



24.5.2018

DRAFT OPINION

of the Committee on Legal Affairs

for the Committee on Employment and Social Affairs

on the proposal for a directive of the European Parliament and of the Council
on transparent and predictable working conditions in the European Union
(COM(2017)0797 – C8-0006/2018 – 2017/0355(COD))

Rapporteur for opinion: Kostas Chrysogonos

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AMENDMENTS

The Committee on Legal Affairs calls on the Committee on Employment and Social Affairs, as the committee responsible, to take into account the following amendments:

Amendment 1

Proposal for a directive

Recital 1

Text proposed by the Commission

(1) The Charter of Fundamental Rights of the European Union provides in its Article 31 that every worker has the right to working conditions which respect his or her health, safety and dignity, and to limitation of maximum working hours, to daily and weekly rest periods and to an annual period of paid *leave*.

Amendment

(1) The Charter of Fundamental Rights of the European Union provides in its Article 31 that every worker has the right to working conditions which respect his or her health, safety and dignity, and to limitation of maximum working hours, to daily and weekly rest periods and to an annual period of paid *leave*. ***The objectives of this Directive should be fully in line with the Charter of Fundamental Rights of the European Union and the European Charter of Social Rights;***

Or. en

Amendment 2

Proposal for a directive

Recital 3

Text proposed by the Commission

(3) Since the adoption of Council Directive 91/533/EEC,³³ labour markets have undergone far-reaching changes due to demographic developments and digitalisation leading to the creation of new forms of employment, ***which have supported job creation and*** labour market ***growth***. New forms of employment are often not as regular or stable as traditional employment relationships and lead to reduced predictability for the workers concerned, creating uncertainty as to applicable rights and social protection. In

Amendment

(3) Since the adoption of Council Directive 91/533/EEC,³³ labour markets have undergone far-reaching changes due to demographic developments and digitalisation leading to the creation of new forms of employment, ***but also due to measures that take a one-sided supply-side labour market approach aimed at liberalisation and deregulation of labour markets***. New forms of employment are often not as regular or stable as traditional employment relationships and lead to reduced predictability for the workers

this evolving world of work, there is therefore an increased need for workers to be fully informed about their essential working conditions, which should occur in a written form and in a timely manner. In order adequately to frame the development of new forms of employment, workers in the Union should also be provided with a number of new minimum rights aimed at promoting security and predictability in employment relationships while achieving upward convergence across Member States and preserving labour market adaptability.

³³ Council Directive 91/533/EC of 14 October 1991 on an employer's obligation to inform employees of the conditions applicable to the contract or employment relationship (OJ L 288, 18.10.1991, p. 32).

concerned, creating uncertainty as to applicable rights and social protection. In this evolving world of work, there is therefore an increased need for workers to be fully informed about their essential working conditions, which should occur in a written form and in a timely manner. In order adequately to frame the development of new forms of employment, workers in the Union should also be provided with a number of new minimum rights aimed at promoting security and predictability in employment relationships while achieving upward convergence across Member States and preserving labour market adaptability.

³³ Council Directive 91/533/EC of 14 October 1991 on an employer's obligation to inform employees of the conditions applicable to the contract or employment relationship (OJ L 288, 18.10.1991, p. 32).

Or. en

Amendment 3

Proposal for a directive Recital 4

Text proposed by the Commission

(4) Pursuant to Directive 91/533/EEC the majority of workers in the Union have the right to receive written information about their working conditions. Directive 91/533/EEC does not however cover all workers in the Union. Moreover, gaps in protection have emerged for new forms of employment created as a result of labour market developments since 1991.

Amendment

(4) Pursuant to Directive 91/533/EEC the majority of workers in the Union have the right to receive written information about their working conditions. Directive 91/533/EEC does not however cover all workers in the Union. Moreover, gaps in protection have emerged for new forms of employment created as a result of ***economic, social and*** labour market developments since 1991.

Or. en

Amendment 4

Proposal for a directive Recital 18

Text proposed by the Commission

(18) Workers posted or sent abroad should receive additional information specific to their situation. For successive work assignments in several Member States or third countries, such as in international road transport, that information may be grouped for several assignments before the first departure and subsequently modified in case of change. Where they qualify as posted workers under Directive 96/71/EC of the European Parliament and of the Council,³⁸ they should also be notified of the single national website developed by the host Member State where they will find the relevant information on the working conditions applying to their situation. ***Unless Member States provide otherwise, these obligations apply if the duration of the work period abroad is more than four consecutive weeks.***

³⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1).

