



Employment Policy

DG EMPL - Unit B1 Employment Strategy

These slides accompany the explanation of the acquis to Albania and North Macedonia and can only be used for that purpose. Their content is subject to further development of the acquis and interpretation by the Court of Justice of the European Union.

Agenda

1. Policy framework and governance
2. Youth employment
3. Long-term unemployment
4. Network of Public Employment Services



1. Policy framework and governance

Treaty on the Functioning of the EU

Title IX: Employment

Article 148

- The role of the European Council
- Employment Guidelines
- Member States Annual Report on employment
- Country examination
- Country specific recommendations
- Joint Employment Report

Article 150

- Employment Committee

European Employment Strategy

- Created 1997
- Cooperation between Member States
 - Member States still decide their own labour market policy, taxes, education system, social welfare...
- Open Method of Coordination
- Employment targets

Open method of coordination

The European Employment Strategy (EES) has coordinated Member States' employment policies since 1997 through “the open method of coordination”:

- Common European Guidelines and recommendations
- Annual national action plans for employment
- Monitoring, evaluation and assessment
- Mutual learning at EU level

Employment Committee

Principal tasks

- Monitor the employment situation and employment policies in Member States
- Formulate opinions at the request of the Council or the Commission or on its own initiative
- Contribute to the preparation of the Council proceedings

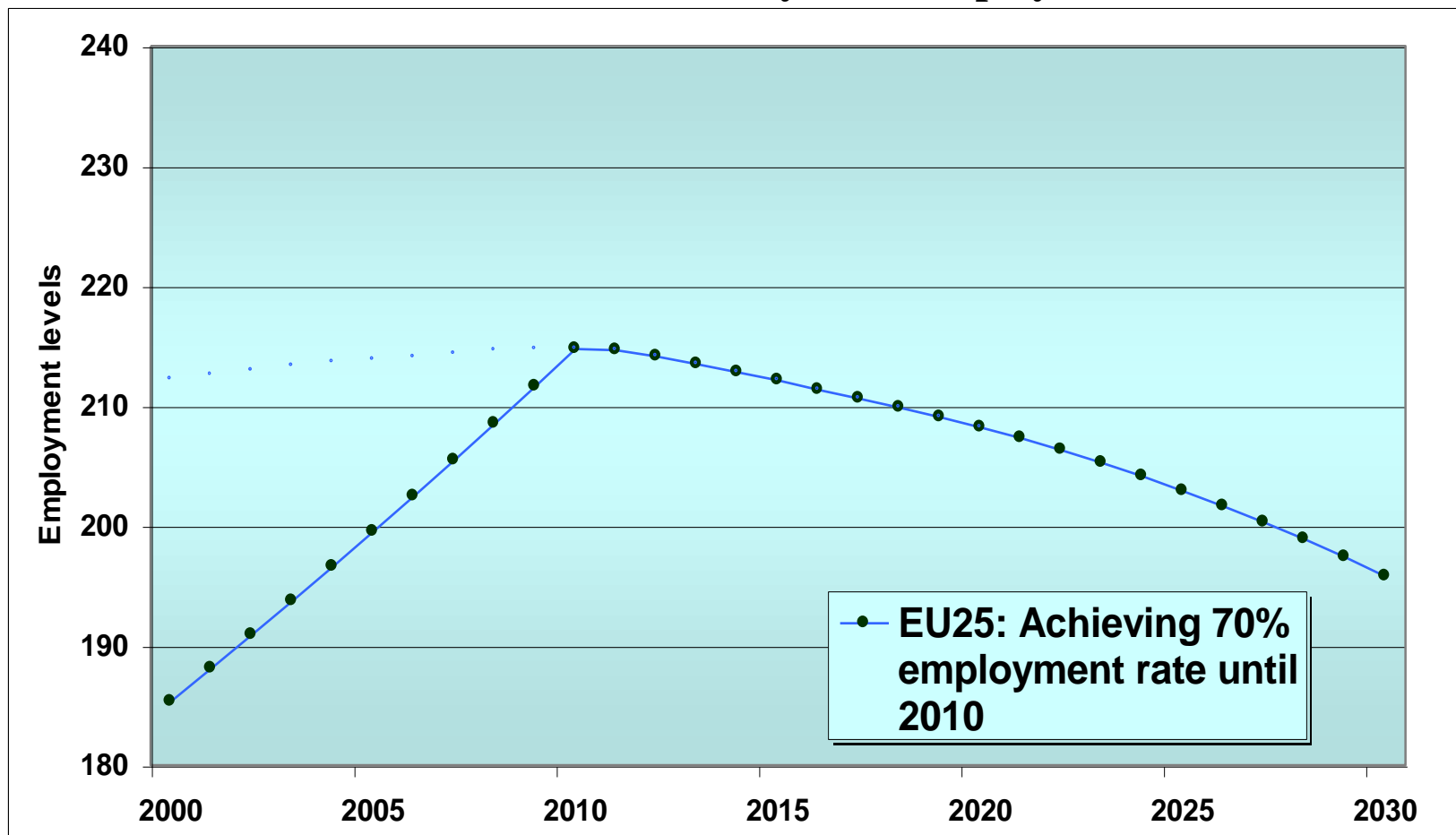
In fulfilling its mandate, the Committee shall consult management and labour

