



MASSIMO TEMUSSI

COMMISSARIO AGENZIA REGIONALE PER IL LAVORO

Intervento del 26.09.2014 - Primo blocco ore 9.00 - 11.00

GOOD MORNING AND WELCOME TO THIS SECOND DAY OF THE CONFERENCE, THAT I WISH TO BE AS FRUITFUL AND PRODUCTIVE AS YESTERDAY'S.

MY CONTRIBUTION TODAY AIMS AT GIVING THE FLAVOUR OF THE CHALLENGES THE AGENCY FOR EMPLOYMENT OF THE SARDINIA REGION IS FACING IN THESE VERY MONTHS, AND THAT MOST PROBABLY ARE THE SAME IN MANY OF THE EU COUNTRIES HERE REPRESENTED.

BESIDE THE HUGE COMMITMENT IN PROVIDING TECHNICAL ASSISTANCE TO THE REGIONAL COUNSELLORSHIP OF LABOUR FOR THE PLANNING AND IMPLEMENTATION OF THE YOUTH GUARANTEE, AS PART OF THE PUBLIC EMPLOYMENT SYSTEM WE ARE NOW ENGAGED IN A DEEP REFORM OF THE LARGER LABOUR MARKET SHAPE.

AT THE NATIONAL LEVEL, ITALY IS UNDERTAKING A DEEP REVISION OF THE LABOUR MARKET STRUCTURE AND FUNCTIONING, AS DECLARED IN THE NATIONAL REFORM PROGRAM, REDISIGNING BOTH THE LEGAL AND THE ORGANIZATIONAL FRAMEWORK OF THE PES SYSTEM.

SARDINIA IS FOLLOWING, AND IN SOME SENSE ANTICIPATING, THE TREND.

DURING THESE WEEKS WE ARE WORKING BESIDE THE REGIONAL GOVERNMENT TO DESIGN THE REFORM OF THE PES (PUBLIC EMPLOYMENT SYSTEM), BY DEFINING A NEW MODEL OF EMPLOYMENT SERVICES, A NEW APPROACH IN SERVICE DELIVERY, NEW RELATIONSHIP AMONG PUBLIC AND PRIVATE ACTORS, CLIENT ORIENTED APPROACHES AND A RESULTS BASED EVALUATION.

STRUCTURES, REGULATIONS AND METHODS I AM NOW MENTIONING ARE EASILY DETECTABLE IN THE YOUTH GUARANTEE SCHEME, BEING THE PROGRAMME OF THE EU COMMISSION A REAL TESTING FIELD FOR INNOVATING THE LABOUR MARKET STRUCTURE.

DUE THE TIME RESTRICTIONS HERE, BUT OF COURSE YOU'LL HAVE THE CHANCE TO FURTHER DEEPEN THE ISSUE DURING THE WORKSHOPS LATER IN THE AFTERNOON, I'LL BE POINTING VERY QUICKLY THE MAIN CHALLENGES AND THE GENERAL FRAMEWORK OF THE RESHAPING OF THE SARDINIAN PUBLIC EMPLOYMENT SYSTEM.

AS YOU KNOW, PUBLIC EMPLOYMENT SERVICES (PES) ARE RECOGNISED BY THE EMPLOYMENT GUIDELINES 2020 AS CENTRAL ACTORS IN THE IMPROVED DELIVERY OF THE EUROPEAN EMPLOYMENT STRATEGY. THEY ARE IN PARTICULAR EXPECTED TO PLAY A KEY ROLE IN RELATION TO THE IMPLEMENTATION OF THEMATIC OBJECTIVE 7 "INCREASING LABOUR MARKET PARTICIPATION" AND 8 "DEVELOPING A SKILLED WORKFORCE".

SARDINIAN PES IS COMPOSED BY AN HETEROGENEOUS SET OF ACTORS, FAR FROM BEING EQUAL IN TERMS OF BUSINESS MODELS, THE RANGE OF SERVICES OFFERED AND THE STATE OF DEVELOPMENT, SOMEHOW MORE CENTERED ON AN ADMINISTRATIVE AUTHORITY THAN ON A MODERN SERVICE AGENCY.

PUBLIC EMPLOYMENT SERVICES (PES) HAVE NOW TO PLAY A MORE ACTIVE ROLE IN REDUCING DEPENDENCE ON UNEMPLOYMENT BENEFITS. IN RESPONSE TO FUNDAMENTAL CHANGES IN OUR LABOUR MARKETS AND SOCIETY, A NEW SET OF ROLES TAKEN UP BY THE PES IS EMERGING, WHICH ARE INTENDED TO SUPPORT THE ENTIRE WORK CAREERS OF PEOPLE.

