



EUROPEAN PARLIAMENT

2009 - 2014

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*Session document*

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**A7-0235/2010**

20.7.2010

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## **REPORT**

on the proposal for a Council decision on guidelines for the employment policies of the Member States: Part II of the Europe 2020 Integrated Guidelines (COM(2010)0193 – C7-0111/2010 – 2010/0115(NLE))

Committee on Employment and Social Affairs

Rapporteur: Csaba Óry

### ***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***

In amendments by Parliament, amendments to draft acts are highlighted in ***bold italics***. Highlighting in *normal italics* alerts the relevant departments to parts of the draft act which may require correction when the final text is prepared – for instance, obvious errors or omissions in a language version. Suggested corrections of this kind are subject to the agreement of the departments concerned.

The heading for any amendment to an existing act which the draft act seeks to amend includes a third and fourth line identifying respectively the existing act and the provision in that act affected by the amendment. Passages in a provision of an existing act that Parliament wishes to amend, but the draft act has left unchanged, are highlighted in **bold**. Any deletions that Parliament wishes to make in passages of this kind are indicated thus: [...].

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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: Part II of the Europe 2020 Integrated Guidelines (COM(2010)0193 – C7-0111/2010 – 2010/0115(NLE))**

### **(Consultation procedure)**

*The European Parliament,*

- having regard to the Commission proposal to the Council (COM(2010)0193),
  - having regard to Article 148(2) of the Treaty on the Functioning of the European Union, pursuant to which the Council consulted Parliament (C7-0111/2010),
  - having regard to Rule 55 of its Rules of Procedure,
  - having regard to the report of the Committee on Employment and Social Affairs and the opinions of the Committee on Economic and Monetary Affairs and the Committee on Women's Rights and Gender Equality (A7-0235/2010),
1. Approves the Commission proposal as amended;
  2. Calls on the Commission to alter its proposal accordingly, pursuant to Article 293(2) of the Treaty on the Functioning of the European Union (TFEU);
  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. Reiterates its long-standing call on the Commission and the Council to ensure that Parliament is given the necessary time, and in any event no less than five months, to fulfil its consultative role defined in Article 148(2) TFEU in respect of the revision of the guidelines for the employment policies of the Member States;
  6. Instructs its President to forward its position to the Council and the Commission.

### **Amendment 1**

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

#### **Recital 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***(1a) Article 157 (3) of the Treaty on the***

*Functioning of the European Union stipulates that the European Parliament and the Council shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.*

## Amendment 2

### Proposal for a decision Recital 2

*Text proposed by the Commission*

(2) The Treaty on European Union stipulates in Article 3.3 that the Union shall combat social exclusion and discrimination, and shall promote social justice and protection and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account requirements linked to the guarantee of adequate social protection **and** the fight against social exclusion.

*Amendment*

(2) The Treaty on European Union stipulates in Article 3 (3) that the Union shall ***seek to achieve full employment and social progress***, combat social exclusion and discrimination, and shall promote social justice and protection and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union 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 and training***.

## Amendment 3

**Proposal for a decision**  
**Recital 2 a (new)**

*Text proposed by the Commission*

*Amendment*

***(2a) Article 8 of the Treaty on the Functioning of the European Union stipulates that in all its activities, the Union shall aim to eliminate inequalities and to promote equality, between men and women. Article 10 thereof adds that, in defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Article 2 of the Treaty on European Union states that European society is characterised by pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men.***

**Amendment 4**

**Proposal for a decision**  
**Recital 4**

*Text proposed by the Commission*

*Amendment*

(4) The Lisbon Strategy, launched in 2000, was based on an acknowledgement of the EU's need to increase its productivity and competitiveness, while enhancing social cohesion, in the face of global competition, technological change and an ageing population. The Lisbon Strategy was re-launched in 2005, after a mid-term review which led to greater focus on growth, more and better jobs.

(4) The Lisbon Strategy, launched in 2000, was based on an acknowledgement of the EU's need to increase its ***knowledge-based*** productivity and competitiveness ***and recreate the conditions for full employment***, while enhancing social ***and regional*** cohesion, in the face of global competition, technological change and an ageing population. The Lisbon Strategy was re-launched in 2005, after a mid-term review which led to greater focus on growth, more and better jobs.

## Amendment 5

### Proposal for a decision

#### Recital 5

*Text proposed by the Commission*

(5) The Lisbon strategy for growth and jobs ***helped forge consensus around*** the broad direction of the EU's economic and employment policies. Under the strategy, both broad economic policy guidelines and employment guidelines were adopted by the Council in 2005<sup>5</sup> and revised in 2008<sup>6</sup>. The 24 guidelines laid the foundations for the national reform programmes, outlining the key macro-economic, micro-economic and labour market reform priorities for the EU as a whole. However, experience shows that the guidelines did not set ***clear enough priorities*** and that ***links between them could*** have been ***stronger***. ***This limited their impact on national policy-making.***

*Amendment*

(5) The Lisbon strategy for growth and jobs ***should have helped determine*** the broad direction of the EU's economic and employment policies. Under the strategy, both broad economic policy guidelines and employment guidelines were adopted by the Council in 2005 and revised in 2008. The 24 guidelines laid the foundations for the national reform programmes, outlining the key macro-economic, micro-economic and labour market reform priorities for the EU as a whole. However, experience shows that the guidelines did not set ***sufficiently binding objectives for social, political and cultural participation by all residents of the European Union and for a sustainable economy and that the priorities should have been linked more strongly between them. Ultimately, the strategy's basic goals could not be achieved, because the Member States also failed to take ownership of those guidelines.***

## Amendment 6

### Proposal for a decision

#### Recital 5 a (new)

*Text proposed by the Commission*

*Amendment*

***(5 a) Apart from new EU legislative initiatives with a social focus, the European Union needs to significantly improve its existing policies and their implementation.***

## Amendment 7

### Proposal for a decision

#### Recital 6

*Text proposed by the Commission*

(6) The financial and economic crisis that started in 2008 resulted in a significant loss in jobs and potential output and has led to a dramatic deterioration in public finances. The European Economic Recovery Plan<sup>7</sup> has nevertheless helped Member States to deal with the crisis, partly through a coordinated fiscal stimulus, ***with the euro providing an anchor for macroeconomic stability***. The crisis therefore ***showed*** that coordination of Union's policies can deliver significant results if it is strengthened and rendered effective. The crisis also ***underscored*** the close interdependence of the Member States' economies and labour markets.

*Amendment*

(6) The financial and economic crisis that started in 2008 resulted in a significant loss in jobs and potential output and has led to a dramatic deterioration in public finances. The European Economic Recovery Plan has nevertheless helped Member States to deal with the crisis, partly through a coordinated fiscal stimulus. The crisis, ***which is still developing, highlights the lack of effective means of reacting early to its signs and*** therefore ***shows*** that coordination of Union's policies can deliver significant results if it is strengthened and rendered effective, ***while respecting the principle of subsidiarity***. The crisis also ***underscores*** the close interdependence of the Member States' economies and labour markets, ***as a consequence of which fully exploiting the potential of the internal market is also one of the most essential ways of increasing Europe's competitiveness, and also makes it necessary to carry out a major review of mechanisms for which the achievement of employment and social targets will continue to be the underwritten objectives.***

## Amendment 8

### Proposal for a decision

#### Recital 7

*Text proposed by the Commission*

(7) The Commission proposed to set up a new strategy for the next decade, the Europe 2020 Strategy<sup>8</sup>, to enable the EU to

*Amendment*

(7) The Commission proposed to set up a new strategy for the next decade, the Europe 2020 strategy<sup>8</sup>, to enable the EU to

emerge stronger from the crisis, and to turn its economy towards *smart*, sustainable and inclusive growth. **Five headline** targets, listed under the relevant guidelines, constitute shared objectives guiding the action of the Member States and of the Union. Member States should **make every effort** to meet the national targets and to remove the **bottlenecks that constrain** growth.

emerge stronger from the crisis **and also to respond more effectively to future upheavals and crises**, and to turn its economy towards **viable, ecologically and economically** sustainable and inclusive growth **accompanied by high levels of employment, productivity and social cohesion**. **Headline** targets, listed under the relevant guidelines, constitute shared objectives guiding the action of the Member States and of the Union. Member States should **undertake** to meet the national targets. **They should focus on increasing employment** and remove the **obstacles to growth arising from legislation, bureaucracy and national misallocation of resources**.

Amendment 9

## Proposal for a decision

### Recital 8

*Text proposed by the Commission*

(8) As part of comprehensive "exit strategies" for the economic crisis, Member States **should** carry out **ambitious** reforms to **ensure** macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance. The withdrawal of the fiscal stimulus should be implemented and coordinated within the framework of the Stability and Growth Pact.

*Amendment*

(8) As part of comprehensive 'exit strategies' for the economic crisis **and of comprehensive strategies for creating the conditions for growth**, Member States **must** carry out **and maintain structural** reforms **geared to ensuring** macroeconomic stability, **the promotion of more and better jobs and** the sustainability of public finance, improve competitiveness **and productivity**, reduce macroeconomic imbalances, **strengthen social cohesion, fight poverty** and enhance labour market performance. The **gradual** withdrawal of the fiscal stimulus, **to be started as soon as a sustainable revival of the economy is secure**, should be implemented and coordinated **inter alia** within the framework of the Stability and Growth Pact. **However, in order to achieve in practice the objectives of sustainable**

*economic and social cohesion, the major macroeconomic imbalances and disparities between the Member States should be overcome.*

## Amendment 10

### Proposal for a decision Recital 8 a (new)

*Text proposed by the Commission*

*Amendment*

*(8a) Europe 2020 should be a strategy to put people and the protection of the environment first and to come out of the economic crisis, to prevent a further economic and social collapse, to be closely coordinated with structural and cohesion policy and to boost our economies in the medium and long term and to tackle the challenges for the labour market arising from an ageing society.*

## Amendment 11

### Proposal for a decision Recital 9

*Text proposed by the Commission*

*Amendment*

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at "smart growth", i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ensuring access for all, and strengthening research and business performance in order to promote

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at 'smart growth', i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ensuring access for all, ***reducing the number of people who fail to complete their schooling or training, affirming the***

innovation and knowledge transfer throughout the *EU*. They should encourage entrepreneurship and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

*right of every individual to lifelong learning so as to enable skills to be developed, recognised and certified, and strengthening research and business performance in order to promote innovation and knowledge transfer throughout the **European Union, so as to help eliminate regional imbalances and prevent the "brain drain"**. They should encourage entrepreneurship, **small and medium sized enterprises (SMEs) development and** help to turn creative ideas into innovative products, **innovative and socially valuable** services and processes that can create growth, quality **and sustainable** jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.*

## **Amendment 12**

### **Proposal for a decision Recital 9 a (new)**

*Text proposed by the Commission*

*Amendment*

***(9 a) In order to boost economic growth, Member States should fight measures that slow it down e.g. the bureaucratic burden, excessive regulation and standards, high taxes and protectionist tendencies.***

## **Amendment 13**

### **Proposal for a decision Recital 9 b (new)**

*Text proposed by the Commission*

*Amendment*

***(9 b) Achieving a deep and efficient single market is a key element for ensuring the***

*EU's overall macroeconomic performance; it is particularly crucial for the solidity of the economic and monetary union to deliver economic benefits, restore growth and create new job opportunities.*

## Amendment 14

### Proposal for a decision Recital 10

#### *Text proposed by the Commission*

(10) Member States should also, through their reform programmes, aim at "sustainable growth". Sustainable growth means building a resource-efficient, sustainable and competitive economy, a fair distribution of the cost and benefits and exploiting Europe's leadership in the race to develop new processes and technologies, including green technologies. Member States should implement the necessary reforms to reduce greenhouse gases emissions and use resources efficiently. They should also improve the business environment, stimulate creation of **green jobs** *and* modernise their industrial base.

