

European Semester Quarterly

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Editorial

Dear colleagues and friends,

An interesting year in terms of European social policy is coming to an end and at the same time the preparations for 2018 are already in full swing. In this edition of the European Semester Quarterly we will have a look back to the most recent developments, but overall we will try to give you the necessary tools to prepare the next year.

Throughout the year we have broadened the scope of this publication to introduce also the European Pillar of Social Rights. On the 17 November this Social Pillar has been proclaimed by all three European Institutions at the Social Summit in Gothenburg. It was the first Social Summit in more than 20 years and Eurodiaconia has the opportunity to take part as part of a delegation of civil society organisations. Read more about the Social Summit, the side-events that took place and how you can follow up on it on page 6.

Only a week after the Social Summit the Autumn Package of the European Semester was published, launching the new European Semester Cycle for 2018. For the first time the Social Pillar has been used as a basis for the Autumn Package, especially as regards the Annual Growth Survey and the Joint Employment Report, which we will have a closer look at on pages 9 and 11.

We have seen a lot of positive evolution this year and willingness from the side of the European Commission to bring forward the social aspect of the European Union. However, everything will depend on the implementation on national level and so far, it remains unclear how committed Member States are in implementing the European Pillar of Social Rights. Therefore, you are all needed to join our common efforts in advocacy at national and European level to bring us closer to a social European Union.

In order to get involved in the European Semester and engage in meaningful advocacy, have a look at the overview of the European Semester Cycle on p. 4, which includes tips on what to do and when to do it. We hope that this will help you to successfully advocate for better social policies in your country throughout the next year.

Wishing you a good reading and a peaceful end of the year,

Anne-Sophie

If you have any questions, suggestions or experiences to share, please do not hesitate to contact anne-sophie.wislocki@eurodiaconia.org.

Reminder:

What the European Semester is and what you can do!

The European Semester is an annual cycle of policy coordination which the European Commission uses to analyse EU Member States' economic and budgetary policy and to provide recommendations for future reforms. It is important for us because it is meant to support Member States in achieving the targets of Europe2020, and can have a serious impact on poverty and social exclusion policies.

Please help us use the full potential of the European Semester to realise a more social Europe by 2020!

Key dates of the European Semester Process

NOW

22 November 2017

Annual Growth Survey (AGS) 2018

- Analyse what the proposal means to your specific area of expertise (i.e. do you agree? is there something missing?)

28 February 2018 (tbc)

Country Reports

- Provide feedback on the accuracy of the Reports to your Country Desk Officer and to your national member of the Social Protection Committee
- Use observations made in the Country Report, where possible, to corroborate your concerns and recommendations towards your national government

March 2018

Ministers at EPSCO Council debate European Semester

- Share your own position and priorities with governmental representatives (e.g. your social affairs minister) and other relevant actors

March/April 2018

Member States develop National Reform Programmes (NRPs)

- Get involved in the stakeholder consultation at national level
- React on the NRP once it has been issued

25 May 2018 (tbc)

Member States receive Country Specific Recommendations (CSRs)

- Analyse the (draft) CSRs for your country and comment on their appropriateness to your Country Desk Officer

June - October 2018

Member States incorporate recommendations in their NRPs

- Monitor and assess how the CSRs are implemented
- Send your assessment to Eurodiaconia, your government and to your Country Desk Officer ahead of the next AGS and Country Reports

In our past editions of the European Semester Quarterly we have focused on different of these key documents. You will also find in-depth analyses as well as interviews with some of our members, giving tips & tricks on how to reach out to your governments. You can find them [here](#).

Furthermore, we have developed a specific toolkit on the European Semester, where you have access to all information on the European Semester and how to take action. Check it out [here](#).

It can also be interesting to have a look at our general [Advocacy Toolkit](#) or at the [European Semester Alliance Toolkit](#).

Putting together the pieces of the jigsaw – a look back at 2017 and towards 2018

2017 has been an exceptional year for social policy at the EU level. The European Pillar of Social Rights has set the ambition for a more balanced (economically and socially) European Union. While the original intentions were to have the Pillar only applying to the Eurozone, this seems to have been side-lined and the adoption of the Pillar by means of an Interinstitutional Proclamation by the European Parliament, the European Commission and the European Council took place in Gothenburg, Sweden on 17 November.

