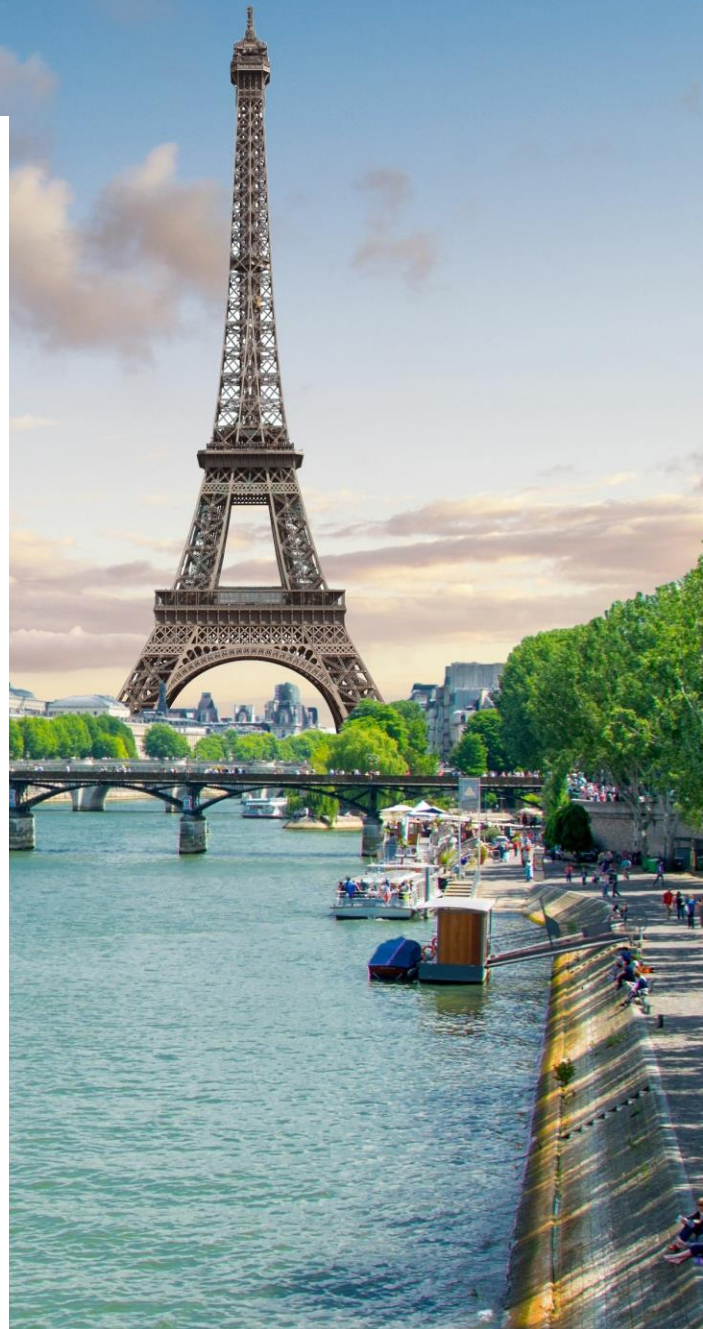


G7 Midterm Meeting

—
Paris



NOVEMBER 13, 2024

WAPES Protocol

Authored by: Nicole Clobes, G7 Group Lead





Attendees participating in this workshop:

European Commission

- Ms Elodie Fazi, Belgium, Team Leader - Public Employment Services

OECD

- Ms Theodora Xenogiani, France, Senior Economist

ILO

- Ms Dorothea Schmidt-Klau, Switzerland, Chief, Employment, Labour Markets and Youth Branch
- Mr Michael Mwasikakata, Switzerland, Head of Labour Market Services for Transitions Unit

Department for Work and Pensions (United Kingdom)

- Mr Dean Woolley, United Kingdom, International Relationships
- Other Kate Trott, United Kingdom, International Relationships

Bundesagentur für Arbeit (Germany)

- Mr Haben Gebremedhin, Germany, International Relations
- Mr Michael Van der Cammen, Germany, Director of International Relations

NASWA (United States of America)

- Mr Scott Sanders, United States of America, President and Chief Executive Officer

Ministry of Health, Labour, and Welfare (Japan)

- Ms Minako TAKASAKI, Japan, Deputy Director

Ministry of Labour (Italy)

- Ms Romano Benini, Italy, Labour Policy Expert

France Travail (France)

- Ms Sandrine Portier, France, Deputy Director for European and International Relations & Head of Benchmark and Communication Unit
- Ms Florence Dumontier, France, Head of European and International Relations Directorate
- Ms Maëlle Blanchard, France, Officer for International Relations and Actions
- Ms Candice GLAIS, France, Project Manager

Employment and Social Development (Canada)

- Ms Fabienne Lachance, Canada, Manager, International Relations
- Ms Pierola Tarakji, Canada, Labour Market Analyst

WAPES

- Ms Nicole Clobes, Belgium, Consultant and G7 Project Lead
- Ms Amandine MOIGNARD, Belgium, Projects Director
- Mr Pierre-Alain Vandewalle, Belgium, Communication Manager
- Mr Thierry Huort, Belgium, Consultant



an association for its members, by its members...

