



European
Commission

The European Pillar of Social Rights

For a fairer and more social Europe

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Social Europe

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The European Pillar of Social Rights

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#SocialRights

What is the European Pillar of Social Rights?



The European Pillar of Social Rights sets out 20 principles for a fairer, more inclusive European Union (EU).

By uniting and guiding Member States on improving daily life, employment and welfare, the Pillar is good for citizens and good for sustainable economic growth.

It captures a renewed public and political will to strengthen social rights at a time of concerns about the future of work, inequalities and demographic change. The Pillar sets out rights for workers in new, often precarious, forms of employment.

The EU and Member States are delivering the Pillar together – working with social partners, regions, cities and civil society.

Your rights in daily life



With the proclamation of the European Pillar of Social Rights at the Social Summit, we have put social priorities at the heart of Europe, where they belong.

Marianne Thyssen

European Commissioner for Employment,
Social Affairs, Skills and Labour Mobility



ec.europa.eu/social/social-pillar

Giulia and Francesco



“I run a real estate agency and for the last few years we have been rethinking our way of working. We have an app, we organise virtual visits... we use the Cloud and instant messaging. We work completely differently than when I first started.”

Giulia

Entrepreneur, 45 years old, Italy

“I was Giulia’s administrative assistant but wanted a change and to be able to fully participate in the evolution of the agency. I worked part-time for two years to follow a course in new communication technologies. I am now in charge of the agency’s website and social media.”

Francesco

Content Manager, 32 years old, Italy

Social Europe means:

- giving workers the right to **fair and equal treatment** regarding their working conditions;
- giving workers access to social protection and **training**, regardless of the type and duration of the employment relationship;
- supporting workers to transfer from temporary employment into **permanent contracts**;
- fostering **innovative forms of work** in order to ensure high quality working conditions;
- encouraging entrepreneurship and self-employment (employers should also support **occupational mobility**);
- preventing employment relationships that lead to **precarious working conditions** (including by prohibiting the abuse of atypical contracts).

Koen



“I just finished school and I’m looking for a job. Having Down’s syndrome won’t stand in the way of my dream to be a mechanic’s apprentice. With a little support, I know I can do it.”

Koen

16 years old, Netherlands



Social Europe means:

- young people are entitled to **education, an apprenticeship or a high quality job offer** within four months of becoming unemployed (under the Youth Guarantee);
- people with disabilities have the right to **income support** in order to live in dignity;
- workers have the right to **adequate social protection**.

Mahika, Rasmus and family



“When I gave birth, the twins became our priority, but Rasmus and I didn’t want to give up our jobs. Thanks to the Danish **work-life balance** framework, neither of us had to. Rasmus is on parental leave, working part-time, and I work from home two days a week.”

Mahika

39 years old, Denmark



Social Europe means:

- parents and carers have the right to suitable leave, **flexible working arrangements** and access to care services;
- workers have the right to **fair wages** for a decent standard of living;
- women and men have the right to **equal pay** for work of equal value.

Marek



“I worked in sales at a food manufacturing plant for seven years. Six months ago, they restructured and made me redundant. It’s been tough, but my career advisor has been so supportive. She showed me how to sign on for unemployment benefits and we’re now planning my next steps. I want to launch an organic food company, so I’m enrolling on a course for start-ups.”

Marek

40 years old, the Czech Republic



Social Europe means:

- workers facing dismissal have the **right to know** why and to be given a reasonable notice period;
- jobseekers have the right to **personalised support** to find work, training or re-qualification opportunities;
- jobseekers have the right to adequate **unemployment benefits** of a reasonable duration.

Carmen



“I always loved my job and managed to combine an active life with raising kids and participating in community activities. That all changed when my back problems started, ten years ago. Luckily, I was able to shift to a position in the company that was less physically demanding and was offered free physiotherapy sessions. I am now retired and even participate in sporting activities for senior citizens, organised by our local community centre.”

Carmen

68 years old, Spain



Social Europe means:

- workers have the right to a **working environment adapted to their professional needs**;
- everyone has the right to timely access to **high quality, affordable, preventive and curative health care**;
- everyone has the right to **affordable long-term care services** of good quality;
- workers and self-employed people have the right to an **adequate pension in retirement**.





20 rights and principles

for a fairer and more social Europe

The European Pillar of Social Rights in 20 Principles

The European Pillar of Social Rights is about delivering new and more effective rights for citizens. It builds upon 20 key principles, structured around three categories:

Equal opportunities and access to the labour market

- 01.** Education, training and life-long learning
- 02.** Gender equality
- 03.** Equal opportunities
- 04.** Active support to employment

Fair working conditions

05. Secure and adaptable employment
06. Wages
07. Information about employment conditions and protection in case of dismissals
08. Social dialogue and involvement of workers
09. Work-life balance
10. Healthy, safe and well-adapted work environment and data protection

Social protection and inclusion

11. Childcare and support to children
12. Social protection
13. Unemployment benefits
14. Minimum income
15. Old age income and pensions
16. Health care
17. Inclusion of people with disabilities
18. Long-term care
19. Housing and assistance for the homeless
20. Access to essential services

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