Basic information

2001/0208(CNS) CNS - Consultation procedure Decision	Procedure completed
Employment: guidelines for member States' policies for the year 2002 **Subject** 4.15.02 Employment: guidelines, actions, Funds	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	WEILER Barbara (PSE)	11/09/2001

Committee for opinion	Rapporteur for opinion	Appointed
ECON Economic and Monetary Affairs	VON WOGAU Karl (PPE-DE)	11/09/2001
ITRE Industry, External Trade, Research, Energy	The committee decided not to give an opinion.	
CULT Culture, Youth, Education, Media and Sport	The committee decided not to give an opinion.	18/09/2001
FEMM Women's Rights and Equal Opportunities	THEORIN Maj Britt (PSE)	11/09/2001

Council of the European Union

Council configuration	Meetings	Date
Economic and Financial Affairs ECOFIN	2375	2001-10-16
Employment, Social Policy, Health and Consumer Affairs	2392	2001-12-03
Employment, Social Policy, Health and Consumer Affairs	2373	2001-10-08
Agriculture and Fisheries	2410	2002-02-18
Education, Youth, Culture and Sport	2391	2001-11-29

European Commission

Commission DG	Commissioner
Employment, Social Affairs and Inclusion	

Key events

Date	Event	Reference	Summary
12/09/2001	Legislative proposal published	COM(2001)0511	Summary
08/10/2001	Debate in Council		
09/10/2001	Vote in committee		Summary
09/10/2001	Committee report tabled for plenary, 1st reading/single reading	A5-0360/2001	
16/10/2001	Debate in Council		
22/10/2001	Committee referral announced in Parliament		
23/10/2001	Debate in Parliament		
24/10/2001	Decision by Parliament	T5-0552/2001	Summary
09/11/2001	Modified legislative proposal published	COM(2001)0669	Summary
18/02/2002	Act adopted by Council after consultation of Parliament		
18/02/2002	End of procedure in Parliament		
01/03/2002	Final act published in Official Journal		

Technical information

Procedure reference	2001/0208(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
Committee dossier	EMPL/5/15146

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee report tabled for plenary, 1st reading/single reading		A5-0360/2001	09/10/2001	
Text adopted by Parliament, 1st reading/single reading		T5-0552/2001 OJ C 112 09.05.2002, p. 0147-0178 E	24/10/2001	Summary

Council of the EU

Document type	Reference	Date	Summary

Document attached to the procedure	N5-0017/2002 OJ C 047 21.02.2002, p. 0001 E	14/02/2002	Summary

European Commission

Document type	Reference	Date	Summary
Legislative proposal	COM(2001)0511 OJ C 075 26.03.2002, p. 0001 E	12/09/2001	Summary
Modified legislative proposal	COM(2001)0669 OJ C 051 26.02.2002, p. 0349 E	09/11/2001	Summary
Follow-up document	COM(2002)0621	13/11/2002	Summary

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary
EESC	Economic and Social Committee: opinion, report	CES1325/2001 OJ C 036 08.02.2002, p. 0081	17/10/2001	
CofR	Committee of the Regions: opinion	CDR0271/2001 OJ C 107 03.05.2002, p. 0103	14/11/2001	
EU	Implementing legislative act	32002H0178 OJ L 060 01.03.2002, p. 0070	18/02/2002	Summary

Additional information

Source	Document	Date
European Commission	EUR-Lex	

Final act

Decision 2002/0177
OJ L 060 01.03.2002, p. 0060-0069 Summary

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 18/02/2002 - Final act

PURPOSE : Employment Guidelines for 2002. COMMUNITY MEASURE : Council Decision 2002/177/EC on guidelines for Member States' employment policies for the year 2002. CONTENT : The Employment Guidelines for 2002 incorporate certain changes to the previous guidelines, with particular reference to the following: - the Stockholm European Council agreed to complement the Lisbon targets for employment rates to be reached by 2010 with intermediate targets for employment rates by 2005 and a new target for 2010 for increasing the employment rate among older people; - the quality of work is included as a general objective in the employment guidelines. It involves both the job characteristics and the wider labour market context, and should be promoted through action across all the pillars; - the guidelines reflect the fact that the modernisation of labour markets and labour mobility need to be encouraged to allow greater adaptability to change by breaking down existing barriers; - there is a stronger focus on modernising work organisation, lifelong learning and increasing the employment rate, particularly among women. Member States must make efforts to make visible a gender perspective across all the pillars; - Member States must strengthen their efforts toward the use of information and

communication technology for learning; - partnership at all levels should be encouraged, including with the social partners, regional and local authorities and representatives of civil society so that they can contribute, in their respective fields of responsibility, to promoting a high level of employment; - there is a need to consolidate and develop further comparable indicators to make it possible to assess the implementation and impact of the guidelines and to refine the targets which they contain and facilitate the identification and exchange of best practice.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 24/10/2001 - Text adopted by Parliament, 1st reading/single reading

