



European Foundation  
for the Improvement  
of Living and Working  
Conditions

The tripartite EU Agency providing knowledge  
to assist in the development of better social,  
employment and work-related policies

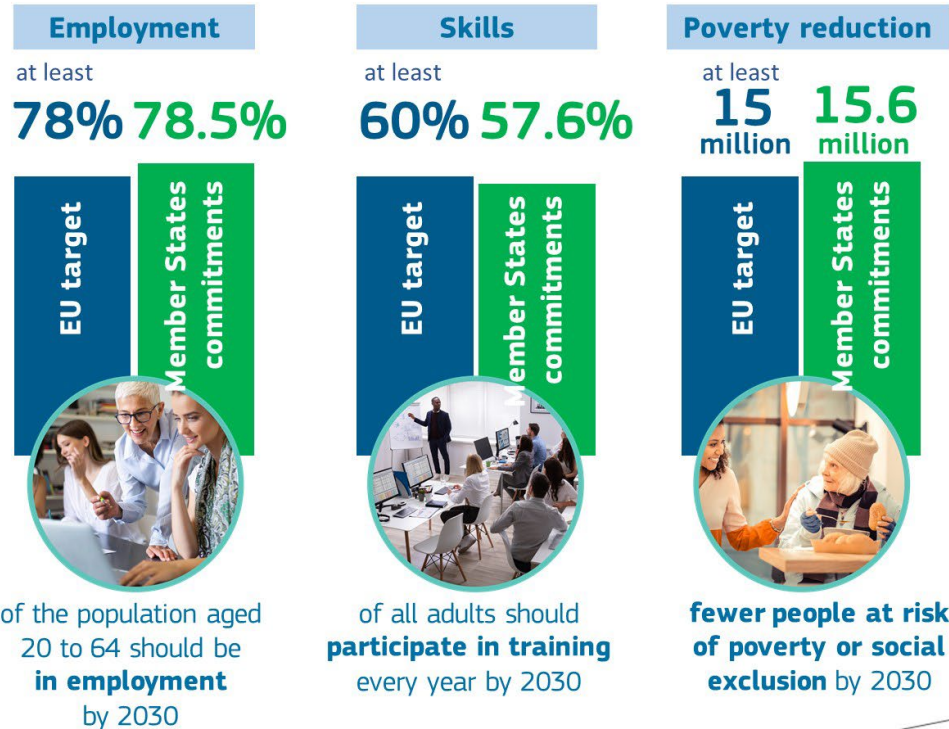
# Role of Equality Bodies in implementing the European Pillar of Social Rights Action Plan

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Eurofound

# Three Eu social targets for 2030

## Three EU social targets for 2030:

✓ All Member States on board



# A reinforced social dimension

- I. Europe must be the continent of social cohesion and prosperity.
- II. Pledge to work towards a social Europe.
- III. A collective, inclusive, timely, and cohesive recovery will strengthen Europe's competitiveness, resilience, social dimension and role on the global stage.
- IV. Implementation will strengthen the Union's drive towards a digital, green and fair transition and contribute to achieving upward social and economic convergence and addressing the demographic challenges.
- V. Commitment to reducing inequalities, defending fair wages, fighting social exclusion and tackling poverty.

**19 New indicators proposed in the Social Scoreboard** and breakdowns to indicators by age group, gender, country of birth, disability status (...) as part of the well-established policy coordination framework in the context of the **European Semester**”.

