

# Ongoing activities in the field of employment and social affairs - update

4 February 2011



European Commission

## **3 Priorities**

### **Smart, Sustainable, Inclusive growth**

#### **5 Headline Targets**

- 75 % employment rate
- 3% GDP investment in R&D
- “20/20/20” climate/energy targets
- < 10% early school leavers;  
40% tertiary degree
- 20 million less people  
at risk of poverty

#### **7 Flagships**

- Innovation Union (06/10/2010)
- Youth on the move (15/09/2010)
- A digital agenda for Europe (19/05/2010)
- Resource efficient Europe (26/01/2011)
- An industrial policy for the  
globalisation era (28/10/2010)
- An agenda for new skills and jobs  
(23/11/2010)
- European platform against poverty  
(16/12/2010)

# Europe 2020 – European Platform against Poverty and Social Exclusion

- ➡ More than 80 MIO people (1 in 6) in EU are at risk of poverty, including 20 MIO children and 8% of working population
- ➡ Objective: lift 20 MIO people out poverty and social exclusion
- ➡ Member States to set their own ambitious national targets (National Reform Programmes), reporting annually on their progress
- ➡ Will require “pooling” of efforts and instruments at EU and national level

# Europe 2020 – European Platform against Poverty and Social Exclusion

## Areas for action

- Delivering actions across the policy spectrum
  - Reflects the multi-dimensional nature of poverty and social exclusion, requiring “mainstreaming” poverty reduction into all policy development
  - E.g.: improving access to labour market; ensuring access to basic banking services; promotion and validation of non-formal learning; integration of migrants; combating digital divide;...
- Greater and more effective use of the EU Funds to support social inclusion
  - Review the ESF to enhance contribution to EU 2020 targets
  - Common Strategic Framework for post-2013 Cohesion Policy to ensure greater synergy between ESF, ERDF, European Agricultural Fund for Rural Development and European Fisheries Fund
  - Ensure proper implementation of the School Fruit and School Milk schemes

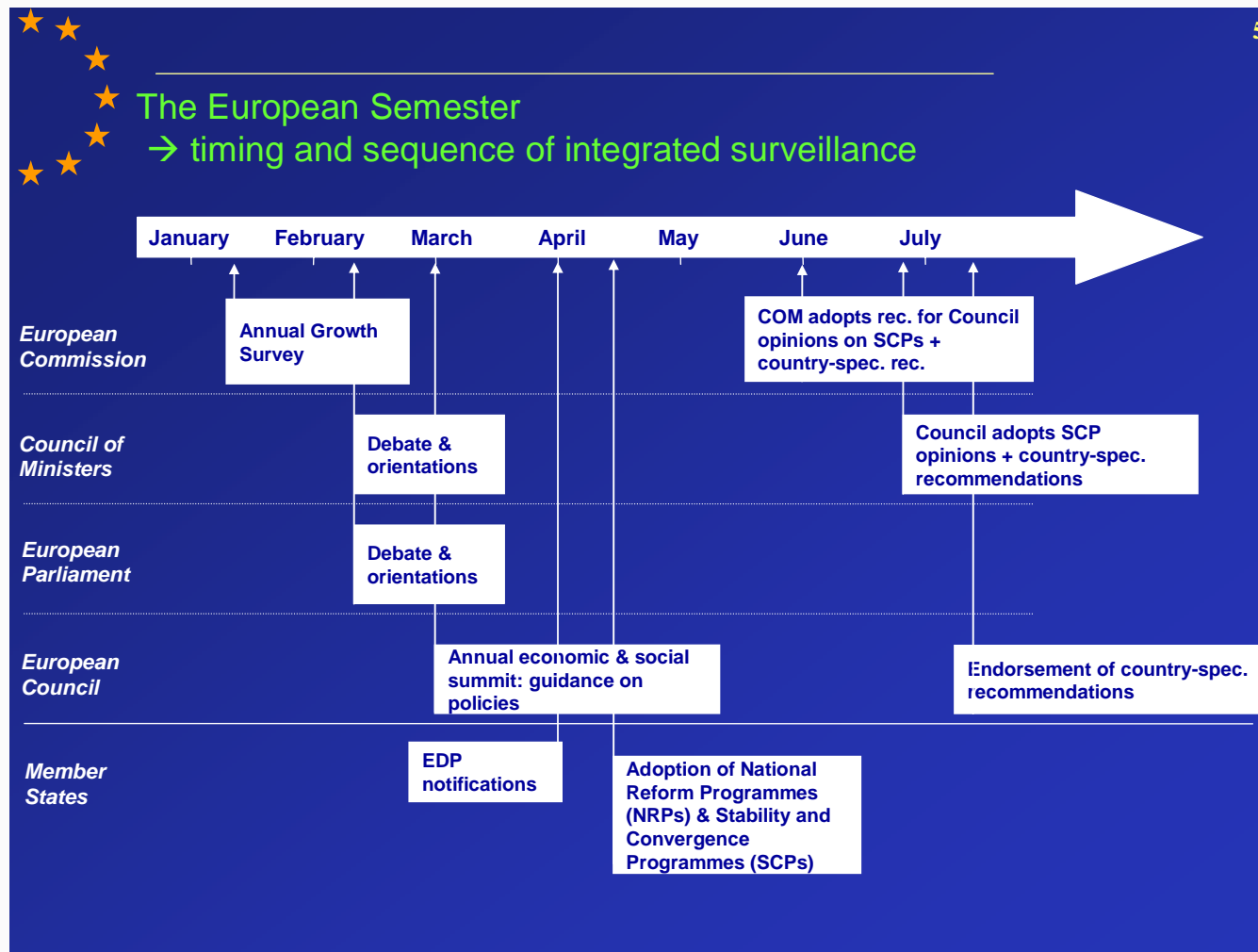
# Europe 2020 – European Platform against Poverty and Social Exclusion

