



Plenary sitting

A9-0243/2022

12.10.2022

REPORT

on the proposal for a Council decision on guidelines for the employment policies of the Member States
(COM(2022)0241 – C9-0199/2022 – 2022/0165(NLE))

Committee on Employment and Social Affairs

Rapporteur: Alicia Homs Ginel

Symbols for procedures

- * Consultation procedure
- *** Consent procedure
- ***I Ordinary legislative procedure (first reading)
- ***II Ordinary legislative procedure (second reading)
- ***III Ordinary legislative procedure (third reading)

(The type of procedure depends on the legal basis proposed by the draft act.)

Amendments to a draft act

Amendments by Parliament set out in two columns

Deletions are indicated in ***bold italics*** in the left-hand column. Replacements are indicated in ***bold italics*** in both columns. New text is indicated in ***bold italics*** in the right-hand column.

The first and second lines of the header of each amendment identify the relevant part of the draft act under consideration. If an amendment pertains to an existing act that the draft act is seeking to amend, the amendment heading includes a third line identifying the existing act and a fourth line identifying the provision in that act that Parliament wishes to amend.

Amendments by Parliament in the form of a consolidated text

New text is highlighted in ***bold italics***. Deletions are indicated using either the **■** symbol or strikeout. Replacements are indicated by highlighting the new text in ***bold italics*** and by deleting or striking out the text that has been replaced.

By way of exception, purely technical changes made by the drafting departments in preparing the final text are not highlighted.

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DRAFT EUROPEAN PARLIAMENT LEGISLATIVE RESOLUTION

**on the proposal for a Council decision on guidelines for the employment policies of the Member States
(COM(2022)0241 – C9-0199/2022 – 2022/0165(NLE))**

(Consultation)

The European Parliament,

- having regard to the Commission proposal to the Council (COM(2022)0241),
 - having regard to Article 148(2) of the Treaty on the Functioning of the European Union, pursuant to which the Council consulted Parliament (C9-0199/2022),
 - having regard to Rule 82 of its Rules of Procedure,
 - having regard to the report of the Committee on Employment and Social Affairs (A9-0243/2022),
1. Approves the Commission proposal as amended;
 2. Calls on the Commission to alter its proposal accordingly, in accordance with Article 293(2) of the Treaty on the Functioning of the European Union;
 3. Welcomes the Commission's proposal for updated employment guidelines for the Member States, in particular its strong focus on the post-COVID 19 environment, on ensuring that the green and digital transitions are socially fair and economically sustainable, and on recent policy initiatives in response to the Russian invasion of Ukraine; with a view to strengthening democratic decision-making, reiterates its call to be involved in setting the Integrated Guidelines at Union level on an equal footing with Council, in line with its legislative resolution of 10 July 2020 on the proposal for a Council decision on guidelines for the employment policies of the Member States.;
 4. Calls on the Council to notify Parliament if it intends to depart from the text approved by Parliament;
 5. Asks the Council to consult Parliament again if it intends to substantially amend the Commission proposal;
 6. Instructs its President to forward its position to the Council and the Commission.

Amendment 1

**Proposal for a decision
Recital -1 (new)**

(-1) In order to create synergies and stimulate ambitious policies at Member State level, it is important to align the employment guidelines set out in the annex to this Decision with the Union's headline targets on employment, skills and poverty reduction for 2030, agreed by Union leaders, Union institutions, the social partners and civil society representatives at the Porto Social Summit in 2021.

^{1a} European Parliament legislative resolution of 10 July 2020 on the proposal for a Council decision on guidelines for the employment policies of the Member States.

Amendment 2

Proposal for a decision

Recital 1

Text proposed by the Commission

(1) **Member States and** the Union **are** to work towards developing a coordinated strategy for employment and particularly for promoting **a skilled, trained and adaptable workforce**, as well as labour markets that are future-oriented **and** responsive to **economic** change, with a view to achieving the **objectives of** full employment and social progress, **balanced growth**, a high level of protection and improvement of the quality of the environment laid down in Article 3 of the Treaty on European Union (TEU). Member States are to regard promoting employment as a matter of common concern and are to coordinate their action in that respect within the Council, taking into account national practices related to the

Amendment

(1) The Union **is** to work towards developing a coordinated strategy for **high levels of** employment and particularly for promoting **upward economic and social convergence, quality employment and improving working conditions, by supporting and complementing the activities of the Member States**, as well as labour markets that are future-oriented, responsive to change, **inclusive, resilient and stable and that offer opportunities for mobility and professional progress**, with a view to achieving the **sustainable development of the Union, based on balanced economic growth and price stability, a highly competitive social market economy, aiming to achieve** full employment and social progress, **and** a high level of protection and improvement

responsibilities of management and labour.

of the quality of the environment laid down in Article 3 of the Treaty on European Union (TEU) **and Article 151 of the Treaty on the Functioning of the European Union (TFEU), while at the same time respecting the objectives of the European Green Deal to achieve climate neutrality in the Union by 2050.** Member States are to regard promoting employment as a matter of common concern and are to coordinate their action in that respect within the Council, taking into account national practices related to the responsibilities of management and labour.

Amendment 3

Proposal for a decision Recital 3

Text proposed by the Commission

(3) In accordance with the TFEU, the Union has developed and implemented policy coordination instruments for economic and employment policies. As part of those instruments, the Guidelines for the Employment Policies of the Member States (the ‘Guidelines’) set out in the Annex to this Decision, together with the Broad Guidelines for the Economic Policies of the Member States and of the Union set out in Council Recommendation (EU) 2015/1184⁵, form the Integrated Guidelines. They are to guide policy implementation in the Member States and in the Union, reflecting the interdependence between the Member States. The resulting set of coordinated European **and** national policies and reforms are to constitute an appropriate overall sustainable economic **and** employment policy mix, which should achieve positive spill over effects.

Amendment

(3) In accordance with the TFEU, the Union has developed and implemented policy coordination instruments for economic and employment policies. As part of those instruments, the Guidelines for the Employment Policies of the Member States (the ‘Guidelines’) set out in the Annex to this Decision, together with the Broad Guidelines for the Economic Policies of the Member States and of the Union set out in Council Recommendation (EU) 2015/1184⁵, form the Integrated Guidelines. They are to guide policy implementation in the Member States and in the Union, reflecting the interdependence between the Member States. The resulting set of coordinated European, national **and regional** policies and reforms are to constitute an appropriate overall sustainable economic, employment **and social** policy mix, which should achieve positive spill over effects **for society, labour markets and the workforce, while striving to avoid any negative social or economic consequences, and effectively respond to**

the impact of the COVID-19 pandemic, the Russian invasion of Ukraine and the rising cost of living.

⁵ Council Recommendation (EU) 2015/1184 of 14 July 2015 on broad guidelines for the economic policies of the Member States and of the European Union (OJ L 192, 18.7.2015, p. 27).

⁵ Council Recommendation (EU) 2015/1184 of 14 July 2015 on broad guidelines for the economic policies of the Member States and of the European Union (OJ L 192, 18.7.2015, p. 27).

Amendment 4

Proposal for a decision Recital 3 a (new)

Text proposed by the Commission

Amendment

(3a) With a view to further enhancing the Union's social model, Member States should promote decent wages, strengthen collective bargaining and ensure that labour markets are inclusive. In this regard, particular emphasis should be placed on women and disadvantaged groups, namely children, young people, older people, persons with disabilities, single parents, racial and ethnic minorities, such as Roma people and people with a migrant background, LGBTIQ+ people and people living in disadvantaged regions, including remote and rural regions, disadvantaged areas, islands and the outermost regions.

Amendment 5

Proposal for a decision Recital 3 b (new)

Text proposed by the Commission

Amendment

(3b) In order to enhance economic and social progress, to facilitate the twin transition and to achieve inclusive, competitive and resilient labour markets

in the Union, Member States should promote quality education, training, upskilling and reskilling, as well as lifelong learning, future-oriented dual education and improved career opportunities through strengthening the links between the education system and the labour market and recognising skills, knowledge and competences acquired through non-formal and informal learning.

Amendment 6

Proposal for a decision Recital 4

Text proposed by the Commission

(4) The Guidelines are consistent with the Stability and Growth Pact, existing Union legislation and various Union initiatives, including Council Directive of 20 July 2001⁶, Council Recommendations of 10 March 2014⁷, 15 February 2016⁸, 19 December 2016⁹, 15 March 2018¹⁰, 22 May 2018¹¹, 22 May 2019¹², 8 November 2019¹³, 30 October 2020¹⁴, 24 November 2020¹⁵, 29 November 2021¹⁶ Commission Recommendation of 4 March 2021¹⁷, Council Recommendation of 14 June 2021¹⁸, Council Resolution of 26 February 2021¹⁹, Commission Communication of 9 December 2021²⁰, Decision of the EU Parliament and the Council of 22 December 2021²¹ **[, the Proposal for a Directive of the European Parliament and of the Council on adequate minimum wages in the European Union²², the Proposal for a Council Recommendation on ensuring a fair transition towards climate neutrality²³, the Proposal for a Council Recommendation on a European approach to micro-credentials for lifelong learning and employability²⁴, the Proposal for a Council Recommendation on individual learning accounts²⁵, the Proposal for a Directive of the European**

Amendment

(4) The Guidelines are consistent with the Stability and Growth Pact, **the Broad Economic Policy Guidelines** and existing Union legislation and various Union initiatives, including Council Directive of 20 July 2001⁶ **(the ‘Temporary Protection Directive’)**, Council Recommendations of 10 March 2014⁷, **14 July 2015^a**, 15 February 2016⁸, 19 December 2016⁹, 15 March 2018¹⁰, 22 May 2018¹¹, 22 May 2019¹², 8 November 2019¹³, 30 October 2020¹⁴, 24 November 2020¹⁵, 29 November 2021¹⁶ Commission Recommendation of 4 March 2021¹⁷, Council Recommendation of 14 June 2021¹⁸, Council Resolution of 26 February 2021¹⁹, Commission Communication of 9 December 2021²⁰, Decision of the EU Parliament and the Council of 22 December 2021²¹, the Directive of the European Parliament and of the Council on adequate minimum wages in the European Union²², the Proposal for a Council Recommendation on ensuring a fair transition towards climate neutrality²³, the Proposal for a Council Recommendation on a European approach to micro-credentials for lifelong learning and employability²⁴, the Proposal for a Council

Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms²⁶, the Proposal for a Directive of the European Parliament and of the Council on improving working conditions in platform work²⁷ and the Proposal for a Council Recommendation on learning for environmental sustainability²⁸].

Recommendation on individual learning accounts²⁵, the Proposal for a Directive of the European Parliament and of the Council to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms²⁶, ***the Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures***^{26a}, the Proposal for a Directive of the European Parliament and of the Council on improving working conditions in platform work²⁷, ***the Proposal for Regulation of the European Parliament and of the Council on establishing a Social Climate Fund***^{27a} and the Proposal for a Council Recommendation on learning for environmental sustainability²⁸].

⁶ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof (OJ L 212 , 07/08/2001 P. 0012 – 0023)

⁷ Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships (OJ C 88, 27.3.2014, p. 1).

⁸ Council Recommendation of 15 February 2016 on the integration of the long-term unemployed into the labour market (OJ C 67, 20.2.2016, p. 1).

⁹ Council Recommendation of 19 December 2016 on Upskilling Pathways:

⁶ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof (OJ L 212 , 07/08/2001 P. 0012 – 0023)

⁷ Council Recommendation of 10 March 2014 on a Quality Framework for Traineeships (OJ C 88, 27.3.2014, p. 1).

^{7a} ***Council Recommendation (EU) 2015/1184 on broad guidelines for the economic policies of the Member States and of the European Union (OJ L 192, 18.7.2015, p. 27).***

⁸ Council Recommendation of 15 February 2016 on the integration of the long-term unemployed into the labour market (OJ C 67, 20.2.2016, p. 1).

⁹ Council Recommendation of 19 December 2016 on Upskilling Pathways:

New Opportunities for Adults (OJ C 484, 24.12.2016, p. 1).

