

# EUROPEAN PARLIAMENT

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## **REPORT**

on the proposal for a Council decision on guidelines for the employment policies of the Member States  
(COM(2007)0803 PART V – C6-0031/2008 – 2007/0300(CNS))

Committee on Employment and Social Affairs

Rapporteur: Anne Van Lancker

### ***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.)

### ***Amendments to a legislative text***

In amendments by Parliament, amended text is highlighted in ***bold italics***. Highlighting in *normal italics* is an indication for the relevant departments showing parts of the legislative text for which a correction is proposed, to assist preparation of the final text (for instance, obvious errors or omissions in a given language version). These suggested corrections are subject to the agreement of the departments concerned.

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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(2007)0803 PART V – C6-0031/2008 – 2007/0300(CNS))**

**(Consultation procedure)**

*The European Parliament,*

- having regard to the Commission proposal to the Council (COM(2007)0803, PART V),
  - having regard to Article 128(2) of the EC Treaty, pursuant to which the Council consulted Parliament (C6-0031/2008),
  - having regard to Rule 51 of its Rules of Procedure,
  - having regard to the report of the Committee on Employment and Social Affairs and the opinion of the Committee on Women's Rights and Gender Equality (A6-0172/2008),
1. Approves the Commission proposal as amended;
  2. Calls on the Commission to alter its proposal accordingly, pursuant to Article 250(2) of the EC Treaty;
  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 amend the Commission proposal substantially;
  5. Instructs its President to forward its position to the Council and the Commission.

Text proposed by the Commission

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Amendments by Parliament

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### **Amendement 1**

#### **Proposal for a regulation**

##### **Recital 2**

(2) The examination of the Member States' National Reform Programmes contained in the Commission's Annual Progress Report and in the draft Joint Employment Report shows that Member States should continue to make every effort to address the priority areas of

(2) The examination of the Member States' National Reform Programmes contained in the Commission's Annual Progress Report and in the draft Joint Employment Report shows that Member States should continue to make every effort to ***achieve full employment, enhance job quality and equal opportunities, bring about social cohesion and*** address the priority areas of:

- attracting and retaining more people in employment, increasing labour supply and modernising social protection systems,

- improving adaptability of workers and enterprises, and

- increasing investment in human capital through better education and skills.

- ***creating more and quality jobs***, attracting and retaining more people in ***quality*** employment, increasing labour supply and modernising social protection systems ***and ensuring inclusive labour markets***,

- improving adaptability ***and security*** of workers and enterprises ***in order to promote a flexible labour market***, and ***promoting worker employability by means of lifelong learning and the accreditation of acquired skills***,

- increasing investment in human capital through better education and skills ***and expansion of lifelong learning opportunities***, and

- ***promoting mobility of workers across the European labour market***.

## Amendment 2

### Proposal for a decision

#### Recital 3

*Text proposed by the Commission*

(3) In the light of both the Commission's examination of the National Reform Programmes and the European Council conclusions, the focus should be on effective and timely implementation, paying special attention to the agreed quantitative targets and benchmarks, ***and*** in line with the conclusions of the European Council.

*Amendment*

(3) In the light of both the Commission's examination of the National Reform Programmes and the European Council conclusions, the focus should be on ***strengthening the social dimension of the Employment Guidelines and their*** effective and timely implementation, paying special attention to the agreed ***qualitative and*** quantitative targets and benchmarks in line with the conclusions of the European Council.

## Amendment 3

### Proposal for a decision

#### Recital 5

*Text proposed by the Commission*

(5) Member States should take the Employment Guidelines into account when

*Amendment*

(5) Member States should take the Employment Guidelines into account when

implementing programmed Community funding, in particular of the European Social Fund.

implementing programmed Community funding, in particular of the European Social Fund, *the European Regional Development Fund and the European Globalisation Adjustment Fund.*

#### Amendment 4

##### Proposal for a regulation Recital 6

*Text proposed by the Commission*

(6) In view of the integrated nature of the guideline package, Member States should fully **implement** the Broad Economic Policy Guidelines.

*Amendment*

(6) In view of the integrated nature of the guideline package, Member States should **take the employment guidelines fully into account when implementing** the Broad Economic Policy Guidelines.

#### Amendment 5

##### Proposal for a regulation Article 2 a (new)

**1. In implementing the guidelines, the Member States shall:**

**- take into account requirements linked to the promotion of a high level of employment, the guarantee of adequate social protection, the fight against social exclusion, and a high level of education, training and protection of human health, and**

**- aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age, or sexual orientation.**

**2. The Member States shall ensure strengthened interaction between the guidelines and the open method of coordination on the Social Protection and Social Inclusion Process.**

**3. Member States, in cooperation with the social partners and in accordance with the national tradition of each Member**

*State, shall examine and report in their National Reform Plans on how to improve compliance with and implementation of the principles and rules of European social legislation, agreements between the social partners and the fundamental principles of equal treatment and non-discrimination.*

## Amendment 6

### Proposal for a decision

#### Annex – introductory part – paragraph -1 (new)

*Text proposed by the Commission*

*Amendment*

*The employment guidelines form part of the Integrated Guidelines for 2008-2010, which are based on three pillars: macroeconomic policies, microeconomic reforms and employment policies. Those pillars, together, contribute to achieving the objectives of sustainable expansion and employment and strengthen social cohesion.*

## Amendment 7

### Proposal for a decision

#### Annex – introductory part – paragraph 1

*Text proposed by the Commission*

*Amendment*

Member States, in cooperation with the social partners, *shall* conduct their policies with a view to implementing the objectives and priorities for action specified below so that more and better jobs support an inclusive labour market. Reflecting the Lisbon strategy and taking into account the common social objectives, the Member States' policies *shall* foster in a balanced manner:

Member States, in cooperation with the social partners ***and other stakeholders, and while respecting national traditions,*** *will* conduct their policies with a view to implementing the objectives and priorities for action specified below so that more and better jobs ***and a better trained and more specialised workforce*** support an inclusive labour market. Reflecting the Lisbon strategy and taking into account the common social objectives, the Member States' policies *will* foster in a balanced manner:



## Amendment 8

### Proposal for a decision

#### Annex – introductory part – paragraph 1 – indent 1

Full employment: Achieving full employment, and reducing unemployment and inactivity, by increasing the demand for and supply of labour through an integrated flexicurity approach is vital to sustain economic growth and reinforce social cohesion. This requires policies that address simultaneously the flexibility of labour markets, work organisation and labour relations, and employment security and social security;

Full employment: Achieving full employment, and reducing unemployment and inactivity, by increasing the demand for and supply of labour through an integrated flexicurity approach is vital to sustain economic growth and reinforce social cohesion. This requires policies that address simultaneously the flexibility of labour markets, work organisation and labour relations, *reconciliation of work and family life*, and employment security and social security;

