



## **The employment dimension of the Green New Deal**

*A discussion paper of the Greens/EFA Green New Deal Working Group, January 2010*

### **For a sustainable transformation to a green and inclusive society<sup>1</sup>**

---

The European Greens stand for a Europe which guarantees all citizens the possibility to emancipate themselves, to establish their lives in diversity and to participate in society. Citizens must enjoy equal opportunities and equal rights and benefit from an active social policy and a robust social protection. The fight against all forms of discrimination and the active promotion of gender equality is for Greens the fight for human rights and is an essential part of our idea of a inclusive society. In our perspective, these objectives are as important as the ecological and economic objectives. The Greens reject a neo liberal globalisation which neglects social cohesion and increases insecurity and disparities in society. Solidarity, autonomy and responsibility must be the cornerstones of an inclusive and cohesive society.

In times of crisis, the Green New Deal offers people across Europe the perspective of creating and strengthening a Social Europe. The current economic crisis is for many people a social crisis, with job losses, decreasing wages and the cutting of state budgets. Combining ecological and social objectives, the Green New Deal offers the promise of overcoming the crisis and in the transformation of our industrial society creating good working life for people, i.e. fighting unemployment and creating decent work, improving health and safety and working towards better work-life balance, and a secure future, safeguarding welfare rights. Upholding high-quality services of general interest available and accessible for all, including social and health care services, as well as ensuring decent works for a decent life for all, reconciled with a change of paradigm towards green jobs are key challenges Greens need to tackle. In the context of lower growth rates and an aging population, the Green New Deal offers a strategy for social justice and the well-being for all people in Europe.

---

<sup>1</sup> The Green New Deal is a holistic concept for sustainable transformation. The Green New Deal has tried to distinguish between four main topics, i.e. the macroeconomic dimension, industrial change, the social dimension and life style. The topics are however closely interlinked and some issues, like the question of financing the Green New Deal could be integrated into all four papers. In order to avoid duplication and in view of the final result which will combine all four papers, this paper tries to concentrate of the social dimension of transformation in the work place and in society. The aim is not to answer all questions here, but to ensure that when read in combination with the other four papers, a holistic strategy emerges. It is also important that not all aspects of a Social Europe from a Green perspective are dealt with in this paper, but only the ones having a close link with the Green New Deal.



In the framework of the Green New Deal we need to defend the rights that have been under attack in recent years. The economic crisis is used as an excuse to limit long established rights such as the right to strike, collective agreements, and social security systems. These rights have been important achievements of the last century we cannot risk to lose. And we also need to extend the social dimension of the European project, i.e. expand welfare systems, improve workers' rights and social rights, strengthen redistribution and create equal opportunities for all.

## **I. Green Jobs - Transformation in the workplace**

---

The current economic crisis has led to an aggravation of inequalities in society. Being close to 20% across the EU, the youth unemployment rate is twice as high as the overall unemployment rate. New challenges are emerging, such as a rise of unemployment, increasing job turnover, the growing number of precarious working conditions and a rise in the number of working poor in Europe.

More and more people are being forced to accept temporary work contracts without equal social protection. 8,1 % of men and 31,4 % of working women in the EU work part-time.<sup>2</sup> The answers often provided to all these problems seem to follow the belief of a 'back to 1920s', i.e. back to industrial development without any promotion of worker rights. This trend is not only threatening to destroy the achievement regarding workers' rights of the last century, but is also counterproductive.

A greener economy in most cases means a more labour intensive economy. Greening the economy is therefore the leading opportunity for stimulating job creation.

