

Guidelines for the employment policies of the Member States

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The Committee on Employment and Social Affairs adopted the report by Miroslavs MITROFANOVS (Greens/EFA, LV) on the proposal for a Council decision on guidelines for the employment policies of the Member States.

The committee believes that the integrated guidelines and the European pillar of social rights should form the basis for well-targeted country-specific recommendations that the Council addresses to the Member States.

It invited the European Parliament to approve the Commission proposal subject to the following amendments:

Guideline 5: Boosting the demand for labour

- facilitate and invest in the creation of sustainable, accessible and quality jobs in all sectors, regions and skill levels, in particular by fully developing the potential of sectors of the future, such as the green economy, the circular economy, healthcare and digital;
- enable everyone to reconcile private and professional life and to ensure that workplaces are adapted for people with disabilities and older workers, facilitate the hiring process and promote responsible entrepreneurship and self-employment;
- create quality employment opportunities for all in a responsible manner, taking into account the development of new information and communication technologies;
- reduce unnecessary red tape to alleviate the administrative burden on small and medium-sized enterprises;
- gradually reduce the tax burden on labour and increase it on other sources of taxation.

Guideline 6: Enhancing labour supply and improving access to employment, skills and competences

- promote the long-term wellbeing and productivity of their workforce through targeted promotion of training in science, technology, engineering and mathematics;
- investing in lifelong learning by addressing the specific needs of people with disabilities, members of ethnic and national minorities, immigrants and refugees;
- avoid skills mismatches and market needs;
- developing and strengthening basic skills, promoting the acquisition of entrepreneurial skills and facilitating study and training leave, vocational training and lifelong learning;
- promoting the long-term well-being and productivity of the workforce by fostering personal development, social cohesion, intercultural understanding and active citizenship;
- combat long-term unemployment and long-term inactivity through a coordinated approach to social services and employment;
- implement wage transparency policies and wage audits with a view to closing the pay gap between women and men;
- ensure that parents have access to quality and affordable long-term care, early childhood education and care, and systems such as teleworking or mobile work.

Guideline 7: Enhancing the functioning of labour markets and the effectiveness of social dialogue

- encourage and empower people who are able to access the labour market to participate, through individual support and integrated services as part of a broader active inclusion approach;
- through individual support and integrated services within a broader active inclusion approach
- provide unemployed persons with adequate unemployment benefits for a sufficient period of time to allow them to find quality employment;
- ensure the mobility of learners and workers, as a fundamental freedom, in order to enhance their skills and exploit full potential of the European labour market.

Guideline No 8: Promoting equality and equal opportunities and non-discrimination for all, fostering social inclusion and combatting poverty

- implement, in cooperation with regional and local authorities, effective measures to fight all forms of discrimination and to promote equal opportunities for all to participate in society, as well as specific measures to support those in vulnerable situations, such as migrants;
- improve social protection systems, including for the self-employed;
- promote the active participation of NGOs specialised in the fight against poverty and of organisations of people experiencing poverty in the development of policies;
- ensure access to health care, free education and childcare, decent housing and proper nutrition for children living in poverty;
- urgently secure the sustainability and adequacy of pension systems to enable all to live in dignity and aim to ensure an adequate income for older people that is at least above the poverty line.