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**NOTE**

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From: General Secretariat of the Council  
To: Delegations  
Subject: Work Programme of the Employment Committee for 2023

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Delegations will find attached the 2023 Work Programme of the Employment Committee and its subgroups, as adopted in accordance with the Committee's rules of procedure, with a view to the meeting of the EPSCO Council on 13 March 2023 (Any Other Business item).

# EMCO Work Programme 2023

## 1. Introduction

**The Employment Committee (EMCO) is a Treaty-based advisory committee to the EPSCO Council of the EU.**<sup>1</sup> The Committee is established in accordance with Art. 150 of the Treaty of the Functioning of the EU (TFEU)<sup>2</sup> and following a Council Decision.<sup>3</sup> It acts as an advisory body to the Employment and Social Affairs Ministers and is tasked with monitoring the employment situation and employment policies in Member States and the Union, formulating opinions at the request of either the Council or the Commission or on its own initiative, as well as contributing to the preparation of the Council proceedings in the context of the European Semester, as outlined in Art. 148 TFEU.<sup>4</sup>

**Every year, the Committee adopts a Work Programme to define its activities.** Accordingly, Section 2 provides the priorities identified for 2023 in accordance with the broader EU political priorities, Section 3 outlines the specific activities envisaged throughout the year, while Section 4 indicates the working methods to be employed and highlights the cooperation with other stakeholders. A draft was discussed on 12 December 2022 and consolidated after the submission of written comments by the delegates. Following its adoption on 27 January 2023, the Work Programme will be presented by the Chair to the EPSCO Ministers in March 2023.

**To deliver on its mandate and strategic priorities, in 2023 EMCO will be supported by the following subgroups:**

- The **Indicators Group (IG)** will focus on the quantitative description and analysis of relevant policy issues, in accordance with its own Work Programme (Annex 2);

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<sup>1</sup> Employment, Social Policy, Health and Consumer Affairs Council.

<sup>2</sup> [Article 150](#) of the Treaty on the Functioning of the European Union.

<sup>3</sup> [Council Decision \(EU\) 2015/772](#) of 11 May 2015, repealing [Council Decision 2000/98/EC](#) of 24 January 2000, itself repealing [Council Decision 97/16/EC](#) of 20 December 1996, which originally set an Employment and Labour Market Committee.

<sup>4</sup> [Article 148](#) of the Treaty on the Functioning of the European Union.

- A new **Working Group (WG)**, established with the **Social Protection Committee (SPC)** in 2022, will conduct further work in the first half of the year on an initiative put forward by Belgium and Spain with a view to reinforcing the social dimension of the European Semester;<sup>5</sup>
- The **Policy Analysis Group (PAG)** will, following a period of reflection, receive a renewed mandate by the second half of the year.

## 2. Policy priorities

**The Work Programme is prepared in line with EU Strategic Agenda 2019-2024 adopted by the European Council<sup>6</sup> and on the basis of the Treaty-based commitments linked to the European Semester as referred to in Art. 148 TFEU.** In this context, the Committee will continue to focus on the implementation of the European Pillar of Social Rights (EPSR) proclaimed in 2017. Most notably, EMCO will stand ready to address the initiatives included in the EPSR Action Plan presented by the Commission in 2021 and, based on the work of the IG, monitor the progress towards the 2030 EU and national targets on employment and skills.<sup>7</sup>

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<sup>5</sup> Terms of Reference were adopted at the joint EMCO-SPC meeting of 29 September 2022.

<sup>6</sup> At its meeting in Brussels on 20 June 2019, the European Council agreed on an agenda for the EU for the next five years: “[A new strategic agenda 2019-2024](#)” sets out the priority areas that will steer the work of the European Council and provide guidance for the work programmes of other EU institutions.

<sup>7</sup> The EU headline targets were welcomed by the [European Council on 24-25 June 2021](#), following the [Porto Declaration](#) of 8 May. National targets were formulated by the Member States in close cooperation with the European Commission and the national target-setting process was subject of a [joint EMCO-SPC opinion in 2022 \(9520/22\)](#). The IG is currently discussing how to monitor progress towards the national targets on employment (see Section 3.4).

**For 2023, the activities of the Committee will also take into account the policy priorities of the forthcoming Swedish and Spanish Presidencies of the EU, as well as the Commission’s Work Programme adopted on 18 October 2022.**<sup>8</sup> In its activities, where appropriate, EMCO will take into consideration the proposal for a European Year of Skills<sup>9</sup>. The following initiatives are expected to be discussed:

i. Implementation of actions linked to existing strategies:

- Disability Employment Package (from the Strategy for the Rights of Persons with Disabilities 2021-30);
- Council Recommendation on access to affordable high-quality long-term care (from the European Care Strategy);
- Council Recommendation on adequate minimum income ensuring active inclusion (from the European Pillar of Social Rights Action Plan).

ii. Forthcoming initiatives by the Commission:

- Economic Governance Review (Q4 2022 / Q1 2023);
- Initiative on Social Dialogue (Q1 2023);
- Reinforced quality framework for traineeships (Q2 2023);
- Proposal for a Council Recommendation on developing social economy framework conditions (Q2 2023);
- Recognition of qualifications of third-country nationals (Q3 2023);
- European Disability Card (Q4 2023).

