

EUROPEAN PARLIAMENT

2004



2009

Committee on Women's Rights and Gender Equality

2007/0300(CNS)

7.4.2008

OPINION

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on the proposal for a Council decision on guidelines for the employment policies of the Member States (under Article 128 of the EC Treaty)
(COM(2007)0803 PART V – C6-0031/2008 – 2007/0300(CNS))

Draftswoman: Claire Gibault

PA_Legam

AMENDMENTS

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

Amendment 1

Proposal for a decision

Recital 2

Text proposed by the Commission

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

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

- improving adaptability of workers and enterprises, and

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

Amendment

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

- attracting and retaining more people in employment, **in quality jobs**, increasing labour supply, modernising social protection systems **and taking a global approach to gender equality and non-discrimination**,

- improving adaptability of workers and enterprises **to meet the challenges arising from globalisation**, and

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

Amendment 2

Proposal for a decision

Annex – paragraph 1 – indent 1

Text proposed by the Commission

- Full employment: Achieving full

Amendment

- Full employment: Achieving full

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

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

Amendment 3

Proposal for a decision Annex – paragraph 1 – indent 2

Text proposed by the Commission

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

Amendment

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

Amendment 4

Proposal for a decision Annex – paragraph 1 – indent 3

Text proposed by the Commission

- Strengthening social and territorial cohesion: Determined action is needed to strengthen and reinforce social inclusion, fight poverty - especially *child poverty*-, prevent exclusion from the labour market, support integration in employment of people at a disadvantage, and to reduce regional disparities in terms of employment, unemployment and labour

Amendment

- Strengthening social and territorial cohesion: Determined action is needed to strengthen and reinforce social inclusion, fight poverty - especially *poverty among women and in one-parent families and families with many children and no resources* -, prevent exclusion from the labour market, support integration in employment of *women and* people at a

productivity, especially in regions lagging behind. Strengthened interaction is needed with the Open Method of Coordination in Social Protection and Social Inclusion.

disadvantage, and to reduce regional disparities in terms of employment, unemployment and labour productivity, especially in regions lagging behind. Strengthened interaction is needed with the Open Method of Coordination in Social Protection and Social Inclusion.

Amendment 5

Proposal for a decision

Annex – paragraph 2

Text proposed by the Commission

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market in line with the European Pact for Gender Equality. This will assist Member States in addressing the demographic challenge. As part of a new intergenerational approach, particular attention should be paid to the situation of young people, implementing the European Youth Pact, and to promoting access to employment throughout working life. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, **including disabled people**, as well as between third-country nationals and EU citizens, in line with any national targets.

Amendment

Equal opportunities and combating discrimination are essential for progress. Gender mainstreaming and the promotion of gender equality should be ensured in all action taken. Particular attention must also be paid to significantly reducing all gender related gaps in the labour market in line with the European Pact for Gender Equality, ***which presupposes strict application of the European directives on equal treatment and the elimination of inequalities***. This will assist Member States in addressing the demographic challenge. As part of a new intergenerational approach, particular attention should be paid to the situation of young people, implementing the European Youth Pact, and to promoting access to employment throughout working life. Particular attention must also be paid to significantly reducing employment gaps for people at a disadvantage, as well as between third-country nationals and EU citizens, in line with any national targets.

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

Text proposed by the Commission

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

Amendment

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

Amendment 7
Proposal for a decision
Annex – paragraph 6 – indent 1

Text proposed by the Commission

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

Amendment

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

Amendment 8
Proposal for a decision
Annex – paragraph 6 – indent 3

Text proposed by the Commission

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

Amendment

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

Amendment 9

Proposal for a decision Annex – section 1 – title

Text proposed by the Commission

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

Amendment

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

Amendment 10

Proposal for a decision Annex – Section 1 – paragraph 1

Text proposed by the Commission

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

Amendment

Raising employment levels is the most effective means of generating economic growth and promoting socially inclusive economies whilst ensuring a safety net for those unable to work. Promoting a lifecycle approach to work and modernising social protection systems to ensure their adequacy, financial sustainability and responsiveness to changing needs in society are all the more necessary because of the expected decline in the working-age population. Special attention should be paid to tackling the persistent employment gaps between women and men, further increasing the employment rates of older workers and young people, as part of new intergenerational approach, and promoting active inclusion of those most excluded from the labour market, ***particularly victims of multiple discrimination, which is further aggravated by the difficult geographical circumstances of island and mountain regions***. Intensified action is

average double the overall unemployment rate.

also required to improve the situation of young people in the labour market and to significantly reduce youth unemployment, which is on average double the overall unemployment rate.

