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to : Delegations

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Subject : **Indicators Group Work Programme 2009**

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Delegations will find annexed the Work Programme of the Indicators Group of the Employment Committee for 2009.

# The Employment Committee



## Indicators Group Work Programme 2009

### 1. Background

In accordance with its work programme for 2008, the Indicators Group in 2008 proposed to EMCO a list of indicators to monitor the Employment Guidelines. Since the Employment Guidelines for 2008 are the same as for 2007 the list remained almost unchanged. The additional list of indicators for analysis also remained basically the same. The Employment Committee endorsed the list of indicators and adopted the Indicators Group's report including proposals for further work on 25 June 2008. The Committee also endorsed the progress report on indicators to present, monitor and analyse flexicurity policies.

### 2. Main activities and priorities of EMCO for 2009

The main themes to be treated by EMCO in 2009 will be

- The Lisbon cycle and the agenda post-2010
- New skills for new jobs
- Employment and climate change
- Flexicurity
- Bringing more people into work

Where relevant, the Indicators Group will provide support in the quantitative description and analysis of these issues.

#### *The Lisbon cycle and the agenda post-2010 - benchmarks*

The Lisbon Strategy is about to be rediscussed during 2009 and a new strategy will be developed to be adopted for 2010 and after. It is very likely that *benchmarks* will continue to be part of a new strategy.

The mandate of the Indicators group includes to

*provide technical advice/support for the definition of benchmarks and/or quantitative targets in view of preparing the annual Employment Guidelines.*

In view of the adoption of the Employment Strategy after 2010, the Group will investigate the measurability of the existing benchmarks and, taking into account the discussions in EMCO, contribute to the development of alternative proposals.

### *New skills for new jobs*

There are no EMCO-indicators to monitor or analyse Guideline 24 but indicators are being developed, particularly for monitoring of new occupational needs/ future skills requirements and key skills and competences for the labour market. This work has started and will continue in cooperation with CEDEFOP, ESTAT and DG EAC.

In June 2008 the Council conclusions stated that the Council considers that the following could be included among the focuses of the assessment of the future skills requirements:

...

(e) the importance of promoting social, professional and geographical mobility...

Indicators on professional mobility have been used in the context of flexicurity and skills (mis-)matches and the Group will investigate these.

### *Employment and climate change*

The employment dimension of climate change has been presented and debated in EMCO and this topic will remain on the agenda in 2009. There are many conceptual and methodological issues when trying to quantify effects of a transformation to a low-carbon economy. The Indicators group will follow the work by the Commission and the MS in this area.

### *Flexicurity policy indicators*

In its June meeting, EMCO endorsed the progress report on monitoring and analysis of flexicurity and invited the Indicators Group to pursue its work according to the proposals in the report. The further work should be concentrated on output indicators including transitions to complement the input-and process indicators. It should also include a more comprehensive coverage of the Lifelong learning and the Social protection components of flexicurity. This will be done in cooperation with DG EAC's Indicators' group and the SPC Indicators' group.

## **3. Continuous improvement of the monitoring of the Employment Guidelines**

In the report to EMCO (June 2008), the Indicators group identified guidelines/indicators where further work is needed:

### *Employment in a lifecycle perspective*

Guideline 18 advocates employment in a lifecycle perspective. In the present list of indicators there is none to monitor this aspect and this should be investigated further. The methodology of the indicator on average exit age is being revised.

### *Active Labour Market Policies*

Guideline 19 covers Active labour market policies and additional work is needed to improve some details of the methodology and the provision of data to the Labour Market Policy database. Further cooperation will be sought with Eurostat and the network of Public Employment Services in order to improve the timeliness and comparability between Member States.

### *Quality in work*

UN-ECE has started a project to identify indicators to monitor Quality of Employment and a Task Force has been assigned to conduct the work. It is an attempt to construct a common approach for EU framework of Quality in Work and the ILO concept of Decent Work. A proposal for a set of indicators will be presented to the ILO conference at the end of 2009. The Group will be informed about the work of the TF. Furthermore, Employment in Europe 2008 has one chapter on this topic which will be presented to the group.