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<sup>8</sup> [Communication \(COM\(2022\) 548\)](#). Commission Work Programme 2023: “A Union standing firm and united”.

<sup>9</sup> [Proposal \(COM\(2022\) 526\)](#) for a Decision of the European Parliament and of the Council on a European Year of Skills 2023. The proposal was announced at the 2022 State of the Union.

iii. Use of EU funds contributing to the implementation of the European Pillar of Social Rights:

- Implementation of the Recovery and Resilience Facility and the related Recovery and Resilience Plans adopted by the Council;
- Programming and implementation of the European Social Fund+ (ESF+).

### 3. Specific activities

#### 3.1. Governance of the European Semester

**The European Semester is the main framework for integrated surveillance and coordination of economic and employment policies across the European Union.** Since its introduction in 2011, it has become a well-established forum for discussing Member States' fiscal, economic, employment and social policy challenges under a common annual timeline. In light of Art. 148 TFEU, EMCO contributes to the governance of the European Semester by preparing the position of the EPSCO Council throughout the year.

**On the basis of the 2023 European Semester Roadmap presented by the Presidency on 30 November 2022**, following the adoption of the Autumn Package last 22 November, EMCO will continue to fulfil its Treaty-based mandate by conducting the following activities in cooperation with all relevant advisory committees of the Council<sup>10</sup>:

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<sup>10</sup> Namely the Social Protection Committee (SPC), the Economic Policy Committee (EPC) and the Education Committee (EDUC).

For the March EPSCO:

- Preparation of Council Conclusions on the 2023 Annual Sustainable Growth Survey and the Joint Employment Report;
- Finalisation of the 2023 Joint Employment Report.

For the June EPSCO:

- Finalisation of the 2023 Country-Specific Recommendations;
- Preparation of a Horizontal Opinion on the 2023 European Semester cycle.

For the October EPSCO:

- Preparation of Key Messages from the 2023 Annual Employment Performance Report (AEPR);

By the end of 2023:

- Revision or carry-over of the Employment Guidelines;
- Finalisation of the employment and social aspects of the 2024 Recommendation on the economic policy of the Euro Area.

Table 1 - Activities related to the 2023 European Semester

	Activity	Deliverable
Q1 2023	Reaction to the <b>2023 Autumn Package</b>	<u>March EPSCO:</u> <ul style="list-style-type: none"> <li>- <b>Reporting by the Chair</b> during the Semester policy debate;</li> <li>- Adoption of <b>Council Conclusions on the 2023 Annual Sustainable Growth Survey and the Joint Employment Report</b></li> </ul>
Q1 2023	Examination of the <b>Commission’s proposal for a 2023 Joint Employment Report</b> and its <b>Key Messages</b>	<u>March EPSCO:</u> <ul style="list-style-type: none"> <li>- Adoption of the <b>2023 Joint Employment Report</b></li> </ul>
Q2 2023	Reflection on the <b>report of the joint working group</b> on reinforcing the social dimension of the European Semester	<u>TBD</u>
Q2 2023	Reaction to the <b>2023 Spring Package</b>	<u>June EPSCO:</u> <ul style="list-style-type: none"> <li>- <b>Reporting by the Chair</b> during the Semester policy debate;</li> <li>- Endorsement of a <b>Horizontal Opinion on the 2023 European Semester cycle</b></li> </ul>
Q2 2023	Examination of the <b>Commission’s proposals for 2023 Country-Specific Recommendations (CSRs)</b>	<u>June EPSCO:</u> <ul style="list-style-type: none"> <li>- Adoption of the <b>2023 Country-Specific Recommendations</b></li> </ul>
Q3 2023	Adoption of the 2023 Annual Employment Performance Report (AEPR) and the Employment Performance Report (EPM)	<u>October EPSCO:</u> <ul style="list-style-type: none"> <li>- Reporting by the Chair;</li> <li>- Endorsement of the Key Messages of the AEPR</li> </ul>
TBD	Examination of the <b>Commission’s proposal to revise or carry over Employment Guidelines</b>	<u>TBD</u>
Q4 2023	Examination of the <b>Commission’s proposal for a 2024 Recommendation on the economic policy of the Euro Area</b>	<u>TBD:</u> <ul style="list-style-type: none"> <li>- Adoption of the <b>employment and social aspects of the 2024 Recommendation on the economic policy of the Euro Area</b></li> </ul>

