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| ***European Economic and Social Committee***  ***Section for Employment, Social Affairs and Citizenship (SOC)***  ***Labour Market Observatory (LMO)*** |

**Work programme of the Labour Market Observatory (LMO)**

**in the 2018-2020 half-term of office**

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| 1. **INTRODUCTION** |

The Labour Market Observatory (LMO) was set up in 2007[[1]](#footnote-1) with the **mandate** to "identify and analyse labour market trends and challenges, bringing added value to the work of the SOC section and the Committee". The Observatory operates within, and reports to, the SOC section and carries out the following activities:

* observing labour market challenges and trends;
* collecting examples of best practices;
* stimulating discussion by organising hearings with institutional and socio-professional stakeholders, civil society organisations and academia;
* producing pro-active investigative reports or studies on selected topics;
* analysing cross-cutting issues.

Under an EESC Bureau decision of 17-18 April 2018, the Observatory is entitled to hold up to three meetings a year without specific authorisation by the Bureau, with any additional meetings requiring authorisation by the Bureau and the Budget Committee[[2]](#footnote-2).The LMO presidents and vice-presidents plan to have 8 to 10 meetings during the current mandate, in addition to the "internal meeting" on 2 July 2018.

The LMO is composed of **24 members** (see Appendix I), including a president and two vice-presidents, rotating every two and a half years between the three groups. The current **president is Krzysztof Pater (Poland, Diversity Europe)**. **The vice-presidents are Vladimíra Drbalová (Czech Republic, Employers' Group) and Cinzia Del Rio (Italy, Workers' Group)**. All but five LMO members are also part of the SOC section.

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| 1. **WORK PROGRAMME FOR THE 2018 – 2020 TERM OF OFFICE** |

Taking account of the overarching priorities of the SOC section, which provide the framework for the operational activities of the LMO, and in the light of the priorities of EESC president Luca Jahier[[3]](#footnote-3), the Observatory will focus on the following main activities during the second half-term of office.

1. **A** **study from the civil society perspective** (information report, to be confirmed):

**"The work of the future: ensuring lifelong learning and training at workplace level - best practices in the European Union"**.

The study will look into the aspects of training in the workplace for various groups of employees, including those who are at higher risk, such as the newly employed, older employees close to retirement age, those returning to employment after a long break (such as women after maternity leave), part-time employees and employees with atypical work contracts. It will also explore the improvement of soft skills. The study will look into practices at national level (in a selection of 12 Member States with differing circumstances in the area of lifelong learning and training).

The study will aim to illustrate the views of the social partners and other organised civil society organisations on policies and implementation instruments related to this topic and assess the level of involvement of the social partners and other civil society organisations in these policies and their initiatives.

This project will provide an opportunity for mutual learning and better understanding of national policies, good practices and challenges. It will give national social partners and other civil society organisations an opportunity to make comments and recommendations that will be discussed in the EESC and possibly put forward to the European institutions.

The study will be conducted by way of:

* a *questionnaire* that will be sent to the main social partners and civil society organisations of the 12 selected countries;
* *interviews on the ground* with representatives of the main umbrella trade unions and employers' organisations, other CSOs, public authorities, national economic and social councils where relevant – during fact-finding missions carried out in a selection of six Member States. These trips will be carried out by teams of three LMO / SOC members assisted by an administrator from the secretariat;
* *desk research* – collection of relevant documents from European and international institutions, agencies, think-tanks, ministries, national ESCs, social partners, civil society, etc.;
* a *kick-off and/or concluding conference* at the EESC.

The selection of Member States for the study (12 for disseminating the questionnaire and 6 for carrying out the fact-finding trips) will be made based on their specific situation as regards the topic, the aim of ensuring a range of situations (good practices, challenges, division of competences at national level, etc.) and geographical balance, on the information available and on discussions with representatives from the EESC, Commission and permanent representations to the EU.

1. **Public events**

The list of topics of events which follows has an indicative character and the final decisions on the precise date, place, title and content of each event will be taken in due time, considering among others European Commission initiatives, activities of other EESC bodies, proposals from civil society organisations and partner institutions and suggestions from EESC Members in the case of the event organised in their country. When drafting the detailed agenda of each event, special attention will be paid not to miss the most vulnerable groups of society in the context of each specific topic.

1. **Quality employment for youth entering labour market;**
2. **Challenges and opportunities of SMEs in the context of future of work and digitalisation;**
3. **The new role of public employment services as regards active labour market policies in the context of the implementation of the European Pillar of Social Rights;**
4. **Strategies and tools to tackle long-term unemployment;**
5. **The role of qualifications that are informally acquired through civil society organisations and volunteering in the labour market and their recognition/validation;**
6. **The digital transition and the transition to a low-carbon, resource-efficient and green economy – their impact on skills and employment, challenges and opportunities;**
7. **A labour market that is well-functioning for all – how to make it really accessible for persons with disabilities** (to be jointly organised with the Temporary Study Group on Disability Rights);
8. **Intergenerational relations – their impact on the current and future labour market.**

If one or some of the above-mentioned events will finally not be organised (because, for example, of an overlapping with the activity of other EESC bodies, European Commission or EU Presidency) or if it will be possible to have more LMO meetings than currently approved – the events on following topics will be planned:

1. **Intra-EU mobility of workers – its impact on Member States labour markets;**
2. **Employment in rural areas – challenges and opportunities facing Europe.**

Public events will be announced **in advance** to enable civil society organisations and public institutions from Member States (at both national and regional/local levels) to attend.

