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NOTE

From: General Secretariat of the Council
To: Delegations
Subject: AOB for the meeting of the EPSCO Council of 10 March 2025:
Employment Committee work programme for 2025
- *Information from the EMCO chair*

Delegations will find attached the Work Programme of the Employment Committee and its subgroups for 2025, as adopted in accordance with the Committee's rules of procedure, with a view to the meeting of the EPSCO Council on 10 March 2025 (Any Other Business item).

EMCO Work Programme 2025

1. Introduction

The Employment Committee (EMCO) is a Treaty-based advisory committee to the Council of the EU. The Committee is established in accordance with Art. 150 of the Treaty of the Functioning of the EU (TFEU) and following a Council Decision.¹ It acts as an advisory body to the Employment and Social Affairs Ministers 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.

Every year, the Committee adopts a Work Programme to define its activities. Accordingly, *Section 2* provides the priorities identified for 2025 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. *Annex 1* indicates the tentative calendar for 2025. The Work Programme was discussed on 10 December 2024 and consolidated after the submission of written comments. Following its adoption by the Committee in January 2025, the Work Programme will be presented by the Chair to the Ministers of the EPSCO *filière* of the Council.

To deliver on its mandate and strategic priorities, the Committee is supported by:

- The **Policy Analysis Group (PAG)**, focusing on reviewing the implementation of EU policies at the national level and creating opportunities for regular exchanges with other stakeholders (*Annex 2*).²
- The **Indicators Group (IG)**, focusing on the quantitative description and analysis of relevant policy issues, in accordance with its own Work Programme (*Annex 3*).

¹ [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.

² The PAG was re-established via the adoption of new Terms of Reference in June 2023 and the subsequent appointment of new members.

2. Policy priorities

The Work Programme is prepared in line with the EU Strategic Agenda 2024-2029 adopted by the European Council³ and based on the Treaty-based commitments linked to the European Semester. In this context, the Committee will continue to focus on the implementation of the **European Pillar of Social Rights** proclaimed in 2017. Most notably:

- EMCO will continue to **monitor the progress towards the 2030 EU and national targets on employment and skills**, also based on the quantitative work of the IG.⁴
- In view of the forthcoming **new European Pillar of Social Rights Action Plan in 2025** and the **proposal for the Multiannual Financial Framework 2028-2034**, the Committee will **stand ready to provide input to the Commission, including by building on its previous strategic reflections**. In March 2024, the Council endorsed an *Opinion on the future EU policy priorities for the implementation of the European Pillar of Social Rights*.⁵ In May 2023, the Committee welcomed the opportunity to be consulted by the Commission services on the future of Cohesion Policy and the European Social Fund Plus (ESF+).

In 2025, the activities of the Committee will also take into account the **policy priorities of the Polish and Danish Presidencies of the Council of the EU**, the **political guidelines of the new 2024-2029 Commission**⁶ as well as the related **Commission's annual Work Programme** that will be adopted on 11 February.

³ At its meeting of 27 June 2024, the European Council agreed on the EU [Strategic Agenda 2024-2029](#).

⁴ 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 cooperation with the European Commission and the national target-setting process was subject of an [EMCO-SPC Opinion on the 2030 national target setting process](#) presented at the EPSCO Council meeting of 16 June 2022.

⁵ The [EMCO-SPC Opinion on the future EU policy priorities for the implementation of the European Pillar of Social Rights](#) was endorsed at the EPSCO Council meeting of 11 March 2024.

⁶ The [Political Guidelines for the 2024-2029 Commission](#) were presented on 18 July 2024.

3. Specific activities

3.1. Governance of the European Semester

The European Semester is the framework for integrated surveillance and coordination of economic and employment policies across the European Union. In light of Art. 148 TFEU, EMCO contributes to the governance of the Semester by preparing the position of the EPSCO Council throughout the year. On the basis of the **2025 European Semester Roadmap**⁷, EMCO will continue to fulfil this mandate by conducting the annual activities referred to in *Table 1* in cooperation with all relevant advisory committees of the Council.⁸

In the context of the Semester, the IG will continue to support EMCO by producing the 2025 editions of the Annual Employment Performance Report (AEPR) and the Employment Performance Monitor (EPM).⁹ Findings from the EPM will inform the examination of the proposals for the 2025 Country-Specific Recommendations (CSRs) following the publication of the Spring Package expected after mid-May. Before the end of the year, also with a view to inform the preparation of the 2026 Autumn Package, the Committee will then submit to the Council a set of Key Messages on the 2025 AEPR and EPM for endorsement.