¹⁰ Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships (OJ C 153, 2.5.2018, p. 1).

¹¹ Council Recommendation of 22 May 2018 on key competences for lifelong learning (OJ C 189, 4.6.2018, p. 1).

¹² Council Recommendation of 22 May 2019 on High-Quality Early Childhood Education and Care Systems (OJ C 189, 5.6.2019, p. 4).

¹³ Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed (OJ C 387, 15.11.2019, p. 1).

¹⁴ Council Recommendation of 30 October 2020 on A Bridge to Jobs – Reinforcing the Youth Guarantee and replacing the Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (OJ C 372, 4.11.2020, p. 1).

¹⁵ Council Recommendation of 24 November 2020 on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience (OJ C 417, 2.12.2020, p. 1).

¹⁶ Council Recommendation of 29 November 2021 on blended learning approaches for high-quality and inclusive primary and secondary education (OJ C 66, 26.2.2021, p. 1–21)

¹⁷ Commission Recommendation (EU) 2021/402 of 4 March 2021 on an effective active support to employment following the COVID-19 crisis (EASE) (OJ L 80, 8.3.2021, p. 1).

¹⁸ Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee (OJ L 223, 22.6.2021, p. 14).

¹⁹ Council Resolution on a strategic framework for European cooperation in

New Opportunities for Adults (OJ C 484, 24.12.2016, p. 1).

¹⁰ Council Recommendation of 15 March 2018 on a European Framework for Quality and Effective Apprenticeships (OJ C 153, 2.5.2018, p. 1).

¹¹ Council Recommendation of 22 May 2018 on key competences for lifelong learning (OJ C 189, 4.6.2018, p. 1).

¹² Council Recommendation of 22 May 2019 on High-Quality Early Childhood Education and Care Systems (OJ C 189, 5.6.2019, p. 4).

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¹⁴ Council Recommendation of 30 October 2020 on A Bridge to Jobs – Reinforcing the Youth Guarantee and replacing the Council Recommendation of 22 April 2013 on establishing a Youth Guarantee (OJ C 372, 4.11.2020, p. 1).

¹⁵ Council Recommendation of 24 November 2020 on vocational education and training (VET) for sustainable competitiveness, social fairness and resilience (OJ C 417, 2.12.2020, p. 1).

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¹⁷ Commission Recommendation (EU) 2021/402 of 4 March 2021 on an effective active support to employment following the COVID-19 crisis (EASE) (OJ L 80, 8.3.2021, p. 1).

¹⁸ Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee (OJ L 223, 22.6.2021, p. 14).

¹⁹ Council Resolution on a strategic framework for European cooperation in

education and training towards the European Education Area and beyond (2021-2030) (2021/C66/01) (OJ C 66, 26.2.2021, p. 1–21)

²⁰ Commission Communication (EU) 2021/778 of 9 December 2021 on building an economy that works for people: an action plan for the social economy

²¹ Decision (EU) 2021/2316 of the European Parliament and of the Council of 22 December 2021 on a European Year of Youth (2022) (OJ L 462, 28.12.2021, p. 1–9)

²² COM/2020/682 final

²³ COM/2021/801 final

²⁴ COM/2021/770 final

²⁵ COM/2021/773 final

²⁶ COM/2021/93 final

²⁷ COM/2021/762 final

²⁸ COM/2022/11 final

education and training towards the European Education Area and beyond (2021-2030) (2021/C66/01) (OJ C 66, 26.2.2021, p. 1–21)

²⁰ Commission Communication (EU) 2021/778 of 9 December 2021 on building an economy that works for people: an action plan for the social economy

²¹ Decision (EU) 2021/2316 of the European Parliament and of the Council of 22 December 2021 on a European Year of Youth (2022) (OJ L 462, 28.12.2021, p. 1–9)

²² *not yet published in the Official Journal of the European Union.*

²³ COM/2021/801 final

²⁴ COM/2021/770 final

²⁵ COM/2021/773 final

²⁶ COM/2021/93 final

^{26a} *not yet been published in the Official Journal of the European Union.*

²⁷ COM/2021/762 final

^{27a} *COM/2021/568 final*

²⁸ COM/2022/11 final

Amendment 7

Proposal for a decision Recital 5

Text proposed by the Commission

(5) The European Semester combines the different instruments in an overarching framework for integrated multilateral coordination and surveillance of economic **and** employment policies. While pursuing environmental sustainability, productivity, fairness and stability, the European Semester **integrates** the principles of the European Pillar of Social Rights and of its monitoring tool, the Social Scoreboard, and **provides** for strong engagement with social

Amendment

(5) The European Semester combines the different instruments in an overarching framework for integrated multilateral coordination and surveillance of economic, employment, **social and environmental** policies. While pursuing environmental sustainability, productivity, **inclusiveness**, fairness and stability, the European Semester **should further integrate** the principles of the European Pillar of Social Rights **(the ‘Pillar’), including Principle**

partners, civil society and other stakeholders. It **supports** the delivery of the Sustainable Development Goals. The Union's and Member States' economic and employment policies should go hand in hand with Europe's fair transition to a climate neutral, environmentally sustainable and digital economy, **improve** competitiveness, **ensure adequate** working conditions, **foster** innovation, **promote** social justice and equal opportunities, as well as **tackle** inequalities and regional disparities.

No 11 on childcare and support to children, and of its monitoring tool, the Social Scoreboard, and **provide** for strong engagement with social partners, civil society and other stakeholders. It **should support** the delivery of the **United Nation's** Sustainable Development Goals (SDGs), **including SDG 1 on 'No Poverty', SDG 4 on 'Quality Education', SDG 5 on 'Gender Equality', SDG 7 on 'Affordable and Clean Energy, SDG 8 on 'Decent Work and Economic Growth' and SDG 10 on 'Reduced Inequalities'.** **Inclusive and equitable quality education and lifelong learning opportunities for all should be ensured and anchored in employment and social policies. Gender equality should be mainstreamed in all Union policies. The gender equality index could serve as one of the Semester's tools to monitor progress towards employment and social targets and to measure the gender impact of employment and social policies.** The Union's and Member States' economic and employment policies should go hand in hand with Europe's fair **and just** transition to a climate neutral, environmentally sustainable, **socially inclusive** and digital economy, **ensuring upward social convergence, improving competitiveness in a sustainable way, supporting SMEs including microenterprises, ensuring decent working conditions and resilient social protection systems, fostering** innovation, **promoting** social justice and equal opportunities **for all, eradicating poverty, supporting and investing in children and young people**, as well as **tackling social exclusion, inequalities, intersectional discrimination** and regional disparities, **particularly as regards remote and outermost regions. There is a need to ensure quality and sustainable employment in close cooperation with social partners, based on legislative initiatives or a revision of existing legislation, where needed, in particular with a view to teleworking, parental and**

care related leave, occupational health and safety, artificial intelligence (AI) at the workplace, a European Anti-poverty strategy, as well as a general legal framework on subcontracting, with increased transparency and recommendations on liability. A Union legislative act on the right to disconnect is currently discussed by European Social Partners in the context of their Framework Agreement on Digitalisation. This discussion should lead to minimum standards and conditions to ensure that workers are able to exercise effectively their right to disconnect and to regulate the use of existing and new digital tools for work purposes. A common legal framework to ensure fair remuneration for internships, traineeships and apprenticeships should be introduced at Union level, in order to avoid the exploitation of young workers and the violation of their rights. Member States should ensure decent working conditions and access to social protection for interns, trainees and apprentices.

Amendment 8

Proposal for a decision Recital 5 a (new)

Text proposed by the Commission

Amendment

(5a) In order to effectively eradicate risks at work, both mental and physical health should be protected; particular attention should be paid to workers' exposure to harmful substances, but also to long working hours, psychosocial pressure, bad posture, repetitive movement and heavy lifting. Improved occupational health and safety is crucial to ensure decent working conditions, in particular in light of demographic changes and the already existing lack of qualified workers. There is therefore an urgent need for quality, safe and

sustainable employment in line with the European Parliament's resolutions of 10 March 2022 on a new EU strategic framework on health and safety at work post 2020^a and of 5 July 2022 on mental health in the digital world of work. Occupational medical services, including psychosocial support and regular, voluntary check-ups for all workers should therefore be strengthened.

Amendment 9

Proposal for a decision Recital 6

Text proposed by the Commission

(6) Climate change and environment-related challenges, the need to **accelerate** energy independence and ensure Europe's open strategic autonomy, globalisation, digitalisation, artificial intelligence, an increase in teleworking, the platform economy **and** demographic change **are** transforming European economies and societies. The Union and its Member States are to work together to effectively and proactively address those structural developments and adapt existing systems as needed, recognising the close interdependence of the Member States' economies and labour markets, and related policies. This requires coordinated, ambitious and effective policy action at **both** Union **and** national levels, in accordance with the TFEU and the Union's provisions on economic governance, **while implementing the European Pillar of Social Rights**. Such policy **action** should encompass a boost in sustainable investment, a renewed commitment to appropriately sequenced reforms that enhance economic growth, the creation of quality jobs, productivity, **adequate** working conditions, social and territorial cohesion, upward convergence, resilience and the exercise of fiscal responsibility,

Amendment

(6) Climate change and environment-related challenges, the need to **achieve** energy independence **and a socially just green transition**, and ensure Europe's open strategic autonomy, globalisation, digitalisation, artificial intelligence, an increase in teleworking, the platform economy, demographic change **and the impact of the Russian invasion of Ukraine are deeply** transforming European economies and societies. The Union and its Member States are to work together to effectively and proactively address those structural developments **as well as inflation increases** and adapt existing systems as needed, recognising the close interdependence of the Member States' economies and labour markets, and related policies. This requires coordinated, **intersectional**, ambitious and effective policy action at Union, national **and regional** levels **involving the social partners**, in accordance with the TFEU and **the principle of subsidiarity, the Pillar and the objectives set out in the Commission's Action Plan for the implementation of the European Pillar of Social Rights of 4 March 2021 (the 'Action Plan')**, **as well as** the Union's provisions on economic governance. Such policy **actions** should

with support from existing EU funding programmes, and in particular the Recovery and Resilience Facility and the Cohesion Policy Funds (including the European Social Fund Plus and the European Regional Development Fund) as well as the Just Transition Fund. It should combine supply- and demand-side measures, while taking into account their environmental, employment and social impacts.

encompass a boost in sustainable **public and private** investment, **competitiveness and infrastructures**, a renewed commitment to appropriately sequenced reforms that enhance **sustainable and inclusive** economic growth, the creation of **more** quality jobs, productivity, **decent** working conditions, social and territorial cohesion, upward **social** convergence **and economic prosperity, social justice, equal opportunities and inclusion, fair labour mobility**, resilience and the exercise of fiscal **and social** responsibility, with support from existing EU funding programmes, and in particular the Recovery and Resilience Facility and the Cohesion Policy Funds (including the European Social Fund Plus and the European Regional Development Fund) as well as the Just Transition Fund. It should combine supply- and demand-side measures, while taking into account their environmental, employment and social impacts. ***The activation of the general ‘escape clause’ of the Stability and Growth Pact in light of the COVID-19 crisis in March 2020 allowed Member States to react swiftly and adopt emergency measures to mitigate the economic and social impact of the pandemic. The specific nature of the macroeconomic shock resulting from the Russian invasion of Ukraine, as well as the current cost of living crisis require continued fiscal space for Member States. Therefore, in line with the Commission’s opinion, the current context warrants the extension of the general ‘escape clause’ until the end of 2023 and its deactivation from 2024. Member States should make full use of the potential offered by the general ‘escape clause’ to support undertakings which are in difficulty or which lack liquidity, in particular SMEs, including microenterprises, to adopt targeted measures to safeguard jobs, wages and working conditions and to invest in people and social welfare systems. The potential risk for public***

finances, caused by the prolongation, as well as the potential social negative consequences of its deactivation should be evaluated ex-ante. A revision of the Stability and Growth Pact should therefore be carried out.