THE NEW REALITY OF THE TRANSITIONAL LABOUR MARKET REQUIRES NEW POLICY RESPONSES, IN ORDER TO EMPOWER CITIZENS IN COPING WITH 'RISKY TRANSITIONS' AND IMPROVING THEIR OWN (WORKING) LIFE. THE ROLE OF PES IS NOW TO FACILITATE 'POSITIVE TRANSITIONS', WHICH INVOLVE A SELF-REINFORCING PROCESS OF FURTHER INVESTMENT IN THE EMPLOYABILITY OF CITIZENS.

WHAT DOES IT MEAN IN ACTION FOR THE RESHAPED SARDINIAN PES:

1. TO PROVIDE A NEW COMBINATION OF 'ACTIVE' AND 'PASSIVE' FUNCTIONS MERGED INTO THE CONCEPT OF 'ACTIVE SECURITIES'. INSTEAD OF PASSIVELY COMPENSATING FOR INCOME LOSSES AND PROTECTING JOBS, WE HAVE NOW TO INVEST IN THE HUMAN CAPITAL OF INDIVIDUALS AND IN WORK PLACE ENVIRONMENTS. SO THE PUBLIC EMPLOYMENT SYSTEMS HAVE TO PURSUE AN ACTIVATION POLICY WITH SUSTAINABLE OUTCOMES.
2. TO SECURE A NEW ANTICIPATORY ROLE IN RESPONSE TO POTENTIAL CAREER TRANSITIONS. INSTEAD OF ENFORCING JOB-TO-JOB TRANSITIONS, THE NEW PES WILL FOCUS ON SUPPORTING WORK CAREERS BY GIVING INDIVIDUALS A PERSPECTIVE AND VOICE IN THEIR DEVELOPMENT. PUBLIC EMPLOYMENT SYSTEMS WILL ENABLE TRANSITIONS FROM AND WITHIN WORK AS THE ECONOMIC SITUATION AND THE INDIVIDUALS' PREFERENCES MIGHT CHANGE OVER TIME.
3. A SHIFT FROM THE CONVENTIONAL SERVING TO FACILITATING, COACHING AND CONDUCTING PUBLIC EMPLOYMENT SYSTEMS, IN WHICH THE TERM 'CONDUCTING' STANDS FOR TWO SENSES: ON THE ONE HAND, THE GOVERNANCE, MANAGEMENT, STIMULATION, COORDINATION AND QUALITY ASSURANCE OF THE OFFERED SERVICES AND OF PARTNERSHIPS; ON THE OTHER HAND, THE PROVISION OF TOOLS AND PRIMARY SERVICES TO SUPPORT INDIVIDUAL CAREER MANAGEMENT.

4. A FOURTH MAJOR SHIFT IS OCCURRING, A SHIFT TOWARDS A MORE LABOUR DEMAND ORIENTED SERVICE. THE EFFICIENT AND INCLUSIVE ACTIVATION OF JOB SEEKERS HAS TO BE COMBINED WITH A PROFOUND UNDERSTANDING OF LABOUR DEMAND AND A QUALITATIVE ASSISTANCE OF EMPLOYERS. THE INCREASED ATTENTION TO THE NEEDS OF EMPLOYERS IS ALSO FAVOURABLE FOR THE UNEMPLOYED AS THEY ARE BETTER ASSISTED IN DIRECTING THEIR CAREERS TOWARDS REAL AND REALISTIC PROSPECTS.

3

TO REACH THESE OBJECTIVES, PUBLIC EMPLOYMENT SERVICES WILL HAVE TO APPROACH LABOUR DEMAND AND SUPPLY FROM A MORE HOLISTIC POINT OF VIEW WHICH TAKES INTO ACCOUNT THE MULTIPLE TRANSITIONS PRESENTING THEMSELVES CONTINUOUSLY ON THE LABOUR MARKET AND DURING INDIVIDUAL CAREERS.

PUBLIC EMPLOYMENT SERVICES COULD ADOPT SUCH A HOLISTIC PERSPECTIVE BY BUILDING BRIDGES AND TRANSCENDING INSTITUTIONAL AND GEOGRAPHICAL BOUNDARIES.

AS I COULD BRIEFLY POINT IN MY SPEECH, THE SARDINIAN REGION IS NOW FACING A VERY CHALLENGING SEASON, WITH THE AMBITION TO ADOPT THE MAIN PILLARS OF THE LEGAL AND ORGANISATIONAL REFORM WITHIN DECEMBER 2015.

THERE'S A STRONG NEED TO COPE WITH THE RENEWED OBJECTIVES OF THE EU2020 STRATEGY, AND TO DO IT WELL. THE CONFERENCE TODAY IS PART OF THE STRATEGY WE ARE FOLLOWING, WHICH IS MADE OF CONTINUOUS EXCHANGE, MUTUAL LEARNING AND VALORIZATION OF THE BEST PRACTICES IN EUROPE.

THANK YOU VERY MUCH FOR YOUR ATTENTION.