

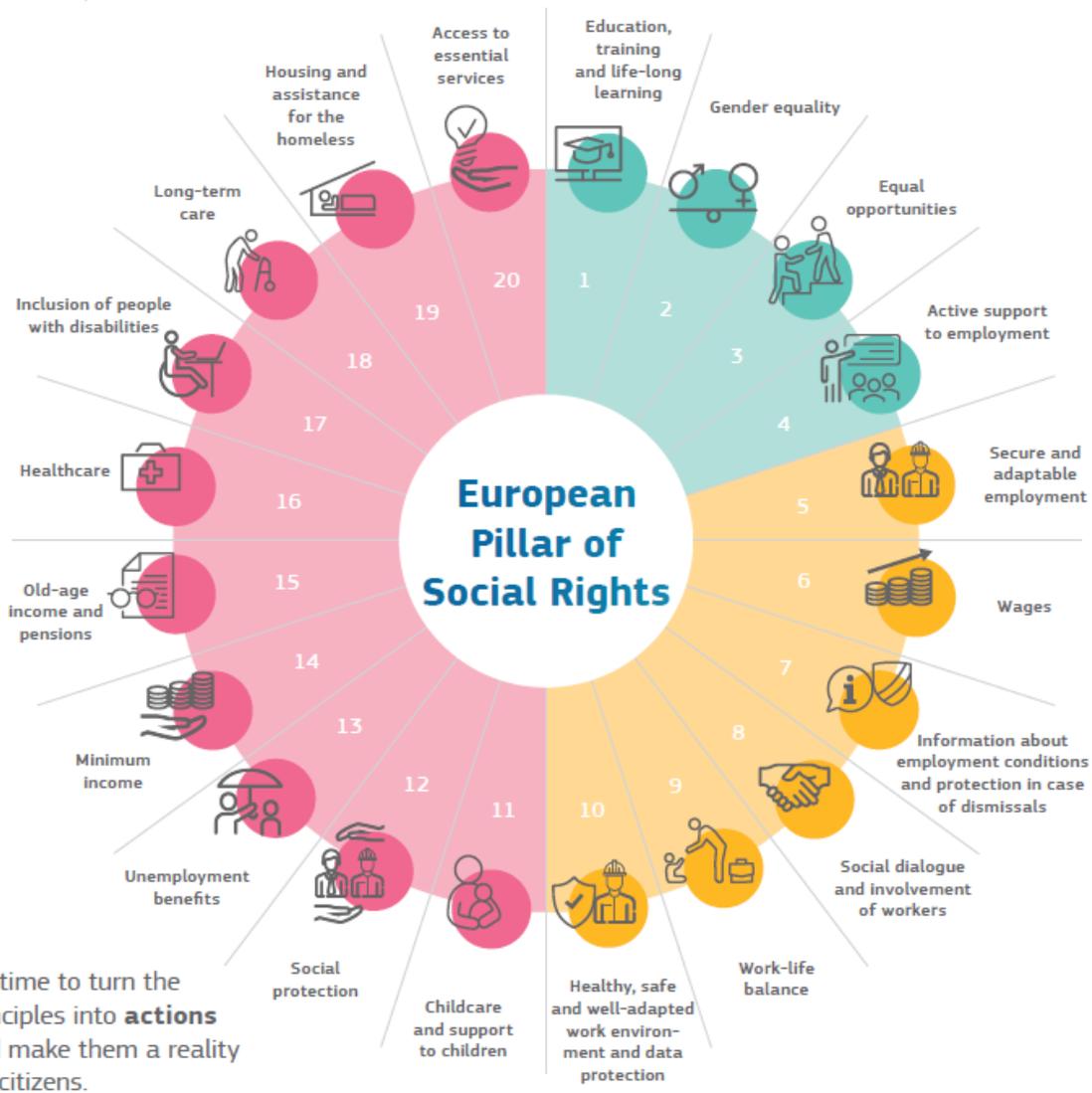
The role of the ETUC in
delivering the European
Pillar of Social Rights