“We acknowledge the contribution employment services make in facilitating an inclusive and just transition and encourage the World Association of Public Employment Services (WAPES) G7 Working Group to continue exploring innovative solutions to complement the work of the G7 Labour and Employment 8 Ministers and facilitating global collaboration and knowledge sharing among PES.”

Labour Declaration 2024, Cagliari, Italy



G7 Working Midterm Meeting

Working on the topic of an ageing population

Protocol of the WAPES G7 Midterm Working Group Meeting

Date: November 13, 2024

Venue: France Travail - Direction Générale, Immeuble Cinétic, 1,
av. du Dr GLEY, 75020 Paris

Why a G7 midterm meeting?

The WAPES G7 Midterm Working Group convened its meeting on November 13, 2024, at the France Travail headquarters in Paris, as part of an ongoing series of discussions that began in Spring 2024. These discussions aim to prepare a comprehensive working paper addressing the challenges of demographic change. The paper is expected to cover various topics, including inclusive labour markets for aging populations, strategies to counter skill mismatches, support for youth employment, and the dynamics of gender disparities in employment.

For this midterm session, the focus was placed on the aging workforce, a common issue across the G7 nations characterized by low birth rates and tight labour markets. This scenario necessitates a reorganization and adaptation of public employment services to engage people of all ages in meaningful employment. The day featured inspiring presentations, where countries shared real-world approaches and a workshop to share perspectives. Highlights included job search tools specifically designed for mature workers, skill-building programs, employer support initiatives, and much more also for supporting vulnerable persons with multiple challenges.

The working paper is scheduled to be showcased at the WAPES World Congress in Abidjan in May 2025, where it will be shared with all member countries of WAPES.

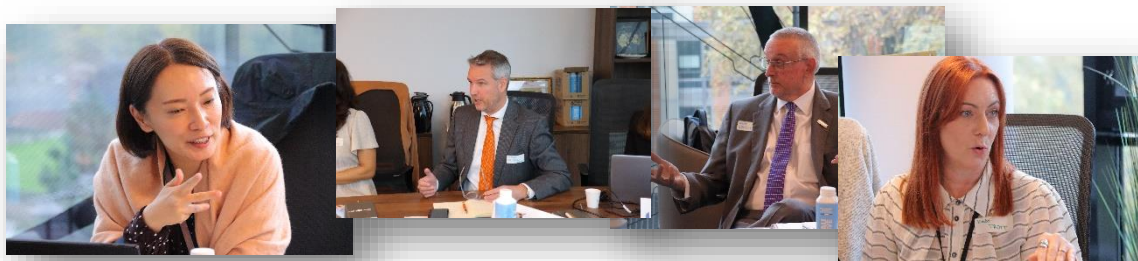


The official session began at 9:00 AM with opening remarks from Ms. Florence Dumontier, Head of European and International Relations Directorate from France Travail, highlighting the critical role of international collaboration in tackling global labour market challenges.

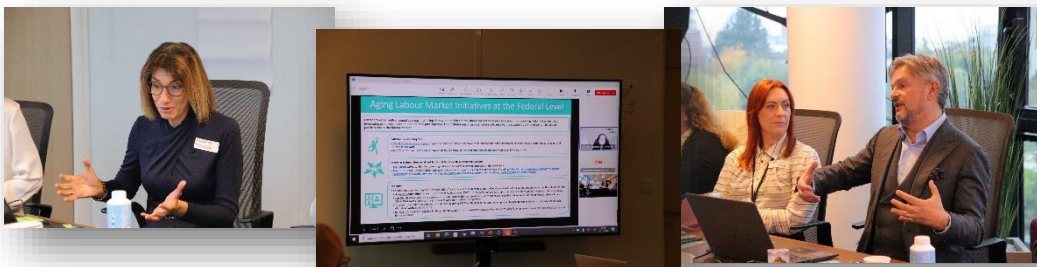
After her remarks, Mr Romano Benini of the Italian Ministry of Labour provided a detailed review of Italy's labour policy initiatives, underscoring the importance of collaborative efforts among the G7 nations. Given Italy's current presidency of the G7, he stressed that addressing labor market challenges should be a priority for the WAPES G7 group as outlined in the Communique of the G7 Labour Minister meeting in Cagliari. He highlighted WAPES's significant contributions, specifically noted in point



21 on page 7 of the Communique, which is accessible on the official G7 Italian Presidency website under the document titled "[G7_20204_Labour_Declaration](#)".