⁷ The [2025 European Semester Roadmap](#) was presented by the Presidency in December 2024. The Roadmap is updated by the Presidency when necessary during the Semester cycle.

⁸ Including the Social Protection Committee (SPC), the Economic Policy Committee (EPC), and the Education Committee (EDUC).

⁹ See Section 3.4 for more information on the monitoring tools.

Table 1 – Annual activities related to the 2025 European Semester

	Activity	Deliverable
Q1 2025	Feedback to the 2025 Autumn Package	<u>March EPSCO:</u> <ul style="list-style-type: none"> - Reporting by the Chair to the Council - Adoption by the Council of Council Conclusions on the 2025 Joint Employment Report
Q1 2025	Examination of the Commission's proposal for a 2025 Recommendation on the economic policy of the Euro Area	<u>March EPSCO:</u> <ul style="list-style-type: none"> - Approval by the Council of the employment and social aspects of the 2025 Recommendation on the economic policy of the Euro Area
Q1 2025	Examination of the Commission's proposal for a 2025 Joint Employment Report	<u>March EPSCO:</u> <ul style="list-style-type: none"> - Adoption by the Council of the 2025 Joint Employment Report
Q1-Q2 2025	Multilateral surveillance of the implementation of the 2024 Country-Specific Recommendations	<u>June EPSCO:</u> <ul style="list-style-type: none"> - Reporting by the Chair to the Council - Endorsement by the Council of a Horizontal Opinion on the 2025 European Semester cycle
Q2 2025	Feedback to the 2025 Spring Package	<u>June EPSCO:</u> <ul style="list-style-type: none"> - Reporting by the Chair to the Council - Endorsement by the Council of a Horizontal Opinion on the 2024 European Semester cycle
Q2 2025	Examination of the Commission's proposals for 2025 Country-Specific Recommendations	<u>June EPSCO:</u> <ul style="list-style-type: none"> - Approval by the Council of the 2025 Country-Specific Recommendations
Q3 2025	Adoption of the 2025 Annual Employment Performance Report and the Employment Performance Monitor	<u>October EPSCO:</u> <ul style="list-style-type: none"> - Reporting by the Chair to the Ministers - Endorsement by the Council of Key Messages on the 2025 Annual Employment Performance Report and Employment Performance Monitor
Q3-Q4 2025	Examination of the Commission's proposal to revise or carry over Employment Guidelines	<u>October EPSCO:</u> <ul style="list-style-type: none"> - Adoption by the Council of the 2025 Employment Guidelines
Q4 2025	Examination of the Commission's proposal for a 2026 Recommendation on the economic policy of the Euro Area	<u>2026:</u> <ul style="list-style-type: none"> - Approval by the Council of the employment and social aspects of the 2026 Recommendation on the economic policy of the Euro Area

In addition to the annual activities listed in *Table 1*, the Committee will also support the Council in preparing deliberations related to the governance of the European Semester and the coordination of employment policies, according to recent developments:

- Following the first-ever implementation of the **Social Convergence Framework**, which was introduced on a pilot basis by the Commission in the 2024 European Semester cycle¹⁰, and later assessed by EMCO and SPC¹¹, the Committee will contribute to its implementation also in 2025.
- After the conclusion of the EU Economic Governance Review in 2024 and the entering into force of EU Regulation 2024/1263¹², the Committee will discuss the relevant aspects of the **Medium-Term Fiscal-Structural Plans**, contribute to the preparation of Council Recommendations endorsing their content, and stand ready to discuss the related **Annual Progress Reports**.

¹⁰ In cooperation with SPC, between 2022 and 2023 the Committee formulated an [Opinion](#) and [Key Messages](#) on the possible introduction of a Social Convergence Framework in the European Semester. The Key Messages summarised the [technical work conducted by an EMCO-SPC working group](#) active between September 2022 and May 2023. In the 2024 European Semester cycle, the Social Convergence Framework was carried out on the basis of such technical work.

