



**2017/0305(NLE)**

1.2.2018

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## **DRAFT REPORT**

on the proposal for a Council decision on guidelines for the employment  
policies of the Member States  
(COM(2017)0677 – C8-0424/2017 – 2017/0305(NLE))

Committee on Employment and Social Affairs

Rapporteur: Tatjana Zdanoka



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

- \* Consultation procedure
- \*\*\* Consent procedure
- \*\*\*I Ordinary legislative procedure (first reading)
- \*\*\*II Ordinary legislative procedure (second reading)
- \*\*\*III Ordinary legislative procedure (third reading)

(The type of procedure depends on the legal basis proposed by the draft act.)

### ***Amendments to a draft act***

#### **Amendments by Parliament set out in two columns**

Deletions are indicated in ***bold italics*** in the left-hand column. Replacements are indicated in ***bold italics*** in both columns. New text is indicated in ***bold italics*** in the right-hand column.

The first and second lines of the header of each amendment identify the relevant part of the draft act under consideration. If an amendment pertains to an existing act that the draft act is seeking to amend, the amendment heading includes a third line identifying the existing act and a fourth line identifying the provision in that act that Parliament wishes to amend.

#### **Amendments by Parliament in the form of a consolidated text**

New text is highlighted in ***bold italics***. Deletions are indicated using either the ■ symbol or strikeout. Replacements are indicated by highlighting the new text in ***bold italics*** and by deleting or striking out the text that has been replaced.

By way of exception, purely technical changes made by the drafting departments in preparing the final text are not highlighted.

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## DRAFT EUROPEAN PARLIAMENT LEGISLATIVE RESOLUTION

on the proposal for a Council decision on guidelines for the employment policies of the Member States  
(COM(2017)0677 – C8-0424/2017 – 2017/0305(NLE))

### (Consultation)

*The European Parliament,*

- having regard to the Commission proposal to the Council (COM(2017)0677),
  - having regard to Article 148(2) of the Treaty on the Functioning of the European Union, pursuant to which the Council consulted Parliament (C8-0424/2017),
  - having regard to Rule 78c of its Rules of Procedure,
  - having regard to the report of the Committee on Employment and Social Affairs (A8-0000/2018),
1. Approves the Commission proposal as amended;
  2. Calls on the Commission to alter its proposal accordingly, in accordance with Article 293(2) of the Treaty on the Functioning of the European Union;
  3. Calls on the Council to notify Parliament if it intends to depart from the text approved by Parliament;
  4. Asks the Council to consult Parliament again if it intends to substantially amend the Commission proposal;
  5. Instructs its President to forward its position to the Council and the Commission.

### Amendment 1

#### Proposal for a decision

##### Recital 1

*Text proposed by the Commission*

(1) Member States and the Union are to ***work towards developing*** a coordinated strategy for employment and particularly for promoting a skilled, trained and adaptable workforce and labour markets responsive to economic change, with a view to achieving the objectives of full employment and social progress set out in Article 3 of the Treaty on European Union. Member States, taking into account national practices related to the

*Amendment*

(1) Member States and the Union are to ***develop and deliver*** a coordinated strategy for employment and particularly for promoting ***inclusive labour markets with*** a skilled, trained and adaptable workforce and ***the well-being of all workers in inclusive*** labour markets ***which are*** responsive to economic, ***social and environmental*** change, with a view to achieving the objectives of full employment and social progress set out in

responsibilities of management and labour, are to regard promoting employment as a matter of common concern and coordinate their action in this respect within the Council.

Article 3 of the Treaty on European Union. Member States, taking into account national practices related to the responsibilities of management and labour, are to regard promoting employment as a matter of common concern and coordinate their action in this respect within the Council.

Or. en

## Amendment 2

### Proposal for a decision Recital 2

#### *Text proposed by the Commission*

(2) The Union is to combat social exclusion and discrimination and promote social justice and protection, as well as equality between women and men. In defining and implementing its policies and activities, the Union is to take into account requirements linked to the promotion of a high level of employment, the guarantee of adequate social protection, the fight against poverty and social exclusion, and a high level of education and training.

#### *Amendment*

(2) The Union is to combat **poverty**, social exclusion and discrimination and promote social justice and protection, as well as equality between women and men. ***This overall objective should not be put at risk of spillover from Union legal acts and policies in other areas.*** In defining and implementing its policies and activities, the Union is to take into account requirements linked to the promotion of a high level of employment, the guarantee of adequate social protection, the fight against poverty and social exclusion, and a high level of education and training.

