

RENCOM - SETN-2002-00066
May 2002

Annex 1 to the contract

**Facilitating Regional Learning Processes
in a Competitive Environment:**

Regional Socio-economic and Cultural Development
in Three Accession Countries and Three Member States

Content

1.	Title and partnership	2
2.	Objectives	3
3.	Work content and methodology	6
4.	Project management	11
5.	Deliverables and milestones	13
6.	Exploitation plan	13
7.	Complementary projects	13
	Endnote	14

1. Title and partnership

1.1. Title

Facilitating Regional Learning Processes in a Competitive Environment. Regional Socio-economic and Cultural Development in Three Accession Countries and Three Member States

1.2. Partnership

Partner no 1:	VUB (Belgium)
Organization:	Vrije Universiteit Brussel (VUB)
Department:	Research Group in Technological, Economic and Social Change and the Labour Market (TESA)
Key persons:	Prof. Jacques Vilrocx, full professor; Mr. Jan De Schampheleire, researcher

Partner no 2:	Warsaw (Poland)
Organization:	University of Warsaw
Department:	Faculty of Management
Key person:	Prof. Alojzy Nowak, full professor

Partner no 3:	Ecostat (Hungary)
Organization:	Institute for Economic Analysis and Informatics (Ecostat)
Department:	Institute for Economic Analysis and Informatics (Ecostat)
Key person:	Mr. Karoly Lorant, research institute director

Partner no 4:	Veliko (Bulgaria)
Organization:	University of Veliko Turnovo
Department:	Faculty of Business Management
Key person:	Prof. Radka Ileva, professor

Partner no 5:	CES (Portugal)
Organization:	Centro de Estudos Sociais
Department:	Centro de Estudos Sociais
Key persons:	Prof. Pedro Hespanha, full professor; Prof. Fernando Ruivo, associate professor

Partner no 6:	Magdeburg (Germany)
Organization:	University of Magdeburg
Department:	Institute of Sociology
Key persons:	Prof. Eckhard Dittrich, full professor; Mr. Jürgen Voigt, researcher

Partner no 7:	Primula (France)
Organization:	Primula
Department:	Primula
Key person:	Mr. Jos Janssens, project manager

Subcontractor:	ETUI (Europe)
Organization:	European Trade Union Institute (ETUI)
Department:	European Trade Union Institute (ETUI)
Key person:	Mr. Grigor Gradev, project co-ordinator

2. Objectives

2.1. Introduction (General Objective)

Most of the efforts to stimulate (and to study) regional innovation systems have been directed at promoting economic growth and were focused on the performance of firms in relation to research-based institutions for higher education. Much less attention has been given to socio-economic and cultural conditions influencing such change processes and transforming the latter into balanced and durable developments.

It is exactly the basic hypothesis of this RENCOM project that consolidating developments can only materialize sustainable in a context of **regional encompassing change**, in other words, **when all relevant actors can adhere to the same broad objectives and corresponding actions**, serving, in Adam Smith's terms, the common wealth. Building a broad-based consensus, and identifying the material and immaterial conditions to support such a process, seems particularly relevant in the accession countries. Within the latter context a **second meaning will be conferred to the notion of encompassing: in this project the idea will prevail that developments in the accession countries can not be conceived of outside the framework of building and improving the European integration process**. In this sense encompassing means that socio-economic progress in the accession countries and the member states cannot be disconnected and should be considered as one and the same project.

