



# Impact assessments in the area of employment, social affairs & inclusion since 2014
















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This document provides a summary overview of the impact assessments of EU policies, funds and programmes in the area of employment, social affairs and inclusion since 2014 as they become publicly available. It is updated annually. Impact assessments are grouped according to the key policy areas/funds.

**Chart 1: Impact assessments in the area of employment, social affairs and inclusion since 2014**

EMPL FILES 2014-2024 (Q1)	IMPACT ASSESSMENTS
 Moving and working in Europe	
 European employment strategy	
 Rights at work - Labour Law	
 Rights at work - Health and Safety	
 Social protection & social inclusion	
 Skills and qualifications	
 Agencies and partners	
 Funding	

■ completed ■ ongoing

## 1. Moving and working in Europe

### 1.1 European Labour Authority

- Regulation establishing a European Labour Authority, 2019/1149
- Proposal for a regulation establishing a European Labour Authority, COM (2018) 131 final
- Impact Assessment, SWD (2018) 68 final
- Impact Assessment - Executive Summary SWD (2018) 69
- Stakeholder consultation - synopsis report, SWD (2018) 80 final
- Public consultation
- The European Commission webpage on European Labour Authority

### 1.2 Posting of workers

- Directive amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services, 2018/957
- Proposal for a directive amending Directive 96/71/EC concerning the posting of workers in the framework of the provision of services, COM (2016) 0128 final
- Impact Assessment, SWD (2016) 052 final
- Impact Assessment - Executive Summary, SWD (2016) 053 final
- Public consultation as part of the EU social security coordination consultation
- The European Commission webpage on posted workers

### 1.3 Social security coordination

- Proposal for a regulation amending Regulation 883/2004 on the coordination of social security systems and regulation 987/2009 laying down the procedure for implementing Regulation 883/2004, COM (2016) 0815 final
- Impact Assessment, SWD (2016) 0460 final
- Impact Assessment - Executive Summary, SWD (2016) 0461 final
- Public consultation
- The European Commission webpage on social security coordination

## 2 European employment strategy

### 2.1 The Quality Framework for Traineeships

- Proposal for a directive on improving and enforcing working conditions of trainees and combating regular employment relationships disguised as traineeships ("Traineeships Directive"), COM (2024) 132 final
- Proposal for a Council Recommendation on a reinforced Quality Framework for Traineeships, COM (2024) 133 final
- Impact Assessment, SWD (2024) 67 final

- [Impact Assessment - Executive Summary, SWD \(2024\) 68 final](#)
- [Two-stage consultation of social partners](#)
- [Council Recommendation on a Quality Framework for Traineeships, 2014/C 88/01](#)
- [The European Commission webpage on traineeships](#)

## **3 Rights at work - Labour Law**

### **3.1 Transparent and predictable working conditions**

- [Directive on transparent and predictable working conditions in the European Union, 2019/1152](#)
- [Proposal for a directive on transparent and predictable working conditions in the European Union, COM \(2017\) 0797 final](#)
- [Impact Assessment, SWD \(2017\) 0478 final](#)
- [Impact Assessment - Executive Summary, SWD \(2017\) 0479 final](#)
- [Two-stage consultation of social partners](#)
- [Public consultation for the evaluation of the Written Statement Directive, Public consultation on the European Pillar of Social Rights](#)
- [The European Commission webpage on transparent and predictable working conditions](#)

### **3.2 Implementing SP agreement on Fishing Convention**

- [Council Directive implementing the Agreement concerning the implementation of the Work in Fishing Convention, 2007 of the International Labour Organisation, concluded on 21 May 2012 between the General Confederation of Agricultural Cooperatives in the European Union \(Cogeca\), the European Transport Workers' Federation \(ETF\) and the Association of National Organisations of Fishing Enterprises in the European Union \(Europêche\), 2017/159](#)
- [Proposal for a Council Directive implementing the Agreement concerning the implementation of the Work in Fishing Convention, 2007 of the International Labour Organisation, concluded on 21 May 2012 between the General Confederation of Agricultural Cooperatives in the European Union \(Cogeca\), the European Transport Workers' Federation \(ETF\) and the Association of National Organisations of Fishing Enterprises in the European Union \(Europêche\), COM \(2016\) 0235 final](#)
- [Impact Assessment, SWD \(2016\) 0144 final](#)
- [Impact Assessment - Executive Summary, SWD \(2016\) 0143 final](#)  
[The European Commission webpage on labour law](#)

### **3.3 Adequate minimum wages in the European Union**

- [Directive on adequate minimum wages in the European Union, 2022/2041](#)
- [Proposal for a Directive on adequate minimum wages in the European Union, COM/2020/682 final](#)
- [Impact Assessment, SWD \(2020\) 245 final](#)
- [Impact Assessment - Executive Summary, SWD \(2020\) 246 final](#)

- Two-stage consultation of social partners
- The European Commission webpage on adequate minimum wages

### **3.4 Improving the working conditions of platform workers**

- Proposal for a Directive on improving working conditions in platform work, COM/2021/ 762 final
- Impact Assessment, SWD (2021) 396 final
- Impact Assessment - Executive Summary, SWD (2021) 397 final
- Two-stage consultation of social partners
- The European Commission webpage on proposal to improve working conditions of people working through digital labour platforms

### **3.5 European Works Councils**

- Proposal for a Directive to amend Directive on establishment and functioning of European Works Councils, COM/2024/ 14 final
- Impact Assessment, SWD (2024) 10 final
- Impact Assessment - Executive Summary, SWD (2024) final
- Two-stage consultation of social partners
- The European Commission webpage on European Works Councils

