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**COVER NOTE**

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From:	Secretary-General of the European Commission, signed by Ms Martine DEPREZ, Director
To:	Ms Thérèse BLANCHET, Secretary-General of the Council of the European Union
Subject:	Regulation amending Regulation (EU) 2021/691 as regards support to workers affected by imminent job displacement in enterprises undergoing restructuring - <i>Opinion of the European Economic and Social Committee</i>

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Delegations will find attached the opinion adopted by the European Economic and Social Committee on 19 June 2025 on the above.

Other language versions, if needed, will soon be available on the following website:  
<https://dmsearch.eesc.europa.eu/search/opinion>



# OPINION

European Economic and Social Committee

## **Enabling support to workers affected by imminent job displacement**

**Proposal for a Regulation of the European Parliament and of the Council amending  
Regulation (EU) 2021/691 as regards support to workers affected by imminent job  
displacement in enterprises undergoing restructuring  
(COM(2025) 140 final – 2025/0073 (COD))**

**SOC/838**

Rapporteur-General: **Tatjana BABRAUSKIENĖ**

[www.eesc.europa.eu](http://www.eesc.europa.eu)

**EN**

Advisor	Annick AERTS (for the rapporteur-general, Group II)
Referral	European Parliament, 8/4/2025 Council of the European Union, 24/4/2025
Legal basis	Articles 175(3) and 294 of the Treaty on the Functioning of the European Union
Section responsible	Employment, Social Affairs and Citizenship
Adopted at plenary session	19/6/2025
Plenary session No	597
Outcome of vote (for/against/abstentions)	125/54/9

## 1. **Conclusions and recommendations**

- 1.1 The EESC welcomes the European Commission's proposal to amend Regulation (EU) 2021/691<sup>1</sup>, which aims to enhance support for workers facing imminent job displacement due to restructuring. This amendment addresses critical aspects of labour market challenges and aims to bolster the effectiveness of the European Globalisation Adjustment Fund (EGF) in supporting displaced workers. However, the EESC also highlights several areas that would benefit from further strengthening to ensure comprehensive protection, swift support and equitable access to assistance for all workers affected by restructuring.
- 1.2 The EESC emphasises the need to reinforce support mechanisms for displaced workers during restructuring processes. This includes up- and reskilling, reemployment support, income support and other active labour market measures aligned with EGF objectives. It is crucial to ensure that displaced workers receive tailored and timely assistance to facilitate their transition to new employment opportunities.
- 1.3 The EESC supports provisions allowing workers to remain eligible for assistance after their employment relationship has been terminated. Furthermore, it advocates the possibility of follow-up applications by Member States, ensuring that workers affected by large-scale restructuring receive continuous support even after their initial termination.
- 1.4 The EESC highlights the importance of appropriate funding for technical assistance so that the European Commission can implement and manage the amended regulation effectively. This funding will enhance the ability to rapidly and efficiently deliver aid to affected workers, minimising delays in the provision of support.
- 1.5 The EESC calls for enhanced scrutiny to ensure that the proposal enables EGF support to be effectively directed towards workers facing imminent risk of job loss, rather than the workforce as a whole. Particular attention must also be given to employees of SMEs and subcontractors, who are currently excluded from the scope despite their heightened vulnerability and limited access to training and transition support during restructuring processes. It is essential that support measures are adequately tailored to the specific needs of all workers at risk of job loss, and that the quality and effectiveness of the support packages are guaranteed.
- 1.6 The EESC acknowledges regional disparities in economic resilience within the EU, particularly in areas reliant on specific industries. Tailored support for these regions is essential to prevent deepening regional inequalities. The EESC recommends actively involving regional and local authorities and social partners in the decision-making process regarding the implementation of support measures.
- 1.7 The Committee stresses the need to integrate social economy players into the skills and employment support ecosystem. Tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, should be prioritised to ensure greater social inclusion and equity.

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<sup>1</sup> OJ L 153, 3.5.2021, ELI: <http://data.europa.eu/eli/reg/2021/691/oj>.