## Amendment 9

### Proposal for a decision

#### Annex – introductory part – paragraph 1 – indent 2

Improving quality and productivity at work: Efforts to raise employment rates go hand in hand with improving the attractiveness of jobs, quality at work, labour productivity growth, reducing segmentation and the proportion of working poor. Synergies between quality at work, productivity and employment should be fully exploited;

Improving quality and productivity at work: Efforts to raise employment rates go hand in hand with improving the attractiveness of jobs, quality at work, labour productivity growth, reducing segmentation, *gender inequality*, and the proportion of working poor. Synergies between quality at work, productivity and employment should be fully exploited;

## Amendment 10

### Proposal for a decision

#### Annex – introductory part – paragraph 2

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market in line with the European Pact for Gender Equality. This will assist Member States in addressing the demographic challenge. As part of a new intergenerational approach, particular attention should be paid to the

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market, *focusing on unequal pay in particular*, in line with the European Pact for Gender Equality. This will assist Member States in addressing the demographic challenge. As part of a new intergenerational approach,

situation of young people, implementing the European Youth Pact, and to promoting access to employment throughout working life. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, including disabled people, as well as between third-country nationals and EU citizens, in line with any national targets.

particular attention should be paid to the situation of young people, implementing the European Youth Pact, and to promoting access to employment throughout working life, **also for older workers**. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, including disabled people, as well as between third-country nationals and EU citizens, in line with any national targets. ***This will assist Member States in addressing the demographic challenge.***

## **Amendment 11**

### **Proposal for a regulation**

#### **Annex - paragraph following guideline 17 – indent 1**

- attract and retain more people in employment, increase labour supply **and** modernise social protection systems,

- attract and retain more people in **quality** employment **by facilitating reconciliation of work and family life**, increase labour supply **by enhancing employability**, modernise social protection systems **and ensure inclusive labour markets**,

## **Amendment 12**

### **Proposal for a decision**

#### **Annex – paragraph following guideline 17 – indent 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***- promote active social integration for all in order to combat poverty and social exclusion by ensuring a decent income and quality social services together with access to the employment market through opportunities for recruitment and initial or ongoing vocational training.***

## **Amendment 13**

### **Proposal for a regulation**

#### **Annex - paragraph following guideline 17 – indent 2**

- improve adaptability of workers and enterprises,

- improve adaptability **and security** of workers and enterprises,

## **Amendment 14**

**Proposal for a decision**  
**Annex – paragraph following guideline 17 – indent 3**

*Text proposed by the Commission*

- increase investment in human capital through better education and skills§

*Amendment*

- increase investment in human capital through better education and skills **and adapt education and training systems to new competence requirements,**

**Amendment 15**

**Proposal for a decision**  
**Annex – paragraph following guideline 17 – indent 3 a (new)**

*Text proposed by the Commission*

*Amendment*

**- increase and improve investment in research, science and innovation,**

**Amendment 16**

**Proposal for a decision**  
**Annex – paragraph following guideline 17 – indent 3 b (new)**

*Text proposed by the Commission*

*Amendment*

**- eliminate all forms of sex discrimination in the workplace.**

**Amendment 17**

**Proposal for a regulation**  
**Annex - section 1 - title**

1. Attract and retain more people in employment, increase labour supply and modernise social protection systems

1. Attract and retain more people in **quality** employment, increase labour supply and modernise social protection systems **and ensure inclusive labour markets**

**Amendment 18**

**Proposal for a decision**  
**Annex – section 1 – paragraph 1**

*Text proposed by the Commission*

Raising employment levels is the most effective means of generating economic growth and promoting socially inclusive economies whilst ensuring a safety net for those unable to work. Promoting a lifecycle approach to work and modernising social protection systems to ensure their adequacy, financial sustainability and responsiveness to changing needs in society are all the more necessary because of the expected decline in the working-age population. Special attention should be paid to tackling the persistent employment gaps between women and men, further increasing the employment rates of older workers and young people, as part of new intergenerational approach, and the promoting active inclusion of those most excluded from the labour market. Intensified action is also required to improve the situation of young people in the labour market and to significantly reduce youth unemployment, which is on average double the overall unemployment rate.

**Amendment 19**

**Proposal for a decision**  
**Annex – section 1 – paragraph 2**

*Text proposed by the Commission*

The right conditions must be put in place to facilitate progress in employment, whether it is *first time* entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working conditions access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and

*Amendment*

Raising employment levels is the most effective means of generating economic growth and promoting socially inclusive economies whilst ensuring a safety net for those unable to work. Promoting a lifecycle approach to work and modernising social protection systems to ensure their adequacy, financial sustainability and responsiveness to changing needs in society are all the more necessary because of the expected decline in the working-age population. Special attention should be paid to tackling the persistent employment gaps between women and men ***and sex-based pay differentials***, further increasing the employment rates of older workers and young people, as part of new intergenerational approach, and the promoting active inclusion of those most excluded from the labour market. Intensified action is also required to improve the situation of young people, ***in particular the unskilled***, in the labour market and to significantly reduce youth unemployment, which is on average double the overall unemployment rate.

*Amendment*

The right conditions must be put in place, ***including through the appropriate development of human capital and the social working environment***, to facilitate progress in employment, whether it is *first-time* entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working

incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is a useful *benchmarks*. The increase in the average employment rate of parents, especially single parents, requires measures to support families. In particular, Member States should take account of the special needs of single parents and families with many children. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a *five year* increase at EU level (compared to 59.9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens, increasing labour productivity and prolonging working life.

conditions, access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is a useful *benchmark*. The increase in the average employment rate of parents, especially single parents, requires measures to support families. In particular, Member States should take account of the special needs of single parents and families with many children. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a *five-year* increase at EU level (compared to 59,9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens, increasing labour productivity and prolonging working life.

## Amendment 20

### Proposal for a decision

#### Annex – section 1 – paragraph 3

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

The implementation of the European Youth Pact should also be a contribution to a lifecycle approach to work in particular by facilitating transition from education to the labour market.

