

# Procedure file

Basic information		
CNS - Consultation procedure Decision	1999/0816(CNS)	Procedure completed
Employment: guidelines for Member States' policies in 2000		
Subject 4.15.02 Employment: guidelines, actions, Funds		

Key players			
European Parliament	Committee responsible	Rapporteur	Appointed
	<b>EMPL</b> Employment and Social Affairs		27/07/1999
		PPE-DE <a href="#">MENRAD Winfried</a>	
	Committee for opinion	Rapporteur for opinion	Appointed
	<b>ECON</b> Economic and Monetary Affairs		13/09/1999
	PPE-DE <a href="#">GROSCH Mathieu</a>		
	<b>ITRE</b> Industry, External Trade, Research, Energy	The committee decided not to give an opinion.	
	<b>FEMM</b> Women's Rights and Equal Opportunities		02/09/1999
		PSE <a href="#">THEORIN Maj Britt</a>	
Council of the European Union	Council configuration	Meeting	Date
	Social Affairs	<a href="#">2226</a>	29/11/1999
	<a href="#">Economic and Financial Affairs ECOFIN</a>	<a href="#">2212</a>	08/11/1999
	Social Affairs	<a href="#">2208</a>	22/10/1999
	<a href="#">Economic and Financial Affairs ECOFIN</a>	<a href="#">2205</a>	08/10/1999

Key events			
08/09/1999	Legislative proposal published	COM(1999)0441	Summary
07/10/1999	Committee referral announced in Parliament		
07/10/1999	Formal reconsultation of Parliament		
08/10/1999	Debate in Council	<a href="#">2205</a>	
14/10/1999	Vote in committee		Summary
14/10/1999	Committee report tabled for plenary, 1st reading/single reading	<a href="#">A5-0045/1999</a>	
22/10/1999	Debate in Council	<a href="#">2208</a>	

04/11/1999	Decision by Parliament	<a href="#">T5-0094/1999</a>	Summary
08/11/1999	Debate in Council	<a href="#">2212</a>	
13/01/2000	Modified legislative proposal published	COM(1999)0712	Summary
13/03/2000	Act adopted by Council after consultation of Parliament		
13/03/2000	End of procedure in Parliament		
21/03/2000	Final act published in Official Journal		

### Technical information

Procedure reference	1999/0816(CNS)
Procedure type	CNS - Consultation procedure
Procedure subtype	Legislation
Legislative instrument	Decision
Legal basis	EC Treaty (after Amsterdam) EC 128
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/5/12134

### Documentation gateway

Legislative proposal	COM(1999)0441	08/09/1999	EC	Summary
Document attached to the procedure	COM(1999)0445	08/09/1999	EC	
Committee report tabled for plenary, 1st reading/single reading	<a href="#">A5-0045/1999</a> <a href="#">OJ C 158 07.06.2000, p. 0008</a>	14/10/1999	EP	
Economic and Social Committee: opinion, report	<a href="#">CES0802/1999</a> <a href="#">OJ C 368 20.12.1999, p. 0031</a>	20/10/1999	ESC	
Text adopted by Parliament, 1st reading/single reading	<a href="#">T5-0094/1999</a> <a href="#">OJ C 158 07.06.2000, p. 0012-0036</a>	04/11/1999	EP	Summary
Committee of the Regions: opinion	<a href="#">CDR0360/1999</a> <a href="#">OJ C 057 29.02.2000, p. 0017</a>	17/11/1999	CofR	
Modified legislative proposal	COM(1999)0712 <a href="#">OJ C 150 30.05.2000, p. 0053 E</a>	13/01/2000	EC	Summary

### Final act

[Decision 2000/228](#)  
[OJ L 072 21.03.2000, p. 0015](#) Summary

## Employment: guidelines for Member States' policies in 2000

**PURPOSE:** proposals for guidelines for Member States' employment policies in 2000. **CONTENT:** Since the launch of the Luxembourg process and the adoption of two series of employment guidelines in 1997 and 1998, the 1999 document notes a clear drop in unemployment in the Union given that there were 1.8 million more people in jobs in 1998 (an increase of 1.2%) and the percentage of unemployed has dropped to 9.4% in May 1999 compared with 10.1% in May 1998. Although it welcomes these results, the Commission considers that the Union still needs to make substantial progress to ensure that unemployment drops still further and that a determined application of the guidelines, on the basis of the 4 traditional pillars, should be encouraged (the 4 pillars in question are: improving employability, developing entrepreneurship, encouraging adaptability of businesses and their employees, and strengthening equal opportunities policies for women and men. In its document, the Commission does not propose any new guidelines for the year 2000, but rather modification to the existing guidelines: 1)

