



AMSEP WAPES AMSPE

**WAPES Executive Committee
Seoul, South Korea
3 March 2015**

Minutes of the Executive Committee meeting



Executive Committee Members presents

Venue

2F Conference Hall, The Federation of Korean Industries, Seoul

1 Introduction, registration, and a word of welcome from the President

The meeting was opened by the President, Ms Elisabet Arp. Six of the eight members were present, therefore the quorum was met.

Apologies for absence were received from the Vice-President of the Americas, Mr Bienvenido Castillo and the Vice-President of the Middle East and Arab Countries, Mr Beyte Allah Ahmed Leswed.

The President welcomed all of the members of the Executive Committee. She thanked Korea for having organised this meeting at such short notice, considering that the decision was made during the last Managing Board meeting, which took place in Paris in November 2014.

She expressed delight at the Executive Committee's achievements during this term, which is nearing its end. She asked the members to keep up the hard work and to remain vigilant for the few months that remain.

She started with the example of the Swedish PES, where a support service contract aimed at new arrivals was rescinded as a result of numerous cases of abuse. The President reiterated that the job of the Public Employment Services is becoming more and more difficult. There is a need for solidarity and for the exchange of experiences in order to combat this new plague, which is being caused by the abuse of the system.

2 Agenda for the Executive Committee meeting ([see document 2](#))

The agenda was approved. The İŞKUR representatives (Turkey) will only participate to sum up the work carried out by the working groups on the new strategy and the future of WAPES. The discussions that will follow this will only involve the members of the Executive Committee.

3 Vice-Presidents' reports

The President reminded the participants of the importance of the region reports for the production of the WAPES Management Report for 2012-2015. This document brings together all of our action plans and achievements, as well as the services that WAPES offers its members. It is an important tool for the promotion of WAPES.

3.1 Asia-Pacific ([See document 3.1](#))

Although the unemployment rate remains relatively low, the Vice-President highlighted the issue of a lack of decent work for young people in the region. He reiterated the importance of cooperation, information sharing and training as part of the development of the Public Employment Services in Asia-Pacific.

He presented the activities carried out over the last 3 years: notably hosting the WAPES World Congress in 2012, study visits to Mongolia and Vietnam and **sandwich course-related training**, etc.



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The Vice-President voiced his firm commitment to organising more training both within and outside of the region. He is committed to taking the time every now and then to promote WAPES to the non-member countries located in his region.

He asked the other Vice-Presidents and representatives of other regions, as well as the WAPES Executive Secretariat, to continue to show an interest and cooperate with both regional and inter-regional plans. He proposed more frequent meetings via webinars or Skype.

The Vice-President expressed his delight at the accession of **Cambodia** as a new WAPES member and welcomed the interest of India and Malaysia in becoming members. He did not hide his disappointment at the departure of Australia and New Zealand.

3.2 Africa ([See document 3.2](#))

With reference to the region's achievements during the term, the Vice-President declared AASEP to be the manifestation of the desire of the African PESs to face up to poverty and youth unemployment within the member States.

During this period, in addition to adopting AASEP's fundamental documents, the region's PESs have organised several workshops and technical exchanges. The workshop held in Benin resulted in an appeal to the governments of the African States, and the nomination of **WAPES** as an **observer of the African Union**.

In response to the recommendations from the Brazzaville workshop, which took place in March 2014, an **agreement was signed between WAPES and CRADAT** for the training of employment advisor trainers in 2015.

This year (2015) the region expects to mobilise the English-speaking PESs, however this will not be easy. A workshop is expected to take place in Senegal, and both bilateral and multilateral technical cooperation are expected to be strengthened.

While the intentions are good, there is no shortage of problems. The Vice-President is concerned about the lack of financial and human resources, the fact that certain African PESs are not WAPES members, a lack of communication between the managers of PESs and the non-payment of membership fees.

3.3 Europe ([See document 3.3](#))

The report on the Europe region provided an insight into the unemployment situation in Europe. It focused on the exchanges that were carried out between the European PESs in response to the themes set out in the 2012-2015 WAPES Presidency strategy, namely: youth unemployment, competency management, labour market mobility and generational renewal.