- 1.8 The EESC suggests incorporating mental health support services as a fundamental component of the assistance provided to displaced workers. Access to counselling and psychological support can significantly aid workers in coping with the emotional challenges associated with job loss and transition.
- 1.9 It would be beneficial to conduct an impact assessment of the new elements introduced by the proposal in order to enhance transparency and accountability. Learning from experience, particularly through surveys of beneficiaries, will aid in refining support mechanisms.
- 1.10 The EESC calls for comprehensive monitoring frameworks to be established to regularly evaluate the effectiveness of support programmes. This should include qualitative and quantitative measures to assess the impact on displaced workers and the overall labour market, ensuring that support is responsive to changing needs.
- 1.11 There is a need to launch public awareness-raising campaigns aimed at informing workers and employers about available support mechanisms, including the EGF. These campaigns should highlight success stories to improve visibility and demonstrate the positive impact of the fund, encouraging more applications.
- 1.12 The EESC underlines the need to promote a culture of social dialogue by ensuring the early and active involvement of worker representatives at all stages of the restructuring process, in full respect of national industrial relations systems and in line with EU legislation. This includes not only the planning and implementation phases but also the development of policies and measures aimed at supporting affected workers. Meaningful consultation and participation rights as laid down in EU legislation should be guaranteed to foster trust and cooperation between employers and employees.

## **2. Introduction**

- 2.1 The European Parliament asked the EESC to provide an opinion on the European Commission's proposal to amend Regulation (EU) 2021/691, which concerns support for workers affected by imminent job displacement in enterprises undergoing restructuring. The purpose of this regulation is to enhance support mechanisms for workers who are at risk of losing their jobs due to restructuring processes, particularly those related to the economic transformation brought about by globalisation, technological changes or industrial shifts.
- 2.2 The amendment seeks to improve the framework provided by the EGF, which offers financial contributions to support to displaced workers, in a form of coordinated package which may include allowances, helping them to re-enter the labour market. The proposal aims to make the support process more effective, flexible and inclusive. It also introduces provisions to address the needs of workers following termination and stresses the importance of providing timely and appropriate support during the restructuring process.

### **3. General comments**

#### **3.1 Strengthening support mechanisms**

- 3.1.1 There is a need to bolster support mechanisms for displaced workers during restructuring processes. This includes *up- and reskilling*, reemployment support, income support and other active labour market measures aligned with EGF objectives. Ensuring that displaced workers receive tailored and timely assistance is crucial to enabling their transition to new employment opportunities.
- 3.1.2 The EESC supports the provisions allowing workers to remain eligible for assistance after their employment relationship has been terminated. Additionally, it advocates the possibility of follow-up applications by Member States, ensuring that workers affected by large-scale restructuring receive continuous support, even after their initial termination.
- 3.1.3 The EESC stresses the need to integrate social economy players into the skills and employment support ecosystem. It also advocates tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, ensuring that the amendments improve social inclusion and equity.
- 3.1.4 The EESC highlights the importance of ensuring that the European Commission has appropriate funding for technical assistance so that it can implement and manage the amended regulation effectively. This would enhance the ability to rapidly and efficiently deliver aid to affected workers, minimising delays in the provision of support.

#### **3.2 Enhancing monitoring and evaluation**

- 3.2.1 The EESC points out that regions in the EU experience varying levels of economic resilience. Regions heavily reliant on specific industries, such as coal or manufacturing, are particularly vulnerable to job displacement. Tailored support for these regions is essential to ensure that restructuring does not deepen regional inequalities. Regional and local authorities together with social partners should be actively involved in the decision-making process regarding the implementation of support measures. Their insights into local labour market conditions and needs can make the proposed measures more effective. The EESC suggests establishing frameworks for monitoring and evaluating the effectiveness of support programmes at regional level. This will help ensure that measures are adjusted based on real-time data and feedback from affected communities.
- 3.2.2 In the Committee's view, it would be valuable to have an overview of the conclusions drawn from the ongoing midterm evaluation. These findings could make a constructive contribution to the debate on the new proposals and potentially improve the current regulation. Of particular interest is the progress made in monitoring case-specific objectives, especially following the introduction of surveys of beneficiaries in the previous Commission proposal for the EGF post-2020. The Committee is keen to learn what lessons can be drawn from this experience.

3.2.3 There is currently no clear overview of the reasons behind the uneven use of the EGF across Member States, particularly why some underuse the fund or do not apply at all. Strengthening support and guidance for these countries and sharing best practices with them could improve the quality of applications and the design of tailored measures. The Committee urges Member State governments, in cooperation with the Commission and in consultation with social partners, to boost national administrative capacities to facilitate EGF applications and ensure effective support for displaced workers.

