

# FEDERATION EUROPEENNE DES EMPLOIS DE LA FAMILLE



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APRIL 2018

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## **1. EUROPEAN BUDGET: discussion during plenary session in Strasbourg and EPSCO Council in Sofia**

### **▪ TOWARDS A 6% DOWN FOR CAP AND REGIONS**

On April 19, during an exchange with the MEPs, the Budget Commissioner announced a 6% cut for CAP and Cohesion Policies in the next EU budget. The two main policies of the EU would thus undergo huge cuts. The numbers are still likely to change, the negotiations within the executive will continue until the official announcement, scheduled for May 2.

### **▪ THE CULTURE OF THE SECRET AGACES THE DEPUTIES**

At a meeting between chairpersons of the parliamentary committees on April 17, the MEP's reported the lack of information from the executive, while the proposals of the European Commission are expected by May 2. "This is the secret plan of the year," complained a centrist MP. "This increases the risk of not reaching an agreement" to reform European policies in the texts, added a second elected.

### **▪ DO NOT FORGET SOCIAL ASPECT IN POST 2020 EU BUDGET**

The European commissioner for employment and social affairs, Marianne Thyssen, has called on member states to make a financial contribution to the objectives set out in EU social policy at the informal meeting with social affairs ministers devoted to the European pillar of social rights, on Wednesday 18 April.

She reiterated the Commission's key actions in the social area, notably the Youth Guarantee, the Youth Employment Initiative, and the Upskilling Pathway. She invited the member states to present their projects and ideas by July for the Upskilling Pathway and underlined that member states should continue to implement the Youth Guarantee and the recommendations relating to the integration of long-term unemployed into the labour force.

These discussions aim to fuel the European Commission's reflection as it prepares to present its proposal for the next multiannual financial framework post-2020, on 2 May.

## **1. EUROPEAN ELECTIONS : European Parliament approves reform of European parties and their foundations**

On April 17, the European Parliament gave its blessing to the institutional agreement on the reform of the rules governing the activities of the European parties and European political foundations (Regulation 1141/2014). Natural persons are no longer permitted to participate in the formation of the European political party, as only national parties will hold this prerogative. On financing, 10% of the global envelope will be divided up evenly and 90% will be distributed on the basis of the representation in Parliament of the national parties that are members of European parties. The minimum co-funding threshold will be 10% for parties and 5% for foundations. The new rules are expected to be in place before the publication of the calls for proposals for European funding for 2019 at the end of June.

## **2. FRANCE: The French European Commissioner Pierre Moscovici, campaigning for the European**

The idea has been circulating for several weeks. And it is the analysis of several titles of press which relate the intervention of the European commissioner. The European Commissioner for Economic Affairs, Pierre Moscovici, made his speech at the congress of the Socialist Party in Aubervilliers, Saturday, April 7, a plea for his candidacy "as leader of the Socialists for the European elections in May 2019.

For the moment, the new leader of the party, Olivier Faure, seeks an alternative candidacy to Pierre Moscovici, which is not unanimous in the socialist ranks.

### **■ SOCIAL EUROPE**

## **3. EPSCO COUNCIL: Ministers examine ways to improve Europeans' professional skills**

Employment and social affairs ministers were gathered in Sofia on the 17<sup>th</sup> of April for an informal meeting. They examined ways of enhancing the professional skills of European workers, particularly in the digital domain. The questions of integrating migrants and the different ways in which the genders are treated were also tackled.

In her introduction speech, the Commissioner for Social Affairs and Employment, Marianne Thyssen, said, "The skills shortage is the main cause of long-term unemployment". She then also pointed out that the challenge of training workers did not exclusively involve basic skills but also the high level of expertise required to meet the challenges of the digital economy.

Ann Branch from the Commission's Employment and Social Affairs services highlighted the economic impact of the lack of qualified workers on the European economy. She also emphasised that the proportion of adults following training was very low in the EU: only seven member states had exceeded 15% of the population active in 2016 (Sweden, Denmark, Finland, Netherlands, France, Luxembourg and Estonia) in this regard. She also highlighted the beneficial effects of vocational upscaling of less qualified workers which could increase European GDP by €200-410 billion a year.

