

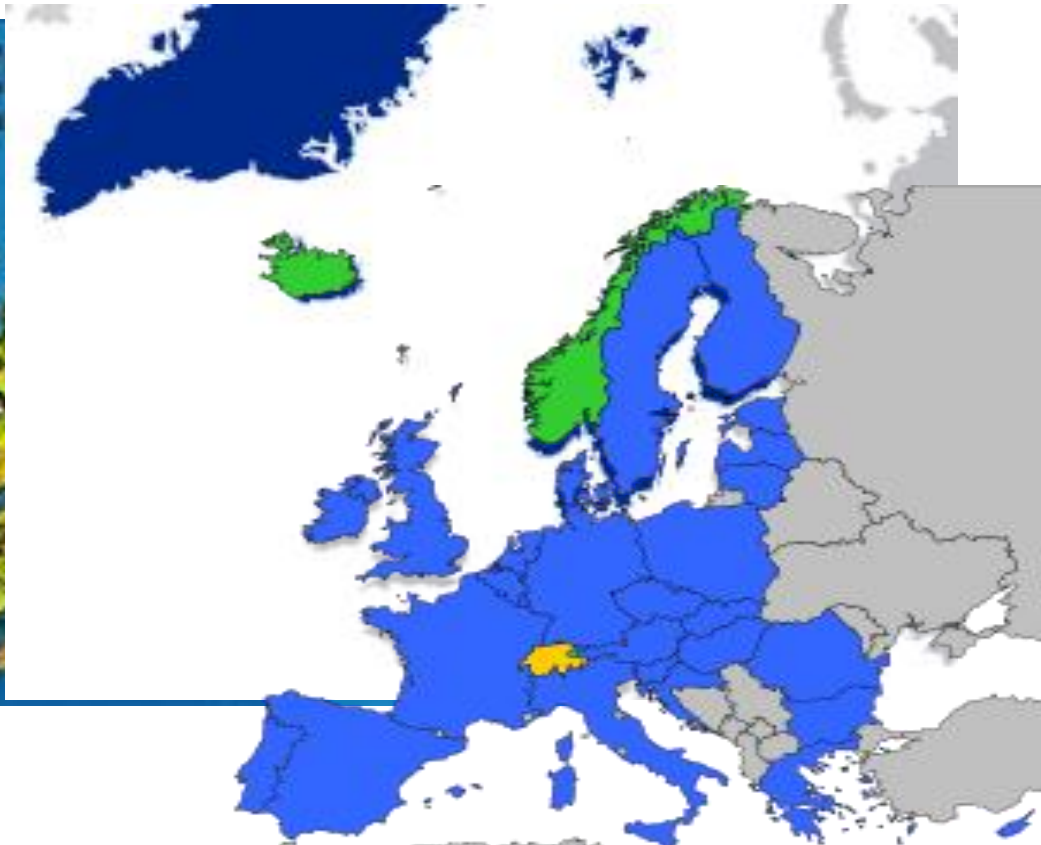
EU and cross border work, not only posted workers

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Globalization, European integration and Nordic labour law



Globalization, European integration and Nordic labour law

- Cross border work is now an inherent part of national labour markets
- Work can cross borders within the EES under different legal regimes

Free movement of workers

- One of the fundamental freedoms
- The concept of a worker
- Right to equal treatment
- Employment relationship governed by host state law

Posted workers

- Free movement services
- Three categories of posted workers
- Entitled to a "hard core" not equal treatment
- Employment relationship governed by home state law

Transnational Self-employed

- Right to establishment and free movement of services
- Not workers but rather independent contractors

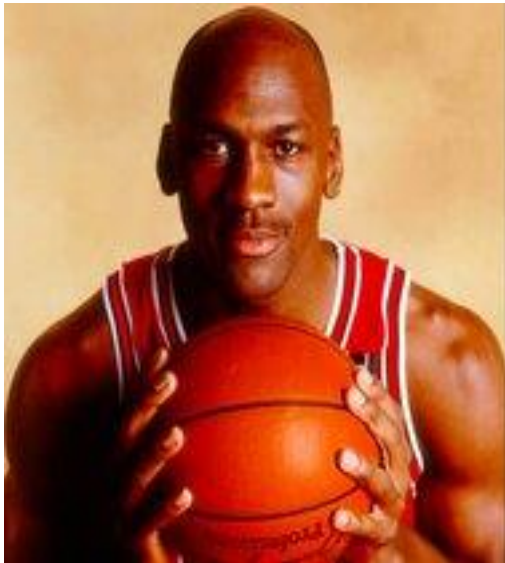
Workers from outside the EES

- Third country nationals needs permits to be allowed to work
- EU directive on seasonal workers (2014/36)
- EU sanctions directive (2009/52)

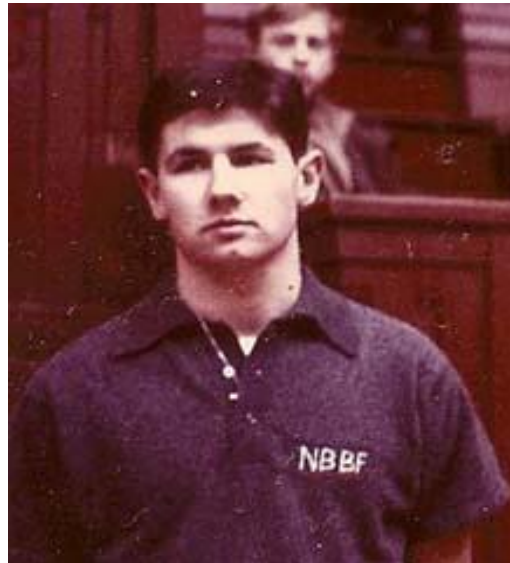
Conclusions I

- The legal regime will effect how terms and conditions can be regulated
- Has complicated the Nordic model of Labour market regulation

Conclusions II



Great at basket ball



Great at labour law