**In the context of the Semester, the IG will continue to support EMCO by producing the 2023 edition of the Employment Performance Monitor (EPM).**<sup>11</sup> Findings from the EPM will inform the examination of the proposals for 2023 Country-Specific Recommendations (CSRs) following the publication of the Spring Package expected in May. With a view to inform also the preparation of the 2024 Autumn Package, the Committee will then submit the 2023 EPM to the October EPSCO Council, alongside the Annual Employment Performance Report (AEPR) and its Key Messages regarding the employment situation in the EU.

**EMCO will also ensure support to the EPSCO Council in other activities related to the governance of the Semester and closely linked to ongoing developments.** In particular:

- Following the adoption of new Employment Guidelines in November 2022<sup>12</sup>, on the basis of a Commission's proposal EMCO will stand ready to discuss either new possible amendments due to the evolving socioeconomic context or the carry-over of the guidelines currently in force;
- To address the mandate received from the Presidency to further explore the possible introduction of a mechanism to reinforce the social dimension of the European Semester, following the preparation of a Joint EMCO-SPC Opinion on the subject presented to the EPSCO Council<sup>13</sup>, in 2023 EMCO will discuss jointly with SPC the progress achieved by the joint WG established in September 2022 and ensure the Council and other relevant committees are informed;
- Finally, the Committee will closely follow the ongoing Economic Governance Review and its impacts on the employment and social dimension of the European Semester and the related work streams mandated by Art. 148 TFEU.<sup>14</sup>

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<sup>11</sup> See Section 3.4 for more information on the monitoring tools.

<sup>12</sup> [Council Decision \(EU\) 2022/2296](#) of 21 November 2022 on guidelines for the employment policies of the Member States.

<sup>13</sup> The [Opinion 9222/22](#) was presented at the EPSCO Council meeting of 16 June 2022.

<sup>14</sup> On 9 November 2022, the Commission adopted a [Communication setting out orientations for a reformed EU economic governance framework](#). The communication is based on an online public consultation with stakeholders and Member States launched in February 2020 and on a further communication presented in October 2021. To follow up on the latest orientations, the Commission may table legislative proposals.



### 3.2. Multilateral Surveillance

**To examine the implementation of employment policies as mandated by Art. 148 and 150 TFEU, the Committee engages in an annual Multilateral Surveillance (MLS) process** consisting of peer reviews organised across three strands:

- Since 2012, progress on the implementation of the Country-Specific Recommendations (CSRs) issued by the Council in the context of the European Semester is assessed in “CSR reviews” scheduled in the first half of the year and organised by grouping CSRs and other country-specific challenges<sup>15</sup> by policy area;
- Since 2014, progress on the implementation of thematic Council Recommendations addressed to all Member States and whose monitoring is relevant for the mandate of EMCO assessed via dedicated “thematic reviews”;
- Since 2016, the involvement of social partners in policymaking is monitored in an annual review, together with European and national social partners, on the basis of Employment Guideline 7.

**On 23 September 2022, EMCO took stock of the ongoing dynamics to be considered for its multilateral surveillance activities**, namely the lower number of CSRs issued in the context of the European Semester in 2022<sup>16</sup> and, at the same time, the higher number of Council Recommendations addressed to all Member States and relevant for its mandate.<sup>17</sup> In a follow-up discussion on 21 October, on the basis of a Secretariat proposal containing several options, the Committee opted to maintain the distinction between “CSR reviews” and “thematic reviews” and agreed on the general MLS approach to be adopted in 2023.

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<sup>15</sup> In certain years, the CSRs are complemented by a selection of Key Employment Challenges (KECs) identified in the Employment Performance Report (EPM) or by findings from the Social Scoreboard.

<sup>16</sup> Due the new parsimonious approach adopted by the Commission in their proposals for 2022 CSRs, taking into account the reform and investment commitments made by the Member States as part of their Recovery and Resilience Plans.

<sup>17</sup> So far, the Committee has been reviewing the implementation of the Council Recommendations on the Youth Guarantee (YG) (2013, reinforced in 2020) and on the integration of long-term unemployed (LTU) in the labour market (2016). In June 2022, the EPSCO Council adopted new Council Recommendations on individual learning accounts and on ensuring a fair transition towards climate neutrality.

