

- d. Ensuring that public procurement rules promote the right to collective bargaining and privilege 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 change to **digitalisation and automation** in a sustainable manner: based on job creation, protection of workers' rights, skills updating and social protection.

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

It Takes Action to Build a Pillar of Rights

The European Pillar of Social Rights is supported by trade unions throughout the EU but on its own it won't make much of a difference to the everyday lives of workers unless it is put into 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 especially in the lead up to the EU Social Summit in Gothenburg;
- Build alliances with political parties and get our demands included in their manifestos, especially for the upcoming MEP elections ;
- Build alliances with NGOs so that we work together to get a stronger European Pillar of Rights;

All working people deserve good jobs and the power to determine their wages and working conditions. Europe needs to put the interests of working people further up the agenda and promote and protect workers' rights and entitlements.

CONFEDERATION
**SYNDICAT
EUROPÉEN
TRADE UNION**



Trade Union Demands for A Better Europe for Working people with a Stronger 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 will be formally adopted in November 2017. 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.

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 a 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. Get started:** Workers cannot wait any longer. It’s time to stop talking and start doing. The European Pillar of Social Rights needs support by EU National Governments. We need the EU and its Member States to stand up to employer backlash and to support the Pillar and the proposed package of legislative initiatives.
- 2. The EPSR needs an ‘Action Plan’ for implementation including** concrete actions and commitments for enforcing each of the 20 principles and rights: this has to include a road map on how the rights will be achieved.

- 3. Investment to make the rights real:** Mobilising existing EU funds, and the EU’s new 7 year budget, to help fund implementation of the EPSR
- 4. EU laws to enforce the rights:** Workers need new workplace rights and better enforcement of existing rights. There needs to be an end to all forms of Social Dumping.
- 5. Active support from all EU Bodies:** EU Institutions including the EU Court (CJEU) and the ECB should be required to respect the rights in the Pillar and their actions and policies should secure the achievement of these rights;
- 6. Better EU Economic Policy:** The European Pillar of Rights should be able to change the course of EU economic policy ‘governance’ and the so-called ‘Better Regulation Agenda’. The EU economic policy-making ‘Semester’, should be turned into an **Economic and Social Semester** that achieves social as well as economic objectives. This requires working with social partners at national level to identify **social recommendations**, set **standards and targets for upward convergence and enforcement**;
- 7. A Social Progress Protocol¹,** as a part of and condition **for any 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. Support Trade Unions and Social Dialogue:** Despite the difficulties that **social dialogue** is facing currently, it must be **kept alive and effective**, Social Partner Agreements must be implemented and the role of trade unions must be respected.
- 9. Promoting collective bargaining, closing wage gaps and improving conditions of work.** 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 in non-standard work;
 - c. Financial support for capacity building for collective bargaining particularly for sectoral and national bargaining and legal frameworks** for delivering strong collective bargaining;