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ANNEX 1

ANNEX

First preliminary outline of a European Pillar of Social Rights

Accompanying to the

**COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN
PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND
SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS**

Launching a consultation on a European Pillar of Social Rights

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PIELIKUMS

Pirmais Eiropas Sociālo Tiesību Pillāra priekšizklāsts

Pavadot

**PĀRRUNAS NO KOMISIJAS EIROPAS PARLAMENTAM, PADOMEI, EIROPAS EKONOMIKAS UN
REĢIONU SOCIĀLO LIETU KOMITEJAI**

Uzsāk apspriedes par Eiropas Sociālo Tiesību Pīlāru

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CHAPTER I: EQUAL OPPORTUNITIES AND ACCESS TO THE LABOUR MARKET

1. Skills, education and lifelong learning

- a. *All persons shall have access to quality education and training throughout the life course to acquire an adequate level of basic skills and key competences for active participation in society and employment. Low skilled young people and working age adults shall be encouraged to up-grade their skills.*

1. Prasmes, izglītība un mūžizglītība.

a. Visām personām ir piekļuve kvalitatīvai izglītībai un apmācībai visā mūža garumā, lai iegūtu atbilstošu pamatprasmju līmeni un pamatprasmēm aktīvu līdzdalību sabiedrībā un nodarbinātībā. Mazkvalificēti jaunieši un darbspējas vecuma pieaugušie tiek mudināti uzlabot savas prasmes.

2. Flexible and secure labour contracts

- a. *Equal treatment shall be ensured, regardless of employment contract, unless different treatment is justified on objective grounds. Misuse or abuse of precarious and non-permanent employment relationships shall be prevented.*

- b. *Flexibility in the conditions of employment can offer a gateway to the labour market and maintain employers' ability to swiftly respond to shifts in demand; however, the transition towards open-ended contracts shall be ensured.*

2. Elastīgi un droši darba līgumi

a. Vienlīdzīga attieksme jānodrošina neatkarīgi no darba līguma, ja vien atšķirīgiem noteikumiem nav objektīva pamata. Nepareizi lietotu vai ļaunprātīgi nestabilu un nepastāvīgu darba attiecību pielietošanai jātiek novērstai.

b. Darba nosacījumu elastīgumam jāpiešķir pieeju darba tirgum un uzturēt darba devēju spēju ātri reaģēt uz pieprasījuma pārmaiņām pieprasījuma; pārejai uz nenoteikta laika līgumiem jātiek nodrošinātai.

3. Secure professional transitions

- a. *All working age persons shall have access to individualised job-search assistance and be encouraged to take up training and up-skilling in order to improve their labour market or entrepreneurial prospects and faster job and professional transitions.*

- b. *The preservation and portability of social and training entitlements accumulated during the career shall be ensured to facilitate job and professional transitions.*

3. Garantēta droša darba maiņas iespējamība

a. Visām darba vecuma personām jābūt iespējai piekļūt individuālam atbalstam darba meklēšanā un uzņemties apmācību un prasmju uzlabošanu, lai uzlabotu savas nodarbinātības vai uzņēmējdarbības iespējas un ātrāku darba un profesionālo izaugsmi pārmaiņās.

b. Sociālo prasmju un mācību laikā iegūto zināšanu un prasmju saglabāšana un pārņemšana un saglabāšana karjeras laikā jānodrošina, lai veicinātu darba prasmju un profesionālās pārkvalifikāciju

4. Active support to employment

- a. *All people under the age of 25 years shall receive a good-quality offer of employment, continued education, an apprenticeship or a traineeship within a period of four months of becoming unemployed or leaving formal education.*

- b. *It shall be equally ensured that registered long term unemployed persons are offered in depth individual assessments and guidance and a job integration agreement comprising an individual service offer and the identification of a single point of contact at the very latest when they reach 18 months of unemployment.*