Guidelines on Employment Policies

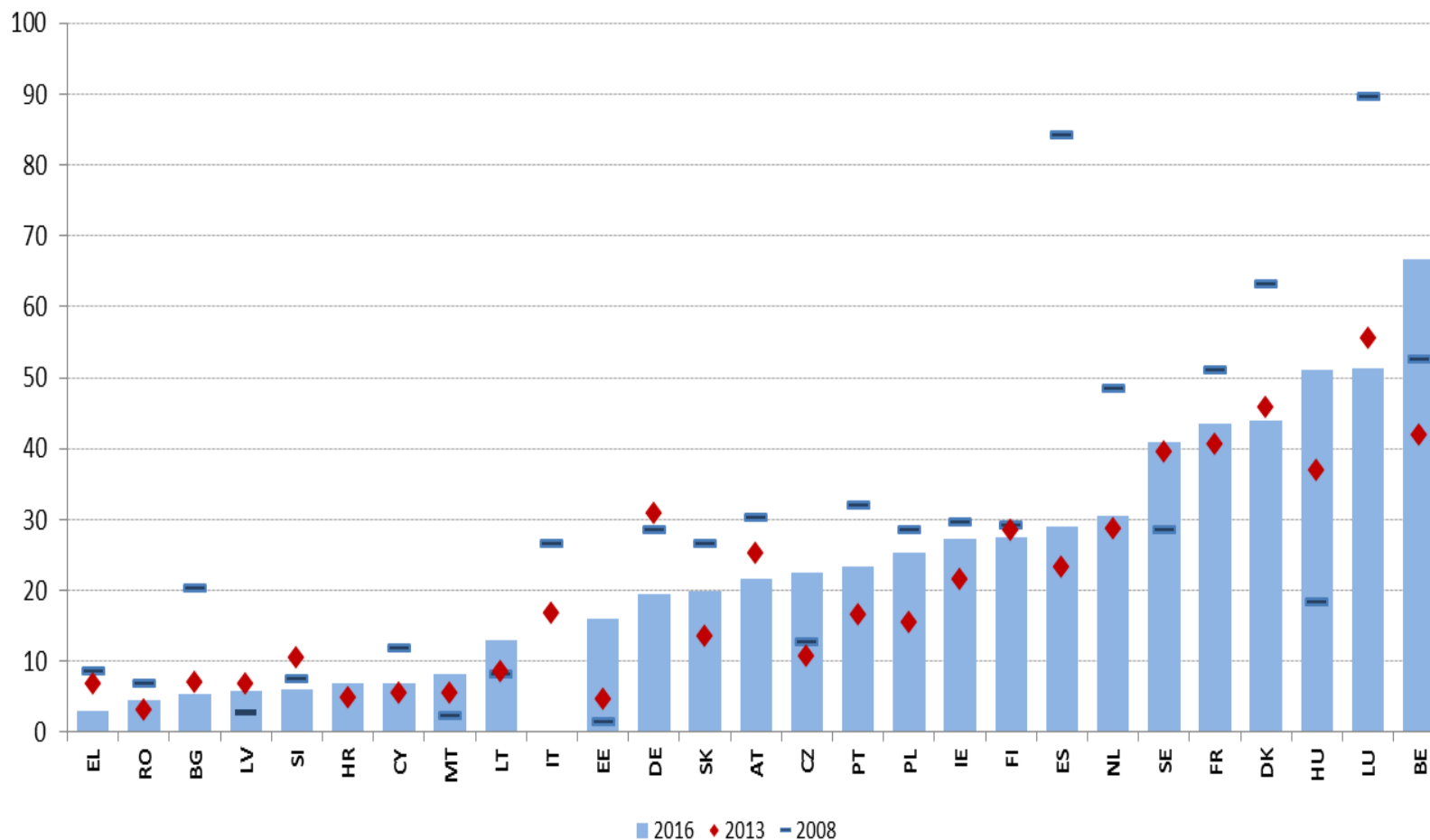
- Boosting demand for labour
- Enhancing labour supply, skills and competencies
- Enhancing the functioning of labour markets
- Fostering social inclusion, combatting poverty and promoting equal opportunities

