



**Euro-Latin American Parliamentary Assembly  
Assemblée Parlementaire Euro-Latino Américaine  
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Assembleia Parlamentar Euro-Latino-Americana**



**Committee on Social Affairs, Human Exchanges,  
the Environment, Education and Culture**

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PROVISIONAL

## **MOTION FOR A RESOLUTION**

Employment protection and creation strategies, especially for women and young people

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## **Employment protection and creation strategies, especially for women and young people**

*The Euro-Latin American Parliamentary Assembly,*

- having regard to the declarations resulting from the six summits of heads of state and government of Latin America and the Caribbean and the European Union, held in Rio de Janeiro (28 and 29 June 1999), Madrid (17 and 18 May 2002), Guadalajara (28 and 29 May 2004), Vienna (11 and 13 May 2006), Lima (15 and 17 May 2008) and Madrid (18 May 2010),
- having regard to the Commission communication of 2009 entitled 'A shared commitment for employment',
- having regard to the Commission communication and green paper of 2008 entitled 'Confronting demographic change: a new solidarity between the generations',
- having regard to the Commission communication of 2008 entitled 'Stronger support for reconciling professional, private and family life',
- having regard to the Commission communication of 2010 entitled 'Europe 2020: a strategy for smart, sustainable and inclusive growth',
- having regard to the Council decision of 2010 on guidelines for the employment policies of the Member States,
- having regard to the Joint Employment Report for 2008-2009 adopted by the EPSCO Council of March 2009,
- having regard to the Commission communication entitled 'Equality between women and men - 2009',
- having regard to the EU's Economic Recovery Plan,
- having regard to the document of 2008, 'Training paths: present practices and future needs for the integration of young people into the labour market',
- having regard to the CEPAL report of April 2009 entitled 'Impact of the financial crisis on Latin America',
- having regard to the CEPAL report of January 2009 entitled 'The current financial crisis and its effects in Latin America and the Caribbean',
- having regard to the ILO report of 2008 'Global employment trends for youth',
- having regard to Rule 16 of its Rules of Procedure,

- A. whereas the world economy has undergone profound changes following the recent economic crisis, and job creation now needs to be an urgent priority for governments,
- B. whereas, despite the predictions of a mild recovery, the signs point to a major slowdown of growth in Europe, as well as only a sluggish rise in consumption in the eurozone; whereas, in addition, unemployment has shot up and has in some countries reached record levels in terms of recent history,
- C. whereas Europe's economic problems are liable to affect the economies of Latin America and the Caribbean, both commercially and financially; whereas it needs to be stressed that the extent of those effects in the region will depend on the duration and magnitude of the debt crisis in Europe, and this could affect the process of economic recovery in Latin America,
- D. whereas, despite the circumstances in which the crisis hit Latin America, its countries were better equipped to tackle it than at previous moments of economic difficulty, thanks to a period marked by dynamic raw materials exports; whereas the crisis has led to a sharp fall in external demand for goods and services, a reduction in capital flows and less being sent in remittances from workers abroad,
- E. whereas it has been estimated by the EPSCO Council that the economic crisis will result in an increase of more than 9% in unemployment in 2010 and a fall in job creation,
- F. whereas the Joint Employment Report for 2008-2009 concludes with the statement that in the great majority of countries there is still an imbalance in terms of gender equality on the labour market, with female unemployment standing at 58.3%; whereas pay inequality also persists, women's wages being on average 17.4% less than men's,
- G. whereas it is predicted that by 2050 the proportion of young people in the EU will have fallen to 9.7%, whereas that of the over-65s will have risen to 29.9%,
- H. whereas according to CEPAL's forecasts a slower rhythm of growth in Latin America will lead to job losses in the formal sector and push more workers into the informal sector without welfare benefits, thanks to a fall in employers' workforce requirements,
- I. whereas the proportion of employees in the informal sector in Latin America is currently 52%, of whom 33% live in poverty, while in the formal sector 15% of employees may be considered poor,
- J. whereas, despite a considerable increase in women's presence on the labour market, the figure for 2008 being 53%, gender and ethnic origin are still responsible for significant income gaps in Latin America, although there is considerable variation between countries on the matter,
- K. whereas in the case of men and women in Latin America of the same age and educational level, the income gap is 17%, with the smallest gap occurring in the case of young graduates, while by contrast the biggest gap is that affecting low-paid workers who have not finished secondary school and live in rural areas; whereas the productive employment of women visibly contributes to gender equality and women's independence;