*"The mounting cost of energy-intensive production and consumption patterns is widely recognized. It is timely to move towards a high-employment, low-carbon economy. Green Jobs hold the promise of a triple dividend: sustainable enterprises; poverty reduction; and a job-centred economic recovery."*

*Juan Somavia, ILO Director-General (ILO Green Jobs Programme, March 2009)*

According to the study "Low Carbon Jobs for Europe: Current opportunities and future prospects" done by the WWF, 1.4 million new jobs could be created by 2020 under the current policies. Under an "Advanced Renewable Strategy," there could be 1.7 million net jobs by 2010 and 2.5 million by 2020. About 60–70 percent of the jobs would be in renewable industries (primarily biofuels and biomass processing and wind power), the remainder in agriculture. Similarly, the European Renewable Energy Council (EREC) argues that by raising the share of renewable energy to 20 percent of the EU's energy consumption by 2020, the number of green jobs could rise to

---

<sup>2</sup> Eurostat: Data in Focus 35/2009



more than 2 million<sup>3</sup>. Also a study by the Fraunhofer Institute in 2009 suggests that the total employment in the renewable energy sector could amount to some 2.3 million jobs in 2020<sup>4</sup>.

**Green jobs are all jobs that contribute to a sustainable low carbon and solidarity society.** Green Jobs can be jobs in new sectors such as for example renewable energies, but also jobs in a growing service sector - a sector which a huge job potential, but too often with low wages and precarious working conditions.

However, the transformation to a more knowledge based economy risks that a growing number of people with lower educational levels face the risk of becoming structurally redundant. A precondition for the development of new sectors in a sustainable economy is investment in adaptation and in skills, investment in education for all. The Green New Deal needs to enable people to be open to transformation, guaranteeing them the opportunities, skills and security to face change.

Social economy enterprises put the objective of social inclusion and decent life before the objective of profit making and are therefore a key element regarding the paradigm shift to qualitative growth and a shift in key objectives in our societies.

## **New skills for Green jobs**

The Greens stand for a social working offer, guaranteeing everyone full access to high education and making it possible for everyone to participate fully in society. If we look at the concept of Green Jobs, we have to distinguish between four categories:

(1) New jobs: The ecological conversion of the economy and the transition from so-called 'sunset industries' will create a huge demand for workers in skilled trades or professions. Filling the green collar jobs will require adequate training programs, retraining and education programs.

(2) Substitution: Many of these new jobs however are replacing jobs that are being cut in traditional industries. Examples of sectors that are replacing other sectors are renewable energies stepping in the place of the coal industries, transport of goods on rails replacing the transport by trucks or recycling instead of waste deposit sites.

(3) Elimination: We have to be clear about the fact that some jobs are also made redundant due to the one industry slowing down without all employment being transferred into a new sector, like for example the packaging industries.

---

<sup>3</sup> European Renewable Energy Council (EREC), Renewable Energy Technology Roadmap up to 2020 (Brussels : January 2007), p. 12.

<sup>4</sup> [http://ec.europa.eu/energy/renewables/studies/doc/renewables/2009\\_employ\\_res\\_report.pdf](http://ec.europa.eu/energy/renewables/studies/doc/renewables/2009_employ_res_report.pdf)

Workers in these sectors, often with low skills or elderly workers need to get training to have the opportunity to get a new find job.

(4) Adaption: Lastly, old jobs need new skills as they will be transformed or redefined. In order to meet the expectations of a green economy, existing professions need to acquire new skills to meet the demand, as it is for example the case for heating engineers. Changes in the work place and changes in sectors (car industry, energy, tourism etc.) are calling for a continuous adaptation and development in terms of on-the-job training.

Training and Lifelong learning strategies are key in promoting a transformation of the labour market and ensuring that workers are able to manage the changing demands of a greening of the economy. Training should be a right of each worker. The key question is how we can live up to a) the demand of training for skilled personnel and how we can b) ensure to make the most use of the existing potential in terms of knowledge, skills and experiences of the existing workforce.

In the current economy, particularly in the present crisis situation, the trend is to hire and fire, rather than to invest in workers by providing for qualification and training. For example many multinational companies have regarded their training centres purely as cost factor and have closed them down. Without an investment offensive the transformation towards a green economy is not possible. Training and Lifelong learning can not be the responsibility of the state or job centres alone, neither can it be left to the individual. Training and Lifelong learning need to be shared responsibility of the state, companies and the individual. Employees for example need to be guaranteed the right to take part in trainings during their working time.