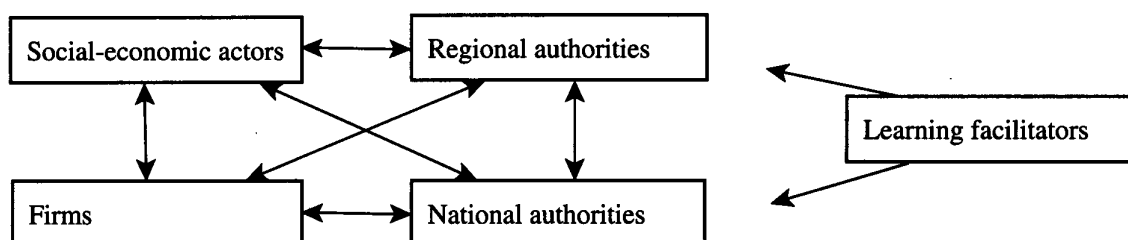
Because of its voluntaristic connotation the concept of the learning region has certainly been one of the most promising avenues for introducing coherent strategies to achieve durable economic growth, and social and cultural participation. The present project follows this road: within a context of **multi-level activation of all involved actors in a given regional environment** the project aims to analyze existing interrelations between these actors, explore ways to improve their effectiveness and construct the appropriate supporting tools. The focus will be on **enforcing socio-economic and cultural networks and institutions necessary for a balanced development** without which economic reforms and investments could turn into *ad hoc* strategies. Such a situation would endanger social cohesion and, therefore, inhibit the longer term capacity for regional innovation systems to develop organically.

For this reason **two connected starting points** will provide the guidelines for the current project. The first one is based on the growing importance of **e-communication** for the interaction between individuals and organizations. An IT tool is therefore a conditional element within an approach to strengthen regional innovation systems. Secondly, **supporting strategies** and establishing the conditions to integrate face-to-face interaction are necessary elements in establishing dynamic networks. Network facilitating will be, therefore, a central concept. E-communication has to be integrated in **one common interface** that is 'Facilitating Information Technology' (FIT) based. Defining the parameters of an effective infrastructure, and ensuring its institutional continuity, in order to enable social actors to network as smoothly as possible along these lines is the aim of this project.

Three concrete observations are underlying these project objectives. They refer, respectively, to a more **theoretical** starting point: in complex regional systems very different types of networks interact on multiple levels. A hierarchical vision on learning processes in general (cfr. concepts as learning pyramid) and on regional learning processes in particular would, therefore, be very misleading. Secondly, there is the **European dimension**: the European Union emphasizes the role of regional and local levels in its main policies, by structuring open co-ordination processes and by facilitating benchmarking and learning processes, both horizontally and vertically. Finally, there is the empirical **intervention** level: 'learning facilitators' as institutionalized intermediates should ultimately be put in place in order to optimize the learning potential of a region into a sustainable dynamic. The consequences of these observations will be further detailed below.

2.2. Towards a non-hierarchical model for a regional learning dynamic (Objective 1)

Four types of actors will be distinguished as being crucial in the analysis of the dynamics of the regional learning process. They are the **regional authorities, national authorities, socio-economic actors** and **companies**. These groups of actors should be considered as ideal-types in the Weberian sense. It is, thus, more important to look at the **relations** that have developed between the different actors (and the outcomes of these relations) than to give precise and too constraining definitions of the four actors. The purpose of the typology is rather to provide a framework for relevant research questions in order to optimize the networking capacity of and between the social actors. The Diagram 'Multi-level Networking' shows the various connections that can exist, and that will be taken into account, between the four actors.



The Diagram 'Multi-Level Networking'

2.3. Applying European benchmarking tools in the accession context (Objective 2)

One could state that the new international organization of the production of goods and services exactly is defined by the better **integration of the local production capabilities into the global production environment** by taking advantage of the possibilities offered by information technology and transportation logistics. This creates opportunities as well as threats because regions are, more than before, *de facto* faced with the competition of other regions.

Taking the global environment into account, which means in this case in the first place the European environment, implies that the project is as closely as possible geared to the dominant methodology used internally in the European Union as well as in the context of the enlargement to the accession countries. It is the conviction of the partners in this project that the **benchmarking** methodology recently used, and indeed already generalized, to measure and compare socio-economic performances of the member states in order to stimulate at the same time growth and the European integration process, is a very fruitful way of thinking and acting. **The project methodology will be based on that experience.**

Concretely, the list of **structural indicators** (COM(2001) 619 final) (see endnote) will serve as the starting point for the networking activities. Although all 36 indicators will be dealt with, the project will concentrate on the **supporting aspects of encompassing development**. This means that the headings 'General economic background', 'I. Employment' and 'IV. Social cohesion' will be considered as the main supporting variables to pay special attention to. They are connected most directly to the **social capital base** of a given region.