##### *Amendment*

The implementation of the European Youth Pact, ***the European Gender Equality Agreement and the approval relating to the establishment of European Alliance for Families*** should also be a contribution to a lifecycle approach to work in particular by facilitating transition from education to the labour market. ***Individual measures should be taken to provide young people who have had fewer opportunities with an equal chance of***

*social and vocational integration.*

## Amendment 21

### Proposal for a decision Annex – section 1 – guideline 18

*Text proposed by the Commission*

Guideline 18. Promote a lifecycle approach to work through:

- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact,

- resolute action to increase female participation and reduce gender gaps in employment, unemployment and pay,

- better reconciliation of work and private

*Amendment*

Guideline 18. Promote a lifecycle approach to work through:

- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact, ***whilst combating sex discrimination,***

***- measures to ensure that people combining work and care are not penalised later in life as regards pensions and social security benefits,***

***- measures to enable persons who lose their job later in life to get back to work, and action to eradicate age-based discrimination, aimed in particular at people over the age of 40 and including forms of self-employment and self-organisation,***

- resolute action to increase female participation and reduce gender gaps in employment, unemployment and ***vocational training, to ensure equal pay and promote gender equality, including measures strengthening equal opportunities and increasing the employment rate for women as called for in the European Pact for Gender Equality,***

***- particular focus on the different impact of benefits systems on men and women and review of any benefit structures that impact negatively on women's participation in the labour force,***

- better reconciliation of work and private

life and the provision of accessible and affordable childcare facilities and care for other dependants,

- support for active ageing, including appropriate working conditions, improved (occupational) health status and adequate incentives to work and **discouragement of early retirement**,

- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives.

See also integrated guideline 'To safeguard economic and fiscal sustainability as a basis for increased employment'(No 2).

**and family** life and the provision of accessible and affordable **quality** childcare facilities and care for other dependants **including parental and other leave schemes**,

- **paying particular attention to women and men considering a return to paid work after an absence and examining how gradually to eliminate obstacles to such return without loss of job quality**,

- support for active ageing, including appropriate working conditions, improved occupational health status and adequate incentives to work and **encouraging workers to prolong their working lives if they wish to retire later**,

- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives.

See also integrated guideline 'To safeguard economic and fiscal sustainability as a basis for increased employment'(No 2).

## Amendment 22

### Proposal for a decision

#### Annex – section 1 – paragraph following guideline 18

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

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered **a new start** in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4 months by 2010; for adult people at most 12 months. Policies aiming at offering active labour market measures to the long-

##### *Amendment*

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered **the possibility of employment, an apprenticeship, further training or other measures leading to employment** in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4 months by 2010; for adult

term unemployed should be pursued, taking into consideration the participation rate benchmark of 25 % in 2010. Activation should be in the form of training, retraining, work practice, a job or other employability measure, combined where appropriate with *on-going* job search assistance. Facilitating access to employment for job seekers, preventing unemployment and ensuring that those who become unemployed remain closely connected to the labour market and employable are essential to increase participation, and combat social exclusion. This is also in line with a flexicurity approach. Attaining these objectives requires removing barriers to the labour market by assisting with effective job searching, facilitating access to training and other active labour market measures, ensuring affordable access to basic services and providing adequate levels of minimum resources to all. This approach should, at the same time, ensure that work pays for all workers, as well as *remove* unemployment, poverty and inactivity traps. Special attention should be paid to promoting the inclusion of disadvantaged people, including low-skilled workers, in the labour market, including through the expansion of social services and the social economy, as well as the development of new sources of jobs in response to collective needs. Combating discrimination, promoting access to employment for disabled people and integrating immigrants and minorities are particularly essential.

people at most 12 months. Policies aiming at offering active labour market measures to the long-term unemployed should be pursued, taking into consideration the participation rate benchmark of 25 % in 2010. Activation should be in the form of training, retraining, work practice, a job or other employability measure, combined where appropriate with *ongoing* job search assistance. Facilitating access to employment for job seekers, preventing unemployment and ensuring that those who become unemployed remain closely connected to the labour market and employable are essential to increase participation, and combat social exclusion. This is also in line with a flexicurity approach. Attaining these objectives requires removing barriers to the labour market by assisting with effective job searching, facilitating access to training and other active labour market measures, ensuring affordable access to basic services and providing adequate levels of minimum resources to all, ***while implementing the principle of fair remuneration as an economic incentive to work***. This approach should, at the same time, ensure that work pays for all workers ***and that the principle of 'equal pay for work of equal value' is upheld***, as well as *removing* unemployment, poverty and inactivity traps. Special attention should be paid to promoting the inclusion of disadvantaged people, including low-skilled workers, in the labour market, including through the expansion of social services and the social economy, as well as the development of new sources of jobs in response to collective needs. Combating discrimination, promoting access to employment for ***women and*** disabled people and integrating immigrants and minorities are particularly essential. ***Local best practices relating to the experience of social cooperatives, and all forms of corporate social responsibility should be taken into account.***



## Amendment 23

### Proposal for a decision

#### Annex – section 1 – guideline 19 – indent 3

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

- development of new sources of jobs in services for individuals and businesses, notably at local level.

##### *Amendment*

- development of new sources of jobs in services for individuals and businesses, ***the not-for-profit sector and the social economy***, notably at local level.

## Amendment 24

### Proposal for a decision

#### Annex - section 1 - guideline 19 a (new)

***Guideline 19a. Ensure the active social integration of all and tackle poverty and social exclusion by guaranteeing a decent income and better access to quality social services together with better access to the labour market through the expansion of job opportunities and initial or ongoing vocational training.***

## Amendment 25

### Proposal for a decision

#### Annex – section 1 – guideline 20 – indent 2 a (new)

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

##### *Amendment*

***- promoting stakeholder partnership models to enhance the local and regional potential to be tapped in local entities, employing open, participatory forms of organisation,***

## Amendment 26

**Proposal for a decision**  
**Annex – section 1 – guideline 20 – indent 4 a (new)**

*Text proposed by the Commission*

*Amendment*

*- preventing the brain drain from peripheral regions of the European Union or from Member States through regional economic, social and structural investment,*

**Amendment 27**

**Proposal for a decision**  
**Annex – section 2 – title**

*Text proposed by the Commission*

*Amendment*

2. Improve adaptability of workers and enterprises,

2. Improve adaptability **and security for** workers and enterprises (**boosting job security**)

**Amendment 28**

**Proposal for a decision**  
**Annex – section 2 – guideline 21**

*Text proposed by the Commission*

*Amendment*

Promote flexibility combined with employment security and reduce labour market segmentation, having due regard to the role of the social partners, through:

Promote flexibility combined with security and reduce labour market segmentation, having due regard to the role of the social partners **and taking into account the following key components:**

*- flexible and reliable contractual arrangements through modern labour laws, collective agreements and work organisation,*

*- comprehensive lifelong learning strategies to ensure the continual adaptability and employability of workers, particularly the most vulnerable,*

*- effective active labour market policies (ALMP) not involving an active early-*

*retirement policy, but, rather, integrating older and experienced workers into working life to a greater extent, in order to help people cope with rapid change and reduce periods of unemployment and to ease transition to new jobs,*

*- modern social security systems that provide adequate income support, encourage employment and facilitate labour market mobility,*

*This also involves:*

*- the adaptation of employment legislation, reviewing where necessary the different contractual and working time arrangements and guaranteeing core employment rights, regardless of employment status with the aim of promoting stable employment relationships with contracts of indefinite duration remaining the general rule,*

*- applying preventive measures, backed up by penalties, to address the issue of undeclared work, with a view to reducing the prevalence of non-legal forms of work, via the reinforcement and capacity development of the specialist workplace inspection bodies,*

*- better anticipation and positive management of change, including economic restructuring, notably changes linked to trade opening, so as to minimise their social costs and facilitate adaptation,*

*- the promotion and dissemination of innovative and adaptable forms of work organisation, with a view to improving quality and productivity at work, including workplace health and safety and the provision of reasonable accommodation for disabled people,*

*- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility,*

*- paying particular attention to obstacles that hinder women who wish to set up new businesses or become self-employed, with a view to their removal.*

- the adaptation of employment legislation, reviewing where necessary the different contractual and working time arrangements,

- *addressing* the issue of undeclared work,

- better anticipation and positive management of change, including economic restructuring, notably changes linked to trade opening, so as to minimise their social costs and facilitate adaptation,

- the promotion and dissemination of innovative and adaptable forms of work organisation, with a view to improving quality and productivity at work, including health and safety,

- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility.