Insights about the Social Summit

This was part of the Social Summit hosted by the Swedish Prime Minister and the European Commission. The Social Summit itself focused on jobs and growth. Heather Roy, Secretary General of Eurodiaconia, was part of the Civil Society delegation attending the Summit and was one of the keynote speakers in a workshop on access to the labour market. You can read more about her experience at the Social Summit at Eurodiaconia's presence on p.6.

The European Pillar of Social Rights must be more than a good piece of paper – it must be put into action. So, as we look towards 2018, what and where do we need to see the European Pillar of Social Rights making a difference?

The European Semester

As already noted, the European Semester has been kicked off with the publication of the Annual Growth Survey and associated documents such as the Joint Employment Report. The EPSR is given prominence and is highlighted as the compass by which Member States should orientate their National Reform Programmes. Whether or not this will be taken on board by Member States will be seen in the spring.

Legislative Developments

In the adoption of the European Pillar of Social Rights Member States were very clear that this did not want there to be any legal obligation on them as regards the rights outlined in the Pillar. Subsidiarity and competence was to remain. This means that the European Commission needs to use existing mechanisms, such as the European Semester, to deliver on the Pillar. However, where Member States agree there could be legislative proposals. At the moment, there is not really any expectation of new legislative proposals before the end of the current Commission mandate in mid-2019. There are still some legislative proposals to be completed such as the Written Statement Directive (related to employment contracts) but no new ones currently being proposed.

Policy Initiatives



The European Commission can propose policies, particularly in the form of Recommendations, which carry no legal weight, but which set a policy course in a specific area. Recent examples have been the Active Inclusion Recommendation of 2008 or the 2013 Recommendation on Investing in Children. In the coming year it will be important to see where effective policy recommendations could be developed in line with the Pillar. Potentially 2018 could see some work on Long Term Care and given the emphasis on access to housing assistance and the eradication of homelessness

this could also be an area with a Recommendation could be developed.

We also need to keep monitoring the impact of other policies which may not at first seem 'social' on the achievement of the Pillar. In recent weeks the European Commission has launch a series of proposals on deepening Europeans Economic and Monetary Union. These proposals contain a number of recommendations on investment and spending which will need to be examined considering the Annual Growth Survey and the European Pillar of Social Rights. Eurodiaconia will be doing this in early 2018.

Use of EU financial tools



2018 will see the starting in earnest of negotiations on the future EU Budget or [Multi Annual Financial Framework \(MFF\)](#). The

European Commission has proposed that the European Pillar of Social Rights should be the template for the orientation of future EU social funding instruments e.g. the European Social Fund (ESF), the European Fund for Aid to the Most Deprived, the Employment and Social Inclusion Fund etc. At the same time, the EU budget will decrease overall as a result of the UK exiting the European Union and there will be greater demand for the remaining funds. The European Council has also outlined various priorities in its Leaders' Agenda which tend to focus on security, reducing terrorism and defence. Such priorities are likely to find their way into the financial negotiations. Our current concern is that this could result in less money for meeting social objectives and reductions in programmes such as the ESF, thus restricting the implementation of the Pillar at national and regional level through the use of EU funds.

We are now seeing many pieces of a much bigger jigsaw – a more social Europe. It will remain to be seen if all the pieces will fit together in 2018.

The Social Summit – is social Europe back on the Agenda?

On 17 November 2017, European Heads of State or Government met in Gothenburg with the EU Institutions, social partners and civil society at the [Social Summit for Fair Jobs and Growth](#), organised by the Swedish Government and the European Commission. European Summits are held regularly to bring together Heads of State of Government for discussions at the highest political level. However, it was the first time in 20 years that such a Summit was exclusively dedicated to social affairs.

The proclamation of the European Pillar of Social Rights

The Social Summit was not only a key event, because it was the first one to be held in 20 years, but also because during the Summit the [European Pillar of Social Rights](#)¹ was proclaimed by the three European Institutions and all Member States. This proclamation is a highly symbolic gesture without any legally binding effect. However, this symbolism is important at political level and shows a joint commitment of

¹ The European Pillar of Social Rights, is a document proposed by the European Commission and signed by all EU Institutions, which sets out 20 social principles and rights which should apply to every

person living in the European Union. You can read more about the Social Pillar in the [6th Edition of the European Semester Quarterly](#).

all EU Institutions and by all Member States to build a more social Europe together.