Necessary to strengthen social rights

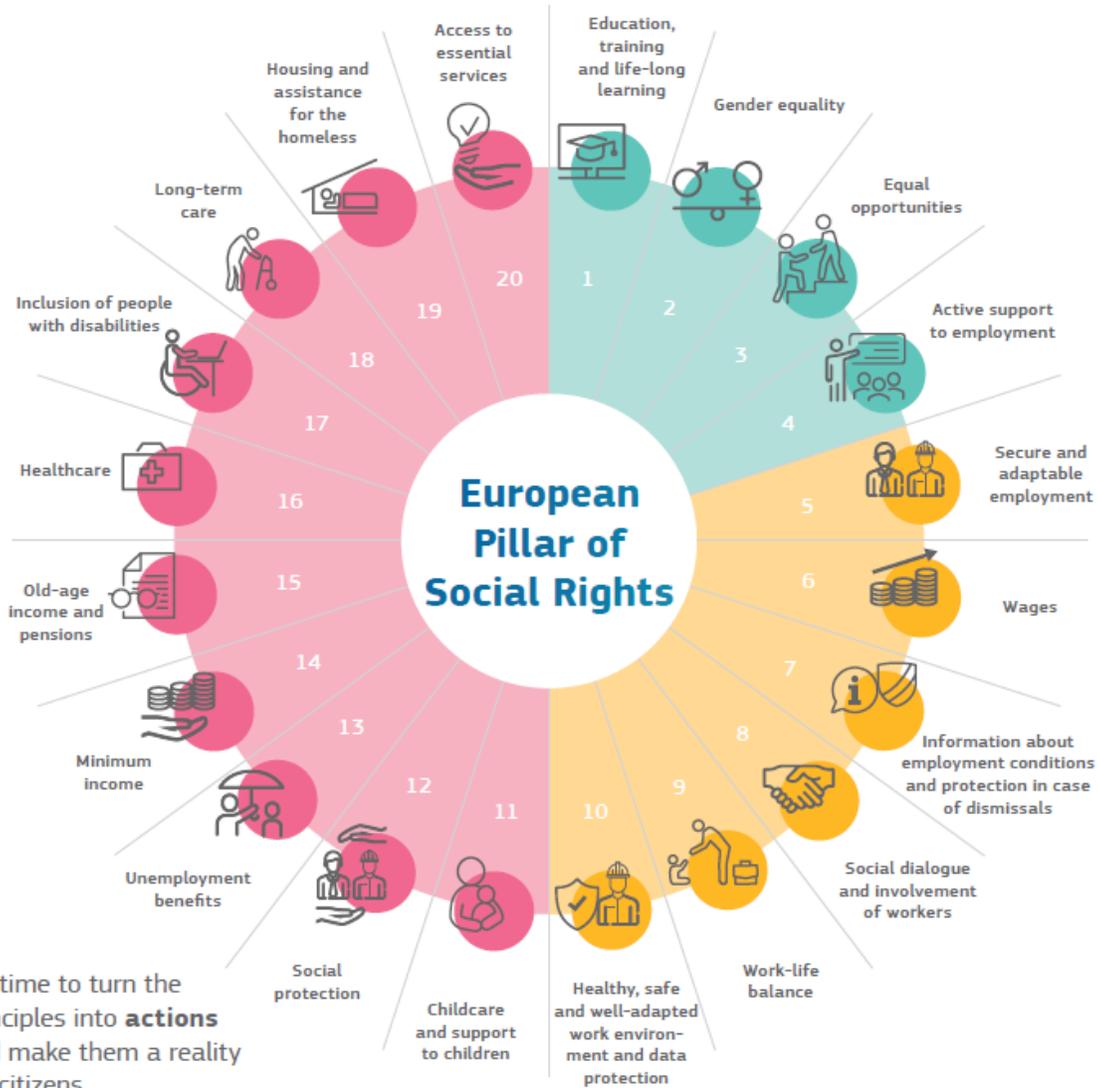
- The Lisbon Treaty, **the EU strives for a “social market economy” and “social progress”**
- *BUT consistently*
- Business and the single market were given precedence over the rights of workers
- Shift towards prioritising economic interests above those of citizens (Laval 2007, Viking etc.)
- *AND SO*
- Economic growth the number one priority, especially in the aftermath of the 2008 economic crisis
- The social dimension of European cooperation was pushed onto the back burner.
- Troika in Ireland November 2010

November 2017 Gothenburg Social Summit EPSR



- No extra rights for working people
 - MSs insistent that no direct obligations arise from the EPSR
- BUT**
- An opportunity to reset EU priorities and create a framework
 - An agenda, a compass for upward convergence towards better living and working conditions
 - For the ETUC an instrument to insist on and influence policy at the EU level
 - Push for legislation to implement the Pillar
 - EPSR needs an Action Plan to deliver

Action Plan EPSR 2021



It's time to turn the principles into **actions** and make them a reality for citizens.