¹¹ The [assessment of the Social Convergence Framework as implemented on a pilot basis in the 2024 European Semester cycle](#) was presented at the EPSCO Council meeting of 2 December 2024.

¹² [Regulation \(EU\) 2024/1263](#) of the European Parliament and of the Council of 29 April 2024 on the effective coordination of economic policies and on multilateral budgetary surveillance and repealing Council Regulation (EC) No 1466/97. Art. 28(2) includes EMCO among the relevant Committees to be consulted where appropriate.

- Following the endorsement of the *Opinion on the value added of social investment and the role of the EPSCO Council filière in the European Semester*¹³ and of the *Voluntary guiding principles for EU Member States*¹⁴, the Committee will continue the work on improving the **evaluation of the economic effects of reforms and investments in the labour market, skills and social policy domains**, in line with the *Council Conclusions on the role of labour market, skills and social policies for resilient economies*.¹⁵ It will support Member States on evaluation methods in this area, promote the exchange of good practices among them and with other international organisations and with external experts, including by establishing synergies with existing forums for discussion.

¹³ The [Opinion on the value added of social investment and the role of the EPSCO Council filière in the European Semester](#) was endorsed at the EPSCO Council meeting of 28 November 2023.

¹⁴ The [Voluntary guiding principles for EU Member States for evaluating economic effects of reforms and investments in the labour market, skills and social policy domains](#) were endorsed at the EPSCO Council meeting of 20 June 2024.

¹⁵ The [Council Conclusions on the role of labour market, skills and social policies for resilient economies](#) were approved at the EPSCO Council meeting of 20 June 2024. The conclusions invite (i.) the Commission to consult EMCO and SPC on the design and mandate of a possible “knowledge hub” on the methods and techniques to measure the economic effects of labour market, skills and social policies; and (ii.) EMCO and SPC to continue the work on evaluating and monitoring the economic effects of labour market, skills and social policies, including by building on the above-mentioned voluntary guiding principles.

3.2. Multilateral surveillance

To examine the implementation of employment policies as mandated by Art. 148 and 150 TFEU, the Committee engages in annual multilateral surveillance (MLS) activities consisting of peer reviews. Following a series of reflections held between 2022 and 2023, the following arrangements apply:

- **EMCO** should assess the implementation of past **Country-Specific Recommendations (CSRs)** issued by the Council within the European Semester and related challenges (on an annual basis), as well as the implementation of the ***Council Recommendation on strengthening social dialogue in the EU*** (every two years, starting in 2026¹⁶). In line with the current practice, the Committee will engage in joint reviews organised with SPC, EDUC and EU and national social partners on recommendations of common interest. The horizontal and country-specific conclusions of these reviews will be included in the annual **Horizontal Opinion on the European Semester** to be submitted to the Council for endorsement in June.
- **PAG** should monitor progress on the implementation of **any other Council Recommendations addressed to all Member States** relevant for the mandate of the Committee, with each monitored every two years.¹⁷ According to this alternation, **in 2025, PAG will review the implementation of the Council Recommendations on the ensuring a fair transition towards climate neutrality (FT) and on the reinforced Youth Guarantee (YG)**. For any review, PAG is entrusted with preparing **Key Messages** to be submitted by EMCO to the Council for endorsement.

¹⁶ While the 2024 EMCO Work Programme stated that the Social Dialogue Review would have been organised as of 2025, Art. 11 of the [Council Recommendation on strengthening social dialogue in the EU](#) invites Member States to submit to the Commission by 7 December 2025 a list of measures, drawn up in consultation with social partners, which are taken or have already been taken in each Member State to implement the Recommendation. Accordingly, this reporting could also serve the purpose of supporting the organisation of the Social Dialogue Review, provided it is scheduled for 2026 instead of 2025.

¹⁷ The full list of Council Recommendations monitored by PAG is visible in *Annex 2*.

