



European
Commission

Delivering a EUROPEAN PILLAR OF SOCIAL RIGHTS



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

What is the European Pillar of Social Rights?

A reference
framework for
upwards
convergence

20 principles
and rights

Building on the
existing EU
social law

A scoreboard of
employment and
social indicators

Several concrete
initiatives

Elements of the social package of 26 April 2017

The Pillar

- **Chapeau communication**
- **Commission Recommendation with 20 principles**
- **Identical draft for a Joint Proclamation of Parliament, Council and Commission**
- **SWD: short fiche on each principle**
- **SWD: a scoreboard showing progress on employment and social indicators**
- **SWD: a consultation report**

Accompanying initiatives on

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

Other elements

- **Investing in Children Recommendation: SWD on implementation**
- **Active Inclusion Recommendation: SWD on implementation**

Reflection paper on developing the social dimension of Europe

What is 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

Monitoring societal progress

To serve as a reference framework to monitor employment and social performances of Member States in a holistic way

12 areas along three dimensions of 'societal progress':

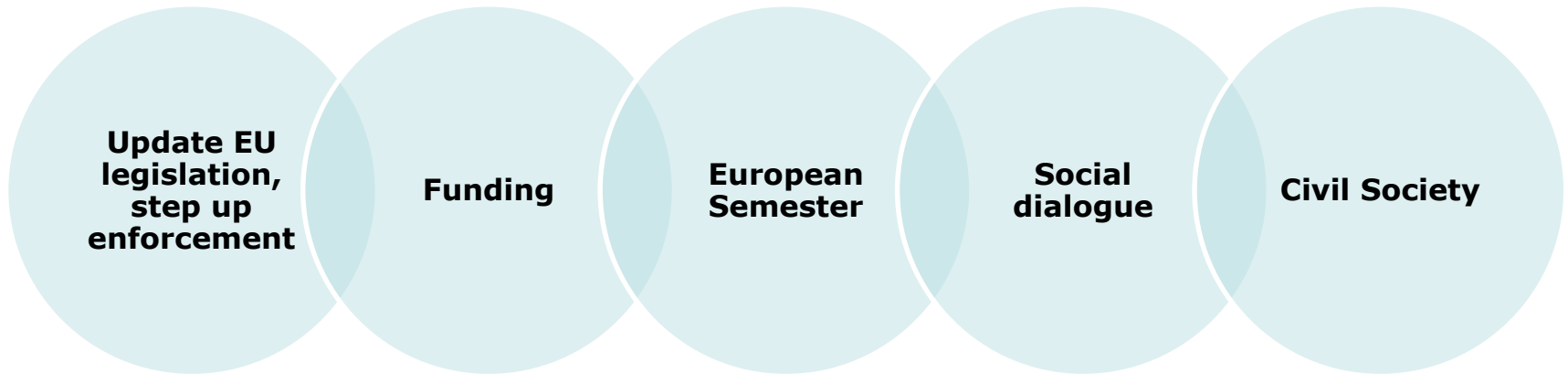
- Equal opportunities and access to the labour market
- Dynamic labour markets and fair working conditions
 - Public support, social protection and inclusion

Social Scoreboard

14 headline and 21 secondary indicators
Based on existing data from e.g. EU-LFS, EU-SILC, the Structure of Earnings Survey and the OECD's PISA survey

To be used in the framework of the European Semester, in particular in the Joint Employment Report

Putting the Pillar into action: a joint effort



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

1. Work-life Balance Initiative

Legislative measures

- **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

Maternity leave (non-legislative measures): 1) reinforced enforcement of legal acquis on dismissal protection; 2) facilitating transitions between leave and employment (breastfeeding provisions)

2. Access to social protection: consulting the social partners on

- 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
- Formal 2-stage social partner consultation on :
 - whether social partners see possible areas for further EU action in this field and, if so, which branches of social protection and employment services are considered most relevant
 - whether all workers in non-standard forms of employment should be included in a possible initiative

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

- Ensures that workers get essential information about their working conditions
- Effectiveness could be improved
- Working conditions not always confirmed or sufficiently explained in a timely manner
- Opportunity to open a debate on minimum safeguards in very flexible and/or precarious jobs

4. Working Time Directive

The Interpretative Communication – Legal Guidance

The 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**.

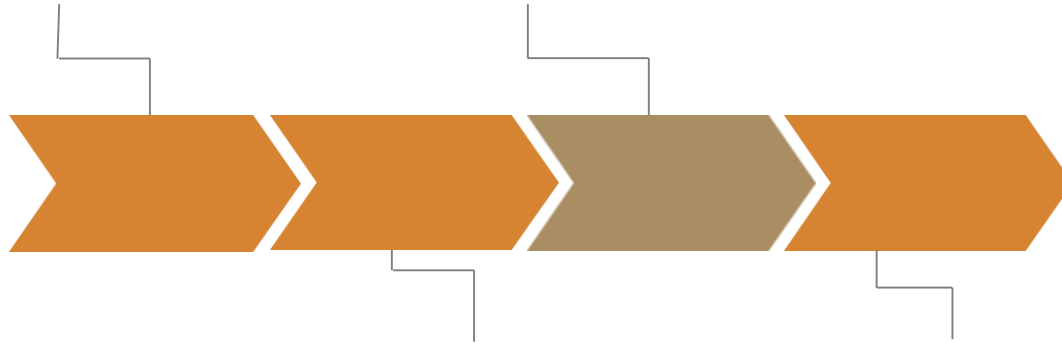
And now?

March 2017

White Paper on the future of Europe

17 November 2017

Social Summit for Fair Jobs and Growth



26 April 2017

Proposal for the Pillar

+ Reflection paper on social
Europe

14-16 December 2017

European Council

Shaping Europe's social dimension



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

European Pillar of Social Rights

Questions?