The demographic challenges

Total labour force (mill.) by 70 % employment rate

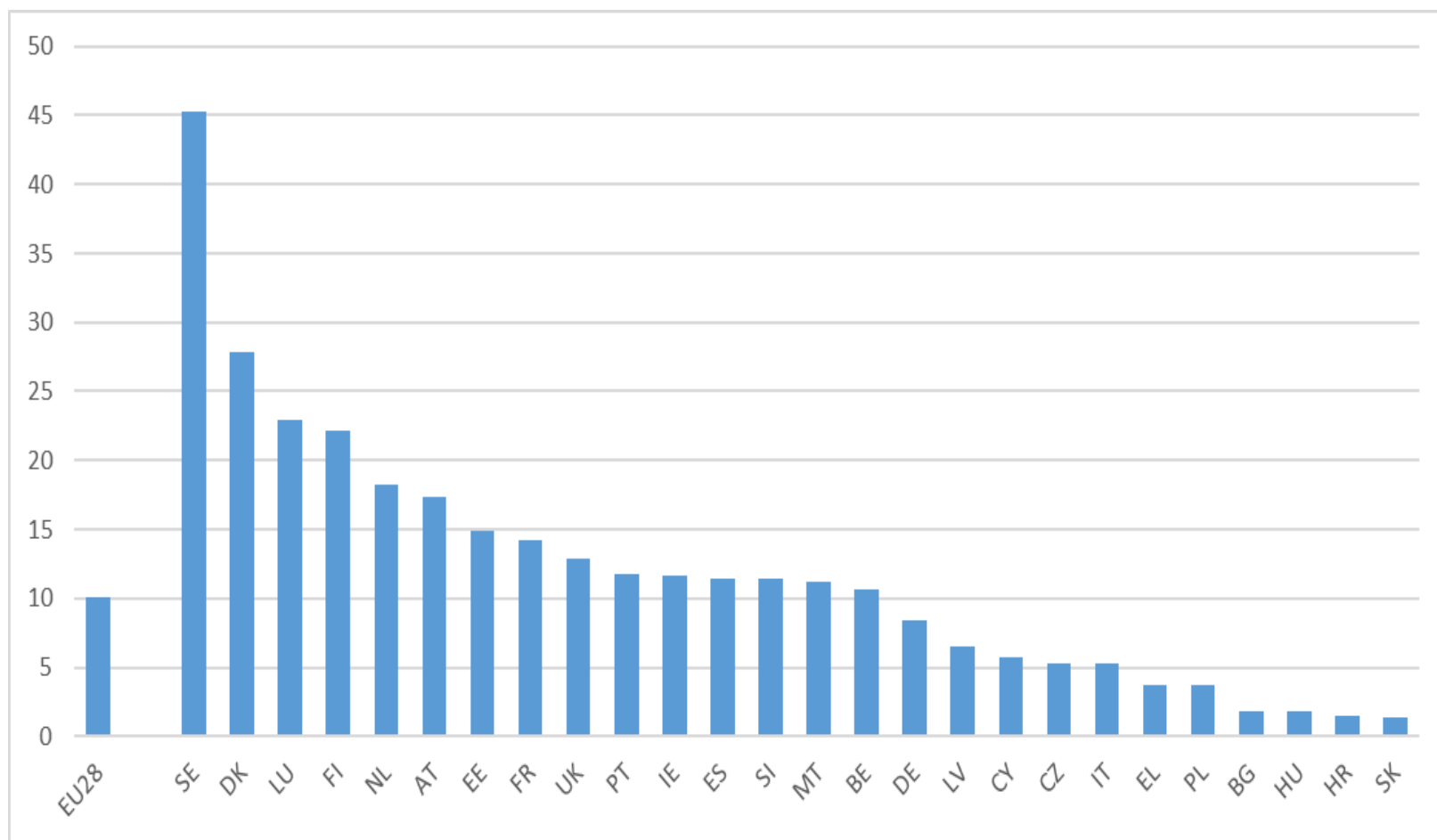


Share of participants in ALMPs per 100 persons wanting to work (%)



Source: LMP database and LFS. No recent data available for UK; no figures for 2016 for IT.

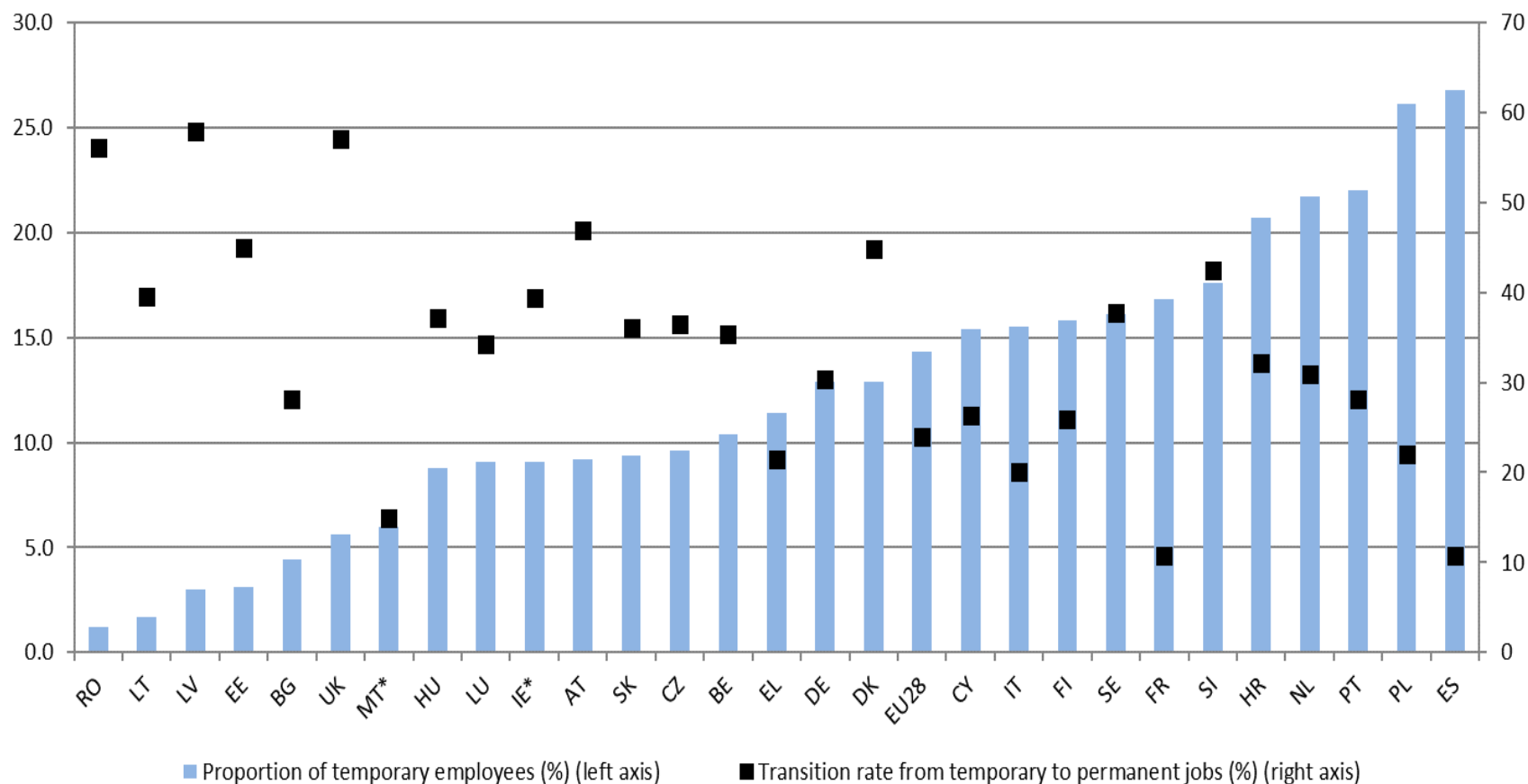
Share of unemployed adults participating in learning (%)



Source: EU Labour Force Survey. Data correspond to 2017. Data for LT and RO are missing

Labour market segmentation

Share of temporary workers over total employees 15-64 (2017) and transition rate to permanent jobs, 3-years average (2016)



