

EUROPEAN SEMESTER 2018

# TU PROPOSALS FOR COUNTRY SPECIFIC RECOMMENDATIONS



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## **TRADE UNION PROPOSALS FOR COUNTRY SPECIFIC RECOMMENDATIONS 2018**

For the first year in 2018, the ETUC supported its national member organisations in putting forward proposals for country specific recommendations in the social field. This exercise, which for the first time involved 11 countries, was possible thanks to the EPSR and its social scoreboard. The latter helps national organisations to better identify key social challenges to be urgently addressed. However, the critical situations identified in Country Reports are not always the same as those that national trade unions would prioritise in their own countries.

Proposals for country specific recommendations were drafted at national level under the supervision of the Trade Union Semester Liaison Officers. The ETUC will work to give voice to its members at the relevant European institutions involved in the Semester.

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## AUSTRIA

Answers from ÖGB

TUSLO: Angela Pfister ([angela.pfister@oegb.at](mailto:angela.pfister@oegb.at))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Gender segmentation of the labour market, in particular wage gap and excessive part-time jobs among women</li> <li>• Integration of migrants and refugees in education and in labour market</li> </ul>	<ul style="list-style-type: none"> <li>- Gender gaps</li> <li>- Integration of migrants</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Austrian Government should:

1. Address the Gender gap in income disparities between women and men - despite of the slow progress - remain of great concern. Before this background it needs further and continuous measures which are aimed at an equal participation of women during the whole working life: The first important step is that the Federal Funds are continued and beyond. Further public finance would be important for the coming years. Promote father's participation. ÖGB demands a legal entitlement to one dad's month with protection against unlawful dismissal.
2. Make more efforts to address the integration of migrants and refugees in the labour market and education. This requires sufficient financial resources in the next years.

### SUGGESTIONS FOR RECITALS

The government drastically cuts financial resources for integration of migrants, refugees and asylum seekers which is strongly criticised by the ÖGB. The funds for 2018 have been halved from € 100 million to € 50 million. For 2019, no budget is planned at all. The reduction also affects the special program for asylum seekers. Furthermore, asylum seekers were permitted to work in tourism in 2016 and 2017 as seasonal workers. This is no longer possible from 2018.

## BULGARIA

Answers from CITUB

TUSLO: Lyuben TOMEV ([ltomev@citub.net](mailto:ltomev@citub.net))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Access to quality education and low incentives for workers to upskill because of low wages</li> <li>• Poverty, income inequalities and social assistance shortages which reduce access and coverage of healthcare, access to housing, schooling.</li> <li>• Low coverage of active labour market policies</li> <li>• Labour market shortages, also because of high emigration. Risks of exclusion for Roma people</li> <li>• Transparent wage setting and weak social dialogue</li> </ul>	<ul style="list-style-type: none"> <li>- Education and training</li> <li>- Poverty and inequalities</li> <li>- Social dialogue and wages</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Bulgarian Government should:

1. Take measures to ensure the right of access to education and a wide range of LLL for all citizens - from courses in literacy to continuing vocational training (CVT), e.g. blended and distance learning. Establish sectoral education and training funds and an extension to the right to paid leave in order to promote developing skills required by technological change. Combine appropriate financial mechanisms for motivating specific target groups such as introducing individual learning accounts for individuals with higher-level of education with shared financial contributions; establishing individual credit cards for CVT covering the costs for the low-skilled groups.
2. Achieve significant progress in combating poverty, social exclusion and inequalities, with measures and policies set up for ensuring development and implementation of adequate minimum social standards; for changing the flat-rate tax and introducing a non-taxable step to the minimum wage; for increasing efficiency of social assistance by improving the access criteria, by increasing the adequacy of payments and the accuracy of addressing transfers. Healthcare needs to be reformed in the following directions: transition to “non-profit” status; reducing regulated and removing unregulated additional payments from patients; guaranteeing free and equal access to quality services.
3. The government should provide legal and logistical support for social dialogue by establishing clear procedures and deadlines for wage bargaining at different levels and ensuring social partners have access to the necessary statistical and financial/accountancy information for negotiation purposes. The minimum wage in the country should be negotiated according to a generally accepted transparent mechanism, determined in accordance with the ILO Convention 131. The State should undertake additional measures for prevention of social dumping and for strengthening the control and sanctioning functions of the Labour Inspectorates in order to reduce cases of overdue and unpaid wages substantially.

