



Latest developments in the field of Employment and Social Affairs

Social dialogue unit DG EMPL
13 April 2018



The Commission presented the European Pillar of Social Rights on 26 April 2017

Political message about the Pillar for Social Rights

More social Europe and promote fair jobs and growth. Well-functioning and fair European labour markets, effective and sustainable social protection systems and the promotion of social dialogue at all levels will be at the heart of the social summit agenda.

- <http://ec.europa.eu/social/main.jsp?catId=1268&langId=en&videoId=2831&furtherVideos=no>



The 20 principles and rights at a glance

Equal opportunities and access to the labour market

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

Fair working conditions

- Secure and adaptable employment
- 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



Fair working conditions

8. Social dialogue and involvement of workers

- The social partners shall be consulted on the design and implementation of economic, employment and social policies according to national practices. They shall be encouraged to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action. Where appropriate, agreements concluded between the social partners shall be implemented at the level of the Union and its Member States.
- Workers or their representatives have the right to be informed and consulted in good time on matters relevant to them, in particular on the transfer, restructuring and merger of undertakings and on collective redundancies.
- Support for increased capacity of social partners to promote social dialogue shall be encouraged.



EU Proclamation on the European Pillar of Social Rights

On 17 November at the Social Summit for Fair Jobs and Growth, the European Pillar of Social Rights was signed by the President of the European Commission, the President of the European Parliament and the Presidency of the Council of the European Union.



Work-life Balance: legislative measures (April 2017)

- **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/non-discrimination:** for leaves and flexible working arrangements



Working Time Directive 2003/88 (24.5.2017)

Interpretative Communication – Legal Guidance

Objectives:

- offer greater certainty and clarity to national authorities;
- help better apply the Directive's provisions in the context of new and flexible work arrangements;
- ensure the effective enforcement of existing EU minimum standards and therefore support better protection of workers' health and safety.



Transparent and predictable working conditions

20 December 2017

Commission's proposal COM(2017) 797 final

- Complements and modernises existing obligations to **inform each worker of his or her working conditions;**
- Creates new **minimum standards** to ensure that all workers, including those on atypical contracts, benefit from more predictability and clarity as regards their working conditions.



Social Fairness Package

- Proposal to establish a European Labour Authority
- Initiative on a European Social Security Number - consultation
- Access to social protection (consultation follow-up)

Objectives of the Authority



Easier access to information and labour mobility services for individuals and employers



Strengthened cooperation between national authorities in cross-border enforcement, including inspections



Mediation between national authorities or in case of labour market disruptions



Proposal for a Council Recommendation on Access to social protection

Formal Coverage

Workers on a mandatory basis for all branches

Self-employed on a mandatory basis (except for unemployment insurance)

Effective coverage

Rules governing entitlements and contributions

Transferability

Adequacy

Sufficient and timely benefits

Proportionate contributions and exemptions to be applied regardless of status

Transparency

General and individual information

Simplification



Communication on the monitoring the implementation of the European Pillar of Social Rights

European Semester

- Mainstreaming the priorities of the Pillar in the European Semester while selecting themes for detailed reporting on an annual basis
- Providing technical assistance, promoting benchmarking and exchanging good practices
- Assessing and monitoring performances with the help of the new Social Scoreboard

Thematic follow-up

- Regular EU publications – such as the annual Joint Employment Report and the Report on Employment and Social Developments
- EU agencies active in the field will also be tasked with developing in-depth reporting for the principles falling more squarely within their responsibilities
- EU-level social partners and civil society organisations may decide to focus more deeply on certain principles of particular interest to them.



News from the EMPL Social Dialogue Unit

ESD e-newsletter (2.0)

Eight issue to come (April 2018)

- News from the Commission
- Latest news from social partners
- Information from EU agencies



Contributions **by 15 June**

Contact: **EMPL-SD-NEWSLETTER@ec.europa.eu**

Liaison Forum meetings

Dates for next meetings in 2018:

- 16/04/2018
- 02/07/2018
- 01/10/2018
- 17/12/2018



For more information on EU Social Dialogue:
<http://ec.europa.eu/social/dialogue/>