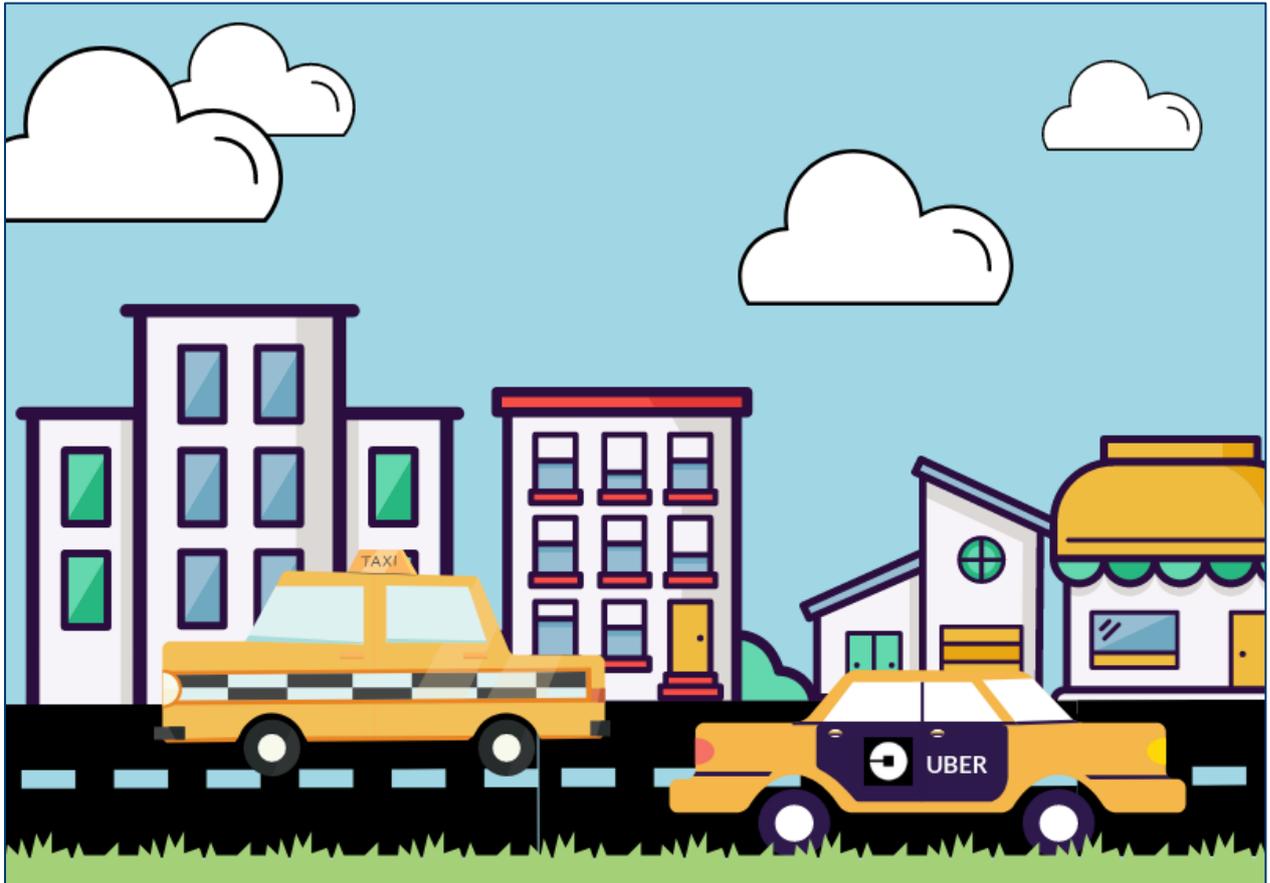




socialplatform



Response to EU public consultation

Access to social protection for people in non-standard forms of employment and self-employed

January 2018

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Social Platform is the largest civil society alliance fighting for social justice and participatory democracy in Europe. Consisting of 48 pan-European networks of NGOs, Social Platform campaigns to ensure that EU policies are developed in partnership with the people they affect, respecting fundamental rights, promoting solidarity and improving lives.

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Key messages accompanying Social Platform response to the consultation

1. Stable and open-ended contracts must remain the preferred form of employment.

While any initiatives to increase the quality of atypical forms of work are welcomed, fostering the transition towards open-ended forms of employment must remain the final goal. Employment relationships that lead to precarious working conditions should be prevented, including by prohibiting the abuse of atypical contracts.

