

THE LISBON AGENDA FOR GROWTH AND JOBS - A TOOL BOX FOR THE MAIN STAKEHOLDERS

In this section we have tried to identify the main key stakeholders/beneficiaries of the guidelines adopted as well as the Council formations responsible for their implementation, namely Ecofin; Competitiveness - which covers Research, Internal Market and Industry areas-; Employment, Social Policy, Health and Consumer Affairs; Education, Youth and Culture; Environment; Transport, Telecommunications and Energy.

Innovators

- developing and strengthening centres of excellence of educational and research institutions in Member States, as well as creating new ones where appropriate, and improving the cooperation and transfer of technologies between public research institute and private enterprises; (Competitiveness; Education, Youth and Culture)
- developing and making better use of incentives to leverage private R&D; (Competitiveness; Ecofin)
- ensuring a sufficient supply of qualified researchers by attracting more students into scientific, technical and engineering disciplines and enhancing the career development and the European, international as well as intersectoral mobility of researchers and development personnel; (Competitiveness; Education, Youth and Culture)
- improvements in innovation support services, in particular for dissemination and technology transfer; (Competitiveness)
- the creation and development of innovation poles, networks and incubators bringing together universities, research institution and enterprises, including at regional and local level, helping to bridge the technology gap between regions; (Competitiveness; Education, Youth and Culture)
- encouraging public procurement of innovative products and services; (Competitiveness; Ecofin)
- better access to domestic and international finance; (Competitiveness; Ecofin)
- efficient and affordable means to enforce intellectual property rights; (Competitiveness)
- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- the creation and development of networks of regional or local clusters across the EU with greater involvement of SMEs; (Competitiveness)
- the rapid spread of environmentally friendly and eco-efficient technologies; (Competitiveness; Environment)
- a redeployment of State aid in favour of support for certain horizontal objectives such as research, innovation and the optimisation of human capital and for well-identified market failures; (Competitiveness)
- reduce the administrative burden that bears upon enterprises, particularly on SMEs and start-ups; (Competitiveness)
- improve access to finance, in order to favour their creation and growth, in particular micro-loans and other forms of risk capital; (Competitiveness; Ecofin)

- strengthen the innovative potential of SMEs; (Competitiveness)
- reinforce entrepreneurship education and training for SMEs; (Competitiveness; Education, Youth and Culture)
- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness; Education, Youth and Culture)
- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture)

Enterprises

- developing and making better use of incentives to leverage private R&D; (Competitiveness; Ecofin)
- improvements in innovation support services, in particular for dissemination and technology transfer; (Competitiveness)
- the creation and development of innovation poles, networks and incubators bringing together universities, research institution and enterprises; (Competitiveness; Education, Youth and Culture)
- encouraging public procurement of innovative products and services; (Competitiveness; Ecofin)
- better access to domestic and international finance; (Competitiveness; Ecofin)
- efficient and affordable means to enforce intellectual property rights; (Competitiveness)
- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- fix the necessary framework for the related changes in the organisation of work in the economy; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- promote a strong European industrial presence in the key segments of ICT; (Competitiveness)
- encourage the development of strong ICT and content industries, and well functioning markets; (Competitiveness)
- promote new technological initiatives based on public-private partnerships; (Competitiveness)
- creation and development of networks of regional or local clusters across the EU with greater involvement of SMEs; (Competitiveness)
- give priority to energy efficiency and co-generation, the development of sustainable, including renewable, energies and the rapid spread of environmentally friendly and eco-efficient technologies; (Competitiveness; Environment)
- the promotion of sustainable production and consumption patterns including the greening of public procurement; (Competitiveness; Environment)
- speed up the transposition of Internal Market directives; (Competitiveness)
- eliminate remaining obstacles to cross-border activity; (Competitiveness)
- apply EU public procurement rules effectively; (Competitiveness)
- promote a fully operational internal market of services, while preserving the European social model; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)