Antonio Tajani, President of the European Parliament, Jean-Claude Juncker, President of the European Commission and Jüri Ratas, Prime Minister of Estonia, holding the Presidency of the Council of European Union signed the European Pillar of Social Rights on 17 November 2017 in Gothenburg.

Photo: Sören Andersson/Government Offices

Eurodiaconia welcomes this gesture, but considers this proclamation to be only a starting point. The next months will be crucial to see whether concrete steps will be taken to implement the Social Pillar at European and national levels. Civil society, including Eurodiaconia and its members, will have to play a strong role of reminding politicians of their commitment to social Europe. Therefore, the Social Pillar should become a key advocacy document throughout the next year for all those who want to influence their government's social policies.

[A need to go beyond the employment perspective](#)

While the European Pillar of Social Rights sets out social principles and rights that go beyond the labour market, the Social Summit focused on the labour market as its title "Summit for Fair Jobs and Growth" announces. The three working groups also concentrated on three different aspects around employment, such as

access to the labour market, fair employment and labour market conditions and supporting transitions in between jobs. Eurodiaconia regrets this limited approach to social affairs and will continue to speak up for those outside the labour market and will advocate for the implementation of the third Chapter of the European Pillar of Social Rights on Social Protection and Inclusion.

[Insights about the Social Summit](#)

A few representatives of civil society also had the opportunity to take place in the Summit and could discuss different aspects of labour market policy with heads of state in some working groups. Eurodiaconia Secretary General took part in the Summit as part of a Delegation from our partner organisation Social Platform and had the opportunity to speak in a working group on access to the labour market.²

Following interventions from the Prime Ministers of Malta, Poland, the Netherlands, Croatia, Spain, the Czech Republic and by the President of Romania, Heather was able to present how social services assist those who are distanced from the labour market or who are returning to work after illness. She highlighted the fact that everyone has a contribution to make to our societies, regardless of whether they are economically active or not and called for a 'people first' approach to social policy. Furthermore, Heather Roy stressed that access to the labour market does not guarantee protection from poverty, but that access to social protection and quality social services also need to be guaranteed. In particular she addressed the need for high quality, affordable and accessible care services, as well as investments in transportation and housing in order to support labour market access. Additionally, she was able to promote the role played by Civil Society in designing,

² To watch the full discussion in [working group one click here](#), [working group two here](#) and [working group three here](#).

implementing, monitoring and reporting on social policies at local, regional, national and EU level. This was particularly important given that the final version of the European Pillar of Social Rights has no reference to Civil Society as one of the partners for the achievement of the Pillar. Finally, Heather called, along with other partners from Civil Society, for a social summit or equivalent to be held at least every three years – and not every 20 years as had been the case this time.

Heads of Government did not speak about the Pillar specifically. The main theme of their interventions was about creating more jobs, reforming the labour market and enabling women return to work (so the related need for child care services). As one Head of Government put it ‘the two responsibilities for a government is to protect its people and provide them with jobs’. Protection is seen to be conflict related rather than risk related. From their perspective, the risk and damage of poverty and social exclusion is to be addressed by jobs.

We know that jobs are not enough, and the European Pillar of Social Rights gives an opportunity to show how adequate minimum income, housing support, long term care services, social protection schemes and other social policies are essential to ensure people are able to fulfil their potential.



Group picture at the Social Summit in Gothenburg
Photo: Sören Andersson/Government Offices

Civil Society was also very active on the sidelines of the Summit and organised plenty of side events. There was for example a conference of

the EESC and a conference from the Trade Unions. Furthermore, Eurodiaconia co-organised with Caritas Europa, Caritas Sweden and the Church of Sweden a Press Conference on Youth Poverty and took part in a conference and exhibition on social entrepreneurship organised by the Social Platform.

What does this mean for Eurodiaconia members?

All in all, we welcome the Social Summit and the fact that social Europe is being discussed at the highest political level. However, the work is just beginning to ensure that everyone in Europe can realise their fullest potential and be protected from social risks. The European Pillar of Social Rights must now positively influence all policy domains to achieve coherence between economic and social policies. The European Semester will remain the main policy tool to achieve this coherence and the voice of civil society will be needed to remind politicians of their commitment.

