

A new Action Plan to implement the European Pillar of Social Rights

Fields marked with * are mandatory.

Introduction

The [European Pillar of Social Rights \('Pillar'\)](#) is the EU's blueprint for a fairer and more inclusive Social Europe that protects its citizens while contributing to better living and working conditions. Its [first Action Plan](#) has contributed to turning the principles of the Pillar into concrete actions, and has firmly anchored employment and social issues at the heart of the EU political agenda, building on the strong commitment by EU leaders at the Porto Social Summit in May 2021 to bring the Pillar to life, and to reach the EU social 2030 targets on employment, skills and poverty reduction.

Four years on from the start of the first Action Plan, the political and policy landscape has significantly changed.

In the context of the rapidly evolving socio-economic, labour market, demographic and geopolitical context, the new Action Plan will reflect the close links between competitiveness, preparedness, democracy and high social standards. Keeping pace with the speed of change in our economy and labour market is essential for our prosperity and productivity, as well as the success of the green, digital and social transitions. The new Action Plan will frame this work, ensuring social fairness while respecting each country's own systems and traditions.

The new Action Plan will build on the achievements of the 2021 Action Plan, addressing emerging challenges and gaps to be closed. It will provide a clear roadmap for the current 5-year Commission term to deepen the implementation of the European Pillar of Social Rights. A roadmap at EU level would strengthen coordination and promote a more cohesive and coordinated approach to employment and social policy, thus helping ensure that all Member States progress towards the 2030 headline targets on employment, skills and poverty reduction.

This consultation seeks to gather views from stakeholders, including both individuals and organisations, on the implementation and impact of the first Pillar Action Plan, as well as on the desired objectives and content of the new Action Plan.

About you

* Language of my contribution

☐ Bulgarian

- ☐ Croatian
- ☐ Czech
- ☐ Danish
- ☐ Dutch
- ☒ English
- ☐ Estonian
- ☐ Finnish
- ☐ French
- ☐ German
- ☐ Greek
- ☐ Hungarian
- ☐ Irish
- ☐ Italian
- ☐ Latvian
- ☐ Lithuanian
- ☐ Maltese
- ☐ Polish
- ☐ Portuguese
- ☐ Romanian
- ☐ Slovak
- ☐ Slovenian
- ☐ Spanish
- ☐ Swedish

* I am giving my contribution as

- ☐ Academic/research institution
- ☐ Business association
- ☐ Company/business
- ☐ Consumer organisation
- ☐ EU citizen
- ☐ Environmental organisation
- ☐ Non-EU citizen

- ☒ Non-governmental organisation (NGO)
- ☐ Public authority
- ☐ Trade union
- ☐ Other

* First name

Lucia

* Surname

Urciuoli

* Email (this won't be published)

lucia@epbn.eu

* Organisation name

255 character(s) maximum

EPBN (European Pride Business Network)

* Organisation size

- ☒ Micro (1 to 9 employees)
- ☐ Small (10 to 49 employees)
- ☐ Medium (50 to 249 employees)
- ☐ Large (250 or more)

Transparency register number

Check if your organisation is on the transparency register. It's a voluntary database for organisations seeking to influence EU decision-making.

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* Country of origin

Please add your country of origin, or that of your organisation.

This list does not represent the official position of the European institutions with regard to the legal status or policy of the entities mentioned. It is a harmonisation of often divergent lists and practices.

