P10_TA(2024)0027

Guidelines for the employment policies of the Member States

European Parliament legislative resolution of 23 October 2024 on the proposal for a Council decision on guidelines for the employment policies of the Member States (COM(2024)0599 – C10-0084/2024 – 2024/0599(NLE))

(Consultation)

(C/2025/493)

The European Parliament,

— having regard to the Commission proposal to the Council (COM(2024)0599),

— having regard to Article 148(2) of the Treaty on the Functioning of the European Union, pursuant to which the Council consulted Parliament (C10-0084/2024),

— having regard to Rule 84 of its Rules of Procedure,

— having regard to the report of the Committee on Employment and Social Affairs (A10-0004/2024),

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. Calls on the Council to notify Parliament if it intends to depart from the text approved by Parliament;

4. Asks the Council to consult Parliament again if it intends to substantially amend the Commission proposal;

5. Instructs its President to forward its position to the Council and the Commission.

Amendment 1

Proposal for a decision

Recital -1 (new)

Text proposed by the Commission	*Amendment*
	(-1) The European Parliament welcomes the Commission's proposal for updated employment guidelines for the Member States, in particular its strong focus on education and training; new technologies, artificial intelligence and algorithmic management; and recent policy initiatives such as platform work, affordable housing and tackling labour and skills shortages. The European Parliament, 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 the Council, in line with its legislative resolutions of 8 July 2015, 19 April 020, 10 July 2020 and 18 October 2022 on the relevant proposals 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	*Amendment*
(1) Member States and the Union are to work towards developing a coordinated strategy for employment and in particular for the promotion of 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 responsibilities of management and labour.	(1) Member States and the Union are to work towards developing a coordinated strategy for employment and in particular for the promotion of ***quality employment and improving working conditions,*** a skilled, trained and adaptable workforce, as well as labour markets that are ***inclusive, resilient,*** future-oriented and responsive to economic ***and demographic*** 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 ***quality*** 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 4

Text proposed by the Commission	*Amendment*
(4) In order to enhance economic and social progress and upward convergence, support the green and digital transitions, strengthen the Union industrial base and achieve inclusive, competitive and resilient labour markets in the Union, Member States should address labour and skills shortages and promote quality and inclusive education and training, with a particular focus on improving basic skills, especially among disadvantaged students, and on STEM (science, technology, ***enginerring and mathematisc***) ***in*** school and higher education, future-oriented vocational education and training, and lifelong upskilling and reskilling, as well as effective active labour market policies and improved working conditions and career opportunities. This is of particular relevance for the less developed, remote and outermost regions of the EU, where the needs are the greatest. Shortages can be further addressed by improving fair intra-EU mobility for workers and learners and attracting talent from outside the EU. In addition, the links between the education and training systems and the labour market should be strengthened and	(4) In order to enhance economic and social progress and upward convergence, support the green and digital transitions, strengthen the Union industrial base and achieve inclusive, competitive and resilient labour markets in the Union, ***while preventing any negative social consequences,*** Member States should ***promote fair wages and decent working conditions, foster democracy at work, social dialogue and collective bargaining, protect workers' rights,*** address labour and skills shortages and promote quality and inclusive education and training, with a particular focus on improving basic ***and cross-cutting*** skills, especially among disadvantaged students, and on STEM (science, technology, ***engineering and mathematics***) ***at*** school and ***in*** higher education, future-oriented vocational education and training, and lifelong upskilling and reskilling, as well as effective active labour market policies and improved working conditions and career opportunities. ***Member States should take prevention and prompt intervention measures to reduce early school leaving, with a particular focus on students at risk. Such measures should***

Text proposed by the Commission	*Amendment*
skills, knowledge and competences acquired through non-formal and informal learning recognised.	***include psychological support, mentoring, career guidance and extracurricular activities to foster students' interest and participation, to ensure inclusive and quality education for all.*** This is of particular relevance for the less developed, remote and outermost regions of the EU, where the needs are the greatest. Shortages can be further addressed by improving fair intra-EU mobility***, among regions within the same Member States,*** for workers and learners and attracting talent from outside the EU***. Within this context, special attention to persons that are not in education, employment or training (NEETs), namely young people who are neither engaged in education nor in employment or training, is essential. Member States should promote specific policies to reintegrate NEETs into the education system and the labour market through targeted training, mentoring, guidance and job placement programmes***. In addition, the links between the education and training systems and the labour market should be ***further*** strengthened***, fostering the acquisition of transversal knowledge and soft skills, as well as encouraging the internationalisation of the educational offer, including that of universities,*** and skills, knowledge and competences acquired through non-formal and informal learning recognised.

Amendment 4

Proposal for a decision

Recital 5

Text proposed by the Commission	*Amendment*
(5) The Guidelines are consistent with the ***new EU economic governance framework, which entered into force on 30 April 2024,*** existing Union legislation and various Union initiatives, including Council Recommendations of 14 June 2021 ([5]), 29 November 2021 ([6]), 5 April 2022 ([7]), 16 June 2022 ([8]), 28 November 2022 ([9]), 8 December 2022 ([10]), 30 January 2023 ([11]), 12 June 2023 ([12]) and 27 November 2023 ([13]), Commission Recommendation (EU) 2021/402) ([14]), Council Resolution of 26 February 2021 ([15]), Commission Communications on building an economy that works for people: an action plan for the social economy ([16]), on the Digital Education Action Plan 2021-2027 ([17]), on the Strategy for the Rights of Persons with Disabilities 2021-2030 ([18]), on the Disability Employment Package ([19]), on a European Care Strategy ([20]), on A Green Deal Industrial Plan for the Net-Zero Age ([21]), on strengthening social	(5) The Guidelines ***contribute to the full implementation of the European Social Pillar, the EU headline targets for 2030 and the United Nations Sustainable Development Goals (SDGs), and*** are consistent with the existing Union legislation and various Union initiatives, including Council Recommendations of 14 June 2021 ([5]), 29 November 2021 ([6]), 5 April 2022 ([7]), 16 June 2022 ([8]), 28 November 2022 ([9]), 8 December 2022 ([10]), 30 January 2023 ([11]), 12 June 2023 ([12]) and 27 November 2023 ([13]), Commission Recommendation (EU) 2021/402) ([14]), Council Resolution of 26 February 2021 ([15]), Commission Communications on building an economy that works for people: an action plan for the social economy ([16]), on the Digital Education Action Plan 2021-2027 ([17]), on the Strategy for the Rights of Persons with Disabilities 2021-2030 ([18]), on the Disability Employment Package ([19]), on a European Care Strategy ([20]), on A Green Deal Industrial Plan for the Net-Zero

