



European
Commission

Delivering a EUROPEAN PILLAR OF SOCIAL RIGHTS



Main elements of the social package of 26 April 2017

The Pillar

- ***20 principles and rights***
- ***scoreboard***
- ***consultation report***

Accompanying initiatives on

- ***Work-life balance***
- ***Access to Social Protection***
- ***Written Statement Directive***
- ***Working Time Directive***

The European Pillar of Social Rights

20 principles and rights

Equal opportunities and access to the labour market

- Education, training and life-long learning
- Gender equality
- Equal opportunities
- Active support to employment
- Secure and adaptable employment

Fair working conditions

- Wages
- Information about employment conditions and protection in case of dismissals
- Social dialogue and involvement of workers
- Work-life balance
- Healthy, safe and well-adapted work environment

Adequate and sustainable social protection

- Childcare and support to children
- Social Protection
- Unemployment benefits
- Minimum income
- Old age income and pensions
- Health care
- Inclusion of people with disabilities
- Long-term care
- Housing and assistance for the homeless
- Access to essential services

20 principles and rights – what is new?

Some highlights:

- **Wages / minimum wage**
- Adequate minimum wages shall be ensured, in a way that provide for the satisfaction of the needs of the worker and his / her family in the light of national economic and social conditions, whilst safeguarding access to employment and incentives to seek work. In-work poverty shall be prevented.
- **Minimum income**
- It goes beyond the 1992 Minimum Income Recommendation by explicitly stating the right to a minimum income that ensures a life in dignity.
- **Protection in case of dismissals**
- The Pillar also goes beyond the existing acquis by introducing procedural and substantive safeguards for workers in case of dismissals.
- **Long-term care**
- The Pillar affirms for the first time at Union level the right to long-term care services for persons who are reliant on care.

Why do we need a new start for Social Europe?

Consequences
of the crisis

Divergence
within the
euro area

An ageing
Europe

Changing
world of work

EU context of the European Pillar of Social Rights

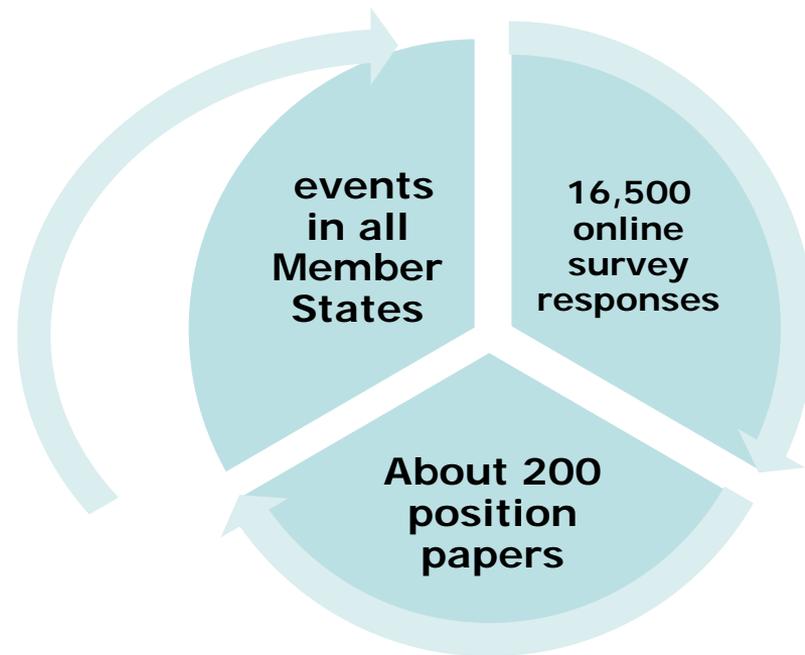
- **White paper on the future of Europe**
- **Rome declaration**
- **Brexit**

A wide consultation

From March to December 2016

**Targeted
expert
discussions
through
three work
streams**

- The EU social acquis: taking stock
- The future of work and of welfare systems
- The Pillar as part of a deeper and fairer EMU