Youth unemployment, particularly amongst NEETs (young people not in employment, education or training), represents a significant threat to social cohesion and increases the risk that these youths will become "a lost generation".



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In terms of the **migration of the workforce**, Germany is organising a peer review between PESs from various regions such as Canada, the United States, Japan and England. The context will be the very low unemployment rate and the lack of a qualified workforce. Germany wishes to communicate with other countries experiencing the same issues. The results of this review are expected in 2016.

The European PESs organised a variety of activities within the scope of **the building of management competences**. The report mentions the conference that took place in Russia in 2014 on the subject of **centralised and decentralised management models**, as well as the conference that took place in France, which gave the PESs the opportunity to share opinions and practices around the theme of **the dynamic of innovation and idea management**. Study visits were also organised with a view to building upon the capacities of the PESs.

The European Public Employment Services must face up to any difficulties that they may encounter in the future, and they must safeguard their mission to provide all European citizens with a good life and decent employment.

3.4 The Americas ([See document 3.4](#))

In his report, which was presented by the Executive Secretary, the Vice-President highlighted the added value of WAPES activities in the region, as well as the region's proudest achievements, such as the seminar that took place in Lima, Peru, on "**PESs and their fight against poverty**" and the training carried out with a view to creating a **network** of PESs, particularly within **Central America** and the **Caribbean**, to enable the **cross-border** flow of migrants to be managed.

In terms of difficulties, the Vice-President spoke again about the unemployment rate, which has increased amongst young people in particular (3 times more unemployed young people than adults), not to mention the high level of informal employment (46.8% of the population).

3.5 Conclusion and next steps

In order to compile the Management Report, the President requested that the Executive Secretary take care of the publishing of the regional reports. The reports from the Presidency, Treasury and Executive Secretariat will be added to the final report.

The deadline for collating the report is the end of March, which will allow sufficient time for translation and printing.

4 Treasurer's report 2012-2015 ([see document 4](#))

Following restructuring within the Hungarian PES, the Director General for Employment, Mr Robert Komaromi, has been replaced by the Secretary of State for the Ministry for National Economy, Mr László Modori.



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The report summarises the objectives that the Treasurer set for himself for 2012-2015, namely:

- To remain within the budget approved by the GA in 2013: with the aim of using our bank savings efficiently members were encouraged to organise more activities.
- To introduce, along with the Presidency and the Executive Secretariat, any measures that could contribute to improvements to the way in which WAPES functions: the Treasurer's workshop in Budapest in 2013, which resulted in the creation of new funds, and the restructuring of the accounting system. A possible new calculation method was also discussed in the event but participants concluded that the current system should not be changed at the moment.
- To act as a support for and co-initiator of strategic thinking and shared views regarding the future of WAPES.

The President congratulated the Treasurer on his meticulous work and the transparency that he has displayed throughout the entirety of his term.

5 The Future of WAPES

6 5.1. Group reports and discussions (see [document 5](#))

During the Managing Board meeting, which took place in Paris in November 2014, the President asked for thoughts on the continued improvement of WAPES. As a modern organisation, WAPES and its member PESs must be capable of strategic thinking in order to ensure the ongoing development of the organisation. However, the fragile nature of the Executive Secretariat, which relies on experts being made available by members, is a constant cause for concern. 3 working groups were created.

1. Support for the functioning of the Executive Secretariat: proposal of a new, more decentralised structure with the transfer of specific responsibilities to members.

2. Added value of WAPES: identify what members need and expect from WAPES by means of a survey covering its strong points, areas for improvement and suggestions for types of activities to be carried out. Strengthening of partnerships with specialist agencies.

3. Implementation of changes: it is important to closely monitor development and to remain vigilant to ensure that decentralisation does not create a divide within the organisation. It is important to ensure that the global aspect of the association and its inter-regional exchanges are maintained.

Belgium informed the audience that Synerjob is submitting a candidacy application for the WAPES Presidency. The fact that Synerjob and the Executive Secretariat work closely with one another will facilitate the implementation of any necessary reforms.



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5.2. Conclusions and agreement on what is to be presented and how it is to be presented at the General Assembly

Mindful of its responsibilities with regard to the correct functioning of WAPES in the future, the Executive Committee will take the lead in thinking about a new strategy.

