

5th PES Network Board Meeting Amsterdam, 27-28 June 2016

Outcomes

Welcome

The Chair and second Vice-Chair welcomed participants. The Chair updated on changes to the Board.

Bulgaria:	Mr Dragomir Nikolov (Board Member)
Hungary:	Mr Attila István Simon (Board Member)
Lithuania:	Ms Ligita Valalytė (Board Member)
Norway:	Ms Sigrun Vågeng (Board Member)
Poland:	Mr Stanislaw Szwed (Board Member)
Portugal:	Ms Catarina Isabel Campos (alternate Board Member)
United Kingdom:	Mr Colin Stewart (alternate Board Member)

The Board passed unanimously a motion of thanks to the former first Vice-Chair of the Board Ms Ankica Paun Jarallah.

All presentations can be found on the Afepa extranet.

ITEM 1: Adoption of outcomes of last meeting and agenda

The board endorsed the draft agenda. The outcomes of the last Board meeting were adopted without comment.

ITEM 2: Welcome by Mr Bernhard Ter Haar, Director General Participation and Income Security Ministry of Social Affairs and Employment

Mr Ter Haar reflected on the Dutch 'Participation Act' that entered into force in 2015 and on inclusive labour markets. Board members discussed the role of PES and other labour market actors (eg municipalities) and the role of employers integrating people with disabilities into the labour market.

ITEM 3: Towards an Inclusive Labour Market

Presentations by:

- Mr Fred Paling – Member of Executive Board UWV
- Mr Patrick Welman – vice Mayor of the municipality of Enschede
- Mr Michel Janssens – Manager of Asito (cleaning services)

In a panel discussion, the speakers reflected on the recent Dutch labour market integration policies for people with disabilities. The Board discussed integration instruments and legal provisions such as quota systems.

ITEM 4: Labour market developments in the EU

COM presented the labour market situation in the EU and gave an overview of the 2016 European Semester and the proposals for country specific recommendations.

ITEM 5: Refugees' situation – PES experience

AT reported on the labour market situation for people with refugee status and persons eligible for subsidiary protection. Furthermore, AT presented the first results of a PES pilot project of PES Vienna 'Check of Competences' identifying competences of this target group. By May 2016, around 1600 persons had participated in this process through face-to-face interviews. Workshops on the Austrian labour market as well as guidance and support in the process of validation of formal recognition were provided. The practical testing comprises a check of theoretical and practical competences and skills in certain professions. Early findings from the project indicate that there is a significant disparity in the skills levels of migrants from different countries of origin.

DE showed a film on the German 'Integrated Refugee Management System', whereby the PES works closely with the BAMF (Federal asylum agency) and thus has early access to those asylum-seekers likely to gain refugee status.

DE stressed that it is humanitarian, not labour market migration. But as they are here, it is necessary to make the best out of it and integrate them in work and society. During the last 3 years around 1.5 million refugees entered Germany of whom around 660.000 are likely to be granted the right to stay in Germany. About 460.000 are in working age and by participation rate of 70 per cent this means 370.000 will actually enter the labour market of which 50 per cent are

under 30 years old. By comparable qualification structure as in Austria for many there are good expectations. But of course it will need investment and take time.

The Board's subsequent discussion touched upon the additional selection and training of PES counsellors, management of expectations as well as labour market integration capacities.

ITEM 6: European Pillar of Social Rights

COM presented the new concept for a European pillar of Social Rights. It was outlined that this Pillar will become the lead document for designing the EU's future social and employment policy. A public consultation <http://ec.europa.eu/social/main.jsp?langId=en&catId=699&consultId=22&visib=0&furtherConsult=yes> is running until 31st December 2016.

4 principles of special relevance for the PES were identified: Skills, education and life-long learning; secure professional transitions; active support for employment and integrated social benefits and services.

The Board decided to set up a PES Network working group. The mandate would be to formulate an opinion on the main challenges for the PES as the Network's input to the consultation process, as well as to update the PES 2020 strategy. The opinion will be distributed to all relevant bodies and actors. IE will chair the working group. SE, DE, ES, BE, EL, FI and LT expressed interest to join the working group. Board members can contact the PES Secretariat if they wish to participate in the working group.

ITEM 7: Skills Agenda

COM presented the outline of the Skills Agenda that includes a proposal for a Council Recommendation on a Skills Guarantee and a proposal for the revision of the EQF Council Recommendation. A key action for a skills toolkit for third-country nationals to support early profiling of their skills and qualifications was also presented and will be developed over the coming months.