Amendment 10

Proposal for a decision Recital 6 a (new)

Text proposed by the Commission

Amendment

(6a) While teleworking has the potential to improve work-life balance, reduce fossil fuel consumption, improve air quality, overcome geographical boundaries and enable previously excluded groups of workers to access the labour market, it also risks diluting boundaries between work and private life, with possible negative effects on workers' fundamental rights and their physical and mental health. Similarly, AI solutions have the potential to improve working conditions and the quality of life, to facilitate accessibility for persons with disabilities and to predict labour market developments; yet they raise potential concerns as regards privacy, control of personal data, occupational health and safety, discrimination in recruitment as well as the amplification of racial and gender profiling, which should be addressed.

Amendment 11

Proposal for a decision Recital 7

Text proposed by the Commission

Amendment

(7) The European Parliament, the Council and the Commission proclaimed

(7) The European Parliament, the Council and the Commission proclaimed

the *European Pillar of Social Rights*²⁹. It sets out twenty principles and rights to support well-functioning and fair labour markets and welfare systems, structured around three categories: equal opportunities and access to the labour market, fair working conditions, and social protection and inclusion. The principles and rights give strategic direction to the Union making sure that the transitions to climate-neutrality and environmental sustainability, digitalisation and demographic change are socially fair and just. The *European Pillar of Social Rights*, with its accompanying Social Scoreboard, constitutes a reference framework to monitor the employment and social performance of Member States, to drive reforms at national, regional and local level and to reconcile the ‘social’ and the ‘market’ in today’s *modern* economy, including by promoting the social economy. ***On 4 March 2021, the Commission put forward an Action Plan for the implementation of the European Pillar of Social Rights (the ‘Action Plan’), including ambitious yet realistic headline targets and complementary sub-targets for 2030, in the areas of employment, skills, education and poverty reduction, as well as the revised Social Scoreboard.***

the Pillar. It sets out twenty principles and rights to support well-functioning and fair labour markets and welfare systems, structured around three categories: equal opportunities and access to the labour market, fair working conditions, and social protection and inclusion. The principles and rights give strategic direction to the Union making sure that the transitions to climate-neutrality and environmental sustainability, digitalisation and demographic change are socially ***and geographically*** fair and just. The Pillar, with its accompanying Social Scoreboard, constitutes a reference framework to monitor the employment and social performance of Member States, to drive reforms at national, regional and local level and to reconcile the ‘social’ and the ‘market’ in today’s economy, including by promoting the social ***as well as the green, digital and circular*** economy. ***The Action Plan includes ambitious yet realistic headline targets and complementary sub-targets for 2030, in the areas of employment, skills, education and poverty reduction, as well as the revised Social Scoreboard. In that regard, fair labour mobility and the portability of rights and entitlements through better protection of mobile workers, including cross-border and seasonal workers, more effective labour inspectorates and the introduction of effective digital solutions should be ensured at Union, national and regional level.***

²⁹ *Interinstitutional Proclamation on the European Pillar of Social Rights (OJ C 428, 13.12.2017, p. 10).*

Amendment 12

Proposal for a decision Recital 8 a (new)

(8a) Family-friendly policies and social investments in children, protecting them from poverty and helping all children to access their rights, such as the availability of good quality childcare and early childhood education and training, are essential for the children's future, the sustainable development of society and a positive demographic development ensuring them a healthy environment and a safe climate. Member States should eradicate child poverty and focus their efforts on the effective implementation of Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee^{1a} and the national action plans adopted pursuant thereto, to ensure access to free quality services for all children in need, thereby ensuring children's equal and effective access to free healthcare, free education, free childcare, adequate housing and healthy nutrition. To that end, the funding of the European Child Guarantee should be urgently increased with a dedicated budget of at least EUR 20 billion as repeatedly requested by the European Parliament. The European Child Guarantee should be mainstreamed across all policy sectors without delay and funding for children's rights should be enhanced by making full use of existing Union policies and funds. Member States should further boost investment in sustainable, quality jobs and adopt a comprehensive approach for supporting parents of children in need. As a follow-up to the Commission proposal on a Council Recommendation on adequate minimum income ensuring active inclusion, a proposal for a directive on minimum income schemes could contribute to the goal of reducing poverty by at least half in all Member States by 2030.

^{1a} Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee (OJ L 223, 22.6.2021, p. 14),

Amendment 13
Proposal for a decision

Recital 8 b (new)

Text proposed by the Commission

Amendment

(8b) Homelessness is one of the most extreme forms of social exclusion, which negatively affects people's physical and mental health, wellbeing, and quality of life, as well as their access to employment and other economic and social services. The European Parliament, the Commission, national, regional and local authorities as well as Union level civil society organisations have agreed to launch the European Platform on Combatting Homelessness. With the ultimate objective of ending homelessness by 2030, they committed themselves to implementing the housing first principle, promoting the prevention of homelessness and providing access to adequate, safe and affordable housing and support services to homeless people, while putting in place the policy measures necessary, by using adequate national and Union funding. Member States should also work towards ensuring access to decent and affordable housing for all through national affordable housing plans, which should be included in their national reform programmes.

Amendment 14

Proposal for a decision
Recital 9

(9) Following the Russian invasion of Ukraine, the European Council, in its conclusions of 24 February 2022, condemned Russia's actions, which seek to undermine European and global security and stability, and expressed solidarity to the Ukrainian people, underlining the violation of international law and the principles of the UN Charter. In the current context, temporary protection, as granted by the Council Decision of 4 March 2022³⁰ activating the Temporary Protection Directive³¹, is necessary in light of the scale of the influx of refugees and displaced persons. This allows Ukrainian refugees to enjoy harmonised rights across the Union that offer an adequate level of protection, including residency rights, access and integration to the labour market, access to education and training, access to housing, as well as to social security systems, medical care, social welfare, or other assistance, and means of subsistence. By participating in Europe's labour markets, Ukrainian refugees can contribute to strengthening the EU's economy and help support their country and people at home. In the future, the acquired experience and skills can contribute to rebuilding Ukraine. For unaccompanied children and teenagers, temporary protection confers the right to legal guardianship and access to childhood education and care. Member States should involve social partners in the design, implementation and evaluation of policy measures aimed at addressing the employment and skills challenges stemming from the Russian invasion of Ukraine. Social partners play a key role in mitigating the impact of the war in terms of preserving employment and production.

(9) Following the Russian invasion of Ukraine, the European Council, in its conclusions of 24 February 2022, condemned Russia's actions, which seek to undermine European and global security and stability, and expressed solidarity to the Ukrainian people, underlining the violation of international law and the principles of the UN Charter. In the current context, temporary protection, as granted by the Council Decision of 4 March 2022³⁰ activating the Temporary Protection Directive, is necessary in light of the scale of the influx of refugees and displaced persons. This allows Ukrainian refugees to enjoy harmonised rights across the Union that offer an adequate level of protection, including residency rights, access and integration to the labour market, access to education and training, access to housing, as well as to social security systems, medical care, social welfare, or other assistance, and means of subsistence. ***Particular attention should be paid to persons with disabilities in this context.*** By participating in Europe's labour markets, Ukrainian refugees can contribute to strengthening the EU's economy and help support their country and people at home. ***As the majority of Ukrainian refugees are women and children, Member States should ensure sufficient support for housing and childcare provisions to facilitate their inclusion. Member States should also ensure that their implementation of the European Child Guarantee ensures access to free services of high quality for children fleeing Ukraine on an equal footing with their peers in the host country.*** In the future, the acquired experience and skills can contribute to rebuilding Ukraine. For unaccompanied children and teenagers, temporary protection confers the right to legal guardianship and access to childhood education and care. Member States should

involve social partners in the design, implementation and evaluation of policy measures aimed at addressing the employment and skills challenges stemming from the Russian invasion of Ukraine **as well as the recognition of qualifications**. Social partners play a key role in mitigating the impact of the war in terms of preserving employment and production. **Member States should consider extending the protection offered by the Temporary Protection Directive to all refugees and address employers' concerns of hiring people with only a temporary status.**

³⁰ **Council Implementing Decision (EU) 2022/382 of 4 March 2022 establishing the existence of a mass influx of displaced persons from Ukraine within the meaning of Article 5 of Directive 2001/55/EC, and having the effect of introducing temporary protection.**

³¹ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof.

³¹ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences thereof.

Amendment 15

Proposal for a decision Recital 10

Text proposed by the Commission

(10) Reforms to the labour market, including national wage-setting mechanisms, should follow national practices of social dialogue, with a view to providing fair wages that enable a decent standard of living **and** sustainable growth. They should allow for the necessary

Amendment

(10) Reforms to the labour market, including national wage-setting mechanisms, should follow national practices of social dialogue, with a view to providing fair wages that enable a decent standard of living, sustainable growth **and upward social and territorial convergence.**

opportunity for a broad consideration of socioeconomic factors, including improvements in sustainability, competitiveness, innovation, the creation of quality jobs, working conditions, in-work poverty, education *and* skills, public health and inclusion, *and* real incomes. In this sense, the Recovery and Resilience Facility and other EU funds are supporting Member States in implementing reforms and investments that are in line with the EU's priorities, making the European economies and societies more sustainable, resilient and better prepared for the green and digital transitions. Russia's invasion of Ukraine has further aggravated pre-existing socio-economic challenges from the COVID-19 crisis. Member States and the Union should continue to ensure that the social, employment and economic impacts are mitigated and that transitions are socially fair and just, also in light of the fact that increased open strategic autonomy and an accelerated green transition will help reduce the dependence on imports of energy and other strategic products/technologies, notably from Russia. Strengthening resilience and pursuing an inclusive and resilient society in which people are protected and empowered to anticipate and manage change, and in which they can actively participate in society and the economy, *are essential*. A coherent set of active labour market policies, consisting of *temporary hiring and* transition incentives, *skills policies* and improved employment services, is needed to support labour market transitions, also in light of the green and digital transformations, as highlighted in Recommendation (EU) 2021/402 [and the Council Recommendation on ensuring a fair transition towards climate neutrality].

They should allow for the necessary opportunity for a broad consideration of socioeconomic factors, including improvements in sustainability, competitiveness, innovation, the creation of quality jobs, *decent* working conditions, in-work poverty, *gender equality*, education, *training*, skills *and qualifications*, public health and *social* inclusion, *as well as* real incomes *and purchasing power*. *Member States should therefore respect the right of collective bargaining and action as well as the freedom of assembly and association as set out in the Charter of Fundamental Rights of the European Union and relevant international conventions. Moreover, Member States should strengthen the role of the social partners, foster work councils and workers' representation, promote collective bargaining, and support a high trade union and employers' association density in order to ensure an inclusive and socially fair recovery*. In this sense, the Recovery and Resilience Facility and other EU funds are supporting Member States in implementing reforms and investments that are in line with the EU's priorities, making the European economies and societies more sustainable, resilient and better prepared for the green and digital transitions. Russia's invasion of Ukraine has further aggravated pre-existing socio-economic challenges from the COVID-19 crisis. Member States and the Union should continue to ensure that the social, employment and economic impacts are mitigated and that transitions are socially fair and just, also in light of the fact that increased open strategic autonomy and an accelerated green transition will help reduce the dependence on imports of energy and other strategic products/technologies, notably from Russia. *With a view to* strengthening resilience and pursuing an inclusive and resilient society in which people are protected and empowered to anticipate and

manage change, and in which they can actively participate in society and the economy, ***a temporary European social resilience package, coordinating a set of measures and means to strengthen social welfare and social protection systems in the Union, including the continuation and refinancing of SURE for as long as the socio-economic consequences of the Russian invasion of Ukraine continue to have a negative impact on the labour market, in line with the European Parliament resolution of 19 May 2022 on the social and economic consequences for the EU of the Russian war in Ukraine - reinforcing the EU's capacity to act and a social rescue facility with increased public support for existing instruments aimed at the poorest in our society should be established.*** A coherent set of active labour market policies, consisting of transition incentives, ***the obtaining of qualifications, validation and the acquisition of competences as well as future-oriented education, life-long learning, VET, upskilling and reskilling*** and improved employment services, is needed to support labour market transitions, also in light of the green and digital transformations, as highlighted in Recommendation (EU) 2021/402 [and the Council Recommendation on ensuring a fair transition towards climate neutrality]. ***A thorough evaluation of national policies and support schemes, which have been deployed to mitigate the effects of the COVID-19 pandemic, is needed to identify best practices and instruments for future use.***