Mixed-region working groups will be established during the GA, seeing as this alternative is provided for in the statutes.

Two points will be discussed, namely "**the added value of WAPES membership**" and "**support for the functioning of the Secretariat**".

A **report drawn up by the Executive Secretariat** will form the basis for the discussions.

The current **President**, who by then will be the former President, will start the discussions. The group work will be facilitated by the **former Vice-Presidents**, who will be assisted by the **new Vice-Presidents**. The **new President and former President** will preside over the discussions.

Korea suggested using a questionnaire to make the work easier. The President asked the members to send any suggestions to the Secretariat as soon as possible.

7 Preparation for the General Assembly


6. 1 Agenda ([See document 6.1](#))

The Executive Secretary presented the agenda for the General Assembly and explained each of the points listed on it. The participants voiced concern about the election methodology and procedure, as well as about transparency with regard to the counting of votes.

In addition to the written motivations sent with the candidacy applications, the members of the Executive Committee suggested giving each candidate a few minutes to briefly introduce themselves.

In the event of a secret ballot, the Executive Committee has opted for the use of a **manual voting system** as opposed to an electronic one. This decision must be communicated to İŞKUR.

As the ILO will be presiding over the WAPES elections, the Executive Secretary has been appointed by the Managing board to inform the ILO of the recommendations made by the Executive Committee.

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6.2 Distribution of Managing Board seats across the various regions ([See document 6.2](#))

The Managing Board met in Paris in November 2014 in order to begin discussions regarding the calculation of the number of seats, and has appointed the Executive Committee to make a suitable decision to put forward during the General Assembly.

The basis for calculating the number of seats will be the combination of the number of **effective members per region**, i.e. members that have not been expelled, with their **actual contribution in terms of membership fees** for the year preceding the GA. The final calculation will be carried out by the Managing Board prior to the World Congress General Assembly.

On 3 March 2015, the distribution of seats for the 2015 elections will remain the same as it is at present.

16 Managing Board members

Europe: **8** members

The Americas: **3** members

Africa: **2** members

Asia-Pacific: **2** members

MEAC: **1** member

6.3 Overview of candidacy applications

The Executive Secretary provided an overview of the candidacy applications for the elections. To date, candidacy applications have been received from China for the Asia-Pacific region, Mauritania, Tunisia and Morocco for the MEAC region and Sweden and Germany for the Europe region.

In addition, the representatives from Belgium, Korea and Turkey presented their candidacy applications in person during the course of this meeting.

The Executive Secretariat will send a final reminder to the members, as the final deadline for submitting candidacy applications is 23 March 2015. It will also send an explanation of the necessity for absent members to be represented by proxies.

8 Monitoring of 2015 Activities

7.1 2015 Activity plan ([see document 7.1](#))

The 2015 activity plan, which was presented by the Executive Secretary, was approved by the Executive Committee. The venue for the 2015 Managing Board meeting has not yet been determined.



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7.2 Communication Expert working plan ([see document 7.2](#))

The communication expert, who was hired in February 2015, presented his working plan up to February 2015.

- ✓ *Restructuring and relaunching the website,*
- ✓ *integrating new communication technologies,*
- ✓ *and creating a network for the dissemination of information*

are the communication expert's most pressing concerns in terms of achieving his primary aim of "**facilitating communication within WAPES and amongst its members**".

According to his analysis, the WAPES website is underused by its members. There were only 14 hits in February, even though more than 100 people have private access to the WAPES website. He appealed to the members to increase the value of this website.

9 Treasury

8.1 2014 Report ([see document 8.1](#))

The report and the budget were presented by László Kövi on behalf of the WAPES Treasurer.

As has been the case in previous years, in 2014, the amount of membership fees received was less than 80% of what was expected, which works out at around 100,000 euros less than anticipated. Spending in 2014 was partially covered by the budget remaining from previous years.

The Treasurer drew the participants' attention to the under-use of the participation fund budget. There are two reasons for this: not all members are aware of the existence of this fund, and the rule that only one member may benefit from this fund puts members off submitting their requests.

Finally, only 65% of the budget set aside for 2014 was used.

