



The European Employment Strategy and its tools

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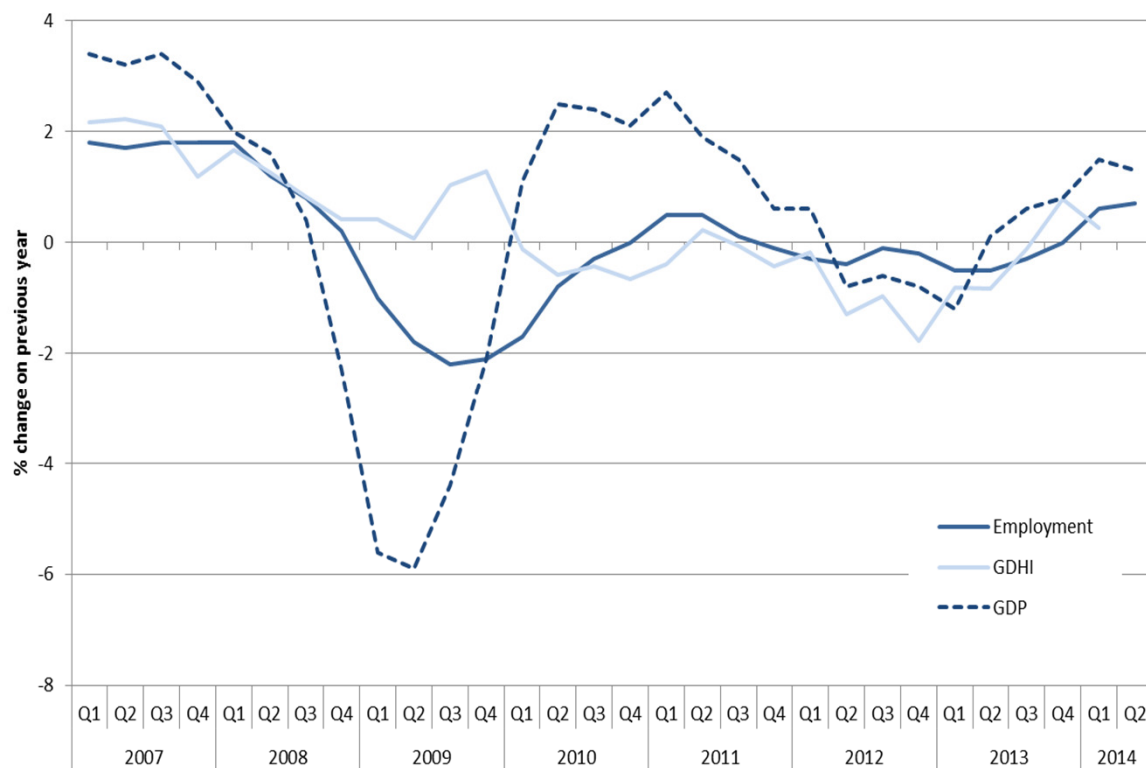
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The employment situation in 2014

Mixed signals on economic and job recovery

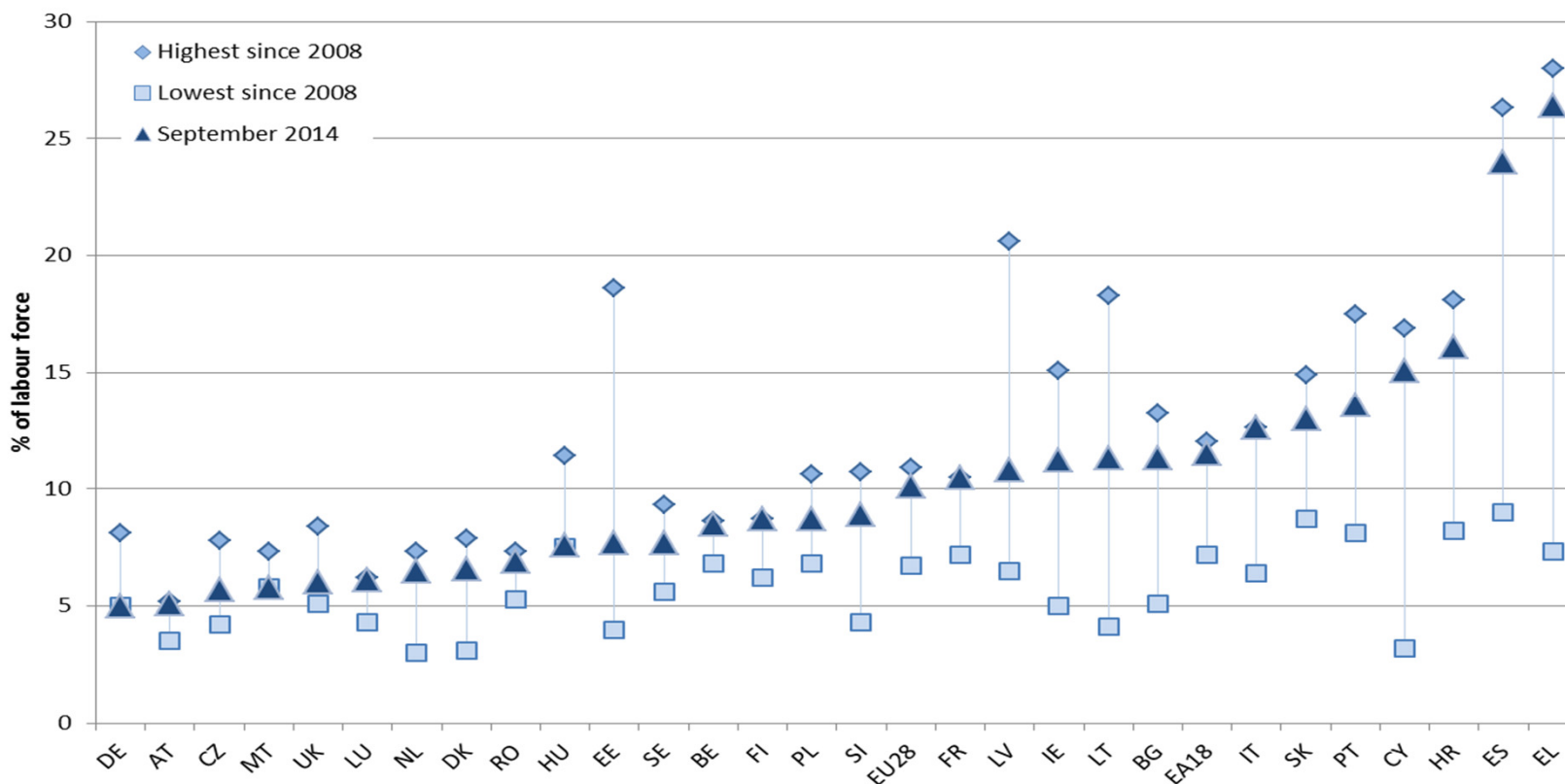
Real GDP, real GDHI and employment growth, EA17, 2007-2014