## DENMARK

Answers from LO-DK

TUSLO: Casper ARNSBO POULSEN ([cap@lo.dk](mailto:cap@lo.dk))

Critical situations in Country reports 2018	Trade Union Priorities
No critical situations	<ul style="list-style-type: none"> <li>- Combatting the gender pay gap in Denmark</li> <li>- Integration into the education system of children with a migrant background</li> <li>- Better integration of people with migrant background in the education system</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Danish Government should:

1. Break down the segregation in choice of education to combat wage inequalities between men and women effectively. Ensure more wage transparency to better identify which types of jobs, sectors and contracts contribute to an unequal wage distribution in the current labour market. Together with social partners, deliver a more certain and more concise definition of “equal pay for work of equal value”<sup>1</sup>.
2. It is particularly important that early childhood care and education (ECCE) institutions collaborate with local authorities and stakeholders, to mitigate some of the cultural challenges in this transitional period to alleviate long-term socio-economic challenges. Take political measures to facilitate that all children, regardless of their background, enter into educational systems at an early age. Improve learning platforms to tailor them to the specific needs of people with a migrant background.

<sup>1</sup> LO report on gender pay gap (2018): accessed at <https://lo.dk/wp-content/uploads/2018/03/vive-notat-loenaabenhed-og-ligeloen.pdf>.

SUGGESTIONS FOR RECITALS

Denmark is experiencing difficulties in reducing the gender pay gap, which is currently sitting at 15.4 percentage points. In a post-crisis perspective, the Danish labour market has indeed stagnated with regard to reducing the wage-gap between men and women. Despite the EU28 “GPG” average balances at around 16%, it is not acceptable that Denmark is failing to reduce the gender pay gap effectively. In this regard, legislative initiatives such as those introduced in Iceland, the UK and Germany could all serve as inspiration to countries suffering from a GPG. Furthermore a report published by the OECD<sup>2</sup> states that wage-transparency is integral in highlighting the challenges facing wage equality. It is, however, important to emphasise that these initiatives are new, so no evaluation is yet available.

Denmark is already experiencing legislation covering equal pay. However, there are discrepancies in the interpretation of the legal text (Ligelønsloven, 899/2008). The law stipulates that “equal pay for work of equal value” should be secured considering qualifications and other relevant factors. An improved and more concise definition of “equal pay for work of equal value”<sup>3</sup> could mitigate some of the judicial dilemmas occurring in the contemporary Danish labour market.

Recent PISA results indicate that children with migrant background score 69 points lower in science than ethnic Danish children. In other words, this group is about two school years behind their non-migrant classmates.

Considering the larger generational picture of educational attainment of people with a migrant background, only a marginal difference can be pinpointed when it comes to comparing first-generation migrants and second-generation migrants (Denmark country report, pp. 30). This essentially suggests that policy action is necessary to combat the failing upward socio-economic convergence of people with a migrant background who are 3.4 times more likely to underachieve than students without a migrant background.

