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(Acts whose publication is obligatory)

COMMISSION REGULATION (EC) No 1391/2003 of 4 August 2003

establishing the standard import values for determining the entry price of certain fruit and vegetables

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Commission Regulation (EC) No 3223/94 of 21 December 1994 on detailed rules for the application of the import arrangements for fruit and vegetables (¹), as last amended by Regulation (EC) No 1947/2002 (²), and in particular Article 4(1) thereof,

Whereas:

(1) Regulation (EC) No 3223/94 lays down, pursuant to the outcome of the Uruguay Round multilateral trade negotiations, the criteria whereby the Commission fixes the standard values for imports from third countries, in respect of the products and periods stipulated in the Annex thereto. (2) In compliance with the above criteria, the standard import values must be fixed at the levels set out in the Annex to this Regulation,

HAS ADOPTED THIS REGULATION:

Article 1

The standard import values referred to in Article 4 of Regulation (EC) No 3223/94 shall be fixed as indicated in the Annex hereto.

Article 2

This Regulation shall enter into force on 5 August 2003.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission J. M. SILVA RODRÍGUEZ Agriculture Director-General

^{(&}lt;sup>1</sup>) OJ L 337, 24.12.1994, p. 66. (²) OJ L 299, 1.11.2002, p. 17.

ANNEX

to the Commission Regulation of 4 August 2003 establishing the standard import values for determining the entry price of certain fruit and vegetables

CN code	Third country code (1)	Standard import value
0702 00 00	060	52,8
0,020000	999	52,8
0707 00 05	052	103,8
07070000	999	103,8
0700.00.70		
0709 90 70	052 999	65,0 65,0
0805 50 10	382	56,8
	388	57,3
	524 528	44,4 48,5
	999	48,5 51,8
0806 10 10	052	102,6
	204	147,8
	220 400	113,4
	600	243,9 131,4
	624	151,4
	999	148,5
808 10 20, 0808 10 50, 0808 10 90	388 400	69,6 88,0
	508	53,5
	512	71,7
	528	64,6
	720	81,5
	800	61,6
	804	90,7
	999	72,7
0808 20 50	052	169,1
	388	87,3
	512	50,3
	528	85,5
	999	98,0
0809 20 95	052	293,2
	400	237,0
	404	252,4
	999	260,9
0809 30 10, 0809 30 90	052	158,0
	999	158,0
0809 40 05	064	85,7
0007 000	068	72,5
	094	62,1
	624	183,8
	999	101,0

(¹) Country nomenclature as fixed by Commission Regulation (EC) No 2020/2001 (OJ L 273, 16.10.2001, p. 6). Code '999' stands for 'of other origin'.

COMMISSION REGULATION (EC) No 1392/2003

of 4 August 2003

amending Regulation (EC) No 174/1999 laying down special detailed rules for the application of Council Regulation (EEC) No 804/68 as regards export licences and export refunds in the case of milk and milk products

THE COMMISSION OF THE EUROPEAN COMMUNITIES.

Having regard to the Treaty establishing the European Community,

Having regard to Council Regulation (EC) No 1255/1999 of 17 May 1999 on the common organisation of the market in milk and milk products (1), as last amended by Regulation (EC) No 806/2003 (2), and in particular Article 31(14) thereof,

Whereas:

- Article 21 of Commission Regulation (EC) No 800/1999 (1)of 15 April 1999 laying down common detailed rules for the application of the system of export refunds on agricultural products (3), as last amended by Regulation (EC) No 500/2003 (⁴), states that no refund is to be granted on products that are not of sound and fair marketable quality on the day of acceptance of the export declaration. To ensure that this rule is uniformly applied it should be stipulated in Commission Regulation (EC) No 174/1999 (5), as last amended by Regulation (EC) No 833/2003 (6), that for a refund to be granted on the products that are indicated in Article 1 of Council Directive 92/46/EEC of 16 June 1992 laying down the health rules for the production and placing on the market of raw milk, heat-treated milk and milk-based products (7), as last amended by Directive 94/71/EC (8), and appear in Article 1 of Regulation (EC) No 1255/ 1999 they must be prepared in line with the requirements of that Directive and carry the health mark required by it.
- To prevent rerouting of trade in order to evade compli-(2)ance with this new rule it should be stipulated that products indicated in Article 1 of Regulation (EC) No 1255/1999 that are to be used as animal feed must also,
- ⁽¹⁾ OJ L 160, 26.6.1999, p. 48.

- (1) OJ L 100, 20.0.1777, p. 40.
 (2) OJ L 122, 16.5.2003, p. 1.
 (3) OJ L 102, 17.4.1999, p. 11.
 (4) OJ L 74, 20.3.2003, p. 19.
 (5) OJ L 20, 27.1.1999, p. 8.
 (6) OJ L 120, 15.5.2003, p. 18.
 (7) OJ L 268, 14.9.1992, p. 1
- OJ L 268, 14.9.1992, p. 1.
- (8) OJ L 368, 31.12.1994, p. 33.

if a refund is claimed for them, have been prepared in line with the requirements of Directive $92/\overline{46}/\overline{EEC}$ and carry the health mark required by it.

- (3) To give time for the action that will need to be taken so that products to be exported bear the health mark and allow existing stocks to be exported and packaging not bearing the mark to be used up, this Regulation should apply from 1 January 2004.
- (4)Regulation (EC) No 174/1999 should be amended accordingly.
- (5) The measures provided for in this Regulation are in accordance with the opinion of the Management Committee for Milk and Milk Products,

HAS ADOPTED THIS REGULATION:

Article 1

The following paragraph 4 is added to Article 1 of Regulation (EC) No 174/1999:

For a refund to be granted on the products listed in '4. Article 1 of Regulation (EC) No 1255/1999 they must meet the requirements of Directive 92/46/EEC, notably preparation in an approved establishment and compliance with the health marking requirements specified at A in Chapter IV of Annex C thereto.'

Article 2

This Regulation shall enter into force on the third day following its publication in the Official Journal of the European Union.

It shall apply from 1 January 2004.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission Franz FISCHLER Member of the Commission

COMMISSION REGULATION (EC) No 1393/2003

of 4 August 2003

on the supply of cereals as food aid

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Council Regulation (EC) No 1292/96 of 27 June 1996 on food-aid policy and food-aid management and special operations in support of food security (¹), as modified by Regulation (EC) No 1726/2001 of the European Parliament and of the Council (²), and in particular Article 24(1)(b) thereof,

Whereas:

- (1) The abovementioned Regulation lays down the list of countries and organisations eligible for Community aid and specifies the general criteria on the transport of food aid beyond the fob stage.
- (2) Following the taking of a number of decisions on the allocation of food aid, the Commission has allocated cereals to certain beneficiaries.
- (3) It is necessary to make these supplies in accordance with the rules laid down by Commission Regulation (EC) No 2519/97 of 16 December 1997 laying down general rules for the mobilisation of products to be supplied

under Council Regulation (EC) No 1292/96 as Community food aid (³). It is necessary to specify the time limits and conditions of supply to determine the resultant costs,

HAS ADOPTED THIS REGULATION:

Article 1

Cereals shall be mobilised in the Community, as Community food aid for supply to the recipient listed in the Annex, in accordance with Regulation (EC) No 2519/97 and under the conditions set out in the Annex.

The tenderer is deemed to have noted and accepted all the general and specific conditions applicable. Any other condition or reservation included in his tender is deemed unwritten.

Article 2

This Regulation shall enter into force on the day following its publication in the *Official Journal of the European Union*.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission Franz FISCHLER Member of the Commission

 ^{(&}lt;sup>1</sup>) OJ L 166, 5.7.1996, p. 1.
 (²) OJ L 234, 1.9.2001, p. 10.

ANNEX

LOT A

- 1. Action No: 108/02
- 2. **Beneficiary** (²): World Food Programme (WFP), Via Cesare Giulio Viola 68, I-00148 Roma; tel. (39-06) 65 13 29 88; fax 65 13 28 44/3; telex 626675 WFP I
- 3. Beneficiary's representative: to be designated by the beneficiary
- 4. Country of destination: Israel
- 5. Product to be mobilised: common wheat flour
- 6. Total quantity (tonnes net): 3 245
- 7. Number of lots: 1 in 3 parts (A1: 1 000 tonnes; A2: 1 000 tonnes; A3: 1 245 tonnes)
- 8. Characteristics and quality of the product (3) (5): see OJ C 312, 31.10.2000, p. 1 (A.10)
- 9. Packaging (7): see OJ C 267, 13.9.1996, p. 1 (2.2, A 1.d, 2.d and B.4)
- 10. Labelling or marking (6): see OJ C 114, 29.4.1991, p. 1 (II.B(3))
 - Language to be used for the markings: English
 - Supplementary markings: -
- 11. Method of mobilisation of the product: the Community market
- 12. Specified delivery stage: free at port of shipment
- 14. (a) Port of shipment:
 - (b) Loading address: —
- 15. Port of landing: --
- 16. Place of destination:
 - port or warehouse of transit: -
 - overland transport route: —
- 17. Period or deadline of supply at the specified stage:
 - first deadline: A1: 8-28.9.2003; A2: 22.9-12.10.2003; A3: 6-26.10.2003
 - second deadline: A1: 22.9-12.10.2003; A2: 6-26.10.2003; A3: 20.10-9.11.2003
- 18. Period or deadline of supply at the alternative stage:
 - first deadline: -
 - second deadline: —
- 19. Deadline for the submission of tenders (at 12 noon, Brussels time):
 - first deadline: 19.8.2003
 - second deadline: 2.9.2003
- 20. Amount of tendering guarantee: EUR 5 per tonne
- 21. Address for submission of tenders and tendering guarantees (1): M. Vestergaard, Commission européenne; Bureau L130 7/46, rue de la Loi/Wetstraat 200, B-1049 Brussels; telex 25670 AGREC B; fax (32-2) 296 70 03/ 296 70 04
- 22. Export refund (4): refund applicable on 25.7.2003, fixed by Commission Regulation (EC) No 1138/2003 (OJ L 160, 28.6.2003, p. 20)

LOT B

- 1. Action No: 816/97
- 2. Beneficiary (2): Ethiopia
- 3. Beneficiary's representative: Emergency Food Security Reserve, Addis Ababa, Contact: Ato Sirak Hailu, tel. (251-1) 51 71 62, fax 51 83 63
- 4. Country of destination: Ethiopia
- 5. Product to be mobilised: common wheat
- 6. Total quantity (tonnes net): 10 000
- 7. Number of lots: 1
- 8. Characteristics and quality of the product (3) (5): see OJ C 312, 31.10.2000, p. 1 (A.1)
- 9. Packaging (7): see OJ C 267, 13.9.1996, p. 1 (1.0 A 1.c, 2.c and B.3)
- 10. Labelling or marking (6): see OJ C 114, 29.4.1991, p. 1 (II.A(3))
 - Language to be used for the markings: English
 - Supplementary markings: -
- 11. Method of mobilisation of the product: the Community market
- 12. Specified delivery stage (8): free at destination
- 13. Alternative delivery stage: free at port of shipment fob stowed
- 14. (a) Port of shipment:
 - (b) Loading address: —
- 15. Port of landing: -
- 16. Place of destination: EFSR warehouse in Dira Dawa
 - port or warehouse of transit: Berbera
 - overland transport route: —
- 17. Period or deadline of supply at the specified stage (8):
 - first deadline: 31.10.2003
 - second deadline: 16.11.2003
- 18. Period or deadline of supply at the alternative stage:
 - first deadline: 8-21.9.2003
 - second deadline: 22.9-5.10.2003
- 19. Deadline for the submission of tenders (at 12 noon, Brussels time):
 - first deadline: 19.8.2003
 - second deadline: 2.9.2003
- 20. Amount of tendering guarantee: EUR 5 per tonne
- 21. Address for submission of tenders and tendering guarantees (1): M. Vestergaard, Commission européenne; Bureau: L130 7/46, B-1049 Brussels; telex: 25670 AGREC B; fax (32-2) 296 70 03/296 70 04
- 22. Export refund (4): refund applicable on 25.7.2003, fixed by Commission Regulation (EC) No 1138/2003 (OJ L 160, 28.6.2003, p. 20).

