

# 6<sup>th</sup> PES Network Board Meeting Bratislava, 01-02 December 2016

## Outcomes

### Day 1

#### Welcome

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

Latvia:	Ms Evita Simsone (Board Member)
Romania:	Mr Marcel-Dimitru Miclau (Board Member)
Germany:	Mr Raimund Becker (future Board Member)

All presentations can be found on the Afepa extranet.

#### **ITEM 1: Adoption of outcomes of the last meeting and agenda**

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

#### **ITEM 2: Panel discussion: stakeholder cooperation in the Slovak Labour Market**

Participants: Vladimir Ledecy, Mayor of Spissky Hrhov, Keith Martin, General Manager - International Services, EPIC NGO, Juraj Vins, recruiter IBM Slovakia. Two projects were presented, one on cooperation with partner organisations providing labour market integration services to young people, the latter on social enterprises providing services for long-term-unemployed.

#### **Keynote Speech by Marianne Thyssen, European Commissioner for Employment, Social Affairs, Skills and Labour Mobility; Keynote Speech by Ján Richter, Minister of Labour, Social Affairs and Family of the Slovak Republic**

**Commissioner Thyssen** highlighted the importance of the PES Network in implementing European employment initiatives such as the European Pillar of Social Rights, the Recommendation on the labour market integration of the long-term unemployed, the Skills Agenda and the Youth Guarantee. Furthermore, she

underlined the central role of the PES in delivering the upcoming European Solidarity Corps. The Commissioner's full speech can be found [here](#).

**Minster Richter** reflected on the situation on the Slovak labour market highlighting the role of the PES and the need for cooperation and partnership building in order to cope with current labour market challenges. The situation of the long-term unemployed, young people as well as refugees remains challenging for the Slovak labour market even if the overall labour market situation has considerably improved.

### **ITEM 3: Refugees situation**

**Mr Haakon HERTZBERG (NO)** presented the integration pathways for refugees in Norway, highlighting the importance of cooperation between the municipalities and the PES. The newly introduced fast track option (one year) including intense career guidance was presented.

**Ms Anna DELIBASHEVA (BG)** presented the Bulgarian PES experience of integrating refugees, setting out the key challenges for successful labour market integration.

**Mr HERTZBERG** presented the latest outputs of the PES Network Working Group on the refugees situation, and a proposal to include in the 2017 Work Programme (Item 11) a thematic review workshop that would focus on skills assessment and recognition.

#### **Actions:**

AFEPAs will be consulted to share best practice examples of refugees' skills assessment/recognition in order to prepare for the next meeting of the Working Group in January 2017.

Board Members expressed their wish to continue with this topic for the next Board meetings. MT, ES and SE will present their experience at the forthcoming Board meeting in Malta.

### **ITEM 4: Labour market developments in the EU: focus on youth employment**

**Mr Stefan OLSSON (COM)** presented the labour market situation in the EU, with a focus on youth employment. He also gave an overview of next steps, including the upcoming initiative on Europe's Youth.

### **ITEM 5: EURES**

**Mr Jordi CURELL (COM)** presented the latest developments concerning the implementation of the EURES Regulation (EU) 2016/589.

**Mr Wolfgang MUELLER (DE)** presented the BA's proposal on how the PES Network should cooperate with the EURES Network.

The Board endorsed the proposal. The Board decided that Belgium, at AFEPA level, will represent the PES Network at meetings of the EURES Coordination Group.

#### **Actions:**

The PES Secretariat will forward the cooperation document to the EURES European Coordination Office in DG EMPL.

### **ITEM 6: Towards a European Solidarity Corps**

**Mr Stefan OLSSON (COM) and Mr Jordi CURELL (COM)** presented the new initiative 'European Solidarity Corps' to be launched on 7 December 2016. PES will be central players in delivering the "occupational strand" which will provide young people with an opportunity for a job, apprenticeship or traineeship in a wide range of sectors engaged in solidarity activities in another country for a period between 2 to 12 months.

