



European Economic and Social Committee | Comité économique et social européen

**PERIOD** **ACTIVITY REPORT**  
**2020** **LABOUR MARKET**  
**2023** **OBSERVATORY**

**DIRECTORATE C – LEGISLATIVE  
WORK**

**PRESIDENT : LECH PILAWSKI**

## Introduction

I have had the pleasure and honour to chair the EESC's Labour Market Observatory (LMO) between 2020 and 2023, in close cooperation with the LMO Vice-Presidents, Carlos Manuel Trindade (Portugal, Group II) and Krzysztof Pater (Poland, Group III). The LMO, which has existed since 2007 and is composed of 24 members, brings added value to the EESC, and particularly its Section for Employment, Social Affairs and Citizenship (SOC), by analysing the key trends and challenges of the labour market and identifying examples of best practices. During this half-term, the Labour Market Observatory has focused its work on the effects of the pandemic on the labour market, the economic and social recovery, and the implementation of the European Pillar of Social Rights.. A number of major activities scheduled for 2020 had to be cancelled during the COVID-19 pandemic: they have been postponed and finalized in the 2020-2023 term. The LMO's work orientations take good account of the topics thanks to rich public hearings with the participation of over 60 guests from the European Commission, the European Parliament, Eurofound, EU-OSHA, CEDEFOP, ILO, and major universities

*Lech Pilauski*

President of the Labour Market Observatory

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## Activities & main findings

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### *Description of activities, key challenges and achievements/results*

During its 2020-2023 term, the Labour Market Observatory's activities and projects included public hearings, internal meetings and a transnational study on "The work of the future: ensuring lifelong learning and training of employees". The study had been interrupted due to the COVID-19 pandemic but could be finalized during the 2020-2023 term. During this term, as the Digital Transition and Single Market Observatory (DSMO), the Sustainable Development Observatory (SDO), and the Labour Market Observatory address overlapping issues from their respective angles, regular meetings have been taking place between the three observatories presidencies and section presidents to ensure continuous cooperation.

The LMO work very much focused on the social and economic recovery from the COVID-19 crisis and on the meaning of the green and digital transition for the labour market. The events discussed the COVID-19 impact and consequences on the labour market, but also the lessons learned and the opportunities that emerged from the crisis. In this context, it has organised a public hearing on how the pandemic has affected the labour market (May 2021), which examined in particular the impact of teleworking and how the pandemic has affected low-wage sectors of the labour market.

In terms of social inclusion, the LMO dedicated its work to the topic of gender equality with a hearing on "Pay transparency – The next step to end the gender pay gap" (May 2021), following the EC proposal about new pay transparency measures in March 2021. It further discussed collective bargaining practices in Member States with a low labour union participation rate (September 2021), which looked at data and trends on collective agreements in countries with a low labour union participation rate and fostered a discussion among civil society organisations and socio-professional stakeholders from the Czech Republic, Spain, Poland, and Bulgaria. The LMO also dedicated its events to the question of youth participation in the EU labour market (March 2022) and of the labour market in the rural areas (September 2022).

Despite a break during the pandemic due to the difficulty of organising physical events, the LMO has further cooperated with CEDEFOP for the third and fourth Policy Learning Fora about "Upskilling pathways: a vision for the future" (November 2020 and November 2022). This series of policy learning events provide a platform for countries to come together to learn from one another and explore common challenges in upskilling adults with low level of skills.

In the context of the horizontal cooperation between the three EESC observatories, the LMO organised joint events together with the two other EESC Observatories: about the green, digital and social recovery, and how the recovery plans are supporting a wellbeing economy

for people and the planet (October 2021), and on the question of how to accelerate transitions to build an open strategic autonomy for Europe (December 2022).

The topics of upskilling and reskilling of workers, as well as of lifelong learning and training, were also at the centre of the LMO work. The public hearing on A just transition for workers of European industries: fostering opportunities for reskilling and upskilling (November 2021), showed that the green and digital recovery should go hand in hand with the social recovery, to make sure that no one is left behind in the transition.

The LMO study on The work of the future: ensuring lifelong learning and training of employees, looked at the financing of lifelong learning, the issue of equal access to lifelong learning, the validation of competences and skills linked to labour mobility across the EU, and the question of lifelong learning in the public sector. Its final results were published and further discussed in a conference in June 2022.

Appendix I – List of meetings and events

	As of 29 October 2020	2021	2022	Until 25 April 2023	Total
<b>PSG/Observatory meetings</b>	0	4	4	0	8
<b>Fact-finding missions</b>	0	2	3	0	5
<b>Conferences and hearings organized by the PSG/Observatory</b>	0	4	5	0	9