

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

6 December 2011



European Commission

Barroso State of the Union

- **Further develop EU social dialogue**

"Fifty years ago, 12 countries in Europe came together to sign the Social Charter. It was exactly in October 50 years ago. Today, that Charter has 47 signatories, including all our Member States. To guarantee these fundamental values in Europe, I believe we need to boost the quality of social dialogue at European level. The renewal of Europe can only succeed with the input and the ownership of all the social partners – of trade unions, of workers, of businesses, civil society in general."

- **New initiative of EC on youth employment**

"Right now we need to give concrete hope to the 1 in 5 of our young people who cannot find work. In some countries, the situation of our young people is simply dramatic. I want to call on companies to make a special effort to provide internships and apprenticeships for young people. These can be supported by the European Social Fund. By getting businesses, the social partners, national authorities and the Union level working in a "Young Opportunities Initiative", we can make a difference."

Commission Work Programme 2012

“Delivering European renewal” (COM(2011)777, adopted on 15 November 2011)

- **Competition**
 - Review of the State aid guidelines for broadband networks
 - Review of the cinema Communication
- **Digital Agenda**
 - Shared use of spectrum

Commission Work Programme 2012

- **Employment, Social Affairs and Inclusion**
 - Green Paper on Restructuring and Economic Adjustment
 - Health and Safety
 - Freedom of movement for workers within the Union
 - Coordination of social security systems (2013)
- **Internal Market**
 - Collective rights management: Music rights – music online (1st quarter 2012)
 - Enforcement of intellectual property rights
 - Fair compensation in respect of reproductions of protected works by natural persons for private use (2013)

Commission Work Programme 2012

- **Justice, Fundamental Rights and Citizenship**
 - **Consultation of the European social partners on the review of the Directive on equal pay (2013)**
 - **Second stage consultation of the European social partners on reconciliation between work, family and private life (2013)**

Enlargement

- **Croatia**
 - Accession negotiations concluded on 30 June 2011
 - Accession Treaty to be signed on 8-9 December 2011
 - Accession expected 1 July 2013
- **Serbia**
 - Commission Opinion to grant Candidate Country status

European Parliament resolution of 15 November 2011 on the European Platform against poverty and social exclusion (2011/2052(INI))

- **Minimum income**

- **95. Wishes the Commission to launch, in full compliance with the principle of subsidiarity, a consultation on the possibility of a legislative initiative concerning a sensible minimum income which will allow economic growth, prevent poverty and serve as a basis for people to live in dignity, play a full part in society and make headway with finding employment or identifying training opportunities, and which will play an automatic stabilising role for the economy, with due regard for differing practices, and for collective labour agreements and legislation in the various Member States, bearing in mind that the definition of a minimum income remains the prerogative of each Member State; wishes the Commission to help the Member States share best practice in relation to minimum income levels, and encourages the Member States to develop minimum income schemes based on at least 60% of the median income in each Member State**

Commission has put forward proposals as regards...

- **Cohesion Policy**
- **New EU Programme for Social Change and Innovation (PSCI), to replace and integrate:**
 - **PROGRESS**
 - **EURES**
 - **Microfinance Facility**
- **Creative Europe**

Creative Europe

New framework programme for the cultural and creative sectors

- **Replaces existing Culture and MEDIA/MEDIA Mundus programmes**
- **3 Strands**
 - **Cross-sectoral Strand addressed to all cultural/creative sectors**
 - Financial Facility, to increase capacity to attract private finance
 - Transnational policy cooperation (e.g. comparable data; share experience on new business models)
 - Creative Europe Desks (former Cultural Contact Points and MEDIA Desks)
 - **Culture Strand addressed to cultural/creative sectors**
 - Clearer focus on capacity-building and transnational circulation, including international touring
 - **MEDIA Strand addressed to the audiovisual sector**