- ☐ Afghanistan
- ☐ Djibouti
- ☐ Libya
- ☐ Saint Martin

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| ☐ Åland Islands | ☐ Dominica | ☐ Liechtenstein | ☐ Saint Pierre and Miquelon |
| ☐ Albania | ☐ Dominican Republic | ☐ Lithuania | ☐ Saint Vincent and the Grenadines |
| ☐ Algeria | ☐ Ecuador | ☐ Luxembourg | ☐ Samoa |
| ☐ American Samoa | ☐ Egypt | ☐ Macau | ☐ San Marino |
| ☐ Andorra | ☐ El Salvador | ☐ Madagascar | ☐ São Tomé and Príncipe |
| ☐ Angola | ☐ Equatorial Guinea | ☐ Malawi | ☐ Saudi Arabia |
| ☐ Anguilla | ☐ Eritrea | ☐ Malaysia | ☐ Senegal |
| ☐ Antarctica | ☐ Estonia | ☐ Maldives | ☐ Serbia |
| ☐ Antigua and Barbuda | ☐ Eswatini | ☐ Mali | ☐ Seychelles |
| ☐ Argentina | ☐ Ethiopia | ☐ Malta | ☐ Sierra Leone |
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| ☐ Aruba | ☐ Faroe Islands | ☐ Martinique | ☐ Sint Maarten |
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| ☐ Azerbaijan | ☐ France | ☐ Mayotte | ☐ Solomon Islands |
| ☐ Bahamas | ☐ French Guiana | ☐ Mexico | ☐ Somalia |
| ☐ Bahrain | ☐ French Polynesia | ☐ Micronesia | ☐ South Africa |
| ☐ Bangladesh | ☐ French Southern and Antarctic Lands | ☐ Moldova | ☐ South Georgia and the South Sandwich Islands |
| ☐ Barbados | ☐ Gabon | ☐ Monaco | ☐ South Korea |
| ☐ Belarus | ☐ Georgia | ☐ Mongolia | ☐ South Sudan |
| ☐ Belgium | ☒ Germany | ☐ Montenegro | ☐ Spain |
| ☐ Belize | ☐ Ghana | ☐ Montserrat | ☐ Sri Lanka |
| ☐ Benin | ☐ Gibraltar | ☐ Morocco | ☐ Sudan |
| ☐ Bermuda | ☐ Greece | ☐ Mozambique | ☐ Suriname |

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| ☐ Bhutan | ☐ Greenland | ☐ Myanmar/Burma | ☐ Svalbard and Jan Mayen |
| ☐ Bolivia | ☐ Grenada | ☐ Namibia | ☐ Sweden |
| ☐ Bonaire Saint Eustatius and Saba | ☐ Guadeloupe | ☐ Nauru | ☐ Switzerland |
| ☐ Bosnia and Herzegovina | ☐ Guam | ☐ Nepal | ☐ Syria |
| ☐ Botswana | ☐ Guatemala | ☐ Netherlands | ☐ Taiwan |
| ☐ Bouvet Island | ☐ Guernsey | ☐ New Caledonia | ☐ Tajikistan |
| ☐ Brazil | ☐ Guinea | ☐ New Zealand | ☐ Tanzania |
| ☐ British Indian Ocean Territory | ☐ Guinea-Bissau | ☐ Nicaragua | ☐ Thailand |
| ☐ British Virgin Islands | ☐ Guyana | ☐ Niger | ☐ The Gambia |
| ☐ Brunei | ☐ Haiti | ☐ Nigeria | ☐ Timor-Leste |
| ☐ Bulgaria | ☐ Heard Island and McDonald Islands | ☐ Niue | ☐ Togo |
| ☐ Burkina Faso | ☐ Honduras | ☐ Norfolk Island | ☐ Tokelau |
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| ☐ Cambodia | ☐ Hungary | ☐ North Korea | ☐ Trinidad and Tobago |
| ☐ Cameroon | ☐ Iceland | ☐ North Macedonia | ☐ Tunisia |
| ☐ Canada | ☐ India | ☐ Norway | ☐ Türkiye |
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| ☐ Cayman Islands | ☐ Iran | ☐ Pakistan | ☐ Turks and Caicos Islands |
| ☐ Central African Republic | ☐ Iraq | ☐ Palau | ☐ Tuvalu |
| ☐ Chad | ☐ Ireland | ☐ Palestine | ☐ Uganda |
| ☐ Chile | ☐ Isle of Man | ☐ Panama | ☐ Ukraine |