On the one hand, youth unemployment in 2009 reached 18.3%, significantly higher than the total unemployment rate of 8.2%.<sup>5</sup> On the other hand, demographic change and an ageing of the workforce pose additional challenges regarding matching skills and demand. Participation in lifelong learning is higher among younger age groups and gradually declines in the older age groups. Wage earners aged 50 years and over account for only 3% of vocational training a year.<sup>6</sup> There need to be targeted efforts to included elderly people in vocational training programmes and ensure that they are not pushed out of the labour market, but that there skills and experiences are valued. Participation is also higher among men than women.

Many studies show green jobs are almost entirely male dominated, especially in the alternative energy area. Women are strongly under-represented in the renewable sector, especially in science and technology-intensive jobs<sup>7</sup>. A fair,

---

<sup>5</sup> Eurostat July 2009.

<sup>6</sup> Cedefop statistics 2009.

<sup>7</sup> Renner, Michael; Sweeney, Sean; Kubit, Jill (2008): Green Jobs towards decent work in a sustainable, low-carbon world, Nairobi, page 309



just and equitable Green New Deal cannot afford women's exclusion from the transition to the green economy, i.e. certain trades and professions, training and re-training. Without a focused effort, women will be chronically under-represented in or even excluded from the green economy and green collar jobs.

Our first priority must be to ensure access to training for all those who need to develop their aptitudes and skills. It must be based on the initial training of quality for all. The lifelong learning strategies developed in the European Union Member States so far are insufficient. Part of the Green New Deal concept for Europe must be a strengthened lifelong learning strategy. Workers and citizens must have real and equal opportunities to participate in training and to see their skills recognised.

### **Policy proposals**

- Strengthening the Lifelong learning strategy for the EU, including equal access for everyone, with a special focus on training in skills that allow people to move into greener jobs
- Strengthening the Programme "New Skills for new Jobs" which is crucial in the attempt to prepare workers for the skill demand of a transformed economy

A strong revision of European Employment Guidelines needs to include:

- Guidelines including the right to on-the-job training, including educational leave
- Right to vocational training
- Clear benchmarks for investment in education and training

### **Decent work for a decent green life**

Our understanding of employment under the Green New Deal is decent work for a decent green life. The Green New Deal needs to become a synonym for a good life. Decent working conditions for everybody in Europe, in green as well as any other job, is the precondition for the society we stand for.

In the debate on the green jobs we might face discussions about possible new jobs in sustainable production under bad working conditions. We cannot enter into an either-or discussion, but need to create strong links with social and environmental stakeholders, including trade unions, for decent working conditions in all sectors. Green Jobs need to be good jobs, i.e. jobs which offer adequate wage, safe working conditions, job security, reasonable career prospects and workers' rights.

We need strong EU employment and social policy tools to ensure decent work for a decent. The grounding of strong social policy and workers' protection in the EU are minimum standards ensuring decent work for all, including



minimum income guaranteed by social security above the poverty line for all in need.

In addition, member states should be encouraged and held responsible to strive to further strengthen social protection and the promotion of good work for all. The principle of non regression, i.e. the principle that in transposing EU directives, member states will not have the possibility to downgrade their national social rules concerned by the scope of the European directive, is key. Recent rulings of the European Court of Justice, like e.g. the Lavall case, called this principle in question and we need to ensure that the principle is revalidated.

Corporate Social Responsibility (CSR) can be an important tool promoting the transformation to more decent green work for a more decent green life. However, CSR is a voluntary tool and can therefore not be the only tool we rely on. CSR cannot replace the need for clear minimum ecological and social standards setting a solid base for green transformation, workers' protection and an inclusive society in Europe.