Amendment

(18) Workers posted or sent abroad should receive additional information specific to their situation. For successive work assignments in several Member States or third countries, such as in international road transport, that information may be grouped for several assignments before the first departure and subsequently modified in case of change. Where they qualify as posted workers under Directive 96/71/EC of the European Parliament and of the Council,³⁸ they should also be notified of the single national website developed by the host Member State where they will find the relevant information on the working conditions applying to their situation.

³⁸ Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services (OJ L 18, 21.1.1997, p. 1).

Or. en

Amendment 5

Proposal for a directive Article 1 – paragraph 1

Text proposed by the Commission

1. The purpose of this Directive is to improve working conditions by promoting

Amendment

1. The purpose of this Directive is to improve working conditions by promoting

more secure and predictable employment
*while ensuring labour market
adaptability.*

more secure, *transparent* and predictable
employment.

Or. en

Amendment 6

Proposal for a directive Article 1 – paragraph 3

Text proposed by the Commission

Amendment

3. *Member States may decide not to apply the obligations in this Directive to workers who have an employment relationship equal to or less than 8 hours in total in a reference period of one month. Time worked with all employers forming or belonging to the same enterprise, group or entity shall count towards that 8 hour period.*

deleted

Or. en

Amendment 7

Proposal for a directive Article 1 – paragraph 4

Text proposed by the Commission

Amendment

4. *Paragraph 3 shall not apply to an employment relationship where no guaranteed amount of paid work is predetermined before the employment starts.*

deleted

Or. en

Amendment 8

Proposal for a directive Article 1 – paragraph 5

Text proposed by the Commission

5. Member States may determine which persons are responsible for the execution of the obligations for employers laid down by this Directive as long as all those obligations are fulfilled. They may also decide that all or part of these obligations shall be assigned to a natural or legal person who is not party to the employment relationship. This paragraph is without prejudice to Directive 2008/104/EC.

Amendment

5. Member States may determine which persons are responsible for the execution of the obligations for employers laid down by this Directive as long as all those obligations are fulfilled. They may also decide that all or part of these obligations shall be assigned to a natural or legal person who is not party to the employment relationship. ***Employers shall continue to be responsible for ensuring that the obligations laid down are met correctly and in full.*** This paragraph is without prejudice to Directive 2008/104/EC.

Or. en

Amendment 9

Proposal for a directive Article 1 – paragraph 6

Text proposed by the Commission

6. ***Member States may decide not to apply the obligations set out in Articles 10 and 11 and Article 14(a) to natural persons belonging to a household where work is performed for that household.***

Amendment

deleted

Or. en

Amendment 10

Proposal for a directive Article 1 – paragraph 7

Text proposed by the Commission

7. Chapter II of this Directive applies to seafarers and fishermen without prejudice to Council Directive 2009/13/EC and Council Directive (EU) 2017/159, *respectively*.

Amendment

7. Chapter II of this Directive applies to seafarers and fishermen, *taking into account the specific conditions of the sector*, without prejudice to Council Directive 2009/13/EC and Council Directive (EU) 2017/159 *or any relevant Union provisions being more specific and granting a higher level of protection to seafarers and fishermen*.

Or. en

Amendment 11

Proposal for a directive Article 2 – paragraph 1 – point a

Text proposed by the Commission

(a) ‘worker’ means a natural person who *for a certain period of time* performs services for and under the direction of another person in return for remuneration;

Amendment

(a) ‘worker’ means a natural person who performs services for and under the direction of another person in return for remuneration;

Or. en

Amendment 12

Proposal for a directive Article 2 – paragraph 1 – point b

Text proposed by the Commission

(b) ‘employer’ means one or more natural or legal person(s) who is or are directly or indirectly party to an employment relationship with *a worker*;

Amendment

(b) ‘employer’ means one or more natural or legal person(s) who *employ(s) the services of one or more workers and* is or are directly or indirectly party to an employment relationship with *her/him or them*;

Or. en

Amendment 13

Proposal for a directive

Article 2 – paragraph 1 – point e

Text proposed by the Commission

(e) 'reference hours and days' means time slots in specified days during which work can take place at the request of the employer.