Adult participation in learning during the last 12 months

**Secondary indicators:** Underachievement in education

Participation of low-qualified adults in learning;

Gap in underachievement between the bottom and top quarter of the socio-economic index;

Income share of the bottom 40% earners

**Fair working conditions:**

**Secondary indicators:**

Share of involuntary temporary employees;

Fatal accidents at work per 100,000 workers

**Social protection and inclusion:**

**Headline indicators:** At-risk-of-poverty rate or exclusion for children (0—17); Disability employment gap; Housing cost overburden

**Secondary indicators:** Median at-risk of poverty gap; Benefit recipients rate social protection, healthcare, education, long-term care;

Coverage of unemployment benefits

Coverage of long-term care needs;

Share of the population unable to keep home adequately warm;

Children from age 3 to mandatory primary school age in formal childcare;

# Implementation of EPSR – role of equality bodies – concrete areas

I. Minimum wage

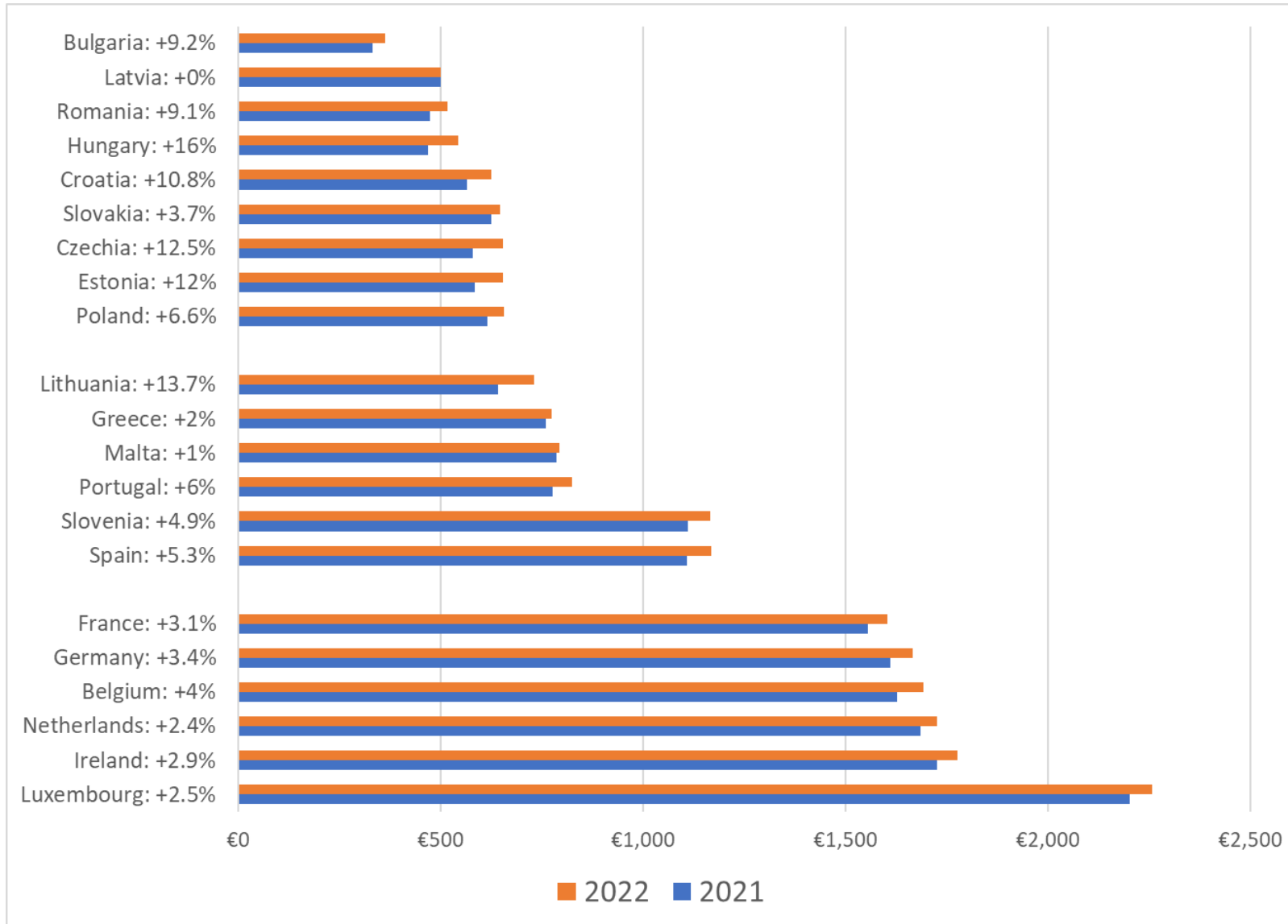
II. Quality jobs

III. Ethics and working conditions

IV. Housing

V. Non-take up of benefits

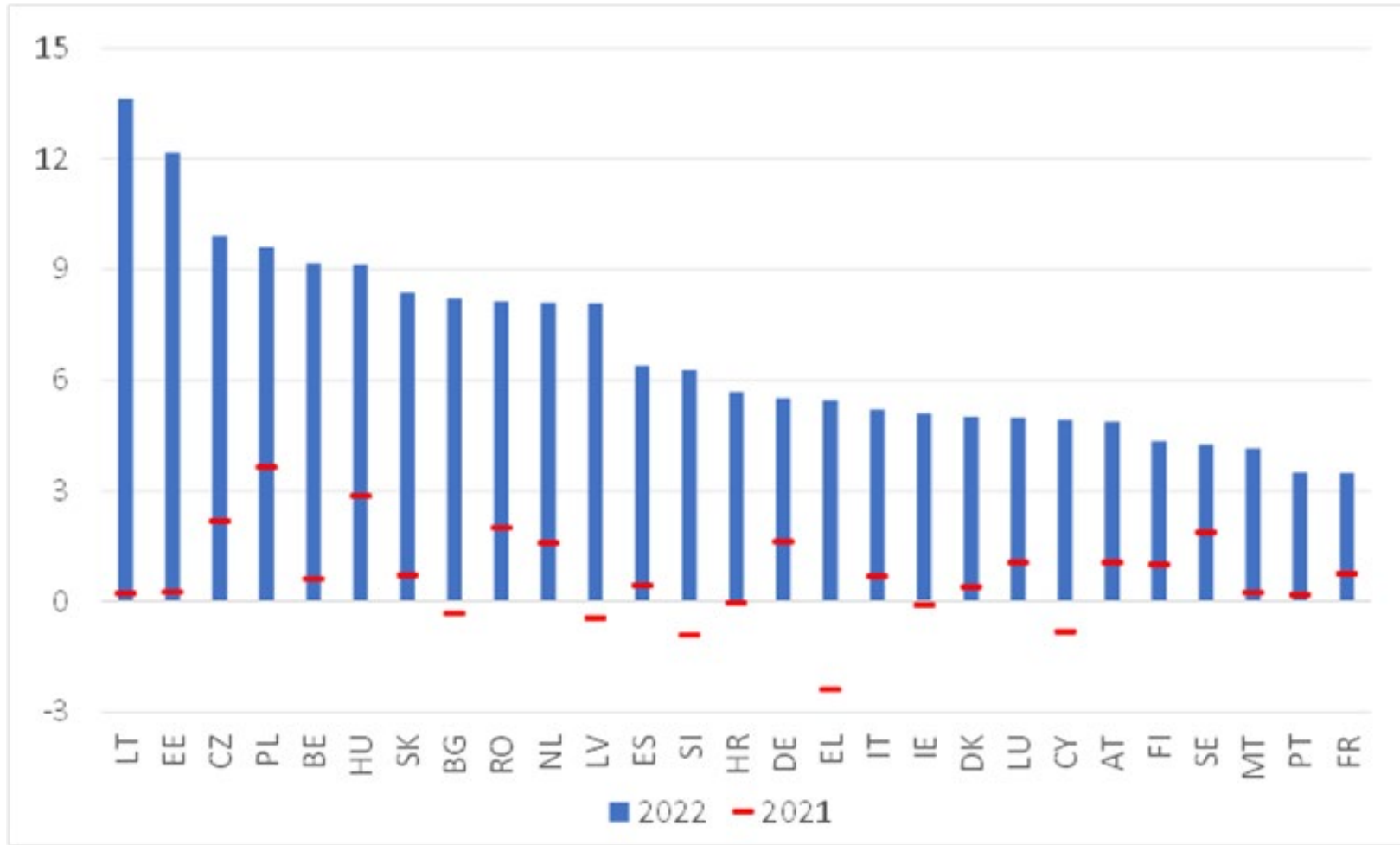
# Monthly statutory minimum wages in EUR