**ESTONIA**

Answers from EAKL

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Critical situations in Country reports 2018	Trade Union Priorities
Access to health services, especially in connection with inequalities and poverty	<ul style="list-style-type: none"> <li>- Social dialogue</li> <li>- Safety at workplace</li> <li>- Gender pay gap</li> </ul>

COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Estonian government should:

1. Establish a permanent tripartite cooperation format, with the objective for labour market participants to reach agreements on issues and initiatives affecting the functioning of the labour market. The tripartite meetings could take place at least once a quarter. The Government should be represented by the Minister for Health and Labour, involving the Prime Minister and/or other responsible government ministers. The EAKL is ready and willing to offer secretariat services to support these tripartite meetings. In addition, the visible and efficient social dialogue could set a good example of social dialogue, also at the sectorial and enterprise level.
2. Improve safety in the workplace. The EAKL proposes that it should be mandatory to conduct risk analyses at every workplace and this should be done by a qualified and licensed service provider. All risk analyses should also be electronically available to the Labour Inspectorate (*Tööinspeksioon*); the latter should increase the performance of the inspectorate and improve its quality control, at the same time decreasing the administrative burden for employers. In addition, when assessing workplace risks, all employees must have their health check-up carried out by an occupational check-up doctor, in order to assess workplace risks affecting their health, when performing their working tasks.
3. Take measures to decrease the gender pay gap. To take parental leave, as the Family Benefits Act stipulates, the EAKL suggests that local governments should offer child care facilities when the child is at least one year

<sup>2</sup> (OECD, 2017: p. 164).

<sup>3</sup> LO report on gender pay gap (2018): accessed at <https://lo.dk/wp-content/uploads/2018/03/vive-notat-loenaabenhed-og-ligeloen.pdf>.

old. The objective should also be to distribute the parental leave between mothers and fathers and encourage fathers' participation in raising children. It is important to continue reforms in the area of work-life balance and the EAKL proposes gradually introducing the possibility to take parental leave in two equal parts in the five-year period. The EAKL also proposes collecting and publishing salary data by occupancy and gender.

## GERMANY

Answers from DGB

TUSLO: Dominika BIEGON ([dominika.biegon@dgb.de](mailto:dominika.biegon@dgb.de))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>Investments and wage growth</li> <li>Inclusive labour market, especially to address gender employment gap and support migrants/refugees</li> </ul>	<ul style="list-style-type: none"> <li>Investments</li> <li>Wages and segmentation labour market</li> <li>Labour Market and employment</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The German government should:

1. Address the persistently high current account surplus by stimulating domestic demand, use fiscal policy to support domestic demand and achieve a sustained upward trend in investment at all levels of government, especially in sustainable infrastructure and technology, education, research and innovation, social housing and climate protection.
2. Push back the low-wage sector and atypical forms of employment, in particular mini-jobs, temporary agency work, work contracts and forms of employment based on a fixed-term contract; facilitate transitions to standard forms of employment; increase the share of women in the work force by abolishing disincentives to work for second earners in the tax system and by a better provision of quality and affordable full-time child care; create conditions to promote collective bargaining.
3. Improve active labour market policies to combat long-term unemployment effectively; improve the protective function of the unemployment insurance; stabilise the statutory pension level; reform the social security system to address the persistently high levels of poverty and child poverty; diminish income and wealth inequality.

## FINLAND

Answers from SAK, AKAVA and STTK

TUSLO: Patrizio LAINA ([patrizio.laina@sak.fi](mailto:patrizio.laina@sak.fi))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>Access to health care especially in relation with ageing population</li> <li>Long-term integration of refugees and other migrants</li> </ul>	<ul style="list-style-type: none"> <li>Access to health care especially in relation with ageing population</li> <li>Long-term integration of refugees and other migrants</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Finnish Government should:

1. The challenge for the management of healthcare is the lack of long-term patient–doctor care relationships that gives rise to additional costs. The aim must be long-term care relationships, and this is particularly important

in the case of the elderly persons with many diseases. The removal of the customer payments should lower the threshold for poor people to seek the necessary health services. In preparation for the reform of the social and health care, there is a danger that it will lead to increases in customer payments to health services or to eliminating of some services. Adequate funding for health care has to be ensured;

- Promote successful integration is essential to provide integration services as soon as possible after arrival (initial assessment, personal integration plan and integration training). Integration training for adult immigrants should be more working life orientated. Integration of language and vocational training would promote immigrants' language learning, participation in learning community and access to the labour market. Integration plan should be based on identification and validation of previously acquired skills and qualifications. There is still much to do making these processes more flexible and efficient.

