

EXTRAORDINARY EXECUTIVE COMMITTEE.

ETUC\EC\217\EM5

Agenda item 5

Working for a Better Deal for All Workers (draft position)

The Executive Committee is asked to adopt this position.

Annex1: Draft Response to the EU Commission Annex 1

Working for a Better Deal for All Workers (draft position)

Working for a Better Deal for All Workers: ETUC Priorities for the current phase of the European Commission Consultation on the European Pillar of Social Rights

This Position Paper sets out the ETUC's observations and recommendations on the European Pillar of Social Rights at the halfway point of the consultation process and summarises the ETUC demands under six priority areas.

The Position Paper is supplemented with additional documents and an Annex responding to the Commission's proposals. These documents may be updated in light of developments.

Introduction

We are just past the halfway point of the European Commission's consultation on the European Pillar of Social Rights. The Consultation is due to be completed in December 2016. The EU as a whole now faces a very difficult challenge. The anger and disillusionment felt by working people towards the EU is not confined to the UK. This crisis in confidence comes as working people struggle with decreasing living standards, declining purchasing power and the rise of precarious work. Quality jobs are being hollowed out and many workers have seen their pay and conditions deteriorate; wages have not kept up with productivity increases or profits and poverty wages and mistreatment are the norm for too many workers in the EU. Anxiety over the free movement of workers at the same time as cut backs in benefits and services, combined with high levels of unemployment, risks making Europeans more inward looking.

But raising barriers, scapegoating migrant workers and playing on workers' fears must not be the way forward. Instead the Pillar of Social Rights should address workers' concerns by proposing better rules to address shortcomings in the legal framework along with strong recommendations and action to improve the living and working conditions of workers across Europe. It is time to move beyond mere economic governance and build a shared vision of a Social Europe that delivers improvements in the economic and social conditions demanded by EU Citizens and mandated by the EU Treaties.

The ETUC believes that the European Pillar of Social Rights must be ambitious. Expectations are high and there are many problems to be addressed. The EU has to show it serves its citizens and workers and is able to put in place new policies that match their concrete needs. These can be done by bringing forward and delivering concrete proposals of six priority areas that have been identified by the ETUC:

1. A fairer economy for quality job creation
2. A pay rise for fairness at work and economic justice
3. Improved enforcement of existing rights and establishment of new rights
4. Fair mobility
5. Secure labour market transition
6. Social protections and strong public services

These priority areas are developed over the following pages of this position paper.

Continuing support for the development of a European Pillar of Social Rights but ongoing concern over links to the deregulatory agenda

The ETUC believes that the European Pillar of Social Rights must be ambitious. Expectations are high and there are many problems to address. However, the link between the Better Regulation Agenda and the Social Pillar gives rise to much concern, in particular because of the deregulatory nature of the agenda and the approach to social rights in the REFIT exercises carried out thus far. We emphasise that workers and their unions will not support the initiative if it serves merely to impose yet more economic governance constraints on workers' rights, pay and conditions.

Engaging workers and their unions as partners in building Social Europe

The Commission should use the consultation process as a way to engage with workers and their unions. The tripartite consultations at Member State level should have provided an ideal opportunity for workers and their representative trade unions to be involved. However, to date these meetings have been disappointing as there has been insufficient emphasis on involving trade unions or other social partners in the national consultations. Too little preparation and the lack of time allotted for meetings have created the impression that this is a 'box ticking' exercise. Yet missing this opportunity could undermine the credibility of the whole project. It is essential that the real experience of workers, and the obstacles to accessing EU employment and social rights, are properly investigated and understood. There are important differences at national level in the way problems with EU social rights are encountered and experienced. For example, they may be due to inadequate national implementation or enforcement of EU rules, or in other cases may occur as a result of the fall-out from various EU Court rulings. In some circumstances, the cause may be the impact of EU economic governance and recommendations arising from the Semester process, or alternatively, a conflict between competing EU rules that generates problems.

It is essential that the national picture and the views of workers and their unions are properly taken into account, or otherwise the Pillar of Social Rights will not be capable of formulating or delivering effective solutions. The Pillar of Social Rights will be seriously weakened if it is not fully focused on concrete proposals, which can be realistically achieved, well understood by citizens and workers, and seen to have a positive effect on their daily lives and working conditions.