an nominal increase in  
nal currency, 2022:  
(up from +3% in 2021)



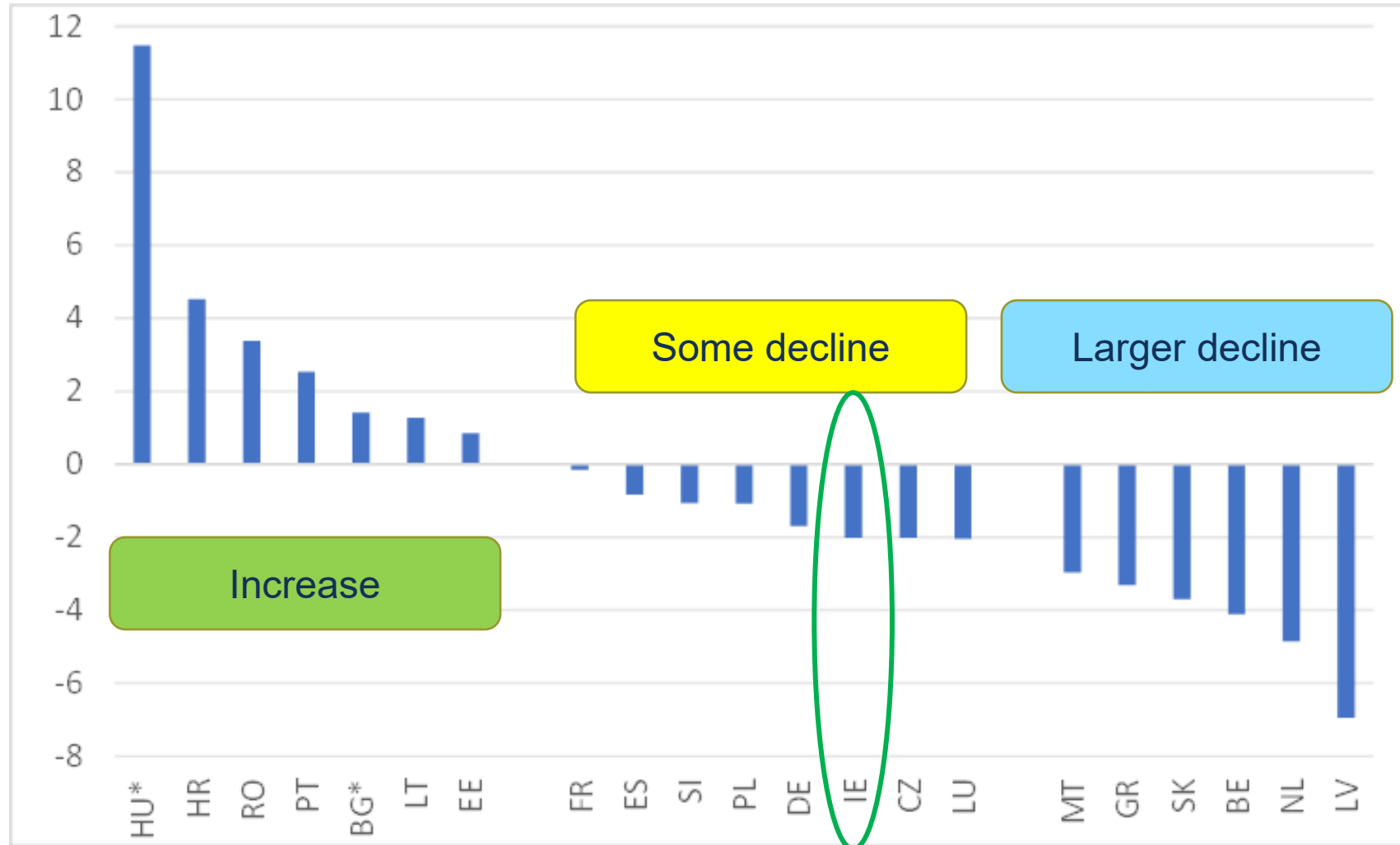
# Substantial inflation ...



