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Estonia/Finland: Eeva Nykänen





Turun yliopisto
University of Turku

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-The volume of the movement of labour between Estonia and Finland is significant. Estonians constitute the largest group of EU citizens working at the Finnish labour market and Finland is the most common target country for Estonians working abroad.

-Free movement is seen as to have remarkable benefits for both the states and the individuals concerned.

-However, this phenomenon is not unproblematic: a relatively large share of Estonians working in Finland is in a marginal labour market position as posted, self-employed, or frontier workers. This causes problems to the individuals concerned and is seen as to have harmful effects on the structure and functioning of the Finnish labour market.



-With certain exceptions, the national legislation of the countries concerned on freedom of movement and the position of EU workers does not seem to raise major problems.

-However, the administrative and judicial practices are not always fully in line with the legislation.



Specific issues:

-recognition of qualifications: The system for recognition seems to function well. The recognized qualifications do not necessarily open doors to the labour market, though.

-co-ordination of social security: Particular problems relate to the position of posted, frontier, and self-employed workers.



-The position of job-seekers: The national laws define neither for how long a job-seeker is permitted to stay in the country without registering her right of residence nor the criteria for assessing whether the individual may be regarded to be a genuine job-seeker. It is not clear which of the national benefits seek to promote access to the labour market and should therefore be granted to EU job-seekers.



-The treatment of family members: The issue of reverse discrimination has not raised debate in either of the countries, although the national legislation of both of them is more favourable to family members of EU citizens compared with the others.

-Seafarers: The legislation and collective bargaining agreements of both states apply without discrimination to all workers working in vessels flying under their flag. Despite this, discrimination occurs in practice. There seems to exist a 'glass ceiling'.