**Accordingly, in the “CSR reviews”, the Committee will review the implementation of the full set of employment and skills-related 2022 CSRs issued by the Council within the European Semester.** Given the lower number of CSRs compared to past years, these will be complemented by a selection of challenges flagged by the monitoring tools of the Committee, as well as non-overlapping 2020 and 2019 CSRs whose progress was not deemed sufficient in last year’s MLS cycle. A specific operational arrangement containing the country-specific challenges to be discussed will be proposed by the Secretariat for agreement. In line with the current practice, the Committee will engage in joint reviews with SPC and EDUC members on recommendations of common interest.

**The Committee will also integrate in the existing alternation of the “thematic reviews” the new Council Recommendations on *individual learning accounts (ILAs)* and on *ensuring a fair transition towards climate neutrality (FT)*.** This will imply moving from one to two thematic reviews a year to ensure an adequate monitoring of the four Council Recommendations (YG, LTU, ILAs, FT). In 2023, EMCO will review the implementation of the Council Recommendations on FT<sup>18</sup> and YG. According to the specific arrangements proposed by the Commission on 29 November, in the case of the FT Recommendation there will be a focus on specific areas of the policy guidance, with the aim of making use of synergies with existing processes, such as the European Semester (e.g. Commission’s assessment in the Country Reports) and the update of the National Energy and Climate Plans to be assessed by the Commission in Autumn 2023 (before their finalisation by Member States by 2024).<sup>19</sup>

**EMCO will also continue to liaise with EU and national social partners to organise the annual Social Dialogue review** with the aim of discussing both topics relevant for the EU socioeconomic context and country-specific developments. The Secretariat will consult the EU Social Partners on the topic(s) to be addressed and the Member States to be discussed.

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<sup>18</sup> Accordingly, the thematic reviews on ILA and LTU should be conducted in 2024.

<sup>19</sup> See Article 10 and 11, [Regulation \(EU\) 2018/1999 of the European Parliament and of the Council of 11 December 2018](#) on the Governance of the Energy Union and Climate Action.

### 3.3. Thematic work

**The Committee will continue to conduct thematic discussions focused on relevant socioeconomic developments and on the priorities of the Swedish (January – June) and Spanish Presidencies (July – December).** The outcomes resulting from thematic discussions could be transmitted to the Council as Key Messages<sup>20</sup>, feed into the preparation of Council Conclusions<sup>21</sup> or provide orientations for forthcoming Commission initiatives.<sup>22</sup> To prepare thematic discussions, the Secretariat will liaise with relevant Commission services, policy experts, international organisations, national delegates and other stakeholders which can present analytical contributions, case studies and reports relevant for the mandate of the Committee, including the 2023 editions of the *Employment and Social Developments in Europe (ESDE)* and the *Labour Market and Wage Developments in Europe (LMWD)* reports.

**Given the paramount role that the Recovery and Resilience Facility (RRF) will play in the implementation of employment policies until 2026<sup>23</sup>, the Committee will discuss the EU-level progress on the implementation of the facility in policy areas relevant for its mandate.**

Thematic discussions could be organised, where appropriate, on the basis of Commission's thematic analyses and implementation reports.<sup>24</sup> On the other hand, country-specific progress towards the implementation of the Recovery and Resilience Plans will be taken into account in relation to the challenges discussed in the multilateral surveillance activities as described in Section 3.2.

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<sup>20</sup> As in 2020, under the German Presidency, when two thematic events on short-time work schemes and other job retention measures in the context of the COVID-19 crisis took place and resulted in key messages to the Presidency.

<sup>21</sup> As in 2018, on Early Childhood Development under the Bulgarian Presidency or on the Future of Work under the Austrian Presidency.

<sup>22</sup> Most recently, on social economy framework conditions (2022), on social dialogue (2022), on ensuring a fair transition towards climate neutrality (2021) and on individual learning accounts (2021).

<sup>23</sup> According to the [RRF methodology for reporting social expenditures](#), as of 2022 Member States have dedicated 28% of their financial allocations to supporting social objectives. The [RRF Scoreboard](#) also provides a set of common indicators related to the objectives of the RRF and the successful implementation of the measures contained in the RRFs, such as the number of participants in education and training measures, the number of people engaged in job searching opportunities and the number of young people receiving support.

<sup>24</sup> As done already in 2022 on the [Review Report published in July](#) and, jointly with the EPC, on the [measures contained in the RRFs to support employment](#) and [SMEs](#).