Amendment 11

Proposal for a decision

Annex – Section 1 – paragraph 2

Text proposed by the Commission

The right conditions must be put in place to facilitate progress in employment, whether it is first time entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working conditions access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is **a useful benchmarks**. The increase in the average employment rate of parents, especially single parents, requires measures to support families. In particular, Member States should take account of the **special** needs of single parents **and** families with many children. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a five year increase at EU level (compared to 59.9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens, increasing labour productivity and

Amendment

The right conditions must be put in place to facilitate progress in employment, whether it is first time entry, a move back to employment after a break or the wish to prolong working lives. The quality of jobs, including pay and benefits, working conditions access to lifelong learning and career prospects, are crucial for a flexicurity approach, as are support and incentives stemming from social protection systems. To enhance a life cycle approach to work and to promote reconciliation between work and family life policies towards childcare provisions are necessary. Securing coverage of at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age by 2010 is **a paramount objective**. The increase in the average employment rate of parents, especially single parents, requires measures to support families. In particular, Member States should take account of the **specific** needs of single parents, families with many children **and families caring for elderly or disabled persons**. Furthermore to prolong working lives, the effective average exit age from the labour market by 2010 would require a five year increase at EU level (compared to 59.9 in 2001). Member States should also enact measures for health protection, for prevention and for the promotion of healthy lifestyles with the goal of reducing sickness burdens,

prolonging working life.

increasing labour productivity and
prolonging working life.

Amendment 12

Proposal for a decision

Annex – Guideline 18 – indent 1

Text proposed by the Commission

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

Amendment

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

Amendment 13

Proposal for a decision

Annex – guideline 18 – indent 2

Text proposed by the Commission

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

Amendment

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

Amendment 14

Proposal for a decision

Annex – guideline directrice 18 – indent 3

Text proposed by the Commission

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

Amendment

- better reconciliation of work and private life, ***including in particular the provision of support to single-parent families through the promotion of an equitable division of family responsibilities, through investment in and the use of public***

services as well as by offering parents (both men and women) the possibility of opting for part-time working without suffering any kind of discrimination vis-à-vis their full-time colleagues; the provision of accessible and affordable high-quality childcare facilities for 90% of compulsory-school-age children in all the Member States by 2010, and care for other dependants,

Amendment 15

Proposal for a decision Annex – Guideline 18 – indent 5

Text proposed by the Commission

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

Amendment

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

Amendment 16

Proposal for a decision Annex – section 1 – subparagraph 4

Text proposed by the Commission

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered a new start in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4

Amendment

Active inclusion policies can increase labour supply and strengthen society's cohesiveness and are a powerful means of promoting the social and labour market integration of the most disadvantaged. Every person becoming unemployed must be offered a new start in a reasonable period of time. In the case of young people this period should be short, e.g. at most 4

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

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

Amendment 17

Proposal for a decision Annex – Guideline 19 – indent 3

Text proposed by the Commission

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

Amendment

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

Amendment 18

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

Text proposed by the Commission

Amendment

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

Amendment 19

Proposal for a decision Annex – Guideline 20 – indent 1

Text proposed by the Commission

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

Amendment

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

Amendment 20

Proposal for a decision

Annex – guideline 21 – indent 2

Text proposed by the Commission

- addressing the issue of undeclared work,

Amendment

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

Amendment 21

Proposal for a decision

Annex – guideline 21 – indent 3

Text proposed by the Commission

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

Amendment

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

Amendment 22

Proposal for a decision

Annex – Guideline 23 – indent 1

Text proposed by the Commission

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

Amendment

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

where they are underrepresented and that the knowledge and skills of the latter are used,

Amendment 14

Proposal for a decision

Annex – Guideline 23 – indent 3

Text proposed by the Commission

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

Amendment

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

PROCEDURE

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