Or. en

## Amendment 3

### Proposal for a decision Recital 3

#### *Text proposed by the Commission*

(3) In accordance with the Treaty on the Functioning of the European Union (TFEU), the Union has developed and

#### *Amendment*

(3) In accordance with the Treaty on the Functioning of the European Union (TFEU), the Union has developed and

implemented policy coordination instruments for fiscal, macroeconomic and structural policies. As part of these instruments, the present Guidelines for the Employment Policies of the Member States, together with the Broad Guidelines for the Economic Policies of the Member States and of the Union set out in Council Recommendation (EU) 2015/1184, form the Integrated Guidelines for Implementing the Europe 2020 strategy. They are to guide policy implementation in the Member States and in the Union, reflecting the interdependence between the Member States. The resulting set of coordinated European and national policies and reforms are to constitute an appropriate overall economic and social policy mix which should achieve positive spill-over effects.

implemented policy coordination instruments for fiscal, macroeconomic and structural policies ***which have a strong impact on the social and employment situation in the Union with potentially negative effects***. As part of these instruments, the present Guidelines for the Employment Policies of the Member States, together with the Broad Guidelines for the Economic Policies of the Member States and of the Union set out in Council Recommendation (EU) 2015/1184, form the Integrated Guidelines for Implementing the Europe 2020 strategy. They are to guide policy implementation in the Member States and in the Union, reflecting the interdependence between the Member States. The resulting set of coordinated European and national policies and reforms are to constitute an appropriate overall economic and social policy mix which should achieve positive spill-over effects.

Or. en

#### **Amendment 4**

##### **Proposal for a decision Recital 3 a (new)**

*Text proposed by the Commission*

*Amendment*

***(3a) To ensure a more democratic decision-making process in the context of the Integrated Guidelines, which affect people and labour markets across the Union, it is important that both the employment guidelines and the broad economic policy guidelines are decided upon by both the European Parliament and the Council.***

Or. en

## Amendment 5

### Proposal for a decision

#### Recital 4

*Text proposed by the Commission*

(4) The Guidelines for the Employment Policies are consistent with the Stability and Growth Pact, the existing European Union legislation and various EU initiatives, including the Council recommendation on establishing a Youth Guarantee<sup>1</sup>, the Council Recommendation on the integration of the long-term unemployed into the labour market<sup>2</sup>, the Council Recommendation on Upskilling Pathways<sup>3</sup> and the proposal for a Council Recommendation on a European Framework for Quality and Effective Apprenticeships<sup>4</sup>.

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<sup>1</sup> OJ C 120, 26.4.2013, p. 1–6

<sup>2</sup> OJ C 67, 20.2.2016, p. 1–5

<sup>3</sup> OJ C 484, 24.12.2016, p. 1–6

<sup>4</sup> COM/2017/0563 final - 2017/0244 (NLE)

*Amendment*

(4) The Guidelines for the Employment Policies are consistent with the Stability and Growth Pact, the existing European Union legislation and various EU initiatives, including ***the European Pillar of Social Rights***, the Council recommendation on establishing a Youth Guarantee<sup>1</sup>, the Council Recommendation on the integration of the long-term unemployed into the labour market<sup>2</sup>, the Council Recommendation on Upskilling Pathways<sup>3</sup> and the proposal for a Council Recommendation on a European Framework for Quality and Effective Apprenticeships<sup>4</sup>.

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<sup>1</sup> OJ C 120, 26.4.2013, p. 1–6

<sup>2</sup> OJ C 67, 20.2.2016, p. 1–5

<sup>3</sup> OJ C 484, 24.12.2016, p. 1–6

<sup>4</sup> COM/2017/0563 final - 2017/0244 (NLE)

Or. en

## Amendment 6

### Proposal for a decision

#### Recital 6

*Text proposed by the Commission*

(6) The European Union's recovery from the economic crisis is supporting positive labour market trends, but important challenges and disparities in economic and social performance remain between and within Member States. The crisis underscored the close interdependence of the Member States'

*Amendment*

(6) The European Union's recovery from the economic crisis is supporting positive labour market trends, but important challenges and disparities in economic and social performance remain between and within Member States ***as economic growth does not automatically result in higher employment***. The crisis



economies and labour markets. Ensuring that the Union progresses to a state of smart, sustainable and inclusive growth and job creation is the key challenge faced today. This requires coordinated, ambitious and effective policy action at both Union and national levels, in accordance with the TFEU and the Union's provisions on economic governance. Combining supply- and demand-side measures, such policy action should encompass a boost to investment, a renewed commitment to appropriately sequenced structural reforms that improve productivity, growth performance, social cohesion and economic resilience in the face of shocks and the exercise of fiscal responsibility, while **taking into account their** employment and social impact.

underscored the close interdependence of the Member States' economies and labour markets. Ensuring that the Union progresses to a state of smart, sustainable and inclusive growth and **quality** job creation is the key challenge faced today. This requires coordinated, ambitious and effective policy action at both Union and national levels, in accordance with the TFEU and the Union's provisions on economic governance. Combining supply- and demand-side measures, such policy action should encompass a boost to investment, **including social investment**, a renewed commitment to appropriately sequenced, **balanced and socially responsible** structural reforms that improve productivity, growth performance, social cohesion and economic resilience in the face of shocks and the exercise of fiscal responsibility, while **ensuring those structural reforms do not have a negative** employment and social impact.