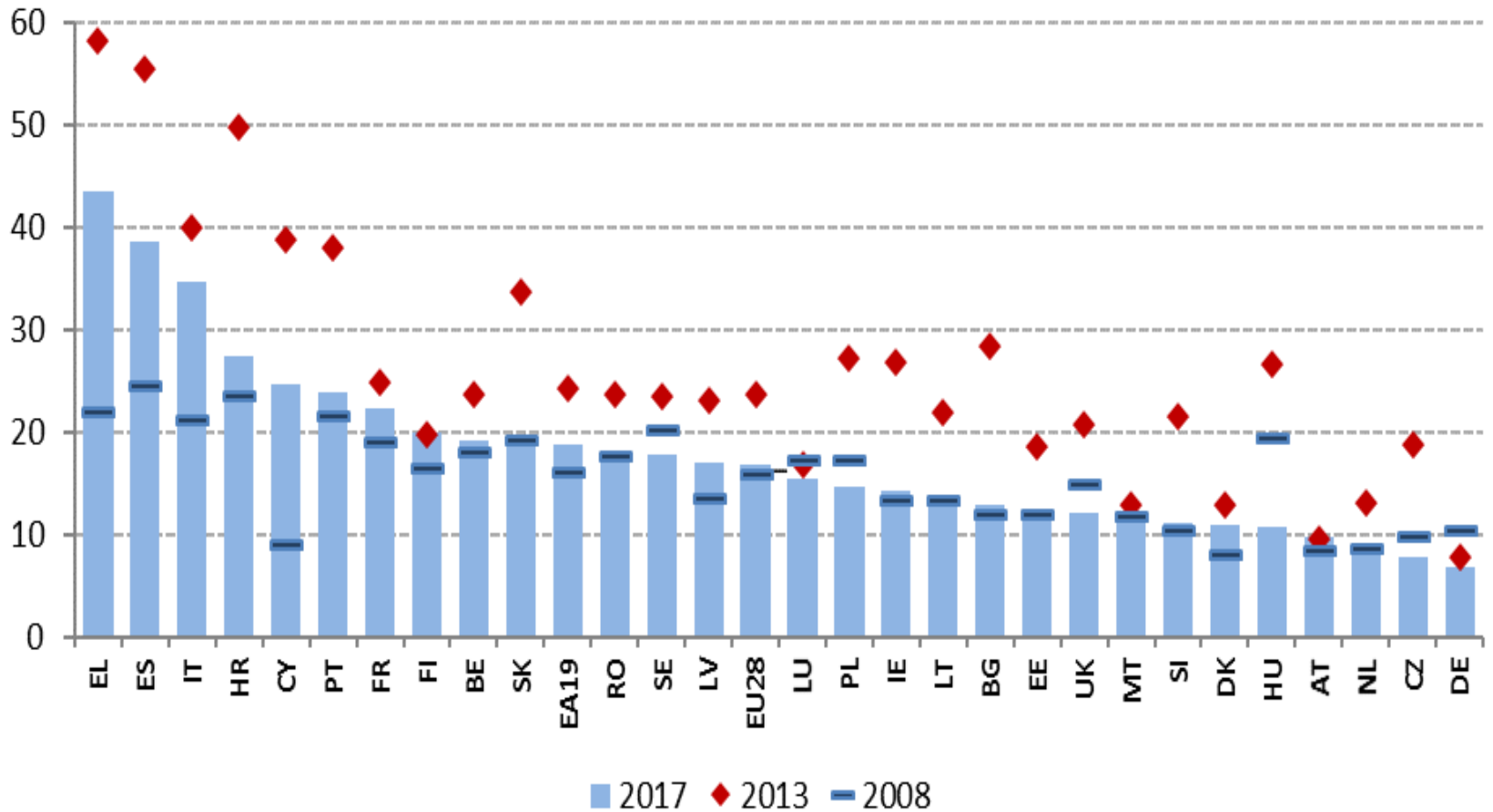
Source: Eurostat, LFS, SILC.

Note: the transition rate for IE and MT refers to 2015



2. Youth Employment

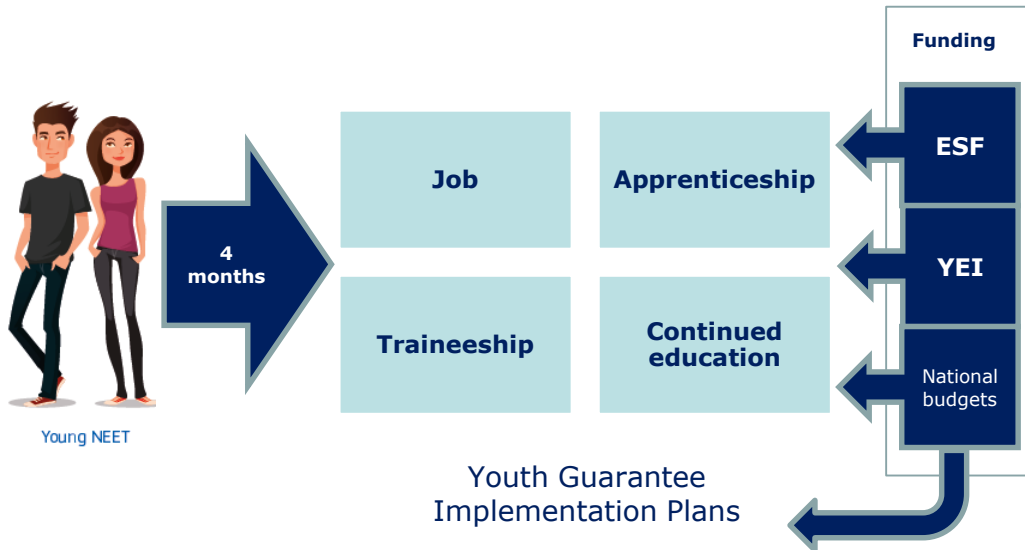
Youth unemployment



Youth Guarantee

Council Recommendation on establishing a Youth Guarantee

Member States have committed to ensure that all young people up to the age of 25 receive a good quality offer of:



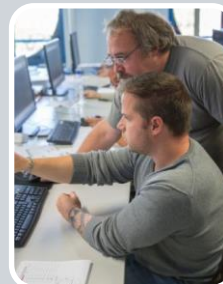
Objectives of the Youth Guarantee:

Reducing long inactivity and skills loss of young people via:

- Direct support to NEETs
- Structural reforms

Council Recommendation

Building blocks of the YG



1 Youth Guarantee

A good-quality
offer within 4
months

2 Partner- ships

Coordinating
authority

Employers
PES
Education
Youth sector

Social partner
Young people
Youth org.

