

A REAL EMPLOYMENT STRATEGY FOR A
VIRTUAL EUROPEAN UNION

"Real work in a
virtual world", Vienna,
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Employment & Social Affairs



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Lisbon Goal:

“To make the EU the most competitive and dynamic
knowledge-based society with more and better jobs and
greater social inclusion ...”

... a virtual EU with real jobs.

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Redesigned European Employment strategy

- * enlarged EU
- * better delivery Lisbon strategy
 - full employment
 - quality and productivity at work
 - social cohesion and inclusion

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3 overarching objectives

I/ Full employment in a knowledge-based society

- overall employment rate 67% 2005, 70% 2010
- an employment rate for women 57% 2005, 60% 2010
- an employment rate for older workers of 50% in 2010

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Overarching objectives (cont'd)

II/ Improving quality and productivity at work

- Quality is a multidimensional concept including skills, lifelong learning, work organisation and work-life balance
- particularly through social dialogue
- quality at work can help increase labour productivity

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Overarching objectives (cont'd)

III/ Strengthening social cohesion and inclusion

- The Employment Strategy fosters social inclusion by combating discrimination on the labour market and preventing the exclusion of people from the world of work
- The Strategy should contribute to achieving a substantial reduction in the proportion of the working poor

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Priorities for action: the 10 commandments

1/ Active and preventive measures for the unemployed and inactive

- active labour measures to meet individual needs.
- personalised action plan for all job seekers.

2/ Foster entrepreneurship and promote job creation

- exploit potential of new enterprises.
- promote training in entrepreneurial and management skills.

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10 commandments (cont'd)

3/ Address change and promote adaptability in work

- promote diversity of contractual and working arrangements (eWork)
- better working conditions and training

4/ More and better investments in human capital and strategies for Lifelong Learning

- _____ - equip all individuals with skills for work in the knowledge-based economy

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10 commandments (cont'd)

5/ Increase labour supply and promote active aging

- promote active aging including flexible forms of work organisation (**telework**)

6/ Gender equality

- Particular attention to reconciling work and family life (**distance working**)

7/ Promote the integration of disadvantaged people in the labour market

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10 commandments (cont'd)

8/ Make work pay through incentives to enhance work attractiveness

- In particular reduce the burden on low paid workers

9/ Transfer undeclared work into regular employment

10/ Promote occupational and geographical mobility and improve job matching

- promoting job and training opportunities transparency (**use on-line recruitment on an EU-wide basis**)

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Member States to put these Guidelines into effective implementation at national, regional and local level.

All relevant actors and especially the Social Partners should be strongly involved.

The Employment Strategy will help ensure more and better real jobs in the knowledge based 25 or more Member States, the virtual EU in 2010