3.3 Thematic work

EMCO and PAG will continue to schedule thematic discussions according to relevant socioeconomic developments, the priorities of the Polish (January – June) and Danish Presidencies (July – December), as well to provide orientations to forthcoming Commission initiatives. To prepare thematic discussions, the Secretariat will liaise with relevant Commission services, international organisations and other stakeholders which can be invited to present relevant analytical contributions, case studies and reports, including the annual editions of the *Employment and Social Developments in Europe (ESDE)* and the *Labour Market and Wage Developments in Europe (LMWD)* reports. Moreover, in 2025:

- **EMCO**, based on the 2024-2029 political priorities of the Commission and ahead of the new European Pillar of Social Rights Action Plan announced for 2025, will stand ready to be consulted on forthcoming initiatives such as the *Quality Jobs Roadmap*, the *Union of Skills*, the *right to disconnect*, and the first-ever *EU Anti-Poverty Strategy*. EMCO will also take stock of the situation of persons with disabilities in the labour market in line with the related calls by the Council and the Commission to set up employment targets for persons with disabilities.¹⁸

¹⁸ Namely in the [Council Conclusions on the inclusion of persons with disabilities in the labour market](#), approved at the EPSCO Council meeting of 8 December 2022, and in the [Strategy for the Rights of Persons with Disabilities 2021-2030](#), published by the Commission on 3 March 2021.

- **PAG** will address the invitations of the Commission and of the Council to carry out a tripartite thematic discussion with EU and national social partners to monitor labour and skills shortages¹⁹ as well as the *2024 Action Plan on labour and skills shortages in the EU*²⁰. PAG will also provide input to the forthcoming 2025 joint report of the Commission and SPC on the implementation of the *Council Recommendation on adequate minimum income ensuring active inclusion*.²¹

Given the role that the Recovery and Resilience Facility (RRF) will continue to play in the implementation of employment policies until 2026²², where relevant, 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 on the basis of Commission's thematic analyses and implementation reports.²³ On the other hand, country-specific progress on the implementation of the Recovery and Resilience Plans will be taken into account in relation to the challenges discussed in the multilateral surveillance activities described in Section 3.2.

¹⁹ The [Council Conclusions on labour and skills shortages in the EU](#), adopted by the Council (EPSCO), on 2 December 2024, invite EMCO to continue monitoring labour and skills shortages and related challenges in the EU, including by carrying out thematic discussions, with the involvement of social partners, in order to promote the sharing of knowledge and good practices among Member States.

²⁰ The [Action Plan on labour and skills shortages in the EU](#) was published by the Commission on 20 March 2024. Within the Action Plan, the Commission invited EMCO to organise tripartite exchanges with European and national social partners on this issue.

²¹ The [Council Recommendation on adequate minimum income ensuring active inclusion](#) was adopted on 30 January 2023. Art. 16(c) of the Recommendation invites EMCO to contribute to reviewing progress on its implementation in relation to access to inclusive labour markets. In accordance with the same article, in 2025, the Commission and SPC will prepare a joint report on the progress made.

²² Based on the [RRF methodology for reporting social expenditures](#), as of 2024, Member States have dedicated around 25% 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.

²³ As done 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 with the EU candidate countries and potential candidate countries. In cooperation with the advisory committees of the ECOFIN Council *filière* and with the support of the Commission, EMCO will discuss in a multilateral setting the relevant policy developments and structural challenges in these countries with a view to contributing to the preparation of joint conclusions at the Ministerial level.²⁴ As in 2024, the process will continue to be refined to reflect the latest developments and the progress made by Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia, Georgia, the Republic of Moldova, Ukraine and Türkiye on their respective paths towards EU accession.²⁵

²⁴ EMCO has been contributing to this process since 2016. The exercise leads to annual [Joint Conclusions](#) with targeted policy guidance adopted by the Council (ECOFIN).

²⁵ On 17 December 2024, the Council (General Affairs) approved its latest [conclusions on enlargement](#).

3.4. Monitoring tools

The activities of EMCO will continue to be supported by the IG via the quantitative description and analysis of relevant policy issues, in line with its own Work Programme (in Annex 3), including regarding the possible transition from the OECD TaxBen model to the EUROMOD Hypothetical Household Tool (HHoT). The IG will rely on the existing monitoring and reporting 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, the IG will continue monitoring the progress towards the 2030 EU headline and national targets on employment and adult learning based on agreed methodologies.²⁶ The IG will also continue to reflect on an overall adjustment of its monitoring tools.²⁷ Moreover, the IG will continue to support the adaptation of monitoring frameworks and the exploration of relevant indicators that could support the PAG reviews from a quantitative perspective. Furthermore, between October and November 2023, EMCO agreed to mandate the IG to reflect on how to improve data collection on social dialogue, with work currently ongoing to report back to EMCO in view of the preparation of a future Opinion for Council.²⁸

²⁶ In October 2022, the IG agreed on a methodology to monitor the EU headline and national targets on employment. Moreover, in June 2024, the IG reached a provisional agreement on the methodology for the monitoring of the progress towards the 2030 headline and national targets in the area of adult learning. More information is provided in the IG Work Programme.