2. Promote all dimensions of quality employment.

The promotion of quality employment encompasses five dimensions: i) fair remuneration and adequate minimum wages; ii) access to social protection; iii) career and employment security, including protection of employment rights, progression in employment and access to training and life-long learning for skills improvement; iv) arrangements for balancing professional and private lives, especially supporting employees with children, those with care obligations and those affected by chronic and complex diseases; and v) health and well-being, including adapted employment schemes for people with disabilities and health conditions requiring work place adaptations. Incorporating all these aspects into employment policies is crucial to fight in-work poverty and wage disparities, precariousness and underemployment, and to create a healthier and better-skilled workforce, especially in light of the emergence of new forms of work in the digital economy. It is also fundamental to ensure inclusive labour markets where all people - including those experiencing long-term unemployment and those belonging to minority groups or living in vulnerable situations, such as people with disabilities and chronic conditions - have access to employment opportunities and the services conducive to these.

3. Adopt an EU framework directive on universal and non-discriminatory access to adequate social protection for all types of work.

Common deficiencies in national social protection systems that cause difficulties for the access of non-standard workers and the self-employed to social protection must be addressed with the introduction of new EU legislation. Based on articles 153 (2) and 352 TFEU, a framework directive should be adopted to address gaps in formal and effective coverage, as well as to ensure the adequacy, transferability and transparency of social protection rights, setting common principles and minimum standards for a single mandatory social protection scheme covering all people in employment. This universal approach is fundamental to address existing inequalities and avoid discrimination in the emerging digital economy, and to safeguard the cohesive dimension of our social models, built on societal solidarity and redistribution.

4. Complement this initiative with similar measures to ensure the enforcement of social protection rights.

Access to and enjoyment of rights is in some instances prevented by illegal actions, such as fraud and abuse, and due to stigma, discrimination and lack of support, including insufficient access to information. This must be addressed at EU level with measures that reinforce or introduce dispute settlement mechanisms and labour inspections, and that increase transparency regarding rights and obligations – both within and when moving between Member States. The announced initiatives on the creation of a European Labour Authority and of a European Social Security Number must have the necessary ambition to effectively address these issues.

5. Complement this initiative with the adoption of an EU framework directive on adequate minimum income schemes and similar measures to ensure universal non-discriminatory access to social protection and services for all.

Access to adequate non-work-related benefits - including old-age, invalidity and family benefits - and quality services - including care, social, health, housing, education and life-long learning services - must be ensured to all people in society, including those not in employment. The first step should be the urgent adoption of an EU framework directive on adequate minimum income schemes that establishes common principles, definitions and methods on the basis of article 153 (1) (h) TFEU.

Questionnaire

Providing access to social protection and related employment services for people in all forms of employment is crucial not only for the economic and social safety of the workforce, but also for well-functioning labour markets and economies that create quality jobs and sustainable growth. Yet, there are groups of employed who are left without sufficient access to social protection and related employment services. The Commission has identified and described relevant challenges in the background document. Respondents to this questionnaire are recommended to read the background document before proceeding.

1. The background document identifies some challenges regarding social protection and related employment services. Do you agree with the identification of the challenges outlined in the background document?

	I do agree	I rather agree	I rather do not agree	I do not agree	I don't know
Gaps in formal coverage	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gaps in effective coverage	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient transferability of rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Insufficient transparency of rights and	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regulatory complexity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are other challenges in access to social protection and employment services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify:

Adequacy and conditionality: changes to benefits levels and requirements have resulted in lower take-up and widespread reduction of coverage, duration and adequacy of benefits, creating new protection gaps.

2. Social protection covers several benefits and services from unemployment benefits to long-term care, and employment services are connected to some of these benefits. Which areas of social protection and employment services (listed below) do you consider to be relevant for a possible EU initiative promoting access?

2.1 For workers in non-standard forms of employment?

Social protection

	High relevance	Medium relevance	Low relevance	Not relevant at all	Don't know
Unemployment benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sickness benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Benefits in respect of accidents at work and occupational diseases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Old-age benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Invalidity benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Survivor's benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maternity and equivalent paternity benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long-term care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.2 For workers in non-standard forms of employment?