### 3.3 **Enhancing awareness and assessment**

3.3.1 The EESC supports efforts to raise awareness at all levels and among all relevant stakeholders, including workers, social partners and national governments. Enhancing awareness is essential to ensure equitable access to the fund across all Member States and to make it more visible among workers, thereby promoting its effective use and increasing its impact.

3.3.2 Given the introduction of a new type of beneficiary ('workers affected by imminent job displacement') and a new mobilisation procedure in the proposed changes, the EESC recommends that a comprehensive impact assessment be conducted to evaluate these new elements. While acknowledging that impact assessments typically precede legislative proposals, it is essential that decisions regarding these novel provisions be based on a thorough understanding of their potential impacts on all stakeholders involved. Such an assessment would support the development of effective policies for the new procedures, enhance transparency and accountability, and contribute to risk mitigation.

3.3.3 As stated in previous opinions<sup>2</sup>, we ask the Commission to consider increasing the funding in question. In this light it would be valuable to include an overview of the fund's use since 2007 in the assessment to clarify the rationale for increased funding, as well as an analysis of the number of applications rejected annually. The heightened economic uncertainty could potentially lead to more requests. The current budget can only fund a few requests per year. Recent cases already received a substantial part of the annual budget. Given that the EGF is designed to be an emergency fund, it is also important to ensure that the decision-making procedures for such an increase in funds are implemented as quickly as possible.

3.3.4 All companies receiving aid should be required to submit comprehensive transition plans that include legal obligations related to the climate and digital transitions, an assessment of anticipated employment impacts across various worker categories, a skills analysis for affected workers, occupational health and safety considerations, mitigation strategies such as upskilling, redeployment and job-sharing, as well as the implementation of clawback mechanisms to ensure accountability in the use of funds and adherence to these plans.

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<sup>2</sup>

[OJ C 110, 22.3.2019, p. 82.](#)

### 3.4 **Need for a comprehensive and coherent strategy for anticipating and managing change at company level**

3.4.1 Considering the increasing pressures on enterprises resulting from digital, environmental and geopolitical developments, anticipation, early intervention and coordinated support are essential to ensure economic resilience, social fairness and continuity of employment. In this context, several EU funding instruments exist to support enterprises and their at-risk workers, and the EGF has a specific role to play.

3.4.2 The objective of the proposed measures is to promote the socially responsible management of restructuring processes by enterprises. In the EU internal market, socially responsible restructuring is intrinsically linked to effective social dialogue and active employee involvement, both of which are core principles of the European Pillar of Social Rights (EPSR). A range of legal instruments, such as Directive 98/59/EC<sup>3</sup> on collective redundancies, already exists to ensure the implementation of these principles before, during and after restructuring takes place. Early anticipation is also an essential element in seeking to alleviate the social consequences of restructuring.

3.4.3 The EGF remains an emergency instrument; however, current proposals suggest broadening its scope to address restructuring events occurring over a medium-term timeframe. The European Social Fund Plus (ESF+) focuses on longer-term support. The Just Transition Fund (JTF) aims to mitigate the socio-economic impacts of the transition away from fossil fuels and to reduce regional disparities.

3.4.4 The EESC calls for greater coherence and alignment between these funds and other support mechanisms. Clear provisions should be established to prevent duplication, ensure complementarity and promote joint planning and implementation. Given the current climate of economic uncertainty, a comprehensive assessment of the adequacy of all available funding sources is essential. This evaluation should consider whether the existing financial framework is sufficient to address the scale and nature of labour market disruptions. Coordination between national and EU authorities is crucial, alongside robust auditing and evaluation frameworks. The proposal should also acknowledge the importance of aligning with other EU policies, such as trade, industrial and social policies, to ensure a cohesive approach to labour market challenges and job displacement issues.

3.4.5 The current European Commission proposal claims that enterprises undergoing restructuring often have limited resources to support affected workers. However, this assumption requires further scrutiny, particularly regarding the means available in the enterprises and the potential risk that the measures co-financed by the EGF are not actually going towards the workers facing imminent risk of displacement but rather towards the rest of the company's workforce. Further scrutiny is also required regarding the potential risk of poor corporate management that may have contributed to the need for restructuring. Involvement of workers' representatives in identifying training needs and co-designing courses can be a good prerequisite to ensure effective scrutiny. The proposal could also emphasise the importance of involving affected workers in the planning

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<sup>3</sup>

OJ L 225, 12.8.1998, ELI: <http://data.europa.eu/eli/dir/1998/59/oj>.



and implementation of support measures, ensuring that their voices are heard and their specific needs are met. Transparency regarding the company's economic and financial situation and sufficient opportunities for talking to the workers at risk will help the representatives to play this role.

