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**A5-0018/2001**

25 January 2001

**\*\*\*I**  
**REPORT**

on the proposal for a European Parliament and Council decision on  
Community incentive measures in the field of employment  
(COM(2000) 459 – C5-0384/2000 – 2000/0195(COD))

Committee on Employment and Social Affairs

Rapporteur: Anne Elisabet Jensen

### ***Symbols for procedures***

- \* Consultation procedure  
*majority of the votes cast*
- \*\*I Cooperation procedure (first reading)  
*majority of the votes cast*
- \*\*II Cooperation procedure (second reading)  
*majority of the votes cast, to approve the common position  
majority of Parliament's component Members, to reject or amend  
the common position*
- \*\*\* Assent procedure  
*majority of Parliament's component Members except in cases  
covered by Articles 105, 107, 161 and 300 of the EC Treaty and  
Article 7 of the EU Treaty*
- \*\*\*I Codecision procedure (first reading)  
*majority of the votes cast*
- \*\*\*II Codecision procedure (second reading)  
*majority of the votes cast, to approve the common position  
majority of Parliament's component Members, to reject or amend  
the common position*
- \*\*\*III Codecision procedure (third reading)  
*majority of the votes cast, to approve the joint text*

(The type of procedure depends on the legal basis proposed by the Commission)

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## PROCEDURAL PAGE

By letter of 20 July 2000 the Commission submitted to Parliament, pursuant to Article 251(2) and Article 129 of the EC Treaty, the proposal for a European Parliament and Council decision on Community incentive measures in the field of employment (COM(2000) 459 - 2000/0195 (COD)).

At the sitting of 4 September 2000 the President of Parliament announced that she had referred this proposal to the Committee on Employment and Social Affairs as the committee responsible and the Committee on Budgets and the Committee on Women's Rights and Equal Opportunities for their opinions (C5-0384/2000).

The Committee on Employment and Social Affairs had appointed Anne Elisabet Jensen rapporteur at its meeting of 17 May 2000.

The committee considered the Commission proposal and draft report at its meetings of 4 December 2000, 12 December 2000 and 23/24 January 2001.

At the latter meeting it adopted the draft legislative resolution unanimously.

The following were present for the vote: Michel Rocard, chairman; Winfried Menrad, Marie-Thérèse Hermange and José Ribeiro e Castro, vice-chairmen; Anne Elisabet Jensen, rapporteur; Sylviane H. Ainardi, Jan Andersson, Elspeth Attwooll (for Luciano Emilio Caveri), María Antonia Avilés Perea, Regina Bastos, Philip Rodway Bushill-Matthews, Alejandro Cercas Alonso, Brian Crowley, Elisa Maria Damião, Proinsias De Rossa, Den Dover (for Luigi Cocilovo), Harald Ettl, Jillian Evans, Carlo Fatuzzo, Ilda Figueiredo, Hélène Flautre, Fiorella Ghilardotti, Marie-Hélène Gillig, Anne-Karin Glase, Richard Howitt (for Stephen Hughes), Ian Stewart Hudghton, Ioannis Koukiadis, Rodi Kratsa-Tsagaropoulou, Jean Lambert, Elizabeth Lynne, Toine Manders (for Daniel G.L.E.G. Ducarme), Thomas Mann, Mario Mantovani, Mauro Nobilia, Manuel Pérez Álvarez, Bartho Pronk, Tokia Saïfi, Herman Schmid, Ilkka Suominen, Helle Thorning-Schmidt, Ieke van den Burg, Anne E.M. Van Lancker, Barbara Weiler and Sabine Zissener (for Miet Smet).

The opinions of the Committee on Budgets and the Committee on Women's Rights and Equal Opportunities are attached.

The report was tabled on 25 January 2001.

The deadline for tabling amendments will be indicated in the draft agenda for the relevant part-session.

## LEGISLATIVE PROPOSAL

### Proposal for a European Parliament and Council decision on Community incentive measures in the field of employment (COM(2000) 459 – C5-0384/2000 – 2000/0195(COD))

The proposal is amended as follows:

Text proposed by the Commission <sup>1</sup>

Amendments by Parliament

(Amendment 1)  
Recital 5a (new)

***(5a) The strength of the Luxembourg process resides in the fact that the Member States cooperate on employment policy but that the choice of specific implementing measures is made in the Member States. The key to the success of European employment policy is the fact that the Member States learn from one another's experience both in terms of the choice of specific measures and of methods of implementing them, including the involvement of the social partners, local and regional authorities and the general public.***

*Justification:*

*With the Luxembourg process the Member States have devised a sound method of cooperating on employment policy. This method has inspired the open method of coordination which is being used in an increasing number of areas.*

*It is important to place on record that responsibility for the specific measures implementing employment policy, including methods of implementing these measures, lies with the individual Member States. For example, it is also up to the individual Member States themselves to choose how to involve and inform e.g. the social partners, local and regional authorities but also more generally the public at large.*

*Since the Luxembourg process is based precisely on the fact that the Member States learn from one another's experience it is important to focus not only narrowly on specific measures but also on methods of cooperating with other players in the Member States in ensuring that the measures work properly; this should therefore also be reflected in the*

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<sup>1</sup> OJ C 337, 28.11.2000, p. 242.

