

- d. Ensuring that public procurement rules promote right to collective bargaining and privileges tenders from companies that respect collective bargaining;
- e. Action for increasing minimum **wages** and strengthening minimum wage systems, where they exist.
- f. Closing **gender pay gaps**, fighting unfair minimum wages for **young workers**, and addressing other unfair wage discrimination and social dumping by **guaranteeing equal pay for equal work**.

- 10. Establishing a **Just Transition Fund**, for managing climate change and moving towards a green, low-carbon economy and to manage **digitalisation** and **automation** in a sustainable manner: based on job creation, protection of workers' rights, skills updating and social protection.

<sup>1</sup> <https://www.etuc.org/proposal-social-progress-protocol>

## Time line for action – September – November 2017

The second half of 2017 will determine whether the Pillar will advance the EU's social agenda, or simply be a well-intentioned set of proposals unable to stop the bad economic policies of recent years. The ETUC welcomes the initiative, but the package presented falls short of what trade unions want and workers need.

### Take Part – Take Action

We need you to communicate widely to spread the word about how we want to improve working conditions and rights through this European Pillar of Social Rights initiative. We need you to

- Contact your MEP and discuss with them why the EU needs to put social rights first
- Lobby the European Commission Office in your Member State to make sure that the Commission knows that you and your union support our demands;
- Meet your national government, labour and economic ministries to explain and press them to support our trade union demands and speak up for our demands at the Social Summit in Gothenburg;
- Build alliances with political parties and get our demands included in their manifestos, especially for the upcoming MEP elections in 2018;
- Build alliances with NGOs so that we work together to get a stronger European Pillar of Rights

CONFEDERATION  
**SYNDICAT  
EUROPÉEN  
TRADE UNION**



Trade Union Demands for a stronger  
**EUROPEAN PILLAR OF SOCIAL RIGHTS**



## What is the European Pillar of Social Rights

The European Pillar of Social Rights is an initiative of the European Union. It sets out principles and rights aimed at achieving better employment and welfare for a “more inclusive and fairer European Union”.

The European Pillar of Social Rights is a package consisting of

- A European Pillar of Social Rights in 20 principles
- A draft directive on work-life balance strengthening parental leave and introducing paid paternal and carers’ leave
- A proposal to revise the ‘Written Statement Directive’ to give more clarity on employment conditions, and possibly basic rights, to more workers including self-employed workers
- A consultation on possible action for access to social protection for people in all forms of employment including the self-employed

It is backed up by a ‘social scoreboard’ which tracks social rights in EU countries.

## Why is the European Pillar of Social Rights important for workers?

All working people deserve good jobs and the power to determine their wages and working conditions. Europe needs to push the interests of working people up the agenda and promote and protect workers’ rights and entitlements rather than austerity policies cutting working and living conditions.

The European Pillar of Social Rights is the most important EU initiative to steer Europe in a more social direction. But it needs improvement. It is vital that we push the EU Commission to bring forward an action plan that will turn the principles and rights set out in the Pillar into concrete actions. We want to make the rights real in every workplace and for every worker, regardless of their job, employment relationship or migration status.

## 10 Essential Building Blocks for the European Pillar of Social Rights

1. **A fast proclamation:** The European Pillar of Social Rights has to be agreed by EU National Governments and the European Parliament by the end of the year;
2. The **EPSR** has to be accompanied by an **‘Action Plan’** for implementation including concrete actions and commitments for **enforcing each of the 20 principles and rights:** this has to include **legislative initiatives** to give workers **new rights** and improve the **enforcement** of existing rights.
3. The European Pillar of Rights should be at least as strong as EU economic policy ‘Governance’ and the so-called ‘Better Regulation Agenda’. EU Institutions including CJEU and ECB should be required to respect it and to secure its achievement;
4. The **EU economic policy-making ‘Semester’**, should be turned into an **Economic and Social Semester** that achieves social as well as economic objectives. This will require working with social partners at national level to identify **social recommendations**, setting **standards and targets for upward convergence and enforcement** of social rights;
5. **Mobilising existing EU funds**, and the EU’s new 7-year **budget**, to help fund implementation of the EPSR:
6. Standing up to employer backlash and implementing the whole proposed package of initiatives for a better **work-life balance and gender equality**, and deliver an ambitious revision of the **Posting of Workers Directive** by the end of the year.
7. A **Social Progress Protocol**<sup>1</sup>, as an essential part of and condition for any possible **Treaty change** – backed up with other legislative initiatives, to ensure that economic freedoms no longer outweigh social rights in importance in EU rules and practices.
8. **Social Dialogue:** Despite the difficulties that social dialogue is facing currently, it must be kept **alive and effective**.
9. Promoting collective bargaining, closing wage gaps and ending social dumping has to be a priority. This means
  - a. Stopping **interference** from EU institutions that undermines collective bargaining and minimum wage systems;
  - b. Increasing the number of workers and sectors covered by collective agreements including non-standard work
  - c. Financial support for capacity building for collective bargaining particularly for sectoral and national level bargaining and **legal frameworks** for delivering strong collective bargaining;