Strong cooperation amongst all stakeholders, including civil society and social partners, to promote the achievement of the goals of the GND is indispensable. Especially the trade unions are key players in tackling the current crisis of unemployment and social dumping. Institutionalised social dialogue needs to set the rules and instruments of the labour market, such as contractual conditions, wages, benefits, training and education measures etc, that need to be implemented in all EU countries.

### **Policy proposals**

- Improvement of health and safety legislation without exceptions;
- Strengthening the environmental dimension of health and safety at the work place;
- Establish benchmarks for minimum income;
- Ensuring strong infringement of existing legislation in the field;
- Ensuring implementation of the ILO Conventions that fall into the competence of the EU.

### **On the national level**

- Encourage member states to implement the ILO Conventions which fall in their competences;
- Agreements on minimum wage on national level. Minimum wages on national level can be defined through laws, collective agreements or the translation of collective agreements into law;
- Strong coordination between Member States enforcement agencies, labour inspections, trade unions, social security administration and tax authorities to ensure workers protection and fight declared, unprotected work;
- Ensure decent work and push for improvement the labour rights for all forms of contracts.



## **Equal treatment for all workers in equal working situations**

The Green New Deal does not only aim at protecting the current rights of people in Europe, but aims at creating better working conditions for everyone. The necessary transformation of the economy allows us to strengthen equality in the workplace as well as a better work-life balance. A revaluation of services and communal and solidarity work is a key element of a more sustainable and greener future. A number of longstanding objectives in the area of workers' rights and equal treatment in the workplace are also key demands in the framework of the Green New Deal.

The European Labour Market is a reality. Workers are moving within Europe and strong EU economic and fiscal policies set the framework. Under these conditions, it is an illusion to think that strong social policies can be ensured and that workers can be effectively protected from national level. We need EU wide rules and controls in order to ensure that social standards are not undermined and the protection of all workers, including migrant workers, are guaranteed. Furthermore, it is important to ensure that all workers in the EU are represented and protected, including undocumented migrants. This is not only a question of human rights, but also the only effective strategy against social dumping.

Workers' councils, the promotion of healthy management and the regulation of work regarding working time and decent contracts are all factors that promote good work and are important driving forces in transformation. Furthermore, the right of information regarding labour law, health and safety regulations and social security is crucial and needs to be respected by all member states. Special measures need to be taken to ensure that also posted workers are guaranteed full knowledge of their respective rights.

On top of the agenda: closing the gender pay gap. Equal pay for work of equal value is a basic principle in the EU. Despite this principle, women continue to earn less than men. The gender pay gap (defined as the difference between men's and women's average gross hourly earning as a percentage of men's average gross hourly earnings) is estimated in 2007 at 17.4% and in some member states as high as 33%, and the gap is greater in the private sector than in the public sector. Also, the employment rate of women falls by 12.4 points when they have children, but it rises by 7.3 points for men with children reflecting the unequal sharing of care responsibilities and the lack of childcare facilities and work-life balance policies<sup>8</sup>.

Women's disadvantaged labour market position also implies that they accumulate fewer individual rights to pensions and other social welfare payments especially in systems where entitlement is closely based on an individual's record of employment contributions or earnings.

---

<sup>8</sup> European Commission, Equality between women and men 2008, COM(2009) 077

More binding targets are needed if we want that politics is going to have a real impact on employment. To reach a female employment rate of at least 60% by 2010 will only enable progress, if it is measured on the basis of full time equivalents. Otherwise the very forms of gender inequality in labour markets – the rise of part-time or precarious forms of female employment – will perversely be regarded as a "success" for equal opportunities.

### **Policy proposals**

*Ensuring the principle of equal treatment at the work place, i.e.:*

- Filling the gaps of the posting workers directive;
- Minimum Standards regarding working time;
- Closing the gender pay gap, i.e. Revision of Directive 75/117/EEC relating to the application on the principle of equal pay for men and women;
- Proper implementation of Directive 2002/73 on the principle of equal treatment between women and men, access to employment, vocational training, and promotion and working conditions and sanctions against all those Member States that did not implement this Directive correctly and properly.