Employment services

	High relevance	Medium relevance	Low relevance	Not relevant at all	Don't know
Guidance, counselling and placement	<input type="checkbox"/>				
Training and updating skills	<input type="checkbox"/>				
Rehabilitation and re-insertion measures	<input type="checkbox"/>				

2.3 For self- employed?

Social protection

	High relevance	Medium relevance	Low relevance	Not relevant at all	Don't know
Unemployment benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sickness benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits in respect of accidents at work and occupational diseases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Old-age benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Invalidity benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Survivor's benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maternity and equivalent paternity benefits	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Family benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long-term care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2.4 For self- employed?

Employment services

	High relevance	Medium relevance	Low relevance	Not relevant at all	Don't know
Guidance, counselling and placement	<input type="checkbox"/>				
Training and updating skills	<input type="checkbox"/>				
Rehabilitation and re-insertion measures	<input type="checkbox"/>				

3. Some common principles could be promoted to help increase access to social protection and employment services to all people, regardless of their form of employment, and so foster upward social convergence in the EU. Do you think that the following general policy principles should be pursued by a possible EU initiative?

	I do agree	I rather agree	I rather do not agree	I do not agree	I don't know
Regardless of the type and duration of their employment relationship, workers, and, under comparable conditions, the self-employed, have the right to adequate social protection;	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tying rights to individuals as they work (and not to the contract) and making rights transferable;	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making rights and related information transparent;	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simplifying administrative requirements.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No action required	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

4. People in non-standard forms of employment and self-employed are facing gaps in formal coverage to social protection and their effective coverage is limited by rules of eligibility, low-levels of benefits, complexity of rules and the risk of under-insurance. Action to address gaps in access to social protection may be taken at EU, national and regional level.

4.1 Which avenues do you consider most appropriate to address the challenges of the gaps in formal and effective coverage by social protection?

4.1.1 For non-standard forms of employment

4.1.1.1 The social protection rights and obligations not yet formally covered should:

<input checked="" type="radio"/>	be mandatory (for every kind of job, irrespective of the type of contract)
<input type="radio"/>	be voluntary (for every kind of job where gaps exist, irrespective of the type of contract)

<input type="radio"/>	be partly mandatory and partly voluntary (for every kind of job where gaps exist, irrespective of the type of contract)
<input type="radio"/>	remain as they are (no action required)

4.1.1.2 What should be the level of protection in the case of rights not yet formally or effectively covered?

<input checked="" type="radio"/>	Mandatory protection and contributions aligned to the level of standard workers
<input type="radio"/>	A minimum level of mandatory protection and contribution is defined for all people in employment
<input type="radio"/>	Differentiated levels are defined
<input type="radio"/>	Remain as it is (no action required)

4.1.1.3. What is the most appropriate way to ensure effective coverage?

<input checked="" type="checkbox"/>	A single social protection scheme covering all people in employment
<input type="checkbox"/>	Specific mandatory social protection schemes could co-exist and their qualification criteria, contribution rules and benefit calculation could be tailored to the specificities of each group
<input type="checkbox"/>	Temporary and decreasing incentives for low income people in non-standard forms of employment to enable them to fully and/or effectively participate on a mandatory basis in social protection schemes.
<input type="checkbox"/>	Access to unemployment benefits and employment services tied with activation measures for all people in employment, regardless of their employment contract
<input type="checkbox"/>	Automatic enrolment with opt-out clauses
<input type="checkbox"/>	Creation of voluntary schemes accompanied with better information and reduced administrative burden
<input type="checkbox"/>	Tailoring better the qualification criteria, contribution rules and benefits' calculation of the voluntary schemes to the needs and specificities of each group
<input type="checkbox"/>	Temporary and decreasing incentives for low income people in non-standard forms of employment to enable them to fully and/or effectively participate on a voluntary basis in social protection schemes
<input type="checkbox"/>	Other

4.1.1.4 In your view, is there a need for EU-level action to ensure access to social protection and related employment services for people in non-standard forms of employment where gaps exist?

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No
<input type="radio"/>	I don't know

What elements from sections 4.1.1.1, 4.1.1.2 and 4.1.1.3 should be addressed by EU action?

All of them in the way it has been indicated.

What kind of EU policy instrument(s) would be most effective?

	Highly effective	Moderately effective	Low effective	Not effective at all	Don't know
Improve the implementation of the existing EU-level legislative framework	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce new EU legislation (ex: Directive)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce soft EU legislation to be adhered by MS on a voluntary basis (ex: Council recommendation)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthen EU level coordination and monitoring (e.g European semester, Social Open Method of Coordination, employment guidelines, benchmarks)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exchange of best practices	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A combination of two or more of the above	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify

The adoption of new EU legislation, a better enforcement of existing one and reinforced governance and monitoring tools that prioritize these issues are complementary and are all necessary measures.

