

Principle 6: Wages

A Directive on Adequate Minimum Wages in the European Union



“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...”

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.

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 affected 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](#).



socialplatform

