Basic information

2000/0225(CNS) CNS - Consultation procedure Decision	Procedure completed
Employment: guidelines for Member states' policies for the year 2001 **Subject** 4.15.02 Employment: guidelines, actions, Funds	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	COCILOVO Luigi (PPE-DE)	15/02/2000

Committee for opinion	Rapporteur for opinion	Appointed
ECON Economic and Monetary Affairs	KATIFORIS Giorgos (PSE)	08/09/2000
ITRE Industry, External Trade, Research, Energy	The committee decided not to give an opinion.	
FEMM Women's Rights and Equal Opportunities	GHILARDOTTI Fiorella (PSE)	20/06/2000

Council of the European Union

Council configuration	Meetings	Date
Economic and Financial Affairs ECOFIN	2297	2000-10-17
Economic and Financial Affairs ECOFIN	2326	2001-01-19
Employment, Social Policy, Health and Consumer Affairs	2313	2000-11-27
Employment, Social Policy, Health and Consumer Affairs	2296	2000-10-17

European Commission

Commission DG	Commissioner
Employment, Social Affairs and Inclusion	

Key events

Date	Event	Reference	Summary
		COM(2000)0548	Summary

06/09/2000	Legislative proposal published		
12/10/2000	Vote in committee		
12/10/2000	Committee report tabled for plenary, 1st reading/single reading	A5-0295/2000	
17/10/2000	Debate in Council		
23/10/2000	Committee referral announced in Parliament		
24/10/2000	Decision by Parliament	T5-0448/2000	Summary
14/11/2000	Modified legislative proposal published	COM(2000)0735	Summary
19/01/2001	Act adopted by Council after consultation of Parliament		
19/01/2001	End of procedure in Parliament		
24/01/2001	Final act published in Official Journal		

Technical information

Procedure reference	2000/0225(CNS)
Procedure type	CNS - Consultation procedure
Procedure subtype	Legislation
Legislative instrument	Decision
Legal basis	EC Treaty (after Amsterdam) EC 128-p2 Rules of Procedure EP 050
Stage reached in procedure	Procedure completed

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, single reading		A5-0295/2000 OJ C 197 12.07.2001, p. 0009	12/10/2000	
Text adopted by Parliament, 1st reading/single reading		T5-0448/2000 OJ C 197 12.07.2001, p. 0022-0068	24/10/2000	Summary

European Commission

Document type	Reference	Date	Summary
Legislative proposal	COM(2000)0548 OJ C 029 30.01.2001, p. 0189 E	06/09/2000	Summary
Modified legislative proposal	COM(2000)0735 OJ C 062 27.02.2001, p. 0296 E	14/11/2000	Summary

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
EESC	Economic and Social Committee: opinion, report	CES1217/2000 OJ C 014 16.01.2001, p. 0075	19/10/2000	
CofR	Committee of the Regions: opinion	CDR0310/2000 OJ C 144 16.05.2001, p. 0030	13/12/2000	

Additional information		
Source	Document	Date
European Commission	EUR-Lex	

Final act	
Decision 2001/0063 OJ L 022 24.01.2001, p. 0018	Summary

Employment: guidelines for Member states' policies for the year 2001

2000/0225(CNS) - 14/11/2000 - Modified legislative proposal

The Commission considers favourably several of the comments and suggestions made by the European Parliament on the basis of the Commission's proposal. Therefore, the Commission has included in this amended proposal a number of changes reflecting the EP major concerns with the employment guidelines. Modifications relate in particular to: - the need to comply with the prevention strategy by 2002 and the role of the Public Employment Services; - the need to offer gradual retirement to older workers; - the need to increase per-capita investment in human resources and to improve the effectiveness of apprenticeship as well as of in-work-training; - parterships involving all institutional and social local actors; - recognising the importance of agreements negotiated by the social partners; - ensuring a gender breakdown of employment statistics; - the need to substantially reduce the gender gaps in employment and unemployment; - benchmarking performance in the provisions of child care facilities. The Commission has also considered a number of changes in the recitals, reflecting in particular: - the need for increased consistency between budgetary policies, on the one hand, and strategies and priorities laid down by the employment guidelines, on the other; - the role that the Community Initiative EQUAL and the European Investment Bank can play in support of the European Employment Strategy; - the need for stepping up informed participation by citizens; - the importance of indicators for assessing progress in the implmentation of the Employment Guidelines. This amended proposal will be submitted to the Council. The debate on the employment guidelines for 2001 is on the agenda of the Employment and Social Policy Council of 27 November 2000, with the aim of reaching agreement on a text to be submitted to the Nice European Council of 7/8 December.

