



Meeting of the Working group on Human capital and employment 17th July 2008

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The European Employment Strategy

- Created 1997
- Cooperation between Member States- Member States still decide their own labour market policy, taxes, education system, social welfare...
- Open Method of Coordination- a new method with
 - Common objectives, guidelines, indicators
 - Learning from each other
- Agreed employment targets: 70% over all, 60% for women and 50% for older workers in 2010





Revision of the Lisbon Strategy

- The first five years did not give results wanted
- New Start at Spring Council 2005
- Focus Jobs and Growth
- Coordinate actions on the EU level
- Increased ownership and partnership nationally



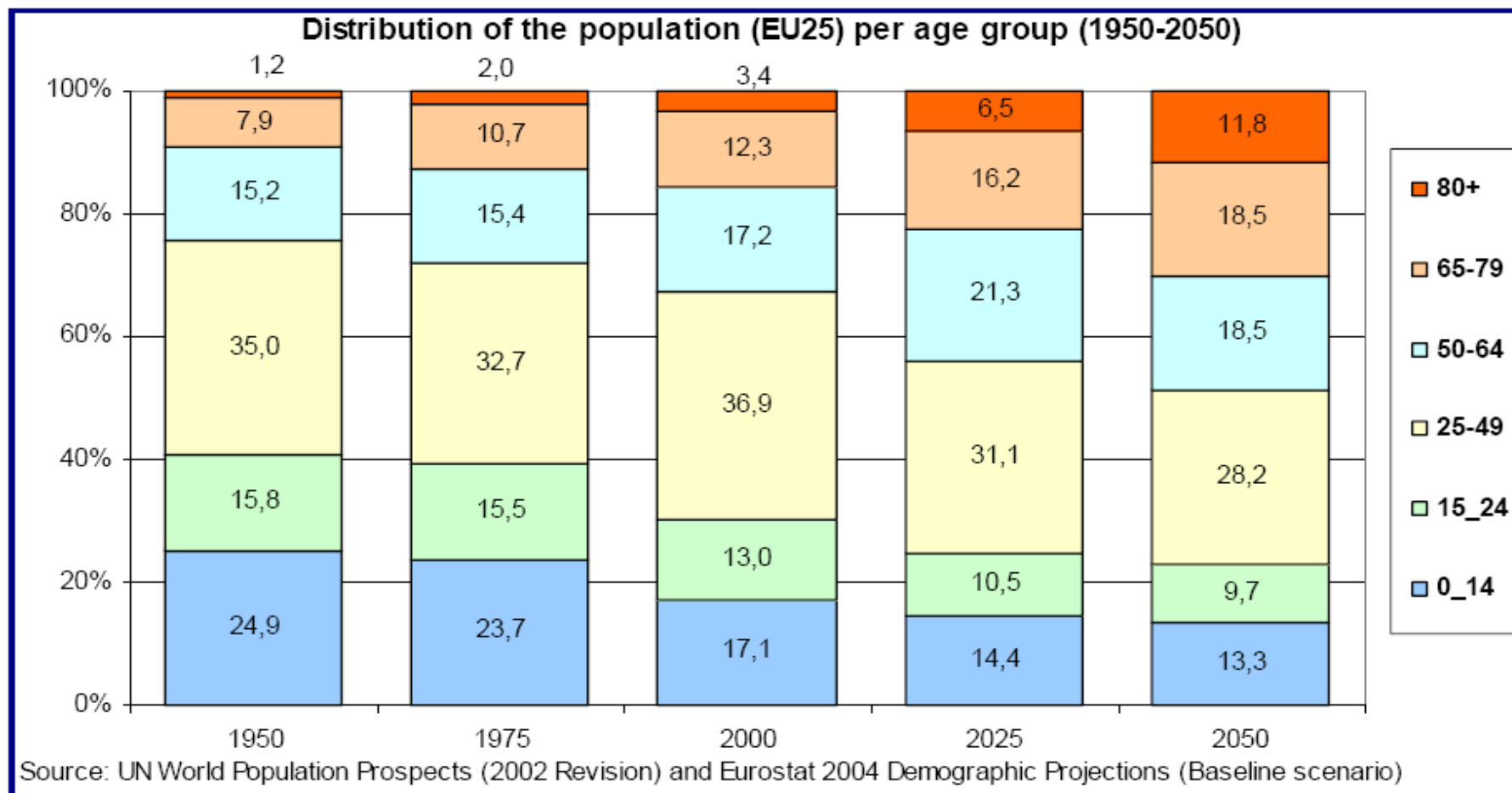


The demographic challenge

- 1 Promoting demographic renewal in Europe**
by creating conditions that allow Europeans to have the number of children they wish
- 2 Promoting employment growth**
meaning more jobs and longer working lives of better quality
- 3 Promoting a more productive and dynamic Europe**
notably by seizing the opportunities of the ' silver economy '
- 4 Receiving and integrating immigrants**
to respond to labour market needs
- 5 Ensuring sustainable public finances**
to guarantee adequate social protection in the future