Creative Europe

- **Proposed budget = 1.801 billion euros (+ 37%)**
- **Simplifications**
 - 4 instead of 9 calls for proposals
 - Merging of 2 information networks
 - Single Programme Committee
- **Next step: discussion by the Council and the European Parliament who will take final decision on the budgetary framework for 2014-2020**

EPSCO Council 01-02/12/2011

- **Agreement on amendments to social security regulations**
- **No agreement on prolongation of crisis derogation concerning EGF**
- **Maternity leave directive: 20 weeks with full pay is unacceptable for Council**
- **Conclusions on ageing as an opportunity for the labour market and for the development of social services**
- **Conclusions on reconciliation of work and family**

Social dialogue

- **Calls for proposals**

- VP/2011/001 – Social Dialogue and Industrial Relations
 - First deadline 25 March: 67 proposals received, 36 grants awarded
 - Second deadline 30 August: 110 proposals received, 50 grants awarded
- VP/2011/002 – Information and training measures for workers' organisations
 - Deadline 18 April: 55 proposals received, 22 grants awarded
- VP/2011/008 – Restructuring, well-being at work and financial participation
 - Skills councils
 - Deadlines: 14 June, 6 September

Social dialogue

- **Conference on “Negotiation, consultation and autonomy of EU Social Partners – 20 years of the Social Partners’ Agreement”**
 - Warsaw, 24-25 November
 - Recall the process from adoption of the 1991 European Social Partners’ Agreement to the current Articles 154-155 TFEU; assess impact on EU legislation and the concrete outcomes; evaluation of current state of European social dialogue; challenges and prospects
 - Some conclusions
 - Both sides emphasised the importance of respecting the autonomy of social partners
 - Concerns about uneven levels of implementation (“optional”?); commitment of both sides to pursuing full implementation
 - Importance of taking ownership of social dialogue outcomes; need for regular revision of existing agreements
 - Call upon the Commission to improve consultation process
 - Compatibility of existing practices with Better Regulation agenda

Social dialogue

- **Thematic Liaison Forum on the Capacity Building of National and European Social Partners – 12 December**
- **Working Time**
 - Social partners entering into negotiation (letter of European cross-industry social partners to Commissioner Andor – 14 November 2011)

Corporate Social Responsibility

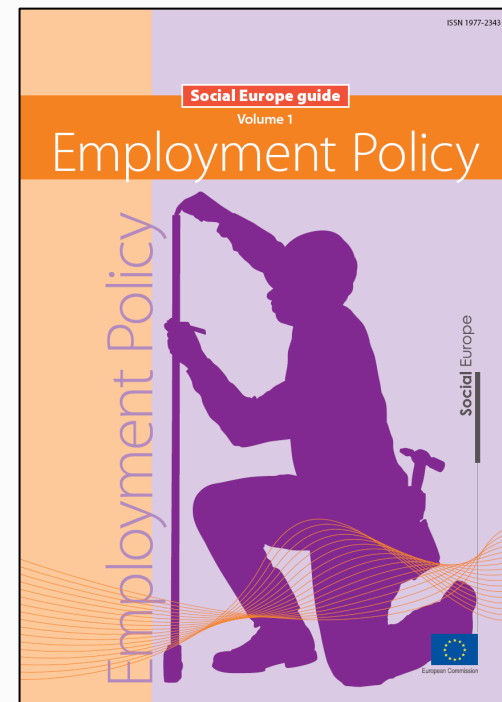
- A renewed EU Strategy 2011-2014 for Corporate Social Responsibility (COM(2011)681, 25/10/2011)
 - New definition CSR: “the responsibility of enterprises for their impacts on society”
 - Multidimensional concept
 - Covers at least: human rights, labour and employment practices (such as training, diversity, gender equality and employee health and well-being), environmental issues (such as biodiversity, climate change, resource efficiency, life-cycle assessment and pollution prevention), and combating bribery and corruption
 - Also part of the CSR agenda are: community involvement and development, the integration of disabled persons, and consumer interests, including privacy
 - Important cross-cutting issues: promotion of social and environmental responsibility through the supply-chain; disclosure of non-financial information