- 3.4.6 Another element for further scrutiny is the size of enterprises eligible for support. The proposed threshold for EGF applications requires at least 200 workers to be at risk of redundancy. Small and medium-sized enterprises (SMEs), which provide approximately 80% of employment in the EU, fall outside the scope and are often the most vulnerable during transitions. As shown by the [OECD Programme for the International Assessment of Adult Competencies \(PIAAC\)](#), which measures the cognitive and workplace skills of individuals, workers in SMEs participate less in formal and informal job-related training than workers in large firms, with an average difference of 15 percentage points across countries. Furthermore, workers for subcontractors of the restructuring company who are affected by imminent job displacement are ineligible for the packages provided for under the fund. Both types of companies may lack the administrative and financial capacity to manage such transitions responsibly.
- 3.4.7 The EESC urges the Commission to exercise caution regarding the limited resources available in the EGF and to undertake further investigation to establish stronger safeguards and concrete criteria to ensure that funds are prioritised for and effectively reach vulnerable workers. This should include clearer definitions of company eligibility for support. Just transition plans should be mandatory for all enterprises receiving aid, particularly in sectors undergoing digital and green transitions. Such plans should encompass elements including legal obligations related to the climate and digital transitions, anticipated employment impacts across various worker categories, skills assessments of affected workers, and mitigation strategies such as up- and reskilling, redeployment and job-sharing. Preference should be given to training packages that are offered during working hours without income loss to strongly encourage participation.
- 3.4.8 Given the pace of digital transformation, the EESC advocates more focused training on digital and technological skills, ensuring workers are prepared for the evolving job market. Emotional and psychological impacts of job displacement are significant but often overlooked<sup>4</sup>. The proposal should also include provisions for mental health services and counselling to support workers during the transition period.
- 3.4.9 The EESC reiterates the importance of prioritising support for disadvantaged groups during labour market transitions, including younger and older workers, people with disabilities, those at risk of poverty, low-skilled workers and those in precarious employment. Monitoring mechanisms must be strengthened to ensure that EGF resources effectively target these groups and deliver measurable outcomes. Enhanced coordination mechanisms and clearer eligibility criteria are needed to ensure that support reaches the most vulnerable workers.
- 3.4.10 The objective of this proposal is to encourage enterprises to manage restructuring in a socially responsible manner. This can only be ensured through close cooperation with workers' representatives and public institutions from the design phase to implementation, in full respect of

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Brand, J.E. (2015). *The Far-Reaching Impact of Job Loss and Unemployment*. Annual Review of Sociology.

national industrial relations systems. For workers' representatives, this means strong and meaningful social dialogue at an early stage with guaranteed rights on information, consultation and participation as laid down in EU legislation. This requires compliance with both the spirit and the letter of EU Directive 2002/14/EC<sup>5</sup>, Directive 2009/38/EC<sup>6</sup>, and Directive 98/59/EC<sup>7</sup>.

3.4.11 Therefore, in the application, both not only the enterprise but also the workers' representatives should in the application confirm compliance with the procedures followed by the enterprise for consulting the targeted beneficiaries or their representatives.

3.4.12 To promote a proactive and socially responsible approach to anticipating and managing change, it is essential to ensure the consistent application of existing strong legal frameworks, together with greater coherence in the use of EU funding. This alignment is key to achieving efficient and sustainable outcomes that support a resilient economy and the continuity of employment. A coherent approach also helps to reduce the need for emergency financial interventions by enabling better preparedness and long-term planning.

Brussels, 19 June 2025

*The president of the European Economic and Social Committee*  
Oliver RÖPKE

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N.B.: Appendix overleaf.

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<sup>5</sup> OJ L 80, 23.3.2002, ELI: <http://data.europa.eu/eli/dir/2002/14/oj>.

<sup>6</sup> OJ L 122, 16.5.2009, ELI: <http://data.europa.eu/eli/dir/2009/38/oj>.

<sup>7</sup> OJ L 225, 12.8.1998, ELI: <http://data.europa.eu/eli/dir/1998/59/oj>.

