



COMMISSION EUROPÉENNE – COMMUNIQUÉ DE PRESSE

La Commission propose des mesures et des solutions en faveur d'une reprise génératrice d'emplois dans l'Union européenne

Strasbourg, le 18 avril 2012 – Tandis que l'Union européenne connaît une hausse record du chômage et que les perspectives économiques pour les prochains mois ne sont guère réjouissantes, la Commission publie aujourd'hui une communication dans laquelle elle énonce des mesures concrètes pour l'emploi; elle privilégie l'aspect de la création d'emplois lié à la demande et suggère aux États membres des solutions propres à encourager l'embauche, telles que la réduction de la pression fiscale sur le travail ou l'octroi d'aides à la création d'entreprises. Par ailleurs, elle recense les secteurs offrant le plus de possibilités de création d'emplois: l'économie verte, les services de santé et les technologies de l'information et de la communication (TIC). Enfin, elle souligne la nécessité d'orienter plus résolument la gouvernance de l'Union vers l'emploi et la politique sociale et propose des moyens d'associer plus étroitement les représentants des employeurs et des travailleurs à la fixation des priorités de l'Union.

Le président de la Commission, M. Barroso, a déclaré: «L'Europe a besoin d'une stratégie pour créer des emplois et faire baisser le taux de chômage, qui a atteint un niveau inacceptable. L'Union dispose d'un énorme potentiel inexploité pour favoriser cette démarche. L'économie verte et les secteurs de la santé et des nouvelles technologies créeront plus de vingt millions d'emplois dans les années à venir. Les États membres doivent saisir cette chance, mobiliser les ressources existantes et stimuler leur marché du travail en étroite concertation avec les partenaires sociaux. Ensemble, nous pourrions y arriver.»

À l'occasion de la présentation de la communication à Strasbourg, le commissaire européen à l'emploi, aux affaires sociales et à l'inclusion, M. László Andor, a déclaré: «Les taux de chômage actuels dans l'Union sont spectaculaires et inacceptables, et la création d'emplois doit devenir une vraie priorité européenne.» Selon lui, «pour renouer avec la croissance et répondre aux grandes mutations structurelles dues à la conversion de l'économie en économie verte, au vieillissement de la population et à l'évolution technologique, l'Union a besoin d'un marché du travail européen dynamique, dans lequel chacun a sa place.»

Contenu du train de mesures proposé pour doper l'emploi

1. Dans sa communication, la Commission invite les États membres à consolider leurs politiques nationales de l'emploi. Concrètement, elle leur propose:

- de créer les conditions propices à la création d'emplois et à la demande de main-d'œuvre, par des aides à l'embauche qui augmentent le nombre net d'embauches, par la réduction de la pression fiscale sur le travail au profit de taxes environnementales (sans incidence budgétaire), ou par des aides aux personnes souhaitant se mettre à leur compte;
- d'exploiter le potentiel élevé de création d'emplois de secteurs prometteurs, tels que celui de l'économie verte, dans lequel vingt millions d'emplois pourraient être créés d'ici 2020,

d'inscrire l'emploi vert dans leur «plan national pour l'emploi» et de dresser un inventaire plus précis des compétences vertes;

- d'améliorer la planification et les prévisions des effectifs du secteur de la santé afin de faire mieux concorder la demande et l'offre de professionnels de la santé tout en offrant à ceux-ci des perspectives à long terme, et de favoriser l'échange de stratégies de recrutement et de fidélisation du personnel qui soient innovantes et efficaces. La Commission lance parallèlement une consultation sur les perspectives d'emploi dans les services aux personnes et aux ménages;
- de concourir à l'expansion de la main-d'œuvre très qualifiée en TIC et d'aider tous les travailleurs à acquérir des compétences numériques.