Principles needed to underpin the approach

- a. *Putting social rights first:* The first and most fundamental principle was already spelt out in the ETUC Paris Congress Action Plan: namely, that fundamental social rights must take precedence over economic freedoms. This requires recognition that the status quo is not acceptable. Social rights must be promoted and defended with the same institutional urgency and commitment as economic and fiscal rules.
- b. *Convergence must lead to improvements for all workers:* The Pillar of Social Rights must be designed with the overriding aim of positively improving social protection across Europe. This means that the stated objective of 'convergence' should be clarified as meaning 'upward convergence', resulting in progressive and measurable improvements in social rights. Furthermore, the objective of 'convergence' must not be used to reduce standards nor to hold back better-performing Member States.
- c. *Protecting quality employment:* The principle of '**non-regression**' in the level of protection afforded to workers should be legally guaranteed. It would be unacceptable for the Pillar of Social Rights initiative to threaten the existing framework of rights. In particular, permanent, open-ended contracts should remain the standard form of employment promoted by the Pillar of Social Rights.

- d. *Ensuring that legal interpretations benefit the worker:* To insure against unintended impacts, a legal principle of ‘most favourable conditions’ should be adopted. This would mean that whenever a choice of interpretation or a conflict between laws arose, the relevant adjudication body or court would be obliged to adopt the interpretation most favourable to the worker.
- e. *Extending beyond the Eurozone:* The universal application of labour and social rights is vital. Rights cannot be restricted to the Eurozone. Some reinforced coordination in the Eurozone can be considered, where necessary, to promote upward convergence on social protection systems and address EU economic governance impacts that adversely affect social and employment policies in the Eurozone countries.
- f. *Rights and benchmarks:* The title of the initiative explicitly refers to ‘social rights’, and the Pillar of Social Rights should therefore enforce the rights elaborated in the EU Charter of Fundamental Rights (CFREU). Promoting decent work on in Europe means ensuring that the EU and its Member States fully respect and promote (ILO) international labour standards including promoting their ratification by Member States. The rights afforded must be real and not based solely on individual rights, but also collective rights. Benchmarks are helpful for tracking progress towards identified objectives, but on their own are not sufficient to address workplace realities.
- g. *Embed Social Dialogue and Collective Bargaining:* The Pillar of Social rights should promote social dialogue and collective bargaining as the approach to designing and implementing the policies and rights developed under the social pillar. Recognising the need to rebuild social dialogue and collective bargaining where it has been negatively affected by the policies adopted in response to the crisis, or where it has been dysfunctional due to lack of fundamental freedoms and rights or the lack of commitment or approach of employers

Six priorities to make the EU more social

The aim of the Pillar of Social Rights should be to improve the quality of working life and living standards for all workers and to bring about a fairer and more inclusive Europe. In this respect, to make sure that people will understand the purpose and effects of the Pillar of Social Rights on their daily lives, it’s essential that it is focused on some concrete and deliverable priorities.

The ETUC calls on the Commission to bring forward proposals to promote the following six priorities:

Priority 1 – A fairer economy for quality job creation

Building a strong social dimension of Europe means defeating the unacceptable levels of unemployment Europe is facing, especially for young workers and women. Long-term unemployment of over 12 months is a particular problem. Reversing the austerity measures that created recession and deflation, particularly in the Eurozone, is therefore essential.

Boosting aggregate demand (typically based on demand- and wage-led growth) is essential, while the neoliberal rhetoric has to be stopped if we want to prevent a worst-case scenario in the short term.

Private and public investment has collapsed in Europe during recent years, and has to be recovered. In times of crisis or “modest” recovery and low aggregate demand, it is up to the public sector to trigger a sustainable recovery, especially in a low interest rate environment.

Public investment for quality job creation and a general pay rise for sustainable and more equal growth are the fundamental pillars of a new economic strategy. This includes pay rises (see next priority).

Public investment has to be included in the top priorities for the Pillar of Social Rights as an overarching approach supporting all the other social measures. A number of macroeconomic analyses (see the OECD Economic Outlook 2016) show that public investment supports a GDP increase, while decreasing public debt stock.

Public investment has to be targeted on hard and soft infrastructure, networks, innovation and research, quality public services, education and training, social investment, etc.

A European industrial policy is needed, as a policy for fair transition in sectors like the green economy, digitalisation and automation.

The Investment Plan proposed by President Juncker has to be continued, but available public funding has to be increased and effects of the plan on quality job creation have to be enhanced and monitored.

Moreover, efforts need to be prioritised and care must be taken to channel investment into those economies that are most in need of support and where the gap between economic activity and potential is the largest.