²⁷ On 15 November 2022, the IG launched a reflection on the monitoring tools at the disposal of the Committee. The exercise follows the conclusions of the [EMCO-SPC assessment on the Europe 2020 Strategy](#) prepared in 2019. More information on the state of play is provided in the IG Work Programme.

²⁸ The Council invited EMCO to deliver such Opinion in the context of the *Recommendation on strengthening social dialogue in the European Union*.

4. Working methods and cooperation with stakeholders

In fulfilling its Treaty-based mandate and implementing the Work Programme, the Secretariat will schedule a balanced mix of physical²⁹ and virtual meetings across EMCO, PAG and IG, and will continue to cooperate with other advisory committees of the Council. 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 Committee will be represented by the Chair at the meetings of the EPSCO Council, the informal meetings of the Ministers of Employment and Social Affairs organised by the Presidency of the Council of the EU, the Macroeconomic Dialogue at Technical Level (MED-TECH), as well as within the governing board of the European Network of Public Employment Services (PES Network).

The Committee will also collaborate closely with other relevant stakeholders, such as the EEA/EFTA States (Iceland, Liechtenstein and Norway) and the social partners. As of 2024, the EEA/EFTA States are invited to attend relevant thematic discussions organised in PAG.³⁰ Regarding the social partners, in November 2023, the Committee agreed to invite the EU Social Partners to attend relevant thematic discussions organised in EMCO and to organise annual tripartite discussions with national social partners in PAG to reinforce the institutional dialogue among the Member States, the Commission and the social partners at all levels.³¹

²⁹ 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. For each physical meeting, delegates from national public administrations (maximum two per Member State) receive a reimbursement of travel expenses.

³⁰ In line with the PAG Terms of Reference, according to which the group “*should seek to establish a pool of observers at technical level*”.

³¹ In response to the Commission’s invitation made in the [Communication on strengthening social dialogue in the European Union—harnessing its full potential for managing transitions](#) published on 25 January 2023.

The EMCO, PAG and IG members can freely access the following via the CIRCABC platform³²:

- **Council Decision (EU) 2015/772 of 11 May 2015** establishing the **Employment Committee** and repealing Decision 2000/98/EC;
- **Rules of Procedure**, as amended on 22 September 2017;
- **Privacy statement**, as circulated on 11 September 2023;
- **Membership lists for EMCO, PAG and IG**, which are updated indicatively every 3 months;
 - **Official documents** circulated ahead of and after each meeting.

³² The EMCO members are invited to regularly consult documents on the [EMCO Library on CIRCABC](#).

Annex 1 – Calendar of EMCO and PAG meetings scheduled in 2025

The calendar 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 PAG and it is not exhaustive. An updated calendar for the second half of 2025 will be provided by the Secretariat before the summer.

Date	Committee	Venue	Main topics
23-24 January	EMCO-SPC	Brussels	<ul style="list-style-type: none"> ▪ EMCO-SPC: ▪ European Semester: <ul style="list-style-type: none"> - 2025 Autumn Package - 2025 Euro Area Recommendation - Medium-Term Fiscal-Structural Plans - 2025 Multilateral Surveillance activities ▪ Dimensions of job quality ▪ EMCO: ▪ 2025 Work Programme
24-25 February	EMCO-SPC	▪ Brussels	<ul style="list-style-type: none"> ▪ EMCO-SPC: ▪ European Semester: <ul style="list-style-type: none"> - 2025 Joint Employment Report - Council Conclusions on the 2025 Joint Employment Report ▪ Employment targets for persons with disabilities ▪ EMCO: ▪ Dimensions of job quality (TBD)
10 March – EPSCO Council meeting			
11-12 March	PAG	Brussels	<ul style="list-style-type: none"> ▪ Tripartite meeting with EU and national social partners: ▪ Implementation of the Action Plan on labour and skills shortages
18 March	EMCO-EDUC	Brussels	<ul style="list-style-type: none"> ▪ Union of Skills
19 March	EMCO	Brussels	<ul style="list-style-type: none"> ▪ Multilateral surveillance: <ul style="list-style-type: none"> - CSR review on education and skills