*common incentive measures implemented in accordance with this decision.*

(Amendment 2)

Recital 7

(7) In the past, the European Parliament has strongly supported Community activities in support of employment.

(7) The European Parliament, **which** has in the past strongly supported community activities in support of employment, **is an important partner in European employment policy.**

*Justification:*

*The European Parliament is an important partner in European employment policy. It is involved today not least through the consultation procedure on the fixing of the annual employment guidelines. One of the cornerstones of European employment policy is the assessment of inputs. This is done both in the Member States and also at European level. It is important here that the European Parliament, which has a direct popular democratic mandate, is involved in this assessment in order to focus on the need for Europe's citizens to secure those improvements in employment held out to them by the European Council not only in the Treaty but also at the annual employment summits.*

(Amendment 3)

Article 2(2)

2. In particular, it aims at fostering cooperation between Member States in analysis, research and monitoring of labour market policy, identifying best practices and promoting exchanges and transfers of information and experience, developing the approach and contents of the European Employment Strategy, and enacting an active information policy in this domain.

2. In particular, it aims at fostering cooperation between Member States in analysis, research and monitoring of labour market policy, identifying best practices and promoting exchanges and transfers of information and experience, developing the approach and contents of the European Employment Strategy, **including methods of cooperation with the social partners and relevant local and regional authorities**, and enacting an active information policy in this domain, **while satisfying the need of European citizens for transparency.**

*Justification:*

*The debate on the European Employment strategy is increasingly being conducted on an academic plane which the public find barely comprehensible. To do away with this democratic deficit, greater public relations work is needed.*

(Amendment 4)

Article 3.1(1)

(1) Activities which, within the agreed policy aim of raising the employment rate, underpin a more strategic approach to employment policy in the EU through analysis and evaluation of employment trends, framework policy conditions, assessment of policy options and the impact of community policies. **To the maximum possible extent**, analysis will be gender specific.

(1) Activities which, within the agreed policy aim of raising the employment rate, underpin a more strategic approach to employment policy in the EU through analysis and evaluation of employment trends, framework policy conditions, assessment of policy options and the impact of community policies. Analysis will be gender specific.

*Justification:*

*The Committee on Women's Rights and Equal Opportunities believes that employment incentives are one of the main instruments for developing equal opportunities for both sexes. Gender-specific analysis is necessary if the strategic approach to employment policy is to succeed. The integrated approach to gender equality of Article 2 of the Treaty of Amsterdam must be reflected in concrete measures, notably for the evaluation and analysis of the employment situation.*

(Amendment 5)

Article 3(1)(2)

(2) Activities aimed at providing support for Member States efforts in evaluating their National Action Plans in a consistent and coordinated manner; a special evaluation exercise will be completed by the five-year anniversary of the Luxembourg Job Summit, at the end of the first period of the implementation of the guidelines.

(2) Activities aimed at providing support for Member States efforts in evaluating their National Action Plans in a consistent and coordinated manner **including activities aimed at methods of involving the social partners and relevant regional and local authorities**; a special evaluation exercise will be completed by the five-year anniversary of the Luxembourg Job Summit, at the end of the first period of the implementation of the guidelines.

*Justification:*

*See the justification for amendment 1. The assessment of national action plans is one of the cornerstones of European employment policy. It is particularly important therefore that relevant cooperation partners, depending on the arrangement operated by the labour market in the individual Member States which are to be a party to implementing the European employment policy in practice, are involved in the assessment of employment policy. Activities promoting methods of so doing ought also to be covered by this decision.*

(Amendment 6)  
Article 3(1)(2a)(new)

**(2a) A quantitative and qualitative evaluation of the effects of the European Employment Strategy in general, an analysis of the need to tailor the European Employment Strategy to general economic policy, including the indicators used, and studies of the transferability of the European Employment Strategy as a method to other policy areas.**

*Justification:*

*The amendment seeks three things: firstly, the results of the European Employment Strategy should be summarised to show whether the method pursued by the Union has produced any tangible results. This is essential, not least from a democratic point of view. European citizens have a right to know what exactly is being done at European level for employment. Secondly, it is necessary to improve coordination of procedures under the Employment strategy and those in the area of general economic policy, since these two policy areas cannot be seen in complete isolation from each other. Coordination will not be made easy by the fact of separate competencies within the Commission and the Council. If it is not actually possible to produce common indicators for these two policy areas, at least an attempt must be made to coordinate them as best as possible. Thirdly, thought needs to be given to the Employment strategy as a method (analysis of strengths and weaknesses, effectiveness, the accompanying structures required, any problems in implementation) in order to gain experience of transferring the method to other policy areas.*

(Amendment 7)  
Article 3.1(4a) (new)

