

Follow-up Report on the European and Scientific Agendas (FR5)

Renewing the European Social Model

July 2005

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Social sciences and humanities can make a relevant contribution to the construction of Europe by identifying possible answers to some of its main challenges: achieving enlargement, enhancing competitiveness with social cohesion, fostering sustainable development and quality of life, combining European with national identities, enhancing the role of Europe in international governance, reforming political institutions at European and national levels.

In order to enhance the strategic monitoring of FP6, the European Commission – DG Research has created an Advisory Group on “Social Sciences and Humanities in the European Research Area” (SSH-ERA).

The Advisory Group on Social Sciences and Humanities should give advice to the European Commission and stimulate the European research community regarding the following objectives:

- a/ Identifying the research priorities in the thematic priority 7;
- b/ Enhancing the interface between SSH and the other thematic priorities;
- c/ Developing the interfaces between SSH and Community policies;
- d/ Anticipating new problems and scientific and technological needs;
- e/ Exploring a SSH approach on Research and Innovation;
- f/ Defining the strategy to build the European Research Area.

The present project - SSHERA - is designed to provide tools to explore the development of the research agenda.

In order to underpin the general development of this project, it is important to carry out a regular follow-up of the scientific agenda and the European agenda, with the aim of fostering their interaction. The central purpose of this Follow-up Report will be to provide general background information on a concrete theme which might be useful for researchers who are focusing on European issues.

Introduction

This Follow-up Report will deal with Employment, Social Inclusion and Social Protection policies in a broader approach to the European social model.

Firstly, we will present the main European and national references concerning these policies, which highlight the progress made towards a common approach and the growing interaction between Community institutions, Member States and Social partners both at European, national and regional levels.

Secondly, we will present some quotations of these documents or of relevant European news agencies concerning these issues.

Thirdly, we will introduce major indicators in these fields.

Fourthly, we will identify some recent academic references which might be relevant to illustrate the new trends in the scientific agenda.

Finally, we will suggest some key-issues for possible interactions between the European policy and scientific agendas.

1. Sources

1.1. European level

European Commission – Directorate General for Employment, Social Affairs and Equal Opportunities

http://www.europa.eu.int/comm/employment_social/index_en.html

European Commission – Social dialogue

http://europa.eu.int/comm/employment_social/social_dialogue/

Rapid – Press Releases

<http://europa.eu.int/rapid/searchAction.do>

1.2. National level

Germany

<http://www.bundesregierung.de/>

http://www.europa.eu.int/comm/employment_social/employment_strategy/nap_2004/nap2004_de_en.pdf

http://www.europa.eu.int/comm/employment_social/social_inclusion/docs/nap_03_05_en_fassung.pdf

Denmark

<http://www.stm.dk/Index/mainstart.asp?o=2&n=3&s=2>

http://www.europa.eu.int/comm/employment_social/employment_strategy/nap_2004/nap2004_da_en.pdf

http://www.europa.eu.int/comm/employment_social/social_inclusion/docs/napincl_03_da_en.pdf

Spain

<http://www.mtas.es/>

http://www.europa.eu.int/comm/employment_social/employment_strategy/nap_2004/nap2004_es_en.pdf

http://www.europa.eu.int/comm/employment_social/social_inclusion/docs/napincl_es_en.pdf

1.3. News Agencies

Agence Europe

<http://www.agenceeurope.com>

Euractiv

<http://www.euractiv.com/>

Sources d'Europe

<http://www.info-europe.fr/>

1.4. Benchmarking and Indicators

Eurostat

<http://europa.eu.int/comm/eurostat/newcronos/>

OECD

<http://www.oecd.org>

2. References concerning the European Agenda

2.1. European Union –Recent Official Publications

Employment

European Commission, *New European Labour Markets, Open to All, with Access for All*, Ref. COM (2001) 116 final, 28.02.2001

European Commission, *Promoting core labour standards and improving social governance in the context of globalisation*, Ref. COM (2001) 416 final, 18.07.2001

European Commission, *Strengthening the local dimension of the European Employment Strategy*, Ref. COM (2001) 629 final, 06.11.2001

European Commission, *Report from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of Regions- Increasing labour force participation and active ageing*, Ref. COM (2002) 9 final, 24.01.2002

European Commission, *Communication: Taking stock of five years of the European Employment Strategy*, COM (2002) 416 final, 17.07.2002

European Commission, *Communication on streamlining the annual economic and employment policy co-ordination cycles*, COM (2002) 487 final, 03.09.2002

European Commission, *The future of the European Employment Strategy (EES) "A strategy for full employment and better jobs for all"*, COM (2003) 6 final, 14.01.2003.

European Commission, *Employment in Europe 2003 – Recent Trends and Prospects*, September 2003

European Commission, *Improving quality in work: a review of recent progress*, Ref. COM (2003) 728 final, 26.11.2003.

European Commission, *Community activities concerning analysis, research and co-operation in the field of employment-Final report*, Ref. COM (2004) 323 final, 28.4.2004.

European Commission, *Communication from the Commission: Strengthening the implementation of the European Employment Strategy; Proposal for a Council Decision on guidelines for the employment policies of the Member States; Recommendation for a Council Recommendation on the implementation of Member States' employment policies*, COM (2004) 239 final, 07.04.2004

European Commission, DG for Employment and Social Affairs, *Report of the High Level Group on the future of social policy in an enlarged European Union*, May 2004

Council of the European Union, Council Decision of 4 October 2004 on guidelines for the employment policies of the Member States, OJ 2004/740/EC

Council of the European Union, *Council recommendation of 14 October 2004 on the implementation of Member States' employment policies*, 2004/741/EC, 29.10.2004

Social protection and social inclusion

European Commission, *Communication: Building an inclusive Europe*, Ref. COM (2000) 79 final, 01.03.2000

High Level Party on Social Protection, *Report of the High Level Party on Social Protection relating to the effort of the co-operation for the modernisation and the enhancement of social protection*, Ref. 8634/00, 18.05.2000

European Commission, *Proposal for a European Parliament and Council Decision establishing a Community Action Plan to encourage co-operation between the Member States to fight social exclusion*, Ref. COM (2000) 368 final, 16.06.2000

European Commission, *Social Policy Agenda*, Ref. COM (2000) 379 final, 28.06.2000

European Commission, *Amended Proposal for a Council Decision establishing a Community Action Programme to combat discrimination 2001-2006*, Ref. COM (2000) 649 final, 10.10.2000

COREPER, *Fight against poverty and social exclusion – Definition of objectives for Nice European Council – Political agreement*, Ref. Council of the European Union 12189/00, 10.10.2000

European Commission, *Communication: The future evolution of Social Protection from a Long-Term Point of view: Safe and Sustainable Pensions*, Ref. COM (2000) 622, 24.10.2000

Council of the European Union, *EPC progress report on the impact of ageing populations on public pensions systems*, Ref. Council of the European Union 12791/00, 30.10.2000

High-Level Working Party on Social Protection, *Progress Report on the Commission Communication on the future evolution of Social Protection from a Long-Term Point of view: Safe and Sustainable Pensions*, Ref. Council of the European Union 12949/00, 06.11.2000

European Commission, *Amended Proposal for a Decision of the European parliament and of the Council establishing a programme of Community action to encourage cooperation between Member States to combat social exclusion*, Ref. COM (2000) 796, 24.11.2000

European Commission, *Supporting national strategies for safe and sustainable pensions through an integrated approach*, COM (2001) 362 final, 03.07.2001

European Parliament and Council, *Decision establishing a programme of Community action to encourage cooperation between Member States to combat social exclusion*, Decision N. 50/2002/EC, 07.12.2001

Council of the European Union, *Joint Report on Social Inclusion – Part I - the European Union and Part II – the Member States*, 15223/01, 12.12.2001

European Commission, *Communication from the Commission: Scoreboard on implementing the social policy agenda*, Ref. COM (2002) 89 final

Social Protection Committee and Economic Policy Committee, *Preliminary Report on 'Health Care and care with the elderly'*, Ref. Doc 6706/02

European Commission, *Joint report by the Commission and the Council on adequate and sustainable pensions*, 2002

European Commission, *Strengthening the social dimension of the Lisbon strategy: Streamlining open coordination in the field of social protection*, Ref. COM (2003) 261 final, 27.05.2003.