2. La Commission propose aussi dans sa communication les pistes d'une réforme visant à ce que les marchés du travail soient plus dynamiques et n'excluent personne et, partant, résistent mieux aux mutations de l'économie. Elle invite les États membres:

- à tirer les leçons de la crise et, à ce titre, à favoriser la flexibilité interne pour réduire l'insécurité de l'emploi et les dépenses budgétaires;
- à garantir des rémunérations décentes et viables et à éviter les pièges des bas salaires;
- à garantir des types de contrat adaptés pour prévenir l'abus des contrats atypiques (la Commission insiste aussi sur la nécessité d'offrir des perspectives aux jeunes et de prendre des mesures en faveur de l'apprentissage tout au long de la vie, lequel est un gage de sécurité de l'emploi et de productivité);
- à accroître les investissements dans les compétences, compte tenu des quatre millions d'emplois toujours vacants dans l'Union, afin de corriger les décalages entre l'offre et la demande de compétences sur les marchés du travail européens, d'une part, et à mieux anticiper les besoins en compétences; elle propose des outils pour l'amélioration de la reconnaissance des compétences et des certificats et le rapprochement des milieux éducatifs et professionnels.

3. Le train de mesures proposé vise aussi à la création d'un marché du travail européen à part entière:

- pour améliorer la mobilité de la main-d'œuvre, la Commission tient à la suppression des entraves juridiques et pratiques à la libre circulation des travailleurs; à cette fin, elle propose d'améliorer la transférabilité des pensions et le sort fiscal des travailleurs frontaliers et de mieux informer les travailleurs de leurs droits et obligations. Elle invite les États membres à permettre l'exportation des prestations de chômage des chômeurs qui se rendent dans un autre pays à la recherche d'un emploi (pour une durée maximale de six mois). Elle exhorte aussi les gouvernements à ne plus restreindre l'accès des travailleurs bulgares et roumains à leur marché du travail et à permettre aux ressortissants des autres États membres d'avoir accès à leur fonction publique;
- pour améliorer l'adéquation de la demande et de l'offre de main-d'œuvre, la Commission propose de faire du portail de recherche d'emplois EURES un véritable outil de placement et de recrutement d'envergure européenne et prévoit (pour 2013) des applications en ligne innovantes fondées sur le libre-service, applications qui fourniront aux utilisateurs un inventaire précis des offres d'emploi en Europe.

4. Enfin, l'ensemble de mesures proposé ouvre la voie au renforcement de la coordination et de la surveillance des politiques de l'emploi à l'échelle de l'Union sur le modèle de la gouvernance économique de l'Union. Dans le contexte du Semestre européen, la Commission prévoit d'introduire, dès 2013, un tableau de bord pour suivre l'avancement des plans nationaux pour l'emploi des États membres. Elle avance des solutions pour permettre la concertation et le suivi de l'évolution des rémunérations à l'échelle de l'Union en vue d'associer davantage les partenaires sociaux européens et nationaux à l'élaboration des politiques de l'emploi. Pour finir, elle souligne combien il importe de faire intervenir les

instruments de financement de l'Union (comme le Fonds social européen) à l'appui des mesures à prendre pour aider les États membres à définir les priorités et à mener les réformes en la matière.

Contexte

Le train de mesures sera examiné à l'occasion d'une conférence de haut niveau sur le thème de l'emploi; cette conférence, qui se tiendra les 6 et 7 septembre prochains, visera à mobiliser davantage tous les partenaires pour la mise en application des mesures annoncées. Le dispositif en faveur de l'emploi proposé aujourd'hui se compose d'une communication de la Commission intitulée «Vers une reprise génératrice d'emplois» et de neuf documents de travail des services de la Commission, dont deux sont des documents faisant l'objet d'une consultation:

