

European Commission Communication on “Labour and skills shortages in the EU: an action plan”

The European Commission proposes a set of actions in **5 key policy areas**. For each areas, the **European Commission (EC)**, **Member States (MS)** and **Social Partners (SP)** are invited to take actions. For Social Partners, the actions came from concrete commitments from European Social Partners. **Find below some of the actions for the 5 policy areas.**

1. Supporting the activation of underrepresented people in the labour market.

The EU headline target is to have, by 2030, at least 78% of the working age population employed. To activate underrepresented groups, the following actions are proposed:

- To finance projects under the social innovation strand of the ESF+ on zero long-term unemployment and on activating and upskilling young people (EC).
- To **study the causes of involuntary part-time employment** (and especially the obstacles that prevent women to work full-time) and explore the possibility for EU action (EC).
- To analyse sick leave policies and the impact of pension reforms introducing more opportunities for flexible retirements (EC).
- To pursue implementation of the EU initiatives (MS).
- To pursue **tax reforms** to shift taxes from labour and towards other revenue sources (MS).
- Ensure that workplaces are tolerant, welcoming and accessible to all people (SP).
- **Promote collective bargaining** to find adapted solutions to promoting the employment of older workers (SP).
- **Promote entrepreneurship** (SP).

2. Providing support for skills, training and education.

The European Commission mentions the numerous initiatives existing such as the European Skills agenda or the European Education Area. But to achieve the EU target of at least 60% of all adults participating in training every year by 2030, it is proposes:

- To **co-finance more Centres of Vocational Excellence** (EC)
- To adopt a **new declaration on VET** in 2025 (EC+MS)
- To **promote activities under the Pact for Skills** (EC)
- To improve skills intelligence and data gathering (EC)
- To adapt curricula in initial education and training (MS)
- Develop and implement actions to **promote up-skilling and re-skilling** in the context of social dialogue (SP)
- To **contribute to updating VET curricula and qualification** (SP).
- To **support apprenticeships** (SP).

3. Improving working conditions.

- To adopt a proposal for a reinforced Quality Framework for Traineeships (EC).
- To present the **6th revision of the CMR directive** at the end of 2024 (EC).
- To continue to address the **issue of psychosocial risks at work** (EC).
- To adopt measures to **create attractive working conditions in green sectors** (MS).
- **Address poor working conditions through collective bargaining** (SP).

4. Improving fair intra-EU mobility for workers and learners.

Here the European Commission stresses the need to improve fair labour mobility of workers in the EU and underlines key initiatives on social security, on the mutual recognition of professional qualifications and on learning mobility. Several actions are mentioned:

- The implementation of the **e-declaration** for the posting of workers (EC+MS)
- Explore the possibility of **a reform of the EU system on recognition of qualifications and validation of skills** (EC)
- Promote apprentice mobility (EC+SP)
- To create with ELA, in cooperation with social partners and Member States, **a tool to facilitate the calculation of the remuneration of posted workers** (EC).
- Increase the number of **concerted and joint inspections** with ELA and ensure the necessary follow-up (MS).

5. Attracting talent from outside the EU.

The European Commission focuses on the Talent Partnership and the EU Talent Pool, the validation of skills and recognition of qualifications.

- **Establish the EU Talent Pool** (EC+SP)
- Step up cooperation on skills and legal pathways with non-EU partners countries (EC)
- Build a welcoming culture and provide for an effective integration policy for the workers (MS)