Status and Implementation

- Commission proposes Proclamation by European Institutions (as for the Charter of Fundamental Rights);
- Implementation shared between EU level, Member States and Social partners;
- Translation into Dedicated Acts needed;
- Now for EU level: 1 legislative act, 2 social partner consultations, policy actions;

First initiatives

Work-life Balance:

- Directive + policy measures

Access to social
protection:

- Social partners' consultation

Information rights for
workers:

- Social partners' consultation on the Written Statement Directive (91/533/EEC)

Working Time:

- Legal guidance on Directive 2003/88/EC



Work-life Balance: legislative measures

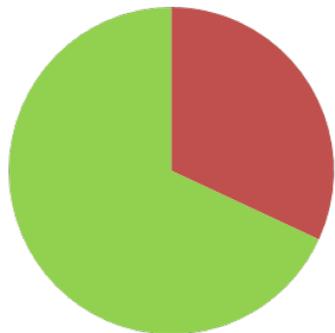
"Parents ... have a right to suitable leave, flexible working arrangements and access to care Women and men .. use them in balanced way"

- **Paternity leave:** 10 working days, compensated at sick pay level
- **Parental leave:** 4 months, non-transferable between parents, compensated at sick pay level, flexible uptake, until child is 12
- **Carers' leave:** 5 working days/year/worker to take care of child or dependent relative, compensated at least at sick pay level
- **Flexible working arrangements:** Right for parents of children up to 12 or carers to request flexible working arrangements
- **Dismissal protection/anti discrimination:** for leaves and flexible working arrangements