Amendment 16

Proposal for a decision Recital 11

Text proposed by the Commission

(11) Discrimination in all its forms

PE734.279v02-00

Amendment

(11) Discrimination in all its forms

24/57

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should be **tackled**, gender equality ensured and employment of young people **supported**. Access and opportunities for all should be ensured and poverty and social exclusion, including that of children and Roma people, should be **reduced**, in particular by ensuring an effective functioning of labour markets and adequate and inclusive social protection systems³², and by removing barriers to inclusive and future-oriented education, training and labour-market participation, including through investments in early childhood education and care, and in digital and green skills. Timely and equal access to **affordable** long-term care and healthcare services, including prevention and healthcare promotion, are particularly **relevant**, also in light of the COVID-19 pandemic **that started in 2020** and in **a** context of ageing societies. The potential of persons with disabilities to contribute to economic growth and social development should be further realised. As new economic and business models take hold in workplaces throughout the Union, employment relationships are also changing. Member States should ensure that employment relationships stemming from new forms of work **maintain and strengthen Europe's social model**.

should be **eradicated**, gender equality ensured and employment of young people, **especially from disadvantaged backgrounds, actively promoted**. Equal access and opportunities for all should be ensured and poverty and social exclusion, including that of children, **older people, persons with disabilities** and Roma people, should be **eliminated**, in particular by ensuring an effective functioning of labour markets and adequate and inclusive social protection systems³², and by removing barriers to inclusive and future-oriented education, training, **lifelong learning, VET** and labour-market participation, including through investments in early childhood education and care, and in digital and green skills. Timely, **universal, effective** and equal access to long-term care and healthcare services, **in line with the European Parliament's European Parliament resolution of 5 July 2022 towards a common European action on care**, including prevention, **not least of mental health issues at the workplace in line with the European Parliament's resolution of 5 July 2022 on mental health in the digital world of work**, and healthcare promotion, are particularly **needed**, also in light of the COVID-19 pandemic and in **the** context of ageing societies. **Ensuring occupational health and safety and healthy work-life balance for workers throughout their careers, is a prerequisite for a decent working life and active and healthy ageing**. The potential of persons with disabilities to contribute to economic growth and social development should be further realised, **including through reasonable accommodation in the work place, in accordance with Council Directive 2000/78/EC and in line with the UN Convention on the Rights of Persons with Disabilities^{2a}**. As new economic and business models take hold in workplaces throughout the Union, employment relationships are also changing. Member States should **further strengthen the European social model by**

ensuring that all workers have the same rights, decent working and employment conditions, and decent wages. Everyone has the right to fair, just, healthy and safe working conditions and appropriate protection in the digital environment as in the physical workplace, regardless of their employment status, working arrangements, the duration of their employment relationship, or the size of their employer. Moreover, Member States should tackle the exploitation of workers and all forms of precarious employment, including bogus self-employment, undeclared work, the abuse of atypical contracts and zero-hour contracts, and should ensure that employment relationships stemming from new forms of work in accordance with Union and national law. Member States should also tackle the informal economy by transitioning informal workers to the formal economy. Entrepreneurship should be encouraged and occupational mobility facilitated, including via the portability of social security rights and the introduction of effective digital solutions.

³² Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed, 2019/C 387/01

³² Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed, 2019/C 387/01

^{32a} **COUNCIL DIRECTIVE 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ L 303, 2.12.2000, p. 16).**

Amendment 17

Proposal for a decision Recital 12

Text proposed by the Commission

(12) The Integrated Guidelines should

Amendment

(12) The Integrated Guidelines should

serve as a basis for country-specific recommendations that the Council may address to Member States. Member States are to make full use of their REACT-EU resources established by Regulation (EU) 2020/2221³³, which reinforces the 2014-2020 Cohesion Policy funds and the Fund for European Aid to the Most Deprived (FEAD) until 2023, and due to the current Ukrainian crisis, has been further enhanced by the Regulation on Cohesion's Action for Refugees in Europe (CARE)³⁴, and a further amendment to the Common Provisions Regulation³⁵ concerning increased pre-financing for REACT-EU and a new unit cost in order to help accelerate the integration of people leaving Ukraine into the EU³⁶. In addition, for the 2021-2027 programming period, Member States should fully utilise the European Social Fund Plus established by Regulation (EU) 2021/1057³⁷, the European Regional Development Fund established by Regulation (EU) 2021/1058³⁸, the Recovery and Resilience Facility, established by Regulation (EU) 2021/241³⁹, and other Union funds, including the Just Transition Fund established by Regulation (EU) 2021/1056⁴⁰ as well as the InvestEU established by Regulation (EU) 2021/523⁴¹, to foster employment, social investments, social **inclusion and** accessibility, and to promote upskilling and reskilling opportunities of the workforce, lifelong learning and high-quality education and training for all, **including** digital literacy and skills. Member States are also to make full use of the European Globalisation Adjustment Fund for Displaced Workers established by Regulation (EU) 2021/691 of⁴² to support workers made redundant as a result of major restructuring events, such as the COVID-19 pandemic, socioeconomic transformations that are the result of **more** global trends, and technological and environmental **changes**. While the Integrated Guidelines are addressed to Member States and the Union, they should be implemented in partnership

serve as a basis for country-specific recommendations that the Council may address to Member States. Member States are to make full use of their REACT-EU resources established by Regulation (EU) 2020/2221³³, which reinforces the 2014-2020 Cohesion Policy funds and the Fund for European Aid to the Most Deprived (FEAD) until 2023, and due to the current Ukrainian crisis, has been further enhanced by the Regulation on Cohesion's Action for Refugees in Europe (CARE)³⁴, and a further amendment to the Common Provisions Regulation³⁵ concerning increased pre-financing for REACT-EU and a new unit cost in order to help accelerate the integration of people leaving Ukraine into the EU³⁶. In addition, for the 2021-2027 programming period, Member States should fully utilise the European Social Fund Plus established by Regulation (EU) 2021/1057³⁷, the European Regional Development Fund established by Regulation (EU) 2021/1058³⁸, the Recovery and Resilience Facility, established by Regulation (EU) 2021/241³⁹, and other Union funds, including the Just Transition Fund established by Regulation (EU) 2021/1056⁴⁰ as well as the InvestEU established by Regulation (EU) 2021/523⁴¹, to foster **sustainability and quality** employment **and** social investments, **to eradicate poverty, discrimination and social exclusion, to ensure** accessibility, and to promote upskilling and reskilling opportunities of the workforce, lifelong learning and high-quality education and training for all, **particularly** digital literacy and skills, **in order to empower them with the knowledge and qualifications required for a digital, greener and more circular economy**. Member States are also to make full use of the European Globalisation Adjustment Fund for Displaced Workers established by Regulation (EU) 2021/691 of⁴² to support workers made redundant as a result of major restructuring events, such as the COVID-19 pandemic,

with all national, regional and local authorities, closely involving parliaments, as well as the social partners and representatives of civil society.

socioeconomic transformations that are the result of global trends, ***new global and financial and economic crisis***, and technological ***changes*** and environmental ***challenges***. While the Integrated Guidelines are addressed to Member States and the Union, they should be implemented, ***examined*** in partnership with all national, regional and local authorities, closely ***and actively*** involving parliaments ***at the respective level***, as well as the social partners and representatives of civil society.

³³ Regulation (EU) 2020/2221 of the European Parliament and of the Council of 23 December 2020 amending Regulation (EU) No 1303/2013 as regards additional resources and implementing arrangements to provide assistance for fostering crisis repair in the context of the COVID-19 pandemic and its social consequences and for preparing a green, digital and resilient recovery of the economy (REACT-EU) (OJ L 437, 28.12.2020, p. 30).

³⁴ Regulation (EU) 2022/562 of the European Parliament and of the Council of 6 April 2022 amending regulations (EU) no 1303/2013 and (EU) no 223/2014 as regards cohesion's action for refugees in Europe (CARE)

³⁵ Regulation (EU) 2021/1060 of the European Parliament and of the Council of 24 June 2021 laying down common provisions on the European Regional Development Fund, the European Social Fund Plus, the Cohesion Fund, the Just Transition Fund and the European Maritime, Fisheries and Aquaculture Fund and financial rules for those and for the Asylum, Migration and Integration Fund, the Internal Security Fund and the Instrument for Financial Support for Border Management and Visa Policy (OJ L 231, 30.6.2021, p. 159–706)

³⁶ Regulation (EU) 2022/613 of the European Parliament and of the Council of

³³ Regulation (EU) 2020/2221 of the European Parliament and of the Council of 23 December 2020 amending Regulation (EU) No 1303/2013 as regards additional resources and implementing arrangements to provide assistance for fostering crisis repair in the context of the COVID-19 pandemic and its social consequences and for preparing a green, digital and resilient recovery of the economy (REACT-EU) (OJ L 437, 28.12.2020, p. 30).

³⁴ Regulation (EU) 2022/562 of the European Parliament and of the Council of 6 April 2022 amending regulations (EU) no 1303/2013 and (EU) no 223/2014 as regards cohesion's action for refugees in Europe (CARE)

³⁵ Regulation (EU) 2021/1060 of the European Parliament and of the Council of 24 June 2021 laying down common provisions on the European Regional Development Fund, the European Social Fund Plus, the Cohesion Fund, the Just Transition Fund and the European Maritime, Fisheries and Aquaculture Fund and financial rules for those and for the Asylum, Migration and Integration Fund, the Internal Security Fund and the Instrument for Financial Support for Border Management and Visa Policy (OJ L 231, 30.6.2021, p. 159–706)

³⁶ Regulation (EU) 2022/613 of the European Parliament and of the Council of

12 April 2022 amending Regulations (EU) No 1303/2013 and (EU) No 223/2014 as regards increased pre-financing from REACT-EU resources and the establishment of a unit cost

³⁷ Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013 (OJ L 231, 30.6.2021, p. 21).

³⁸ Regulation (EU) 2021/1058 of the European Parliament and of the Council of 24 June 2021 on the European Regional Development Fund and on the Cohesion Fund (OJ L 231 30.6.2021,p.60)

³⁹ Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility (OJ L 57, 18.2.2021, p. 17–75)

⁴⁰ Regulation (EU) 2021/1056 of the European Parliament and of the Council of 24 June 2021 establishing the Just Transition Fund (OJ L 231, 30.6.2021, p. 1).

⁴¹ Regulation (EU) 2021/523 of the European Parliament and of the Council of 24 March 2021 establishing the InvestEU Programme and amending Regulation (EU) 2015/1017 (OJ L 107, 26.3.2021, p. 30).

⁴² Regulation (EU) 2021/691 of the European Parliament and of the Council of 28 April 2021 on the European Globalisation Adjustment Fund for Displaced Workers (EGF) and repealing Regulation (EU) No 1309/2013 (OJ L 153, 3.5.2021, p. 48).

12 April 2022 amending Regulations (EU) No 1303/2013 and (EU) No 223/2014 as regards increased pre-financing from REACT-EU resources and the establishment of a unit cost

³⁷ Regulation (EU) 2021/1057 of the European Parliament and of the Council of 24 June 2021 establishing the European Social Fund Plus (ESF+) and repealing Regulation (EU) No 1296/2013 (OJ L 231, 30.6.2021, p. 21).

³⁸ Regulation (EU) 2021/1058 of the European Parliament and of the Council of 24 June 2021 on the European Regional Development Fund and on the Cohesion Fund (OJ L 231 30.6.2021,p.60)

³⁹ Regulation (EU) 2021/241 of the European Parliament and of the Council of 12 February 2021 establishing the Recovery and Resilience Facility (OJ L 57, 18.2.2021, p. 17–75)

⁴⁰ Regulation (EU) 2021/1056 of the European Parliament and of the Council of 24 June 2021 establishing the Just Transition Fund (OJ L 231, 30.6.2021, p. 1).