European Commission, *Proposal for a Council Decision establishing a Social Protection Committee*, Ref. COM (2003) 305 final, 24.06.2003

European Commission, *Modernising Social Protection for More and Better Jobs - a comprehensive approach contributing to making work pay*, Ref. COM (2003) 842 final, 30.12.2003.

European Commission, *Communication from the Commission: Scoreboard on implementing the social policy agenda*, Ref. COM (2004) 137 final, 01.03.2004

European Commission, *Communication from the Commission on the Social Agenda*, Ref. COM (2005) 33 final, 09.02.2005

Council of the European Union, Council (Employment, Social Policy, Health and Consumer Affairs), *Joint Employment Report 2004/2005*, 7010/05, 09.03.2005

Council of the European Union, *Fight against poverty and social exclusion: common objectives for the second round of National Action Plans*, 14164/1/02, 25.11.2002

European Commission, *Communication Joint Report on Social Protection and Social Inclusion*, COM(2005)14 final, 27.01.2005

Social Dialogue

ETUC, CEEP, UNICE, UEAPME, *Multiannual Work Programme of the European Social Partners 2003-2005*, November 2002

Council of the European Union, Council Decision of 6 March 2003 establishing a Tripartite Social Summit for Growth and Employment, 2003/174/EC.

European Commission, *Communication from the Commission: partnership for change in an enlarged Europe -enhancing the contribution of European social dialogue*, COM(2004) 557 final, 12.8.2004.

UNICE/UEAPME, CEEP, ETUC, Joint declaration on the mid-term review of the Lisbon strategy, 15 March 2005

UNICE/UEAPME, CEEP, ETUC, *2005 Report on social partner actions on employment in member states*, 22 March 2005

2.2. National Documents

Denmark

The Government, *Denmark's National Action Plan for Employment 2004*

Danish Government, *Second National Action Plan on Social Inclusion (2003-2005)*

Germany

Federal Republic of Germany, *National Action Plan for Employment Policy 2004*

Federal Republic of Germany, *Strategies to Enhance Social Integration - National Action Plan Against Poverty and Social Exclusion 2003-2005*

Spain

Ministerio de Trabajo y Asuntos Sociales, *Second National Action Plan on Social Inclusion (2003-2005)*

2.3. News Agencies

Euractiv, *Can member states really take ownership of jobs and growth agenda?*, 11.05.2005.

Euractiv, *Bolkestein in Paris to ward off critics*, 07.04.2005.

Euractiv, *Guidelines defined for national action plans on growth and jobs*, 13.04.2005

3. Quotations

3.1. EU official publications

Employment

Guidelines for the employment policies of the Member States

“The assessment of the Employment Taskforce and the analysis in the Joint Employment Report of the implementation of the Guidelines and 2003 Council recommendations show that all Member States and the social partners should give immediate priority to:

- **Increasing adaptability of workers and enterprises.** *Promote flexibility combined with security in the labour market by focusing on improving work organisation and the attractiveness – for employers and employees – of both standard¹² and non-standard labour contracts to avoid the emergence of two-tier labour markets. The concept of job security should be modernised and broadened with a view not only to covering employment protection but also to building on women and men’s ability to remain and progress in work. Maximise job creation and raise productivity by reducing obstacles to setting up new businesses and by promoting better anticipation and management of restructuring.*
- **Attracting more people to enter and remain on the labour market: making work a real option for all.** *End unemployment, inactivity and low pay traps by adjusting the balance between taxes and benefits. Build comprehensive active ageing strategies, including incentives and other measures for workers to retire later and for employers to hire and keep older workers in employment. Further develop policies to increase labour market participation and entrepreneurship of women, young people, ethnic minorities, immigrants and of those people at a disadvantage. Strengthen active labour market policies for the unemployed and the inactive, with personalised services to all those seeking employment. Pursue make work pay policies through both financial and non-financial incentives, including individual taxation, quality in work in its all dimensions, childcare and care facilities and other measures to reconcile work and family life.*
- **Investing more and more effectively in human capital and lifelong learning.** *Set out ambitious policies for raising levels of human capital and R&D¹³ and for promoting entrepreneurial attitudes and skills through education at all levels. Share costs and responsibilities between public authorities, companies and individuals and review incentives for increasing investment in human resources in enterprises. Reduce early school leaving and broaden the supply of training to improve access to lifelong learning, in particular for those most in need such as the low-skilled and older workers, taking into account the present and future needs of the labour market. Develop innovative learning and training methods (such as e-learning) and invest in skills related to new information and communication technologies.*
- **Ensuring effective implementation of reforms through better governance.** *Build reform partnerships to mobilise the support and participation of the social partners and various stakeholders. Define clear national policies and, where appropriate, targets to reflect those set at a European level, and ensure an efficient use of public funds. Promote the role and visibility of National Action Plans as key instruments in bringing together these elements in the programming of reform. Ensure that they demonstrate the adequacy, transparency and cost-effectiveness in the allocation of financial resources, including the use of EU financial resources, to the implementation of the Employment Guidelines and recommendations. Develop more effective mutual learning.”*

In: European Commission, *Communication from the Commission: Strengthening the implementation of the European Employment Strategy; Proposal for a Council Decision on guidelines for the employment policies of the Member States; Recommendation for a Council Recommendation on the implementation of Member States' employment policies*, COM (2004) 239 final, 07.04.2004

Social inclusion and social protection

“Objectives in the fight against poverty and social exclusion

1. To facilitate participation in employment and access by all to resources, rights, goods and services

1.1. Facilitating participation in employment

In the context of the European employment strategy, and the implementation of the guidelines in particular:

(a) To promote access to stable and quality employment for all women and men who are capable of working, in particular:

- by putting in place, for those in the most vulnerable groups in society, pathways towards employment and by mobilising training policies to that end;
- by developing policies to promote the reconciliation of work and family life, including the issue of child- and dependent care;
- by using the opportunities for integration and employment provided by the social economy.

(b) To prevent the exclusion of people from the world of work by improving employability, through human resource management, organisation of work and life-long learning.

1.2. Facilitating access to resources, rights, goods and services for all

(a) To organise social protection systems in such a way that they help, in particular, to:

- guarantee that everyone has the resources necessary to live in accordance with human dignity;
- overcome obstacles to employment by ensuring that the take-up of employment results in increased income and by promoting employability.

(b) To implement policies which aim to provide access for all to decent and sanitary housing, as well as the basic services necessary to live normally having regard to local circumstances (electricity, water, heating etc.).

(c) To put in place policies which aim to provide access for all to healthcare appropriate to their situation, including situations of dependency.