Or. en

## Amendment 7

### Proposal for a decision Recital 7

#### *Text proposed by the Commission*

(7) Reforms to the labour market, including the national wage-setting mechanisms, should follow national practices of social dialogue and allow the necessary opportunity for a broad consideration of socioeconomic issues, including improvements in competitiveness, job creation, life-long learning and training policies as well as real incomes.

#### *Amendment*

(7) Reforms to the labour market, including the national wage-setting mechanisms, should follow national practices of social dialogue and allow the necessary opportunity for a broad consideration of socioeconomic issues, including improvements in **standards of living, equality**, competitiveness, job creation, life-long learning and training policies as well as real incomes.

Or. en

## Amendment 8

### Proposal for a decision

#### Recital 8

##### *Text proposed by the Commission*

(8) Member States and the Union should also address the social legacy of the economic and financial crisis and aim to build an inclusive society in which people are empowered to anticipate and manage change, and can actively participate in society and the economy, as also outlined in the Commission recommendation on the active inclusion of people excluded from the labour market<sup>6</sup>. Inequality should be tackled, access and opportunities for all should be ensured and poverty and social exclusion (including of children) **reduced**, in particular by ensuring an effective functioning of labour markets and social protection systems and by removing barriers to education/training and labour-market participation. As new economic and business models take hold in EU workplaces, employment relationships are also changing. Member States should ensure that new employment relationships maintain and strengthen Europe's social model.

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<sup>6</sup> COM/2008/0639 final

##### *Amendment*

(8) Member States and the Union should also address the social legacy of the economic and financial crisis and aim to build an inclusive **and socially just** society in which people are empowered to anticipate and manage change, and can actively participate in society and the economy, as also outlined in the Commission recommendation on the active inclusion of people excluded from the labour market<sup>6</sup>. Inequality should be tackled, **non-discriminatory** access and opportunities for all should be ensured and poverty and social exclusion (including of children) **eradicated**, in particular by ensuring an effective functioning of labour markets and **adequate** social protection systems and by removing barriers to education training and labour-market participation. As new economic and business models take hold in EU workplaces, employment relationships are also changing. Member States should ensure that new employment relationships maintain and strengthen Europe's social model.

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<sup>6</sup> COM/2008/0639 final

Or. en

## Amendment 9

### Proposal for a decision

#### Recital 9

##### *Text proposed by the Commission*

(9) Following an extensive and broad

##### *Amendment*

(9) Following an extensive and broad

public consultation, the European Parliament, the Council and the Commission signed on 17 November 2017 an inter-institutional proclamation for a European Pillar of Social Rights<sup>7</sup>. The Pillar sets out twenty principles and rights to support well-functioning and fair labour markets and welfare systems. They are structured around three categories: equal opportunities and access to the labour market, fair working conditions and social protection and inclusion. The Pillar constitutes a reference framework to monitor the employment and social performance of Member States, to drive reforms at national level and to serve as a compass for a renewed process of convergence across Europe. Given the relevance of these principles for the coordination of structural policies, the employment guidelines *are* aligned with the European Pillar of Social Rights principles.

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<sup>7</sup> xxx

public consultation, the European Parliament, the Council and the Commission signed on 17 November 2017 an inter-institutional proclamation for a European Pillar of Social Rights<sup>7</sup>. The Pillar sets out twenty principles and rights to support well-functioning and fair labour markets and welfare systems. They are structured around three categories: equal opportunities and access to the labour market, fair working conditions and social protection and inclusion. The Pillar constitutes a reference framework to monitor the employment and social performance of Member States, to drive reforms at national level and to serve as a compass for a renewed process of convergence across Europe. Given the relevance of these principles for the coordination of structural policies, the employment guidelines *need to be fully* aligned with the European Pillar of Social Rights principles.

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<sup>7</sup> xxx

Or. en

## Amendment 10

### Proposal for a decision Recital 10

#### *Text proposed by the Commission*

(10) The European Pillar of Social Rights is accompanied by a scoreboard that will monitor the implementation and progress of the Pillar by tracking trends and performances across EU countries and assess progress towards upwards socio-economic convergence. This analysis will feed into the European semester of economic policy coordination.

#### *Amendment*

(10) The European Pillar of Social Rights is accompanied by a scoreboard that will monitor the implementation and progress of the Pillar by tracking trends and performances across EU countries and assess progress towards upwards socio-economic convergence *with further indicators to be developed without delay in order to address its 20 principles fully*. This analysis will feed into the European semester of economic policy coordination

*in view of triggering corrective measures.*

Or. en

## Amendment 11

### Proposal for a decision

#### Recital 11

##### *Text proposed by the Commission*

(11) The Integrated Guidelines should form the basis for country-specific recommendations that the Council ***may address*** to the Member States. Member States should make full use of the European Social Fund and other Union funds to foster employment, social inclusion, lifelong learning and education and to improve public administration. While the Integrated Guidelines are addressed to Member States and the Union, they should be implemented in partnership with all national, regional and local authorities, closely involving parliaments, as well as social partners and representatives of civil society.