**EMCO will also continue to contribute to the annual Economic and Financial Dialogue between the EU and partners from the Western Balkans and Turkey.** In cooperation with the advisory committees of the ECOFIN Council filière and with the support of the European Commission, EMCO will discuss in a multilateral setting the relevant policy developments and structural challenges in these regions with a view to contributing to the preparation of joint conclusions at the Ministerial level.<sup>25</sup>

### **3.4. Monitoring tools and benchmarking frameworks**

**The activities of EMCO will continue to be supported by its Indicators Group (IG), namely via the quantitative description and analysis of relevant policy issues, in line with its own Work Programme** (in Annex 2). To contribute to the reporting requirements needed by EMCO, the IG will rely on the existing monitoring tools developed in the past years, namely the Social Scoreboard, the Joint Assessment Framework (JAF), the Employment Performance Monitor (EPM), the Annual Employment Performance Report (AEPR) and its Key Messages. In this context, from 2023 the IG will start monitoring the progress towards the 2030 national targets on employment based on an agreed methodology and on adult learning.<sup>26</sup> The IG will also reflect on an overall adjustment of its monitoring tools.<sup>27</sup> Moreover, the IG will stand ready to explore which indicators could support the new thematic reviews on ILA and FT from a quantitative perspective.

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<sup>25</sup> EMCO has been contributing to this exercise since 2016. Partners from the Western Balkans (Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia) and Turkey submit annual Economic Reform Programmes (ERPs) to the European Commission, which are assessed in Committee meetings in April. This assessment leads to joint conclusions with targeted policy guidance adopted by the Economic and Financial Dialogue between EU Member States and the Western Balkans and Turkey, which is organised in the context of a meeting of the ECOFIN Council.

<sup>26</sup> On 18 October 2022, the IG agreed on a methodology to monitor the national targets on employment. Discussions on how to monitor the national targets on adult learning will follow after April 2023, once data for the relevant indicator will become available.

<sup>27</sup> On 15 November 2022, the IG launched a reflection on the monitoring tools at disposal of EMCO, agreeing to the organisation of a series of meetings to be scheduled in 2023. The exercise follows the conclusions of [the joint EMCO-SPC assessment on the Europe 2020 Strategy](#) (2019). The outcome of this reflection should not affect the preparation of the 2023 EPM nor the 2023 AEPR, with possible changes to the composition of scope of the monitoring tools be implemented only from 2024. More informed is provided in the IG Work Programme.

**Pending further proposals by the Commission, EMCO will continue to work on developing its benchmarking frameworks to foster a shared understanding of policy challenges in the Member States.** Since 2016, EMCO – also via its subgroups, in cooperation with SPC and with the active support of the Commission services - has been carrying out work in developing benchmarking frameworks, notably via a comparative assessment of country performance and policies using agreed policy indicators.<sup>28</sup> In line with its general aim to support structural reforms and upward social convergence, benchmarking is a vehicle to support the implementation of the European Pillar of Social Rights. As such, benchmarking frameworks are used for the evidence-based analysis formulated within the European Semester (e.g. in the JER) and as an instrument for mutual learning under the Social Open Method of Coordination.

**Council Conclusions on the inclusion of persons with disabilities in the labour market were adopted by EPSCO on 8 December 2022, reiterating calls of the Strategy for the Rights of Persons with Disabilities to set up national targets for employment (by 2024) and participation in adult learning of persons with disabilities.**<sup>29</sup> An indicator on the employment gap between persons with and without disabilities was included in the Social Scoreboard in 2021 to support the implementation of the Pillar, while LFS data disaggregated on disability will be available from 2023. Accordingly, pending input by the Commission, a first reflection on national approaches to indicators and target setting could take place in EMCO in 2023.

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<sup>28</sup> Two benchmarking frameworks have been agreed so far within the EMCO, respectively on 1) unemployment benefits and active labour market policies, and 2) adult skills and learning. As concerns the framework on unemployment benefits and active labour market policies, while the part of the framework related to unemployment benefits is complete and fully operational, work is underway on the development of policy lever indicators on the quality of early support services provided by Public Employment Services to unemployed job seekers.

<sup>29</sup> Council Conclusions [14495/22](#).

#### 4. Working methods and collaboration with stakeholders

Following the two years marked by the COVID-19 pandemic, on 23 September 2022 the Committee held a reflection on its priorities and working methods.<sup>30</sup> In line with its outcomes, in 2023 the EMCO Secretariat will:

- Schedule activities via a balanced mix of physical and virtual meetings, with the modality of each meeting established according to the length and content of the agenda and exploration of back-to-back meetings, with due consideration for the need to ensure financial and climate-related savings<sup>31</sup>;
- Considerably reduce the provision of interpretation services to limit the administrative workload of the Secretariat Team and ensure its ability to secure adequate conference rooms for physical meetings;
- Propose options in order to renew the mandate of the Policy Analysis Group (PAG), with the aim of updating the group's membership, electing a new PAG Chair<sup>32</sup>, defining its priorities and working methods.

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<sup>30</sup> For more information, see the relevant Secretariat note discussed at the “informal” EMCO meeting hosted by the Czech Presidency on 22-23 September 2022, as well as the conclusions of the meeting.

