



**Access to social  
protection**

**EUROPEAN  
PILLAR OF  
SOCIAL RIGHTS**

**#SocialRights**



# The 20 principles and rights at a glance

## Equal opportunities and access to the labour market

- Education, training and life-long learning
- Gender equality
- Equal opportunities
- Active support to employment

## Fair working conditions

- Secure and adaptable employment
- 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



## Principle 12

*'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'*



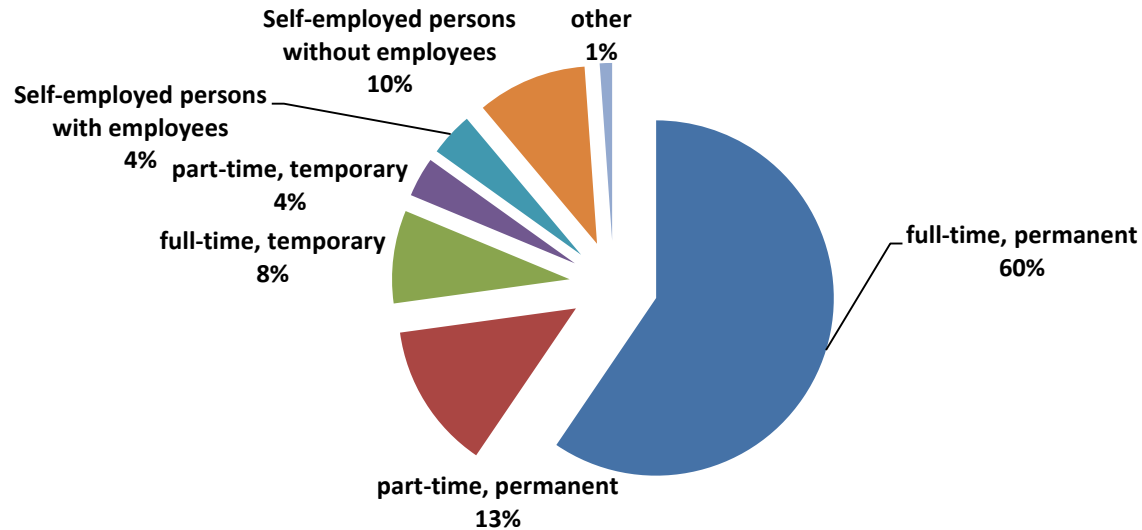
# Why are labour markets changing?

- Globalisation
- Technology
- Demographic ageing
- Labour market institutions



# How does the labour market look today?

Types of employment relationships, EU28, 2016





## How does the labour market look today?

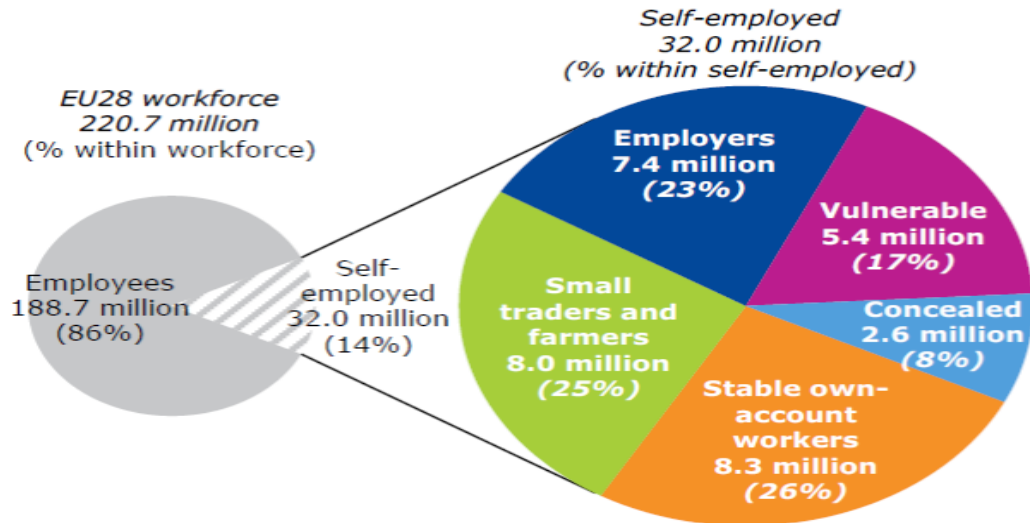
Non standard employment: beyond part-time and temporary