***The Member States should implement their own pathways based on the common principles of flexicurity adopted by the Council.***

***The involvement of the social partners in the design and implementation of flexicurity policies through the social dialogue and collective bargaining is of crucial importance.***

See also integrated guideline ‘To promote greater coherence between macroeconomic, structural and employment policies’ (No 5).

See also integrated guideline ‘To promote greater coherence between macroeconomic, structural and employment policies’ (No 5).

## **Amendment 29**

### **Proposal for a decision**

#### **Annex – section 2 – paragraph following guideline 21**

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

To maximise job creation, preserve competitiveness and contribute to the general economic framework, overall wage developments should be in line with productivity growth over the economic cycle and should reflect the labour market situation. The gender pay gap should be reduced. Particular attention should be given to the low level of wages in professions and sectors which tend to be dominated by women and to the reasons which lead to reduced earnings in professions and sectors in which women become more prominent. Efforts to reduce non-wage labour costs and to review the tax wedge may also be needed to facilitate job creation, especially for low-wage employment.

##### *Amendment*

To maximise job creation, preserve competitiveness and contribute to the general economic framework, overall wage developments should be in line with productivity growth over the economic cycle and should reflect the labour market situation. The gender pay gap should be reduced. Particular attention should be given, ***with a view to narrowing the pay gap between the sexes***, to the low level of wages in professions and sectors which tend to be dominated by women and to the reasons which lead to reduced earnings in professions and sectors in which women become more prominent. Efforts to reduce non-wage labour costs and to review the tax wedge may also be needed to facilitate job creation, especially for low-wage employment.

## **Amendment 30**

### **Proposal for a decision**

#### **Annex – section 2 – guideline 22 – indent 1**

*Text proposed by the Commission*

- encouraging social partners within their own areas of responsibility to set the right framework for wage bargaining in order to reflect productivity and labour market challenges at all relevant levels and to avoid gender pay gaps,

*Amendment*

- encouraging social partners within their own areas of responsibility to set the right framework for wage bargaining in order to reflect productivity and labour market challenges at all relevant levels, **to guarantee European citizens sufficient purchasing power** and to avoid gender pay gaps **and growing inequalities**,

### **Amendment 31**

#### **Proposal for a decision**

#### **Annex – section 3 – paragraph 1**

*Text proposed by the Commission*

Europe needs to invest more and more effectively in human capital. Too many people fail to enter, progress or remain in the labour market because of a lack of skills, or due to skills mismatches. To enhance access to employment for men and women of all ages, raise productivity levels, innovation and quality at work, the EU needs higher and more effective investment in human capital and lifelong learning in line with the flexicurity concept for the benefit of individuals, enterprises, the economy and society.

*Amendment*

Europe needs to invest more and more effectively in human capital. Too many people fail to enter, progress or remain in the labour market because of a lack of skills, or due to skills mismatches. To enhance access to employment **on the basis of equal opportunities** for men and women of all ages, raise productivity levels, innovation and quality at work, **and assist workers in adapting to new conditions arising from rapid change**, the EU needs higher and more effective investment in human capital and **lifelong professional training, via access to the various forms of** lifelong learning in line with the flexicurity concept for the benefit of individuals, enterprises, the economy and society.

### **Amendment 32**

#### **Proposal for a decision**

#### **Annex – section 3 – guideline 23**

*Text proposed by the Commission*

Guideline 23. Expand and improve

*Amendment*

Guideline 23. Expand **lifelong learning opportunities** and improve investment in

investment in human capital through:

- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training,

- **significantly** reducing the number of early school leavers,

- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers.

See also integrated guideline ‘To increase and improve investment in R & D, in particular by private business’ (No 7).

### **Amendment 33**

#### **Proposal for a decision**

#### **Annex – section 3 – paragraph following guideline 23**

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

Setting ambitious objectives and increasing the level of investment by all actors is not enough. To ensure that supply meets demand in practice, lifelong learning systems must be affordable, accessible and responsive to changing needs. Adaptation and capacity-building of education and training systems is necessary to improve their labour market relevance, their

PE400.670v02-00

human capital through:

- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training,

- reducing the number of early school leavers ***to as great an extent as possible in order to prevent pupils from leaving school without qualifications and thereby running a high risk of unemployment,***

- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers,

***- ensuring the conditions for facilitating access by women to education, continuing training and lifelong learning, in particular access to training and the necessary qualifications for careers,***

See also integrated guideline ‘To increase and improve investment in R & D, in particular by private business’ (No 7).

##### *Amendment*

Setting ambitious objectives and increasing the level of investment by all actors is not enough. To ensure that supply meets demand in practice, lifelong learning systems must be affordable, accessible and responsive to changing needs. Adaptation and capacity-building of education and training systems is necessary to improve their labour market relevance, their

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responsiveness to the needs of the knowledge-based economy and society **and** their efficiency and **equity**. ICT can be used to improve access to learning and better tailor it to the needs of employers and employees. Greater mobility for both work and learning purposes is also needed to access job opportunities more widely in the EU at large. The remaining obstacles to mobility within the European labour market should be lifted, in particular those relating to the recognition and transparency and use of qualifications and learning outcomes, notably through the implementation of the European Qualifications Framework. It will be important to make use of the agreed European instruments and references to support reforms of national education and training systems, as is laid down in the Education and Training 2010 Work Programme.

responsiveness to the needs of the knowledge-based economy and society, their efficiency and ***their accessibility and availability on an equitable basis. Access to education and training for men and women of all ages and the matching of needs with skills and with the education and training provided by the public and private sector, must be accompanied by a system of lifelong careers guidance.*** ICT can be used to improve access to learning and better tailor it to the needs of employers and employees. Greater mobility for both work and learning purposes is also needed to access job opportunities more widely in the EU at large. The remaining obstacles to mobility within the European labour market should be lifted, in particular those relating to the recognition and transparency and use of qualifications and learning outcomes, notably through the implementation of the European Qualifications Framework. It will be important to make use of the agreed European instruments and references to support reforms of national education and training systems, as is laid down in the Education and Training 2010 Work Programme.