Amendment

(e) 'reference hours and days' means time slots in specified days during which work can take place at the request of the employer;

Or. en

Amendment 14

Proposal for a directive

Article 2 – paragraph 1 – point e a (new)

Text proposed by the Commission

Amendment

(e a) 'probationary period' means a limited period of time wherein a worker's performance is monitored closely in order to assess their capabilities and in which the employment relationship can be terminated in any time.

Or. en

Amendment 15

Proposal for a directive

Article 3 – paragraph 2 – introductory part

Text proposed by the Commission

Amendment

2. The information referred to in paragraph 1 shall include:

2. The information referred to in paragraph 1 shall include *at least*:

Or. en

Amendment 16

Proposal for a directive

Article 3 – paragraph 2 – point i

Text proposed by the Commission

(i) the procedure, including the length of the period of notice, to be observed by the employer and the worker should their employment relationship be terminated or, where the length of the period of notice cannot be indicated when the information is given, the method for determining such period of notice;

Amendment

(i) the procedure, including the length of the period of notice, to be observed by the employer and the worker should their employment relationship be terminated or, where the length of the period of notice cannot be indicated when the information is given, the method for determining such period of notice ***as well as the requirements for the notice of termination, time limits for enforcing claims, such as bringing an action contesting dismissal or seeking compensation for accidents at work and for the infringement of their labour rights;***

Or. en

Amendment 17

Proposal for a directive

Article 3 – paragraph 2 – point m

Text proposed by the Commission

(m) any collective agreements governing the worker's conditions of work; in the case of collective agreements concluded outside the business by special joint bodies or institutions, the name of the competent body or joint institution within which the agreements were concluded;

Amendment

(m) any collective agreements governing the worker's conditions of work ***as well as time limits laid down in the collective agreements for claims arising from those agreements;*** in the case of collective agreements concluded outside the business by special joint bodies or institutions, the name of the competent body or joint institution within which the agreements were concluded;

Or. en

Amendment 18

Proposal for a directive

Article 4 – paragraph 1

Text proposed by the Commission

1. The information referred to in Article 3(2) shall be provided individually to the worker in the form of a document at the latest on the first day of the employment relationship. That document **may** be provided and transmitted electronically **as long as it is easily accessible** by the **worker and can be stored and printed**.

Amendment

1. The information referred to in Article 3(2) shall be provided individually to the worker in the form of a **paper** document at the latest on the first day of the employment relationship. **At the request of the worker** that document **shall** be provided and transmitted electronically **with acknowledgments of receipt**. **This information shall represent a notice of the agreed employment conditions** by the employer. **The deadline for presenting a written declaration of acceptance of the agreed working conditions shall be at least one week before the start of employment**.

Or. en

Amendment 19

Proposal for a directive

Article 4 – paragraph 2

Text proposed by the Commission

2. Member States shall develop templates and models for the document referred to in paragraph 1 and put them at the disposal of workers and employers including by making them available on a single official national website and by other suitable means.

Amendment

2. Member States, **after consultation with stakeholders and social partners**, shall develop templates and models for the document referred to in paragraph 1 and put them at the disposal of workers and employers including by making them available on a single official national website and by other suitable means.

Or. en

Amendment 20

Proposal for a directive Article 4 – paragraph 3

Text proposed by the Commission

3. Member States shall ensure that the information on the laws, regulations and administrative or statutory provisions or collective agreements governing the legal framework applicable which are to be communicated by employers is made generally available free of charge in a clear, transparent, comprehensive and easily accessible way at a distance and by electronic means, including through existing online portals for Union citizens and businesses.

Amendment

3. Member States shall ensure that the information on the laws, regulations and administrative or statutory provisions or **generally binding** collective agreements governing the legal framework applicable which are to be communicated by employers is made generally available free of charge in a clear, transparent, comprehensive and easily accessible way at a distance and by electronic means, including through existing online portals for Union citizens and businesses.

Or. en

Amendment 21

Proposal for a directive Article 5 – paragraph 1

Text proposed by the Commission

Member States shall ensure that any change in the aspects of the employment relationship referred to in Article 3(2) and to the additional information for workers posted or sent abroad in Article 6 shall be **provided** in the form of a document by the employer to the worker at the earliest opportunity and at the latest on the day it takes effect.