(d) To develop, for the benefit of people at risk of exclusion, services and accompanying measures which will allow them effective access to education, justice and other public and private services, such as culture, sport and leisure.

2. To prevent the risks of exclusion

(a) To exploit fully the potential of the knowledge-based society and of new information and communication technologies and ensure that no-one is excluded, taking particular account of the needs of people with disabilities.

(b) To put in place policies which seek to prevent life crises which can lead to situations of social exclusion, such as indebtedness, exclusion from school and becoming homeless.

(c) To implement action to preserve family solidarity in all its forms.

3. To help the most vulnerable

(a) To promote the social integration of women and men at risk of facing persistent poverty, for example because they have a disability or belong to a group experiencing particular integration problems such as those affecting immigrants.

(b) To move towards the elimination of social exclusion among children and give them every opportunity for social integration.

(c) To develop comprehensive actions in favour of areas marked by exclusion.

These objectives may be pursued by incorporating them in all the other objectives and/or through specific policies or actions.

4. To mobilise all relevant bodies

(a) To promote, according to national practice, the participation and self-expression of people suffering exclusion, in particular in regard to their situation and the policies and measures affecting them.

(b) To mainstream the fight against exclusion into overall policy, in particular:

- by mobilising the public authorities at national, regional and local level, according to their respective areas of competence;
- by developing appropriate coordination procedures and structures;
- by adapting administrative and social services to the needs of people suffering exclusion and ensuring that front-line staff are sensitive to these needs.

(c) To promote dialogue and partnership between all relevant bodies, public and private, for example:

- by involving the social partners, NGOs and social service providers, according to their respective areas of competence, in the fight against the various forms of exclusion;

- by encouraging the social responsibility and active engagement of all citizens in the fight against social exclusion;
- by fostering the social responsibility of business.”

In: Council of the European Union, Fight against poverty and social exclusion: common objectives for the second round of National Action Plans, 14164/1/02, 25.11.2002

“2.2. Key policy priorities [Social Inclusion]

A positive result of the social inclusion process has been the emergence of greater clarity as to the key policy priorities for tackling poverty and social exclusion, as reflected in the policy approaches being adopted by Member States. **Seven key policy priorities** stand out across the Union:

1. *Increasing labour market participation.*
2. *Modernising social protection*
3. *Tackling disadvantages in education and training*
4. *Eliminating child poverty*
5. *Ensuring decent accommodation*
6. *Improving access to quality services*
7. *Overcoming discrimination and increasing the integration of people with disabilities, ethnic minorities and immigrants*

In pursuing these priorities, Member States need to develop integrated and co-ordinated strategies at local and regional levels and especially in those urban and rural communities facing multiple disadvantages. Such strategies should adapt policies to the local situation and involve all relevant actors. It will also be essential to ensure that gender is mainstreamed throughout these priorities with a view to promoting gender equality. An agenda based on a balanced development of rights, obligations and responsibilities is required.

2.3. Strengthening the social inclusion process

The development and implementation of NAPs/inclusion by all Member States clearly shows the intention to increase efforts to tackle poverty and social exclusion. In particular, the strong political commitment demonstrated by the EU10 Member States has given new impetus to the process and, more generally, underlines the relevance of the OMC.

3. PENSIONS AND ACTIVE AGEING

3.1. The sustainability and adequacy challenge to pension systems

3.2. Two main policy responses: longer working lives and increased private provision

3.3. Modernising pension systems

4. KEY POLICY MESSAGES

- Improving social protection is essential for growth and employment as well as for social cohesion. Raising employment levels should remain a key driver of the modernisation of social protection. Conversely through responding to the evolving needs of individuals over the life cycle, social protection systems will facilitate the management of new risks.

(...)

- At EU level, the planned extension of the OMC to health care and long-term care and the streamlining of all social protection and social inclusion processes in 2006 should be used to put stronger focus on implementation of objectives and on developing synergies between the different policy spheres.

This should be done while respecting the specificity of each strand - inclusion, pensions, health and long term care - within the OMC for social protection.

- The forthcoming evaluation process, to take place in 2005, should focus on delivery in order to prepare for a new cycle of the OMC after 2006. The Member States and the Commission should particularly assess how national strategies can be made more effective by the use of targets, benchmarks and indicators, better links with economic and employment policies, effective monitoring and evaluation provisions and the use of the structural funds. The extent to which national strategies have been able to involve local and regional government, social partners and other stakeholders, and to contribute to raising awareness about the critical issue of poverty and social exclusion should also be reviewed.”

In: European Commission, *Communication Joint Report on Social Protection and Social Inclusion*, COM (2005)14 final, 27.01.2005

THE TWO PRIORITY AREAS

1. Moving towards full employment: making work a real option for all, increasing the quality and productivity of work, and anticipating and managing change

Achieving full employment

- A revamped cycle of the European Employment Strategy (EES) in 2005 under the Lisbon mid-term review
- An ESF fostering convergence, employment and competitiveness
- Anticipation and positive management of change: a strategic approach

A new dynamic for industrial relations

- An evolving legal framework
- Key role of the social dialogue
- Promotion of corporate social responsibility

Towards a European labour market

- An optional European framework for transnational collective bargaining
- 2006, European Year of workers' mobility

2. A more cohesive society: equal opportunities for all

- Modernising social protection: a key component of the Lisbon mid term review
- Initiating the Open Method of Coordination (OMC) for health and long-term care

Combating poverty and promoting social inclusion

- A Community initiative on minimum income schemes and the integration of people excluded from the labour market
- 2010, European Year of combating exclusion and poverty

Promoting diversity and non-discrimination

- A strategic approach to combating discrimination (2005)
- 2007, European year of equal opportunities
- A new phase in promoting equality between men and women: a European gender institute

Social services of general interest

- Moving towards a clarification of the role and characteristics of social services of general interest”

In: European Commission, Communication from the Commission on the Social Agenda, Ref. COM (2005) 33 final, 09.02.2005

Social Dialogue

“THE ROLE OF THE SOCIAL PARTNERS: THE NEED FOR A REINFORCED PARTNERSHIP

The European social dialogue as a form of better governance

The European social dialogue in its current form has evolved considerably since its launch in 1985. Quantitatively, the work of the various social dialogue committees has resulted in the adoption of more than 300 joint texts by the social partners and they have undertaken many transnational joint projects.

In recent years there has been a qualitative shift in the nature of the social dialogue towards greater autonomy. This is reflected by the increasing adoption by the social partners of 'new generation' texts, in which they undertake certain commitments or make recommendations to their national members, and seek to actively follow-up the text at the national level.

This evolution of the social dialogue is consistent with the Commission's more general efforts to improve European governance. The social dialogue is indeed a pioneering example of improved consultation and the application of subsidiarity in practice and is widely recognised as making an essential contribution to better governance, as a result of the proximity of the social partners to the realities of the workplace. Indeed the social partners are different in nature from other organisations, like pressure or interest groups, because of their ability to take part in collective bargaining.

In spite of the European social partners' achievements and some promising developments, the impact of their initiatives could be improved, especially the new generation texts, many of which address the Lisbon themes. One common difficulty is that many texts contain imprecise and vague follow-up provisions. Effective follow-up at national level is, however, only possible if the European social partners' texts include detailed provisions on this.

The need for good synergies

If the European social partners are to make an effective contribution to achieving the objectives of the Lisbon Strategy, good interaction between the different levels of industrial relations is essential.