<sup>31</sup> Expenses for the participation to physical meetings will be reimbursed by the European Commission via the [AGM system](#) in accordance with the administrative rules in force and the limitations explained on the website. Delegates from national public administrations will receive only a reimbursement of travel expenses (maximum two delegates per Member State).

<sup>32</sup> The PAG Chair will also act as EMCO Vice-Chair.

**In fulfilling its Treaty-based mandate and implementing the Work Programme, the Committee will also continue to cooperate with other advisory committees of the Council and relevant stakeholders.** It will strive to develop synergies and ensure coordination within the European Semester – as well as on broader policy issues of joint interest – with the Social Protection Committee (SPC), the Economic and Financial Committee (EFC), the Economic Policy Committee (EPC) and the Education Committee (EDUC). The views of EMCO will be represented by the Chair at the meetings of the EPSCO Council, the Macroeconomic Dialogue at Political (MED-POL) and Technical Level (MED-TECH), as well as within the governing board of the European Network of Public Employment Services. The Committee will also collaborate closely with the social partners – in particular those represented at the Tripartite Social Summit for Growth and Employment<sup>33</sup> – as well as the EEA/EFTA States (Iceland, Liechtenstein and Norway).

The **Rules of Procedure** currently in force were adopted on 22 September 2017 and can be provided by the Secretariat upon request.

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<sup>33</sup> In this context, EMCO will pay particular attention to the forthcoming initiative on Social Dialogue to be put forward by the Commission and its possible provisions in terms of strengthening the collaboration between EU social partners and other stakeholders.

### Calendar of meetings

The calendar below is provisional and subject to changes. For each physical meeting, delegates are invited to book their travel arrangements only upon receipt of the draft agenda.

Extraordinary videoconference meetings can be planned according to the needs of the group and in line with the Work Programme.

The list of main topics for each meeting mostly presents the timeline for the presentation and adoption of the regular deliverables of EMCO and is not exhaustive.

An updated calendar for the second half of 2023 will be provided by the Secretariat before the summer.

Date	Format	Venue	Main topics
27 January	Physical	Brussels, BE	<ul style="list-style-type: none"> <li>▪ European Semester:               <ul style="list-style-type: none"> <li>- 2023 Joint Employment Report</li> <li>- Council Conclusions on the 2023 ASGS and JER</li> </ul> </li> </ul> <p><i>(with the Social Protection Committee)</i></p> <ul style="list-style-type: none"> <li>▪ 2023 Work Programme</li> </ul>
10 March	Physical	Brussels, BE	<ul style="list-style-type: none"> <li>▪ Multilateral Surveillance:               <ul style="list-style-type: none"> <li>- CSR reviews on Labour Taxation and Labour Market Segmentation</li> </ul> </li> </ul>
<b>13 March – EPSCO meeting</b>			
20-21 March	Physical	Stockholm, SE	<ul style="list-style-type: none"> <li>▪ TBD</li> </ul>
30-31 March	Physical	Brussels, BE	<ul style="list-style-type: none"> <li>▪ Multilateral Surveillance:               <ul style="list-style-type: none"> <li>- <b>30/03</b>: CSR reviews on Education and Skills <i>(with the Education Committee)</i></li> </ul> </li> </ul>



			- <b>31/03</b> : CSR reviews on Active Labour Market Policies
25 April	Virtual	Webex	<ul style="list-style-type: none"> <li>▪ Economic and Financial Dialogue with Western Balkans and Turkey</li> </ul>
<b>3-4 May – Informal EPSCO meeting</b>			
11-12 May	Physical	Brussels, BE	<ul style="list-style-type: none"> <li>▪ Multilateral Surveillance: <ul style="list-style-type: none"> <li>- CSR reviews on issues of joint EMCO-SPC interest</li> </ul> </li> <li>▪ Discussion on a report from the joint EMCO-SPC Working Group  <i>(with the Social Protection Committee)</i></li> </ul>
Second half of May	Virtual	Webex	<ul style="list-style-type: none"> <li>▪ European Semester: <ul style="list-style-type: none"> <li>- Presentation of the 2023 Spring Package</li> </ul> </li> </ul> <i>(with the Social Protection Committee)</i>
Week 30 May – 2 June  or  Week 5-9 June	Physical	Brussels, BE	<ul style="list-style-type: none"> <li>▪ European Semester: <ul style="list-style-type: none"> <li>- Negotiations on the proposals for 2023 CSR</li> </ul> </li> </ul> <i>(with the Social Protection Committee and the Economic Policy Committee)</i>
<b>12 June – EPSCO meeting</b>			