⁴¹ Regulation (EU) 2021/523 of the European Parliament and of the Council of 24 March 2021 establishing the InvestEU Programme and amending Regulation (EU) 2015/1017 (OJ L 107, 26.3.2021, p. 30).

⁴² Regulation (EU) 2021/691 of the European Parliament and of the Council of 28 April 2021 on the European Globalisation Adjustment Fund for Displaced Workers (EGF) and repealing Regulation (EU) No 1309/2013 (OJ L 153, 3.5.2021, p. 48).

Amendment 18

Proposal for a decision

Annex I – Guideline 5 – paragraph 1

Text proposed by the Commission

Member States should actively promote **a** sustainable social market economy **and facilitate** and support investment in the creation of quality jobs, **also taking** advantage of the potential linked to the digital and green transitions, **in light of** the 2030 EU headline target on employment. **To that end, they** should **reduce the barriers that** businesses **face** in hiring people, foster responsible entrepreneurship and genuine self-employment **and**, in particular, support the creation and growth of small and medium-sized enterprises, including through access to finance. Member States should actively promote the development and tap the full potential of the social economy, foster social innovation and social enterprises, and encourage **those** business models **creating** quality job opportunities **and generating** social benefits at local level, in particular in the circular economy and in areas **most affected by** the transition to a green economy **due to their sectoral specialisation**.

Amendment

Member States should actively promote **full employment based on a competitive, innovative and** sustainable social market economy and support investment in the creation of quality jobs. **Member States should implement smart, ambitious and inclusive employment policies to anticipate labour market shortages, in order to take** advantage of the potential linked to the digital and green transitions, **and reaching** the 2030 EU headline target on employment. **Member States** should **support** businesses in hiring people **and** foster **VET**, responsible entrepreneurship and genuine self-employment, **including among women, young people, older people and other disadvantaged groups**. **They should** in particular, support the creation and growth of small and medium-sized enterprises, including through access to finance, **capacity building and guidance and targeted measures for hiring new and retaining existing staff**. Members States should **fully implement the Social Economy Action Plan and the Green Deal and** actively promote the development and tap the full potential of the social, **green and digital** economy, foster social innovation and **strengthen** social enterprises, and encourage business models, **which create sustainable** quality job opportunities, **in particular for disadvantaged groups, and generate** social benefits at local level, in particular in the circular economy and in **sectors and** areas **where more support is needed for** the transition to a green **and digital** economy.

Amendment 19

**Proposal for a decision
Annex I – Guideline 5 – paragraph 2**

Text proposed by the Commission

Following the COVID-19 crisis, well-designed short-time work schemes and similar arrangements should also facilitate and support restructuring processes, ***on top of preserving employment when appropriate***, helping ***the modernisation of the economy***, including via associated skills development. Well-designed hiring and transition incentives and upskilling and reskilling measures should be considered in order to support job creation and transitions, ***and*** address labour and skill shortages, ***also*** in light of the digital and green transformations as well as ***of*** the impact of the Russian invasion of Ukraine.

Amendment

Following the COVID-19 crisis, well-designed short-time work schemes and similar arrangements should ***preserve employment where possible and*** also facilitate and support restructuring processes, helping ***and empowering workers in the transition towards a sustainable*** economy, including via associated skills development. Well-designed hiring and transition incentives, ***lifelong learning, VET*** and upskilling and reskilling measures should be considered in order to support job creation and ***manage*** transitions, ***as well as to address and anticipate*** labour and skill shortages ***and close the gap between education and the labour market***, in light of the ***necessary*** digital and green transformations as well as ***to limit*** the impact of the Russian invasion of Ukraine ***and the rising cost of living in Europe. Member States should adapt their employment policies and coordinate at Union level the implementation of best practices with regard to temporary measures that protect workers and labour markets in times of crisis and involve the social partners in that regard. Such measures could include wage subsidies, income support and extension of unemployment benefit schemes as well as the extension of paid sick leave, carers' leave and teleworking arrangements. Member States should support the transformation of crucial economic sectors ensuring self-sufficiency and strategic autonomy. In view of facilitating fair labour mobility, particular attention should be paid to safeguarding the rights and jobs of mobile workers, the recognition of diplomas and the strengthening of cross-border education and exchange programmes. The European Labour Authority plays an important role in helping Member States and the Commission to ensure that Union rules on labour mobility and social***

security coordination are enforced in a fair, simple and effective way.

Amendment 20

Proposal for a decision Annex I – Guideline 5 – paragraph 3

Text proposed by the Commission

Taxation should ***be shifted away from labour to other sources more supportive of employment and inclusive growth and*** in line with climate and environmental objectives, ***taking*** account of ***the redistributive*** effect of the tax system, ***while protecting*** revenue for ***adequate*** social protection and ***growth-enhancing*** expenditure.

Amendment

National taxation should ***support*** employment and inclusive growth in line with ***the policy objectives outlined in Article 3 TEU, as well as the SDGs, the Paris Agreement and the*** climate and environmental objectives ***of the European Green Deal. Tax reforms should take*** account of ***their distributive*** effect of the tax system ***and protect*** revenue for ***public investment, in particular quality public services,*** social protection and ***sustainable growth enhancing*** expenditure.

Amendment 21

Proposal for a decision Annex I – Guideline 5 – paragraph 4

Text proposed by the Commission

Member States, including those with statutory minimum wages, should promote collective bargaining with a view to wage setting and ensure an effective involvement of social partners in a transparent and predictable manner, allowing for an adequate responsiveness of wages to productivity developments and fostering fair wages that enable a decent standard of living, paying particular attention to lower and middle income groups with a view to strengthening upward socio-economic convergence. Wage-setting mechanisms should take into account socio-economic conditions, including regional and sectoral developments. Respecting national

Amendment

Policies to ensure that wages allow for a decent standard of living, including for disadvantaged groups, remain important to tackle in-work poverty. Member States, including those with statutory minimum wages, should promote collective bargaining with a view to wage setting and ensure an effective involvement of social partners in a transparent and predictable manner, allowing for an adequate responsiveness of wages to ***long-term*** productivity developments and fostering fair wages that enable a decent standard of living ***for all workers,*** paying particular attention to lower and middle income groups ***and their purchasing power*** with a

practices and the autonomy of the social partners, Member States and social partners should ensure that all workers have fair wages by benefitting, directly or indirectly, from collective agreements or adequate statutory minimum wages, taking into account their impact on competitiveness, job creation and in-work poverty.

view to strengthening upward socio-economic convergence. Wage-setting mechanisms should take into account socio-economic conditions, including regional and sectoral developments, **using, for example, a basket of goods and services at real prices established at national level or international or national reference values**. Respecting national practices and the autonomy of the social partners **in line with the treaties**, Member States and social partners should ensure that all workers have fair wages by benefitting, directly or indirectly, **either** from collective agreements or **from** adequate statutory minimum wages, taking into account their impact on competitiveness, job creation, **gender equality** and in-work poverty. **Without prejudice to the competence of Member States to set the statutory minimum wage and to allow for variations and deductions, it is important to avoid using variations and deductions widely, as they risk to negatively impact the adequacy of wages. They shall ensure that those variations and deductions respect the principles of non-discrimination and proportionality and pursue a legitimate aim in accordance with the Directive on adequate minimum wages in the European Union.**

Amendment 22

Proposal for a decision Annex I – Guideline 5 – paragraph 4 a (new)

Text proposed by the Commission

Amendment

Recipients of Union funds shall respect applicable Union and national law on social and labour rights and taxation. Member States should ensure that public financial support provided to firms in order to combat the economic effects of the pandemic and the Russian invasion of Ukraine is conditional upon the funding

being used to benefit employees and the recipient firms refraining from paying bonuses to management, paying out dividends or offering share buy-back schemes for as long as they are receiving this support.

Amendment 23

Proposal for a decision Annex I – Guideline 6 – paragraph 1

Text proposed by the Commission

In the context of the digital and green transitions, demographic change and the *Ukrainian war*, Member States should promote sustainability, productivity, employability and *human capital*, fostering acquisition of skills and competences throughout people's lives and responding to current and future labour-market needs, in light of the 2030 EU headline target on skills. Member States should also adapt and invest in their education and training systems to provide high quality and inclusive education, *including* vocational education and training, access to digital learning, and language training (e.g. in the case of refugees including from Ukraine). Member States should work together with the social partners, education and training providers, enterprises and other stakeholders to address structural weaknesses in education and training systems and improve their quality and labour-market relevance, *also with a view to enabling* the green and digital transitions, addressing existing skills mismatches and preventing the emergence of new shortages, in particular for activities related to REPowerEU, such as renewable energy deployment *or buildings'* renovation. Particular attention should be paid to challenges faced by the teaching profession, including by investing in teachers' and trainers' digital competences. Education and training

Amendment

In the context of the digital and green transitions, demographic change and the *Russian invasion of Ukraine, as well as the rising cost of living*, Member States should promote *social rights*, sustainability, productivity, employability and *investments in workers and people by* fostering acquisition of skills and competences throughout people's lives and responding to current and future labour-market needs, in light of the 2030 EU headline target on skills, *in particular digital skills*. Member States should also adapt, *modernise* and invest in their education and training systems to provide high quality and inclusive education, *in particular* vocational education and training, *entrepreneurial knowledge, including social entrepreneurship*, access to digital learning, and language training (e.g. in the case of *all* refugees including *those* from Ukraine), *as well as formal and informal lifelong learning*. Member States should work together with the social partners, *regional and local authorities*, education and training providers, enterprises and other stakeholders to address structural *and emerging* weaknesses in education and training systems and improve their quality and labour-market relevance, *to further support and accelerate* the green and digital transitions, addressing existing skills mismatches, *skills obsolescence* and

systems should equip all learners with key competences, including basic and digital skills as well as transversal competences, to lay the foundations for adaptability and resilience throughout life. Member States should seek to strengthen the provision of individual training entitlements and ensure their transferability during professional transitions, including, where appropriate, through individual learning accounts, as well as a reliable system of training quality assessment. Member States should deliver on the potential of micro-credentials to support lifelong learning and employability. They should *enable everyone to anticipate and better adapt to labour-market needs, in particular through continuous upskilling and reskilling and the provision of integrated guidance and counselling*, with a view to supporting fair and just transitions for all, *strengthening social outcomes, addressing labour-market shortages and skills mismatches, improving* the overall resilience of the economy *to shocks and making* potential adjustments *easier*.

preventing the emergence of new shortages, in particular for activities related to REPowerEU, such as renewable energy deployment, *energy efficiency and deep renovation of buildings. Member States should address the needs of sectors and regions with structural labour market and skills shortages, inter alia with a view to simultaneously enabling the green, technological and digital transitions. Member States should support and encourage undertakings to invest in the skills of their staff and to provide decent working and employment conditions to attract qualified workers. Moreover, Member States should use all available resources of the ESF+ and other Union programmes and instruments, such as the Next Generation EU, to strengthen the qualifications of young people and to promote dual education systems.* Particular attention should be paid to challenges faced by the teaching profession, including by investing in teachers' and trainers' digital competences *as well as their knowledge regarding climate change and sustainable development.* Education and training systems should equip all learners with key competences, including basic and digital skills as well as transversal *formal and informal* competences, *such as communication and critical thinking*, to lay the foundations for adaptability and resilience throughout life *and should prepare teachers for being able to provide those competences to their learners. In order to foster learner's development and mobility in view of the 2030 target for increasing annual adult participation in training to 60 %*, Member States should seek to strengthen the provision of individual training entitlements and ensure their transferability during professional transitions, including, where appropriate, through individual learning accounts, as well as a reliable system of training quality assessment. Member States should deliver on the potential of micro-credentials to

support lifelong learning and employability. They should ***simultaneously ensure that the humanistic side of education is preserved and the aspirations of individuals respected.*** With a view to supporting fair and just transitions for all, ***as well as to anticipate and better adapt to labour market needs, it is crucial that Member States improve*** the overall resilience of the economy. ***They should facilitate decent working conditions and potential adjustments through continuous upskilling and reskilling, through strengthening of the social protection systems and services and through providing integrated guidance and counselling, as well as active labour market policies also in view of future economy shocks.***