## Areas for action

- Promoting evidence-based social innovation
  - Creation of a European research excellence network promoting capacity building for design/evaluation of social innovation programmes
  - “Social experimentation” to evaluate e.g. policies targeted at disadvantaged groups
- Working in partnership and harnessing the potential of the social economy
  - Role of social partners in helping ensure access to labour market (cf. framework agreement on inclusive labour markets)
- Enhanced policy coordination among the Member States
  - On the basis of experience with first European Semester, revise and if necessary adapt working methods of Social OMC

# Europe 2020 – European Semester

New model for EU economic governance



# Europe 2020 – European Semester

## Annual Growth Survey 2011: analysis of progress towards EU 2020 targets and of macro-economic and employment situation ⇒ direction and priorities for action

- Fundamental Prerequisites for Growth:
  1. Implementing a rigorous fiscal consolidation
  2. Correcting macro economic imbalances
  3. Ensuring stability of the financial sector
- Mobilising Labour Markets, Creating Job Opportunities:
  1. Making work more attractive
  2. Reforming pensions systems
  3. Getting the unemployed back to work
  4. Balancing security and flexibility
- Frontloading Growth:
  1. Tapping the potential of the Single Market
  2. Attracting private capital to finance growth
  3. Creating cost-effective access to energy

# Public consultations

- Consultation on the promotion and validation of non-formal and informal learning → 09/02/2011
- Your opinion on the Single Market Act → 28/02/2011
- Public Consultation on the Recognition of Professional Qualifications Directive → 15/03/2011
- Consultation on the Commission Report on the enforcement of intellectual property rights → 31/03/2011
- Green paper on the future of VAT → 31/05/2011

[http://ec.europa.eu/yourvoice/consultations/index\\_en.htm](http://ec.europa.eu/yourvoice/consultations/index_en.htm)



# Working Time Directive

## Objective/Basis

Article 153.1(a) TFEU: “improvement of the working environment to protect workers’ health and safety”

- Ensuring minimum protection for all workers against excessive working hours and disregard of minimum rest periods
- Provides for flexibility mechanisms designed to cope with particular circumstances of countries/sectors/workers

# Working Time Directive

## Short history

- Directive 93/104/EC concerning certain aspects of the organisation of Working Time
- Directive 2000/34/EC amending Directive 93/104/EC concerning certain aspects of the organisation of Working Time to cover sectors and activities excluded from that Directive
- **Directive 2003/88/EC** concerning certain aspects of the organisation of working time (codification of the 1993 and 2000 Directives)
- 2004-2009: proposal to amend the Directive not adopted, since European Parliament and Council could not reach agreement
- 2010-...: European Commission reviewing the Directive, by means of a two-stage consultation of the social partners at EU level and a detailed impact assessment

# Working Time Directive

**2003 Directive:** each Member State must ensure that every worker is entitled to:

- a limit to weekly working time, which must not exceed 48 hours on average, including any overtime (reference period max. 4 months)
  - a minimum daily rest period, of 11 consecutive hours in every 24
  - a rest break during working time, if the worker is on duty for longer than six hours
  - a minimum weekly rest period of 24 uninterrupted hours for each seven-day period, which is added to the 11 hours' daily rest
  - paid annual leave, of at least four weeks per year
  - extra protection in the case of night work
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- ☞ MS may adapt rules to national circumstances
  - ☞ Substantial scope for flexible working arrangements through collective bargaining
  - ☞ Derogations and exceptions possible (e.g. individual opt-out 48-hours rule)

# Working Time Directive

## 2003 Directive: main issues

- Insufficient clarity on how to interpret a number of legal issues, such as treatment of on-call time at the workplace as working time (CoJ SIMAP-Jaeger); timing of compensatory rest for missed/delayed daily/weekly minimum rest periods
- Increase flexibility as regards reference period for averaging of weekly working time?
- Review of individual opt-out from 48-hours limit?
- Changes in working patterns to be taken into account, while continuing to protect workers' health and safety
  - Productivity, competitiveness
  - Work-life balance
  - Growing diversity of preferences and working patterns

# Working Time Directive

## **2003 Directive:** 2-phase consultation of social partners

- March 2010: opinion on need for EU initiative, on possible direction/scope
  - Consensus that changes to the current working time rules are needed, but not about the direction/scope of such changes (flexibility vs protection)
  - EU working time rules should allow greater flexibility for workers' and employers' representatives to negotiate on the details of implementation at the appropriate level
- December 2010 (deadline end of February): opinion on options
  - Limited review (on-call time, compensatory rest) or more comprehensive set of changes?
  - Intention to enter into negotiations under Article 154-155 TFEU?