##### *Amendment*

(11) The Integrated Guidelines ***and the European Pillar of Social Rights should be followed up throughout the European Semester cycle and*** form the basis for country-specific recommendations that the Council ***addresses*** to the Member States. Member States should make full use of the European Social Fund and other Union funds to foster employment, social inclusion, lifelong learning and education and to improve public administration. ***To ensure the effective implementation of the European Pillar of Social Rights and the Integrated Guidelines, Member States should develop and implement concrete measures at national, regional and local level.*** While the Integrated Guidelines are addressed to Member States and the Union, they should be implemented, ***monitored and evaluated*** in partnership with all national, regional and local authorities, closely involving parliaments, as well as social partners and representatives of civil society. ***The Commission should have accurate and updated statistics and data available to follow up on the implementation of the Integrated Guidelines and Country specific recommendations in the field of employment and social affairs, and is to take firm action in the case of non-compliance by the Member States.***

Or. en

## Amendment 12

### Proposal for a decision

#### Recital 12

*Text proposed by the Commission*

(12) The Employment Committee and the Social Protection Committee should monitor how the relevant policies are implemented in the light of the guidelines for employment policies, in line with their respective Treaty-based mandates. These committees and other Council preparatory bodies involved in the coordination of economic and social policies should work together closely,

*Amendment*

(12) The Employment Committee and the Social Protection Committee should monitor how the relevant policies are implemented in the light of the guidelines for employment policies, in line with their respective Treaty-based mandates. These committees and other Council preparatory bodies involved in the coordination of economic and social policies should work together closely ***with the European Parliament to ensure democratic accountability,***

Or. en

## Amendment 13

### Proposal for a decision

#### Annex – guideline 5 – title

*Text proposed by the Commission*

Guideline 5: Boosting the demand for labour

*Amendment*

Guideline 5: Boosting the demand for labour ***by creating quality employment***

Or. en

## Amendment 14

### Proposal for a decision

#### Annex – guideline 5 – paragraph 1

*Text proposed by the Commission*

Member States should facilitate the creation of quality jobs, including by ***reducing the*** barriers that businesses face in hiring people, ***by promoting entrepreneurship and self-employment***

*Amendment*

Member States should facilitate ***and invest in*** the creation of ***sustainable and*** quality jobs ***across skill levels and labour market sectors,*** including by ***fully developing the potential of future oriented sectors, such***

*and, in particular, by supporting the creation and growth of micro and small enterprises.* Member States should actively promote the social economy and foster social innovation.

*as the green and circular economy, the care sector and the digital sector. Member States should reduce difficulties for people in balancing work and private life, ensure that all work places are adapted for persons with disabilities and reduce unjustified barriers that businesses, including small and medium-sized enterprises, face in hiring people.* Member States should actively promote the social economy and foster social innovation.

Or. en

## Amendment 15

### Proposal for a decision Annex – guideline 5 – paragraph 2

#### *Text proposed by the Commission*

Member States should encourage innovative forms of work, which create job opportunities for all in a responsible manner.

#### *Amendment*

Member States should encourage innovative forms of work, which create **high-quality** job opportunities for all in a responsible manner.

Or. en

## Amendment 16

### Proposal for a decision Annex – guideline 5 – paragraph 3

#### *Text proposed by the Commission*

The tax burden should be shifted away from labour to other sources of taxation that are less detrimental to employment and growth, taking account of the redistributive effect of the tax system, while protecting revenue for adequate social protection and growth-enhancing expenditure.

#### *Amendment*

The tax burden should be shifted away from labour to other sources of taxation that are less detrimental to employment and growth **such as environmental taxation**, taking account of the redistributive effect of the tax system, while protecting revenue for adequate social protection and growth-enhancing expenditure, **including investment in public services**.

## Amendment 17

### Proposal for a decision

#### Annex – guideline 5 – paragraph 4

##### *Text proposed by the Commission*

Member States should, in line with national practices and respecting the autonomy of social partners, encourage transparent and predictable wage-setting mechanisms, allowing **for the responsiveness of** wages to productivity developments while ensuring **fair** wages that provide for a decent standard of living. These mechanisms should take into account differences in skills levels and divergences **in economic performance** across regions, sectors and companies. Respecting national practices, Member States and social partners should ensure adequate minimum wage levels, taking into account their impact on **competitiveness, job creation and** in-work poverty.