**(4a). Activities aimed at supporting the efforts of the Member States in the field of equal employment opportunities for men and women, including areas where there may be aggravated gender discrimination. This exercise must be supported by evaluation of the national action plans and by a more strategic approach to employment policy in the European Union, the aim being to understand, monitor and analyse developments by establishing indicators.**

*Justification:*

*The committee believes that employment incentives are one of the main instruments for*



*developing equal opportunities for both sexes. The mainstreaming of equal opportunities in the field of employment is one of the four pillars of the European employment strategy. Gender discrimination against women is often accompanied and reinforced by discrimination on other grounds such as age, colour or level of education.*

(Amendment 8)  
Article 3.1(5a) (new)

***(5a) Gender-specific analyses of the causes of interruption of working activity, parental leave and part-time working.***

*Justification:*

*In order to contribute to the development and evaluation of the European Employment Strategy, the Community measures proposed should include gender-specific analyses of the causes of interruption of working activity, parental leave and part-time working.*

(Amendment 9)  
Article 3.1(5b) (new)

***(5b) Studies concerning the supply of creche places and home help with a view to promoting the incorporation of men and women into working life on a continuing basis.***

*Justification:*

*The results of such studies can contribute to the adoption of effective strategies for creating more and better jobs for all, both men and women.*

**3. Part of the appropriations provided for under this decision is intended for projects to promote cooperation, improve knowledge, develop an exchange of information, promote best practices and innovative approaches and to evaluate experience in implementing National Action Plans for employment at local and regional level in the context of the European Employment Strategy.**

**The purpose of the measures is to make local and regional authorities and other key local partners, including representatives of the mutual and non-profit sector, aware of the potential of measures conducive to implementing the employment guidelines at the local and regional level and the interlinking thereof at regional and local level.**

**They shall include in particular:**

**(1) promoting publicity work for the European Employment strategy and its implementation at local and regional level;**

**(2) studies on how institutions of the 'third system' can be supported at regional and local level;**

**(3) studies on how to improve transnational cooperation and the dissemination of proven practices in implementing local employment initiatives;**

**(4) studies of what measures can be taken to create incentives for local and regional partners to contribute towards implementing the European Employment Strategy.**

**Particular focus shall be given to the gender aspects of employment policy.**

*Justification:*

*In the 2000 budget procedure Parliament introduced a new budget line (B5-503) with the title 'Preparatory measures for a local commitment for employment', with the aim of better consolidating the European Employment strategy at local and regional level. This initiative was based on the realisation that despite its relevance to local and regional operators the European Employment strategy was virtually unknown at those levels. The Commission has also now recognised the importance of involving the local and regional levels more closely in the Employment strategy, as the proposal on the employment guidelines for 2001 and the consultation process launched by the Commission on the local dimension of employment show. Including this in the Commission proposal will create a sustainable legal basis for the initiative. This approach is covered by Article 129 ECT which explicitly mentions pilot projects in the context of incentives. The wording of the amendment is largely similar to the remarks under budget line B5-503.*

(Amendment 11)  
Article 4

The output of the activities mentioned in Article 3 will vary according to the type of activity involved. They will include the Employment in Europe report and other publications, working documents, reports to be submitted to the Council and the Commission - in particular the Joint Employment Report - , national seminars for example in preparation of the National Action Plans, seminars on employment policy or the organisation of important international events on priority topics or of general importance. Greater use will be made of internet facilities for dissemination of results (web publishing, internet chats and seminars) and as a tool to foster cooperation and exchange of information.

The output of the activities mentioned in Article 3 will vary according to the type of activity involved. They will include the Employment in Europe report and other publications, working documents, reports to be submitted to the Council and the Commission - in particular the Joint Employment Report - , national seminars for example in preparation of the National Action Plans, seminars on employment policy or the organisation of important international events on priority topics or of general importance ***and specific information measures to make the general public aware of the European Employment Strategy. The reports produced on the situation of women on the labour market and the obstacles to greater labour market access for women will be published.*** Greater use will be made of internet facilities for dissemination of results (web publishing, internet chats and seminars) and as a tool to foster cooperation and exchange of information.

*Justification:*

*The debate on the European Employment strategy is increasingly being conducted on an academic plane which the public find barely comprehensible. To do away with this democratic deficit, greater public relations work is needed.*

*It is of crucial importance that access to these texts should be available in all the Member States and to the general public.*

(Amendment 12)  
Article 4(2) (new)

***2. The Commission shall ensure that the nature and scope of the outputs satisfy the public's need for transparency. In particular, it shall ensure that the evaluation of the National Action Plans for employment and the annual employment report are made accessible to the general public, enabling citizens to evaluate what the Member States have achieved.***

*Justification:*

*The debate on the European Employment strategy is increasingly being conducted on an academic plane which the public find barely comprehensible. To do away with this democratic deficit, greater public relations work is needed.*

(Amendment 13)  
Article 5

The Commission shall ensure that the measures implemented under this Decision and the other relevant Community programmes and initiatives (***such as*** the social inclusion programme ***and*** the Framework programme for research, technological development and demonstration activities) are consistent with each other and complementary. The outcomes of other Community initiatives could be used as inputs into the actions covered by this Decision, and results from the activities mentioned in this Decision could be used as inputs in other Community initiatives.

