Basic information

2008/0252(CNS) CNS - Consultation procedure Decision	Procedure completed
Guidelines for the employment policies in 2009 **Subject** 4.15.02 Employment: guidelines, actions, Funds	

Key players

European Parliament

Committee responsible	Rapporteur	Appointed
EMPL Employment and Social Affairs	ANDERSSON Jan (PSE)	06/10/2008

Committee for opinion	Rapporteur for opinion	Appointed
ECON Economic and Monetary Affairs	The committee decided not to give an opinion.	
ITRE Industry, Research and Energy	The committee decided not to give an opinion.	
FEMM Women's Rights and Gender Equality	The committee decided not to give an opinion.	

Council of the European Union

Council configuration	Meetings	Date
Economic and Financial Affairs ECOFIN	2954	2009-07-07
Employment, Social Policy, Health and Consumer Affairs	2947	2009-06-08
Employment, Social Policy, Health and Consumer Affairs	2930	2009-03-09

European Commission

Commission DG	Commissioner
Employment, Social Affairs and Inclusion	ŠPIDLA Vladimír

Key events

Date	Event	Reference	Summary
		COM(2008)0869	Summary

28/01/2009	Legislative proposal published		
05/02/2009	Committee referral announced in Parliament		
11/02/2009	Vote in committee		Summary
16/02/2009	Committee report tabled for plenary, 1st reading/single reading	A6-0052/2009	
09/03/2009	Debate in Council		Summary
11/03/2009	Decision by Parliament	T6-0115/2009	Summary
11/03/2009	Results of vote in Parliament		
11/03/2009	Debate in Parliament		
07/07/2009	Act adopted by Council after consultation of Parliament		
07/07/2009	End of procedure in Parliament		
11/07/2009	Final act published in Official Journal		

Technical information

Procedure reference	2008/0252(CNS)
Procedure type	CNS - Consultation procedure
Procedure subtype	Legislation
Legislative instrument	Decision
Legal basis	EC Treaty (after Amsterdam) EC 128-p2
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/6/70635

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee draft report		PE419.882	28/01/2009	
Committee report tabled for plenary, 1st reading/single reading		A6-0052/2009	16/02/2009	
Text adopted by Parliament, 1st reading/single reading		T6-0115/2009	11/03/2009	Summary

European Commission

Document type	Reference	Date	Summary
Legislative proposal	COM(2008)0869	28/01/2009	Summary

Other institutions and bodies

Institution/body	Document type	Reference	Date	Summary

EESC	Economic and Social Committee: opinion, report	CES0883/2009	13/05/2009	

Additional information		
Source	**Document**	**Date**
National parliaments	IPEX	
European Commission	EUR-Lex	

Final act	
Decision 2009/0536 OJ L 180 11.07.2009, p. 0016	Summary

Guidelines for the employment policies in 2009

2008/0252(CNS) - 08/06/2009

The Council reached **political agreement** on guidelines for the employment policies of the Member States in 2009.

Despite the crisis, ministers decided to maintain the guidelines adopted last year as they also serve as a tool for meeting the immediate challenges of increasing unemployment and social exclusion (e.g. through flexicurity policies to facilitate transition to work, matching the unemployed with available jobs, and skills upgrading). In addition, the current guidelines encourage member states to make structural reforms which should help to recover from the crisis.

Guidelines for the employment policies in 2009

2008/0252(CNS) - 07/07/2009 - Final act

PURPOSE: to maintain the guidelines for the employment policies of the Member States in 2009.

LEGISLATIVE ACT: Council Decision 2009/536/EC on guidelines for the employment policies of the Member States.

CONTENT: the examination of the Member States' National Reform Programmes contained in the Joint Employment Report shows that Member States should continue to make every effort to address the following priority areas:

- attracting and retaining more people in employment, increasing labour supply and modernising social protection systems;
- improving adaptability of workers and enterprises;
- increasing investment in human capital through better education and skills.

In view of the current economic crisis, the guidelines should also serve as a tool for meeting the immediate challenges of **increasing unemployment and social exclusion**. Policies in the immediate term include **integrated flexicurity policies** to facilitate the transition to work, matching the unemployed with available jobs, and skills upgrading.

In light of the Commission's examination of the National Reform Programmes, the focus should be on their effective and timely implementation, paying special attention to the agreed **targets and benchmarks** and the involvement of social partners.

The Employment Guidelines were adopted in 2008 with a validity of three years, during which time their updating should be strictly limited. When implementing these guidelines, Member States should explore the use of the **European Social Fund**. Moreover, in view of the integrated nature of the guideline package, Member States should fully implement the Broad Economic Policy Guidelines.

Therefore, the guidelines for Member States' employment policies as set out in the Annex to Council Decision 2008/618/EC on guidelines for the employment policies of the Member States are maintained for 2009 and shall be taken into account by the Member States in their employment policies.

Guidelines for the employment policies in 2009

2008/0252(CNS) - 28/01/2009 - Legislative proposal

PURPOSE: to present the 2009 guidelines for the employment policies of the Member States.