Notes:

- (1) Supplementary information: Torben Vestergaard (tel. (32-2) 299 30 50; fax (32-2) 296 20 05).
- ⁽²⁾ The supplier shall contact the beneficiary or its representative as soon as possible to establish which consignment documents are required.
- (3) The supplier shall deliver to the beneficiary a certificate from an official entity certifying that for the product to be delivered the standards applicable, relative to nuclear radiation, in the Member State concerned, have not been exceeded. The radioactivity certificate must indicate the caesium-134 and -137 and iodine-131 levels.
- (4) Commission Regulation (EC) No 2298/2001 (OJ L 308, 27.11.2001, p. 16), is applicable as regards the export refund. The date referred to in Article 2 of the said Regulation is that indicated in point 22 of this Annex.
- (5) The supplier shall supply to the beneficiary or its representative, on delivery, the following document:
 phytosanitary certificate.
- (6) Notwithstanding OJ C 114 of 29 April 1991, point II.A(3)(c) or II.B(3)(c) is replaced by the following: 'the words "European Community".
- (7) Since the goods may be rebagged, the supplier must provide 2 % of empty bags of the same quality as those containing the goods, with the marking followed by a capital 'R'.
- (8) In addition to the provisions of Article 14(3) of the Regulation (EC) No 2519/97, vessels chartered shall not appear on any of the four most recent quarterly lists of detained vessels as published by the Paris Memorandum of Understanding on Port State Control (Council Directive 95/21/EC (OJ L 157, 7.7.1995, p. 1)).

Before the Commission can award the supply contract, it needs various items of information about the tenderer concerned (in particular the bank account to be credited). These details are contained in a form available on the Internet at the following website: http://europa.eu.int/comm/budget/execution/ftiers_fr.htm.

If these details are missing, the tenderer designated as the supplier may not invoke the time limit for notification referred to in Article 9(4) of Regulation (EC) No 2519/97.

You should therefore include the above form with your bid after filling in the required details.

COMMISSION REGULATION (EC) No 1394/2003

of 4 August 2003

prohibiting fishing for plaice by vessels flying the flag of Belgium

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Council Regulation (EEC) No 2847/93 of 12 October 1993 establishing a control system applicable to the common fisheries policy (¹), as last amended by Regulation (EC) No 806/2003 (2), and in particular Article 21(3) thereof,

Whereas:

- (1)Council Regulation (EC) No 2341/2002 of 20 December 2002 fixing for 2003 the fishing opportunities and associated conditions for certain fish stocks and groups of fish stocks, applicable in Community waters and, for Community vessels, in waters where limitations in catch are required (3), as last amended by Regulation (EC) No 1091/2003 (4), lays down quotas for plaice for 2003.
- (2)In order to ensure compliance with the provisions relating to the quantity limits on catches of stocks subject to quotas, the Commission must fix the date by which catches made by vessels flying the flag of a Member State are deemed to have exhausted the quota allocated.
- (3) According to the information received by the Commission, catches of plaice in the waters of ICES zone VII f, g, by vessels flying the flag of Belgium or registered in

Belgium have exhausted the quota allocated for 2003. Belgium has prohibited fishing for this stock from 24 July 2003. This date should be adopted in this Regulation also.

HAS ADOPTED THIS REGULATION:

Article 1

Catches of plaice in the waters of ICES zone VII f, g, by vessels flying the flag of Belgium or registered in Belgium are hereby deemed to have exhausted the quota allocated to Belgium for 2003.

Fishing for plaice in the waters of ICES zone VII f, g, by vessels flying the flag of Belgium or registered in Belgium is hereby prohibited, as are the retention on board, transhipment and landing of this stock caught by the above vessels after the date of application of this Regulation.

Article 2

This Regulation shall enter into force on the day following its publication in the Official Journal of the European Union.

It shall apply from 24 July 2003.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission Jörgen HOLMQUIST Director-General for Fisheries

OJ L 261, 20.10.1993, p. 1.

^{(&}lt;sup>2</sup>) OJ L 122, 16.5.2003, p. 1.

^{(&}lt;sup>3</sup>) OJ L 356, 31.12.2002, p. 12. (⁴) OJ L 157, 26.6.2003, p. 1.

COMMISSION REGULATION (EC) No 1395/2003

of 4 August 2003

determining the world market price for unginned cotton

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Protocol 4 on cotton, annexed to the Act of Accession of Greece, as last amended by Council Regulation (EC) No 1050/2001 (¹),

Having regard to Council Regulation (EC) No 1051/2001 of 22 May 2001 on production aid for cotton (²), and in particular Article 4 thereof,

Whereas:

- (1) In accordance with Article 4 of Regulation (EC) No 1051/2001, a world market price for unginned cotton is to be determined periodically from the price for ginned cotton recorded on the world market and by reference to the historical relationship between the price recorded for ginned cotton and that calculated for unginned cotton. That historical relationship has been established in Article 2(2) of Commission Regulation (EC) No 1591/ 2001 of 2 August 2001 (³), as amended by Regulation (EC) No 1486/2002 (⁴). Where the world market price cannot be determined in this way, it is to be based on the most recent price determined.
- (2) In accordance with Article 5 of Regulation (EC) No 1051/2001, the world market price for unginned cotton is to be determined in respect of a product of specific characteristics and by reference to the most favourable

offers and quotations on the world market among those considered representative of the real market trend. To that end, an average is to be calculated of offers and quotations recorded on one or more European exchanges for a product delivered cif to a port in the Community and coming from the various supplier countries considered the most representative in terms of international trade. However, there is provision for adjusting the criteria for determining the world market price for ginned cotton to reflect differences justified by the quality of the product delivered and the offers and quotations concerned. Those adjustments are specified in Article 3(2) of Regulation (EC) No 1591/2001.

(3) The application of the above criteria gives the world market price for unginned cotton determined herein-after,

HAS ADOPTED THIS REGULATION:

Article 1

The world price for unginned cotton as referred to in Article 4 of Regulation (EC) No 1051/2001 is hereby determined as equalling EUR 27,762/100 kg.

Article 2

This Regulation shall enter into force on 5 August 2003.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission J. M. SILVA RODRÍGUEZ Agriculture Director-General

^{(&}lt;sup>1</sup>) OJ L 148, 1.6.2001, p. 1.

⁽²⁾ OJ L 148, 1.6.2001, p. 3.

^{(&}lt;sup>3</sup>) OJ L 210, 3.8.2001, p. 10.

^{(&}lt;sup>4</sup>) OJ L 223, 20.8.2002, p. 3.

COMMISSION REGULATION (EC) No 1396/2003

of 4 August 2003

fixing Community producer and import prices for carnations and roses with a view to the application of the arrangements governing imports of certain floricultural products originating in Cyprus, Israel, Jordan, Morocco and the West Bank and the Gaza Strip

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Council Regulation (EEC) No 4088/87 of 21 December 1987 fixing conditions for the application of preferential customs duties on imports of certain flowers originating in Cyprus, Israel, Jordan, Morocco and the West Bank and the Gaza Strip (¹), as last amended by Regulation (EC) No 1300/ 97 (²), and in particular Article 5(2)(a) thereof,

Whereas:

Pursuant to Article 2(2) and Article 3 of abovementioned Regulation (EEC) No 4088/87, Community import and producer prices are fixed each fortnight for uniflorous (bloom) carnations, multiflorous (spray) carnations, large-flowered roses and small-flowered roses and apply for two-weekly periods. Pursuant to Article 1b of Commission Regulation (EEC) No 700/88 of 17 March 1988 laying down detailed rules for the application of the arrangements for the import into the Community of certain floricultural products originating in Cyprus, Israel, Jordan, Morocco and the West Bank and the Gaza Strip (³), as last amended by Regulation (EC) No 2062/ 97 (⁴), those prices are determined for fortnightly periods on the basis of weighted prices provided by the Member States. Those prices should be fixed immediately so the customs duties applicable can be determined. To that end, provision should be made for this Regulation to enter into force immediately,

HAS ADOPTED THIS REGULATION:

Article 1

The Community producer and import prices for uniflorous (bloom) carnations, multiflorous (spray) carnations, large-flowered roses and small-flowered roses as referred to in Article 1b of Regulation (EEC) No 700/88 for a fortnightly period shall be as set out in the Annex.

Article 2

This Regulation shall enter into force on 5 August 2003.

It shall apply from 6 to 19 August 2003.

This Regulation shall be binding in its entirety and directly applicable in all Member States.

Done at Brussels, 4 August 2003.

For the Commission J. M. SILVA RODRÍGUEZ Agriculture Director-General

^{(&}lt;sup>1</sup>) OJ L 382, 31.12.1987, p. 22. (²) OJ L 177, 5.7.1997, p. 1.

^{(&}lt;sup>3</sup>) OJ L 72, 18.3.1988, p. 16. (⁴) OJ L 289, 22.10.1997, p. 1.

ANNEX

to the Commission Regulation of 4 August 2003 fixing Community producer and import prices for carnations and roses with a view to the application of the arrangements governing imports of certain floricultural products originating in Cyprus, Israel, Jordan, Morocco and the West Bank and the Gaza Strip

(EUR/100 pieces)

Period: from 6 to 19 August 2003				
Community producer price	Uniflorous (bloom) carnations	Multiflorous (spray) carnations	Large-flowered roses	Small-flowered roses
	14,06	12,03	17,82	9,03
Community import prices	Uniflorous (bloom) carnations	Multiflorous (spray) carnations	Large-flowered roses	Small-flowered roses
Israel	—	_	6,59	6,34
Morocco	—	_	—	_
Cyprus	_	_	_	—
Jordan	_	_	_	_
West Bank and Gaza Strip	—	—	—	—

Π

(Acts whose publication is not obligatory)

COUNCIL

COUNCIL DECISION

of 22 July 2003

on guidelines for the employment policies of the Member States

(2003/578/EC)

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing the European Community, and in particular Article 128(2) thereof,

Having regard to the proposal from the Commission (¹),

Having regard to the opinion of the European Parliament (²),

Having regard to the opinion of the European Economic and Social Committee (³),

Having regard to the opinion of the Committee of the Regions (⁴),

Having regard to the opinion of the Employment Committee,

Whereas:

- Article 2 of the Treaty on the European Union sets the (1)Union the objective of promoting economic and social progress and a high level of employment. Article 125 of the Treaty establishing the European Community states that Member States and the Community shall work towards developing a coordinated strategy for employment and particularly for promoting a skilled, trained and adaptable workforce and labour markets responsive to economic change.
- Following the extraordinary European Council meeting (2)on employment on 20 and 21 November 1997 in Luxembourg, the Council resolution of 15 December 1997 on the 1998 employment guidelines (5) launched

(⁵) OJ C 30, 28.1.1998, p. 1.

a process with high visibility, strong political commitment and a wide-ranging acceptance by all parties concerned.

- The Lisbon European Council on 23 and 24 March (3) 2000 set a new strategic goal for the European Union to become the most competitive and dynamic knowledgebased economy in the world capable of sustainable economic growth with more and better jobs and greater social cohesion. To this end the Council agreed overall employment targets and employment targets for women, for 2010, which were completed at the Stockholm European Council on 23 and 24 March 2001, by intermediate targets for January 2005, and a new target for 2010, reflecting the demographic challenge, for the employment rate of older women and men.
- The Nice European Council on 7, 8 and 9 December (4)2000 approved the European Social Agenda, which states that the return to full employment involves ambitious policies in terms of increasing employment rates, reducing regional gaps, reducing inequality and improving job quality.
- The Barcelona European Council of 15 and 16 March (5) 2002 called for a strengthening of the European Employment Strategy through a reinforced, simplified and better-governed process, with a time frame aligned to 2010, and which incorporates the targets and goals of the Lisbon strategy. The Barcelona European Council also requested a streamlining of policy coordination processes, with synchronised calendars for the adoption of the broad economic policy guidelines and the employment guidelines.

Proposal of 8 April 2003 (not yet published in the Official Journal).

Opinion of 3 June 2003 (not yet published in the Official Journal). Opinion of 14 May 2003 (not yet published in the Official Journal). Opinion of 14 May 2003 (not yet published in the Official Journal).