Events will be organised as much as possible in **cooperation** with the European Commission, the European Parliament, EU agencies (mostly EUROFUND and CEDEFOP), EU-level civil society organisations and EESC's sections, CCMI, observatories, temporary study groups and categories. These events should create an opportunity for various stakeholders to meet and exchange views on key European policies related to the labour market, learn about best practices from across Europe and understand EESC's positions on the topics discussed. These events will underline EESC's key role as a representative of European organised civil society.

It is intended that at least three of the public events (LMO meetings) in the term of office will be held **in EU Member States**, if it is possible to organise them in close partnership with national organisations or institutions (such as national Economic and Social Councils, civil society organisations or public institutions) and in cooperation with EESC members from the host country.

**Appendices**

Appendix I – LMO activities between 2013 and 2018

Appendix II – List of LMO members

**APPENDIX I**

**Activities carried out by the LMO between 2013 and 2018**

**Topics and activities of the 2013-2015 term of office (president Christa Schweng)**

**Skills and mobility for competitiveness**

* Conference on "Skills and mobility for competitiveness" held in cooperation with CEDEFOP (European Centre for the Development of Vocational Training) in Thessaloniki on 3 December 2013

**Instruments for tackling youth unemployment**

* Public hearing on the "Implementation of EU youth employment policies at national level" held in Brussels on 1 April 2014

**Managing diversity within enterprises**

* Conference on "Tapping the full potential of diversity in the workplace: culture, age, gender and disability aspects" held on 21 February 2014 and hosted by the EC Representation in Berlin

**Reconciliation of work and family life and social investment**

* Conference on "Towards a better work-life balance" held in Brussels on 24 September 2014

**Support for business start-ups to foster growth and job creation**

* Conference on "Supporting start-ups to create growth and employment" held in Brussels on 13 November 2014

**Tackling long-term unemployment**

* Conference on "Taking action on long-term unemployment: national and European perspectives" held in Zagreb, Croatia, on 11 March 2015

**Other**

* Conference on "Integrating migrants into the labour market: a win-win situation for all" held jointly with the EESC Permanent Study Group on Immigration and Integration (IMI) in Brussels on 25 June 2015
* Conference on "A Europe of talents – giving new impetus to skills acquisition through mobility for apprentices" held jointly with the European Parliament in Brussels (EESC) on 2 June 2015

**Studies**

* **In‑depth** [**impact study**](https://www.eesc.europa.eu/en/our-work/publications-other-work/impact-study/study-youth-employment) **focusing on the views and recommendations of organised civil society on European and national policies put in place to help young people find work**. The study focused on a selection of six Member States (Greece, Croatia, Italy, Austria, Slovakia and Finland) with a variety of patterns and approaches to helping young people in the labour market.
* The LMO's contributions to **the Pilot study on the workings of the Services Directive in the construction sector and the meat sector** carried out by the Single Market Observatory (SMO) – the LMO contributed during their preparatory phases (e.g. questionnaire), the fact-finding missions and the reporting phases;

**Topics and activities of the 2015-2018 term of office (president Carlos Trindade)**

**The new EU policy on legal migration and the integration of migrants and refugees into the labour market**

* Joint LMO – IMI – European Commission (DG HOME): "Towards a revised Blue Card Directive: Results of the public consultation", 3 December 2015
* LMO public seminar "Integrating refugees into the labour market: turning the crisis into an opportunity", 22 February 2016, in cooperation with Eurofound
* LMO meeting on the topic of legal migration, 18 April 2016
* Joint LMO – European Commission conference "Lessons from the integration of refugees for future labour market and social policies", 6 November 2017
* Cooperation with Eurofound as part of their project "Approaches to the labour market integration of refugees and asylum seekers": LMO fact-finding missions to Finland and Denmark on 28 October 2016 and 30 January 2017

**The impact on employment and the new opportunities of the digital transition and the transition to a low carbon, resource efficient and green economy**

* LMO meeting on the "Digitalisation of the economy and its impact on labour markets", 8 November 2016
* LMO meeting on "The transition to a low-carbon, resource-efficient and green economy: new opportunities and effect on the labour market", followed by a joint meeting with the Sustainable Development Observatory (SDO) on "A just transition to a low carbon and circular economy", 8 December 2016
* LMO conference "On the road to a greener future: acting on employment and skills", 22 June 2017