Age structure of the population





The whole world is ageing

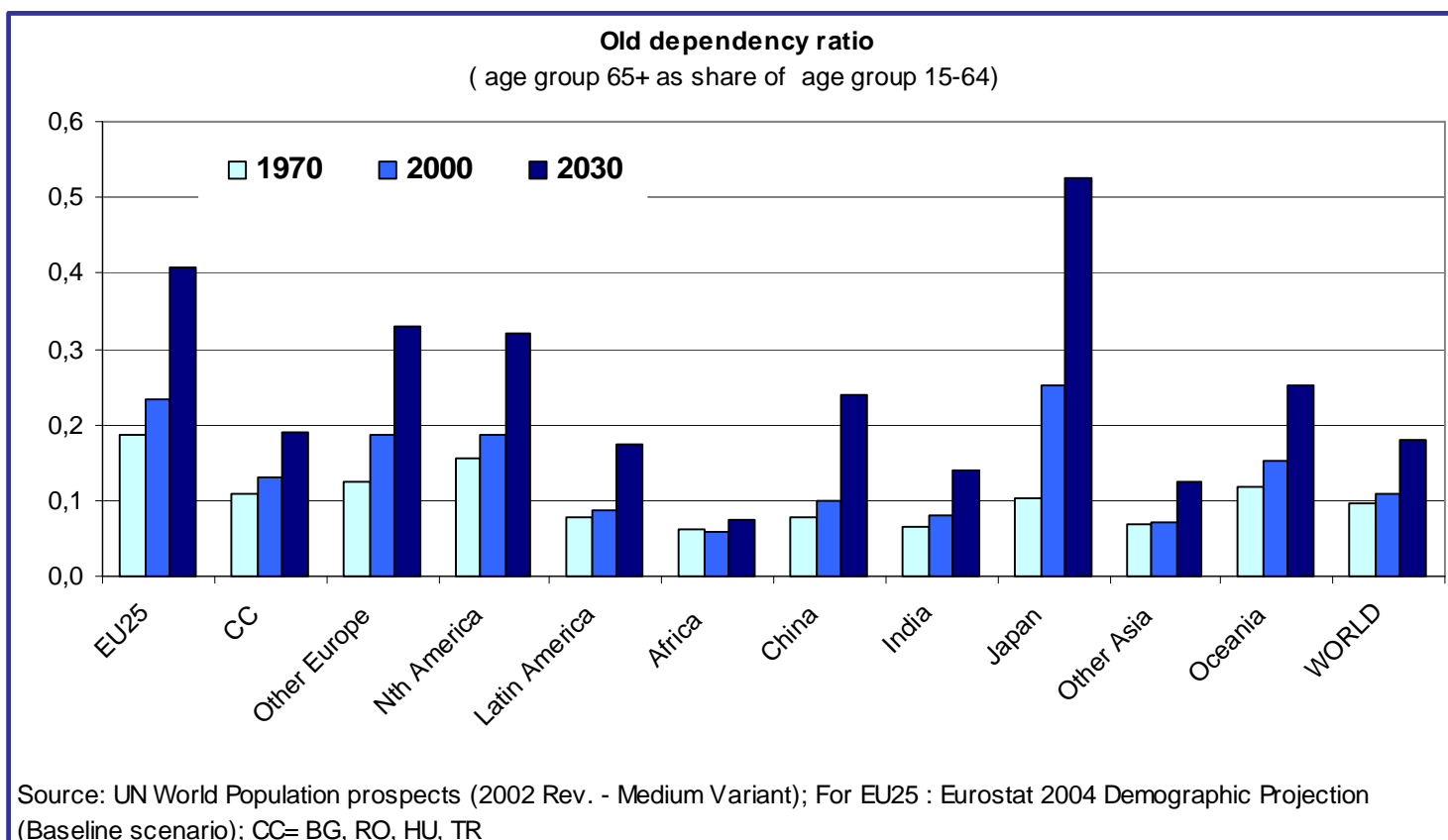
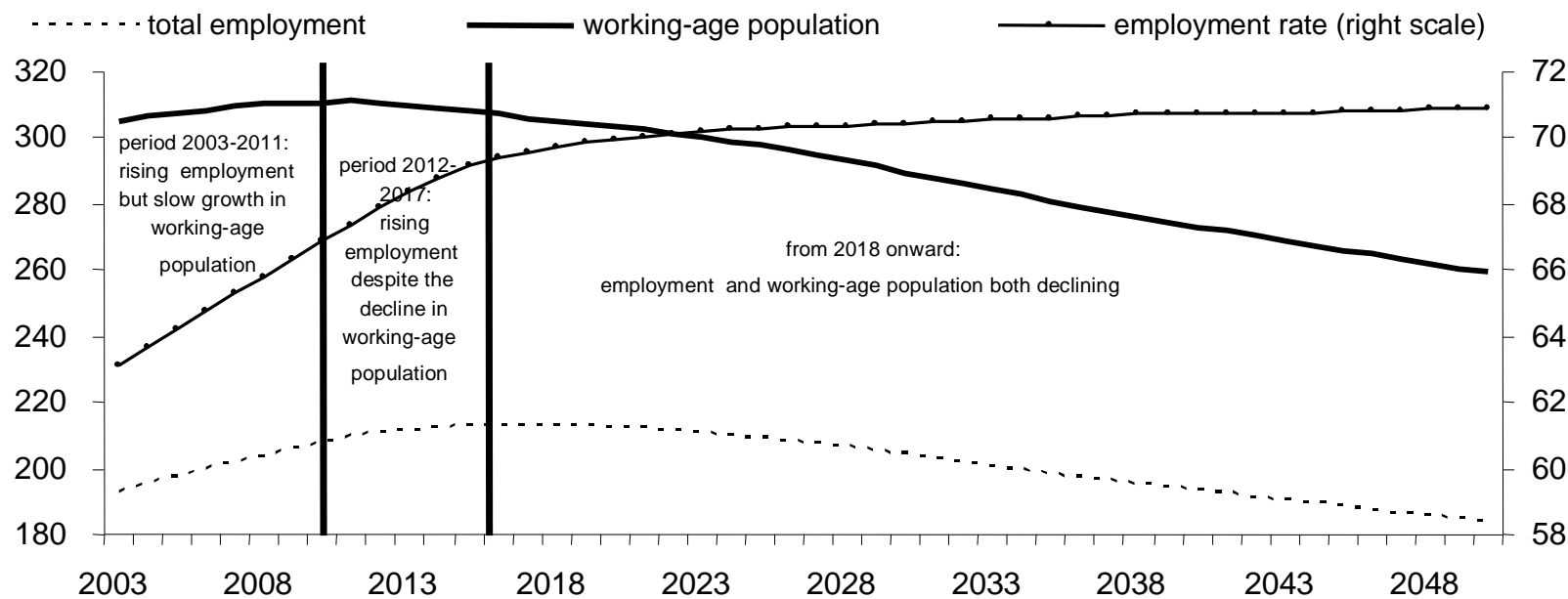


