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from : Council General Secretariat

to : Delegations

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Subject : **EMCO Indicators Group Work Programme 2010**

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Delegations will find annexed the Work Programme of the Indicators Group of the Employment Committee for 2010.



# The Employment Committee

## EMCO Indicators Group Work Programme 2010

### 1. Background

In accordance with its work programme for 2009, the EMCO Indicators Group proposed a list of indicators to EMCO, in order to monitor the Employment Guidelines. Since the Employment Guidelines for 2009 were the same as for 2008, the list of indicators remained almost unchanged, with the exception of a few modifications and improved indicators and data sources. On 24<sup>th</sup> June 2009, the Employment Committee endorsed the list of indicators and adopted the Indicators Group's report, which included proposals for further work. The Committee also endorsed the report on Monitoring Flexicurity that had been completed by the Indicators Group.

### 2. Main Priorities and Activities of EMCO for 2010

Employment Committee will execute its advisory role to EPSCO through the preparation of opinions – as foreseen by the Council decision establishing the Committee - and discussions papers. The agenda of EMCO will be articulated with the work of the EPSCO Council and be primarily in line with the Council Presidencies and the COM work programmes.

It has been proposed that in 2010 EMCO focuses its activities around the following themes:

- The Lisbon Strategy 2009/10 and the European Employment Strategy for 2020
- Recovery measures and exit strategies
- New skills for new jobs (NSNJ)
- Employment and climate change
- Make transitions pay
- Quality of work

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

### **3. Employment strategy for 2020**

Discussions on the future of the Lisbon Strategy have begun, and it is anticipated that a new strategy will be developed for post-2010. It is likely that benchmarks will continue to be part of any new strategy that is developed.

#### *Targets and benchmarks*

The mandate of the Indicators Group includes providing "*technical advice/support for the definition of benchmarks and/or quantitative targets in view of preparing the annual Employment Guidelines*". In view of the anticipated adoption of the Employment Strategy after 2010, the Indicators Group will investigate the measurability of the proposed benchmarks and, taking into account the discussions in EMCO, contribute to the development of alternative proposals, if required.

#### *Indicators to monitor analyse progress according to the Lisbon Strategy post-2010*

The Indicators group together with Eurostat has done considerable improvement of the indicators to monitor the Employment Strategy and the data availability and quality have improved over the years. This achievement has been possible thanks to detailed discussions and willingness to make necessary compromises. Proposals for improved lists of indicators have been delivered to EMCO for adoption. When the Lisbon post 2010 Strategy has been adopted, the whole set of indicators should be reviewed with the idea to use existing indicators where this is appropriate and to delete/develop indicators where necessary.

#### *Assessment framework*

In order to improve the assessment of MS progress in implementing of structural reforms, if required, the Indicators group will contribute to the development of a framework for a transparent assessment of MS's performance.

The employment dimension of climate change and greening employment has been presented and debated in EMCO, and this topic will remain high on the agenda during 2010. There are many conceptual and methodological issues when trying to quantify the effects of a transformation to a greener economy, and the Indicators Group will follow the work of the Commission and Member States in this area, and introduce benchmarks/indicators if it is decided that such an approach is appropriate.

#### **4. Continuous Improvement in the Monitoring of Employment Guidelines**

In its report to EMCO (June 2009), the Indicators Group identified guidelines/indicators where further work is needed:

##### *Further Investigation of PES Benchmarking Network for Activation*

For Guideline 19, important indicators still rely on national data sources. However, new indicators for monitoring/analysing active and preventative labour market measures, building on comparable data from the Labour Market Policy (LMP) database and the EU Labour Force Survey, have been developed by Eurostat. If activation remains an important part of the Lisbon Strategy post 2010, additional work is still needed to improve the timeliness and completeness of data for the LMP database. Indicators developed in a Public Employment Services network project, dealing with benchmarking from a managerial perspective, will be further investigated.

