Basic information

2002/2152(INI) INI - Own-initiative procedure	Procedure completed
The first five year evaluation of the employment guidelines **Subject** 4.15.02 Employment: guidelines, actions, Funds	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	SCHMID Herman (GUE /NGL)	24/01/2002

Committee for opinion	Rapporteur for opinion	Appointed
FEMM Women's Rights and Equal Opportunities (Associated committee)	MANN Thomas (PPE-DE)	10/07/2002

Key events

Date	Event	Reference	Summary
05/09/2002	Committee referral announced in Parliament		
11/09/2002	Vote in committee		Summary
11/09/2002	Committee report tabled for plenary	A5-0301/2002	
24/09/2002	Debate in Parliament		
25/09/2002	Decision by Parliament	T5-0442/2002	Summary
25/09/2002	End of procedure in Parliament		
14/11/2003	Final act published in Official Journal		

Technical information

Procedure reference	2002/2152(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 55 Rules of Procedure EP 57_o
Stage reached in procedure	Procedure completed

Committee dossier	EMPL/5/16447

Documentation gateway				
European Parliament				
Document type	**Committee**	**Reference**	**Date**	**Summary**
Committee report tabled for plenary, single reading		A5-0301/2002	11/09/2002	
Text adopted by Parliament, single reading		T5-0442/2002 OJ C 273 14.11.2003, p. 0131-0192 E	25/09/2002	Summary
European Commission				
Document type		**Reference**	**Date**	**Summary**
Document attached to the procedure		COM(2002)0416	17/07/2002	Summary
Other institutions and bodies				
Institution/body	**Document type**	**Reference**	**Date**	**Summary**
CofR	Committee of the Regions: opinion	CDR0015/2003 OJ C 244 10.10.2003, p. 0046-0049	09/04/2003	

The first five year evaluation of the employment guidelines

2002/2152(INI) - 25/09/2002 - Text adopted by Parliament, single reading

The European Parliament adopted its own-initiative report drafted by Herman SCHMID (EUL/NGL, Sweden) on the European Employment Strategy. (Please refer to the document dated 11/09/02.) The Commission was asked, in addition, to promote the integration of legal immigrants into the labour market in close cooperation with the European social partners and immigrant organisations. Parliament noted that the level of participation in the labour market of disadvantaged groups has not improved compared to the active population in general. The Commission should develop active employment policies for these groups according to their specific needs. Many Member States have not set any employment rates for women in their NAPs. The employment rate for women is still 5% below the Lisbon target. Statistically, their employment rate is around 17% below that for men. Finally, Member States' progress towards reconciling work and family life is still limited. They must set quantitative objectives for improving facilities for the care of children and other dependants and define specific national targets. Business also has a part to play in the family-friendly organisation of work.

The first five year evaluation of the employment guidelines

2002/2152(INI) - 17/07/2002 - Document attached to the procedure

This Communication reviews the experience of five years of the European Employment Strategy (EES) on the basis of an overall EU labour market performance and an evaluation of the policies implemented by the Member States under the Luxembourg process. It also reviews the main issues which will have to be addressed when re-designing the Strategy for the future. In recent years, the EU labour market performance has visibly improved, with more than 10 million new jobs created since 1997 (6 million of which were taken by women) and 4 million less unemployed, while the active population continued to grow by 5 million people. The evaluation confirms the structural character of these improvements, through reductions in levels of structural unemployment, a more employment-intensive pattern of economic growth and a more rapid labour market response to the economic and social changes. It is difficult to establish how much of the improvement in employment performance can be attributed to the introduction of the EES and how much to economic improvement. However, there have been significant changes in national employment policies, with a clear convergence towards the common EU objectives set out in the EES policy guidelines. A number of specific policy changes have taken place: - employment policies and the role of public employment services have been reshaped to support an active and preventive approach; - in some Member States, tax-benefits systems have been adapted in line with the principles of activation; - labour taxation started to become more employment friendly - education and training systems increasingly adapted to labour market needs; - progress in modernising work organisation has taken place, notably in terms of

working time arrangements and more flexible work contracts; - gender mainstreaming has become generalised, with various initiatives taken to tackle the gender gaps. This includes the provision of childcare facilities to improve the reconciliation of work and family life. - new common paradigms such as lifelong learning and quality at work were recognised as policy priorities, with convergence in these areas starting to take place. Beyond this general process of policy convergence, the open method of coordination of the Luxembourg process has demonstrated its added value in fostering partnerships and new working methods, both at national and EU level. Overall, the EES has brought a shift in policy formulation and focus - away from managing unemployment towards managing employment growth. Despite progress there remain serious challenges - not least in terms of responding to demographic trends, the emergence of bottlenecks, regional differences in performance, and the ongoing social and economic restructuring, globalisation and enlargement. The Luxembourg process has to be refocused on its main priorities: creating more and better jobs, and promoting an inclusive labour market. The Communication identifies four main issues for EES reform: - the need to set clear objectives in response to the policy challenges; - the need to simplify the policy guidelines without undermining their effectiveness; - the need to improve governance and partnership in the execution of the strategy; - the need to ensure greater consistency and complementarity with respect to other relevant EU processes, notably the Broad Economic Policy Guidelines.