Employment: guidelines for Member states' policies for the year 2001

2000/0225(CNS) - 19/01/2001 - Final act

PURPOSE: to present guidelines for Member States' employment policies for the year 2001 to be taken into account by the Member States in their employment policies. COMMUNITY MEASURE: Council Decision 2001/63/EC on Guidelines for Member States' employment policies for the year 2001. CONTENT: The employment guidelines for 2001 outlined in the Council Decision, include the following: 1) horizontal objectives seeking to build conditions for full employment in a knowledge-based society: - to enhance job opportunities and provide adequate incentives for all those willing to take up gainful employment with the aim of moving towards full employment, recognising Member States' different starting positions, and recognising the fact that full employment is a goal of overall national economic policy; - Member States shall develop comprehensive and coherent strategies for Lifelong Learning, in order to help people acquire and update the skills needed to cope with economic and social changes throughout the entire life cycle; - Member States shall develop a comprehensive partnership with the social partners for the implementation, monitoring and follow-up of the Employment Strategy; - in translating the Employment Guidelines into national policies, Member States will give due attention to all the four pillars and the horizontal objectives by setting their priorities in a balanced manner, so as to respect the integrated nature and equal value of the guidelines; - Member States and the Commission should strengthen the development of common indicators in order to evaluate adequately progress under all four pillars and to underpin the setting of benchmarks and the identification of good practice; 2) With regard to improving employability, the guidelines call for the following measures: - every unemployed person is offered a new start before reaching six months of unemployment in the case of young people, and twelve months of unemployment in the case of adults in the form of training, retraining, work practice, a job, or other employability measures, including more generally, accompanying individual vocational guidance and conselling with a view to effective integration into the labour market; - each Member State will undertake specific measures for the unemployed; - Member States, if appropriate with the social partners, will develop policies for active ageing with the aim of enhancing the capacity of, and incentives for, older workers to remain in the labour force as long as

possible; - Member States are called upon to improve the quality of their education and training systems, as well as relevant curricula; - Member States will aim at developing e-learning for all citizens; - Member States will, as appropriate with the social partners, step up their efforts to identify and prevent emerging bottlenecks; - each Member State will seek to prevent discrimination and adopt preventative and active policy measures to promote theintegration into the labour market of disadvantaged groups; 3) As regards developing entrepreneurship and job creation, the Decision contains the followng guidelines: - Member States will give particular attention to reducing significantly the overhead costs and administrative burdens for businesses, in particular when an enterprise is being set up and when hiring additional workers; - Member States will encourage the taking up of entrepreneurial activities through a number of means and they will seek to exploit fully the employment potential of the full range of the services sector to create more and better jobs; - measures to include regional and local levels in implementing the European Employment Strategy. The remaining objectives in the Decision outline measures relating to encouraging adpatability of business and their employees and finally, strengthening equal opportunities policies for women and men.

Employment: guidelines for Member states' policies for the year 2001

2000/0225(CNS) - 24/10/2000 - Text adopted by Parliament, 1st reading/single reading

The Parliament has adopted the report by Mr Luigi COCILOVO (EPP/ED, I). The proposal was amended however to take account of the Parliament's opinion on the guidelines for employment policies for 2001 as expressed in its resolution of 24 October 2000 on the Joint Employment Report 2000.

