

# Social Protection and Social Inclusion

## (excluding disability)

These slides accompany the explanation of the acquis to Albania and North Macedonia and can only be used for that purpose. Their content is subject to further development of the acquis and interpretation by the Court of Justice of the European Union.

## ***From the TFEU – Art 153 (social policy)***

- ***... Union shall support and complement the activities of the Member States ...***
- ***... shall not affect the right of Member States to define the fundamental principles of their social security systems and must not significantly affect the financial equilibrium thereof***
- ***Art 160 -> Social Protection Committee***

## ***From the European Charter of fundamental rights***

- ***... rights to social security, housing, health care... Art 34+35***
- ***... Charter are addressed ... to the Member States only when they are implementing Union law. Art 51***

# The Pillar of Social Rights

- 20 principles, including:
  - resources that ensure living in dignity
  - affordable, preventive and curative health care of good quality,
  - (disabled:) services that enable them to participate in the labour market and in society.
  - essential services of good quality: water, sanitation, energy, transport, financial services and digital
  - affordable long-term care services of good quality

# Initiatives in social protection

- Work-life balance
  - Access to social protection,
  - Pensions and Long-term care
  - Child guarantee
- 
- The european semester

## ***Social Protection Committee***

- ***monitor the social situation and policies***
- ***exchanges of information, experience and good practice,***
- ***to prepare reports,***
- ***formulate opinions***
- ***undertake other work within its fields of competence,***

***At the request of either the Council or the Commission or on its own initiative.***

***Two members per country***

# The Work-Life Balance initiative

Context: Going beyond the revision of the Maternity Leave Directive

Objective: Address women's underrepresentation in the labour market

Combination of tools:

- Proposal for a Directive (including repeal Directive 2010/18/EU)
- Commission Communication



# The Proposal for a Directive

## Paternity Leave



Current EU Legislation	Proposal for a Directive
No EU legislation	10 days
	Compensated at sick pay level
	Around the time of birth of the child



# The Proposal for a Directive

## Parental Leave



Current EU Legislation	Proposal for a Directive
4 months	4 months
1 month non-transferable	4 months non-transferable
No minimum compensation level	Compensated at sick pay level
Until child is 8	Until child is 12

# The Proposal for a Directive

## Carers' Leave



Current EU Legislation	Proposal for a Directive
No EU legislation (except 'force majeure')	5 days/year
	Compensated at sick pay level
	To care for dependent relative with serious illness, serious medical condition or disability

# The Proposal for a Directive

## Flexible working arrangements



Current EU Legislation	Proposal for a Directive
Right to request reduced and flexible working hours upon return from parental leave	All parents of children up to 12 and carers can request: <ul style="list-style-type: none"><li>- Reduced working hours</li><li>- Flexible working hours</li><li>- Flexibility on the place of work</li></ul>
Right to request part-time work for all workers	

# Accompanying Commission Communication

## 3 POLICY AREAS

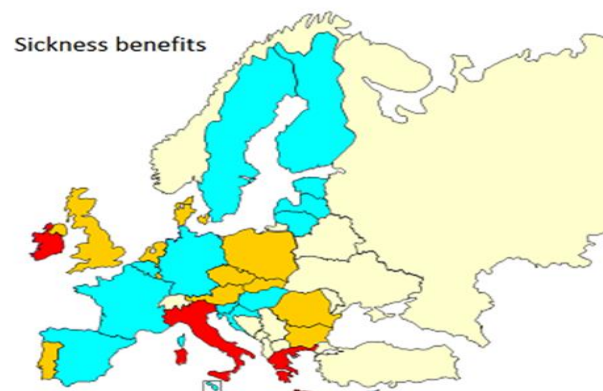
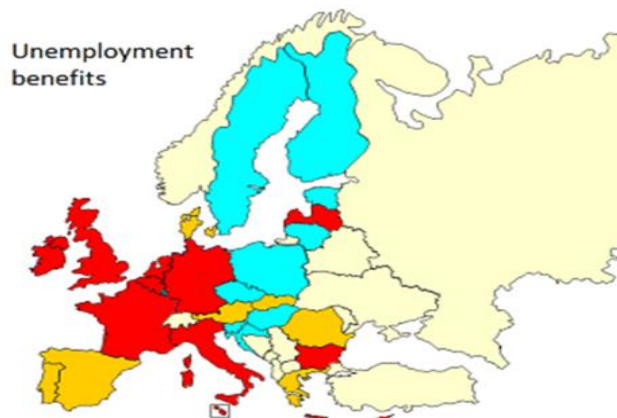
1. Gender-balanced leaves
2. Improving access to care services
3. Addressing economic disincentives