Luca Visentini, European Trade Union Confederation (ETUC) highlighted social dumping and the risks of automation and robots on jobs. He also called for the European Social Fund not to be "mixed" with other funds.

Around 10 different ministers made contributions to the debate. Poland highlighted the need for European programmes and funding to concentrate after 2020 on assistance for lifelong learning. Sweden emphasized the integration of migrants and refugees. Finland suggested that European funding donations should be done strictly in relation to migration.

#### 4. EMPLOYMENT: 2017 EU hourly labour costs varied from between approximately €5 to €40

##### WHAT YOU MUST REMEMBER

1. There is still no convergence of hourly labour costs in the EU member states.
2. These costs ranged from €4.90 to €42.50 across the EU member states in 2017, with the lowest cost being in Bulgaria and Romania and the highest in Denmark and Belgium according to the most recent figures from Eurostat published on Monday 9 April.
3. Hourly labour costs are calculated for enterprises with 10 or more employees and exclude agriculture and public administration.

The member states with the lowest hourly labour costs were Bulgaria (€4.90 as opposed to €2.60 in 2008) and Romania (€6.30 as opposed to €4.20 in 2008), The highest costs were in Denmark (€42.50 as opposed to €34.60 in 2008) and Belgium (€39.60 as opposed to 32.90 in 2008).

Within the euro area, the largest increases were recorded in Lithuania (+9.0%), Estonia (+7.4%) and Latvia (+7.0%). For member states outside the euro area in 2017, the largest increase in hourly labour costs were observed in Romania (+17.1%) and Bulgaria (+12.0%).

Average hourly labour costs in the whole economy were estimated to be €26.80 in the European Union (EU) and €30.30 in the euro area. Hourly average labour costs in industry were €27.40 in the EU and €33.40 in the euro area. In services, they were €26.60 and €29.30, respectively.

The share of non-wage costs in total labour costs constituted by social contributions paid by employers was 24.0% in the EU and 25.9% in the euro area. It ranged from 6.7% in Malta to 32.8% in France.

These figures demonstrate that social convergence has not yet been achieved in the EU. It is a question causing concern to the member states and could become even more important in the next multi-annual financial framework, given the determination to encourage European level social convergence, such as through incentives.

#### 5. DISABILITY: EDF claims more than 80 million people with disabilities do not have full healthcare access

In a press release published on Friday 6 April, the European Disability Forum (EDF) deplored the fact that more than 80 million persons with disabilities in Europe are still unable to fully access healthcare. It pointed out several issues:

- Persons with disabilities still have worse access to healthcare or indeed have no access to healthcare, particularly with regard to gynecology facilities.
- There is a lack of adequate training for healthcare professionals,
- Persons with disabilities are still medically treated without their free and informed consent
- We still witness discriminatory treatments against persons with disabilities by health insurance providers.

The organisation is therefore calling on the member states to guarantee equal access medical treatment, training for medical personnel and the appropriate adaptation of healthcare facilities and electronic healthcare services.

## **6. COHESION: Cities prepare to launch a move to introduce a raft of European social rights**

Eurocities, which represents a network of 130 cities and capitals in Europe, announced on April 13 that it is preparing a policy initiative to implement basic European social rights. The initiative will take the form of a cities' charter for social rights, committing mayors to the principles of the group of basic rights. Eurocities also wants to establish a number of channels for facilitating the exchange of best practice for implementing the basic rights at local level. The people behind the project want to invite European leaders to member cities to show them the action that has been undertaken at local level. The announcement follows a meeting with Employment and Social Affairs Commissioner Marianne Thyssen.

## **7. WORK LIFE BALANCE: About 50 organizations ask President Macron to take measures**

In an open letter published on April 16, around 51 charities called on President Emmanuel Macron to support the directive on Work life balanced. The letter was sent to the President while the text is going to the European Parliament. The signatories also include COFACE Families and AGE Platform Europe, who stress the importance of this directive for "550 million Europeans" and the progress made on the issue of parental leave.

