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# **COVER NOTE**

From:	Secretary-General of the European Commission, signed by Ms Martine DEPREZ, Director
date of receipt:	4 March 2021
То:	Mr Jeppe TRANHOLM-MIKKELSEN, Secretary-General of the Council of the European Union
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Subject:	ANNEXES to the COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS The European Pillar of Social Rights Action Plan

Delegations will find attached document COM(2021) 102 final ANNEXEX 1 to 3.

Encl.: COM(2021) 102 final ANNEXEX 1 to 3

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Brussels, 4.3.2021 COM(2021) 102 final

ANNEXES 1 to 3

# **ANNEXES**

to the

# COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS

The European Pillar of Social Rights Action Plan

{SWD(2021) 46 final}

# ANNEX 1: KEY COMMISSION ACTIONS

	2020	Q2 2021	1
European Gender Equality Strategy	Ò	Ò	Initiative on Sustainable Corporate Governance
Industrial Strategy, Circular Economy Action Plan		$\Diamond$	Revision of the Non-Financial Reporting Directive
and SME Strategy		Q	Follow-up to the White Paper on Artificial Intelligence
Temporary Support to Mitigate Unemployment	<b>\rightarrow</b>	$\mathbf{Q}$	A Trusted and Secure European E-ID
Risks in an Emergency (SURE)		X	Updating the new Industrial Strategy for Europe New Occupational Safety and Health Strategy
Revised Multi-Annual Financial Framework 2021-2027	<b>P</b>	X	European Platform on Combating Homelessness
Recovery and Resilience Facility and REACT-EU	<b>O</b>	<b>Q</b>	Communication on Decent Work Worldwide
European Skills Agenda for Sustainable Competi-	<b>\rightarrow</b>	$\diamond$	Affordable Housing Initiative
tiveness, Social Fairness and Resilience		P	Guidance Notices on Public Procurement of Innovation and on Socially Responsible Public Procurement
Council Recommendation for Vocational Education and Training		Q3 2021	
Youth Employment Support, accompanied by Reinforced Youth Guarantee		Q4 2021	Renewed Sustainable Finance Strategy
European Education Area	<b>Q</b>	Q4 2021	Market Land Carlot Dr. Brown Co.
Digital Education Action Plan (2021-2027)	<b>O</b>	8	Action Plan for the Social Economy Legislation to combat gender-based violence against
Anti-Racism Action Plan	<b>O</b>	Y	women
EU Roma Strategic Framework on Equality, Inclu-	$\Diamond$	<b>O</b>	Individual Learning Accounts and Micro-Credentials
sion and Participation, accompanied by a Council		Ţ	Framework Higher Education Transformation Agenda
Recommendation on Roma Equality, Inclusion and		X	Council Recommendation on education for environmental
Participation Renovation Wave, including Commission Recommen-		I	sustainability
dation on Energy Poverty	Y	9	Skills and Talent Package
Pact for Skills	7	8	Expanded and deepened Joint Employment Report Initiative on Collective Bargaining for the Self-employed
Action Plan on Integration and Inclusion	Y	8	European Health Data Space
LGBTIQ Equality Strategy	Y	Q	Methodology for social expenditure reporting under RRF
Proposal for a Directive on Adequate Minimum Wages	Y	$\Diamond$	Report on EU Taxonomy Regulation
Pharmaceuticals Strategy	X	2022	
Sustainable and Smart Mobility Strategy	X	Ò	Implementation Report of the Working Time Directive
	Υ	• •	Initiative on Pathways to School Success
Q:	1 202		Revision of the Barcelona targets
Green Paper on Ageing	0	Q	Review of the Quality Framework for Traineeships
Europe's Beating Cancer Plan	9	X	Initiative on Long-Term Care Report of new High-Level Expert Group on Access
First-stage consultation of EU social partners on	P	Ĭ	to Adequate and Sustainable Social Protection
platform work	Ĭ	<b>Q</b>	New Tools and Indicators on Access to Healthcare
European Pillar of Social Rights Action Plan	$\Diamond$	P	Legal proposals to reduce workers' exposure
Proposal for a Revision of the Social Scoreboard	<b>\rightarrow</b>	7	to hazardous chemicals, including asbestos Council Recommendation on Minimum Income
New Disability Rights Strategy	0	Š	Initiative on Social Dialogue
Binding Pay Transparency Measures	0	<b>O</b>	Guidance on Ex-Ante Distributional Impact Assessments
Commission Recommendation for Effective Active	9	Q	First EU Report on Access to Essential Services
Support to Employment		2023	
Europe's Digital Decade	<b>O</b>	<b>\rightarrow</b>	European Social Security Pass
Strategy on the Rights of the Child and	<b>\rightarrow</b>	2024	
European Child Guarantee		_	First evaluation of the European Labour Authority
Joint Report on the Application of the Employment	9	7	
Equality Directive and the Race Equality Directive		2025	
	L	Q	Review of the European Pillar of Social Rights
			Action Plan

