Guidelines for the employment policies of the Member States

2017/0305(NLE) - 09/04/2018 - Committee report tabled for plenary, 1st reading/single reading

The Committee on Employment and Social Affairs adopted the report by Miroslavs MITROFANOVS (Greens/EFA, LV) on the proposal for a Council decision on guidelines for the employment policies of the Member States.

The committee believes that the **integrated guidelines and the European pillar of social rights** should form the basis for well-targeted country-specific recommendations that the Council addresses to the Member States.

It invited the European Parliament to approve the Commission proposal subject to the following amendments:

Guideline 5: Boosting the demand for labour

- facilitate and invest in the creation of **sustainable, accessible and quality jobs** in all sectors, regions and skill levels, in particular by fully developing the potential of sectors of the future, such as the green economy, the circular economy, healthcare and digital;
- enable everyone to **reconcile private and professional life** and to ensure that workplaces are adapted for people with disabilities and older workers, facilitate the hiring process and promote responsible entrepreneurship and self-employment;
- create quality employment opportunities for all in a responsible manner, taking into account the development of new information and communication technologies;
- reduce unnecessary red tape to alleviate the administrative burden on small and medium-sized enterprises;
- gradually reduce the tax burden on labour and increase it on other sources of taxation.

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

- promote the **long-term wellbeing** and productivity of their workforce through targeted promotion of training in science, technology, engineering and mathematics;
- investing in lifelong learning by addressing the specific needs of people with disabilities, members of ethnic and national minorities, immigrants and refugees;
- avoid skills mismatches and market needs;
- developing and strengthening **basic skills**, promoting the acquisition of entrepreneurial skills and facilitating study and training leave, vocational training and lifelong learning;
- promoting the long-term well-being and productivity of the workforce by fostering personal development, social cohesion, intercultural understanding and active citizenship;
- combat **long-term unemployment** and long-term inactivity through a coordinated approach to social services and employment;
- implement wage transparency policies and wage audits with a view to closing the **pay gap** between women and men;
- ensure that parents have access to quality and affordable long-term care, early childhood education and care, and systems such as teleworking or mobile work.

Guideline 7: Enhancing the functioning of labour markets and the effectiveness of social dialogue

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- encourage and empower people who are able to access the labour market to participate, through individual support and integrated services as part of a broader active inclusion approach;
- through individual support and integrated services within a broader active inclusion approach
- provide unemployed persons with **adequate unemployment benefits** for a sufficient period of time to allow them to find quality employment;
- ensure the **mobility** of learners and workers, as a fundamental freedom, in order to enhance their skills and exploit full potential of the European labour market.

Guideline No 8: Promoting equality and equal opportunities and non-discrimination for all, fostering social inclusion and combatting poverty

- implement, in cooperation with regional and local authorities, effective measures to **fight all forms of discrimination** and to promote equal opportunities for all to participate in society, as well as specific measures to support those in vulnerable situations, such as migrants;
- improve social protection systems, including for the self-employed;
- promote the active participation of NGOs specialised in the fight against poverty and of organisations of people experiencing poverty in the development of policies;
- ensure access to health care, free education and childcare, decent housing and proper nutrition for **children** living in poverty;
- urgently secure the sustainability and adequacy of **pension systems** to enable all to live in dignity and aim to ensure an adequate income for older people that is at least above the poverty line.