

5 steps towards decent work for all

3F calls for a Europe that is fair for the workers, the companies, the climate and the citizens. A Europe in which we develop the European project, improve the conditions of the workers and safeguard the national collective bargaining models.

1. A European Personal Labour Card

3F calls for the introduction of a European Social Security Pass (ESSPASS) and a European Personal Labour Card (EPLC) with real-time information. This will allow European workers, including self-employed, to identify their employment status and social security when working across the EU. The card will grant transparency via information on the workers' employment conditions, place of work and iden-

tity. At the same time, it will improve the national authorities', social partners' and labour inspectorates' possibility to enforce European and national rules on decent work. In short, the EPLC will promote decent work for all by having a preventive effect on unfair competition, wage dumping, tax evasion and social fraud across the EU.

2. An ambitious Platform Directive

3F fully supports the EU Commission's proposal for a Directive on Improving Working Conditions for Platform Workers. The platform economy is growing, but the working conditions on the platforms are unfortunately not always acceptable. Misclassified self-employed workers at platforms are not ensured parental leave, pension rights or benefits relating to accidents at work and occupational diseases.

We need to ensure that the working conditions of platform workers are equivalent to those of regular employees. Therefore, 3F fully supports all three key elements of the EU Commission's proposal: the presumption of an employment relationship, a reversed burden of proof and regulation of algorithm management.

3. An improved Public Procurement Directive

3F calls for a revision of the Public Procurement Directive. Far too many workers are employed under precarious working conditions on tendered public assignments. Many workers are employed through temporary work and recruitment agencies, letterbox companies and other non-standard forms of employment. Therefore, there is a need for better

and more enforceable requirements for decent pay and working conditions including social clauses and the option to emphasise quality in the offer in all public procurement. In short, 3F calls for precarious working conditions in public procurement to end and fair working conditions in procurement to start.

4. An updated Directive on Temporary Agency Work

3F proposes a revision of the Directive on Temporary Agency Work from 2014, to strengthen decent working conditions and equal treatment of temporary agency workers. Many temporary agency workers find themselves in precarious employment. At the same time, the permanently employed workers

in the same user company too often experience that the foundation for their stable and permanent connection to the labour market is put under pressure by the more flexible and often cheaper workforce, which is coordinated by temporary work agencies and hired labour.

5. A Just Transition

It is essential for 3F that the green transition benefits workers, companies and the climate. 3F expects that any just transition initiative includes investment in the human transition. This includes a thorough investment in upskilling and reskilling of the EU labour force to enable the transition.

It is also important for 3F that the social partners continue to be involved at all levels of the green transition, to enable ownership and a link to the labour market, as the workers have valuable knowledge and expertise from the workplace.



Challenges on the road towards decent work for all

Mobility and social dumping

- There are around 13 million mobile workers in the EU equivalent to 4.3 % of the EU population (European Commission, 2020).
- Most mobile workers belong to the manufacturing, wholesale/retail, construction, transportation and storage sectors and accommodation and food services (European Commission, 2020).
- In 2019, self-employed workers made-up 12 % of the mobile workers (European Commission, 2020).
- In 2021, 8 % of mobile workers in the EU were engaged in undeclared work (Eurobarometer, 2020).
- Surveys of mobile workers show that they experience unfair conditions with payment, contract conditions and working conditions (Falk & Pallesen, 2021).

Working conditions in platform work

- The current 28 million platform workers in the EU are expected to grow to 43 million in 2025.
- Out of the 28 million platform workers, 5.5 million are considered misclassified as self-employed (European Commission, 2022)
- 60% of the platform workers report their employment status as employees, 35% as students and homemakers and 5-6% as self-employed (European Commission, 2022).
- The share of unskilled platform work is estimated to about 50% (European Commission, 2022).
- From 2016 to 2020, the revenue of the platform companies increased 5 times, while the income of the platform workers only increased 2,5 times (European Commission, 2022).

Temporary work

- The share of temporary employment is growing. In 2018 it accounted for 14.1% of all employees in the EU (European Commission, 2019).
- 2.1% of employees in the European Union aged 20-64 worked for a temporary work agency in 2019 (Eurostat, 2020).
- The risks and challenges from cross-border temporary work are: Undeclared work, violation of local employment rules, violation of substantial posting criteria, violation of posting administrative duties, undeclared work, violation of social security rules, violation of other work/living conditions and bogus self-employment (The European Labour Authority, 2022).
- Temporary work agencies are too often unregistered, unlicensed and underreport the economic activity and working hours (The European Labour Authority, 2020).

Just transition

- 88% of EU citizens support the goal of a green transition that leaves no one behind (Eurobarometer, 2022).
- 61% of EU citizens expect the future green jobs will be of good quality (Eurobarometer, 2022).
- 46.1% of the adult EU population currently needs upskilling and reskilling (ETUC, 2022).
- The Fit For 55 package has a possible aggregated impact on employment equivalent to a loss of 494.000 jobs by 2030 and a possible creation of 110.000 new jobs (ETUC, 2022).
- The EU will need around 250.000 construction workers by 2030 to fulfill the obligations of a 55% CO₂-reduction.

Public procurement

- 14% of the EU GDP is tendered equivalent to 1.9 trillion euro (European Commission, 2022).
- The European Green Deal Investment Plan alone will mobilize at least 1 trillion euro investment in the next decade (European Commission, 2020).
- Only a few EU Member States apply obligatory criteria or clauses regarding social and environmental responsibility in their national procurement laws. As a result, there is excessive use of price as the main award criterion (European Commission, 2017).



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