

出國報告（出國類別：實習）

參加歐盟執委會
「國家專家專業訓練計畫（NEPTs）」
出國報告

服務機關：勞動部勞動力發展署

姓名職稱：席容視察

派赴國家/地區：比利時/布魯塞爾

出國期間：111年3月1日至111年5月31日

報告日期：111年8月1日

摘要

「國家專家專業訓練計畫（National Experts in Professional Training，下稱 NEPTs）」為歐盟執行委員會（European Commission，下稱歐盟執委會）所辦理之訓練計畫，主要提供歐盟會員國、歐洲自由貿易國，及第三國派員至歐盟相關總署，進行為期 3 至 6 個月之交流訓練。NEPTs 名義上雖為實習或訓練，惟參與者實務上仍比照總署正式人員之工作規範及工作內容。

我國每年皆薦派在職官員至歐盟執委會相關總署進行 3 個月之實習訓練，為少數獲得參訓名額之非歐盟成員國。筆者此次獲派至歐盟執委會下轄之「就業、社會事務及包容總署（Directorate-General for Employment, Social Affairs and Inclusion，DG EMPL）」所屬「勞動力移動及國際事務司（Directorate of Labour Mobility and International Affairs）」之「國際事務處（Unit of International Affairs，E3）」實習，透過與歐盟執委會官員間密切交流及互動，維持並深化臺灣與歐盟之夥伴關係。

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壹、NEPTs 緣起及目的

NEPTs 原名為「結構訓練計畫 (Structured Training Programme)」，自 98 年更名為 NEPTs，由歐盟執委會相關總署及歐盟對外事務部（下稱歐盟機構）依其需求，開放歐盟會員國、歐洲自由貿易國（包括挪威、冰島、瑞士及列支敦士登等國，下稱 EFTA）及第三國（含我國）官員依其任職專業背景申請計畫，歐盟機構則視當梯次需求，決定見習人員名額，平均每年約開放 200 至 230 名員額，其中以遴選歐盟會員國官員為優先，其餘名額始開放予 EFTA 及第三國官員。

我國透過「臺歐盟雙邊年度諮商會議」主動爭取並獲歐方同意我政府官員參與 NEPTs，其包括外交部、經濟部、國家發展委員會、行政院農業委員會、衛生福利部、公平交易委員會、交通部、行政院人力總處、行政院主計總處、法務部、文化部及勞動部等，皆順利派員參與計畫，迄今計有超過 50 人獲分派至不同總署見習，成功深化臺灣與歐盟於各項政策推動上之交流及合作。

NEPTs 每年開放 3 月及 10 月兩梯次；為期 3 至 6 個月之見習申請。因我國非屬歐盟會員國，故僅得參與至多 3 個月之見習。為利各總署確認申請者之專業知識、技能、工作經驗及語言能力等符合需求，申請者需依序選填見習單位（至多 3 個），並簡述自身專長、工作領域、工作經驗及申請動機等，並由外交部彙整申請者簡歷資料予歐盟執委會人力資源及安全總署（Directorate-General for Human Resources and Security, DG HR）後，由各總署依所提資料挑選及核錄。

貳、歐盟及見習單位介紹

一、 歐盟簡介

歐洲聯盟，簡稱歐盟（European Union，EU），為歐洲多國共同建立之政治及經濟聯盟，於全球政治及經濟上具有舉足輕重之地位及影響力。歐盟會員國現有德國、法國、義大利、荷蘭、比利時、盧森堡、愛爾蘭、丹麥、希臘、西班牙、葡萄牙、奧地利、芬蘭、瑞典、波蘭、匈牙利、捷克、斯洛伐克、愛沙尼亞、拉脫維亞、立陶宛、斯洛維尼亞、塞普勒斯、馬爾他、保加利亞、羅馬尼亞及克羅埃西亞等 27 個國（英國已於 2020 年 1 月 31 日正式脫離歐盟），其官方語言多達 24 種，並以英文、法文、德文為主要工作語言。

歐盟主要機構包括歐盟理事會（European Council）、部長理事會（Council of the European Union）、歐洲議會（European Parliament）歐盟執委會（European Commission）及歐盟對外事務部（European External Action Service）等，各機關組成及業管事項如下：

- （一） 歐盟理事會：又名「歐盟高峰會」，總部設於布魯塞爾。由各會員國之元首或行政首長組成，主要負責歐盟執行方針訂定及重要議題決策。
- （二） 部長理事會：總部設於布魯塞爾。由歐盟會員國部長所組成，負責日常決策，與歐洲議會共享立法權。
- （三） 歐洲議會：總部設於法國史特拉斯堡，主要辦公地點於布魯塞爾。歐洲議會擁有立法權、預算權及任命同意權，對歐盟 80% 法案透過「共同決定程序」，享有與部長理事會同等立法權。
- （四） 歐盟執委會：總部設於布魯塞爾。為歐盟之跨國行政機關，負責處理歐盟日常事務及監督會員國對條約與法令之執行；向歐盟理事會、部長理事會和歐洲議會提出報告及立法動議；負責歐盟對外經貿談判、發展及援外事務等，轄下共有 33 個政務總署（DGs），各有其特定職掌。
- （五） 歐盟對外事務部：總部設於布魯塞爾。為歐盟之外交及安全機構，主要任務為結合歐盟及會員國之外交資源，對外代表歐盟與第三國或國際組織進行對話與

談判，對內協調會員國在外交及安全領域之共同立場。

二、 受訓單位簡介

筆者有幸獲任職機關薦派參與見習，並獲核錄分派至歐盟執委會下轄之「就業、社會事務及包容總署（Directorate-General for Employment, Social Affairs and Inclusion，DG EMPL）」所屬「勞動力移動及國際事務司（Directorate of Labour Mobility and International Affairs）」之「國際事務處（Unit of International Affairs，E3）」培訓。茲就各單位介紹如下：

（一） 就業、社會事務及包容總署

DG EMPL 主掌歐盟有關就業、社會事務、技能培訓、勞動力移動及歐盟資助計畫等事務。組織架構上，置總署長(Director-General)1位及副總署長(Deputy Director-General)2位，現任總署長為 Joost Korte；下轄7司，每司下又設有3至5個處不等，包括：

1. 歐洲社會權利支柱與戰略司（Directorate A. European Pillar of Social Rights, Strategy）
2. 工作與技能司（Directorate B. Jobs and Skills）
3. 工作條件與社會對話司（Directorate C. Working Conditions and Social Dialogue）
4. 社會權利與包容司（Directorate D. Social Rights and Inclusion）
5. 勞動力移動及國際事務司（Directorate E. Labour Mobility and International Affairs）
6. 就業及社會治理與分析司（Directorate F. Employment and Social Governance, Analysis）
7. 基金規劃與執行司（Directorate G. Funds: Programming and Implementation）

此外，就業總署之政策規劃皆緊扣《歐洲社會權利支柱行動計畫》（European Pillar of Social Rights Action Plan）內容，其中又以3大目標與20大

面向為主，分別為：

1. 平等機會和進入勞動市場之權利：包含教育培訓與終身學習、性別平等、機會平等、積極就業支持等。
2. 公平之工作條件：包含安全與適性就業、薪資、僱用條件及相關保護資訊、勞工對話及參與、工作生活平衡、健康安全之工作環境等。
3. 社會保障與包容：包含兒童保障、勞工社會保障、失業津貼、基本工資、養老金、醫療保健、特定對象保護、長期照顧、居住安置、基本服務取得等。

《歐洲社會權利支柱行動計畫》至 2030 年目標為，確保 20 至 64 歲歐洲人口就業率達 78%；每年至少 60% 成年人參與培訓；以及減少 1500 萬人面臨貧困或社會排斥風險等。

(二) 勞動力移動及國際事務司及國際事務處

勞動力移動及國際事務司職責在於確保各會員國間之勞動力得於歐盟內自由移動，同時協調歐盟各會員國及相關國際組織於勞動及就業等相關領域，提供歐盟立法政策方針及必要之參考及協助，現任司長為 Jordi CURELL GOTOR。

該司下轄之 E3 現任處長為 Lluís PARTS，該處主要處理歐盟就業及社會政策之對外協調及其他非會員國之入會申請評估等事務，亦包含與非歐盟成員國之間，以及與國際組織（例如國際勞工組織、經濟合作暨發展組織等）間之協調合作，性質類似我國行政機關中綜合規劃或國際合作業務單位。

參、見習工作內容

一、 工作模式介紹

因受「嚴重特殊傳染性肺炎（COVID-19）」疫情擴散影響，各國企業與勞工紛紛採取遠距工作型態，歐盟執委會亦於疫情期間強制落實遠距工作，職員僅得透過視訊方式召開及參與會議。而後，隨著遠距工作模式日益成熟加之疫情趨緩，歐盟執委會自本（111）年 3 月 7 日起開始推動混合工作模式，即每週有兩日需至辦公室實體辦公。

然而，依據《歐洲聯盟運作條約》（Treaty on the Functioning of the European Union）及《歐盟官員工作人員條例》（Staff Regulations of Officials of the European Union）規範，歐盟執委會有義務促進數位化與靈活之工作環境以保護員工健康福祉，改善工作生活平衡，且遠程辦公亦有助於減少因員工通勤所產生之交通壅塞與二氧化碳排放量，達到歐盟減碳及綠化目標，因此歐盟執委會決議自本年 4 月 1 日起正式調整工作時間及相關規範，促進混合工作模式，其調整作法包括：