- **Slow economic growth**
 - **Lagged but encouraging employment reaction**
 - **Household income (GDHI) signal of persisting social unbalances**
- pre-crisis levels still far to attain**

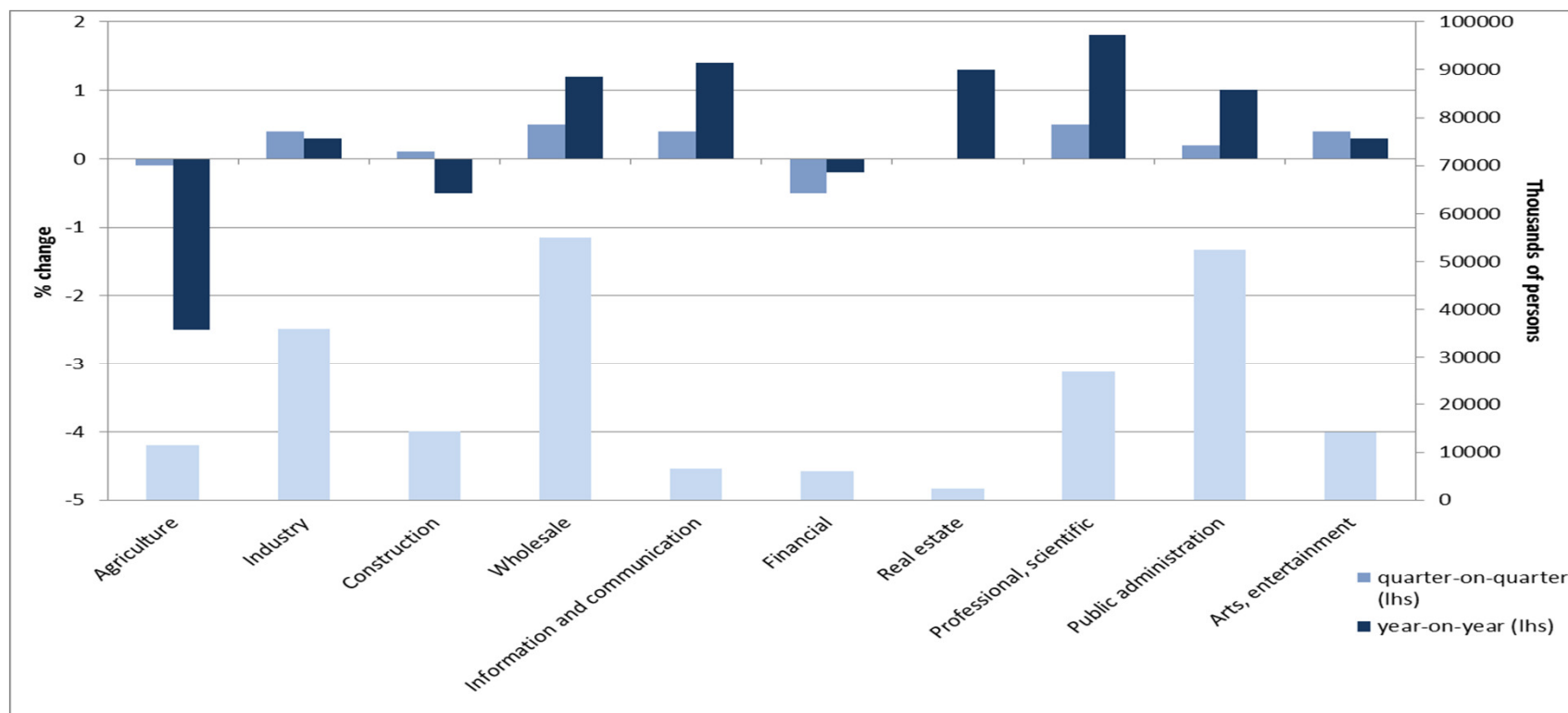
Unemployment divergence

Unemployment rate in the EU Member States, September 2014 and highest/lowest rates since 2008



