

# Principle 6: Wages

## A Directive on Adequate Minimum Wages in the European Union



### 1 What are the demands of Social Platform & its Members?

Set the minimum threshold for adequate minimum wages at **at least 60% of the national median wage** to enable people a life of dignity;

Use **reference budgets** to ensure adequate minimum wages are actual living wages in all Member States;

Regularly and automatically **index and update adequate minimum wages based on the current costs of living** in each Member State;

**Promote and strengthen collective bargaining** across the EU;

**Ensure a strong link to other legal frameworks**, such as the one tackling the gender pay gap and legally binding transparency measures;

**Ensure increases in adequate minimum wages go hand in hand with increased funding for social service providers** to avoid the quality of services and the availability of staff being undermined by minimum wage requirements.

“Workers have the right to fair wages that provide for a decent standard of living. Adequate minimum wages shall be ensured, in a way that provide for the satisfaction of the needs of the worker...”

### 2 Why do we make these demands?

The share of people in the EU at risk of poverty and social exclusion despite being employed is 9.5% (2018);

Different groups are disproportionately affect by in-work poverty;

One in six workers are low-wage earners and the proportion is rising.

### 3 How should they be implemented at EU level?

Adequate minimum wages need to be set in a non-discriminatory way and apply to all people and all contract types;

There needs to be a positive hierarchy between minimum income and minimum wages to preserve incentives to work;

The European Commission should more systematically use the European Semester to monitor Member States' performances.

Read more about principle 6 in our [full paper](#).



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