- accelerate financial market integration by a consistent and coherent implementation and enforcement of the Financial Services Action Plan; (Competitiveness)
- the removal of regulatory, trade and other barriers that unduly hinder competition; (Competitiveness)
- a redeployment of aid in favour of support for certain horizontal objectives such as research, innovation and the optimisation of human capital; (Competitiveness; Education, Youth and Culture)
- reduce the administrative burden that bears upon enterprises, particularly on SMEs and start-ups; (Competitiveness)
- improve the quality of existing and new regulations, while preserving their objectives, through a systematic and rigorous assessment of their economic, social (including health) and environmental impacts, while considering and making progress in measurement of the administrative burden associated with regulation, as well as the impact on competitiveness, including in relation to enforcement; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Environment)
- encourage enterprises in developing their corporate social responsibility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Environment)
- improve access to finance, in order to favour their creation and growth, in particular micro-loans and other forms of risk capital; (Competitiveness)
- strengthen economic incentives, including by simplifying tax systems and reducing non-wage labour costs; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- provide relevant support services, like the creation of one-stop contact points and the stimulation of national support networks for enterprises; (Competitiveness)
- reinforce entrepreneurship education and training for SMEs; (Education, Youth and Culture)
- facilitate the transfer of ownership, modernise where necessary their bankruptcy laws, and improve their rescue and restructuring proceedings; (Competitiveness)
- develop adequate conditions for resourceefficient transport, energy and ICT infrastructures – in priority, those included in the TEN networks – by complementing Community mechanisms, notably including in cross-border sections and peripheral regions, as an essential condition to achieve a successful opening up of the network industries to competition; (Competitiveness; Environment; Transport, Telecommunications and Energy)
- better anticipation and positive management of change, including economic restructuring, notably changes linked to trade opening, so as to minimise their social costs and facilitate adaptation; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- the promotion and dissemination of innovative and adaptable forms of work organisation, with a view to improving quality and productivity at work, including health and safety; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if

appropriate, new forms of cost sharing; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)

- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture; Competitiveness)

Universities

- more effective and efficient public expenditure on R&D and developing PPPs; (Education, Youth and Culture; Competitiveness)
- developing and strengthening centres of excellence of educational and research institutions in Member States, as well as creating new ones where appropriate, and improving the cooperation and transfer of technologies between public research institute and private enterprises; (Education, Youth and Culture; Competitiveness)
- modernising the management of research institutions and universities; (Education, Youth and Culture; Competitiveness)
- ensuring a sufficient supply of qualified researchers by attracting more students into scientific, technical and engineering disciplines and enhancing the career development and the European, international as well as intersectoral mobility of researchers and development personnel; (Education, Youth and Culture; Competitiveness)
- the creation and development of innovation poles, networks and incubators bringing together universities, research institution and enterprises; (Education, Youth and Culture; Competitiveness)
- efficient and affordable means to enforce intellectual property rights; (Competitiveness)
- to encourage the sustainable use of resources; (Competitiveness)
- risk funds and R&D funding; (Competitiveness)
- better anticipation of skill needs, labour market shortages and bottlenecks; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- raising and ensuring the attractiveness, openness and quality standards of education and training, broadening the supply of education and training opportunities and ensuring flexible learning pathways and enlarging possibilities for mobility for students and trainees; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Competitiveness; Education, Youth and Culture)

Schools

- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- encourage the development of strong ICT and content industries, and well functioning markets; (Competitiveness)
- encourage the deployment of broad band networks, including for the poorly served regions, in order to develop the knowledge economy; (Competitiveness)
- Member States should reinforce entrepreneurship education; (Education, Youth and Culture)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- better anticipation of skill needs, labour market shortages and bottlenecks; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- significantly reducing the number of early school leavers; (Education, Youth and Culture)
- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- raising and ensuring the attractiveness, openness and quality standards of education and training, broadening the supply of education and training opportunities and ensuring flexible learning pathways and enlarging possibilities for mobility for students and trainees; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if appropriate, new forms of cost sharing; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

Young people

- ensuring a sufficient supply of qualified researchers by attracting more students into scientific, technical and engineering disciplines and enhancing the career development and the European, international as well as intersectoral mobility of researchers and development personnel; (Education, Youth and Culture; Competitiveness)
- improvements in innovation support services, in particular for dissemination and technology transfer; (Competitiveness)

- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- fix the necessary framework for the related changes in the organisation of work in the economy; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- ensure the security of networks and information, as well as convergence and interoperability in order to establish an information area without frontiers; (Competitiveness)
- the promotion of sustainable production and consumption patterns including the greening of public procurement; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- reinforce entrepreneurship education and training for SMEs; (Education, Youth and Culture; Competitiveness)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- active and preventive labour market measures including early identification of needs, job search assistance, guidance and training as part of personalised action plans, provision of necessary social services to support the inclusion of those furthest away from the labour market and contribute to the eradication of poverty; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- development of new sources of jobs in services for individuals and businesses, notably at local level; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- removing obstacles to mobility for workers across Europe within the framework of the Treaties; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- the promotion and dissemination of innovative and adaptable forms of work organisation, with a view to improving quality and productivity at work, including health and safety; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- significantly reducing the number of early school leavers; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- raising and ensuring the attractiveness, openness and quality standards of education and training, broadening the supply of education and training opportunities and ensuring flexible learning pathways and enlarging possibilities for mobility for students and trainees; (Education, Youth and Culture)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if

appropriate, new forms of cost sharing; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

Families

- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- ensure the security of networks and information, as well as convergence and interoperability in order to establish an information area without frontiers; (Competitiveness)
- encourage the deployment of broad band networks, including for the poorly served regions, in order to develop the knowledge economy; (Competitiveness)
- give priority to energy efficiency and co-generation, the development of sustainable, including renewable, energies and the rapid spread of environmentally friendly and eco-efficient technologies; (Competitiveness; Environment)
- the promotion of sustainable production and consumption patterns including the greening of public procurement; (Competitiveness; Environment)
- promote a fully operational internal market of services, while preserving the European social model; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- a more effective enforcement of competition policy; (Competitiveness)
- delivery, at affordable prices, of effective services of general economic interest has an important role to play in a competitive and dynamic economy; (Competitiveness)
- develop adequate conditions for resourceefficient transport, energy and ICT infrastructures; (Competitiveness; Environment; Transport, Telecommunications and Energy)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- resolute action to increase female participation and reduce gender gaps in employment, unemployment and pay; (Employment, Social Policy, Health and Consumer Affairs)
- better reconciliation of work and private life and the provision of accessible and affordable childcare facilities and care for other dependants; (Employment, Social Policy, Health and Consumer Affairs)
- support for active ageing, including appropriate working conditions, improved (occupational) health status and adequate incentives to work and discouragement of early retirement; (Employment, Social Policy, Health and Consumer Affairs)
- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives; (Employment, Social Policy, Health and Consumer Affairs)
- active and preventive labour market measures including early identification of needs, job search assistance, guidance and training as part of personalised action plans, provision of necessary social services to support the inclusion of those furthest away from the labour

market and contribute to the eradication of poverty; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

- continual review of the incentives and disincentives resulting from the tax and benefit systems, including the management and conditionality of benefits and a significant reduction of high marginal effective tax rates, notably for those with low incomes, whilst ensuring adequate levels of social protection; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- development of new sources of jobs in services for individuals and businesses, notably at local level; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level; (Employment, Social Policy, Health and Consumer Affairs)
- appropriate management of economic migration; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- significantly reducing the number of early school leavers; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if appropriate, new forms of cost sharing. (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

Job seekers and people in social exclusion

- encourage enterprises in developing their corporate social responsibility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Environment)
- improve access to finance, in order to favour their creation and growth, in particular micro-loans and other forms of risk capital; (Competitiveness)
- policies should contribute to achieving an average employment rate for the European Union (EU) of 70% overall, of at least 60% for women and of 50% for older workers (55 to 64) by 2010, and to reduce unemployment and inactivity. Member States should consider setting national employment rate targets; (Employment, Social Policy, Health and Consumer Affairs)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- resolute action to increase female participation and reduce gender gaps in employment, unemployment and pay; (Employment, Social Policy, Health and Consumer Affairs)
- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives; (Employment, Social Policy, Health and Consumer Affairs)