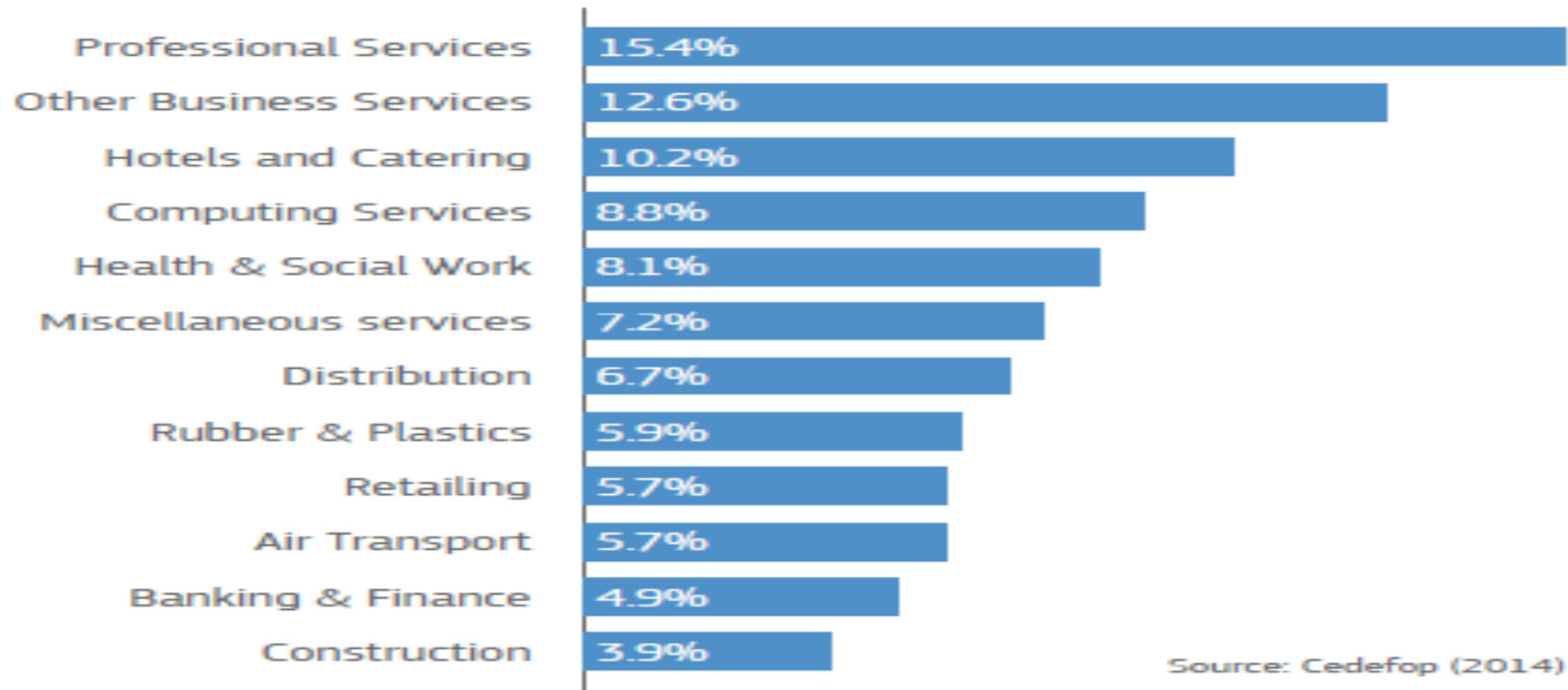
Services are driving employment

Employment change in 2014Q2 in the EU and number of people employed by NACE sector