## IRELAND

Answers from ICTU

TUSLO: Peter RIGNEY ([peter.rigney@ictu.ie](mailto:peter.rigney@ictu.ie))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>Access to digital skills</li> <li>Inclusive labour market, especially long term unemployed, people with a disability and women. Poor access to childcare for the latter</li> <li>Extreme poverty</li> </ul>	<ul style="list-style-type: none"> <li>Employment and labour market</li> <li>Social investments</li> <li>Taxation</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Irish Government should:

- Take measures to fight unemployment, it needs to focus beyond registered unemployed on increasing employment levels; a focus is also needed on potential additional labour supply (PLS 1 to PLS 4 in QNHS)
- Increase public investment, especially in the construction of social housing by state and local authorities; increase investment in health and childcare
- Broad the tax base by limiting tax expenditures in the current booming state of the tourist industry, for example the special low VAT rate of 9% for accommodation and food services costing in excess of €600m per annum cannot be justified

## ITALY

Answers from CGIL, CISL and UIL.

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Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>Low rate of women participation in the labour market</li> <li>Fragmentation of family benefits</li> <li>Risk of poverty and social exclusion</li> <li>High rate of youth NEET and long-term unemployment</li> </ul>	<ul style="list-style-type: none"> <li>Labour market participation of women and youth</li> <li>Long-term care and social benefits</li> <li>Tax benefit system</li> <li>Supporting coordinated collective bargaining</li> <li>Combat poverty and social exclusion</li> <li>Public and private investment</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Italian government should:

1. Increase the participation of women in the labour market, amongst the lowest in European countries. The general employment rate will not increase if the full inclusion of women in the labour market won't be ensured. A synergic action on several aspects is needed: support collective bargaining to introduce new forms of working time and operational flexibility at the workplace; strengthen by ways of new legislation the existing system of parental leaves by extending them and increasing the social contribution; strengthen the services in support of the life-work-care balance;
2. Define the Essential levels of social benefits (Livelli essenziali delle Prestazioni Sociali – LEPS), in order to guarantee equal access in the whole country and by increasing the social funds, by promoting a national planning that intertwines LEPS and LEA (Health essential assistance services). The long-term care system should be strengthened by approving a law on not self-sufficiency, with adequate resources, in order to alleviate a burden that is almost entirely covered by families. New and enhanced services for early childhood should be offered also in light of the new 0-6 years old education system, by guaranteeing cost accessibility and time flexibility to support families.
3. Redesign the tax incentive system for families. The tax benefits system for families are fragmented and exclude the less rich ones. The tax deduction system does not benefit the families that, due to low income, do not pay any taxes (the so-called “incapienti”) and the family allowances is a benefit only for employees or those self-employed paying contribution in the INPS separate fund. It is necessary to unify and enhance the two instruments finances by general taxation and covering all families, granting an amount proportional to the number of its members and inversely to its income.
4. Strengthen the role and value of the two-level collective bargaining system in redistributing wealth and increasing wages. Increasing wages beyond purchasing power, in line with productivity and growth of labour value, supporting multilevel bargaining, in line with the many agreements signed between trade unions and employers' associations and, in particular, with the Agreement with Confindustria of March 9, 2018 (Contents and guidelines of industrial relations and collective bargaining). This agreement aims to combating wage dumping and strengthening collective bargaining, as well as reducing of inequalities and social governance of innovation.
5. A universal instrument to combat poverty (the s.c. REI Reddito di inclusione – Inclusion income) has eventually been implemented in Italy. However, this is still not an adequate instrument to face the number of people it should address and the amount of the benefit will not cope with people needs. Therefore, it is necessary to increase the current resources allocated (around € 7 billion per year when fully operational), guaranteeing all poor people sufficient income to play an active role in society. Subsidies are not enough, if they are not accompanied by services (social, education, training and active policies), to promote social and labour market inclusion. Working poor is also an element that is playing a role in shifting people in poverty conditions. This issue should urgently be addressed also by setting up “fast tracks” for such workers by implementing dedicated services for disadvantaged and fragile workers. It is therefore essential to gradually increase the resources to extend the number of beneficiaries and the amount of the allowance.
6. Create youth and female employment by boosting private investments and launching a plan for public investment and recruitment in the Public Administration; removing the blocking of the turn-over which has been active since 2010 also in light of the recently renewed collective agreements in the public sectors. Creating jobs directly supports aggregate demand and can indirectly qualify the productive structure if skills, drivers and sectors of innovation are selected for development. But action must also be taken to ensure efficient and effective active labour market policies by strengthening employment centers in terms of both human and instrumental resources and financial resources. In fact, the reform designed by the Jobs Act still faces delays in what was to be the second pillar of the labour reform to guarantee the principle of flex safety. Among other things, it is necessary to strengthen of employment centres and IT infrastructure are at the basis for the fight against the NEET phenomenon and for the success of the actions of the Youth Guarantee program recently refinanced with European funds and national resources. In the same way, the resources to be allocated to actions to support professional relocation (relocation allowance/assegno di ricollocazione) must be increased. Due to lack of resources, the experimentation under way is not giving satisfying results. Moreover, in order to boost employment, in particular of youth and women, it is necessary to reduce the tax wedge. To counteract the phenomenon of long-term unemployment, it is necessary to reintroduce specific incentives for those hired on a permanent basis.