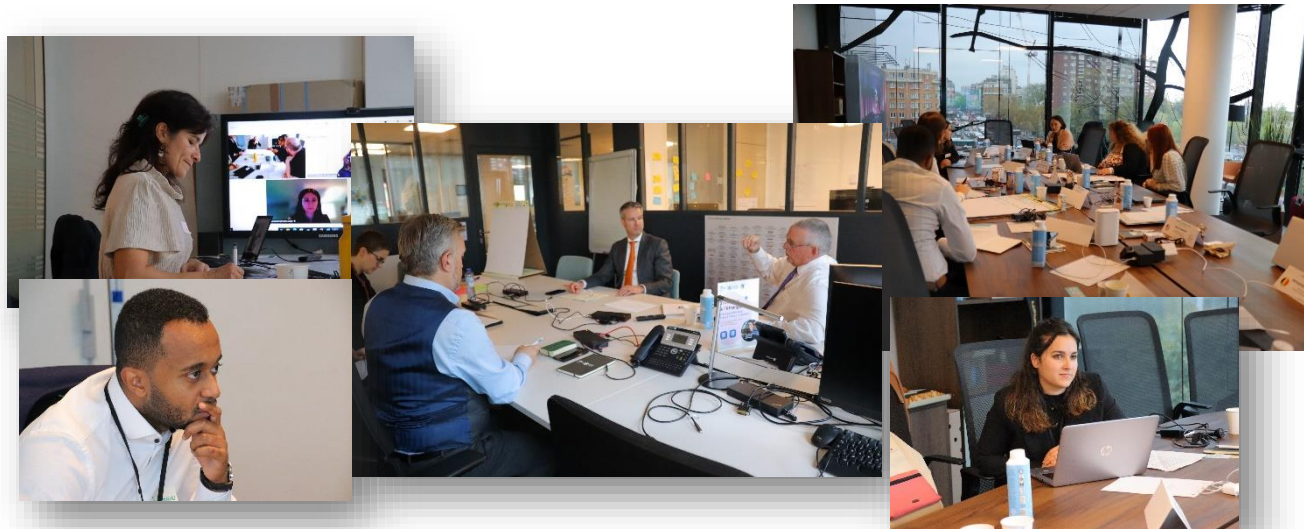
The session proceeded with presentations from G7 countries, where representatives shared insights. Contributions included labour market data and best practices implemented by Government and Public Employment Services from Canada, France, Germany, Italy, Japan, the United Kingdom, and the United States.



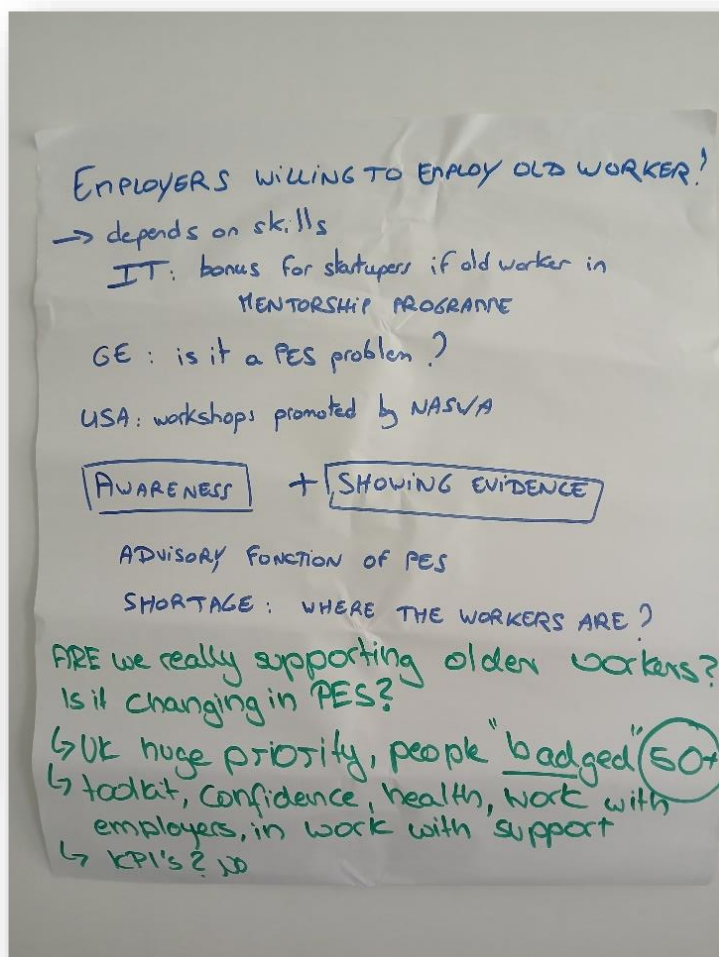
The group also had the honour to host and invite Ms. Dorothea Schmidt-Klau from the ILO who outlined global aging trends and their implications for labour markets and institutions. Ms. Elodie Fazi of the European Commission discussed strategies to support older workers' labour market participation, while Ms. Theodora Xenogiani from the OECD emphasized the importance of active labour market policies in promoting employability and career mobility.