#### *Amendment*

(10) Member States should also, through their reform programmes *and based on decent jobs*, aim at sustainable growth. Sustainable growth means building a resource-efficient, sustainable and competitive economy, a fair distribution of the cost and benefits, *with sufficient funding made available to deal with the restructuring*, and exploiting Europe's leadership in the race to develop new processes and technologies, including *particularly* green technologies *creating more jobs. These technologies should, as far as possible, be made accessible to all companies, including micro-enterprises and SMEs.* Member States should implement the necessary reforms to reduce greenhouse gases emissions and use resources efficiently. They should also improve the business environment, stimulate creation of *sustainable jobs in the old and new economy, including the provision of training and skills needed in these jobs* *and* modernise their industrial base, *particularly in the field of conversion.*

## Amendment 15

### Proposal for a decision

#### Recital 11

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

(11) Member States' reform programmes should also aim at "inclusive growth". Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, thus to actively participate in society and economy. Member States' reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, **disabled and** legal migrants. **They** should also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of the labour markets through investing in successful transitions, **appropriate skills development**, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

##### *Amendment*

(11) Member States' reform programmes should also aim at "inclusive growth". Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, **particularly that brought about by new technologies, automation and the computing revolution**, thus to actively participate in society and economy. Member States' reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, **carers, people with disabilities, unskilled workers, minorities, in particular the Roma**, legal migrants **and those unable to participate in the labour market**. **By putting in place appropriate instruments, Member States** should also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of the labour markets through investing in successful transitions, **training systems and development of skills matching the labour market needs**, rising job quality and **gender equality**, fighting **against** segmentation, **by providing security for workers under all forms of employment, discrimination**, structural unemployment - **in particular youth unemployment** and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

## Amendment 16

### Proposal for a decision Recital 11 a (new)

*Text proposed by the Commission*

*Amendment*

***(11a) In the context of the 'inclusive growth' objective, Member States should, at the initiative of the Commission, set an appropriate legislative framework for the new forms of work. Such a framework should pay attention to ensuring flexible forms of employment, while avoiding labour market segmentation and guaranteeing comprehensive protection of individual and collective labour rights, including the compatibility of work and private life, as well as adequate social security for workers.***

## Amendment 17

### Proposal for a decision Recital 12

*Text proposed by the Commission*

*Amendment*

(12) The EU's and Member States' structural reforms can effectively contribute to growth and jobs if they enhance the EU's competitiveness in the global economy, open up new opportunities for Europe's exporters and provide competitive access to vital imports. Reforms should therefore take into account their external competitiveness implications to foster **European** growth and participation in open and fair markets worldwide.

(12) The EU's and Member States' structural reforms can effectively contribute to **qualitative** growth and **sustainable and quality** jobs if they **respond appropriately to the continuing economic and financial crisis and thus** enhance the EU's competitiveness in the global economy, open up new opportunities for Europe's exporters and provide competitive access to vital imports. Reforms should therefore take into account their external competitiveness implications to foster growth **in the European Union** and participation in open and fair markets worldwide, **with the EU seeking strong**

*global supervision of players who have a significant influence on employment, labour mobility and social financial products such as pensions.*

## Amendment 18

### Proposal for a decision Recital 13

*Text proposed by the Commission*

(13) The Europe 2020 strategy has to be underpinned by an integrated set of policies, which Member States should implement **fully** and **at the same pace**, in order to achieve the positive spill-over effects of coordinated structural reforms.

*Amendment*

(13) The Europe 2020 strategy has to be underpinned by an integrated set of policies, which Member States should implement **effectively, with due regard for their own domestic situations and their particular difficulties**, in order to achieve the positive spill-over effects of coordinated structural reforms. **Coherence between actions taken by Member States in the economic, employment and social areas should be ensured.**

## Amendment 19

### Proposal for a decision Recital 13 a (new)

*Text proposed by the Commission*

*Amendment*

***(13a) Creating the conditions for women and girls to enter into sectors where women are heavily under-represented and to combat stereotypes that still dominate these professions is key in ensuring both gender equality and labour market supply. All policies and measures in the framework of the Europe 2020 strategy should therefore strongly promote equal opportunities and gender equality and***

*should be gender mainstreamed. This includes initiatives aimed at enhancing women's rights and at fighting discrimination against women. Social protection systems should be reviewed with a view to abolishing elements that generate gender inequalities. Working conditions should be enhanced in sectors where women are over-represented. The issue of involuntary part-time employment should be addressed. Gender equality in training and education should be strengthened. By 2020, the gender pay gap should be reduced to 0-5 %. An increased provision of accessible, affordable, flexible and high-quality care services for all, in particular access to child care facilities, is an important way to facilitate and promote the process towards gender equality.*

## **Amendment 20**

### **Proposal for a decision Recital 13 b (new)**

*Text proposed by the Commission*

*Amendment*

*(13b) Member States should take into account the Europe 2020 strategy, and, in particular, its employment and social aspects, when programming and implementing EU funding, including that from the European Social Fund, the European Regional Development Fund and the Cohesion Fund. The importance is underlined of the need for greater use of the synergies and complementarities of the various financial instruments available in order to meet the complex targets of the EU 2020 strategy for smart, inclusive and green growth and to support more effectively the most disadvantaged micro-regions and the most vulnerable groups facing complex multi-dimensional*

*disadvantages. The use of the EU funding has to reduce the number of bureaucratic hurdles and facilitate longer-term measures.*

## Amendment 21

### Proposal for a decision

#### Recital 14

*Text proposed by the Commission*

(14) While these guidelines are addressed to Member States, the Europe 2020 strategy should be implemented in partnership with all national, regional and local authorities, closely associating parliaments, as well as social partners and representatives of civil society, who shall contribute to the elaboration of national reform programmes, to their implementation and to the overall communication on the strategy.

*Amendment*

(14) While these guidelines are addressed to Member States, the Europe 2020 strategy should be implemented in partnership with all national, regional and local authorities, closely associating parliaments, as well as social partners and representatives of civil society, who shall contribute to the elaboration of national reform programmes, to their implementation and to the overall communication on the strategy ***as social policies have to respond to local circumstances and preferences.***

## Amendment 22

### Recital 14 a (new)

*Text proposed by the Commission*

*Amendment*

***(14a) In order to ensure that the employment policy guidelines are implemented in the Member States, the open method of coordination should be improved as its impact in the Member States is too small.***

*Justification*

*Given the uneven progress made in implementing the Lisbon Strategy in different EU countries, there are increasing doubts as to the usefulness of the open method of*

*coordination. It therefore needs to be improved so that it has a greater impact in terms of the implementation of the objectives that have been set.*

## **Amendment 23**

### **Proposal for a decision**

#### **Recital 15**

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

(15) The Europe 2020 strategy is underpinned by a **smaller** set of guidelines, replacing the previous set of 24 and addressing employment and broad economic policy issues in a coherent manner. The guidelines for the employment policies of the Member States, annexed to this Decision, are intrinsically linked with the guidelines for the economic policies of the Member States and of the Union, annexed to Council Recommendation [...] of [...]. Together, they form the "Europe 2020 integrated guidelines".

##### *Amendment*

(15) The Europe 2020 strategy is underpinned by a set of guidelines, replacing the previous set of 24 and addressing employment, **consolidation of social cohesion**, and broad economic policy issues in a coherent manner. The guidelines for the employment policies of the Member States, annexed to this Decision, are intrinsically linked with the guidelines for the economic policies of the Member States and of the Union, annexed to Council Recommendation [...] of [...]. Together, they form the 'Europe 2020 integrated guidelines'.

## **Amendment 24**

### **Proposal for a decision**

#### **Recital 16**

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

(16) These new integrated guidelines reflect the conclusions of the European Council. They give precise guidance to the Member States on defining their national reform programmes and implementing reforms, reflecting interdependence and in line with the Stability and Growth Pact. These guidelines will form the basis for any country-specific recommendations that the Council may address to the Member States. They will also form the basis for the establishment of the Joint Employment Report sent annually by the Council and

##### *Amendment*

(16) These new integrated guidelines reflect the conclusions of the European Council. They give precise guidance to the Member States on defining their national reform programmes and implementing reforms, reflecting interdependence and in line with the Stability and Growth Pact. These guidelines will form the basis for any country-specific recommendations that the Council may address to the Member States, **taking account of the different points of departure of the Member States**. They will also form the basis for the

Commission to the European Council.

establishment of the Joint Employment Report sent annually by the Council and Commission to the European Council.

## Amendment 25

### Proposal for a decision

#### Recital 17

*Text proposed by the Commission*

(17) ***Even though they must be drawn up each year***, these guidelines should remain largely stable until ***2014*** to ensure ***a focus on implementation***,

*Amendment*

(17) These guidelines should remain largely stable until ***2020*** to ensure ***that the achievement of the objectives set out therein can be properly reviewed. An evaluation of the objectives achieved should take place every three years.***

## Amendment 26

### Proposal for a decision

#### Recital 17 a (new)

*Text proposed by the Commission*

*Amendment*

***(17a) In the meantime the measures taken and their results should be analysed academically and reviewed critically.***

## Amendment 27

### Proposal for a decision

#### Article 2

*Text proposed by the Commission*

The guidelines in the Annex shall be ***taken into account*** in the employment policies of the Member States, which ***shall be reported upon in national reform***

*Amendment*

The guidelines in the Annex ***and the national reform programmes*** shall be ***implemented*** in the employment policies of the Member States. ***The employment and***

*programmes. Member States should design reform programmes consistent with the objectives set out in the "Europe 2020 integrated guidelines".*

*social impact of national reform programmes, which must be consistent with the objectives set out in those guidelines, must be carefully monitored.*

## Amendment 28

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

*Text proposed by the Commission*

*Amendment*

#### *Article 2a*

*When designing and implementing their national reform programmes taking account of the guidelines in the Annex, Member States shall ensure effective governance of employment and social policies. Stakeholders, including those at regional and local level and including those affected by the different aspects of Europe 2020 strategy, parliamentary bodies and social partners shall be closely involved throughout the design and implementation, monitoring and evaluation of those programmes, including in the definition of targets and indicators.*

*The EU headline targets, as set out in the Annex, shall be followed up with appropriate sub-targets and indicators, including outcome and result indicators, as well as national targets, indicators and scoreboards. Member States shall take those targets and indicators into account, along with the guidelines and any country-specific recommendations addressed to them by the Council.*

*Member States shall closely monitor the employment and social impact of reforms implemented under respective national*

*reform programmes.*

*When reporting on the application of the guidelines in the Annex, Member States shall follow the structure to be agreed at Union level and shall include the same elements in order to ensure clarity, transparency and comparability among the Member States.*

## **Amendment 29**

### **Proposal for a decision Annex – Guideline 7 - title**

*Text proposed by the Commission*

**Guideline 7: *Increasing labour market participation* and reducing *structural* unemployment**

*Amendment*

**Guideline 7: *Creating more and better jobs*, reducing unemployment *and increasing labour market participation to 75% of the active population***

## **Amendment 30**

### **Proposal for a decision Annex – Guideline 7 – paragraph -1 (new)**

*Text proposed by the Commission*

*Amendment*

***The Member States will set their national targets for increasing the employment rate for women and men to 75% by 2020, with the aim of reaching full employment, in particular through greater labour market participation of young people, older workers, the low-skilled and people with disabilities, minorities, in particular the Roma and the better integration of legal migrants. Furthermore, Member States will set their national targets so that the share of 15 to 24 year-old women and***

