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Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(18.8.2025)

Economic, social and territorial cohesion, which includes promoting the convergence of living standards, is a key objective of the EU, as enshrined in Article 174 of the Treaty on the Functioning of the European Union (TFEU). In addition, Article 153(2)(b) TFEU empowers the EU to adopt minimum requirements in the field of working conditions. The Commission supports wage convergence within the limits of Article 153(5) TFEU, which excludes any direct interference in the levels of pay.

The Commission continues to actively support the convergence in wages, including in real terms and purchasing power standards (PPS), through an array of initiatives¹. This includes substantial EU funding instruments to foster economic and social cohesion, principle 6 of the European Pillar of Social Rights², which has been translated into concrete action through the EU Directive on adequate minimum wages³, the Employment Guidelines within the European Semester⁴ and the promotion of Distributional Impact Assessments⁵. The Commission also supports wage convergence by promoting productivity, which in the long-term is a key determinant of wage growth and convergence⁶.

Based on the existing initiatives, the Commission will, in accordance with its mandate, continue to respond to remaining and emerging policy needs to support sustainable wage convergence. This is also reflected in the forthcoming Job Quality Roadmap, developed together with social partners, which will promote quality jobs, including by supporting fair wages⁷. Moreover, the Union of Skills, adopted in March 2025, aims to empower people by enhancing their skills, thus improving access to quality jobs with adequate compensation⁸.

¹ Commission: Directorate-General for Employment, Social Affairs and Inclusion (2024), *Employment and Social Developments in Europe (ESDE) - Annual review 2024*, https://employment-social-affairs.ec.europa.eu/policies-and-activities/analysis-evaluation-impact-assessment-and-databases/employment-and-social-analysis_en.

² The European Pillar of Social Rights, proclaimed at Gothenburg on 17 November 2017. Commission Communication on Establishing a European Pillar of Social Rights, COM(2017) 250, final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52017DC0250>.

³ Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33), <http://data.europa.eu/eli/dir/2022/2041/oj>.

⁴ Council Decision (EU) 2024/3134 of 2 December 2024 on guidelines for the employment policies of the Member States, https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=OJ:L_202403134.

⁵ Distributional Impact Assessment is an analysis, usually quantitative in nature, which assesses the distributional effects of specific policy measures on monetary incomes across various groups of the population. https://employment-social-affairs.ec.europa.eu/policies-and-activities/social-protection-social-inclusion/addressing-poverty-and-supporting-social-inclusion/access-essential-services/distributional-impact-assessment_en.

⁶ At the EU level, the Competitiveness Compass, adopted in January 2025, outlines a roadmap to boost economic growth and competitiveness, thereby establishing a framework for sustainable wage growth.

⁷ Commission Communication on A Competitiveness Compass for the EU, COM/2025/30 final, <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52025DC0030>.

⁸ Commission Communication on the Union of Skills, COM(2025) 90 final, <https://op.europa.eu/publication-detail/-/publication/5c5c5399-fa8a-11ef-b7db-01aa75ed71a1>.