

# Social and Employment Policy



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# PLAN



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# DESCRIPTION OF SOCIAL POLICY



- European Commission's 1994 White Paper on social policy described a "European Social Model" (ESM) in terms of values that include democracy and individual rights, free collective bargaining, the market economy, equal opportunities for all, and social protection and solidarity.
- "Social Europe" is a collection of European values. On the one hand there are the shared values of the ESM, on the other hand there are the priorities defined by each country. In this regard, EU coordinates national policies, promotes the sharing of best practices in the fields of employment and social policy, makes laws and monitors their implementation.
- For member countries, rather than reaching the same rules it is important to approach the legislation of each other. This is the coordination of policy objectives rather than social policy convergence.

# Regulation of the Social Policy



- In the area of regulatory social policy European law sets minimum social standards and basic rights, and so creates uniform framework conditions for the internal market, but this is not a common policy.
  - Every EU worker has minimum rights relating to:
    - **health and safety at work:** general rights and obligations, workplaces, work equipment, specific risks and vulnerable workers
    - **equal opportunities for women and men:** equal treatment at work, pregnancy, maternity leave, parental leave
    - **protection against discrimination** based on sex, race, religion, age, disability and sexual orientation
    - **labour law:** part-time work, fixed-term contracts, working hours, employment of young people, informing and consulting employees
- \*\*\*Individual EU countries must make sure that their national laws protect these rights laid down by EU employment laws (Directives)\*\*\*.**

## European Social Policy



**"SOCIAL EUROPE" IS TESTING THE LIMITS  
OF THE INTEGRATION PROJECT OF THE  
EUROPEAN COMMUNITY.**

**THIS SHOWS HOW THE ROAD IS LONG FOR  
EUROPEAN UNIFICATION. (LEIBFRIED, 1992)**

# European Social Policy



## According to the Literature Findings

1. Enlargement of the EU has complicated the employment and social policy convergence. The convergence analysis has shown that the generosity of the social policies of the New Member States (NMS) differs strongly with the generosity level of the old member states and that the social policies of the NMS do not converge towards the policies of the old member states. Juraj Draxler & Olaf Van Vliet (2010)
2. EES has contributed to shifts from passive to active labour market policies. Olaf van Vliet & Ferry Koster, (2011)
3. Social expenditures of EU member states have converged over a long period and increased on average. But, differences in the tax treatment of social benefits make international comparisons of social protection systems much more difficult. Olaf van Vliet 2010; Caminada et al. (2010); Goudswaard and Caminada (2006)