Largest increases mainly in Central and Eastern EU Member States;

Exceeding 9% in Lithuania, Estonia, Czechia, Poland, Belgium and Hungary.

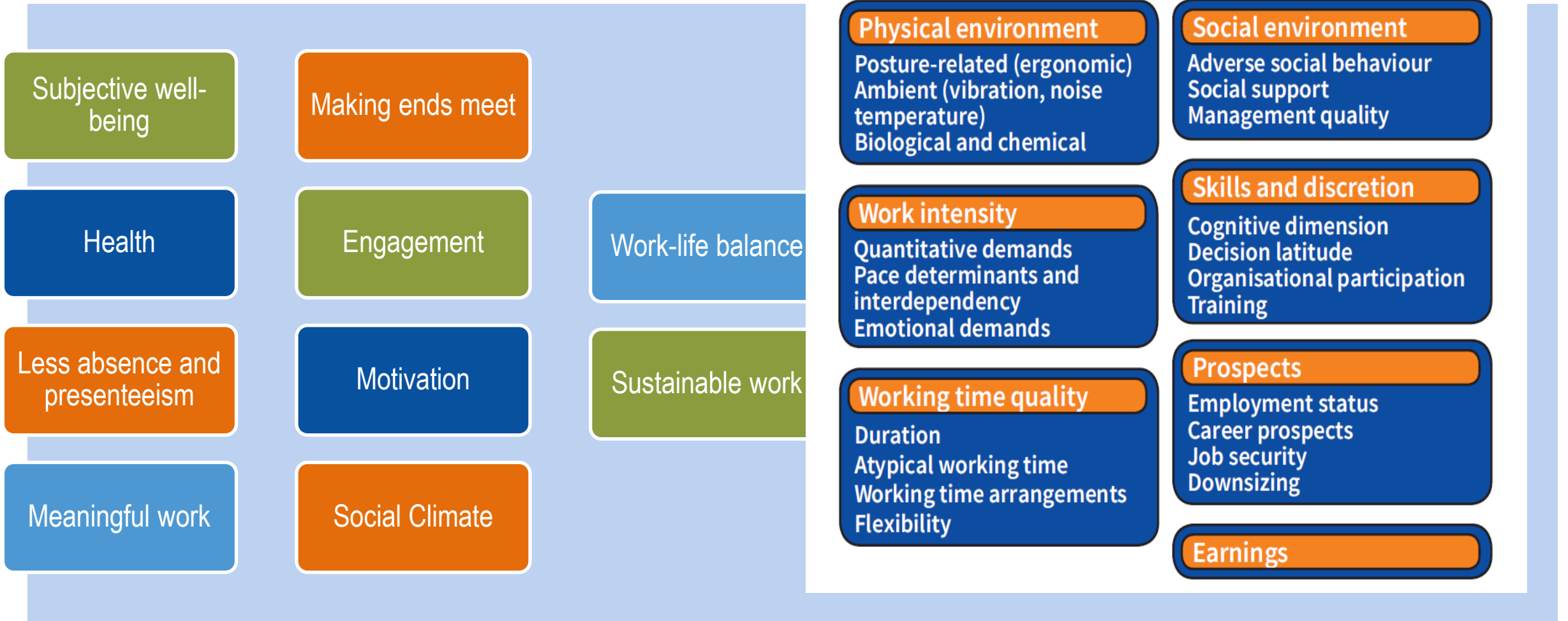
# ... resulted in real declines of minimum wages between 2021 and 2022 in two thirds of the countries