Looking at the structural indicators tool box as it is currently available from the regional point of view will be, it is expected, a constructive exercise in its further development. Applying the structural indicators tool box at the regional level could, for example, lead to the necessity for a more dedicated regional tool box as the interregional diversities within countries are considerably. If, indeed,

'inflation' is a variable on the **country** aggregation level, 'unit labour cost' can perhaps differ per **region** while 'municipal waste' depends largely on **local** policies.

2.4. Defining the parameters for including 'learning facilitators' in regional networks (Objective 3)

One of the key elements in this project is the emphasis on the importance of physical mediators, or learning facilitators, in combination of an e-infrastructure. In the complex relation patterns existing in current 'glocalized' economies, (sub)regional activities need to be supported by dedicated structures able to strengthen potential regional assets and neutralize counterproductive features. Aligning social actors around common long-term objectives has proven to be a successful strategy according to a study of winners and losers in the EU. Such should be the **role of the learning facilitators**: actively initiating and promoting opportunities for regional development by facilitating transfers of technology, labour market skills and qualifications, management expertise, organizational insights, etc. for profit as well as for not-for-profit organizations while making use of an advanced IT environment.

2.5. Conclusion

The expected result of this project is an interactive website for the scientific community and the regional social actors. But the website will not be designed simply as an information desk but as an **active competence centre** for both knowledge and know-how providers and users. Providers and users will, therefore, in the framework of this networking project, not be conceptualized as distinct categories. Between providers and users of knowledge and know-how a hierarchical relation is often taken for granted. As has been outlined before, a much more dynamic non-hierarchical perspective on learning processes, and thus on change processes, will prevail in the networking activities and the construction of the interactive website. Such an active diffusion of knowledge and know-how needs, however, a catalyst. The regional learning facilitators have to be seen as catalysts in an exchange dynamic based on reciprocity. Without implementing the facilitators in this thematic network, their role and mode of functioning will be clearly defined.

3. Work content and methodology

3.1. Overview of meetings and workpackages

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
PEG kick-off	■																							
PMG			■			■			■			■			■			■			■			■
WP1	■	■	■	■	■	■																		
WP2				■	■	■	■	■	■	■	■	■												
WP3									■	■	■	■	■	■	■									
WP4												■	■	■	■	■	■	■						
WP5																		■	■	■	■	■	■	■
APW				■							■						■							
CON																							■	
				Budapest							Veliko						Warsaw						Brussel	

PEG = Project Executive Group; PMG = Project Management Group;
 WP = Workpackage; APW = All Partners Workshop; CON = conference.

3.2. Workpackage 1 'The inventory of Regional Structural Indicators' (RSI)

3.2.1. Objectives

On the basis of the list of structural indicators 'The inventory of regional structural indicators' (RSI) will be the edited collection of the relevant available regional data in the twelve regions. The objectives are twofold: having a set of comparable indicators which will serve as reference material for the participants for further networking during the running time of the project; identify gaps and create an awareness of regional policy responsibilities concerning the importance of having reliable indicators at their disposal.

3.2.2. Description of work/methodology

The participants will be asked by the co-ordinator to identify on a preliminary basis the existing statistical sources in the two weeks before the start of the project. In the same period the two regions per country will be selected on the basis of consultations with the five Country Networking Responsibilities (CNRs) and the co-ordinator. It is foreseen that in week 1 and 2 the Project Executive Group (PEG) has one-day kick-off meetings with the five partners in order to (among looking at other organizational matters) have a first assessment regarding the potential problems that may arise concerning the availability of indicators. This means that the network should be operational from the very beginning of the project.

RENCOM - SETN-2002-00066 - Annex 1 to the contract

Some of the data will be available from statistical publications of public or private organizations or can be calculated from them. Others will not be available but could perhaps be produced even on a sample basis by contacting key persons. A by-product of these latter activities would be that already from the start of the project useful regional network possibilities can be initiated by the Project Networking Teams (PNTs). It is expected that the whole process of indicators collection will be more difficult in the accession countries than in the member state countries. This is the reason why the time allocation is three months for this WP and why the human resources allocation is more substantial for the accession countries than for the member states.

