



# Developments in the field of Employment and Social Affairs

**Plenary – SSD Horeca**

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# Priorities of the Commission

- *Delivering on the European Pillar of Social Rights*
- *Promotion of Labour Mobility*
- *Increasing Social Fairness and Fairness within the labour market*
- *Increasing mobility and fairness by enforcing rules of mobility*

## Initiatives at EU level

Work-life Balance:

- Directive + policy measures currently discussed

Working conditions:

- Proposal for a Directive in December 2017

Soc. Sec. Coordination

- Proposal for revision in December 2016

European Labour Authority

- Proposal for a Regulation in March 2018

# Work-life Balance Directive

## *Context:*

*Deliverable on the Pillar of Social Rights, which should address women's underrepresentation in the labour market. Given social developments over the past decades, parents and people with caring responsibilities need to be able to better balance their work and family lives.*

## *Objectives:*

- Tackle the underrepresentation of women in the labour market
- Encouraging a better sharing of caring responsibilities between women and men
- Increase possibilities for men to take up parental and caring responsibilities

# Work-life Balance Directive

- *The Proposal foresees:*
  - **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

# Transparent and predictable working conditions

## *Context:*

It is a concrete follow up on the Social Pillar, which addresses the increase in precarious work. It responds to growing diversity in forms of work and increased gaps in the protection of workers

## *Objective:*

- Enhance information and protection for all workers; new rights for those in precarious situations

# Transparent & Predictable Working Conditions

*The proposal introduces several important points:*

- **EU definition of worker** to provide clarity and avoid different national interpretations;
- **Additional forms of employment covered:** domestic workers, on-demand workers, platform workers and others;
- **Improved information requirements:** Workers must be made aware of rights and duties directly at the start of employment;
- **New minimum rights for workers:** limits to probation, more predictability, cost-free mandatory training;
- **Rights made effective:** better enforcement and redress.

# Revision of Social Security Coordination

## *Context:*

The EU provides common rules to protect social rights of citizens when moving across Europe. It is a key towards social fairness and deeper and fairer internal market and to increase labour mobility

## *Objective:*

- Rules are modernized to ensure they are fair, clear and easier to enforce
- Increasing link between place where contributions are paid and benefits are claimed
- Ensuring fair financial distribution of burden between Member-States



# Revision of Social Security Coordination

## *Improvements are done in the area of:*

- **Unemployment benefits:** provide clarification on which member-state has to pay benefits in case of cross-border employment – residence vs. country of work
- **Long-term care benefits:** clarification on the definition of these benefits and on where benefits can be claimed
- **Access of non-active persons to social security benefits:** Member States may decide not to grant social benefits to mobile citizens which are economically inactive citizens
- **Provisions on posting related to social security:** strengthen the administrative rules on social security coordination for posted workers

# European Labour Authority

## *Context:*

- In the State of the Union Address 2017, Commission President Juncker announced the ELA, which should ensure that EU rules on labour mobility are enforced in a fair, simple and effective way.

## *Objectives:*

- 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

# European Labour Authority

## *The Authority will:*

- **Facilitate of access to information** by individuals and employers
- **Facilitate cooperation and exchange of information** between national authorities
- **Coordinate and support** concerted and **joint inspections** by national authorities
- **Carry out analyses and risk assessments** on issues of cross-border labour mobility
- Support **capacity building of national authorities** through guidance, mutual learning and training
- **Mediate in disputes** between Member States on the application of EU law concerning labour mobility

# European Semester – Autumn Package

## Some key insights are:

- **Sixth year of uninterrupted growth**, real convergence ongoing
- Rising economic challenges and global uncertainties
- Employment at a **record level** in the EU
- **Household incomes** keep increasing
- Sharp **fall in the number of people AROPE**
- Some Challenges:
  - Employment rate of **low-skilled workers** 30 pps below high-skilled workers
  - Increasing number of platform workers calls for policy attention
  - **Population ageing** and **digitalisation** are game changers

# Thank You!



## ***ESDE 2018:***

<http://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8110&furtherPubs=yes>

## ***Work-Life Balance:***

<http://ec.europa.eu/social/main.jsp?catId=1311&langId=en>

## ***Predictable working conditions:***

<http://ec.europa.eu/social/main.jsp?catId=1313&langId=en>

## ***Social Security Coordination:***

[http://europa.eu/rapid/press-release\\_MEMO-16-4302\\_en.htm](http://europa.eu/rapid/press-release_MEMO-16-4302_en.htm)

## ***European Labour Authority:***

[https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2017-5822262\\_de](https://ec.europa.eu/info/law/better-regulation/initiatives/ares-2017-5822262_de)