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| ☐ China | ☐ Israel | ☐ Papua New Guinea | ☐ United Arab Emirates |
| ☐ Christmas Island | ☐ Italy | ☐ Paraguay | ☐ United Kingdom |
| ☐ Clipperton | ☐ Jamaica | ☐ Peru | ☐ United States |
| ☐ Cocos (Keeling) Islands | ☐ Japan | ☐ Philippines | ☐ United States Minor Outlying Islands |
| ☐ Colombia | ☐ Jersey | ☐ Pitcairn Islands | ☐ Uruguay |
| ☐ Comoros | ☐ Jordan | ☐ Poland | ☐ US Virgin Islands |
| ☐ Congo | ☐ Kazakhstan | ☐ Portugal | ☐ Uzbekistan |
| ☐ Cook Islands | ☐ Kenya | ☐ Puerto Rico | ☐ Vanuatu |
| ☐ Costa Rica | ☐ Kiribati | ☐ Qatar | ☐ Vatican City |
| ☐ Côte d'Ivoire | ☐ Kosovo | ☐ Réunion | ☐ Venezuela |
| ☐ Croatia | ☐ Kuwait | ☐ Romania | ☐ Vietnam |
| ☐ Cuba | ☐ Kyrgyzstan | ☐ Russia | ☐ Wallis and Futuna |
| ☐ Curaçao | ☐ Laos | ☐ Rwanda | ☐ Western Sahara |
| ☐ Cyprus | ☐ Latvia | ☐ Saint Barthélemy | ☐ Yemen |
| ☐ Czechia | ☐ Lebanon | ☐ Saint Helena | ☐ Zambia |
| | | Ascension and Tristan da Cunha | |
| ☐ Democratic Republic of the Congo | ☐ Lesotho | ☐ Saint Kitts and Nevis | ☐ Zimbabwe |
| ☐ Denmark | ☐ Liberia | ☐ Saint Lucia | |

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* Contribution publication privacy settings

The Commission will publish the responses to this public consultation. You can choose whether you would like your details to be made public or to remain anonymous.

☐ **Anonymous**

Only organisation details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published as received. Your name will not be published. Please do not include any personal data in the contribution itself if you want to remain anonymous.

☒ **Public**

Organisation details and respondent details are published: The type of respondent that you responded to this consultation as, the name of the organisation on whose behalf you reply as well as its transparency number, its size, its country of origin and your contribution will be published. Your name will also be published.

☒ I agree with the [personal data protection provisions](#)

2. Feedback on the 2021 European Pillar of Social Rights Action Plan

*In this section, we would like to gather your views on the **first European Pillar of Social Rights Action Plan (2021)**, with particular reference to its achievements, shortcomings/gaps and impact.*

Q2.1: First, we would like to get your assessment on the possible impact the **2021 Pillar Action Plan** – and all the initiatives that were launched under it - has had on the social and employment situation in Europe. To what extent do you agree or disagree with the following statements:

Between the launch of the first Pillar Action Plan (in 2021) and today...

	Fully agree	Somewhat agree	Somewhat disagree	Fully disagree	I don't know
...there are more quality job opportunities in the EU.	☐	☒	☐	☐	☐
... working conditions in the EU have improved.	☐	☒	☐	☐	☐

...there is less poverty in the EU.					
...awareness about the importance of training and learning new skills has increased.					
...there has been more social investment and funding made available such as for training, education, healthcare, and social benefits and services.					
...there is more social dialogue and involvement of social partners (trade unions and employers' organisations) in EU and/or national policy-making.					
...people in vulnerable situations or at risk of discrimination have been supported.					
...there has been a more balanced and even distribution of wealth within the EU.					
...people's overall well-being and quality of life have improved.					
...the principles of equality, fairness and social justice in the EU are more recognised.					
...me or my business have thrived during the transition to a more green and digital economy.					
... older persons benefit from access to more and better quality care.					
... labour mobility has increased, allowing workers to move freely within the EU, taking their rights with them.					
...access to quality and inclusive education for all has improved.					

Q 2.2: What do you think were the **top 3 initiatives of the first Action Plan (2021)** that had the most impact in implementing the European Pillar of Social Rights? (For the list of initiatives, see *Annex 1: Key Commission Actions* in the [Pillar Action Plan](#)).