Eurodiaconia members have been working on these social issues for several years already and can now use this window of opportunity to call for more social efforts in their respective countries. The Social Pillar should be used as a concrete advocacy tool within the European Semester process, as well as at other opportunities throughout the year. In this regard there are several actions that you could take:

- Address the Social Pillar wherever possible in bilateral and multilateral dialogues with your government and make a case for its implementation;
- Build coalitions with other NGOs and social partners to put the Pillar higher on the national agenda;
- Make recommendations for the effective implementation of individual principles through policy papers, events and bilateral meetings;

Have a look at our [Europe 2020 Toolkit](#) for some advice and tips on how to reach out to your government. For any further questions related to the European Pillar of Social Rights, the

European Semester and how to best advocate for social issues, please contact the Eurodiaconia Secretariat.

The 2018 Annual Growth Survey – building on the European Pillar of Social Rights?

Every year in November the European Commission publishes its '[Autumn Package](#)' and launches the new European Semester Cycle. One of the key documents of this package is the [Annual Growth Survey \(AGS\)](#). It is the most general and comprehensive document of the package, analysing the most recent trends in terms of economic and social policies in Europe. Building on this analysis, it sets out the EU's economic and budgetary priorities and announces the main policy steps for the coming year.

Increased expectations

The European Commission, in its Communication proposing the European Pillar of Social Rights, announced that the Social Pillar would be implemented also with the help of the European Semester. For this reason, expectations on the social content of the 2018 AGS have been very high, particularly after the joint proclamation of the Social Pillar in Gothenburg, last 17th of November. In last year's AGS already, the social aspect has received more attention than in previous years. Convergence of living standards across the Union and within member states is stressed several times as a goal to be pursued, and the current situation of economic recovery is presented as a momentum of opportunity for reform boosting social inclusion. Nevertheless, sustainability of public finances, reiterated by the document, creates an ambiguous trade off with the recommendation for an increased social investment. Eurodiaconia and other civil society organisations argue that an even stronger focus on the social aspects would be needed to

adequately reflect the content of the Social Pillar and to achieve a better balance and complementarity of economic and budgetary concerns with social concerns.

Ahead of this year's AGS, Eurodiaconia's key messages have been to promote social investment, to reduce poverty, to support the development of quality employment and to enhance the space for civil society involvement. These four key recommendations provide a good lens for the analysis of the 2018 AGS.

Promote Social Investment

Eurodiaconia called for increased social investment to effectively deliver on the principles outlined in the European Pillar of Social Rights. Eurodiaconia believes that the Social Pillar can play a key role in increasing social cohesion, reducing poverty and boosting employment prospects throughout the European Union. Highlighting the social and economic returns of social investment, and ensuring adequate fiscal space for social investment at national level, are key to ensuring upwards social convergence.

The AGS stresses at several points the need for "targeted investment in areas such as infrastructure, education, training, health, research, digital innovation and the circular economy" (p.3), as well as "Investments in high quality education, training, labour productivity growth and active labour market policies" and "affordable, accessible and quality services" (p.6). Compared to previous years, the attention to social investments has increased. Eurodiaconia has always called for more attention to the affordability, accessibility and

quality of services, therefore, we welcome in particular the attention given to quality education, as well as affordable, accessible and quality services.

Despite these improvements, it needs to be kept in mind that one of the key aims of the European Semester remains to ensure the sustainability of public finances. Therefore, it stays unclear how much fiscal space member states will have to increase social investments.

Reduce poverty



As regards poverty, Eurodiaconia called on the European Commission to promote a holistic strategy to tackling poverty and social exclusion, connecting comprehensive access to adequate income with quality services and inclusive labour markets, and to encourage a life cycle approach to social protection systems in order to prevent persons from falling through the gaps of national welfare systems.

While the 2017 AGS were explicitly referring to the existing high inequalities in Europe, this reference is missing in the 2018 AGS. However, there is this time a section on “Social protection and inclusion to tackle inequality and poverty” which goes much further than what has been in the AGS in previous years. In this section, it says that “social protection systems should provide adequate and well-targeted income support” and “should ensure the right to minimum income benefits for people lacking sufficient resources”.

The downside of these statements is the fact that they are very closely linked to supporting labour market integration, which opens the way

for conditionality in accessing social protection schemes and risks excluding those who for different reasons cannot enter the labour market.