- （一） 員工每日於上午 8 時至下午 7 時之間，工作 8 小時。
- （二） 至少 20%之遠距辦公時數係屬員工權利，20%至 60%遠距辦公時數得由員工與直屬長官討論訂定。
- （三） 除緊急工作外，員工於每日下午 7 時至次日上午 8 時間、周末、國定假期及休假期間有不受工作業務打擾之權利（Right to disconnect）。
- （四） 員工每年得有不超過 10 個工作日之「異地辦公權」（Teleworking outside the place of employment）。

二、 工作內容介紹

筆者本次見習內容主軸為協助處理歐盟與經濟合作暨發展組織（Organisation for Economic Cooperation and Development，OECD）間之勞動及社會保障相關業務，另尚有西巴爾幹及土耳其之經濟改革計畫（Economic Reform Programmes，ERP）評估檢視，以及強化青年保障政策業務（Reinforced Youth Guarantee）等。此外，配合 E3 每週五召開

之處務會議填報各項工作進度，並於會中向長官及同仁口頭報告每週工作內容。茲說明各項工作內容如下：

(一) 歐盟與 OECD 間之勞動及社會保障相關業務

1. OECD 簡介

OECD 成立於 1961 年，總部設於法國巴黎，目前計有 38 個會員國，另有 25 個國家或地區以觀察員身分或等同成員國的權限參與 OECD 部分委員會之工作（包括我國）。OECD 素有 WTO 智庫之稱，主要工作為研究分析，並強調尊重市場機制、減少政府干預，以及透過政策對話方式達到跨國政府間之經濟合作與發展。此外，OECD 也以其對成員國之跨部門政策分析而聞名，相關分析結果亦往往成為最佳實踐指標或其他應用工具，對歐盟於各項領域之政策目標產生直接且重大之影響，例如教育、養老、移民、就業等相關領域。OECD 組織架構包含：

- (1) 理事會 (Council)：為最高決策機構，由全體會員組成，並分為部長理事會及常駐代表理事會。部長理事會由會員國部長組成，每年召開一次會議，探討會員國所面臨之主要經濟與社會問題，會後並發表聯合公報。常駐代表理事會由會員派駐 OECD 之代表組成，原則每週開會一次，負責 OECD 主要政策問題之討論與決策。
- (2) 秘書處 (Secretariat)：綜理技術與行政事務，並支援理事會及各委員會。秘書處設有秘書長 (Secretary-General) 1 人，由理事會任命並向理事會負責，任期為 5 年。秘書處員工組成背景多元，3000 多名員工中包括經濟學家、律師、科學家、政治分析家、社會學家、數字專家、統計學家和傳播專業人士。除設於法國巴黎之總部外，於柏林、墨西哥、東京與華盛頓特區等皆設有中心。
- (3) 專業委員會 (Committee)：由會員國代表組成，討論各種經濟與社會問題，其討論與研究成果則做成報告或建議，提報理事會裁決。目前 OECD 依其業務發展需要，共設置 31 個專業委員會，下設 300 多個

工作小組及專家小組。

2. OECD 與歐盟間合作關係 (EU-OECD Cooperation)

依據《經濟合作與發展組織公約》，EU 與 OECD 兩者間擁有十分緊密且獨特之合作關係。EU 與其他成員國一樣，於 OECD 設有常駐代表團協助制定工作計畫。EU 代表團雖無投票權，惟可獲選為附屬機構之主席團成員，並參與包括法律行為在內之文本起草工作，且享有提出修正建議之權利。此外，EU 無需向 OECD 提供經常性預算 (Part 1 resources)，而是透過自願捐款 (Voluntary Contributions, VCs) 方式向 OECD 提供資源，DG EMPL 即為其中主要捐款者之一。

DG EMPL 主要參與 OECD 就業、勞工與社會事務委員會 (Employment, Labour and Social Affairs Committee, ELSAC)，兩者於就業及社會政策領域方面擁有長期合作成果，其部分原因即源自 DG EMPL 為 OECD 相關項目提供大量資金。除正在推動之項目外，雙方近期亦發展出多元創新之合作領域，包括移民與難民融合、未來工作等，以及於歐洲社會權利支柱方面之相關合作。

3. 工作說明

(1) 出席 OECD 就業工作組 (WPE) 第 52 次會議 (52nd Meeting of the Working Party on Employment)

OECD 於本年 4 月 4 日下午 2 時至下午 5 時召開本次線上會議。本會議討論重點為 OECD 針對 2022 年就業展望所提出之 5 份章節草案；第二屆 WPE 年會 (預計本年下半年舉行) 及就業研討會相關系列提案；以及 2023 年就業展望著重議題等。

筆者於正式會議前彙收 DG EMPL 相關單會就前揭 5 章節草案所提出之檢視意見及出席名單，並俟彙收統整後召開內部工作小組協調會議，以利於會前達成發言共識。隨後於正式會議當日擔任紀錄人員，並會後產製摘要報告 (詳附錄 1)。



- (2) 出席 OECD 就業、勞工和社會事務委員會（ELSAAC）第 141 屆會議（141st Session of the Employment, Labour and Social Affairs Committee）

OECD 於本年 4 月 6 日至 4 月 7 日上午 9 時 30 分至下午 4 時 30 分假法國巴黎召開本次實體會議，代表人員可選擇實體參與或線上出席。本會議重要討論議題包含：身心障礙者工作及包容；哥倫比亞技能峰會成果；促進企業包容成長；教育、就業和創業之性別平等建議；兒童福利；減少性別薪資差距；積極勞動力市場政策之影響評估；歐盟人才庫； COVID-19 對移民之影響；以及人工智能於工作創新之應用等。

筆者於會議前協助彙整其他 DG 與 DG EMPL 所屬相關業務單位就本次會議討論報告（共計 17 份書面研究分析報告）之檢視意見，以及各單位（共計 9 單位派員與會）出席名單，並於會議舉行當日擔任紀錄人員，會後產製總結報告（詳附錄 2）。

- (3) 出席 OECD 移民工作組（WPM）有關烏克蘭難民危機之特別會議（Exceptional meeting of the OECD Working Party on Migration on the Ukrainian refugee crisis）

本次特別會議源自本年 2 月 24 日俄羅斯入侵烏克蘭，導致大規模難民逃亡，截至 4 月 13 日止，累計已有超過 400 萬人逃往歐盟鄰國，其中波蘭即收容近 270 萬名難民。為此，歐盟國家於 3 月 3 日啟

動歐盟臨時保護指令（EU Temporary Protection Directive，TPD），TPD 保護對象得於歐盟國家獲得 1 至 2 年之居留許可，而其他非歐盟國家（例如澳洲、加拿大、英國等）亦各自啟動臨時保護計畫。

為促進各國經驗交流並支持波蘭及其他面臨大量移民之國家，OECD 於本年 5 月 5 日上午 9 時至下午 3 時 30 分假波蘭華沙召開本次實體會議，代表人員可選擇實體參與或線上出席。本會議重要討論議題包含：各國收容政策協作、烏克蘭兒童容留方針、烏克蘭婦女及其他弱勢群體之保護與支持，以及難民住房需求等。

筆者於會議當日擔任紀錄人員，會後產製總結報告（詳附錄 3）。

（二）西巴爾幹及土耳其 ERP 評估檢視

1. 西巴爾幹及土耳其與歐盟關係

西巴爾幹地區為歐盟擴大政策（European Union enlargement policy）中所著重之國家組成，歐盟於 2003 年歐洲理事會上將該區作為歐盟擴張之優先事項。其中斯洛維尼亞於 2004 年入盟，克羅埃西亞隨後於 2013 年加入，而自 2013 年後，歐盟即未再接納新成員國。現西巴爾幹六國（阿爾巴尼亞、波士尼亞與赫塞哥維納、科索沃、蒙特內哥羅、北馬其頓、塞爾維亞，下稱 WB6）皆有加入歐盟意願，惟 WB6 或因政治文化與生態與歐盟成員國差異甚大，或因改革步伐未能滿足歐盟要求，又或歷史糾紛等因素，至今於入盟申請程序上進展甚慢。

各國現分別處於入會進程中之不同階段，其中阿爾巴尼亞、北馬其頓、塞爾維亞及蒙特內哥羅皆為歐盟候選國，塞爾維亞與蒙特內哥羅刻正進行入盟談判；波士尼亞與赫塞哥維納已申請加入，惟尚未正式成為候選國，而 2008 年宣布獨立之科索沃則尚未得到所有歐盟國家承認。

除 WB6 之外，土耳其則自 2005 年開始與歐盟展開入盟談判，至今亦未見進展。

2. 工作說明

歐盟執委會每年皆對歐盟成員國候選國或潛在候選國提出 ERP 評估。筆者工作即為檢視 WB6 各國及土耳其之 2022 ERP 報告，並綜整各國於勞動政策、技能提升、社會支出及保障等面向所面臨之挑戰，摘要如下（完整內容詳附錄 4）：