The Commission shall ensure that the measures implemented under this Decision and the other relevant Community programmes and initiatives (***in particular*** the social inclusion programme ***and the programme to combat discrimination, the Framework programme on equal opportunities,*** the Framework programme for research, technological development and demonstration activities, ***actions by the European Social Fund, the Community programme in the field of vocational training and the activities of the main decentralised agencies***) are consistent with each other and complementary. The outcomes of other Community initiatives could be used as inputs into the actions covered by this Decision, and results from the activities mentioned in this decision could be used as inputs in other Community initiatives.

***To this end the Commission shall create internal links with relevant Community programmes and initiatives and the decentralised agencies.***

*Justification:*

*The references made by the Commission to other programmes seem to have been chosen arbitrarily. The 'relevant Community programmes and initiatives' therefore need to be spelled out.*

(Amendment 14)

Article 7(5)

5. To ensure the consistency and complementarity of this programme with other measures referred to in Article 5, the Commission shall keep the Committee regularly informed about other relevant Community action. Where appropriate, the Commission shall establish regular and structured cooperation between this Committee and the committees established for other relevant policies, instruments and actions.

5. To ensure the consistency and complementarity of this programme with other measures referred to in Article 5, the Commission shall ***set out in the annual plans of activities the nature and scope of the cooperation with the Community programmes and initiatives referred to in Article 5 and with the decentralised agencies and shall*** keep the Committee regularly informed about other relevant Community action. Where appropriate, the Commission shall establish regular and structured cooperation between this Committee and the committees established for other relevant policies, instruments and actions. ***In particular, the Commission shall ensure close cooperation with the Employment Committee. The Commission and the Member States shall ensure the highest possible representation of women on these committees.***

*Justification:*

*To guarantee consistency and complementarity with other Community measures and initiatives, the way in which this is to be achieved needs to be spelled out. A reference to the specific measures in the annual plans of activities would appear to be an appropriate way of doing so. Particularly close contacts with the Employment Committee are needed since the latter's work is closely bound up with the task of the present programme.*

*Both the Commission - in line with the undertakings it has already made on several occasions - and the Member States must ensure a higher representation of women on these committees.*

(Amendment 15)

Article 8, first paragraph

The Commission shall establish the necessary links with the Employment Committee as well as with the social

The Commission shall establish the necessary links with the Employment Committee ***and the competent specialist***

partners within the framework of the activities referred to in this Decision.

*committee of the European Parliament* as well as with the social partners within the framework of the activities referred to in this Decision.

*Justification:*

*Since Parliament is consulted, pursuant to Article 128(2) ECT, on the annual employment guidelines, it should also be involved in an appropriate way in the specialist discussions which, in the final analysis, serve to draw up the guidelines. The Committee on Employment and Social Affairs has already set up a contact group for this purpose with the Employment Committee. Similar structures should also be created in the context of the present programme.*

(Amendment 16)  
Article 9 (1)

1. The financial reference amount for the implementation of the Community activities referred to in this Decision for the period 1 January 2001 to 31 December 2005 shall be Euro 55 million.

1. The financial reference amount for the implementation of the Community activities referred to in this Decision for the period 1 January 2001 to 31 December 2005 shall be Euro **65** million.

*Justification:*

*The topping-up of appropriations is justified by the enlargement of the scope of the programme (inclusion of pilot projects to promote the local and regional dimension of the employment strategy). This increase in appropriations is neutral in its effects on the budget and may even represent a saving, since the incorporation of the pilot projects means that in future heading B5-503 can be deleted.*

(Amendment 17)  
Article 9(2)

2. The annual appropriations shall be authorised by the budgetary authority within the limits of the financial perspective.

2. The annual appropriations, ***including human resources***, shall be authorised by the budgetary authority within the limits of the financial perspective.

*Justification:*

*The use of technical assistance should be mentioned in the legislative text and not in the annex, in accordance with the agreements reached in the context of the budgetary procedure.*

## DRAFT LEGISLATIVE RESOLUTION

### **European Parliament legislative resolution on the proposal for a European Parliament and Council decision on Community incentive measures in the field of employment (COM(2000) 459 – C5-0384/2000 – 2000/0195(COD))**

**(Codecision procedure: first reading)**

*The European Parliament,*

- having regard to the Commission proposal to the European Parliament and the Council (COM(2000) 459<sup>1</sup>),
  - having regard to Article 251(2) of the EC Treaty and Article 129 of the EC Treaty, pursuant to which the Commission submitted the proposal to Parliament (C5-0384/2000),
  - having regard to Rule 67 of its Rules of Procedure,
  - having regard to the report of the Committee on Employment and Social Affairs and the opinions of the Committee on Budgets and the Committee on Women's Rights and Equal Opportunities (A5-0018/2001),
1. Approves the Commission proposal as amended;
  2. Asks to be consulted again should the Commission intend to amend its proposal substantially or replace it with another text;
  3. Instructs its President to forward its position to the Council and Commission.