**SUGGESTIONS FOR RECITALS**

Taking into account the following:

- (1) the low rate of women participation in the labour market due to the lack of work life balance reconciliation measures (early childhood primary services, health and social services, parental leaves)
- (2) the high number of young NEETs and long-term unemployment rates
- (3) the burden on families of education expenses, care and assistance due to the fragmentation of family economic aid and the weakness and territorial cleavage of services and welfare
- (4) the risk of poverty and social exclusion, in particular for children, temporary workers and migrants
- (5) the low growth of real wages and the unfair distribution of market revenues

**NETHERLANDS**

Answers from FNV

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Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Promote high real wage growth</li> <li>• Coverage of social protection among self-employed</li> <li>• Inclusive labour market for women and migrants and refugees</li> </ul>	<ul style="list-style-type: none"> <li>• Labour market segmentation</li> <li>• Tax policy</li> <li>• Pension policy</li> </ul>

**COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED**

The Dutch government should:

1. Reduce flexible labour, by making flexible labour more expensive. Increase wages in the public sector.
2. Effectively tackle currently-allowed company tax avoidance by eliminating special tax arrangements, tax rulings and treaties.
3. Solve the problems in the housing market using pension funds. In order to increase the first pillar pension system, the government should peg the old age pensions (AOW) to the growth in real wages instead of nominal wages.

**SUGGESTIONS FOR RECITALS**

The FNV feels encouraged and supported by the European Commission regarding the problems in labour market segmentation. The measures announced until now will not address labour market segmentation and so we discourage policy measures announced so far. The government is not taking any action or policy measures in order to tackle flexible labour constructions as well as problems with social security for the self-employed. As a result, the labour share is still decreasing. Despite the high economic growth and tightening labour market, wage growth remains low.

The first pillar pension system is small in comparison with the second pillar and so to address the pro-cyclical problems, the government should increase the first pillar pensions (AOW) and decrease the second pillar.

Better tax laws on national and European level are needed as well as a minimum corporate tax rate of 25 percent and a common tax base on European level (CCCTB).

