

Freedom of Movement

What is the free movement of workers?

Free movement of workers entitles EU citizens to:

- look for a job in another EU country;
- work there without needing a work permit;
- reside there for that purpose; and
- enjoy equal treatment with nationals in access to employment, working conditions and all other social and tax advantages.



Further information is available [here](#).

What can I do if I am discriminated against or if I encounter obstacles to free movement?

The National Commission for the Promotion of Equality (NCPE) can investigate complaints on alleged discrimination and in relation to obstacles to free movement by EU workers and members of their family. A complaint can be lodged through NCPE's website or [here](#).

Further information on NCPE's complaints' procedure is available on NCPE's website or [here](#).

Who does it apply to?

Union citizens and members of their family. Further information is available [here](#).

What does equal treatment mean?

Equal treatment prohibits:

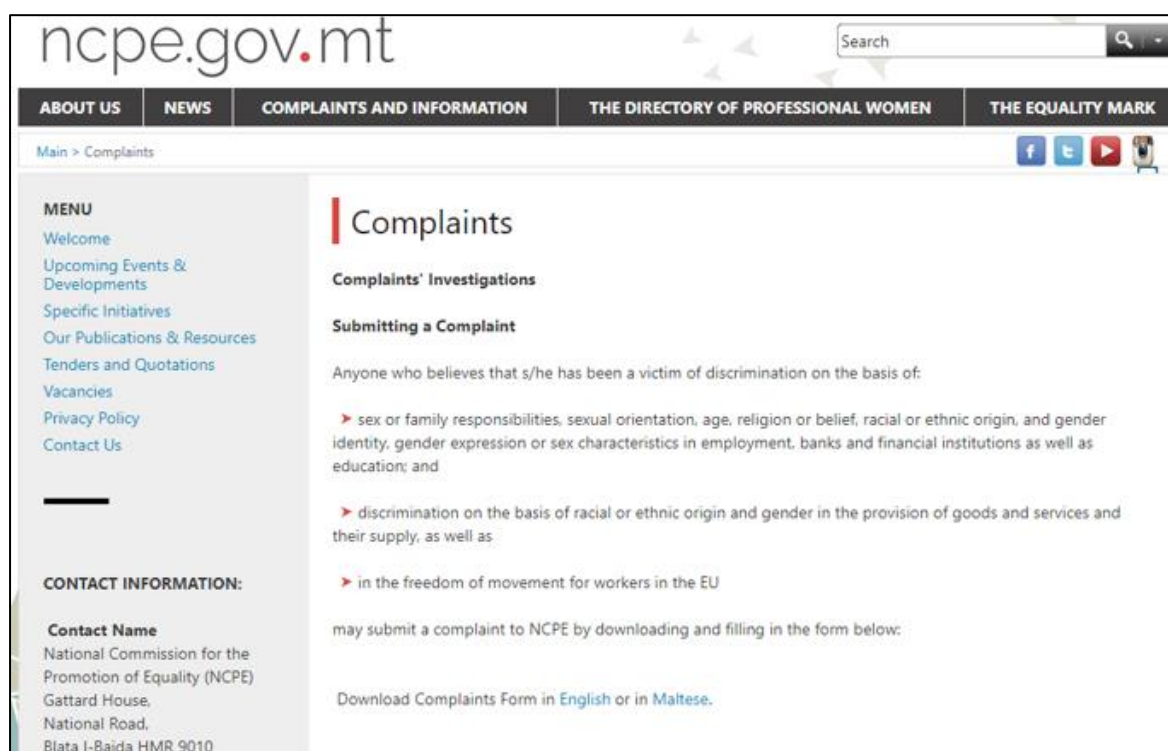
- discrimination based on nationality between workers of the Member States as regards employment, remuneration and other conditions of work and employment, as per Article 45 of the Treaty of the Functioning of the European Union.
- any rules that indirectly place you at a disadvantage (for example measures limiting your free movement).

Further information is available [here](#).

Which areas are covered?

NCPE can investigate complaints in relation to:

- access to employment;
- conditions of employment and work (remuneration, dismissal, health and safety at work, and, if workers become unemployed, reinstatement or re-employment);
- access to social and tax advantages;
- membership of trade unions and eligibility for workers' representative bodies;
- access to training;
- access to housing;
- access to education, apprenticeship and vocational training for the children of workers; and
- assistance afforded by the employment offices.



The screenshot shows the NCPE website interface. At the top, there is a search bar and navigation tabs for 'ABOUT US', 'NEWS', 'COMPLAINTS AND INFORMATION', 'THE DIRECTORY OF PROFESSIONAL WOMEN', and 'THE EQUALITY MARK'. The main content area is titled 'Complaints' and includes sections for 'Complaints' Investigations' and 'Submitting a Complaint'. The 'Submitting a Complaint' section lists three categories of discrimination: sex or family responsibilities, racial or ethnic origin, and freedom of movement for workers in the EU. It also provides instructions on how to submit a complaint and download the form.

Can an employer treat me unfairly for lodging a complaint?

NO → Less favourable treatment or negative consequences for having lodged a complaint or else for initiating and/or participating in proceedings which aim to enforce the right to freedom of movement is unlawful.