Text proposed by the Commission	*Amendment*
dialogue in the European Union ([22]), on Better assessing the distributional impact of Member States' policies ([23]),and on labour and skills shortages in the EU: an action plan ([24]), Decisions (EU) 2021/2316 ([25]) and (EU) 2023/936 ([26]) of the European Parliament and of the Council, Directives (EU) 2022/2041 ([27]), (EU) 2022/2381 ([28]) ***and*** EU 2023/970 ([29])of the European Parliament and of the Council, and the Commission ***proposal*** for a Directive of the European Parliament and of the Council of 9 December 2021 on improving working conditions in platform work ([30])	Age ([21]), on strengthening social dialogue in the European Union ([22]), on Better assessing the distributional impact of Member States' policies ([23]), and on labour and skills shortages in the EU: an action plan ([24]), Decisions (EU) 2021/2316 ([25]) and (EU) 2023/936 ([26]) of the European Parliament and of the Council, Directives (EU) 2022/2041 ([27]), (EU) 2022/2381 ([28])***,*** (EU) 2023/970 ([29]) ***and (EU) 2024/1500*** ([29a]) of the European Parliament and of the Council, and the Commission ***proposals*** for a Directive of the European Parliament and of the Council of 9 December 2021 on improving working conditions in platform work ([30])***, for a Directive establishing the European Disability Card and European Parking Card for persons with disabilities*** ([30a])***, for a Directive amending Directive 2009/38/EC as regards the establishment and functioning of European Works Councils*** ([30b])***, and for a Directive on improving and enforcing working conditions of trainees*** ([30c])**.**
([5]) Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee (OJ L 223, 22.6.2021, p. 14).	([5]) Council Recommendation (EU) 2021/1004 of 14 June 2021 establishing a European Child Guarantee (OJ L 223, 22.6.2021, p. 14).
([6]) Council Recommendation of 29 November 2021 on blended learning approaches for high-quality and inclusive primary and secondary education (OJ C 504, 14.12.2021, p. 21).	([6]) Council Recommendation of 29 November 2021 on blended learning approaches for high-quality and inclusive primary and secondary education (OJ C 504, 14.12.2021, p. 21).
([7]) Council Recommendation of 5 April 2022 on building bridges for effective European higher education cooperation (OJ C 160, 13.4.2022, p.1).)	([7]) Council Recommendation of 5 April 2022 on building bridges for effective European higher education cooperation (OJ C 160, 13.4.2022, p. 1).)
([8]) Council Recommendation of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (OJ C 243, 27.6.2022, p. 10), Council Recommendation of 16 June 2022 on individual learning accounts (OJ C 243, 27.6.2022, p. 26), Council Recommendation of 16 June 2022 on ensuring a fair transition towards climate neutrality (OJ C 243, 27.6.2022, p. 35) and Council Recommendation of 16 June 2022 on learning for the green transition and sustainable development (OJ C 243, 27.6.2022, p. 1).	([8]) Council Recommendation of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (OJ C 243, 27.6.2022, p. 10), Council Recommendation of 16 June 2022 on individual learning accounts (OJ C 243, 27.6.2022, p. 26), Council Recommendation of 16 June 2022 on ensuring a fair transition towards climate neutrality (OJ C 243, 27.6.2022, p. 35) and Council Recommendation of 16 June 2022 on learning for the green transition and sustainable development (OJ C 243, 27.6.2022, p. 1).
([9]) Council Recommendation of 28 November 2022 on Pathways to School Success and replacing the Council Recommendation of 28 June 2011 on policies to reduce early school leaving (OJ C 469, 9.12.2022, p. 1).	([9]) Council Recommendation of 28 November 2022 on Pathways to School Success and replacing the Council Recommendation of 28 June 2011 on policies to reduce early school leaving (OJ C 469, 9.12.2022, p. 1).
([10]) Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care (OJ C 476, 15.12.2022, p. 1) and Council Recommendation of 8 December 2022 on early childhood education and care: the Barcelona targets for 2030 (OJ C 484, 20.12.2022, p. 1).	([10]) Council Recommendation of 8 December 2022 on access to affordable high-quality long-term care (OJ C 476, 15.12.2022, p. 1) and Council Recommendation of 8 December 2022 on early childhood education and care: the Barcelona targets for 2030 (OJ C 484, 20.12.2022, p. 1).
([11]) Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion (OJ C 41, 3.2.2023, p.1).	([11]) Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion (OJ C 41, 3.2.2023, p. 1).
([12]) Council Recommendation of 12 June 2023 on strengthening social dialogue in the European Union (OJ C/2023/1389, 6 December 2023).	([12]) Council Recommendation of 12 June 2023 on strengthening social dialogue in the European Union (OJ C, C/2023/1389, 6.12.2023).
([13]) Council recommendation of 27 November 2023 on developing social economy framework conditions (OJ C/2023/1344, 29 November 2023).	([13]) Council recommendation of 27 November 2023 on developing social economy framework conditions (OJ C, C/2023/1344, 29.11.2023).

Text proposed by the Commission	*Amendment*
([14]) 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).	([14]) 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).
([15]) Council Resolution on a strategic framework for European cooperation in education and training towards the European Education Area and beyond (2021-2030) (OJ C 66, 26.2.2021, p. 1).	([15]) Council Resolution on a strategic framework for European cooperation in education and training towards the European Education Area and beyond (2021-2030) (OJ C 66, 26.2.2021, p. 1).
([16]) COM(2021) 778 final.	([16]) COM(2021)0778.
([17]) COM(2020) 624 final.	([17]) COM(2020)0624.
([18]) COM(2021) 101 final.	([18]) COM(2021)0101.
([19]) Disability Employment Package to improve labour market outcomes for persons with disabilities - Employment, Social Affairs & Inclusion - European Commission (europa.eu)	([19]) Disability Employment Package to improve labour market outcomes for persons with disabilities - Employment, Social Affairs & Inclusion - European Commission (europa.eu)
([20]) COM(2022) 440 final.	([20]) COM(2022)0440.
([21]) COM(2023) 62 final.	([21]) COM(2023)0062.
([22]) COM(2023) 38 and 40 final.	([22]) COM(2023)0038 and 0040.
([23]) COM(2022) 494 final.	([23]) COM(2022)0494.
([24]) COM(2024) 131 final.	([24]) COM(2024)0131.
([25]) 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).	([25]) 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).
([26]) Decision (EU) 2023/936 of the European Parliament and of the Council of 10 May 2023 on a European Year of Skills (OJ L 125, 11.5.2023, p. 1).	([26]) Decision (EU) 2023/936 of the European Parliament and of the Council of 10 May 2023 on a European Year of Skills (OJ L 125, 11.5.2023, p. 1).
([27]) Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33).	([27]) Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union (OJ L 275, 25.10.2022, p. 33).
([28]) Directive of the European Parliament and of the Council (EU) 2022/2381 of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L 315, 7.12.2022, p. 44).	([28]) Directive of the European Parliament and of the Council (EU) 2022/2381 of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L 315, 7.12.2022, p. 44).
([29]) Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 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 mechanisms (OJ L 132, 17.5.2023, p. 21).	([29]) Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 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 mechanisms (OJ L 132, 17.5.2023, p. 21).
	([29a]) Directive (EU) 2024/1500 of the European Parliament and of the Council of 14 May 2024 on standards for equality bodies in the field of equal treatment and equal opportunities between women and men in matters of employment and occupation, and amending Directives 2006/54/EC and 2010/41/EU (OJ L, 2024/1500, 29.5.2024, ELI: http://data.europa.eu/eli/dir/2024/1500/oj).
([30]) COM (2021) 762 final	***([30]) COM(2021) 0762.***
	([30a]) COM(2023)0512.
	([30b]) COM(2024)0014.
	([30c]) COM(2024)0132.

Amendment 5

Proposal for a decision

Recital 6

Text proposed by the Commission	*Amendment*
(6) The European Semester combines different instruments in an overarching framework for integrated multilateral coordination and surveillance of economic ***and*** employment policies within the Union. While pursuing environmental sustainability, productivity, fairness and macroeconomic stability, the European Semester ***integrates the principles of the European Pillar of Social Rights and its monitoring tool, the Social Scoreboard, also allowing an analysis of risks and challenges to upward social convergence in the Union, and*** provides for strong engagement with social partners, civil society and other stakeholders. It also supports the delivery of the ***Sustainable Development Goals***. The economic and employment policies of the Union and the Member States should go hand in hand with the Union's fair transition to a climate-neutral, environmentally sustainable and digital economy, improve competitiveness, ensure ***adequate*** working conditions, foster innovation, promote social justice, equal opportunities and upward socio-economic convergence, ***and*** tackle inequalities and regional disparities.	(6) The European Semester combines different instruments in an overarching framework for integrated multilateral coordination and surveillance of economic***,*** employment***, social and environmental*** policies within the Union***. As part of its integrated analysis of employment and social developments in the context of the European Semester, the Commission assesses socio-economic risks to upward social convergence in Member States and monitors progress on the implementation of the principles of the European Pillar of Social Rights on the basis of the Social Scoreboard and of the principles of the Social Convergence Framework***. While pursuing environmental sustainability, productivity, fairness and macroeconomic stability, the European Semester provides for strong engagement with social partners, civil society and other stakeholders. It also supports the delivery of the ***SDGs, including SDG5 on gender equality. Gender equality policies should be anchored and mainstreamed in all phases of the economic governance***. The economic and employment policies of the Union and the Member States should go hand in hand with the Union's fair transition to a climate-neutral, ***socially inclusive,*** environmentally sustainable and digital economy, improve competitiveness ***and productivity***, ensure ***fair wages and decent*** working conditions, foster innovation***, democracy at work, social dialogue and collective bargaining***, promote social justice, equal opportunities and upward socio-economic convergence***, support and invest in children and young people,*** tackle inequalities and regional disparities ***and eradicate poverty***.