Corporate Social Responsibility

- A renewed EU Strategy 2011-2014 for Corporate Social Responsibility (COM(2011)681, 25/10/2011)
 - Actions (examples)
 - Create multi-stakeholder CSR platforms in a number of relevant industrial sectors, for enterprises, their workers and other stakeholders to make public commitments on the CSR issues relevant to each sector and jointly monitor progress
 - Launch a European award scheme for CSR partnerships between enterprises and other stakeholders
 - Launch a process with enterprises and other stakeholders to develop a code of good practice for self- and co-regulation exercises
 - Monitor commitments made by European enterprises with more than 1.000 employees to take account of internationally recognised CSR principles and guidelines

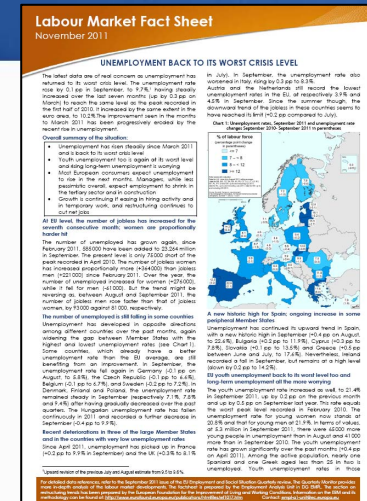
Publications DG EMPL

- Social Europe guide – Volume 1: Employment Policy
- Upcoming...
 - Social Dialogue
 - Ageing and Pensions
 - Labour Law and Working Conditions
 - Social Economy
 - ESF and other Funding Instruments
 - Social Inclusion



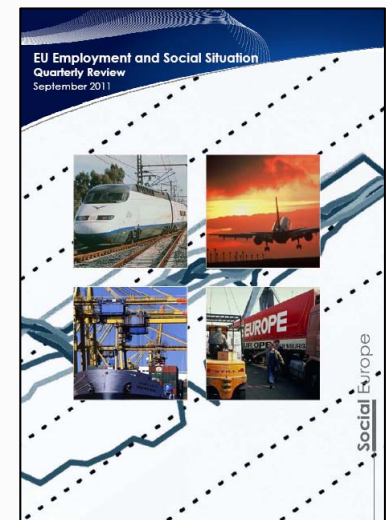
Publications DG EMPL

- **Monthly Labour Market Fact Sheet – Nov 2011**
 - Unemployment back to its worst crisis level (9.7%)
 - Youth employment also at worst level (21.4%)
 - Outlook remains uncertain, with greater risk of deterioration than improvement



<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1112&furtherNews=yes>

- **EU Employment and Social Situation Quarterly Review**
Sept 2011
 - Longer-term trends labour markets
 - Special focus, a.o. on: segmentation of labour market; social climate; social effects of employment developments in the crisis



<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1080&furtherNews=yes>

How to promote active ageing in Europe - EU support to local and regional actors (September 2011)

- Issued by Committee of the Regions, AGE Platform Europe and the European Commission
- Contribution to the European Year for Active Ageing and Solidarity between Generations 2012
- Shows what resources (EU funding possibilities) are available for initiatives promoting active ageing for regional and local initiatives
- Contains presentations of the most relevant EU funding programmes and presents a number of projects that have received EU funding.



<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=1065&furtherNews=yes>

- Brochure on **Consulting European social partners: understanding how it works**



<http://ec.europa.eu/social/main.jsp?catId=85&langId=en&furtherPubs=yes>

Publications DG EMPL

- Social Europe e-newsletter



<http://ec.europa.eu/social/main.jsp?langId=en&catId=371>

Publications Eurofound

- EEO newsletter
(European Employment Observatory)

No.8, October 2011

EEON NEWSLETTER

Labour Market Update

October 2011

According to the latest Monthly Labour Market Fact Sheet of the European Commission, the overall unemployment outlook in the EU remains gloomy despite a shallow decline in August of 63 000 (0.3 %) bringing the unemployment figure to 22.8 million, a rate of 8.5 %.