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<sup>1</sup> OJ C 337, 28.11.2000, p. 242.



24 January 2001

## **OPINION OF THE COMMITTEE ON BUDGETS**

for the Committee on Employment and Social Affairs

on the proposal for a decision of the European Parliament and of the Council on Community incentive measures in the field of employment  
(COM(2000) 459 – C5-0384/2000 – 2000/0195(COD))

Draftsman: Paul Rübige

### **PROCEDURE**

The Committee on Budgets appointed Paul Rübige draftsman at its meeting of 14 September 2000.

It considered the draft opinion at its meeting of 24 January 2001.

At the last meeting it adopted the following amendments unanimously with 2 abstentions.

The following were present for the vote: Terence Wynn, chairman; Paul Rübige, draftsman; Ioannis Averoff, Kathalijne Maria Buitenweg, Paulo Casaca, Joan Colom i Naval, Carlos Costa Neves, Den Dover, James E.M. Elles, Göran Färm, Catherine Guy-Quint, Jutta D. Haug, Ulpu Iivari (for Bárbara Dührkop Dührkop), Anne Elisabet Jensen, John Joseph McCartin, Juan Andrés Naranjo Escobar, Heide Rühle, Esko Olavi Seppänen, Ioannis Souladakís (for Neena Gill), Kyösti Tapio Virrankoski, Ralf Walter, and Brigitte Wenzel-Perillo.

## BACKGROUND

The Commission has presented a proposal to fulfil the strategic goals set at the European Council Summit in Lisbon. According to these conclusions, the Union should "become the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion".

The aim of the proposal is to enhance cooperation between the Member States in the field of labour market policy, and more specifically in its analysis, research and monitoring. In addition, the proposal aims to identify best practices and promote exchanges and transfers of information and experience.

The Commission has introduced a number of activities to reach these goals. Their main task is the development, planning, monitoring, follow up and evaluation of the European Employment Strategy. The employment incentive measures (EIM) will cover only transnational activities with a significant transferability. They will not support local or national projects.

Beneficiaries will be mainly academic or research institutions, consultancies, social partners, project operators, NGOs, as well as local, regional or national authorities. EIM projects will be launched on a continuous, annual basis, and they will be open to the candidate countries.

The modalities for the employment incentive measures will be jointly defined by the Commission and the Member States. The Commission proposes a total amount of EUR 55 million for this purpose to cover the five-year period from 2001–2005. An amount of EUR 15 million would be allocated for 2001, and EUR 10 million for the subsequent years.

## LEGISLATIVE AND BUDGETARY REMARKS

The Commission's proposal is coherent with Article 127(1) of the Treaty establishing the European Community, according to which "the Community shall contribute to a high level of employment by encouraging cooperation between Member States and by supporting and, if necessary, complementing their action."

Similarly, it is in line with the actions specified in Article 129 of the Treaty, according to which "the Council can (...) adopt incentive measures designed to encourage cooperation between Member States and to support their action in the field of employment through initiatives aimed at developing exchanges of information and best practices, providing comparative analysis and advice as well as promoting innovative approaches and evaluating experiences, in particular by recourse to pilot projects."

The current proposal extends some of the principles adopted in view of the Growth and Employment Initiative, which covered the period 1998–2000<sup>1</sup>. During the first three-year period, EUR 30 million were made available for the development of surveys and analysis, the promotion and exchange of information, and the dissemination of results between the Member States on initiatives undertaken in the field of employment.

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<sup>1</sup> Council Decision 98/171/EC of 23 February 1998 on Community activities concerning analysis, research and cooperation in the field of employment and the labour market, OJ L 063, 4.3.1998, p. 26.

The Commission proposes to continue and complement these activities, while maintaining the funding at the same level (EUR 10 million per year), except for 2001 when EUR 15 million would be available. In total, the proposal would entail a slight increase compared to the appropriations allocated to the preceding activities on budget lines B5-502 (Employment and Labour Market) and B5-502A (Administrative expenditure).

While the rapporteur agrees with the Commission's general approach, it remains unclear whether an increase of expenditure is justified considering the relatively poor rate of implementation (73%) on this line in 1999. An increase of appropriations could be justified only in the event that the programme's tasks were expanded.

Similarly, the level of administrative expenditure seems exaggerated. According to the Commission, technical and administrative support would require an amount of EUR 2,2 million per year. Compared to the global amount suggested in the proposal, this represents an annual ratio of 15% in 2001 and 22% in the consecutive years. Needless to say, the rapporteur cannot agree with such an approach. Administrative and support expenditure should be reduced to EUR 1 million per year, and the remaining amount should be transferred to the operational line. This, in turn, would provide a further justification to the reduction of appropriations compared to the amount proposed by the Commission.

Therefore, the rapporteur suggests that overall appropriations on budget lines B5-502 and B5-502A should be maintained at an average level of EUR 10 million per year. This would add up to a global amount of EUR 50 million available for these measures in 2001–2005.