2-3 April	EMCO	Brussels	<ul style="list-style-type: none"> ▪ Multilateral surveillance: <ul style="list-style-type: none"> - CSR review on active labour market policies, labour taxation and labour market segmentation
14-15 April – Informal meeting of the EPSCO Ministers			
28 April	EMCO	Webex	<ul style="list-style-type: none"> ▪ Economic and Financial Dialogue with EU candidate and potential candidate countries
13-14 May	EMCO-SPC	Brussels	<ul style="list-style-type: none"> ▪ Multilateral surveillance: <ul style="list-style-type: none"> - Social Convergence Reviews
22-23 May	▪ EMCO	▪ War saw	<ul style="list-style-type: none"> ▪ TBD <ul style="list-style-type: none"> ▪
End-May (TBD)	EMCO-SPC	Brussels or Webex (TBD)	<ul style="list-style-type: none"> ▪ European Semester: <ul style="list-style-type: none"> - 2025 Spring Package
2-4 June (TBD)	EMCO-SPC-EPC	Brussels	<ul style="list-style-type: none"> ▪ EMCO-SPC-EPC: ▪ European Semester: <ul style="list-style-type: none"> - 2025 Country-Specific Recommendations ▪ EMCO-SPC: <ul style="list-style-type: none"> - Horizontal Opinion on the 2025 European Semester
10-11 June or 17-18 June (TBD)	PAG	Brussels	<ul style="list-style-type: none"> ▪ Multilateral surveillance: <ul style="list-style-type: none"> - Fair Transition Review (<i>Council Recommendation on ensuring a fair transition towards climate neutrality</i>) <ul style="list-style-type: none"> ▪ ▪ Draft report on the Council Recommendation on minimum income
12 June – EPSCO Council meeting			

Main items for the second half of 2025

EMCO:

- Key Messages on the 2025 Annual Employment Performance Report and the Employment Performance Monitor
- EU Anti-Poverty Strategy
- European Semester:
 - 2025 Employment Guidelines
 - 2026 Autumn Package
 - 2026 Recommendation on the economic policy of the Euro Area
- 2026 Work Programme
- Mid-term review of the Social Economy Action Plan

PAG:

- Multilateral Surveillance:
 - Youth Guarantee Review (*Council Recommendation on A Bridge to Jobs – Reinforcing the Youth Guarantee*)

**Annex 2 – Calendar of reviews on the implementation of Council Recommendations
addressed to all Member States**

Adoption by the Council	Council Recommendation	Reviews conducted since adoption	Next planned reviews
EMCO			
12 June 2023	Strengthening social dialogue in the European Union (Social Dialogue) ³³	/	2026
PAG			
15 February 2016	Integration of long-term unemployed in the labour market (LTU) ³⁴	2016, 2018, 2020, 2022, 2024	2026, 2028
16 June 2022	Individual learning accounts (ILA) ³⁵	2024	2026, 2028
16 June 2022	Ensuring a fair transition towards climate neutrality (FT) ³⁶	2023	2025, 2027
22 April 2013 and 30 October 2020	Youth Guarantee (YG) ³⁷	2013, 2015, 2017, 2019, 2021, 2023	2025, 2027

³³ [Council Recommendation of 12 June 2023](#) on strengthening social dialogue in the European Union.

³⁴ [Council Recommendation of 15 February 2016](#) on the integration of the long-term unemployed into the labour market.

³⁵ [Council Recommendation of 16 June 2022](#) on individual learning accounts.

³⁶ [Council Recommendation of 16 June 2022](#) on ensuring a fair transition towards climate neutrality.

³⁷ [Council Recommendation of 30 October 2020](#) on A Bridge to Jobs – Reinforcing the Youth Guarantee and replacing the [Council Recommendation of 22 April 2013](#) on establishing a Youth Guarantee.