- L. whereas in Latin America and the Caribbean 20% of young people neither study nor work and are thus denied access to both education and employment,
- M. whereas members of indigenous minorities and persons of African descent in Latin America earn, on average, 28% less than those of white origin, the biggest gap, i.e. that between the two ends of the wage spectrum, being between young white city-dwellers and older workers and those living in rural areas,
- N. whereas Europe will continue to be marked by a sectoral shift in employment from agriculture, industry and processing to services; whereas by 2020 the service sector will employ three-quarters of the active working population;
- O. whereas in Europe 23% of women are not part of the labour market, while the figures for part-time female employment are four times those for men, the main reason being women's home and family responsibilities,
- P. whereas women's progressive integration into the labour market has not led to any significant increase in the numbers of women managers,
- Q. whereas, despite the fact that the unemployment rate among those aged between 25 and 29 is similar to that for other age groups, only half of Europeans aged under 29 are in secure jobs with rights,
- R. whereas governments in both Europe and Latin America need to ensure that public job creation policy pays particular attention to the integration of women and young people, on the basis of a suitable legal framework backed up by fiscal, industrial, commercial and other policies,
- S. whereas it is essential to correct the imbalance between supply and demand on the labour market arising from underskilling of the labour force, thanks to which many vacancies are left unfilled in Europe; whereas action on this will raise the number of posts that need to be filled in the EU (for 2006 to 2020) by a billion,
- T. whereas it is vital to integrate the young into the labour market, recalling that they can bring Europe the skills it needs in terms of research, innovation and self-employment opportunities, thus contributing to the objectives of growth and sustainable development,
- U. whereas the objectives of the Europe 2020 strategy include achieving, by 2020, a 75% employment rate for men and women aged between 20 and 64, on a basis of growth that is intelligent, sustainable, long-term and inclusive and is grounded in the principles of 'flexicurity'<sup>1</sup> and lifelong learning, as well as reducing the school drop-out rate to 10% and ensuring that 40% of those aged between 30 and 34 have a higher education qualification;
- V. whereas education and training form, alongside employment, the mainstay of the fight against poverty and social exclusion, and are also the key condition for balancing supply and demand in a context of jobs that offer both security and quality;

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<sup>1</sup> *Flexicurity*: a recently coined term referring to an instrument aimed at creating quality jobs and designed to reconcile flexibility and security on the labour market.

- W. whereas higher growth rates together with suitable public policies will enable a gradual shift towards a fairer distribution of income and wealth, a goal which should be reflected in all processes of cooperation between countries, including the LAC-EU relationship,
1. Believes that the present economic crisis should be viewed as an opportunity to create an innovative economy with high skills levels and low carbon emissions and capable of generating new jobs that take account of the principles of gender equality, as well as the need to achieve a fair work-life balance and promote the employment of young people;
  2. Calls on the governments to ensure that their development programmes include job creation as a priority, and for those programmes to adopt a perspective that is not merely electoral or crisis-driven;
  3. Recommends that public policies designed to integrate women and young people into the labour market should be backed up by a suitable legal framework to ensure permanence, as well as by fiscal, industrial and commercial policies that can sustain those policies and guarantee their viability;
  4. Stresses the need for closer coordination of job creation policies, with measures enabling workers to adapt to future labour market needs, taking account of the ongoing migration of the labour force from the primary sector and industry to other areas of activity, especially the services sector;
  5. Recommends a clear option in favour of the emerging sectors, especially in the context of innovation and environment-friendly, low-carbon economic solutions;
  6. Stresses the major role that can be played by legal migrants in the labour markets of the host countries; believes in this connection that workers must be able to seek work abroad without losing the labour and social rights acquired in their home countries;
  7. Welcomes the objective set in the Europe 2020 strategy in the context of employment of achieving inclusive growth by removing the obstacles to labour market access affecting women, younger people, older people and legal immigrants and enabling workers to acquire relevant skills;
  8. Believes that job creation policies need to be backed up with concrete measures, including reducing indirect wage costs, sandwich courses, more efficient public services, improved lifelong learning opportunities, more competitive education systems, a closer fit between skills and labour market needs, and incentives for the creation of SMEs;
  9. Emphasises that one of the principles which future labour markets will have to observe is the need for a suitable work-life balance; urges the governments, therefore, to take the measures needed to achieve the objective of a nursery place for 90% of children aged between three and compulsory school age and 33% of children under three;