#### **Amendment 34**

##### **Proposal for a decision**

##### **Annex – section 3 – guideline 24 – indent 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***- enabling educational techniques and teaching content to be passed on through successive generations of teachers,***

#### **-Amendment 35**

**Proposal for a decision**  
**Annex – Section 3 – Guideline 24 – indent 3 a (new)**

*Text proposed by the Commission*

*Amendment*

**- providing for foreign language learning as part of initial and lifelong training.**

*Justification*

*Proficiency in a number of languages is necessary in the European Union and in a multipolar world in order to facilitate worker mobility.*

**Amendment 36**

**Proposal for a decision**  
**Annex 1 a (new)**

*Text proposed by the Commission*

*Amendment*

**ANNEX 1a**

***Targets and benchmarks***

***The following targets and benchmarks were agreed in the context of the European Employment Strategy:***

- that every unemployed person is offered a new start before reaching 4 months of unemployment in the case of young people and 12 months in the case of adults in the form of training, retraining, work practice, a job or other employability measure, combined where appropriate with on-going job search assistance,***
- that 25% of the long-term unemployed should participate by 2010 in an active measure in the form of training, retraining, work practice, or another employability measure, with the aim of achieving the average of the three most advanced Member States,***
- that jobseekers throughout the EU are able to consult all job vacancies advertised through Member States' employment services, in order to promote mobility of jobseekers on the European labour market,***



- *an increase by five years, at EU level, of the effective average exit age from the labour market by 2010 (compared to 59,9 in 2001),*
- *the provision of childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years of age,*
- *an EU average rate of no more than 10% early school leavers,*
- *that at least 85% of 22-year olds should have completed upper secondary education by 2010,*
- *that the EU average level of participation in lifelong learning should be at least 12.5% of the adult working-age population (25 to 64 age group).*

## EXPLANATORY STATEMENT

In its strategic report on the renewed Lisbon strategy for growth and jobs of 11 December 2007, the Commission concludes that the Lisbon Strategy for Growth and Jobs is working. It proposes to the Spring Council 2008 to reaffirm the current guidelines for growth and jobs, including the employment guidelines, for the next cycle 2008-2010 and to focus on strengthening their implementation in Member States' National Reform Programmes.

Your draftswoman shares the view that the renewed Lisbon Strategy is beginning to deliver results. According to the European Commission's latest economic forecasts, GDP growth in the EU has risen from 1,8 % in 2005 and is expected to increase to 2,9% in 2007 and to 2,4% in 2008. In 2007, 3.6 million new jobs were created in the EU and 4.5 million jobs are expected to be created in the period 2008-2009. The employment rate is currently around 65% of the total working-age population and is expected to move above 66% in 2009, whereas the unemployment rate is expected to move from 8.9% in 2005 to 7.3% in 2007 and 7.1% in 2008. However, following the recent turbulences on the financial markets in the US and - to a somewhat lesser extent - in the EU, the estimated EU growth figures may have to be slightly moderated. Therefore, the EU needs to enhance its efforts to reinforce the so called knowledge triangle (research, education and innovation) at the heart of the Lisbon Strategy in order to create a growth dynamic of its own.

Moreover, your draftswoman is of the opinion that the renewed Lisbon Strategy is not delivering for all European citizens. Particular attention needs to be drawn to the fact that 6 million young people in the EU currently leave school early. That's 15% of all young people between 18 and 24. In 2006, youth unemployment represented 40% of total unemployment in the EU. Furthermore, 2006 unemployment rates were almost twice as high for non-EU nationals as for EU nationals. People with the lowest incomes are also hit: 78 million people - or 16 % of the total EU population - are poor or are at risk-of-poverty. The fact that there are 14 million working poor in the EU also shows that the Lisbon Strategy for growth and jobs is not delivering on social inclusion.

Furthermore, the renewed Lisbon Strategy may have delivered more jobs but not always better jobs. Recent EUROSTAT figures show that the amount of fixed-term contracts and part-time employment in the EU as a whole has not decreased but that it is still gradually increasing. Whereas the amount of persons employed part-time moved from 16.2% to 18.1% between 2000 and 2006, the share of employees with a contract of limited duration has grown from 12,3% to 14.4%. Even more importantly, the share of involuntary fixed-term contracts in the EU between 2000-2005 has also increased to reach 7,5% for women and 6,7% for men. In 2005, almost a third of women and men employees aged under 30 had fixed-term contracts and around 40% of these were employed in fixed-term jobs involuntarily. Furthermore, EUROSTAT estimates point out that public expenditure on active labour market policy measures has slightly decreased over the last few years: for the EU -15 from 0,701% of GDP in 2003 to 0,64% in 2004 and 0,544% in 2005 and for the entire EU from 0,62% in 2004 to 0,525% in 2005. These figures show that Member States are currently not working towards a balanced "flexicurity" approach.

Your draftswoman strongly supports the request of the European Spring Council 2007 that the

common social objectives of Member States should be better taken into account within the Lisbon agenda, in order to ensure the continuing support for European integration by the Union's citizens. The European Spring Council also stressed the need to fight poverty and social exclusion, especially child poverty, and to give all children equal opportunities, in order to strengthen social cohesion. Given the fact that the current Lisbon Strategy is not delivering on social inclusion, your draftswoman recommends reorienting the current Lisbon strategy on Growth and Jobs towards a strategy based on growth, jobs and inclusion. In this respect, she would like to refer to the commitment of the European Council of 15 and 16 June 2006 adopting the renewed EU Sustainable Development Strategy to make use of synergies between the Lisbon Strategy for growth and jobs and the EU Sustainable Development Strategy. These two strategies recognise that economic, social and environmental objectives can reinforce each other and should advance together. One of the key challenges of the EU Sustainable Development Strategy is the creation of a socially inclusive society whereby operational objectives and targets are put forward in order to reduce the number of people at risk of poverty and social exclusion, to significantly increase the labour market participation of women, older workers and migrants and to promote increased employment of young people. In line with the renewed EU Sustainable Development Strategy and the Council conclusions of 2007 on the Lisbon agenda, your draftswoman is of the opinion that it is essential to promote the adoption of common social standards at EU level as well as better implementation of the existing ones, to raise efforts to tackle work-in-poverty and to establish a link between the integrated guidelines on the one hand and the open method of coordination on social protection and social inclusion on the other hand. The introduction of new commitments within the guidelines allows strengthening the social dimension of the renewed Lisbon Strategy.