3 Early Intervention & Activation

Outreach to
NEETs

Personalised
guidance and
individual
action
planning

4 Labour market integration

Enhancing
skills

Labour-market
measures
(employment
subsidies etc.)

5 Use of Union Funds

YEI

ESF

Organisation in Member States

All Member States

- set up their YG scheme
- identified a **public authority** managing the YG
- identified a **YG Coordinator** (*list [here](#)*)
- developed a **Youth Guarantee Implementation Plan** (*list [here](#)*)

How can a young person register?

- with **Youth Guarantee providers**, mostly Public Employment Services (*list [here](#)*)
- **Online registration** possible in 18 Member States

EU funding

EUR 8.8 billion

YEI - Youth Employment Initiative

Direct support to
young NEETs in
regions with more
than 25% youth
unemployment

EUR 6.3 billion

ESF- European Social Fund

Direct support to youth
employment (incl.
young NEETs) +
structural reforms

Implementation of the Youth Guarantee

Since 2014, **each year** more than:

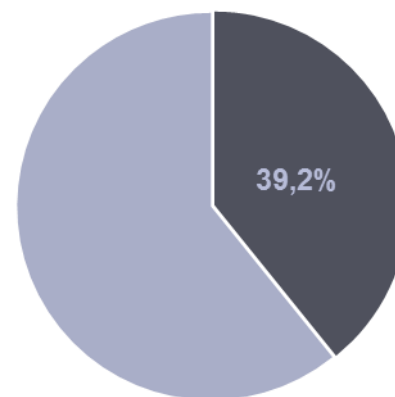
**5
MILLION**

young people
registered in
Youth Guarantee

**3.5
MILLION**

young people
registered and
took up an offer

% of NEETs in YG, 2017



Source: DG EMPL, YG monitoring database

Quality Framework for Traineeships

Council Recommendation from 2014

Scope: Traineeships outside education curricula

Objectives:

- Ensure good learning experience
- Safe working conditions
- Better transparency on payments

Content of the QFT

- Written traineeship agreement
- Supervisor for trainees
- Good working conditions
- Reasonable duration – max. 6 months
- Recognition of skills
- Transparent job vacancies

European Solidarity Corps

- New initiative for young people to do
 - Volunteering
 - Traineeships
 - Jobs
- EAC in charge of regulation
- Implementation by ERASMUS+ National Agencies for Youth

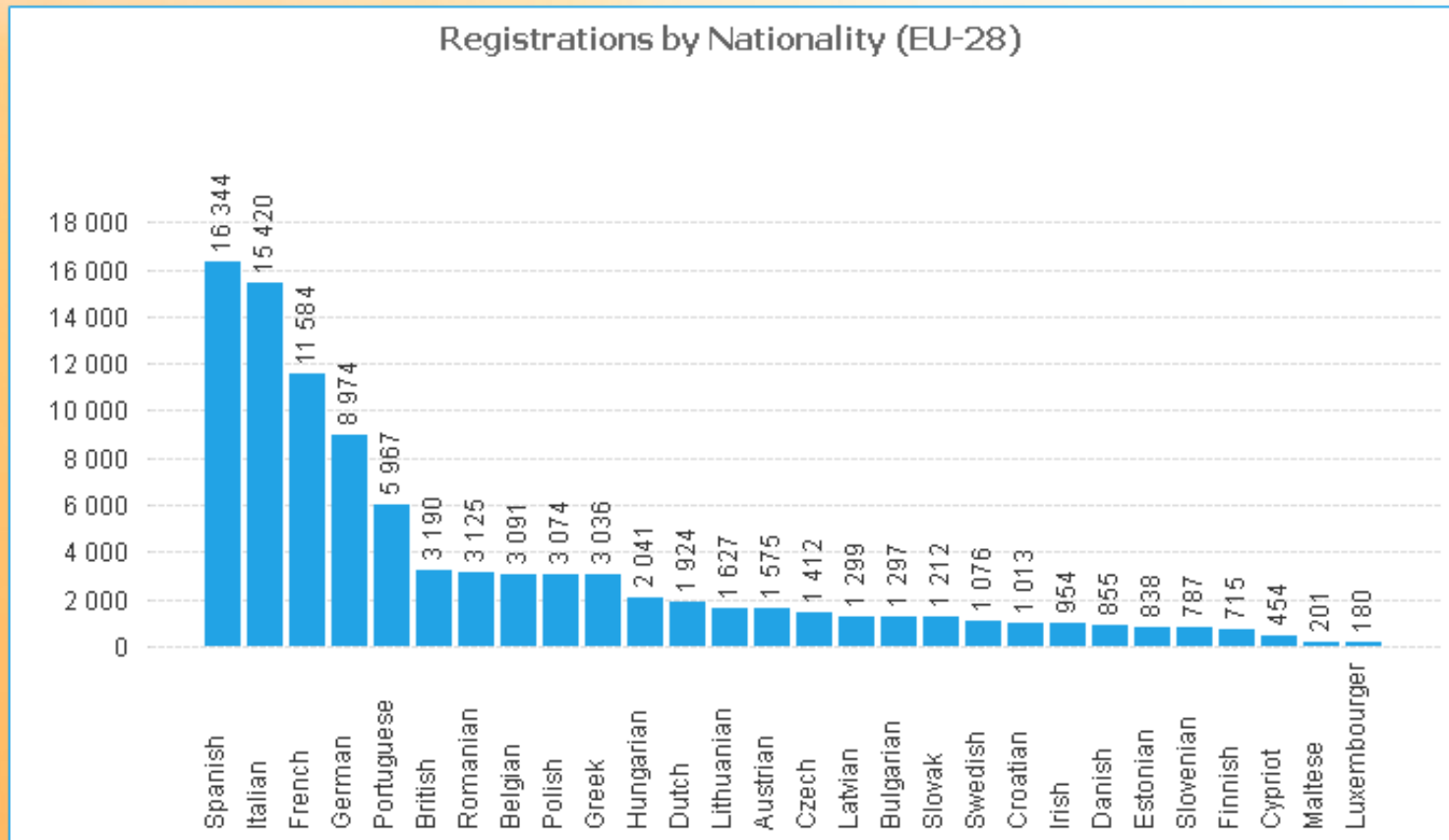
European Solidarity Corps

Total number of registrations as 11/03/2019 :