- (1) 女性之勞動力市場融合度低，且積極勞動力市場政策（Active Labour Market Policy，ALMP）目標未臻明確。
- (2) 社會支出未滿足最貧困人口之需要。
- (3) 人力資本投入不足及教育體系薄弱，例如低勞動市場導向之職業教育與培訓（VET），導致結構性技能落差。
- (4) 全民醫療保健與服務之覆蓋率仍具挑戰性。

上開內容隨後經彙整成為後續歐盟執委會對 WB6 及土耳其 2021 至 2023 年 ERP 概述（Commission Staff's Overview of the Economic Reform Programmes for 2021-2023 of Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia and Turkey）報告之一部。

（三） 強化青年保障政策業務

強化青年保障為青年就業支持計畫之一環，所有歐盟成員國皆於 2020 年 10 月理事會中承諾實施。於 COVID-19 爆發前，歐盟中未就業亦未接受職業培訓（Neither in employment nor in education or training，NEET）青年人數已減少約 170 萬人，至 2020 年 2 月，青年失業率已降至 14.9%。然而，隨著國際疫情日益嚴峻，歐盟各國所採取之封鎖措施亦對年輕人帶來負面影響，爰此，歐盟透過推動強化青年保障，加強對整體年輕人之全面性工作支持。

強化青年保障政策主要目的在於，確保所有 30 歲以下年輕人於畢業或失業 4 個月內皆能獲得良好繼續教育、就業或實習之機會。

強化青年保障政策雖非筆者主責業務，然而該項政策已逐漸成為 ERP 評估檢視項目重點之一，故筆者有幸受邀旁聽數場內部小組討論會議，並將其收穫轉化為撰寫 ERP 之素材。

伍、心得及建議事項

藉由此次為期 3 個月之實習機會，筆者得以實地觀察歐盟政府機構之工作模式、組織與單位間之互動交流方式，以及政策研擬及推動方針等，又適逢疫情自嚴峻而趨穩定之過渡階段，使筆者有幸得以體驗歐盟總署自全面居家上班逐步鬆綁，而至實施實體居家混合辦公模式之過渡階段，實屬難得。茲將此行心得及建議分享如下：

一、工作模式轉型

鑒於各國邁向後疫情時代，資通訊及科技設備之應用已融入成為歐盟執委會日常辦公模式，其完善之員工保障政策、健全且成熟之公務軟體應用，以及資訊安全防護措施之落實等，成為辦公模式得以成功轉型之主要推手。

二、團隊橫向互動

有別於傳統政府機關之科層體制架構，歐盟行政方式更傾向於扁平化組織運作，強調同仁間橫向聯繫溝通，同時賦予職員高度自主性與彈性裁量空間，促使個人對所管業務負相當責任，間接提升效率。此外，單位內亦強調有效之上下連結，賦予每位職員表達自身意見之機會，主管也樂於詢問並傾聽同仁想法，有助團隊合作並提升工作熱情。

三、政策研擬推動

我國與歐盟於勞動及社會保障方面擁有相似之共同展望及目標，舉凡對兒童及弱勢族群之社會保護、減少青年及婦女失業率及薪資落差，及發展企業永續等。惟考量歐盟係由 27 個成員國組成，加上我國與歐盟並無正式外交關係，兩者運作方式差異甚大，故於參採歐盟政策推動方法上，有其困難。然而我國仍得借鏡歐盟政策內涵作為國內施政參考，並持續就共同關切議題進行協商，發展多領域合作夥伴關係，提升雙邊實質關係。

四、英語能力培養

如先前所提及，本次出國雖名為實習計畫，然而工作實際上係比照當地歐盟官員工作內容，執行相同任務，故語言能力為基本且必要條件之一。為勝任該職位、參與專案會議討論，以及順利進行日常業務溝通與郵件往返，需具備一定程度

之商業英語能力並熟知自身專業領域英語，以及專有詞彙應用等。基此，建議加強培養足供國際溝通之口語表達、文字撰寫等能力，方能有效與來自世界各國之人才共事合作。

五、賡續推動執行

透過本計畫參與，不僅可提升參訓人員對歐盟之瞭解，強化其專業能力及培養多元文化與國際視野外，亦能透過自身專業領域知識及工作經驗分享，促進臺灣與歐盟之雙邊交流合作、佈建友我人脈，對未來業務推動方面，具有相當助益，故建議持續推動並鼓勵同仁踴躍申請。

附錄 – 工作文件

一、 OECD 就業工作組（WPE）第 52 次會議摘要報告

Flash Report on Working Party on Employment 4 April 2022

The 52nd Meeting Working Party on Employment held by OECD took place on Monday 4 April. Discussions focused on five draft chapters of the 2022 Employment Outlook as well as the proposed topics for future issues of the Employment Outlook, and the proposal to hold a second annual WP meeting and a seminar series.

CHAPTER 1: A Hint of Things to Come? Recent Labour Market Developments in the Covid-19 Crisis

As economic activity recovered more quickly than anticipated, unemployment rates largely returned to pre-crisis levels, but the recovery remains uneven across countries. Labour demand surged to unprecedented levels in many countries in the second half of 2021. Leading to widespread reports of labour shortages across countries and sectors. Young people and those without tertiary education are still lagging in the recovery in many countries. During the crisis, frontline workers reported more job insecurity, and lower overall health and mental well-being.

Switzerland suggested that more evidence is added for countries that are still recovering below the average, and the recovery situation of the youth labour market. Japan suggested including more information on labour shortages.

OECD replied that on average, most countries had been back to pre-crisis level, but there are still some difficulties in some places. OECD will incorporate short-term outlook and considerations on the development of Russia's aggression against Ukraine.

CHAPTER 2: Supporting Jobs and Incomes: An Update on the Policy Response to the Covid-19 Crisis

The main question of this chapter is where does policy stand two years after the onset of COVID-19? The source information includes questionnaire in co-operation with member countries. The main policy areas cover job retention schemes; unemployment benefits and other income support; paid sick leave; ALMPs; other specific policies for women, young people, frontline workers, and racial/ethnic minorities. In general, crisis measures have been rolled back significantly except for ALMPs. Countries are now looking beyond crisis measures at long-term policy priorities.

Switzerland suggested to emphasize more the structural reform recommendation while lessen the stress on frontline workers category. ILO recommended more information about the transition from job retention schemes to incentive schemes. Australia proposed a broader analysis of the COVID-19 impact on young people, women, and the labour shortages. The USA noted that it would be useful to have a similar questionnaire also for private companies. Japan suggested including a timeline for the further questionnaire on countries' priorities related to Ukrainian crisis.

OECD stressed that the part on frontline workers was not the main purpose of the section. OECD also noted the heterogeneity of frontline workers showing the need of highlighting

the job quality and the risks for some frontline workers. For the part of the job retention schemes, OECD replied that gender analysis will be included. OECD will also go beyond frontline workers to focus more on labour shortages; meanwhile clarified the lack of resources from the private companies. The further questionnaire will be provided next month.

CHAPTER 3: Monopsony and Concentration in the Labour Market

Monopsony arises when firms possess unilateral power to set wages and working conditions. Many workers in OECD countries are in concentrated labour markets and face significant monopsony power. This chapter confirms that more concentrated markets result in lower wages and lower job security. However, policy can help make labour markets more competitive or counteract employer power.

Denmark suggested not only to focus on the employer side but look at employee side as well, such as the labor bargaining power. Switzerland pointed out the geographical wage difference was inevitable (e.g. lower wage in rural areas) and questioned the necessity of the discussion of the monopsony phenomenon. The USA suggested the chapter to be clearer about the causes of monopsony. Canada recommended to monitor more closely how the employers react to the tight labour market.

OECD does not consider the labour market concentration is the main reason of monopsony. The cause of monopsony will be included in the future work.

CHAPTER 4: The Role of Firm Performance and Wage -Setting Practices in Wage Inequality

There are growing concerns about rising productivity dispersion and market concentration and their implications on wage inequality. One third of overall wage inequality reflects differences in wage-setting practices between firms rather than differences in the level and returns to workers' skills. To tackle high wage inequality, worker-centered policies (e.g., education and adult learning) need to be complemented with firm-oriented policies.

No interventions were made to this chapter.

CHAPTER 5: Well-Being, Productivity and Employment: Squaring the Working Time Policy Circle

This chapter stresses a close link between long hours and poor well-being outcomes. Further investigations among the national reforms reducing working hours in the EU; firm-level reductions of contractual hours in three countries; flexible hours; and teleworking were done by the OECD.

Chile inquired on labour productivity when reducing working time. Switzerland asked for further explanation of the policies to limit working hours. Also, pointed out the importance of encouraging firms to shorten working hours and the important role of social partners. Chile reacted to Switzerland by stressing that social partners in Europe

are stronger than in Chile, thus confirming the importance of regulation. Australia suggested there are too many concepts in the chapter and that it is difficult to grasp the key message. Denmark asked whether there were some cases of increasing working time. The USA indicated the chapter could include more analyses on the well-being in general. OECD highlighted that the chapter discusses mainly about the working time policy as well as the relationship between working hours and well-being outcomes. OECD replied to Denmark that no increases of working time were recorded at country level, while it has happened at firm level. There have also been records of an increased use of overtime.