- un document sur les tendances et les défis des marchés du travail (document d'analyse),
- un document sur un cadre de qualité pour les stages (document de consultation),
- un rapport sur l'avancement de l'initiative sur les perspectives d'emploi des jeunes («*Implementing the Youth Opportunities Initiative: first steps taken*»),
- un document sur l'exploitation des possibilités de création d'emplois offertes par la croissance verte,
- un document sur l'exploitation des possibilités de création d'emplois offertes par les TIC,
- un plan d'action en faveur du personnel de santé dans l'Union,
- un document sur la main-d'œuvre dans les services aux ménages (document de consultation),
- un document consacré aux marchés du travail ouverts et dynamiques dans lesquels chacun a sa place (évaluation de la notion de flexisécurité),
- un document sur la réforme des services européens pour l'emploi en vue d'atteindre les objectifs d'Europe 2020 (qui précise la réforme d'EURES).

Pour en savoir plus

Communication intitulée «Vers une reprise génératrice d'emplois»: [MEMO/12/252](#)

<http://ec.europa.eu/social/BlobServlet?docId=7619&langId=fr>

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Tous les documents (dont les documents de travail des services de la Commission) sont consultables à l'adresse suivante: <http://ec.europa.eu/social/main.jsp?langId=fr&catId=89&newsId=1270&furtherNews=yes>

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En allemand: <http://ec.europa.eu/social/main.jsp?langId=de&catId=89&newsId=1270&furtherNews=yes>

Eurobaromètre sur le suivi des conséquences sociales de la crise et des perceptions du public dans l'Union européenne: http://ec.europa.eu/public_opinion/index_fr.htm

Site *web* de la DG EMPL sur la stratégie européenne pour l'emploi: <http://ec.europa.eu/social/main.jsp?langId=fr&catId=101>

MEMO/12/252

Strasbourg, 18 April 2012

Q & A on the new Employment package: Towards a job-rich recovery

What is the Employment package?

The Employment Package is a response to the high level of unemployment in Europe. This policy communication identifies the EU's biggest job potential areas and the most effective ways - in today's difficult economic and social climate - for Member States to create more jobs. It provides a medium-term agenda for EU and Member States action to support a job-rich recovery and reach Europe's 2020 goals for smart, sustainable and inclusive jobs and growth. It is accompanied by nine staff documents.

Why is there a need for action?

The EU unemployment rate hit an all-time high at 10.2% in February 2012. Although 1.5 million jobs were created between 2008 and mid 2011, 6 million jobs were lost over the same period. Things have even got even worse since: in the Euro area, unemployment is the highest since the launch of the common currency. To reach its 75% employment target the EU needs to create 17.6m new jobs.

Europe is also facing long-term structural changes that affect its competitiveness but also present great job creation opportunities, such as the greening of the economy, a rapidly ageing population coupled with complex population flows and fast technological change. Europe's economies have to adapt to these trends.

The Employment package is also a political response to the call by Heads of State and Government in January and March 2012 for a bigger focus on job creation, quality transitions between and to jobs and geographical mobility.

What is new in the Employment Package?

The employment package proposes a fresh look at what can be our priorities for a medium-term policy to make our labour markets more open, more dynamic and more inclusive:

- A stronger accent on job creation policies by reducing taxes on labour and making a more effective use of hiring subsidies and exploiting the potential of some key sectors, such as ICT, green jobs or healthcare sector;
- Using the experience gained in Member States during the crisis in view of steering the reforms required. For instance on the role of internal and external flexibility, wage-setting or public employment services to help workers succeed when changing employment or getting back to work from unemployment;
- Guidance to improve job quality on issues such as wages floors, innovative ways of organising work (eg. pooling), transforming informal or undeclared work into regular employment.
- Investment in skills by better forecasting skills needs and trying to avoid skills mismatches, through a rationalisation and integration of monitoring tools at the EU level.

The governance of employment policies must also be strengthened by reinforcing their monitoring with the Member States so that employment and social concerns do not lag behind economic ones. The involvement of the social partners in the process of implementing reforms and monitoring developments must also be reinforced.

