

# Equality Bodies & Freedom of Movement of EU Workers

## 17 MARCH 2021

### CONCEPT NOTE & DRAFT AGENDA FOR ONLINE TRAINING

#### BACKGROUND AND CONTEXT

In 2014 the EU adopted [Directive 2014/54/EU](#), which aimed at facilitating the uniform application and enforcement of already existing rights conferred on workers by [Article 45 TFEU](#) and by [Regulation \(EU\) 492/2011](#) in the context of freedom of movement for workers. Article 4 of the Directive foresaw the **setting up of bodies to promote equal treatment and to support Union workers and members of their family**. It was left up to the Member States to decide whether to set up a new body or allocate the functions to an existing institution. As a result, at present, **17 EU Member States have designated equality bodies as a national freedom of movement body**, tasked with supporting the equal treatment of mobile EU workers.

Shortly following the adoption of the Directive, [research](#) revealed that **equality bodies designated as Art. 4 bodies encountered several challenges to fully implementing the Directive**. These included the need for specialised expertise, a lack of additional resources and staff, having an insufficient mandate or, therefore, the inability to provide proper legal assistance or convey relevant information to mobile EU workers. As a result, most Equinet members did not start engaging with their new mandate until early 2018. The [2019 European Commission Application Report on the Directive](#) confirmed that few equality bodies have had actual legal cases under the freedom of movement mandate and for the majority of them, their activities in the freedom of movement area have been very limited.

The **Equinet Freedom of Movement Cluster was created in 2018 to build the capacity of equality bodies to exercise their new mandate and assist them in realizing their full potential**. Based on a needs assessment, recently carried out with the members of the Cluster, equality bodies still struggle with handling casework and raising awareness among EU workers about their rights, and would benefit from forging stable links with other partners working on the topic of freedom of movement. This online event aims to provide a training tailored to the needs of Equinet members.

#### OBJECTIVES OF THE TRAINING

This event aims to bring together relevant equality bodies and EU partners working on the topic of freedom of movement, in order to improve the capacity of equality bodies to provide effective protection against discrimination of mobile EU workers and members of their families. The development of stronger cooperation channels with relevant partners appears to be crucial to achieve this.

In particular, the online training aims to:

- Increase equality bodies' knowledge of relevant freedom of movement law and jurisprudence and its links with non-discrimination law;
- Provide practical guidance on the implementation of freedom of movement law for the purpose of equality protection;



- Share and discuss good practices on the legal and promotional work being done by equality bodies, operating as Art. 4 bodies, and EU partners, who provide information and assistance services in the freedom of movement area;
- Create stable and long-term links with EU partners, providing information and assistance services in the freedom of movement area.

## AUDIENCE

This online training is aimed primarily at experts of equality bodies working on the protection of the equal treatment of mobile EU workers under Art. 4 of Directive 2014/54/EU.

## DRAFT AGENDA

<b>17 March 2021</b>	
<b>10:00</b>	<b>Opening address &amp; technical reminder</b> Host of the online training (Equinet)
<b>1. Setting the scene</b> <i>current work &amp; recent developments in the area of freedom of movement</i>	
<b>10:10</b>	Presentation on the work of equality bodies on freedom of movement of EU workers & the main findings from the upcoming publication <ul style="list-style-type: none"> <li>• <b>Equinet representative/National Equality Body</b></li> </ul> <b>Short Q&amp;A</b>
<b>10:30</b>	Presentation on relevant freedom of movement law, casework & implementation report on Directive 2014/54/EU <ul style="list-style-type: none"> <li>• <b>European Commission representative</b></li> </ul> <b>Short Q&amp;A</b>
<b>11:00</b>	<b>Coffee break</b>
<b>2. Focus session</b> <i>seasonal workers</i>	
<b>11:10</b>	-Presentation of good practise example on equality bodies' work on seasonal workers <ul style="list-style-type: none"> <li>• <b>National Equality Body</b></li> </ul> Presentation on the EU's work on seasonal workers & the upcoming action plan on seasonal workers <ul style="list-style-type: none"> <li>• <b>European Labour Authority representative</b></li> </ul> <b>Short Q&amp;A</b>
<b>11:50</b>	<b>Coffee break</b>
<b>3. Developing long-term cooperation</b> <i>What can equality bodies and partners learn from each other?</i>	



<b>12:00</b>	<p>Presentation on most typical cases handled &amp; how to share information on the rights of EU workers across Europe</p> <ul style="list-style-type: none"> <li>• <b>Your Europe Advice (ECAS) representative</b></li> </ul> <p><i>Short Q&amp;A on ways of strengthening cooperation</i></p>
<b>12:30</b>	<p>Presentation on future plans &amp; targeted actions of the European Labour Authority</p> <ul style="list-style-type: none"> <li>• <b>European Labour Authority representative</b></li> </ul> <p><i>Short Q&amp;A on ways of strengthening cooperation</i></p>
<b>Closing session</b>	
<b>12:50</b>	<p><b>Final remarks</b></p> <ul style="list-style-type: none"> <li>• Host of the online training (Equinet)</li> </ul>