New 'social rulebook'

A strong social Europe for just transition and recovery

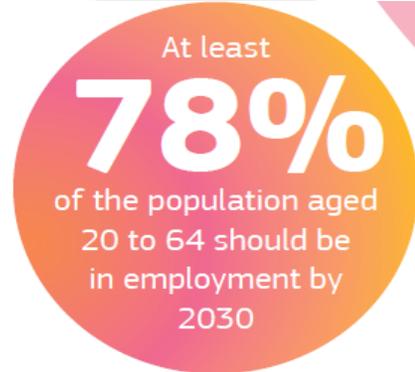
People's well-being, social progress, upward convergence, job-rich recovery, adequate working conditions, quality jobs, decent living and social protection.

However, actions not always as ambitious as the narrative

THREE EU TARGETS TO SET THE AMBITION FOR 2030

More and better jobs

Creating jobs, including in the emerging green and digital sectors, is one of our main priorities...



...at least halve the gender employment gap

...increase the provision of formal early childhood education and care (ECEC)

...decrease the rate of NEETs (aged 15-29) from 12.6% (2019) to 9%

Skills and equality

...As well as ensuring that people have the **right skills** for those jobs and access to the right opportunities to match them

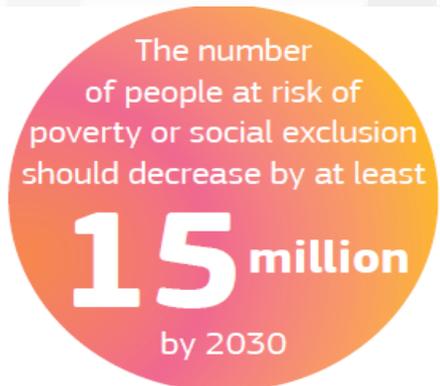


...at least 80% of those aged 16-74 should have basic digital skills

...early school leaving should be further reduced

Social protection and inclusion

We also have a collective duty to **combat poverty** and create an **inclusive society**.



...at least 5 million should be children

IMPLEMENTING THE PRINCIPLES OF THE EPSR (1)

• **ETUC CALLED FOR INITIATIVES ON:**

- Trade union and workers rights
- Education and training
- Youth Employment
- Gender equality
- Health and safety at work
- Work-life balance
- Social protection and pension
- Undeclared and insecure work
- Minimum income
- Combating social dumping
- Stronger public services
- Child protection

ETUC CONSIDERS THAT AS KEY TO IMPLEMENTATION OF THE EPSR WE NEED:

- Social dialogue
- Workplace democracy
- Right to collective bargaining

IMPLEMENTING THE PRINCIPLES OF THE EPSR (2)

Full range of EU instruments needed including:

- Legislation and policy measures
- targets and standards (social scoreboard, 'Beyond GDP' indicators)
- integrating social priorities into the European Semester, the Multiannual Financial Framework and Recovery and Resilience Facility together with the United Nations Sustainable Development Goals.

But legally, shared power with Member States in social affairs, so national governments also have to step up and take responsibility.

IMPLEMENTING THE PRINCIPLES OF THE EPSR (3)

MORE AND BETTER JOBS

- Creating job opportunities in the real economy
- Making work standards fit for the future of work
- Occupational safety and health standards for a new world of work
- Labour mobility

SKILLS AND EQUALITY

- Investing in skills and education to unlock new opportunities for all
- Building a Union of equality

SOCIAL PROTECTION AND INCLUSION

- Living in dignity
- Promoting health and ensuring care
- Making social protection fit for the new world

JOINING FORCES TO DELIVER

- Unlocking social investment through EU funds and RRF
- Rallying forces from all actors
- Strengthening coordination and monitoring through European Semester
- Implementation, application and enforcement of the EU social acquis
- The EU as a responsible global leader
UN Agenda 2030 SDGs