The background document lists a set of questions of relevance for the PES. Members of the PES Board are asked to send written comments by Friday 16th September 2016 to EMPL-E2-UNIT@ec.europa.eu with CC EMPL-PES-SECRETARIAT@ec.europa.eu.

DE asked for clarification on how responses to the consultation will be taken into consideration in the legislative proposals. The EMCO Chair clarified that as the Education, Youth, Culture and Sport Council will be charged with the negotiations deriving from the Skills Agenda, the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) decided to issue an opinion at its October meeting. PES contributions will feed into this opinion.

The background paper can be found on the AFEPA extranet.

ITEM 8: Employers Day - evaluation and further steps

Robert Komaromi reported on PES activities in the framework of the Employers Day 2016. Overall 222.363 employers were contacted. 1.000 events were organised, 30.000 vacancies were collected and 2.000 PES employees were involved. There was a central European event – a press conference in which the Chair, BE Board Member and Commissioner Thyssen participated. PES should report to the October Afepa meeting, which should issue an opinion for the Board meeting in December on whether the European Employers Day should be repeated and, if so, which PES would coordinate this activity.

ITEM 9: Reports from the working groups

Long Term Unemployment: The PES Secretariat reported on behalf of the UK Board member who chaired this working group (members: UK, FR, BE, CZ, PL, ES, FI, HR, DK, SI and PES Secretariat) on the June conference prepared the working group. At the June stakeholder conference, participants stressed that quality standards defining minimal service levels were required for single points of contacts (SPOC) and job integration agreements (JIA).

Therefore the Board agreed to extend the mandate of a virtual working group (meeting via video /tele conference) to prepare such quality standards by mid/end of August 2016. These could then be endorsed by the Board by written procedure for possible consideration by the EMCO IG/EMCO. (The Network's input shall be forwarded to the EMCO IG not later than 2 September for further consideration at the EMCO meeting later in September).

Furthermore the working group will explore best practice in early intervention and prepare a report for the December 2016 PES Board. PL will chair the working group. BG and SK expressed their interest in joining the working group.

Board members shall contact the PES Secretariat if they wish their PES to participate in the working group.

PES-PrES: Belgium, Fons Leroy chair of this virtual working group, updated on the provisional outcomes of the working group (members: FI, IT and NL). The mandate of the WG was to elaborate a common view on how to collaborate with private employment services. The provisional outcomes were two draft Memoranda of Understanding as well as an overview of possible associations identified with which the PES network could consider further cooperation. Afepas had been invited to comment on these draft documents in advance of the Board meeting.

The working group will update the documents in light of comments received and submit updated drafts to the Afepa meeting in October before a further discussion at the Board meeting in December 2016. The Board endorsed this procedure.

Refugees situation: Norway, chair of the working group, presented the outcomes of the working group (members: AT, BG, DE, FI, ES and PES Secretariat).

The chair of the working group presented the proposed PES key considerations. The Board endorsed the working group's PES key considerations document for publication. The Board extended the mandate of the working group to look at proposals for activities within the context of the 2017 PES Network Work Programme. These proposals should be developed in time for discussion at the Afepa meeting on 20-21 October. BE expressed interest in joining the working group. Board members shall contact the PES Secretariat if they wish their PES to participate in the working group.

ITEM 10: Work programme 2016 - progress

The PES Secretariat updated on the ongoing activities of the Network's work programme 2016. Continuous improvement and the importance of PES giving the Secretariat feedback were stressed. A draft of the 2017 work programme, based on PES input and the findings of the Benchlearning project, will be presented for discussion at the Afepa at the October meeting. Denmark proposed to address the use of evidence in developing employment services in the 2017 work programme.

ITEM 11: Upcoming Presidency SK – overview of LM relevant topics

Slovakia presented the priorities of the upcoming Slovak presidency (2nd half 2016) as regards labour market issues. The presidency has 4 priority areas: support and development of decent work; combating poverty and social exclusion; new measures to support employment and promotion of equal treatment and equal opportunities.