As has been outlined before, permanent intermediate networking between the partners will be supported by the RENCOM website. A first assessment of the work produced (and to be done) will take place at the occasion of the first All Partners Workshops (APW) in Month 4 in Budapest.

3.2.3. Timing and duration

Timing: from Month 1 to 6. Duration: 6 months.

3.2.4. Resource allocation

Manpower: 14 months: VUB (2), Warsaw (3), Ecostat (3), Veliko (3), CES (1), Magdeburg (1) and Primula (1).

3.2.5. The researchers

VUB, Warsaw, Ecostat, Veliko, CES, Magdeburg and Primula.

3.3. Workpackage 2: 'A Regional Learning Facilitating Model' (RLF)

3.3.1. Objectives

WP2 'A Regional Learning Facilitating Model' (RLF) will look at the theoretical and practical implications and institutional role of the learning facilitators based also on the international literature. WP2 will also incorporate the results of WP1. Moreover, it will benefit from the input of the first part of WP3. The aim of this WP is to give clear indications on how in perhaps structurally different situations facilitating learning agencies can function in conjunction with the interactive website that will be constructed as one of the endproducts of the project.

3.3.2. Description of work/methodology

The Project Executive Group (PEG) is the responsible partner and main author for the WP2 report. The PEG will provide initial ideas and a synthesis of the conclusions of comparable experiences. Intermediate versions will be circulated via the RENCOM website. No written reports are expected from the Project Networking Teams (PNTs) but substantial and extensive contributions at the occasion of intermediate versions have to be generated by the PNTs based on a thorough examination of existing practices in their respective countries.

WP2 being designed as a partly parallel activity with WP1 on the one hand, and WP3 on the other hand, means that inputs from these WPs are also foreseen during its elaboration. This is seen as a methodologically fruitful way of working. At the same time significant insights from both the regional networking connected with compiling the structural indicators (WP1) can be incorporated. Although the actual writing for WP2 will be done by the PEG, all partners will collaborate on the basis of their respective regional analyses.

3.3.3. Timing and duration

Timing: from Month 5 to 12. Duration: 8 months.

3.3.4. Resource allocation

Manpower: 13 months: VUB (2), Warsaw (3), Ecostat (3), Veliko (3), CES (1) and Magdeburg (1).

3.3.5. The researchers

VUB, Warsaw, Ecostat, Veliko, CES, Magdeburg and Primula.

3.4. Workpackage 3: 'SWOT Analysis of Regional Performance' (ARP)

3.4.1. Objectives

The aims of WP3 'SWOT Analysis of Regional Performance' (ARP) are closely related to what earlier in this annex has been mentioned as Objective 2 'Applying European benchmarking tools in the accession context'. This means, concretely, that on a comparative basis an analysis of the data of the twelve selected regions will be carried out.

Also, the ongoing discussion on the European benchmarking methodology and its applicability to the regional level will benefit from this exercise.

3.4.2. Description of work/methodology

For several reasons WP3 is a key activity. Most importantly, WP3 has to integrate the two types of information, respectively from WP1 and WP2 and provide, at the same time, a decisive input and direction for the two WPs that will finalize the project: defining an applicable framework for networking facilitating and organize a concrete networking environment.

In order to do this the PEG will, on the basis of the WP1 results and the provisional findings of WP2, draw up two structured lists of topics and concrete questions to be explored systematically by the PNTs. The first of these lists will be destined to the accession countries and will be much more elaborated than the second one, which will be applied by the member state partners in the project.

The six PNTs will use the framework provided by the PEG for the writing of their respective two regional reports. The Veliko Turnovo APW will be the occasion to discuss the first WP3 SWOT-insights and fine-tune the methodology in order to obtain an as complete as possible analytical picture of the regional positions as far as the structural indicators are concerned.

WP3 will also continue the identification of regional good practices in the collaboration of regional social actors. This search is a transversal concern from the start of the project on.

3.4.3. Timing and duration

Timing: from Month 9 to 15. Duration: 7 months.