Amendment 24

Proposal for a decision Annex I – Guideline 6 – paragraph 2

Text proposed by the Commission

Member States should foster equal opportunities for all by ***addressing*** inequalities in education and training systems. In particular, children should be provided access to ***good*** quality early childhood education and care, in line with the European Child Guarantee. Member States should raise overall qualification levels, reduce the number of early leavers from education and training, support access to education of children from ***remoted areas***, increase the attractiveness of vocational education and training (VET), access to and completion of tertiary education, facilitate the transition from education to employment for young people through quality traineeships and apprenticeships, as well as increase adult participation in continuing learning, particularly among learners from

Amendment

Member States should foster equal opportunities for all by ***eradicating*** inequalities in education and training systems. In particular, children should be provided ***equal*** access to ***high*** quality early childhood education and care, in line with the European Child Guarantee ***and the Barcelona targets***. Member States should raise overall qualification levels, reduce the number of early leavers from education and training, support access to education of children from ***disadvantaged groups and regions***, increase the attractiveness of vocational education and training (VET), ***promote*** access to and completion of tertiary education, facilitate the transition from education to employment for young people through ***paid inclusive*** quality traineeships and apprenticeships, as well as increase adult participation in continuing

disadvantaged backgrounds and the least qualified. Taking into account the new requirements of digital, green and ageing societies, Member States should strengthen work-based learning in their VET systems, including through quality and effective apprenticeships, and increase the number of science, technology, engineering and mathematics (STEM) graduates both in VET and in tertiary education, especially women. Furthermore, Member States should enhance the labour-market relevance of tertiary education and, where appropriate, research; improve skills monitoring and forecasting; make skills more visible and qualifications **comparable**, including those acquired abroad; and increase opportunities for recognising and validating skills and competences acquired outside formal education and training. They should upgrade and increase the supply and uptake of flexible **continuous** VET. Member States should also support low-skilled adults to maintain or develop their long-term employability by boosting access to and uptake of quality learning opportunities, through the implementation of Upskilling Pathways Recommendation including a skills assessment, an offer of education and training matching labour-market opportunities, **and the validation and recognition of the skills acquired.**

learning, particularly among learners from disadvantaged backgrounds and the least qualified. Taking into account the new requirements of digital, green and ageing societies, Member States should strengthen work-based learning in their VET systems, including through **paid inclusive** quality and effective apprenticeships, and **ensure continuous investment in lifelong learning**, increase the number of science, technology, engineering and mathematics (STEM) graduates both in VET and in tertiary education, especially women. Furthermore, Member States should enhance the labour-market relevance of tertiary education and, where appropriate, research; **strengthen dual training**, improve skills monitoring and forecasting; make skills more visible and **simplify the comparability and recognition of** qualifications, including those acquired abroad; and increase opportunities for recognising and validating skills and competences acquired outside formal education and training **also for third country nationals**. They should upgrade and increase the **continuous** supply and uptake of **more flexible and inclusive** VET. Member States should **support job creation and invest in social protection schemes, including for persons with disabilities and workers with difficulties in upskilling and reskilling**, and also support low-skilled adults **to gain access to the labour market and stable quality employment. It is important in this context** to maintain or develop their long-term employability by boosting access to and uptake of quality learning opportunities, through the implementation of Upskilling Pathways Recommendation including a skills assessment, an offer of education and training matching labour-market opportunities. **The right to paid educational leave for professional purposes should be encouraged, in line with relevant conventions of the International Labour Organization (ILO), which allow workers to attend training**

programmes during working hours. Member States should take the necessary measures to promote universal, effective and equal access to distance learning and training, taking full account of the needs of persons with disabilities, persons living in remote areas and parents, especially single parents.

Amendment 25

Proposal for a decision Annex I – Guideline 6 – paragraph 3

Text proposed by the Commission

Member States should provide unemployed and inactive people with effective, timely, coordinated and tailor-made assistance based on support for job search, training, requalification and access to other enabling services, paying particular attention to **vulnerable** groups and people **particularly affected by** the green and digital transitions. Comprehensive strategies that include in-depth individual assessments of unemployed people should be pursued as soon as possible, at the latest after 18 months of unemployment, with a view to significantly reducing **and preventing** long-term and structural unemployment. Youth unemployment and the issue of young people not in employment, education or training (NEETs) should continue to be addressed through prevention of early school leaving and structural improvement of the school-to-work transition, including through the full implementation of the reinforced Youth Guarantee, which should also **importantly** support quality youth employment **opportunities** in the post-pandemic recovery. In addition, and in the light of the European Year of the Youth 2022, Member States should boost efforts **notably** at highlighting how the green and digital transitions offer a renewed perspective for the future and opportunities to counter the

Amendment

Member States should provide unemployed and inactive people **in working age, in particular the long-term unemployed**, with effective, timely, coordinated and tailor-made assistance **to improve their labour market prospects**, based on support for job search, training, requalification and access to other enabling services, **also in the areas of health and housing**, paying particular attention to **disadvantaged** groups and people **in need of extra support to manage** the green and digital transitions. Comprehensive strategies that include in-depth individual assessments of unemployed people should be pursued as soon as possible, at the latest after 18 months of unemployment with a view to significantly reducing long-term and structural unemployment **and at the latest after 8 months for newly unemployed workers to prevent the risk of long-term unemployment, with a special focus on persons with disabilities and other disadvantaged groups. Member States should, with the involvement of the social partners, facilitate job transitions, supported by the ESF+, the Just Transition Fund and initiatives such as RePowerEU.** Youth unemployment, **precarious employment of young people** and the issue of young people not in employment, education or training

negative impact of the pandemic on young people.

(NEETs) should continue to be addressed **as a priority** through prevention of early school leaving, **including paid inclusive apprenticeships** and structural improvement of the school-to-work transition, including through the full **and effective** implementation of the reinforced Youth Guarantee **and use of relevant Union funding such as from the ESF+ and the Recovery and Resilience Facility**, which should also support quality youth employment in the post-pandemic recovery. **Moreover, Member States should ensure decent working conditions and access to social protection for interns, trainees and apprentices.** In addition, and in the light of the European Year of the Youth 2022, Member States should boost efforts at highlighting how the green and digital transitions offer a renewed perspective for the future and opportunities to counter the negative impact of the pandemic on young people. **Member States should consider implementing a youth clause assessing the impact on young people for new initiatives across all policy areas.**

Amendment 26

Proposal for a decision Annex I – Guideline 6 – paragraph 4

Text proposed by the Commission

Member States should aim to remove barriers and disincentives to, and provide incentives for, **participation** in the labour market, in particular for **low-income earners, second earners** and those furthest away from the labour market including people with a migrant background and marginalised Roma. In view of high labour shortages in certain occupations and sectors, Member States should contribute to fostering labour supply, notably through promoting **adequate** wages and **decent** working conditions, as well as effective

Amendment

Member States should aim to remove barriers and disincentives to, and provide incentives for **accessing and participating** in the labour market, in particular for **disadvantaged groups** and those furthest away from the labour market including **persons with disabilities**, people with a migrant background and marginalised Roma. In view of high labour shortages in certain occupations and sectors, Member States should contribute to fostering labour supply, notably through promoting **decent** wages and working conditions, as well as

active labour market policies. Member States should also support an *adapted* work environment for persons with disabilities, including through targeted financial support *and* services that enable them to participate in the labour market and in society.

effective active labour market policies. Member States should also support an *accessible* work environment for persons with disabilities *and the provision of reasonable accommodation in the workplace*, including through targeted financial support, *products*, services *and an environment* that enable them to participate in the labour market and in society. *Regulated teleworking and new technologies can provide opportunities, in particular for disadvantaged groups, as long as the necessary digital infrastructure is in place, which is affordable and accessible for all. Teleworking, however, should not release employers from the obligation to provide reasonable accommodation in the workplace and to create inclusive workplace cultures for workers with disabilities.*

Amendment 27

Proposal for a decision Annex I – Guideline 6 – paragraph 5

Text proposed by the Commission

The gender employment *and pay* gaps should be *tackled*. Member States should ensure gender equality and increased labour market participation of women, including through ensuring equal opportunities and career progression and eliminating barriers to access to leadership at all levels of decision making. Equal pay for equal work, or work of equal value, and pay transparency should be ensured. The reconciliation of work, family and private life for both women and men should be promoted, in particular through access to *affordable*, quality *long-term* care and early childhood education and care services. Member States should ensure that parents and other people with caring responsibilities have access to suitable family-related leave and flexible working

Amendment

The *existing* gender employment, *pay and pension* gaps should be *closed*. Member States should ensure gender equality and increased labour market participation of women, including through ensuring equal opportunities, *education* and career progression and eliminating barriers to access to leadership at all levels of decision making. *Member States should swiftly implement the Directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures^{1a}. Member States should ensure that periods of maternity and parental leave are adequately valued in terms of both contributions and pension entitlements, to reflect the importance of*

arrangements in order to balance work, family and private life, and promote a balanced use of those entitlements between women and men.

raising future generations, especially in the context of an ageing society. Equal pay for equal work, or work of equal value, and pay transparency should be *effectively* ensured *in line with the treaties, for example by establishing national wage equity indexes comparing men and women in all their diversity.* The reconciliation of work, family and private life for both women and men should be promoted, in particular through *universal and effective* access to quality *long-term* care and early childhood education and care services *as well as the equal sharing of care and domestic responsibilities.* Member States should ensure that parents and other people with caring responsibilities have access to suitable family-related leave and flexible working arrangements in order to balance work, family and private life, and promote a balanced use of those entitlements between women and men. *Moreover, they should ensure access to quality professional training for care workers, the recognition of their qualifications and support employers in the care sector to find and retain qualified staff, with a special focus on decent working conditions. Member States should progressively advance towards fully paid and equal length maternity and paternity leave.*

^{1a} *not yet published in the Official Journal.*

Amendment 28

Proposal for a decision Annex I – Guideline 7 – paragraph 1

Text proposed by the Commission

In order to benefit from a dynamic and productive workforce and new work patterns and business models Member States should work together with the social

Amendment

In order to benefit from a dynamic and productive workforce and new work patterns and business models Member States should work together with the social

partners on fair, transparent and predictable working conditions, balancing rights and obligations. They should reduce and prevent segmentation within labour markets, fight undeclared work and bogus self-employment, and foster the transition towards open-ended forms of employment. Employment protection rules, labour law and institutions should all provide ***both a suitable environment for recruitment and the necessary flexibility for employers to adapt swiftly to changes in the economic context, while protecting labour rights and ensuring social protection, an appropriate level of security and healthy, safe and well-adapted working environments for all workers.*** Promoting the use of flexible working arrangements such as teleworking can contribute to higher employment levels and more inclusive labour markets in the context of the post-pandemic environment. At the same time, it is important to ensure that the workers' rights in terms of working time, working conditions, and work-life balance are respected. Employment relationships that lead to precarious working conditions should be ***prevented***, including in the case of platform workers, especially if low-skilled, ***and*** by fighting abuse of atypical contracts. Access to effective, impartial dispute resolution and a right to redress, including adequate compensation, should be ensured in cases of unfair dismissal.