Subjects for Future Issues of the Employment Outlook

OECD will focus on Digital technology, artificial intelligence, and labour markets in 2023. The possible chapters could include an overview of AI and the labour market; the impact of AI on job quantity; ethics of the use of AI in the workplace and its impact on job quality; opportunities and drawbacks of using AI for training; the impact of AI on work and workers: the role of social partners; disparities across local labour markets and the role of digital technologies. The possible themes suggested by OECD for 2024-2025 cover The Green Transition and the Labour Market; and A Labour Market that Works for All Ages. The USA suggested to still monitor the COVID-19 related issues. Denmark also recommended to cover the effect of mega trend of aging and green transition.

Proposal for a Second Annual Meeting of The WPE And a Seminar Series on Employment

The Secretariat proposes to organize two annual meetings of the Working Party on Employment (WPE). One will be in March/April, which would be in-person and focused almost exclusively on the Employment Outlook (EmO). Another one will be in October/November, which would be virtual, to present selected activities that are not reflected in the EmO.

The Secretariat also proposes holding a series of Employment Policy Seminars open to all WPE delegates with the possibility to organize these seminars virtually. Among the themes that could be considered this year are questions around activation strategies for job seekers, wage dynamics, or retraining and reskilling strategies. There will be 2 to 3 seminars per year.

Comments to the proposals from Japan, Switzerland and the EU expressing concerns about additional workload due to coordination of second annual WPE, which would be close to the autumn ELSAC meeting. The USA welcomed the idea of a second WPE, but was sympathetic to the concerns raised by countries. OECD agreed to lessen the overlap between ELSAC and WPE affairs.

二、 OECD 就業、勞工和社會事務委員會（ELSAC）第 141 屆會議總結報告

Summary Report on 141st Session of the Employment, Labour and Social Affairs Committee (ELSAC) 6-7 April 2022

The 141st Session of the Employment, Labour and Social Affairs Committee (ELSAC) held by OECD took place on 6-7 April. The meeting attendance was coordinated by DG EMPL E3 and involved DG HOME, DG EMPL B2, D1, D3 and F2 units. The discussions covered the following items.

Item 2. Item 2. Director's Oral Statement

OECD Director Scarpetta updated on recent and upcoming OECD activities in the area of employment, skills, social policy and migration. Scarpetta thanked for grants that support OECD work beyond the regular budget, listing the EU as first of the donors. For details, please refer to the attached PPT – interesting.

Item 3. Report back from the Working Party on Migration Bureau

OECD provided an update on the outcomes of recent discussions and briefly reported on recent developments and short-term challenges regarding a historical mass influx of refugees from Ukraine. Among challenges: (i) inclusion of young children in the school system; (ii) uncertainties about future flows and duration of stay and questions on how much effort should be devoted to integration (skills recognition and development, language training); (iii) vulnerabilities of refugees in terms of housing and abuse (90% being women and children); (iv) interruptions to maternal health care; and (v) mental health distress of those fleeing war etc. OECD also recalled short-term response of the OECD Working Party on Migration including weekly reports, monitoring measures, exceptional working party meeting in Warsaw on 5 May and a planned conference on 27 June. OECD also referred to a survey conducted in cooperation with the European Agency for Asylum – to learn about socio-economic characteristics but also about possible further intention to migrate of family and friends.

The USA noted that the country has granted extensions to Ukrainians. EU summarized its response to Russia's aggression against Ukraine, in particular the facilitation of entries at external borders of the EU; adoption of a 5th proposal of sanctions; partial suspension of EU-Russia visa facilitation agreement; activation of the EU Directive on Temporary Protection; and the setting up of solidarity platform for humanitarian aid of at least EUR 500 million.

OECD called for all countries to participate in the Working Party on Migration as well as providing immediate support to refugees.

Item 4. Disability, work and inclusion: new evidence and conclusions, and plans for future work

Employment rates of persons with disabilities have slightly improved over the last 10 years. Overall, 40% are employed. However, disability employment gap remains constant. Higher employment of persons with disabilities is still hampered by an education gap. In fact, educational attainment of persons with disabilities increased, but this has been the case also for the general population. In addition, young people with disabilities struggle to transition into the labour market. 12% of young people without disabilities are NEET across OECD; for young persons with disabilities the share is triple! Social protection is essential in breaking the link between disability and poverty. Research shows that decreased generosity of disability benefits programmes (policy choice taken by many countries) does not have an impact on increasing labour outcomes. This suggests that policy transformation is incomplete and that not enough is invested in activation measures, including social services; e.g. for every 10 EUR spent, only 1 EUR is devoted to activation measures.

The key areas for improvement for the future include 1) making early intervention a norm; 2) tackling persistent skills gaps and 3) focusing on young people with disabilities (inclusive edu, school-to-work transition, adequate incentives through social protection). OECD also pointed out disability mainstreaming as the key to implementing a strengthened policy paradigm.

Canada pointed out the interest in the OECD recommendations of the disability principle, showed strong support to the mainstreaming approach, and looked forward to in-depth follow-up research. Norway asked to clarify the definition and the measurement of disability. Netherlands asked for more details on people with mental disabilities and if other countries have protected work places for people with a high degree of disability and whether they have cost-benefit analysis of these measures. EU indicated the aligned work with OECD report as well as commented on the need for a twin-track approach on mainstreaming. EU also emphasized the importance of strengthening active support as tightening of social protection benefits did not have the envisaged employment effects according to the OECD study. The USA expressed the interest in the cross-country comparative analysis. Australia inquired the recommendation of the disability employment services also the comments about entrepreneurship. Italy pointed out the importance of integrating disabled people into the labour market especially after the pandemic yet stressed the difficult coordination between social and employment services. Sweden proposed the Inclusive Future Work project, which introduces how PwD can entry/ stay the labour market due to the digital development. Brazil asked for follow-ups on qualification of social workers.

OECD indicated the need to reform the idea of disability; it should be about how people perceive their disability, and this links to the core concept of the mainstreaming system, which focuses on people with disabilities benefitting from equal rights and to reduce inequality in the long-term. OECD also pointed out that most policies are not reactive

enough or delivered timely to those in needs. The report also looks into the advances in technology towards inclusion.

Item 5. Report back on Skills Summit in Colombia

OECD presented the main outcomes from the Skills Summit meeting that took place in Colombia on 24-25 March 2022. Countries confirmed the importance of the pursuit of work on skills, particularly on OECD Skills Strategies taking a comprehensive and strategic approach to skills policy as well as the importance of VET policies and upskilling a reskilling in the economic recovery context. Belgium announced that it would host the Skills Summit 2024, potentially looking into Lifelong learning.

Item 6. Business for Inclusive Growth

Business for Inclusive Growth (B4IG) is a global CEO-led coalition launched under the G7 French Presidency's sponsorship in 2019 in collaboration with the OECD. In order to join the Coalition, multinationals must sign the B4IG pledge to "fight against inequalities". OECD's strategic interest in partnering with B4IG lies in the possibility to leverage OECD's standards and work on inclusive business, while advancing a multi-stakeholder collaboration on inclusive growth.

Item 7. Implementation of the OECD Recommendations on Gender Equality in Education, Employment and Entrepreneurship

The COVID-19 pandemic exacerbated gender gaps in some countries and highlighted the need for major efforts to eradicate violence against women. Women were more likely to take the initial hit (mainly in non-European countries), but tended to bounce back more quickly. There is a growing leadership commitment to gender equality by governments. Accountability for gender equality is improving. Priority areas to increase female employment include the need to ease the unpaid work burden; improve job quality to further support women's employment; encouraging fathers to take leave to care for children; and pay transparency.

Spain indicated the need of monitoring the gender gap in part-time jobs and the stereotypes as regards care for children. Finland suggested the report to cover not only females but also males in general. Italy pointed out the increasing women participation in the labour market has the potential to boost economic growth. Latvia stressed the importance of reducing gender wage gap and gender stereotypes in education and employment. Netherlands expressed a concern about higher male dropout rates from education and noted that associated lack of social, civil and language skills could quickly lead to violence. Netherlands also requested more cooperation between the UN, OECD and the EU as regards the questionnaires that they ask member countries to fill in.

OECD recognized the importance of the gender stereotype issue and had been developing related work dedicatedly. The long-term care need will certainly increase in the future,

countries will have to tackle the in advanced to fulfill the necessary work. OCED would try to reflect the data provided by countries regarding the tax reform.

Item 8. Accession

Based on decision of the OECD Council in January 2022, first step have been taken on accession discussions with six candidate countries to OECD membership: Argentina, Brazil, Bulgaria, Croatia, Peru and Romania. The core principles for the ELSAC is to ensure that labour market, training, social protection and migration policies and institutions are in place to facilitate economic adjustment and promote economic prosperity for all.

Netherlands would like to see a reference to respect for international rule of law; and respect for fundamental UN treaties. EU underlined the high importance of fundamental labour rights and the need for effective labour inspection and suggested to include them explicitly through a general amendment to the accession core principles. The suggestion was supported by Canada, US, Italy, Ireland, Belgium, France, Finland, Spain and Austria. The USA suggested to include a general point on combatting all forms of discrimination. France suggested including the support to youth. Canada underlined the need to strengthen language on accessibility and inclusivity.

OECD agreed to reinforce on the fundamental labour rights and will send new draft for the delegates to comment by 22th April.