4. Aktīvs atbalsts nodarbinātībai

- a. Visi cilvēki, kas jaunāki par 25 gadiem, saņem labas kvalitātes darba piedāvājumu, turpināt izglītību, mācekļa vietu vai praksi četru mēnešu laikā kopš kļūšanas par bezdarbniekiem vai atstājot formālo izglītību.
- b. Ir arī jānodrošina, ka reģistrētiem ilgtermiņa bezdarbniekiem tiek piedāvāti padziļināts individuāls novērtējums un norādījumi, un darba integrācijas līgums, kas ietver individuālu pakalpojumu piedāvājumu un vienas pieturas aģentūrā vai pie konkrēta konsultanta, kas niodrošina izkļuvi no bezdarba pats vēlākais 18 mēnešu laikā.

5. Gender equality and work life balance

- a. *Gender equality in the labour market and education shall be fostered, ensuring equal treatment in all areas, including pay, and addressing barriers to women's participation and preventing occupational segregation.*
- b. *All parents and people with caring responsibilities shall have access to adequate leave arrangements for children and other dependent relatives, and access to care services. ¹ An equal use of leave arrangements between sexes shall be encouraged, through measures such as the provision of remunerated leave for parents, both men and women.*
- c. *In agreement between employers and workers, flexible working arrangements including in the area of working time shall be made available and encouraged, taking into account both workers and employers' needs.*

5. Dzimumu līdztiesība un darba/privātās dzīves līdzsvars

- a. Dzimumu līdztiesība darba tirgū un izglītībā tiek veicināta, nodrošinot vienlīdzīgu attieksmi visās jomās, ieskaitot atalgojumu, un risinot šķēršļus sieviešu līdzdalībai un novēršot profesionālo segregāciju.
- b. Visiem vecākiem un cilvēkiem, kuriem ir apgādājamie jābūt pieejamiem adekvātiatstātiem atvaļinājuma mehānismiem bērnu un citu apgādājamo radnieku aprūpei un pieejai aprūpes pakalpojumiem. Jāveicina vienlīdzīga atalgoto atvaļinājumu izmantošana starp dzimumiem, izmantojot tādas pasākumus, lai sniegtu algo atvaļinājumu vecākiemvecākiem - gan vīriešiem, gan sievietēm.
- c. Vienojoties starp darba devējiem un darba ņēmējiem, jāveicina elastīgi darba noteikumi, tostarp jomā par darba laika pieejamību, ņemot vērā gan darba ņēmēju un darba devēju vajadzības.

6. Equal opportunities

- a. *Labour market participation of under-represented groups shall be enhanced, ensuring equal treatment in all areas, including by raising awareness and addressing discrimination.*

6. Vienlīdzīgas iespējas

- a. Jāuzlabo dalību darba tirgū mazaizsargātām personu grupām, nodrošinot vienlīdzīgu attieksmi visās jomās, iekļaujot, tostarp palielinot informētību, ceļot pašapziņu un bez diskriminācijas

CHAPTER II: FAIR WORKING CONDITIONS

7. Conditions of employment

- a. *Every worker shall be informed in written form prior to the start of employment on the rights and obligations derived from the employment relationship.*

- b. *If there is a probation period, the probation period shall be of a reasonable duration; prior to its start, workers shall receive information on its conditions.*
- c. *Dismissal of a worker is to be motivated, preceded by a reasonable period of notice, and there shall be an adequate compensation attached to it as well as access to rapid and effective appeal to an impartial dispute resolution system.*

II NODAĻA: Taisnīgi darba apstākļi

- 7. Darba nosacījumi a. Katrs darbinieks tiek informēts rakstveidā pirms darba sākuma par tiesībām un pienākumiem, kas izriet no darba tiesiskajām attiecībām.
- b. Ja ir pārbaudes laiks, tam jābūt sakarīgu laiku; pirms tā sākuma, darba ņēmējiem jāsaņem informāciju par tā nosacījumiem.
- c. Par atlaišanu no darba, darba ņēmējam jāsaņem motivācija, saprātīgu termiņu iepriekš un jāsaņem adekvāta kompensācija, kā arī jānodrošina ātra un efektīva pārsūdzības iespēja un objektīva strīdu izšķiršanas sistēma