##### *Amendment*

Member States should, in line with national practices and respecting the autonomy of social partners, encourage transparent and predictable wage-setting mechanisms, allowing wages to **rise at least with** productivity developments while ensuring wages that provide for a decent standard of living. These mechanisms should take into account **the standards of living and impact of wages on income inequalities next to** differences in skills levels and divergences across regions, sectors and companies. Respecting national practices, Member States and social partners should ensure adequate minimum wage levels, taking into account their impact on in-work poverty.

Or. en

## Amendment 18

### Proposal for a decision

#### Annex – guideline 6 – title

##### *Text proposed by the Commission*

Guideline 6: Enhancing labour supply: access to employment, skills and competences

##### *Amendment*

Guideline 6: Enhancing labour supply **and improving** access to employment, skills and competences

Or. en

## Amendment 19

### Proposal for a decision

#### Annex – guideline 6 – paragraph 1

##### *Text proposed by the Commission*

In the context of technological, environmental and demographic change, Member States, in cooperation with social partners, should promote productivity and employability through an appropriate supply of relevant knowledge, skills and competences throughout people's working lives, responding to current and future labour market **needs**. Member States should make the necessary investment in both initial and continuing education and training. They should work together with social partners, education and training providers and other stakeholders to address structural weaknesses in education and training systems, to provide quality and inclusive education, training and life-long learning. They should ensure the transfer of training entitlements during professional transitions. This should allow everyone better to anticipate and adapt to labour market needs and successfully manage transitions, thus strengthening the overall resilience of the economy to shocks.

##### *Amendment*

In the context of technological, environmental and demographic change, Member States, in cooperation with social partners, should promote **sustainability**, productivity and employability through an appropriate supply of relevant knowledge, skills and competences throughout people's working lives, responding to current and future labour market **opportunities including through the targeted promotion of training in the science, technology, engineering and mathematics sectors**. Member States should make the necessary investment in both initial and continuing education and training, **targeting not only formal education, but also non-formal and informal learning**. They should work together with social partners, education and training providers, **civil society organisations** and other stakeholders to address structural weaknesses in education and training systems, to provide quality and inclusive education, training and life-long learning. They should ensure the transfer of training entitlements during professional transitions. This should allow everyone better to anticipate and adapt to labour market needs and successfully manage transitions, thus strengthening the overall resilience of the economy to shocks.

Or. en

## Amendment 20

### Proposal for a decision

#### Annex – guideline 6 – paragraph 2



### *Text proposed by the Commission*

Member States should foster equal opportunities in education and raise overall education levels, particularly for the least qualified. They should ensure quality learning outcomes, reinforce basic skills, reduce the number of young people leaving school early, enhance the labour-market relevance of tertiary degrees, improve skills monitoring and forecasting, and increase adult participation in continuing education and training. Member States should strengthen work-based learning in their vocational education and training systems, including through quality and effective apprenticeships, make skills more visible and comparable and increase opportunities for recognising and validating skills and competences acquired outside formal education and training. They should upgrade and increase the supply and take-up of flexible continuing vocational training. Member States should also support low skilled adults to maintain or develop their long term employability by boosting access to and take up of quality learning opportunities, through the establishment of Upskilling Pathways, including a skills assessment, **a matching** offer of education and training and the validation and recognition of the skills acquired.

### *Amendment*

Member States should foster equal opportunities in education, **including early childhood education**, and raise overall education levels, particularly for the least qualified **and learners from disadvantaged backgrounds**. They should ensure quality learning outcomes, reinforce basic skills, reduce the number of young people leaving school early, enhance the labour-market relevance of tertiary degrees, improve skills monitoring and forecasting, and increase adult participation in continuing education and training. Member States should strengthen work-based learning in their vocational education and training systems, including through quality and effective apprenticeships, make skills more visible and comparable and increase opportunities for recognising and validating skills and competences acquired outside formal education and training. They should upgrade and increase the supply and take-up of flexible continuing vocational training. Member States should also **target** support **for** low skilled adults to maintain or develop their long term employability by boosting access to and take up of quality learning opportunities, through the establishment of Upskilling Pathways, including a skills assessment, **an** offer of education and training **matching labour market opportunities** and the validation and recognition of the skills acquired.

Or. en

## **Amendment 21**

### **Proposal for a decision**

#### **Annex – guideline 6 – paragraph 2 a (new)**

***To promote the long-term well-being and productivity of their workforce, Member States should ensure that their education and training systems, next to addressing labour market needs, are aimed at fostering personal development, social cohesion, intercultural understanding and active citizenship.***

Or. en

## **Amendment 22**

### **Proposal for a decision**

#### **Annex – guideline 6 – paragraph 3**

*Text proposed by the Commission*

High unemployment and inactivity should be tackled, including through timely and tailor-made assistance based on support for job-search, training, and requalification. Comprehensive strategies that include in-depth individual assessment at the latest after 18 months of unemployment should be pursued with a view to significantly reducing and preventing structural unemployment. Youth unemployment and the high rates of young people not in education, employment or training (NEETs), should continue to be addressed through a structural improvement in the school-to-work transition, including through the full implementation of the Youth Guarantee<sup>8</sup>.