The agreed version of the new accession core principle on labour rights is:

- policies to ensure the full respect of labour rights and thorough exercise of individual and collective labour rights, including through effective labour inspection, with a particular emphasis on fundamental labour rights, including the ILO Fundamental Principles and Rights at Work;

Item 9. Child Well-Being

The item provided information on the ongoing work led by the OECD Child Well-being Unit. It sets out the main goals and scope of the project on child well-being and associated deliverables. OECD referred to its recent policy briefs on (i) The economic costs of child poverty and (ii) Making smart investments in children. It also provided further directions for child well-being, which cover improving the quality of child data; building child-friendly neighborhoods; and enhancing countries' capacities to monitor child policies. OECD also referred to policy initiatives across its membership, including the EU Child Guarantee.

Canada supported the OECD's acknowledgment that childhood experiences are important determinants of later health, education, labour market and social outcomes. Canada reported on its child benefit that has lifted 450 thousand children out of poverty and on its nutritious food programme for children. The USA placed a high priority on child well-being, also suggested analyzing cross-national data collections on the core indicators. France indicated a larger scheme, which covers the early age of education, skills, and the

economic future. Korea showed the interest in collecting international data on children. Austria proposed OECD to analyze the possibility to improve child safety net. OECD recognized the essentiality to take action on different areas including employment, skills and child welfare services. OECD also ensured to comprehend cross-national data and would share the current data collection.

Item 10. Report back from the Chair of the Working Party on Social Policy

OECD provided a brief reporting back of the key outcomes of the virtual meeting held in November 2021.

Item 11. Closing the Gender Pay Gaps: new findings, policy solutions and avenues for further work

This item indicated the following findings 1) Gender wage gaps have edged down over the past decade. Lower wage gaps may be also due to the fact that women in some countries are more qualified than men. Nevertheless, the current indicator does not take into account part-time work, therefore resulting in an underestimation of gender wage gap. However, concentrated with firms 2) The gender wage gap rises with age due to differences in job mobility and 3) Career breaks following childbirth contributed to the motherhood penalty. As a result, half of OECD countries require pay gap reporting and/or auditing by private sector firms. The presentation also discussed policy initiatives directed at employers to address gender wage gaps. It concludes by discussing possible avenues for future work.

Business at OECD (BIAC) recommended including the impact of collective bargaining coverage since the document suggested it as a solution for reducing gender pay gaps; and to dig deeper into the women's motivations for part-time work. BIAC opposed quotas and stated that quotas were not soft measures. Spain said that to be effective gender equality plans had to be mandatory. Chile would like to know how pay transparency affects gender pay gap; what else could be done beyond monitoring to close the gap; and how to implement transparency measures. EU supported the inclusion of part-time employees in Gender Pay Gap calculations. EU also recommended extrapolating survey results (e.g. the Structure of Earnings Survey) with administrative data to obtain annual Gender Pay Gap, rather than with household survey data (e.g. EU-SILC). Italy stated that probability of being promoted differed between women and men and raised a question of whether this was linked to obstacles or if it was not linked to differences of preferences of both sexes. Italy added that there was a need to streamline gender issues into collective bargaining – in many cases productivity premia in firms are based solely on working hours – this is detrimental for women who tend to have more private life engagements. USA stated that in many countries there was an underlying assumption that care work fell to the female member of the HH and raised a question of what were the incentives and stereotypes that made HH take decisions on who specializes in market work and who in

unpaid HH work. Australia suggested including part time employment data to the database. France stressed the need to observe the pay gap within different companies. OECD took note of all the suggestions, including the one of the EU to use administrative data. OECD had been working on the international evidences on the effect of pay transparency.

Item 12. Impact evaluation of active labour market policies

Countries across the world use a variety of active labour market policies (ALMPs). The OECD, with EU support, is currently supporting several countries to build their capacity to conduct systematic counterfactual impact evaluations of ALMPs to feed into their policy design. This item includes the overall project and main findings of the projects with Canada and Lithuania and a description of related work with Spain.

EU expressed its appreciation of the joint EU-OECD project that uses administrative data for the impact evaluation of labour market policies and invited other countries, especially EU Member States, to join the project. Croatia stressed the benefit of the implementation of the Youth Guarantee, which provides job search support, career information and guidance. The implementation helped reduce the youth unemployment rate effectively. Canada noted that OECD has recently published analysis on transparent policies, which shows the valuation of the use of transparent data. Finland suggested OECD to make comparison between different countries' evaluations/lessons/solutions, in order to generate a more comprehensive insight. Norway expected to see further explanation in the paper on how the evaluation feeds into policy practice in the field level. Norway also contested that randomized control trials would be the golden standards and expressed its belief that not only impact, but also process evaluations were important. Sweden referred to current project run by OECD and paid by EC's DG REFORM on reforming its public employment service.

OECD fully agreed on the need on different types of evaluations as expressed by Norway. OECD also echoed the suggestion from Norway, admitting that certainly more work needs to be done in the future to feed evaluation results in policy design.

Item 13. EU Talent Pool

Following on prior OECD analyses of the gaps in the talent attraction and labour migration framework at the EU level, the European Commission requested a feasibility study on the creation of a "Talent Pool", which allows qualified third-country nationals to express their interest in migrating to the EU and allow employers and public authorities to identify candidates who could satisfy unfilled vacancies. Starting with scenarios drawn from non-EU OECD countries including New Zealand and Canada, the feasibility study identified the positions of different public and private actors; potential added value; efforts necessary to the achievement; and offers a provisional scenario for consideration. The proposed

tool is not about creating a new legal migration framework; but about supporting existing legal migration channels.

EU thanked OECD for the collaboration on the study. The study provides good solid bases for further discussion and development on EU Talent Pool. EU announced a simplified pilot initiative of the EU Talent Pool through which UA refugees could manifest their skills and experience and wishes to find employment in the EU. This pilot has a potential to provide authorities with information on the skills that UA refugees have and facilitate contact of UA refugees with potential employers.

Turkey indicated the lack of IT specialists and doctors in the country. Spain stated that EU Talent Pool could be a major help to EU MS as it could help to overcome the challenge of ageing workforce (ES will need 270,000 migrant workers annually by 2050). Talent pool could be of a great use to SMEs. Columbia agreed the creation of EU Talent Pool would bring benefits and help develop capacity in third countries. Colombia also expressed an interest in promoting circular migration and it referred to a Quito that led to inter-connection of PES of Ecuador and Colombia and an establishment of a bi-national exchange tool of vacancies.

OECD showed appreciation to EU for the good cooperation on the project. OECD also explained that the Talent pool also aimed at supporting talent partnership cooperation and that it could support skills development in origin countries and return of skilled migrants. However, it is still not clear what employers' expectations are towards the Talent pool.

Item 14. Impact of COVID-19 on immigrants

In 2020 immigrants were hit harder by labour market losses (as concentrated more in hardest hit sectors) in the EU, USA and CN, but less sharply than in 2008. Job retention schemes have cushioned the impact. In contrast to the early phase of the pandemic, immigrants' labour market situation has seen an impressive bounce back and, on average, immigrant employment already exceeded by Q3-2021 pre-pandemic figures, however with large variations across countries. This is driven by a range of factors, including higher job mobility, selective return migration, lower inflows of vulnerable migrants, and added worker effects. We have seen an increase in participation of migrant women – because of the loss of job of the principal earner. An increased NEET rate of immigrants is however observed.

In addition, the training gap between immigrants and the native-born remains a challenge in the context of accelerating labour market changes and higher training needs as well as the need to better consider the migrant dimension in national health strategies. In all OECD countries with available data (bar Ireland), immigrants are exposed to poorer housing conditions, high dependency on public transport, over-concentration in areas with high population density, fewer possibilities of telework (due to housing conditions and the sectors in which they work), language barriers; disease often detected later (go

later to hospitals). Immigrants are also much less likely to get vaccinated – it is unclear what part of the gap due to unregistered jobs in origin countries. Mortality indicator ratios are higher for immigrants/ethno-racial minorities compared to the majority population. Turkey indicated that existence of system gaps in education, skills and language needs to be resolved in receiving countries and referred to the huge challenge it faces with 3.6 million refugees from Syria and new coming refugees from Afghanistan. Belgium pointed out structurally worse employment results overall for immigrants in BE; but during COVID impacts were shared across population groups; job retention schemes have helped cushioning; immigrants were over-represented in job retention schemes, but under-represented in teleworking – inter-connection. Impact on immigrants was more limited than feared, but recovery has to concentrate on some particular groups. UK supported the analysis and will consistently work on data updating to share with the Committee. The Netherlands stressed a lack of information due to gaps in registration of immigrants. Switzerland has not seen many differences between population groups in terms of short-time work schemes or unemployment impacts. Italy stated that the general results of the report applied well to IT and that the employment rate of immigrants was already higher than before the crisis. Both Australia and the USA pointed out a further need for investigation on the situation of indigenous populations and asked a question on methodology to see until which generation was OECD assessing people to have migrant background for the purposes of the report.

OECD admitted that the situation is diverse, with very different sectoral impact. OECD said that inclusion into social protection had helped to cushion impact on immigrants. OECD would also try to collect the national level data in order to complete the report as possible. OECD also reflected on USA and AU comments that the word “natives” (linked to indigenous) should be used carefully and that we should also not use the word second-generation migrant for children who were born in the country – this is also linked to PISA denominations.