...and will likely continue to do so

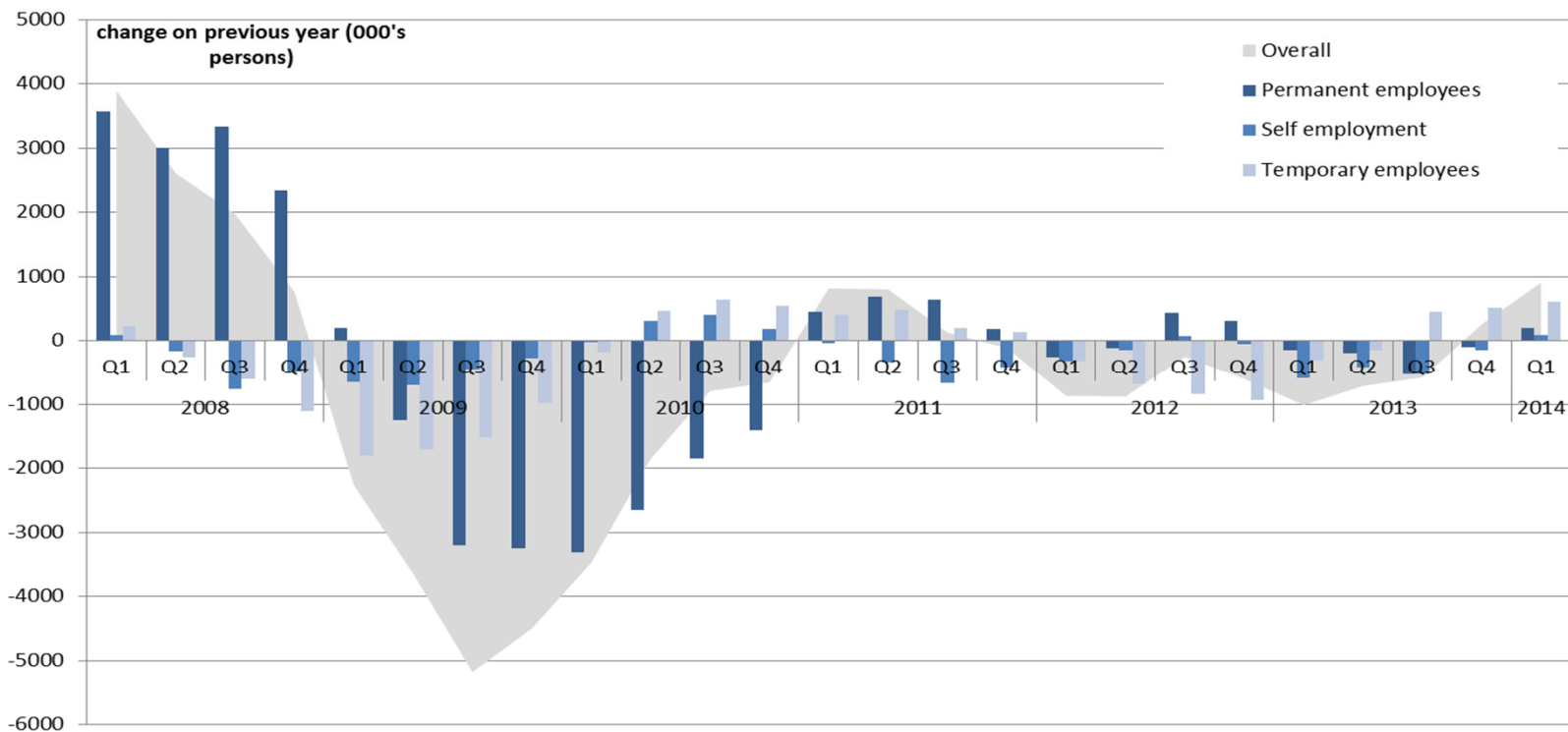
▼ Figure 1 – EU-28 Percentage increase in employment between 2013 and 2025 for high-growth sectors³