partners on fair, transparent and predictable working conditions, balancing rights and obligations ***for workers and employers.*** ***The Commission and the Member States should take concrete measures to promote and strengthen collective bargaining and social dialogue in this regard.*** They should reduce and prevent segmentation within labour markets, fight undeclared work and bogus self-employment, and foster the transition towards open-ended forms of employment. Employment protection rules, labour law and institutions should all provide ***for the protection of labour rights, a high level of social protection and secure employment, inclusive recruitment, health and safety at work, as well as well-adapted working environments for all workers.*** ***At the same time, Member States should ensure a suitable environment for undertakings to thrive and the flexibility for employers to adapt to changes.*** Promoting the use of flexible working arrangements ***agreed between employers and workers or their representatives***, such as teleworking, can contribute to higher employment levels and more inclusive labour markets in the context of the post-pandemic environment, ***especially for single parents, persons with disabilities and persons living in rural and remote regions.*** At the same time, it is important to ensure that the workers' rights in terms of working time, working conditions, ***including occupational health and safety, as well as social protection*** and work-life balance are respected. Employment relationships that lead to precarious working conditions ***and unfair competition*** should be ***urgently tackled***, including in the case of platform workers, especially if low-skilled, by fighting abuse of atypical contracts. ***Member States should ensure that all workers enjoy decent working conditions, social rights and access to adequate social protection. To that end, Member States should fully implement the ILO's Labour Inspection Convention No 81 and invest in effective***

labour inspections by empowering competent authorities and coordinate their efforts to combat cross-border abuse in the framework of the European Labour Authority. Access to effective, impartial dispute resolution and a right to redress, including adequate compensation, should be ensured in cases of unfair dismissal. ***Member States should draw on European agencies and the Union-wide network of public employment services (PES) to identify evidence-based best practices, encourage bench-learning and promote greater coordination of employment policies.***

Amendment 29

Proposal for a decision Annex I – Guideline 7 – paragraph 2

Text proposed by the Commission

Policies should aim to improve and support labour-market participation, matching and transitions, ***including*** in disadvantaged regions. Member States should effectively ***activate and*** enable those who can participate in the labour market, especially ***vulnerable*** groups such as ***lower-skilled*** people, people with a migrant background, including persons under a temporary protection status, and marginalised Roma. Member States should strengthen the scope and effectiveness of active labour-market policies by increasing their targeting, outreach and coverage and by better linking them with social services, training and income support for the unemployed, whilst they are seeking ***work and*** based on their rights and responsibilities. Member States should enhance the capacity of public employment services to provide timely and tailor-made assistance to jobseekers, respond to current and future labour-market needs, and implement performance-based management, supported

Amendment

Policies should aim to improve and support labour-market participation, matching and transitions, ***in particular the green and digital transition, also*** in disadvantaged ***regions and areas, including remote and rural regions, islands and outermost*** regions. Member States should effectively enable those who can participate in the labour market ***to find quality employment,*** especially ***disadvantaged*** groups such as ***young and older*** people, ***people with lower skills, informal workers, persons with disabilities,*** people with a migrant background, including persons under a temporary protection status, and marginalised Roma. Member States should strengthen the scope and effectiveness of active labour-market policies by increasing their targeting, outreach and coverage and by better linking them with social services, training and ***decent*** income support for the unemployed, whilst they are seeking ***quality employment,*** based on their rights and responsibilities. Member States should enhance the capacity of public employment

also via digitalisation.

services to provide timely and tailor-made assistance to jobseekers, respond to current and future labour-market needs *as well as the aspirations of jobseekers*, and implement performance-based management, supported also via digitalisation. *Member States should ensure that these services and support are offered online and offline in order to be accessible for all, including for older people and persons with disabilities, to ensure that no one is left behind.*

Amendment 30

Proposal for a decision Annex I – Guideline 7 – paragraph 3

Text proposed by the Commission

Member States should provide the unemployed with adequate unemployment benefits of reasonable duration, in line with their contributions and national eligibility rules. *Unemployment benefits should not disincentivise a prompt return to employment and should be accompanied by active labour market policies.*

Amendment

Member States should provide the unemployed with adequate unemployment benefits of reasonable duration, in line with their contributions and national eligibility rules. *Such benefits shall not constitute a disincentive for a quick return to employment as outlined in Principle No 13 of the European Pillar of Social Rights and should be accompanied by active labour market policies.*

Amendment 31

Proposal for a decision Annex I – Guideline 7 – paragraph 4

Text proposed by the Commission

The mobility of learners and workers should be *adequately* supported *with the aim of enhancing* their skills and employability *and exploiting the full potential of the European labour market, while also ensuring fair* conditions for all those pursuing a cross-border activity *and stepping up* administrative cooperation

Amendment

Member States should support labour mobility throughout the Union to overcome regional and sectoral labour market shortages and make use of the full potential of the Union's labour market, while effectively tackling the negative impact of the 'brain-drain' in certain regions. At the same time, the mobility of

between national administrations with regard to mobile workers, benefitting from the assistance of the European Labour Authority. The mobility of workers in critical occupations and of cross-border, seasonal and posted workers should be supported in the cases of temporary border closures ***triggered by public health considerations.***

learners and workers should be supported ***to increase*** their ***knowhow***, skills and employability, ***in particular by further strengthening Erasmus +. Member States should ensure the rights and decent working and employment*** conditions for all those pursuing a cross-border activity, ***as well as the portability of social security rights and entitlements through improved*** administrative cooperation between national administrations with regard to mobile workers, benefitting ***as well*** from the assistance of the European Labour Authority. The ***fair labour*** mobility of workers in critical occupations and of cross-border ***workers, including frontier,*** seasonal and posted workers should be supported ***and their rights should be respected also*** in the cases of temporary border closures, ***for instance in terms of health and safety, tax residency and social security coordination.***

Amendment 32

Proposal for a decision Annex I – Guideline 7 – paragraph 4 a (new)

Text proposed by the Commission

Amendment

Member States should cooperate in coordinating social security for mobile workers, including self-employed workers who work in another Member State. The modernisation of social security systems should be conducive to the principles of the Union’s labour market providing for sustainable national social security systems that avoid any gaps in protection and ultimately ensures a productive workforce. To that end, Member States should enhance, through their national plans under the Recovery and Resilience Facility and other Union instruments, the digitalisation of public services in order to improve the quality of their work, in particular by fully implementing the system for electronic exchange of social

security information. Member States should increase cross-border partnerships and better promote and use other relevant European tools, such as the European Employment Services Network (EURES) and the PES network, to support mobile workers, in particular by providing them with comprehensive information on job opportunities and social protection.

Amendment 33

Proposal for a decision Annex I – Guideline 7 – paragraph 5

Text proposed by the Commission

Member States should also strive to create the appropriate conditions for new forms of work, delivering on their job-creation potential while ensuring they are compliant with existing social rights. Member States should thus **provide advice and guidance on** the rights and obligations applying in the context of atypical contracts and new forms of work, such as work through digital platforms. In this regard, social partners can play an instrumental role and Member States should support them in reaching out and representing people in atypical and platform work. Member States should also provide support for enforcement – **such as** guidelines or dedicated trainings for labour inspectorates – concerning the challenges stemming from new forms of organising work, such as algorithmic management, data surveillance and permanent or semi-permanent telework.

Amendment

Member States should also strive to create the appropriate conditions for new forms of work, delivering on their job-creation potential while ensuring they are compliant with existing **labour law and** social rights. Member States should thus **ensure** the rights and obligations applying in the context of atypical contracts and new forms of work, such as work through digital platforms, **and provide advice and guidance where necessary. At the same time, Member States should foster the transition towards open-ended forms of employment in line with the European Pillar of Social Rights.** In this regard, social partners can play an instrumental role and Member States should support them in reaching out and representing people in atypical and platform work **while facilitating collective representation and action for genuinely self-employed persons.** Member States should also provide support for enforcement, **including through the provision of adequate human and financial resources,** guidelines or dedicated trainings for labour inspectorates concerning the challenges stemming from new forms of organising work, such as algorithmic management, data surveillance and permanent or semi-permanent telework, **as well as effective,**

proportionate and dissuasive penalties.

Amendment 34

Proposal for a decision

Annex I – Guideline 7 – paragraph 6

Text proposed by the Commission

Building on existing national practices, and in order to achieve more effective social dialogue and better socio-economic outcomes, including in crisis times like *with the war in* Ukraine, Member States should ensure *the* timely and meaningful involvement *of the social partners* in the design and implementation of employment, social and, where relevant, economic reforms and policies, *including by supporting increased capacity of the social partners*. Member States should foster social dialogue and collective bargaining. The social partners should be encouraged to negotiate and conclude collective agreements in matters relevant to them, fully respecting their autonomy and the right to collective action.

Amendment

Building on existing national practices, and in order to *promote and* achieve more effective *and intensive* social dialogue and better socio-economic outcomes, including in crisis times like *the Russian invasion of* Ukraine, *the rising cost of living and the accelerating climate change*, Member States should *support the strengthening of social partners at all levels and* ensure *their* timely and meaningful involvement in the design and implementation of employment, social and, where relevant, economic *and environmental* reforms and policies. Member States should foster *and promote* social dialogue and *the extension of* collective bargaining *coverage*. The social partners should be encouraged to negotiate and conclude collective agreements in matters relevant to them, fully respecting their autonomy and the right to collective action.

Amendment 35

Proposal for a decision

Annex I – Guideline 7 – paragraph 7

Text proposed by the Commission

Where relevant, and building on existing national practices, Member States should take into account relevant civil society organisations' experience of employment *and* social issues.

Amendment

Where relevant, and building on existing national practices, Member States should take into account relevant civil society organisations' *expertise and* experience of employment, social *and environmental* issues, *including those representing and working closely with disadvantaged groups, facing barriers to the labour*

*market and quality employment.
Moreover, Member States should support civil society organisations that provide not-for-profit social and employment services.*

Amendment 36

Proposal for a decision Annex I – Guideline 7 – paragraph 7 a (new)

Text proposed by the Commission

Amendment

A healthy and safe workplace is vital. Member States should support and ensure that employers comply with health and safety regulations and provide workers and their representatives with adequate information, make risk assessments and take preventive measures. This should include reducing to zero the number of fatal accidents at work and cases of occupational cancer by establishing, among others, binding occupational exposure limit values on hazardous substances in the workplace. In this regard, Member States should take into account the impact of occupational psychosocial risks, occupational diseases, as well as risks related to climate change, such as heatwaves, droughts or wildfires, on the health and safety of workers, in particular in the construction sector, the agricultural sector and public service sector. Member States should address and anticipate the impact of present and future crises on the labour market, also in the context of the climate emergency and Europe's open strategic autonomy, by supporting workers who are temporarily unemployed or on short-time work because employers are forced to suspend carrying out activities or providing services as well as by supporting self-employed workers and small businesses so that they are able to retain staff and maintain their activities or services.

Amendment 37

Proposal for a decision Annex I – Guideline 8 – paragraph 1

Text proposed by the Commission

Member States should promote inclusive labour markets, **open** to all, by putting in place effective measures to fight all forms of discrimination and promote equal opportunities for all, and in particular for groups that are under-represented in the labour market, with due attention to the regional and territorial dimension. They should ensure equal treatment regarding employment, social protection, health **and** long-term care, education and access to goods and services, regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

Amendment

Member States should promote **social rights and** inclusive labour markets, **accessible** to all, by putting in place effective measures to fight all forms of discrimination and **stereotypes and to** promote equal opportunities for all, and in particular for groups that are under-represented **or disadvantaged** in the labour market, with due attention to the regional and territorial dimension. They should ensure equal **pay for equal work or work of equal value, personalised support for jobseekers as well as equal** treatment **and rights** regarding employment, social protection, health **care, childcare**, long-term care, education and access to **housing**, goods and services, regardless of gender, racial or ethnic origin, **social background**, religion or belief, disability, age or sexual orientation.