## A COMBINATION OF TOOLS TO SUPPORT MEMBER STATES

- Support enforcement of current legislation (dismissal protection)
- Better EU-level data, monitoring guidance (European Semester), and benchmarks
- Encourage sharing of good practices
- Funding (EaSI, ESIF, EFSI)

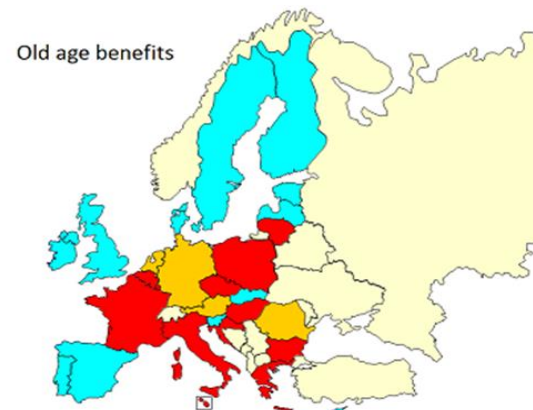
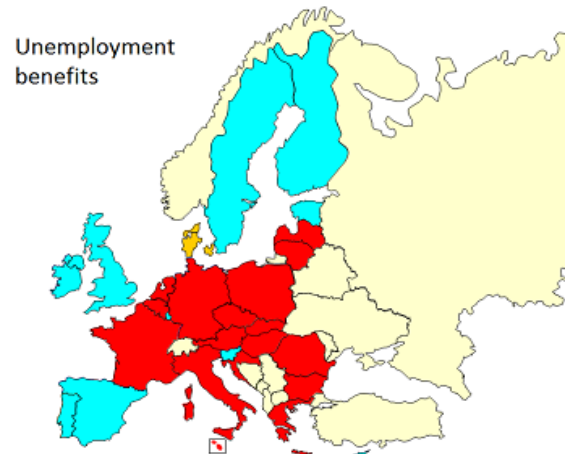
# Is everyone having **access** to social protection?