Source: EU skills Panorama

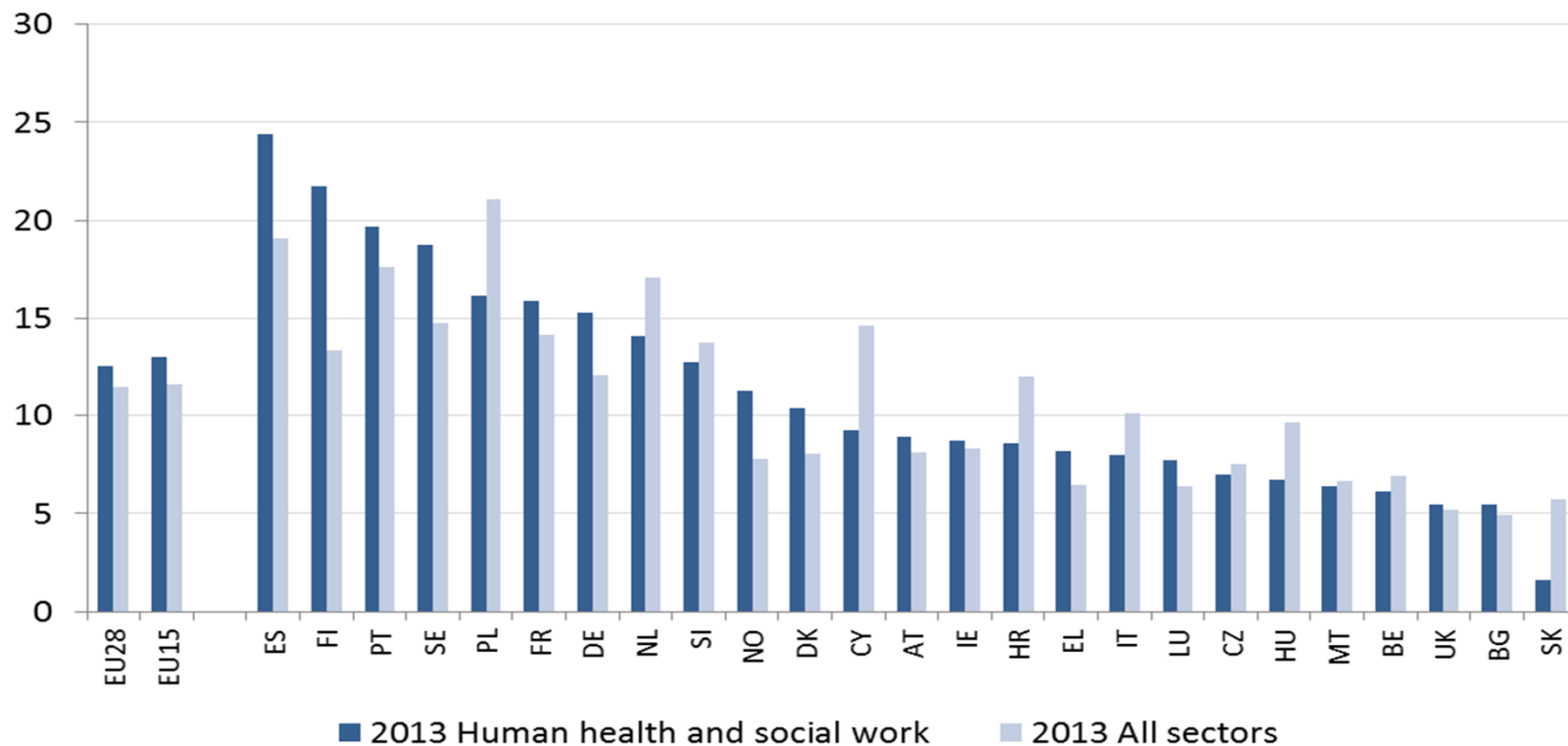
A relevant role for temporary work

Employees in permanent and temporary contracts, self-employment and total employment, year-on-year change, EU28



...also in health and social services

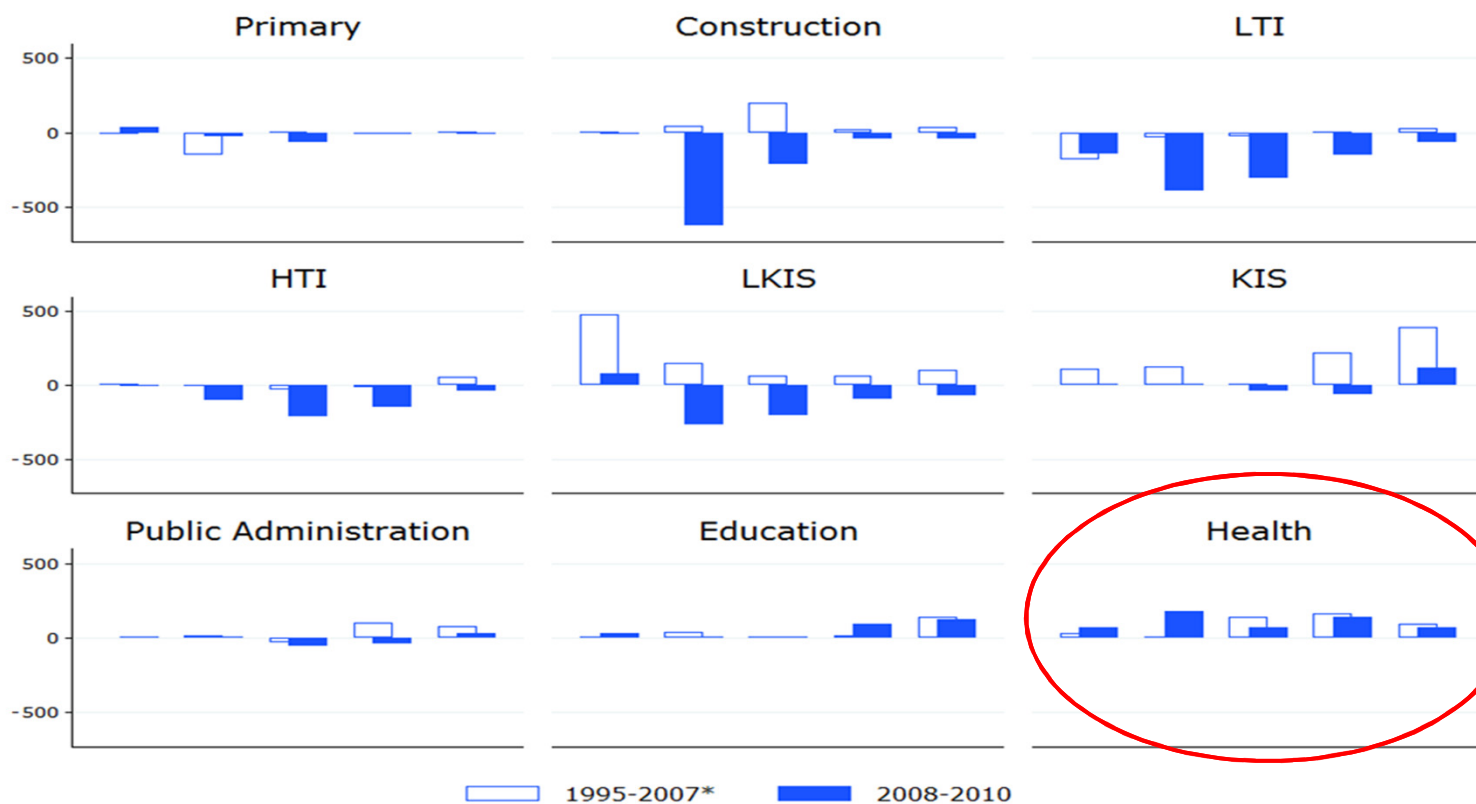
% share of employees with temporary contracts in all sectors and in human health and social work activities, 2013



Source: DG Empl calculation on LFS data

Labour market Polarisation

Employment shifts by job-wage quintile (,000s pa, EU-23)