- Employee sharing
- Job sharing
- Interim management
- Casual work
- ICT-based mobile work
- Voucher-based work
- Portfolio work
- Crowd employment
- Collaborative employment
- Civil law contracts
- Mini job
- On-demand work ('zero-hour contract')



# How does the labour market look today?

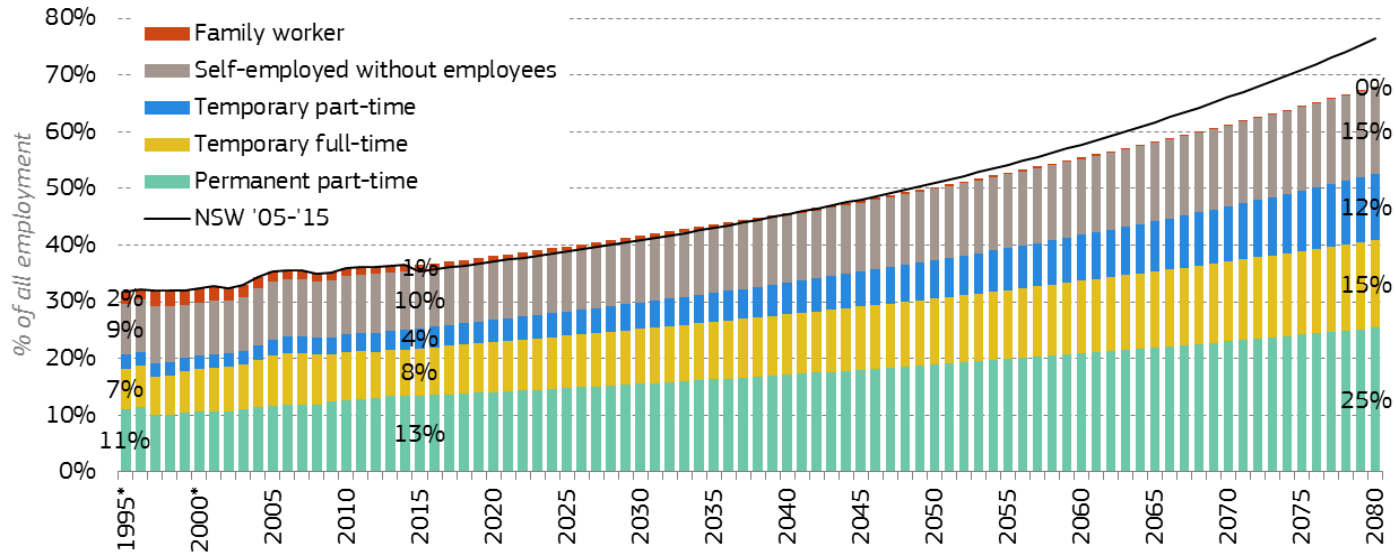
The heterogeneity of the self-employed





# How can the labour market look tomorrow?

Evolution of non-standard work (1995-2015) and projection for the future (2016-2080) by type of contract, EU-15 (1995-2001) and EU-28 (2002-2080)