Initiative 1

100 character(s) maximum

Recover and Resilience Facility and REACT-EU

Initiative 2

100 character(s) maximum

European Gender Equality Strategy

Initiative 3

100 character(s) maximum

LGBTIQ Equality Strategy

Q 2.3: In your opinion, were there any [Pillar Principles](#) that the first Action Plan (2021) has not sufficiently covered in the period 2021-2024? If so, which ones? Please consider only the timeframe 2021-2024, and not current or future needs in this answer.

250 character(s) maximum

Principle 3 (equal opportunities) because no effective actions have been taken to ensure sufficient Diversity, Equity and Inclusion, despite the adoption of the LGBTIQ Strategy, which did not devote sufficient attention to social and labour rights

Q.2.4: What do you think has been the **biggest obstacle** in advancing social rights and employment policies in the EU in the past four years? Please arrange them from **most relevant at the top** to **least relevant at the bottom**.

Use drag&drop or the up/down buttons to change the order or accept the initial order.

⋮ Lack of political support

⋮ Not enough coordination between EU institutions and Member States

⋮ External challenges (such as the pandemic, war in Ukraine, etc.)

⋮ The EU does not have enough powers when it comes to social and employment policy

⋮ Not enough involvement/ power to act at regional, local and community level

⋮ Limited involvement of civil society

⋮ Limited involvement of social partners

⋮ Policies or legislation in social and employment field is too complex

⋮ Lack of funding

Is there another important obstacle?

Maximum 1 selection(s)

☐ Yes

☒ No

3. Contribution to the new Action Plan

In this section, we would like to gather your views on the **new European Pillar of Social Rights Action Plan** that will be presented at the end of the year, with particular reference to its objectives, components and expected impact.

Q.3.1: In your opinion, what are the **main barriers or emerging challenges for ensuring equal opportunities and access to quality jobs**? Please rank them from the most relevant to the least relevant, 1 to 7.

	1 (Most relevant)	2	3	4	5	6	7 (Least relevant)
Lack of funding for training	☐	☐	☐	☐	☐	☐	☒
Lack of time for training	☐	☐	☐	☐	☐	☒	☐
Lack of motivation to pursue upskilling	☐	☐	☐	☐	☒	☐	☐
Workplace discrimination (including in hiring)	☒	☐	☐	☐	☐	☐	☐
Inadequate support for female labour market participation (including the availability and affordability of child and/or family care services)	☐	☐	☒	☐	☐	☐	☐
Not enough targeted support for underrepresented groups (e.g. young people, older persons, persons with disabilities, Roma people, people with migrant background, etc.)	☐	☒	☐	☐	☐	☐	☐

Not enough support for the unemployed to return to work	☐	☐	☐	☒	☐	☐	☐
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Please mention here if there is anything other than the list above.

100 character(s) maximum

Not enough support for DEI (Diversity, Equity and Inclusions) policies for LGBTIQ people

Q.3.2: In your opinion, what are the **main barriers or emerging challenges for improving working conditions?** Please rank them from the most relevant to the least relevant, 1 to 5).

	1 (Most relevant)	2	3	4	5 (Least relevant)
Increased stress at work	☒	☐	☐	☐	☐
Inadequate information and consultation about job dismissals	☐	☐	☐	☒	☐
Inadequate wages (including minimum wages)	☐	☒	☐	☐	☐
Use of AI tools for monitoring, surveillance, evaluation and task assignment	☐	☐	☒	☐	☐
Insufficient support for cross-border mobility	☐	☐	☐	☐	☒

Please mention here if there is anything other than the list above.

100 character(s) maximum

Q.3.3: In your opinion, what are the **main barriers or emerging challenges for sustaining adequate social protection and improving social inclusion?** Please arrange them from the **most relevant at the top** to the **least relevant at the bottom**.

Use drag&drop or the up/down buttons to change the order or accept the initial order.

⋮ High cost of living (including housing)

⋮ Inadequate health care

⋮ Inadequate old-age income and pensions

⋮ Lack of quality childcare and income support for children

⋮ Lack of quality long-term care

⋮ Inadequate support for the homeless

⋮ Insufficient inclusion for people with disabilities

⋮ Inadequate unemployment benefit systems

⋮ Insufficient minimum income support

⋮ Lack of access to essential services (such as water, sanitation, energy, transport, financial services and digital communications)

Please mention here if there is anything other than the list above.