LTI=low tech industry

HTI=high tech industry

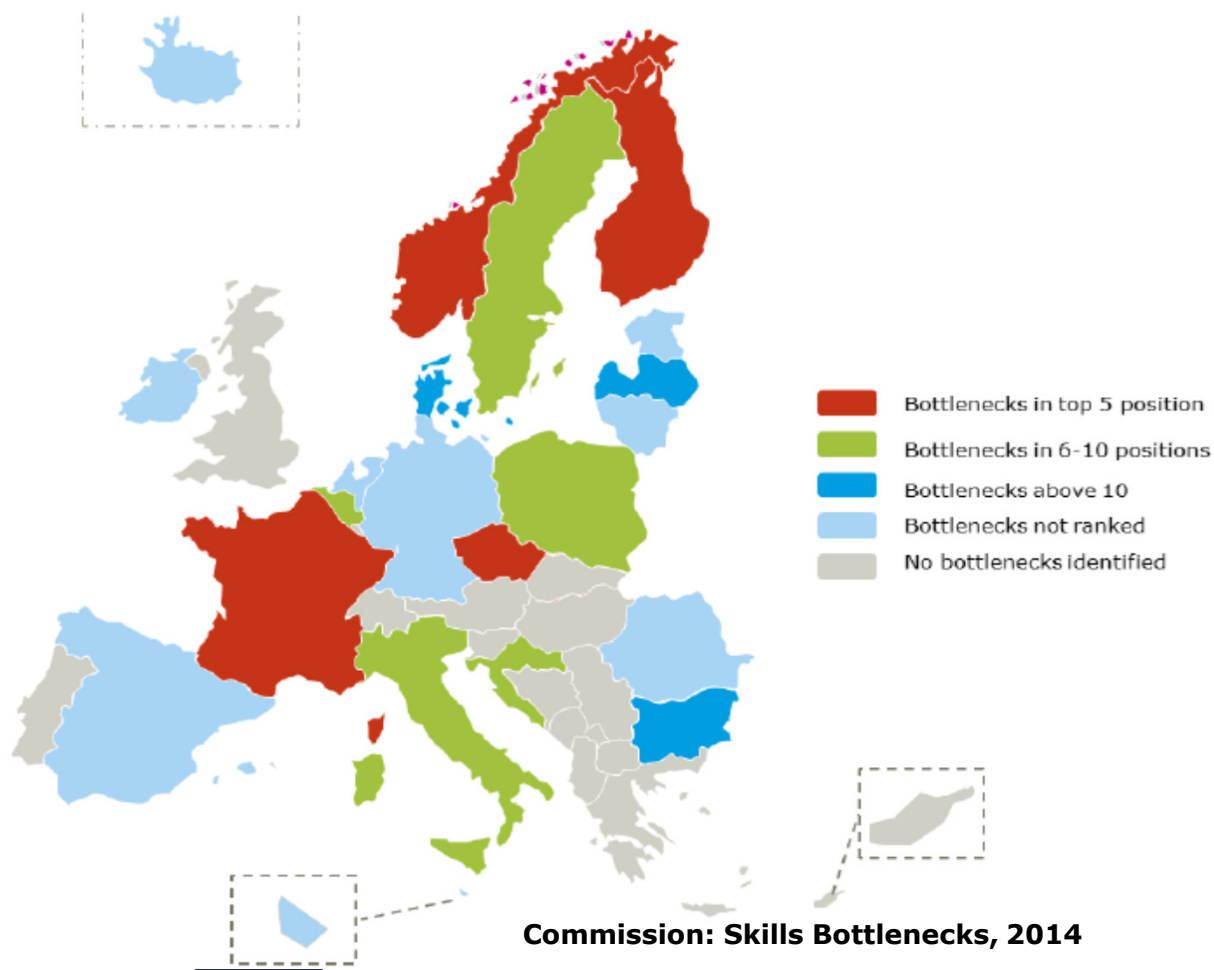
LKIS=low knowledge intensive services

KIS=knowledge intensive services

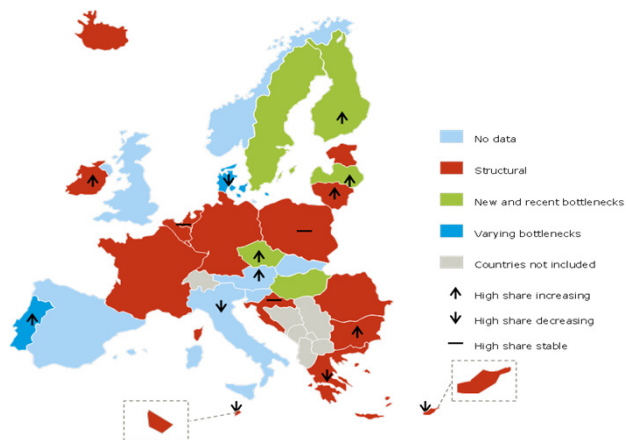
Source: Eurofound

...and relevance of skills mismatches

Bottlenecks in health professional's occupations, 2013



Structural (persistent) recruitment bottlenecks, whole economy 2012





The European Employment Strategy and the European Semester



European Employment Strategy (EES)

Treaty-based objectives:

*MS and the Union shall [...] develop a **coordinated strategy** for employment:*

- To promote a skilled, trained and adaptable workforce...*
 - ...and labour markets responsive to economic change*
 - To achieve full employment, social progress, a high level of protection*
- (art. 3, TUE)*





The European Semester

- Annual cycle of economic coordination at EU level
- Includes all relevant structural reform domains:
 - Fiscal policy
 - Employment policy (EES)
 - Social policy, including health care
 - Product and service market regulation
 - Public administration
- **Country-specific monitoring:** analysis of data and policy developments
- **Country-specific recommendations:** political commitments to reforms proposed by Commission and endorsed by Council