3.4.4. Resource allocation

Manpower: 16 months: VUB (2), Warsaw (4), Ecostat (4), Veliko (4), CES (1) and Magdeburg (1)

3.4.5. The researchers

VUB, Warsaw, Ecostat, Veliko, CES, Magdeburg and Primula.

3.5. Workpackage 4: 'A Framework for Network Facilitating' (FNF)

3.5.1. Objectives

The first objective of WP4 'A Framework for Network Facilitating' (FNF) is to map carefully the existing regional relations and other institutional structures between the four social actors. The second objective is to assess the potentiality for collaboration between the regional social actors through facilitated networking.

3.5.2. Description of work/methodology

The more theoretical model of WP2 designed on the basis of existing international formats will be confronted with, on the one hand, the WP3 SWOT-analysis and, on the other hand, the mapping of existing regional relations among social actors. These two latter distinct activities have to be carried out simultaneously and have to be incorporated in the WP2 model in a parallel way because, although distinct activities within this WP3, they are closely related. It is, indeed, one of the starting points of this project that regional performance has to be analyzed within the context of the history and the type of relations that have developed between social actors.

As was the case in WP3 the emphasis will be on the situation in the accession countries because of the evident structural changes taking place there. However, the six PNTs will each produce two regional reports in which the two levels of analysis, SWOT-results and mapping, receive separate but integrated attention as far as their input in the network facilitating framework is concerned.

During the Warsaw APW the (almost) final results will be discussed in function of their significance for the endproduct of the project, WP5, on which the activities start precisely at the Warsaw workshop.

3.5.3. Timing and duration

Timing: from Month 12 to 18. Duration: 7 months.

3.5.4. Resource allocation

Manpower: 17 months: VUB (3), Warsaw (4), Ecostat (4), Veliko (4), CES (1) and Magdeburg (1).

3.5.5. The researchers

VUB, Warsaw, Ecostat, Veliko, CES, Magdeburg and Primula.

3.6. Workpackage 5: 'Organizing the Networking Environment' (ONE)

3.6.1. Objectives

The main objective of WP5 'Organizing the Networking Environment' (ONE) is the creation of a sustainable open thematic network enabling European researchers to communicate on the topic of regional development while at the same time offering regional social actors an environment stimulating regional learning processes. The intention of the network is to support capacity building of regions in the accession countries and the member states by disseminating scientific insights, good practices and experiences on regional networking in order to foster socio-economic innovation processes.

3.6.2. Description of work/methodology

First, a virtual workspace will be created for the scientific community and regional actors. Primula (partner 7) will assume a major responsibility in this activity. All the results and insights of the previous network activities relevant for the effective running of the virtual workspace will be used here. As such it is the most important endproduct of the project. Also, measures will be taken to guarantee the sustainability of the interactive website: ETUI has agreed to host this electronic environment after the end of the project.

Second, each Project Networking Team (PNT) will describe two examples of good practices per region. As a result, a handbook of representative good practices identified during the WP2 and WP3 activities will be produced and will be made available through the virtual workspace.

RENCOM - SETN-2002-00066 - Annex 1 to the contract

As a final dissemination activity, a conference will be organized in Brussels where a large audience of relevant representatives of socio-economic organizations and the European Commission will be invited.

3.6.3. Timing and duration

Timing: from Month 17 to 24. Duration: 8 months.

3.6.4. Resource allocation

Manpower: 7 months: VUB (1), Warsaw (1), Ecostat (1), Veliko (1) and Primula (3).

3.6.5. The researchers

VUB, Warsaw, Ecostat, Veliko, CES, Magdeburg and Primula.

Note on travel and subsistence costs for the workpackages:

Due to the importance of the workshops that have to be held in the three Eastern European countries involved in the project and the final conference, the European Commission will pay for the travel and subsistence costs for the three Workshops (Budapest, Veliko and Warsaw) and the Conference (Brussels).

Indeed, because of the innovative nature of the project, interesting lessons could be learnt concerning, among other issues, the indicators and benchmarking methodology currently used by the Commission. The project design implies furthermore, that the relevant local actors have to participate actively in the Workshops organised respectively in Budapest, Veliko, Warsaw and in the closing conference in Brussels.