In its vote concerning the second reading of budget 2001, the Committee on Budgets confirmed that a total of EUR 15 million should be made available on the two lines in 2001. However, nearly half of these funds were placed in the reserve pending further information from the Commission on the implementation of these measures. The rapporteur considers that an overall reduction of appropriations would be in line with the Parliament's demands on improved performance as it would probably reduce the gap between available funds and the level of implementation.

As regards the programme's compatibility with current ceilings under heading 3 of the Financial Perspective, the rapporteur suggests that such a reference should be incorporated in the legislative text to avoid any restrictions on other currently funded policies. In addition, the legislative resolution should clearly indicate the need for further consultation of the budgetary authority should significant changes be made during renewal of the programmes funded under heading 3 of the Financial Perspective.

For the rest, the rapporteur agrees with the Commission's proposal, which seems coherent with the traditional approach of the Committee on Budgets. The only further modification concerns the reference to technical assistance, which should be mentioned in the legislative text and not in an annex, as is the case in the current proposal.

## AMENDMENTS

The Committee on Budgets calls on the Committee on Employment and Social Affairs, as the committee responsible, to incorporate the following amendments in its report:

### AMENDMENT TO THE DRAFT LEGISLATIVE RESOLUTION

*[The European Parliament]*

***considers that the financial framework of EUR 55 million is compatible with the ceiling under heading 3 of the current Financial Perspective.***

*Justification:*

*The amount proposed for the programme should be compatible with the ceiling under the Financial Perspective. If, in the course of the adoption of the decision, other amounts were to be proposed by the legislative authority, the budgetary authority would need to be consulted again. In this case, the Committee on Budgets would consider the impact on the ceiling under the current financial perspective.*

### AMENDMENT TO THE LEGISLATIVE TEXT

Text proposed by the Commission<sup>1</sup>

Amendments by Parliament

(Amendment 1)  
Recital 14(new)

***(14)The financial framework of the programme should be compatible with the current ceiling under heading 3 of the Financial Perspective, with no restriction being placed on other currently funded programmes.***

*Justification:*

*The amount proposed for the programme should be compatible with the ceiling under the Financial Perspective. If, in the course of the adoption of the decision, other amounts were to be proposed by the legislative authority, the budgetary authority would need to be consulted again. In this case, the Committee on Budgets would consider the impact on the ceiling under the current financial perspective.*

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<sup>1</sup> OJ C 337 E, 28.11.2000, p. 242.

(Amendment 2)

Article 9 (1)

1. The financial reference amount for the implementation of the Community activities referred to in this Decision for the period 1 January 2001 to 31 December 2005 shall be Euro 55 million.

1. The financial reference amount for the implementation of the Community activities referred to in this Decision for the period 1 January 2001 to 31 December 2005 shall be **a maximum of Euro 55 million, including technical and administrative assistance, but according to the rate of implementation.**

*Justification:*

*The rapporteur considers that the global amount dedicated for this programme should include technical and administrative expenditure. Annual appropriations should be decided during every budgetary procedure and should depend on the level of implementation of the programme.*

(Amendment 3)

Article 9 (2)

2. The annual appropriations shall be authorised by the budgetary authority within the limits of the financial perspective.

2. The annual appropriations, **including human resources**, shall be authorised by the budgetary authority within the limits of the financial perspective.

*Justification:*

*The use of technical assistance should be mentioned in the legislative text and not in the annex, in accordance with the agreements reached in the context of the budgetary procedure.*

22 January 2001

## **OPINION OF THE COMMITTEE ON WOMEN'S RIGHTS AND EQUAL OPPORTUNITIES**

for the Committee on Employment and Social Affairs

on the Proposal for a Decision of the European Parliament and of the Council on Community incentive measures in the field of employment  
(COM(2000) 459 – C5-0384/2000 – 2000/0195((COD))

Draftsman: María Antonia Avilés Perea

### **PROCEDURAL PAGE**

At its meeting of 14 September 2000 the Committee on Women's Rights and Equal Opportunities appointed María Antonia Avilés Perea draftsman.

It considered the draft opinion at its meetings of 15 and 22 January 2001.

At the latter meeting it adopted the following amendments unanimously.

The following were present for the vote: Jillian Evans (acting chairman); María Antonia Avilés Perea (draftsman); Fiorella Ghilardotti, Lissy Gröner, Heidi Anneli Hautala, Astrid Lulling, Thomas Mann, Christa Prets, Amalia Sartori, Miet Smet, Patsy Sörensen, Helena Torres Marques and María Izquierdo Rojo(for Elena Valenciano Martínez-Orozco)

### **SHORT JUSTIFICATION**

#### **1. BACKGROUND**

The present opinion concerns a proposal for a European Parliament and Council decision on Community incentive measures in the field of employment. This proposal for a decision entails - for the first time ever in Community law - recourse to the new Article 129 of the EC Treaty. This article, incorporated as part of the reforms introduced by the Treaty of Amsterdam, states: 'The Council, acting in accordance with the procedure referred to in Article 251 and after consulting the Economic and Social Committee and the Committee of the Regions, may adopt incentive measures designed to encourage cooperation between Member States and to support their action in the field of employment through initiatives aimed at developing exchanges of information and best practices, providing comparative analysis and advice as well as promoting innovative approaches and evaluating experiences, in particular by recourse to pilot projects'. In its turn, the Commission proposal serves to ensure the effective continuation of Council Decision 98/171/EC on Community activities

concerning analysis, research and cooperation in the field of employment and the labour market, which will expire at the end of 2000: the legal basis of that decision was Article 235 of the EC Treaty, better known as the 'all-purpose article' of Community law, to which resort was had in cases where no legal basis as such could be found in the Treaties.