### **Flexicurity - no flexibility without real security**

The Green New Deal is the green response to the crisis and the green vision of transition and transformation. Times of transformation are characterized by changes, and for many imply initial insecurity and new challenges. In order to enable people to manage insecurity and transition of the current transformation, the Green New Deal needs to provide answer how to ensure security in times of insecurity. We need to develop concepts that allow people to dare to move into new jobs, take up the challenge of new labour market demands, and rethink their work-life share.

The concept of flexicurity is celebrated in the EU as the answer to increasingly globalised labour markets. Papers and speakers refer to the success story of the Nordic Model of combining flexibility and security, but most often without capturing the full picture. The flexicurity model promoted on EU level currently promotes an increase of flexibility without offering the necessary security. This is only half of the Nordic Model, and therefore bound for failure.

It is true, flexicurity can offer the answer for changing labour markets and the changing needs of society, allowing for faster job transition, more flexible work arrangements and for a better gender distribution combining work and care



obligations. But only if all elements of the original flexicurity approach are in place. Denmark is always mentioned as a best practice example of the positive effects of the flexicurity model. But the Danish Model only works because its three core elements are in place: 1. a strong social security system, offering transition security, 2. strong social partners and a strong and well established social dialogue and 3. strong investment in lifelong learning and training. We need to create a welfare model that guarantees the same security for all contractual arrangements, e.g. temporary workers, to people who combine free lance work, entrepreneurship and scholarship for their regular income as for “regular workers”.

Elements of a functioning well-balanced flexicurity approach are:

- flexible and reliable contractual arrangements both for employers and workers, for “insiders” and “outsiders” of the labour market,
- combined with effective Active Labour Market Policies, focusing on employability, i.e. skills that are likely to be required in the future to increase the adaptability and ability to meet challenges of the labour market, and
- Comprehensive lifelong learning (LLL), including vocational training and professional training, and
- Modern Social Security Systems, that provide people with opportunities to be more flexible, rather than forcing them to be flexible
- Strong social dialogue

If taken seriously, the flexicurity concept needs investment, as a successful strategy active labour market policies and life-long learning.

### **Social security systems offering transition security**

Transition security is the term recently coined to indicate support for workers during the period between jobs, especially when unemployment arises from restructuring or relocation. In the transition to a green economy and combating the current crisis, transition security is key. It enables workers to move into a new job, and maintain their living standards in the meantime. The aim is to provide immediate help and support, and not to let people disappear into unemployment. In Sweden for example collective agreements at industry level have set up ‘career transition’ funds financed from the business sector and jointly managed by social partners. These funds provide notified workers with training, job search assistance, or paid internships in other firms, even while they are still formally employed by the company that is firing them. This of course, presupposes that firms are obliged to provide a period of advance notification during which this kind of active support is offered.

Experience shows that transition security is most effective where workers have the backing of robust labour law and/or strong trade unions. And transition security relies on a level of social welfare that enables people to



support themselves, and their families, while finding – and if necessary retraining for - appropriate work. Good state-run social benefit schemes give workers security between jobs. And public spending on active labour market policies is a sign of investment in education and training, suited to the needs of individuals, that is key to enabling workers to adapt to new tasks. Moreover, in order to improve social security, the possibilities and implications of basic income models, addressing the issues of conditionality and of universality should be analysed.

### **Policy proposals**

- Consider changing 883/2004 regulation on social security coordination (problem with that is that the current regulation does not include minimum standards);
- Aim at fixing social security targets and influence social security standards at national level;
- A Framework directive on adequate minimum income.