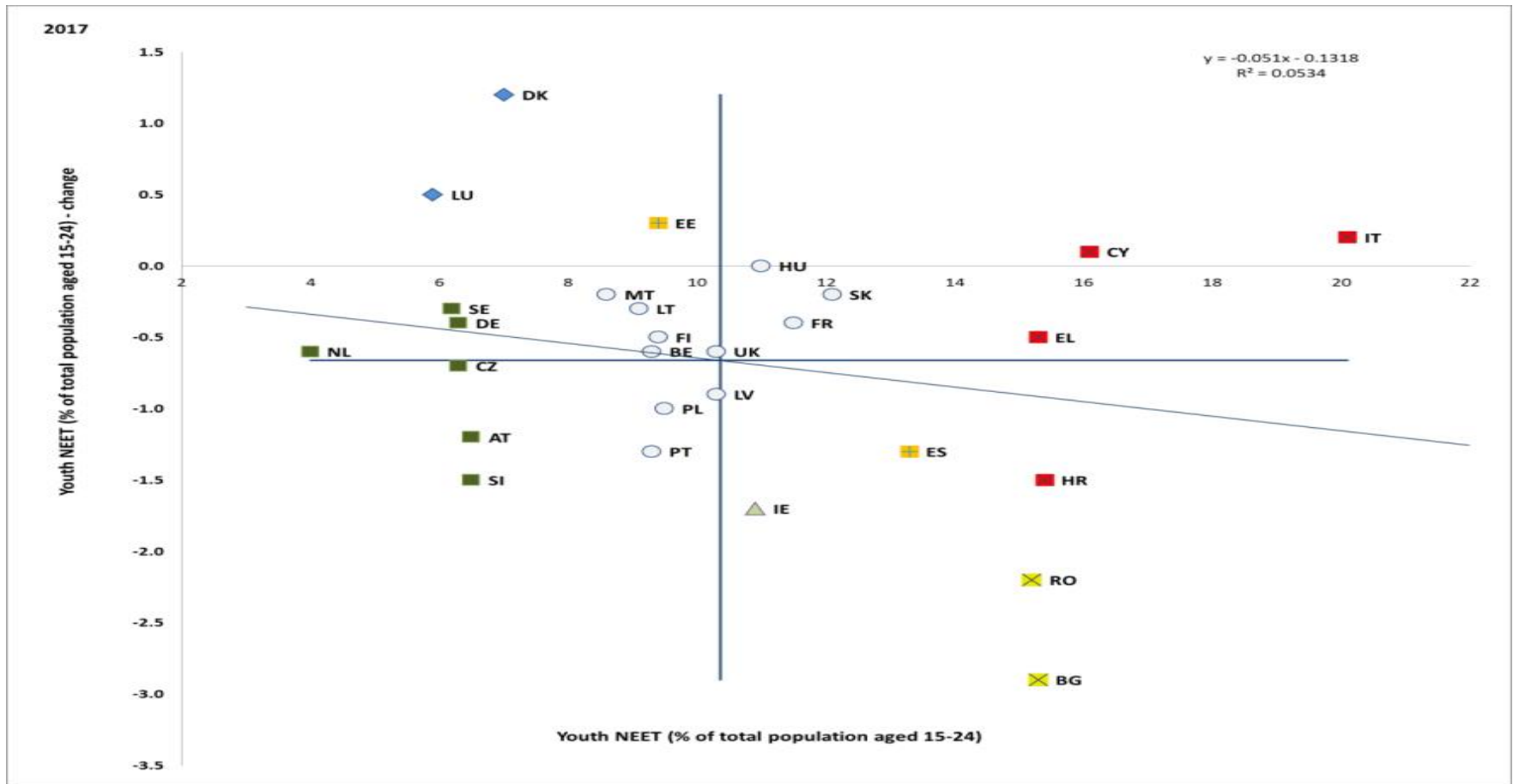
115 875

Increase compared to 10/03/2019 :