8. Wages

- a. *All employment shall be fairly remunerated, enabling a decent standard of living. Minimum wages shall be set through a transparent and predictable mechanism in a way that safeguards access to employment and the motivation to seek work . Wages shall evolve in line with productivity developments, in consultation with the social partners and in accordance with national practices.*

8. Algas

- a. Visam darbam jābūt atbilstoši atlīdzinātam, dodot pienācīgu dzīves līmeni. Minimālās algas nosaka, izmantojot pārredzamu un paredzamu mehānismu tā, lai saglabātu piekļuvi nodarbinātībai un motivāciju meklēt darbu. Algas attīstīties līdz ar ražīguma pieaugumu, konsultējoties ar sociālajiem partneriem un saskaņā ar valsts praksi.

9. Health and safety at work

- a. *An adequate level of protection from all risks that may arise at work, with due support for implementation, notable in micro and small enterprises, shall be ensured.*

9. Veselība un drošība darbā

- a. Tānodrošina atbilstoša līmeņa aizsardzību no visiem riskiem, kas var rasties darbā, atbalstot īstenošanu, svarīgi mikro un mazajos uzņēmumos

10. Social dialogue and involvement of workers

- a. *Social partners shall be consulted in the design and implementation of employment and social policies. They shall be encouraged to develop collective agreements in matters relevant to them, respecting national traditions, their autonomy and right to collective action.*
- b. *Information and consultation shall be ensured for all workers, including those working digitally and/or operating across borders, or their representatives in good time, in particular in the case of collective redundancies, transfer, restructuring and merger of undertakings.*

10. Sociālais dialogs un darba ņēmēju iesaistīšana

- a. Ar sociālajiem partneriem jāapspriežas nodarbinātības un sociālās politikas izstrādē un īstenošanā. Tos jārosina izstrādāt kopīgumus jautājumos, kas attiecas uz viņiem, ievērojot valsts tradīcijas, to autonomiju un tiesības uz kolektīvu rīcību.
- b. Informācija un konsultācijas jānodrošina visiem darbiniekiem, tai skaitā tiem, kuri strādā digitāli un / vai darbojas pāri robežām, vai to pārstāvjiem savlaicīgi, jo īpaši attiecībā uz kolektīvo atlaišanu, pārsūtīšanu, pārstrukturēšanu un uzņēmumu apvienošanu.

CHAPTER III: ADEQUATE AND SUSTAINABLE SOCIAL PROTECTION

11. Integrated social benefits and services

III NODALA: adekvāta un ilgtspējīga sociālā aizsardzība
11. Integrēti sociālie pabalsti un pakalpojumi

In some cases, the multiplicity of benefits and services, agencies, and application procedures make it difficult for people to access all the support that they need. Lack of integrated benefits and services also reduces their effectiveness in addressing poverty, as well as supporting social and labour market integration. A three-fold alignment between social benefits, active support and social services is key to effective support. Such alignment should concern eligibility and coverage, coordinated offers of support and maintaining some entitlements when re-entering work or self-employment. Better integration of benefits and services can improve the cost-effectiveness of social protection.

- a. Social protection benefits and services shall be integrated to the extent possible in order to strengthen the consistency and effectiveness of these measures and support social and labour market integration.***

a. Sociālās aizsardzības pabalsti un pakalpojumi tiek integrēti, ciktāl iespējams, lai stiprinātu šo pasākumu sastāvu un efektivitāti un atbalstītu sociālo un darba tirgus integrāciju.