Amendment 6

Proposal for a decision

Recital 7 – paragraph 1

Text proposed by the Commission	*Amendment*
Climate change and other environment-related challenges, the need to ensure a fair green transition, energy independence, enhanced competitiveness of net-zero industries and the need to secure Europe's open strategic autonomy, as well as the development of digitalisation, artificial intelligence and the platform economy, an increase in teleworking and demographic change are deeply transforming Union economies and societies. The Union and its Member States are to work together to effectively and proactively address such 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 while recognising the role of social partners, in accordance with the TFEU and with the Union's provisions on economic governance, taking into account the European Pillar of Social Rights. Such policy action should encompass a boost in sustainable investment across all EU regions, a renewed commitment to appropriately sequenced reforms and investments that enhance sustainable and inclusive economic growth, the creation of quality jobs, productivity, ***adequate*** working conditions, social and territorial cohesion, upward socio-economic convergence, resilience and the exercise of fiscal responsibility.	Climate change***, the loss of biodiversity*** and other environment-related challenges, the need to ensure a fair green transition, energy independence, enhanced competitiveness of net-zero industries and the need to secure Europe's open strategic autonomy, as well as the development of digitalisation, artificial intelligence and the platform economy, an increase in teleworking and demographic change are deeply transforming Union economies and societies. The Union and its Member States are to work together to effectively and proactively address such structural developments and adapt existing systems as needed, recognising the close interdependence of the Member States' economies and labour markets, and relatedx policies. This requires coordinated, ambitious and effective policy action at Union***,*** national ***and regional*** levels while recognising the role of ***and involving the*** social partners, in accordance with the TFEU and with the Union's provisions on economic governance, taking into account the European Pillar of Social Rights. Such policy action should encompass a boost in sustainable investment across all EU regions, a renewed commitment to appropriately sequenced reforms and investments that enhance sustainable and inclusive economic growth, the creation of quality jobs, productivity, ***decent*** working conditions, social and territorial cohesion, upward socio-economic convergence, ***social justice, equal opportunities,*** resilience and the exercise of fiscal ***and social*** responsibility.

Amendment 7

Proposal for a decision

Recital 11

Text proposed by the Commission	*Amendment*
(11) 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 with the Ukrainian people, underlining Russia's violation of international law and the principles of the United Nations Charter. In the current context, temporary protection, as granted by Council Implementing Decision (EU) 2022/382 and extended by the Council Implementing Decision (EU) 2023/2409 ([37]), offers quick and effective assistance in Union countries to displaced people fleeing Russia's war of aggression against Ukraine and allows such displaced people	(11) 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 with the Ukrainian people, underlining Russia's violation of international law and the principles of the United Nations Charter. In the current context, temporary protection, as granted by Council Implementing Decision (EU) 2022/382 and extended by the Council Implementing Decision (EU) 2023/2409 ([37]), offers quick and effective assistance in Union countries to displaced people fleeing Russia's war of aggression against Ukraine and allows such displaced people

Text proposed by the Commission	*Amendment*
to enjoy minimum rights across the Union that offer an adequate level of protection. By participating in the Union's labour markets, persons displaced from Ukraine can continue to contribute to strengthening the Union's economy and help support their country and people at home. In the future, the experience and skills acquired 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 continue to involve social partners in the design, implementation and evaluation of policy measures that aim to address the employment and skills challenges, including the recognition of qualifications of people displaced from Ukraine. Social partners play a key role in mitigating the impact of that the war in terms of preserving employment and production.	to enjoy minimum rights across the Union that offer an adequate level of protection***. Such assistance, according to Council Directive 2001/55/EC*** ([37a])***, needs to be extended to all displaced persons and refugees fleeing the war in Ukraine***. By participating in the Union's labour markets, persons displaced from Ukraine can continue to contribute to strengthening the Union's economy and help support their country and people at home. In the future, the experience and skills acquired 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 ***ensure that the implementation of the European Child Guarantee ensures access to free services for children fleeing Ukraine on an equal footing with their peers in the hosting countries. Member States should*** continue to involve social partners in the design, implementation and evaluation of policy measures that aim to address the employment and skills challenges, including the recognition of qualifications of people displaced from Ukraine. Social partners play a key role in mitigating the impact of that the war in terms of preserving employment and production.
([37]) 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 (OJ L 71, 4.3.2022, p. 1) and the Council Implementing Decision (EU 2023/2409) of 19 October 2023 extending temporary protection as introduced by Implementing Decision (EU) 2022/382.	([37]) 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 (OJ L 71, 4.3.2022, p. 1) and the Council Implementing Decision ((EU) 2023/2409) of 19 October 2023 extending temporary protection as introduced by Implementing Decision (EU) 2022/382.
	([37a]) 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, 7.8.2001, p. 12).

Amendment 8

Proposal for a decision

Recital 12 – paragraph 1

Text proposed by the Commission	*Amendment*
Reforms to the labour market, including national wage-setting mechanisms, should respect national practices of social dialogue and the autonomy of the social partners, with a view to providing fair wages that enable a decent standard of living, sustainable growth and upward socio-economic convergence. Such reforms should allow for a broad consideration of socio-economic factors, including improvements in sustainability,	Reforms to the labour market, including national wage-setting mechanisms, should respect ***and strengthen*** national practices of social dialogue***, collective bargaining*** and the autonomy of the social partners, with a view to providing fair wages that enable a decent standard of living, sustainable growth and upward socio-economic ***and territorial*** convergence. Such reforms should allow for a broad consideration

Text proposed by the Commission	*Amendment*
competitiveness, innovation, the creation of quality jobs, working conditions, in-work poverty, education, training and skills, public health, social protection and inclusion, as well as real incomes. The importance of social dialogue in tackling challenges in the world of work, including labour and skills shortages, was reaffirmed at the 2024 Val Duchesse Summit.	of socio-economic factors, including improvements in sustainability, competitiveness, innovation, the creation of quality jobs, ***decent*** working conditions***, democracy at work, gender equality***, in-work poverty, education, training and skills, public health, social protection and inclusion, as well as real incomes***. Member States should implement Directive (EU) 2022/2041 without delay. Member States, starting with an effective and rigorous implementation of Directive (EU) 2023/970, are also invited to take measures to ensure wage transparency, implement monitoring policies and stimulate companies to implement equal pay action plans***. The importance of social dialogue in tackling challenges in the world of work, including labour and skills shortages, was reaffirmed at the 2024 Val Duchesse Summit.

Amendment 9

Proposal for a decision

Recital 12 – paragraph 2

Text proposed by the Commission	*Amendment*
The Recovery and Resilience Facility and other Union funds are supporting Member States in implementing reforms and investments that are in line with the Union's priorities, making Union economies and societies more sustainable and resilient and better prepared for the green and digital transitions in the changing context following the COVID-19 pandemic. Russia's war of aggression against Ukraine has further aggravated pre-existing socio-economic challenges, as higher energy prices particularly affected low-income households. 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 and technologies, in particular 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.	The Recovery and Resilience Facility and other Union funds are supporting Member States in implementing reforms and investments that are in line with the Union's priorities, making Union economies and societies more sustainable and resilient and better prepared for the green and digital transitions in the changing context following the COVID-19 pandemic. Russia's war of aggression against Ukraine has further aggravated pre-existing socio-economic challenges, as higher energy prices particularly affected low-income households. 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 and technologies, in particular 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. ***Therefore, democracy at work has to be strengthened at Union and national level.***