## **2. CONTENTS OF THE PROPOSAL**

The basic objective of the Commission proposal is to encourage cooperation between Member States in analysis, research and monitoring in the field of employment policy, through the identification of best practices and promotion of the exchange and transfer of information and experiences.

Starting out from the need to support and develop the European employment strategy set out in the employment title of the EC Treaty (Articles 125 to 130), the Commission proposes a series of measures comprising analysis, research and cooperation activities involving the Member States in the field of employment, intended to contribute to a major extent to achieving the new strategic objective laid down in Lisbon, that is, to make Europe the most competitive and dynamic knowledge-based economy in the world, with more and better jobs and greater social cohesion.

Your draftsman broadly endorses the Commission proposal, but believes that it could be improved in a number of aspects. These, in general terms, are the following:

Firstly, one of the proposed measures at Community level concerns support for a more strategic approach to employment policy in the Union via the analysis and evaluation of the factors underlying employment trends, the general political framework, etc. On this point, the Commission proposal does not propose that this analysis and evaluation be carried out on a gender-specific basis; your draftsman, however, considers this to be absolutely necessary, given that it is women who are bearing the brunt of unemployment in Europe. It is surely no exaggeration to affirm that were it not for female unemployment many regions of the Union would actually have full employment. In these circumstances, and considering that employment incentives should be one of the key instruments for promoting equal employment opportunities for both sexes, your draftsman takes the view that, wherever possible, the analysis and evaluation should be gender-specific.

Another measure which your draftsman believes should be added with a view to achieving one of the Lisbon objectives - i.e. bringing up the employment rate (which stood at 62.6% in 1999) to a target of 70% for 2010 (60%+ for women) - concerns the funding of activities to back up Member States' efforts to achieve equal employment opportunities for both sexes. This measure should be supported both as regards evaluation of the national plans and as a more strategic approach to employment policy in the Union, with the objective of understanding, monitoring and analysing developments on the basis of indicators.

It is also felt necessary to include, alongside the Community employment incentives already proposed by the Commission and with a view to contributing to the development and evaluation of the European employment strategy, analyses of the causes of interruption of working activity, parental leave and part-time working, as well as studies of the supply of creche places and home help. There needs to be a sufficient supply of proper creche facilities and assistance facilities for other dependent persons, in the interests of the participation of

both men and women in the labour market on a sustained basis. Also vital is the equitable sharing of household responsibilities, so as to reconcile work and family life. These studies would certainly facilitate understanding and resolution of the problems associated with the reintegration of both women and men into the labour market after a period of absence. In many EU Member States there are not enough publicly-funded creche places. Many less-favoured households cannot afford the high fees charged by private creches, and this can ultimately make it impossible to enter the labour market or remain on it, especially for women. Studies therefore need to be carried out with a view to building on the positive experiences of those Member States which are most advanced in this field and, insofar as is possible, encouraging those responsible at local and regional level to provide the necessary funding for setting up new public-sector creches.

Secondly, as regards complementarity and consistency between the measures introduced under this Decision and the other Community programmes and initiatives, the Commission proposal refers only to the social inclusion programme and to the framework programme for research, technological development and demonstration activities. To avoid unnecessary overlapping, account should also be taken of the new framework programme on gender equality (2001-2005), which provides for the funding of analysis and evaluation actions concerning all the factors and policies that have a direct bearing on equality.

Thirdly and finally, the proposal states that the Commission will be assisted by an advisory committee, consisting of representatives of the Member States and chaired by the Commission. To guarantee the consistency and complementarity of the programme with the above-mentioned measures, it is proposed that this committee will provide information to the Commission on a regular basis. Nonetheless, it should be obliged to inform not only the Commission but also Parliament: the broader-based the procedure, the better the results. In addition, both the Member States and the Commission should ensure that there is a higher proportion of women on the relevant committees - an undertaking already made by the Commission on a number of occasions.



## AMENDMENTS

The Committee on Women's Rights and Equal Opportunities calls on the Committee on Employment and Social Affairs, as the committee responsible, to include the following amendments in its report:

Text proposed by the Commission

Amendments by Parliament

(Amendment 1)

Article 3.1(1) (Community measures)

(1) Activities which, within the agreed policy aim of raising the employment rate, underpin a more strategic approach to employment policy in the EU through analysis and evaluation of employment trends, framework policy conditions, assessment of policy options and the impact of community policies. **To the maximum possible extent**, analysis will be gender specific.