## **II. Transformation towards a green inclusive society**

The current crisis has increased disparities between rich and poor, with the poorest being hardest hit. Even though the EU is one of the economically most prosperous regions in the world, 76 million EU citizens live below the poverty line (a household income that is 60% or less of the national median household income). Nearly 20% or 18 million children and young people under 18 are at risk of poverty. According to the European Commission, one out of six elderly people, a majority of them women, live in poverty. Women's poverty and social exclusion in Europe is a severe problem which demands immediate policy response. The risk of poverty is highest among single parent household (35% of the EU average), 85% of which are headed by women. Women aged over 65 years are also at high risk of poverty. Low-skilled women are at risk of being forced out of work before retirement age. There is a clear link between environmental damage and poverty, with the poor being often more exposed to environmental damage and less able to protect themselves against it.

The Green New Deal needs to offer a perspective of how to break the trend of the poor getting poorer and the rich getting richer. More specifically, the Green New Deal needs to provide an answer to the challenges all EU member states despite the variety of their social models face, i.e. how to ensure the provision of high quality social, health and care services in a climate of crisis, ageing societies and state budgets being under more and



more pressure. We need strong welfare states to protect citizens against social risk in times of transformation, ensuring social inclusion and social cohesion, as well as guaranteeing access for all to high quality services of general interest, especially social and health services.

As free movement is a right of EU citizens, much remains to be done in order to ensure that those legally resident in the EU enjoy a solid social coverage when they live, study, work or simply visit another Member State. After 10 years of clear prioritization of competitiveness under the Lisbon Strategy 2000-2010, it is time to once again raise our voices for a social framework of the EU internal market. Competitiveness does not automatically feed into social cohesion and social inclusion. The social dimension of the EU needs to be a priority in itself. On the basis of the Lisbon Treaty, we need to ensure that fundamental workers and social rights are no longer subordinated under competition and economic policies but are treated on an equal footing.

It is estimated that today 20 million people are living in Europe without legal status, facing questions of employment, social security, access to basic services etc. In addition, climate change will lead to an increase in so-called climate refugees. So far on EU level this concept remains undefined and no answers to the phenomenon are provided. It is important for the Greens in the framework the GND to take the lead in providing answers to the increasing needs of migrants in Europe.

### **For a better work-life balance while ensuring full rights and security**

In many EU Member States, social welfare systems do not take sufficient account of the specific conditions of women living in poverty. The risk of falling into poverty is greater for women than for men, particularly in old age, where social security systems are based on the principle of continuous remunerated employment. In many cases, women do not fulfil this requirement because of interruptions in their work, due to the unbalanced distribution of remunerated and unremunerated work. Moreover, older women also face greater obstacles to labour-market re-entry. Full employment with quality jobs in a healthy and safe working environment is also the best response to ensure the financial base of pension schemes.

We need to move towards a more inclusive and equal society. A just transition to a more sustainable society also need to include a radical rethinking of how we organise work, the division between paid and unpaid work and the gendered distribution of care. The greening of the economy should therefore go hand in hand with a new lifecycle approach offering a real social work-life balance: various, often parallel life stages need to be rectified and the balance redressed without individual loss being incurred. In specific terms, this means that the various stages of burdening and unburdening a lifecycle, such as



periods of gainful employment, education, family, caring, time out, voluntary work and retirement, must be designed intelligently so as to be beneficial to all. Income and time must be distributed appropriately between the sexes in the process, and equal demands placed on men.

The social security and pension systems must take risk protection for transitional periods into account and provide fiscal compensation for burdens rather than leaving these in the hands of the individual. Although time quotas, periods of education and sabbatical years require companies to make changes in personnel management, they represent a benefit to companies in the matter of long-term care of professional workers. In this regard, it is up to politicians to give family work, periods of education, voluntary work and care of relatives economic recognition as valuable contributions to society. As well as their social security and pension systems, Member States must reform their tax systems and create scope for action that takes account of the requirements of the work-life-balance concept.

### **Services of general interest as corner stone of a green inclusive society**

The service sector with its large job potential is a key element of the Green New Deal. For Greens, social inclusion comprehends basic social rights, including the right to income, to affordable housing, to health care, to education, to work, to a good environment, to culture etc. And it includes accessibility and availability of services of general interest, including energy, water, mobility supported by a well developed public transport-system.