**APPENDIX to the OPINION**  
of the  
European Economic and Social Committee

The following amendments, which received at least a quarter of the votes cast, were rejected in the course of the debate (Rule 74(3) of the Rules of Procedure):

**AMENDMENT 9**

**SOC/838**

**Support to workers affected by imminent job  
displacement in enterprises undergoing  
restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 3.1.3**

**Amend as follows:**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC stresses the need to integrate social economy players into the skills and employment support ecosystem. It also advocates tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, ensuring that the amendments improve social inclusion and equity.	The EESC stresses the need to integrate social economy players into the skills and employment support ecosystem <i>where appropriate</i> . It also advocates tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, ensuring that the amendments improve social inclusion and equity.

<b>Outcome of the vote</b>	
In favour:	68
Against:	88
Abstention:	5

## AMENDMENT 10

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 3.2.1**

**Amend as follows:**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC points out that regions in the EU experience varying levels of economic resilience. Regions heavily reliant on specific industries, such as coal or manufacturing, are particularly vulnerable to job displacement. Tailored support for these regions is essential to ensure that restructuring does not deepen regional inequalities. Regional and local authorities together with social partners should be actively involved in the decision-making process regarding the implementation of support measures. Their insights into local labour market conditions and needs can make the proposed measures more effective. The EESC suggests <b>establishing</b> frameworks for monitoring and evaluating the effectiveness of support programmes at regional level. This will help ensure that measures are adjusted based on real-time data and feedback from affected communities.	The EESC points out that regions in the EU experience varying levels of economic resilience. Regions heavily reliant on specific industries, such as coal or manufacturing, are particularly vulnerable to job displacement. Tailored support for these regions is essential to ensure that restructuring does not deepen regional inequalities. Regional and local authorities together with social partners should be actively involved in the decision-making process regarding the implementation of support measures. Their insights into local labour market conditions and needs can make the proposed measures more effective. The EESC suggests <b>that the</b> frameworks <b>provided by EGF</b> for monitoring and evaluating the effectiveness of support programmes at regional level <b>are rigorously used</b> . This will help ensure that measures are adjusted based on real-time data and feedback from affected communities.

### Outcome of the vote

In favour: 67

Against: 101

Abstention: 5

## AMENDMENT 12

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 3.3.4**

**Amend as follows:**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
<i>All companies receiving aid should be required to submit comprehensive transition plans that include legal obligations related to the climate and digital transitions, an assessment of anticipated employment impacts across various worker categories, a skills analysis for affected workers, occupational health and safety considerations, mitigation strategies such as upskilling, redeployment and job-sharing, as well as the implementation of clawback mechanisms to ensure accountability in the use of funds and adherence to these plans</i>	<i>The EESC has earlier called for a just transition package for a just transition policy package for the world of work through anticipation and management of change, with social dialogue and collective bargaining as leading principles[3]. This policy package should include measures such as for instance creating strong incentives for companies to: prioritise the upskilling of current employees to fill skills gaps; to develop, publish and regularly update company transition plans that anticipate change and develop strategies to manage the possible impacts; and encourage increased apprenticeship and training levy contributions in accordance with national models to partially fund the training of workers at regional level[4].</i>  <i>[3] OJ C, C/2024/1576, 5.3.2024, point 1.6, ELI: <a href="http://data.europa.eu/eli/C/2024/1576/oj">http://data.europa.eu/eli/C/2024/1576/oj</a>. [4] OJ C, C/2024/1576, 5.3.2024, point 1.6, ELI: <a href="http://data.europa.eu/eli/C/2024/1576/oj">http://data.europa.eu/eli/C/2024/1576/oj</a>.</i>

### Outcome of the vote

In favour: 67

Against: 111

Abstention: 5

## AMENDMENT 13

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 3.4**

**Amend as follows:**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
<i>Need for a comprehensive and coherent strategy for anticipating</i> and managing change at company level	<i>Anticipating</i> and managing change at company level

### Outcome of the vote

In favour: 69

Against: 111

Abstention: 13

## AMENDMENT 14

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 3.4.2**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The objective of the proposed measures is to promote the socially responsible management of restructuring processes by enterprises. In the EU internal market, socially responsible restructuring is intrinsically linked to effective social dialogue and active employee involvement, both of which are core principles of the European Pillar of Social Rights (EPSR). A range of legal instruments, such as Directive 98/59/EC[5] on collective redundancies, already exists to ensure the implementation of	The objective of the proposed measures is to promote the socially responsible management of restructuring processes by enterprises. In the EU internal market, socially responsible restructuring is intrinsically linked to effective social dialogue and active employee involvement <i>according to national practices</i> , both of which are core principles of the European Pillar of Social Rights (EPSR). A range of legal instruments, such as Directive 98/59/EC[5] on collective redundancies,