Item 15. Risks that Matter

OECD presented an overview of the Secretariat’s preparations for the launch of the 2022 RTM survey round. The presentation included an overview of the RTM programme of work; new substantive content for the 2022 survey; structure of the survey; new content proposals for 2022 RTM questionnaire; proposal for nominations for a Technical Advisory Group; and 2022 country enrolment and project outputs. This year’s focus will be on income insecurity (ongoing economic insecurity, inflation and rising costs of living, economic and social effects of climate change mitigation policies).

The USA showed interested in adding migration caused by climate change, which could provide an insight into the topic. EU shared that the respondents might refer only to social security and less to social inclusion/social assistance types of measures when replying to the questionnaire and asked for a further clarification to be included to make sure both

are covered. EU also informed that DG EMPL of the EC will run this autumn 2 Eurobarometers, one on green transition, one on fairness and inequalities. EU is also considering the request to participate in the advisory group, but will need to come back on that in writing. Austria suggested that social economic consequences with the climate change could also be covered in the survey. Latvia and Belgium recommended to not only include the impact of COVID-19, but the impact of the Russian invasion in UA should be covered as well. Such as how does the energy price affect the household budget. Both Sweden and France inquired further explanation for the usage of information of survey results by the OECD.

OECD agreed that the RTM should focus on the long-term trend on what people are worrying about. OECD would continuously work with different countries and groups and include the suggestions and update the 2022 questionnaires. The next OECD ministerial meeting on social policy is planned to be held in 2024 and it is expected that RTM survey of 2023 will feed into it.

Item 16. Report back from the Chair of the Working Party on Employment

The Chair of the Working Party on Employment provided a brief reporting back of the key outcomes of the discussion on five draft chapters of the 2022 Employment Outlook which covered the recent labour market developments, the policy response to COVID-19, monopsony and concentration in the labour market, wage inequality, well-being, Productivity and Employment, as well as the proposed topics for future issues of the Employment Outlook, which will be focusing on digital technology, artificial intelligence, green transition and a labour market that works for all ages.

Item 17. Update on the Employment and Labour Ministerial

Item 17.a. Draft Policy Statement by Ministers for the Employment and Labour Ministerial

The outcome document of the Ministerial meeting had two parts: 1) a section setting out high-level policy commitments (the “Policy Statement”) and 2) a section setting out orientations for future work (the “Orientations for Future Work”). As regards the first, OECD will be sharing a revised draft policy statement including language on Russia’s aggression against UA and what it means in terms of labour market consequences. As regards the definition of disadvantaged groups, OECD proposed option A with a listing of most important disadvantaged groups and option B with a more general definition.

On the second document, following the postponement of the Employment and Labour Ministerial Meeting, the Orientations for Future Work (OFW) were shared with Members and approved by almost all countries. However, Canada wishes to reflect more explicitly issues related to persons with disabilities.

UK agreed on the challenges that people with disabilities were facing. However, given that the policy statement was already agreed, the ideal way to maintain the compromise

text without reopening it would be the amendment to paragraph three in the document, which recognizes people with disabilities should acquiring attention to quality employments. The suggestion was then supported by Australia, France, Italy, Spain, Hungary, Netherlands Germany Belgium and the USA. Canada showed passion for disability issues but also promised to take back the comments and find consensus regarding this topic. As for paragraph six in the document, all countries showed support for version A, while Turkey, Hungary and Poland stuck by version B. Turkey and Hungary agreed to have a further discussion then report back to OECD.

OECD replied a lot of work has been putting into the document, therefore, additional changes should be avoided or minimized. OECD also agreed the proposal from the UK for the amendment on the OFW. OECD would wait for the consultation from countries who support version B. as well as the feedback from Canada then try to confirm the draft by the end of next week.

Item 17.b. Update on organizational aspects for the Employment and Labour Ministerial

The Ministerial meeting is planned to be an in-person event at the OECD Conference Centre in Paris on 7 June 2022. The Secretariat proposed to maintain the same theme for the Ministerial meeting: “Moving beyond the COVID-19 crisis to a better labour market that works for all”.

Questions from Japan, EU, Norway and Germany included 1) the possibility to participating the meeting virtually 2) the maximum size of the delegation 3) the timeline of the break out session and 4) if all ministers are required to take part in the panel on 8th June.

OECD replied 1) the meeting will be in person 2) at least 4 people can be part of the delegation and 3) no expectation for all minister to participate on 8th June.

Item 18. 2023-2024 Programme of Work and Budget

Building on the preliminary orientations for the 2023-2024 biennium, the Committee has completed its prioritization exercise. The ELS Deputy Director, Mr. Mark Pearson presented this item.

Item 19. Colombia Post Accession Reporting

Colombia was requested to report back after accession on the four areas identified in the accession reports. The Committee recommended 1) a yearly up-date report by the Colombian authorities at the ELSAC meeting and 2) a report prepared by the Secretariat two, four, six and eight years after accession to the Organization and thereafter as required. Colombia provided two reports. The first one addressed the economic and labour market development during the pandemic. The second introduced the implementation for employment protection, labour inspection, collective bargaining and social affairs.

The USA encouraged Colombian government to continue to strengthen efforts to empower worker and worker voice by following ELSAC recommendation regarding collective bargaining. Also showed concerns about the violence against trade unions in the country. Canada stated the COVID-19 pandemic reversed the progress for the last 2 years, however, Colombian government reacted timely to reduce the impact. Canada encouraged Colombia to continuously work on collective bargaining and improve labour inspections. EU acknowledged the efforts by Colombia to promote a transition towards the formal economy and the implementation of national policies against child labour and the efforts aimed at offering temporary protection status for Venezuelans living in Colombia, providing access to formal employment, health care and education for children. However, EU also showed concerns about the collective bargaining, which should be possible at all levels and should be promoted in a manner that is appropriate to national conditions as well as the persistence of a significant number of cases of killings and violence against trade unionists, activists and social leaders, and encourages Colombia to continue its efforts in this fight. Chile inquired if Colombia is going to continuously implement the policies which were designed during the pandemic. Netherlands appreciated the work on collective bargaining.

Colombia replied that a number of companies were affected by the pandemic, which caused difficulties to increase/collect the fines. The government will keep working on eradicating crimes against trade unions also aim to broaden the collective bargaining to private sectors. Colombia would ensure the steady budget flow to strengthen public education, make sure it is zero cost. The funding would be tackled through the tax reform. With the hope to raise wages, Colombia would reinforce the collaboration with the private sectors, public sectors and the unions.

Item 20. Costa Rica

The Costa Rican Minister for Labour and Social Security, Ms. Silvia Lara Povedano, spoke briefly on latest reforms and her view of the labour market and social situation in Costa Rica. She underlined the challenge Costa Rica is facing now is economic growth does not transit to the job growth, on the other hand, the economic hyper-concentrated in a small territory, which causes profound inefficiency and inequality. Costa Rica aims to increase equality to stimulate economic growth; provide household income to close gender pay gap; reinforce trade policy, employment policy and economic policy; as well as organize discussion platform.

Italy pointed out the need to reform the government in order to create employment and to reduce inequality. OECD suggested working closely with the committee and the importance of people-center principle implementation.

Item 21. AOB

The future meetings will be held 2nd to 3rd November 2022; 5th to 6th April 2023; and 10th to 11th Oct 2023.

三、 OECD 移民工作組（WPM）有關烏克蘭難民危機之特別會議總結報告

Report

Exceptional meeting of the OECD Working Party on Migration on the Ukrainian refugee crisis

Warsaw, 5 May 2022

An Exceptional meeting of the OECD Working Party on Migration on the Ukrainian Refugee Crisis held by OECD took place on Thursday 5 May in Warsaw. Discussions focused on the initial responses by OECD member countries and the operational challenges, along with policy responses to tackle the crisis.

High-level introductory session

Mathias Cormann – OECD SG

- There are currently over 5 million refugees in European countries; about 3 million of whom came to Poland; more than 2 million stayed in Poland. However, there are still additional 8 million displaced people in Ukraine.
- Different demographic composition indicates that about half of the refugees are children and up to 90% of adults are women. Therefore, the key is to implement effective monitoring to make sure that children are in safe surroundings.
- There is a parallel earlier experience of Colombia that has welcomed over 2 million Venezuelan refugees.
- Welcome activation of temporary protection status including full access to the labour market, healthcare, education, accommodation.
- Some countries will receive more refugees due to geographic, historical, cultural reasons; the burden needs to be shared.
- Ukrainian diaspora has mobilised to support fleeing Ukrainians. Also in Israel, CN and USA.
- Many refugees know that their departure is only temporary. For example, Czech Republic is implementing fast-tracked recruitment of Ukrainian teachers to improve their transferability of skills.
- OECD-Ukraine liaison office was established (first in Paris, when possible will move to Kiev) to support rebuilding efforts (in the spirit of the purpose for which OECD was established after WWII). PL and LT showed leadership to put this structure in place.

Marlena Maląg – Poland, Minister of Family and Social Policy

- The borders have been opened since the very beginning of the crisis.
- Poland legalised the stay of Ukrainian people and provides access to the labour market, education, healthcare and other basic services to which Polish citizens have access.
- 1.6 million people decided to stay in Poland. More than 1 million people have received “PESEL” number.
- Poland provided refugees with Polish language lessons; provided one-stop-shops for integration services; simplified the employment procedures so that nurses can be employed.
- One of the most important missions is to secure children. New instruments have been introduced such as special caregiver, guardian institution, reception point close to the border for children.