*men in education, training or employment increases to at least 90%.*

*Member States will increase the employment rate by 10%, focusing on particular groups, by 2014:*

*- young people aged between 15 and 25 years;*

*- older workers aged between 50 and 64 years;*

*- women;*

*- unskilled workers;*

*- people with disabilities;*

*- people with migrant backgrounds;*

*The rate of people who are long-term unemployed should be reduced by 10%.*

## **Amendment 31**

### **Proposal for a decision**

#### **Annex – Guideline 7 – paragraph 1**

*Text proposed by the Commission*

Member States should *integrate* the *flexicurity principles endorsed by the European Council into their labour market policies and apply them, making full use of European Social Fund support with a view to increasing labour market participation and combating segmentation and inactivity, gender inequality, whilst reducing structural unemployment. Measures to enhance flexibility and security should be both balanced and mutually reinforcing.* Member States should *therefore introduce a combination of flexible and reliable employment contracts, active labour market policies, effective lifelong learning, policies to promote labour mobility, and adequate social security systems to secure professional transitions accompanied by*

*Amendment*

*To reach this goal, the Member States should promote growth, thereby creating new decent jobs, increase the innovative potential of the economy, in particular of SMEs, and free industry from administrative and non-tariff barriers. To that end, Member States should also develop regulatory and support instruments that take the diversity of business and workers' rights into consideration so that all forms of companies have equivalent conditions as regards competition and promotion. In order to improve women's and young people's access to the labour market, by taking into account the demographic challenges, conditions should be created for adequate child care facilities, so that every child of pre-school age can be*

*clear rights and responsibilities for the unemployed to actively seek work.*

*provided with child care outside the family, and every young person is provided with a real job or a place in training or further education within four months after finishing school, in close cooperation with the social partners. The long-term unemployed should receive offers for employability measures for which quantitative goals should be set up to strengthen preventive labour market policies. Therefore, at least 25% of all long-term unemployed should participate in an active labour market measure in the form of advanced training, education and/or an occupational redeployment.*

## Amendment 32

### Proposal for a decision Annex – Guideline 7 – paragraph 2

*Text proposed by the Commission*

Member States should *step up social dialogue* and *tackle* labour market *segmentation* with *measures addressing temporary* and *precarious* employment, *underemployment* and *undeclared work*. *Professional mobility* should be *rewarded*. *The quality of jobs* and employment *conditions* should be *addressed by fighting low-wages* and *by ensuring adequate social security also for those on fixed contracts* and the *self-employed*. *Employment services* should be *strengthened* and *open* to all, *including young people* and *those threatened by unemployment with personalised services targeting those furthest away from the labour market*.

*Amendment*

*The Member States in cooperation with the social partners should increase the employment rate through activation measures, in particular for young people, low-skilled and people requiring particular protection and/or support, through advisory services and education and professional training adapted to the labour market's needs. Member States should safeguard and strengthen equal treatment and equal pay for equal work in the same workplace as laid down in Articles 18 and 157 of the Treaty on the functioning of the European Union. The job quality should also be addressed by reducing the number of working poor. Furthermore, the Member States should increase the employability of legal migrants with appropriate programmes. Continued efforts and innovative programmes are also required to reintegrate people with disabilities into the*

*labour market, including through subsidised jobs. The Member States should remove the barriers which make it more difficult for people to enter the labour market for the first time, support the creation of jobs, foster social innovation and increase the quality and effectiveness of job placement services, including public employment services. Job centres must provide training and mentoring programmes particularly in the field of information and communication technologies, as well as access to high-speed internet to job seekers, especially older people, legal migrants, ethnic minorities and people with disabilities, in order to optimally facilitate the job search. Individual and collective forms of self-employment through social economy-type enterprises should be supported in this context. Special measures should be taken against the dominance of women in poorly paid work and the employment of women in management posts more effectively promoted in order to prevent gender-specific segmentation of the labour market. In particular, working time rules should be adjusted so as to allow a work process which conforms to the requirements of the compatibility of family life and work, and allows a more flexible exit from working life into retirement. Member States should take measures to encourage the involvement of fathers in caring for children, and review their tax systems to make them employment-friendly. External and internal flexicurity strategies to increase flexibility, to be able to react more efficiently to production cycles, should be better applied through active labour market policies and adequate social security systems available to workers under all forms of employment, so that changing jobs does not lead to disproportionate financial costs. It must be underlined that flexibility without social security is not a sustainable way of*

*increasing employment. These should be accompanied by a clear commitment to actively support job seeking. New forms of work organisation, such as atypical temporary work, part-time work and teleworking, or mobility or workers must not lead to a reduction in individual and collective labour rights and social protection for the people concerned. It should be ensured that new forms of employment are not created at the expense of regular (full-time, permanent) contracts. Efforts should also be made to combat undeclared employment by means of effective measures to monitor and implement labour rights. Decent work as promoted by the ILO and "good work", as guiding principles, must govern both job creation and labour market integration. In enhancing the functioning and performance of the labour market, Member States should foster social partnership and actively engage social partners in national policy elaboration and should fully respect their right, in accordance with national laws and practices, to conclude and enforce collective agreements.*

**Amendment 33**  
**Proposal for a decision**  
**Annex – Guideline 7 – paragraph 2 a (new)**

*Text proposed by the Commission*

*Amendment*

*It is of the utmost importance to create high-quality jobs which are also needed in the longer term and which possess high added value. It is therefore vital that education and employment policies should support changes in economic structure. As a rule, jobs lost during the economic crisis will not be recreated in the same numbers in the same sectors as before. Therefore the education system must respond flexibly to the labour*

*market requirements which accompany a new economic structure. Employment policy must ensure that workers can make as smooth as possible a transition both between sectors of the economy and between different states of the labour market. It is therefore more necessary than in the past to take long-term objectives as a starting point and focus more on coordinated measures in enterprise, education and employment policies.*

## **Amendment 34**

### **Proposal for a decision Annex – Guideline 7 – paragraph 3**

*Text proposed by the Commission*

*In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support. Member States should increase labour force participation through policies to promote active ageing, gender equality and equal pay and labour market integration of young people, disabled, legal migrants and other vulnerable groups. Work-life balance policies with the provision of affordable care and innovation in work organisation should be geared to raising employment rates, particularly among youth, older workers and women, in particular to retain highly-skilled women in scientific and technical fields. Member States should also remove barriers to labour market entry for newcomers, support self-employment and job creation in areas including green employment and care and*

*Amendment*

*In this context, the resources of the European Social Fund should be fully used to increase employability and job quality, with measures to develop personal skills and to fulfil quality requirements in seminal jobs. In order to promote professional mobility, it is necessary for Member States to increase people's openness to mobility within the European Union by providing incentives. To achieve this, the rules on obtaining subsidies from the European Social Fund should be examined and where possible simplified. National budgets and the EU budget including the European Social Fund and the European Globalisation Adjustment Fund should be coordinated and geared to preparing the workforce for a sustainable economy. With this aim, the Member States should take steps to publicise information on the purpose of these funds and the conditions of use.*

*promote social innovation.*

## **Amendment 35**

### **Annex – Guideline 7 – paragraph 3 a (new)**

*Text proposed by the Commission*

*Amendment*

***Member States shall promote the EU micro-finance facility as an example of how to combine economic and social measures in order to boost economic and employment growth.***

***National and EU micro-finance facilities shall be accompanied by specific training and mentoring programmes and social benefits schemes ensuring minimum income in the first year after opening of the business in order to make entrepreneurship a real option.***

## **Amendment 36**

### **Proposal for a decision**

### **Annex – Guideline 7 – paragraph 3 b (new)**

*Text proposed by the Commission*

*Amendment*

***Member States should also promote and invest in social services of general interest including employment, health and housing services which have to be funded sufficiently.***

## Amendment 37

### Proposal for a decision Annex – Guideline 7 – paragraph 4

*Text proposed by the Commission*

*Amendment*

***The EU headline target, on the basis of which Member States will set their national targets, is of aiming to bring by 2020 to 75% the employment rate for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of legal migrants.***

***deleted***

*(Last paragraph of Guideline 7 in the Commission text is moved before the first paragraph in Parliament's amendment.)*

## Amendment 38

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

*Text proposed by the Commission*

*Amendment*

Guideline 8: ***Developing a skilled workforce responding to labour market needs, promoting*** job quality and lifelong learning

Guideline 8: ***Promoting*** job quality and lifelong learning, ***strengthening decent work and developing a skilled workforce***

## Amendment 39

### Proposal for a decision Annex – Guideline 8 – paragraph -1 (new)

*Text proposed by the Commission*

*Amendment*

***The Member States will set their national targets at reducing the school drop-out rate below 10% by 2020, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 40%.***

## Amendment 40

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

*Text proposed by the Commission*

*Member States should promote productivity and employability through an adequate supply of knowledge and skills to match current and future demand in the labour market. Quality initial education and attractive vocational training must be complemented with effective incentives for lifelong learning, second-chance opportunities, ensuring every adult the chance to move one step up in their qualification, and by targeted migration and integration policies. Member States should develop systems for recognising acquired competencies, remove barriers to occupational and geographical mobility of workers, promote the acquisition of transversal competences and creativity, and focus their efforts particularly on supporting those with low skills and increasing the employability of older workers, while at the same time enhance the training, skills and experience of highly skilled workers, including researchers.*

*Amendment*

*The provision of high-quality initial education and attractive vocational training helping workers to adjust their skills to the labour market needs are high priorities for Member States. They must be completed with second-chance opportunities for young people aged especially between 25 and 35 which include an obligatory offer of educational and vocational training and effective incentives for lifelong learning, whereby the social partners are called upon to provide the time and to also financially support vocational training. In particular, the Member States should reduce the dropout rate to less than 10% and complete migration and integration policy with facilities for language learning and social studies. Member States should also develop systems for recognising acquired skills and competences.*

## Amendment 41

### Proposal for a decision Annex – Guideline 8 – paragraph 2

*Text proposed by the Commission*

In cooperation with social partners and **business**, Member States should improve

*Amendment*

In cooperation with **the** social partners and **businesses**, Member States should improve

access to training, strengthen education and career guidance combined with systematic information on new job openings and opportunities, *promotion of* entrepreneurship and *enhanced* anticipation of *skill needs*. *Investment in human resource* development, *up-skilling* and *participation in lifelong learning schemes* should be *promoted* through joint financial contributions from *governments, individuals* and *employers*. *To support young people* and in *particular those not in employment, education or training*, Member States in *cooperation with the social partners, should enact schemes to help recent graduates find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement* and increase the *responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.*

access to training, *including vocational training*, strengthen education and career guidance combined with systematic information *and appropriate measures to promote* on new job openings and opportunities, entrepreneurship, *SMEs development* and *enhance* anticipation of *quality requirements*. *The development of human resources, higher qualifications and training* should be *financed* through joint financial contributions from *employers* and *governments*. *Access to high-quality general and vocational training and the reintegration of school drop-outs in the education system should be possible for everyone at any time. The Member States should align investments in the education system so that the objective of increasing the level of skills among the active population is reached, taking into account also learning in informal and non-formal contexts. In doing so, the reforms regarding employability in particular should be aimed at ensuring, through training or knowledge in the field of information and communication technologies (ICT), the acquisition of the core skills which every employee needs to be successful in a knowledge-based economy. Measures should be taken to ensure that the educational mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of general and vocational education systems and non vocational training for all ages, in particular by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between general and vocational education institutions and the world of work, including paid apprenticeships, in order to considerably increase the proportion of high-level academic and vocational degrees.*