Can we fight unemployment by promoting a green growth?

By exploiting the big job potential areas for the future such as the green economy 20 million jobs could be created between now and 2020.

President Barroso in his State of the Union address pointed to the focus on innovation and new technologies (including green technologies) as sources of growth that would push EU competitiveness.

The Commission would like to build up on all this employment potential. It should be noted however that the job potential of the new rising green sectors tend to be, to a large extent, dependent on the availability of public support. In times of economic crisis, a challenge might be that of a small green sectors growing slowly. Smart investment plans are needed to capitalise on job opportunities and un-tap the job creation potential and overcoming the shortage of support for new emerging and rising sectors. The Commission aims to facilitate the mobilisation of EU funding leveraging private investments in the green economy and having important employment potential. For instance, construction will be one of the sectors directly benefiting from investments in climate adaptation measures that could offer employment and income opportunities in activities such as extending coastal defences, reinforcing buildings and infrastructures, water management and relocation of exposed settlements.

A well-functioning labour market is a prerequisite for a successful transition to a low-carbon and resource efficient economy able to overcome the challenge of skills obsolescence and displacement costs. Growing sectors may offer opportunities to use skills acquired from workers employed in declining sectors.

What is the job creation potential of the health sector?

Healthcare is a highly labour intensive activity and one of the largest sectors in the EU: in 2010 there were around 17, 1 million jobs in the healthcare sector which accounted for 8% of all jobs in EU-27. Even during the economic crisis, employment in the healthcare sector has continued to grow.

There will be about 7 million additional job openings between 2010-2020 due to replacement needs. Most jobs will require highly qualified people (more than 5 million) while the need for medium qualified personnel will remain rather significant (around 3 million). Around 200 000 job openings will be for low qualified people.

With an ageing population and the rising demand for healthcare, the sector will remain a key driver for providing jobs in the years to come. In addition, emergence of new care patterns to cope with chronic conditions of the elderly and the rise in new technologies will require new skills. Budget constraints will mean that innovative solutions to be found through use of new technologies, products and organisational changes.

Though health is mainly a national competence, the EU dimension of the issue is on the rise. The next step will be the launch of a Joint Action on workforce planning by the end of 2012. With the help of the Commission, a partnership of Member States and professional organisations will share good practices and develop new methodologies on forecast of health workforce and skill needs.

What is the situation concerning the demand for ICT professionals?

The demand for ICT professionals continues to grow while many other jobs are disappearing. Even during the crisis, the number of ICT practitioners grew at around 3% a year. By the end of 2010, 4.1 million Europeans worked as ICT practitioners in the narrowest definition (programmers and computer assistant staff), up from 2.7 million ten years earlier, with another 1.1 million in closely related occupations. Furthermore, labour demand is already outstripping the supply of ICT practitioners, and will continue to do so. Lack of skilled workers, often referred as ICT skills gap, remains one of the reasons.

Why is there a focus on job creation, next to the necessary labour market reforms?

In the current difficult economic situation of stagnation or even recession, mobilizing labour for growth – as the Commission decided in its Annual Growth Survey - requires to consider favorable conditions for job creation and encouraging labour demand. The employment package reviews a number of tools that can positively impact on labour demand and offers advice on the design of such tools so as to maximize their employment impact. The employment package also considers policy action in those areas with the biggest job potential for the future: the green economy, health services and ICT.

Will labour market reforms save jobs in the current economic crisis or lead to flexibility and lay-offs?

It can be shown that measures aimed at internal flexibility have saved jobs, by allowing firms leeway in their costs structures taking away some of the pressure to lay off workers during the crisis. The German Kurzarbeit scheme is probably the most well know example of this, but in one way or another 20 Member States used these arrangements. Job security has been at the centre in each of these schemes. Estimates range around 1 million jobs saved.