- The Brussels European Council of 20 and 21 March (6) 2003 confirmed that the employment strategy has the leading role in the implementation of the employment and labour market objectives of the Lisbon strategy, and that the employment strategy and the broad economic policy guidelines, which provide the overarching economic policy coordination for the Community, should operate in a consistent way. The same European Council called for guidelines to be limited in number and to be result orientated, allowing Member States to design the appropriate mix of action, and for them to be supported by appropriate targets. 2003 provides a particular opportunity to use streamlined key policy coordination instruments — the broad economic policy guidelines, the employment guidelines and the internal market strategy — and give them a new three-year perspective.
- (7) The employment strategy has been exhaustively evaluated, including a thorough mid-term review, completed in 2000, and a major evaluation of the experiences of the first five years completed in 2002. This evaluation pointed to the need for continuity in the strategy to address remaining structural weaknesses, as well as the need to address new challenges facing an enlarged European Union.
- (8) The successful implementation of the Lisbon agenda calls for the employment policies of Member States to foster, in a balanced manner the three complementary and mutually supportive objectives of full employment, quality and productivity at work, and social cohesion and inclusion. The achievement of these objectives requires further structural reforms concentrating on 10 key interrelated priorities and special attention should be paid to the coherent governance of the process. Policy reforms require a gender-mainstreaming approach in implementing all actions.
- (9) On 6 December 2001 the Council adopted a series of indicators to measure 10 dimensions for investing in quality in work and called for these indicators to be used in monitoring the European employment guidelines and recommendations.
- (10) Active and preventative policies should be effective and contribute to the goals of full employment and social inclusion by ensuring that unemployed and inactive people, are able to compete in and integrate into the labour market. Those policies should be supported by modern labour market institutions.

- (11) Member States should encourage the creation of more and better jobs by fostering entrepreneurship and innovation in a favourable business environment. Member States are committed to implementing the European Charter for Small Enterprises and are engaged in a process of benchmarking of the enterprise policy.
- Providing the right balance between flexibility and (12)security will help support the competitiveness of firms, increase quality and productivity at work and facilitate the adaptation of firms and workers to economic change. In this context the Barcelona and Brussels European Councils called in particular for a review of employment legislation, while respecting the role of Social Partners. Levels of health and safety standards at work should be raised in line with the new Community strategy for 2002 to 2006. Particular focus should be placed on high-risk sectors for accidents at work. Access of workers to training is an essential element of the balance between flexibility and security and the participation of all workers should be supported, taking into account the returns on investment for workers, employers as well as society as a whole. Economic restructuring poses a challenge for employment both in current and future Member States and calls for positive management involving all relevant actors, including the Social Partners.
- (13) The Barcelona European Council welcomed the Commission action plan on skills and mobility and the Council Resolution of 3 June 2002 on skills and mobility further invited the Commission, Member States and the Social Partners to undertake the measures required. Better occupational and geographic mobility and job matching will help increase employment and social cohesion, taking into account the labour aspects of immigration.
- (14) The implementation of coherent and comprehensive lifelong learning strategies is critical in delivering full employment, improved quality and productivity at work, and better social cohesion. The Barcelona European Council welcomed the Commission communication 'Making a European area of lifelong learning' which spelt out the essential building blocks of lifelong learning strategies of partnership, insight into demand for learning, adequate resources, facilitating access to learning opportunities, creating a learning culture, and striving for excellence. The ongoing process on concrete future objectives for education systems, launched by the Lisbon

European Council, plays an important role with respect to human capital development and synergies with the Employment strategy should be fully exploited. On 5 to 6 May 2003, the Council adopted a series of benchmarks of European average performance in education and training, several of which are of particular relevance in the context of employment policies. The Lisbon European Council called for a substantial per capita increase in investment in human resources. This requires sufficient incentives for employers and individuals, and redirecting public finance towards more efficient investment in human resources across the learning spectrum.

- (15) An adequate labour supply is needed in order to meet the demographic challenge, support economic growth, promote full employment, and support the sustainability of social protection systems. The joint report from the Commission and the Council, 'Increasing labour-force participation and promoting active ageing' adopted by the Council on 7 March 2002, concludes that this requires developing comprehensive national strategies based on a life cycle approach. Policies should exploit the employment potential of all categories of persons. The Barcelona European Council agreed that the European Union should seek, by 2010, a progressive increase of about five years in the effective average exit age at which people stop working. This age was estimated at 59,9 in 2001.
- Gender gaps in the labour market should be progres-(16)sively eliminated, if the European Union is to deliver full employment, increase quality at work and promote social inclusion and cohesion. This requires both a gender mainstreaming approach and specific policy actions to create the conditions for women and men to enter, re-enter, and remain in the labour market. The Barcelona European Council agreed that by 2010 Member States should provide childcare to at least 90 % of children between three years old and the mandatory school age and at least 33 % of children under three years of age. The underlying factors of the gender gaps in unemployment and in pay should be addressed and targets on the reduction of such gaps should be achieved as a result, without calling into question the principle of wage differentiation according to productivity and labour market situation.
- (17) The effective integration into the labour market of people at a disadvantage will deliver increased social inclusion, employment rates, and improve the sustainability of social protection systems. Policy responses

need to tackle discrimination, provide a personalised approach to individual needs, and create adequate job opportunities by providing recruitment incentives for employers. Council Decision 2001/903/EC (¹) of 3 December 2001 designated 2003 as the 'European year of people with disabilities'. Access to the labour market is a major priority with respect to people with disabilities who are estimated to represent some 37 million people in the European Union, many of whom have the ability and desire to work.

- (18) In order to improve the prospects for full employment and social cohesion, the balance between income from work against income in unemployment or inactivity should be such as to encourage people to enter, re-enter and to remain in the labour market, and to foster job creation.
- (19) Undeclared work is taken to mean 'any paid activities that are lawful as regards their nature but not declared to public authorities'. Studies estimate the size of the informal economy on average at between 7 % and 16 % of EU GDP. This should be turned into regular work in order to improve the overall business environment, the quality in work of those concerned, social cohesion and the sustainability of public finance and social protection systems. Improving knowledge about the extent of undeclared work in Member States and the European Union should be encouraged.
- (20) Employment and unemployment disparities between regions in the European Union remain large and will increase after enlargement. They should be tackled through a broad approach involving actors at all levels in order to support economic and social cohesion, making use of the Community Structural Funds.
- (21) The evaluation of the first five years of the employment strategy highlighted better governance as a key for the strategy's future effectiveness. A successful implementation of employment policies depends on partnership at all levels, the involvement of a number of operational services, and adequate financial resources to support the implementation of the employment guidelines. Member States have responsibility for the effective implementation of the employment guidelines, including ensuring a balanced delivery at regional and local level.

^{(&}lt;sup>1</sup>) OJ L 335, 19.12.2001, p. 15.

- (22) The effective implementation of the employment guidelines requires active participation of social partners, at all stages, from designing policies to their implementation. At the Social Summit on 13 December 2001 the Social Partners expressed the need to develop and improve coordination of tripartite consultation. It was also agreed that a Tripartite Social Summit for Growth and Employment would be held before each spring European Council.
- (23) In addition to the employment guidelines, Member States should fully implement the broad economic policy guidelines and ensure that their action is fully consistent with the maintenance of sound public finances and macroeconomic stability,

HAS DECIDED AS FOLLOWS:

Sole Article

The guidelines for Member States' employment policies ('employment guidelines'), annexed hereto, are hereby adopted. Member States shall take them into account in their employment policies.

Done at Brussels, 22 July 2003.

For the Council The President G. ALEMANNO

ANNEX

THE EMPLOYMENT GUIDELINES

A European strategy for full employment and better jobs for all

Member States shall conduct their employment policies with a view to implementing the objectives and priorities for action and progressing towards the targets specified below. Special attention will be given to ensuring good governance of employment policies.

In addition to the Employment guidelines and their associated Employment recommendations, Member States should fully implement the Broad economic policy guidelines and ensure that the two instruments operate in a consistent way.

Reflecting the Lisbon agenda, the employment policies of Member States shall foster the three overarching and interrelated objectives of full employment, quality and productivity at work, and social cohesion and inclusion.

These objectives should be pursued in a balanced manner, reflecting their equal importance in achieving the ambitions of the Union. They should be pursued involving all relevant actors. Synergies should be fully exploited, building on the positive interaction between the three objectives. Equal opportunities and gender equality are vital for making progress towards the three objectives.

Such an approach would also contribute to reducing unemployment and inactivity.

Full employment

Member States shall aim to achieve full employment by implementing a comprehensive policy approach incorporating demand and supply side measures and thus raise employment rates towards the Lisbon and Stockholm targets.

Policies shall contribute towards achieving on average for the European Union:

- an overall employment rate of 67 % in 2005 and 70 % in 2010,
- an employment rate for women of 57 % in 2005 and 60 % in 2010,
- an employment rate of 50 % for older workers (55 to 64) in 2010.

Any national targets should be consistent with the outcome expected at European Union level and should take account of particular national circumstances.

Improving quality and productivity at work

Improved quality at work is closely interlinked with the move towards a competitive and knowledge-based economy and should be pursued through a concerted effort between all actors and particularly through social dialogue. Quality is a multi-dimensional concept addressing both job characteristics and the wider labour market. It encompasses intrinsic quality at work, skills, lifelong learning and career development, gender equality, health and safety at work, flexibility and security, inclusion and access to the labour market, work organisation and work-life balance, social dialogue and worker involvement, diversity and non-discrimination, and overall work performance.

Increasing employment rates must go hand in hand with raising overall labour productivity. Quality at work can help increase labour productivity and the synergies between both should be fully exploited. This represents a specific challenge for social dialogue.

Strengthening social cohesion and inclusion

Employment is a key means to social inclusion. In synergy with the open method of coordination in the field of social inclusion, employment policies should facilitate participation in employment through promoting access to quality employment for all women and men who are capable of working; combating discrimination on the labour market and preventing the exclusion of people from the world of work.

Economic and social cohesion should be promoted by reducing regional employment and unemployment disparities, tackling the employment problems of deprived areas in the European Union and positively supporting economic and social restructuring.

SPECIFIC GUIDELINES

In pursuing the three overarching objectives, Member States shall implement policies which take account of the following specific guidelines which are priorities for action. In doing so they shall adopt a gender-mainstreaming approach across each of the priorities.

1. ACTIVE AND PREVENTATIVE MEASURES FOR THE UNEMPLOYED AND INACTIVE

Member States will develop and implement active and preventative measures for the unemployed and the inactive designed to prevent inflow into long-term unemployment, and to promote the sustainable integration into employment of unemployed and inactive people. Member States will:

- (a) ensure that, at an early stage of their unemployment spell, all jobseekers benefit from an early identification of their needs and from services such as advice and guidance, job search assistance and personalised action plans;
- (b) based on the above identification, offer jobseekers access to effective and efficient measures to enhance their employability and chances of integration, with special attention given to people facing the greatest difficulties in the labour market.

Member States will ensure that:

- every unemployed person is offered a new start before reaching six months of unemployment in the case of young people and 12 months of unemployment in the case of adults in the form of training, retraining, work practice, a job, or other employability measure, combined where appropriate with ongoing job search assistance,
- by 2010, 25 % of the long-term unemployed participate in an active measure in the form of training, retraining, work practice, or other employability measure, with the aim of achieving the average of the three most advanced Member States;
- (c) modernise and strengthen labour market institutions, in particular employment services,
- (d) ensure regular evaluation of the effectiveness and efficiency of labour market programmes and review them accordingly.

2. JOB CREATION AND ENTREPRENEURSHIP

Member States will encourage the creation of more and better jobs by fostering entrepreneurship, innovation, investment capacity and a favourable business environment for all enterprises. Particular attention will be given to exploiting the job creation potential of new enterprises, of the service sector and of R & D. Supported by the process of benchmarking of enterprise policy and the implementation of the European Charter for Small Enterprises, policy initiatives will focus on:

- simplifying and reducing administrative and regulatory burdens for business start-ups and SMEs and for the hiring of staff, facilitating access to capital for start-ups, new and existing SMEs and enterprises with a high growth and job creation potential (see also BEPGs, guideline 11),
- promoting education and training in entrepreneurial and management skills and providing support, including through training to make entrepreneurship a career option for all.

3. ADDRESS CHANGE AND PROMOTE ADAPTABILITY AND MOBILITY IN THE LABOUR MARKET

Member States will facilitate the adaptability of workers and firms to change, taking account of the need for both flexibility and security and emphasising the key role of the social partners in this respect.