## Amendment 42

### Proposal for a decision Annex – Guideline 8 – paragraph 2 a (new)

*Text proposed by the Commission*

*Amendment*

***Regular monitoring of the performance of up-skilling and anticipation policies should help to identify areas for improvement and to increase the responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.***

## Amendment 43

### Proposal for a decision Annex – Guideline 8 a (new)

*Text proposed by the Commission*

*Amendment*

***Guideline 8a: Strengthening social and economic cohesion policy in support of employment***

***Member States commit themselves to arranging, complementing, coordinating and adjusting their national targets, within and among each other, in a way that imbalances in economic development between regions will be reduced.***

***The Member States are aware that cohesion policy represents an effective instrument which supports, but is not subordinated to, the guidelines by accommodating regional specificities, supporting regions to overcome their socio-economic difficulties and reducing disparities.***

*An integrated approach, multi-level governance and partnership principles should be at the core of governance and delivery of the strategy, whereas the regional and local levels in particular have to play a crucial role as vehicles to reach the countless economic and social actors living and producing in the Union, in particular the SMEs, especially from the social economy.*

*Therefore, cohesion policy is not just the source of stable financial allocations, but also a powerful instrument for the economic development and so an employment instrument for all Union regions.*

*The Member States should invest more in transport, energy, telecommunication and IT infrastructure and make full use of the European Structural Funds.*

*The participation of potential beneficiaries in Union cofounded programmes should be encouraged by simplification of delivery systems.*

*To achieve this, Member States should create synergies between their cohesion policies and other existing sectoral policies, in accordance with an integrated approach, since cohesion is not a cost, but gives strength, taps unused potential, reduces structural differences between countries and regions, expands growth and improves the competitiveness of Union regions in a globalised world, counterbalances the effects of the global economic crisis and generates Union social capital.*

## Amendment 44

### Proposal for a decision

#### Annex – Guideline 9 – title and paragraph 1

*Text proposed by the Commission*

*Amendment*

***Guideline 9: Improving the performance of education and training systems at all levels and increasing participation in tertiary education*** **deleted**

***In order to ensure access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing needs of modern labour markets. Action should cover all sectors (from early childhood education and schools through to higher education, vocational education and training, as well as adult training) taking also into account learning in informal and non-formal contexts. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of***

*young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.*

*(Guideline 9 in the Commission text is moved to and merged with second paragraph of Guideline 8 in Parliament's amendment.)*

## **Amendment 45**

### **Proposal for a decision Annex – Guideline 9 – paragraph 2**

*Text proposed by the Commission*

*Amendment*

*The EU headline target, on the basis of which Member States will set their national targets, is to reduce the drop out rate to 10%, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 40% in 2020.*

*deleted*

*(Last paragraph of Guideline 9 in the Commission text is moved before the first paragraph of Guideline 8 in Parliament's amendment.)*

## **Amendment 46**

### **Proposal for a decision Annex – Guideline 10 – title**

*Text proposed by the Commission*

*Amendment*

Guideline 10: *Promoting* social inclusion and *combating* poverty

Guideline 10: *Combating poverty and promoting* social inclusion and *protection*

## **Amendment 47**

### **Proposal for a decision Annex – Guideline 10 – paragraph -1 (new)**

*Text proposed by the Commission*

*Amendment*

***The Member States will set their national targets to reduce by 25 % the number of Europeans living below national poverty lines, lifting over 20 million people out of poverty, in particular by employment and education policy measures.***

## **Amendment 48**

### **Proposal for a decision Annex – Guideline 10 – paragraph 1**

*Text proposed by the Commission*

Member States" ***efforts*** to reduce poverty ***should be aimed at promoting*** full participation in society and economy and ***extending*** employment opportunities, ***making full use of*** the European Social Fund. ***Efforts*** should ***also concentrate on ensuring*** equal opportunities, ***including through*** access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular health ***care***. Member States should ***put in place effective anti-discrimination measures***. ***Equally***, to fight social exclusion, empower people and promote labour market participation, social protection systems, ***lifelong learning*** and active inclusion policies ***should*** be enhanced to create opportunities at different stages of people's lives ***and*** shield them from the risk of exclusion. ***Social*** security and pension systems must be modernised ***to ensure*** that they can be fully deployed to ensure ***adequate*** income ***support*** and access to healthcare - ***thus providing social cohesion*** - whilst ***at the same time remaining financially sustainable***. Benefit systems should ***focus on ensuring*** income

*Amendment*

***Combating poverty and exclusion remains a vital challenge. In order to pursue this objective, it is necessary to create opportunities to participate in the labour market or to return to it for all social groups, irrespective of locality or level of education. It is essential to strike a balance between giving people a sufficient sense of security and preserving their motivation to work and earn income. To achieve this target, Member States should make an effort to reduce poverty, including in-work poverty, promote full participation, at people's own choosing, in politics, society, the arts and the economy and extend employment opportunities, in regard to which the European Social Fund is to be used. Member States should pay particular attention here to the increasing number of working poor. In order to formulate specific objectives to combat poverty it must be made clear how poverty should be measured. The standard definition that earning 60% of the median income constitutes poverty must be qualified. Poverty cannot be established by means of such a one-sided indicator. It has to be ensured that equal opportunities,***

security during transitions and **reducing** poverty, in particular among groups most at risk from social exclusion, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless. Member States should also actively promote the social economy and social **innovation in support of** the most vulnerable.

**as well as** access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular **in the social, employment, health and housing fields, are preserved, ensuring that they are available also to the vulnerable and weaker population groups.** The Member States should **also ensure that the oral or written information provided by the public services is clear and complete and that, in the event of a refusal to grant an entitlement, a reason should be given, mentioning the possibilities for an appeal by the person concerned. The principle that there may be no discrimination between men and women with the same training and in the same type of employment should be legally binding in the Member States for all types of employment relationship.** In order to fight social exclusion, empower people **to play an active role in society** and promote labour market participation, social protection systems and active inclusion policies **must be further** enhanced to create opportunities **and job perspectives, taking into account the various needs and responsibilities** at different stages of people's lives, shield them from the risk of exclusion **and provide support, in particular for those furthest from the labour market, into quality work.** Therefore, **efficient approaches under active labour market policy for training and job creation have to be created for those who are excluded from the labour market owing to lack of training. At the same time, social security and pension systems must be modernised so that they can be fully deployed to ensure income above the poverty threshold, to enable participation in social life** and access to healthcare, whilst the **financial sustainability of these systems must be preserved.** Benefit systems should **ensure** income security during transitions and **reduce** poverty, in particular among groups

most at risk from social exclusion, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless. ***In particular, Member States shall be committed to tackling child poverty through appropriate measures so that children are not restricted in their personal development and are not underprivileged when entering professional life due to poverty related interferences of their free development. It is particularly important to ensure equal access to education and equal opportunities for children from disadvantaged families, so as to guard against their social exclusion as adults. In order to strengthen income security at various stages of life, the Member States should ensure adequate minimum incomes that should at least be above the poverty line, in accordance with the various practices, collective agreements and legislation in the Member States. Member States should also actively promote the social economy and social innovations designed to address the different social risks which arise during people's lifetimes, especially where the most vulnerable are concerned, and effectively implement the adopted anti-discrimination measures. In enhancing the sustainability of public finances, Member States should pay particular attention to the positive effects that improvements in social cohesion have on national budgets. Reduced poverty and enhanced participation lead to decreases in social expenditures and increased tax revenues. Member States should guarantee high minimum standards for job quality so as to eradicate poverty among employed people.***

Amendment 49

**Proposal for a decision**  
**Annex – Guideline 10 – paragraph 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***Social protection systems, including pensions and healthcare, should be strengthened and modernised, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, while providing everyone in the European Union with adequate protection from social insecurities, such as health problems, unemployment and poverty.***

***Social protection of short-term contracts, which affect women in particular, and pregnant women more particularly again, should be improved by Member States.***

**Amendment 50**

**Proposal for a decision**  
**Annex – Guideline 10 – paragraph 2**

*Text proposed by the Commission*

*Amendment*

***The EU headline target, on the basis of which Member States will set their national targets, is to reduce by 25% the number of Europeans living below the national poverty lines, lifting over 20 million people out of poverty.***

***deleted***

*(Last paragraph in the Commission text is moved before the first paragraph in Parliament's amendment.)*

## EXPLANATORY STATEMENT

On 27 April 2010, the Commission presented a proposal for the “Europe 2020 Integrated Guidelines” setting out the framework for the new strategy and reforms to be undertaken by the Member States. The proposal consists of Broad Economic Policy Guidelines, on the basis of Article 121 TFEU, and Employment Guidelines based on Article 148 TFEU. As proposed by the Commission, these two legal acts are distinct yet interlinked instruments, forming together a package of integrated guidelines which is limited in number so as to ensure better coherence and more clarity. They are the pillars on which will rest the implementation of the Europe 2020 strategy and contain the main priorities of the Commission communication on Europe 2020 of 3 March. The 10 integrated guidelines - a substantially smaller set replacing the previous 24 guidelines - include 6 guidelines in the economic and 4 in the employment area. According to the Commission’s proposal, the employment strand of the integrated guidelines consists of Guideline 7 – *Increasing labour market participation and reducing structural unemployment*, Guideline 8 - *Developing a skilled workforce, promoting job quality and lifelong learning*, Guideline 9 - *Improving the performance of education systems at all levels and increasing participation in tertiary education*, and Guideline 10 - *Combating poverty and social exclusion*. This report addresses the employment strand of the integrated guidelines whilst taking account of the Commission’s proposals for the economic policy strand.

The new 2020 Employment Guidelines are discussed in the midst of the economic crisis which will undoubtedly have a profound impact on the labour market for several years to come. Despite of some encouraging signs that growth is returning, the economy remains fragile in most Member States. Therefore, direct effects of the crisis on unemployment have still not been fully felt. Consequently, all efforts have to be made to secure a sustainable recovery and to strengthen job creation potential of the European economies, as well as to help people into employment. Moreover, longer-term challenges of most Member States, such as demographic change, globalisation and adoption of new technologies, including low-carbon technologies, remain present and have to be confronted both during the recovery and aftermath. It is therefore very important that a European employment strategy for the next decade tackles, and strikes a balance between the pressing immediate challenges resulting from the crisis and those of medium to longer term nature.

Within this framework, your Rapporteur generally supports the Commission’s approach in limiting the number of guidelines. However, your Rapporteur also believes that smaller number of both guidelines and common EU-level targets can not come on the account of their clarity and of their operational usefulness in guiding Member States’ policies.

Your Rapporteur therefore considers that some aspects of the Commission proposal require further reflection and clarification. These aspects include, in particular the following:

- In view of the current economic and financial crisis and of the long-term challenges faced by the European societies, employment policy has a very important role to play, in addition to economic, social, educational and other policies. Moreover, coherence between action taken by Member States in different areas, such as economics, employment and social affairs, has to be ensured. In the framework of Europe 2020 and Member States’ reform programmes, this means a strong commitment to ensuring that

investments in sustainable economic growth facilitate also the creation of sustainable jobs. It also means that complementarities and coherence between the economic and the employment strands of the Integrated Guidelines are very important.