Amendment

Member States shall ensure that any change in the aspects of the employment relationship referred to in Article 3(2) and to the additional information for workers posted or sent abroad in Article 6 shall be **handed** in the form of a **paper** document by the employer to the worker at the earliest opportunity and at the latest on the day it takes effect. ***At the request of the worker, the document must be provided and transmitted electronically with acknowledgement of receipt.***

Or. en

Amendment 22

Proposal for a directive

Article 6 – paragraph 1 – point a

Text proposed by the Commission

(a) the country or countries in which the work abroad is to be performed and its duration;

Amendment

(a) ***the exact place of work in*** the country or countries in which the work abroad is to be performed and its duration, ***as well arrangements for the possible lengthening or shortening of the period of work;***

Or. en

Amendment 23

Proposal for a directive

Article 6 – paragraph 1 – point b a (new)

Text proposed by the Commission

Amendment

(b a) the working hours, the rules on public holidays and tax and security arrangements;

Or. en

Amendment 24

Proposal for a directive

Article 6 – paragraph 1 – point b b (new)

Text proposed by the Commission

Amendment

(b b) the name of the line manager who the worker reports to for the duration of the posting;

Or. en

Amendment 25

Proposal for a directive

Article 6 – paragraph 2 – introductory part

Text proposed by the Commission

2. Member States shall ensure that, if the worker sent abroad is a posted worker covered by Directive 96/71/EC, he or she shall in addition be notified *of*:

Amendment

2. Member States shall ensure that, if the worker sent abroad is a posted worker covered by Directive 96/71/EC, he or she shall in addition be notified ***as stated in Article 4(1)***:

Or. en

Amendment 26

Proposal for a directive

Article 6 – paragraph 3

Text proposed by the Commission

3. The information referred to in paragraph 1(b) and 2(a) ***may, where appropriate, be*** given in the form of a reference to the laws, regulations and administrative or statutory provisions or collective agreements governing those particular points.

Amendment

3. The information referred to in paragraph 1(b) and 2(a) ***shall be clearly*** given in the form of a reference to the laws, regulations and administrative or statutory provisions or collective agreements governing those particular points ***and made available in a language that the posted workers are able to understand.***

Or. en

Amendment 27

Proposal for a directive

Article 6 – paragraph 4

Text proposed by the Commission

4. ***Unless Member States provide otherwise, paragraphs 1 and 2 shall not apply if the duration of each work period outside the Member State in which the worker habitually works is four***

Amendment

deleted

consecutive weeks or less.

Or. en

Amendment 28

Proposal for a directive Article 7 – paragraph 1

Text proposed by the Commission

1. Member States shall ensure that, where an employment relationship is subject to a probationary period, that period shall not exceed *six* months, *including any extension*.

Amendment

1. Member States shall ensure that, where an employment relationship is subject to a probationary period, that period shall not exceed *three* months.

Or. en

Amendment 29

Proposal for a directive Article 7 – paragraph 2

Text proposed by the Commission

2. Member States may provide for longer probationary periods in cases where this is justified by the nature of the employment or is in the interest of the worker.

Amendment

2. Member States may provide for longer probationary periods *only* in cases where this is *sufficiently* justified by the nature of the employment or is in the interest of the worker.

Or. en

Amendment 30

Proposal for a directive Article 8 – paragraph 2

Text proposed by the Commission

2. *Employers* may however lay down conditions of incompatibility where such

Amendment

2. *Member States* may however lay down conditions of incompatibility where

restrictions are justified by legitimate reasons such as the protection of business secrets or the avoidance of conflicts of interests.

such restrictions are justified by legitimate reasons such as the protection of business secrets or the avoidance of conflicts of interests. ***Employers are not permitted to lay down conditions of incompatibility unilaterally.***

Or. en

Amendment 31

Proposal for a directive Article 10 – paragraph 2

Text proposed by the Commission

2. The employer shall provide a written reply within one month of the ***request***. With respect to natural persons acting as employers and micro, small, or medium enterprises, Member States may provide for that deadline to be extended to no more than ***three months and allow for an oral reply to a subsequent similar request submitted by the same worker*** if the ***justification for the reply as regards the situation of the worker remains unchanged***.

Amendment

2. The employer shall provide a written reply within one month of the ***application***. With respect to natural persons acting as employers and micro, small, or medium enterprises, Member States may provide for that deadline to be extended to no more than ***one month. In the absence of a reply the application is deemed to have been approved***. If the ***application is rejected, the correctness of the grounds must be amenable to review***.