12. Healthcare and sickness benefits

12. Veselības aprūpe un slimības pabalsti

Population ageing and the high costs of treatments are putting increased pressure on the financial sustainability of health systems and the ability to provide adequate healthcare for all. High cost of treatment relative to income, or too long waiting periods have been shown to be key determinants in the inability to access medical care. Ensuring universal access to high quality care while guaranteeing the financial sustainability of health systems, encouraging the cost-effective provision of care, and encouraging health promotion and disease prevention requires increased efforts in improving the resilience, efficiency and effectiveness of health systems, and can improve the ability of healthcare systems to cope with the challenges. Providing universal access to healthcare and addressing health inequalities will reinforce social cohesion and improve economic outcomes.

Arrangements for sickness benefits and/or paid sick leave vary considerably in what concerns waiting days, duration, replacement levels and control mechanisms. Securing an adequate minimum replacement level of sickness benefits and encouraging rehabilitation and reintegration while, simultaneously, maintaining the financial sustainability of such schemes remains a challenge.

- a. Everyone shall have timely access to good quality preventive and curative health care, and the need for healthcare shall not lead to poverty or financial strain.***
- b. Healthcare systems shall encourage the cost-effective provision of care, while strengthening health promotion and disease prevention, in order to improve the resilience of healthcare systems and their financial sustainability.***
- c. All workers, regardless of contract type, shall be ensured adequately paid sick***

leave during periods of illness; the participation of the self-employed in insurance schemes shall be encouraged. Effective reintegration and rehabilitation for a quick return to work shall be encouraged.

- a. Ikvienam ir jānodrošina savlaicīga piekļuve labas kvalitātes profilaksei un ārstnieciskai veselības aprūpei, un vajadzība pēc veselības aprūpes nedrīkst novest pie nabadzības vai finanšu stāvokļa pasliktināšanas.
- b. Veselības aprūpes sistēmai jāstiprina veselības veicināšanu un slimību profilaksi, nodrošinot izmaksu ziņā efektīvu aprūpi elastīgā veselības aprūpes sistēmā finansiāli ilgtspējīgi.
- c. Visiem darbiniekiem, neatkarīgi no līguma veida, ir jānodrošina pienācīgi apmaksāts slimības atvaļinājums slimības periodā; Jāveicina dalība pašnodarbināto apdrošināšanas shēmās. Jāveicina efektīva reintegrāciju un rehabilitāciju, lai darbinieks ātri atgrieztos darbā.

13. Pensions

13. Pensijas

Rising longevity and a shrinking working age population raise a double challenge of ensuring the financial sustainability of pensions and being able to provide an adequate income in retirement. Linking the statutory age to life expectancy and reducing the gap between the effective and statutory retirement age by avoiding early exit from the labour force are important for reconciling the long-term sustainability of public finances while maintaining inter-generational fairness.

Pension inadequacy is an additional challenge in several Member States. A high gender pension gap also exists in most countries, with women's lower earnings and accumulated career gaps leading to lower pension contributions, and ultimately lower pension entitlements.

The self-employed and those in atypical employment also experience higher pension adequacy risks and lower coverage of occupational pensions.

a. Pensions shall ensure all persons a decent standard of living at retirement age. Measures shall be taken to address the gender pension gap, such as by adequately crediting care periods. According to national specificities, the participation of the self-employed in pension schemes shall be encouraged.

b. Pension systems shall strive to safeguard the sustainability and future adequacy of pensions by ensuring a broad contribution base, linking the statutory retirement age to life expectancy and by closing the gap between the effective retirement and statutory retirement age by avoiding early exit from the labour force.

- a. Pensijas nodrošina visiem cilvēkiem pienācīgu dzīves līmeni pēc pensionēšanās vecuma. Pasākumus veic, lai risinātu dzimumu pensiju atšķirības, piemēram, ar atbilstosi noteiktām aprūpes periodiem. Saskaņā ar valstu īpatnībām, jāveicina pašnodarbināto līdzdalība pensiju shēmās.
- b. Pensiju sistēmām jācenšas nodrošināt ilgtspējību un nākotnes pensiju atbilstību, nodrošinot plašu iemaksu bāzi, sasaistot likumā noteikto pensionēšanās vecumu un paredzamo dzīves ilgumu un mazinot plaisu starp faktisko pensionēšanās vecumu un likumā noteikto pensionēšanās vecumu, izvairoties no agras darbaspēka izstāšanās no darba tirgus