- Your Rapporteur endorses proposals to take decisive action in order to increase the employment levels of European women and men, but believes that this objective can only be achieved if special attention is paid by the Member States to fostering mobility and employment of the youth, the elderly, people with disabilities and women.
- In addition, adequate use of flexicurity principles, quality education, life-long learning, and the fight against structural unemployment are necessary preconditions for achieving common objectives and reaching the employment and social targets, as well as for ensuring that skilled and qualified labour force is made available to the employers.
- In this framework, and bearing in mind the situation on the labour markets, the European Union's and Member States' efforts in implementing Europe 2020 and the Employment Guidelines should also take into consideration the growing number of new forms of work and of atypical employment contracts, and should set an appropriate legislative framework for this area.
- Furthermore, ensuring the availability of skilled labour force has to be accompanied by intensified investments in job creation, where SMEs have an extremely important role, and in boosting employment-rich growth in general.
- Building on the experience with the Lisbon Strategy, your Rapporteur also believes that Europe 2020 should make additional efforts in improving the governance of the strategy and of its implementing instruments. The role of the social partners and of social dialogue, to name only one aspect, is of utmost importance in this respect.
- Finally, your Rapporteur strongly believes that, if Europe 2020 is to be effective, and the Employment Guidelines in its context efficient, appropriate consideration has to be given also to ensuring that the socio-economical disparities between Member States and between the regions are overcome. For this reason, the cohesion policy objectives have to be pursued and synergies created between this policy and other sectoral policies. EU Structural Funds and Cohesion Fund of the current programming period and any future EU funding instruments have a crucial role to play in this regard.

The amendments proposed by your Rapporteur are therefore aimed at strengthening the clarity and consistency of the text, on the one hand, and at addressing the questions listed above, on the other hand.

28.6.2010

## OPINION COMMITTEE ON ECONOMIC AND MONETARY AFFAIRS

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 - Part II of the Europe 2020 Integrated Guidelines (COM(2010)0193 – C7-0111/2010 – 2010/0115(NLE))

Rapporteur: Hans-Peter Martin

### AMENDMENTS

The Committee on Economic and Monetary Affairs 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 Treaty on European Union stipulates in Article 3.3 that the Union shall combat social exclusion and discrimination, **and shall** promote social justice and protection **and provides for the Union's** initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account

*Amendment*

(2) The Treaty on European Union stipulates in Article 3.3 that the Union shall combat social exclusion and discrimination, promote social justice and **provide social** protection; **it is also expected to take** initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall

requirements linked to the guarantee of adequate social protection and the fight against social exclusion.

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

## Amendment 2

### Proposal for a decision Recital 5

*Text proposed by the Commission*

(5) The Lisbon strategy for growth and jobs helped forge consensus around the broad direction of the EU's economic and employment policies. Under the strategy, both broad economic policy guidelines and employment guidelines were adopted by the Council in 2005 and revised in 2008 . The 24 guidelines laid the foundations for the national reform programmes, outlining the key macro-economic, micro-economic and labour market reform priorities for the EU as a whole. ***However, experience shows that the guidelines did not set clear enough priorities and that links between them could have been stronger. This limited their impact on national policy-making.***

*Amendment*

(5) The Lisbon strategy for growth and jobs helped forge a consensus around the broad direction of the EU's economic and employment policies. Under the strategy, both broad economic policy guidelines and employment guidelines were adopted by the Council in 2005 and revised in 2008. The 24 guidelines laid the foundations for the national reform programmes, outlining the key macro-economic, micro-economic and labour market reform priorities for the EU as a whole. ***The expectations placed on the Lisbon strategy have not been met. Europe 2020 must draw consequences from the mistakes of the old strategy and hence develop consistent, affordable, practicable and verifiable measures and strategies whose results should be checked constantly so that the achievement of the objectives set can be reviewed on an ongoing basis.***

## Amendment 3

### Proposal for a decision Recital 5 a (new)

*Text proposed by the Commission*

*Amendment*

***(5a) Before creating new initiatives the***

***European Union needs to significantly improve existing policies and their implementation.***

#### **Amendment 4**

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

##### **Recital 7**

*Text proposed by the Commission*

(7) The Commission proposed to set up a new strategy for the next decade, the Europe 2020 Strategy, to enable the EU to emerge stronger from the crisis, and to turn its economy towards smart, sustainable and inclusive growth. Five headline targets, listed under the relevant guidelines, constitute shared objectives guiding the action of the Member States and of the Union. Member States should ***make every effort*** to meet the national targets ***and to*** remove the ***bottlenecks that constrain*** growth.

*Amendment*

(7) The Commission proposed to set up a new strategy for the next decade, the Europe 2020 Strategy, to enable the EU to emerge stronger from the crisis, and to turn its economy towards smart, sustainable and inclusive growth. Five headline targets, listed under the relevant guidelines, constitute shared objectives guiding the action of the Member States and of the Union. Member States should ***undertake*** to meet the national targets. ***They should focus on increasing employment and*** remove the ***obstacles to*** growth ***arising from legislation, bureaucracy and national misallocation of resources.***

#### **Amendment 5**

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

##### **Recital 8**

*Text proposed by the Commission*

(8) As part of comprehensive "exit strategies" for the economic crisis, Member States should carry out ambitious reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance. The withdrawal of the fiscal stimulus should be implemented and coordinated within the framework of the

*Amendment*

(8) As part of comprehensive "exit strategies" for the economic crisis, Member States should carry out ambitious ***structural*** reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances, ***strengthen social cohesion*** and enhance ***productivity and*** labour market performance. The ***gradual*** withdrawal of the fiscal stimulus, ***to be***

Stability and Growth Pact.

*commenced as soon as the economy is on the way to a sustainable recovery*, should be implemented and coordinated *inter alia* within the framework of the Stability and Growth Pact.

## Amendment 6

### Proposal for a decision

#### Recital 9

*Text proposed by the Commission*

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ensuring access for all, and strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should encourage *entrepreneurship* and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

*Amendment*

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education *in international comparison*, ensuring access for all, and strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should *actively* encourage *the entrepreneurial spirit through legislation and resources* and *thereby* help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

## Amendment 7

### Proposal for a decision

#### Recital 9 a (new)

*Text proposed by the Commission*

*Amendment*

*(9a) In order to boost economic growth Member States should reduce the bureaucratic burden, cut excessive regulation and high taxes and avoid*

*protectionist policies.*

## Amendment 8

### Proposal for a decision Recital 9 b (new)

*Text proposed by the Commission*

*Amendment*

***(9b) Achieving an efficient single market is a key element for measuring the EU's overall macroeconomic performance; it is particularly crucial for the monetary union to deliver economic benefits, restore growth and create new job opportunities.***

## Amendment 9

### Proposal for a decision Recital 10

*Text proposed by the Commission*

*Amendment*

(10) Member States should also, through their reform programmes, aim at "sustainable growth". Sustainable growth means building a resource-efficient, sustainable and competitive economy, a fair distribution of the cost and benefits and exploiting Europe's leadership in the race to develop new processes and technologies, including green technologies. Member States should implement the necessary reforms to reduce greenhouse gases emissions and use resources efficiently. They should also improve the business environment, stimulate creation of green jobs and modernise their industrial base.

(10) Member States should also, through their reform programmes, aim at "sustainable growth". Sustainable growth means building a resource-efficient, sustainable and competitive economy, a fair distribution of the cost and benefits and exploiting Europe's leadership in the race to develop new processes and technologies, including green technologies. ***These technologies should, as far as possible, be made accessible to all companies, including micro-enterprises and SMEs, so that changes in order to enhance sustainability can be carried out across the board.*** Member States should implement the necessary reforms to reduce greenhouse gases emissions and use resources efficiently. They should also improve the business environment, stimulate creation of green jobs and

modernise their industrial base. ***The financial crisis should not obstruct or delay this crucial transformation to a green and sustainable economy.***

## Amendment 10

### Proposal for a decision

#### Recital 11

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

(11) Member States' reform programmes should also aim at "inclusive growth". Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, thus to actively participate in society and economy. Member States' reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, disabled and legal migrants. They should also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of ***the*** labour markets through investing in successful transitions, appropriate skills development, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

##### *Amendment*

(11) Member States' reform programmes should also aim at "inclusive growth". Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, ***particularly that brought about by new technologies, automation and computer revolution, and*** thus to actively participate in society and economy. Member States' reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, disabled and legal migrants. They should also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of ***flexible*** labour markets through investing in successful transitions, appropriate skills development, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

## Amendment 11

**Proposal for a decision**  
**Recital 11 a (new)**

*Text proposed by the Commission*

*Amendment*

***(11a) In light of the objective of 'inclusive growth', Member States should, at the initiative of the Commission, establish a legislative framework for the new forms of employment which places the employees concerned on an equal footing and facilitates employment which does not promote further fragmentation of the labour market and which guarantees comprehensive protection of the individual and collective rights of employees and affords them the requisite social protection.***

**Amendment 12**

**Proposal for a decision**  
**Recital 12**

*Text proposed by the Commission*

*Amendment*

(12) The EU's and Member States' structural reforms can effectively contribute to growth and jobs if they enhance the EU's competitiveness in the global economy, open up new opportunities for Europe's exporters and provide competitive access to vital imports. Reforms should therefore take into account their external competitiveness implications to foster **European** growth and participation in open and fair markets worldwide.

(12) The EU's and Member States' structural reforms can effectively contribute to **qualitative** growth and **sustainable** jobs if they **respond appropriately to the continuing economic and financial crisis and thus** enhance the EU's competitiveness in the global economy, open up new opportunities for Europe's exporters and provide competitive access to vital imports. Reforms should therefore take into account their external competitiveness implications to foster growth **in the European Union** and participation in open and fair markets worldwide.

**Amendment 13**

**Proposal for a decision**  
**Recital 12 a (new)**

*Text proposed by the Commission*

*Amendment*

***(12a) During the process of elaborating and carrying out structural reforms, Member States should have a particular focus on making sure that employment-intensive growth is promoted and that it is accompanied by substantial job creation in the real economy.***

**Amendment 14**

**Proposal for a decision**  
**Recital 13**

*Text proposed by the Commission*

*Amendment*

(13) The Europe 2020 strategy has to be underpinned by an integrated set of policies, which Member States should implement fully and at the **same** pace, in order to achieve the positive spill-over effects of coordinated structural reforms.

(13) The Europe 2020 strategy has to be underpinned by an integrated set of policies, which Member States should implement fully and – **depending on their different structures** – at the **fastest possible** pace, in order to achieve the positive spill-over effects of coordinated structural reforms.

**Amendment 15**

**Proposal for a decision**  
**Recital 13 a (new)**

*Text proposed by the Commission*

*Amendment*

***(13a) When programming and implementing EU funding, including from the European Social Fund and the Cohesion Fund, Member States should take account of the Europe 2020 Strategy, particularly its employment policy and social policy aspects.***

## Amendment 16

### Proposal for a decision Recital 14

*Text proposed by the Commission*

(14) While these guidelines are addressed to Member States, the Europe 2020 strategy should be implemented in partnership with all national, regional and local authorities, closely associating parliaments, as well as **social partners and** representatives of civil society, **who shall** contribute to the elaboration of national reform programmes, to their implementation and to the overall communication on the strategy.

*Amendment*

(14) While these guidelines are addressed to Member States, ***it is essential that*** the Europe 2020 strategy should be implemented in partnership with all national, regional and local authorities, closely associating parliaments, as well as representatives of civil society. ***Social partners at national level have a particular role to play here, because without their participation it would not in practice be possible to implement the employment strategy in businesses. All parties must be given equal rights to*** contribute to the elaboration of national reform programmes, to their implementation and to the overall communication on the strategy ***as social policies have to respond to local circumstances and preferences.***

## Amendment 17

### Proposal for a decision Recital 14 a (new)

*Text proposed by the Commission*

*Amendment*

***(14a) The efforts made by the Member States with a view to bringing about ambitious reforms and achieving national objectives should be accompanied by a reduction in bureaucracy and administrative and legislative obstacles, and by a focus on the efficiency and transparency of programmes and measures.***

## Amendment 18

### Proposal for a decision Recital 15

*Text proposed by the Commission*

(15) The Europe 2020 strategy is underpinned by a **smaller** set of guidelines, replacing the previous set of 24 and addressing employment and broad economic policy issues in a coherent manner. The guidelines for the employment policies of the Member States, annexed to this Decision, are intrinsically linked with the guidelines for the economic policies of the Member States and of the Union, annexed to Council Recommendation [...] of [...]. Together, they form the ‘Europe 2020 integrated guidelines’.