Synergies with the national level

The increasing autonomisation of the European social dialogue, in particular the increasing adoption of diverse initiatives and new generation texts followed-up by the social partners themselves, means that effective interaction between the European and national levels of industrial relations is crucial. Good quality industrial relations at the national level are therefore of the utmost importance.

Synergies between sectors

The social partners in different sectors – at the European, national and company level – can learn a great deal from each other's experiences. The results of the European social dialogue could therefore be improved by enhancing the synergies between the various sectors as well as between the European cross-industry and sectoral levels. For example, in the area of lifelong learning, some sectors (postal services, banking, cleaning industry) have referred to the cross-industry framework of actions. Similarly, on the topic of telework, social partners in the electricity and local and regional government sectors have adopted joint texts welcoming the cross-industry agreement and calling on their members to implement it in their sectors in accordance with the procedures and practices specific to management and labour by the July 2005 implementation deadline for the cross-industry agreement. Both sectors also undertake to monitor the implementation of the agreement in their sectors in 2005.

Synergies between the European social dialogue and the company level

Finally, the social partners could explore the possible synergies between the European social dialogue and the company level. One example is the link between the sectoral social dialogue and European works councils (EWCs). In recent years there has been an intense development of company-level social dialogue and adoption of agreements within European groups. Approximately 650 EWCs have now been created, often comprising the largest undertakings in the sector.”

In: European Commission, Communication from the Commission: partnership for change in an enlarged Europe –enhancing the contribution of European social dialogue, COM(2004) 557 final, 12.8.2004.

“Better governance

Social partners' involvement in the NAP employment

Social partners were usually consulted during the preparation of the NAPs. In some cases their comments were broadly taken into account (Belgium, Cyprus, Finland, Greece, Italy, Luxembourg, Slovenia and Sweden), in others their comments had some impact (Czech Republic, Germany, Latvia, Netherlands, Poland, Spain, UK) or very little impact (France, Ireland and Portugal). In many countries social partners' joint contributions were included in a distinct manner in the text of the NAP and/or its annexes (Belgium, Czech Republic, Denmark, France, Germany, Italy, Luxembourg, Spain, Sweden and UK).

In terms of quality, the consultation improved over the years in one country (Germany), but was seen as unsatisfactory due to an inadequate method of involvement (Spain), insufficient time for consultation (Ireland, Netherlands, Portugal and Spain) and the absence of discussions with government (Austria).

Lastly, ways of involving of social partners did not change significantly with the synchronisation and streamlining of the Broad Economic Policy Guidelines (BEPG) and the EES. Generally, no direct link can be perceived between social partners' involvement in constructing the NAP employment and drawing up the national reports on implementation of BEPG. Nevertheless, social partners were involved in the implementation of the Broad Economic Policy Guidelines in two countries; (Cyprus and Greece) or asked to be involved (Belgium).

National follow-up activities to Employment Task Force recommendations

Certain reports indicated that the ETF recommendations were integrated in the NAP (Cyprus, Poland and Portugal).

Social partners took on board the recommendations in the framework of their work on EES (Belgium) whereas employers and trade union organisations translated and disseminated separately the relevant parts of the ETF recommendations (Czech Republic).

In several countries the ETF recommendations were subject and/or are going to be subject to discussions and follow-up in national bodies involving social partners (Czech Republic, Finland, France, Luxembourg, Sweden). In one country (Portugal), social partners were not consulted in the governmental follow-up.

Follow-up with social partners' involvement concentrated so far on specific issues addressed by the recommendations such as the reduction of labour and non-labour costs (Czech Republic and Finland). Social partners recalled the role they play in shaping labour market policy (Germany) and the specific initiatives which are relevant for the ETF recommendations (Czech Republic, Ireland and UK).

In some cases, no concrete follow-up at national level whether by government or social partners was reported (Greece, Italy, Slovenia and Spain)."

In: UNICE/UEAPME, CEEP, ETUC, *2005 Report on social partner actions on employment in member states*, 22 march 2005

3.2. National official publications

Denmark

Employment

"The Government and the social partners have – as previously - agreed that the report of the social partners should be included in the Government's report. The social partners are involved, on a current basis, in the formulation and implementation of the employment strategy, both at European and national level. The involvement of the social partners is an integral part of the Danish labour market model. The Joint Council of Organisations of Disabled Persons also participates in the drafting of the employment policy as members of councils and comities both at central and local level. Their contribution is included in extenso in annex 1 and some parts have been incorporated into relevant chapters in the Government's report on the guidelines for employment. Joint contributions have been received from the social partners on the private labour market, from the municipal/county parties, the social partners in the state sector and from the Council of Organisations of Disabled Persons.

In 2003, the Government set up a Welfare Commission. According to the terms of reference "the Government wishes to have a broad and open dialogue with the citizens and the political parties about future welfare reforms. The Government thus wishes that the Commission works openly with a view to an on-going debate about the Commission's work and themes." Before the end of 2005 the Commission is to present concrete proposals as to how to increase the supply of labour and promote employment.

(...)

The Danish level of employment and labour market participation is high compared with the EU average. *Denmark is thus already meeting the Lisbon targets for employment.* Indicators for monitoring of the EU employment guidelines (survey of 15 December 2003) show that Denmark is ranking high among EU15 in relation to employment rates, i.e. the share employed in the population, both generally and broken down on gender and age groups as laid down in the Lisbon targets.

The Government finds it important that the work with the overall challenge – to promote an increase in the supply of labour in the coming years – is underpinned by a strengthening of efforts to increase quality and productivity in work. The Government's strategy includes a number of specific fields, including sickness absence, safety and health at work, equal opportunities, flexibility and the matching of job and employee profiles."

In: The Government: Denmark's National Action Plan for Employment 2004

Social Inclusion

"Strategic approach and main targets for 2003-2005

One of the Danish government's overall targets is to ensure, strengthen and increase welfare in Denmark. As this is a top priority area, great emphasis is placed on boosting the initiatives aimed at the most disadvantaged groups of women and men, particularly when it comes to combating negative intergenerational transmission.

Denmark considers the fight against poverty and social exclusion a multi-dimensional phenomenon, which is why the effort spans several different policy areas. If our society is to have the surplus required to do something for the weakest groups, then it must be dynamic and create growth. One of the means of achieving this is to get more people working. This approach partly involves stepping up the effort to integrate refugees and immigrants in society and the labour market – for which reason the government has prepared an action programme for integrating refugees and immigrants in the labour market. A strong hospital service and a high-quality education system are other crucial factors, not least in the preventive effort to combat poverty, social exclusion and negative intergenerational transmission.

One cross-sectoral strategy is to strengthen free choice. People should be able to choose between various solutions and between public and private offers. People must take priority over the system, and user involvement must serve as an important tool. We need to bolster public effort, but other sectors – the private as well as the voluntary sector – must also play a part in the solution process.

The aim of using this strategy is to improve the quality of the offers given. The sections below describe the overall strategic approach in the initiatives aimed at the disadvantaged groups in each of the relevant policy areas.

3.1 Initiatives aimed at the weakest groups – “Our Collective Responsibility”

The overall target of the social initiatives aimed at disadvantaged people is to ensure that a special effort is made to alleviate their problems and prevent each individual’s problems from worsening.