these principles before, during and after restructuring takes place. Early anticipation is also an essential element in seeking to alleviate the social consequences of restructuring.	already exists to ensure the implementation of these principles before, during and after restructuring takes place. Early anticipation is also an essential element in seeking to alleviate the social consequences of restructuring.
[5] OJ L 225, 12.8.1998, ELI: <a href="http://data.europa.eu/eli/dir/1998/59/oj">http://data.europa.eu/eli/dir/1998/59/oj</a> .	[5] OJ L 225, 12.8.1998, ELI: <a href="http://data.europa.eu/eli/dir/1998/59/oj">http://data.europa.eu/eli/dir/1998/59/oj</a> .

<b>Outcome of the vote</b>	
In favour:	65
Against:	117
Abstention:	5

## AMENDMENT 15

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 3.4.4**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC calls for greater coherence and alignment between these funds and other support mechanisms. Clear provisions should be established to prevent duplication, ensure complementarity and promote joint planning and implementation. Given the current climate of economic uncertainty, a comprehensive assessment of the adequacy of all available funding sources is essential. This evaluation should consider whether the existing financial framework is sufficient to address the scale and nature of labour market <i>disruptions</i> . Coordination between national and EU authorities is crucial, alongside robust auditing and evaluation frameworks. The proposal should also acknowledge the importance of aligning with other EU policies, such as trade,	The EESC calls for greater coherence and alignment between these funds and other support mechanisms. Clear provisions should be established to prevent duplication, ensure complementarity and promote joint planning and implementation. Given the current climate of economic uncertainty, a comprehensive assessment of the adequacy of all available funding sources is essential. This evaluation should consider whether the existing financial framework is sufficient to address the scale and nature of labour market <i>transitions</i> . Coordination between national and EU authorities is crucial, alongside robust auditing and evaluation frameworks. The proposal should also acknowledge the importance of aligning with other EU policies, such as trade,

industrial and social policies, to ensure a cohesive approach to labour market challenges and job displacement issues.	industrial and social policies, to ensure a cohesive approach to labour market challenges and job displacement issues.
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Outcome of the vote	
In favour:	68
Against:	117
Abstention:	0

## AMENDMENT 16

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

Point 3.4.5

Amend as follows

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
<p>The current European Commission proposal <b><i>claims</i></b> that enterprises undergoing restructuring often have limited resources to support affected <b><i>workers</i></b>. <b><i>However, this assumption requires further scrutiny, particularly regarding the means available in the enterprises and the potential risk that the measures co-financed by the EGF are not actually going towards the workers facing imminent risk of displacement but rather towards the rest of the company's workforce. Further scrutiny is also required regarding the potential risk of poor corporate management that may have contributed to the need for restructuring.</i></b> Involvement of workers' representatives in identifying training needs and co-designing courses can be a good prerequisite to ensure effective scrutiny. The <b><i>proposal could also emphasise</i></b> the importance of involving affected workers in the planning and implementation of support measures, ensuring that their voices are heard and their specific needs are met. Transparency regarding</p>	<p>The current European Commission proposal <b><i>indicates</i></b> that enterprises undergoing restructuring often have limited resources to support affected workers. Involvement of workers' representatives in identifying training needs and co-designing courses <b><i>in line with national practices</i></b> can be a good prerequisite to ensure effective scrutiny. <b><i>Article 7(4) of the EGF Regulation already emphasises</i></b> the importance of involving affected workers in the planning and implementation of support measures, ensuring that their voices are heard and their specific needs are met. Transparency regarding the company's economic and financial situation and sufficient opportunities for talking to the workers at risk, <b><i>in line with the existing legislation and the national industrial relations systems</i></b>, will help the representatives to play this role.</p>



the company's economic and financial situation and sufficient opportunities for talking to the workers at risk will help the representatives to play this role.	
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Outcome of the vote	
In favour:	59
Against:	113
Abstention:	4