Improving employability: The Commission proposes amending guidelines 1 and 2 in stressing the importance of a preventive approach to unemployment. This approach is at the core of the strategy and requires early intervention at individual level and its aim must be the rapid and effective integration of the unemployed into the labour market. A clarification of the aim is therefore added to the corresponding guidelines. It also cites the importance of the transition from passive measures to active measures: benefit, tax and training systems, where that proves necessary, must be reviewed and adapted to ensure that they actively support employability. The social partners are encouraged to promote the employability of the young and adult unemployed and to promote entry into the labour market. Particular attention is to be given to the development and modernisation of apprenticeship systems, to developing appropriate training for the acquisition of computer literacy and skills by students and teachers, as well as to equipping schools with computer equipment and facilitating student access to the Internet by the end of 2002; 2) Developing entrepreneurship: Under the guideline dealing with 'exploiting new opportunities for job creation', there is a strengthening of the local and regional dimension to job creation. The special role and responsibility of partners at the regional and local levels, as well as the social partners, needs to be more fully recognised and supported. In addition, the role of the Public Employment Services in identifying local employment opportunities and improving the functioning of local labour markets, should be fully exploited. There is also an amendment to guideline 15 relating to the Commission's proposal for reducing the rate of VAT on labour-intensive services not exposed to cross-border competition; 3) Encouraging adaptability of businesses and their employees: an important change is introduced to the guideline relating to 'modernising work organisation' whereby the content of guideline 16 highlights the actions to be implemented in this context (training and retraining, the introduction of new technologies, new forms of work and working time issues) by the social partners in order to promote the modernisation of work organisation and forms of work; 4) Strengthening equal opportunities: guideline 22 regarding 'facilitating reintegration into the labour market' is clarified so as those returning to the labour market after an absence may have outmoded skills and experience difficulty in gaining access to training. Moreover, tax and benefit systems may interact to reduce the incentives to return.?

## Employment: guidelines for Member States' policies in 2000

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The committee adopted a report (consultation procedure) by Mr Winfried MENRAD (EPP/ED, D) approving the proposal for a Council Decision establishing the Employment Committee subject to two amendments. The first of these aims to ensure that the social partners are consulted on a systematic basis. The second calls for the Employment Committee to be involved in the preparation of the Broad Economic Policy Guidelines in view of the way in which employment policy and general policy interact. As there has been no annual analysis of employment policy hitherto which has taken proper account of the fields of social cohesion and general economic policy, the amendment calls for the Employment Committee to describe the general development of these policy fields in an annual report. ?

## Employment: guidelines for Member States' policies in 2000

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In adopting the report drafted by Mr. Winfried MENRAD (EPP, D), the European Parliament approved the Commission's proposed Guidelines for Member States' Employment Policies 2000 subject to a number of amendments. The Parliament's main amendments concerned the following: - with respect to efforts to develop preventive and employability oriented strategies for unemployed young persons, Member States, are permitted an extension of two years, in addition to the three years already laid down in the proposal, in the event that they have particularly high unemployment; - greater emphasis on lasting integration into the labour market; - preventive and employability measures for both target groups should be supported in equal measure; - the increase from at least 20% to 25% of the target for the numbers of unemployed who are offered training or any similar measure; - introduction of the setting of targets that measure the inclusion of women in training programmes which would be based on the average of the three most successful Member States in this respect; - Member States and the EU must make a combined effort to decrease the current EU gender gap in each Member State by 50% within 5 years; - particular attention to be paid to obstacles which hinder women on the labour market or when they wish to set up new businesses; - greater emphasis on improving the employment prospects of older people and the disabled and the development of appropriate targets; - improvement of the equity capitalisation of businesses through voluntary equity participation models for employees; - appropriate preventive and punitive policies will support Member States' attempts to tackle undeclared work; - reducing significantly the overhead costs and administrative burdens for businesses, especially SMEs, but also co-operatives, social economy enterprises and new business and the introduction of benchmarking and the wide dissemination of information on progress; - the development of self-employment that will take into account gender-specific barriers; - mention of the role and responsibility of local and regional authorities in job creation at the local level and in the social economy; - Member States are asked to set target quotas for gradually reducing the overall tax burden; - reference to whether the introduction of a tax on energy or pollutant emissions or any other tax measure is likely permanently to maintain the financial balance of the social insurance systems; - all employment statistics should be disaggregated by gender and, within one year, Member States will develop a set of benchmarks and criteria for the implementation and evaluation of gender mainstreaming; - the aim of eliminating rather than diminishing differentials in incomes between women and men; - Member States would have to increase the number of child care places and institutions for the care of older persons and other persons in need of care; - Member States, in consultation with their social partners, will provide legal remedies for women and men who are discriminated against for taking parental and care leave.?

## Employment: guidelines for Member States' policies in 2000

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In line with the new Article 128, paragraph 2, of the Treaty establishing the European Community, the Council consulted the European parliament, the Economic and Social Committee, the Committee of the Regions and the Employment Committee on the Commission's proposed guidelines for Member States' employment policies in 2000. Each of these bodies has issued an opinion on the draft. In the case of the Employment Committee, there is an opinion prepared jointly with the Economic Policy Committee. As the joint ECOFIN/Social Affairs Council reached agreement on the guidelines at a meeting on 29.11.1999, the draft guidelines for employment in 2000 were approved by the Helsinki Council meeting on 10-11 December 1999.

## Employment: guidelines for Member States' policies in 2000

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PURPOSE : to adopt the Guidelines on the Member States' employment policies. COMMUNITY MEASURE : Council Decision 2000/228/EC

on guidelines for Member States' employment policies for the year 2000. CONTENT : The employment guidelines are an essential component of the European Employment Strategy which was launched by the Special European Council in Luxembourg in November 1997 and incorporated into the Treaty of Amsterdam. The strategy is implemented through an annual package of measures comprising three elements: the Guidelines, the Joint Report and the Recommendation to Member States on the implementation of their employment policies. The Guidelines for 2000, which are the third to be issued, adhere to the existing 4-pillar structure of previous guidelines, based on: -improving employability -developing entrepreneurship -encouraging adaptability of businesses and their employees -strengthening equal opportunities policies for men and women.?