The initiatives aim at enhancing the individual’s possibility of personal development, activation and social integration, and at creating cohesive and holistic offers. Danish social legislation already provides scope for planning a personalised and holistic effort for the individual. The legislation includes a wide range of provisions on counselling and guidance services, support and treatment offers as well as residential facilities. The offer must be constructed by combining various services into an offer suitable for the person concerned. These services might include residential facilities, personal assistance, nursing, care, etc., social-education assistance, escort schemes, treatment, sheltered employment, aids, etc.

3.2 Combating negative intergenerational transmission

The fight against negative intergenerational transmission must assume a more pivotal position. Some children experience a childhood that gives them higher chances of experiencing social problems than others – both as children and later in life. The objective of having a new strategy to break negative intergenerational transmission is to combat the inequality that oppresses too many children from the day they are born. The Danish government intends to take a number of initiatives targeting the needs of socially disadvantaged children.

3.3 Action plan to combat trafficking in women

Foreign women trafficked into Denmark by criminal organisations still constitute a highly marginalised group. The Danish government therefore launched an action plan in 2002 aimed at improving support to the victims of women trafficking, preventing the phenomenon and optimising the prosecution of its backers.

3.4 Action plan to stop violence against women

The Danish government opines that domestic violence against women is unacceptable. We must therefore heighten the fight against violence and support to its victims. In March 2002, the government published an action plan to stop violence against women. The action plan sets four targets and a number of initiatives to be implemented in the future.

3.5 Action plan concerning disabled people

In February 2003, the government presented an action plan concerning disabled people, which is to improve their situation. The action plan contains overall targets for disabled people and proposals for a number of focus areas.

3.6 Employment policy

The aim of the employment-policy effort is to help create a well-functioning labour market through an active employment effort aimed at the employed, jobseekers and students, as well as at private and public employers. Ensuring that companies have the labour they need is a key goal of the employment effort. Another central goal is to help the unemployed to find a job as quickly and efficiently as possible and to support people who, due to their restricted working capacity, require special help to get or maintain a job. The employment effort is to increase labour market integration, prevent long-term unemployment and promote a more socially inclusive labour market.”

In: Danish Government, *Second National Action Plan on Social Inclusion (2003-2005)*

Germany

Employment

“This German National Action Plan for Employment Policy reports on the measures taken by the Federal Government, the Länder, the social partners and the Federal Employment Agency to implement the Employment Policy Guidelines, on the initial results achieved, the support provided by the European Social Fund as well as the basic reforms implemented by the Federal Government on the labour market. As such, German employment policy is oriented, in particular, to the four priorities defined by the European Employment Task Force: adaptability among the workforce and companies, integration of people into the labour market, investment in human capital and lifelong learning as well as the forging of reform partnerships. The Task Force that was set up at the request of the European Council was responsible for conducting an in-depth, independent study of the key challenges in terms of employment policy and for defining practical reform measures on this basis. The Federal Government was fully supportive of setting up this Task Force.

Important Reform Steps within the Framework of “Agenda 2010”

The most important goals of the policies adopted by the Federal Government and the Länder are to raise growth and employment. To this end, the Federal Government launched the most comprehensive reform process ever seen in the history of the Federal Republic of Germany in 2003 with its “Agenda 2010”. By implementing basic structural reforms, the foundations are being laid for setting the country back on the road to growth and employment that will bring Germany back to full employment in the long term. At the same time, the social security systems are being placed on a sustainable, sound financial footing with the “Agenda 2010” so that they will continue to be viable in view of the demographic trend and in a globalised economy. The Federal Government continues to be committed to the consolidation of public budgets. Reductions in taxes and levies will provide relief for the factor labour by cutting non-wage labour costs and by sustainably promoting companies’ propensity to invest as well as the purchasing power of employees. The reduction in subsidies will create new scope for future investment. Obsolete bureaucratic structures are being eliminated in order to generate new economic dynamism. Important elements of the “Agenda 2010” have meanwhile been implemented.

Labour market reforms well underway

The German Government undertook huge efforts in labour market policy and has implemented basic reforms. Within the meaning of a “proactive welfare state” that “actively supports and demands”, social protection and enhancement of integration opportunities are combined with the requirement that persons seeking employment and unemployed persons take initiatives of their own and accept responsibility for themselves. The aim is to achieve swifter integration into the labour market.

This consistent reorientation of labour market policy was initiated by the “Job-AQTIV Act” (cf. German National Action Plans for Employment Policy 2002 and 2003). Most of the labour promotion laws which had been mainly reactive up to then were replaced by much more preventative approaches, particularly in the field of job placement and career guidance for persons seeking employment (systematic profiling, conclusion of re-inclusion agreements), giving employed persons the opportunity to obtain qualifications.”

In: Federal Republic of Germany, National Action Plan for Employment Policy 2004

Social Inclusion

“Approaches for Political Action 2003-2005

Four focuses have been set in the NAP’incl for 2003-2005. Furthermore, relevant aspects of the people and groups most vulnerable, for example drug addicts and young people in especially disadvantaged residential areas, are described with examples.

1. Facilitating Access to Paid Employment – Encouraging Integration in the Labour Market

Long-term unemployment and deficits in vocational training and general education are major causes that increase the risk of social exclusion. Access to employment is more difficult for long-term unemployed recipients of social assistance and unemployment benefit, people with poor qualifications, severely disabled people and immigrants. The Federal Government has taken account of this situation in its “Agenda 2010” programme and is concentrating its policy on the targeted and increased activation of the individual’s potential to enable a social and economic stake and to dismantle material dependency on state

welfare benefit's. To strengthen the momentum of activation within the context of a preventive policy, the qualification of these groups of people most at risk is especially important. The requirements of the qualification level of employees are rising, those who are already disadvantaged today look like becoming the losers in the knowledge society. The systems of education, basic and further training must create the environment for the risk of social exclusion being minimised at an early stage.

2. Making Society Child and Family-Friendly

A responsible policy for children and families is an interdisciplinary task that can only succeed with the interaction of all areas of policy. In the next two years the Federal Government will continue with the policy that has led to a marked improvement in the economic situations of families since 1998. Financial benefit's for families of around € 40 billion in 1998 have been increased to almost € 59 billion in 2003. The next stages of the tax reform will further relieve families, improve their economic situation and prevent poverty among families.

3. Increasing the Participation and Self-Determination of People with Disabilities

A pioneering policy for people with disabilities is still at the heart of the welfare state action. The Federal Government will promote the implementation of the Act on Equal Treatment of People with Disabilities at all levels, in particular it will promote the conclusion of target agreements. It will also carefully follow the implementation of Social Code Book IX, present a comprehensive report on the situation of people with disabilities by 31 December 2004 and, where appropriate, propose further action to be taken.

4. Integration of Immigrants

The encouragement of tolerance and the self-determination of people within the context of a free and democratic basic order are the foundations of a political system that pursues the goal of the participation and social involvement of all groups.

5. Participation of Groups Particularly Affected by Poverty

To improve the data situation of groups particularly affected by poverty, the Federal Government has commissioned a study on the subject of "People in Extreme Poverty", the results of which should be available in 2004. The task of the research project is to use a qualitative study to gain access to this hard-to-reach group of people. Structures of extreme poverty are to be elaborated in order to acquire knowledge about the causes and effects of extreme poverty, above all, the non-monetary aspects of the lives of the people concerned should come into focus.

V. Enhancing Participation and Equality of Opportunity – A Concerted Process by All Players and at All Levels

Together with the national poverty and wealth reporting, the NAP'incl forms the foundation for strategies to strengthen social integration and to combat poverty in Germany. As well as the Federal Government, which sets the framework conditions, the *Länder* and local authorities have a key role in the German social protection system, e.g. with their responsibility for important areas of education policy, social assistance of basic security. The federal structure and the federal guarantee for local government protected in the constitution mean that regionally and locally different strategies are pursued when combating poverty and social exclusion.

