

20191014 - EU contribution to questions on **Right to Work and Access to the Labour Market**

Information on the situation at European Union level, provided by the European Commission¹

Legal and Policy Framework

1. The **European Charter of Fundamental Rights of the European Union** constitutes a relevant legal framework.

Its Article 15 states that **everyone has the right to engage in work and to pursue a freely chosen or accepted occupation**. Every citizen of the Union has the freedom to seek employment, to work, to exercise the right of establishment and to provide services in any Member State. Nationals of third countries who are authorised to work in the territories of the Member States are entitled to working conditions equivalent to those of citizens of the Union.

The **European Pillar of Social Rights** proclaimed by the European Parliament, the Council and the Commission (2017) constitutes a relevant EU policy framework. Its Principle 3 sets out that regardless of gender, racial or ethnic origin or belief, disability, **age** or sexual orientation, **everyone has the right to equal treatment and opportunities regarding employment**, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered.

Availability, Accessibility, Acceptability and Quality

Equality and non-discrimination

8. The **Council Directive 2000/78/EC**, called Employment Equality Framework Directive, establishes a general framework for equal treatment in employment and occupation. The purpose of this Directive is to lay down a **general framework for combating discrimination on the grounds of** religion or belief, disability, **age** or sexual orientation as regards employment and occupation, with a view to putting into effect in the Member States the principle of equal treatment.

Remedies and Redress

9. Council Directive 2000/78/EC: EU Member States

¹ The European Union shares responsibilities and competences with its Member States when it comes to the promotion and protection of the rights of older persons. Many of the policies and related implementation instruments are in the direct remit of the Member States. In a number of areas the EU has its own responsibilities and actions, often to support the action of its Member States. Individual EU Member States give in their own contributions information on the situation and legislation at the level of their country.