- Full **respect of national competences** on employment policy;
- **Member States** define and implement their national policies...
- ...and **coordinate with each other** within the Council at European level
- The **Commission** encourages cooperation of MS, supports their common action, and intervenes to complement their action if necessary

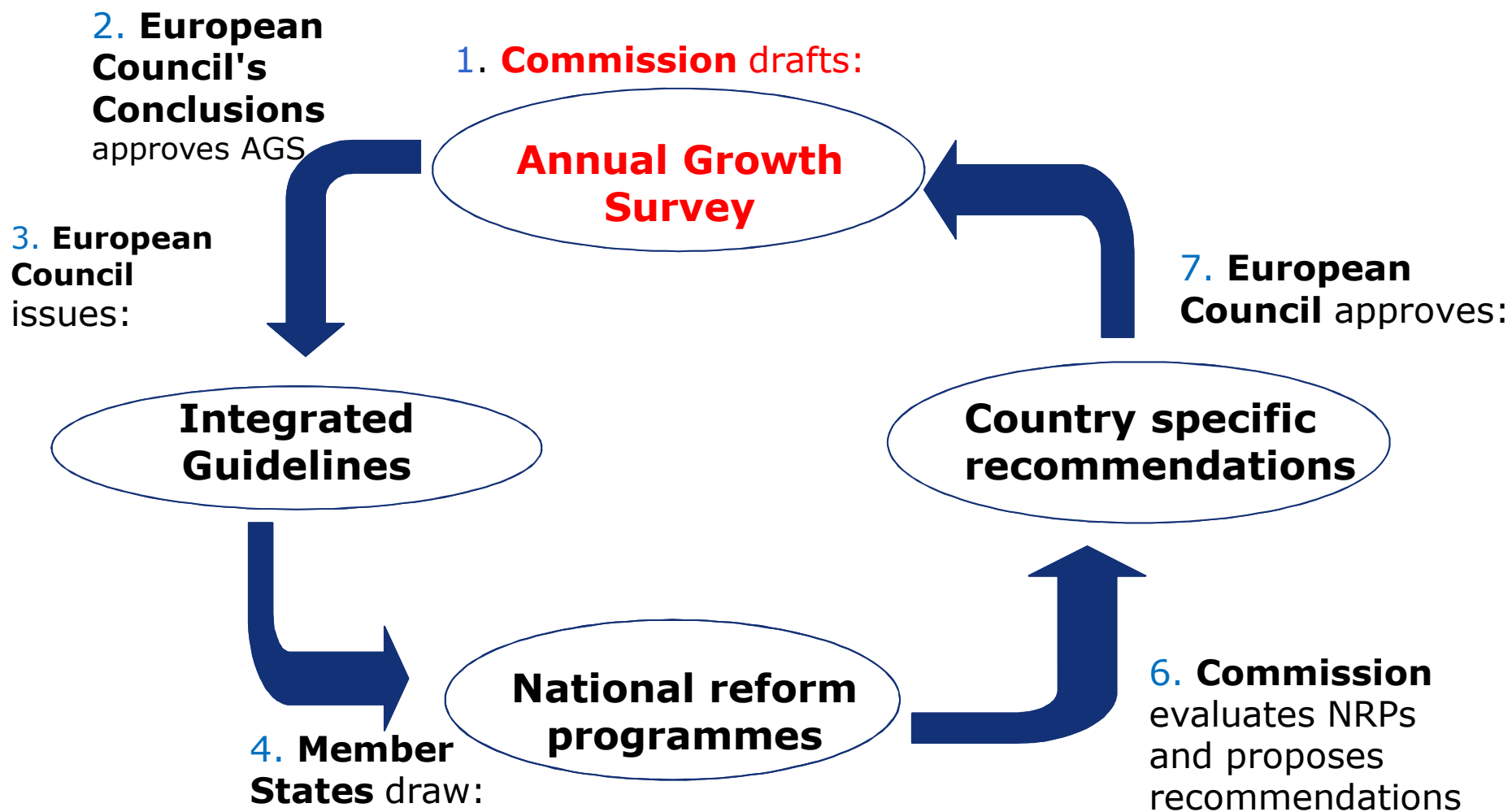




EC employment priorities for 2015



The Semester cycle





Annual Growth Survey 2015

1. A coordinated boost to investment
2. Structural reforms
3. Fiscal responsibility

Labour Market reforms

- Employment protection and segmentation
- VET, lifelong learning, monitoring of skills needs
- Implementing the Youth Guarantee
- Geographical mobility without "brain drain"
- Differentiated wage increases





Investing in health

- Improving quality and efficiency of health care structures, also through *eHealth*

Countries were recommended (2014) to:

- Increase **cost effectiveness** of health-care systems (AT, DE, ES, FR, IE, MT, PL, PT, SK)
- Improve **access** to services (BG, LV, RO, ES)
- Tackle **specific problems**: hospital care, primary care, pharmaceutical spending, e-health...