Or. en

Amendment 32

Proposal for a directive Article 11 – paragraph 1

Text proposed by the Commission

Member States shall ensure that where employers are required by Union or national legislation or relevant collective agreements to provide training to workers to carry out the work for which they are employed, such training shall be provided cost-free to the worker.

Amendment

Member States shall ensure that where employers are required by Union or national legislation or relevant collective agreements to provide training ***or education*** to workers to carry out the work for which they are employed, such training ***or education*** shall be provided cost-free to

the worker.

Or. en

Amendment 33

Proposal for a directive Article 12 – paragraph 1

Text proposed by the Commission

Member States may allow social partners to conclude collective agreements, in conformity with the national law or practice, which, while respecting the overall protection of workers, establish arrangements concerning the working conditions of workers which differ from those referred to in Articles 7 to 11.

Amendment

Member States may allow social partners to conclude collective agreements, in conformity with the national law or practice, which, while respecting the overall protection of workers ***and ensuring that the minimum standards set out in this Directive are not undercut***, establish arrangements concerning the working conditions of workers which differ from those referred to in Articles 7 to 11.

Or. en

Amendment 34

Proposal for a directive Article 14 – paragraph 1 – introductory part

Text proposed by the Commission

Member States shall ensure that, where a worker has not received in due time all or part of the documents referred to in Article 4(1), Article 5, or Article 6, ***and the employer has failed to rectify that omission within 15 days of its notification, one of*** the following systems shall apply:

Amendment

Member States shall ensure that, where a worker has not received in due time all or part of the documents referred to in Article 4(1), Article 5, or Article 6 the following systems shall apply:

Or. en

Amendment 35

Proposal for a directive

Article 14 – paragraph 1 – point a

Text proposed by the Commission

(a) the worker shall benefit from favourable presumptions ***defined by*** the Member State. Where the information provided did not include the information referred to in points (e), (f), (k) or (l) of Article 3(2), the favourable presumptions shall include a presumption that the worker has an open-ended employment relationship, that there is no probationary period ***or*** that the worker has a full-time position, respectively. Employers shall have the possibility to rebut the presumptions; ***or***

Amendment

(a) the worker shall benefit from favourable presumptions, ***which*** the Member State ***has the obligation to define***. Where the information provided did not include the information referred to in points (e), (f), (k) or (l) of Article 3(2), the favourable presumptions ***reported by the worker shall apply as agreed and*** shall include a presumption that the worker has an open-ended employment relationship, that there is no probationary period ***and*** that the worker has a full-time position, respectively. Employers shall have the possibility to rebut the presumptions; ***and***

Or. en

Amendment 36

Proposal for a directive

Article 14 – paragraph 1 – point b

Text proposed by the Commission

(b) the worker shall have the possibility to submit a complaint to a competent authority in a timely manner. If the competent authority finds that the complaint is justified, it shall order the relevant employer(s) to provide the missing information. If the employer does not provide the missing information within 15 days following receipt of the order, the authority shall be able to impose an appropriate ***administrative*** penalty, even if the employment relationship has ended. Employers shall have the possibility to lodge an ***administrative*** appeal against the decision imposing the penalty. Member States may designate existing bodies as

Amendment

(b) the worker shall have the possibility to submit a complaint to a competent authority in a timely manner. If the competent authority finds that the complaint is justified, it shall order the relevant employer(s) to provide the missing information. If the employer does not provide the missing information within 15 days following receipt of the order, the authority shall be able to impose an appropriate, ***automatic and dissuasive*** penalty, even if the employment relationship has ended. Employers shall have the possibility to lodge an appeal against the decision imposing the penalty. Member States may designate existing

competent authorities.

bodies as competent authorities.

Or. en

Amendment 37

Proposal for a directive Article 16 – paragraph 1

Text proposed by the Commission

Member States shall introduce *measures* necessary to protect workers, including workers who are employees' representatives, from any adverse treatment by the employer or adverse consequences resulting from a complaint lodged with the employer or from any legal proceedings initiated with the aim of enforcing compliance with *the rights provided for in this Directive*.

Amendment

Member States shall introduce *all* necessary *measures, inter alia adequate, dissuasive penalties*, to protect workers, including workers who are employees' representatives, from any adverse treatment by the employer or adverse consequences resulting from a complaint lodged with the employer or from any legal proceedings initiated with the aim of enforcing compliance with *their labor* rights.