Amendment 10

Proposal for a decision

Recital 12 – paragraph 3

Text proposed by the Commission	*Amendment*
A coherent set of active labour market policies, consisting of temporary and targeted hiring and transition incentives, skills policies including learning for the green transition and sustainable development and targeted, effective and adaptable employment services, is needed to support labour market transitions and make full use of untapped labour market potential, also in line with the active inclusion approach and in light of the green and digital ***transformation-sas*** highlighted inter alia in the La Hulpe Declaration on the Future of the European Pillar of Social Rights ([38]). Adequate working conditions, including occupational health and safety, and both the physical and mental health of workers should be ensured.	A coherent set of active labour market policies, consisting of temporary and targeted hiring and transition incentives, skills policies including learning for the green transition and sustainable development and targeted, effective and adaptable employment services, is needed to support labour market transitions and make full use of untapped labour market potential, also in line with the active inclusion approach and in light of the green and digital ***transformations as*** highlighted inter alia in the La Hulpe Declaration on the Future of the European Pillar of Social Rights ([38]). Adequate working conditions, including occupational health and safety, and both the physical and mental health of workers should be ensured. ***There is therefore an urgent need for a package on quality employment including legislative initiatives on decent working conditions with regard to telework, the right to disconnect, and artificial intelligence (AI) at the workplace; a revision of the directives on public procurement to ensure they promote collective bargaining; a 'vision zero' approach aiming to prevent work-related deaths, including the prevention of hazards to workers from extreme weather caused by climate change and psychosocial risks at the workplace; a framework directive on minimum income schemes; an increase of the dedicated budget of the European Child Guarantee to at least EUR 20 billion; and climate change resilient safety nets integrating climate change adaptation into social protection programmes and a framework for demand-driven direct employment initiatives to support labour-market inclusion of workers faced by labour market transformations or long-term unemployment.***
([38]) La Hulpe Declaration on the Future of the European Pillar of Social Rights. La Hulpe, Belgium, 16 April 2024.	([38]) La Hulpe Declaration on the Future of the European Pillar of Social Rights. La Hulpe, Belgium, 16 April 2024.

Amendment 11

Proposal for a decision

Recital 13 – paragraph 1

Text proposed by the Commission	*Amendment*
Discrimination in all its forms should be ***tackled***, gender equality ensured and employment of young people ***supported***. Equal access and opportunities for all should be ensured and poverty and social exclusion***, in particular that of*** children, persons with disabilities ***and the*** Roma people,	Discrimination in all its forms should be ***eliminated***, gender equality ensured and employment of young people ***and people over 50 years old promoted***. Equal access and opportunities for all should be ensured and poverty and social exclusion ***eradicated, with a special emphasis on vulnerable***

Text proposed by the Commission	*Amendment*
should be ***reduced***, in particular by ensuring an effective functioning of labour markets and adequate and inclusive social protection systems, as set out in the Council Recommendation of 8 November 2019 and the Council Recommendation of 30 January 2023 ([39]). In addition, barriers to inclusive and future-oriented education, training, lifelong learning and labour-market participation should be removed and Member States should invest in early childhood education and care, in line with the European Child Guarantee and the Council Recommendation on early childhood education and care (the 'Barcelona targets for 2030'), in making vocational education and training more attractive and inclusive in line with the Council Recommendation on vocational education and training, and in digital and green skills, in line with the Digital Education Action Plan and the Council Recommendation on learning for the green transition and sustainable development and the Council Recommendation on Pathways for School Success. Access to affordable housing, including through social housing, is a necessary condition for ensuring equal opportunities. Timely and equal access to affordable high-quality long-term care, in line with the Council Recommendation on access to affordable high-quality long-term care, and healthcare services, including prevention and healthcare promotion, are particularly relevant, in light of potential future health risks and in a context of ageing societies.	***groups, namely*** children, persons with disabilities***, single parents, ethnic minorities, such as*** Roma people, ***LGBTIQA+ people, people living in remote and rural areas and older people. This*** should be ***done***, in particular by ensuring an effective functioning of labour markets and adequate and inclusive social protection systems, as set out in the Council Recommendation of 8 November 2019 and the Council Recommendation of 30 January 2023 ([39]). In addition, barriers to inclusive and future-oriented education, training***, retraining***, lifelong learning and labour-market participation should be removed and Member States should invest in early childhood education and care, in line with the European Child Guarantee and the Council Recommendation on early childhood education and care (the 'Barcelona targets for 2030'), in making vocational education and training more attractive and inclusive in line with the Council Recommendation on vocational education and training, and in digital and green skills, in line with the Digital Education Action Plan and the Council Recommendation on learning for the green transition and sustainable development and the Council Recommendation on Pathways for School Success. Access to ***decent and*** affordable housing, including through social housing, is a necessary condition for ensuring equal opportunities***, which is why the Union and the Member States should take the necessary actions to help deliver affordable housing for all. 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***. Timely and equal access to affordable high-quality long-term care, in line with the Council Recommendation on access to affordable high-quality long-term care, and healthcare services, including prevention and healthcare promotion, are particularly relevant, in light of potential future health risks and in a context of ageing societies. ***It is also necessary to encourage the adoption of measures to reduce existing purchasing power difference between regions and within Member States, considering that a more inclusive upward socio-economic convergence can positively affect the distribution of opportunities across the Union. Particular attention should be paid to underpaid professions, for example teachers and other professionals in education, professionals in the social and healthcare sector, transport and agricultural workers. Finally, Member States should include in their academic curricula programmes promoting understanding and appreciation of the fundamental principles of the Union, such as democracy, human rights and the rule of law, in order to foster greater awareness and active participation of young people in European democratic life.***
([39]) Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion (OJ C 41, 3.2.2023, p.1).	([39]) Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion (OJ C 41, 3.2.2023, p. 1).

Amendment 12

Proposal for a decision

Recital 13 – paragraph 2

Text proposed by the Commission	*Amendment*
The potential of persons with disabilities to contribute to economic growth and social development should be further realised, in line with the Strategy for the Rights of Persons with Disabilities ([40]) which invited Member States to set up employment and adult learning targets for persons with disabilities. The EU Roma Strategic Framework highlights the capacity within the marginalised Roma communities to reduce labour and skills shortages and aims to cut the employment gap between Roma and general population by at least half ([41]). New technologies and evolving workplaces throughout the Union allow for more flexible working arrangements as well as improved productivity and work-life balance, whilst contributing to the Union's green commitments. Those developments also bring new challenges to labour markets, affecting the working conditions, health and safety at work and effective access to adequate social protection for workers and the self-employed. Member States should ensure that new forms of work organisation translate into quality jobs and ***adequates*** healthy and safe workplaces and working conditions as well as work-life balance, maintaining established labour and social rights and strengthening Europe's social model.	The potential of persons with disabilities to contribute to economic growth and social development should be further realised, in line with the Strategy for the Rights of Persons with Disabilities ([40]) which invited Member States to set up employment and adult learning targets for persons with disabilities. The EU Roma Strategic Framework highlights the capacity within the marginalised Roma communities to reduce labour and skills shortages and aims to cut the employment gap between Roma and general population by at least half ([41]). New technologies and evolving workplaces throughout the Union allow for more flexible working arrangements as well as improved productivity and work-life balance, whilst contributing to the Union's green commitments. Those developments also bring new challenges to labour markets, affecting the working conditions, health and safety at work and effective access to adequate social protection for workers and the self-employed. Member States should ensure that new forms of work organisation translate into quality jobs and ***adequate*** healthy and safe workplaces and working conditions as well as work-life balance, ***active and healthy ageing,*** maintaining established labour and social rights and strengthening Europe's social model.
([40]) COM(2021) 101 final.	([40]) COM(2021)0101.
([41]) EU Roma strategic framework for equality, inclusion and participation for 2020-2030, COM(2020) 620 final.	([41]) EU Roma strategic framework for equality, inclusion and participation for 2020-2030, COM(2020)0620.