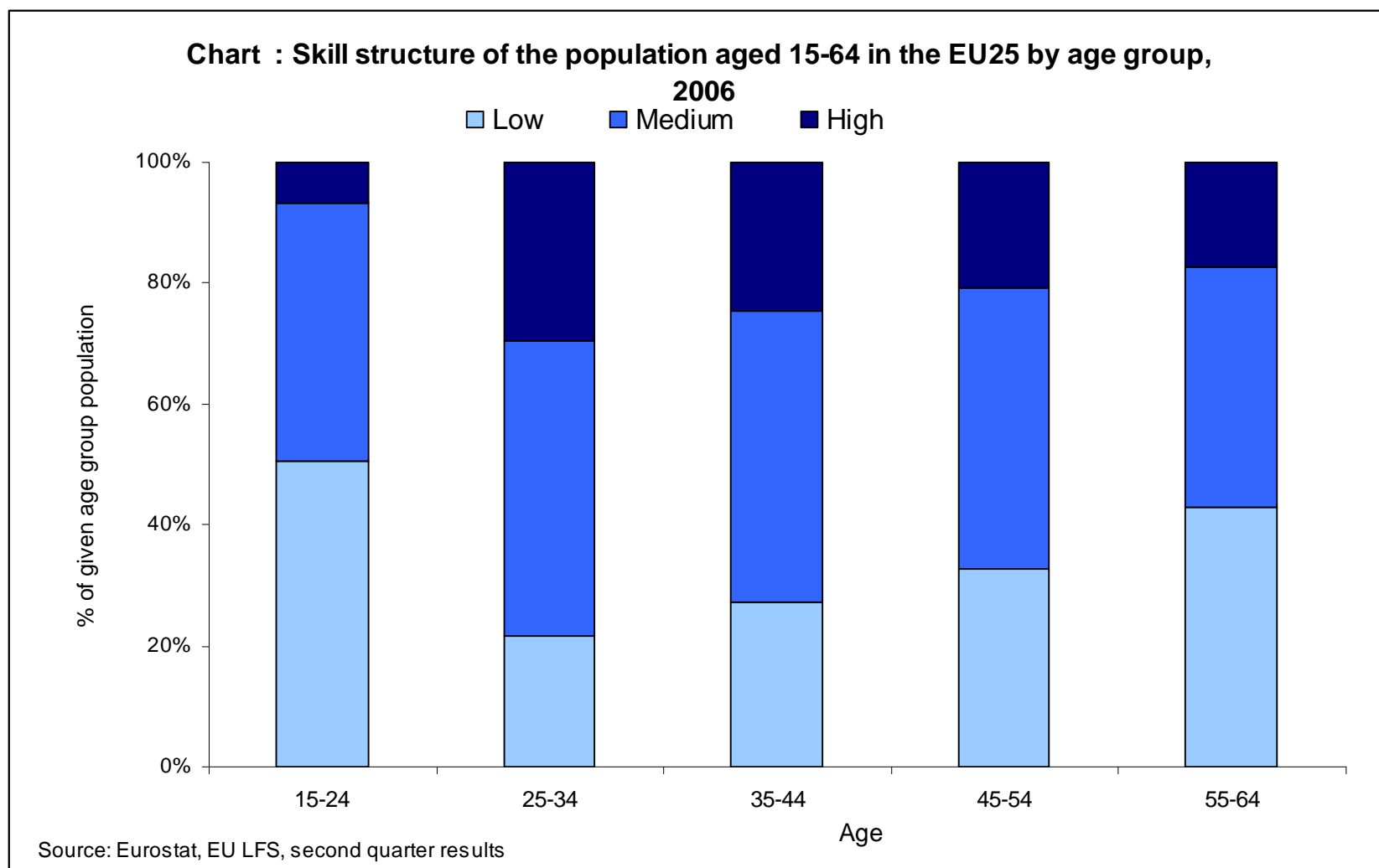


Figure 3.2 Projected working age population and total employment, EU-25





Skill structure by age





New Skills/New Jobs

- Lisbon Strategy: Integrated Guidelines N°20 and 24 (+19, 21 and 23):
 - *IG N°20: "Improve matching of labour market needs"*
 - *IG N°24: "Adapt education and training systems in response to new competence requirements"*

