Basic information

1998/2226(COS) COS - Procedure on a strategy paper (historic)	Procedure completed
Organisation of work: modernising. Follow-up of the Green paper on Partnership COM(1997)0128 **Subject** 4.15.03 Arrangement of working time, work schedules	

Key players

European Parliament	**Committee for opinion**	**Rapporteur for opinion**	**Appointed**
	FEMM Women's Rights		
Council of the European Union			

Key events

Date	Event	Reference	Summary
25/11/1998	Non-legislative basic document published	COM(1998)0592	Summary
28/01/1999	Committee referral announced in Parliament		
31/03/1999	Vote in committee		Summary
31/03/1999	Committee report tabled for plenary	A4-0182/1999	
13/04/1999	End of procedure in Parliament		
30/07/1999	Final act published in Official Journal		

Technical information

Procedure reference	1998/2226(COS)
Procedure type	COS - Procedure on a strategy paper (historic)
Procedure subtype	Commission strategy paper
Legal basis	Rules of Procedure EP 148
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/4/10587

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, single reading		A4-0182/1999 OJ C 219 30.07.1999, p. 0008	31/03/1999	
Text adopted by Parliament, single reading		T4-0228/1999 OJ C 219 30.07.1999, p. 0020-0037	13/04/1999	Summary

European Commission

Document type	Reference	Date	Summary
Non-legislative basic document	COM(1998)0592	25/11/1998	Summary

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
CofR	Committee of the Regions: opinion	CDR0048/1999 OJ C 374 23.12.1999, p. 0032	15/09/1999	

Organisation of work: modernising. Follow-up of the Green paper on Partnership COM(1997)0128

1998/2226(COS) - 25/11/1998 - Non-legislative basic document

OBJECTIVE: to define a framework to modernise work organisation in the Community. CONTENT: this communication aims to stimulate and strengthen partnership with a view to modernising work organisation. It invites the social partners at European, national and sectoral level to consider the best possible means to facilitate and complement the implementation of the adaptability pillar of the employment guidelines and to develop at appropriate levels a framework for action on this subject. It is built on the responses to the green paper "partnership for a new organisation of work" (COM(97)0128) which triggered a lively debate on this subject across the EU. The Commission's intention was not to use the green paper as the basis for a legislative initiative but to launch a debate in order to develop a new approach based on partnership and taking account of continuous change in modern working life. The Commission undertakes in this communication to identify a strategy for the modernisation of the organisation of work comprising the following stages: - stage 1: the social partners should seek to establish some common objectives, giving consideration to the fact that the current objectives of the European Union are competitiveness and employment. In this context, the idea is to achieve improvements in productivity through better organisation of work and to reconcile firms' need for flexibility with workers' need for security; - stage 2: could be to establish a process for joint initiatives for modernising work organisation. Social partners would be invited to negotiate agreements, including at European level, to modernise the organisation of work within the framework of the employment guidelines for 1999. The aim would be to review the regulatory and legal employment framework and to find the most suitable industrial solutions. At the same time, the social partners would be called upon to address a number of issues still pending: ensuring proper training, developing working time packages in a comprehensive framework (circumstances in which new working time arrangements, including training leave breaks, might be beneficial etc.), facilitating the diversification of working relations and new forms of work (while providing security to workers), ensuring the optimum conditions for the introduction and uptake of new technologies, promoting workers' motivation and adaptability through increased involvement and promoting equal opportunities. Within this partnership process, the public authorities would be directly involved by reducing and simplifying administrative and tax burdens on SMEs and re-examining the obstacles to employment. New types of employment contracts should also be examined. Finally, the communication sets out the role of the EU within this framework, especially in the form of suitable intervention under Community programmes or the structural funds (e.g. the ESF). It also makes provision for measures to adapt and simplify Community legislation on companies (e.g. the transfer of businesses directive or the directive on supplementary pensions). The communication calls on the social partners and the Member States to take stock of this strategy at the Vienna Council and to give their response in time to influence the 1999 employment guidelines.

Organisation of work: modernising. Follow-up of the Green paper on Partnership COM(1997)0128

1998/2226(COS) - 13/04/1999 - Text adopted by Parliament, single reading

Adopting the report by Sérgio Ribeiro (GUE/NGL,PT), the European Parliament welcomed the fact that, in its communication, the Commission calls on the social partners to lay down common objectives and agree a common plan of action to modernise the organisation of work, but regrets that the

communciation constitutes only limited progress compared with the "Partnership for a new organisation of work" Green Paper, by failing to: - give examples of new proposals for social legislation; - make specific proposals as to the areas in which it is planned to encourage negotiations between the social partners; - give examples of how a balance might in reality be achieved between flexibilty and social security; - make any reference to the social consequences of modernising the organisation of work. The Parliament calls on the Commission to: - submit a coherent strategy for drawing the line between those areas in which the Commission is to encourage agreements and those in which it is to specify the necessary legislative measures to be taken; - as part of the ongoing overhaul of the Structural Funds, to take account of the need to strengthen lifelong learning and modernised the organisation of work; - in preparation for drawing up the 2000 employment guidelines, to make a detailed assessment of the working time directive (93 /104/EC); - consult the social partners on the possibility of negotiating a European directive or collective agreement on the introduction of an entitlement to career breaks and, if need be, to submit the necessary proposals itself; - study the impact of the modernisation of the organisation of work on family lifeand relationships and submit proposals for measures which enable both women and men to combine working life and family life; - submit, as a matter of urgency, specific proposals to encourage negotiations between the social partners, creating the conditions for the organisation of work to be reviewed at this level, including through a partnership for the various branches or sectors; - to make full use of the relevant new provisions of the EC Treaty introduced by Amsterdam to combat discrimination as regards employment and the consequences of the organisation of work in relation to people with disablities, immigration and ethnic minorities. the Community and Member States are also called upon to do more to encourage widening of the scope of lifelong learning, while the social partners are called upon to promote and implement gender mainstreaming in all relevant policies and to develop appropriate mechanisms to this affect.