## *The case of the self-employed*



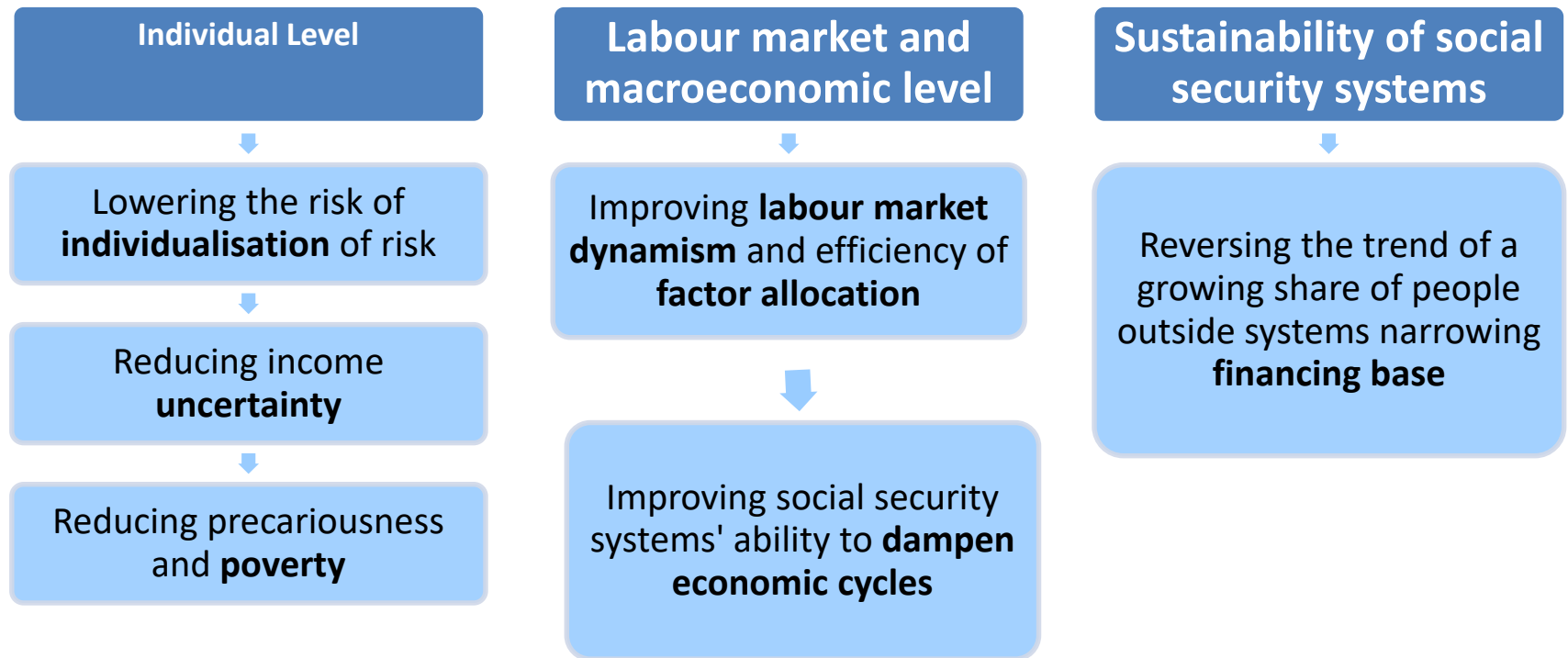
■ Mandatory coverage  
■ Voluntary coverage for at least one category of self-employed  
■ No formal coverage for at least one category of self-employed

## *The case of non-standard workers*



■ Mandatory coverage  
■ Voluntary coverage for at least one group of non-standard workers  
■ No formal coverage for at least one group of non-standard workers

# What are the benefits of improving protection?



# Council Recommendation on Access to social protection: a political agreement

## Personal scope

- All workers
- The self-employed

## Material scope

- Sickness and healthcare benefits
- Maternity benefits
- Unemployment benefits
- Old-age benefits
- Benefits in respect of accident at works and occupational injuries
- Invalidity benefits

# Council Recommendation on Access to social protection: a political agreement

## Formal Coverage

Workers on a mandatory basis for all branches

Self-employed at least on a voluntary basis and where appropriate on a mandatory basis

## Effective coverage

Rules governing entitlements and contributions

Entitlements to be preserved, accumulated or transferred

## Adequacy

Sufficient and timely benefits

Proportionate contributions and exemptions to be applied regardless of status

## Transparency

General and individual information

Simplification



# Planning and Reporting

## Member States

- Collect data
- Submit a national plan

## SPC + Commission

- Establish indicators
- Review progress (Semester)
- Make proposals
- Funds
- Exchange of practices

# Pensions

2018 report on:

- Adequacy
- Special situations:  
women, non-standard
- Future
  
- Ageing report 2018

2021 report



# Long-Term Care

2014 report on:

- Access
- Quality
- Affordability

2021 report

**Adequate social protection  
for long-term care needs  
in an ageing society**

Report jointly prepared by the  
Social Protection Committee  
and the European Commission



## **Child guarantee principle**

All children in the EU should have adequate access to:

- Nutrition
- Health care
- Education
- Housing
- Childcare

## **Child guarantee**

### **Particularly vulnerable situations**

1. Migrant background (including refugee children),
2. Disabled and other with special needs,
3. Institutions, including disabilities
4. Precarious households.

# **Child guarantee action plan**

1. Mapping, fact-finding, recommendations,
2. Feasibility and costing (2019->)
3. Pilot project testing the guarantee

# European semester

Recommendations on

- Pensions,
  - E.g. 2015 FR on supplementary pensions, 2018 LT on pension adequacy
- Health,
- Long-term care
- Work-life balance

# To do

Appoint SPC members, and other delegates

Participate in report drafting, including indicator

Implement the WLB directive (?)

Work towards access to social protection

Any arising from child guarantee (?)





# Social Protection

Questions?