*Amendment*

(15) The Europe 2020 strategy is underpinned by a set of guidelines, replacing the previous set of 24 and addressing employment and broad economic policy issues in a coherent manner. The guidelines for the employment policies of the Member States, annexed to this Decision, are intrinsically linked with the guidelines for the economic policies of the Member States and of the Union, annexed to Council Recommendation [...] of [...]. Together, they form the ‘Europe 2020 integrated guidelines’.

## Amendment 19

### Proposal for a decision Recital 17

*Text proposed by the Commission*

(17) ***Even though they must be drawn up each year***, these guidelines should remain largely stable until **2014** to ensure ***a focus on implementation***,

*Amendment*

(17) These guidelines should remain largely stable until **2020** to ensure ***that the achievement of the objectives set out therein can be properly reviewed. An evaluation of the objectives achieved should take place every three years.***

## Amendment 20

### Proposal for a decision Recital 17 a (new)

*Text proposed by the Commission*

*Amendment*

***(17a) In the meantime the measures taken and their results should be analysed***

*academically and critically reviewed,*

## **Amendment 21**

### **Proposal for a decision Guideline 7 – paragraph - 1 (new)**

*Text proposed by the Commission*

*Amendment*

*All policies and measures in the framework of the Europe 2020 Strategy should strongly promote equal opportunities and gender equality and should be gender mainstreamed. This includes initiatives aimed at enhancing women's rights and at fighting discrimination against women. Social protection systems should be reviewed with a view to abolishing elements that generate gender inequalities. Working conditions should be enhanced in sectors where women are over-represented. The issue of involuntary part-time employment should be addressed. Gender equality in training and education should be strengthened. By 2020, the gender pay gap should be reduced to 0-5 %. An increased provision of accessible, affordable, flexible and high-quality care services for all, in particular access to child care facilities, is an important way to facilitate and promote the process towards gender equality.*

## **Amendment 22**

### **Proposal for a decision Guideline 7 – paragraph 2**

*Text proposed by the Commission*

*Amendment*

Member States should step up social dialogue and *tackle* labour market segmentation with *measures addressing*

Member States should step up social dialogue and *respond to* labour market segmentation with *adequate social*

temporary and precarious employment, **underemployment** and undeclared work. Professional mobility should be rewarded. The quality of jobs and employment conditions should be addressed by fighting low-wages and by ensuring adequate social security also for those on fixed contracts and the self-employed. Employment services should be strengthened and open to all, including young people and those threatened by unemployment with personalised services targeting those furthest away from the labour market.

**protection for** temporary and precarious employment, and **should combat** undeclared work. Professional mobility should be rewarded. The quality of jobs and employment conditions should be addressed by fighting low-wages and by ensuring adequate social security also for those on fixed contracts and the self-employed. Employment services should be strengthened and open to all, including young people and those threatened by unemployment with personalised services targeting those furthest away from the labour market.

## Amendment 23

### Proposal for a decision Guideline 7 – paragraph 3

#### *Text proposed by the Commission*

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support. Member States should increase labour force participation through policies to promote active ageing, gender equality and equal pay and labour market integration of young people, disabled, legal migrants and other vulnerable groups. Work-life balance policies with the provision of affordable care and innovation in work organisation should be geared to raising employment rates, particularly among youth, older workers and women, in particular to retain highly-skilled women in scientific and technical fields. Member States should also remove barriers to labour market entry for newcomers, support self-employment and job creation in areas including green employment and care and promote social innovation.

#### *Amendment*

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support. Member States should increase labour force participation through policies to promote active ageing, gender equality and equal pay and labour market integration of young people, disabled, legal migrants and other vulnerable groups. Work-life balance policies with the provision of affordable care and innovation in work organisation should be geared to raising employment rates, particularly among youth, older workers and women, in particular to retain highly-skilled women in scientific and technical fields. ***The exchange of apprentices between Member States should also be strongly promoted.*** Member States should also remove barriers to labour market entry for newcomers, support self-employment and job creation in areas including green employment and

care and promote social innovation. ***In order to promote 'green employment', Member States should offer retraining measures for workers who currently work in fields with high CO<sub>2</sub> emissions. In enhancing the functioning and performance of the labour market, Member States should actively engage social partners in national policy elaboration and should fully respect their right – in accordance with national laws and practices – to conclude and enforce collective agreements.***

## Amendment 24

### Proposal for a decision Guideline 7 – headline targets

*Text proposed by the Commission*

The EU headline target, on the basis of which Member States will set their national targets, is *of aiming* to bring by 2020 to 75% the employment **rate** for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of legal migrants.

*Amendment*

The EU headline target, on the basis of which Member States will set their national targets, is *to aim* to bring by 2020 to **at least** 75% the employment **rates** for **both** women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers – **especially older women** – and the better integration of legal migrants, **and to reduce youth unemployment**.

## Amendment 25

### Proposal for a decision Guideline 8 – paragraph 1

*Text proposed by the Commission*

Member States should promote productivity and employability through an adequate supply of knowledge and skills to match current and future demand in the labour market. Quality initial education and attractive vocational training must be complemented with effective incentives for

*Amendment*

Member States should promote productivity and employability through an adequate supply of knowledge and skills to match current and future demand in the labour market. Quality initial education and attractive vocational training must be complemented with effective incentives for

lifelong learning, second-chance opportunities, ensuring every adult the chance to move one step up in their qualification, and by targeted migration and integration policies. Member States should develop systems for recognising acquired competencies, remove barriers to occupational and geographical mobility of workers, promote the acquisition of transversal competences and creativity, and focus their efforts particularly on supporting those with low skills and increasing *the* employability *of older workers*, while at the same time enhance the training, skills and experience of highly skilled workers, including researchers.

lifelong learning, second-chance opportunities, ensuring every adult the chance to move one step up in their qualification, and by targeted migration and integration policies. Member States should develop systems for recognising acquired competencies, remove barriers to occupational and geographical mobility of workers, promote the acquisition of transversal competences and creativity, and focus their efforts particularly on supporting those with low skills and *older workers and* increasing *their* employability, while at the same time enhance the training, skills and experience of highly skilled workers, including researchers. *Member States should develop systems enabling the quality of vocational qualifications to be compared and duly recognised across the EU, on a similar basis to the European credit transfer and accumulation system for students.*

## Amendment 26

### Proposal for a decision Guideline 8 – paragraph 2

#### *Text proposed by the Commission*

In cooperation with social partners and business, Member States should improve access to training, strengthen education and career guidance combined with systematic information on new job openings and opportunities, promotion of *entrepreneurship* and enhanced anticipation of skill needs. Investment in *human resource* development, up-skilling and participation in lifelong learning schemes should be promoted through joint financial contributions from governments, *individuals* and employers. To support young people and in particular those not in employment, education or training, Member States in cooperation with the

#### *Amendment*

In cooperation with *the* social partners and business, Member States should improve access to training, strengthen education and career guidance combined with systematic information on, *and appropriate measures to promote*, new job openings and opportunities, promotion of *business involvement in education and training and further training*, and enhanced anticipation of skill needs. Investment in *personnel planning and* development, up-skilling and participation in lifelong learning schemes should be promoted through joint financial contributions from governments and employers. To support young people and in particular those not in

social partners, should enact schemes to help **recent graduates** find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and **increase the responsiveness of** education and training systems **to labour market needs**. EU funds should be fully mobilised by Member States to support these objectives.

employment, education or training, Member States in cooperation with the social partners, should enact schemes to help **young people with or without a school leaving qualification** find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and **make** education and training systems **more geared towards growth fields of work of the future**. **To support the objectives of lifelong learning, access to training and geographical mobility, Member States should introduce new forms of internet-based distance learning and e-learning to complement traditional forms of training**. EU funds should be fully mobilised by Member States to support these objectives.

## Amendment 27

### Proposal for a decision Guideline 9 – paragraph 1

#### *Text proposed by the Commission*

In order to ensure access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing **needs of modern labour markets**. Action should cover all sectors (from early childhood education and schools through to higher education, vocational education and training, as well as adult training) taking also into account learning in informal and non-formal contexts. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based

#### *Amendment*

In order to ensure access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training **and further training** systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing **world of work**. **A uniform minimum standard for primary education should be set in the European Union, within the framework of which every child in the European Union has the right to a free school place, regardless of its parents' social circumstances**. Action should cover all sectors (from early childhood education and schools through to higher education, vocational education and

economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers *becomes the norm*. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling *flexible* learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.

training, as well as adult training) taking also into account learning in informal and non-formal contexts. *The quality of education and training, particularly in the fields of higher and university education, should meet international standards so as to guarantee the lasting competitiveness of workers in the Member States*. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers *is facilitated*. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling learning pathways, *including for older people*, and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. *As a matter of principle, every learner should be challenged and supported according to his or her individual talents*. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving *through individual encouragement and support. To ensure that exceptionally gifted and able young people can develop their full individual potential, Member States should adopt targeted measures to encourage and support their potential for development. For people who, for various reasons, are unable to participate in these systems, social protection which goes further than preventing poverty should be guaranteed. For people who, because of illness and/or disability, are no longer able to practise their previous occupation,*

*special vocational further training and/or retraining measures should be provided.*

## Amendment 28

### Proposal for a decision Guideline 9 – headline targets

*Text proposed by the Commission*

The EU headline **target**, on the basis of which Member States will set their national targets, **is** to reduce the drop out rate to 10%, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 40% in 2020.

*Amendment*

The EU headline **targets**, on the basis of which Member States will set their national targets, **are** to reduce the drop out rate to 10%, whilst increasing the share of the population aged 30-34 having completed tertiary or equivalent education to at least 40% in 2020. ***In line with the recognised OECD calculations, each Member State should give 6% of its GDP, and if possible more, to private and public expenditure on educational establishments in all areas of education.***

## Amendment 29

### Proposal for a decision Guideline 10 – paragraph 1

*Text proposed by the Commission*

***Member States' efforts to reduce poverty*** should be aimed at promoting full participation in society and economy and extending employment opportunities, making full use of the European Social Fund. Efforts should also concentrate on ***ensuring*** equal opportunities, ***including through*** access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular health care. Member States should put in place effective anti-discrimination measures. Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems,

*Amendment*

***To achieve this goal, Member States should intensify efforts to eliminate poverty, including that of the working poor. Efforts*** should be aimed at promoting full participation, ***at people's own choosing, in politics, the arts, and the economy*** and extending employment opportunities, making full use of the European Social Fund. Efforts should also concentrate on ***maintaining and bringing about both*** equal opportunities ***and*** access to affordable, sustainable and ***high-quality*** services and public services (including online services, in line with guideline 4) and in particular health care, ***specifically as regards social welfare, employment,***

lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure **adequate income support** and access to healthcare — thus providing social cohesion — **whilst at the same time remaining financially sustainable**. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion, such as **one-parent families**, minorities, people with disabilities, children and young people, elderly women and men, **legal** migrants and the homeless. Member States should also actively promote the social economy and social **innovation in support of** the most vulnerable.