8.2 2015 Budget ([see document 8.2](#))

The Treasurer informed the Executive Committee that the events budget has been increased and encouraged them to make use of it. The amount allocated to the cooperation fund has been increased due to the high level of demand from members last year.

The amount of 835,000 euros set aside for 2015 will be sufficient; the budget for the World Congress will be drawn from the remainder of the budget from the last 3 years.

The Executive Committee approved the Treasurer's proposal.



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9. WAPES World Congress ([See document 9](#))

The Turkish PES informed the Executive Committee of the progress of preparations for the 2015 World Congress. The invitations have already been sent out to members, and the website is almost ready.

The Steering Committee and the communication officers will meet in Istanbul on 23 and 24 March in order to finalise the programme and other details. There is a lack, in particular, of moderators and region representatives to participate in the debate on the way in which Public Employment Services communicate in the new world of work and employment.

10. Information from the Secretariat ([see document 10](#))

This point was discussed during the course of the meeting.

11. Closing remarks and the next seminar

Dr. Sang Yong Lee invited the Executive Committee to participate in the seminar and to visit a Job Center and Job World.

12. Any other business, summary of the decisions made and closure of the meeting

The President summarised the decisions made during the meeting.

1) Contribution to the Management Report

- ✓ The region reports are a good start. They will be supplemented by the report on the MEAC region and the reports from the Presidency and the Executive Secretariat.

2) The future of WAPES

- ✓ Production of a separate report that shows the limitations and the added value of WAPES
- ✓ Presentation of this report at the GA by the former President
- ✓ Discussions in mixed-region working groups, led by the new and former Vice-Presidents
- ✓ Collation and presentation by the new President

3) Preparation for the General Assembly

- ✓ Create a space for the election candidates' presentations (President and Vice-Presidents)
- ✓ Ensure transparency during elections



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- ✓ The number of seats on the Managing Board will be calculated based on a combination of
 - the effective number of members per region (members who are not to be expelled at the GA) and their actual contribution in terms of membership fees for the year preceding the World Congress.
- ✓ All candidacy applications must reach the Secretariat by 23 March 2015 at the latest.

4) *World Congress*

- ✓ Inauguration of the WAPES study
- ✓ The Vice-Presidents and the members of the Managing Board will play a crucial role in the discussions surrounding the subject of the implications of the "New world of work and the role of the PESs". It is important to ensure that all of the regions are adequately represented
 - ✓ More moderators are required
 - ✓ The content of the programme of workshops will be enriched by experienced speakers.

5. *2015 activity plan*

- ✓ Activities to be carried out in the regions
- ✓ The communication expert's ambitions

6. *2014 Report and 2015 Budget*

- ✓ The positive 2014 report and the 2015 budget proposal were approved by the Executive Committee.

Meeting venue and room: Federation of Korean Industries meeting room

Approved by:

Elisabet ARP
President

Laszlo Kövi
on behalf of Treasury

Lenka KINT
Executive Secretary



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The following representatives participated in the Executive Committee meeting:

Ms	ARP	Elisabet	Sweden	President
Ms	ASA	Åsa Bergqvist	Sweden	Presidency
Ms	KINT	Lenka	WAPES	Executive Secretary
Ms	MUKAMUSANA	Jacqueline	WAPES	Executive Secretariat
Mr	VANDEWALLE	Pierre-Alain	WAPES	Executive Secretariat
Mr	KÖVI	László	Hungary	Treasurer's representative
Ms	GAUVIN	Annie	France	Vice-Presidency for the Europe region
Ms	CUDINA	Adriana	Croatia	Vice-Presidency for the Europe region
Mr	YOO	Kilsang	Republic of South Korea	Vice-President for the Asia-Pacific region
Mr	LEE	Sang Hyon	Republic of South Korea	Vice-Presidency for the Asia-Pacific region
Mr	NYANGA-ELENGA	André	Congo Brazzaville	Vice-President for the Africa region
Mr	ONDZIEL BANGUID	Bernard	Congo Brazzaville	Vice-Presidency for the Africa region
Mr	OSSÈRE	Jean Pierre	Congo Brazzaville	Vice-Presidency for the Africa region
Ms	Fombona	Marie-Thérèse	Belgium	Active Observer