### **ITEM 7: PES Network update (Part I)**

#### **– Social Pillar**

The Chair of the Working Group, **John McKEON (IE)**, presented the Network's draft contribution to the Commission's public consultation on the European Pillar of Social Rights.

#### **Actions:**

PES were asked to comment in writing on the draft by 5<sup>th</sup> December. The PES Secretariat will subsequently launch a written procedure to Board members, to enable to submission of the contribution to the Commission's consultation before the deadline of 31 December 2016.

The Working Group will carry on its work in 2017 updating the PES 2020 vision document.

#### **– Long Term Unemployment (LTU)**

**Ms Edyta CZARNOCKA (PL)**, Chair of the Working Group, presented the PES Network proposal to EMCO for Quality Standards to monitor the implementation

of the LTU Recommendation. These were presented to the EPSCO in October 2016. The Chair also presented the report on PES assessment and early intervention to prevent long-term unemployment which had been requested at the Amsterdam Board.

The Board agreed to extend the Working Group's mandate to develop potential process measures for LTU interventions which could be considered in the Benchlearning exercise.

Actions:

Any final comments on the report to be submitted to the PES Secretariat by 16<sup>th</sup> December.

– **PES-PrES (private employment services) cooperation**

**Mr Fons LEROY (BE-VDAB)** presented two documents; a principle document and a discussion paper. The aim is to identify win-win situations for PES and PrES through cooperation at European level. This however should not have any implication for cooperation at the national situation.

The Board endorsed the principle document.

Actions:

The Board agreed to engage in relevant discussions at future meetings.

**ITEM 7: PES Network update (Part II)**

– **European Employers Day**

**Mr Gregorio GONZÁLEZ ROLDÁN (ES)** presented the proposal from ES, IT and CY on how to further develop the EED.

The Board agreed to organise a new edition of the Employer's Day in the autumn of 2017.

The Board also decided to set up a Working Group, chaired by Spain, to work on the 2017 EED. The first meeting of the Working Group will take place in Madrid.

– **Mutual Learning events update**

- PES and IT Thematic Review Workshop, Zagreb, 6-7 July & follow-up visit Brussels, 22 November

**Ms Stella ARNERI (HR)** summarised both events. A toolkit supporting PES implementing an IT strategy is going to be finalised early 2017.

- Change Management seminar, Brussels, 4 October

**Ms Annie GAUVIN (FR)** recapped this seminar focusing on change management. Participants discussed amongst others the risks of and the resistance to change.

- Making the PES Business Case conference, 17 January 2017

**Mr Eamonn DAVERN (PES Secretariat)** reported that this event has been postponed to January 17th due to difficulties over the original timing. The event is aimed at senior PES representatives to enable them to consider how the case can be made to identify a wider socio-economic return on investment by government into PES services. PES interested in the event were asked to register.

- Sustainable Integration into the Labour Market Thematic Review Workshop in Copenhagen, Denmark, on 24-25 November 2016

**Mr Christian BAK (DK)** summarised the event. A follow-up event will be held in January 2017 and a toolkit is under preparation.

#### **ITEM 8: Annual Report of the PES network 2016 - Adoption**

**Mr Eamonn DAVERN (PES Secretariat)** presented the draft Annual Report of the PES Network. The PES Secretariat has, based on various inputs from PES, shared a draft version of the Annual Report to AFEPAs.

The Board adopted the annual report subject to minor changes to the section describing benchlearning.

#### **Actions:**

The final text will be further formatted by the PES Secretariat for publication. In accordance with the PES Decision (Article 6), the Annual Report will be sent to the European Parliament and the Council and needs to be published.

#### **ITEM 9: EMCO update**

**Mr Tom BEVERS (EMCO)** gave an update on the latest activities at the EMCO, in addition to the written update circulated before the meeting.

## **Day 2**

**Intervention by the Chair of the Board:** The Chair asked the Board members to reflect on the future design of Board meetings.

### **Actions:**

Board members should send their ideas to the PES Secretariat by the end of December 2016.