- active and preventive labour market measures including early identification of needs, job search assistance, guidance and training as part of personalised action plans, provision of necessary social services to support the inclusion of those furthest away from the labour market and contribute to the eradication of poverty; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- continual review of the incentives and disincentives resulting from the tax and benefit systems, including the management and conditionality of benefits and a significant reduction of high marginal effective tax rates, notably for those with low incomes, whilst ensuring adequate levels of social protection; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- development of new sources of jobs in services for individuals and businesses, notably at local level; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level; (Employment, Social Policy, Health and Consumer Affairs)
- removing obstacles to mobility for workers across Europe within the framework of the Treaties; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- better anticipation of skill needs, labour market shortages and bottlenecks; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- appropriate management of economic migration; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- significantly reducing the number of early school leavers; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if appropriate, new forms of cost sharing; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)

Local Authorities

- improved framework conditions and ensuring that companies operate in a sufficiently competitive and attractive environment; (Competitiveness)
- developing and strengthening centres of excellence of educational and research institutions in Member States, as well as creating new ones where appropriate, and

improving the cooperation and transfer of technologies between public research institute and private enterprises; (Competitiveness; Education, Youth and Culture)

- improvements in innovation support services, in particular for dissemination and technology transfer; (Competitiveness)
- the creation and development of innovation poles, networks and incubators bringing together universities, research institution and enterprises, including at regional and local level, helping to bridge the technology gap between regions; (Competitiveness)
- encourage the widespread use of ICT in public services, SMEs and households; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- encourage the deployment of broad band networks, including for the poorly served regions, in order to develop the knowledge economy; (Competitiveness)
- creation and development of networks of regional or local clusters across the EU with greater involvement of SMEs; (Competitiveness)
- give priority to energy efficiency and co-generation, the development of sustainable, including renewable, energies and the rapid spread of environmentally friendly and eco-efficient technologies; (Competitiveness; Environment)
- promotion of sustainable production and consumption patterns including the greening of public procurement; (Environment; Competitiveness)
- pursue the objective of halting the loss of biological diversity between now and 2010; (Competitiveness)
- continue to fight against climate change, while implementing the Kyoto targets in a cost-effective way, particularly in regard to SMEs; (Environment; Competitiveness)
- a reduction in State aid that distorts competition; (Competitiveness)
- in line with the upcoming Community Framework, a redeployment of aid in favour of support for certain horizontal objectives such as research, innovation and the optimisation of human capital and for well-identified market failures; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Education, Youth and Culture)
- the promotion of external openness, also in a multilateral context; (Competitiveness; GAERC)
- delivery, at affordable prices, of effective services of general economic interest has an important role to play in a competitive and dynamic economy; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- encourage enterprises in developing their corporate social responsibility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Environment)
- provide relevant support services, like the creation of one-stop contact points and the stimulation of national support networks for enterprises, in order to favour their creation and growth in line with Small firms' Charter; (Competitiveness)
- develop adequate conditions for resourceefficient transport, energy and ICT infrastructures – in priority, those included in the TEN networks - by complementing Community mechanisms, notably including in cross-border sections and peripheral regions; (Competitiveness; Environment; Transport, Telecommunications and Energy)
- consider the development of public-private partnerships; (Competitiveness)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

- better reconciliation of work and private life and the provision of accessible and affordable childcare facilities and care for other dependants; (Employment, Social Policy, Health and Consumer Affairs)
- support for active ageing, including appropriate working conditions, improved (occupational) health status and adequate incentives to work and discouragement of early retirement; (Employment, Social Policy, Health and Consumer Affairs)
- active and preventive labour market measures including early identification of needs, job search assistance, guidance and training as part of personalised action plans, provision of necessary social services to support the inclusion of those furthest away from the labour market and contribute to the eradication of poverty; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- development of new sources of jobs in services for individuals and businesses, notably at local level; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- appropriate management of economic migration; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- addressing the issue of undeclared work; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- better anticipation and positive management of change, including economic restructuring, notably changes linked to trade opening, so as to minimise their social costs and facilitate adaptation; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- inclusive education and training policies and action to facilitate significantly access to initial vocational, secondary and higher education, including apprenticeships and entrepreneurship training; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- significantly reducing the number of early school leavers; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- raising and ensuring the attractiveness, openness and quality standards of education and training, broadening the supply of education and training opportunities and ensuring flexible learning pathways and enlarging possibilities for mobility for students and trainees. (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)