Numerous non-governmental players are involved in this, which documents the great importance of an active civil society. This applies both to the social partners and to the associations of private charities, organisations, self-help groups and the many often smaller organisations and self-help initiatives. Because these facilities are the first contacts for the people locally."

In: Federal Republic of Germany, *Strategies to Enhance Social Integration - National Action Plan Against Poverty and Social Exclusion 2003-2005*

Spain

Social Inclusion

“Main Objectives and Key Goals

1. To reduce the number of people with a level of income below 60% of the average income level by 2% throughout the duration of the Plan.
2. To improve co-ordination of social protection policies and especially employment and social insertion policies through co-operation with the Public Administrations.
3. To move ahead in terms of the geographical area factor in the following aspects: cohesion among geographical areas, increasing municipal area plans until reaching 50% coverage of the total population of the State and prioritising actions in vulnerable geographical areas and neighbourhoods.
4. To promote measures to reconcile work and family life and to move ahead in development of the Integrated Plan to Support Families.
5. To strengthen access to new technologies by the population in a situation of or at risk of social exclusion and related NGO and professionals.
6. To intensify activities against domestic violence and to increase the measures which foment equal opportunities between men and women.
7. To develop specific programmes for dependent persons and groups with special vulnerability, such as senior citizens, disable people, the Gypsy population, immigrants, children and the homeless.
8. To ensure participation and mobilisation of all the people and entities involved, including the corresponding Parliaments.
9. To establish debate forums with NGO so as to ensure the participation of and contributions by the very people affected.
10. To promote exchanges and learning of good practices in the field of social inclusion.

Political Measures

Objective 1. Employment and Access to Resources

Objective 1.1. Promotion of access to employment for people at risk of or suffering from exclusion

Objective 1.2. Promotion of access to all resources, rights, goods and services

Objective 2. Prevention of the Risks of Exclusion

Within this objective, three large lines of action are proposed. They are adjusted to the same number of potential focal points for the risk of exclusion: one is aimed at mitigating family disintegration factors, one to correcting social problems in each geographical area and one to fighting difficulties in access to new technologies, as well as gaps in training on how to use them.

2.1. Activities based on geographical area

2.2. Activities to favour families

The family is the first level of intervention and the core at which the following preventative or palliative activities against social exclusion must be prioritised:

2.3. Access to new technologies

Difficulties in gaining access and the lack of a minimal level of knowledge and familiarity with new technologies can translate into exclusion for a group of people that is larger than the group of people excluded for the various causes provided for in this Plan, and therefore the following action will be taken:

Objective 3. Activities to help the most vulnerable

In this Plan, the corresponding activities have been broadened, improved and focussed, especially with respect to the first Plan, in accordance with the priorities established. In Spain, risk groups have specific plans.

3.1. To improve the situation of senior citizens in a situation of or at risk of social exclusion

3.2. To improve the situation of disable persons in a situation of or at risk of social exclusion.

3.3. To improve the situation of women in a situation of or at risk of social exclusion.

To develop the measures in the Plan for Equal Opportunities Between Men and Women (2003-2006), which includes the objectives of the corresponding European Union framework-strategy, including the following:

3.4. To improve the situation of young people in a situation of or at risk of social exclusion.

3.5. To improve the situation of children in a situation of or at risk of social exclusion.

3.6. To improve the situation of the gypsy population in a situation of or at risk of social exclusion.

3.7. To promote action with immigrants in a situation of or at risk of exclusion.

3.8. To perform activities for returning emigrants in a situation of or at risk of exclusion.

3.9. To promote activities to assist the homeless.

3.10. To improve aid for the prison population and former prisoners.”

In: Ministerio de Trabajo y Assuntos Sociales, *Second National Action Plan on Social Inclusion (2003-2005)*

3.3. News Agencies

“Can member states really take ownership of jobs and growth agenda?”

Ministers in the Competitiveness Council of 10 May 2005 welcomed the Commission's integrated guidelines, which will form the basis for the national action plans for reform. They confirmed their determination to take more national leadership for the reforms needed to put Europe back on a strong path towards job creation and growth.

To some EU experts, however, it seems doubtful whether this new approach, based on the open method of co-ordination, will really work. In a recent ENEPRI (European Network of Economic Policy Research Institutes) research paper, two obvious reasons were given to question the effectiveness of this new method to relaunch the Lisbon agenda:

- "Politicians will refuse to commit themselves to targets (or deadlines) that are hard to reach... national targets will not be very ambitious"
- "National voters may still perceive the targets as 'something from Brussels' and [...] political consequences for the government and for Mr or Ms Lisbon will therefore be small. Especially large countries will not listen to Brussels, as evidence on peer pressure suggests."

In: Euractiv, 11.05. 2005

“Guidelines defined for national action plans on growth and jobs

The Commission's integrated guidelines for growth and jobs for the period 2005-2008 will serve as the basis for the national reform programmes or action plans that the member states will have to present in the autumn of 2005.

The new package merges the former Broad Economic Policy Guidelines (BEPGs) and the Employment Guidelines (EGs). It consists of three chapters giving general recommendations for the member states when preparing their three-year national action plans.

There are guidelines on macroeconomic policy (focus: fiscal discipline and growth-oriented spending), microeconomic reforms (focus: internal market, entrepreneurship, R&D spending) and employment (focus: labour market improvements, education, and modernising social protection systems).

The integrated guidelines will be discussed by the June European Council.”

In: Euractiv, 13.04.2005

“Bolkestein in Paris to ward off critics

In Paris on 5-6 April, Frits Bolkestein tried to reassure the French political intelligentsia, media and citizens by quelling fears that the country of origin principle in the draft services directive will lead to social dumping.

He brushed aside the widely-cited example of the Polish plumber coming to France on a low wage and non-existent social protection as unrealistic. "All collective agreements will be respected," he said, adding that only freelancers will be concerned by the directive.

Foreign companies establishing themselves in France would still have to apply French laws, he assured. As to the French public services, they will be protected against competition, he said.

Bolkestein also pointed out that, at the time of adoption by the college of commissioners, no French voices were heard at the Commission or indeed in diplomatic representations opposing the directive.”