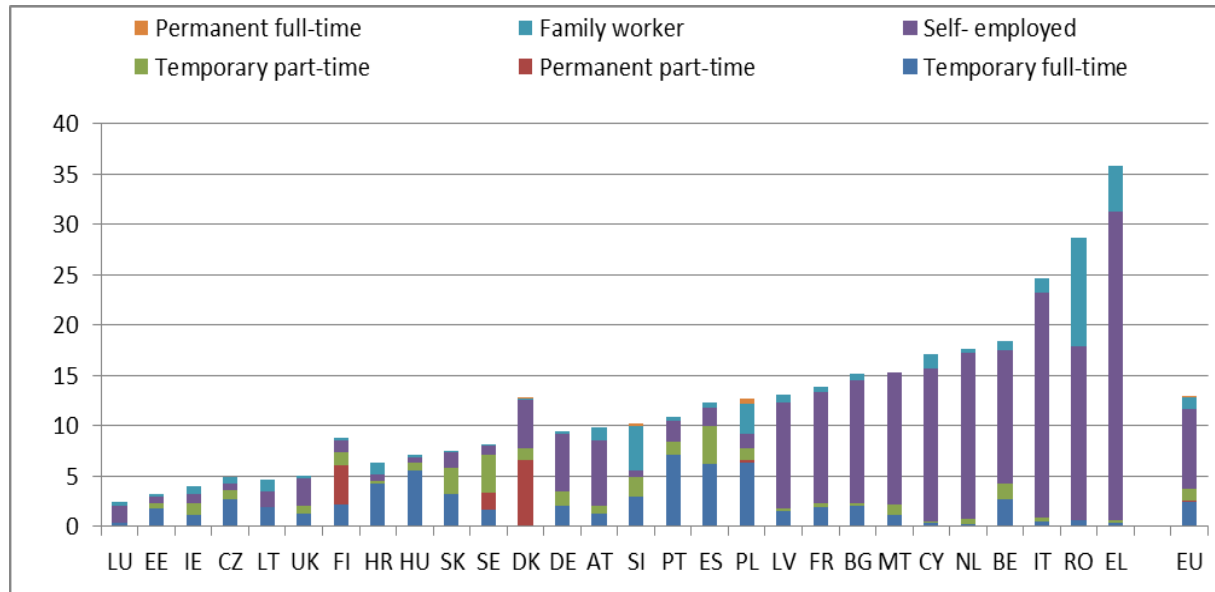






# Is everyone being protected?

Risk of not being entitled to unemployment benefits





# What are the gaps in social protection?

## Formal coverage of non standard workers

Area/type of contract	Casual work	Seasonal work	Marginal part-timer	On-demand	Temporary agency work	Civil law contract	Mini-job	Agreement to perform a job
<b>Unemployment</b>	BG, RO, LV, HU, MT, LT	BG, RO, LV, HU, MT, LT	AT			PL	DE	CZ
<b>Sickness</b>	BG, HU, LT, LV, RO	BG, HU, LV, LT, RO				PL	DE	CZ
<b>Maternity</b>	BG, RO		AT, BG, FR	BG	UK	PL		CZ
<b>Accident &amp; Occupational injuries</b>	BG, RO, HR	BG, LT, LV, RO		BG		PL		CZ
<b>Old age</b>	BG, MT, RO	BG, HU, RO, LT	AT	HU, LU	MT, NL		DE	CZ
<b>Invalidity</b>	HU, RO	HU, RO, MT	AT					



# What are the gaps in social protection?

## Formal coverage of non standard workers II

	Opt-in	Opt-out
Unemployment	LV <sup>a</sup> , PT <sup>a</sup> , SE <sup>a</sup>	DK, EE <sup>a</sup> , FI <sup>a</sup>
Sickness	AT <sup>b</sup> , LV <sup>a</sup> , PL <sup>c</sup>	
Maternity	AT <sup>b</sup> , LV <sup>a</sup> , PL <sup>c</sup>	
Accident & occupational injuries	LV <sup>a</sup> , PT <sup>a</sup>	
Old age	AT <sup>b</sup> , LV <sup>a</sup> , LT <sup>a</sup> , PT <sup>a</sup> , RO <sup>c</sup>	DE <sup>b</sup>
Invalidity	AT <sup>b</sup> , LV <sup>a</sup> , PT <sup>a</sup> , RO <sup>c</sup>	

a) additional schemes; b) if income below a certain threshold; c) For specific categories of non-standard employees.



