



Mandate Reference Group: Manufacturing of textiles, apparel, leather and related products

1. About ESCO and its review process

1.1. ESCO

The objective of ESCO is to develop a multilingual, structured terminology of skills/competences, qualifications and occupations. By providing a tool for identifying, sorting, connecting and applying relevant terms, ESCO is expected to facilitate the dialogue between the labour market and the education/training sector. The structure of ESCO will consist out of three different pillars covering occupations, skills/competences and qualifications. The three pillars will be linked to make interrelations between them visible.

1.2. Development of ESCO and ongoing revision

The ESCO project takes as its starting point the EURES taxonomy that initially has been developed by the Swedish public employment service (PES), translated into 22 languages. However, substantial changes and improvements concerning both structure and content are required, to make ESCO a tool that is adapted to the reality of European education/training systems and the labour markets.

1.3. Reference Groups

The development and continuous revision of ESCO will be done based on the input from expert reference groups.



a) Sectoral Reference Groups:

Sectoral Reference Groups will cover the main occupational areas addressed by ESCO. These Sectoral Reference Groups will develop and revise the content of the ESCO occupations pillar and skills/competences pillar and will contribute to the development of the qualifications pillar. Each reference group will cover a specific industry sector or field of economic activity.

b) Transversal Reference Group:

The work of the Sectoral Reference Groups will be accompanied and supported by a horizontal Transversal Reference Group dealing with transversal (non-job specific) skills/competences.

The aim of the work of the Reference Groups is to include in ESCO the common denominator of the terminology used on the European Labour Market with the level of detail that is needed to perform qualitative skill-based job matching. Richly detailed and more specific occupational profiles are to be created and managed at a national level when necessary.

The input for the Reference Groups will be pre-ESCOV0. In this pre-version of ESCO, already some qualitative and structural changes to the EURES taxonomy will be realised:

- ISCO-88 will be replaced by ISCO-08
- A first check on linguistic and terminological consistencies is done and inconsistencies have been removed
- Some skills are being added.

2. The Reference Group on "Manufacturing of textiles, apparel, leather and related products"

In the NACE Rev.2 Methodology and Working paper, EUROSTAT states that "Section C13: Manufacture of textiles"¹ includes preparation and spinning of textile fibres as well as textile weaving, finishing of textiles and wearing apparel, manufacture of made-up textile articles (e.g.

¹ http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF, pg 124.

household linen, blankets, rugs, cordage etc.), except apparel. Growing of natural fibres and manufacture of synthetic fibres are not included.

"Section C14: Manufacture of wearing apparel"² includes all tailoring (ready-to-wear or made-to-measure), in all materials (e.g. leather, fabric, knitted and crocheted fabrics etc.), of all items of clothing (e.g. outerwear, underwear for men, women or children; work, city or casual clothing etc.) and accessories. There is no distinction made between clothing for adults and clothing for children, or between modern and traditional clothing. Fur industry (fur skins and wearing apparel) is also included in this section.

"Section C14: Manufacture of leather and related products"³ includes dressing and dyeing of fur and the transformation of hides into leather by tanning or curing and fabricating the leather into products for final consumption. It also includes the manufacture of similar products from other materials (imitation leathers or leather substitutes), such as rubber footwear, textile luggage etc. The products made from leather substitutes are included here, since they are made in ways similar to those in which leather products are made (e.g. luggage) and are often produced in the same unit.

3. The mandate

The Reference Group is expected to

- 1) Review the existing terminology with regards to occupations, both transversal and job-specific skills/competences and, where relevant, qualifications in the relevant sector. This includes deleting obsolete occupations or skills/competences and adding newly emerged occupations or skills/competences in the European labour market. The Reference group will assess which skills/competences are part of specific occupations and look into relations with relevant qualifications.
- 2) Review the semantic structure of ESCO for their sector by grouping occupations and skills/competences and qualifications in ESCO's structure.
- 3) Organise the actual work to be done for their field of expertise, the relations with other Sectoral Reference Groups (e.g.. when working on similar topics), relations with other

² http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF, pg 127.