In: Euractiv, 07.04.2005

4. Indicators

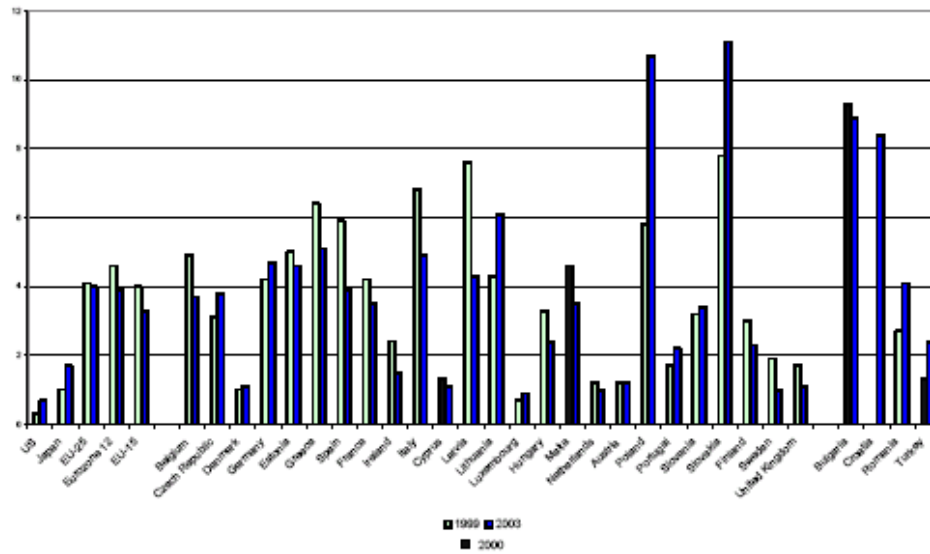
Total employment rate %

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003
EU (25 countries)	:	:	:	:	:	60.6	61.2	61.9	62.4	62.8	62.9	63
EU (15 countries)	61.2	60.1	59.8	60.1	60.3	60.7	61.4	62.5	63.4	64.1	64.3	64.4
Euro-zone	59.5	58.3	57.9	58.1	58.2	58.6	59.3	60.5	61.6	62.1	62.4	62.6
Euro-zone (12 countries)	59.3	58.2	57.8	58	58.1	58.4	59.2	60.3	61.4	62.1	62.4	62.6
Belgium	56.3	55.8	55.7	56.1	56.2	56.8	57.4	59.3	60.5	59.9	59.9	59.6
Czech Republic	:	:	:	:	:	:	67.3	65.6	65	65	65.4	64.7
Denmark	73.7	72.1	72.3	73.4	73.8	74.9	75.1	76	76.3	76.2	75.9	75.1
Germany	66.4	65.1	64.7	64.6	64.1	63.7	63.9	65.2	65.6	65.8	65.4	65.1
Estonia	:	:	:	:	:	:	64.6	61.5	60.4	61	62	62.9
Greece	53.7	53.7	54.2	54.7	55	55.1	55.5	55.3	55.7	55.4	56.7	57.8
Spain	49	46.6	46.1	46.9	47.9	49.4	51.2	53.7	56.2	57.7	58.4	59.7
France	59.9	59.3	59.1	59.5	59.5	59.6	60.2	60.9	62.1	62.8	63	63.2
Ireland	51.2	51.7	53	54.4	55.4	57.6	60.6	63.3	65.2	65.8	65.6	65.4
Italy	:	52.3	51.4	51	51.2	51.3	52	52.7	53.7	54.8	55.5	56.1
Cyprus	:	:	:	:	:	:	:	:	65.7	67.8	68.6	69.2
Latvia	:	:	:	:	:	:	59.9	58.8	57.5	58.6	60.4	61.8
Lithuania	:	:	:	:	:	:	62.3	61.7	59.1	57.5	59.9	61.1
Luxembourg	61.4	60.8	59.9	58.7	59.2	59.9	60.5	61.7	62.7	63.1	63.4	62.7
Hungary	:	:	:	:	52.1	52.4	53.7	55.6	56.3	56.2	56.2	57
Malta	:	:	:	:	:	:	:	:	54.2	54.3	54.4	54.2
Netherlands	64	63.6	64	64.7	66.3	68.5	70.2	71.7	72.9	74.1	74.4	73.5
Austria	:	:	68.5	68.8	67.8	67.8	67.9	68.6	68.5	68.5	68.7	69
Poland	:	:	:	:	:	58.9	59	57.6	55	53.4	51.5	51.2
Portugal	66.6	65.1	64.1	63.7	64.1	65.7	66.8 ^(b)	67.4	68.4	69	68.8	68.1
Slovenia	:	:	:	:	61.6	62.6	62.9	62.2	62.8	63.8	63.4	62.6
Slovakia	:	:	:	:	:	:	60.6	58.1	56.8	56.8	56.8	57.7
Finland	65.1	61	60.3	61.6	62.4	63.3	64.6	66.4	67.2	68.1	68.1	67.7
Sweden	75.9	71.3	70.2	70.9	70.3	69.5	70.3	71.7	73	74	73.6	72.9
United Kingdom	67.9	67.4	67.9	68.5	69	69.9	70.5	71	71.5	71.7	71.7	71.8
Bulgaria	:	:	:	:	:	:	:	:	50.4	49.7	50.6	52.5
Croatia	:	:	:	:	:	:	:	:	:	:	:	53.4
Romania	:	:	:	:	:	65.4	64.2	63.2	63	62.4	57.6	57.6
Turkey	:	:	:	:	:	:	:	:	48.8	47.8	46.9	45.8
Iceland	:	:	:	:	:	:	:	:	:	:	:	:
Norway	:	:	:	:	:	:	:	:	77.5	77.2	76.8	75.5
United States	70.8	71.2	72	72.5	72.9	73.5	73.8	73.9	74.1	73.1	71.9	71.2
Japan	69.6	69.5	69.3	69.2	69.5	70	69.5	68.9	68.9	68.8	68.2	68.4

