

**Question for written answer E-010689/2015  
to the Commission**  
Rule 130  
**Ole Christensen (S&D)**

Subject: The right to discuss pay and working conditions

The right to organise and to negotiate and conclude collective agreements is a key right for European workers, set out in Chapter IV of the Charter of Fundamental Rights of the European Union. It is also crucial to the Danish labour market model that employees can speak to their trade union representatives, for example, about pay and working conditions, and can receive advice and guidance. Similarly, openness about pay and working conditions can help promote equal pay for equal work.

It has recently been revealed that the airline Ryanair prohibits its employees from speaking about their pay and working conditions ([http://www.avisen.dk/ryanairs-kontrakter-er-ulovlige-i-danmark\\_328903.aspx](http://www.avisen.dk/ryanairs-kontrakter-er-ulovlige-i-danmark_328903.aspx)).

In the light of the above, could the Commission please answer the following questions:

1. Do workers in the EU have the right to inform others, including for example trade union representatives and colleagues, about their pay and working conditions as set out in the relevant employment contract?
2. Does Ryanair's practice conflict with EU law?