Annex 3 – IG Work Programme

EMCO INDICATORS GROUP WORK PROGRAMME 2025

A) EMCO Indicators Group Core Business

In 2025, the EMCO Indicators Group (EMCO IG) will continue to support EMCO in the quantitative description and analysis of relevant policy issues.

In light of the political guidelines for the next European Commission (2024-2029) that outline a number of priorities to be translated in specific actions and objectives, the EMCO IG stands ready to support EMCO in any relevant activity the Committee will undertake in 2025 in the framework of the announced new European Pillar of Social Rights Action Plan or any other new initiative. The impact of possible new activities that EMCO decides to undertake in the course of 2025 will be assessed and the EMCO IG work programme will be adjusted as necessary.

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, jointly with the Social Protection Committee Indicators Subgroup (SPC ISG).
- The EMCO IG will continue reflecting on the EMCO monitoring and reporting tools. It will continue the review of the Joint Assessment Framework (JAF) policy areas aimed at a better alignment with the current Employment Guidelines, the update of the JAF indicators as well as the improvement and extension of the JAF outputs.
- In this context, the EMCO IG will hold further discussions on identifying reliable and appropriate indicators for ‘green jobs’, drawing on ongoing work by the Commission, on adequate wages, skill mismatch, as well as on labour market inclusion of persons with disabilities. A discussion on the disability employment gap indicator could be held, especially when the full set of EU LFS related data are publicly available.

- The EMCO IG will continue cooperating with the SPC ISG in areas of joint competence, concerning the reflection on the monitoring and reporting tools, including the JAF, its methodology and its analytical outputs, including the interactive JAF data exploration tool, as well as in relation to the Social Scoreboard. In this context, the two groups may discuss the structure of the JAF policy areas, especially with regard to the appropriate placement of the green and digital transition indicators in the JAF.
- As the Group has reached a provisional agreement on the methodology for the monitoring of the progress towards the 2030 headline and national targets in the area of adult learning, a number of adjustments will need to be reflected in the EPM. This is an opportunity to update the tool to better reflect the work of the EMCO IG. In parallel, it will turn its attention to updating and simplifying the Annual Employment Performance Report (AEPR), also based on the identification of synergies and overlaps with other monitoring tools and instruments, such as the Social Scoreboard.
- Pending possible deliberations based on these reflections:
 - The EMCO IG will produce the 2025 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.
 - It will produce the 2025 EMCO AEPR as well as the related Key Messages, which will represent EMCO's contribution to the preparation of the 2026 Annual Sustainable Growth Survey.
- The EMCO IG will discuss the next EU-LFS wave of adult learning data (expected to be available in April 2025) and the differences between the two surveys (EU-LFS and AES), preparing for a decision on a possible transition to LFS data for measuring progress on adult participation in learning.

- The EMCO IG will regularly review policy fields identified as lacking appropriate indicators, such as undeclared work and bogus self-employment, the social economy, new forms of work, among others, notably in case of relevant statistical developments, with a view to improve their monitoring at EU level.
- The EMCO IG, in cooperation with the SPC ISG, will take stock of the EU Member State progress on setting up disability employment targets and have relevant discussions, including on the data. The IG may also follow up on the Council Conclusions on fostering social inclusion of persons with disabilities through employment, reasonable accommodation and rehabilitation, approved by the EPSCO Council in December 2024.

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 review the pertinent Indicator Frameworks.

Building on the expert seminar on data and statistics on social dialogue, including collective bargaining, held in March 2024, the EMCO IG will continue its work on social dialogue statistics and cooperate with the Commission and the social partners, as necessary, to prepare an opinion to the Council on the possibility to improve the scope and relevance of data collection at Union and national level on social dialogue, including on collective bargaining, appropriate for monitoring the implementation of the Council Recommendation of 12 June 2023 on strengthening social dialogue in the European Union (C/2023/1389).

If needed, the EMCO IG will continue discussing and working on the monitoring aspects of 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 needed, 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 will continue following up and supporting the work carried out by the Commission on employment indicators for monitoring the UN Sustainable Developments Goals and contribute as necessary to the further development of the indicators in this area.