This initiative comes as concerns emerge among family charities and people with disabilities about the delays involved in the EU Council dossier. The initiative was presented by the European Commission almost a year ago. There is also a risk of minority blocking in the Council, as many Member States oppose the proposal, mainly because of the costs it could incur during the implementation of the Directive and in order to respect the principle subsidiarity.

At the European Parliament, the draft law is in the hands of the rapporteur, David Casa (EPP, Malta), and is progressing within the timeframe initially set.

EFFE has taken the case by tabling amendments supported by MEP Elisabeth Morin-Chartier.

## **8. MIGRANTS INTEGRATION: Commission and OECD publish checklist to assist local, regional and national authorities**

On April 17, the European Commission and the OECD published a report that identifies the main challenges to the integration of migrants and formulates concrete recommendations in response. Grouping examples of best practice from major European cities, including Amsterdam, Athens, Berlin, Paris and Rome, the report presents 12 key points for decision-makers and local, regional and national actors to take into account in the development and implementation of local integration programs. The recommendations cover sectors such as health, work, housing and education, ranging from adapting migrants' skills to the needs of local labor markets to establishing shared spaces for communities to meet and create the link.

A [press release](#) and an [information sheet](#) are available online.

The report is available [here](#)

## 9. GENDER EQUALITY: the 'gender gap' impacts negatively on the world economy

### WHAT YOU MUST REMEMBER

4. According to the Global Opportunity Report 2017, at a global level, the average 'gender pay gap' is evaluated at 24%.
5. The gender difference in salaries reaches 23% in developed countries attaining peaks of 33% in South Asia and 30% in Sub-Saharan Africa.
6. Closing the global gender gap represents an opportunity worth 28 trillion dollars, so much is the potential growth of the world GDP should participation to the formal economy of men and women become equal.

This annual world-wide study was conducted on over 5.500 business, government and social society representatives by Dnv GI – Business Assurance, the United Nations Global Compact and Sustania. Women from all over the world spend an average of 1 to 3 hours more than men on home care and from twice to 10 times more time than men in caring for children, the elderly and the ill. This unequal division of care and domestic work has a negative impact on the lives of women and on the global economy at large.

A fair gender redistribution of work and roles must begin by optimizing the time dedicated to what is traditionally viewed as women's work. A still widespread stereotype considering that only 2% of home care products commercials feature men engaged in housework. Time saving technologies may contribute to lighten the load of house chores in both developed and developing countries. Finally, according to the analysis produced by the report, Europe is the region in the world that pays the closest attention to gender parity opportunities, ranking tenth over 15 in the overall classification, but ranking third in the classification by Old Continent respondents.

## 10. ACCIDENTS AT WORK: in Italy the highest incidence is among domestic workers and carers

A total of 230.372 accidents involving women at work were reported in 2016, an increase of 1.4% compared to the previous year (227.175). Over half the cases resulting in death occurred on the home-work-home transfers. Among the most affected work profiles were domestic workers and carers while the most affected age group is between 50 and 54 years of age. This, in short, is what emerges from the data supplied by Inail, the Italian Institute for Insurance against Accidents at Work, in relation to accidents at work involving women. Specifically, more than half the accidents reported by women were concentrated in Northern Italy (60%), followed by Central Italy (21%) and Southern Italy (19%). Fatal cases follow the trend with 49% in the North, 29% in the Center and 22% in the South. The incidence of accidents at work affecting women was particularly high in the domestic work and care sector with 89% of total reports in the sector; second comes the health and social services sector with 78.7% and third the textile industry with 68.3%.

