

## **DiEM25**

### **Progressive Agenda for Europe Questionnaire for the development of pillar IV : Labour, Employment, Social Protection**

## **INSTRUCTIONS FOR USE**

If we want to create a political dynamics strong enough to simultaneously oppose austerity policies and nationalist regressions, and if we want to be able to implement our strategy of constructive disobedience, it is essential that we can offer European workers an alternative programme that puts social justice and the reduction of inequality at the heart of our new project for Europe.

This document is a working paper that will serve as a framework for the collective development of this pillar by DiEM25 members. It is intended to be discussed, completed, amended and modified by DSCs and members of the movement. In accordance with the process defined in the organisational principles, it will have to be discussed within the DSCs, whose contributions will be synthesised in a white paper which will eventually be voted on by the membership.

The principles that will guide the development of this labour, employment and social protection pillar derive from the DiEM25 manifesto and are in line with the Economic New Deal proposed by DiEM25 and consistent with its content, in particular with section 2.4.

As we work in depth on these measures which, in the end, will contribute to radically transform our society, it will therefore be necessary, for each of the domains of this pillar, to define the stages that will lead us from the current situation to the one we want to attain, to identify the conditions for success, and to think through the strategies that will enable us to achieve them.

These measures and the strategies for their implementation should be discussed with the various stakeholders: organisations representing employees, employers, and the social groups concerned.

## **MÉTHOD**

For each one of the objectives and sub-objectives listed below, it will be necessary to:

Propose precise, concrete and reasoned measures,

Think in terms of strategy/process of harmonisation and convergence at European level,

Define the measures that can be implemented immediately, in the short, medium and long term, as well as the steps to achieve them, and the transitions

Propose implementation strategies and potential partners/allies,

Identify organizations and/or resource persons who could help us to deal with these issues in depth.

## **TIME SCHEDULE**

In accordance with the principles defined for the development of the Programme, the process of elaboration of this pillar will have several phases:

The drafting, translation and dissemination of the questionnaire to the DSCs and members (end of April 2018)

The constitution of the Pillar Coordination Team who will be in charge of writing the white paper (May 2018)

A period of reflection within the DSCs and the network that will lead to contributions to enrich and deepen the pillar. This period will include exchanges and debates (possibly workshops) on the various measures and strategies. This period will also allow exchanges and discussion with stakeholders in the various countries and at European level. During this period, the coordination team will also consult experts in the various fields of the pillar. (May - June 2018)

As contributions are sent, the coordination team will compile and analyse the proposals, as well as the experts' contributions. A first synthesis (green paper) will be produced and disseminated (early July 2018)

A second period will allow to collect feedback and comments from DSCs and members on the first green paper (July - August 2018)

The writing and publication of the white paper of the Labour pillar (August - September 2018)

The members' vote on the White Paper (end September 2018)

A European event for the public presentation of the White Paper (October 2018)

## FOREWORD

The main problems affecting the lives of a very large number of Europeans are under-employment, precarity, lack of prospects, uncertainty about their future, and fear of unemployment, together with low purchasing power. In fact, almost a quarter of the population of the European Union is at risk of poverty. In this context, many Europeans express their distrust of the Union, or even straight out reject it. They have the feeling - often rightly so - that the social regressions implemented in the recent years come from political choices at European level, notably the "flexibilisation" of the labour market (for example, in France, the so-called "El Khomri" labour law and the "Macron ordinances" are the transcription of a note of recommendations from the European Council of July 2015). This resentment is skilfully exploited by the anti-European right and the extreme right, which have recently discovered a social sensitivity and have invested this domain abandoned by the so-called "government" left.

This programme aims to offer to European citizens an ambitious, concrete and credible alternative project as well as European social policies aimed at promoting social justice, reducing inequalities and protecting workers and the precariat.

This programme could be called utopian, but **this utopia is realistic in the long-term**, and it is the idea that the current system can be durably maintained that is utopian. Some of the proposed measures can only be implemented in the medium to long term, but they are systemic and necessary if we want a fairer and more liveable society for all our children and grandchildren.