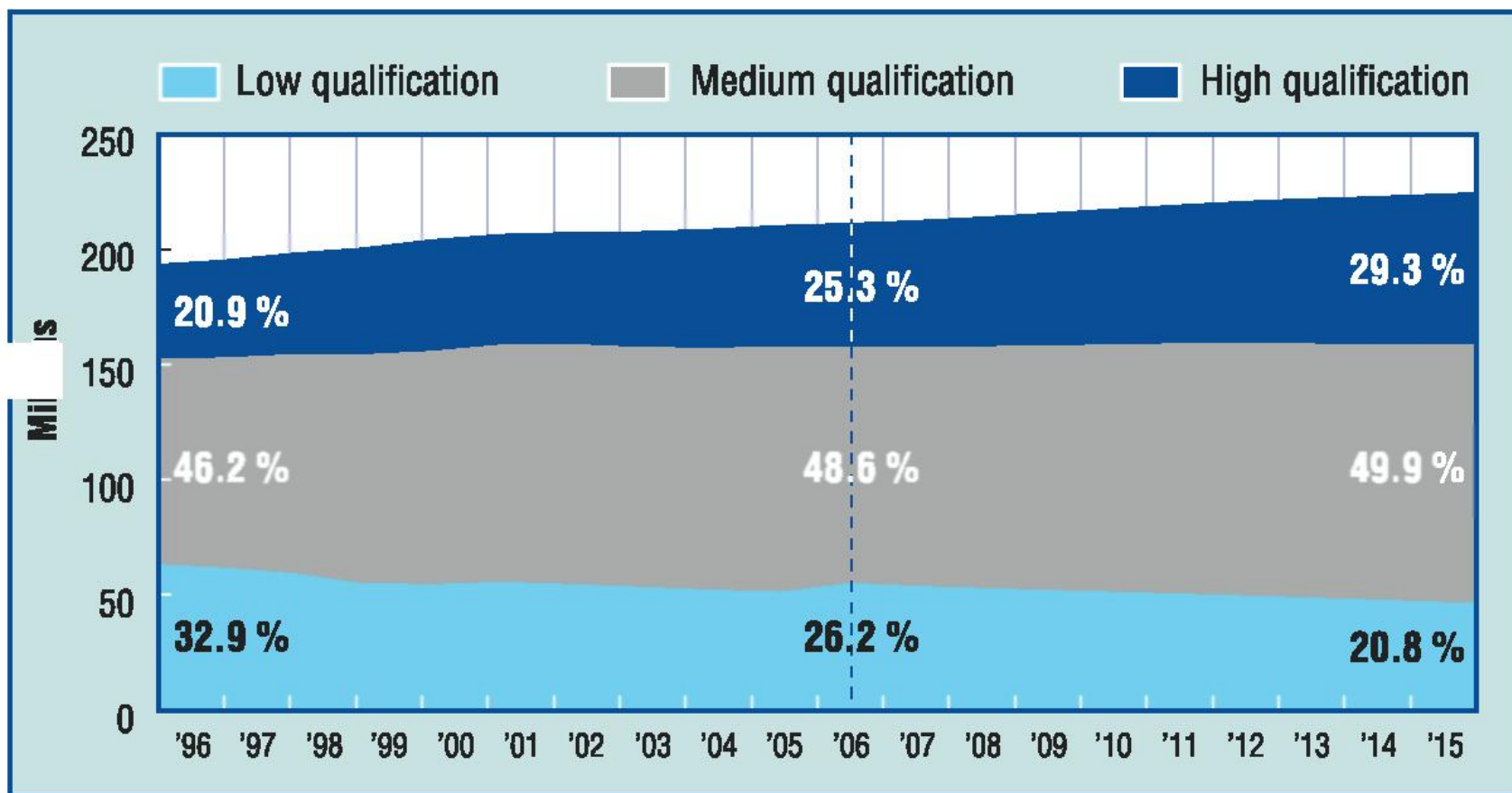
- Commission Strategic Report and CLP (12/07):
 - *"proposals to address the skills gap by improving the forecasting and monitoring of future skills requirements"*
 - *"the capacity to anticipate EU-wide labour market trends and skills needs"*

- - European Council Conclusions
 - *"Member States and the Commission should give priority to the implementation of the New Skills for New Jobs initiative" (12/07)*
 - *« invite the Commission to present a comprehensive assessment of the future skills requirements in Europe up to 2020" (03/08)*