## AMENDMENT 17

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Point 3.4.6**

**Amend as follows**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
Another element for further scrutiny is the size of enterprises eligible for support. The proposed threshold for EGF applications requires at least 200 workers to be at risk of redundancy. Small and medium-sized enterprises (SMEs), which provide approximately 80% of employment in the EU, <b><i>fall outside the scope and</i></b> are often the most vulnerable during transitions. As shown by the OECD Programme for the International Assessment of Adult Competencies (PIAAC), which measures the cognitive and workplace skills of individuals, workers in SMEs participate less in formal and informal job-related training than workers in large firms, with an average difference of 15 percentage points across countries. <b><i>Furthermore, workers for subcontractors of the restructuring company who are affected by imminent job displacement are ineligible for the packages provided for under the fund. Both types of</i></b> companies may lack the administrative and	Another element for further scrutiny is the size of enterprises eligible for support. The proposed threshold for EGF applications requires at least 200 workers to be at risk of redundancy. Small and medium-sized enterprises (SMEs), which provide approximately 80% of employment in the EU are often the most vulnerable during transitions <b><i>and are covered in line with Article 4(3) and 4(4) of the EGF Regulation.</i></b> As shown by the OECD Programme for the International Assessment of Adult Competencies (PIAAC), which measures the cognitive and workplace skills of individuals, workers in SMEs participate less in formal and informal job-related training than workers in large firms, with an average difference of 15 percentage points across countries. <b><i>These</i></b> companies may lack the administrative and financial capacity to manage such transitions responsibly.

financial capacity to manage such transitions responsibly.	
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Outcome of the vote	
In favour:	59
Against:	115
Abstention:	3

## AMENDMENT 18

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 3.4.7**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC urges the Commission to exercise caution regarding the limited resources available in the EGF and to undertake further investigation to establish stronger safeguards and concrete criteria to ensure that funds are prioritised for and effectively reach vulnerable <i>workers. This should include clearer definitions of company eligibility for support. Just transition plans should be mandatory for all enterprises receiving aid, particularly in sectors undergoing digital and green transitions. Such plans should encompass elements including legal obligations related to the climate and digital transitions, anticipated employment impacts across various worker categories, skills assessments of affected workers, and mitigation strategies such as up- and reskilling, redeployment and job-sharing. Preference should be given to training packages that are offered during working hours without income loss to strongly encourage participation.</i>	The EESC urges the Commission to exercise caution regarding the limited resources available in the EGF and to undertake further investigation to <i>assess if there is a need to</i> establish stronger safeguards and concrete criteria to ensure that funds are prioritised for and effectively reach vulnerable workers.

Outcome of the vote	
In favour:	64
Against:	108
Abstention:	2

## AMENDMENT 19

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Point 3.4.8**

**Amend as follows**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
<p>Given the pace of digital transformation, the EESC advocates more focused training on digital and technological skills, ensuring workers are prepared for the evolving job market. Emotional and psychological impacts of job displacement <i>are</i> significant but often overlooked[6]. The <i>proposal</i> should <i>also include</i> provisions for mental health services and counselling to support workers during the transition period.</p> <p>[6] Brand, J.E. (2015). The Far-Reaching Impact of Job Loss and Unemployment. Annual Review of Sociology.</p>	<p>Given the pace of digital transformation, the EESC advocates more focused training on digital and technological skills, ensuring workers are prepared for the evolving job market. Emotional and psychological impacts of job displacement <i>can be</i> significant but often overlooked[6]. The <i>Member States</i> should <i>consider incorporating in their national systems</i> provisions for mental health services and counselling to support workers during the transition period.</p> <p>[6] Brand, J.E. (2015). The Far-Reaching Impact of Job Loss and Unemployment. Annual Review of Sociology.</p>

Outcome of the vote	
In favour:	67
Against:	110
Abstention:	3

## AMENDMENT 20

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 3.4.9**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC reiterates the importance of <b>prioritising</b> support for disadvantaged groups during labour market transitions, including younger and older workers, people with disabilities, those at risk of poverty, low-skilled workers <b>and those in precarious employment</b> . Monitoring mechanisms <b>must</b> be strengthened to ensure that EGF resources effectively target these groups and deliver measurable outcomes. Enhanced coordination mechanisms <b>and clearer eligibility criteria are needed</b> to ensure that support reaches the most vulnerable workers.	The EESC reiterates the importance of <b>paying particular attention to</b> support for disadvantaged groups during labour market transitions, including younger and older workers, people with disabilities, those at risk of poverty <b>and</b> low-skilled workers. Monitoring mechanisms <b>should</b> be strengthened to ensure that EGF resources effectively target these groups and deliver measurable outcomes. Enhanced coordination mechanisms <b>could be considered</b> to ensure that support reaches the most vulnerable workers.