Amendment 38

Proposal for a decision Annex I – Guideline 8 – paragraph 2

Text proposed by the Commission

Member States should modernise social protection systems to provide adequate, effective, efficient and sustainable social protection for all, throughout all stages of life, fostering social inclusion and upward social mobility, incentivising labour market participation, supporting social investment, **fighting** poverty and addressing inequalities, including through the design of their tax and benefit systems and by assessing the distributional impact of

Amendment

Member States should modernise **and invest in** social protection systems to provide adequate, effective, efficient and sustainable social protection for all, throughout all stages of life, fostering social inclusion and upward social **convergence and** mobility, **supporting and access to quality employment**, supporting social investment, **eradicating** poverty, **including in-work poverty**, and

policies. Complementing universal approaches with *selective* ones will **improve** the effectiveness of social protection *systems*. **The modernisation of social protection systems should also aim to improve their resilience** to multi-faceted challenges.

addressing inequalities, including through the *progressive* design of their tax and benefit systems and by assessing the distributional impact of policies. Complementing universal approaches with *targeted* ones will **enhance** the effectiveness of social protection. **Member States should improve the resilience and sustainability of their social protection systems** to multi-faceted challenges.

Amendment 39

Proposal for a decision Annex I – Guideline 8 – paragraph 3

Text proposed by the Commission

Member States should develop and integrate the three strands of active inclusion: adequate income support, inclusive labour markets and access to quality **enabling** services, to meet individual needs. Social protection systems should ensure adequate minimum income benefits for everyone lacking sufficient resources and promote social inclusion by encouraging people to actively participate in the labour market and society, including through targeted provision of social services.

Amendment

Member States should develop and integrate the three strands of active inclusion: adequate income support, inclusive labour markets and access to quality services, to meet individual needs. Social protection systems should ensure adequate minimum income^{1a} benefits **accessible** for everyone lacking sufficient resources **in order to ensure a life in dignity** and promote social inclusion by **supporting and** encouraging people to actively participate **and reintegrate** in the labour market and society, including through targeted provision of **and access to enabling goods and** social services. **Accessibility to social protection systems should be monitored and evaluated from a rights-based approach.**

^{1a} **Commission proposal for a Council recommendation on adequate minimum income ensuring active inclusion, 28 September 2022**
<https://ec.europa.eu/social/main.jsp?langId=en&catId=89&furtherNews=yes&newsId=10417>

Amendment 40

Proposal for a decision
Annex I – Guideline 8 – paragraph 4

Text proposed by the Commission

The availability of affordable, accessible and quality services such as early childhood education and care, out-of-school care, education, training, housing, and health and long-term care is a necessary condition for ensuring equal opportunities. Particular attention should be given to fighting poverty and social exclusion, including in-work poverty, in line with the 2030 EU headline target on poverty reduction. Especially child poverty should be addressed by comprehensive and integrated measures, in particular through the full implementation of the European Child Guarantee.

Amendment

Taking into consideration the continuing alarming levels of poverty, the impact of the COVID-19 crisis, the Russian invasion of Ukraine, the rising cost of living, and the accelerating climate change, more efforts are necessary to fight poverty and social exclusion, through a horizontal strategy on in-work poverty, energy and mobility poverty, food poverty and homelessness. Particular attention should be paid to children, older people, single parents, in particular single mothers, ethnic minorities, migrants and persons with disabilities in this context. Especially child poverty should be addressed by comprehensive and integrated measures, in particular through the full implementation of the European Child Guarantee and an increase of the dedicated budget to at least EUR 20 billion, in line with the European Parliament resolution of 19 May 2022 on the social and economic consequences for the EU of the Russian war in Ukraine - reinforcing the EU's capacity to act. Member States should submit their European Child Guarantee national action plans to combat child poverty and fostering equal opportunities by guaranteeing for children in need effective and free access to healthcare, education and school-based activities, early childhood education and childcare, as well as effective access to adequate housing and healthy nutrition in line with the 2030 EU headline target to reduce the number of people at risk of poverty and social exclusion by at least 15 million, including at least 5 million children. All Member States should spend more than 5 % of their allocated funds under the ESF+ on fighting child poverty and promote children's well-being.

Amendment 41

Proposal for a decision Annex I – Guideline 8 – paragraph 5

Text proposed by the Commission

Member States should ensure that everyone, including children, has access to essential services. For those in need or in a vulnerable situation, Member States should guarantee access to **adequate** social housing or housing assistance. They should ensure a clean and fair energy transition and address energy poverty as an increasingly important form of poverty due to rising energy prices, **partly linked to the war in Ukraine**, including, where appropriate, via targeted temporary income support measures. Inclusive housing renovation policies should also be implemented. The specific needs of persons with disabilities, including accessibility, should be taken into account in relation to those services. Homelessness should be **tackled specifically**. Member States should ensure **timely** access to **affordable** preventive and curative health care and long-term care of **good** quality, **while safeguarding sustainability in the long term**.

Amendment

Member States should ensure that everyone, including children, has access to essential services **of good quality**. For those in need or in a vulnerable **or disadvantaged** situation, Member States should guarantee access to **decent** social housing or housing assistance, **tackle forced evictions and their consequences, invest in an accessible housing for persons with reduced mobility and take measures to ensure a fair and inclusive transition as regards improving the energy efficiency of the existing housing stock**. They should ensure a clean and fair energy transition and address energy poverty as an increasingly important form of poverty due to rising energy prices, including, where appropriate, via targeted temporary income support measures **and structural investments**. Inclusive housing renovation policies, **to ensure accessible, affordable and healthy housing**, should also be implemented **to prevent that the cost of living for tenants increases disproportionately**. The specific needs of persons with disabilities, including accessibility, should be taken into account in relation to those services. Homelessness should be **eradicated by 2030, in line with the European Parliament resolution of 24 November 2020 on tackling homelessness rates in the EU, taking the Housing First approach as a basis. The COVID-19 crisis demonstrates the need for more public investment to ensure sufficient levels of well-trained medical and care staff and access to healthcare for all, including disadvantaged groups. Therefore**, Member States should ensure **effective and equal** access to **sustainable** preventive and

curative **public health care, particularly mental** health care and long-term care of **high** quality.

Amendment 42

Proposal for a decision Annex I – Guideline 8 – paragraph 6

Text proposed by the Commission

In line with the activation of the Temporary Protection Directive⁴³, Member States should offer an adequate level of protection to refugees from Ukraine, including residency rights, access and integration to the labour market, access to education, training and housing, as well as access to social security systems, medical **care** social welfare or other assistance, and means of subsistence. Children should be ensured access to childhood education and care and essential services **in line** with the European Child Guarantee. For unaccompanied children and teenagers, Member States should implement the right to legal guardianship.

⁴³ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences

Amendment

In line with the activation of the Temporary Protection Directive⁴³, Member States should offer an adequate level of protection to refugees from Ukraine, including **Roma and third-country nationals legally residing in Ukraine and fleeing to Europe as a consequence of the Russian invasion of Ukraine**. Residency rights, access and integration to the labour market, access to education, **language support**, training and housing, as well as access to social security systems, medical **and psychosocial care**, social welfare or other assistance, and means of subsistence **should be provided in this regard**. Children should be ensured access to **free quality** childhood education and care and essential services **on equal basis with their peers in the host Member State in line** with the European Child Guarantee. For unaccompanied children and teenagers, Member States should implement the right to legal guardianship. **Member States should consider extending the protection offered by the Temporary Protection Directive to all refugees and address employers' concerns of hiring people with only a temporary status**.

⁴³ Council Directive 2001/55/EC of 20 July 2001 on minimum standards for giving temporary protection in the event of a mass influx of displaced persons and on measures promoting a balance of efforts between Member States in receiving such persons and bearing the consequences

thereof.

thereof.

Amendment 43

Proposal for a decision Annex I – Guideline 8 – paragraph 7

Text proposed by the Commission

In a context of increasing longevity and demographic change, Member States should secure the adequacy and sustainability of pension systems for workers and the self-employed, providing equal opportunities for **women and men** to acquire and accrue pension rights, **including through** supplementary schemes to ensure **an adequate** income **in old age**. Pension reforms should be **supported by policies that aim to reduce the gender pension gap and** measures **that extend** working lives, **such as by raising the effective retirement age, notably by facilitating labour market participation of older persons, and** should **be framed within active ageing strategies**. Member States should establish a constructive dialogue with social partners and other relevant stakeholders, and allow for an appropriate phasing in of **the** reforms.

Amendment

In a context of increasing longevity and demographic change, Member States should secure the adequacy and sustainability of pension systems for workers and the self-employed, providing equal opportunities for **individuals** to acquire and accrue pension rights **in public or occupational schemes or a mix along with** supplementary schemes **in order** to ensure **a decent retirement** income **above the poverty line**. Pension reforms should be **based on active ageing through optimising opportunities for workers of all ages to work in good quality, productive and healthy conditions until the statutory retirement age. At the same time workers who wish to remain active after they have reached the retirement age should have the possibility to do so. Specific** measures **should be identified in the field of workforce demography, health and safety at the workplace, education and training, skills and competence management, work organisation for healthy and productive** working lives, **with an inter-generational approach. Member States** should **facilitate youth employment and pre-retirement transition, together with the transfer of knowledge and experience from one generation to the next**. Member States should establish a constructive dialogue with social partners, **civil society organisations** and other relevant stakeholders and allow for an appropriate phasing in of reforms **as well as a change in the perception of older workers and their employability. Furthermore, Member States should draw up healthy ageing plans that cover access to health**

and care services, as well as strategies for health promotion and prevention.

PROCEDURE – COMMITTEE RESPONSIBLE

Title	Guidelines for the employment policies of the Member States
References	COM(2022)0241 – C9-0199/2022 – 2022/0165(NLE)
Date of consultation or request for consent	14.6.2022
Committee responsible Date announced in plenary	EMPL 22.6.2022
Rapporteurs Date appointed	Alicia Homs Ginel 24.6.2022
Discussed in committee	12.7.2022
Date adopted	10.10.2022
Result of final vote	+: 35 –: 4 0: 2
Members present for the final vote	João Albuquerque, Atidzhe Alieva-Veli, Marc Angel, Gabriele Bischoff, Vilija Blinkevičiūtė, Sylvie Brunet, Jordi Cañas, David Casa, Jarosław Duda, Estrella Durá Ferrandis, Lucia Ďuriš Nicholsonová, Loucas Foulas, Cindy Franssen, Helmut Geuking, Alicia Homs Ginel, Irena Joveva, Radan Kanev, Stelios Kypouropoulos, Katrin Langensiepen, Miriam Lexmann, Elena Lizzi, Max Orville, Dennis Radtke, Guido Reil, Daniela Rondinelli, Monica Semedo, Eugen Tomac, Maria Walsh, Stefania Zambelli
Substitutes present for the final vote	Rosa D’Amato, José Gusmão, Evelyn Regner, Terry Reintke
Substitutes under Rule 209(7) present for the final vote	Attila Ara-Kovács, Franc Bogovič, Mohammed Chahim, Predrag Fred Matic, Jörg Meuthen, Piernicola Pedicini, Marcos Ros Sempere, Sergei Stanishev
Date tabled	12.10.2022

FINAL VOTE BY ROLL CALL IN COMMITTEE RESPONSIBLE

35	+
NI	Daniela Rondinelli
PPE	Franc Bogovič, David Casa, Jarosław Duda, Loucas Fourlas, Cindy Franssen, Helmut Geuking, Stelios Kypourouopoulos, Dennis Radtke, Eugen Tomac, Maria Walsh
RENEW	Atidzhe Alieva-Veli, Sylvie Brunet, Jordi Cañas, Lucia Ďuriš Nicholsonová, Irena Joveva, Max Orville, Monica Semedo
S&D	João Albuquerque, Marc Angel, Attila Ara-Kovács, Gabriele Bischoff, Vilija Blinkevičiūtė, Mohammed Chahim, Estrella Durá Ferrandis, Alicia Homs Ginel, Predrag Fred Matić, Evelyn Regner, Marcos Ros Sempere, Sergei Stanishev
THE LEFT	José Gusmão
VERTS/ALE	Rosa D'Amato, Katrin Langensiepen, Piernicola Pedicini, Terry Reintke

4	-
ID	Elena Lizzi, Guido Reil, Stefania Zambelli
NI	Jörg Meuthen

2	0
PPE	Radan Kanev, Miriam Lexmann

Key to symbols:

+ : in favour

- : against

0 : abstention