**The integration of young people and long-term unemployed into the labour market**

* LMO Conference on "Tackling long-term unemployment in the EU", 28 February 2017
* LMO meeting, 21 March 2017
* Joint LMO – European Commission (DG EMPL) Conference "Review of Employment and Social Developments in Europe: Intergenerational Fairness and Solidarity", 10 October 2017
* LMO Conference on the "Integration of long-term unemployed into the labour market: the situation 2 years after the Council Recommendation", 12 April 2018

**Labour mobility within the European Union**

* LMO Conference on "Towards a fairer labour mobility within the EU", 28 September 2016

**Additional work**

* A joint EESC – Cedefop "Policy Learning Forum on Upskilling pathways: a vision for the future", 7-8 February 2018
* A joint LMO – Cedefop "Education and Training – Employment Encounter", in Lisbon on 23 March 2018

**Study**

* LMO "Study on the implementation of the Council Recommendation of 15 February 2016 on the integration of the **long-term unemployed** into the labour market in a selection of six Member States: a civil society perspective" (sent by e-mail, not yet available on the internet)

**APPENDIX II**

**List of LMO members**

**Labour Market Observatory (LMO) presidency and members**

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| **LMO PRESIDENCY** | | | |
|  | **GR I** | **GR II** | **GR III** |
|  | [Drbalová, Vladimíra](http://memberspage.eesc.europa.eu/Detail.aspx?id=2016253&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) LMO Vice-President | [Del Rio, Cinzia](http://memberspage.eesc.europa.eu/Detail.aspx?id=2012524&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670)  LMO Vice-President | [Pater, Krzysztof](http://memberspage.eesc.europa.eu/Detail.aspx?id=2021179&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670)  LMO President |

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| **OTHER LMO MEMBERS** | | | |
| **MS** | **GR I** | **GR II** | **GR III** |
| AT |  | [Greif, Wolfgang](http://memberspage.eesc.europa.eu/Detail.aspx?id=2014440&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) | [Gajdosik, Alfred](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026568&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| BE | [Soete, Paul](http://memberspage.eesc.europa.eu/Search/Details/Person/2034101?onlyActiveMandate=True&isMinimal=False) |  |  |
| BG |  | [Mitov, Veselin](http://memberspage.eesc.europa.eu/Search/Details/Person/2021483?onlyActiveMandate=True&isMinimal=False) | [Dulevski, Lalko](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026892&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| CY | [Antoniou, Michalis](http://memberspage.eesc.europa.eu/Detail.aspx?id=2016193&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |  |
| CZ |  |  | [Trantina, Pavel](http://memberspage.eesc.europa.eu/Search/Details/Person/2021111?onlyActiveMandate=True&isMinimal=False) |
| DK |  |  | [Kindberg, Mette](http://memberspage.eesc.europa.eu/Detail.aspx?id=2022367&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| ES | [Cirez Miqueleiz, Patricia](http://memberspage.eesc.europa.eu/Detail.aspx?id=2014874&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) | [Moreno Diaz, José Antonio](http://memberspage.eesc.europa.eu/Detail.aspx?id=2016005&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |
| FR | [Gondard-Argenti, Marie-Françoise](http://memberspage.eesc.europa.eu/Search/Details/Person/2032973?onlyActiveMandate=True&isMinimal=False) | [Meynent, Denis](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026901&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |
| HR | [Majetić, Davor](http://memberspage.eesc.europa.eu/Search/Details/Person/2030485?onlyActiveMandate=True&isMinimal=False) |  |  |
| HU |  | [Kállay, Piroska](http://memberspage.eesc.europa.eu/Search/Details/Person/2033075?onlyActiveMandate=True&isMinimal=False) | [Joó, Kinga](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026956&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| IT |  |  | [Calderone, Marina Elvira](http://memberspage.eesc.europa.eu/Detail.aspx?id=2032947&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| LV |  |  | [Anča, Gunta](http://memberspage.eesc.europa.eu/Detail.aspx?id=2016266&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |
| PL |  | [Gardias, Dorota](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026929&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |
| PT |  | [Trindade, Carlos Manuel](http://memberspage.eesc.europa.eu/Detail.aspx?id=2026933&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |
| RO | [Floria, Irinel Eduard](http://memberspage.eesc.europa.eu/Detail.aspx?id=2032941&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |  |
| SE | [Ekenger, Karin](http://memberspage.eesc.europa.eu/Detail.aspx?id=2022616&f=5&s=0&o1=0&o2=0&o3=0&bur=2015670) |  |  |

1. Decision of the EESC Bureau of 10 July 2007, R/CESE 921/2007 rev. [↑](#footnote-ref-1)
2. Decision of the EESC Bureau of 18 April 2018, EESC-2018-01200-00-02-PV-TRA [↑](#footnote-ref-2)
3. See the EESC President's [inaugural speech](https://www.eesc.europa.eu/en/news-media/presentations/reunaissance-dare-sustainable-europe) and <https://www.eesc.europa.eu/fr/about/political-organisation/eesc-president>. [↑](#footnote-ref-3)