The afternoon session utilized a World Café format that facilitated focused discussions on various topics related to the aging workforce. Participants explored measuring the challenges faced by older workers, tackling ageism, and promoting intergenerational perspectives with insights from Ms Dorothea Schmidt-Klau. Discussions also covered the reintegration of older workers into the labour force, career development and training, and how to support employers in creating age-friendly workplaces, guided by Ms Elodie Fazi from the European Commission. Additionally, topics provided Ms Theodora Xenogiani from OECD included the implementation of Active Labour Market Policies , the use of Public Employment Service tools, and enhancing collaboration with employers to improve employment opportunities for older workers.



Each group summarized their discussions, followed by a brief Q&A session. These presentations, led by moderators including Ms. Nicole Clobes, Ms. Amandine Moignard, and Mr Thierry Huort, showcased a range of innovative strategies and solutions





GROUP 3

Measures

? question about evaluate effectiveness ^{CN}
 ⇒ no specific measures but observe the results
 → Nanopower ambassador (UK)
 ↳ identify champions?
 ⇒ change the point of view

Tools

→ JOB BANK (view all offers) ^{CN}
 → IA?
 → ("Pix emploi") Digital tools but ^{FR}
 not only for older job seekers ^{CN}
 ⇒ guide ⇒ assessment tools for digital skills

Employers

encourage → innovative ways to recruit ^{FR}
 ⇒ see the whole skills of the person
 → immersion
 → really tailored training program
 promote champion / campaign (with conference & training center)

^{FR} / ^{CN} IF you don't have political "input" assignment
 you don't have specific plan or specific monitoring

UK: new government → more holistic approach of the labor market

good practices

JOB BANK → filter for mature workers
 employers could flag their jobs but they can't flag other diversity targets

Is IT strategic targets for your POS?

^{FR}: No specific strategy but 2. point.
 → Retirement Reforms.
 → Law "full employment"
 ⇒ identify all the "potential" for work:
 → dignity
 → economic.

^{CN}: A lot of targets → older workers are not a category.

^{UK}: Targeting all the workers for POS ⇒ targeting the "no economic active" covid increase the number of "no active"



GROUP 1: ○○○○○

- Measuring challenges faced by older workers!
- Ageism
- Intergenerational Perspectives

Who should measure?

- ↳ PES
- ↳ Pension Systems
- ↳ Employers → not as data collectors BUT to hear perspective having knowledge
- ↳ Unions

AGEISM What can PES do? ○○○○○

- UK-example NEWPAUSE
- Campaigns → VDAB
- Capacity Building for Employers
- Age Discrimination prohibited
- ↳ JP → Women Counsellor 60-70%

- Specific measures
- ↳ JP - ~~work~~ parents, out of work-force for longer period
- ↳ JP - lifelong active support center
Silver Centre, aged over 60 yrs (Capact from PES)
- ↳ Stigma creation through specific measure names
- Is it a priority?
- ↳ Preventing is priority
- France Travail
- ↳ Workshops with psychologists
- ↳ " for retirement/pensions (have to be unemployed)
- UK - specialist Counsellors

Guidance Best Practices:

- Germany - lifelong guidance

Training Measures:

for jobseekers:

- ↳ while in labour, skilling of ~~the~~ employees (Germany)
- JP. employees in companies get financial training by MHLW

The day wrapped up with participants sharing their personal reflections on the discussions and outcomes of the meeting.



Mr Pierre-Alain Vandewalle delivered a brief video statement, encapsulating the essence of the day's engagements.

Please see video here:

[Reportage G7 WAPES Meeting Paris November 2024.](#)

The meeting concluded on a high note with a group photo of all attendees, capturing the spirit of collaboration and productivity that marked the entire day.