322

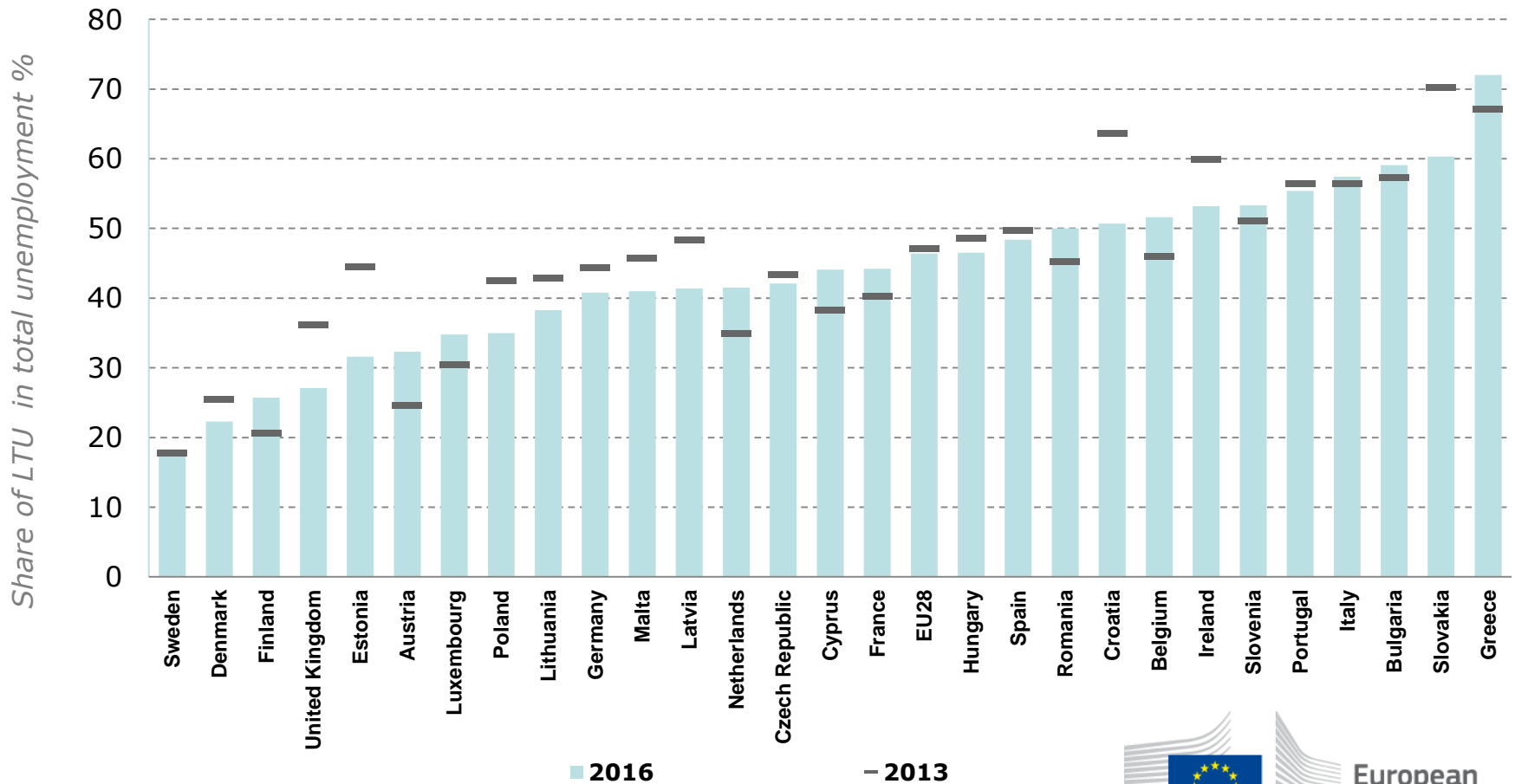


NEET rate and yearly change 2016-2017

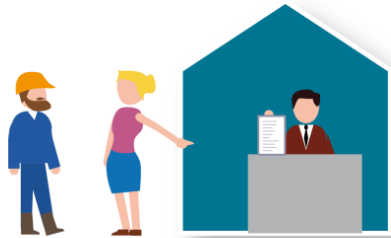


3. Long-term unemployment

Share of long term unemployed in total unemployment



Council Recommendation, February 2016



1. Registration



2. Individual assessment



3. Job Integration Agreement

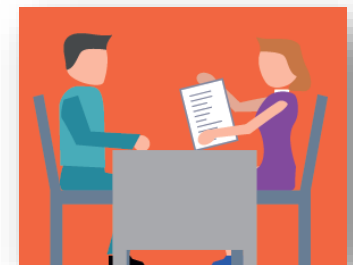
18 months

Single point of contact

- One interlocutor providing guidance, access to benefits, employment, support services

Closer links with employers

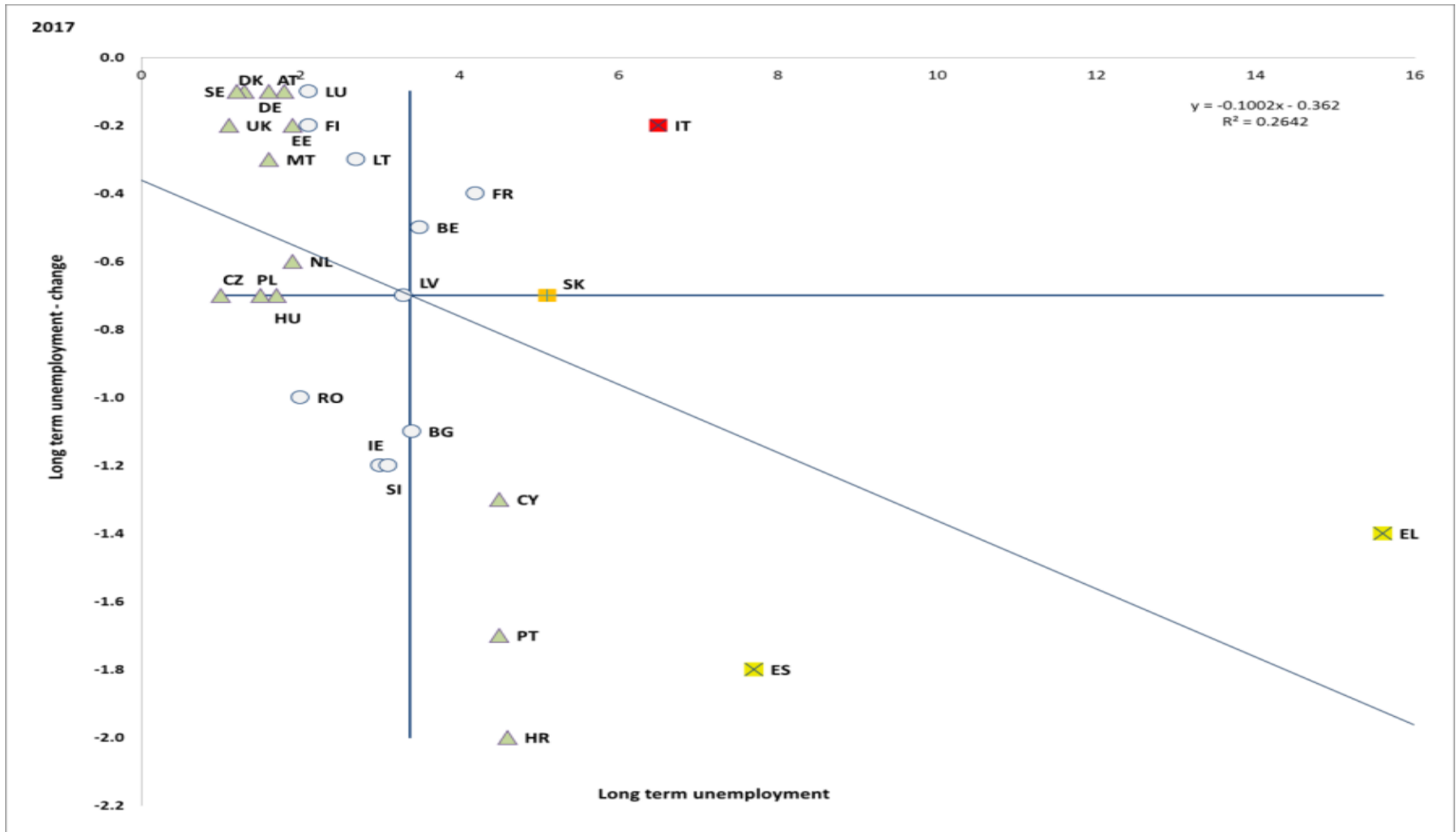
- Partnerships between employers, social partners, employment services
- Services and incentives for employers to support LTU