Social Partners

- to ensure that wage developments contribute to macroeconomic stability and growth and to increase adaptability Member States should encourage the right framework conditions for wage-bargaining systems, while fully respecting the role of the social partners, with a view to promote nominal wage and labour cost developments consistent with price stability and the trend in productivity over the medium term, taking into account differences across skills and local labour market conditions; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- creation and development of networks of regional or local clusters across the EU with greater involvement of SMEs; (Competitiveness)
- give priority to energy efficiency and co-generation, the development of sustainable, including renewable, energies and the rapid spread of environmentally friendly and eco-efficient technologies; (Competitiveness; Environment)
- promote a fully operational internal market of services, while preserving the European social model; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)

- the delivery, at affordable prices, of effective services of general economic interest has an important role to play in a competitive and dynamic economy; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- encourage enterprises in developing their corporate social responsibility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs; Environment)
- policies should contribute to achieving an average employment rate for the European Union (EU) of 70% overall, of at least 60% for women and of 50% for older workers (55 to 64) by 2010, and to reduce unemployment and inactivity. Member States should consider setting national employment rate targets; (Employment, Social Policy, Health and Consumer Affairs)
- a renewed endeavour to build employment pathways for young people and reduce youth unemployment, as called for in the European Youth Pact; (Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- resolute action to increase female participation and reduce gender gaps in employment, unemployment and pay; (Employment, Social Policy, Health and Consumer Affairs)
- better reconciliation of work and private life and the provision of accessible and affordable childcare facilities and care for other dependants; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- support for active ageing, including appropriate working conditions, improved (occupational) health status and adequate incentives to work and discouragement of early retirement; (Employment, Social Policy, Health and Consumer Affairs)
- modern social protection systems, including pensions and healthcare, ensuring their social adequacy, financial sustainability and responsiveness to changing needs, so as to support participation and better retention in employment and longer working lives; (Employment, Social Policy, Health and Consumer Affairs)
- continual review of the incentives and disincentives resulting from the tax and benefit systems, including the management and conditionality of benefits and a significant reduction of high marginal effective tax rates, notably for those with low incomes, whilst ensuring adequate levels of social protection; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- the modernisation and strengthening of labour market institutions, notably employment services, also with a view to ensuring greater transparency of employment and training opportunities at national and European level; (Employment, Social Policy, Health and Consumer Affairs)
- removing obstacles to mobility for workers across Europe within the framework of the Treaties; (Employment, Social Policy, Health and Consumer Affairs; Competitiveness)
- better anticipation of skill needs, labour market shortages and bottlenecks; (Competitiveness; Education, Youth and Culture; Employment, Social Policy, Health and Consumer Affairs)
- appropriate management of economic migration; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- the adaptation of employment legislation, reviewing where necessary the different contractual and working time arrangements; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- addressing the issue of undeclared work; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)

- better anticipation and positive management of change, including economic restructuring, notably changes linked to trade opening, so as to minimise their social costs and facilitate adaptation; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- the promotion and dissemination of innovative and adaptable forms of work organisation, with a view to improving quality and productivity at work, including health and safety; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- support for transitions in occupational status, including training, self-employment, business creation and geographic mobility; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- encouraging social partners within their own areas of responsibility to set the right framework for wage bargaining in order to reflect productivity and labour market challenges at all relevant levels and to avoid gender pay gaps; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- reviewing the impact on employment of non-wage labour costs and where appropriate adjust their structure and level, especially to reduce the tax burden on the low-paid; (Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- efficient lifelong learning strategies open to all in schools, businesses, public authorities and households according to European agreements, including appropriate incentives and cost-sharing mechanisms, with a view to enhancing participation in continuous and workplace training throughout the life-cycle, especially for the low-skilled and older workers; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- easing and diversifying access for all to education and training and to knowledge by means of working time organisation, family support services, vocational guidance and, if appropriate, new forms of cost sharing; (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)
- responding to new occupational needs, key competences and future skill requirements by improving the definition and transparency of qualifications, their effective recognition and the validation of non-formal and informal learning. (Education, Youth and Culture; Competitiveness; Employment, Social Policy, Health and Consumer Affairs)