The Stability and Growth Pact has to be reformed and loosened, in order to allow public investment at all levels.

European economic governance and the European Semester have to be reformed, by considering the inclusion of a strong social dimension and putting social rights, freedoms and recommendations at the same level of importance as the economic ones.

Priority 2 – A pay rise for fairness at work and in the economy

The European economy is demand- and wage-led. Austerity measures, public budget cuts and wage depression have deepened recession and deflation, instead of generating economic recovery.

Basing EU economic governance mainly on budget consolidation and exports has led to huge macroeconomic imbalances between countries and between sectors within countries, including surplus countries like Germany. This has increased inequalities and social exclusion, without boosting productivity and competitiveness in most countries and sectors. Wage developments have been lagging behind productivity developments in a vast majority of EU countries (and other OECD countries) for years.

It is notable that the countries that performed better in terms of productivity and competitiveness through the crisis were the ones with the strongest social dialogue and collective bargaining, and with the highest wages.

However too many companies are favouring employment models of individual and insecure employment contracts over collective agreements, driving down wages and conditions for all workers, and contributing to the growing gap between rich and poor. But insecure employment and reduced wages will not lead us to a stable Europe. A wage rise is the only fair way out of the crisis.

Europe therefore needs a general pay rise and progressive upward convergence of wages, in order to restore the economy, boost demand and productivity, and tackle inequality and divergences. A pay rise should be aimed at aligning real wage developments with past and current productivity developments, ensuring that workers receive a fair share of the profits they create and recognising that, for many EU workers, poverty wages are still a stark reality, meaning that additional increases are necessary. In this context, it must be remembered that poverty wages are not only a social problem, but also a huge damage for the economy, since they depress demand and increase inequality.

The objective of a pay rise can be achieved through:

1. Ending the dismantling of systems and coverage of collective bargaining, as well as ending wage cuts or wage freezes;
2. Reversing the negative impact of fiscal rules by adopting targets (and benchmarks to assess progress) to increase the number of workers covered by collective agreements at EU, Member State and sectoral level, and promoting upward convergence towards a high level of coverage. Targets should be agreed with social partners at Member State level, along with the mechanisms to be used to achieve them, for example by promoting capacity building and developing measures to extend collective agreements, and improving protection for workers who organise in trade unions;
3. Setting targets, with social partners, to raise the level of minimum wages—where these exist—for example, to no less than the ILO recommended level of 60% of the median/average wage in each country, while taking steps to move progressively towards higher living wages;
4. Reinforcing all public procurement rules to ensure that they respect collective agreements;
5. Prohibiting unfair discriminatory minimum wage rates, for example for young people on the basis of age;

6. Promoting upward wage convergence (particularly between Eastern and Western Europe). This is essential, to fight against wage exploitation and unfair competition between workers and between companies;
7. The legal protection and extension of collective bargaining coverage, including wages, for vulnerable workers including self-employed workers and workers in precarious situations;
8. Multi-employer bargaining and more effective extension mechanisms could be major instruments to achieve this end, and should therefore be supported at EU level through the Pillar of Social Rights. Measures could include capacity building and addressing the conflicting requirements of the EU fiscal, free movement, freedom to provide services and completion rules;
9. Progress is too slow on closing the gender pay gap (EU = 16%). It is time for action by introducing a mandatory obligation for companies to undertake equal pay audits.

Priority 3 – Improved enforcement of existing workers’ rights and establishing new rights

A key goal of the European Pillar of Social Rights must be to tackle the range of problems that workers experience when they try to enforce their EU employment rights. Inadequate protection for workers who report abuses, costly proceedings and the absence of a clear right for workers to be represented by their trade unions combine with weak legislative frameworks and impotent enforcement mechanisms at Member State level to create a situation that workers have less confidence that their rights are taken seriously.

The Pillar of Social Rights needs to reverse the legal trends at EU and Member State level that have seen the growth of practices that allow employers to distance themselves from their responsibilities under the *social acquis* in particular the EU employment Directives.

A critical area is the erosion of the employment relationship. This is fundamentally denying workers the possibility to exercise their EU employment rights. While workers in disguised employment relationships such as bogus self-employment, au-pairs, interns, on-line platform workers and undeclared workers face many burdens of proof that they are left with virtually no means of protecting their rights. And all too often, in conflicts of law situations the rights of worker are placed one or two steps behind the rights of the employer. Likewise, triangular and subcontracting arrangements all operate to deny workers the effective enforcement of their EU rights.