**health, and neighbourhood services**. Member States should put in place **active and** effective anti-discrimination measures. **The principle that there may be no discrimination between men and women with the same training and in the same type of employment should be legally binding in the Member States for all types of employment relationship**. Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems, lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure **income above the poverty threshold** and access to healthcare — thus providing social cohesion. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion, such as minorities, people with disabilities, children and young people, elderly women and men, migrants and the homeless. Member States should also actively promote the social economy and social **innovations designed to address the different social risks which arise during people's lifetime, especially where the most vulnerable are concerned**. **In enhancing the sustainability of public finances, Member States should pay particular attention to the positive effects that improvements in social cohesion have on national budgets. Reduced poverty and enhanced participation lead to decreases in social expenditures and increased tax revenues**.

## RESULT OF FINAL VOTE IN COMMITTEE

<b>Date adopted</b>	22.6.2010
<b>Result of final vote</b>	+: 42 -: 0 0: 0
<b>Members present for the final vote</b>	Burkhard Balz, Slavi Binev, Sharon Bowles, Udo Bullmann, Pascal Canfin, Nikolaos Chountis, George Sabin Cutaş, Leonardo Domenici, Diogo Feio, Elisa Ferreira, Vicky Ford, Jean-Paul Gauzès, Sven Giegold, Sylvie Goulard, Enikő Györi, Liem Hoang Ngoc, Othmar Karas, Wolf Klinz, Jürgen Klute, Rodi Kratsa-Tsagaropoulou, Astrid Lulling, Hans-Peter Martin, Arlene McCarthy, Íñigo Méndez de Vigo, Sławomir Witold Nitras, Ivari Padar, Alfredo Pallone, Anni Podimata, Antolín Sánchez Presedo, Olle Schmidt, Edward Scicluna, Peter Simon, Theodor Dumitru Stolojan, Ivo Strejček, Kay Swinburne, Ramon Tremosa i Balcells, Corien Wortmann-Kool
<b>Substitute(s) present for the final vote</b>	Elena Băsescu, David Casa, Iliana Ivanova, Syed Kamall, Philippe Lamberts

23.6.2010

## **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: Part II of the Europe 2020 Integrated Guidelines (COM(2010)0193 – C7-0111/2010 – 2010/0115(NLE))

Draftswoman: Eva-Britt Svensson

### **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 1 a (new)**

*Text proposed by the Commission*

*Amendment*

***(1a) Article 157 of the Treaty on the Functioning of the European Union stipulates that the European Parliament and the Council shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.***

## Amendment 2

### Proposal for a decision

#### Recital (2)

*Text proposed by the Commission*

(2) The Treaty on European Union stipulates in Article 3.3 that the Union shall combat social exclusion and discrimination, and shall promote social justice and protection and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account requirements linked to the guarantee of adequate social protection and the fight against social exclusion.

*Amendment*

(2) The Treaty on European Union stipulates in Article 3(3) that the Union shall combat social exclusion and discrimination, and shall promote social justice and protection ***and equality between women and men***, and provides for the Union's initiatives to ensure coordination of Member States' social policies. Article 9 of the Treaty on the Functioning of the European Union provides that in defining and implementing its policies and activities, the Union shall take into account requirements linked to the guarantee of adequate social protection and the fight against social exclusion.

## Amendment 3

### Proposal for a decision

#### Recital 2 a (new)

*Text proposed by the Commission*

*Amendment*

***(2a) Article 8 of the Treaty on the Functioning of the European Union stipulates that in all its activities, the Union shall aim to eliminate inequalities and to promote equality between men and women. Article 10 thereof adds that, in defining and implementing its policies and activities, the Union shall aim to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Article 2 of the Treaty on European Union states that European society is characterised by pluralism, non-discrimination, tolerance, justice, solidarity, and equality between women and men.***

#### Amendment 4

##### Proposal for a decision Recital 8

*Text proposed by the Commission*

(8) As part of comprehensive ‘exit strategies’ for the economic crisis, Member States should carry out ambitious reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance. The withdrawal of the fiscal stimulus should be implemented and coordinated within the framework of the Stability and Growth Pact.

*Amendment*

(8) As part of comprehensive ‘exit strategies’ for the economic crisis, Member States should carry out ambitious reforms to ensure macroeconomic stability and the sustainability of public finance, improve competitiveness, reduce macroeconomic imbalances and enhance labour market performance, ***and they should reconsider the need to reform their pensions systems to reflect the real demographic situation and forecasts for demographic growth in the short term and long term.*** The withdrawal of the fiscal stimulus should be implemented and coordinated within the framework of the Stability and Growth Pact.

#### Amendment 5

##### Proposal for a decision Recital 8 a (new)

*Text proposed by the Commission*

*Amendment*

***(8a) Where Member States consider making cuts in public spending, especially in the fields of care and education, they should first consider the effects of such cuts on female employment.***

#### Amendment 6

**Proposal for a decision**  
**Recital 9**

*Text proposed by the Commission*

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, ensuring access for all, and strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should encourage entrepreneurship and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

*Amendment*

(9) Within the Europe 2020 strategy, Member States should implement reforms aimed at ‘smart growth’, i.e. growth driven by knowledge and innovation. Reforms should aim at improving the quality of education, **by combating sexist stereotyping and** ensuring access for all, and **at** strengthening research and business performance in order to promote innovation and knowledge transfer throughout the EU. They should encourage entrepreneurship and help to turn creative ideas into innovative products, services and processes that can create growth, quality jobs, territorial, economic and social cohesion, and address more efficiently European and global societal challenges. Making the most of information and communication technologies is essential in this context.

**Amendment 7**

**Proposal for a decision**  
**Recital 11**

*Text proposed by the Commission*

(11) Member States’ reform programmes should also aim at ‘inclusive growth’. Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, thus to actively participate in society and economy. Member States’ reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, disabled and legal migrants. They should

*Amendment*

(11) Member States’ reform programmes should also aim at ‘inclusive growth’. Inclusive growth means building a cohesive society in which people are empowered to anticipate and manage change, thus to actively participate in society and economy. Member States’ reforms should therefore ensure access and opportunities for all throughout the lifecycle, thus reducing poverty and social exclusion, through removing barriers to labour market participation especially for women, older workers, young people, disabled and legal migrants. They should

also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of the labour markets through investing in successful transitions, appropriate skills development, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes.

also make sure that the benefits of economic growth reach all citizens and all regions. Ensuring effective functioning of the labour markets through investing in successful transitions, appropriate skills development, ***combating sexist stereotypes***, rising job quality and fighting segmentation, structural unemployment and inactivity while ensuring adequate, sustainable social protection, ***equal opportunities*** and active inclusion to reduce poverty should therefore be at the heart of Member States' reform programmes. ***Member States should also aim to increase work opportunities for female workers in the agricultural sector, ensuring equal treatment in comparison to the other labour sectors.***

## Amendment 8

### Proposal for a decision Recital 13 a (new)

*Text proposed by the Commission*

*Amendment*

***(13a) In reporting on employment rates, Member States should provide clear and comparable data, broken down by gender, which correctly reflect the proportion of work which allows the worker to be economically independent, part-time employment and part-time unemployment in labour force statistics.***

## Amendment 9

### Proposal for a decision Annex - Guideline 7 - Title

*Text proposed by the Commission*

*Amendment*

Increasing labour market participation and reducing ***structural*** unemployment

Increasing labour market participation, reducing unemployment ***and promoting gender equality***

## Amendment 10

### Proposal for a decision Annex - Guideline 7 - paragraph 2

*Text proposed by the Commission*

Member States should step up social dialogue and tackle labour market segmentation with measures addressing temporary and precarious employment, underemployment and undeclared work. Professional mobility should be rewarded. The quality of jobs and employment conditions should be addressed by fighting low-wages and by ensuring adequate social security also for those on fixed contracts and the self-employed. Employment services should be strengthened and open to all, including young people and those threatened by unemployment with personalised services targeting those furthest away from the labour market.

*Amendment*

Member States should step up social dialogue and tackle labour market segmentation with measures addressing temporary and precarious employment, underemployment and undeclared work. Professional mobility should be rewarded. The quality of jobs and employment conditions should be addressed by fighting low-wages and by ensuring adequate social security also for those on fixed contracts and the self-employed. Employment services should be strengthened and open to all, including **women**, young people and those threatened by unemployment with personalised services targeting those furthest away from the labour market.  
***Member States should change working patterns and conditions for women in order to strengthen their labour market position and to ensure their social protection and other entitlements accorded to women, including those who are self-employed.***

## Amendment 11

### Proposal for a decision Annex -Guideline 7 - paragraph 3

*Text proposed by the Commission*

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support. Member States **should**

*Amendment*

In order to increase competitiveness and raise participation levels, particularly for the low-skilled, and in line with economic policy guideline 2, Member States should review tax and benefit systems and the capacity of public services to provide the necessary support, **including removing**

increase *labour force* participation through policies *to* promote active ageing, gender equality and equal pay *and labour market integration of* young people, disabled, *legal* migrants *and other vulnerable groups*. Work-life balance policies *with the provision of affordable care and innovation in work organisation* should be geared to raising employment rates, particularly among youth, older workers and women, *in particular to retain highly-skilled women in scientific and technical fields*. Member States should also remove barriers to labour market entry for newcomers, support self-employment and job creation in areas including green employment and care and promote social innovation.

*disincentives to female labour market participation*. Member States *should* increase *the* participation *of economically active age groups in the labour market* through policies *that* promote active ageing, gender equality and equal pay, *access to social and work-related protection and benefits for women*. *Moreover, special attention should be awarded to certain vulnerable groups who face particular difficulties in finding work, such as* young people, *the* disabled *and migrants, amongst others*. Work-life balance policies should be geared to raising employment rates, particularly among youth, older workers and women. *Active measures should be taken to increase the participation of women in scientific and technical fields, to retain them and to increase their chances of promotion. In order to improve the possibilities for combining work and private life for men and women, Member States should grant employees the right to part-time work and flexibility with regard to working hours and the work place, access to affordable, flexible and high-quality childcare and care for other dependants and adequate maternity, paternity, filial and adoption leave. In order to ensure progress in equality policies* Member States should also remove barriers to labour market entry for newcomers *and women*, support self-employment and job creation in areas including green employment, *which is also a precondition for better-paid, high-skilled and rewarding jobs for women*, and care and promote social innovation.

## Amendment 12

**Proposal for a decision**  
**Annex - Guideline 7 - paragraph 3 a (new)**

*Text proposed by the Commission*

*Amendment*

*Specific measures should be taken to address the barriers faced by women, especially older women, young women, migrant women, minority women, lesbian women, transgenders and women with disabilities, in entering the labour market, including those who actively combat the forms of discrimination and social exclusion that they face.*

**Amendment 13**

**Proposal for a decision**  
**Annex - Guideline 7 - paragraph 3 b (new)**

*Text proposed by the Commission*

*Amendment*

*From a gender equality perspective, women and men should have the same opportunities to access the labour market, and to promotion . Therefore, amongst other things, policies should be developed which promote joint responsibility between women and men in the private sphere and the field of care, in particular by establishing a right to paternity leave, which ensure that affordable, high-quality childcare services are available for children aged 0 to 3 years, which provide universal schooling for children aged between 3 and 6 years, and which eliminate all forms of discrimination at the workplace, such as the current gender wage gap.*

**Amendment 14**

**Proposal for a decision**  
**Annex - Guideline 7 - paragraph 3 c (new)**

*Text proposed by the Commission*

*Amendment*

***In view of the differences that exist between employment opportunities for women and men in the EU, special efforts are needed to integrate women into the labour market, with a view to achieving the overall target of 75% employment.***

**Amendment 15**

**Proposal for a decision**  
**Annex - Guideline 7 - paragraph 4**

*Text proposed by the Commission*

*Amendment*

The EU headline target, on the basis of which Member States will set their national targets, is of aiming to bring by 2020 to 75% the employment rate for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of **legal** migrants.