³ http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF, pg 130.



organisations, such as national and European skills councils, and the reaching of the time goals as described in point 5.

Additionally all Reference Group members are the preferred expert partners to inform stakeholder's organisations on the evolutions of ESCO.

4. Timeline for the revision

<i>Month</i>	<i>Task</i>
n	Appointing decision
n+1	ESCO Secretariat proposal for occupations transmitted to the Reference Group
n+2	Introductory meeting of the Reference Group
n+4	First meeting to discuss occupations
n+6	Second meeting to discuss occupations
n+9	Third meeting to discuss occupations
n+11	Fourth meeting to discuss occupations
n+11	Proposal for occupations transmitted from Reference Groups to ESCO Secretariat
n+13	ESCO Secretariat proposal for skills/competences
n+14	First meeting to discuss skills/competences/qualifications
n+16	Second meeting to discuss skills/competences/qualifications
n+19	Third meeting to discuss skills/competences/qualifications
n+22	Fourth meeting to discuss skills/competences/qualifications
n+22	Proposal for skills/competences/qualifications transmitted from Reference Groups to ESCO Secretariat
n+22	Proposal for complete sectoral revision transmitted to the Maintenance Committee
n+24	Maintenance Committee decision on the proposal
n+25	Terms formulation and validation process
n+28	Update data in the ITM taxonomy management system
n+30	Endorsement by the ESCO Board

5. Organisation of the Reference Groups

5.1. Appointment

Reference groups (members and chair) are appointed by the ESCO Secretariat and endorsed by the ESCO Board. Reference groups will be appointed for the duration of the revision of a sector of the ESCO taxonomy and would cease to exist on completion of their task.



5.2. Size

The size of each reference group should be such that the group can function efficiently and effectively (e.g. up to 15 members).

5.3. Meetings and Conferences

- 1) An introductory meeting on 3 and 4 July 2012. This meeting will require 2 working days plus travel time for the meeting itself and a half working day afterwards to process the event.
- 2) A total of maximum 4 face-to-face reference group meetings per year. Each meeting requires about 1 working day for preparation of the meeting and 1 working day for the meeting itself. This estimation is indicative and may depend on the sector.
- 3) Stakeholders Conferences. This participation will require 2 working days per conference. Members that are participating in the organisation of a Stakeholders Conference will require more preparation time, depending on the level of involvement. The next Stakeholders Conference is scheduled for the third quarter of 2012.
- 4) A Reference Group may decide to have additional E-meetings. The ESCO Secretariat can organise these meetings upon request.

5.4. Estimation of workload

Based on the above mentioned assumptions the involvement into a Reference Group will come with a workload for every individual member, estimated at one to two working days a month

5.5. Reimbursement

The Commission will, via the ESCO Secretariat, cover travel costs of all Reference Group members and accommodation for the private experts for the meetings that will take place in Brussels.

6. Input from ESCO Secretariat

The ESCO Secretariat will support the Reference Groups on the following matters:

- Logistical support through organising the meetings of the Reference Group: find an appropriate date for the members and provide a location. An option will be provided to not only meet face-to-face, but also via e-meetings;



- Technical support through granting access to the ESCO database and providing documentation on national and sectoral classifications, and when requested a more concrete proposal, which can both serve as a source of inspiration and best practices;
- Communication between the Reference Group and the Maintenance Committee and the ESCO Board;
- Terminological guidelines, developed by the Maintenance Committee in close cooperation with the ESCO Secretariat;



Annex General profile

Experts in a specific field of economic activity with the following profile could become part of a Reference Group:

- Sound knowledge of the terminology related to education/training and labour market in a specific sector, in particular the terminology on occupations and skills/competences;
- Good understanding of relevant skills/competences and occupations of at least one particular industrial sector/field of economic activity;
- Up-to-date knowledge and understanding of education-training and qualifications systems in Europe, in particular within the relevant sector;
- Experience with classifications, taxonomies, controlled vocabularies;
- Good understanding of the employment and skills related standards and classifications (ISCO, ISCED, NACE, etc.);
- Very good English language skills.