



## 17<sup>th</sup> PES Board meeting, 23 – 24 June 2022

### Meeting under the French Presidency

#### *Outcomes*

*Nature of the meeting: The Board is the governing body of the European Network of Public Employment Services (PES Network), established by Decision No 573/2014/EU. It is composed of one nominated member for each Member State, from the senior management of their respective PES, and for the European Commission. The meeting is not open to the public. The adopted outcomes are published on the EMPL Europa website.*

Absent: CY, HU, IT, LI

#### **Welcoming**

Frédéric Danel, Regional Director, Pôle emploi Hauts de France, welcomed participants to the Hauts de France region.

The Chair of the Network, Johannes Kopf, and Second Vice-Chair Jean Bassères (Director General of Pôle emploi) opened the meeting.

#### **Welcome by Olivier Dussopt, French Minister of Labour, Full Employment and Inclusion**

Olivier Dussopt (French Minister of Labour, Full employment and Inclusion) welcomed participants and looked back at developments from the last semester in fields including gender balance in corporate boards, minimum wage as well as posting of workers. He underlined the dynamic cooperation in place at EU level in the employment field and welcomed the PES Network's contribution, including benchlearning activities. Regarding challenges ahead, he referred in particular to the twin transition and the need to provide support to those who could be left behind, including people displaced from Ukraine.

#### **Situation in Ukraine: exchange with Commissioner Schmit**

Nicolas Schmit, Commissioner for Jobs and Social Rights, recalled that PES fully played their role during COVID and highlighted the EU's role via support to short-time work schemes. He referred to multiple labour market challenges (including labour and skills shortages), which are being exacerbated following Russia's aggression in Ukraine. Supporting those at risk of being left behind is even more important in this context. Key EU initiatives were put in place to welcome persons displaced from Ukraine, starting with the activation of the Temporary Protection Directive. The Commissioner recalled that registration with PES is key and remains low. He underlined the major role of skills and competences assessments, recalled

initiatives taken to facilitate the mobilization of EU funds. The Commissioner reported on the appointment of a special adviser related to the situation in Ukraine. He concluded by highlighting the challenges and opportunities ahead to promote full employment and skills, referring to strong signals of solidarity towards Ukraine and its people.

PL and RO presented some figures concerning the displaced people arriving to their countries. They also shared experiences from their countries which have welcomed large numbers of persons displaced, especially in the first weeks, as well as activities implemented to support employment. IE reported on their outreach activities. EMCO reported on an upcoming collecting of information among its members, whereby synergies with the PES Network are welcome.

Exchange with Board members touched upon the possible implications of the sanctions against Russia. European solidarity was highlighted as a key. Welcoming people displaced from UA remains a key priority.

## **Family photo**

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

The Chair welcomed new Board members from RO and alternate Board members from EE, PT and SE.

The Board adopted the draft agenda of the 17<sup>th</sup> Board Meeting.

The draft outcomes of the 16<sup>th</sup> Board Meeting, hosted online by SI in December 2021, were adopted without comments and will be uploaded on the EMPL Europa website <http://ec.europa.eu/social/PESNetwork>.

### **ITEM 2: Labour market integration of youth: young people's new expectations and impact on PES service offer**

In the context of the European Year of Youth 2022, Heads of PES were invited to discuss how to take into account young people's changing expectations of the labour market and best tailor PES services.

The topic was introduced by Julie Couronné, a sociologist who presented her research on young jobseekers. The presentation was followed by an exchange of views with Manon Deplanche, a young entrepreneur and influencer, Aurélie Vermesse, an employer in the catering and hospitality sectors and Isabelle Cerrutti from Pôle emploi. The exchange focused in particular on the questions of work life balance, the meaning of the (work) life and the human dimension in the digital economy. Another important conclusion is that the relationship to work must be thought in a plural way, there are as many relationships to work as there are young people. Several PES expressed their interest in sharing of good practices.

### **ITEM 3: Employment of persons with disabilities: How can access to employment of persons with disabilities be improved?**

Katarina Ivankovic-Knezevic, Director for Social Rights and Inclusion, DG EMPL, introduced the upcoming Commission 'Package to improve labour market outcomes of persons with disabilities' in the Strategy for the Rights of persons with disabilities 2021-2030. The employment package aims to support Member States in their implementation of the UN Convention on the Rights of Persons with Disabilities and consists of joint action in six areas: 1) Strengthening capacities of employment and integration services 2) Promoting hiring perspectives through affirmative action/combating stereotypes 3) Ensuring reasonable accommodation at work 4) Retaining in employment – preventing disabilities at work 5) Securing vocational rehabilitation schemes in case of diseases or accidents 6) Exploring quality jobs in sheltered employment, pathways to the open labour market.

This was followed by a presentation by the PES Secretariat of the draft PES Network toolkit 'Strengthening PES to improve the labour market outcomes of persons with disabilities'. The toolkit provides a practical guide for how PES can promote the participation of persons with disabilities in the labour market. A final version will be shared after fine-tuning and a dissemination webinar will be organised in the autumn.

Pôle emploi and Cap Emploi presented their reinforced partnership. While both organisations started as separate entities (with separate venues and complementary ranges of services), the collaboration now aims to ensure a single place to ease procedures and improve the quality of services delivered to persons with disabilities. A joint approach is also implemented towards recruiters, adapted to each territory, focussing on job opportunities and key sectors. In practice, a collective and cooperative approach is being implemented, based on a pooling of resources that preserves the identity and autonomy of the two networks.