The apparent stability in the unemployment rate hides growing divergence between Member States' labour markets. Where the unemployment rate in Austria (3.7 %), Germany (6.0 %) and Denmark (7.0 %) has remained unchanged and well below the EU average, it has continued to rise substantially in some peripheral Member States, such as Spain (21.2 %), Greece (16.7 %) and Ireland (14.8 %).

The October Fact Sheet notes an increasingly worrying situation for women, for whom the average unemployment rate stands clearly higher than that for men. Unemployment amongst European youth also remains a key concern. Although the figure has remained stable, even showing a modest decrease of 23 000 in August, the contrast between Member States remains high, and the rates in Spain (46.2 % in August) and Greece (42.9 % in June) are at an historic high.

This month's edition of the European Vacancy Monitor has reported an increase of job offers and hiring in the first quarter of 2011, compared to the same quarter of 2010. According to the publication, the increase was seen more significantly in the private sector and in Northern and Western European countries, while the public sector contracted to offer less jobs, namely in the field of education. More information on good job opportunities and the top five jobs in Europe have been published in the European Job Mobility Bulletin and are available on the [EURES portal](#).

Nevertheless, the Labour Market Fact Sheet reports that unemployment expectations have worsened and employment prospects have deteriorated in the tertiary sector and construction. Regardless of positive hiring activities and an increase in online labour demand, the outlook remains one of greater risks of deterioration and persistent divergence between Member States.

For more information visit:
<http://ec.europa.eu/social/main.jsp?langId=en&catId=48&newsId=1094&news=yes>
<http://ec.europa.eu/social/main.jsp?langId=en&catId=25&newsId=1094&news=yes>



News from the European Employment Observatory

This EEO newsletter covers the following developments in employment policy area at the EU level:

<p>Labour Market Update</p> <p>Ireland, Italy and Portugal awarded EGF assistance</p> <p>Two new microcredit providers under Progress Microfinance</p> <p>Tripartite Social Summit</p> <p>Foundations laid by Commission to boost impact of cohesion investments after 2013</p> <p>How EU Programme for Social Change and Innovation</p> <p>Growth through entrepreneurship and responsible business</p> <p>Greece, Italy and Luxembourg asked to bring legislation into line with EU law</p>	<p>First Annual Convention of the European Platform against Poverty and Social Exclusion</p> <p>Conference to discuss demographic change and employment</p> <p>Other news includes:</p> <p>Activities of the European Employment Observatory</p> <p>Activities of the Mutual Learning Programme</p> <p>Latest labour market research publications</p> <p>Upcoming conferences and events</p> <p>Ongoing activities of the European Commission</p>
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To receive an e-mail alert, register at:

<http://www.eu-employment-observatory.net/en/documents/news02.aspx>

Publications Eurofound

- **(Second) Annual Yearbook on Living and working in Europe**
“...looks at how both trade unions and employer organisations are adapting to meet the challenges of changing times.”
- **Pay Developments – 2010**
 - Average collectively agreed pay increases
 - Pay setting at national level
 - Indexation mechanisms
 - National-level or intersectoral agreements and recommendations
 - Trend-setting sectoral agreements
 - Collectively agreed pay within three sectors
 - National minimum wages
 - Gender aspects of collectively agreed pay
 - Outlook for future pay developments

Public consultations

- Public Consultation on Directive 2006/114/EC concerning Misleading and Comparative Advertising and on unfair commercial practices affecting businesses → 16/12/2011
- Public consultation on possible revision of Directive 93/7/EEC on the return of cultural objects unlawfully removed from EU member countries → 05/03/2012

http://ec.europa.eu/yourvoice/consultations/index_en.htm