## POLAND

Answers from OPZZ

TUSLO: Katarzyna PIETRZAK ([pietrzak@opzz.org.pl](mailto:pietrzak@opzz.org.pl))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Social protection and inclusion, social transfers, quality of health and long-term care, access to education and training, especially digital skills. Atypical workers not covered or not so well covered</li> <li>• Gender employment gap with specific focus on work-life balance and access to formal childcare coverage</li> <li>• Labour market and skill shortages. Segmentation of the labour market with high incidence of temporary contracts and self-employed</li> </ul>	<ul style="list-style-type: none"> <li>• Low wages</li> <li>• Pensions</li> <li>• Health</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Polish government should:

1. Take measures to reduce the scale of in-work poverty, including through actions aimed at increasing wages, also promoting job positions that provide employees with adequate job security.
2. Change the pension system by creating the right to a retirement pension after 35 years of contributions by women and 40 years of contributions by men (i.e. paying pension contributions); combat avoidance of social contribution payments by tackling undeclared work and non-registered employment.
3. Increase inflows to the National Health Fund and to the Social Insurance Fund. Together with social partners, changes in the system and level of financing of the healthcare system in Poland are necessary and expected. Their main goal should be to ensure the universality and accessibility of high-quality healthcare for all citizens - by systematic increase in public funds to this end.

### SUGGESTIONS FOR RECITALS

Despite the increase in wages, including minimum wages in recent years, wages in Poland still do not allow for a decent life. According to GUS data, 13% of employees receive a minimum wage and 66% of employees earn less than the average wage in the national economy. The results of the GUS survey on the scale of poverty in Poland show that in 2016 in the category of households of employees with expenditure below the extreme poverty line (subsistence minimum) was 3.9% of people, below the relative poverty line, 12.5% of people, and below the statutory poverty line, 11.9% of people. According to Eurostat, 10.8% of employees can be classified as working poor (as opposed to the EU average of 9.6%). The problem of low wages is also connected with a large number of job positions that do not provide the employee with adequate job security (segmentation of the labour market). Poland has not ratified the International Labour Organization Convention No. 131 and the European Social Charter in the part referring to a fair remuneration (Article 4 (1) of the Charter). OPZZ believes that the basic source of income for an employee and his or her family should be income from work. Low wages are an obstacle to achieving the objectives of the Europe 2020 Strategy, including the main objective: sustainable development of a country that is favourable to social inclusion and specific goals in the field of education, research and development, and the climate.

Today's pension system (based on defined contributions) causes people who get paid under the counter or who have poor-paying jobs to receive low pensions in later life. A large proportion of working people do not pay contributions to the pension system at the appropriate amount, which causes instability of the pension system. Pension benefits in Poland are generally low. OPZZ is in favour of linking the retirement age with job seniority (period of payment of the pension contribution). That is why OPZZ proposes changing the pension system by creating the right to a retirement pension after 35 years of contributions by women and 40 years of contributions by men (i.e. paying pension contributions).

This opportunity will bring a number of benefits:

- increase interest among employees to perform registered work,
- reduce the scale of employment in the grey and black economy,
- reduce the scale of employers hiding actual employee earnings and under-reporting employee earnings to social insurance offices and tax offices, usually taking the amount of the statutory minimum wage,
- increase in state budget income due to personal income tax,
- increase inflows to the National Health Fund and to the Social Insurance Fund.

Health protection should be an investment. Social partners have been demanding such changes for years. The low level of health protection for Poles is extremely costly for the economy. The average waiting time for health services, depending on the type of benefits, has not been significantly improved for several years now (data from the 2016 Supreme Audit Office results, NFZ sources with waiting lists, 2017) and in certain cases has increased: over 15% - 23% to see a specialist (39 - 60 days), as for hospital treatment the average waiting time (depending on the hospital ward) increased by approx. 20%, i.e. over 100 days (orthopaedics), over 12%, i.e. 116 days, for otolaryngology, for neurology by 8%, i.e. about 95 days. Poor health of the population translates into many economic aspects and causes the necessity of incurring significant public expenditures related to treatment and payment of social benefits, a drop in revenues and impoverishment of the society. Admittedly, a new law has recently been passed, which determines the annual increase in expenditure on healthcare in relation to gross domestic product (GDP), but this is only the first step. However, the country should strive towards a faster achievement of the level specified in this law and guarantee the growth of these funds after 2024. Trade unions support the systemic and perspective approach to changes in health care.