Another example to show how flexibility can go hand in hand with security is the renewed development in opening clauses in collective bargaining. These clauses have cushioned the shock of the recession, controlled wage costs thus protecting the competitiveness of firms and as a consequence avoided a steeper increase in job losses. The involvement of all relevant stakeholders in the design and implementation of policies can be seen as an important precondition for reforms leading to a win-win situation delivering both security and flexibility.

How are governments going to support structural labour market reforms given their limited fiscal room for manoeuvre?

First, not all measures are expensive in terms of public expenditure. Working time accounts, mutual responsibilities approach, opening clauses in collective bargaining are examples of measures delivering flexibility and/or security at low or no costs. Second, most of the measures have the character of an investment with very considerable returns.

What is Eures? What will be the differences between the current and future EURES?

EURES is a European network between the European Commission and the Public Employment Services (PES) of the EEA Member States (the EU countries plus Norway, Iceland and Liechtenstein) and partner organisations. Switzerland also takes part in EURES co-operation. EURES was set up in 1994.

EURES is to change its intervention logic well beyond its original role as a vacancy transparency device, informing about the legal right for free movement. It will become a demand-driven and result oriented recruitment tool satisfying economic needs and contributing to fulfil the employment objective of the Europe 2020 Strategy

This EURES shift to demand-led service delivery will also be characterised by several elements such as a revamped EURES Portal and the use of targeted mobility schemes that according to market needs can focus on specific target groups, sectors, occupations and countries. Targeted mobility schemes will contribute to fill bottleneck and niches vacancies (where market failure have been identified), to help specific groups of workers (such as young people) and countries which are or will become recipients of mobile workers.

Moreover EURES will move from a database of job vacancies and CVs to a Matching & Placement tool. The EURES Portal will become a proper matching tool; the application “Match and Map” will automatically match CVs and Job Vacancies, visualize the location of the job offers and suggest jobseekers, if matching is not perfect, further learning and vocational training measures (linked with the Ploteus portal).

What is the link between the Employment package and the Annual Growth Survey and the European Semester?

The employment package is complementary to the Annual Growth Survey and feeds into the European Semester. The Annual Growth Survey aims to steer the economic policy process in the Member States. It identifies a set of priority measures to be addressed as a matter of urgency by Member States and that should be translated into budgetary decisions or economic policy process during the year. In its 2011 Country Specific Recommendations, the Commission did point out the issues of unemployment and labour market reforms in all Member States.

The employment package provides a broader perspective and framework of medium-term policy advice on job creation and labour market reform as well. It also seeks to improve the governance that will maximise the investments in skills and how Member States monitor their progress in designing and implementing labour market reforms necessary for an open, dynamic and inclusive labour market.

Why review the way employment policies are coordinated at EU level? Why involve the social partners more, in particular on monitoring wage developments?

There is a need to complement the new economic governance at EU level with an improved monitoring of employment and social policies, particularly those which can have an impact on macro-economic stability and economic growth.

Given their responsibilities at the national levels in the elaboration of labour market rules or setting of wages, there is also a need to involve the European social partners in the process of preparing future annual growth surveys, in particular when labour law, wages and social security are concerned. There is a need to formulate explicitly how European wages can strengthen the economic, employment and social objectives formulated in the EU2020 strategy.

How do Europeans perceive the crisis?

The [sixth Flash Eurobarometer](#) on the social impact of the crisis has been published today and reveals that 80% of Europeans think poverty has increased in their own country over the past 12 months. This is a significant rise in comparison to the last round of surveys in 2010. In all but four countries, more respondents feel that their financial situation has worsened in the past year and only 14% of EU citizens think their household's financial situation will improve in the next year. Difficulties with the affordability of services such as health care, childcare and long-term care are perceived as a problem by more than one third of Europeans. And feelings of job security and optimism about the present and future economic developments have fallen but remain highest in Northern-European countries. The findings show that the crisis is having a social impact and the employment package seeks to address this.

See IP [IP/12/380](#)