Skills' Future? with a (big) pinch of salt

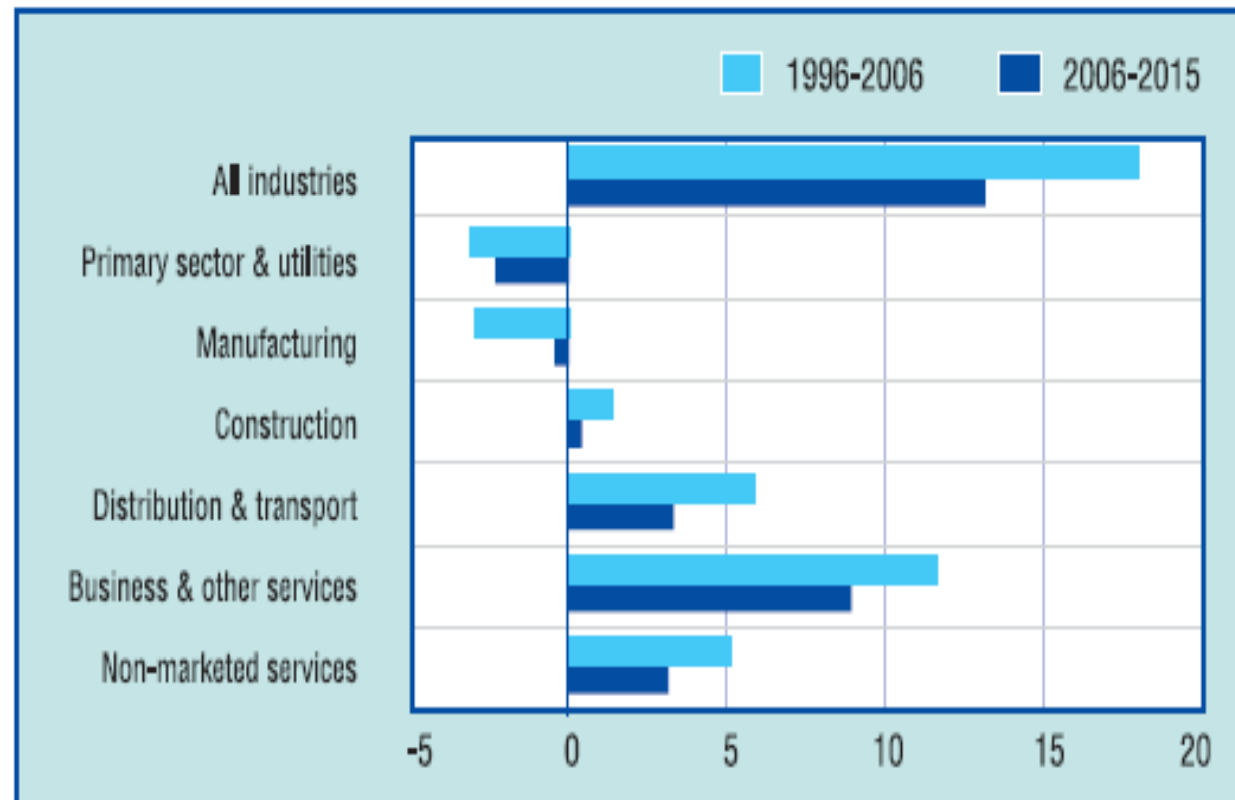


Sectors' Future? with a (big) pinch of salt!



Employment trends
by broad sectors
(change in millions),
1996-2015, EU-25,
Norway and Switzerland

