



# *An overview of PES models and PES programmes in the EU*

**EU-US PES Governance and Performance  
Management Seminar  
Brussels 3-4 September 2015  
Lambert Kleinmann, European Commission**

# PES co-operation at EU level

- Since 1997 an EU PES network in place as **informal** advisory group **with voluntary** participation including:
  - Mutual learning programme, PES to PES Dialogue,
  - PES working groups on topics such as skills, PES strategy EU 2020, PES Efficiency etc.
- Encouraging results in area of mutual learning but mainly for a **group of more developed PES**
- Structure of PES network **too weak to ensure a meaningful participation and produce outputs.**



# Enhancing PES capacity and cooperation

- High unemployment rate in many European countries, no more business as usual for PES
- A general understanding to focus on implementation issues to achieve the EU 2020 objectives
- PES equipped for Europe 2020 challenges? PES-related country-specific recommendations: 2014: 12 CSRs, 2015: 3 CSRs + wider CSRs
- European Social Fund – ex-ante conditionalities
- Need for factual advise to EP, Council and COM

# What will the 'new' PES network do?

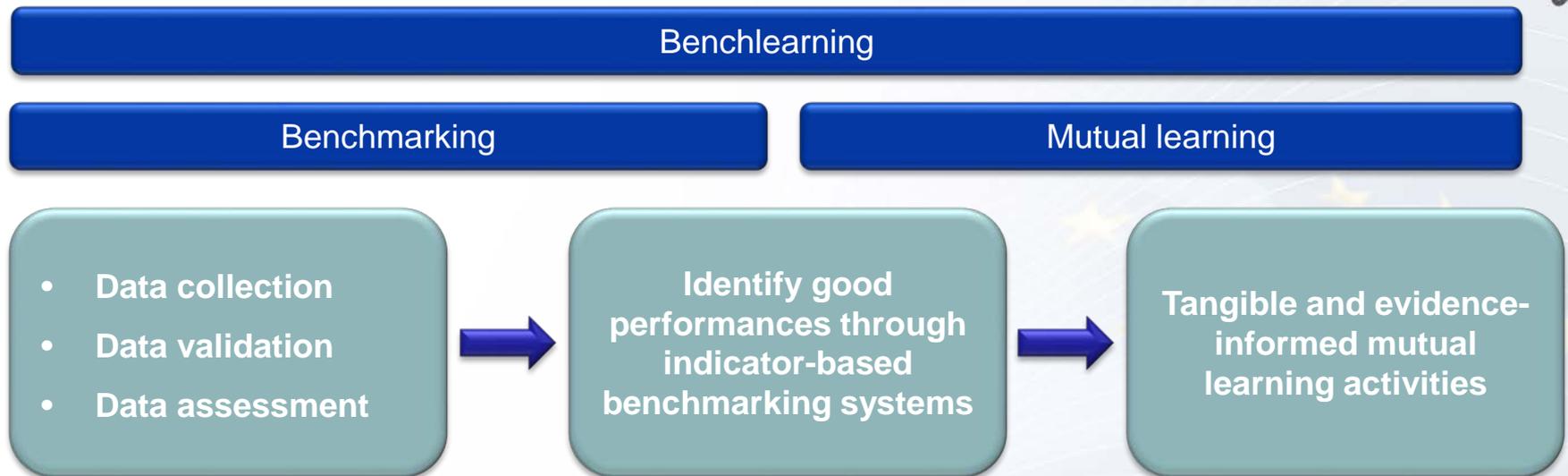
Decision of EP/Council "On enhanced co-operation between public employment services", No 573/2014/EU

- Self-governance of PES network
- Compulsory tasks
- Develop and implement European wide 'benchlearning'
- Provide **mutual assistance**, either in the form of peer-to-peer or group activities
- Adopt and implement a concept for **modernisation and strengthening of PES** in key areas.
- **Prepare reports** in the employment field, at the request of EP, Council, or COM



# Benchlearning

‘**benchlearning**’ means the process of creating a systematic and integrated link between the benchmarking and mutual learning activities



# Study on PES business models 1

Different degrees of autonomy from governments but two main models:

- Autonomous public bodies (AT, DE, EL, FI, SE BE:FOREM, BE:VDAB, BE:ACTIRIS, etc → limited government control over PES activities)
- Executive agencies (BG, CZ, HU, LT, UK, IE, SK, FI, etc. → generally integrated in Labour Ministries)

Involvement of social partners varies:

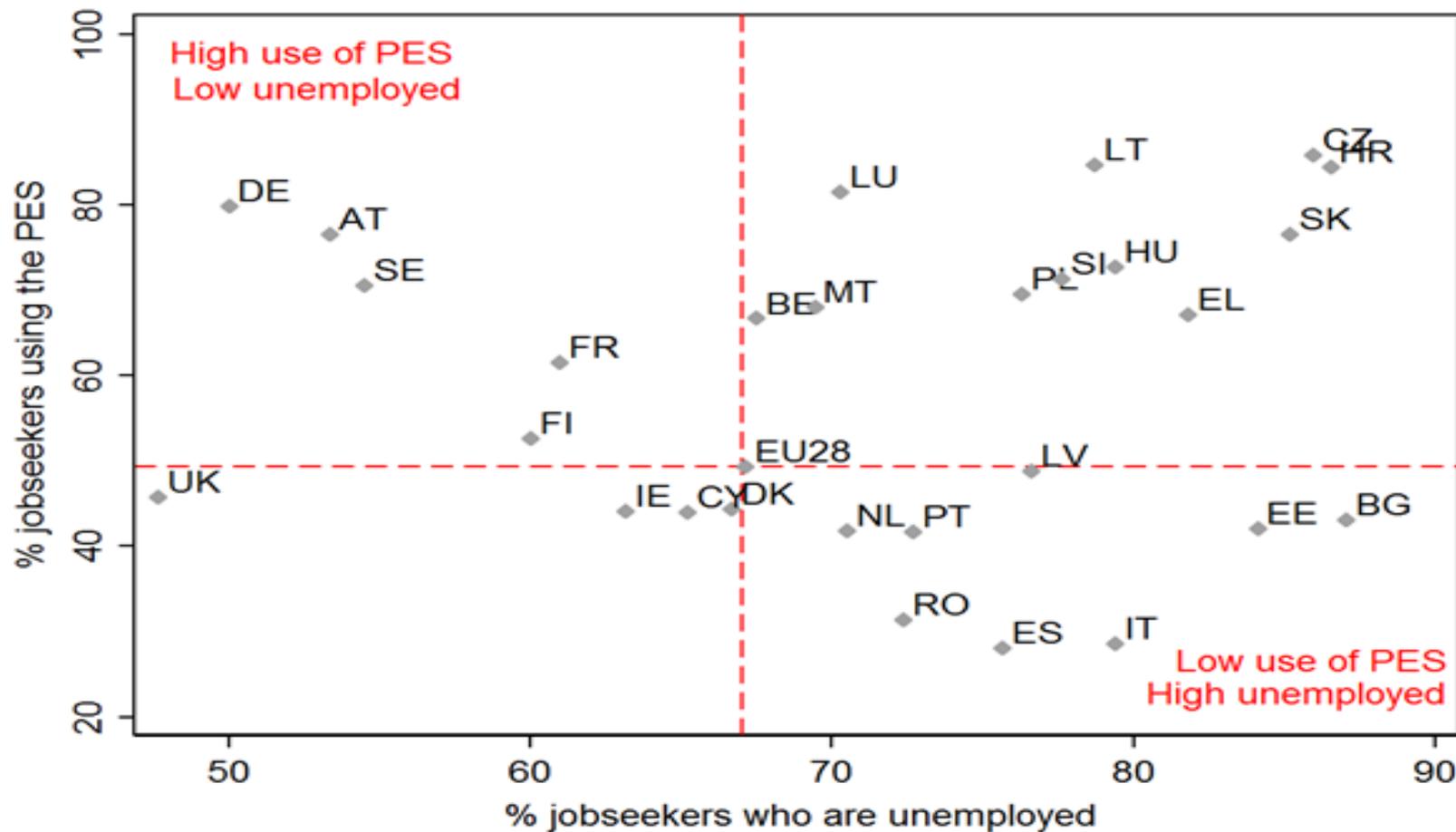
- Represented in managing boards or supervisory bodies (BE:FOREM, BE:VDAB, BE:ACTIRIS, BG, CZ, DE, EE, EL, HU, MT, AT, PT, SI)
- Only participate in advisory bodies (DK, ES, IT, LV, LT, NL, PL)
- Not formally involved but may be consulted (IE, LU, FI, SE, UK, NO)

# Study on PES business models 2

## PES performance targets

	Outcome targets	Process / Activity targets	Both outcome and process targets
General targets		BE-Actiris, BE-Le Forem, CZ ES, EL, HR	
Quantitative targets	AT, CY, DE, EE, FI, NL, PT, RO, UK		HU, SE
Both general and quantitative targets		IT, LV, LT	BE-VDAB, BG, DK, FR, IE, SI

# Use of PES in job-search in relation to the proportion of unemployed in the jobseeker population, 2014



# Challenges

- Implement Benchlearning – urgent need for PES modernisation
- Will Benchlearning produce the desired outcomes
- Different starting points for learning: Similarities/differences in terms of organisation, financing model, client and service orientation, target-setting and performance measurement systems, overall capacity
- High expectations from political masters
- Peer pressure versus ???