*Amendment*

High unemployment and inactivity should be tackled, including through timely, ***integrated*** and tailor-made assistance based on support for job-search, training, and requalification. ***To that end, a coordinated approach to social and employment services is needed, meaning close cooperation between employment services, social services and local authorities.*** Comprehensive strategies that include in-depth individual assessment ***as early as possible and*** at the latest after 18 months of unemployment should be pursued with a view to significantly reducing and preventing structural unemployment. Youth unemployment and the high rates of young people not in education, employment or training (NEETs), should continue to be addressed through a structural improvement in the school-to-work transition, including through the full implementation of the Youth Guarantee<sup>8</sup>.

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<sup>8</sup> OJ C 120, 26.4.2013, p. 1–6

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<sup>8</sup> OJ C 120, 26.4.2013, p. 1–6

## Amendment 23

### Proposal for a decision

#### Annex – guideline 6 – paragraph 4

##### *Text proposed by the Commission*

Tax reforms to shift taxes away from labour should aim to remove barriers and ***disincentives*** to participation in the labour market, in particular for those furthest away from the labour market. Member States should support an adapted work environment for people with disabilities, including targeted financial support actions and services that enable them to participate in the labour market and in society.

##### *Amendment*

Tax reforms to shift taxes away from labour should aim to remove ***unjustified*** barriers and ***provide incentives*** to participation in the labour market, in particular for those furthest away from the labour market. Member States should support an adapted work environment for people with disabilities, including targeted financial support actions and services that enable them to participate in the labour market and in society ***as a whole***.

Or. en

## Amendment 24

### Proposal for a decision

#### Annex – guideline 6 – paragraph 5

##### *Text proposed by the Commission*

Barriers to participation and career progression should be eliminated to ensure gender equality and increased labour market participation of women, including through equal pay for equal work. The reconciliation of work and family life should be promoted, ***in particular through access to long-term care and affordable quality early childhood education and care***. Member States should ensure that parents and other people with caring responsibilities have access to suitable family leaves and flexible working arrangements in order to balance work and private life, and promote a balanced use of these entitlements between women and

##### *Amendment*

Barriers to participation and career progression should be eliminated to ensure gender equality and increased labour market participation of women, including through equal pay for equal work. The reconciliation of work, ***private*** and family life should be promoted ***for all people***. Member States should ensure that parents and other people with caring responsibilities, have access to suitable family ***and care*** leaves, ***affordable quality long-term care and early childhood education and care*** and flexible ***worker-oriented*** working arrangements in order to balance work and private life, and promote a balanced use of these entitlements

men.

between women and men.

Or. en

## Amendment 25

### Proposal for a decision

#### Annex – guideline 7 – paragraph 1

*Text proposed by the Commission*

***To benefit best from a dynamic and productive workforce and new work patterns and business models***, Member States ***should work together with social partners to implement flexibility and security principles***. They should reduce and prevent segmentation within labour markets, fight undeclared work and foster the transition towards open-ended forms of employment. Employment protection rules, labour law and institutions should all provide a suitable environment for recruitment. The necessary flexibility ***for employers*** to adapt swiftly to changes in the economic context should be ensured, while preserving appropriate security and healthy, safe and well-adapted working environments for workers. Employment relationships that lead to precarious working conditions should be prevented, including by prohibiting the abuse of atypical contracts. Access to effective and impartial dispute resolution and a right to redress, including adequate compensation, should be ensured in case of unfair dismissal.

*Amendment*

Member States should reduce and prevent segmentation within labour markets, fight undeclared work, ***underemployment and zero-hour contracts***, and foster the transition towards open-ended forms of employment. Employment protection rules, labour law and institutions should all provide a suitable environment for recruitment. The necessary flexibility to adapt swiftly to changes in the economic context should be ensured, while preserving appropriate security and ***protection, including in terms of adequate social protection, as well as adequate wages and*** healthy, safe and well-adapted working environments for workers. ***Upward convergence in working conditions should be promoted across the Union***. Employment relationships that lead to precarious working conditions should be prevented, including by prohibiting the abuse of atypical contracts. Access to effective and impartial dispute resolution and a right to redress, including adequate compensation, should be ensured in case of unfair dismissal.

Or. en

## Amendment 26

### Proposal for a decision

#### Annex – guideline 7 – paragraph 2

*Text proposed by the Commission*

Policies should aim to improve and support labour-market matching and transitions. Member States should effectively activate and enable those who can participate in the labour market. Member States should strengthen the effectiveness of active labour-market policies by increasing their targeting, outreach, coverage and **better linking them with** income support, **based on the rights and responsibilities** for the unemployed actively **to seek work**. Member States should aim for more effective public employment services by ensuring timely and tailor-made assistance to support jobseekers, supporting labour-market demand and implementing performance-based management.