Or. en

Amendment 38

Proposal for a directive Article 17 – paragraph 1

Text proposed by the Commission

1. Member States shall take the necessary measures to prohibit the dismissal or its equivalent and all preparations for dismissal of workers, on the grounds that they exercised the rights provided for in this Directive.

Amendment

1. Member States shall take the necessary measures to prohibit, *and declare as legally ineffective*, the dismissal or its equivalent and all preparations for dismissal of workers, on the grounds that they exercised the rights provided for in this Directive. *The employer shall provide sufficient information on the grounds for dismissal, otherwise the dismissal shall be deemed to be legally ineffective.*

Or. en

Amendment 39

Proposal for a directive Article 17 – paragraph 2

Text proposed by the Commission

2. Workers who consider that they have been dismissed, or have been subject to measures with equivalent effect, on the grounds that they have exercised the rights provided for in this Directive may request the employer to provide duly substantiated grounds for the dismissal or its equivalent. The employer shall provide those grounds in writing.

Amendment

2. Workers who consider that they have been dismissed, or have been subject to measures with equivalent effect, on the grounds that they have exercised the rights provided for in this Directive may request the employer to provide duly substantiated grounds for the dismissal or its equivalent. The employer shall provide those grounds in writing. ***Member States shall also take the necessary steps to ensure that the deadline for bringing an action contesting dismissal is suspended as long as the worker has not received a written reasoned justification from the employer.***

Or. en

Amendment 40

Proposal for a directive Article 18 – paragraph 1

Text proposed by the Commission

Member States shall lay down the rules on penalties applicable to infringements of the national provisions adopted pursuant to this Directive or the relevant provisions already in force concerning the rights which are within the scope of this Directive. Member States shall take all measures necessary to ensure that those penalties are applied. Penalties shall be effective, proportionate and dissuasive. They ***may*** take the form of a fine. ***They may also*** comprise payment of compensation.

Amendment

Member States shall lay down the rules on penalties applicable to infringements of the national provisions adopted pursuant to this Directive or the relevant provisions already in force concerning the rights which are within the scope of this Directive. Member States shall take all measures necessary to ensure that those penalties are applied. Penalties shall be effective, proportionate and dissuasive. They ***shall also*** take the form of a fine ***and*** comprise ***appropriate*** payment of compensation.

Or. en

Amendment 41

Proposal for a directive Article 19 – paragraph 1

Text proposed by the Commission

1. This Directive shall not constitute valid grounds for reducing the general level of protection already afforded to workers within Member States.

Amendment

1. This Directive shall not constitute valid grounds for reducing the general level of protection already afforded to workers within Member States. ***The implementation of this Directive must not be grounds of any regression to the situation which already prevails in each Member State regarding the general level of worker protection and in the areas to which it applies.***

Or. en

Amendment 42

Proposal for a directive Article 19 – paragraph 2 a (new)

Text proposed by the Commission

Amendment

2 a. Member States are required to progressively improve the level of protection of workers in the regulatory field that come under the scope of this Directive and in full compliance with the European Charter of Fundamental Rights of the EU and the European Social Charter.

Or. en

Amendment 43

Proposal for a directive Article 21 – paragraph 1

Text proposed by the Commission

Amendment

The rights and obligations set out in this

The rights and obligations set out in this

Directive shall apply to existing employment relationships as from [entry into force date + 2 years]. **However, employers shall provide or complement the documents referred to in Article 4(1), Article 5 and Article 6 only upon request of a worker. The absence of such request shall not have the effect of excluding workers from the minimum rights established under this Directive.**

Directive shall apply to existing employment relationships as from [entry into force date + 2 years].

Or. en

Amendment 44

Proposal for a directive Article 22 – paragraph 1

Text proposed by the Commission

By [entry into force date + 8 years], the Commission shall, in consultation with the Member States and social partners at Union level and taking into account the impact on small and medium-sized enterprises, review the application of this Directive with a view to proposing, where appropriate, the necessary amendments.

Amendment

By [entry into force date + 5 years], the Commission shall, in consultation with the Member States and social partners at Union level and taking into account the impact on small and medium-sized enterprises, review the application of this Directive with a view to proposing, where appropriate, the necessary amendments.

Or. en