4.1 Which avenues do you consider most appropriate to address the challenges of the gaps in formal and effective coverage by social protection?

4.1.2 for self-employed not yet covered

4.1.2.1 The social protection rights and obligations should

<input checked="" type="radio"/>	be mandatory for all self-employed
<input type="radio"/>	be voluntary for self-employed not yet covered
<input type="radio"/>	be partly mandatory and partly voluntary
<input type="radio"/>	remain as they are (no action required)

4.1.2.2 What should be the level of protection?

<input checked="" type="radio"/>	Mandatory protection and contribution aligned to the level of standard workers
<input type="radio"/>	A minimum level of mandatory protection and contribution is defined for all people in employment
<input type="radio"/>	Differentiated levels are defined for self-employed according to their specific needs
<input type="radio"/>	Remain as it is (no action required)

4.1.2.3 What is the most appropriate way to ensure effective coverage?

<input checked="" type="checkbox"/>	A single social protection scheme could be envisaged to cover all people in employment
<input type="checkbox"/>	Specific mandatory social protection schemes could co-exist and their qualification criteria, contribution rules and benefit calculation could be tailored to the specificities of each
<input type="checkbox"/>	The choice of contributing to a public or private insurance scheme is left open to self-employed as long as they are part of an insurance scheme which would protect them in case of need
<input type="checkbox"/>	Temporary and decreasing incentives for low income self-employed to enable them to fully and/or effectively participate on a mandatory basis in social protection schemes
<input type="checkbox"/>	Access to unemployment benefits and employment services tied with activation measures
<input type="checkbox"/>	Automatic enrolment with opt-out clauses
<input type="checkbox"/>	Creation of voluntary schemes accompanied with better information and reduced administrative burden
<input type="checkbox"/>	Tailoring better the qualification criteria, contribution rules and benefits' calculation of the voluntary schemes to the needs and specificities of each group
<input type="checkbox"/>	Temporary and decreasing incentives for low income self-employed to enable them to fully and/or effectively participate on a voluntary basis in the social protection schemes
<input type="checkbox"/>	Other

4.1.2.4 In your view, is there a need for EU-level action to ensure access to social protection for self-employed where gaps exist?

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No
<input type="radio"/>	I don't know

What elements from sections 4.1.1.1, 4.1.1.2 and 4.1.1.3 should be addressed by EU action?

All of them in the way it has been indicated.

What kind of EU policy instrument(s) would be most effective?

	Highly effective	Moderately effective	Low effective	Not effective at all	Don't know
Improve the implementation of the existing EU-level legislative framework	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce new EU legislation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce soft EU legislation to be adhered by MS on a voluntary basis (ex: Council recommendation)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthen EU level coordination and monitoring (e.g European semester, Social Open Method of Coordination, employment guidelines, benchmarks)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Exchange of best practices	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A combination of two or more of the above	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify

The adoption of new EU legislation, a better enforcement of existing one and reinforced governance and monitoring tools that prioritize these issues are complementary and are all necessary measures.

4.2 Transferability and transparency of social protection rights could help to ensure secure labour market transitions. Which avenues do you consider most appropriate to address those gaps?

	Highly appropriate	Moderately Appropriate	Low appropriate	Not appropriate at all	Don't know
Stipulating minimum standards for timely acquisition, preservation and transferability of social protection and employment service rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creation of individual accounts for social protection and/or employment service rights (in order to avoid losses of social entitlements when changing jobs)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simplifying administrative procedures	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4.2.1 If your response is highly or moderately appropriate, is there a need for EU-level action?

	Yes	No	I don't know
Stipulating minimum standards for timely acquisition, preservation and transferability of social protection and employment service rights	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creation of individual accounts for social protection and/or employment service rights (in order to avoid losses of social entitlements when changing jobs)	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Simplifying administrative procedures	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

If yes, what kind of EU policy instrument(s) would be most effective?

	Highly effective	Moderately effective	Low effective	Not effective at all	Don't know
Introduce new EU legislation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce soft EU legislation to be adhered by MS on a voluntary basis (ex: Council recommendation)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Strengthen EU level coordination and monitoring (e.g European semester, Social Open Method of Coordination, employment guidelines, benchmarks)	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exchange of best practices	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A combination of two or more of the above	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify

The adoption of new EU legislation, a better enforcement of existing one and reinforced governance and monitoring tools that prioritise these issues are complementary and are all necessary measures.

