens to choose freely their place of residence and place of employment.

- **1989- Community Charter of Fundamental Social Rights of workers** , which has been incorporated into the text of the EC Treaty by the Treaty of Amsterdam (1997)

Workers Rights

- Acc. Art. 153 of the Treaty EU shall support and complement the activities of the Member States in the following fields:
 - Improvement in particular of the working environment to protect workers' health and safety;
 - Working conditions;
 - Social security and social protection of workers;
 - Protection of workers where their employment contract is terminated;
 - The information and consultation of workers;

- Representation and collective defence of the interests of workers and employees;
- Conditions of employment for third- country nationals legally residing in Union territory;
- Integration of persons excluded from the labour market
- Equality between men and women with regard to labour market opportunities and treatment at work;
- The combating of social exclusion;
- Modernisation of social protection systems.

➤ Freedom of Movement

Fundamental Right in the EU

- Acc. To Art. 45 EU Treaty workers are entitle to:
 - look for a job in another country
 - work there without needing a work permit
 - live there for that purpose
 - stay there even after your employment has finished
 - enjoy equal treatment with nationals in access to employment, working conditions and all other social and tax advantages that may help you integrate in the host country

- Freedom of movement shall entail the abolition of any discrimination based on nationality between workers of the Member States as regards employment, remuneration and other conditions of work and employment.

Restrictions on Freedom of movement

- During a transitional period of up to seven years after accession of new 12 Member States (incl. Malta) certain conditions may be applied that restrict the free movement of workers from, to and between these Member States

New Challenges in the DG Employment, Social Affairs and Inclusion

➤ László Andor,
New Commissioner
for
Employment, Social
Affairs and
Inclusion



➤ Initiative ‘ New Skills for new jobs for more competitive Europe’

- Commission’s Proposal:

EUROPE 2020

Strategy to turn the EU into a sustainable social market

- Launching ESCO (European Skills, Competencies and Occupations Classification)

➤ New Social Security Rules

New Regulations, entering into force on 1 May 2010, guarantees that rights in the area of sickness insurance, pensions, unemployment and family benefits are preserved in the event of moving within Europe

➤ Amending the Posting of Workers Directive

Posting of workers Directive ([Directive 96/71/EC](#)) covers employees being sent to another Member State in such situations as

- When an employer posts a worker to another Member State on his own account and under his direction, under a contract which the employer has concluded with the party in the State for whom the services are intended;

➤ Amending the Working Time Directive

First Stage:

- Consultation of social partners:

This first phase of consultation gives workers' and employers' representatives the right to make their views known to the Commission as to whether action is needed at European Union level on the Working Time Directive, and on the scope of such an initiative.

➤ Gender Equality

- European Commission's information campaign in all EU countries about the gender pay gap

The gender pay gap is the average difference between men's and women's hourly earnings within the economy as a whole. Across Europe women earn on average around 18% less than men and in some countries the gender pay gap is widening.

Highest Gender Pay Gap - Estonia 30,3%;
Malta 9,2%