Member States will review and, where appropriate, reform overly restrictive elements in employment legislation that affect labour market dynamics and the employment of those groups facing difficult access to the labour market, develop social dialogue, foster corporate social responsibility, and undertake other appropriate measures to promote:

- diversity of contractual and working arrangements, including arrangements on working time, favouring career
 progression, a better balance between work and private life and between flexibility and security,
- access for workers, in particular for low skill workers, to training,

- better working conditions, including health and safety; policies will aim to achieve in particular: a substantial reduction in the incidence rate of accidents at work and of occupational diseases,
- the design and dissemination of innovative and sustainable forms of work organisation, which support labour
 productivity and quality at work,
- the anticipation and the positive management of economic change and restructuring.

Member States will address labour shortages and bottlenecks through a range of measures such as by promoting occupational mobility and removing obstacles to geographic mobility, especially by implementing the skills and mobility action plan, improving the recognition and transparency of qualifications and competencies, the transferability of social security and pensions rights, providing appropriate incentives in tax and benefit systems, and taking into account labour market aspects of immigration.

The transparency of employment and training opportunities at national and European level should be promoted in order to support effective job matching. In particular, by 2005, jobseekers throughout the EU should be able to consult all job vacancies advertised through Member States' employment services.

4. PROMOTE DEVELOPMENT OF HUMAN CAPITAL AND LIFELONG LEARNING

Member States will implement lifelong learning strategies, including through improving the quality and efficiency of education and training systems, in order to equip all individuals with the skills required for a modern workforce in a knowledge-based society, to permit their career development and to reduce skills mismatch and bottlenecks in the labour market.

In accordance with national priorities, policies will aim in particular to achieve the following outcomes by 2010:

- at least 85 % of 22-year olds in the European Union should have completed upper secondary education,
- the European Union average level of participation in lifelong learning should be at least 12,5 % of the adult working-age population (25 to 64 age group).

Policies will aim in particular to achieve an increase in investment in human resources. In this context, it is important that there is a significant increase in investment by enterprises in the training of adults with a view to promoting productivity, competitiveness and active ageing. Efficient investment in human capital by employers and individuals will be facilitated.

5. INCREASE LABOUR SUPPLY AND PROMOTE ACTIVE AGEING

Member States will promote an adequate availability of labour and employment opportunities to support economic growth and employment, taking into account labour mobility, as indicated in specific guideline 3. In particular, they will:

- increase labour market participation by using the potential of all groups of the population, through a comprehensive approach covering in particular the availability and attractiveness of jobs, making work pay, raising skills, and providing adequate support measures,
- promote active ageing, notably by fostering working conditions conducive to job retention such as access to continuing training, recognising the special importance of health and safety at work, innovative and flexible forms of work organisation and eliminating incentives for early exit from the labour market, notably by reforming early retirement schemes and ensuring that it pays to remain active in the labour market; and encouraging employers to employ older workers,

In particular, policies will aim to achieve by 2010 an increase by five years, at European Union level, of the effective average exit age from the labour market (estimated at 59,9 in 2001). In this respect, the social partners have an important role to play. Any national targets should be consistent with the outcome expected at the European Union level and should take account of particular national circumstances,

— and, where appropriate, give full consideration to the additional labour supply resulting from immigration.

6. GENDER EQUALITY

Member States will, through an integrated approach combining gender mainstreaming and specific policy actions, encourage female labour market participation and achieve a substantial reduction in gender gaps in employment rates, unemployment rates, and pay by 2010. The role of the social partners is crucial in this respect. In particular, with a view to its elimination, policies will aim to achieve by 2010 a substantial reduction in the gender pay gap in each Member State, through a multi-faceted approach addressing the underlying factors of the gender pay gap, including sectoral and occupational segregation, education and training, job classifications and pay systems, awareness-raising and transparency.

Particular attention will be given to reconciling work and private life, notably through the provision of care services for children and other dependants, encouraging the sharing of family and professional responsibilities and facilitating return to work after a period of absence. Member States should remove disincentives to female labour force participation and strive, taking into account the demand for childcare facilities and in line with national patterns of childcare provision, to provide childcare by 2010 to at least 90 % of children between three years old and the mandatory school age and at least 33 % of children under three years of age.

7. PROMOTE THE INTEGRATION OF AND COMBAT THE DISCRIMINATION AGAINST PEOPLE AT A DISADVANTAGE IN THE LABOUR MARKET

Member States will foster the integration of people facing particular difficulties on the labour market, such as early school leavers, low-skilled workers, people with disabilities, immigrants, and ethnic minorities, by developing their employability, increasing job opportunities and preventing all forms of discrimination against them.

In particular, policies will aim to achieve by 2010:

- an EU average rate of no more than 10 % early school leavers,
- a significant reduction in each Member State in the unemployment gaps for people at a disadvantage, according to any national targets and definitions,
- a significant reduction in each Member State in the unemployment gaps between non-EU and EU nationals, according to any national targets.

8. MAKE WORK PAY THROUGH INCENTIVES TO ENHANCE WORK ATTRACTIVENESS

Member States will reform financial incentives with a view to making work attractive and encouraging men and women to seek, take up and remain in work. In this context, Member States should develop appropriate policies with a view to reducing the number of working poor. They will review and, where appropriate, reform tax and benefit systems and their interaction with a view to eliminating unemployment, poverty and inactivity traps, and encouraging the participation of women, low-skilled workers, older workers, people with disabilities and those furthest from the labour market in employment.

Whilst preserving an adequate level of social protection, Member States will in particular review replacement rates and benefit duration; ensure effective benefit management, notably with respect to the link with effective job search, including access to activation measures to support employability, taking into account individual situations; consider the provision of in-work benefits, where appropriate; and work with a view to eliminating inactivity traps.

In particular, policies will aim at achieving by 2010 a significant reduction in high marginal effective tax rates and, where appropriate, in the tax burden on low paid workers, reflecting national circumstances.

9. TRANSFORM UNDECLARED WORK INTO REGULAR EMPLOYMENT

Member States should develop and implement broad actions and measures to eliminate undeclared work, which combine simplification of the business environment, removing disincentives and providing appropriate incentives in the tax and benefits system, improved law enforcement and the application of sanctions. They should undertake the necessary efforts at national and EU level to measure the extent of the problem and progress achieved at national level.

10. ADDRESS REGIONAL EMPLOYMENT DISPARITIES

Member States should implement a broad approach towards reducing regional employment and unemployment disparities. The potential for job creation at the local level, including in the social economy, should be supported and partnerships between all relevant actors should be encouraged. Member States will:

- promote favourable conditions for private sector activity and investment in regions lagging behind,
- ensure that public support in regions lagging behind is focused on investment in human and knowledge capital, as well as adequate infrastructure (see also BEPGs, guidelines 18 and 19).

The potential of the Cohesion and Structural Funds and the European Investment Bank should be fully exploited.

GOOD GOVERNANCE AND PARTNERSHIP IN THE IMPLEMENTATION OF THE EMPLOYMENT GUIDELINES

Member States will ensure the effective implementation of the Employment guidelines, including at the regional and local level.

Involvement of parliamentary bodies, social partners and other relevant actors

Good governance and partnership are important issues for the implementation of the European employment strategy, while fully respecting national traditions and practices. The European Parliament will play an important role in this respect. Responsibility for implementation of the European employment strategy lies with the Member States. In accordance with national traditions, relevant parliamentary bodies as well as relevant actors in the field of employment at national, regional and local level have important contributions to make.

In accordance with their national traditions and practices, Social Partners at national level should be invited to ensure the effective implementation of the Employment guidelines and to report on their most significant contributions in all areas under their responsibility, in particular concerning the management of change and adaptability, synergy between flexibility and security, human capital development, gender equality, making work pay and active ageing as well as health and safety at work.

European Social Partners at interprofessional and sectoral level are invited to contribute to the implementation of the Employment guidelines and to support efforts undertaken by the national social partners at all levels, such as at interprofessional, sectoral and local level. As announced in their joint work programme, the European social partners at interprofessional level will report annually on their contribution to the implementation of the Employment guidelines. European Social Partners at sectoral level are invited to report on their respective actions.

Moreover, operational services should deliver the employment policies in an efficient and effective way.

Adequate allocation of financial resources

Member States will ensure transparency and cost-effectiveness in the allocation of financial resources to the implementation of the Employment guidelines, while complying with the need for sound public finances in line with the Broad economic policy guidelines.

They will fully exploit the potential contribution of the Community Structural Funds, in particular the European Social Fund, to support the delivery of policies and to strengthen the institutional capacity in the field of employment.

COUNCIL RECOMMENDATION

of 22 July 2003

on the implementation of Member States' employment policies

(2003/579/EC)

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty establishing the European Community, and in particular Article 128(4) thereof,

Having regard to the Commission recommendation,

Having regard to the opinion of the Employment Committee,

Whereas:

- (1) The Lisbon European Council on 23 and 24 March 2000 set a new strategic goal for the European Union to become the most competitive and dynamic knowledgebased economy in the world capable of sustainable economic growth with more and better jobs and greater social cohesion. To this end the Council agreed overall employment targets and employment targets for women, for 2010.
- (2) The Barcelona European Council of 15 and 16 March 2002 called for a strengthening of the European Employment Strategy through a reinforced, simplified and better-governed process fully integrated into the Lisbon strategy. The Barcelona European Council also requested a streamlining of policy coordination processes, with synchronised calendars for the adoption of the broad economic policy guidelines and the employment guidelines.
- (3) The Council agreement on streamlining of 3 December 2002 considered that streamlining should be guided by the objective to increase transparency and efficiency, avoid overlap and repetitions in the formulation of guidelines, and ensure consistency, complementarity and coherence.

- (4) The spring European Council held on 20 and 21 March 2003 in Brussels confirmed that the Employment Strategy has the leading role in the implementation of the employment and labour market objectives of the Lisbon strategy, and urged Member States to maintain the momentum of reform of national labour markets.
- (5) The Council adopted the guidelines for the employment policies of the Member States by Decision 2003/578/ EC (¹).
- (6) The joint employment report adopted by the Commission and the Council on 6 March 2003 describes key challenges for employment policy in each Member State and indicates priorities for action which will enhance the contribution of each Member State towards the achievement of the overall objectives of the employment guide-lines.
- (7) Sound macroeconomic policies and comprehensive economic reforms are crucial for job creation. Member States should therefore implement this recommendation in a way that is consistent with the broad economic policy guidelines,

HEREBY RECOMMENDS that the Member States should take the actions set out in the Annex.

Done at Brussels, 22 July 2003.

For the Council The President G. ALEMANNO

⁽¹⁾ See page 13 of this Official Journal.

ANNEX

BELGIUM

The challenges posed by an ageing population suggest a need for measures aimed at mobilising the non-occupied potential labour force, thereby increasing employment and participation rates. Despite the positive evolution in recent years, employment rates in Belgium remain markedly below the EU average and far from the EU targets, especially for older workers, for which the employment rate is the lowest in the EU. It is unlikely that measures taken so far to promote a more active ageing will suffice to reach the EU target by 2010. Although long-term unemployment has decreased in recent years and is now below the EU average, it remains a structural problem. The inflows into long-term unemployment remain high and an appropriate preventive approach for all adult jobseekers is still not provided. Notwithstanding recent measures to remove unemployment traps, the risk of benefit dependency calls for a further review of the benefit system, while at the same time strengthening the attractiveness of work. Moreover, wage moderation accompanied by the reduction of taxes and social security contributions continue to be priority axes for improving the competitive position and thus creating employment. Furthermore, the persistent regional and subregional disparities in labour market performance reflects not only differences in economic performance, but also inadequate geographical labour mobility, and initiatives in this area remain of limited scope.

Belgium should therefore:

Prevention and activation

1. strengthen measures to reduce inflows into long-term unemployment by improving the coverage of unemployed adults by the preventative approach;

Labour supply and active ageing

develop and implement a comprehensive strategy to increase the employment rate, in particular for older workers and women, based on appropriate targets; take further preventative measures and remove incentives to early withdrawal of workers from work;

Making work pay

3. implement the planned multiannual reduction of the tax and non-tax burden on labour so as to encourage employees to take up work and employers to create new jobs, in combination with a further review of the benefit system in order to remove unemployment traps;

Regional disparities

4. take concerted action to increase labour mobility between regions and further improve the coordination and integration of labour market policies.