## PRINCIPLES AND OBJECTIVES

### **Putting the social dimension at the heart of the fundamental principles of the European Union**

Should clauses be introduced in the European treaties to ensure that the necessity for social progress is taken into account and that a balance is struck between economic objectives and social priorities?

Should social and environmental (and anti-tax avoidance) clauses be imposed in international trade deals?

Should we make the balance between social justice, the economy and the preservation of the environment the structuring factor of the future new European constitution?

- ⇒ Do you agree with this objective and these measures?
- ⇒ What other objectives and/or measures could you propose to achieve it?
- ⇒ What measures could be implemented in the short term? In the medium term? What should we aim for in the long term?  
Which approach/method and with which actors do you propose to achieve this?

### **Taking into account the evolution of work, and rethink the concepts of work, activity and employment**

How to think about the evolution of work and of organizations in the context of the development of artificial intelligence, and automation?

Should we recognize and upgrade/value socially useful but low-paid jobs? If so, how?

How to maintain and promote the essential occupation which are necessary for the life of territories, with which economic model?

How to take into account new forms of work and employment, and atypical jobs?

Should we take into account and value socially useful activities not currently paid? If so, which ones and how?

- ⇒ What is your opinion on this objective?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? What should we aim for in the long term?  
Which approach/method and with which actors do you propose to achieve this?

### **Strengthening worker protection and harmonising practices**

Should the protective nature of employment contracts be strengthened, the use of precarious contracts limited, unconscionable contracts (ex: zero hour) abolished?  
Should protection be extended to atypical jobs and self-employed workers and if so, how?  
Should the regulation of individual and collective redundancies and restructuring be strengthened? Should it be harmonised at European level?  
Should the care of job seekers and support for returning to employment be improved? In what way?  
Should unemployment benefits be improved and harmonised at European level?  
How can sustainable financing of unemployment compensation be ensured?  
Should the rules governing maternity/paternity leave be harmonised and systematised?  
Should paid leave for socially useful activities be created?

- ⇒ What is your opinion on these objectives and measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which approach/method and with which actors do you propose to achieve this?

### **Reducing inequalities in pay, income and employment**

Should minimum wages be harmonised at European level?

- How to define a calculation method and criteria taking into account economic and productivity disparities?
- How to plan and implement minimum wage convergence between European countries (in terms of purchasing power)?
- How can minimum wages be brought up to a level that allows a decent life and how to define a mechanism for their maintenance and evolution?

How to organize the increase in purchasing power for low and intermediate incomes?  
Should the range of wages in the company, branch and between companies be reduced? At what level? In what way?  
How to impose equal treatment of women and men in terms of pay and professional development?  
How to organise the harmonisation of wages with equal qualifications (posted workers, etc.)?  
Should bonuses be strictly controlled; should stock options be eliminated?  
Should tax systems be rebalanced (income from work / income from capital / income from wealth), and if so, how?  
How to eliminate discrimination based on origin, sex and gender, age, sexual orientation...?

- ⇒ What is your opinion on these objectives and measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?  
Which strategy/method and with which actors do you propose to achieve this?

### **Promoting a European employment policy**

Should working time reduction be implemented at European level? In what way?

How to organise the convergence of workers' rights and working conditions between the countries of the Union (to eliminate wage, social and fiscal dumping between states)?

Should active employment policies be implemented at European level and conditions created to facilitate chosen European mobility?

Should active employment policies be systematized in the territories (e.g. "zero unemployed" territories)?

What policies should be implemented to ensure that young people have access to employment as soon as they finish their studies?

How to develop the integration of disabled workers?

How to develop integration policies for people in difficulty far from employment?

Should a European labour market observatory be set up? With what role/capacity?

Should public employment services be strengthened and their capacity to support jobseekers developed?

- ⇒ What is your opinion on these objectives and measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which strategy/method and with which actors do you propose to achieve this?

### **Promoting professional development, education and training**

How can skills development policies in companies and organisations be strengthened?

Should training for jobseekers be developed? How ?

Should lifelong learning be systematized? If so, how?

Should the individual right to training and the means devoted to it be strengthened?