The Hon. Sean Fraser – Canada, Minister of Immigration, Refugees and Citizenship

- The government has implemented a Canadian version of temporary protection model. There are already 87 thousand people approved.
- Canada hosts a nearly 1.5 million Ukrainian diaspora.
- There is an online web page for employers to assist the employment of Ukrainians.

- Canada provides short-term income support, two weeks of temporary accommodation while waiting for a longer solution and so on.
- Community support adds to government support, e.g. in terms of sponsoring cost-free air travel to Canada.

Ms Maryna Lazebna – Ukraine, Minister of Social Policies

- Russian forces try to deprive Ukraine of fuel, water and electricity. More than 250 medical facilities have been destroyed; not to mention the torture, rape and killings of civilians, which caused thousands of civilian casualties.
- Ukraine is aiming at the registration of internally displaced people (IDPs), accommodation, and disbursement (to people who host).
- Ukraine supports re-employment of those IDPs who want to work, covering the wages for the first two months; providing financial support to displaced people. There is a multi-currency account opened in the Bank of Ukraine as well to receive donations from businesses (including from abroad) – this account has helped to support more than 600 thousand people).

Session 1: What innovative solutions have you found in responding to coordination challenges for reception and integration?

Special features

- On average, 50% of refugees are children and minors under 18; 80% of the adults are women; also, a high number of orphans, elderly and handicapped, which poses problems of reception.
- Quite a lot of them have a high-level qualification and can continue working with Ukrainian companies as well as other countries in Europe.
- Some children continue schooling online with the former schools.

Portugal – Ms Pereira (High Commissioner for Migration in PT)

- Portugal has set up a governmental task force that is responsible for coordinating, welcoming and integration activities at the national level.
- A website, Portugal for Ukraine, aggregates all the information regarding ongoing initiatives carried out by Portuguese authorities both in terms of humanitarian support, and reception and integration services that are available to people displaced by the conflict. The website is available in English, Ukrainian and Portuguese. Civil society organizations and private citizens can also submit requests or offers on the platform, which will forward them to the competent public authority.
- Portugal has created a fast-track access to different public services and administrative procedures. People that are displaced from Ukraine can use the platform to submit the temporary protection request. After acceptance, they can immediately start accessing public services.
- Portugal has created a specific email address, SOS Ukraine, which responds to queries and offers related to welcoming and integration of people from Ukraine.

Colombia

- Venezuela migration required concrete and innovative actions to safeguard human rights and guarantee the integration of migrants without neglecting the host communities.
- The temporary protection status consists of three phases, which include unique registry of Venezuelan migrants, biometric registration and temporary protection permit delivered in print. After almost a year of implementation, 2.1 million of Venezuelans are part of phase

one; 1.7 million completed biometric registration; almost 1.2 million of documents have been granted; and almost 900 thousand documents have been delivered.

- Colombia stressed that the policies must contribute to the elimination of all forms of discriminations and violence, in accordance with international human rights law to increase the well-being of all members of society.
- The strengthening of dialogue and cooperation between states and international organizations is one of the key factors to develop links between migration, trade, security, and human rights.

Romania

- Romania, similarly to Portugal, established a governmental Task Force to deal with the refugee crisis by providing emergency / civil protection response that covers only the immediate needs of the Ukrainian refugees.
- Romania started to prepare for the medium- and long-term measures three weeks ago. The government is organizing strategic working groups on education, health, housing, labour, children and youth and vulnerable groups to support and integrate Ukrainian people in Romania.
- Romania has not developed the best disability protection system. Therefore, the integration of vulnerable will be one of the big challenges that the government must face.
- Romania government provides a website to reveal information as well as toll free numbers in Ukrainian. However, the language barrier is high.
- Romania emphasizes the need to have the support of European Commission and European institutions in terms of financial burden sharing, not only for the temporary protected persons but also for those who cross Romania or stay in Romania.

Italy

- Social and labour inclusion are important, therefore, people arriving in Italy are granted a temporary protection status. They can look for jobs, receive employment services, access the health care system, and receive welfare services and social protection program.
- The local level is crucial. Therefore, presidents of regions have been nominated as delegated commissioners and are responsible to organize local protection and assistance services.
- A website has been put in place on which individuals and companies can provide goods, services, and accommodation.
- Refugees with medical professions or experienced in personal care jobs have been automatically recognized and are authorized to work in Italy in private or public hospitals as well as other social care facilities.

Germany (Head of task force for UA refugees)

- Germany changed the way of cooperation in the old structures of the 20th century government to a more network approach. Germany reached out to Poland to establish cooperation within days to streamline the flows. The government created two hubs in Breslau and Szczecin to organise the flows; then scaled up the cooperation to France. The goal is to scale it up to EU level. The government did a united mapping exercise to find out how many other hubs there are within Europe and within third countries.
- Germany took a shared action by creating a platform in cooperation with NGOs and the Alliance for Ukraine to communicate information to people.
- Germany is currently looking for solutions for people with disabilities and vulnerable people in terms of shelters and hospitals.
- Hamburg is now the home for 25 thousand Ukrainians. Experience from 2015 makes it now easier to deal with the situation such as housing and labour market integration. Hamburg created a one-stop shop, The Humble Welcome Center, to offer a wide range of integrated

and connected services. It starts with a newcomer service that offers information on housing, schooling, childcare, social insurance issues. As well as providing a specialized counseling service on workers' rights and workers' conditions also addressing topics such as human trafficking.

France

- The inter-ministerial crisis center has put in place 249 reception centers to provide Ukrainian refugees their first accommodation.
- France provides temporary protection to refugees as well as activates their welfare rights, jobs, education and the first financial help.
- The government also created a website, Bootcamp for Ukraine, which is in French and Ukrainian as well as a special welcome leaflet to provide all the necessary information.
- The government is deploying the second stage with four priorities, the first is accommodation; the second is to take care of refugees within collective structures; the third is to refer them to health care and social rights to access more permanent solutions and education; the fourth is access to jobs.

Japan

- Japan announced Ukrainian people could enter Japan temporary without sponsors. After the registration, Ukrainian people will be able to use all the administrative services such as the national health insurance, national pension, and education.
- Japan provides speaking assistant and temporary accommodation and will soon begin to provide Japanese language education and employment support.
- Japan has been accepting foreign workers in recent years. Ukrainian refugees will be accepted based on the recent policy developments.

Australia

- Australia has provided \$65 million in humanitarian assistance to Ukraine. Prioritizing visa processing of Ukrainian nationals granting over 7 thousand visas so far to Ukrainians. A temporary humanitarian protection visa is available to Ukrainians who have arrived in Australia and provides on arrival support.
- Australia has developed a dedicated website for Ukrainian visa application to provide information around the services that are available. The government plans to continue to prioritize the Ukrainian caseload and provides the necessary support.

Czech Republic (Ales Brychta)

- The Czech Republic has admitted more than 320 thousand Ukrainian refugees. Approximately 40% of refugees are minors; 80% of adults are women; elderly constitute a relatively small percentage of refugees.
- At first, the country did not have special migration tool for refugee reception, therefore, the government started issuing long-term visas for the purpose of temporary protection. Czech Republic also established national network of special reception centers, which function as one-stop shops where various national authorities provide a set of services to newly arriving refugees such as accommodation and employment services. From the second month onward, the Labour Office examines the financial situation of an applicant and provides financial support accordingly. Moreover, after six months, the refugee might get included into the standard Social Security system.
- In addition, the public health insurance company provide refugees the same standards as for the Czech nationals.

- The government has already adopted a strategy on adaptation and integration of refugees. The strategy includes various aspects and sectors such as education, housing, labour market integration and so on.

Spain

- To face the coordination challenges in designing and proper response to the arrival of Ukrainian refugees, the Spanish government includes the following measures, such as providing accommodations and reception orientation from the very beginning to Ukrainian people; also provides healthcare assistants, help to find employment.
- Regional local authorities support the access of Ukrainian people to education and health services. The government also collects basic socio demographic information to anticipate reception and integration needs, according to their specific profiles, as well as labour opportunities depending on their educational and employment background.
- The central government has promoted working groups at the regional level, where central, regional, and local authorities and civil society representatives discuss the best strategy to secure a proper response.
- One of the most important challenges that Spain is facing now is how to provide support to Ukrainian people continuously.

Poland

- Poland has a dedicated website for Ukrainians and other non-Ukrainians fleeing. The website is available in Ukrainian, Russian, English and Polish with all the available services.
- Poland also established a call center on day one, which provides services in Ukrainian, Russian, English and Polish. It has been receiving 3 thousand calls per day. On day two and three, the government dedicated call centers to find missing persons to counteract human trafficking.
- Almost all governmental and non-governmental organisations provide web pages in Ukrainian language, which helps a lot in provision of the information for all interested parties.
- On the second day of invasion, the government had COVID-19 vaccination system available for all refugees coming through the borders.
- There were about 10 to 12% non-Ukrainians coming to Poland through the border of Ukraine, who either were seeking refuge in Poland, or were trying to get to the countries of origin. All the representations, embassies and consulates had made a huge effort in order to coordinate them to return or to their onward journey.

