An Insight into the New World of Work

European PES NETWORK

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Agenda

- activities of the PES Network
- relationship to other EU bodies and stakeholders
- EURES
- digital world of work
PES Network – aim

- to encourage cooperation between Member States
  - in the field of employment,
  - within the areas of PES responsibility, in order to contribute to ‘Europe 2020’ and to the implementation of relevant Union policies
Objectives – to provide support:

- most vulnerable social groups
- decent and sustainable work
- better functioning of the labour markets in the EU
- identification of skills shortages
- better integration of labour markets
- increased voluntary geographical and occupational mobility
- integration of persons excluded from the labour market
- evaluation & assessment of ALMP initiatives and their implementation
Main activities:

- Benchmarking (Indicators: Unemployment, Duration of unemployment, Filling of vacancies, Customer satisfaction)
- Mutual learning activities (Future themes: Strategic performance management, Allocation of PES resources, Operational process design, Sustainable activation and management of transitions, Relations to employers, Evidence based design of PES services)
- Monitoring delivery of the Youth Guarantee (Areas: Self-assessment of PES capacities to implement the YG, Monitoring of PES measures, Best practices for identification of NEETs)
- Wider co-operation programmes
Governance - structure

Board:

- One member + one alternate member from Member States and Commission; one representative (observer) from EMCO
- Chair and two Vice-Chairs (from Member States members)
- Secretariat (provided by and based within Commission)
PES and Employment Committee

- **Role of the Employment Committee**
  - Advisory committee for Employment and Social Affairs Ministers in the Employment and Social Affairs Council (EPSCO)

**Main outputs**

European Semester (annually)
- Opinion on the Employment Guidelines
- Agreeing the annual Joint Employment Report
- Preparing draft EPSCO conclusions on the Annual Growth Survey
- Country-specific employment policy recommendations (CSRs)
- EMCO monitoring & assessment work: thematic reviews and country examinations
- Horizontal opinion on National Reform Programmes
PES and Employment Committee

- Other:
  - Opinions and contributions
  - Thematic reports
  - Annual work programmes

Sub-groups of the committee
- **Ad hoc policy group** – promotes coordination between EU governments on employment and labour market policies
- **Indicators group** – selects and develops indicators to monitor the employment strategy and produces both the Employment Performance Monitor and the Benchmarking - created by a [Council Decision in 2000](https://eur-lex.europa.eu), on the basis of [Art. 150 of the TFEU](https://eur-lex.europa.eu).
PES and Employment Committee

- Possible linkages
drawn from the experience so far

- Proposals for joint work with other committees, and for input from others (PES Network)

- Call upon the expertise of the PES network under EMCO multilateral surveillance work: in particular thematic reviews of PES reform CSRs

- Necessary coordination between mutual learning activities
PES Network and EU institutions
PES Network and labour market institutions

- Other providers of employment services
- Social partners
- Organisations representing unemployed persons or vulnerable groups
- NGOs
- Regional and local authorities
- European Lifelong Guidance Policy Network
- Private employment services
Towards a European Employment Service

Main features

- Transnational placement
- Advice and counselling of mobile jobseekers
- Transnational recruitment advice and delivery to employers
- Staffed by trained specialists from PES
- Involving key staff from Trade Unions, Employers’ organisations and Universities
EURES today

- Focusing on employment results i.e. matching, placement and recruitment by revamping its Portal
- Expanding EURES scope to support targeted mobility schemes at EU level including apprenticeship and traineeship
- Get Public Employment Services (PES) and Private Employment services to systematically cooperate when delivering EURES
- Funding from ESF
- Reform started on 1/1/2014
PES AS DIGITAL ORGANISATIONS

- Modernised services:
  - Image PES: Public and Employers expect digital services from PES
  - Self Reliance is very important in modern life, especially for job search
  - Self Reliance goes hand in hand with transparency: PES need to ensure this. The best way is the digital way
  - Many governments have limited resources and have to find alternatives to rather expensive face-to-face services
Reasoning for digital services

Cost Effectiveness

- Number of PES customers will increase not just due to crisis but also to meet 2020 targets
- Future caseload will be very heterogeneous: how will PES meet this demand?
- Servicing the most vulnerable is very expensive: we need to reduce unit costs
- More and better digitalization leads to saving both staff and property
Digitalisation leading to social inclusion

- Digital skills are essential for social success and career development

- Citizens need to have good access to PES Services

- Labour market must be transparent. Digitalization = mobility

- PES need to choose whether to encourage or compel clients to use digital services
Key messages

- Use of the new evidence based approach in decision making process – BENCHMARKING & BENCHLEARNING

- Necessity of structural reforms in Europe in order to deliver the best possible services to our customers, tax payers and contribution payers (growing tasks and decreasing/unstable budgets),

- Improving administrative-organisational capacity in times of crisis

- Searching for solutions against youth unemployment and coping with long-term unemployment
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