##### *Skills and Skills Matching*

The Indicators Group has already assessed the CEDEFOP project which aims at forecasting skills needs, concluding that the project's methodology was well developed and that European data sources were used. Under Guideline 24, there is now an indicator to analyse future skills needs, and a further indicator to analyse e-skills. Further work is required to develop indicators for monitoring under this guideline, and this will continue in cooperation with CEDEFOP, Eurostat and DG EAC.

## *Quality in Work*

During the spring 2009, there was a first review of the state of the art concerning Quality in Work. The concept is quite large and the monitoring becomes complicated. The group will investigate the issue further and possibly develop a more focused monitoring on the Quality of jobs. Indicators and data for health and safety at work have deteriorated and should be improved. New transition data will become available and these could possibly be used for monitoring of job quality and transitions to "better jobs".

## *Life-cycle Approach to Work*

Work is ongoing to develop an indicator using the life table approach for assessing the length of working life and a lifecycle approach to work, and this work will be finalised in 2010.

## **5. Working Methods**

The tasks of the Indicators Group, as defined by 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 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 other relevant indicators in other processes*

In the context of the ongoing implementation of the Lisbon strategic goals, 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. In particular, these include the EPC Group which deals with the Lisbon Methodology evaluation, the Social Protection Committee sub-group on indicators, DG EAC's Standing Group on statistics and indicators, as well as the Eurostat Working Group on labour market statistics.

The multiplicity of parallel indicators work underlines the need for the Indicators 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 members of the group to strengthen consultation and co-operation with EMCO delegates, as well as with their counterparts at national level. The Indicators Group will build on and seek to strengthen its established links with the relevant groups during 2010, and should also aim to exchange information with other international organisations such as ILO and OECD.

### *Seminars and Workshops*

On some occasions, workshops and seminars can be organised in order to have more detailed discussions on certain topics that require deeper focus and discussion.

### *More discussions during the meetings*

On most occasions, the discussion in the meeting is rather limited and most MS do not express their views. It will be encouraged to take turns (depending on interest) to prepare feed back on the documents, 3-4 MS on each document (of course not restricting others to take the floor). If needed, pre-meetings could also be organised to stimulate the discussions.

## **6. Planning of Meetings**

The Indicators Group plans to meet five times during 2010: 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. The planning of these meetings will be drafted depending on the outcome of the discussion and on availability of results from studies and statistics.

## 2010 Indicators Group provisional agenda

| <b>26 January</b>                             |   |
|---|---|
| <b>Themes</b>                                 |   |
|   | <ul style="list-style-type: none"><li>➤ Targets in the EU2020 strategy - Employment rate</li><li>➤ Indicator focussing on the situation for young at risk</li><li>➤ Ad hoc collection of data on short-time working arrangements</li><li>➤ Methodology for assessing progress with structural reforms</li></ul> |
| <b>21-22 April</b>                            |   |
| <b>Themes</b>                                 |   |
|   | <ul style="list-style-type: none"><li>➤ Monitoring of Lisbon post 2010</li><li>➤ Average length of working life</li><li>➤ Indicator on work intensity</li><li>➤ Final JRC report on composite indicators for flexicurity</li><li>➤ Indicators on employability</li></ul>  |
| <b>10 June [TF on climate on 11 June]</b>     |   |
| <b>Themes</b>                                 |   |
|   | <ul style="list-style-type: none"><li>➤ Preparation of report to EMCO</li><li>➤ Quality in work</li></ul>   |
| <b>21-22 September</b>                        |   |
| <b>Themes</b>                                 |   |
|   | <ul style="list-style-type: none"><li>➤ Quality in work (Make transitions pay)</li><li>➤ Segmentation of the labour market</li><li>➤ Migration</li><li>➤ Work programme 2011</li></ul>  |
| <b>27 October joint with the Ad Hoc Group</b> |   |
| <b>Themes</b>                                 |   |
|   | <ul style="list-style-type: none"><li>➤ Employment dimension of tackling climate change - Report</li></ul>  |