

EAPN Amendments to Integrated Guidelines Part 2: Employment Guidelines

ANNEX

Guidelines for the employment policies of the Member States Part II of the Integrated Guidelines

Guideline 5: Boosting demand for **quality employment** ~~labour~~

Member States should facilitate **quality, sustainable** job creation, reduce barriers for business to hire people, **whilst promoting employment rights**, promote entrepreneurship and in particular support the creation and growth of small enterprises in order to increase the employment rate **and quality jobs** for ~~of~~ women and men. Member States should also actively promote the social economy and foster social innovation.

The tax burden should be shifted away from labour to other sources of taxation that are less detrimental to **quality** employment and **smart, sustainable and inclusive** growth while protecting revenue for adequate social protection and **inclusive** growth enhancing expenditures. Reductions in labour taxation should be aimed at the relevant components of the tax burden and at removing barriers and disincentives to labour market participation, in particular for those furthest away from the labour market.

Member States should, together with the social partners, encourage wage-setting mechanisms allowing for a responsiveness of wages to productivity developments, and **supporting adequate, living wages**. In this respect, differences in skills and local labour market conditions as well as divergences in economic performance across regions, sectors and companies should be taken into account. When setting minimum wages, Member States and social partners should **ensure their adequacy** and consider their impact on in-work poverty, job creation and competitiveness.

Guideline 6: Enhancing labour-supply and skills, **tackling unemployment through active inclusion**.

Member States should promote productivity and **active inclusion to quality, sustainable employment** ~~employability~~ through an appropriate supply of relevant knowledge and skills, as well as **integrated approaches investing in inclusive labour markets, access to services and adequate income support**. Member States should take the necessary investments in **quality** education and vocational training systems while improving their effectiveness and efficiency to raise the skill level of the workforce, allowing it to better anticipate and meet the rapidly changing needs of dynamic labour markets in an increasingly digital economy. Member States should step up efforts to improve access to quality adult **and life-long learning** for all and implement active ageing strategies to enable longer working lives in **quality jobs**, **whilst ensuring adequate social protection coverage**.

High unemployment should be tackled and long-term unemployment prevented, **working closely together with social partners and NGOs supporting the unemployed**. The number of long-term unemployed should be significantly reduced by means of comprehensive and

mutually reinforcing social investment in integrated active inclusion strategies, based on promoting inclusive labour markets, access to quality services and adequate income support, including the provision of specific, personalized, active support to long-term unemployed to return to the labour market. The youth unemployment needs to be comprehensively addressed, including by equipping the relevant institutions with the necessary means to fully and consistently implement their national Youth Guarantee Implementation Plans, also ensuring access to services and adequate income support, to prevent further exclusion.

Structural weaknesses and discrimination in education and training systems should be addressed to ensure quality learning outcomes for all and prevent and tackle early school leaving, including integrated approaches involving schools, families and local communities as well as children and youth themselves. Member States should increase educational attainment and consider dual learning systems, upgrading professional training and addressing gaps in literacy and numeracy while at the same time increase opportunities for recognising skills acquired outside the formal education system.

Barriers to labour market participation and the attainment of quality, sustainable employment, should be reduced, especially for women, people parenting alone, older workers, young people, the sick and disabled, Roma and other ethnic minorities and, legal migrants. Gender equality including equal pay must be ensured in the labour market as well as access to affordable quality early childhood education and care and action to address the pension gap.

Member States should make a full use of European Social Fund and other Union funds support in order to support the Europe 2020 social goals and targets and improve quality employment, tackle poverty and promote social inclusion, education and public administration, in line with the Regulations.

Guideline 7: Enhancing the functioning and quality of inclusive labour markets

Member States should reduce labour market segmentation to ensure equal access to quality, sustainable employment. Employment protection rules and institutions should be safeguarded and provide a suitable environment for recruitment while offering adequate levels of protection to those in employment and those seeking quality and sustainable employment –as well as those employed on temporary contracts or independent work contracts.

Quality employment should be ensured in terms of decent wages, socio-economic security including adequate social protection, employment protection and collective bargaining rights, life-long education and training opportunities, working conditions (including health and safety), and work-life balance. Member States should closely involve National Parliaments and social partners in the design and implementation of relevant reforms and policies, in line with national practices, while supporting the improvement of the functioning and effectiveness of social dialogue at national level. Civil society organizations and social economy enterprises working with those excluded from the labour market should also be consulted.

Member States should strengthen active labour market policies as part of integrated active inclusion approaches by increasing their ~~targeting~~ tailoring to personal needs, outreach, coverage and constructive interplay with social protection and services ~~passive measures to support access to quality jobs and social inclusion~~. These policies should aim at improving labour market matching and support sustainable transitions to quality jobs on the labour market, with public employment services delivering individualised support and implementing performance measurement systems. Member States should also ensure that their social protection systems and services effectively prevent poverty and social exclusion, providing effective support throughout the life course; positively support and enable those who can participate in the labour market, protect those (temporarily) excluded from the labour markets and/or unable to participate in it and ensure access to a dignified life, and prepare individuals for potential risks, by investing in human capital. Ensuring access to quality, affordable services for all, including education, housing, health, education, transport and utility services is also key.

Member States should promote inclusive labour markets open to all and also put in place effective anti-discrimination measures. Mobility of workers should be ensured with an aim of encouraging access to quality employment, exploiting the full potential of the European labour market, including by enhancing the portability of pensions, social protection and security rights, and the recognition of qualifications. Member States should at the same time guard against abuses of the existing rules.

Guideline 8: ~~Ensuring fairness~~ Combatting poverty and social exclusion and promoting equal opportunities

Member States should aim to develop integrated strategies in consultation with relevant stakeholders which address access to quality jobs, social protection and services to reduce poverty and social exclusion for all groups and across the life cycle.

They should modernise their social protection systems to ~~provide~~ ensure adequate, effective and efficient, ~~adequate~~ universal protection throughout all stages of an individual's life, ensuring fairness and addressing discrimination and inequalities. There is a need for simplified, more comprehensive universal provision, combined with better targeted social policies, complemented by ensuring rights to quality services including affordable quality, childcare, early learning and life-long education, training and job assistance, affordable housing and support and accessible, affordable quality health and long-term care, access to basic services such as low-cost bank account and other banking services and Internet and for integrated action to prevent early school leaving and fight social exclusion, including extreme forms of poverty like homelessness. For that purpose a variety of instruments should be used in a complementary manner, including integrated active inclusion, combining inclusive labour markets, access to quality, ~~labour activation enabling~~ services and income support, targeted at individual needs. Social protection systems should be designed in a way that ensure universal coverage, facilitate take up of all persons entitled, support investment in human capital, and help prevent, reduce and protect against poverty by ensuring adequacy and access for all.

The pension systems and their financing should be reformed in order to secure their sustainability and adequacy for all women and men, ensuring a life in dignity and free from poverty, in a context of increasing longevity and demographic change, linking statutory retirement ages to life expectancy, by increasing effective retirement ages and promoting active ageing and support to older workers, and by guaranteeing first pillar pensions through general taxation, as well as developing complementary retirement savings.

Member States should improve the accessibility, affordability, efficiency and effectiveness which improve the quality of healthcare and long term care systems for all of its citizens throughout the life cycle, while safeguarding fiscal sustainability.