Commission's initiatives



EU Skills Instruments

Skills intelligence

- EU Skills Panorama
- ESCO

Skills governance

- A sectoral approach

Support to geographical Mobility

- EURES
- European Qualification Framework





EU Skills Panorama

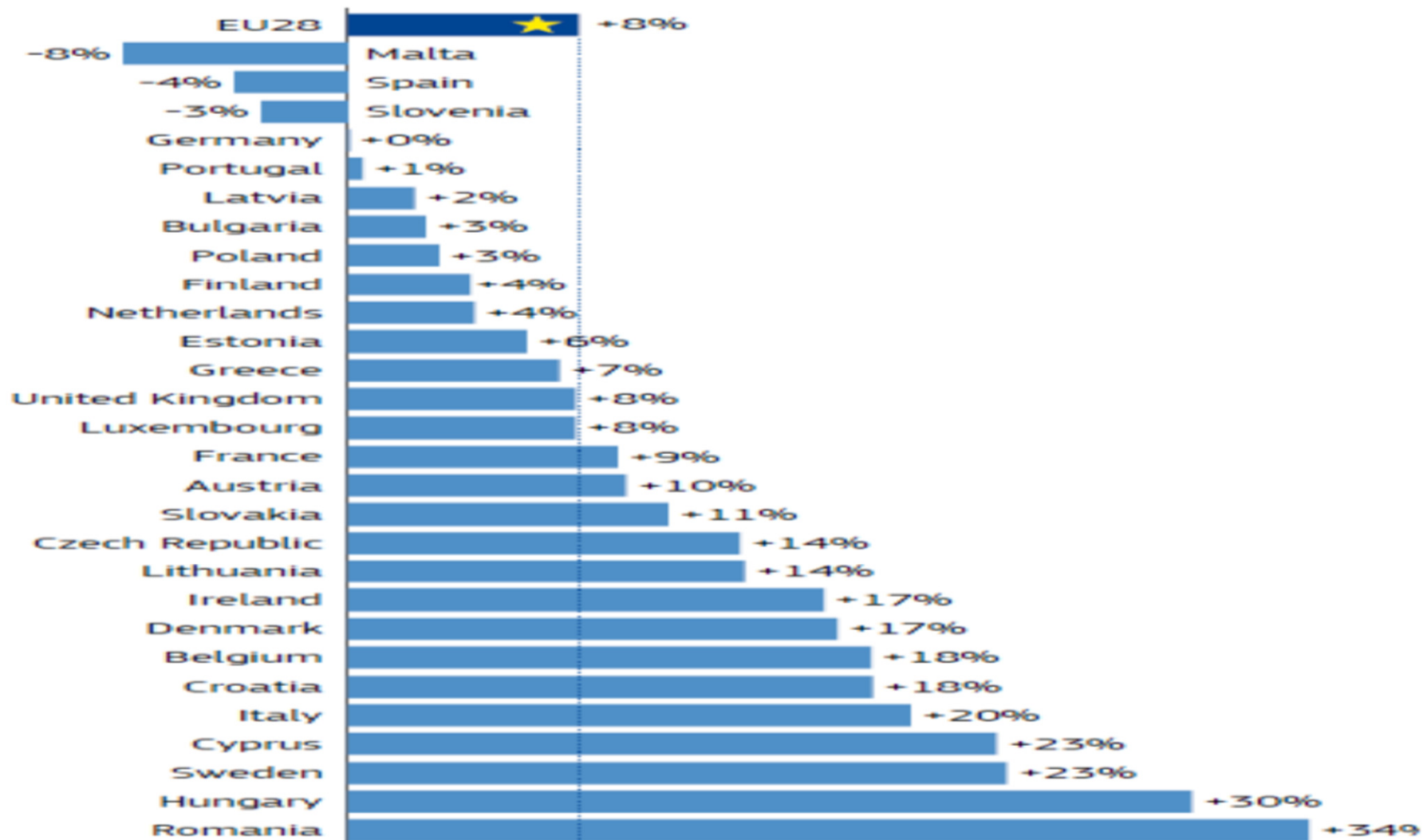
- EU facility providing information on short- and long-term labour needs in particular sectors
- Objectives: promote skills monitoring and planning, anticipate & prevent skills shortages, improve matching facilities
- Scope for improvement in health sector: integrating information on non-regulated, low-skilled professions





European
Commission

Forecast % change in health sector employment, 2013 - 2025





ESCO

Multilingual classification of Skills, Competences, Qualifications and Occupations

- classification system for making data comparable. It supports identification of skills demands based on occupation data or forecast future skills supply;
- First pilot version published in 2013, more economic sectors to be reviewed by 2016
- On-going work with stakeholders on regulated professions in the *human health and social work sector*, to be completed by 2015





Skills Governance

- **Sectoral Approach:**

Identification of strategic sectors and targeted actions to tackle sector-specific problems

- Green economy, ICT, healthcare
- Grand coalition for digital jobs

- **European Sector Skills Council**

Creating networks among stakeholders and fostering joint actions





EU-wide mobility

- **Remove obstacles** related to transparency and recognition of skills and qualifications ;
- **Favour skills upgrading** at EU level
- **EURES**: European job mobility portal and network of cooperation btw national public employment services
- **Your first EURES Job**: supporting mobility of young people





Conclusions



- ***Overcoming the job crisis*** will require considerable efforts both on demand and supply side
- Up to Member States to ***keep up the pace of reforms*** on key policy areas of their competence
- ***EU coordinates*** and gives added value through joint actions
 - Skills intelligence
 - A boost to national skills strategies
 - Facilities for mobility
- ***Key role for the Health care sector:*** stakeholders' engagement is crucial to step up policy instruments, at EU and national level





Thanks for the attention

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