



EUROPEAN COMMISSION  
DIRECTORATE-GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION

The Director-General

Brussels, 14 January 2020  
A.3/IKA/em (2020)178122

**Subject: First phase consultation of Social Partners on possible EU action addressing the challenges related to fair minimum wages**

Dear Madam, dear Sir,

President von der Leyen has announced in her Political Guidelines for the European Commission 2019-2024 that “*a legal instrument to ensure that every worker in our Union has a fair wage*” will be proposed. She also underlined that “*minimum wages should be set according to national traditions, through collective agreements or legal provisions*” and that she is “*a firm believer in the value of social dialogue between employers and unions, the people who know their sector and their region the best*”.

Adequate wages are key for ensuring fair working conditions and decent living standards for European workers. Set through collective agreements or legal provisions, minimum wages help to protect low-wage workers and prevent in-work poverty. As emphasised in Principle 6 of the European Pillar of Social Rights on wages “*adequate minimum wages shall be ensured in a way that provide for the satisfaction of the needs of the worker and his/her family in the light of national economic and social conditions, whilst safeguarding access to employment and incentives to seek work*”.

The Commission would like to request the views of social partners, in accordance with Article 154 (2) TFEU on the possible direction of European Union action addressing the challenges related to fair minimum wages. It also asks you if you would consider initiating a dialogue under Article 155 TFEU on any of the issues identified.

I would be grateful to receive your responses to this consultation by 25 February.

Please send your replies to [EMPL-SOCIAL-DIALOGUE@ec.europa.eu](mailto:EMPL-SOCIAL-DIALOGUE@ec.europa.eu).

  
Joost KORTE

Enclosure: First Phase Consultation Document

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