*Amendment*

Policies should aim to improve and support labour-market matching and transitions. Member States should effectively activate and enable those who can participate in the labour market **through individual support and integrated services**. Member States should strengthen the effectiveness of active labour-market policies by increasing their **funding**, targeting, outreach, coverage and **ensuring adequate** income support for the unemployed **while** actively **seeking work**. **This includes working with the social partners and other relevant stakeholders**. Member States should aim for more effective **and quality** public employment services by ensuring timely and tailor-made assistance to support jobseekers, supporting labour-market demand and implementing performance-based management.

Or. en

**Amendment 27**

**Proposal for a decision**

**Annex – guideline 7 – paragraph 3**

*Text proposed by the Commission*

Member States should provide the unemployed with adequate unemployment benefits **of reasonable** duration, in line with their contributions and national eligibility rules. Such benefits should **not constitute a disincentive to a quick** return to employment.

*Amendment*

Member States should provide the unemployed with adequate unemployment benefits **for a** duration **that is sufficient to allow them the time needed to find a quality job**, in line with their contributions and national eligibility rules. Such benefits should **be accompanied by incentives for a swift** return to **quality** employment.

Or. en

## Amendment 28

### Proposal for a decision

#### Annex – guideline 7 – paragraph 4

##### *Text proposed by the Commission*

The mobility of learners and workers should be ***promoted*** with the aim of enhancing ***employability*** skills and exploiting the full potential of the European labour market. Barriers to mobility in education and training, in occupational and personal pensions and in the recognition of qualifications should be removed. Member States should take action to ensure that administrative procedures are not a blocking or complicating factor for workers from other Member States in taking up active employment. Member States should also prevent abuses of the existing rules and address potential ‘brain drain’ from certain regions.

##### *Amendment*

The mobility of learners and workers should be ***ensured as a fundamental right and as a matter of free choice*** with the aim of enhancing skills and exploiting the full potential of the European labour market. Barriers to mobility in education and training, in occupational and personal pensions and in the recognition of qualifications should be removed. ***Mobile workers should be supported including by improving their access to and awareness of rights at work.*** Member States should take action to ensure that administrative procedures are not a blocking or complicating factor for workers from other Member States in taking up active employment. Member States should also prevent abuses of the existing rules and address potential ‘brain drain’ from certain regions. ***They should do so by increasing and supporting investment in sectors that have a real potential of generating high-quality employment opportunities such as the green and circular economy or the digital and care sectors.***

Or. en

## Amendment 29

### Proposal for a decision

#### Annex – guideline 7 – paragraph 5

##### *Text proposed by the Commission*

In line with national practices, and in order to achieve more effective social dialogue and better socio-economic outcomes, Member States should ensure the timely and meaningful involvement of social

##### *Amendment*

In line with national practices ***and with the partnership principles***, and in order to achieve more effective social dialogue and better socio-economic outcomes, Member States should ensure the timely and

partners in the design **and** implementation of economic, employment and social reforms and policies, including by providing support for increased capacity of social partners. Social partners should be encouraged to negotiate and conclude collective agreements in matters relevant to them, respecting fully their autonomy and the right to collective action.

meaningful involvement of social partners **and civil society organisations** in the design, implementation **and evaluation** of economic, employment and social reforms and policies **and at all stages of the process**, including by providing support for increased capacity of social partners **and civil society organisations**. **Such involvement has to go beyond the mere consultation of stakeholders**. Social partners should be encouraged to negotiate and conclude collective agreements in matters relevant to them, respecting fully their autonomy and the right to collective action.

Or. en

### Amendment 30

#### Proposal for a decision Annex – guideline 8 – title

*Text proposed by the Commission*

Guideline 8: Promoting equal opportunities for all, fostering social inclusion and combatting poverty

*Amendment*

Guideline 8: Promoting **equality and** equal opportunities for all, fostering social inclusion and combatting poverty

Or. en

### Amendment 31

#### Proposal for a decision Annex – guideline 8 – paragraph 1

*Text proposed by the Commission*

Member States should promote inclusive labour markets, open to all, **by putting in place effective measures to promote equal opportunities for under-represented groups in** the labour market. They should ensure equal treatment regarding employment, social protection, education

*Amendment*

Member States, **in cooperation with local and regional authorities**, should **put in place effective measures to fight all forms of discrimination and to promote equal opportunities for all people to participate in society**. **Such measures should include those promoting** inclusive labour markets,

and access to goods and services, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

open to all, ***including through measures that counter discrimination in access to and on the labour market, to support those who are currently discriminated or under-represented.*** They should ensure equal treatment regarding employment, social protection, education and access to goods and services, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. ***To that end, particular measures to support certain people in vulnerable situations, such as migrants or ethnic minorities are necessary, and need to be backed by adequate funding to prevent any potential competition for resources between the beneficiaries concerned.***

Or. en

## Amendment 32

### Proposal for a decision

#### Annex – guideline 8 – paragraph 2

##### *Text proposed by the Commission*

Member States should ***modernise*** social protection systems to provide effective, efficient and adequate social protection throughout all stages of an individual's life, fostering social inclusion and upward social mobility, incentivising labour market participation and addressing inequalities, including through the design of their tax and benefit systems. The modernisation of social protection systems should lead to better ***accessibility***, sustainability, adequacy and quality.