Amendment 13

Proposal for a decision

Annex – guideline 5 – paragraph 1

Text proposed by the Commission	*Amendment*
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 Union and national headline targets for 2030 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 micro, small and medium-sized enterprises, including through access to finance. Member States should actively promote the development of the social	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 Union and national headline targets for 2030 on employment. ***If well anticipated and substantially funded, the transition towards sustainable, renewable and circular economies generates potential to create significant number of new jobs and to transform existing employment into green and sustainable jobs in most sectors.*** To that end, ***Member States*** should ***facilitate the hiring of people by*** businesses***, make***

Text proposed by the Commission	*Amendment*
economy, including social enterprises, and tap into its full potential. They should develop relevant measures and ***strategiesfor*** the social economy, foster social innovation ***and*** encourage business models that create quality job opportunities and generate social welfare, notably at local level, including in the circular economy and in territories most affected by the transition to a green economy, including through targeted financial and technical support.	***significant investments in the green transition***, ***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 micro, small and medium-sized enterprises, including through ***better*** access to finance. Member States should ***fully implement the Social Economy Action Plan and the Green Deal and*** actively promote the development of the social economy, including social enterprises, and tap into its full potential. They should develop relevant measures and ***strategies for*** the social economy, ***and*** foster social innovation***. Member States should*** encourage business models that create quality job opportunities and generate social welfare, notably at local level, including in the circular economy and in territories most affected by the transition to a green economy, including through targeted financial and technical support.

Amendment 14

Proposal for a decision

Annex – guideline 5 – paragraph 2

Text proposed by the Commission	*Amendment*
To strengthen resilience in the face of possible economic and/or labour market shocks, well-designed ***short-time*** work schemes and similar arrangements play an important role. ***They*** can also support structural transformations by facilitating and supporting restructuring processes and the reallocation of labour from declining sectors towards emerging ones, thereby increasing productivity, preserving employment and helping to modernise 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 quality job creation and transitions throughout the working life, and to address labour and skill shortages, also in light of the digital and green transformations, demographic change, as well as of the impact of Russia's war of aggression against Ukraine.	To strengthen resilience in the face of possible economic and/or labour market shocks, well-designed***, short-term*** work schemes***, like those developed in the context of the European instrument for temporary Support to mitigate Unemployment Risks in an Emergency,*** and similar arrangements play an important role. ***Member States should address the impact of present and future crises, including the intensifying impacts of climate change such as heatwaves, droughts or wildfires on the labour market. Short-term work schemes*** can also support structural transformations by facilitating and supporting restructuring processes and the reallocation of labour from declining sectors towards emerging ones, thereby increasing productivity, preserving employment and helping to modernise the economy, including via associated skills development. Well-designed hiring and transition incentives***, lifelong learning, VET,*** and upskilling and reskilling measures***, developed in close cooperation with social partners,*** should be considered in order to support quality job creation and transitions throughout the working life, and to address labour and skill shortages, also in light of the digital and green transformations, demographic change, as well as of the impact of Russia's war of aggression against Ukraine. ***Recruitment difficulties and labour shortages are particularly prevalent in sectors with challenging working conditions and poor job quality. The creation of quality jobs and the implementation of retention strategies are therefore essential to attract skilled workers. Member States should encourage employers to provide decent working and employment conditions and to invest in their workforce.***

Amendment 16

Proposal for a decision

Annex – guideline 5 – paragraph 4

Text proposed by the Commission	*Amendment*
Member States, including those with statutory minimum wages, should promote collective bargaining on wage setting and ensure an effective involvement of social partners in a transparent and predictable manner, allowing for 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 also take into account socio-economic conditions, including employment growth, competitiveness, purchasing power and regional and sectoral developments. Respecting national practices and the autonomy of the social partners, Member States and social partners should ensure that all workers have adequate wages by benefitting, directly or indirectly, from collective agreements or adequate statutory minimum wages, taking into account their impact on competitiveness, quality job creation, purchasing power and in-work poverty.	Member States, including those with statutory minimum wages, should promote collective bargaining on wage setting and ensure an effective involvement of social partners in a transparent and predictable manner, allowing for adequate responsiveness of wages to ***long-term*** productivity developments***, inflation and the cost of living,*** and fostering fair wages that enable a decent standard of living ***for all workers***, paying particular attention to lower and middle income groups with a view to strengthening upward socio-economic convergence. Wage-setting mechanisms should also take into account socio-economic conditions, including employment growth, competitiveness, purchasing power and regional and sectoral developments. Respecting national practices and the autonomy of the social partners, Member States and social partners should ensure that all workers have adequate wages by benefitting, directly or indirectly, from collective agreements or adequate statutory minimum wages, taking into account their impact on competitiveness, quality job creation, purchasing power and in-work poverty.

Amendment 17

Proposal for a decision

Annex – guideline 5 – paragraph 4 a (new)

Text proposed by the Commission	*Amendment*
	In order to avoid the offshoring of companies that have received European aid, it is essential to review existing state aid rules and funding programmes and establish strategic solutions aiming to maintain the industrial base within the Union. This includes strengthening European strategic autonomy and promoting a robust European industrial policy. Furthermore, the transition must be accompanied by social and employment measures to ensure a just transition for all, ensuring that no workers or communities are left behind during this process.

Amendment 18

Proposal for a decision

Annex – guideline 6 – paragraph 1

Text proposed by the Commission	*Amendment*
In the context of the digital and green transitions, demographic change and Russia's war of aggression against Ukraine, Member States should promote sustainability, productivity, competitiveness, employability and ***human capital*** development***, fostering*** acquisition of skills and competences throughout people's lives and responding to current and future labour market needs, also in light of the Union and national headline targets for 2030 on skills. Member States should also modernise and invest in their education and training systems to provide high quality and inclusive education and training including vocational education and training, improve educational outcomes and the provision of skills and competences needed for the green and digital transitions, and ensure access to digital learning, language training (e.g. in the case of refugees including from Ukraine or in facilitating labour market access in cross-border regions) and the acquisition of entrepreneurial skills. Member States should work together with the social partners, education and training providers, enterprises and other stakeholders, also in the context of the action plan to tackle labour and skills shortages put forward by the Commission in March 2024, to address structural weaknesses in education and training systems and improve their quality and labour-market relevance, including through targeted financial and technical support. This would also contribute to enabling the green and digital transitions, addressing skills mismatches and labour shortages, including for activities related to net-zero and digital industries, including those relevant for the EU's economic security, and those related to the green transition, such as renewable energy deployment or buildings' renovation.	In the context of the digital and green transitions, demographic change and Russia's war of aggression against Ukraine, Member States should promote sustainability, productivity, ***inclusiveness,*** competitiveness, employability and ***the*** development ***and*** acquisition of skills and competences throughout people's lives and responding to current and future labour market needs, also in light of the Union and national headline targets for 2030 on skills. Member States should also modernise and invest in their education and training systems to provide high quality and inclusive education and training including vocational education and training, improve educational outcomes and the provision of skills and competences needed for the green and digital transitions, and ensure access to digital learning, language training (e.g. in the case of refugees including from Ukraine or in facilitating labour market access in cross-border regions) and the acquisition of entrepreneurial skills***, which are not yet included in typical educational plans***. Member States should work together with the social partners, education and training providers, enterprises and other stakeholders, also in the context of the action plan to tackle labour and skills shortages put forward by the Commission in March 2024, to address structural weaknesses in education and training systems and improve their quality and labour-market relevance, including through targeted financial and technical support. ***The right to paid educational leave for professional purposes should be encouraged to allow workers to attend training programmes during working hours and at no cost to the workers, in line with relevant conventions of the International Labour Organization.*** This would also contribute to enabling the green and digital transitions, addressing skills mismatches and labour shortages, including for activities related to net-zero and digital industries, including those relevant for the EU's economic security, and those related to the green transition, such as renewable energy deployment or buildings' renovation. ***Decent working conditions, comprising, inter alia, fair wages, standard employment contracts, access to social protection, lifelong learning opportunities, occupational health and safety, a good work-life balance, reasonable working time, worker's representation, democracy at work and collective bargaining, play a crucial role in attracting and retaining skilled workers.***

