## Basic information

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|---|---|
| **1999/2186(COS)**<br>COS - Procedure on a strategy paper (historic) | Procedure completed |
| Employment: combating discrimination, guidelines for Community initiative EQUAL<br>**Subject**<br>4.15.08 Work, employment, wages and salaries: equal opportunities women and men, and for all | |

## Key players

### European Parliament

| Committee responsible | Rapporteur | Appointed |
|---|---|---|
| EMPL Employment and Social Affairs | STENZEL Ursula (PPE-DE) | 14/10/1999 |

| Committee for opinion | Rapporteur for opinion | Appointed |
|---|---|---|
| LIBE Citizens' Freedoms and Rights, Justice and Home Affairs | SYLLA Fodé (GUE/NGL) | 23/11/1999 |
| ITRE Industry, External Trade, Research, Energy | SCHRÖDER Ilka (V/ALE) | 07/12/1999 |
| RETT Regional Policy, Transport and Tourism | MARKOV Helmuth (GUE/NGL) | 24/11/1999 |
| FEMM Women's Rights and Equal Opportunities | GHILARDOTTI Fiorella (PSE) | 25/11/1999 |

### Council of the European Union

### European Commission

| Commission DG | Commissioner |
|---|---|
| Employment, Social Affairs and Inclusion | |

## Key events

| Date | Event | Reference | Summary |
|---|---|---|---|
| 13/10/1999 | Non-legislative basic document published | COM(1999)0476 | Summary |
| 01/12/1999 | Committee referral announced in Parliament | | |

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|---|---|---|---|
| 01/02/2000 | Vote in committee | | Summary |
| 01/02/2000 | Committee report tabled for plenary | A5-0034/2000 | |
| 14/02/2000 | Debate in Parliament |  | |
| 16/02/2000 | Decision by Parliament | T5-0053/2000 | Summary |
| 16/02/2000 | End of procedure in Parliament | | |
| 29/11/2000 | Final act published in Official Journal | | |

## Technical information

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| **Procedure reference** | 1999/2186(COS) |
| **Procedure type** | COS - Procedure on a strategy paper (historic) |
| **Procedure subtype** | Commission strategy paper |
| **Legal basis** | Rules of Procedure EP 148<br>Rules of Procedure EP 050 |
| **Stage reached in procedure** | Procedure completed |
| **Committee dossier** | EMPL/5/12155 |

## Documentation gateway

**European Parliament**

| Document type | Committee | Reference | Date | Summary |
|---|---|---|---|---|
| Committee report tabled for plenary, single reading | | A5-0034/2000<br>OJ C 339 29.11.2000, p. 0006 | 01/02/2000 | |
| Text adopted by Parliament, single reading | | T5-0053/2000<br>OJ C 339 29.11.2000, p. 0061-0131 | 16/02/2000 | Summary |

**European Commission**

| Document type | Reference | Date | Summary |
|---|---|---|---|
| Non-legislative basic document | COM(1999)0476 | 13/10/1999 | Summary |
| Follow-up document | COM(2003)0840 | 31/12/2003 | Summary |

**Other institutions and bodies**

| Institution/body | Document type | Reference | Date | Summary |
|---|---|---|---|---|
| EESC | Economic and Social Committee: opinion, report | CES0085/2000<br>OJ C 075 15.03.2000, p. 0016 | 26/01/2000 | |
| CofR | Committee of the Regions: opinion | CDR0327/1999<br>OJ C 156 06.06.2000, p. 0018 | 16/02/2000 | |
| | | CDR0096/2004 | | |

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| CofR | Committee of the Regions: opinion | OJ C 318 22.12.2004, p. 0015-0016 | 16/06/2004 | |