Should a "second chance" scheme be created to allow low-skilled employees to take long training?

Should an "Employee Erasmus" be created that allows employees to work for a time in another European country?

- ⇒ What is your opinion on these objectives and measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which strategy/method and with which actors do you propose to achieve this?

### **Strengthening and harmonising social protection systems and care for people in insecure situations**

Should universal health coverage be introduced at European level?

How can all European residents be guaranteed access to decent housing, water and energy?

How to finance these measures?

How can all children be guaranteed the health and social conditions that allow them harmonious development, access to education and socialization?  
Should we develop a harmonised European pension system guaranteeing a decent standard of living? How to finance it?  
Should social minima be introduced to ensure decent living conditions (pending the implementation of the universal income/dividend)? If yes, at what level? With what funding?  
How to improve support for dependent persons and care for the elderly?  
How can we take better care of people in very precarious situations (homeless, drug addicts...)?  
Should we organise the convergence of protection schemes between European countries? In what way? By what deadline?

- ⇒ What is your opinion on these objectives and measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which strategy/method and with which actors do you propose to achieve this?

#### **Rebalancing relationships between stakeholders (employers and employees)**

Should social dialogue and collective bargaining be strengthened and systematised at European, national and territorial level and in companies and organisations? How?  
Should employee and employer representation be improved and its rules harmonised at European level?  
Should bargaining levels and the hierarchy of standards be redefined?  
Should we promote the development and strengthen the role of trade unions and their coordination at European level?

- ⇒ What is your opinion on this objective and these measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which approach/method and with which actors do you propose to achieve this?

#### **Develop democracy in the governance of enterprises, organizations and administrations; promote new forms of cooperative and participatory companies and organizations**

Should employee participation in corporate governance be strengthened?  
- Should the role of Works Councils (and European Works Councils) be strengthened?  
- Should parity of employee representatives on boards of directors be established?  
- How to improve the sharing of the wealth created within the company?  
Should parity between women and men in the governing bodies of companies and organisations be ensured?  
Should the cooperative model be promoted: production and distribution cooperatives and participatory firms, and the Social and Solidarity Economy?

Should the creation of companies and organisations with an extended corporate purpose be facilitated, with categories like Benefit Corporation (US), Société à Finalité Sociale (B), Community Interest Company (UK), Société Coopérative d'Intérêt Collectif (FR)...?  
How can business law be developed with a view to implementing the universal dividend?

- ⇒ What is your opinion on this objective and these measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which approach/method and with which actors do you propose to achieve this?

**Establish regulation in economic exchanges and promote the social and environmental responsibility of companies, organizations and administrations**

Should the economic, social and environmental responsibility of contractors vis-à-vis subcontractors and suppliers be imposed at European level and in international trade (global framework agreements)?

Should the economic balance between stakeholders in value chains be organised and regulated? In what way?

Should the social and environmental dimensions be integrated into the performance evaluation and rating criteria of companies, organisations and administrations?

Should the management of common goods and services of general interest by non-profit structures be systematized? How to develop the « commons » approach?

Should precise clauses and criteria for social, environmental and fiscal responsibility (prevention of tax evasion), including practices in countries outside Europe, be introduced in public procurement?

Is it necessary to systematize transparency on the activities of companies, organizations and administrations, and to put in place effective methods and means to fight corruption in particular within the framework of their international activities?

- ⇒ What is your opinion on this objective and these measures?
- ⇒ Are there other objectives and/or measures to propose?
- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which approach/method and with which actors do you propose to achieve this?

**Implement systematic integration policies for refugees and migrants**

How to organise access to employment, training, access to education and health coverage for refugees and migrants?

How to set up integration systems and pathways that are can respond to the scale of the needs?

Should regularisation of people working on European territory be made systematic?

How to strengthen the fight against undeclared work?

- ⇒ What is your opinion on this objective and these measures?
- ⇒ Are there other objectives and/or measures to propose?

- ⇒ What measures could be implemented in the short term? In the medium term? In the long run? With what steps?
- ⇒ Which approach/method and with which actors do you propose to achieve this?