

## PRINCIPLE 1 Education, training and lifelong learning

<b>Actions aimed at setting a minimum floor of rights in the EU, a level playing field in the Single Market</b>	<b>Actions aimed at establishing upward convergence in living and working conditions</b>
<p>1. EU initiative setting up Individual Learning Accounts for people of working age, including the right to training and training entitlements, and the right to fair and equal treatment and access to training for all workers regardless of their employment status.</p> <p>2. Recommendation to establish a right to receive high-quality, inclusive employee training leading to qualifications and validation/recognition of skills and competences for workers in employment.</p> <p>3. Effective follow-up of implementation of the Council recommendation on a European Framework for Quality and Effective Apprenticeships to provide a right on the part of apprentices to quality and inclusive apprenticeships, fair pay, working conditions, and a contract.</p> <p>4. A traineeship measure that obliges employers to sign an internship contract at the start of the internship.</p> <p>5. Promote collective bargaining to establish organisational matters around the right to receive employee training and paid educational leave and establish employers' financial contributions to the right of employees to receive training.</p>	<p>1. Monitor and measure employees' access to training with the aim of achieving a minimum number of days for each worker during the year and investment of the employers to their workers' trainings; the implementation of current EU programmes, including joint statements from social partners, which can provide euro-Area Recommendations or investment guidance for Member States. The objectives should include:</p> <ul style="list-style-type: none"> <li>- adequate economic and/or guidance measures so that the right to paid educational leave (in line with enforcing implementation of the ILO's Paid Educational Leave Convention, 1974 (No. 140) at EU level) could be effective;</li> <li>- ensure actual access by all workers to a right to training for: basic skills, key competences and professional skills, including digital and green skills, via legislation at European level and collective agreements at sectoral level and within the European Semester process, Social Scoreboard, and the Recovery Plan;</li> <li>- actual access by non-standard workers to the right to training as well;</li> <li>- enforcing implementation of effective systems for validating the skills and competences acquired by workers within non-formal and informal learning, including work experience;</li> </ul> <p>2. Sufficient EU funds to support skills development and lifelong learning, especially through ESF+, but also the European Global Adjustment Fund and a European Transition Fund.</p> <p>3. Indicators: companies' investments per employee compared to wage aggregates for vocational training available to employees, supported by research.</p> <p>4. Provide government support to trade unions to provide information to workers at company level on training opportunities, e.g. via "training reps/ambassadors".</p> <p>5. Provide effective support to low-skilled workers to access training on key competences, basic skills, and professional skills, particularly to those most at risk of losing their jobs</p>