Amendment 19

Proposal for a decision

Annex – guideline 6 – paragraph 2

Text proposed by the Commission	*Amendment*
Particular attention should be paid to ***adressing the*** decline in the educational performance of young people, especially in the area of basic skills. Action is needed to address the challenges faced by the teaching profession, including its attractiveness, tackling teacher shortages, and the need to invest in teachers' and trainers' digital skills competences. Moreover, education and training systems should equip all learners with key competences, including basic and digital skills as well as transversal competences, and critical thinking in light of the threat of disinformation, to lay the foundations for adaptability and resilience throughout life, while ensuring that teachers are prepared to foster those competencies in learners. Member States should support working age adults in accessing training and increase individuals' incentives and motivation to seek training, including, where appropriate, through individual learning accounts**,** and ensuring their transferability during professional transitions, as well as through a reliable system of training quality assessment. Member States should explore the use 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 employment and social outcomes and productivity, addressing labour-market shortages and skills mismatches, improving the overall resilience of the economy to shocks and making potential adjustments easier.	Particular attention should be paid to ***addressing any*** decline in the educational performance of young people, especially in the area of basic skills. Action is needed to address the challenges faced by the teaching profession, including its attractiveness, tackling teacher shortages, and the need to invest in teachers' and trainers' digital skills competences. Moreover, education and training systems should equip all learners with key competences, including basic and digital skills as well as transversal competences, and critical thinking in light of the threat of disinformation, to lay the foundations for adaptability and resilience throughout life, ***needed for successful transitions, particularly in the context of climate change,*** while ensuring that teachers are prepared to foster those competencies in learners. Member States should support working age adults in accessing training and increase individuals' incentives and motivation to seek training, including, where appropriate, through individual learning accounts and ensuring their transferability during professional transitions, as well as through a reliable system of training quality assessment. Member States should explore the use 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, ***with special attention to workers over 50 years old,*** strengthening employment and social outcomes and productivity, addressing labour-market shortages and skills mismatches, improving the overall resilience of the economy to shocks and making potential adjustments easier.

Amendment 20

Proposal for a decision

Annex – guideline 6 – paragraph 3

Text proposed by the Commission	*Amendment*
Member States should foster equal opportunities for all by addressing inequalities in education and training systems, including in terms of regional coverage. In particular, children should be provided with access to affordable and high-quality early childhood education and care, in line with the new 'Barcelona targets' and the European Child Guarantee Member States should raise overall qualification levels, reduce the number of early leavers from education and training, support	Member States should foster equal opportunities for all by addressing inequalities in education and training systems, including in terms of regional coverage. In particular, children should be provided with access to affordable and high-quality early childhood education and care, in line with the new 'Barcelona targets' and the European Child Guarantee Member States should raise overall qualification levels, reduce the number of early leavers from education and training, support

Text proposed by the Commission	*Amendment*
equal access to education of children from disadvantaged groups and remote areas, increase the attractiveness of vocational education and training (VET), support access to and completion of tertiary education, and increase the number of science, technology, engineering and mathematics (STEM) graduates both in VET and in tertiary education, especially women. Top performance and excellence in educational outcomes should also be supported, given their role in fostering the future innovation potential of the EU. ***Mermber*** States should 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 disadvantaged backgrounds and the least qualified. Taking into account the new requirements of digital, green and ageing societies, Member States should upgrade and increase the supply and uptake of flexible initial and continuing VET, strengthen work-based learning in their VET systems, including through accessible, quality and effective apprenticeships, and support low-skilled adults maintain their employability. Furthermore, Member States should enhance the labour-market relevance of tertiary education and***, where appropriate,*** research; improve skills monitoring and forecasting; make skills and qualifications more visible and comparable, including those acquired abroad, and ensure a more consistent use of EU-wide classifications (i.e. ESCO); and increase opportunities for recognising and validating skills and competences acquired outside formal education and training, including for refugees and persons under a temporary protection status. Beyond using the untapped potential of the EU domestic workforce, ***attracting talent and skills from outside the EU via managed*** migration and preventing exploitative working conditions can also contribute to addressing skills and labour shortages, including those linked to the green and digital transitions such as in STEM sectors ***and*** in healthcare and long-term care.	equal access to education of children from disadvantaged groups and remote areas, increase the attractiveness of vocational education and training (VET), support access to and completion of tertiary education, and increase the number of science, technology, engineering and mathematics (STEM) graduates both in VET and in tertiary education, especially women. Top performance and excellence in educational outcomes should also be supported, given their role in fostering the future innovation potential of the EU. ***Member*** States should facilitate the transition from education to employment for young people through quality***, paid*** traineeships and apprenticeships, as well as increase adult participation in continuing 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 upgrade and increase the supply and uptake of flexible initial and continuing VET, strengthen work-based learning in their VET systems, including through accessible, quality and effective apprenticeships, and support low-skilled adults maintain their employability. Furthermore, Member States should enhance***, where appropriate,*** the labour-market relevance of tertiary education and research; improve skills monitoring and forecasting; make skills and qualifications more visible and comparable, including those acquired abroad, and ensure a more consistent use of EU-wide classifications (i.e. ESCO); and increase opportunities for recognising and validating skills and competences acquired outside formal education and training, including for refugees and persons under a temporary protection status. Beyond using the untapped potential of the EU domestic workforce, ***opening legal pathways for*** migration and preventing exploitative working conditions ***by ensuring equal treatment between local workers and third-country nationals*** can also contribute to addressing skills and labour shortages, including those linked to the green and digital transitions such as in STEM sectors ***as well as*** in healthcare and long-term care***, education, transport and construction***. ***Member States should likewise ensure that labour migration does not result in a deterioration of existing working conditions for domestic workers. The adoption of an EU Talent Pool, combined with an ambitious transposition of the EU Blue Card Directive, could offer opportunities to tackle labour shortages across skill levels and sectors.***

Amendment 21

Proposal for a decision

Annex – guideline 6 – paragraph 4

Text proposed by the Commission	*Amendment*
Member States should provide unemployed and inactive people with effective, timely, coordinated and tailor-made assistance based on support for job searches, training, up- and reskilling and access to other enabling services, paying particular attention to vulnerable groups and people affected by the green and digital transitions or labour market shocks. 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 leaving from education and training and structural improvement of the school-to-work transition, including through the full implementation of the reinforced Youth Guarantee, which should also support quality youth employment opportunities. In addition, Member States should boost efforts notably at highlighting how the green and digital transitions offer a renewed perspective for the future and opportunities for young people in the labour market.	Member States should provide unemployed and inactive people with effective, timely, coordinated and tailor-made assistance based on support for job searches, training, up- and reskilling and access to other enabling services, paying particular attention to vulnerable groups and people affected by the ***necessary*** green and digital transitions or labour market shocks. Comprehensive strategies that include in-depth individual assessments of unemployed people should be pursued as soon as possible, 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 leaving from education and training and structural improvement of the school-to-work transition, including through the full implementation of the reinforced Youth Guarantee, which should also support quality youth employment opportunities. In addition, Member States should boost efforts notably at highlighting how the green and digital transitions offer a renewed perspective for the future and opportunities for young people in the labour market.

Amendment 22

Proposal for a decision

Annex – guideline 6 – paragraph 5

Text proposed by the Commission	*Amendment*
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 (often women) and those furthest from the labour market, including people with a migrant background and ***marginalised*** Roma people. In view of high labour shortages in certain occupations and sectors (notably in STEM sectors, healthcare and long-term care, education, transport and construction), Member States should contribute to fostering labour supply, notably through promoting adequate wages and working conditions, ensuring that the design of tax and benefit systems ***encourages*** labour market participation, and that active labour market policies are effective and accessible, respecting the role of social partners. Member States should also support a work environment adapted for persons with disabilities, including through targeted financial and technical support, information and awareness raising, and services that enable them to participate in the labour market and in	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 (often women) and those furthest from the labour market, including people with a migrant background and Roma people. In view of high labour shortages in certain occupations and sectors (notably in STEM sectors, healthcare and long-term care, education, transport and construction), Member States should contribute to fostering labour supply, notably through promoting adequate wages and ***decent*** working conditions, ensuring that the design of tax and benefit systems ***support*** labour market participation, and that active labour market policies are effective and accessible, respecting the role of social partners. Member States should also support a work environment adapted for persons with disabilities, including through targeted financial and technical support, information and awareness raising, and services that enable them to participate in the labour market and in

Text proposed by the Commission	*Amendment*
society. The gender employment and pay gaps as well as gender stereotypes 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 leadership access at all levels of decision making, as well as by tackling violence and harassment at work which is a problem that mainly affects women. 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, as well as through adequate policies catering to the changes brought to the world of work by digitalisation. 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 parents.	society***, whereby the social economy could play a key role in securing quality jobs for persons with disabilities. The various guidelines developed within the framework of the employment package of the European Strategy for the Rights of Persons with Disabilities 2023-2030 should be fully implemented in workplaces. Particular attention should be given to the right to reasonable accommodation, deployment of retention strategies, and the fight against discriminatory practices***. The gender employment and pay gaps as well as ***occupational*** gender stereotypes ***and gender-segmented labour markets, reflecting systematic gender gaps in access to relevant education and training,*** 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 leadership access at all levels of decision making, as well as by tackling violence and harassment at work which is a problem that mainly affects women. 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, as well as through adequate policies catering to the changes brought to the world of work by digitalisation. ***The right of workers to disconnect is essential in this context.*** 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 parents.