# ANNEX 2: THE REVISED SOCIAL SCOREBOARD

	Headline indicators	Secondary indicators	SDG
	Adult participation in learning during the last 12 months**	Tertiary education attainment Underachievement in education (including in digital skills**) Participation of low-qualified adults in learning **	4. Quality education
Equal opportunities	Share of early leavers from education and training	Share of unemployed adults with a recent learning experience** Gap in underachievement between the bottom and top quarter of the socio-economic index (PISA)**	5. Gender equality
	Individuals' level of digital skills	Gender gap in part-time employment Gender pay gap in unadjusted form	10. Reduced
oppor	Youth NEET rate (15-29)	Income share of the bottom 40% earners (SDG)**	inequalities
qual	Gender employment gap		
X	Income quintile ratio (S80/S20)		
	Employment rate	Activity rate	8. Decent
0.0		Youth unemployment rate	work and
Fair working conditions	Unemployment rate	Employment in current job by duration	economic
or	T	Transition rates from temporary to permanent contracts	growth
r w	Long-term unemployment rate	Share of involuntary temporary employees**	
Fair worki conditions	CDIII non conito anomale	Fatal accidents at work per 100,000 workers (SDG)**	
	GDHI per capita growth	In-work-at-risk-of-poverty rate	1 37
	At risk of poverty or social	At-risk-of-poverty rate (AROP)	1. No
	exclusion rate (AROPE)	Severe material and social deprivation rate (SMSD)	poverty
	At risk of payorty rate or	Persons living in a household with a very low work intensity Severe housing deprivation (owner and tenant)	3. Good
	At-risk-of-poverty rate or exclusion for children (0-17)**	Median at-risk-of-poverty gap**	health and
	exclusion for children (0-17)	Benefit recipients rate [share of individuals aged 18-59 receiving	well-being
	Impact of social transfers (other	any social benefits (other than old-age) among the population	wen-being
	than pensions) on poverty	at-risk-of-poverty]**	
	reduction	Total social expenditure by function (% of GDP): Social	
	Todde Holl	protection, healthcare, education, long-term care**	
u	Disability employment gap**	Coverage of unemployment benefits [among short-term unemployed]**	
and inclusion	Housing cost overburden**	Coverage of long-term care needs**	
ncl		Aggregate replacement ratio for pensions	
d i	Children aged less than 3 years in	Share of the population unable to keep home adequately warm	
	formal childcare	(SDG)**	
lon		Connectivity dimension of the Digital Economy and Society	
ecti	Self-reported unmet need for	Index	
Social protection	medical care	Children from age 3 to mandatory primary school age in formal childcare**	
lei		Out-of-pocket expenditure on healthcare	
300		Healthy life years at age 65: Women and men	
<b>9</b> 1		Standardised preventable and treatable mortality (SDG)**	

<sup>\*\*</sup> New indicator compared to current version of the Scoreboard (in brackets the framework where it is currently used)

Note - breakdowns to the social scoreboard indicators by age group, gender, country of birth, disability status will be used for complementing the analysis where relevant.

# ANNEX 3: THE PILLAR PRINCIPLES PROCLAIMED AT THE 2017 GOTHENBORG SUMMIT



#### 1. Education, training and life-long learning

Everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labour market.



#### 2. Gender equality

a. Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression.

b. Women and men have the right to equal pay for work of equal value.



#### 3. Equal opportunities

Regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, everyone has the right to equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered.



#### 4. Active support to employment

- a. Everyone has the right to timely and tailor-made assistance to improve employment or self-employment prospects. This includes the right to receive support for job search, training and re-qualification. Everyone has the right to transfer social protection and training entitlements during professional transitions.
- b. Young people have the right to continued education, apprenticeship, traineeship or a job offer of good standing within 4 months of becoming unemployed or leaving education.
- c. People unemployed have the right to personalised, continuous and consistent support. The long-term unemployed have the right to an in-depth individual assessment at the latest at 18 months of unemployment.