What progress so far? (1)

Action on:

- job security and gender pay transparency,
- work-life balance,
- a just transition for workers in response to climate change,
- collective bargaining and minimum wages,
- protection for cross-border workers,
- socialising the European Semester
- as well as influencing the formulation of post-Covid recovery plans in Member States

What progress so far? (2)

The need for a ‘People’s Recovery’

- Putting social objectives at the heart of the EU’s recovery
- Seizing the opportunity and getting the pillar included as one of the main criteria for evaluating eligible investments under the RRF

Setting fair minimum wages – draft directive (Principle 6)

- at the core of Europe’s recovery,
- to end in-work poverty and unacceptable inequalities
- strengthen collective bargaining and respect existing national trade union negotiating systems.

What progress so far? (3)

Platform Work (Principle 5)

- to prevent companies from forcing workers into false self-employment
- ETUC is demanding EU legislation to establish a rebuttable presumption of employment, shifting the burden of proof onto employers to prove workers are genuinely freelance
- Publication date for the proposal 8 December 2021

Workers need to know their rights – Transparent and Predictable Working Conditions Directive (2019)

- heavy pressure from the ETUC to broaden the law to cover the largest possible number of workers although some of the most vulnerable are still left out.
- Member States have until August 2022 to comply with the directive, and it is important for national union bodies to be able to verify that it is fully and correctly applied.

What progress so far? (4)

Pay transparency (Principle 2)

- the only way to achieve gender pay equality
- Still work in progress with room for improvements

European Labour Authority

- strengthen workers' rights by helping national authorities to enforce European labour law
- combat social dumping and fight abuses in labour mobility, social security, false self-employment and the posting of workers
- employers and trade unions can bring cases to the attention of the authority,
- competence in the coordination of social security systems, and safeguarding the rights of employers and trade unions to reach collective agreements and of unions to take industrial action.

What progress so far? (5)

Work-life balance (Principle 9)

- Directive 2019, extending leave for fathers
- Carers leave
- Hopefully soon the right to disconnect as a fundamental right should also be enshrined in EU law

Health and Safety (Principle 10)

- **New Occupational Safety and Health Strategic Framework 2021-27,**
- **Legal proposals (2022) to further reduce workers' exposure to hazardous chemicals including asbestos.**

What progress so far? (6)

Social protection

- EU Strategy on the Rights of the Child and Council Recommendation - **European Child Guarantee**
- European Platform on Combating **Homelessness**
- **Affordable Housing Initiative**
- Guidance Notices on Public Procurement of Innovation and on Socially Responsible Public Procurement
- **Council Recommendation on Minimum Income (2022)**

Just transition:

- strong social protection and skills (re)training
- robust social dialogue and the creation of high-quality jobs
- €4.8 billion Just Transition Fund to support regions most affected by the change to a carbon-neutral economy

Creating job opportunities in the real economy

The Commission will:

- Update the new Industrial Strategy for Europe
- Adopt an Action Plan on the Social Economy
- Evaluate the experience of **SURE**
- Review (2022) Council Recommendation on the **Quality Framework for Traineeships**

The Commission encourages:

- MS to promote **Effective Active Support to Employment (EASE)**
- MSs to implement the reinforced **Youth Guarantee**
- National authorities and social partners to ensure the **information and consultation of workers during restructuring processes** + to **promote the participation of workers at company level**
- National, regional and local authorities to support entrepreneurship,
- All actors to contribute to the Commission's work on industrial ecosystems

Investing in skills and education to unlock new opportunities for all

The Commission will:

- **Transformation Agenda for Higher Education**
- **Initiative on Individual Learning Accounts**
- European approach to micro-credentials
- **Skills and Talent package**, including a revision of the Long-term Residents Directive to create a true EU long-term residence status, a review of the Single Permit Directive to simplify and clarify its scope

The Commission encourages:

- In the spirit of the Pact for Skills, regions and companies, including SMEs, within industrial eco-systems and value-chains, to cooperate, share information and develop joined skills intelligence and tailored up-skilling solutions.
- MS to implement the **Council Recommendation on VET**, and deploy relevant actions and investments.
- MS to provide **access to quality education**

Healthcare and Social Protection

Promoting health and ensuring care

The Commission will:

- Propose an **initiative on Long-Term Care** in 2022
- New tools to better measure barriers and gaps in access to healthcare (2021- 2022).
- European Health Data Space to promote access to health data for better healthcare, research and policy-making (Q4 2021)

The Commission encourages:

- MS to invest in **health and care workforce**, improving their working conditions and access to training
- MS to boost the **digitalisation of their health systems** and tackling **health inequalities**.