4.3 The background document identified gaps in access to employment services for some groups. Which avenues do you consider most appropriate to address the challenges of the gaps in access to employment services?

	Highly appropriate	Moderately Appropriate	Low appropriate	Not appropriate at all	Don't know
Access to employment services for workers should be ensured, irrespective of type of contract, and for self-employed	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some social protection benefits should be bound to the participation in specific employment related programmes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

4.3.1 If your response is highly or moderately appropriate, is there a need for EU-level action to ensure that rights and obligations to employment services are voluntary where gaps exist?

<input checked="" type="radio"/>	Yes
<input type="radio"/>	No
<input type="radio"/>	I don't know

If yes, what kind of EU policy instrument(s) would be most effective?

	Highly effective	Moderately effective	Low effective	Not effective at all	Don't know
Improve the implementation of the existing EU-level legislative framework	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce new EU legislation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Introduce soft EU legislation to be adhered by MS on a voluntary basis (ex: Council recommendation)	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthen EU level coordination and monitoring (e.g European semester,	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Social Open Method of coordination, employment guidelines, benchmarks)					
Exchange of best practices	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
A combination of two or more of the above	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify:

The adoption of new EU legislation, a better enforcement of existing one and reinforced governance and monitoring tools that prioritize these issues are complementary and are all necessary measures.

5. According to your assessment, the impact of making social protection rights mandatory in all forms of employment would be positive, neutral or negative for:

	positive	neutral	negative
The European society: Cohesion in society	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The European society: Intergenerational justice	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The labour market: Labour market transitions	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The labour market: Transparency	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The economy: Competitiveness	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The economy: Resilience and adaptability	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The economy: Economic growth	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workers: Security of workers	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
The workers: Investment in people and their skills	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social protection and public finances: Financial sustainability of social protection systems	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social protection and public finances: Adequacy of social protection benefits and services	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social protection and public finances: Public budget	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Small and medium sized enterprises: Cost	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Small and medium sized enterprises: Competition	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

5.1 In your opinion, what is the most important positive and negative impact of making social protection rights mandatory in all forms of employment?

Making social protection rights mandatory for all forms of employment would prevent situations of discrimination and abuse, including overuse of atypical work contracts, while fostering transparency and promoting a level playing field both among workers and among companies.

6. According to your assessment, the impact of making social protection rights voluntary where gaps currently exist would be:

	positive	neutral	negative
The European society: Cohesion in society	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The European society: Intergenerational justice	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The labour market: Labour market transitions	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The labour market: Transparency	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The economy: Competitiveness	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The economy: Resilience and adaptability	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The economy: Economic growth	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The workers: Security of workers	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The workers: Investment in people and their skills	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Social protection and public finances: Financial sustainability of social protection systems	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Social protection and public finances: Adequacy of social protection benefits and services	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Social protection and public finances: Public budgets	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Small and medium sized enterprises: Cost	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Small and medium sized enterprises: Competition	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

6.1 In your opinion, what is the most important positive and negative impact of making social protection rights voluntary where gaps currently exist?

Making social protection rights voluntary would fail to reach the goals set by this initiative, i.e. ensure effective access to social protection for all workers, notably the most vulnerable ones, and reduce rising inequalities in job markets. It will leave the door open to unfair competition, discrimination and abuse, including overuse of atypical contracts, and add further complexity to the system.

7. Additional comments and/or suggestions:

Question 2.1 and 2.2 are misleading. All the areas of social protection listed are relevant and should be prioritised. Our choice is based on the fact that we see the three selected benefits as specifically linked to social security and the fact of being employed while universal access for all people in society should be ensured for all the other listed areas.

This key initiative should be complemented with similar ones to ensure:

1) Enforcement of social protection rights

Access to and enjoyment of rights is in some instances prevented by illegal actions, such as fraud and abuse, and due to stigma, discrimination and lack of support, including insufficient access to information. This must be addressed at EU level with measures that reinforce or introduce dispute settlement mechanisms and labour inspections, and that increase transparency regarding rights and obligations – both within and when moving between Member States.

2) Universal non-discriminatory access to social protection and services for all

Access to adequate non-work-related benefits - including old-age, invalidity and family benefits - and quality services - including care, social, health, housing, education and life-long learning services – must be ensured to all people in society, including those not in employment. The first step should be the urgent adoption of an EU framework directive on adequate minimum income schemes that establishes common principles, definitions and methods on the basis of article 153 (1) (h) TFEU.