- Only few countries have indexation mechanism (FR, LU, BE, MT);
- Around half of the Member States make reference to inflation in their minimum wage legislation
- (Political) decisions in several CEEC to uprate minimum wages substantially in nominal terms preserved purchasing power.
- Hungary: pre-election
- Some influence of the proposed EU directive?



# Job quality



# Technologies in the workplace: ethics and working conditions

*When the technology is implemented ethically...*

Increased work safety

Learning opportunities and greater autonomy

More meaningful jobs

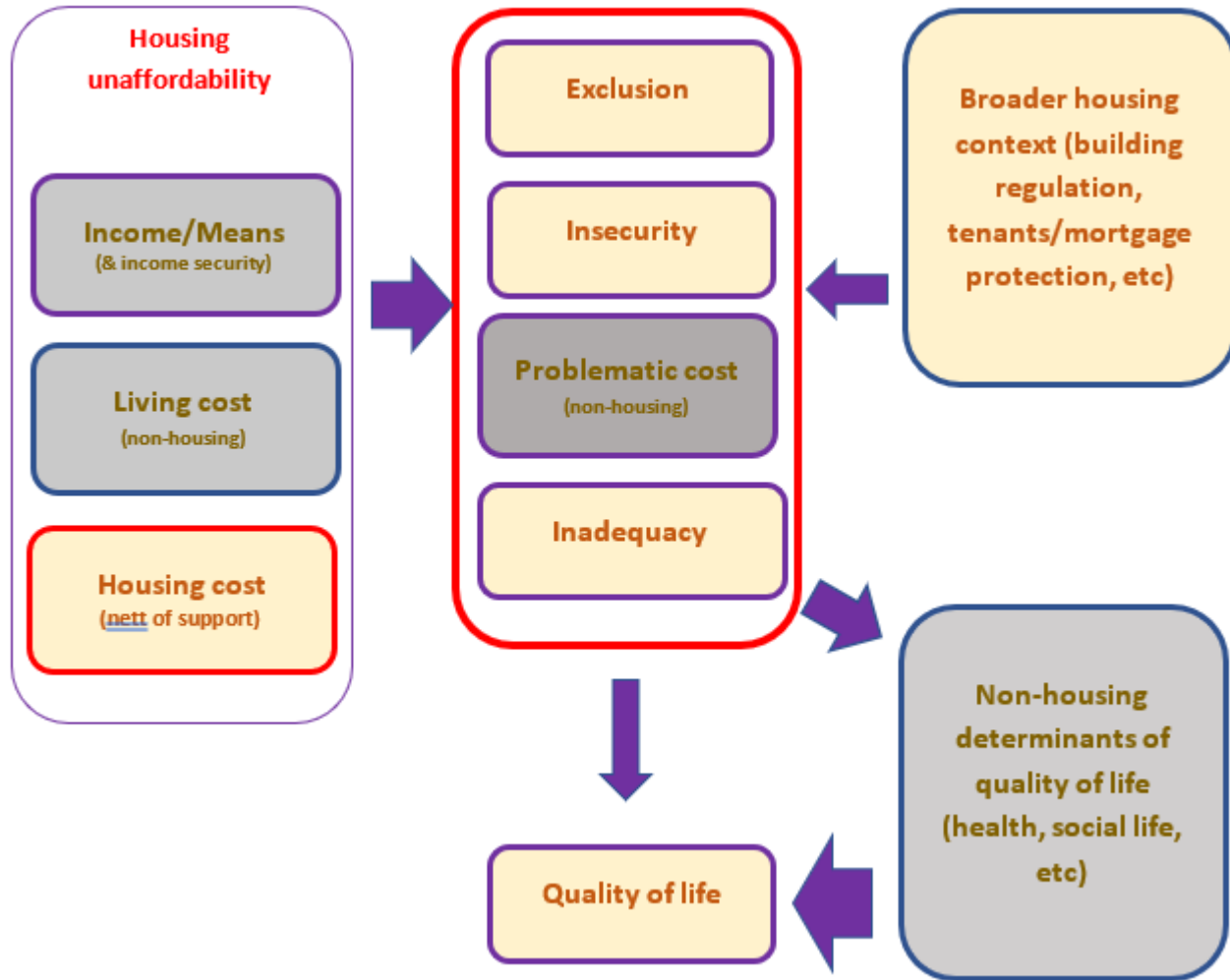


*When technology is implemented in a way that compromises job quality and human dignity...*

Reduced human involvement and work capacity

Opacity of organisational decision making

Employee disempowerment



- Impacts of housing problems** .....
- Individual and societal impacts .....
  - Risk factors .....
  - Broader picture .....
- 1 – The housing landscape: tenure, type, and cost** .....
- Tenure .....
  - Dwelling type .....
  - Cost .....
- 2 – Housing problems** .....
- Housing exclusion .....
  - Housing insecurity .....
  - Problematic housing costs .....
  - Housing inadequacy .....
- 3 – Housing policies: improving affordability and adequacy** .....
- Addressing exclusion: permanent independent accommodation for homeless. ....
  - Addressing problematic housing cost .....
  - Addressing insecurity: protecting people at risk of eviction .....
  - Addressing inadequacy: adjusted homes and energy efficiency .....

# Policy attention at EU and international level

- **EC proposal for a Council Recommendation on MI**
  - Section on non-take up of benefits
- **UN report 2022: Non-take-up of rights in the context of social protection; Report of the Special Rapporteur on extreme poverty and human rights, (36 countries contributed, BE, FI, FR, GR, UK, SI, ES)**
  - Starting point – human rights leading to change in relationship between provider and receiver; increase of accountability

# Why is non-take up problem?

## **I. It is at odds with fairness**

*core of the strategic vision of the European Pillar of Social Rights*

## **II. Benefits fail to fulfil their aims**

*activation, reduce poverty, stabilise economy*

## **III. Trigger larger costs in the long run**

*facilitate access to basic goods and services, prevent disconnection utilities, eviction, mental health problems*