## Main items for the second half of 2023:

- 2023 Annual Employment Performance Report;
- Multilateral Surveillance:
  - Thematic review on the Council Recommendation on ensuring a fair transition towards climate neutrality;
  - Thematic review on the Council Recommendation on reinforcing the Youth Guarantee;
  - Social Dialogue Review with EU and national social partners.
- European Semester:
  - 2024 European Semester Autumn Package;
  - Proposal for a 2024 Recommendation on the economic policy of the Euro Area;
- 2024 Work Programme.
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- **IG Work Programme**

**EMCO INDICATORS GROUP WORK PROGRAMME 2023****A) EMCO Indicators Group Core Business**

In 2023, the EMCO Indicators Group (EMCO IG) will continue to support EMCO in the quantitative description and analysis of relevant policy issues. The broad EMCO priorities imply that the EMCO IG will continue to support the surveillance and monitoring capacities of EMCO in various ways:

**European Semester and monitoring of the European Pillar of Social Rights**

- The EMCO IG will discuss the analytical content of the Proposal for a Joint Employment Report, including the use and interpretation of the Social Scoreboard.
- The EMCO IG, jointly with the Social Protection Committee Indicators Subgroup (SPC ISG), will reflect on the monitoring tools (e.g. JAF, EPM, SPPM) in relation to the Social Scoreboard and its role, including on the possible agreement on the secondary indicators proposed by the Commission in the Social Scoreboard. Both indicator groups will contribute to the refinement of the indicators and methodology used under the Joint Assessment Framework (JAF). This can include revisiting the JAF Policy Areas, enhancing the usability of the tool and better reflecting the latest Employment Guidelines.
- Subsequently, the EMCO IG will further reflect on the existing monitoring and reporting tools (e.g. AEPR) with the view to further refine them, identify existing synergies and overlaps, and simplify them – also in line with the findings from the assessment report of the EMCO and SPC on the Europe 2020 Strategy.

- Pending on the results of this reflection:
  - The EMCO IG will produce the 2023 Employment Performance Monitor (EPM) and identify the key employment challenges and good labour market outcomes of the Member States and the EU as a whole. The 2023 EPM will present for the first time the progress towards the 2030 national targets on the employment rate, based on the agreed methodology.
  - It will produce the 2023 EMCO Annual Employment Performance Report as well as the Key Messages to accompany the AEPR and the EPM, which will represent EMCO's contribution to the preparation of the 2024 Annual Sustainable Growth Survey.
- The EMCO IG will also define the methodology for the monitoring of the progress towards the 2030 national targets in the area of adult learning, with the aim to present this progress in the EPM. In this context, the shift of the data source for the underlying indicator of adult participation in learning during the last 12 months from the Adult Education Survey (AES) to the Labour Force Survey (LFS) will be examined in order to ensure data quality and comparability.
- It will continue to work on the benchmarking proposals from the Commission to contribute to the analysis underpinning work on the Semester. In particular, work will continue on completing the benchmarking framework on unemployment benefits and active labour market policies (ALMPs) (as regards the part related to early support of unemployed job seekers).

### **Monitoring of Council Recommendations**

The EMCO IG will continue its work on analysing the results of the data collections on monitoring the Council Recommendations on the *Youth Guarantee* and on the *integration of the long-term unemployed in the labour market*. When necessary, the EMCO IG will evaluate the pertinent Indicator Frameworks.

If requested, the EMCO IG will discuss and work on the monitoring aspects of the two recently adopted Council Recommendations; the Council Recommendation of 16 June 2022 on *individual learning accounts* (2022/C 243/03) and the Council Recommendation of 16 June 2022 on *ensuring a fair transition towards climate neutrality* (2022/C 243/04).

Furthermore, if requested, the EMCO IG will discuss and work, as relevant, on the monitoring aspects of the Council Recommendation on the Revision of the Barcelona Targets on early childhood education and care as well as the Council Recommendation on access to affordable high quality long-term care, in cooperation with other groups, in particular the SPC ISG.

### **Employment indicators for monitoring of the UN Sustainable Development Goals (SDGs)**

The EMCO IG is ready to follow up and support the work carried out by the Commission on employment indicators for monitoring of the UN Sustainable Developments Goals.

### **Other methodological and analytical issues**

The impact of possible new activities that EMCO decides to undertake in the course of 2023 will be assessed and the EMCO IG work programme will be adjusted as necessary.

In order to enhance surveillance and monitoring capacities, and to facilitate the link with the qualitative aspects of the monitoring, a number of additional specific methodological issues could merit further attention. Work in relevant areas will be prioritised to follow the work of EMCO.

The EMCO IG will continue - when necessary - its work on monitoring multidimensional policy concepts. Moreover, the EMCO IG will look at the results of impact assessment studies, especially on the impact of ESF financed measures in the context of employment policies and the effectiveness of labour market policies.

