

Equal treatment of European Union workers

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The free movement of workers is a fundamental freedom of the citizens of the European Union (EU) and one of the pillars of the EU internal market, enshrined in Article 45 of the Treaty on the Functioning of the European Union.

Directive 2014/54/EU of the European Parliament and of the Council of 16 April 2014 on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers lays down provisions which facilitate the uniform application and enforcement in practice of the rights conferred by Article 45 of the Treaty on the Functioning of the EU.

However, the effective exercise of the freedom of movement of workers sometimes represents a great challenge, and many EU workers are not fully aware of their rights of free movement or face obstacles to its exercise.

In order to remedy these obstacles, Member States of the EU have committed themselves to providing information on the free movement of workers, EU citizens, in each country.

Bodies promoting equal treatment and supporting EU workers and their families

The Directive requires each Member State to designate one or more authorities or bodies responsible for promoting, analysing, monitoring and supporting equal treatment of EU workers and their family members.

In Latvia, the functions of promoting equal treatment under Article 4 (2) (a), (b), (c) and (d) of the Directive are performed by the Ombudsman, the State Employment Agency (e) and the Legal Aid Administration (a).

[The Ombudsman of the Republic of Latvia](#) acts to protect the principle of equal treatment and the prevention of all forms of discrimination, deals with complaints, provides consultations, carries out independent surveys and analysis, including on unjustified restrictions, obstacles or discrimination on grounds of nationality, publishes independent reports and makes recommendations on these issues.

The task referred to in Article 4 (2) (e) of the Directive derives from Cabinet Regulation No. 876 of 18 December 2012, [Statutes of the State Employment Agency](#)" and is implemented by EURES.

[Legal Aid Administration](#), which provides state-ensured legal assistance for the low-income and needy persons.

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European Union laws

The European Parliament and the Council of the European Union, [directive 2014/54/eu](#) of the European Parliament and of the Council on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers

The european parliament and the council of the european union,[directive 2004/38/ec](#) of the european parliament and of the council on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation

The european parliament and the council of the european union,[directive 2014/50/eu](#) of the european parliament and of the council on minimum requirements for enhancing worker mobility between Member States by improving the acquisition and preservation of supplementary pension rights

The european parliament and the council of the european union,[regulation \(eu\) no 492/2011](#) of the european parliament and of the council on freedom of movement for workers within the Union

<https://www.nva.gov.lv/en/equal-treatment-european-union-workers>