A representative of the European Commission will be present at all four meetings. The number of persons involved for each partner is BRU: 2; WAR: 2; BUD: 2; VEL: 2; COI: 2; MAG: 2; PRI: 1 and ETU: 1.

Project management

List of abbreviations

PEG: Project Executive Group
GPC: General Project Co-ordinator
GPA: General Project Assistant

PMG: Project Management Group

PCT: Project Co-ordination Team

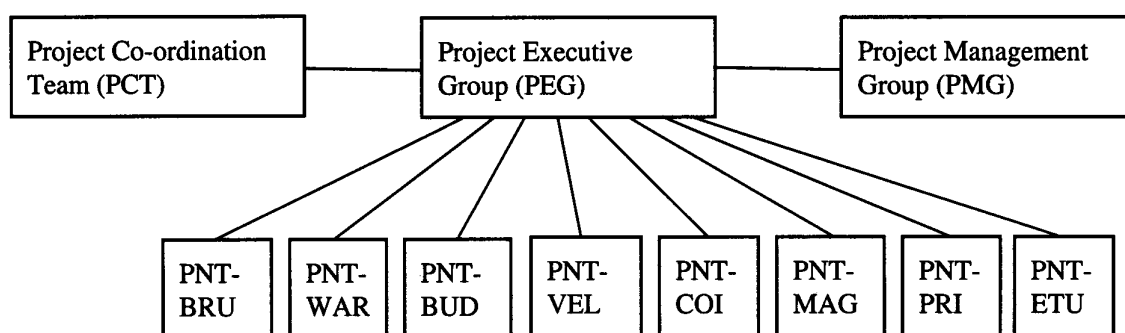
PNTs: Project Networking Teams
BRU: Belgium (1) Vrije Universiteit Brussel
WAR: Poland (2) Warsaw University
BUD: Hungary (3) Ecostat
VEL: Bulgaria (4) University of Veliko Terno
COI: Portugal (5) Centro de Estudos Sociais
MAG: Germany (6) Otto-von-Guericke-Universität
PRI: France (7) Primula
ETU: European Union ETUI (subcontractor)

CNR: Country Networking Responsible

CNA: Country Networking Assistant

APW: All Partners Workshop

CON: Conference



Composition and functions of the organigram components and activities:

The **Project Executive Group (PEG)** consists of the General Project Co-ordinator (GPC) and the General Project Assistant (GPA). They assure, backed by their local departmental infrastructure, the daily tasks needed to run the project. The PEG will organize and maintain a website for the needs of the project and will supervise the correct execution of all activities. The PEG will also take all decisions if unforeseen circumstances arise after consulting the involved parties. The PEG will be responsible for all communication with and reporting to the Commission and will perform all other tasks the role as project contractor imposes. The PEG will submit for discussion and approval

RENCOM - SETN-2002-00066 - Annex 1 to the contract

semestrial reports on all relevant matters to the Project Management Group. Its role is comparable with an executive committee.

The **Project Management Group (PMG)** consists of the PEG and the Country Networking Responsible (CNR). The PMG meets at the end of three All Partners Workshop (and at the occasion of the Conference) and discusses and approves all reporting of the PEG and decides on future project orientations. The PMG has a comparable role as a board of administration.

The **Project Co-ordination Team (PCT)** is an enlarged PEG. Its basic composition is the PEG and the Primula-e-communication organizer (PRI) the latter being one of the main contributors to the endproduct of the project. From WP4 on the basic composition of the PCT will be extended with the responsible of ETUI (ETU). ETUI will assure the sustainability of the interactive website after the running time of the project. Apart from its basic composition the PCT will invite at all of its quarterly one day meeting relevant IT specialists, experts from the Commission and from other institutions and organizations. The function of the PCT is to have an input in the project activities as far as coherence and quality aspects are concerned. Its role is comparable with an advisory board.