The European Parliament adopted the report by Barbara Weiler (PES, Germany) on the Employment Guidelines for 2002. The only amendment made by Parliament to the Commission's text stated that account must be taken of Parliament's opinion on the Guidelines set out in its resolution of 24 October.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 09/11/2001 - Modified legislative proposal

The Commission considers favourably several of the comments made by the European Parliament on the basis of its proposal. The Commission has included in this amended proposal a number of changes reflecting Parliament's major concerns with the employment guidelines. Modifications are proposed to: - Horizontal objective F on the need to evaluate and report on budget allocations to policy measures. - Guideline 4 on the need to establish appropriate frameworks to enable adults to gain effective access to further vocational training; - Guideline 6 on ensuring that account is taken of regional balance in economic and social development in the context of facilitating the mobility of workers; - Guideline 8 on strengthening the fight against undeclared work; - Guideline 16 on the need to reform tax-benefit structures to prevent any negative impact on women's participation in the labour force and to remove obstacles to women setting up in business or becoming self-employed. - Guideline 17 on ensuring national targets are set to increase the employment rate of women and to achieve gender pay equality in the public and private sectors; - Guideline 18 on ensuring that national targets are set to increase the availability of care services for children and other dependants.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 14/02/2002 - Document attached to the procedure

The Council recalls that the role of education and training policies in support of employment is recognised within the current structure of the employment guidelines in four pillars: - employability - entrepreneurship - adaptability - equal opportunities. The introduction in 2000 into the employment guidelines for 2001 of the 'horizontal objective on lifelong learning' was an important step towards greater coherence and understanding of this role. However, a better representation of education and training policies should be pursued. The Council also stresses the fact that lifelong learning, which has already become a key issue at Member State and Community level, has become a clear priority in national employment policies. It notes that lifelong learning is still dispersed among several guidelines and pillars and that a new horizontal objective on quality in work has been added to the employment guidelines covering skills and lifelong learning. It equally emphasises that through its own processes and instruments, the Council will increasingly contribute to the Lisbon goals and the Luxembourg process as well as to the successful transition to a knowledge-based economy and society. In this context there is a need to strengthen the co-operation and synergy between the different and complementary processes and initiatives, in particular the follow-up of the report on the concrete future objectives of education and training systems. Finally, it notes that the Member States and the Commission are currently carrying out an impact evaluation of the European employment strategy which will be reflected in the employment guidelines 2003. In this context, it is important that the Council and the authorities responsible for education and training be closely associated in this evaluation process in view of a more effective involvement in the evaluation before political conclusions are drawn.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 12/09/2001 - Legislative proposal

PURPOSE : to present the 2002 employment guidelines. CONTENT : These proposals for the Employment Guidelines will be the fifth annual version since the extraordinary Luxembourg Summit on employment in 1997, and the third in accordance with Article 128 of the Treaty. Member States must take these guidelines into account in shaping their employment policies, and report on their implementation in 2002 in order to prepare the next annual cycle of the "Luxembourg process". Sound macro-economic policies, appropriate wage developments and structural reforms in line with the Broad Economic Policy Guidelines, and a determined implementation of the Employment Guidelines based on the four pillars of Employability, Entrepreneurship, Adaptability and Equal Opportunities, are need in order to make the necessary further progress. Following the in-depth changes which marked the Employment Guidelines for 2001, the results of which will be reflected in the Employment Guidelines for 2003, the Commission recommends a minor revision of the Guidelines, keeping the changes to new policy emphases. The Stockholm European Council agreed to complement the Lisbon Targets for 2010 with intermediate targets for 2005 for the overall employment rate (67%) and the employment rate for women (57%), as well as a target of 50% for the employment rate of older persons (55-64) to be reached in 2010. These targets have been incorporated in the horizontal objective A. The Stockholm European Council also agreed that the Council should include quality in work as a general objective in the 2002 Guidelines. This is now reflected in a new horizontal objective B. In addition, new references to the quality aspect have been integrated in a number of relevant thematic guidelines. Guideline 6 on mobility underlines more strongly the need to encourage labour mobility in new European labour markets. In view of the limited response made by Member States to the invitation to set national targets for employment rates in accordance with the Lisbon

summit conclusions, the wording of horizontal objective A has been reinforced in a more binding way. The significant gap in pay between men and women in many Member States has been identified as a potential disincentive for women to take up work or to remain at work. In addition to the renewal of Recommendations in this area due to insufficient responses, this calls for a strengthening of Guideline 17 on gender gaps.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 13/11/2002 - Follow-up document