(1) Activities which, within the agreed policy aim of raising the employment rate, underpin a more strategic approach to employment policy in the EU through analysis and evaluation of employment trends, framework policy conditions, assessment of policy options and the impact of community policies. Analysis will be gender specific.

*Justification:*

*The Committee on Women's Rights and Equal Opportunities believes that employment incentives are one of the main instruments for developing equal opportunities for both sexes. Gender-specific analysis is necessary if the strategic approach to employment policy is to succeed. The integrated approach to gender equality of Article 2 of the Treaty of Amsterdam must be reflected in concrete measures, notably for the evaluation and analysis of the employment situation.*

(Amendment 2)

Article 3.1(4a) (new) (Community measures)

***(4a). Activities aimed at supporting the efforts of the Member States in the field of equal employment opportunities for men and women, including areas where there may be aggravated gender discrimination. This exercise must be supported by evaluation of the national action plans and by a more strategic approach to employment policy in the European Union, the aim being to understand, monitor and analyse developments by establishing indicators.***

*Justification:*

*The committee believes that employment incentives are one of the main instruments for developing equal opportunities for both sexes. The mainstreaming of equal opportunities in the field of employment is one of the four pillars of the European employment strategy. Gender discrimination against women is often accompanied and reinforced by discrimination on other grounds such as age, colour or level of education.*

(Amendment 3)  
Article 3.1(5a) (new)

***(5a) Gender-specific analyses of the causes of interruption of working activity, parental leave and part-time working.***

*Justification:*

*In order to contribute to the development and evaluation of the European Employment Strategy, the Community measures proposed should include gender-specific analyses of the causes of interruption of working activity, parental leave and part-time working.*

(Amendment 4)  
Article 3.1(5b) (new)

***(5b) Studies concerning the supply of creche places and home help with a view to promoting the incorporation of men and women into working life on a continuing basis.***

*Justification:*

*The results of such studies can contribute to the adoption of effective strategies for creating more and better jobs for all, both men and women.*

(Amendment 5)  
Article 3(2a)(new)

***Some of the resources set aside under the present decision shall be used for projects designed to promote cooperation, to develop the exchange of information and to encourage best practice and innovative experiments in putting national plans for employment into effect at the local and regional levels, particularly in relation to***

*the fourth pillar.*

*Justification:*

*The European strategy for employment must be consolidated at the local and regional levels. Local and regional players have the competence needed to promote projects to support the incorporation of equal opportunities into the abovementioned strategy.*

(Amendment 6)

Article 4

The output of the activities mentioned in Article 3 will vary according to the type of activity involved. They will include the Employment in Europe report and other publications, working documents, reports to be submitted to the Council and the Commission - in particular the Joint Employment Report - , national seminars for example in preparation of the National Action Plans, seminars on employment policy or the organisation of important international events on priority topics or of general importance. Greater use will be made of internet facilities for dissemination of results (web publishing, internet chats and seminars) and as a tool to foster cooperation and exchange of information.

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*Justification:*

*It is of crucial importance that access to these texts should be available in all the Member States and to the general public.*

(Amendment 7)

Article 5 (Consistency and complementarity)

The Commission shall ensure that the measures implemented under this Decision and the other relevant Community programmes and initiatives (such as the social inclusion programme **and** the Framework programme for research, technological development and demonstration activities) are consistent with each other and complementary. The outcomes of other Community initiatives could be used as inputs into the actions covered by this Decision, and results from the activities mentioned in this decision could be used as inputs in other Community initiatives.

The Commission shall ensure that the measures implemented under this Decision and the other relevant Community programmes and initiatives (such as the social inclusion programme, the Framework programme for research, technological development and demonstration activities **and the new framework programme on gender equality (2001-2005)**) are consistent with each other and complementary. The outcomes of other Community initiatives could be used as inputs into the actions covered by this Decision, and results from the activities mentioned in this decision could be used as inputs in other Community initiatives..

*Justification:*

*The new framework programme on gender equality (2001-2005) is a relevant initiative which should be taken into account with a view to ensuring greater effectiveness of the coordinated employment strategy under the Treaty of Amsterdam.*

(Amendment 8)

Article 7.5 (Implementation)

5. To ensure the consistency and complementarity of this programme with other measures referred to in Article 5, the Commission shall keep the Committee regularly informed about other relevant Community action. Where appropriate, the Commission shall establish regular and structured co-operation between this Committee and the committees established for other relevant policies, instruments and actions.

5. To ensure the consistency and complementarity of this programme with other measures referred to in Article 5, the Commission shall keep the Committee **and the European Parliament** regularly informed about other relevant Community action. Where appropriate, the Commission shall establish regular and structured co-operation between this Committee and the committees established for other relevant policies, instruments and actions. **The Commission and the Member States shall ensure the highest possible representation of women on these committees.**

*Justification:*

*The procedure must be as open as possible: this implies that the Commission must inform not*

*only the Committee but also the European Parliament. Both the Commission - in line with the undertakings it has already made on several occasions - and the Member States must ensure a higher representation of women on these committees.*