### *Quality profiles*

Quality reports have shown that the quality of Average exit age and Lifelong learning needs to be improved and the Indicators group will follow the development work. Results from an extensive study of the Average exit age with the aim to develop a new methodology will be presented by DG EMPL. Eurostat has initiated a Task Force with National Statistical Offices to improve the Lifelong learning indicator. The Group will continue to work in these areas.

### *Indicators to be used in the assessment of Lisbon strategy*

The Group will continue to develop and review the list of EMCO indicators to be used in the monitoring of the Employment Guidelines. A report will be submitted to EMCO in June 2009. The Group will also contribute further to the development of the methodology for the assessment of progress made with respect to the EU strategy on growth and jobs.

### *Structural indicators*

Although the shortlist of structural indicators should in principle remain stable, the Group should, if needed, discuss any substantial changes to the database, built on the wider list of structural indicators, or any changes to the shortlist of structural indicators in order to help prepare an EMCO Opinion on that issue.

## **4. Working methods**

The tasks of the Indicators group (as quoted from the Terms of Reference) are:

- Developing, revising and improving the set of common indicators (performance, policy and structural performance indicators) used to assess overall employment performance and results in the light of statistical developments and of new policy priorities defined by the Council.
- Providing technical advice/support for the definition of benchmarks and/or quantitative targets in view of preparing the annual Employment Guidelines.

### *Co-operation in the development of relevant indicators in other processes.*

In the context of the ongoing implementation of the Lisbon strategic goal, enhanced co-ordination is required between actors in different policy areas. In terms of the Employment Strategy, this is particularly relevant for co-operation and exchanges of information between the EMCO Indicators Group and the various technical Groups with similar tasks in other, related areas. These include in particular the EPC Group dealing with the Lisbon Methodology evaluation, the Social Protection Committee sub-group on indicators, DG EAC's standing group on Statistics and indicators but also the Eurostat Working group on labour market statistics etc.

This multiplicity of parallel indicators work underlines the need for the Group to ensure that, as far as possible at the technical level, consistency and coherence are strengthened through co-operation with the other relevant groups. It also reinforces the need for the Members of the Group to strengthen consultation and co-operation with the EMCO delegates but also with their counterparts at national level.

The Group will build on and seek to strengthen its established links with the relevant groups during 2009. The Group should aim to exchange information with other international organisations.

### *Seminars and workshops*

On some occasions, workshops and seminars have been organised in order to have more detailed discussions on certain topics such as:

- LMP seminar for users and producers of LMP data
- LIME methodology
- Presentation of Flexicurity indicators
- Transitions to monitor mobility in a flexicurity context

An LMP-seminar is planned for May 2009 and occasional workshops will be organised when convenient to discuss in detail issues that are suitable for such in-depth discussions.

## Planning of meetings

The Indicators Group plans to meet five times in 2009; two one-day meetings and three times over two days. The agendas of these meetings will be drafted depending on the outcome of previous discussions and on the availability of results from studies and statistics. A proposal for an indicator is normally discussed in more than one meeting before adoption.

<b>Planning for 2009</b>	
<b>29 January 2009</b>	<ul style="list-style-type: none"><li>• First discussion on benchmarks</li><li>• Access to social benefits for persons in flexible employment</li><li>• Life cycle approach to work (average exit age – average length of working life)</li></ul>
<b>30-31 March 2009</b>	<ul style="list-style-type: none"><li>• Social security component of flexicurity</li><li>• Flexicurity – transition indicators with data from SILC</li><li>• Lisbon evaluation methodology</li><li>• Benchmarks after 2010 – measurability etc.</li><li>• LMP data base and PES-network</li></ul>
<b>12–13 May 2009</b>	<ul style="list-style-type: none"><li>• Quality in work</li><li>• Presentation of output indicators for flexicurity</li><li>• Flexicurity–indicators – final report</li><li>• Indicators in the NRPs</li></ul>
<b>22-23 September 2009</b>	<ul style="list-style-type: none"><li>• Measurable benchmarks</li><li>• Professional mobility</li><li>• Lifelong learning</li><li>• Draft of the Work Programme for 2010</li></ul>
<b>24 November 2009 (Joint Ad Hoc/ Indicators meeting)</b>	<ul style="list-style-type: none"><li>• Climate change and employment</li><li>• Finalisation of the Work Programme for 2010</li></ul>