After the plenary, Heads of PES were invited to three parallel roundtable discussions on: 1) Internal HR Strategy (chaired by Finland, with a presentation from Germany) 2) Jobseeker Strategy (chaired by Norway with a presentation from Estonia) 3) Employer Partnership Strategy (chaired by France, with a presentation from Belgium – Actiris).

### **ITEM 4: Future of Benchlearning**

The PES Secretariat presented proposals developed with AFEPAs (supported by the Benchlearning Working Group) for updated modalities for Thematic Learning Dialogues and an overall concept for the 4<sup>th</sup> cycle of benchlearning. The document aims to provide guidance and a broad concept, drawing lessons from the 3<sup>rd</sup> cycle experiences.

During the discussion, Board members emphasized the need to avoid an increase in resources, put a strong emphasis on the PES ecosystem, reflect upon confidentiality of documents and the possible involvement of broader range of staff (to make the process more visible and understood).

The Board adopted the proposal with one amendment related to the 4<sup>th</sup> cycle concept (referring to the possibility to focus on specific areas, which could include support to persons with disabilities).

Following a survey to be launched in the autumn 2022, a more detailed methodology for the 4<sup>th</sup> cycle will be proposed to the Board in 2023.

### **ITEM 5: The French Labour Market**

Cyril Nouveau, Director for Statistics, Studies and Evaluation, Pôle emploi, presented some key features of the French Labour Market and recent trends. He underlined that the impact of the COVID crisis on employment was strong but limited in time. The rate of unemployment is 0.9 pct.points below the pre-crisis level. However tensions are emerging on the labour market, with high level of expected hiring difficulties (for instance in healthcare related occupations, construction, some skilled manufacturing professions). The employment rate is slightly lower than in the European Union, but higher for women. He underlined that almost a quarter of registered unemployed have been unemployed for one year or more and that most recruitments are now taking place via short term ('non-durable') jobs.

### **ITEM 6: Artificial intelligence at the service of jobseekers and companies**

Theodora Xenogiani, Senior Economist at the Directorate for Employment, Labour and Social Affairs of the OECD provided an overview on the use of AI in PES, based on the OECD Policy Brief on "[Harnessing digitalisation in Public Employment Services to connect people with jobs](#)".

NL presented their approach to ethical considerations on the use of AI in PES and relevant procedures put in place (such as the development of a 'data ethic compass' and the setting up of an ethics committee).

Dr. Sang Hyon Lee (Research Fellow, Korean Employment Information Service) provided a perspective from the Republic of Korea's PES, presenting concrete examples of the integration of AI in services delivery.

The discussion touched upon risk assessment and risk management strategies in relation to the ethical dimension of the application of AI on data. Board members underlined the need for regular specialist assessment of the processes and the results produced by applications of AI. The feedback from the discussion will be used in particular within the context of Working Group ('PES 4.0 Task force') to be launched in the autumn, led by NL.

### **ITEM 7: PES Network and Work Programme 2022**

#### **Supporting gender equality within the PES Network**

BE-Forem provided an overview of how gender equality is addressed throughout the organization. The PES Secretariat presented possible options to further support gender equality within the PES Network (including both in governance and PES Network activities).

The possibility of a Working Group on gender equality within PES was raised, to be further explored when developing the work programme 2023. In the absence of DE that had proposed discussing the item with the Board, the discussion on future options was postponed to the following Board meeting.

### **PES Network Work programme**

LT shared experiences from the recent Mutual Assistance Project on Human Resource Management reforms. The possible benefits of the Mutual assistance projects were highlighted.

The PES Secretariat updated on the implementation of the 2022 Work Programme and invite all PES to respond to the call for ideas for the next Work Programme and beyond (DL 22 July). Board member were encouraged to approach the secretariat regarding remaining slots for Mutual Assistance as well as Jour Fixe meetings.

The Chair reported on participation in various events including the EMCO review on ALMPs and integration of the long-term unemployed, a Dialogue with Commissioner Schmit in the context of the European Year of Youth, an interview with Euronews on the situation of persons displaced from Ukraine.

The Commission recalled that three out of four so-called 'regular and technical events' (which also include MISSOC, SLIC and DGVT) are co-financed by DG EMPL each semester. In this context PES are invited to coordinate well in advance with the Ministry in charge of the co-financing request as well with upcoming presidencies. The Commission thanked PES that second some of their staff to the PES Network secretariat.

To support PES in welcoming people from Ukraine, the Board approved inclusion in the Network Work Programme of a study visit and an additional Working Group. The study visit aims at ensuring those Member States who are most exposed can visit countries with more extensive experience in welcoming refugees. A dedicated working group will help maintain regular exchange and dig deeper into the actual challenges.

### **AOB**

FR updated on WAPES activities, highlighting complementarity with PES Network activities. FR has been re-elected as the vice President for Europe.

The French Presidency handed over to the upcoming Czech Presidency.

CZ presented the priorities for the Czech presidency, which will focus on the impact of today's main challenges on employment policies. The next Board meeting is planned to take place on 15-16 December 2022 (format to be confirmed, possibly in person).

SE announced that the meeting spring 2023 will take place in person in Stockholm on 8-9<sup>th</sup> June 2023.