

# Targeted survey on the development of a European Taxonomy of Skills, Competences and Occupations (ESCO)

<b>Meta Informations</b>	
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<b>Section I - Background information</b>	
1a) Please indicate in which area you work:	Social partner organisation (trade union)
2) Please indicate the main role you have in your organisation:	Senior Management
3) Please indicate in which country you are based:	Belgium
<b>Section II - Use of classification systems &amp; expectations of ESCO</b>	
4a) Does your organisation use existing international classification systems on skills/competences, qualifications and occupations (e.g. ISCED, ISCO)?	Yes
Please specify which system/s you use and briefly outline how you use it/them and for what purpose:	
The ISCO system is used to identify management (level 1 and 2).	
4b) Has your country/organisation developed its own classification systems/taxonomies at national and/or sectoral level?	Yes
4c) Please describe it briefly by indicating what it classifies, the type of data held, the level at which it operates (national, sectoral), the purposes for which it is used and the main types of users or include a hyperlink to the system or the contact details for a person who could give further information (name, email, telephone, etc.).	
CEC represents a specific category of workers, namely managers. Up to know the status of manager varies from one EU member country to another. In some countries managers are recognised and can be identified in national statistics as a specific category of workers, whereas in other countries, managers are not even officially recognised. Consequently, at European level, CEC has had to give its own definition of managers. This definition is mainly based on the report on "The situation of managers in the European Community" of 18 June 1993 by the European Parliament Committee on employment and social affairs with Mr José Maria Gil-Robles Gil-Delgado as rapporteur. As regards to statistics, CEC uses the different systems of recognition existing in the EU member countries. For countries where the international classification systems do not apply, CEC will use the national system of classification (such as the "Catégories Socio-Professionelles" in France).	

4d) Do you think it likely that there will be interest from your organisation/country in linking/mapping between ESCO and your own classification system to enable exchange of information?	Yes
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### Section III - Scope of Content & Priority Uses of ESCO

#### Information to include within ESCO

... transversal competences/soft skills (such as creative thinking, teamwork, problem-solving)	Don't know
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... personal characteristics (such as good hand eye co-ordination, physical strength etc.)	No
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... work activities/task descriptions (for example for a secretarial profile to include tasks such as filing, archiving, meetings organisation etc.)	Yes
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#### Uses of ESCO

Support skills- and competences-based matching process between jobseekers and job vacancies	Moderately Important
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Support individuals in identifying and selecting learning relevant education, training and learning opportunities	Important
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Facilitate analysis of training needs	Moderately Important
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Support the development of transparent and comparable occupational profiles	Moderately Important
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Support the development of transparent and comparable descriptions of learning outcomes in education & training programmes and qualification	Important
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Help individuals and employers to understand the relevance of skills and learning outcomes for tasks and occupations	Very Important
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Facilitate CV building and generation of supporting documents, at sector, national and European level	Of Little Importance
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Facilitate more accurate occupational information systems and career guidance	Of Little Importance
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Support skills forecast or anticipation systems	Important
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Support development of better statistics on skills and competences	Very Important
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6b) Would you like to add any other uses of ESCO which you consider to be of high importance:

Another use of ESCO should be to specify the level of supervision and management related to an occupation. In the case of managers, their job responsibility includes the supervision of other employees and the management of their work contract. In this sense, managers have the capacity to act as an employer, even though they do not have this status. This specific situation should be clarified.

### Section IV - Challenges and Solutions

#### Main Challenges for ESCO

Scale of the task	Very Important
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Securing the involvement of the relevant stakeholders	Important
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Active co-operation between education/training and labour market authorities and stakeholders	Moderately Important
Ensuring sufficient resources at European level	Very Important
Ensuring sufficient resources at national level	Very Important
Getting up to date information	Moderately Important
Ensuring the relevance, accuracy and quality of information	Important

7b) Please briefly outline any suggestions you have for possible solutions to the challenges:

Regarding the challenge of ensuring sufficient resources at European and national level: The CEC recalls that occupational systems of classifications also serve as reference in the framework of negotiations between social partners. In the case of managers, the ESCO taxonomy represents a crucial challenge towards the acceptance of managers' representative organisations at the table of negotiations all over the EU. Indeed, the notion of "manager" is controversial, as the status of manager varies from one EU member country to another. Several countries have not established a specific category for this socioeconomic group. Therefore, if the ESCO taxonomy is able to clarify the notion of manager, this would be a huge step further towards the recognition of a managers' status all over the EU.

