

What has the EU done for British workers?

- Thanks to EU legislation - building upon the UK's Health and Safety at Work Act 1974 – employers must ensure adequate and regular training in order to protect employees from harm.
- Workers' representatives must be given time off work, without loss of pay, to carry out their duties under Directive 89/391/EEC which includes risk assessing, training and consulting on proposed changes to work practices which may alter the safety and health of employees.
- UK workers see protection against discrimination and equality of opportunity for women and men.
- Thanks to the EU - and the Labour Party signing up to the Social Chapter - UK workers enjoy the following rights: maternity and paternity leave; parental leave; part-time, agency and fixed-term workers have the same rights as full-time employees; maximum hours of work per week are regulated; guaranteed paid annual leave and the freedom to live, work and study in any part of the EU.
- The European Works Council (EWC) Directive applies to all companies with more than 1000 employees and at least 150 in each of two or more Member States. It obliges them to establish European Works Councils to bring together workers' representatives (usually trade unionists) from all the EU Member States the company operates in, to meet with management, receive information and give their views on current strategies and decisions affecting the enterprise and its workforce.
- When it comes to our young people, the EU knows that we cannot throw a generation on the scrapheap as a result of economic shocks; the Youth Employment Initiative is available in regions where unemployment of 15-25 year olds is over 25%. The European Commission encourages Member States to use this funding to provide a Youth Guarantee, ensuring anyone under 25, who has been unemployed is offered: a good-quality job, continued education, an apprenticeship or further training. The following regions in Scotland benefit from this Initiative: Dumfries & Galloway, East Dunbartonshire, West Dunbartonshire, Helensburgh & Lomond, East Ayrshire, North Ayrshire mainland, Glasgow City, Inverclyde, East Renfrewshire, Renfrewshire, North Lanarkshire, South Ayrshire and South Lanarkshire.
- Economic inactivity among young people costs €153 billion each year while this initiative costs €21 billion. The EU tops-up national government spending on schemes to tackle youth unemployment via the Youth Employment Initiative and the European Social Fund.

- Thanks to the UK's membership of the EU, young people are able to broaden their horizons via ERASMUS+. This programme gives young people a chance to: study abroad, work abroad, volunteer abroad, take part in a youth exchange, teach or train abroad, improve practice and influence policy.
- EU rules ensure equal pay for jobs of equal value; equal treatment for state pensions and eligibility and equal treatment in National Insurance and other benefits.
- Various other EU legislation has ensured sexual harassment in the workplace is illegal; employers must consult with trade unions before making group redundancies; if a company is sold to another firm, the new owners must not reduce the pay or working conditions of employees and nightshifts must be a maximum of 8 hours.
- There are 72 EU laws covering all sectors of work, which has resulted in accident and death at work rates falling every year.
- EU initiatives ensure employers and governments provide the safest working environments in the world.
- In additions to the above, European Commission President, Jean-Claude Juncker, announced in his 2015 State of the Union address that there should be established a European Pillar of Social Rights. This provides an opportunity to build upon existing social rights.