Amendment 23

Proposal for a decision

Annex – guideline 7 – paragraph 1

Text proposed by the Commission	*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***	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 ***for the protection of*** labour rights***, a high level of*** social protection ***and***

Text proposed by the Commission	*Amendment*
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. Furthermore, Member States should support workers, businesses, and other actors in the digital transformation, including via promoting the uptake of ethical and trustworthy ***Artificial Intelligence*** **(**AI**)** tools. This can range from policies to upskill and reskill workers for new occupations and incentives for companies to develop and deploy technologies that have the potential to increase productivity, complement human labour, and alleviate labour shortages in critical sectors. In general, and in the digital context in particular, it is important to ensure that the workers' rights in terms of working time, working conditions, mental health at work and work-life balance are respected. Employment relationships that lead to precarious working conditions ***should*** be prevented, including cases involving platform workers***, by ensuring*** fairness, transparency and accountability in the use of algorithms, and ***by fighting*** abuse of atypical contracts. Access to effective, impartial dispute resolution and a right to redress, including adequate compensation, where applicable, should be ensured in cases of unfair dismissal.	***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 companies and employers to adapt to changes. Member States should fully implement EU occupational health and safety regulations, including binding occupational exposure limit values, in order to work towards reducing the number of fatal accidents at work and eliminating workplace cancer***. Promoting the use of flexible working arrangements such as teleworking can contribute to higher employment levels and more inclusive labour markets ***and can contribute to enabling previously excluded groups of workers to access the labour market. At the same time, it also risks diluting boundaries between working time and private life, therefore there is a need for a directive on the right to disconnect***. Furthermore, Member States should support workers, businesses, and other actors in the digital transformation, including via promoting the uptake of ethical and trustworthy AI tools. This can range from policies***, developed in cooperation with social partners,*** to upskill and reskill workers for new occupations and incentives for companies to develop and deploy technologies that have the potential to increase productivity, complement human labour, and alleviate labour shortages in critical sectors. In general, and in the digital context in particular, it is important to ensure that the workers' rights in terms of working time, ***democracy at work,*** working conditions, mental health at work and work-life balance are respected ***and equally applied for all workers, regardless of the size of the company or the underlying employment contract***. Employment relationships that lead to precarious working conditions***, such as bogus self-employment, bogus traineeships or other types of disguised employment, must*** be prevented, including cases involving platform workers***. It is therefore essential that Member States implement the directive on improving the working conditions in platform work, ensure people working through digital labour platforms can fully enjoy their rights and social benefits, strengthen labour inspections and introduce dissuasive sanctions. Member States should ensure*** fairness, transparency and ***human*** accountability in the use of algorithms, and ***fight the*** abuse of atypical contracts. Access to effective, impartial dispute resolution and a right to redress, including adequate compensation, where applicable, should be ensured in cases of unfair dismissal.

Amendment 24

Proposal for a decision

Annex – guideline 7 – paragraph 2

Text proposed by the Commission	*Amendment*
Policies should aim to improve and support labour-market participation, matching and transitions, also in light of demographic change, and including in disadvantaged regions. Member States should effectively activate and enable those who can participate in the labour market, especially underrepresented groups, such as women and ***yound*** people, as well as people in vulnerable situations, such as lower-skilled people and the long-term unemployed, persons with disabilities, people with a migrant background, including persons under a temporary protection status, people from ***marginalised*** Roma communities and older workers. 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, while they are seeking work and based on their rights and responsibilities. Member States should make the best use of EU funding and technical support to 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, supporting their capacity to use data and digital technology. ***Private employment services also play a role in this respect.***	Policies should aim to improve and support labour-market participation, matching and transitions, also in light of demographic change, and including in disadvantaged regions. Member States should effectively activate and enable those who can participate in the labour market, especially underrepresented groups, such as women and ***young*** people, as well as people in vulnerable situations, such as lower-skilled people and the long-term unemployed, persons with disabilities, people with a migrant background, including persons under a temporary protection status, people from Roma communities and older workers. 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, while they are seeking work and based on their rights and responsibilities. Member States should make the best use of EU funding and technical support ***as well as national resources*** to 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, supporting their capacity to use data and digital technology.

Amendment 25

Proposal for a decision

Annex – guideline 7 – paragraph 3

Text proposed by the Commission	*Amendment*
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, including up- and reskilling measures, also in light of labour and skills shortages.	Member States should provide the unemployed with adequate unemployment benefits of ***sufficient*** duration, in line with their contributions and national eligibility rules and ***based on the principle of non-discrimination. That*** should be accompanied by active labour market policies, including up- and reskilling measures, also in light of labour and skills shortages ***and mismatches, with the support of mutual learning mechanisms between Member States***.

Amendment 26

Proposal for a decision

Annex – guideline 7 – paragraph 4

Text proposed by the Commission	*Amendment*
The mobility of learners, apprentices and workers should be increased and adequately supported, especially for learners in vocational education and training with fewer mobility experiences, with the aim of enhancing their skills and employability, exploiting the full potential of the European labour market and contributing to EU-level competitiveness. Obstacles to intra-EU labour mobility, including procedures to recognise professional qualifications or transfer acquired social security rights, should be tackled. Fair and decent conditions for all those pursuing a cross-border activity should be ensured by avoiding discrimination and ensuring equal treatment with EU nationals, enforcing national and EU legislation and stepping up administrative cooperation between national administrations with regard to mobile workers, benefitting from the assistance of the European Labour Authority.	The mobility of learners, apprentices and workers should be increased and adequately supported, especially for learners in vocational education and training with fewer mobility experiences, with the aim of enhancing their skills and employability, exploiting the full potential of the European labour market and contributing to EU-level competitiveness. Obstacles to intra-EU labour mobility, including procedures to recognise professional qualifications or transfer acquired social security rights, should be tackled. ***On the basis of the work of the Single Market Enforcement Taskforce, Member States should simplify and standardise their reporting requirements. Additionally, Member States should enable their administrations to receive standardised documents in other Union languages.*** Fair and decent conditions for all those pursuing a cross-border activity should be ensured by avoiding discrimination and ensuring equal treatment with EU nationals, enforcing national and EU legislation and stepping up administrative cooperation between national administrations with regard to mobile workers, benefitting from the assistance of the European Labour Authority. ***While supporting labour mobility, Member States should also effectively counter the negative impact of brain drain in certain regions, especially in southern and eastern Member States as well as in remote and rural areas.***

Amendment 27

Proposal for a decision

Annex – guideline 7 – paragraph 5

Text proposed by the Commission	*Amendment*
The mobility of workers in critical occupations and of cross-border, seasonal and posted workers should be supported in the case of temporary border closures ***triggered by public health considerations***. Member States should further engage in talent partnerships to enhance legal migration pathways by launching new mobility schemes and provide for an effective integration policy for workers and their families, encompassing education and training, including language training, employment, health and housing.	The mobility of workers in critical occupations and of cross-border, seasonal and posted workers should be supported in the case of temporary border closures. Member States should further engage in talent partnerships to enhance legal migration pathways by launching new mobility schemes and provide for an effective integration policy for workers and their families, encompassing education and training, including language training, employment, health and housing.

