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Revision of the Written Statement Directive

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The current Written Statement Directive (adopted in 1991) obligates employers to notify their new employees in writing of the essential aspects of their employment relationship. These essential aspects include the place of work, the initial basic pay and other remunerations, working times and leave entitlements, among other specificities. The written statement received by the employees is supposed to improve protection against the possible infringements of their rights.

Last year the Commission evaluated the Directive and found that many workers in the European Union do not receive written confirmation of their working conditions, or they receive the information purposefully late. Thus, the Written Statement Directive in its current form fails to protect the rights of workers in the EU.

Besides, there have been several changes in the labor market since 1991. The last 25 years have brought about a growing flexibilisation of the labour market - in the last ten years more than half of all new jobs were non-standard forms¹ of employment. New business models have developed in the collaborative economy and in digital platforms. These changes have brought diversity and flexibility to the workplace and led to job creation and growth in the labor market. At the same time, growing flexibilisation also increased instability and the lack of predictability in many working relationships. Workers in non-standard forms of employment are exposed to several hardships when it comes to enforcing their rights.

The new Directive aims to maintain the flexible dynamics of the European labor market and to keep the EU competitive, while offering better living and working conditions in all member states. The proposal creates new minimum standards to ensure that all workers benefit from more predictability and clarity on their working conditions. These minimum rights include the possibility to request transition to a more stable form of employment and receive a reply in writing or the right to mandatory training without deduction from salary.

As shadow rapporteur, Tamás Meszerics will be responsible to represent the Green group's positions in the European Parliament Committee on Employment and Social Affairs and to propose amendments

¹ for instance domestic workers, marginal part-time workers or workers on very short contracts

to the Commission's proposal. The Greens would prefer to see stronger means of enforcement in the Directive, especially stronger legal consequences in case of the employers' non-compliance. The Green group also opposes zero-hour contracts or on-call work and advocate for written statements for short-time contracts too.

The Commission's proposal is currently discussed by the European Parliament and awaiting the Employment and Social Affairs Committee's amendments to it and decision on the Parliament's mandate. After the Parliament has decided, the two co-legislators, the Council and the Parliament sit down to negotiate the final version of the directive.