## Section V - Operation & Management of ESCO

8) It is envisaged to create an ESCO structure with three main bodies: The ESCO board, the Maintenance Committee, and the different ESCO Reference Groups organised around industrial sectors. Do you have an alternative suggestion to put forward on how the work of ESCO could be organised?

## Participation in ESCO management

9a) Based on the experience of your organisation/institution/position, please indicate any other types of stakeholders whom you consider could provide added value to ESCO.

It would be interesting to involve the persons who worked on the European Socio-economic Classification project (ESeC), so as to learn from their experience. The ESeC project was developed in the framework of a research on European harmonisation, in reference to the international classification of occupations. Inspired by the theoretical framework of Goldthorpe, focusing on the "relations of employment", it is strongly marked by work undertaken in the United Kingdom especially.

## Candidates for ESCO Management structure

### Candidates ESCO Board

Do you know one or more person/s (including yourself) that you believe possess/es the necessary expertise and experience to be member/s of the ESCO Board?	Yes
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Please indicate the name and address details (phone, email, etc.) of the person/s and give some short explanation how he/she matches with the required profile:

As one of the European social partners, CEC European Managers would be very interested in nominating a member to the ESCO Board, especially as the notion of "manager" which is the category we represent, would need to be clarified in the ESCO taxonomy. Please find the contact of CEC President: Mr Georges Liarokapis, mail: [liarokapis@cec-managers.org](mailto:liarokapis@cec-managers.org), phone: +32 2 420 10 51.

### Candidates ESCO Maintenance Committee

Do you know one or more person/s (including yourself) that you believe possess/es the necessary expertise and experience to be member/s of the ESCO Maintenance Committee?	Yes
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Please indicate the name and address details (phone, email, etc.) of the person/s and give some short explanation how he/she matches with the required profile.

Mention as well in which specific sector he/she has special expertise:

CEC can send an expert in taxonomy, please contact our Brussels office: +32 2 420 10 51 or [delabroise@cec-managers.org](mailto:delabroise@cec-managers.org).

## Candidates ESCO Reference Groups

Do you know one or more person/s (including yourself) that you believe possess/es the necessary expertise and experience to be member/s of the ESCO Reference Groups?

Yes

Please indicate the name and address details (phone, email, etc.) of the person/s and give some short explanation how he/she matches with the required profile. Mention as well in which specific sector he/she has special expertise:

CEC can send an expert in taxonomy, please contact our Brussels office: +32 2 420 10 51 or [delabroise@cec-managers.org](mailto:delabroise@cec-managers.org).

## Section VI - Additional Comments

10) Other comments you would like to add:

Managers represent a growing category of workers in the EU: by 2020, 16 million more jobs will require high qualifications, while the demand for low skills will drop by 12 million jobs. Let us remind here that the ESCO taxonomy represents a crucial challenge towards the recognition of a managers' status all over the EU. Therefore CEC encourages the harmonization of socio-economic statistics in Europe. Although the number of managers grows regularly in Europe, retaining an employee at the same position over a long period of time is more and more seldom. Managers especially, can expect a succession of periods of employee work, free-lance work, training and stays abroad. It is difficult to follow these various changes in the framework of classification systems. However, the need is identified.

Would you like to be informed regularly of any news on ESCO via e-mail?  
You will also receive an analysis of the results of this survey.

Yes

In order to receive the ESCO newsletter please provide one or more e-mail address/es:

[info@cec-managers.org](mailto:info@cec-managers.org)