DENMARK

Employment rates in Denmark are already well above the EU targets, including for women and older workers. However, in view of the ageing of the labour force, Denmark needs to ensure an adequate labour supply, in order to safeguard growth potential and the sustainability of the social protection system. Recent reforms have raised the average effective retirement age, but care still needs to be taken in certain sectors, particularly in the health, education and social sector, where there is over-representation of employees aged over 50. Other sources of potential labour supply include immigrants already living in Denmark, whose participation should be encouraged. Reforms have been undertaken to reduce the overall fiscal pressure on labour, but further reforms would be needed to ensure labour force participation in the long term, in particular by reducing the still relatively high marginal tax rates and by providing incentives to postpone early retirement.

Denmark should therefore:

Labour supply and active ageing

1. strengthen efforts to sustain the availability of labour in the long term, in particular by promoting the participation of older workers and by preventing bottlenecks in sectors with an ageing workforce;

People at a disadvantage

2. further strengthen the labour market integration of immigrants by ensuring the right balance between increasing economic incentives and avoiding social exclusion;

Making work pay

3. continue the reforms to reduce the high marginal tax rates and the overall fiscal pressure on labour, in particular on low and medium income earners and assess their impact.

GERMANY

The overall employment rate in Germany is close to the EU target of 67 % for 2005. The employment rate for women already exceeds the intermediate EU target of 57 % for 2005, whereas for older workers it remains below the low starting level of 1997, due to the low participation in the 60 to 64 age bracket. However, labour market participation of women is still negatively influenced by the continuing lack of care facilities and gender pay gaps, particularly in the private sector. The expected deterioration of the unemployment situation in 2003 calls for efficient preventive and active labour market policies. The combined effect of taxation, social security contributions and benefit withdrawal may create disincentives to work, particularly for low wage earners. The latter group has therefore been targeted by recent reforms. The education system also constitutes an important element for tackling unemployment because the low skilled make up a large share of the unemployed. A large job deficit remains, notably in the new *Länder*, with a risk of further increasing regional disparities on the labour market institutions which govern wage formation.

Germany should therefore:

Prevention and activation

1. improve the efficiency of job search assistance and active labour market programmes by improved targeting and tailoring; labour market policies should continue to pay special attention to the New Länder;

Address change and promote adaptability

2. support job creation by a systematic review and removal of regulatory barriers which may hamper the development of employment in services and industry; promote a more adaptable work organisation and create a regulatory framework favourable to both employment creation and productivity, *inter alia*, by a consistent and prompt implementation of the labour law reform announced in March 2003 by the Federal Government;

Lifelong learning

 further develop and implement an overall lifelong learning strategy, addressing all levels of the educational system, with special attention to increasing participation in continuing training, in particular of older workers, and low qualified and SME workers;

Gender equality

4. strengthen action to address gender specific disadvantages in the labour market and in particular to assess the impact of labour income taxation on women's employment and encourage the social partners to take their responsibility to considerably reduce the gender pay gap; promote the availability of childcare facilities and improve their correspondence with working hours and school schedules;

Making work pay

5. continue the reform of the tax and social benefit system, thereby ensuring sufficient incentives to take up work. At the same time, enforce the legal obligation of active job search as a condition for receipt of benefits.

GREECE

Greece's overall employment rate is considerably below the targets set by the European Council, in particular for women. The comparatively low employment rates are partly due to the low incidence of part-time employment in Greece. Unemployment fell for a third consecutive year in 2002 but is still above the EU average, with the unemployment rate for women more than double the rates for men. The reform of the public employment service, which is essential to address the high level of long-term unemployment, is still delayed. In order to increase labour productivity, which suffers *inter alia* from the low levels of skills, the systems for initial and continuous training need to be better integrated. Despite recent reforms, the complexity of the tax system and the high social security contributions remain important obstacles to biring and to reducing undeclared work. Moreover, reforms aimed to promote flexible forms of employment have had limited impact.

Greece should therefore:

Address change and promote adaptability

1. implement fully and in close cooperation with the social partners the labour market reform package, with a view to improving access to part-time work and supporting the adaptability of workers and enterprises while ensuring the balance between flexibility and security on the labour market;

Lifelong learning

complete and implement the comprehensive lifelong learning strategy, building on coordination initiated between education and vocational training and employment systems. Take measures to increase the levels of educational attainment and the participation of adults in education and training;

Gender equality

take effective actions to narrow the high gender gaps in terms of employment and unemployment rate, and continue efforts to increase care facilities for children and other dependants;

Making work pay

4. simplify the tax system and reduce social security contributions, in particular for the low paid, while offering greater incentives for part-time employment. Implement an adequate policy mix to reduce substantially undeclared work, including by the reduction of taxation on low-paid labour and increased incentives for the transformation of undeclared work into regular work;

Delivery services

complete the reform of the public employment services and fully implement the preventative and individualised approach, in particular for women and young people; further upgrade statistical monitoring systems.

SPAIN

Notwithstanding the great efforts and progress made in recent years, the unemployment rate remains significantly above the EU average, while the employment rate remains below the EU average. The reduction in unemployment has been greater for women than for men, but the female unemployment rate is still more than double that of men. Other features of the Spanish labour market remain almost unchanged: the slow improvement of productivity, the high share of fixed-term contracts and the low use of part-time contracts, which are still much less widespread than in other Member States. Moreover, employment creation in the different Autonomous Communities has not succeeded in closing the large existing gaps among regions as regards unemployment rates. Geographic labour mobility is limited, partly on account of structural obstacles, notably the poor functioning of the housing market. In this context, it is important to complete the modernisation of the public employment service and to increase coordination between regional employment services.

Spain should therefore:

Address change and promote adaptability

1. improve, in consultation with the social partners, work organisation and the participation in lifelong learning with a view to strengthen productivity and quality at work. Revise the regulatory framework, putting emphasis on reducing the high share of fixed-term contracts and increasing the use of part-time contracts;

Gender equality

take effective action to increase the overall employment rate and to close gender gaps in employment and unemployment. Improve the provision of care facilities for children and other dependants;

Regional disparities

 improve the conditions conducive to employment creation in regions lagging behind and eliminate obstacles to geographic labour mobility. This should include reinforcing the coordination between the different regional employment services with a view to reducing regional disparities in employment and unemployment;

Delivery services

4. complete the modernisation of the public employment services so as to improve its efficiency and to increase its capability to mediate in the labour market. These efforts should include the completion of the statistical monitoring system.

FRANCE

France still has a relatively low overall employment rate and a very low employment rate for older workers (among the lowest in the EU). In the context of an ageing population, the challenge is therefore to encourage labour force participation, in particular for older workers. Despite the implementation of active and preventative policies, the level of structural unemployment remains high in certain parts of the country, and there is a continuing mismatch between labour supply and demand, posing recruitment problems in certain sectors. In this context, the number of young people leaving school without a qualification is particularly problematic. Finally, despite its potential to play an important role in several fields, the social dialogue suffers from certain weaknesses.

France should therefore:

Prevention and activation

pursue and develop measures to prevent unemployment by strengthening a personalised approach for the unemployed and by ensuring effective job search incentives and coordination of the various employment services. To this effect, ensure that the new unemployment insurance system is accompanied by appropriate requirements and effective job search incentives;

Lifelong learning

 pursue a comprehensive lifelong learning strategy, which accounts for the needs of initial training and encourages access to training for less qualified employees, in particular in SMEs;

Labour supply and active ageing

implement a coherent policy to appreciably increase the participation in the labour market of older workers, in particular by offering incentives to remain active, strengthened access to training, and a reform of the early retirement systems;

Social partnership

4. stimulate and strengthen the social dialogue, in particular to address issues connected with active ageing and lifelong learning.

IRELAND

Ireland is making steady progress towards achieving the Stockholm and Lisbon employment targets. However the sharp slowdown in economic growth and the recent increase in the unemployment rate present a major challenge. Female participation in the labour force has significantly improved, but there is still a significant gap between employment rates for women and men, as well as a high gender pay gap. This is exacerbated by difficulties in the supply and affordability of childcare. Although progress has been made, disparities continue to exist between the two regions, in terms of equal access to the labour market and of economic activity. A strategic framework for lifelong learning has not yet been implemented and the development of in-company training, in particular for older workers is still awaited.

Ireland should therefore:

Job creation

 take further comprehensive action to address regional imbalances in employment, unemployment and job creation, including through assistance from the Community Structural Funds;

Lifelong learning

increase in-company training and expedite the implementation of a coherent lifelong learning strategy, with overall targets. Promote the active involvement of the social partners in pursuing these objectives;

Gender equality

 strengthen efforts to mobilise and integrate into the labour market economically inactive people, in particular women, by continuing to remove tax barriers, increasing the number of affordable childcare places and addressing the factors underlying the gender pay gap.

ITALY

Despite improvements in recent years, there remains an important gap between the employment rates in Italy and the Community average, especially for women and older workers, and national targets have been set in accordance. There continues to be a large regional gap, with the north recording high rates and almost full employment on one side and the south characterised by low rates and high unemployment on the other. While past reforms have contributed to increase employment and to reduce the level of unemployment in both parts of the country, the relative distance has remained virtually unchanged. The effectiveness of the implementation of an adequate policy mix to reduce substantially undeclared work has been mixed and below the expectations. Whilst flexible contracts have been introduced over the last five years, the Italian labour market continues to suffer from unequal job protection. On the other hand, the system of unemployment benefits and social assistance is still very limited in Italy. Initiatives aiming at labour market flexibility and security, *inter alia* the introduction of new labour contracts and the liberalisation of employment services, were taken by the Government at the beginning of 2003. However, long-standing plans such as the reform of the public employment service and the lifelong learning strategy are lagging behind.

Italy should therefore:

Job creation

 take further comprehensive action to address regional imbalances in employment, unemployment and job creation with an effective use of all means of action, including the assistance from the Community Structural Funds. Further strengthen the policy mix to substantially reduce undeclared work, notably by inviting the social partners to raise their level of commitment and by increasing the incentives for the transformation of undeclared work into regular work;

Address change and promote adaptability

implement, where appropriate in consultation with the social partners, measures to increase labour market flexibility and modernise work organisation, while promoting the synergy between flexibility and security and avoiding marginalisation of disadvantaged persons;

Lifelong learning

3. take action to implement the lifelong learning strategy, in particular by increasing the continuous training offer through agreements with the social partners;

Labour supply and active ageing

4. take action to raise the employment rate of older workers in accordance with the national target, in particular by increasing, in consultation with the social partners, the effective exit age and by widening the offer of continuous training opportunities. Take action to increase the employment rate of women, in particular by increasing the supply of flexible work arrangements and of care facilities for children and other dependants;

Delivery services

5. improve the functioning of the market for employment services by implementing a national computerised labour market data system available for all the operators, while at the same time improving the delivery capacity of the employment services to provide active and preventative measures to the unemployed.

LUXEMBOURG

Labour force participation in Luxembourg is below the EU average, in particular for older workers. Employment growth has been possible thanks to cross-border workers and increased participation of women, while virtually no progress has been achieved regarding the employment rate of older workers despite some measures undertaken with the aim of increasing incentives to remain active. Mobilising part of the unutilised national employment potential is of great importance to enhance labour supply and thus provide impetus to growth. Incentives to remain active could be improved by further reforms of early retirement and pre-retirement schemes. Also the effects of the latest revisions in the disability pension scheme should be closely monitored. There is a risk that the progress achieved in raising the female employment rate could let up in a less dynamic labour market. The transition of young people without vocational qualifications into the labour market remains a major difficulty as well. In relation to these aspects (young people, women and older workers) and important aspects of quality in work (lifelong learning, gender pay gaps), Luxembourg has not yet established an appropriate follow-up to verify the impact of the measures and reforms decided on since the first national action plan for employment (NAP).

Luxembourg should therefore:

Lifelong learning

 ensure effective implementation of the framework law on continuous training through developing, with strong involvement of the social partners, a coherent lifelong learning strategy. Combat early school leaving and undertake a revision of the overall learning system with a view to achieving better coherence between the education and training sectors;

Labour supply and active ageing

2. further strengthen action aimed at significantly increasing labour market participation rates amongst older workers by reviewing the early retirement pension scheme and by closely monitoring the effects of the latest revisions in the disability pension scheme;

Gender equality

3. continue efforts aimed at increasing labour market participation rates amongst women, by improving services to facilitate a better reconciliation of work and private life, by encouraging their return to work after long periods outside the labour market and by adopting measures to promote gender equality particularly by addressing factors underlying the gender pay gap.