Total unemployment rate %

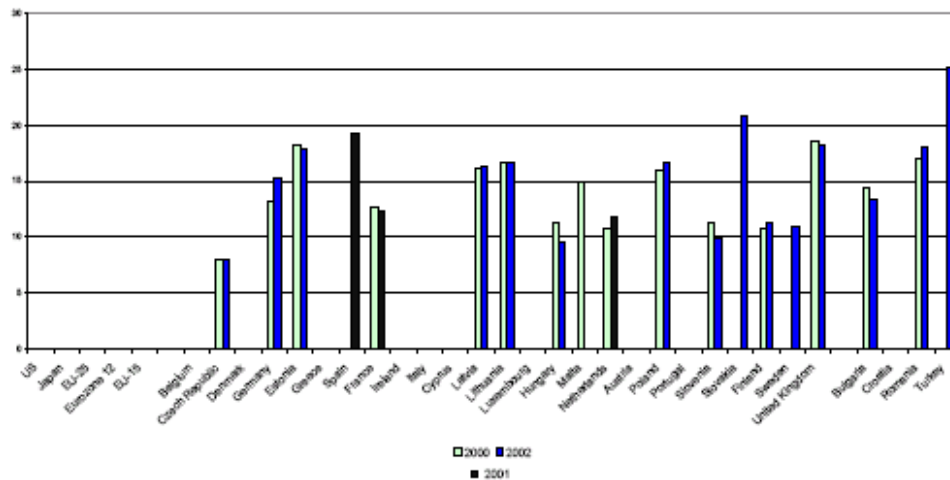
	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
EU (25 countries)	:	:	:	:	:	9.5	9.1	8.6	8.4	8.7	8.9	9.0
EU (15 countries)	10.0	10.4	10.0	10.1	9.8	9.3	8.5	7.6	7.2	7.6	7.9	8.0
Euro-zone	10.1	10.8	10.5	10.7	10.6	10.0	9.1	8.1	7.8	8.2	8.7	8.8
Euro-zone (12 countries)	10.1	10.7	10.5	10.7	10.6	10.0	9.2	8.2	7.8	8.2	8.7	8.8
Belgium	8.6	9.8	9.7	9.5	9.2	9.3	8.6	6.9	6.7	7.3	8.0	7.8
Czech Republic	:	:	:	:	:	6.4	8.6	8.7	8.0	7.3	7.8	8.3
Denmark	9.6	7.7	6.7	6.3	5.2	4.9	4.8	4.4	4.3	4.6	5.6	5.4
Germany	7.7	8.3	8.0	8.5	9.1	8.8	7.9	7.2	7.4	8.2	9.0	9.5
Estonia	:	:	:	:	9.6	9.2	11.3	12.5	11.8	9.5	10.2	9.2
Greece	8.6	8.9	9.2	9.6	9.8	10.9	12.0	11.3	10.8	10.3	9.7	10.5
Spain	18.6	19.8	18.8	18.1	17.0	15.2	12.8	11.3	10.6	11.3	11.3	10.8
France	11.1	11.7	11.1	11.6	11.5	11.1	10.5	9.1	8.4	8.9	9.5	9.7
Ireland	15.6	14.3	12.3	11.7	9.9	7.5	5.6	4.3	3.9	4.3	4.6	4.5
Italy	10.1	10.6	11.2	11.2	11.3	11.3	10.9	10.1	9.1	8.6	8.4	8.0
Cyprus	:	:	:	:	:	:	:	5.2	4.4	3.9	4.5	5.0
Latvia	:	:	:	:	:	14.3	14.0	13.7	12.9	12.6	10.4	9.8
Lithuania	:	:	:	:	:	13.2	13.7	16.4	16.4	13.5	12.7	10.8
Luxembourg	2.6	3.2	2.9	2.9	2.7	2.7	2.4	2.3	2.1	2.8	3.7	4.2
Hungary	:	:	:	9.6	9.0	8.4	6.9	6.3	5.6	5.6	5.8	5.9
Malta	:	:	:	:	:	:	:	6.8	7.7	7.7	8.0	7.3
Netherlands	6.2	6.8	6.6	6.0	4.9	3.8	3.2	2.8	2.2	2.8	3.7	4.6
Austria	4.0	3.8	3.9	4.4	4.4	4.5	3.9	3.7	3.6	4.2	4.3	4.5
Poland	:	:	:	:	10.9	10.2	13.4	16.4	18.5	19.8	19.2	18.8
Portugal	5.6	6.9	7.3	7.3	6.8	5.1	4.5	4.1	4.0	5.0	6.3	6.7
Slovenia	:	:	:	6.9	6.9	7.4	7.2	6.6	5.8	6.1	6.5	6.0
Slovakia	:	:	:	:	:	:	16.7	18.7	19.4	18.7	17.5	18.0
Finland	16.3	16.6	15.4	14.6	12.7	11.4	10.2	9.8	9.1	9.1	9.0	8.8
Sweden	9.1	9.4	8.8	9.6	9.9	8.2	6.7	5.6	4.9	4.9	5.6	6.3
United Kingdom	10.0	9.3	8.5	8.0	6.9	6.2	5.9	5.4	5.0	5.1	4.9	4.7
Bulgaria	:	:	:	:	:	:	:	16.4	19.2	17.8	13.6	11.9
Croatia	:	:	:	:	:	:	:	:	:	:	:	:
Romania	:	:	:	:	5.3	5.4	6.2	6.8	6.6	7.5	6.8	7.1
Turkey	:	:	:	:	:	:	:	6.5	8.3	10.3	10.5	10.3
Iceland	:	:	:	:	:	:	:	:	:	:	:	:
Norway	6.0 ^(b)	5.4 ^(b)	4.9 ^(b)	4.7	4.0	3.2	3.2	3.4	3.6	3.9	4.5	4.4
United States	6.8	6.1	5.6	5.4	4.9	4.5	4.2	4.0	4.8	5.8	6.0	5.5
Japan	2.5	2.9	3.1	3.4	3.4	4.1	4.7	4.7	5.0	5.4	5.3	4.7

SOCIAL COHESION
Indicator 11.1 Total long-term unemployment rate
 Long-term unemployed (12 months and more) as a percentage of the total active population



Source: Eurostat

SOCIAL COHESION
Indicator 9.1 At-risk-of-poverty rate after social transfers – total
 The share of persons with an equivalised disposable income below the risk-of-poverty threshold, which is set at 60% of the national median equivalised disposable income



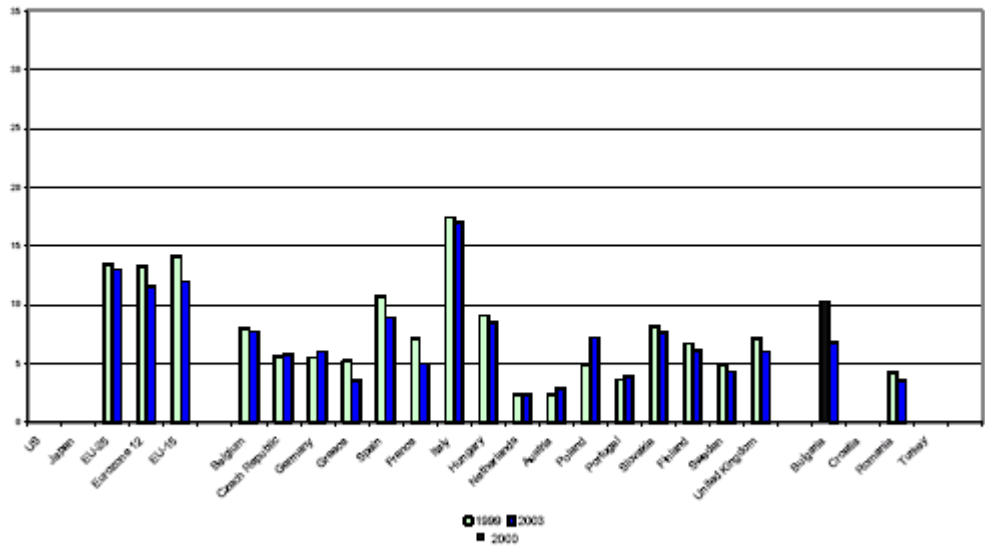
Source: Eurostat

Notes:

EU-28 data source has now expired. During transition to data collection under EU-SILC regulation, data is obtained from national sources and harmonised as per with EU-SILC methodology to produce this indicator. Whilst every effort has been made to ensure consistency, due to differences in the underlying national sources the results cannot be considered to be fully comparable with one another.

Estonia: figure for 2002; 10; Cyprus: figure for 2003; 10; Croatia: figure for 2002; 10

SOCIAL COHESION
Indicator 10.1 Dispersion of regional employment rates - total
 Coefficient of variation of employment rates (of the age group 15-64) across regions (NUTS 2 level) within countries



Source: Eurostat
 Notes:
 Not relevant for Denmark, Ireland, Luxembourg, Cyprus, Estonia, Lithuania, Latvia, Malta, Slovenia
 In November 2003, Eurostat adopted the NUTS-2003 classification reflecting administrative changes at NUTS 2 level in Germany, Finland, Italy, Portugal and Spain.
 France, Romania: break in series in 2003

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6. Some key-issues for the future

Many issues arise from this Follow-up Report, namely the efforts carried out at regional, national and European level to modernise the European Social model and to meet the challenges set by the Lisbon Strategy, concerning both growth and more and better jobs.

European labour markets witness structural weaknesses such as high levels of unemployment, high regional differences in employment and unemployment, significant gender gaps and low employment rate of older workers.

Furthermore, there is still a high share of people living on low incomes and at poverty risk with, again, important variations between Member States.

The modernisation of the European social model requests solving issues as important as fostering occupational mobility by improved conditions for lifelong learning and a more effective labour market management; reforming the social protection systems to provide basic safety throughout the life cycle and making work pay; increasing the employment rate of women and older workers, intensifying the inclusion actions for targeted groups, including unemployed people.