

How to bring up the EU... **with friends who work**

The EU has an impact on our daily lives.

Its laws aim to protect all citizens – Also **people who work**.

We give you a few points to inform friends and family about the rights they have as workers thanks to the EU, **ahead of the 2024 European elections**.



EU Legislation on the road

- **Pay transparency** – EU rules adopted this year force employers to be transparent about salary ranges for the work they offer. They will also be required to act if there is a gender pay gap of at least 5% for the same job. These transparency measures aim to improve salary equality between men and women, as well as for workers to have access to accurate information about pay ranges in the job they are applying for.
- **Fundamental rights** – Under the Charter of Fundamental Rights of the EU, every worker in the EU has the right to working conditions that respect their health, safety and dignity, to limited maximum working hours, to daily and weekly rest periods and to an annual period of paid leave.
- **Commuting to work** – The EU has funded many transport projects across the EU, making local transport services more accessible and attractive. New vehicles for public transport are required to be environmentally friendly.
- **Older workers** – EU laws make it illegal for employers to discriminate by age. As Europe’s population grows older, the EU is also launching new incentives for employers to hire older workers, to ensure that those who want to keep working have the opportunities to do so.
- **Economic development** – The European Union is primarily an economic union. The Single Market for goods, services, and people, introduced in the 90s, has helped Europe’s economy grow into the global player it is today. A large percentage of EU funds focus on creating and ensuring job opportunities in Europe’s cities and regions. Its goal is a healthy economy, in which finding and keeping a satisfying job is possible for everybody – also for those with disadvantages like disabilities or migration backgrounds.

Ask your friends and family: Is the EU doing enough to protect worker’s rights? What would they like to see implemented to improve their working life?

They should vote in 2024 to express their choice and make sure their concerns are represented in the European Parliament.