## **IV Preventing misguided reforms**

## **V Psychological impact - insecurity**

## **VI Human rights perspective**

## **VII Erosion of trust**

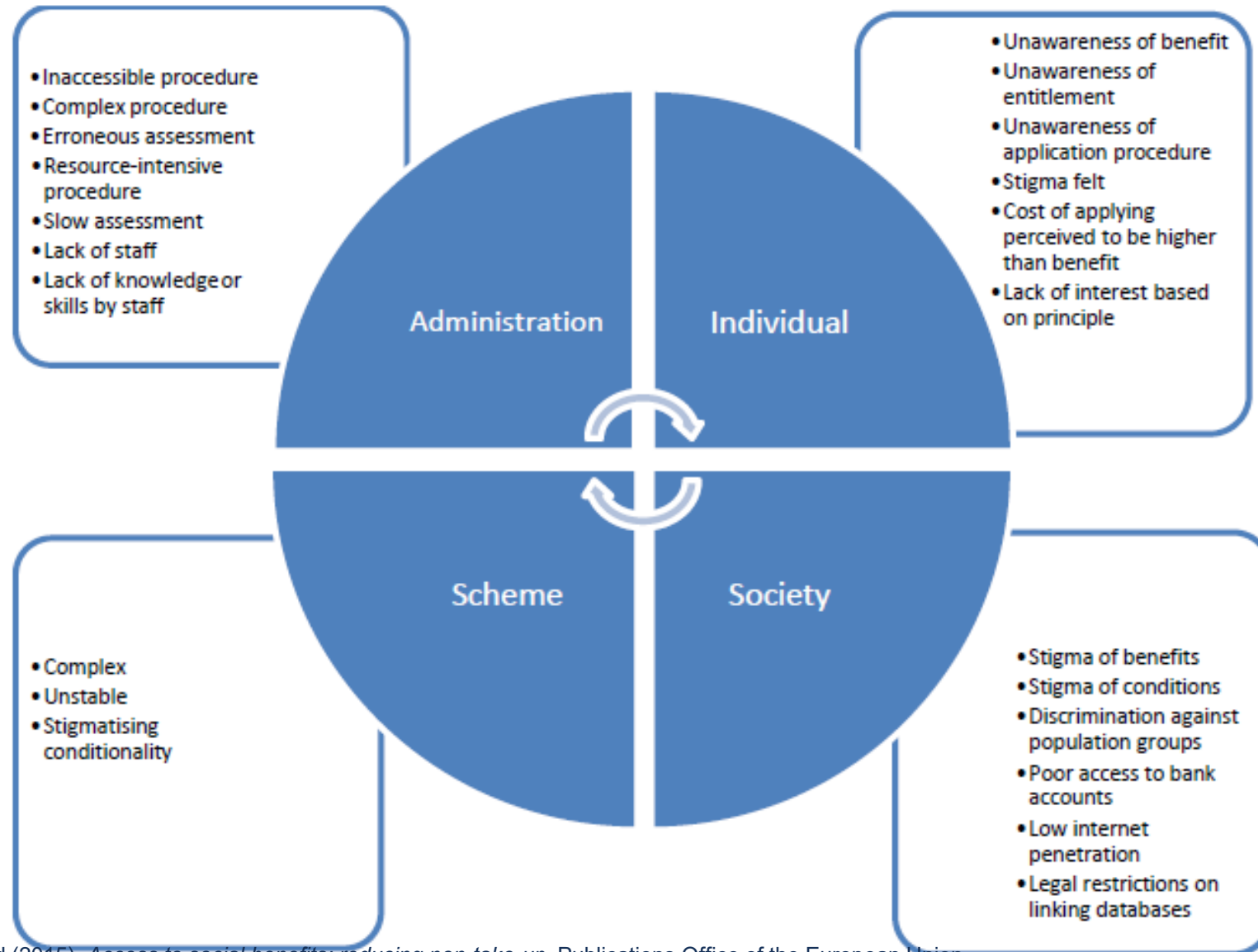
# How big of a problem is non-take up of benefits

- **Cautious interpretation of these numbers**
  - methodological challenges (population surveys, asking services users, service providers)
  - some types of non-take-up may be less problematic
- **But it confirms: significant**
  - Wide spread in Europe and beyond
  - not limited to few benefits (and not only means-tested & non-contributory)
  - considerable magnitude

## Groups in vulnerable situations...

- varying across studies and contexts, but some synthesis:
  - experience social isolation;
  - unfamiliar ('new to need' or migrated);
  - are at risk of higher stigmatisation;
  - lack a fixed address or bank account;
  - financial strain but own home.

# Risk factors of non-take-up among groups in vulnerable situations at four levels



Source: Eurofound (2015), *Access to social benefits: reducing non-take-up*, Publications Office of the European Union, Luxembourg, [http://www.eurofound.europa.eu/sites/default/files/ef\\_publication/field\\_ef\\_document/ef1536en.pdf](http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1536en.pdf)

Source: Eurofound, building on Van Oorschot (1995)

# Eurofound's tools and instruments that can assist the implementation

I. European Working Conditions Survey

II. European Quality of Life Survey

III. European Restructuring Monitor

IV. Policy Watch

I. Monitoring of social and economic convergence



**Thank you!**

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