14. Unemployment benefits

14. Bezdarbnieku pabalsti

Effective unemployment benefits succeed to allow job search and improve skills matching, provide economic security during unemployment spells, prevent poverty and allow automatic stabilisation in economic downturns. In some cases the coverage of unemployment benefits is very low due to strict eligibility requirements. The duration of benefits in some Member States, as well as the enforcement of conditions for job search and participation in active support are a concern.

- a. Action to support the unemployed shall include the requirement for active job search and participation in active support combined with adequate unemployment benefits. The duration of benefits shall allow sufficient time for job search whilst preserving incentives for a quick return to employment².***

a. Rīcībai atbalstīt bezdarbniekus jāietver prasību aktīvi meklēt darbu un iesaistīties aktīvā darbā, apvienojumā ar atbilstošu bezdarbnieka pabalstu. Pabalstu ilgumam būtu jāpieļauj pietiekami daudz laika, lai darba meklējumos, vienlaikus saglabātos stimuls ātri atgriezties nodarbinātībā.

15. Minimum income

15. Minimālais ienākums

Minimum income for persons in or at risk of poverty and lacking other means of subsistence is provided by most but not all Member States. However, current challenges include ~~inadequacy of benefit levels~~ making it impossible for beneficiaries to escape poverty, low coverage, and non-take-up of minimum income support due to complexity in accessing these arrangements. For those of working age, weak links to active support and social services, as well as benefits not tapered when re-entering employment, can lead to benefits traps and disincentives to work. Income security insufficiently covers those who exhaust their unemployment benefits, with weak coordination between unemployment and minimum income benefits. For the elderly, in most Member States minimum income provisions are insufficient in lifting those without any other resources out of poverty.

- a. Adequate minimum income benefits shall be ensured for those who lack sufficient resources for a decent standard of living. For those of working age, these benefits shall include requirements for participation in active support to encourage labour market (re)integration.***

a. Adekvāts minimālā ienākuma pabalsts jānodrošināta tiem, kam nav pietiekamu līdzekļu, lai nodrošinātu pienācīgu dzīves standartu/ līmeni. Attiecībā uz tiem, kas ir darbspējas vecumā, šīm priekšrocībām jāietver prasības dalībai aktīvajā atbalstā, veicinot iesaisti darba tirgū (re)integrāciju.

16. Disability

16. Invaliditāte

People with disabilities are much higher risk of poverty and social exclusion than the general population. They face the lack of adequate accessibility in the work-place, discrimination and tax-benefit disincentives. The design of disability benefits can lead to benefit traps, for example when benefits are withdrawn entirely once (re-)entering employment. The availability of support services can also affect the capacity to participate in employment and community life.

- a. Persons with disabilities shall be ensured enabling services and basic income security that allows them a decent standard of living. The conditions of benefit receipt shall not create barriers to employment.***

a. Personām ar invaliditāti ir jānodrošina piekļuvi pakalpojumiem un pamata ienākumu drošību, kas nosaka viņiem pienācīgu dzīves līmeni/ standartu. Pabalsta saņemšanas nosacījumi nedrīkst radīt šķēršļus nodarbinātībai.

17. Long-term care

17. Ilgtermiņa aprūpe

Population ageing, changing family structures and women's increased participation in the labour market all contribute to the increased demand for long-term care services. Family carers, usually women, often fill the gap left by unavailable or costly institutional care services. Formal home-based care, although preferred by many beneficiaries and family members remains under-developed, making informal care is often the only option for many families, putting a high financial burden on those affected. Ensuring access to adequate long-term care services, while guaranteeing the financial sustainability of long-term care systems, thus requires increased efforts in improving the provision and financing of long-term care.