The **Project Networking Teams (PNT)** consist of the Country Networking Responsible (CNR) in each of the countries, the Country Networking Assistant (CNA) and their departmental support structure. The different teams are: participant no.1 BRU (which serves also as the PEG) in Belgium ; no. 2 WAR in Poland ; no. 3 BUD in Hungary ; no. 4 VEL in Bulgaria ; no. 5 COI in Portugal, and no. 6 MAG in Germany. Is also part of the PNT no. 7 PRI in France. The PNTs are responsible for the daily co-ordination in the participating countries and report directly to the PEG. The PNTs are, moreover, responsible for organizing one semestrial All Partners Workshop (APW) in which all PNTs participate. BRU will be responsible for organizing the end-of-project Conference (CON).

Deliverables and milestones

<i>Deliverable title and short description</i>	<i>Delivery month</i>		
WP1: The Inventory of Regional Structural Indicators (RSI)	6	All fin al ver sio ns	All pub lic diss emi nati on lev el
WP2: An Regional Learning Facility Model (RLF)	12		
WP3: SWOT Analysis of Regional Performance (ARP)	15		
WP4: An Empirical Framework for Network Facilitating (FNF)	18		
WP5: Organizing the Networking Environment (ONE)	24		
Handbook of Good Practices	24		
Dissemination Conference (CON)	23		

1 Exploitation plan

Dissemination activities are part of the project design. Since this is a network project, some of the dissemination will take place in real time. RENCOM will from the very beginning create a website hyperlinked to the site of Department of Social Research/TESA of the Vrije Universiteit Brussel. The results of the project will be made available through this channel. Researchers working in the field of regional development will be invited to exchange information.

The most direct dissemination is via the social actors during the networking activities from the very start of the project. Social actors in six countries will be aware of the broad objectives of the project because they will be contacted to help construct the list of structural indicators. Moreover, at the occasion of the All Partners Workshops, experts and key persons from the hosting country will be invited for round table type of events.

Another type of dissemination is towards the European institutions. One of the objectives of the project is to contribute to the ‘structural indicators discussion’. By doing this the results of the project can be discussed at the European level as the structural indicators benchmarking methodology is central to the European integration and enlargement dynamic. Also an active presence during the annual Employment Weeks in November will be prepared.

A third group of dissemination activities concerns researchers as well as policy makers. Publications for scientific and policy journals will be proposed already from the beginning of the project (e.g. On WP1 and 2). Also a handbook on 24 good learning region practices will be produced. A large audience will be invited for the thematic dissemination conference at the end of the project. Of course, all other occasions (conferences, scientific events) will be seized to promote the project and its objectives.

7 Complementary projects

The concept of using (1) structural indicators “score boards” within the context of (2) online networks in a (3) regional learning setting is not yet used in the scientific community. It is one of the objectives of the project to identify specific projects and activities that can be linked to one of these three perspectives and to incorporate them in the network activities that will be generated through the interactive competence centre which role is to constitute a European regional network discussion platform.

Endnote

The list of structural indicators reads as follows (COM(2001) 619 final Communication from the Commission : Structural indicators, Brussels, CEC):

General economic background

- a. GDP per capita (in PPS) and real GDP growth rate
- b. Labour productivity (per person employed and per hour worked)
- c. Unemployment rate
- d. Inflation rate
- e. Real unit labour cost growth
- f. Public balance

I. Employment

1. Employment rate (total and by gender)
2. Employment rate of older workers
3. Gender pay gap
4. Tax rate on low-wage-earners
5. Life-long learning (adult participation in education and training)
6. Accidents at work

II. Innovation and research

1. Public expenditure on education
2. R&D expenditure
3. Level of internet access
4. Science and technology doctorates
5. Patents
6. Venture capital

III. Economic reform

1. Relative price levels and price convergence
2. Prices in the network industry
3. Market structure in the network industries
4. Public procurement
5. Sectoral and ad hoc state aid
6. Capital raised on stock markets

IV. Social cohesion

1. Distribution of income (income quintile ratio)
2. Poverty rate before and after social transfers
3. Persistence of poverty
4. Regional cohesion
5. Early school-leavers not in further education or training
6. Long term unemployment

V. Environment

1. Greenhouse gases emissions
2. Energy intensity of the economy
3. Volume of transport (tonnes and passenger km) relative to GDP
4. Modal split of transport
5. Urban air quality
6. Municipal waste