Source: Cedefop, 2008

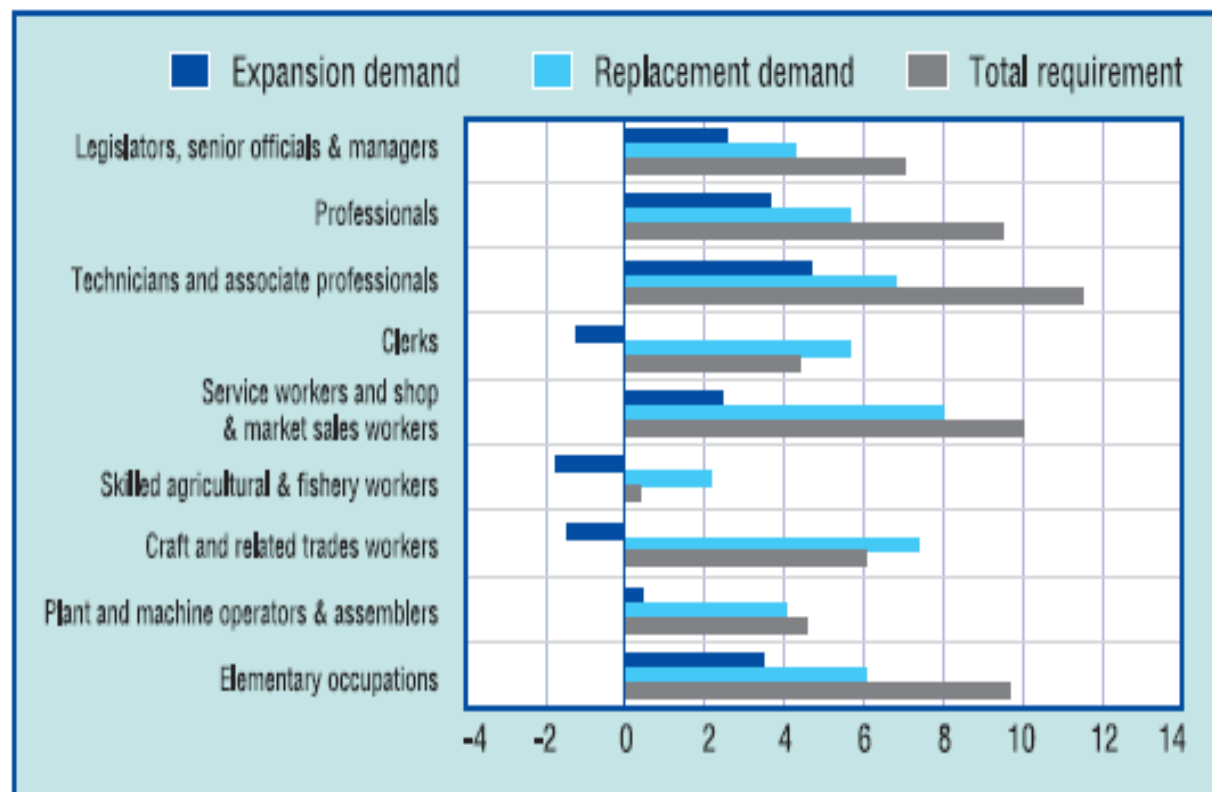




Occupations' Future? with a (big) pinch of salt!

Demand by occupation,
broad groups
(change in millions),
2006-15, EU-25,
Norway and Switzerland

Source: Cedefop, 2008





Rationale

- Implications of globalisation and technological, demographic and environmental changes
 - Anticipation and market failures: should we and can we anticipate skills? Costs of skills shortages/gaps?
 - Looking for an optimal skills mix between: (less) low, (more) medium and (more) high skills
 - Specific vs. general; manual vs. non manual; scientific studies vs. social studies...
- Implications for employment & social policies
 - Adaptation to change and restructuring for a better matching: bottlenecks and shortages
 - Flexicurity strategies: including ALMPs and LLL strategies
 - Labour mobility and economic migration policies
- Implications for education & training policies
 - Modernisation of education and training systems to foster employability and productivity
 - Efficiency and equity of education and training systems: raising average skills levels and reducing skills divide
 - Development of guidance and counselling services





Contribution to EU processes

- 1 – Contribution to the “*new agenda for access, opportunity and solidarity*”
 - Announcement of NSfNJ initiative in the Social Agenda Communication (07/08)
 - See 4.2 “More and better jobs, new skills, immigration and structural change”
- 2 – Contribution to Lisbon Strategy
 - December 2008 Lisbon package (12/08)
 - Post-2010 reflections (NLC meeting on 26/05/08)
- 3 – Contribution to the Education & Training policies
 - Future strategic framework of E&T OMC (12/08)
 - Copenhagen process for VET (11/08) and modernisation agenda for universities



Contribution from Commission

- **1 – Exploiting existing instruments**
- - Quantitative forecasting (Cedefop): first assessment of skills needs up to 2020
- Qualitative foresight (EMPL F3, Eurofound, Cedefop..) : building scenarios at sectoral level
- Mapping of existing instruments at national and Community level
- Proposal to develop more effective common European anticipation approach

- **2 – Developing new instruments**
- European anticipation infrastructure providing labour market intelligence on LS/LD covering:
- Short term : producing regular information exploiting data on job vacancies (EMPL D3)
- Long term: further building on the sector/occupation scenarios (EMPL F3) and involving ever more closely the MS, other Commission services, EU institutions (EP, ECOSOC, CoR), social partners, Eurofound, Cedefop.



Thank you for your attention

Further information on:

<http://ec.europa.eu/social/home.jsp?langId=en>