THE NETHERLANDS

Despite the recent rise in unemployment, the Netherlands continue to score well above the overall employment rate target set by the European Council. Although the female employment rate exceeds the EU target, the gender pay gap is still comparatively high. Further improvement of employment rates will depend on continued growth of female employment, and on a stronger activation of older persons and minorities, as well as on mobilising the unutilised labour potential. In this context, the high number of people on disability benefits is a matter of concern and unemployment traps in the social benefit schemes continue to create disincentives for people to take up work. The persistence of unfilled vacancies due to skill gaps points to an insufficient ability of lifelong learning policies to bridge the gap between labour supply and demand. With unemployment on the increase, this may add to the risk of job loss among the low skilled workers.

The Netherlands should therefore:

Lifelong learning

1. target, in close cooperation with the social partners, lifelong learning policies to the demands of the labour market in order to tackle inactivity and to prevent low skilled workers from drifting out of the labour market;

Gender equality

2. further develop, together with the Social Partners, a strategy for addressing the factors underlying the gender pay gap;

Making work pay

3. improve the transparency of the benefit system by an increased use of tax-based measures instead of subsidies and by a better coordination of national and local income support. Ensure that the disability scheme addresses both the need to contain the inflow into the scheme and to activate those who already receive benefits.

AUSTRIA

The employment rate targets set by the Lisbon and Stockholm European Councils have already been largely met by Austria with the exception of the employment rate for older workers. This situation is also reflected in the fact that the average exit age on the labour market is very low. The unemployment rates started to increase from mid 2001, notably for young persons, but continue to be of the lowest in the EU. Structural changes on the labour market, the adaptability of the workforce and the removal of skill mismatches remain a constant challenge. Although the female employment rate is already very high, the gender pay gaps and the lack of childcare facilities constitute important weaknesses.

Austria should therefore:

Lifelong learning

1. continue to implement a comprehensive strategy for the development of lifelong learning, underpinned by the necessary mobilisation of all actors involved and including relevant targets on financial resources and participation;

Labour supply and active ageing

2. develop, together with the Social Partners, an action plan, based on relevant targets, for increasing the employment of older workers, notably older women, and the effective exit age;

Gender equality

develop, together with the Social Partners, a strategy, based on relevant targets, for addressing the factors underlying the gender pay gap, and enhance action to offer more childcare facilities; assess the impact of the present childcare allowance scheme on the quality and quantity of female employment.

PORTUGAL

General economic indicators have deteriorated since 2001, and unemployment has increased significantly in 2002. However, progress towards the EU-wide targets has been positive since 1997 and the employment rate is already above the 67 % target for 2005. However, labour productivity in Portugal is the lowest in the EU and is growing slowly. The average level of educational attainment of both the adult population and the younger age groups continues to be low. Although Portugal has substantially increased spending on education in recent years, the share of early school leavers without upper-secondary education and not in training is by far the highest in the EU. In spite of recent progress, the levels of vocational training are significantly below the EU average. It has been particularly difficult to involve the large number of small and micro companies in the national programmes designed to upgrade the skills of their staff and increase worker qualification levels. Although the employment rate for women is above the Community average, important gender imbalances persist in terms of sectoral distribution and pay gaps in the private sector. Important agreements have been signed recently between the social partners and the Government, but their implementation will require a strong involvement of the signatories.

Portugal should therefore:

Lifelong learning

1. pursue the implementation of the national lifelong learning strategy; improve the education system to reduce the high level of early school leavers and ensure the supply of skilled labour, and implement targets for education and training of workers in enterprises;

Gender equality

 pursue efforts to reconcile work and private life, in particular by extending care facilities for children and other dependants. Take action to promote a better gender balance at sectoral level and address the factors underlying the gender pay gap in the private sector;

Social partnership

3. building on existing agreements between the Government and the Social Partners, strengthen Social Partnership in the areas of wage policy and productivity, adaptability, work organisation and quality at work.

FINLAND

Finland exceeds the EU-wide overall and female employment targets for 2005 set by the European Council, as well as the Lisbon target for the female employment rate to be reached by 2010. Finland is one of the Member States most exposed to the effects of ageing population. Thus an increase in the employment rate and in the labour supply will require that older workers remain longer in the labour market. The overall unemployment rate remains above the EU average, with high structural unemployment. The coexistence of high unemployment in some regions with difficulties in recruiting indicates that there is still room for further improving the effectiveness of active labour market programmes in addressing the mismatch between supply and demand of labour. Although measures have been taken to reduce the high tax burden on labour, the reform of tax and benefit schemes still deserves attention, especially with regard to low-paid labour. National sources indicate also a high gender pay gap, which can only be partially explained by gender segregation across sectors.

Finland should therefore:

Prevention and activation

 improve further the effectiveness of active labour market programmes with a view to combating structural unemployment and reducing regional disparities;

Labour supply and active ageing

strengthen efforts to sustain the availability of labour in the long term. In particular, continue action to increase the effective exit age in line with the national strategy for active ageing, and encourage participation in the labour market by further reforming tax and benefit schemes, notably by targeted tax measures for low-paid labour;

Gender equality

3. strengthen efforts, in the context of gender mainstreaming to address the factors underlying the gender pay gap and gender segregation.

SWEDEN

The Swedish labour market is characterised by very high employment rates, including among older workers and women, and all the EU-wide targets have already been exceeded. However, in view of the ageing population, there will be a need to sustain labour supply by exploiting potential sources of labour among immigrants, the young and the long-term sick. Early retirement and the rapid increase in long-term sickness deserve particular attention in order to sustain an adequate labour supply. Despite the ongoing tax reform, the tax burden on labour is still the highest in the EU. Benefit schemes are relatively generous in an international perspective and include tight eligibility criteria. However, further efforts appear necessary to improve incentives to work.

Sweden should therefore:

Labour supply and active ageing

- 1. strengthen efforts to sustain labour supply in the long term by fully exploiting all potential sources of labour, in particular through an increased participation of immigrants;
- 2. reduce the numbers of people on long-term sick leave by improving conditions of work, and adapting the regulatory framework to promote an effective reintegration into the labour market;

Making work pay

3. pursue the reforms of tax and benefit systems to improve work incentives, in particular for those groups for which the interplay between taxes and benefits has the most negative impact upon labour supply, and complete the tax reform on labour income.

UNITED KINGDOM

The United Kingdom exceeds the EU-wide overall employment rate target set by the European Council, including the targets for women and for older workers. However, high employment rates are associated with relatively low levels of productivity in part due to insufficient levels of basic skills, and specific job quality-related problems like the gender pay gap and lack of access to training for some categories of workers. These challenges constitute a concrete agenda for further developing social partnership at all levels. In addition, the continuous rise in the number of working-age people claiming sickness and disability benefits may constitute a constraint for a further increase in labour supply. Although the overall unemployment rate remains well below the EU average, there are significant disparities in terms of access to the labour market, with a concentration of economic inactivity and long-term unemployment in certain ethnic minorities, male older workers, disabled people and the low skilled). This calls for strengthened and well targeted active labour market policies.

The United Kingdom should therefore:

Prevention and activation

 implement active labour market policies leading to sustainable integration in the labour market in order to alleviate the high concentration of unemployment and inactivity in certain communities. Special attention should be paid to people facing particular problems in the labour market and at risk of becoming long-term unemployed, working poor or inactive;

Labour supply and active ageing

2. ensure that all those who are able to work have the opportunities and incentives to do so, in particular by modernising sickness and disability benefit schemes;

Gender equality

3. strengthen efforts to address the underlying factors of the gender pay gap, in particular by improving the gender balance across occupations and sectors, and increasing access to training for low-paid women part-time workers. Further improve the provision of affordable care services for children and other dependants;

Social partnership

4. further develop social partnership at all levels to help improve productivity and quality in work, in particular by addressing low levels of basic skills and skills gaps amongst the workforce.

COMMISSION

COMMISSION DECISION

of 4 August 2003

amending Decision 2000/49/EC repealing Decision 1999/356/EC and imposing special conditions on the import of peanuts and certain products derived from peanuts originating in or consigned from Egypt

(notified under document number C(2003) 2800)

(Text with EEA relevance)

(2003/580/EC)

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Council Directive 93/43/EEC of 14 June 1993 on the hygiene of foodstuffs (¹), and in particular Article 10(1) thereof,

Whereas:

- (1) Commission Decision 2000/49/EC of 6 December 1999 repealing Decision 1999/356/EC and imposing special conditions on the import of peanuts and certain products derived from peanuts originating in or consigned from Egypt (²) provides for a review of this Decision.
- (2)A mission has been carried out by the European Commission's Food and Veterinary Office (FVO) in Egypt from 2 to 6 September 2001 to assess the facilities and measures in place for the determination of aflatoxin levels in peanuts intended for export into the European Union. The mission revealed that significant steps to improve the controls on peanuts exported to the European Union had been made by the Egyptian authorities. The improvements in relation to peanut growing were particularly evident with an extensive education programme. Furthermore, the process of export and associated analysis and certification for aflatoxin was seen as satisfactory, with the exception of the applied sampling procedure. Laboratory performance was found acceptable for export procedures. It was observed that not all the legal requirements for peanut storage were applied.

- (3) Written guarantees have been received from the Egyptian authorities concerning the applied sampling procedure and the reinforcement of the controls on the storage conditions for peanuts.
- (4) The findings of the mission, the written guarantees from the Egyptian authorities and the favourable results until October 2002 of the sampling and analysis of consignments of peanuts by the importing Member States demonstrate that there is no longer need for the systematic sampling and analysis of consignments of peanuts originating in or consigned from Egypt. However a significant increase in notifications of noncomplying consignments were observed from November 2002 until February 2003. This is apparently due to a bad harvest year 2002 combined with insufficient controls by the Egyptian authorities. These authorities have taken additional measures to improve the situation.
- (5) It is therefore appropriate to maintain the sampling and analysis by the competent authority of the importing Member State at a significant level in order to protect public health.
- (6) In order to ensure that the random sampling and analysis of consignments of peanuts and products derived from peanuts originating in or consigned from Egypt are performed in a harmonised manner throughout the Community, it is appropriate to fix an approximate frequency for the random sampling and analysis.
- (7) Regulation (EC) No 178/2002 of the European Parliament and of the Council of 28 January 2002 laying down the general principles and requirements of food law, establishing the European Food Safety Authority and laying down procedures in matters of food safety (³) provides for the establishment of the Rapid Alert System for Food and Feed (RASFF).

^{(&}lt;sup>1</sup>) OJ L 175, 19.7.1993, p. 1.

⁽²⁾ OJ L 19, 25.1.2000, p. 46.

^{(&}lt;sup>3</sup>) OJ L 31, 1.2.2002, p. 1.

- (8) In the interests of public health, Member States should provide the Commission with periodical reports of all analytical results of official controls carried out in respect of consignments of peanuts and certain products derived from peanuts originating in or consigned from Egypt. Such reports should be in addition to the notification obligation under the Rapid Alert System for Food and Feed.
- (9) At the request of certain Member States, It is necessary to update the list of points of entry through which the products concerned by Decision 2000/49/EC may be imported into the Community. For the sake of clarity, that list should be replaced.
- (10) Decision 2000/49/EC should therefore be amended accordingly.
- (11) The Standing Committee on the Food Chain and Animal Health has been consulted,

HAS ADOPTED THIS DECISION:

Article 1

Decision 2000/49/EC is amended as follows:

- 1. Article 1 is amended as follows:
 - (a) Paragraph 5 is replaced by the following:

^{55.} The competent authorities in each Member State shall undertake at random sampling of the consignments of peanuts and certain products derived from peanuts originating in or consigned from Egypt for analysis of aflatoxin B1 and total aflatoxin.

Member States shall submit to the Commission every three months a report of all analytical results of official controls on consignments of peanuts and certain products derived from peanuts originating in or consigned from Egypt. This report shall be submitted during the month following each quarter (*).

(*) April, July, October, January.'