For us, public services of general interest are part of a solidarity society. In an ageing society, the service sector needs to meet a dual challenge, i.e. ensuring the availability of high quality social and care services, and at the same time ensuring training and on the job training to ensure that elderly people are not pushed out of the labour market.

It is crucial to ensure that the general interest prevails over competition rules in all cases. When it comes to education, social, health and care services, we cannot accept an expansion of the competition principle in the internal market. Furthermore is it important to remove the pressure to liberalise and/or privatise more and more services. Liberalisation and privatisation in public services e.g. postal services or public transport has in many cases had a detrimental impact on employment. General characteristics of employment in the public sector like high levels of union membership, bargaining coverage and relatively homogeneous employment and working conditions have been increasingly put into question with the liberalisation and privatisation of public services in some countries. We need to ensure that also job in the service sector are high quality jobs, including adequate wage levels. Furthermore, the



rising demand on skills to ensure high quality services needs to be met by corresponding training offers.

### **Policy proposals**

- Framework directive on services of general interest;
- Directive on health and social services (to ensure an integrated care perspective).

### **Education for a sustainable society**

The move to a green economy, a knowledge based economy, calls for a training and skills offensive. And the basis for lifelong learning and vocational training is high quality basic education for all. Failed education is the root cause of many ills, such as exclusion, discrimination, unemployment and poverty. Too often our education systems fail at reducing social inequalities between children, sometimes even aggravating them. We need to ensure that education systems in Europe are organised in a way that guarantees access to knowledge and skills and the appropriate support for everyone.

As education is a basic right and need, education can not be governed by market mechanisms, at whichever level. Education is one of the most important services of general interest; hence governments must retain the responsibility of defining the objectives of their education systems, independently of short-term economic interests, and of providing the appropriate means to achieve them. Within that framework, educational institutions must enjoy a degree of autonomy that allows them to decide how to best achieve the objectives.

In order to reduce the number of school drop-outs, increased efforts must be made to integrate most vulnerable groups into education systems. All education institutions must take an active part in achieving gender equality in our societies. A strong commitment to invest in an inclusive education system must be made part of the European 2020 strategy. The stability criteria should accept state debts due to investment in the education system.

It should be a clear commitment of all Member States to invest in basic education and make use of the full potential and all talents. An inclusive education system cannot depend on the financial situation of the parents and needs to actively ensure the integration of pupils from all backgrounds in the system.

### **Policy proposals**

- Call for decisive action to implement the 2008 European Commission “Recommendation on the active inclusion of people excluded from the labour market” to “recognise the individuals’ basic right to resources and social assistance sufficient to lead a life that is compatible with human dignity”.
- Start an initiative of inclusive education under the OMC
- Call for a Strengthening the OMC on social protection and social inclusion through:
  - clear quantifiable targets and benchmarks regarding eradication of poverty, including child poverty and ending homelessness, social exclusion across the lifespan, improvement of pension adequacy and quality of health and long-term care;
  - clear control of setting up of OMC and implementation through involvement of EP, national Parliaments and civil society actors;
  - strengthen mutual learning under the OMC;
  - couple the Social OMC with EU financial instruments, most notably structural funds;
  - consider introduction of sanctions and binding targets on Employment Guidelines as well as principle of cross compliance.

### **On the national level:**

- Assign resources for the implementation of Anti-discrimination directives;
- Implement non-discriminative climate in the society.

## **III. EU funding supporting the Green New Deal**

---

It is important that we ensure that the EU funds deliver the objectives of the Green New Deal. What we need to put in the place is:

- the principle of cross-compliance;
- to ensure that all funds follow a proactive approach in tackling the transformation towards a sustainable green economy and society;
- the funds need to provide incentives for workers to change and take up opportunities to enter sustainable sectors;
- indicators based on employment and social inclusion.