## ■ EUROPEAN AGENDA - APRIL TO OCTOBER 2018

APRIL	MAY	JUNE
<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>16 to 19</b> - Plenary Session in Strasbourg  <b>17</b> - launch of Public Civic consultations par E. Macron in Strasbourg  <b>25 and 26</b> - Committee EMPL meeting</p> <p>■ <b>EUROPEAN COUNCIL</b>  <b>17, 18 and 23</b> - Council of Ministers in EPSCO<sup>1</sup></p>	<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>2 and 3</b> - mini plenary session in Strasbourg  <b>2</b> - publication of the draft European Post 2020 Budget by the Commission  <b>14 and 15</b> - Committee EMPL meeting  <b>28 to 31</b> - plenary session in Strasbourg</p> <p>■ <b>EUROPEAN COUNCIL</b>  <b>17</b> - Informal European Summit in Sofia  <b>25</b> - entry into force of the RGPD (General Data Protection Regulation) to more effectively guarantee the fundamental right of every citizen of the EU to the protection of his private life and his personal data.</p>	<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>7, 18, 19 and 28</b> - Committee EMPL meeting  <b>11 to 14</b> - Plenary Session in Strasbourg</p> <p>■ <b>EUROPEAN COUNCIL</b>  <b>21 and 22</b> - Council of Ministers in EPSCO<sup>2</sup>  <b>28 and 29</b> - European Council</p> <p>■ <b>EFFE</b>  <b>27</b> - Bureau meeting</p> <p>■ <b>FEPEM</b>  <b>26</b> - Congrès Innovation, Emploi &amp; Domicile</p>
JULY	SEPTEMBER	OCTOBER
<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>2 to 5</b> - Plenary Session in Strasbourg  <b>11 and 12</b> - Committee EMPL meeting</p> <p>■ <b>EUROPEAN COUNCIL</b>  <b>1<sup>st</sup></b> - beginning of the rotating presidency of Austria</p>	<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>6, 18 and 24</b> - Committee EMPL meeting  <b>10 to 13</b> - Plenary Session in Strasbourg</p> <p>■ <b>EFFE</b>  <b>6</b> - Meeting of the informal working group at the European Parliament  <b>24 and 25</b> - Policy visits for the PRODOME project (Paris)  <b>24 to 26</b> - Active and healthy aging <a href="#">forum</a> in Bilbao</p>	<p>■ <b>EUROPEAN PARLIAMENT</b>  <b>1<sup>st</sup> to 4 and 22 to 25</b> - Plenary Session in Strasbourg  <b>8, 9 and 18</b> - Committee EMPL meeting</p> <p>■ <b>EUROPEAN COUNCIL</b>  <b>18 and 19</b> - European Council</p> <p>■ <b>EFFE</b>  <b>22</b> - Orientation Council</p>

<sup>1</sup> Employment, Social Policy, Health and Consumer Affairs Council on social policy

<sup>2</sup> Employment, Social Policy, Health and Consumer Affairs Council on social policy

## ■ APPOINTMENTS

### COMMISSION

- The European Commission publishes the 2018 list of its special advisers. They are about fifty and collaborate punctually with the commissioners on particular files. The President of the Executive has five, two of whom are former Secretaries General of the Commission (Catherine Ray and Alexander Italianer). In 2015, the number of special advisers was only 28. The list is available [here](#)
- **Maria Luisa Llano Cardenal** replaced Raquel Lucas on the team of Vice President of the European Commission responsible for the Euro and Financial Services, **Valdis Dombrovskis**. She is responsible for social affairs, employment, education and digital.

## About EFFE

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Created in 2012, the European Federation for Family Employment (EFFE) chaired by Marie Béatrice Levoux is based on the principles of: free choice of lifestyle and support of citizens in their homes; respect for the private home; social and citizen responsibility.

The EFFE (www.effe-homecare.eu) promotes and defends home-based employment within the European institutions: it is committed to bringing a model of social innovation to the service of European citizens through the services and jobs of the family at home, relaying the EU 2020 strategy for a "sustainable social market economy". Social inclusion is the keyword and remain at the heart of the sector as a source of economic growth through the creation of mass jobs and the fight against undeclared work.

**Marie Béatrice Levoux** (FEPEM) - President; **Andrea Zini** (ASSINDATCOLF) - Vice President; **Karmele Acedo** (Grupo SSI) - Secretary General; **Anita Poutard** (IPERIA-The Institute) - Treasurer.

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