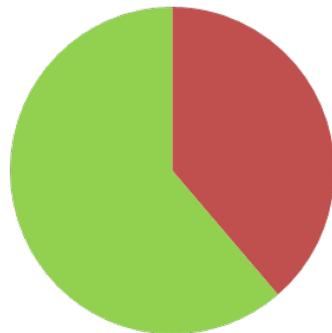
2. Access to social protection – EU-28

In **red** risk of no statutory access to unemployment benefits

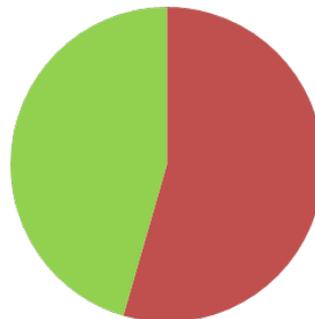
Temporary,
full-time



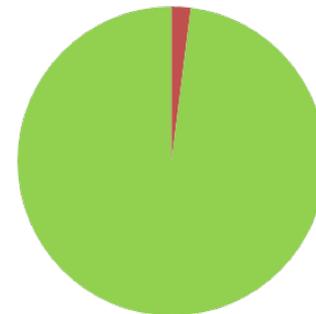
Temporary,
part-time



Self-
employed

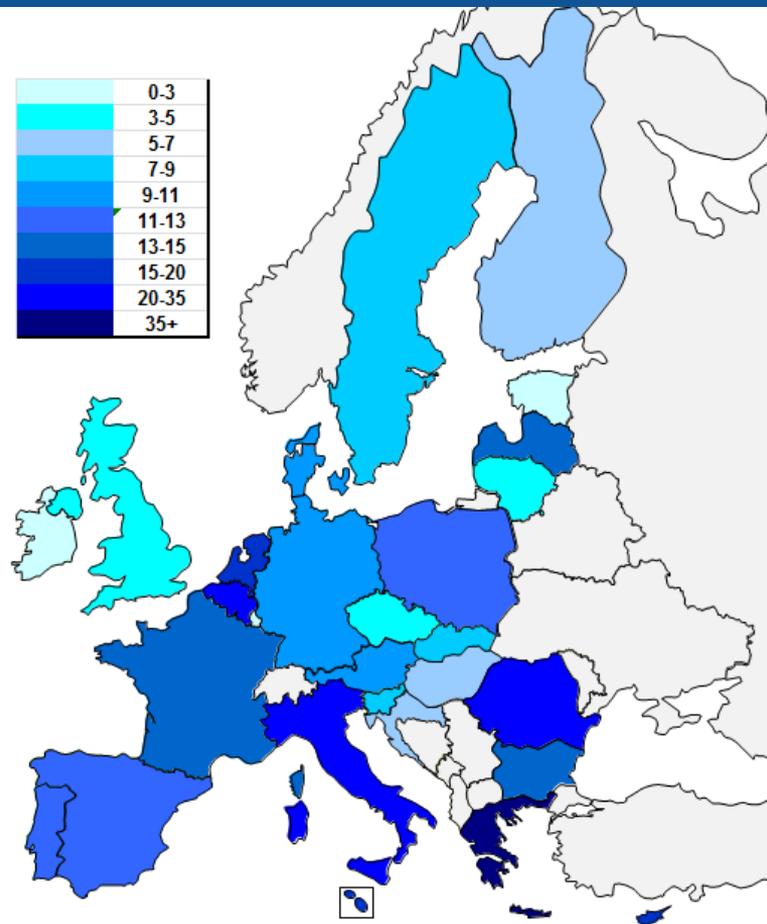


Permanent,
full-time



Risk of no statutory access to unemployment benefits (%)

*"Regardless of type of their
employment relationship ..
workers, and under
comparable conditions the self-
employed have the right to
adequate social protection"*



2. Access to social protection:

- Objectives
 - Effective labour market dynamics: a level playing field
 - Encourage fair transitions between jobs, contracts and labour law status
 - Fairness: effective access to social protection and LM measures
- How to ensure / achieve
 - Similar rights and obligations for similar work
 - Tying rights to individuals and make them transferable
 - Making rights and related information transparent
 - Simplifying administrative requirements: individual accounts

3. Written Statement Directive (91/533/EEC)

"Regardless of the type and duration of the employment relationship, workers have the right to fair and equal treatment regarding working conditions, access to SP and training. Transition to open ended forms ... shall be fostered"

"Workers have the right to be informed in writing at the start of employment about their rights and obligations resulting from the employment relationship, including on probation period."

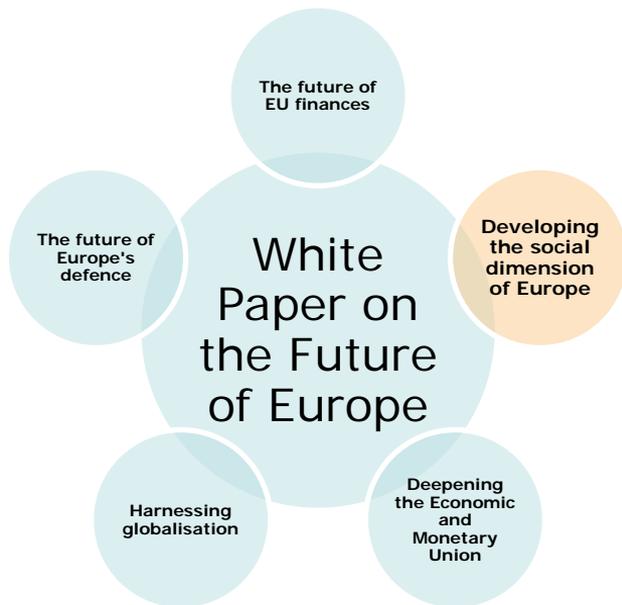
- Update directive so workers get essential information about their working conditions, as they are not always confirmed or sufficiently explained in a timely manner;



3. Written Statement Directive

- Two important challenges:
- 1) trying that all workers receive a written confirmation of their working conditions in a timely manner. This is in the interest of everyone (workers, employers, public authorities, statisticians...)
 - Establishing criteria for defining "worker" at EU level (based on Court of Justice case law)
- 2): opening a debate on minimum safeguards within very flexible and/or precarious jobs
 - There is no intention to ban some new forms of work
 - **Example of possible safeguard: right to reference hours in which working time may vary (under very flexible contracts) in order to allow some predictability of working time (e.g. 0 hour contracts)**

Shaping Europe's social dimension



- Reflections on key trends and their implications
- Five scenarios for the way forward to 2025



Thank you!