PURPOSE : to present the draft joint employment report 2002. CONTENT : the present joint report is published by the Commission in accordance with Article 128 of the Treaty. The report provides an overview of the employment situation and a political assessment of the progress made by Member States in the implementation of the Employment Guidelines in the year 2001. The remaining challenges for the Member States are also highlighted. The Joint Report contains both an analysis of progress across the EU under the major agreed objectives and guidelines, and a brief country by country review. Key common indicators underpin the analysis and are summarised in the annexes. The report states that after five years of implementation, the European Employment Strategy is at a crossroads. Launched in 1997, with the fight against unemployment as a priority, its focus has progressively shifted to support the wider Lisbon Strategy commitment towards more and better jobs in an inclusive society. Achieving the agreed employment targets and raising labour force participation has become a central concern. EU employment performances in 2001 must be seen in the context of a sharp deterioration in the economic climate, with GDP growth halved compared to 2000 and serious uncertainties about the future. In spite of these less favourable conditions, performances both in terms of employment (+0,6%) and unemployment (-0,6%) continued to improve, albeit more slowly. While the EES five year evaluation pointed to structural improvements in the EU labour market, serious weaknesses remain in terms of unemployment levels, participation and employment rates, gender gaps, quality of employment, productivity growth and regional disparities. These weaknesses need to be addressed as a matter of urgency to prepare the EU labour market for challenges ahead. The overall clarity and coherence of the NAPs has improved. However, the use of national targets, reporting on the impact of measures on the labour market, budgetary information, evidence of the use of structural funds to support the EES and the involvement of key stakeholders all appear largely insufficient. The response to the horizontal objectives has improved compared to last year, particularly as regards efforts to raise employment rates. While encouraging progress was made towards the Lisbon and Stockholm EU targets overall and for women, reaching the overall target for 2010 will require -particular efforts in those Member States which have not contributed enough so far to the overall improvement in employment. The wide gap between the current situation and the 50% employment rate target for older workers raises serious cause for concern and a stronger focus on the gender dimension of the ageing problem is crucial. The issue of quality in work is still dealt with in a piecemeal way, focussing largely on aspects such as job flexibility, health and safety and education and training while insufficient attention is given to other dimensions, such as the intrinsic quality of jobs and the quality of social dialogue. The development of lifelong learning strategies is progressing, all Member States have now laid the groundwork for comprehensive strategies, although full implementation will take time. Some progress, though at a slower pace, can be seen on making these strategies more coherent, in particular the transitions within and between education and training systems and the labour marketare not addressed in a comprehensive manner. A growing number of 6 Member States are setting targets for educational participation and attainment and the increase in expenditure on human resources visible in the majority of Member States testifies to their strengthened commitment, despite the continuing lack of national targets on investment. The widening gap in the take-up of education and training opportunities between those with low and high skills and between older and younger age groups gives cause for serious concern. The assessment of national employment performance and policies in 2001 confirms the main outcomes of the evaluation for the period 1997-2001, and provides a strong basis to design the next generation of the European Employment Strategy. While structural labour market reforms have paid dividends so far, major weaknesses remain. Faced with the current economic slowdown Member States should intensify structural reforms including those of labour markets in order to support adaptation to change of workers as well as firms. There is already a broad consensus on a number of elements for an effective new EES, including the focus on the Lisbon objectives, a stable strategy over the medium term, a reduced number of guidelines more focussed on results to be achieved, and an improved co-ordination with other relevant processes, in particular the Broad Economic Policy Guidelines. In the light of remaining weaknesses, the future generation of guidelines should explicitly address the three key priorities of raising employment and participation rates, improving quality and productivity at work and promoting an inclusive labour market. In all these areas much progress is still required if the overall goals of the Lisbon strategy are to be reached. Lastly, following the Spring European Council, the Commission will, in April 2003, make a formal proposal of Employment Guidelines and Recommendations, with a view to its adoption by the Council at the end of the first semester 2003.

Employment: guidelines for member States' policies for the year 2002

2001/0208(CNS) - 18/02/2002 - Implementing legislative act

This Council Recommendation is an overall assessment of EU Member State's employment policies over the past two years, examining the strengths and weaknesses of each and offering recommendations for improvements. In addition to offering an assessment of the currently prevailing employment conditions (covering, inter alia, tax burdens, rate of employment amongst women, life-long learning opportunities etc.) Member States' application of the 2001 guidelines are examined. Where a particular weakness in an individual Member States' employment policy appears the Recommendation offers advice on how to improve this weakness; suggesting where an employment guideline may require further attention so as to rectify inherent fault-lines. Beginning in alphabetical order the Recommendation begins by assessing a Member States' problems in employment performance. This calculates variously, the percentage of the overall employment rate (and whether this complies with the Lisbon targets set in 2000); women in the work place; long-term unemployment prospects; participation of older workers; strengths and weaknesses in long-term learning projects; overall tax burden etc. Secondly, the document offers advice, based on the employment guidelines, on how a particular Member State could introduce reforms to improve their overall performance. Whilst some countries are already registering figures in line with the Lisbon objectives and with others on the right track (e.g. Portugal, Finland, Austria) others still are clearly failing. The Recommendation therefore, whilst recognising that many Member States are already prioritising the implementation of the EU established guidelines, urges the rapid implementation and adoption of the guidelines in full. Only in this way, it is argued, can the objective of creating a fully dynamic, knowledge based economy be truly realised.