Employment: guidelines for Member states' policies for the year 2001

2000/0225(CNS) - 06/09/2000 - Legislative proposal

PURPOSE: adoption of guidelines for Member States' employment policies for 2001. CONTENT: Following an in-depth analysis of the employment policies and employment situation in all the EU Member States, the Commission concludes that substantial progress has been made in structural reforms designed to increase the dynamism and adaptability of Europe's labour markets but that governments can and must do more. Although on a downward trend, long-run unemployment still accounts for almost half of the EU's jobless; gender differences in employment, unemployment and pay rates persist and major regional inequalities remain stubborn. Participation in lifelong learning remains relatively low, active ageing policies for the workforce are limited and, at the same time, bottlenecks in labour supply and skills are building up in some areas. Key Areas for Recommendations include: 1) Active and preventive policies combating youth and long-run unemployment: progress is uneven across the Member States in meeting the target that every young person is offered a new start before reaching six months of unemployment and every adult before 12 months. Most progress has in fact been made by the Member States that were already ahead : Sweden, UK, Austria, Finland and Luxembourg. Some progress has been made by most of the others, although progress has been rather uneven in Belgium, while there are particular concerns about the capacity of Greece and Italy to meet the common targets by the deadline of 2002. The Commission has put forward recommendations in this area to 7 member states (B, D,EL,ES,F,IT,UK). 2) Tax and benefit reforms: few of the Member States have undertaken comprehensive reviews and reforms of their tax and benefit systems - exceptions being Denmark, UK and the Netherlands. This therefore remains a priority for action. Recommendations are issued here to 5 countries (B,EL,ES,FIN,SW). 3) Taxes on labour: progress in reducing these has been slow and uneven across the Member States. At just over 39% in 1998, the average effective EU tax on employment remains 15 percentage points higher than the US. Specific recommendations to reduce taxes on labour are issued to 7 countries (B,DK,D,F,AU,FIN,SW). 4) Skills and lifelong learning: with the challenge of building a competitive knowledge-based economy, much more needs to be done on skills and lifelong learning to promote employability and adaptability in the new economy. Progress has been made in education, training and lifelong learning but some countries still lag behind and more remains to be done. Most Member States still need to develop comprehensive lifelong learning strategies. Recommendations on skills and lifelong learning are issued to 10 countries (B,D,EL,ES,F,IRL,IT, LUX,P,UK). 5) Older workers and active ageing: variation in older workers' participation rates in employment is one important factor lying behind differences in employment and unemployment rates across Member States. Policy action here involves tax and benefit systems as well as skills and training and antidiscrimination. Member States are developing proactive policies in this area with the most comprehensive reforms undertaken or envisaged in Denmark, Germany, the Netherlands, Austria and Finland. Recommendations are issued to five countries (DK,D,F,IT,AU). 6) Gender mainstreaming and equal opportunities: differences in employment rates between men and women are one central factorbehind different employment rates across countries and between the EU and the US. Countries with gender gaps greater than 20 percentage points are: Spain, Greece, Italy and Ireland. There are also serious gender gaps continuing in pay : in the EU, women on average receive 83% of men's hourly wages. The gaps are widest in Germany, Ireland, Austria and the UK. While a range of policy actions are being undertaken across the Member States, much remains to be done and there is disappointment that the two countries with the highest gender gaps and lowest employment rates - Spain and Greece - have only taken limited action to improve the situation. Recommendations are issued to 11 countries (DK,D,ES,IRE,IT,LUX,AU,P,FIN,SW,UK). 7) Service sector promotion: the service sector is the key net creator of jobs in the EU. Action to promote entrepreneurship, to reform the tax benefits system and reduce taxes on labour are all relevant here, together with action to simplify administrative burdens. Employment in services in the US remains much higher: 73.8% of total employment in the US compared to 66.1 in the EU. Recommendations are issued to 2 countries (EL,P). 8) Social partners and modernisation of work organisation: creating a skilled workforce, and modern adaptable businesses is a central element of the employment strategy. Inadequate reporting by the social partners makes proper assessment of the adaptability pillar of the guidelines difficult. There is relatively little evidence of comprehensive efforts to modernise work organisation, with only piecemeal approaches on more adaptable forms of contract. Recommendations are issued to six countries (EL,ES,LUX, NL,P,UK). The new Employment Guidelines for 2001 make some substantial changes and additions to the guidelines for 2000 to take account of policy developments, the continuing need for structural reforms in Europe's labour markets, the new strategic goal adopted at the Lisbon summit of building an inclusive and competitive knowledge-based economy and the Lisbon decision to review progress in 2002. The 2001 employment guidelines call on the Member States to set targets in order to reach the Lisbon goals of an employment rate of 70% by 2010, and of over 60% for women. They call on Member States to make more specific commitments to develop lifelong learning strategies encompassing education and training throughout the life cycle - who should act and at what level. They call on the social partners to be more active in implementing key parts of the employment strategy. They call for a range of specific targets to be set. Other new elements in the guidelines include: tackling labour shortages, bottlenecks and skill gaps; eliminating the poverty trap, avoiding the creation of "working poor"and marginalisation; eradicating illiteracy; boosting targets for education policies; establishing comprehensive active ageing and older workers strategies; increasing investment in human resources; building up a knowledge-based society by investing in education and training; identifying and combating discrimination

on grounds of sex, racial ethnic origin, religion or belief, disability, age or sexual orientation; developing equal opportunities policies through more consultation with equal opportunities bodies; and considering the establishment of targets for childcare. Article 128 para 2 of the EC Treaty provides for the annual adoption by the Council of employment guidelines for MemberStates' employment policies as part of a co-ordinated employment strategy. Member States report to the Commission each year (in the form of national action plans) on how their labour markets have performed. The Commission then examines, in its draft joint employment report (joint : Commission and Council), how far they have got in complying with the guidelines adopted the previous year and may propose draft recommendations to the Council. The joint employment report will be submitted to the Nice European Council in December 2000 and will form the basis for next year's guidelines. The European employment strategy is supported by financing from the European Social Fund which is focused on tackling employment problems in each Member State in the period 2000-2006.