ITEM 12: Rules of Procedure: Modification of art. 4

The PES Secretariat presented the Chair's proposed modification of art. 4 of the Rules of Procedure (RoP). The intention is to give the Board more flexibility over the term of office of the first Vice-Chair, in order to provide for continuity of the Board's leadership by ensuring that the term of office of the Chair and first Vice-Chair do not come to an end at the same time. This change is needed today to allow the Board to appoint a new Vice-chair for 2 1/2 years (June 2016 – Dec 2018), given that the new Chair will be appointed for 2 years (Sept 2016 – Sept 2018).

The Board endorsed the proposal by unanimity. The PES Secretariat will send out and upload the updated version of the RoP to the AFEPA extranet.

ITEM 13: Appointment of the Chair of the PES Network (Sep. 2016 – Sep. 2018)

[restricted session according to art. 10.4 RoP]

The Board appointed Mr Fons Leroy, VDAB, BE, as Chair of the PES Network for the period 23 September 2016 to 22 September 2018.

Results of the election: 28 votes in favour, 1 abstention (BE).

ITEM 14: Appointment of the Vice-Chair of the PES Network

[restricted session according to art. 10.4 RoP]

The Board appointed Mr Fons Leroy, Ms Tuija Oivo, TEM, FI as first Vice-Chair of the PES Network for the period 27 June 2016 to 26 December 2018.

Results of the election: 28 votes in favour of Ms Tuija Oivo, 1 abstention (FI).

The Board passed unanimously a motion of thanks to Mr Weise for his Chairmanship.

Welcome by Bruno Bruins, Chairman of the Executive Board of UWV on behalf of the Dutch EU Presidency

A video on the Dutch PES, UWV, was shown with a special focus on the labour market integration of people with disabilities. Mr Charles Wijnker (Ministry of Social Affairs and Employment) elaborated on the cooperation between the PES and the Ministry of Social Affairs and Employment. Mr Michel Rovers (UWV) reflected on future PES challenges.

ITEM 15: Benchlearning – results and next steps

Mr Ralf Holtzwardt updated on recent developments in regard to Benchlearning. The data collection will be completed by June. The dashboard is linked to the PES knowledge centre, short versions of the benchlearning reports will be added. All

final benchlearning reports (first cycle) will be available by September 2016. Context free indicators are still to be finalised.

The Danish Board member invited all Board Members to discuss the future setting of Benchlearning on the 14th September in Copenhagen, and will issue an email invitation in due course.

Ian Tewes (LU), member of the BL steering group, reported on current developments within the group. He proposed to Board Members that the results of BL could be discussed in peer reviews.

France (report 12 months after the site visit):

France reported on the PES reform agenda 12 months after the Benchlearning site visit to Pôle emploi (April 2015). The French BL report on the change agenda will be available as of July 2016. France reported on changes with regard to relations with employers, evidence-based design and implementation of PES services, and management of partnership with stakeholders.

Slovakia (report 12 months after the site visit):

Slovakia reported on the PES reform agenda 12 months after the Benchlearning site visit to ÚPSVaR (June 2015). Reforms were undertaken concerning the organisation of the PES (eg. establishments of reception desks, personal agents), the IT systems of PES (introduction of ID readers), the HR development (eg. internal training system).

The template for the change agenda report will be uploaded to the AFEPA extranet.

ITEM 16: Presentation of the Baltic PES cooperation

On 16 October 2015, the Lithuanian Labour Exchange, the State Employment Agency of Latvia and the Estonian Unemployment Insurance Fund concluded an closer cooperation agreement.

The objectives of this strengthened partnership are to provide for a better exchange of information as well as to share expertise and best practice in the field of labour market and employment services.

ITEM 17: Two parallel workshops on PES Benchlearning both covering experiences of site visits, and follow up of Benchlearning results

Two workshops were organised:

- Inclusive Labour Markets: chaired by Denmark -Estonia
- Competence based matching: chaired Belgium – Croatia

Fons Leroy (BE) invited Board Members interested in cooperation on competence-based matching to contact him. He will share a white paper on VDAB's matching system.

ITEM 18: PES Network review (2017)

As foreseen in the PES Decision, the COM shall submit a report on the PES Network Decision to the European Parliament, the Council, the Social Committee and the Committee of Regions by 18 June 2017. COM encouraged all PES to contribute to this exercise as it will affect the future of the Network – including the financing – beyond 2020 when the current PES Network Decision expires.

Any other business

DE introduced a proposal on the cooperation between the PES Network and the EURES Network. PES should send written comments to DE with the PES Secretariat in CC by the end of August.