(b) The following paragraphs 6 and 7 are added:

'6. The random sampling and analysis referred to in paragraph 5 shall be carried out on approximately 20 % of the consignments of products for each category of the products referred to in paragraph 1.

Any consignment to be subjected to sampling and analysis, should be detained before release onto the market from the point of entry into the Community for a maximum of 15 working days. In this event, the competent authorities in the Member States shall issue an accompanying official document establishing that the consignment has been subjected to official sampling and analysis and indicating the result of the analysis.

7. In case a consignment is split, copies of the health certificate and accompanying documents referred to in the paragraphs 1 and 6 and certified by the competent authority of the Member State on whose territory the splitting has taken place, shall accompany each part of the split consignment.'

2. Article 2 is replaced by the following

'Article 2

This Decision shall be kept under review in the light of information and guarantees provided by the competent authorities of Egypt and on the basis of the results of the tests carried out by Member States. This review will assess whether the special conditions, referred to in Article 1, provide a sufficient level of protection of public health within the Community. The review shall also assess whether there is a continuing need for the special conditions.'

3. Annex II is replaced by the text in the Annex to this Decision.

Article 2

This Decision is addressed to the Member States.

Done at Brussels, 4 August 2003.

For the Commission David BYRNE Member of the Commission

ANNEX

'ANNEX II

List of points of entry through which peanuts and products derived from peanuts originating in or consigned from Egypt may be imported into the European Community

Member State	Point of entry
België — Belgique	Antwerpen, Zeebrugge, Brussel/Bruxelles, Aalst
Danmark	All Danish harbours and airports
Deutschland	 HZA Lörrach — ZA Weil-am-Rhein-Autobahn, HZA Stuttgart — ZA Flughafen, HZA München — ZA München — Flughafen, HZA Hof- Schirnding-Landstraße, HZA Weiden — ZA Furth im Wald-Schafberg, HZA Weiden — ZA Waidhaus-Autobahn, Bezirksamt Reinick-endorf von Berlin, Abteilung Finanzen, Wirtschaft und Kultur, Veterinär- und Lebensmittel-aufsichtsamt, Grenzkontrollstelle, HZA Frankfurt (Oder) — ZA Autobahn, HZA Cottbus — ZA Forst-Autobahn, HZA Bremen — ZA Neustädter Hafen, HZA Bremen — ZA Bremerhaven, HZA Hamburg-Hafen — ZA Waltershof, HZA Hamburg-Stadt, HZA Itzehoe — ZA Hamburg-Flughafen, HZA Frankfurt-am-Main-Flughafen, HZA Braunschweig-Abfertigungsstelle, HZA Hannover-Abfertigungsstelle, HZA Oldenburg — ZA Stade, HZA Dresden — ZA Dresden-Friedrichstadt, HZA Pirna — ZA Altenberg, HZA Löbau — Zollamt Ludwigsdorf-Autobahn, HZA Koblenz — ZA Hahn-Flughafen, HZA Gldenburg — ZA Wilhelm-shaven, HZA Bielefeld — ZA Eckendorfer Straße Bielefeld, HZA Erfurt — ZA Eisenach, HZA Potsdam — ZA Mermingen, HZA Ulm — ZA Ulm (Donautal), HZA Karlsruhe — ZA Karlsruhe, HZA Berlin — ZA Bahnhof, HZA Gießen — ZA Gießen, HZA Gießen — ZA Marburg, HZA Singen — ZA Bahnhof, HZA Hamburg-Stadt — ZA Oberelbe — Abfertigungsstelle Billbrook, HZA Hamburg-Stadt — ZA Oberelbe, HZA Hamburg-Stadt — ZA Oberelbe — Abfertigungsstelle Billbrook, HZA Hamburg-Stadt — ZA Oberelbe, HZA Hamburg-Stadt — ZA Oberelbe — Abfertigungsstelle Großmarkt, HZA Potsdam — ZA Berlin — Flughafen Schönefeld, HZA Düsseldorf Nord
Ελλάς	Athina, Pireas, Elefsis, Aerodromio ton Athinon, Thessaloniki, Volos, Patra, Iraklion tis Kritis, Aerodromio tis Kritis, Euzoni, Idomeni, Ormenio, Kipi, Kakavia, Niki, Promahonas, Pithio, Igoumenitsa, Kristalopigi
España	Algeciras (Puerto), Alicante (Aeropuerto, Puerto), Almeria (Aeropuerto, Puerto), Asturias (Aeropuerto), Barcelona (Aeropuerto, Puerto, Ferrocarril), Bilbao (Aeropuerto, Puerto), Cadiz (Puerto), Cartagena (Puerto), Castellon (Puerto), Ceuta (Puerto), Gijón (Puerto), Huelva (Puerto), Irun (Carretera), La Coruña (Puerto), La Junquera (Carretera), Las Palmas de Gran Canaria (Aeropuerto, Puerto), Madrid (Aeropuerto, Ferrocarril), Malaga (Aeropuerto, Puerto), Marin (Puerto), Melilla (Puerto), Murcia (Ferrocarril), Palma de Mallorca (Aeropuerto, Puerto), Pasajes (Puerto), San Sebastián (Aeropuerto), Santa Cruz de Tenerife (Puerto), Santander (Aeropuerto, Puerto), Santiago de Compostela (Aeropuerto), Sevilla (Aeropuerto, Puerto), Tarragona (Puerto), Tenerife Norte (Aeropuerto), Tenerife Sur (Aeropuerto), Valencia (Aero- puerto, Puerto), Vigo (Aeropuerto, Puerto), Villagarcia (Puerto), Vitoria (Aeropuerto), Zara- goza (Aeropuerto)
France	Marseille (Bouches-du-Rhône), Le Havre (Seine-Maritime), Rungis MIN (Val-de-Marne), Lyon Chassieu CRD (Rhône), Strasbourg CRD (Bas-Rhin), Lille CRD (Nord), Saint-Nazaire-Montoir CRD (Loire-Atlantique), Agen (Lot-et-Garonne), port de la Pointe des Galets à la Réunion
Ireland	Dublin — Port and Airport, Cork — Port and Airport, Shannon — Airport
Italia	Ufficio Sanità Marittima ed Aerea di Ancona Ufficio Sanità Marittima ed Aerea di Bari Ufficio Sanità Marittima ed Aerea di Genova Ufficio Sanità Marittima di Livorno Ufficio Sanità Marittima ed Aerea di Napoli Ufficio Sanità Marittima di Ravenna Ufficio Sanità Marittima ed Aerea di Trieste Dogana di Fernetti-Interporto Monrupino (Trieste) Ufficio di Sanità Marittima di La Spezia Ufficio di Sanità Marittima e Aerea di Venezia Ufficio di Sanità Marittima e Aerea di Venezia

Member State	Point of entry
Luxembourg	Centre douanier, Croix de Gasperich, Luxembourg
Nederland	All harbours and airports and all border stations
Österreich	HZA Feldkirch, HZA Graz, Nickelsdorf, Spielfeld, HZA Wien, ZA Wels, ZA Kledering, ZA Flughafen Wien, HZA Salzburg, ZA Klingenbach/Zweigstelle Sopron, ZA Karawankentunnel, ZA Villach
Portugal	Lisboa, Leixões
Suomi-Finland	All Finnish customs offices
Sverige	Göteborg, Ystad, Stockholm, Helsingborg, Karlskrona, Karlsham, Landvetter, Arlanda
United Kingdom	Belfast, Channel Tunnel Terminal, Dover, Felixstowe, Gatwick Airport, Goole Grangemouth, Harwich, Heathrow Airport, Heysham, Hull, Immingham, Ipswich, King's Lynn, Leith, Liver- pool, London (including Tilbury, Thamesport and Sheerness), Manchester Airport, Manche- ster Container Port, Manchester (including Ellesmere Port), Medway, Middlesborough, Newhaven, Poole, Shoreham, Southampton, Stansted Airport'

COMMISSION DECISION

of 1 August 2003

conferring management of aid on implementing agencies for a pre-accession measure in agriculture and rural development in the Czech Republic in the pre-accession period

(2003/581/EC)

THE COMMISSION OF THE EUROPEAN COMMUNITIES,

Having regard to the Treaty establishing the European Community,

Having regard to Council Regulation (EC) No 1266/1999 of 21 June 1999 on coordinating aid to the applicant countries in the framework of the pre-accession strategy and amending Regulation (EEC) No 3906/89 (1), and in particular Article 12(2) thereof,

Whereas:

- The Special Accession Programme for Agriculture and (1)Rural Development for the Czech Republic (hereinafter: Sapard) was approved by Commission Decision of 26 October 2000 (2), and amended by Commission Decision of 23 December 2002 in accordance with Article 4(5) of Council Regulation (EC) No 1268/1999 of 21 June 1999 on Community support for pre-accession measures for agriculture and rural development in the applicant countries of central and eastern Europe in the pre-accession period (3), as last amended by Regulation (EC) No 696/2003 (⁴).
- The government of the Czech Republic and the Commis-(2)sion, acting on behalf of the Community, signed on 5 February 2001 the Multiannual Financing Agreement (hereinafter: MAFA) laying down the technical, legal and administrative framework for the execution of the Sapard, amended by the Annual Financing Agreement (hereinafter: AFA) for 2001, signed on 13 October 2002.
- A Sapard Agency has been appointed by the competent (3) authority of the Czech Republic for the implementation of some of the measures defined in the Sapard. The Ministry of Finance, National Fund, has been appointed for the financial functions it is due to perform in the framework of the implementation of the Sapard.
- On the basis of a case-by-case analysis of the national (4)and sectorial programme/project management capacity, financial control procedures and structures regarding

public finance, as provided for in Article 12(2) of Regulation (EC) No 1266/1999, the Commission adopted Decision 2002/298/EC of 15 April 2002 and Decision 2003/123/EC of 19 February 2003 conferring management of aid on implementing agencies for pre-accession measures in agriculture and rural development in the Czech Republic in the pre-accession period (5) with regard to certain measures provided for in the Sapard.

- The Commission has since undertaken a further analysis (5) under Article 12(2) of Regulation (EC) No 1266/1999 in respect of measure 3.1 'Improvement of vocational training' as provided for in the Sapard. The Commission considers that, also with regard to that measure, the Czech Republic complies with the provisions of Articles 4 to 6 and of the Annex to Commission Regulation (EC) No 2222/2000 of 7 June 2000 laying down financial rules for the application of Council Regulation (EC) No 1268/1999 on Community support for pre-accession measures for agriculture and rural development in the applicant countries of central and eastern Europe in the pre-accession period (6), as last amended by Regulation (EC) No 188/2003 (7), and with the minimum conditions set out in the Annex to Regulation (EC) No 1266/1999.
- It is therefore appropriate to waive the ex ante approval (6) requirement provided for in Article 12(1) of Regulation (EC) No 1266/1999 and to confer, with regard to measure 3.1, on the Sapard Agency and on the Ministry of Finance, National Fund in the Czech Republic, the management of aid on a decentralised basis.
- Since the verifications carried out by the Commission (7)for measure 3.1 are based on a system that is not yet fully operating with regard to all relevant elements, however, it is appropriate to confer the management of the Sapard on the Sapard Agency and on the Ministry of Finance, National Fund, according to Article 3(2) of Regulation (EC) No 2222/2000, on a provisional basis.

^{(&}lt;sup>1</sup>) OJ L 161, 26.6.1999, p. 68. (²) C(2000) 3105 final.

⁽³⁾ OJ L 161, 26.6.1999, p. 87.

^{(&}lt;sup>4</sup>) OJ L 99, 17.4.2003, p. 24.

^{(&}lt;sup>5</sup>) OJ L 102, 18.4.2002, p. 32 and OJ L 49, 22.2.2003, p. 21.

^{(&}lt;sup>6</sup>) OJ L 253, 7.10.2000, p. 5.

⁽⁷⁾ OJ L 27, 1.2.2003, p. 14.

(8) Full conferral of management of the Sapard is only envisaged after further verifications to ensure that the system operates satisfactorily have been carried out and after any recommendations which the Commission may issue with regard to the conferral of management of aid on the Sapard Agency and on the Ministry of Finance, National Fund, have been implemented,

HAS DECIDED AS FOLLOWS:

Article 1

The requirement of *ex ante* approval by the Commission of project selection and contracting for measure 3.1 by the Czech Republic provided for in Article 12(1) of Regulation (EC) No 1266/1999 is hereby waived.