In order to ensure that the renewed Lisbon Strategy would not only deliver more jobs but also better jobs, this report strongly recommends integrating a balanced "flexicurity" approach in the employment guidelines themselves. This report builds on the report of the European Parliament prepared by Ole Christensen and adopted in plenary on 29 November 2007 which proposed to the European Council to adopt a balanced set of common principles based on the creation of quality of employment and the strengthening of the values of the European social model. It also takes into account the conclusions of the EPSCO Council of 5-6 December 2007 in which a number of common principles of flexicurity were adopted. In line with the recommendations of the social partners and the report of the European Parliament, the Council expressly recognised the importance of a solid, integrated and balanced "flexicurity" approach. Your draftswoman also welcomes the fact that the EPSCO Council invited the Commission to take the necessary steps to secure favourable conditions for a balanced implementation of the flexicurity approach by Member States and to launch a public initiative in close cooperation with the European social partners in order to facilitate the ownership of the principles by the relevant stakeholders on the labour market, and to raise the awareness of citizens of flexicurity, its underlying logic, its main elements and its implications.

Your draftswoman would like to stress the crucial importance of partnerships between governments at local, regional and national level, national parliaments, social partners and civil society in the implementation of the employment guidelines. A better involvement of all stakeholders will improve the results of the employment strategy and enhance the public debate.

Your draftswoman expresses her disappointment over the fact that the Lisbon Community

Programme 2008-2010 contains only limited concrete commitments in the social field. Therefore, she urges the Commission to adopt an ambitious renewed Social Agenda by mid-2008 which should form an integrative and important part of the Lisbon Strategy. The renewed social agenda should not only cover education, migration and demographic evolutions and help to address the skills gap, but should also contain clear commitments to strengthen the European Social Acquis in order to improve the quality of employment and to fight social exclusion, discrimination and poverty.

In the light of the above, your draftswoman concludes that the current employment guidelines do not need a complete revision but rather need to be amended on very particular points. Although she supports the amendments of the Commission to the explanatory texts of the Employment guidelines, your draftswoman also calls for the revision of the guidelines themselves in order to increase the visibility of the needed changes. The proposed list of amendments to the employment guidelines relates in particular to strengthening the social dimension of the Lisbon strategy (and the visibility thereof), to the quality of employment in the guidelines through the introduction of a balanced flexicurity approach and to the introduction of a clause on active inclusion. Your draftswoman welcomes the fact that the European Commission includes the targets and benchmarks in the framework of the European Employment Strategy in the explanatory texts. For reasons of visibility, she recommends however that these targets and benchmarks also remain enlisted as an annex to the guidelines

7.4.2008

## OPINION OF THE COMMITTEE ON WOMEN'S RIGHTS AND GENDER EQUALITY

for the Committee on Employment and Social Affairs

on the proposal for a Council decision on guidelines for the employment policies of the Member States

(COM(2007)0803 PART V – C6-0031/2008 – 2007/0300(CNS))

Draftswoman: Claire Gibault

### AMENDMENTS

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

#### Amendment 1

##### Proposal for a decision

##### Recital 2

*Text proposed by the Commission*

(2) The examination of the Member States' National Reform Programmes contained in the Commission's Annual Progress Report and in the draft Joint Employment Report shows that Member States should continue to make every effort to **address** the priority areas of

- attracting and retaining more people in employment, increasing labour supply **and**

*Amendment*

(2) The examination of the Member States' National Reform Programmes contained in the Commission's Annual Progress Report and in the draft Joint Employment Report shows that Member States should continue to make every effort to **increase the employment rate, particularly that of women and older workers, in** the priority areas of

- attracting and retaining more people in employment, **in quality jobs**, increasing

modernising social protection systems,

- improving adaptability of workers and enterprises, and
- increasing investment in human capital through better education and skills.

labour supply, modernising social protection systems **and taking a global approach to gender equality and non-discrimination**,

- improving adaptability of workers and enterprises **to meet the challenges arising from globalisation**, and
- increasing investment in human capital through better education and skills.

## Amendment 2

### Proposal for a decision Annex – paragraph 1 – indent 1

*Text proposed by the Commission*

- Full employment: Achieving full employment, and reducing unemployment and inactivity, by increasing the demand for and supply of labour through an integrated flexicurity approach is vital to sustain economic growth and reinforce social cohesion. This requires policies that address simultaneously the flexibility of labour markets, work organisation and labour relations, and employment security and social security.

*Amendment*

- Full employment: Achieving full employment, and reducing unemployment and inactivity, by increasing the demand for and supply of labour through an integrated flexicurity approach is vital to sustain economic growth and reinforce social cohesion. This requires policies that address simultaneously the flexibility of labour markets, work organisation and labour relations, **particularly with a view to reconciling work and family life**, and employment security and social security.

## Amendment 3

### Proposal for a decision Annex – paragraph 1 – indent 2

*Text proposed by the Commission*

- Improving quality and productivity at work: Efforts to raise employment rates go hand in hand with improving the attractiveness of jobs, quality at work, labour productivity growth, reducing segmentation and the proportion of working poor. Synergies between quality at work, productivity and employment should

*Amendment*

- Improving quality and productivity at work: Efforts to raise employment rates go hand in hand with improving the attractiveness of jobs, quality at work, labour productivity growth, reducing segmentation, **inequalities between men and women** and the proportion of working poor. Synergies between quality at work, productivity and employment should be

be fully exploited.

fully exploited.

#### Amendment 4

##### Proposal for a decision Annex – paragraph 1 – indent 3

*Text proposed by the Commission*

- Strengthening social and territorial cohesion: Determined action is needed to strengthen and reinforce social inclusion, fight poverty - especially **child poverty**-, prevent exclusion from the labour market, support integration in employment of people at a disadvantage, and to reduce regional disparities in terms of employment, unemployment and labour productivity, especially in regions lagging behind. Strengthened interaction is needed with the Open Method of Coordination in Social Protection and Social Inclusion.

*Amendment*

- Strengthening social and territorial cohesion: Determined action is needed to strengthen and reinforce social inclusion, fight poverty - especially **poverty among women and in one-parent families and families with many children and no resources** -, prevent exclusion from the labour market, support integration in employment of **women and** people at a disadvantage, and to reduce regional disparities in terms of employment, unemployment and labour productivity, especially in regions lagging behind. Strengthened interaction is needed with the Open Method of Coordination in Social Protection and Social Inclusion.

#### Amendment 5

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

*Text proposed by the Commission*

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market in line with the European Pact for Gender Equality. This will assist Member States in addressing the demographic challenge. As part of a new intergenerational approach, particular attention should be paid to the situation of young people, implementing the European Youth Pact, and to promoting

*Amendment*

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market in line with the European Pact for Gender Equality, **which presupposes strict application of the European directives on equal treatment and the elimination of inequalities**. This will assist Member States in addressing the demographic challenge. As part of a new

access to employment throughout working life. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, **including disabled people**, as well as between third-country nationals and EU citizens, in line with any national targets.

intergenerational approach, particular attention should be paid to the situation of young people, implementing the European Youth Pact, and to promoting access to employment throughout working life. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, as well as between third-country nationals and EU citizens, in line with any national targets.