### **The Joint EMCO-SPC Working Group on the Belgo-Spanish proposal for a social imbalances procedure (SIP)**

The Chair or the vice-Chair of the Joint EMCO-SPC Working Group (WG) on the SIP will update the EMCO IG on a regular basis on the discussions held in the WG as well as on the progress made.

## **B) Working Methods**

The main discussions of the EMCO IG take place during its scheduled meetings. In order to facilitate the discussion and to allow Members to prepare adequately for the meeting, documents will be sent sufficiently in advance of the meeting, when possible.

Written procedures can be helpful in the follow-up to meetings, when agreements have to be reached before the next scheduled meeting or when documents are circulated too close to the meeting date, but should not replace discussions in the working group on a regular basis.

On the organization of the meetings, a mix of physical and virtual meetings can be established. It would seem sensible to organise in-person meetings when they imply a full day presence or when they are joint with the SPC ISG. Arrangements will be made to facilitate the hosting of meetings via teleconferencing tools (e.g. Webex) building on the experience of 2020, 2021 and 2022. When the number of agenda items does not justify full-day meetings in Brussels, the EMCO IG Secretariat will also envisage organising written procedures and/or videoconferences instead of scheduled meetings, with the approval of the EMCO IG Chair.

The shift towards virtual meetings has proved that all discussions could be held by using English as a working language, thus without the need to provide interpretation. Given the fact that from an administrative perspective ensuring the provision of interpretation services is considerably demanding and reduces the ability of the Secretariat to secure meeting rooms, all meetings – whether physical or virtual – could be organised *a priori* without interpretation services.

Building on past successful experiences, the EMCO IG could envisage organising *ad hoc* working groups consisting of a few Member States to develop proposals to be discussed in the EMCO IG concerning specific areas of the EMCO IG work such as revising/developing a policy area or developing indicators for monitoring a specific subject.

### **C) Co-operation with other Committees and institutions**

The EMCO IG will continue to promote close working relations with all other relevant committees, particularly on work related to the JAF and the Social Scoreboard for monitoring of the European Pillar of Social Rights. The EMCO IG Chair and the Secretariat will regularly update the Members on relevant work carried out in the other committees.

In addition to the close cooperation with the SPC ISG (notably in the context of the work on the JAF and the Social scoreboard), the EMCO IG will continue its collaboration with the LIME Working Group of the Economic Policy Committee in order to enhance consistency between its work and macro-economic monitoring. Similarly, it may cooperate with the Standing Group on Indicators and Benchmarks (SGIB), the Eurostat Working Group on Labour Market Statistics (LAMAS) and the PES Network focusing on their PES bench-learning (in particular on the effectiveness of labour market policies), as well as with the European Platform tackling undeclared work which on 26 May 2021 was set up as a permanent working group at ELA.

The EMCO IG will continue to promote cooperation with other institutions and bodies carrying work in the area of analysis of the labour market, including CEDEFOP, EUROFOUND, and international organisations such as ILO and OECD. It will also monitor research of potential interest for its work, especially through cooperation with several services of the Commission.

### Provisional meetings for 2023

<b>Date</b>	<b>Format</b>	<b>Venue</b>	<b>Main topics</b>
19 January	IG/ISG	Brussels	IG only: EPM roadmap YG/LTU data collection final results Benchmarking summary notes – COM presentation IG/ISG: JER revised proposal (main body)
17 February	IG	Virtual	Monitoring tools (tbc) State of play re. LMP statistics (tbc)
24 March	IG	Virtual	Benchmarking on ALMP/UB: early support indicators – follow up presentation Adoption of non JAF-based KECs Monitoring tools (tbc)
05 May	IG/ISG	Virtual	Discussion on the final report of the Joint EMCO-SPC WG on the SIP
26 May (tbc)	IG	Virtual	Adoption of the 2023 EPM
20 June	IG	Virtual	Discussion on the 2023 AEPR (if needed)
08 September	IG	Virtual	2023 AEPR agreement – finalization of Key Messages
17 October	IG	Virtual	“Monitoring report on progress towards the SDGs in an EU context”, Eurostat - review of the EU SDG indicator set
15 November	IG	Virtual	First discussion on the Work Programme 2024 YG/LTU data collection results (tbc)
12 December	IG/ISG	Brussels	IG only: Finalization of the 2024 Work Programme IG/ISG: JER presentation

The calendar above is provisional and subject to changes. At least three joint EMCO IG-SPC ISG meetings will be organised in 2023.

Extraordinary videoconference meetings can be planned according to the needs of the group and in line with the policy agenda.

The list of main topics for each meeting mostly presents the timeline for the presentation and adoption of the regular deliverables of the EMCO IG and is not exhaustive.