10. Calls for a firm commitment to the social economy, recalling its potential for generating economic activity thanks to interpersonal cooperation, the implementation of joint projects, and a participatory model of organisation in which capital is an instrument and wage solidarity is practised;
11. Proposes, with the aim of encouraging women's employment, the adoption of additional measures, such as more facilities for the care of dependent persons, flexible childcare allowances, greater protection against redundancy for women on maternity leave, and the introduction or greater take-up of paternity leave;
12. Believes that one of the key measures which can contribute to reducing poverty among women and ethnic minorities is the promotion of a flexible micro-credit system, with low interest rates and no deposit required, which can enable its beneficiaries to work on a self-employed basis;
13. Considers that the measures adopted on gender equality should include promoting women's employment, combating all forms of discrimination including wage discrimination, fighting gender stereotypes, and encouraging women's participation in political life and in management positions;
14. Recommends the adoption of policies for reducing the gender wage gap, while not neglecting that between ethnic minorities and the white population, with a view to reducing poverty in the region; believes this objective can be achieved by substantially increasing raising ethnic minorities' educational levels;
15. Calls on the governments to fight segregation at work, remove the obstacles to women's access to certain jobs and sectors, and adopt measures for their participation in occupations where they are currently under-represented;
16. Supports 'flexicurity', as an instrument tending to contribute to the creation of quality jobs and designed to reconcile flexibility and security on the labour market; believes it can facilitate entry into and movement within the labour market, to the benefit of both employers and workers;
17. Recommends that the governments take the measures needed to achieve a major fall in school drop-out rates;
18. Advocates the adoption of mechanisms to help young people find their first job, together with educational programmes facilitating their adaptation to labour market needs; other measures in favour of youth employment could include providing more information on the labour market, closer dialogue between employers and educational institutions, and universal access to secondary school;
19. Recommends that the governments continue their efforts to provide more and better state education, with a view to the preservation of a social balance grounded in equality and democracy and the resultant improved job opportunities;
20. Stresses the need for efforts to ensure universal access to education and open up schooling to pupils from least-favoured backgrounds; recognises the crucial role of educators and believes that the teaching profession must be made more attractive;

21. Stresses that educational measures must be oriented towards acquiring the skills needed to create a knowledge economy;
22. Advocates improving training systems by identifying and using successful experiences creating bridges between employers' needs and workers' skills, offering career guidance and motivation and improving workers' quality of life; believes systems should identify the skilled personnel employers require and inform people how they can acquire the necessary skills, certification and registration;
23. Calls on the governments to adopt measures in favour of SMEs, given their traditional role as motors of job creation, with a view to stimulating employment in the formal sector and limiting the numbers employed in the informal sector;
24. Calls on the governments, furthermore, to adopt short- and medium-term measures in support of the primary sector, with a view to protecting the least-favoured farmers; believes that these measures should include greater investment in the sector, in all productive cycles, infrastructures, technical assistance, financing of services and training aimed at promoting the quality and competitiveness of the products and of the sector as a whole;
25. Favours greater emphasis on regional development in the indigenous areas of the LAC countries, with the aim of boosting the local economies and improving the inhabitants' quality of life;
26. Calls for the future agreements concluded by the EU with the countries and regions of Latin America to include, on a systematic basis, a clause making direct reference to the promotion of young people's employment and to ensuring women's integration into and participation in the labour market;

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27. Instructs its Co-Presidents to forward this resolution to the Council of the European Union, the European Commission, the Parliaments of the EU Member States and of all the countries of Latin America and the Caribbean, the Latin American Parliament, the Central American Parliament, the Andean Parliament, the Mercosur Parliament, the Secretariat of the Andean Community, the Mercosur Committee of Permanent Representatives, and the Permanent Secretariat of the Latin American Economic System.