**Amendment 6**  
**Proposal for a decision**  
**Annex – guideline 17 – title**

*Text proposed by the Commission*

Guideline 17. Implement employment policies aiming at achieving full employment, improving quality and productivity at work, and strengthening social and territorial cohesion.

*Amendment*

Guideline 17. Implement employment policies aiming at achieving full employment, improving **the quality and the security of employment** and productivity at work, and strengthening social and territorial cohesion.

**Amendment 7**

**Proposal for a decision**  
**Annex – paragraph 6 – indent 1**

*Text proposed by the Commission*

– attract and retain more people in employment, increase **labour** supply and modernise social protection systems,

*Amendment*

– attract and retain more people in employment, increase **the supply of full-time jobs, reduce inequalities between men and women** and modernise social protection systems,



## Amendment 8

### Proposal for a decision Annex – paragraph 6 – indent 3

*Text proposed by the Commission*

- increase investment in human capital through better education and skills.

*Amendment*

- increase investment in human capital through better education and skills **and by promoting the diversification of career choices in order to increase men's and women's fitness for employment throughout their working lives.**

## Amendment 9

### Proposal for a decision Annex – section 1 – title

*Text proposed by the Commission*

1. Attract and retain more people in employment, increase labour supply and modernise social protection systems

*Amendment*

1. Attract and retain more people in employment, **preferably in jobs which do not involve fixed-term contracts**, increase labour supply, **reduce inequalities between men and women** and modernise social protection systems

## Amendment 10

### Proposal for a decision Annex – Section 1 – paragraph 1

*Text proposed by the Commission*

Raising employment levels is the most effective means of generating economic growth and promoting socially inclusive economies whilst ensuring a safety net for those unable to work. Promoting a lifecycle approach to work and modernising social protection systems to ensure their adequacy, financial sustainability and responsiveness to changing needs in

*Amendment*

Raising employment levels is the most effective means of generating economic growth and promoting socially inclusive economies whilst ensuring a safety net for those unable to work. Promoting a lifecycle approach to work and modernising social protection systems to ensure their adequacy, financial sustainability and responsiveness to changing needs in

society are all the more necessary because of the expected decline in the working-age population. Special attention should be paid to tackling the persistent employment gaps between women and men, further increasing the employment rates of older workers and young people, as part of new intergenerational approach, and the promoting active inclusion of those most excluded from the labour market. Intensified action is also required to improve the situation of young people in the labour market and to significantly reduce youth unemployment, which is on average double the overall unemployment rate.

society are all the more necessary because of the expected decline in the working-age population. Special attention should be paid to tackling the persistent employment gaps between women and men, further increasing the employment rates of older workers and young people, as part of new intergenerational approach, and promoting active inclusion of those most excluded from the labour market, ***particularly victims of multiple discrimination, which is further aggravated by the difficult geographical circumstances of island and mountain regions.*** Intensified action is also required to improve the situation of young people in the labour market and to significantly reduce youth unemployment, which is on average double the overall unemployment rate.

## Amendment 11

### Proposal for a decision

#### Annex – Section 1 – paragraph 2

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

The right conditions must be put in place to facilitate progress in employment, whether it is first time entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working conditions access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is ***a useful benchmarks***. The increase in the average employment rate of parents, especially single parents, requires measures

##### *Amendment*

The right conditions must be put in place to facilitate progress in employment, whether it is first time entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working conditions access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is ***a paramount objective***. The increase in the average employment rate of parents, especially single parents, requires measures

to support families. In particular, Member States should take account of the *special* needs of single parents *and* families with many children. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a five year increase at EU level (compared to 59.9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens, increasing labour productivity and prolonging working life.

to support families. In particular, Member States should take account of the *specific* needs of single parents, families with many children *and families caring for elderly or disabled persons*. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a five year increase at EU level (compared to 59.9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens, increasing labour productivity and prolonging working life.

## Amendment 12

### Proposal for a decision Annex – Guideline 18 – indent 1

#### *Text proposed by the Commission*

- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact,

#### *Amendment*

- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact, *whilst combating gender discrimination,*

## Amendment 13

### Proposal for a decision Annex – guideline 18 – indent 2

#### *Text proposed by the Commission*

- resolute action to increase female participation and reduce gender gaps in employment, unemployment *and* pay,

#### *Amendment*

- resolute action to increase female participation and reduce gender gaps in employment, unemployment, pay, *vocational training and career advancement,*

## Amendment 14

### Proposal for a decision

#### Annex – guideline directrice 18 – indent 3

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

- better reconciliation of work and private life and the provision of accessible and affordable childcare facilities and care for other dependants,

##### *Amendment*

- better reconciliation of work and private life, ***including in particular the provision of support to single-parent families through the promotion of an equitable division of family responsibilities, through investment in and the use of public services as well as by offering parents (both men and women) the possibility of opting for part-time working without suffering any kind of discrimination vis-à-vis their full-time colleagues;*** the provision of accessible and affordable ***high-quality*** childcare facilities ***for 90% of compulsory-school-age children in all the Member States by 2010,*** and care for other dependants,

## Amendment 15

### Proposal for a decision

#### Annex – Guideline 18 – indent 5

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

- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives.

##### *Amendment*

- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation ***and economic independence*** and ***promote*** better retention in employment and longer working lives.

## Amendment 16

### Proposal for a decision

#### Annex – section 1 – subparagraph 4

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

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered a new start in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4 months by 2010; for adult people at most 12 months. Policies aiming at offering active labour market measures to the long-term unemployed should be pursued, taking into consideration the participation rate benchmark of 25% in 2010. Activation should be in the form of training, retraining, work practice, a job or other employability measure, combined where appropriate with on-going job search assistance. Facilitating access to employment for job seekers, preventing unemployment and ensuring that those who become unemployed remain closely connected to the labour market and employable are essential to increase participation, and combat social exclusion. This is also in line with a flexicurity approach. Attaining these objectives requires removing barriers to the labour market by assisting with effective job searching, facilitating access to training and other active labour market measures, ensuring affordable access to basic services and providing adequate levels of minimum resources to all. This approach should, at the same time, ensure that work pays for all workers, as well as remove unemployment, poverty and inactivity traps. Special attention should be paid to promoting the inclusion of disadvantaged people, including low-skilled workers, in the labour market, including through the