## **4. Rights at work – Health and Safety at Work**

### **4.1 Carcinogens (1<sup>st</sup> batch)**

- Directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, 2017/2398
- Proposal for a directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, COM (2016) 0248 final
- Impact Assessment, SWD (2016) 0152 final
- Impact Assessment - Executive Summary, SWD (2016) 0153 final
- Two-stage consultation of social partners
- The European Commission webpage on health and safety at work

### **4.2 Carcinogens (2nd batch)**

- Directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, 2019/130
- Proposal for a directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, COM (2017) 011 final
- Impact Assessment, SWD (2017) 07 final
- Impact Assessment - Executive Summary, SWD (2017) 08 final
- Two-stage consultation of social partners

- The European Commission [webpage on health and safety at work](#)

### **4.3 Carcinogens (3rd batch)**

- Directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, 2019/938
- Proposal for a directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, COM (2018) 0171 final
- Impact Assessment, SWD (2018) 0088 final
- Impact Assessment - Executive Summary, SWD (2018) 087 final
- Two-stage consultation of social partners
- The European Commission [webpage on health and safety at work](#)

### **4.4 Carcinogens (4th batch)**

- Proposal for a directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, COM (2020) 571
- Impact Assessment, SWD (2020) 183 final
- Impact Assessment - Executive Summary, SWD (2020) 184 final
- Two-stage consultation of social partners
- The European Commission [webpage on health and safety at work](#)

### **4.5 Asbestos exposure**

- Proposal for a directive amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work, COM (2022) 489 final
- Subsidiarity Grid, SWD (2022) 310 final
- Impact Assessment, SWD (2022) 311 final
- Impact Assessment - Executive Summary, SWD (2022) 312 final
- Two-stage consultation of social partners
- Have Your Say
- The European Commission [webpage on health and safety at work](#)

### **4.6 Lead and di-isocyanates**

- Proposal for a directive amending Directive 98/24/EC and Directive 2002/37/EC as regards the limit values for lead and its inorganic compounds and diisocyanates, COM (2023) 71 final
- Subsidiarity Grid, SWD (2023) 34 final
- Impact Assessment, SWD (2023) 35 final
- Impact Assessment - Executive Summary, SWD (2023) 36 final
- Two-stage consultation of social partners
- Have Your Say

- The European Commission [webpage on health and safety at work](#)

#### **4.7 Protecting workers against cancer-causing substances at work**

In preparation.

- Call for evidence
- The European Commission [webpage on health and safety at work](#).

### **5. Social protection & social inclusion**

#### **5.1 Social protection**

- Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed, 2019/C387/01
- Proposal for a Council Recommendation on access to social protection for workers and the self-employed, COM (2018) 0132 final
- Impact Assessment, SWD (2018) 070 final
- Impact Assessment - Executive Summary, SWD (2018) 071 final
- Stakeholder consultation - synopsis report, SWD (2018) 079 final
- Two-stage consultation of social partners
- Public consultation
- The European Commission [webpage on access to social protection](#)

#### **5.2 Work-life balance**

- Directive on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, 2019/1158
- Proposal for a directive on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, COM (2017) 0253 final
- Impact Assessment, SWD (2017) 0202 final
- Impact Assessment - Executive Summary, SWD (2017) 0203 final
- Two-stage consultation of social partners
- Public consultation
- The European Commission [webpage on work-life balance](#)

#### **5.3 Accessibility Act**

- Directive on the accessibility requirements for products and services, 2019/882
- Proposal for a Directive on the approximation of the laws, regulations and administrative provisions of the Member States as regards the accessibility requirements for products and services, COM (2015) 0615 final
- Impact Assessment, SWD (2015) 0264 final
- Impact Assessment - Executive Summary, SWD (2015) 0265 final
- Public consultation



- The European Commission [webpage on European Accessibility Act](#)

## **5.4 European Disability Card**

- Proposal for a Directive establishing the European Disability Card and the European Parking Card for persons with disabilities, COM (2023) 512
- Impact Assessment, SWD (2023) 290
- Impact Assessment - Executive Summary, SWD (2023) 291
- Public consultation
- Call for Evidence
- The European Commission [webpage on Persons with Disabilities](#)

## **6. Skills and qualifications**

### **6.1 Adult skills - Individual Learning Accounts: a tool to improve access to training**

- Council Recommendation of 16 June 2022 on individual learning accounts, 2022/C 243/03
- Proposal for a Council Recommendation on individual learning accounts, COM (2021) 773 final
- Impact Assessment, SWD (2021) 369 final
- Impact Assessment - Executive Summary, SWD (2021) 370 final
- Public consultation
- The European Commission [webpage on Skills and qualifications](#) and [webpage on helping people to develop skills throughout their lives](#).

## **7. Funding**

### **7.1 European Social Fund + and post-2020 European Globalisation Adjustment Fund**

- Regulation establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013, 2021/1057
- Proposal for a regulation on the European Social Fund Plus (ESF+), COM (2018) 382 final
- Proposal for a Regulation of the European Parliament and the Council on the European Globalisation Adjustment Fund (EGF), COM (2018) 380 final
- Impact Assessment, SWD (2018) 289 final
- Public consultation

The European Commission [webpage on European Social Fund Plus](#) and [webpage on post-2020 European Globalisation Adjustment Fund](#)