The damage caused by the absence of effective protection is felt by workers, their families and communities; by responsible businesses; and by the EU and its Member States. Meanwhile, the benefits, profits and competitive advantage accrue solely to the employers that are allowed to continue gaming the system. The wellbeing of the EU depends on our ability to hold those who employ workers and enjoy the fruits of their labour fully accountable. This means putting forward legislative proposals to provide:

1. *The Right to effective enforcement* including an EU Directive to secure the effective enforcement of legal provisions in line with ILO Convention NO 81,

- and to include provisions for joint and several liability, combatting undeclared work and ensuring the right to an effective remedy in insolvency situations;
2. *The Right to most favourable conditions* for the worker in a conflicts of laws situation;
 3. *The Right to presumption of an employment relationship* including sanctions on employers who disguise an employment relationship (e.g. bogus self-employment, au-pairs, interns, undeclared work, on-line platform workers etc);
 4. *Ensuring that EU employment rights apply to a wider group of 'workers'* than the more restrictive term of 'employees' and removing unfair exemptions that leave workers outside the scope of protection;
 5. *Establishing a definition of a 'self-employed worker'* and distinguishing him/her on the one hand from the bogus self-employed—i.e employees wrongly categorised as self-employed—and on the other from the self-employed entrepreneur, to ensure they are covered by employment rights, the right to adequate remuneration, fair terms and working conditions, education and training, unemployment protection, social protection, and pension rights;
 6. *The Right to protection against insecurity in employment* by placing limits on the types of employment practices that create insecurity at work, including the prohibition of exploitative zero-hour contracts, if-and-when contracts, and on-call arrangements, along with providing proactive protection such as the right to fulltime work and supports in restructuring situations;
 7. *The Right to reasonable working time* promoting work life balance and including restrictions on on-call work and after hours calls and emails;
 8. *The Right to dignity at work*, including the right to privacy and the improved protection of personal data in the employment relationship;
 9. *The Right to representation at work and in the board room*, including a general EU framework on information, consultation and board-level representation with a Directive introducing a new and integrated architecture for workers' involvement in European company forms and providing for industrial democracy. Introduction of workers' board level representation with a lower proportion for small enterprises and increasing to higher proportions depending on the size of the company (as well in the monistic as in the dualistic system): small companies with 50 to 250 employees should have a low proportion of WBLR (2 or 3 representatives); companies with 250 to 1,000 employees one third participation and big companies with more than 1000 employees should have parity (half of the seats);
 10. *The Right to collective bargaining*, including protection for workers (including self-employed workers) to organise in a trade union and to bargain collectively and take collective action, including strike action. Also adequate and effective protection against acts of anti-union discrimination;
 11. *The Right to freedom of expression*, including protection from victimisation and dismissal for 'whistleblowers', and outlawing 'blacklisting' and offering redress and compensation to victims;
 12. *The Right to protection during probation*, including the right to equal pay for equal work and a prohibition on unpaid 'internships', protection from overly invasive and unnecessary background checks and discrimination on the basis of social origin and socio-economic grounds;
 13. *The Right to safe and healthy work*, including the next steps for the EU's Health, Safety and Welfare at Work Strategy. The focus must be on prevention

along with greater recognition of and support for workplace safety reps, promoting health supervision, and the development of systems to ensure that realistic and equitable mechanisms exist to deal with personal injury claims and occupational accident and illness benefits in an efficient and effective manner.

Priority 4 – Fair mobility

Raising barriers, scapegoating migrant workers and playing on workers' fears must not be the way forward. Instead the Pillar of Social Rights should address workers' concerns by proposing better rules to address shortcomings in the EU legal framework so that workers are no longer vulnerable to exploitation because they are coming from a country where wages are lower. This requires an improvement in the EU legal framework and tools. Unfair obstacles to free movement of workers must be removed while at the same time competition on labour costs must not be allowed or encouraged, and equal treatment must mean equal treatment, regardless of the immigration status or type of employment contract given to the worker.

Managing migration better for EU means cracking down on exploitation and it also means investment in communities that are feeling increased pressures from population change by providing schools and hospitals and the extra housing needs of a growing population. It means providing the chance for everyone to learn the local language as a necessary first step in integration. It also means tackling the lack of jobs and opportunities that force workers to emigrate.