#### 5. Secure and adaptable employment

- a. Regardless of the type and duration of the employment relationship, workers have the right to fair and equal treatment regarding working conditions, access to social protection and training. The transition towards open-ended forms of employment shall be fostered.
- b. In accordance with legislation and collective agreements, the necessary flexibility for employers to adapt swiftly to changes in the economic context shall be ensured.
- c. Innovative forms of work that ensure quality working conditions shall be fostered. Entrepreneurship and self-employment shall be encouraged. Occupational mobility shall be facilitated.
- d. Employment relationships that lead to precarious working conditions shall be prevented, including by prohibiting abuse of atypical contracts. Any probation period should be of reasonable duration.



#### 6. Wages

- a. Workers have the right to fair wages that provide for a decent standard of living.
- b. Adequate minimum wages shall be ensured, in a way that provide for the satisfaction of the needs of the worker and his/her family in the light of national economic and social conditions, whilst safeguarding access to employment and incentives to seek work. In-work poverty shall be prevented.
- c. All wages shall be set in a transparent and predictable way according to national practices and respecting the autonomy of the social partners.



## 7. Information about employment conditions and protection in case of dismissals

- a. Workers have the right to be informed in writing at the start of employment about their rights and obligations resulting from the employment relationship, including on probation period.
- b. Prior to any dismissal, workers have the right to be informed of the reasons and be granted a reasonable period of notice. They have the right to access to effective and impartial dispute resolution and, in case of unjustified dismissal, a right to redress, including adequate compensation.



#### 8. Social dialogue and involvement of workers

- a. The social partners shall be consulted on the design and implementation of economic, employment and social policies according to national practices. They shall be encouraged to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action. Where appropriate, agreements concluded between the social partners shall be implemented at the level of the Union and its Member States.
- b. Workers or their representatives have the right to be informed and consulted in good time on matters relevant to them, in particular on the transfer, restructuring and merger of undertakings and on collective redundancies.
- c. Support for increased capacity of social partners to promote social dialogue shall be encouraged.



#### 9. Work-life balance

Parents and people with caring responsibilities have the right to suitable leave, flexible working arrangements and access to care services. Women and men shall have equal access to special leaves of absence in order to fulfil their caring responsibilities and be encouraged to use them in a balanced way.



#### 10. Healthy, safe and well-adapted work environment and data protection

- a. Workers have the right to a high level of protection of their health and safety at work.
- b. Workers have the right to a working environment adapted to their professional needs and which enables them to prolong their participation in the labour market.
- c. Workers have the right to have their personal data protected in the employment context.



#### 11. Childcare and support to children

- a. Children have the right to affordable early childhood education and care of good quality.
- b. Children have the right to protection from poverty. Children from disadvantaged backgrounds have the right to specific measures to enhance equal opportunities.



#### 12. Social protection

Regardless of the type and duration of their employment relationship, workers, and, under comparable conditions, the self-employed, have the right to adequate social protection.



#### 13. Unemployment benefits

The unemployed have the right to adequate activation support from public employment services to (re)integrate in the labour market and adequate unemployment benefits of reasonable duration, in line with their contributions and national eligibility rules. Such benefits shall not constitute a disincentive for a quick return to employment.



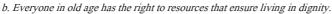
#### 14. Minimum income

Everyone lacking sufficient resources has the right to adequate minimum income benefits ensuring a life in dignity at all stages of life, and effective access to enabling goods and services. For those who can work, minimum income benefits should be combined with incentives to (re)integrate into the labour market.



#### 15. Old-age income and pensions

a. Workers and the self-employed in retirement have the right to a pension commensurate to their contributions and ensuring an adequate income. Women and men shall have equal opportunities to acquire pension rights.





#### 16 Healthcare

Everyone has the right to timely access to affordable, preventive and curative healthcare of good quality.



### 17. Inclusion of people with disabilities

People with disabilities have the right to income support that ensures living in dignity, services that enable them to participate in the labour market and in society, and a work environment adapted to their needs.



# 18. Long-term care

Everyone has the right to affordable long-term care services of good quality, in particular home-care and community-based services.



# 19. Housing and assistance for the homeless

- a. Access to social housing or housing assistance of good quality shall be provided for those in need.
- b. Vulnerable people have the right to appropriate assistance and protection against forced eviction.
- c. Adequate shelter and services shall be provided to the homeless in order to promote their social inclusion.



### 20. Access to essential services

Everyone has the right to access essential services of good quality, including water, sanitation, energy, transport, financial services and digital communications. Support for access to such services shall be available for those in need.