# What are the gaps in social protection?

## Formal coverage of self-employed

	No coverage	Mandatory coverage	Voluntary cov. opt-in	Voluntary cov. Opt-out
<b>Unemployment</b>	BE, BG, CY, DE, EE, FR, IT, LV, NL, IE, UK	CZ, EL, FI, HR, HU, LU, LT, PL, PT, RO, SE, SI, FI, HR	DK, ES, FI <sup>a</sup> , RO <sup>c</sup> , SE <sup>a</sup> , SK <sup>b</sup>	AT, RO
<b>Sickness</b>	EL, IE, IT	BE, CY, DE, DK, EL <sup>c</sup> , ES, FR, HR, HU, IE, LU, LT, LV, MT, PT, SE, SI, SK, UK	BG, CZ, DK, EE, LU <sup>c</sup> , FI <sup>a</sup> , NL, PL, RO <sup>b</sup>	AT, PT, SK, UK, FI
<b>Maternity</b>		BE, CY, DE, DK, EE, EL, ES, FI, FR, HR, HU, IE, IT, LU, LV, MT, NL, PT, RO, SE, SI, SK, UK	BG, CZ, DK <sup>a</sup> , LT, PL, RO <sup>c</sup>	AT, PT, UK
<b>Accident &amp; occupational injuries</b>	BE, BG, CY, CZ, DK, EL, IE, LT, LV, NL, SK, UK	DE, EE, EL <sup>c</sup> , ES, HR, HU, IT, LU, MT, NL <sup>c</sup> , PL, RO, SE, SI	DE, DK, ES <sup>c</sup> , FI, FR, PT, RO <sup>c</sup>	AT
<b>Old age</b>		BE, BG, CY, DK, EE, EL, ES, FI, FR, HR, HU, IT, LU, LT, LV, MT, NL, PL, PT, RO, SE, SI, SK, UK	BE <sup>a</sup> , CZ, DE, DK, EL, LU <sup>c</sup> , NL, PL, RO <sup>b</sup>	AT, IE, PT, RO, SK
<b>Invalidity</b>		BE, BG, CY, CZ, DE, DK, EE, EL, ES, FI, FR, HR, HU, IE, IT, LU, LT, LV, MT, PL, PT, RO, SE, SI, SK, UK	DE, NL	AT, IE, PT, RO, SK, UK



# What are the gaps in social protection?

Effective coverage and transferability for workers

	Waiting period	Minimum qualifying period	Duration of benefits	Minim working period
<b>Unemployment</b>		SK, CZ, PL, EE, HU, ES	BG	EL, PT, SE, HU
<b>Sickness</b>	BE, EE	IT, PL, AT, CZ, BG		PT
<b>Maternity</b>	AT, CZ, HU, MT, HR, IT	BG		PT
<b>Accident &amp; Occupational injuries</b>				
<b>Old age</b>		IT, NL, PT		NL, IT
<b>Invalidity</b>		CZ, PT		CZ



# What are the gaps in social protection?

Effective coverage and transferability for self-employed

	Waiting period	Minimum qualifying period	Duration of benefits	Minim working period
<b>Unemployment</b>	PL	EL, FI, LU, SK	EL, BG	EE, PT, SE
<b>Sickness</b>	PT, SI, BE, EE, FR, HR, PL, SE		AT, PT	
<b>Maternity</b>			EE, EL, FR, BE, MT	DK
<b>Accident &amp; Occupational injuries</b>			EL	EL
<b>Old age</b>		RO, UK		RO, UK
<b>Invalidity</b>		DE		DE



# What are the gaps in social protection?

## Transparency

- Generic information
- No regular updates



# Process and Consultation

- Two-stage **social partner consultation**:
  - 1st stage consultation was open from 26 April 2017 to 23 June 2017
  - 2nd stage consultation from 20 Nov. 2017 to 5 Jan. 2018
- **Open public consultation** from 20 Nov. 2017 to 15 Jan.2018
- **Dedicated hearings** with stakeholders in Dec.2017
- **Ongoing Impact Assessment**
- **Foreseen College adoption** - 7 March 2018 (Social Fairness package)





# Useful links

## Second stage social partner consultation:

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=9001&furtherNews=yes>

## Open public consultation

<http://ec.europa.eu/social/main.jsp?catId=333&langId=en&consultId=29&visibility=0&furtherConsult=yes>