PROPOSED ACT: Council Decision.

BACKGROUND: on the basis of the integrated guidelines which were adopted as part of the second 3-year cycle of the renewed Lisbon Strategy in 2008and which remain valid until 2010, Member States drew up their National Reform Programmes (NRP) that set out their strategies to deliver growth and jobs. The Commission assessment of the implementation of the employment challenges in the NRPs is set out in the draft Joint Employment Report and in the proposal for country specific recommendations. The assessment shows that structural reforms are ongoing in the Member States, and this contributed to a decrease in unemployment and an increase in employment in the EU in 2007. However the economic outlook has changed dramatically over the second half of 2008, owing to the financial, bank and credit crises. Forecasts indicate decreased or even negative employment growth and increased unemployment in the EU for 2009.

CONTENT: the overall objectives and priorities expressed in the current Employment Guidelines remain valid in view of the current crisis as well as the relevance of policies and the reform agenda. Their validity for 2009 needs to be confirmed by a Council decision, following consultation of the European Parliament. The Employment Guidelines present a framework that provides policy guidance. Member States can within the guidelines focus on their specific needs that may differ between countries and change with the economic cycle.

The mid-term priorities in the Guidelines remain thus valid:

- attracting and retaining more people in employment and increase labour supply and modernise social protection systems;
- improve adaptability of workers and enterprises;
- increase investment in human capital through better education and skills.

Two policy priorities should be highlighted for immediate action: (i) improving employability through flexicurity, including for the most vulnerable; (ii) and improving the skills levels and their match with labour market needs. The policy responses can be found in the current Employment Guidelines.

Flexicurity is an integrated policy approach that seeks to facilitate adaptability of workers and enterprises and to ensure that the EU can exploit the benefits from globalisation. Some aspects of flexicurity are even more essential in the short run: reinforce activation schemes in particular for the low-skilled; enhanced job subsidies and short training courses for vulnerable groups and those most at risk of long-term unemployment; providing (re) training and new skills needed in less hit sectors; adequate social protection that provides income security, incentives to work and preserving purchasing power; harmonised labour contracts that reduce segmentation while avoiding the temptation to create 'flexible' contracts. At the same time, social dialogue is also crucial under the present economic circumstances.

A massive effort of skills upgrading at all levels of qualifications will be essential to confront demographic and technological change and to benefit from the transition to a low-carbon economy, but also to set the EU back on the road to recovery in times of crisis. Public Employment Services, social partners and universities have an important role to play both in anticipating skills needs and in improving matching and ensuring that individuals have the right skills. The initiative on New Skills for New Jobswill contribute to this.

The **link between the Employment Guidelines and the European Social Fund** (ESF) needs to be further strengthened. The ESF can finance immediate actions taken by Member States in view of flexicurity and skills including targeted support for the most vulnerable groups in response to the economic crisis. The European Globalisation Fund will further help Member States to support redundant workers and to keep skilled workers in employment needed when the economy starts to recover.

Guidelines for the employment policies in 2009

2008/0252(CNS) - 09/03/2009

The Council agreed to a **general approach** on a decision maintaining the current Guidelines for the Employment Policies of the Member States unchanged in 2009 and to transmit the document to the Spring European Council. Following receipt of the opinions of the European Parliament and of the Economic and Social Committee and the Committee of the Regions, the

Employment and Social Affairs Council is expected to reach political agreement on the Employment Guidelines at its June 2009 session.

To recall, in 2008, the Council decided that the Integrated Guidelines for 2008-2010 should be valid for three years, and that their updating in the intermediate years should remain strictly limited. The Guidelines for the Employment Policies of the Member State form together with the broad Guidelines for the economic policies the Integrated Guidelines for growth and jobs.

The Titles of the Employment Guidelines are the following:

(17) Implement employment policies aiming at achieving full employment, improving quality and productivity at work, and strengthening social and territorial cohesion.

(18) Promote a life-cycle approach to work.

(19) Ensure inclusive labour markets, enhance work attractiveness, and make work pay for job-seekers, including disadvantaged people, and the inactive.

(20) Improve matching of labour market needs.

(21) Promote flexibility combined with employment security and reduce labour market segmentation, having due regard to the role of the social partners.

(22) Ensure employment-friendly labour cost developments and wage-setting mechanisms.

(23) Expand and improve investment in human capital.

(24) Adapt education and training systems in response to new competence requirements.

Guidelines for the employment policies in 2009

2008/0252(CNS) - 11/03/2009 - Text adopted by Parliament, 1st reading/single reading

The European Parliament adopted by 609 votes to 60 with 27 abstentions, a legislative resolution approving unamended, under the consultation procedure, the proposal for a Council decision on guidelines for the employment policies of the Member States.

In doing so, Parliament reiterates its longstanding call on the Commission and the Council to ensure that the Parliament is given the necessary time, and in any event **no less than five months**, to fulfil its consultative role, as defined in Article 128(2) of the Treaty, during the full revision of the Employment Guidelines, which is scheduled to take place at the end of 2010.