##### *Amendment*

Member States should ***improve*** social protection systems to provide effective, efficient and adequate social protection throughout all stages of an individual's life, fostering social inclusion and upward social mobility, incentivising labour market participation and addressing inequalities, including through the design of their tax and benefit systems. The modernisation of social protection systems should lead to better ***access, availability***, sustainability, adequacy and quality.

Or. en



## Amendment 33

### Proposal for a decision

#### Annex – guideline 8 – paragraph 3

##### *Text proposed by the Commission*

Member States should develop and implement preventive and integrated strategies through the combination of the three strands of active inclusion: adequate income support, inclusive labour markets and access to quality services. Social protection systems should ensure the right to adequate minimum income benefits for everyone lacking sufficient resources and promote social inclusion by encouraging people to participate actively in *the labour market and* society.

##### *Amendment*

Member States should develop and implement preventive and integrated strategies through the combination of the three strands of active inclusion: adequate income support, inclusive labour markets and access to quality services ***tailored to individual needs***. Social protection systems should ensure the right to adequate minimum income benefits for everyone lacking sufficient resources and promote social inclusion by encouraging people to participate actively in society.

Or. en

## Amendment 34

### Proposal for a decision

#### Annex – guideline 8 – paragraph 4

##### *Text proposed by the Commission*

Affordable, accessible and quality services such as childcare, out-of-school care, education, training, housing, health services and long-term care are essential for ensuring equal opportunities, including for children and young people. Particular attention should be given to fighting poverty, social exclusion, including reducing in-work poverty. Member States should ensure that everyone has access to essential services, including water, sanitation, energy, transport, financial services and digital communications. For those in need ***and vulnerable people***, Member States should ensure access to adequate social housing assistance as well as the right to appropriate assistance and protection against forced eviction.

##### *Amendment*

***Access to and availability of*** affordable, accessible and quality services such as childcare, out-of-school care, education, training, housing, health services, ***rehabilitation*** and long-term care are essential for ensuring equal opportunities, including for children and young people ***as well as ethnic minorities and migrants***. Particular attention should be given to fighting poverty ***and*** social exclusion, including reducing in-work poverty. Member States should ensure that everyone has access to essential services, including water, sanitation, energy, transport, financial services and digital communications. For those in need ***or in a vulnerable situation***, Member States should ensure access to adequate social

Homelessness should be tackled specifically. The specific needs of people with disabilities should be taken into account.

housing assistance as well as the right to appropriate assistance and protection against forced eviction. Homelessness should be tackled specifically. The specific needs of people with disabilities should be taken into account.

Or. en

## Amendment 35

### Proposal for a decision

#### Annex – guideline 8 – paragraph 5

##### *Text proposed by the Commission*

Member States should ensure the right to timely access to affordable health care and long-term care of good quality, while safeguarding sustainability over the long run.

##### *Amendment*

Member States should ensure the right to timely access to affordable **and accessible** health care and long-term care of good quality, while safeguarding sustainability over the long run.

Or. en

## Amendment 36

### Proposal for a decision

#### Annex – guideline 8 – paragraph 6

##### *Text proposed by the Commission*

***In a context of increasing longevity and demographic change***, Member States should secure the sustainability and adequacy of pension systems for women and men, providing equal opportunities for workers and the self-employed, ***of both sexes***, to acquire pension rights, ***including through supplementary schemes*** to ensure living in dignity. Pension reforms should be supported by measures that extend working lives ***and raise the effective retirement age, such as limiting early exit from the labour market and increasing the statutory retirement age to reflect life***

##### *Amendment*

Member States should secure the sustainability and adequacy of pension systems for women and men, providing equal opportunities for ***all*** workers and the self-employed to acquire ***adequate statutory*** pension rights to ensure living in dignity ***as well as aiming to ensure adequate retirement income which is at least above poverty level. Equal access to supplementary schemes should be provided, that can serve as a top-up of solid statutory pensions. Member States should provide adequate pension credits to persons who have spent time outside***

*expectancy gains*. Member States should establish a constructive dialogue with the relevant stakeholders, and allow an appropriate phasing in of *the* reforms.

*the labour market for the purpose of providing care on an informal basis*. Pension reforms should be *framed within active ageing strategies and* supported by measures that extend working lives *for those wishing to work longer*. Member States should establish a constructive dialogue with the relevant stakeholders, and allow an appropriate phasing in of *all* reforms.

Or. en