Making social protection fit for the new world

The Commission will:

- **High-Level Expert Group** to study the future of the welfare state (by end 2022)
- **European Social Security Pass** (pilot in 2021) and European e-ID for digital solution to facilitate the interaction between mobile citizens and national authorities, and improve the portability of social security rights across borders.

The Commission encourages:

- MS to further extend access to social protection, in line with the **Council Recommendation on Access to social protection**, and to submit their plans by 15 May 2021 setting out their national measures.

WHAT IS MISSING (or is weak) ? (1/2)

- The need to prolong **emergency measures** does not seem to be urgent. **Escape clause** active until the end of 2022.
- On the continuation of **SURE** and there is no mention of a proposal of **permanent reinsurance scheme** to support employment
- Narrative on **Green** transition is insufficient, and there is no specific measure for a just transition
- No mention of a legislative initiative on **information, consultation and participation of workers**, including legally binding minimum standards for workers' involvement in transnational restructuring processes
- No narrative on **precarious work** nor specific action against precarious jobs
- No reference on the need to promptly implement the **Directive on Transparent and Predictable Working Conditions**
- **OSH**: no reference on the improvement of the Biological Agents Directive, nor the introduction of a new EU Directives on Psychosocial Health Risks and Musculoskeletal Disorders
- Migrants: no reference to the need to **fight the informal economy, trafficking and exploitation of workers**. Revision of directives on migration are placed in the wrong chapter. ETUC regrets that **labour migration** has been put in the context of the EU's need for "attracting talents and skills".

WHAT IS MISSING (or is weak) ? (2/2)

- No mention of adequacy of **pensions** and wellbeing of elderly people. For the modernisation of welfare systems the Commission has launched a group of High-Level Experts to study the future of the **welfare state**, but the role of social partners is not addressed.
- No legislative initiative on common EU standards for **Minimum Income** schemes, only a Council Recommendation on minimum income to support and complement policies of MS is mentioned. Not enough! A legislative initiative is necessary
- The paragraph on **public services** could have been drafted with better wording (universal access, good quality, etc)
- Approach on the **right to disconnect** – ETUC calls for an EU directive on the right to disconnect and its enforcement
- **Social Dialogue**: doubts about the European award for innovative social dialogue practices and how it would work in practice. Moreover, ETUC stresses that the coordination mechanism must not lead to mix-up social dialogue and civil dialogue. We would like to underline that social dialogue and collective bargaining are exclusive prerogative of trade unions and employers.

JOINING FORCES TO DELIVER

- **RRF** opportunity for investments to support social recovery and quality jobs. Use of **EU Funds** (ESF+, ERDF, Just Transition Fund, InvestEU, REACT-EU, TSI, etc.), revision of **the Economic Governance and the Semester**
- **Initiative to support social dialogue at EU and national level** (2022), including an award for innovative social dialogue practices; the review of sectoral social dialogue at EU level; and a new supporting frame for social partner agreements at EU level.
- MS to organise a **coordination mechanism** to ensure **engagement** of all relevant **stakeholders at national level**
- MS to promote and improve the **functioning and effectiveness of collective bargaining and social dialogue**
- Initiative on **sustainable corporate governance**
- Public authorities to further **reinforce social dialogue**
- **European social partners to contribute to the successful transformation of Europe's labour markets by negotiating further EU level agreements**
- **European Semester** remain framework for national reforms and investments, including in the implementation of NRRPs, in a way to further the implementation of the principles of the Social Pillar
- **Revised version of the Social Scoreboard**
- Expand the scope and deepen the analysis of the **Joint Employment Report**

European
Trade Union
Confederation

Confédération
européenne
des syndicats

Thank you for your attention

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