



EPSU-CEMR joint reaction to the

“First phase consultation of Social Partners under Article 154 TFEU on a possible action addressing the challenges related to fair minimum wages” ([COM\(2020\) 83 final](#))

Social partners in LRG SSDC welcome the Commission Consultation as an opportunity to implement principle 6 on wages of the European Pillar of Social Rights proclaimed by the Council, Parliament and the Commission, as well as implementing the Sustainable Development Goals (SDGs).

We as sectoral social partners underline that setting wages is a national competence and that this is done best through collective agreements between strong and autonomous social partners at the national level.

We expect to be fully consulted and involved in any initiatives that relate to collective bargaining and the regulation of the labour market.

CEMR-EPSU as LRG social partners

1. Share the view that a fair wage is central to fair working conditions and living standards. It benefits the economy as a whole. Wages are best set through collective agreements.
2. The LRG social partners support the objectives of upward wage convergence and shared economic prosperity across the EU, gender pay equality and sustainable funding of social protection systems.
3. Any EU action must ensure that wages, as a general rule, are autonomously agreed by/with national social partners. No Member States should be required to introduce a statutory minimum wage system, where it does not exist and extension mechanisms should only be introduced when they are proposed by the social partners at the national level.
4. We agree with the Commission that collective bargaining between trade unions and employers including at sectoral level is essential to a well-functioning social market economy and fair wage setting. The autonomy of social partners must be fully respected and national collective bargaining models have to be safeguarded.
5. Any EU action should ensure that Member States properly promote collective bargaining and collective bargaining coverage, in particular sectoral collective bargaining. We insist that the Commission fully involves us when preparing its second phase consultation, especially regarding its proposals to promote collective bargaining.
6. While we do not take position on a specific initiative, we do agree that any EU action on fair wages should not discriminate between employees in public, non-profit and private sectors.

7. We will continue our discussions as sectoral European social partners to promote the ILO decent work agenda that includes job creation, rights at work, social protection and social dialogue with gender equality as crosscutting objective, for all public-sector employees.