Social investment

Following the Jumbo EPSCO-ECOFIN Council, organised under the Belgian Presidency on 12 March 2024, to discuss the interplay between social investment, economic growth, and fiscal sustainability and the approval by the EPSCO Council in June 2024 of the Council Conclusions prepared by EMCO and SPC on the role of labour market, skills and social policies for resilient economies, the EMCO IG stands ready to carry out any work to be mandated by EMCO as a follow-up to the Council Conclusions, including to support the evaluation of the economic effects of reforms and investments in these domains.

Other methodological and analytical issues

The EMCO IG will continue to exchange views with the SPC ISG on the considered replacement of the OECD TAX BEN by the in-house Euromod Hypothetical Household models. Through the support of the JRC and the Commission, the EMCO IG will provide feedback on developments of the Euromod HHoT and its applications.

The EMCO IG will continue - when necessary - its work on monitoring multidimensional policy concepts.

Moreover, the EMCO IG will look at the results of evaluation studies, especially on the impact of ESF financed measures in the context of employment policies and the effectiveness of labour market policies.

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, especially when agreements have to be reached before the next scheduled meeting or when documents are circulated too close to the meeting date. However, written procedures should not replace discussions in the group on a regular basis.

On the organisation of the meetings, a mix of physical and virtual meetings has been established. In-person meetings will in particular be preferred for full day meetings or when they are joint with the SPC ISG. When the number of agenda items does not justify full-day meetings written procedures and/or videoconferences will be preferred. The meetings' agendas will be circulated in advance of the meetings. For any physical meeting, delegates are invited to book their travel arrangements only upon receipt of the draft agenda via email.

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 cooperate closely with all other relevant groups or 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 cooperate, as necessary, with the Eurostat Working Group on Labour Market Statistics (LAMAS), the LIME Working Group of the Economic Policy Committee, the Standing Group on Indicators and Benchmarks (SGIB), the Labour Market Policy statistics groups (expert group and task force) 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.

The EMCO IG will continue to promote cooperation with other institutions and bodies carrying out 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.

D) Provisional meetings for 2025

The calendar below is provisional and subject to changes. The list of agenda items for each possible meeting mostly presents the timeline for the presentation and/or adoption of the regular deliverables of the EMCO IG and is not exhaustive. The list of items to be discussed at the meetings will be further developed and finalised closer to the meetings.

Date	Format	Venue	Provisional agenda items
11-12 February	IG-only and IG/ISG	Brussels	<i>IG only session:</i> <ul style="list-style-type: none"> ▪ EPM roadmap ▪ LTU data collection final results <i>IG/ISG session:</i> <ul style="list-style-type: none"> ▪ 2025 JER revised proposal – finalisation of the technical aspects ▪ Proposal for the introduction of one/two new policy areas in JAF on the fair green and digital transitions ▪ National targets for increasing the employment rate of persons with disabilities: Presentation by the Commission of the synthesis note
27 March	IG	Virtual	2025 EPM: Adoption of non JAF-based KECs
30 April	IG	Virtual	TBC
28 May	IG	Virtual	EPM 2025 finalisation
25 June	IG	Virtual	TBC
16-17 September	IG	Virtual	<ul style="list-style-type: none"> ▪ 2024 AEPR agreement – finalisation of related Key Messages ▪ Presentation of Annual ESDE Review
16 October	IG	Virtual	<ul style="list-style-type: none"> ▪ EU SDG indicator set review in view of the “Monitoring report on progress towards the SDGs in an EU context” ▪ Presentation of ongoing work in developing green jobs indicators ▪ Follow-up to the IG earlier work on wage adequacy and skills mismatch indicators

19 November	IG	Virtual	TBC
11-12 December	IG/ISG	Brussels	<i>IG only session:</i> <ul style="list-style-type: none"> ▪ Finalisation of the 2026 IG Work Programme (following a first discussion via written procedure) ▪ YG/LTU data collection first results <i>IG/ISG session:</i> <ul style="list-style-type: none"> ▪ Proposal for a 2026 JER: Presentation by the Commission ▪ EUROMOD Hypothetical Household Tool (HHOT) - TBC

At least two joint EMCO IG-SPC ISG meetings are now scheduled to be organised in 2025.

Extraordinary virtual or in-person meetings (IG-only and/or IG-ISG joint sessions) can be planned according to the needs of the group and in line with the policy agenda.