100 character(s) maximum

Insufficient inclusion for LGBTIQ people in the workplace

Q.3.4: Looking forward, what would be the **building blocks of a new Action Plan to boost competitiveness, employment and social standards** where the EU could add most value? What are the most **burning social issues** that need to be addressed in your view? (scale: 1 – least added value to 5 – most added value).

	5 (Most added value)	3	3	2	1 (Least added value)
Creating quality jobs	☒	☐	☐	☐	☐
Improving education and training outcomes	☐	☐	☒	☐	☐
Increasing social protection measures	☐	☐	☒	☐	☐
Supporting young people and intergenerational fairness	☐	☐	☒	☐	☐
Promoting cross-border mobility and legal migration	☐	☐	☒	☐	☐
Supporting social enterprises, cooperatives, and entrepreneurship.	☐	☐	☒	☐	☐
Strengthening social dialogue and collective bargaining	☐	☐	☒	☐	☐
Addressing automation and AI in the workplace	☐	☐	☐	☐	☒
Improving access to and quality of healthcare and social services	☐	☐	☒	☐	☐
Improving access to affordable housing	☐	☒	☐	☐	☐

Promoting equality, diversity and combatting discrimination	☒	☐	☐	☐	☐
Improving access to quality long-term care	☐	☐	☒	☐	☐
Further increasing support to children in need	☐	☐	☒	☐	☐
Helping families who struggle to pay energy or transport bills	☐	☒	☐	☐	☐
Introducing a right to disconnect	☐	☒	☐	☐	☐
Improving health and safety at the workplace	☒	☐	☐	☐	☐
Addressing mental health at work	☒	☐	☐	☐	☐
Accompanying workers and self-employed people to ensure transitions to new jobs	☐	☐	☒	☐	☐

Please mention here if there is anything other than the list above.

100 character(s) maximum

Q.3.5: In the context of the new Action Plan to implement the European Pillar of Social Rights, how can we **balance strong social and labour protection with reduced administrative burden?**

	Fully agree	Somewhat agree	Somewhat disagree	Fully disagree	I don't know
Reducing reporting and monitoring requirements for Member States and stakeholders.	☐	☒	☐	☐	☐
Reducing overlap in EU-level employment and social policies.	☐	☒	☐	☐	☐
Making EU social legislation clearer for businesses, workers, and citizens.	☒	☐	☐	☐	☐
Providing more digital solutions to ease administrative procedures.	☐	☒	☐	☐	☐
Making sure the benefits of policies outweigh the efforts needed to implement them.	☐	☒	☐	☐	☐

Please mention here if there is anything other than the list above.

100 character(s) maximum

4. Concluding questions

Q4.1.: What more can be done to **encourage Member States and other stakeholders to actively engage** in and implement the new European Pillar of Social Rights Action Plan, given that its delivery is a joint effort

1000 character(s) maximum

Member States and european companies should be encouraged to improve their efforts to strengthen protections against discrimination in the workplace based on religion or belief, disability, age, migration background, sexual orientation, and to explicitly extend them to gender identity, gender expression, and sex characteristics. Ensuring comprehensive and enforceable protections is essential to promoting truly inclusive workplaces and societies across Europe.

Q.4.2: Please provide **any additional comments or suggestions** you may have

1000 character(s) maximum

The new Plan for Social Rights must include a commitment to the growth of DEI (Diversity, Equity and Inclusion) with regard to LGBTIQ people and, in general, to all minorities who are victims of discrimination, because the full achievement of effective diversity, equity and inclusion is not only a matter of human and civil rights, but it's also crucial for democracy, social justice, competitiveness and sustainable development. The new Plan must include the proposal of an European Directive on DEI that would require Member States to transpose common minimum standards into national law and oblige employers - tailored by size and sector - to adopt, report on, and enforce DEI measures and establish an EU-level monitoring mechanism for workplace inclusion. We also called on the European Commission to reconsider its decision to withdraw the the Equal Treatment Directive proposal or, alternatively, to introduce a new proposal to close the critical gaps in European anti-discrimination law

You may upload any additional contributions here:

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Contact

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