# Employment: combating discrimination, guidelines for Community initiative EQUAL

1999/2186(COS) - 16/02/2000 - Text adopted by Parliament, single reading

The European Parliament approved the report by Mrs. Ursula Stenzel (EPP/ED, Aus) on the resolution welcoming the Commission's new initiative to promote equal opportunities · the EQUAL programme. This programme expresses in concrete terms the EU·s aim to reinforce social cohesion and combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation, which is also suffered by refugees and asylum-seekers. The MEPs adopted this resolution subject to a number of amendments that are designed to reinforce the commitment to combating discrimination and calling on the Commission to use simple and clear language in all documents explaining the programme. This is to avoid perpetuating the ambiguities which already exist in the various language versions and to give practical meaning to the concepts of prevention, innovation, transnationality, co-operation management, comprehensive dissemination, including via the Internet, evaluating and gender mainstreaming. Furthermore, the EP calls on the Commission: - to make explicit in the EQUAL Guidelines that Member States must choose both Geographical and Sectoral Development Partnerships for each of the selected thematic fields in their Community Initiative Programmes in order to ensure a balanced involvement of all discriminated groups in the EQUAL programme; - to ensure that thematic fields identified in the EQUAL guidelines are to be fully and easily accessible to all discriminated target groups supported by the EQUAL programme and that no thematic field is identified for participation by one discriminated target group to the exclusion of all other discriminated groups. With regard to the assessment of results, the EP calls on the Commission to ensure that programmes will be monitored and evaluated in such a way as to fully exploit the potential leverage effect, in particular in terms of best practice.

# Employment: combating discrimination, guidelines for Community initiative EQUAL

1999/2186(COS) - 13/10/1999 - Non-legislative basic document

PURPOSE : to establish guidelines for the Community Initiative Programme (CIP) for which Member States are invited to submit proposals in the EQUAL Initiative framework. CONTENT : the European Commission has approved draft guidelines for the EQUAL Community Initiative, the objective of which is transnational cooperation for the promotion of new practices to combat all forms of discrimination and inequalities in relation with the labour market. EQUAL will also take due account of the social and vocational integration of asylum seekers. The new initiative will capitalise on the experience gained under the current Community Initiatives EMPLOYMENT and ADAPT. The successful innovations and the good practices developed in the EQUAL framework shall be the subject of wide dissemination and, if the case arises, integrated into the mainstream programmes of the Structural Funds. The first group of thematic fields, which will serve as the basis to the first call of projects, is as follows : - facilitating the access and the return to the labour market so as to promote a labour market which is open to all; - combating racism at work; - opening up business creation process to all; - improving the quality of jobs in the social economy (third sector); - developing integration practices in the work place and continuing professional training; - introducing information technologies, anticipating change and upgrading skills; - developing new forms of work organisation in order to reconcile professional and family life; - reducing the gaps between men and women and supporting job desegregation. The total contribution of the European Social Fund to the EQUAL Initiative for the period 2000-2006 is estimated at EUR 2.847 million.

# Employment: combating discrimination, guidelines for Community initiative EQUAL

1999/2186(COS) - 31/12/2003 - Follow-up document

PURPOSE: Establishing guidelines for the second round of the Community initiative EQUAL. CONTENT: The EU sponsored programme EQUAL has been devised in order to create better jobs and to ensure that everyone has equal and impartial access to these jobs. It is a learning platform, or a laboratory, with the specific aim of establishing new ways in which to tackle both discrimination and inequality in the labour market. The second round of the EQUAL programme is to be launched in 2004 coinciding with the EU's enlargement from fifteen Member States to twenty-five. The implications are such that the EQUAL programme is set to cover twenty-seven new programmes. The aim of this Communication is to describe and illustrate some of the early results of EQUAL, highlighting promising practices helping to contribute to new ways of tackling discrimination. The Communication also aims to set the scene for the second round of the EQUAL initiative. The second round of EQUAL continues the thematic approach established in the first round. They are: - Facilitating access and return to the labour market for those who have difficulty in being integrated or reintegrated into a labour market which must be open to all. - Combating racism and xenophobia in relation to the labour market. - Opening up the business creation process to all by providing the tools required for setting up in business and for the identification and exploitation of new possibilities for creating employment in urban and rural areas. - Strengthening the social economy (third sector), in particular the services of interest to the community, with a focus on improving the quality of jobs. - Promoting lifelong learning and inclusive work practices, which encourage the recruitment and retention of those suffering discrimination and inequality in connection with the labour market. - Supporting the adaptability of firms and employees to structural economic change and the use of information technology and other new technologies. - Reconciling family and professional life, as well as the re-integration of men and women who have left the labour market, by developing more flexible and effective forms of work organisation and support services. -

Reducing gender-gaps and supporting job desegregation. - Supporting the social and vocational integration of Asylum seekers. The Communication promises that new and emerging challenges will also be examined, such as addressing the Roma people.