The EU headline target, on the basis of which Member States will set their national targets, is of aiming to bring by 2020 to 75% the employment rate for women and men aged 20-64 including through the greater participation of youth, older workers and low skilled workers and the better integration of migrants. ***Member States should aim to ensure that at least 50% of female employment provides economic independence. The gender pay-gap should be reduced to 0-5% by 2020.***

**Amendment 16**

**Proposal for decision**  
**Guideline 7a: Gender equality**

*Text proposed by the Commission*

*Amendment*

***Guideline 7a: Gender equality***  
***Member States should, through specific gender equality targets, gender mainstreaming and specific policy actions, increase female employment that provides economic independence, fully***

*respect workers' rights and eliminate the gender pay-gap, discrimination and gender gaps in employment and unemployment rates.*

*Member States should aim to achieve a 75% employment rate for women (based on full-time equivalents) by 2020, through, inter alia,*

*- more public and private investment, more quality public services and support for families and individuals;*

*- improve the possibilities for combining work and private life for men and women, particularly in male dominated sectors, by giving employees a right to part-time work and flexible working hours and workplaces if they request for it, and adequate maternity, paternity, filial and adoption leave;*

*- ensuring accessible, affordable, flexible and high-quality services, in particular, access to child care facilities by aiming to ensure conditions for 50% of necessary care for 0-3 year-old children and 100% of care for 3-6 year-old children, and improved access to care for other dependants, in particular older persons;*

*- addressing precarious working conditions and combating involuntary part-time work since the majority affected by those are women;*

*- more and better use of the skills of ethnic minority women and migrant women;*

*- recognition of the rights of assisting spouses and life partners, who in the majority of cases are women, who provide help in handicrafts, trade, agriculture, fisheries and small family businesses, to obtain appropriate protection in the field of social security and of their work;*

*- improving working conditions and valuation of work in sectors where women are particularly heavily represented (i.e. care and domestic work, certain service*

sectors);

*- address the barriers faced by women, especially older women, young women, migrant women, minority women, lesbian women, transgenders and women with disabilities, in entering the labour market, including measures which actively combat the forms of discrimination and social exclusion that they face;*

*- encourage higher participation of women in scientific and technical professions, increase their chances of promotion in these sectors and ensure that female workers have equal access to training and education and, in particular, are included in training opportunities for green jobs;*

*- pay specific attention to groups of women facing poverty, such as single mothers, young mothers, single women with no work experience, elderly women and migrant women, as many of them are unable or not yet able to improve their situation by entering the labour market;*

*Member States should step up their efforts to fully apply the principle of equal pay for equal work and aim to reduce the gender pay gap to 0-5% by 2020. These targets will be supported by the Commission revised Directive 75/117/EEC, a legislative proposal which is more effective than the existing legislation and which provides for measures in the event of a breach of the right to equal pay, and to ensure that these are dissuasive and proportional (for instance, higher sanctions in case of repeat offenders).*

## **Amendment 17**

**Proposal for a decision**  
**Annex - Guideline 8 - paragraph 1**

*Text proposed by the Commission*

Member States should promote productivity and employability through an adequate supply of knowledge and skills to match current and future demand in the labour market. Quality initial education and attractive vocational training must be complemented with effective incentives for lifelong learning, second-chance opportunities, ensuring every adult the chance to move one step up in their qualification, and by targeted migration and integration policies. Member States should develop systems for recognising acquired competencies, remove barriers to occupational and geographical mobility of workers, promote the acquisition of transversal competences and creativity, and focus their efforts particularly on supporting those with low skills and increasing the employability of older workers, while at the same time enhance the training, skills and experience of highly skilled workers, including researchers

*Amendment*

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**Amendment 18**

**Proposal for a decision**  
**Annex - Guideline 8 - paragraph 2**

*Text proposed by the Commission*

In cooperation with social partners and business, Member States should improve access to training, strengthen education and career guidance ***combined*** with systematic information on new job openings and opportunities, promotion of ***entrepreneurship*** and enhanced anticipation of skill needs. Investment in

*Amendment*

In cooperation with social partners and business, Member States should improve access to training, strengthen education and career guidance, ***which should include doing away with the gender stereotyping that leads to segregation on the labour market, and combine this*** with systematic information on new job openings and

human resource development, up-skilling and participation in lifelong learning schemes should be promoted through joint financial contributions from governments, individuals and employers. To support young people and in particular those not in employment, education or training, Member States in cooperation with the social partners, should enact schemes to help recent graduates find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and increase the responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.

***increased opportunities for women in the new-technologies sector, promotion of women's participation in SMEs and enhanced anticipation of skill needs with specific attention to the equal participation of women and men.***

Investment in human resource development, up-skilling and participation in lifelong learning schemes should be promoted through joint financial contributions from governments, individuals and employers. To support young people and in particular those not in employment, education or training, Member States in cooperation with the social partners, should enact schemes to help recent graduates find initial employment or further education and training opportunities, including apprenticeships, and intervene rapidly when young people become unemployed. Regular monitoring of the performance of up-skilling and anticipation policies should help identify areas for improvement and increase the responsiveness of education and training systems to labour market needs. EU funds should be fully mobilised by Member States to support these objectives.

## **Amendment 19**

### **Proposal for a decision Annex - Guideline 9 - paragraph 1**

*Text proposed by the Commission*

In order to ensure access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing needs of modern labour markets. Action should cover all sectors (from early childhood education and schools through to higher

*Amendment*

In order to ensure ***integration of gender equality principles in education and training programmes through*** access to quality education and training for all and to improve educational outcomes, Member States should invest efficiently in education and training systems notably to raise the skill level of the EU's workforce, allowing it to meet the rapidly changing needs of modern labour markets. Action should

education, vocational education and training, as well as adult training) taking also into account learning in informal and non-formal contexts. Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.

cover all sectors (from early childhood education and schools through to higher education, vocational education and training, as well as adult training) taking also into account learning in informal and non-formal contexts ***and contribute to decreasing gender segregation by occupation, sector and rank in the labour market.*** Reforms should aim to ensure the acquisition of the key competencies that every individual needs for success in a knowledge-based economy, notably in terms of employability, further learning, or ICT skills. Steps should be taken to ensure learning mobility of young people and teachers becomes the norm. Member States should improve the openness and relevance of education and training systems, particularly by implementing national qualification frameworks enabling flexible learning pathways and by developing partnerships between the worlds of education/training and work. The teaching profession should be made more attractive. Higher education should become more open to non-traditional learners and participation in tertiary or equivalent education should be increased. With a view to reducing the number of young people not in employment, education, or training, Member States should take all necessary steps to prevent early school leaving.

## **Amendment 20**

### **Proposal for a decision Annex - Guideline 10 - paragraph 1**

#### *Text proposed by the Commission*

Member States' efforts to reduce poverty should be aimed at promoting full participation in society and economy and extending employment opportunities, making full use of the European Social Fund. Efforts should also concentrate on ensuring equal opportunities, including

#### *Amendment*

***In the context of the multidimensional nature of poverty and social exclusion,*** Member States' efforts to reduce poverty should be aimed at promoting full participation in society and economy and extending employment opportunities ***for all,*** making full use of the European Social

through access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular health care. Member States should put in place effective anti-discrimination measures. Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems, lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure adequate income support and access to healthcare — thus providing social cohesion — whilst at the same time remaining financially sustainable. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless. Member States should also actively promote the social economy and social innovation in support of the most vulnerable.

Fund. Efforts should also concentrate on ensuring equal opportunities **and equal participation in the labour market for women**, including through access to affordable, sustainable and high quality services and public services (including online services, in line with guideline 4) and in particular health care. Member States should put in place effective anti-discrimination measures **focusing particularly on women, and taking into account the feminisation of poverty and integrate a gender perspective in order to protect groups at risk and to ensure their inclusion into the labour market**. Equally, to fight social exclusion, empower people and promote labour market participation, social protection systems, lifelong learning and active inclusion policies should be enhanced to create opportunities at different stages of people's lives and shield them from the risk of exclusion. Social security and pension systems must be modernised to ensure that they can be fully deployed to ensure adequate income support and access to healthcare **for each individual** — thus providing social cohesion — whilst at the same time remaining financially sustainable. Benefit systems should focus on ensuring income security during transitions and reducing poverty, in particular among groups most at risk from social exclusion **in the context of gender equality**, such as one-parent families, minorities, people with disabilities, children and young people, elderly women and men, legal migrants and the homeless, **with particular attention to female victims of terrorism, trafficking, organised crime and domestic violence**. Member States should also actively promote the social economy and social innovation in support of the most vulnerable, **while making economic and social policies that are more gender-aware**.

## RESULT OF FINAL VOTE IN COMMITTEE

<b>Date adopted</b>	23.6.2010
<b>Result of final vote</b>	+:           17 -:            2 0:           12
<b>Members present for the final vote</b>	Edit Bauer, Emine Bozkurt, Andrea Češková, Marije Cornelissen, Silvia Costa, Edite Estrela, Ilda Figueiredo, Iratxe García Pérez, Jolanta Emilia Hibner, Mary Honeyball, Sophia in 't Veld, Livia Járóka, Teresa Jiménez-Becerril Barrio, Philippe Juvin, Nicole Kiil-Nielsen, Rodi Kratsa-Tsagaropoulou, Barbara Matera, Antonyia Parvanova, Frédérique Ries, Raúl Romeva i Rueda, Joanna Katarzyna Skrzydlewska, Eva-Britt Svensson, Marc Tarabella, Britta Thomsen, Anna Záborská
<b>Substitute(s) present for the final vote</b>	Christa Klaß, Elisabeth Morin-Chartier, Mariya Nedelcheva, Chrysoula Paliadeli
<b>Substitute(s) under Rule 187(2) present for the final vote</b>	Julie Girling, Gesine Meissner

## RESULT OF FINAL VOTE IN COMMITTEE

<b>Date adopted</b>	14.7.2010
<b>Result of final vote</b>	+:           40 -:            2 0:            7
<b>Members present for the final vote</b>	Regina Bastos, Edit Bauer, Jean-Luc Bannahmias, Pervenche Berès, Mara Bizzotto, Milan Cabrnock, Ole Christensen, Derek Roland Clark, Sergio Gaetano Cofferati, Marije Cornelissen, Tadeusz Cymański, Frédéric Daerden, Karima Delli, Proinsias De Rossa, Sari Essayah, Richard Falbr, Ilda Figueiredo, Pascale Gruny, Thomas Händel, Marian Harkin, Roger Helmer, Stephen Hughes, Vincenzo Iovine, Liisa Jaakonsaari, Danuta Jazłowiecka, Martin Kastler, Ádám Kósa, Patrick Le Hyaric, Veronica Lope Fontagné, Olle Ludvigsson, Elizabeth Lynne, Thomas Mann, Elisabeth Morin-Chartier, Csaba Óry, Siiri Oviir, Rovana Plumb, Sylvana Rapti, Licia Ronzulli, Elisabeth Schroedter, Joanna Katarzyna Skrzydlewska, Jutta Steinruck, Traian Ungureanu
<b>Substitute(s) present for the final vote</b>	Georges Bach, Raffaele Baldassarre, Françoise Castex, Jelko Kacin, Ria Oomen-Ruijten, Csaba Sógor, Emilie Turunen