Quality employment

The need for more quality jobs has already been stressed in last year’s AGS. Nevertheless, Eurodiaconia felt that not enough concrete efforts were taken. Therefore, we called on the European Commission to ensure that the issue of quality employment is addressed at a prominent level in the 2018 AGS and the Joint Employment Report.

While the importance of quality jobs is less prominently mentioned in this year’s AGS than last year, there is a stronger recognition of the changing labour market and need for adapted social protection schemes for all workers. Indeed, the AGS stresses the need of “dynamic and inclusive labour markets” in order to support the creation of “good quality jobs [and] social inclusion”. It includes the need for “supporting labour market transitions, (...) adequate job security and accessible social protection” (p.9). However, the emphasis on activation policies, praised in the AGS risks to undermine the quality of the jobs created.

In addition, there is the recommendation to reduce barriers to employment, “especially for disadvantaged groups, including single parent households, people with disabilities, ethnic minorities, refugees and migrants”. Furthermore, integration measures for refugees and migrants should be “replaced by comprehensive, longer term strategies to upskill them and integrate them in the labour market”, to “capitalise on the potential of refugees and their families and their strong motivation to be active members of society”.

While one can regret that the integration of disadvantaged groups is only considered through the integration in the labour market, and not through other possibilities of being active members of society, it is positive that the

Commission has recognised that certain groups face particular barriers to the labour market, which need to be reduced, if not eliminated.

Civil Society Involvement

Eurodiaconia called on the Commission to emphasise the importance of meaningful and transparent stakeholder dialogue, including civil dialogue, to strengthen the synergy between EU processes and local needs, as well as the democratic legitimacy of the European Semester. Eurodiaconia members continue to face significant hurdles when it comes to engaging with the Semester process at national level.

In this regard, this year's AGS haven't made any progress, as civil society, faith based organisations and non-profit actors are not even mentioned in the document. As in previous years the role of social partners is mentioned several times, while the role of civil society remains completely unacknowledged. Eurodiaconia will therefore continue its efforts to have a formal recognition of the role of civil society in the European Semester process, and as a crucial partner in delivering the EPSR.

What does this mean for Eurodiaconia members?

All in all, this year's AGS have indeed become more social and many aspects that we have

been advocating for, have been taken into account. There is a stronger focus on social investments, on affordable and accessible quality services, the reduction of poverty and quality jobs. However, all these aspects have been strongly linked with the labour market and there can be a risk that persons who cannot enter the labour market for different reasons are excluded. Despite this downside the AGS can be considered as a step in the right direction. This positive evolution needs to be reflected now in the following documents of the European Semester process.



At national level, Eurodiaconia members should get in touch with the ministries in charge of the European Semester process and/or the European Semester Officer in your country, in order to advocate for the inclusion of social aspects in the following European Semester documents, especially in the National Reform Programmes (NRPs). Do not hesitate to contact the Eurodiaconia Secretariat if you need any support for this and also to share your analysis and recommendations.

The Joint Employment Report

The [Joint Employment Report \(JER\)](#) is another key document which is included in the autumn package. Compared to the AGS, it is longer, more technical and receives less attention. While the AGS is a relatively short document formulating policy recommendations, the JER provides the in-depth background analysis. As its name says, its primary focus is on the evolution of employment in Europe. However, this focus has been broadened, as the report also takes into account broader elements of social policies, access to services and measures

combating poverty. Following the proclamation of the European Pillar of Social Rights, the JER also builds part of its analysis on the Social Scoreboard. The JER analyses trends throughout the EU, but is also comparing Member States in their performance, as well as providing an overview of Member State's recent policy measures in relation to the labour market.

The AGS and the following European Semester Documents build on the analysis presented in the JER. Also for Eurodiaconia and its members

the JER is a useful document as it provides up-to-date data that can be used for advocacy.

What does the 2018 Joint Employment Report say?

The JER dresses a positive image of the economic situation, highlighting the steady improvements on the labour markets and in the social area. While the titles are very positive, the content of the paragraphs is often more nuanced, showing that those improvements are still far from reaching everyone in each Member State. The document therefore needs to be read carefully.