Article 2

Management of the Sapard is conferred on a provisional basis on:

- 1. The Sapard Agency of the Czech Republic, Tesnov 17, 117 05 Prague 1, for the implementation of measure 3.1 of the Sapard: 'Improvement of vocational training' as defined in the Programme for Agricultural and Rural Development that was approved by Commission Decision of 26 October 2000; and
- 2. The Ministry of Finance, National Fund, located at Letenska 15, 118 10 Prague 1, Czech Republic, for the financial functions it is due to perform in the framework of the implementation of the Sapard for measure 3.1 for the Czech Republic.

Done at Brussels, 1 August 2003.

For the Commission Franz FISCHLER Member of the Commission

(Acts adopted pursuant to Title V of the Treaty on European Union)

COUNCIL DECISION 2003/582/CFSP

of 21 July 2003

concerning the conclusion of the Agreement between the European Union and the Russian Federation on the participation of that State in the European Union Police Mission (EUPM) in Bosnia and Herzegovina

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on European Union, and in particular Article 24 thereof,

Having regard to the Recommendation from the Presidency,

Whereas:

- The Council adopted Joint Action 2002/210/CFSP of 11 March 2002 on the European Union Police Mission (¹) and Joint Actions 2003/141/CFSP of 27 February 2003 (²) and 2003/188/CFSP of 17 March 2003 (³) amending Joint Action 2002/210/CFSP on the European Union Police Mission.
- (2) Article 8(3) of the Joint Action 2002/210/CFSP provides that detailed arrangements regarding the participation of third States to the EUPM shall be subject to agreements pursuant to Article 24 of the Treaty on European Union.
- (3) Following the Council Decision of 14 October 2002 authorising the Presidency to open negotiations, the Presidency negotiated an Agreement with the Russian Federation on its participation to the EUPM.
- (4) The European Union and the Russian Federation have agreed that the text of the Agreement should be annexed to an Exchange of Letters, and that the Agreement should be applied provisionally as of signature, pending its entry into force.
- (5) This Exchange of Letters should be signed and the Agreement should be approved on behalf of the European Union,

HAS DECIDED AS FOLLOWS:

Article 1

The Exchange of Letters and the Agreement between the European Union and the Russian Federation on the participation of this State in the European Union Police Mission (EUPM) in Bosnia and Herzegovina annexed thereto are hereby approved on behalf of the European Union.

The texts of the Exchange of Letters and of the Agreement are attached to this Decision.

Article 2

1. The President of the Council is hereby authorised to designate the person(s) empowered to sign the Exchange of Letters in order to bind the European Union.

2. The President of the Council is hereby authorised to proceed to the notification referred to in the Exchange of Letters.

Article 3

This Decision shall be published in the Official Journal of the European Union.

Article 4

This Decision shall take effect on the day of its publication.

Done at Brussels, 21 July 2003.

For the Council The President F. FRATTINI

⁽³⁾ OJ L 73, 19.3.2003, p. 9.

^{(&}lt;sup>1</sup>) OJ L 70, 13.3.2002, p. 1.

⁽²⁾ OJ L 53, 28.2.2003, p. 63.

AGREEMENT

between the European Union and the Russian Federation on the participation of the Russian Federation in the European Union Police Mission (EUPM) in Bosnia and Herzegovina (BiH)

THE EUROPEAN UNION,

on the one hand, and

THE RUSSIAN FEDERATION,

on the other hand,

Together hereinafter referred to as the Participating Parties,

TAKING INTO ACCOUNT

- the presence of the United Nations International Police Task Force (IPTF) in Bosnia and Herzegovina since 1996 and the offer of the European Union to ensure, by 1 January 2003, the follow-on to the IPTF in Bosnia and Herzegovina,
- the acceptance by Bosnia and Herzegovina of that offer, by Exchange of Letters of 2 and 4 March 2002, which provides, inter alia, that the EUPM Planning team be granted the status currently applicable to the members of the European Union Monitoring Mission (EUMM) in Bosnia and Herzegovina,
- the adoption by the Council of the European Union of Joint Action 2002/210/CFSP of 11 March 2002 on the European Union Police Mission (1) and Joint Actions 2003/141/CFSP of 27 February 2003 (2) and 2003/188/CSFP of 17 March 2003 (3) amending Joint Action 2002/210/CFSP on the European Union Police Mission, stating that non-EU European NATO members and other States which are candidates for accession to the European Union as well as other non-EU OSCE Member States, currently providing staff to IPTF, are invited to contribute to the EUPM,
- the Agreement concluded on 4 October 2002 between the EU and Bosnia and Herzegovina on the activities of the EUPM in Bosnia and Herzegovina (4), including provisions on the status of the EUPM personnel,

HAVE AGREED AS FOLLOWS:

Article 1

Framework

The Russian Federation shall associate itself with the provisions of the Joint Action 2002/210/CFSP on the European Union Police Mission (EUPM) in Bosnia and Herzegovina, including its Annex on the mission statement for EUPM, adopted by the Council of the European Union on 11 March 2002, as amended by the Joint Actions 2003/141/CFSP of 27 February 2003 and 2003/188/CSFP of 17 March 2003, in accordance with the provisions stipulated in the following Articles.

Article 2

Personnel seconded to the EUPM

The Russian Federation shall contribute to the EUPM five 1. seconded police officers. This personnel should be seconded for a minimum of one year, taking into account that appropriate rotation of seconded personnel shall be ensured.

2. The Russian Federation shall ensure that its personnel seconded to the EUPM undertake their mission in conformity with the provisions of the Joint Action 2002/210/CFSP as amended by Joint Actions 2003/141/CFSP and 2003/188/ CSFP.

(⁴) OJ L 293, 29.10.2002, p. 2.

3 The Russian Federation shall inform in due course the EUPM and the General Secretariat of the Council of the European Union of any change to its contribution to the EUPM.

Personnel seconded to the EUPM shall undergo an exten-4 sive medical examination, vaccination and be certified medically fit for duty by a competent authority from the Russian Federation. A copy of this certification shall accompany the personnel seconded to the EUPM.

The Russian Federation shall bear the cost of sending the police officers seconded by it, including salaries, allowances, medical expenses, insurance, and travel expenses to and from Bosnia and Herzegovina.

Article 3

Status of personnel seconded to the EUPM

Personnel seconded to the EUPM by the Russian Federa-1. tion shall be covered under the Agreement concluded on 4 October 2002 between the European Union and Bosnia and Herzegovina on the activities of the EUPM in Bosnia and Herzegovina.

The Russian Federation shall be responsible for answering 2. any claims linked to the secondment of an EUPM staff member, from or concerning the staff member. The Russian Federation shall be responsible for bringing any action against a secondee.

^{(&}lt;sup>1</sup>) OJ L 70, 13.3.2002, p. 1. (²) OJ L 53, 28.2.2003, p. 63. (³) OJ L 73, 19.3.2003, p. 9.

3. The EUPM is an unarmed mission and as such has no rules of engagement.

EN

4. Seconded police officers shall work in their national police uniforms. Berets and insignia shall be provided by the EUPM.

Article 4

Chain of command

1. The contribution of the Russian Federation to the EUPM is without prejudice to the decision-making autonomy of the Union. The personnel seconded by the Russian Federation shall carry out his/her duties and conduct himself/herself in accordance with the interests of the EUPM.

2. All EUPM personnel shall remain under the full command of their national authorities.

3. National authorities shall transfer Operational Command (OPCOM) to the EUPM Head of Mission/Police Commissioner, who shall exercise that command through a hierarchical structure of command and control.

4. The Head of Mission/Police Commissioner shall lead the EUPM and assume its day-to-day management.

5. The Russian Federation shall have the same rights and obligations in terms of day-to-day management of the operation as European Union Member States taking part in the operation, in accordance with Article 8(2) of the Joint Action 2002/210/CFSP. This shall take place on the ground in the normal course of the operation, including within the police mission headquarters.

6. The EUPM Head of Mission/Police Commissioner shall be responsible for disciplinary control over mission personnel. Where applicable, disciplinary action shall be exercised by the national authority concerned.

7. A national contingent Point of Contact (NPCs) shall be appointed by the Russian Federation to represent its national contingent in the mission. NPCs shall report to the EUPM Head of Mission/Police Commissioner on national matters and shall be responsible for day to day contingent discipline.

8. The decision by the European Union to end the operation shall be made following consultation with the Russian Federation, provided that this State is still contributing to the EUPM at the date of termination of the mission.

Article 5

Classified information

The Russian Federation shall take appropriate measures to ensure that, when EU classified information is handled by its personnel seconded to the EUPM, this personnel respects the European Union Council's security regulations, which are contained in the Council Decision 2001/264/EC of 19 March 2001 (¹) adopting the Council's security regulations.

Article 6

Contributions to the running costs

1. The Russian Federation shall contribute to the running costs of the EUPM an amount of EUR 25 000 per year. The Russian Federation shall consider making additional contributions of a voluntary nature to these running costs, taking into account its means and level of participation.

2. An arrangement shall be signed between the EUPM Head of Mission/Police Commissioner and the relevant administrative services of the Russian Federation on the contributions of the Russian Federation to the running costs of EUPM. This arrangement shall include the following provisions on:

- (a) the amount concerned, including the possible additional contributions of voluntary nature, if any,
- (b) the arrangements for payment and management of the amount concerned,
- (c) the verification arrangements covering control and audit of the amount concerned, where appropriate.

3. The Russian Federation shall formally communicate to the EUPM and to the General Secretariat of the Council of the European Union the total amount of its contribution to the running costs in 2003 by 31 July 2003 and thereafter by 1 November of each year and shall conclude the financial arrangement by 15 August 2003 for 2003 and thereafter by 15 December of each year for its contribution to the running costs for the following year.

4. The contributions of the Russian Federation to the running costs of the EUPM shall be deposited by 15 September 2003 and thereafter by the 31 March of each year in the bank account which shall be indicated to that State.

EXCHANGE OF LETTERS

between the European Union and the Russian Federation concerning an Agreement on the participation of the Russian Federation in the European Union Police Mission (EUPM) in Bosnia and Herzegovina (BiH)

Letter from the European Union

Brussels, 24 July 2003

Sir,

I have the honour to transmit in the annex the text of the Agreement between the European Union and the Russian Federation on the participation of the Russian Federation in the European Union Police Mission (EUPM) in Bosnia and Herzegovina (BiH) in the English language, together with a translation in the Russian language.

I have the honour to propose on behalf of the European Union that, if it is acceptable to the Russian Federation, this letter and your letter of confirmation, including their annexes, shall together constitute the abovementioned Agreement which will be applied provisionally as of the date of receipt of your letter of confirmation, will enter into force on the first day of the first month following the notification by the Participating Parties to each other of the completion of the procedures necessary for that purpose, and will remain in force for the duration of the contribution of the Russian Federation to the EUPM, unless terminated by either Party by serving a two months notice to the other Party.

I would also wish to declare that the acceptance by the European Union of the procedure set out in this letter does not constitute a precedent for any future agreements between the European Union and the Russian Federation.

I would be grateful if you could confirm the acceptance by the Russian Federation of the above. A translation of this letter in the Russian language is attached.

Please accept, Sir, the assurance of my highest consideration.

On behalf of the Council of the European Union

Keloun

M. MELANI

Letter from the Russian Federation

Brussels, 24 July 2003

Sir,

With reference to your letter of 24 July 2003, I have the honour to confirm acceptance by the Russian Federation of conditions of the Agreement between the Russian Federation and the European Union on the participation of the Russian Federation in the European Union Police Mission (EUPM) in Bosnia and Herzegovina (BiH), the text of which, in the Russian language, together with a translation in the English language, is attached to this letter.

I have the honour to confirm also, that your letter and this letter, including their annexes, will together constitute the abovementioned Agreement between the Russian Federation and the European Union, which will be applied provisionally as of the date of receipt of this letter, will enter into force on the first day of the first month following the notification by the Participating Parties to each other of the completion of the procedures necessary for that purpose, and will remain in force for the duration of the contribution of the Russian Federation to the EUPM, unless terminated by either Party by serving a two months notice to the other Party.

I would be grateful if you could notify the date of receipt of this letter.

Please accept, Sir, the assurance of my highest consideration.

For the Russian Federation

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M. FRADKOV