The position of workers who are posted to another Member State in the framework of the provision of services has been a particular concern for workers and their unions for a considerable period of time. Furthermore, it has become increasingly difficult for trade unions in Member States to protect collective bargaining arrangements and to protect collective agreements from being undercut by contractors posting workers from countries with lower wages. Despite the revision of the Public Procurement Directive, many Member States continue to insist that they cannot make contractors comply with collective agreements, pay the going rate and provide the usual conditions of employment. Stronger rules and better enforcement are needed.

In this context, the revision of the Posting of Workers Directive (fully supported by the ETUC) is a very good opportunity to improve the situation, although some amendments have to be brought forward during the legislative process.

Measures to ensure fair and sustainable mobility within the EU are needed (e.g. through a new proposal for a Mobility Package and the revision of the Posting of Workers Directive) to provide;

1. The Right to equal treatment regardless of employment status;
2. Tackling misuse of posting with a view to circumventing host country labour law, and in particular the use of letterbox companies;
3. Reducing the duration of posting and making employers throughout the value chain meet national employment rights and standards and comply with applicable collective agreements;

4. Better enforcement of existing rules, to ensure that mobile workers are fairly treated;
5. Tackling possible abuses regarding social benefits in the context of mobility should be considered;
6. Fighting against abuses must not lead to any infringement/modification to the principles of free movement of workers and of the country of work. No indexation on the basis of the country of origin can be introduced, when mobile workers have paid for the social benefits they get (via taxation or social contributions);
7. The principle of free movement of workers has to be guaranteed, via concrete actions, also removing existing obstacles such as double taxation and non-compliance with existing rules on social rights and benefits in the cross-border dimension;
8. Portability of social rights and benefits must be enforced properly at EU level.

Priority 5 – Secure labour market transitions

There is a need for a substantial strengthening of EU social rights in order to model and shape a fair handling of corporate restructuring and strengthen the capacity to anticipate change – in particular as digitalisation transforms the world of work. This is best delivered via robust social dialogue enshrined via the Pillar of Social Rights.

The Pillar of Social Rights must support secure transitions between education and work, between work and periods of unemployment and career advancement in work by providing appropriate social security support so that workers remain secure during periods of unemployment along with taking steps to increase worker employability this is delivered by promoting work-based learning in all its forms, with special attention to apprenticeships, by involving social partners, companies, chambers and Vocational Education Providers, as well as by stimulating innovation and entrepreneurship. This means investment in education and training, in particular Vocational Education and Training as a means to develop all level of skills, and to help low skilled adults to adapt to the changing needs of the labour market. Employers have a strong responsibility in terms of investing in their workforce, providing progression routes and career development opportunities.

The Pillar of Social Rights should provide for a '*European right for paid educational leave*': for training and education throughout life and ensure workers can adapt, start a new stage in the career, and gain qualifications not related to their current job. The following proposals can achieve this:

1. The Right to free and public guidance and placement services for all unemployed people and for low skilled workers and workers in vulnerable sectors;
2. The Right to measures to avoid precariousness, including paid education, skills and training leave;
3. Bringing forward proposals for quality of apprenticeship based on a European quality framework on apprenticeships;

4. Increasing the proportion of workers participating in workplace learning and adults participating in Continuous VET (CVET) and lifelong learning (at Member State level at least 15% of adults by 2020);
5. Skills guarantee: reducing the proportion of the working age population with low skills from 20% to 10%;
6. Increasing the number and category of workers covered by collective agreement on CVET;
7. Increasing funding and investment in education and training over a prolonged period;
8. Setting a target in agreement with the social partners for the minimum share of companies' budget to be allocated to training provisions.

Youth unemployment deserves particular attention and the Social Pillar of Rights should see continuation and full Implementation of the European Youth Guarantee, including:

1. A guaranteed offer and intervention within four months after leaving education system and/or unemployment. Implemented, in the long term, as a universal guarantee;
2. Guaranteed high quality standards of job offers, trainings, traineeships and apprenticeships, particularly in sectors where job creation will be important in the future;
3. Measures to Improve trust in institutions and increase the institutional capacity for delivering services. Crucial aspects are adequate financing and human resources ensuring a high quality guidance service for young people;
4. Carefully design the interventions to meet the need of the target population in order to respond to the heterogeneity of the youth population;
5. Investing in more ambitious and long-term funding so as to guarantee effective outcomes from the implementation of the measure. The ETUC calls for the continuation of the budgetary lines beyond 2016. Our benchmark in terms of appropriate funding of the Youth Guarantee is the estimation of €21bn per year made by the ILO.