##### *Amendment*

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered a new start in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4 months by 2010; for adult people at most 12 months. Policies aiming at offering active labour market measures to the long-term unemployed should be pursued, taking into consideration the participation rate benchmark of 25% in 2010. Activation should be in the form of training, retraining, work practice, a job or other employability measure, combined where appropriate with on-going job search assistance. Facilitating access to employment for job seekers, preventing unemployment and ensuring that those who become unemployed remain closely connected to the labour market and employable are essential to increase participation, and combat social exclusion. This is also in line with a flexicurity approach. Attaining these objectives requires removing barriers to the labour market by assisting with effective job searching, facilitating access to training and other active labour market measures, ensuring affordable access to basic services and providing adequate levels of minimum resources to all. This approach should, at the same time, ensure that work pays for all workers ***and that the principle of 'equal pay for equal work' is upheld***, as well as remove unemployment, poverty and inactivity traps. Special attention should be paid to promoting the inclusion of disadvantaged people, including low-

expansion of social services and the social economy, as well as the development of new sources of jobs in response to collective needs. Combating discrimination, promoting access to employment for disabled people and integrating immigrants and minorities are particularly essential.

skilled workers, in the labour market, including through the expansion of social services and the social economy, as well as the development of new sources of jobs in response to collective needs. Combating discrimination, promoting access to employment for **women and** disabled people and integrating immigrants and minorities are particularly essential.

## **Amendment 17**

### **Proposal for a decision Annex – Guideline 19 – indent 3**

*Text proposed by the Commission*

- development of new sources of jobs in services for individuals and businesses, notably at local level.

*Amendment*

- development of new sources of jobs in services for individuals and businesses, notably at local **and regional** level, **through the social upgrading of these sectors**.

## **Amendment 18**

### **Proposal for a decision Annex – guideline 19 a (new)**

*Text proposed by the Commission*

*Amendment*

**Guideline 19a. Actively promote the finding of jobs by means of positive actions which afford access to lasting skilled jobs.**

## Amendment 19

### Proposal for a decision Annex – Guideline 20 – indent 1

*Text proposed by the Commission*

- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level,

*Amendment*

- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level **and more substantial information on the existing rules in the field of equal treatment and equal opportunities for women and men and compliance with these rules,**

## Amendment 20

### Proposal for a decision Annex – guideline 21 – indent 2

*Text proposed by the Commission*

- addressing the issue of undeclared work,

*Amendment*

- addressing the issue of undeclared work **by means of measures which render it unattractive to wage-earners and businesses,**

## Amendment 21

### Proposal for a decision Annex – guideline 21 – indent 3

*Text proposed by the Commission*

- better anticipation and positive management of change, including economic restructuring, **notably changes linked to trade opening,** so as to minimise **their** social **costs** and facilitate adaptation,

*Amendment*

- better anticipation and positive management of change, including economic restructuring **arising from globalisation** so as to minimise **its** social **impact** and facilitate adaptation,

## Amendment 22

### Proposal for a decision Annex – Guideline 23 – indent 1

#### *Text proposed by the Commission*

- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training,

#### *Amendment*

- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training, ***promoting in particular diversification of the occupations for which girls opt, and ensuring that the public and private sectors encourage participation by women where they are underrepresented and that the knowledge and skills of the latter are used,***

## Amendment 14

### Proposal for a decision Annex – Guideline 23 – indent 3

#### *Text proposed by the Commission*

- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers.

#### *Amendment*

- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for low-skilled and older workers ***and workers of all ages who have left the labour market temporarily in order to be able to reconcile work and family life.***



## PROCEDURE

<b>Title</b>	Guidelines for employment policies
<b>References</b>	COM(2007)0803 – C6-0031/2008 – 2007/0300(CNS)
<b>Committee responsible</b>	EMPL
<b>Opinion by</b> Date announced in plenary	FEMM 31.1.2008
<b>Drafts(wo)man</b> Date appointed	Claire Gibault 5.2.2008
<b>Discussed in committee</b>	28.2.2008                      3.4.2008
<b>Date adopted</b>	3.4.2008
<b>Result of final vote</b>	+:                      22 -:                      0 0:                      3
<b>Members present for the final vote</b>	Edit Bauer, Ilda Figueiredo, Věra Flasarová, Claire Gibault, Zita Gurmai, Livia Járóka, Pii-Noora Kauppi, Urszula Krupa, Roselyne Lefrançois, Astrid Lulling, Zita Pleštinská, Anni Podimata, Christa Prets, Teresa Riera Madurell, Anne Van Lancker, Anna Záborská
<b>Substitute(s) present for the final vote</b>	Gabriela Crețu, Lidia Joanna Geringer de Oedenberg, Donata Gottardi, Mary Honeyball, Christa Klaß, Marusya Ivanova Lyubcheva, Petya Stavreva, Feleknas Uca
<b>Substitute(s) under Rule 178(2) present for the final vote</b>	Manolis Mavrommatis

## PROCEDURE

<b>Title</b>	Guidelines for employment policies			
<b>References</b>	COM(2007)0803 – C6-0031/2008 – 2007/0300(CNS)			
<b>Date of consulting Parliament</b>	17.1.2008			
<b>Committee responsible</b> Date announced in plenary	EMPL 31.1.2008			
<b>Committee(s) asked for opinion(s)</b> Date announced in plenary	ECON 31.1.2008	ITRE 31.1.2008	FEMM 31.1.2008	
<b>Not delivering opinions</b> Date of decision	ECON 15.1.2008	ITRE 29.1.2008		
<b>Rapporteur(s)</b> Date appointed	Anne Van Lancker 28.2.2007			
<b>Discussed in committee</b>	17.12.2007	23.1.2008	2.4.2008	5.5.2008
<b>Date adopted</b>	6.5.2008			
<b>Result of final vote</b>	+: –: 0:	38 5 0		
<b>Members present for the final vote</b>	Jan Andersson, Edit Bauer, Emine Bozkurt, Iles Braghetto, Philip Bushill-Matthews, Alejandro Cercas, Derek Roland Clark, Jean Louis Cottigny, Proinsias De Rossa, Harald Ettl, Richard Falbr, Carlo Fatuzzo, Joel Hasse Ferreira, Roger Helmer, Stephen Hughes, Karin Jöns, Ona Juknevičienė, Jan Jerzy Kułakowski, Jean Lambert, Raymond Langendries, Elizabeth Lynne, Thomas Mann, Jan Tadeusz Masiel, Jiří Maštálka, Maria Matsouka, Elisabeth Morin, Juan Andrés Naranjo Escobar, Csaba Óry, Siiri Oviir, Marie Panayotopoulos-Cassiotou, Jacek Protasiewicz, Bilyana Ilieva Raeva, Elisabeth Schroedter, José Albino Silva Peneda, Jean Spautz, Ewa Tomaszewska, Anne Van Lancker, Gabriele Zimmer			
<b>Substitute(s) present for the final vote</b>	Gabriela Crețu, Petru Filip, Jamila Madeira, Csaba Sógor, Kyriacos Triantaphyllides			