Amendment 28

Proposal for a decision

Annex – guideline 7 – paragraph 6

Text proposed by the Commission	*Amendment*
Member States should also strive to create the appropriate conditions for new forms of work, and working methods, delivering on their job-creation potential while ensuring they are compliant with existing social rights. They should provide advice and guidance on the rights and obligations which apply in the context of atypical contracts and new forms of work, such as work through digital labour platforms and ***permanent or semi-permanent*** teleworking arrangements. 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 new forms of work. Member States should also consider providing support for enforcement – such as guidelines or dedicated trainings for labour ***inspectorates*** – concerning the challenges stemming from new forms of organising work, including the use of digital technologies and of AI, such as algorithmic management, workers' surveillance and telework.	Member States should also strive to create the appropriate conditions for new forms of work, and working methods, delivering on their job-creation potential while ensuring they are compliant with existing social rights ***as well as Union and national labour law***. They should provide advice and guidance on the rights and obligations which apply in the context of atypical contracts and new forms of work, such as work through digital labour platforms and teleworking arrangements. 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 new forms of work. Member States should also consider providing support for enforcement – such as ***strengthening the role, resources and capacity of the labour inspectorate and further measures such as*** guidelines or dedicated trainings for labour ***inspectors*** – concerning the challenges stemming from new forms of organising work, including the use of digital technologies and of AI, such as algorithmic management, workers' surveillance and telework.

Amendment 29

Proposal for a decision

Annex – guideline 7 – paragraph 7

Text proposed by the Commission	*Amendment*
Member States should ensure an enabling environment for bipartite and tripartite social dialogue at all levels, including collective bargaining, in the public and private sectors in accordance with national law and/or practice, after consultation and in close cooperation with social partners, while respecting their autonomy. Member States should involve social partners in a systematic, meaningful and timely manner in the design and implementation of employment, social and, where relevant, economic and other public policies including in the setting and updating of statutory minimum wages. Member States should promote a higher level of ***covergage*** of collective bargaining, including by promoting the building and strengthening of capacity of the social partners, enable effective collective bargaining at all appropriate levels and encourage coordination between and across those levels. The social partners should be encouraged to negotiate and	Member States should ***foster democracy at work and*** ensure an enabling environment for bipartite and tripartite social dialogue at all levels, including collective bargaining, in the public and private sectors in accordance with national law and/or practice, after consultation and in close cooperation with social partners, while respecting their autonomy. Member States should involve social partners in a systematic, meaningful and timely manner in the design and implementation of employment, social and, where relevant, economic and other public policies including in the setting and updating of statutory minimum wages. Member States should promote a higher level of ***coverage*** of collective bargaining, including by promoting the building and strengthening of capacity of the social partners, enable effective collective bargaining at all appropriate levels and encourage coordination between and across those levels. The social partners should

Text proposed by the Commission	*Amendment*
conclude collective agreements in matters relevant to them, fully respecting their autonomy and the right to collective action.	be encouraged to negotiate and conclude collective agreements in matters relevant to them, fully respecting their autonomy and the right to collective action. ***Member States should implement Directive (EU) 2022/2041 without delay and prepare action plans to increase the collective bargaining coverage in line with that Directive, where applicable.***

Amendment 30

Proposal for a decision

Annex – guideline 7 – paragraph 8

Text proposed by the Commission	*Amendment*
Where relevant, and building on existing national practices, Member States should take into account the relevant experience of civil society organisations' in employment and social issues.	***Without prejudice to the competences and autonomy of social partners as well as their right to negotiate and conclude collective agreements***, and building on existing national practices, Member States should ***also*** take into account the relevant experience of civil society organisations' in employment and social issues***, where relevant***.

Amendment 31

Proposal for a decision

Annex – guideline 8 – paragraph 1

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

Amendment 32

Proposal for a decision

Annex – guideline 8 – paragraph 2

Text proposed by the Commission	*Amendment*
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 social exclusion and addressing inequalities, including through the design of their tax and benefit systems and by assessing the distributional impact of policies. Complementing universal approaches with targeted 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. Particular ***attention*** should be ***paid*** to vulnerable households that are most ***affectedby*** the green and digital transitions and by high cost of living, including energy costs. Member States should further address gaps in access to social protection for workers and the self-employed in light of the rise of atypical forms of work.	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 social exclusion and addressing inequalities, including through the design of their tax and benefit systems and by assessing the distributional impact of policies. Complementing universal approaches with targeted 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. Particular ***support*** should be ***provided*** to vulnerable households that are most ***affected by climate change, by the challenges related to*** the green and digital transitions***,*** and by ***the*** high cost of living, including energy costs. Member States should further address gaps in access to social protection for workers and the self-employed in light of the rise of atypical forms of work.

Amendment 33

Proposal for a decision

Annex – guideline 8 – paragraph 3

Text proposed by the Commission	*Amendment*
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 supporting and encouraging people to actively participate in the labour market and society, including through targeted provision of social ***services.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 Union headline and national targets for 2030 on poverty reduction. Child poverty and social exclusion should be especially addressed by comprehensive and integrated measures, including through the full implementation of the European Child Guarantee. Member States should ensure that everyone, including children, has access to essential services of good quality. For those in need or in a vulnerable situation, they should also ensure access to adequate	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 supporting and encouraging people ***in working age*** to actively participate in the labour market and society, including through targeted provision of social ***services. 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 ***as well as respite care and support for carers*** 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 Union headline and national targets for 2030 on poverty reduction. Child poverty and social exclusion should be especially addressed by comprehensive and integrated measures, including through the full implementation of the European Child Guarantee. Member States should ensure that everyone, including children, has access to essential services of good quality. For those in need or in a vulnerable situation, they should also ensure access

Text proposed by the Commission	*Amendment*
affordable and social housing or housing assistance. They should ensure a clean and fair energy transition and address energy poverty as an increasingly significant form of poverty, including, where appropriate, via targeted support measures aimed at households in vulnerable situations. Member States should make effective use of EU funding and technical support to invest in social housing, housing renovation and accompanying services and address the urgent need for affordable and decent housing. The specific needs of persons with disabilities, including accessibility, should be taken into account in relation to those services. Homelessness should be tackled specifically by promoting access to permanent housing and the provision of enabling support services.	to adequate affordable and social housing or housing assistance. They should ensure a clean and fair energy transition and ***urgently*** address energy poverty as an increasingly significant form of poverty, including, where appropriate, via targeted support measures aimed at households in vulnerable situations. Member States should make effective use of EU funding and technical support to invest in social housing, housing renovation and accompanying services and address the urgent need for affordable and decent housing. The specific needs of persons with disabilities, including accessibility, should be taken into account in relation to those services. Homelessness should be tackled specifically by promoting access to permanent housing ***(the 'housing first' approach)*** and the provision of enabling support services.

Amendment 34

Proposal for a decision

Annex – guideline 8 – paragraph 4

Text proposed by the Commission	*Amendment*
Member States should ensure timely access to affordable preventive and curative healthcare and long-term care of good quality, while safeguarding sustainability in the long term. In the context of an increasing demand for long-term care, also linked to demographic changes, gaps in adequacy, as well as ***workforce shortage and*** poor working ***conditionss***, should be addressed.	Member States should ensure timely access to affordable preventive and curative healthcare and long-term care of good quality, while safeguarding sustainability in the long term. In the context of an increasing demand for long-term care, also linked to demographic changes, gaps in adequacy, as well as ***labour shortages,*** poor working ***conditions and the often inadequate remuneration of carers***, should be addressed.

Amendment 35

Proposal for a decision

Annex – guideline 8 – paragraph 6

Text proposed by the Commission	*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 women and men to acquire and accrue pension rights, including through supplementary schemes to ensure ***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,***	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 ***a decent retirement*** income ***above the poverty line***. Pension reforms should be supported by policies that aim to reduce the gender pension gap***, including by***

Text proposed by the Commission	*Amendment*
such as by raising the effective retirement age***, notably by facilitating the 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.	***adequately valued periods of maternity and parental leave, and to promote active and healthy ageing and decent*** working ***conditions to ensure that workers can actually remain in employment until they reach 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***. Member States should establish a constructive dialogue with social partners and other relevant stakeholders, and allow for an appropriate phasing in of the reforms.