European Commission

EUROPEAN PILLAR OF SOCIAL RIGHTS

#SocialRights

TOWARDS FAIR LABOUR MOBILITY: SETTING UP A EUROPEAN LABOUR AUTHORITY

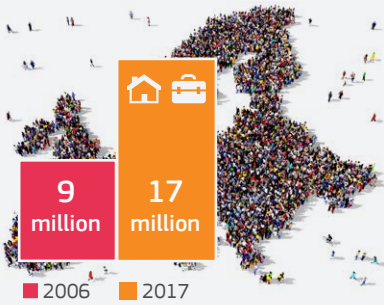
"We should make sure that all EU rules on labour mobility are enforced in a fair, simple and effective way by a new European inspection and enforcement body. It seems absurd to have a Banking Authority to police banking standards, but no common Labour Authority for our Single Market."

European Commission President Jean-Claude Juncker,
State of the Union Address, 13 September 2017

WHY DO WE NEED A EUROPEAN LABOUR AUTHORITY?

- **17 million Europeans** now live or work in a Member State other than that of their nationality. This figure almost doubled compared to a decade ago.
- **1.4 million Europeans commute** to another Member State to go to work.
- There are **2.3 million posting operations** to carry out services in another Member States on a temporary basis.
- **Over 2 million workers** in the road transport sector cross intra-EU borders on a daily basis transporting goods or passengers.

Number of mobile persons in the EU



ROLE AND ADDED VALUE OF THE EUROPEAN LABOUR AUTHORITY

- **Facilitate access for individuals and employers to information** on their rights and obligations as well as to relevant services;
- **Support cooperation between Member States** in the cross-border enforcement of relevant Union law, including facilitating joint inspections;
- **Mediate and facilitate a solution in cases of cross-border disputes** between national authorities or labour market disruptions.

FUNCTIONING & STRUCTURE OF THE EUROPEAN LABOUR AUTHORITY

The European Labour Authority will be a permanent structure, made up of approximately 140 staff members, some of them seconded from Member States and acting as National Liaison Officers.

It will be steered by a Management Board, with representatives from each Member State and the European Commission.

A dedicated Stakeholder Group including EU social partners will provide further expertise and have an advisory role.

It will provide national authorities with operational and technical support to exchange information, develop day-to-day cooperation routines, carry out inspections and, if necessary, settle disputes. Synergies will be ensured with existing agencies by relying on their expertise in terms of skills forecasting, health and safety at work, the management of company restructuring and tackling undeclared work. A number of existing committees and networks will be integrated, thereby simplifying cooperation amongst Member States and eliminating fragmentation.

It will have an annual budget of approximately EUR 50 million.

THE EUROPEAN LABOUR AUTHORITY IN PRACTICE

Sara is a young IT graduate living in Italy. She would like to work in another EU country to gain international experience. Thanks to the revamped Job Mobility Portal managed by the European Labour Authority, Sara will not only have the possibility to search for jobs matching her skills profile across the European Union, but she will also have access to all the necessary information about language training and mobility schemes, as well as about her rights in terms of wages, working conditions and social security coverage. This one-stop-shop of information makes Sara's decision to accept possible job offers in other Member States a lot easier.

Authorities in Member State A identify a suspected case of fraud in the area of posting by a company in Member State B. This company does not only send posted workers to Member State A, but also to Member State C. The three countries decide to launch a joint inspection and ask the Authority to help. Based on agreed routines, the European Labour Authority provides logistical and technical support to the joint inspection, including translation and interpretation services, helping to uncover any irregular activities of the company in all three countries.

SME-X is a small but rapidly growing company. The management would like to benefit from the opportunities offered by the Single Market. They would like to recruit skilled people from abroad and provide the company's services in another Member State but they do not know what rules and procedures apply. Thanks to the European Labour Authority, with a few clicks SME-X will have easy access to the information they need on EU and national law, as well as sector-specific rules (for instance, sectorial collective agreements). They will also be able to publish easily their vacancies on the Job Mobility Portal and match them with talented people from all over Europe.

A large manufacturing company based in Member State A plans a significant restructuring that will affect hundreds of its employees, many of whom commuting from neighbouring Member State B. Upon request of Member State A, the European Labour Authority brings together representatives of workers, the company and both Member States' competent authorities and public employment services. Together, they look for a solution to mitigate the negative impact on the workers. The Authority mobilises its network of EURES advisers to broaden opportunities and include intra-EU mobility options, and advises on possible funding from EU financial instruments, such as the European Globalisation Adjustment Fund.

NEXT STEPS

The European Labour Authority was announced in September 2017 by President Juncker. Following consultations and an impact assessment, a legislative proposal was presented on 13 March 2018. The Authority should be up and running in 2019 and reach its full operational capacity by 2023.