a. Access to quality and affordable long-term care services, including home-based care, provided by adequately qualified professionals shall be ensured

b. The provision and financing of long-term care services shall be strengthened and improved in order to ensure access to adequate care in a financially sustainable way.

a. jātiek norošināta piekļuve kvalitātīviem un pieejamiem ilgtermiņa aprūpes pakalpojumiem, tai skaitā dzīvesvietā balstītu aprūpi, ko nodrošina atbilstoši kvalificēti speciālisti

b. Ilgtermiņa aprūpes pakalpojumu nodrošināšana un finansējums jātiek stiprināts un jāuzlabo, lai nodrošinātu piekļuvi atbilstošai aprūpei finansiāli ilgtspējīgā veidā.

18. Childcare

18. Bērnu aprūpe

Childcare services improve the cognitive and social development of children, especially those living in disadvantaged households, and enhance educational and labour market prospects later on in life. Formal childcare is also a key tool for work-life balance, encouraging parental employment, especially for women. However, limited availability, access, affordability and quality remain major obstacles and hamper children's development. The access of children from disadvantaged backgrounds to these services also remains challenging.

a. Access to quality and affordable childcare services, provided by adequately qualified professionals, shall be ensured for all children.

b. Measures shall be taken at an early stage and preventive approaches should be adopted to address child poverty, including specific measures to encourage attendance of children with disadvantaged backgrounds.

a. Jānodrošina visiem bērniem piekļuve kvalitātīviem un pieejamiem bērnu aprūpes pakalpojumiem, ko nodrošina pienācīgi kvalificēti speciālisti

b. Pasākumus jāveic agrīnā stadijā un profilakse būtu jāveic, ņemot vērā bērnu nabadzību, iekļaujot īpašus pasākumus, veicināt riska grupu bērnu iekļaušanu

19. Housing

19. Mājokļi

Lack of adequate housing and housing insecurity continues to be a large concern across the EU, leading to increasing financial risk taking, evictions, arrears in rental and mortgage payments, and in some extreme cases, homelessness. Restrictions to supply in housing sector and rental market distortions are contributing to the lack of availability. Lack of adequate housing also remains a barrier for labour mobility, for the establishment of young people on the labour market and for fulfilment of life plans and independent living.

a. Access to social housing or housing assistance shall be provided for those in need. Protection against eviction of vulnerable people shall be ensured, and support for low and medium income households to access home property provided.

b. Shelter shall be provided to those that are homeless, and shall be linked up to other social services in order to promote social integration.

a. Sociālais mājoklis vai palīdzību mājokļa iegūšanā ir jānodrošina tiem, kam tas nepieciešams. Jānodrošina aizsardzība pret mazaizsargāto grupu cilvēku izlikšanu no mājvietas ir jānodrošina un jāsniedz atbalsts pieejamībai mājas īpašumam mājāsaimniecībām ar zemiem un vidējiem ienākumiem

b. Patversmei jātiek nodrošinātai tiem, kas ir bez pajumtes, un viņus sir jāsaista ar citiem sociālajiem pakalpojumiem, lai veicinātu sociālo integrāciju.

20. Access to essential services

20. Pieeja būtiskiem pakalpojumiem

Essential services, such as electronic communications, transport, energy (such as electricity and heating) and financial services (such as a bank accounts), which ensure the full social inclusion of people in society, as well as to ensure equal opportunities to access employment, are not always available or accessible to everyone in need of them. Barriers to access include affordability, lack of infrastructure, or failure to meet accessibility requirements for people with disabilities.

a. Affordable access to essential services including electronic communications, energy, transport, and financial services, shall be ensured for all people.

Measures to support access to these services shall be available for those in need.

a. Pieejama piekļuve būtiskiem pakalpojumiem, tostarp elektronisko sakaru, enerģētikas, transporta un finanšu pakalpojumiem, jānodrošināta visiem cilvēkiem. Apstākļi, lai veicinātu šo pakalpojumu sasniedzamību, jānodrošina tiem, kam tas ir nepieciešams.