## SLOVAKIA

Answers from KOZ SR

TUSLO: Marta HASKOVA ([haskova@kozsr.sk](mailto:haskova@kozsr.sk))

Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Gender employment gap, especially with regard to access to childcare</li> <li>• Discrimination, especially against Roma people</li> <li>• Lack of skills and labour market shortages due among other things to regional disparities and socioeconomic background. Effectiveness of ALMP. Quality of education</li> <li>• Effectiveness of social transfers to fight poverty</li> </ul>	<ul style="list-style-type: none"> <li>• Access to social protection and work-life balance</li> <li>• Wages</li> </ul>

### COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

The Slovak Government should:

1. Strengthen work-life balance through active technical and political support for EU legislation as an effective measure for elimination of gender inequalities. Strongly enhance women's employment opportunities by access to childcare. Improve activation measures for disadvantaged groups, including employment of elderly people by adoption of effective age management and active ageing measures to ensure intergenerational solidarity by implementation of initiatives of European social partners for an autonomous framework agreement on active ageing and an inter-generational approach in the years to come.
2. Grant a pay rise to all workers to fight against working poverty. Promote collective bargaining, upward wage convergence and end social dumping with governmental financial support for social dialogue and social partners. Together with social partners, obtain better working places for all workers by supporting effective enforcement of EU legislation and introducing transparent and predictable working conditions. Strengthen labour markets through more secure and predictable employment and by ensuring labour market adaptability. Reduce regional disparities with effective active labour market policies and state housing policy including rental housing.

3. Strengthen the fight against corruption by stronger enforcement of legislation. Improve the quality and effectiveness of human resources in public administration by motivating remuneration. Adopt educational reform with regard to work-educational balance and labour market needs in the upcoming Industry 4.0.

## SPAIN

Answers from CCOO; UGT-E; USO.

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Critical situations in Country reports 2018	Trade Union Priorities
<ul style="list-style-type: none"> <li>• Risk of poverty and high inequalities, especially in connection with uneven coverage and low effectiveness of income guarantee schemes (family benefits and social transfers)</li> <li>• Early school leaving</li> <li>• Unemployment rate, especially young NEET, long term unemployed and older workers</li> <li>• Inclusive labour market especially in connection with the excessive use of temporary contracts</li> </ul>	<p>CCOO (social dialogue partner at national level)</p> <ul style="list-style-type: none"> <li>• Adequacy of pensions</li> <li>• Wages</li> <li>• Education</li> </ul> <p>UGT (social dialogue partner at national level)</p> <ul style="list-style-type: none"> <li>• Inclusive labour market</li> <li>• Segmentation of labour market and precarious jobs</li> <li>• Social transfers and poverty</li> </ul> <p>USO</p> <ul style="list-style-type: none"> <li>• Risk of poverty: Integral Plan of social incorporation</li> <li>• Increase of budget of education to 5% of the GDP and R+D+I (Europa 2020).</li> <li>• youth unemployment and labour market</li> </ul>

## COUNTRY SPECIFIC RECOMMENDATIONS PROPOSED

PROPOSALS FROM CCOO (social dialogue partner at national level)

The Spanish Government should:

1. Solve the gaps in coverage that the Spanish social protection system presents, and reinforce the intensity of benefits to ensure their adequacy. Amend the reform of 2013 in order to take into account the evolution of prices or wages for the indexation of pensions.
2. Take measures to substantially improve wages in general and in particular the lowest wages by reinforcing collective bargaining; reduce inequalities, in particular committing businesses to stability and quality of employment, reduce the gender gap, and protect health and productive investments.
3. Increase investment in public education. Dual training, as a limited measure to prevent dropout must be reformed.