### **Welcome by Mr Marián Valentovič on behalf of the Slovak EU Presidency: Presentation of the new concept of the merged employment and social services provision in the Slovak Republic**

The Slovak reform of merging PES with Social Services was presented focusing on the use of newly introduced e-services and the implementation of one-stop shops. The Central Office of Labour, Social Affairs and Family was presented.

### **ITEM 10: Benchlearning**

- Dashboard/context-free indicators
- Organisational structures – results
- Next cycle of benchlearning

The **second Vice-Chair** summarised his impressions from the last EPSCO meeting in October where he gave a presentation to the Ministers on Benchlearning. Reactions were positive.

The **Chair** reported on his presentation for the Employment Committee of the European Parliament where he highlighted the mutual trust necessary for setting up Benchlearning.

**Mr Ralf HOLTZWART (COM)** summarised the discussions at the last BL working group and presented ideas for the way forward. The exercise showed that almost all PES can be found at least once among the top or high performers. As a consequence, there is not one single PES that can be considered the performance benchmark in all relevant dimensions. As for the 2<sup>nd</sup> cycle of Benchlearning an adaption of the methodology was proposed. The main structure shall remain but a new section focusing on change (section H) shall be introduced.

**Mr Michael FERTIG (ICON)** presented the findings from the first cycle of Benchmarking in regard to the use of the methodology.

The Board decided to integrate a new section H of performance enablers focusing on change into the benchlearning methodology. This section will be tested during the first four visits (FR, AT, SK, IT). The Board will then decide whether to keep this section or not.

The Board decided to maintain all 29 specific performance enablers.

The Board also decided to introduce one additional quantitative indicator (PES market share of vacancies) into the benchlearning methodology. The Board also agreed that the assessor teams shall be adapted according to the PES' individual support requirements, as far as possible.

### **ITEM 11: Work Programme 2017 – Adoption**

**Ms Nadia ELHAGGAGI (PES Secretariat)** presented the draft PES Network Work Programme 2017, and the new evidence-based approach using the 30 benchlearning reports to identify mutual learning activities.

The Board adopted the draft Work Programme, including the shortlist of mutual learning activities agreed at the October AFEPa meeting. The Board agreed that the Work Programme remain a living document, which can be adjusted according to changing priorities of the Board or a changing situation on the European labour market.

#### **Actions:**

The final text will be further formatted by the PES Secretariat for publication.

In regard to the provision for *Technical assistance to 2 PES with PES-related CSRs*: Heads of PES with PES-related CSRs (CY, ES, IT, RO in 2016) are invited to send the PES Secretariat a request by email by the end of 2016.

In regard to the provision for a *Working Group of a small group of PES at a similar level of development on a given theme*: the PES Secretariat invites a small group of PES to submit by email to the Secretariat a joint request by the end of 2016. Priority will be given to innovative themes, especially where little has been done already under previous PES mutual learning activities.

### **ITEM 12: PES Network review (2017)**

**Ms Nadia ELHAGGAGI (PES Secretariat)** updated the Board in regard to the implementation of Article 10 (Review) of the PES Decision.

**ITEM 13: Upcoming Maltese Presidency of the EU – overview of Labour Market relevant topics**

**Mr Felix BORG (MT)** presented the priorities of the upcoming presidency (first half 2017) as regards labour market issues. The presidency has two priority areas: migration and social inclusion. The Board meeting will take place in Malta on the 8<sup>th</sup> -9<sup>th</sup> June 2017.

**Any other business**

**Mr Wolfgang MUELLER (DE)** informed of the relevant experience of the German PES, given the forthcoming launch by the Commission of youth mobility actions under the Investing in Europe's Youth.

The PES Secretariat invited the German delegation to submit written comments to be forwarded to the relevant service within the Commission.

**Ms Nadia ELHAGGAGI (PES Secretariat)** presented the new PES Network newsletter. The PES Network's website that is currently hosted by DE will be transferred to BE-VDAB.