Commission activities

- Monitoring implementation of the Recommendation through multilateral surveillance / data collection
- Evaluation of implementation of the Recommendation
- Use of ESF
- Mutual learning

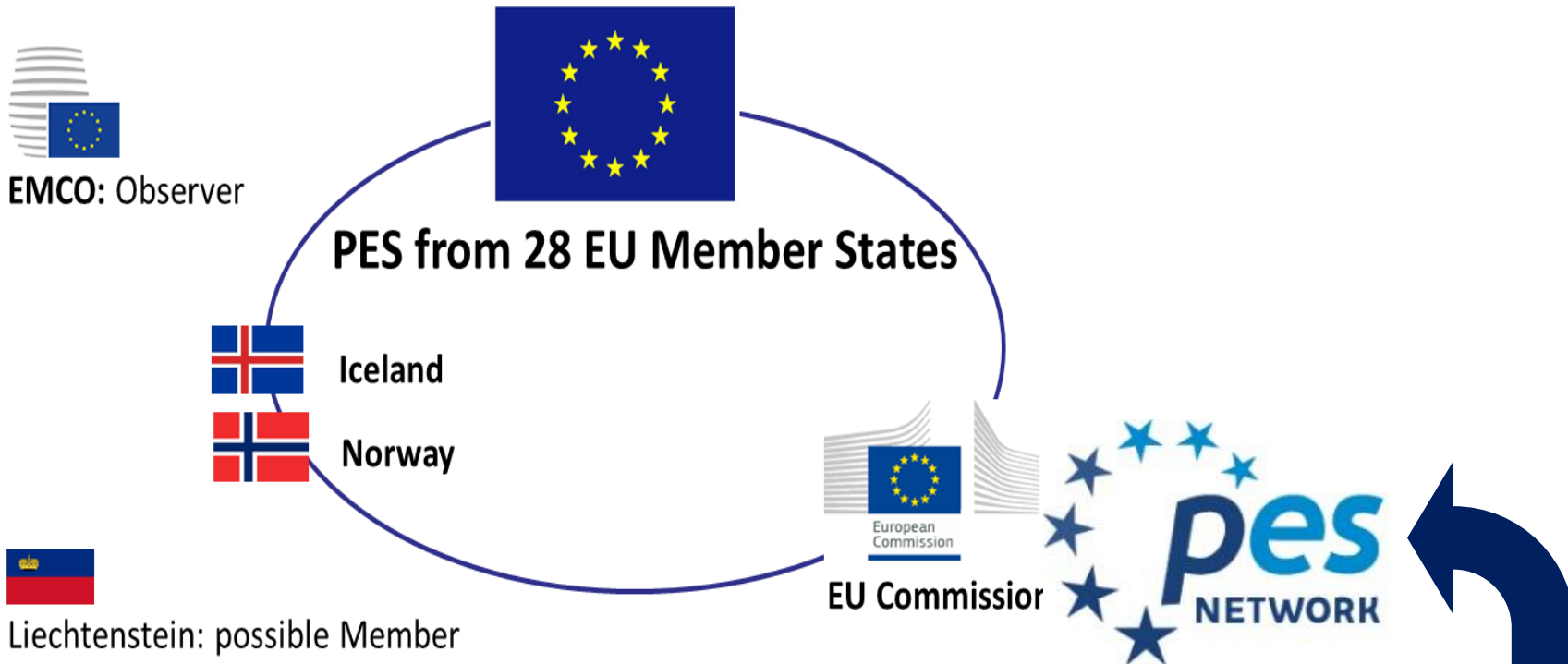
Long-term unemployment rate





4. Network of Public Employment Services

The PES Network



**Decision 573/2014/EU of the Parliament and of the Council
of 15 May 2014
on enhanced cooperation between Public
Employment Services**

since May 2014

Continuous improvement by Benchlearning

Objectives of the Decision

Encourage cooperation between PES, supporting:

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

Governance of the PES Network

Board

- Head of PES (HoPES): EU 28 + Iceland and Norway (and 1 alternate member)
- Chair: elected for 2 years among the HoPES and 2 Vice-Chairs
- 2 meetings per year (in the country of the EU Presidency)

AFEPA – Advisor for European PES Affairs

- 1 AFEPA from EU 28 + Iceland and Norway
- 2 meetings per year in Brussels

PES Network Secretariat

- The Secretariat located in the Commission (Directorate General for Employment, Social Affairs and Inclusion) and assist the Network.