## SUGGESTIONS FOR RECITALS

Annual average coverage rate of beneficiaries of unemployment benefits: 56% in 2017 (78% in 2010). Unemployed with contributory benefits: 61% in 2010 (39% in 2017).

The minimum income programmes developed by the Autonomous Communities present marked territorial differences, both in the coverage ratio and in the average amount of benefits.

Spanish problems are the early school leaving age and the low qualification level. There is an increase in discrimination linked to social origin. The education dropout has been reduced but it is 30% among those with fewer resources.

#### PROPOSALS FROM UGT (social dialogue partner at national level)

The Spanish Government should:

1. Take further action to engage the young people in education or training programs, also improving the coordination with the sub central levels of government to do so. Improve the specialization on the occupational training programs. Foster the use of hand-over contracts. Impulse programmes oriented train in Technological and Digital skills, with a life-learning perspective;
2. Work against the segmentation of the labour market. Take further action in reducing the incidence of fixed term contracts, paying special attention to possible fraudulent use of those. Improve the effectiveness of the labour inspectorate to detect and reveal situations of irregular uses or violation of labour law, as in the case of bogus self-employed. Examine the efficiency of the present regulation to avoid those circumstances, considering if it is dissuasive enough;
3. Address the shortcomings of the social transfer model to generate a better redistribution especially regarding poverty reduction, considering to introduce a Minimum Income scheme. Examine the efficiency of the tax-collection system, working on generating more income and a higher progressivity. Reduce shadow economy and improve tax compliance. Ensuring the revenues sufficiency avoiding irresponsible tax cuts or race-to-the-bottom dynamics, either at a central or sub central level of government.

#### PROPOSALS FROM USO

The Spanish Government should:

1. Plan integral de inclusión social. Las propuestas se deben de hacer por grupos de edad y género. Renta de garantía. Ponderada unidad familiar (familia monoparental). Deshacer las reformas de pensiones 2011 y 2013 para indexar las pensiones a la subida precios y crecimiento. Mejora de la cobertura de desempleo. Prestaciones por desempleo contributivas: revisión de la ley actual para que los trabajadores acumulen su tiempo de cotización (devengos) y no tengan que elegir un periodo de cotización para el cálculo de prestaciones y perder el tiempo cotizado no elegido. O rechazar trabajos de tiempo determinado inferiores al tiempo de prestación. Salario Mínimo: 60 % de la media salarial
2. Aumento de presupuesto de educación al 5 % del PIB, cumplir con el objetivo de I+D+I de la Estrategia Europa 2020. Reforzar plantilla de profesorado de apoyo al alumnado con carencias. Plan de reducción del fracaso escolar. Formación profesional no reglada que habilite una mejora de la carrera profesional. Distribución de los fondos de Formación a trabajadores en peligro de cambios tecnológicos. La distribución de los fondos serán parte de la negociación colectiva. Actuación de la inspección. Eliminación de la figura del becario si la persona ha cumplimentado sus estudios. Los representantes de los trabajadores tendrán competencias sobre los estudiantes en prácticas laborales.
3. Desempleo juvenil/ temporalidad. Disminución de cotización a los trabajadores de duración indeterminada de jornada completa. Inspección de trabajo en sectores tradicionales de malas prácticas (profesorado con contratos de 10 y 11 meses) y en el sector público por el abuso de contratos temporales e interinos. Revisión de las normas de contratación a tiempo parcial para que se consideren horas extras (y con un plus salarial) el exceso de jornada. Plan de empleabilidad de jóvenes ni ni, desarrollando la actual garantía juvenil. Eliminación de la figura del becario, si la persona ha cumplimentado sus estudios. Los representantes de los trabajadores tendrán competencias sobre las prácticas laborales en la empresa de estudiantes.





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