<b>Outcome of the vote</b>	
In favour:	63
Against:	115
Abstention:	3

## AMENDMENT 22

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Point 3.4.11**

**Delete point**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
<i>Therefore, in the application, both not only the enterprise but also the workers' representatives should in the application confirm compliance with the procedures followed by the enterprise for consulting the targeted beneficiaries or their representatives.</i>	

<b>Outcome of the vote</b>	
In favour:	64
Against:	119
Abstention:	4

## AMENDMENT 1

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Point 1.3**

**Amend as follows**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC supports provisions allowing workers to remain eligible for assistance after their employment relationship has been terminated. Furthermore, it advocates the possibility of follow-up applications by Member States, ensuring that workers affected	The EESC supports provisions allowing workers to remain eligible for assistance after their employment relationship has been terminated. Furthermore, it advocates the possibility of follow-up applications by Member States, ensuring that workers affected by large-scale restructuring receive continuous

by large-scale restructuring receive continuous support even after their initial termination.	support even after their initial termination <b><i>while respecting the emergency character of the EGF.</i></b>
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Outcome of the vote	
In favour:	59
Against:	115
Abstention:	1

## AMENDMENT 2

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 1.5**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC calls for enhanced scrutiny to ensure that the proposal enables EGF support to be effectively directed towards workers facing imminent risk of job loss, rather than the workforce as a whole. <b><i>Particular attention must also be given to employees of SMEs and subcontractors, who are currently excluded from the scope despite their heightened vulnerability and limited access to training and transition support during restructuring processes.</i></b> It is essential that support measures are adequately tailored to the specific needs of <b><i>all</i></b> workers at risk of job loss, and that the quality and effectiveness of the support packages are guaranteed.	The EESC calls for enhanced scrutiny to ensure that the proposal enables EGF support to be effectively directed towards workers facing imminent risk of job loss, rather than the workforce as a whole. It is essential that support measures are adequately tailored to the specific needs of <b><i>those</i></b> workers at risk of job loss <b><i>covered by EGF</i></b> , and that the quality and effectiveness of the support packages are guaranteed.

Outcome of the vote	
In favour:	59
Against:	115
Abstention:	3

## AMENDMENT 3

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 1.7**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The Committee stresses the need to integrate social economy players into the skills and employment support ecosystem. Tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, should be <i>prioritised</i> to ensure greater social inclusion and equity.	The Committee stresses the need to integrate social economy players into the skills and employment support ecosystem <i>where appropriate</i> . Tailored support measures for vulnerable groups, such as disadvantaged, disabled and older workers, should be <i>paid particular attention</i> to ensure greater social inclusion and equity.

### Outcome of the vote

In favour: 63

Against: 115

Abstention: 1

## AMENDMENT 4

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René

MINCHEVA Mariya

SCHWENG Christa

YGLESIAS Isabel

**Point 1.8**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC suggests incorporating mental health support services as a <i>fundamental</i> component of the assistance provided to displaced workers. Access to counselling and psychological support can significantly aid workers in coping with the emotional	The EESC suggests <i>that Members States should consider</i> incorporating mental health support services <i>in their national system</i> as a component of the assistance provided to displaced workers. Access to counselling and psychological support can significantly aid

challenges associated with job loss and transition.	workers in coping with the emotional challenges associated with job loss and transition.
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Outcome of the vote	
In favour:	67
Against:	110
Abstention:	3

## AMENDMENT 6

SOC/838

**Support to workers affected by imminent job displacement in enterprises undergoing restructuring**

**Tabled by:**

BLIJLEVENS René  
MINCHEVA Mariya  
SCHWENG Christa  
YGLESIAS Isabel

**Point 1.10**

**Amend as follows**

<i>Draft opinion of the Committee</i>	<i>Amendment</i>
The EESC <i>calls for</i> comprehensive monitoring frameworks to be <i>established</i> to regularly evaluate the effectiveness of support programmes. This should include <i>qualitative and quantitative measures to assess</i> the impact on displaced workers and the overall labour market, ensuring that support is responsive to changing needs.	The EESC <i>underlines the importance of</i> comprehensive monitoring frameworks <i>provided by EGF</i> to be <i>rigorously used</i> to regularly evaluate the effectiveness of support programmes. This should include <i>assessing</i> the impact on displaced workers and the overall labour market, ensuring that support is responsive to changing needs.

Outcome of the vote	
In favour:	65
Against:	113
Abstention:	3