



Employment Policy and the European Employment Strategy

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Treaty Basis

Article 2:

" The Community shall have as its task....to promote throughout the Community a harmonious, balanced and sustainable development of economic activities, a high level of employment and social protection.."



Treaty Basis

Article 125:

"Member States and the Community shall, in accordance with this Title, work towards developing a coordinated strategy for employment.....with a view to achieving the objectives defined in Article 2..."



Treaty Basis

Article 128:

- *"The European Council shall each year consider the employment situation in the Community and adopt conclusions thereon, on the basis of a joint annual report"*



Treaty Basis

Article 130:

The Council, after consulting the European Parliament, shall establish an Employment Committee ..to promote coordination between Member States on employment and labour market policies. The tasks of the Committee shall be:

- to monitor the employment situation....*
- ..formulate opinions at the request of the Council or the Commission*

*The Committee shall consult management and labour
Each Member State and the Commission shall appoint two members of the Committee*

The Employment Committee

- Two Representatives per Member State
- Senior Civil Servants / "Directors of Employment Policy"
- Meetings approx 4-6 times a year
- Sub groups with expert representatives – "Indicators Working Group" for example

The European Employment Strategy

The European Employment Strategy (EES) has coordinated Member States' employment policies since 1997 through:

- common European guidelines and recommendations
 - annual national action plans for employment
 - monitoring, evaluation and mutual learning at EU level
- ⇒ *A policy framework which complements EU action in the field of employment (cf. legislation, social dialogue and the European Social Fund)*

The renewed Lisbon Strategy (1)

Implementation at EU level:

- A **Community Lisbon Programme** (20 July 2005), setting out action at EU level (knowledge and innovation, making Europe more attractive, more and better jobs)
- An **Annual Progress Report** (every January) to review progress in view of the Spring European Council

The renewed Lisbon Strategy (2)

Implementation at Member States' level:

- New integrated **EU Guidelines for Growth and Jobs (2005-2008)**, combining:
 - the Broad Economic Policy Guidelines (BEPGs) covering macro- and micro-economic policies,
 - the Employment Guidelines (EGs) for employment policies
- MS to develop **National Reform Programmes** for 2005-2008 (Autumn 2005), with updates in 2006/2007



The European Employment Strategy

- Annual Guidelines + targets
- Annual National Action Plans for Employment by the Member States
- Joint Employment Report – an assessment of implementation
- Annual country-specific recommendations
- Mutual Learning and Peer Review



The European Employment Strategy: Guidelines

1. Attract and retain more people in employment and modernise social protection systems.
2. Improve adaptability of workers and enterprises and the flexibility of labour markets.
3. Increase investment in human capital through better education and skills.

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Governance



Other Key Elements of the EES

- **Mutual Learning:** Thematic seminars and good practice sessions on important themes or successful policies
- **Peer Review:** Member States critically reviewing each others employment mix and learning from each other
- **Involvement of all important actors:** A focus on the "governance" of the EES and the development of policy. Encouraging the involvement of Social Partners, Parliaments, local and regional partners in the EES
- ESF support



The Process

- Member States to adopt National Reform Programmes (Oct. 2005)
- Commission to present its first Annual Progress Report (Jan. 2006 - tomorrow)
- Spring 2006 European Council (March 2006)



More Information

Commission's Employment, Social Affairs
and Equal Opportunities website:

**[http://europa.eu.int/comm/
employment_social/index_en.htm](http://europa.eu.int/comm/employment_social/index_en.htm)**