Priority 6 – Social protection and public services

The Pillar of Social Rights must bring about tangible improvements in living standards, not just in terms of income but also issues affecting the quality of people's lives and their ability to work, such as public services including access to child and elderly care, transport, health and housing. It must also improve incomes for those who rely on social protection. Social welfare needs to be increased in real terms and substantial progress achieved towards targets for decent living standards for people who rely on welfare for tackling social exclusion and problems with their income, whether due to underemployment, unemployment, old age or disability, along with the right to occupational benefits. Social protection must cover people in and out of work, regardless of the employment contract and, in particular, be extended to the self-employed.

The ETUC calls for a debate to be opened on establishing mechanisms/standards for unemployment insurance/benefits at EU/EMU level, to face macroeconomic shocks in the labour market. Such mechanisms should be additional to and integrated with national systems, while respecting the subsidiarity principle and the autonomy of social

partners. Such mechanisms could be funded via the EU budget, or independent budget/insurance systems within the EMU.

Welfare systems need to be about rights, not just assistance. The Pillar of Social Rights should therefore bring forward recommendations to secure a number of key rights including:

1. The Right to good-quality social protection benefits, in all branches of social security, including disability and social assistance systems and minimum income;
2. The Right to provision of good-quality, affordable and accessible social services adequately financed and provided by qualified professionals, including long-term care and childcare, good quality preventive and curative health care and a right to quality, safe and affordable social housing for those who need it;
3. The Right to an adequate pension, indexed to protect purchasing power and the upward convergence of standards at EU level for national pension reforms should be considered;
4. A European Directive on adequate minimum income schemes to establish common principles, definitions and methods to grant the rights throughout the EU;
5. A common European Standard on the right to quality and professional long term care, to include provisions on provision of care, leave entitlements for carers and compensation in respect of care leave;
6. The removal of the imposition on Member States to link statutory age to life expectancy and recognition of the impact of arduous work.

Recommendations on reinforcing the institutional processes for advancing Social Europe

In setting concrete priorities to make the Pillar of Social Rights more effective and its objectives more achievable, it is necessary to assess the legal and governance tools, which should be most appropriately used for implementation:

- a. *Legislation*: In all matters that involve social rights, legislative processes are needed, both in terms of improving existing legal frameworks or introducing new legal instruments. Legal rights should be addressed to the whole EU, not to the EMU only.
- b. *Other legal instruments*: Other legal tools, for instance Commission Decisions, Opinions or Council Recommendations, Communications, or the annual Employment Guidelines, should be used in circumstances where these can achieve the agreed objective bearing in mind the binding/non-binding nature of the act.
- c. *European Semester*: Institutional change is also needed to ensure equal emphasis on promoting Social Europe through the Country Specific Recommendations (CSRs) of the European Semester. The ETUC has long been concerned that trade unions' involvement in decision-making within the Europe 2020 strategy has been totally inadequate, with outcomes that demonstrate this. A truly inclusive and collaborative approach is needed throughout the whole process of governance, in particular during the EU Semester. The ETUC also supports national affiliates'

participation in the European Semester process and continues to push for their involvement in policy proposals, independent of the EPSR. At the same time, introducing a new social dimension through a social scorecard mechanism in the EU Semester and in the Country Specific Recommendations could achieve some of the objectives set out in the Pillar of Social Rights.

- d. *Checks and balances*: The democratic accountability of the Commission and the Council should be improved. In particular, the role of the European Parliament should be rethought. A major change is needed to ensure that all Commission departments work towards the achievement of social objectives. The rights embodied in the CFREU must be recognised, promoted and/or enforced by the European institutions when issuing any proposal and by the Member States when implementing EU law, whether or not it is directly related to social issues.
- e. *Rebalancing social rights with economic rights*: Urgent action is needed to complete accession to the European Convention on Human Rights along with the adoption of a Social Progress Protocol/clauses otherwise the EU social rights brought forward under the ESPR will be vulnerable to attack from EU economic freedoms.

Conclusion

In conclusion the integral components of the ETUC vision for the Pillar of Social Rights are familiar, we are calling for wages that represent a fair share of the profits they create and that enable workers to support their households. Decent levels of social security protection, contractual, working hours and income stability, protection from unjustified termination of employment, and effective access to freedom of association and collective bargaining are also needed. Yet these are precisely the rights and protections that workers are losing at a striking speed in Europe. Social Rights are crucial to fairness in an increasingly unfair Europe and the Social Pillar of Rights provides the catalyst to bring this about.