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'I/A' ITEM NOTE

From:	General Secretariat of the Council
To:	Permanent Representatives Committee/Council
No. Cion doc.:	9840/25
Subject:	COUNCIL DECISION on guidelines for the employment policies of the Member States - Adoption

I. INTRODUCTION

On 4 June 2025, the Commission submitted a proposal for a Council Decision on guidelines for the employment policies of the Member States, based on article 148(2) TFEU.[1]

In 2024, the guidelines for the employment policies of the Member States were updated. This year, the recitals are being updated to bring in more elements related to (a) changes in the geopolitical context (including trade policy tensions); (b) the Union of Skills initiative; (c) competitiveness in light of the Competitiveness Compass; and (d) upward social convergence following the second year of implementation of the Social Convergence Framework, now fully embedded in the EU economic governance framework.

[1] The employment guidelines were first adopted together as an integrated package in 2010 with the broad economic guidelines, underpinning the Europe 2020 Strategy.

II. STATE OF PLAY

The European Council, at its meeting on 19-20 March 2025, considered the employment situation of the Union and adopted conclusions thereon.

The European Parliament adopted its Opinion in its plenary session of 8 October 2025[2].

The Employment Committee (EMCO) transmitted its Opinion[3] on the employment guidelines to the Council, including the Social Protection Committee's (SPC) contribution on the social aspects of the guidelines.

The Committee of the Regions decided not to issue an opinion on the proposal[4]. The opinion of the Economic and Social Committee was adopted at its plenary session on 18 September 2025[5].

The Council has now all the necessary opinions for its examination of the employment guidelines for 2025.

At its meeting on 23 September 2025, the Social Questions Working Party examined the proposal and reached an agreement in principle on the text of the draft Decision, as set out in doc. 13146/25. In doing so, the Social Questions Working Party also took account of the European Parliament's Opinion. The Council Decision has been subject to legal-linguistic revision.

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2 Texts adopted - Contents - Wednesday, 8 October 2025
3 Letter from EMCO Chair on 8 July 2025.
4 Letter from the Committee of the Regions on 24 September 2025.
5 599th Plenary session — 17 - 18 September 2025 | EESC

III. CONCLUSION

In view of the above, the Permanent Representatives Committee is invited to:

- confirm the agreement in the Social Questions Working Party on the text of the Council Decision on the employment guidelines contained in doc. 13146 /25 and
- recommend to the Council to adopt, at a forthcoming session, the Council Decision on the employment guidelines, as revised by the legal linguists as set out in doc. 13303/25.