Key messages that are relevant for Eurodiaconia members include:

- ❖ Employment levels have increased throughout the EU, but reach very different levels depending on the Member State, ranging from 57.7% in Greece to 82% in Sweden.
- ❖ Unemployment is decreasing, but the youth unemployment rate is still at 17% and long-term unemployment accounts for almost half of the total unemployment.
- ❖ The number of people at risk of poverty or social exclusion remains very high with 118 million people. Children and young people are at particular high risk of poverty with 26.4% and 30.5% respectively. Non-EU born persons are the group with highest risk of poverty reaching 39%.
- ❖ In-work poverty is an increasing trend affecting 9.6% of the working age population.

The third chapter of the JER provides the broadest and most in-depth analysis of developments of economic and social policies in the Member States. Among many aspects that are closely related to the labour market, it also includes information on the quality of education (p.45-46), access to care services and healthcare (p.57, 58 and 111), measures to support Roma

and migrant inclusion (p.59, 63 and 75), unemployment benefits (p.82-83) and child poverty (p.104).

Which influence did the European Pillar of Social Rights have?

The most visible effect of the Social Pillar is the fact that an additional chapter (chapter II) has been added to provide an in-depth analysis of the Social Scoreboard indicators. Furthermore, the third chapter is analysing Member States' performance and policy action in fulfilling the Employment Guidelines. Those guidelines have also been updated in order to take into account the European Pillar of Social Rights, which might have led to a stronger focus on social aspects.

The social scoreboard accompanies the Social Pillar and is supposed to serve as tool to monitor the implementation of the Social Pillar in the Member States. As was already stressed in previous editions of the European Semester Quarterly, it is unfortunate that the social scoreboard only consists of 14 headline indicators, which do not match the 20 principles of the Social Pillar. In particular, for the monitoring of the 10 principles of Chapter III on 'Social Protection and Inclusion' there are only 4 headline indicators. This lack of relevant indicators makes it difficult, if not impossible, to adequately assess the implementation of the Social Pillar, especially as regards social aspects independently of the labour market.

Despite these shortcomings, the analysis in the JER based on the social scoreboard, is interesting for Eurodiaconia members. It is particularly striking that the Chapter on 'Social Protection and Inclusion' has the highest number of problematic flags per indicator, which means that these are the areas where most Member States are performing badly. Furthermore, the indicator with the worst results is the one on 'impact of social transfers in poverty reduction' pointing to problems with the adequacy of social transfers, which are not protecting people effectively from poverty.

These bad scores within the third chapter are alarming and justifies Eurodiaconia's claim for more indicators adequately reflecting all principles of the Social Pillar.

How can Eurodiaconia members use the JER?

For Eurodiaconia members, it is particularly interesting to use the data provided by the JER for their advocacy work. Even though it does not provide as detailed data as the later Country Reports, it is providing a good basis.

Institutional Development

EPSCO Council Meeting on 7th and 8th December 2017

EPSCO is the Council configuration in which European employment and social policy ministers meet four times a year to discuss issues related to employment, social policy, health and consumer affairs.

On 7th and 8th December employment and social Ministers met in Brussels and discussed among others the European Semester documents for 2018 and agreed its position on the [coordination of social security systems](#).

European Council on 14th December 2017

On 14th December Heads of State or Government met in Brussels and discussed among others the steps to take following the Social Summit in Gothenburg. They agreed that the implementation of the Social Pillar needs to be taken forward at national level and invited the Commission to propose monitoring measures.

They also agreed to progress swiftly on all pending social files at EU level and to come back to these matters at their next meeting in March 2018.

Two EP papers on how to strengthen the European Semester

The European Parliament has commissioned two external papers to provide some input on how the European Semester could be further strengthened.

You can [find out more about these publications here](#).

EP draft Report on the AGS

The European Parliament has proposed a draft report on the [European Semester for economic policy coordination: Employment and Social Aspects in the Annual Growth Survey 2018](#).

EP adopts resolution on minimum income policies as a tool for fighting poverty

On 24 October 2017 the European Parliament has adopted a [resolution on minimum income policies as a tool for fighting poverty](#). Eurodiaconia highly welcomes the recognition of the importance of minimum income.

EP adopts resolution on combating inequalities as a lever to boost job creation and growth

On 16 November 2017 the European Parliament adopt a resolution on combating inequalities. It calls for the establishment of a 'European policy coordination for combating inequalities', asking the European Commission to include new indicators on inequality in the European Semester. It also includes recommendations related to the creation of quality jobs, improving working and living conditions, strengthening the welfare state and social protection, as well as combating poverty and social exclusion.

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