Luxembourg

- The number of refugees was not as many in Luxembourg as in Poland. In the first two months, the refugee population were 5125, which is an increase of 1% of the population of Luxembourg.
- At the beginning, the government set up the first reception centers that work 24 hours seven days a week. One is located in Kreuzberg another is located in the city center. The centers also provide a shelter, food and the necessities for people wishing to apply for protection in Luxembourg or moving to other European countries.
- The National Reception Office with the Red Cross established 19 emergency accommodation facilities in the first month of the crisis. The accommodation facilities are in forms of hotels, cultural centers, industrial and office buildings, which were transformed to hosting. The first two reception centers provided 716 beds.
- The government set up a one-stop shop in the city center, which has the Ministry of Foreign Affairs that receives the application, the police conducts the necessary identity check. After that, the applicants receive temporary protection then have the health and social check-up

appointment. Finally, the post office will open a bank account and provide them a cell phone. All these steps happen within a day.

- The National Employment Agency has a unit dedicated to benefit Ukrainians to access the labour market as well as provide language courses and CV courses. Overall will provide them integration into the system.

Canada

- Canada has put in place wide ranging supports for people fleeing hostilities, including temporary authorizations, open work permits (which means no job offer or labour market test is required), reception and settlement services, transportation support, temporary income support and short-term accommodation assistance.
- With respect to assisting eligible Ukrainians with their applications, the government has set up services beyond current footprint to support identity verification to help Ukrainians with temporary residence applications. This includes the new Canada Information Center in Warsaw, which will offer in person Information Services. Domestically, Canada also supports inquiries via call center, which receives high volumes of calls from those seeking further information on eligibility and how to apply.
- Canada is committed to processing temporary authorizations in 14 days for 80% of applications. To date, the government is striving to maintain the standard also while continuing to fulfil other priorities, which include the previous humanitarian commitment to resettle Afghan nationals. The government teamed with the Canadian Red Cross to assist and orient Ukrainians as they arrive, to providing Ukrainians with temporary accommodation and income support.
- Over the longer term, Canada has exceptionally provided federal settlement services to Ukrainian foreign nationals, which are services typically reserved for permanent residents. These services include language instruction and employment readiness. Canada is currently experiencing targeted labour shortages in several sectors, including retail and services industry; therefore, ensuring job market readiness for Ukrainians who wish to enter will be essential.
- Affordable housing is at the forefront of public discourse in Canada. For those who wish to stay will be introduced a special family reunification sponsorship pathway, others may be able to avail themselves of existing permanent resident pathways at the provincial and federal level.

Greece

- Greece reacted immediately to the refugee challenge resulting from the war in Ukraine. Greece has already had relevant experiences from receiving more than 1 million refugees from Syria and Afghanistan since 2015. In addition, since the 90s, Greece has been receiving immigrants from Eastern Europe including Ukraine; therefore, Greece was able to take on the coordination role for the reception.
- The Minister of Migration and Asylum provides 12-month temporary protection residence permit that can be renewed for one more year, which automatically provides the social security registration number and the tax registration number. The citizens are provided with the right to engage in salaried employment, dependent employment, self-employment and vocational training activities.
- The registration procedure was implemented on a platform. Call center help desk has been established while leaflets produced by the European Union Asylum Agency are being distributed as well. The government also plans to operate information flows into central areas in the major cities.

- By far among 25 thousand arrivals, 18 thousand are adults; 7 thousand are minors. Accommodation is provided for short and long-term stay. There are reception facilities operating around the country and ready to receive nationals from Ukraine.
- To conclude, also Greece has set up a platform under the name of Help Ukraine on the website of the ministry to record the intention and the offer of humanitarian aid or recommendation or other services offered by international organizations, NGOs, local authorities and the civil society.

Norway

- Norwegian government has granted temporary protection to refugees fleeing the war in Ukraine. Ukrainian refugees are granted residence permit for one year at a time and can be extended.
- The reception and integration in Norway are coordinated jointly by the Ministry of Justice and the Ministry of Labour and Social Inclusion. Ukrainian refugees are covered by the regular comprehensive settlement scheme for refugees; therefore, they can get public assistance to find housing, participate in Norwegian language training, and receive introductory economic benefits and other financial benefits.
- The government has proposed temporary changes in the integration program. Making it more flexible and more tailored for rapid employment. The temporary changes are expected to be considered and adopted by the Norwegian parliament this month.

EU

- The Temporary Protection Directive (TPD) has been activated by the Commission for the very first time as the legal starting point to allow people fleeing the war in Ukraine to be able to get a job, send children to school, and get housing, social welfare and medical assistance in the EU. Since the activation, more than two and a half million registrations for temporary protection were recorded. To support the well-functioning and smooth implementation of the TPD, EU has set up a solidarity platform between member states, associated countries, EU agencies, international organizations, and Ukrainian authorities once a week. So far, EU has held six solidarity platform meetings and two special solidarity platform meetings with international partners, UK, US, and Canada. The platform aims to ensure that facilities and services across the EU can be used and respond to the needs of member states.

Session 2: How best to support Ukrainian children?

Latvia

- Right after Russia's attack on Ukraine, Latvian government adopted a plan of measures and specified institutions responsible for people from Ukraine in Latvia.
- The first one stop shop center for Ukrainian civilians was opened in Riga capital on March 7th, the second one followed on March 21st. The service includes national border guard, visa issuance, social support, solving housing issues.
- So far, more than 24 thousand Ukrainians have found refuge in Latvia. On 29th of April, the government supported a new Ukrainian refugee aid plan, which provides reception of around 40 thousand Ukrainian civilians.
- Ukrainian children have access to education in Latvia, as preschool, primary, secondary, and further education. Until now, 3.7 thousand children have been registered in preschool and general education institutions. Ukrainian teachers are given the right to employment and have the opportunity to work in their professions in Latvia. The school uses Ukrainian educational standards as well for some subjects.

- To support unaccompanied minors arriving in Latvia, emergency guardianship has been introduced for the children who have arrived from Ukraine without their parents. So far, 604 emergency guardianships have been approved.

United Kingdom

- UK developed a visa system so that people would be processed in advance of arrival and are able to get their identities after arrival. The approval gives them immigration status for the next three years as well as the access to health, education, public services, and labour market.
- The government works jointly from day one with the Ministry for housing which led to the introduction of Sponsorship Scheme, whereby people leaving Ukraine can be matched with a sponsor in the UK before arrival. On arrival, they will be able to have accommodation and private housing. The person who provides them with accommodation is given money from the government. This is expected to last for six months for that person to progress into the labour market as well as finding his or her own accommodation.
- Children from Ukraine will get free access to education immediately. However, for children who travel independently (unaccompanied minors), have a different legal status in the UK.

Lithuania

- Lithuania has received more than 50 thousand people fleeing from Ukraine. To put into context, this is 50% of foreign population in Lithuania. Therefore, the demographics in some of the municipalities has changed quite drastically.
- There were registration centers established in Lithuania on the first day of the war. The centers open 24/7 to provide all the necessary information. People are offered humanitarian aid, food packages cards, also accommodation. More than 50% of people are being accommodated by private citizens who are compensated by Lithuanian government.
- One of the best practices that have been implemented is close collaboration with NGOs. A meeting with NGOs is held weekly. The statistics department has launched a database where governments, municipalities, educational system, and NGOs can access the data. Thus, the government can plan the interventions accordingly.

Switzerland

- Switzerland coordinates at the federal and canton level to form a specialized working group which meets weekly, to exchange directly about the challenges and adaptations required in order to use the mechanisms existing already in Switzerland and in terms of new measures that are required.
- The government proposed Ukrainian, Russian, German and English language courses as a solution for people who want to register. More than two thousand registration applications have been recorded over two months, the necessity to shorten the waiting time is crucial. Therefore, the government opened the online registration service in the fast track way. The measure also helps gather information on the qualification, training and professional experience of applicants and will foster the integration at the further stage.
- The government also opened some military facilities for accommodation in cooperation with several protection bodies.

Slovenia

- Slovenia has an intergovernmental working group consisting of relevant ministries. The working group takes charge of preparation of strategic and operational measures. The government relies on experience gained in 1990s when Slovenia hosted refugees from Bosnia and Herzegovina and many of whom stay in Slovenia.

- People who are granted temporary protection in Slovenia have the access to health, educational and labour system as Slovenian citizens. In addition, they are provided accommodation in either accommodation centers or financial assistance for private accommodations.
- Slovenia established a wide range of consulting services in Ukrainian, which provide assistance via web pages and toll-free call line available 24/7.
- For unaccompanied minors and children or children accompanied by adults who are not their parents, the government provides special case guardian appointed on their arrival. The procedure can protect children against attempts of traffickers and other possible criminals.
- The government also takes video conference with the parents in Ukraine to determine the guardianship. Slovenia also put a lot of effort into the integration of children and pupils to regular schools and kindergartens as much as possible.

Finland

- About 22 thousand Ukrainians have applied for temporary protection in Finland; 14 thousand positive decisions for these applications were made. Finland uses the partial automation to speed up the decision process.
- After the Russia's attack against Ukraine, the Ministry of the Interior appointed a cross-sectoral coordination group to deal with migration situation in Finland following the war to ensure smooth exchange of information. There are about 30 stakeholders represented in the coordination group including ministries, cities, municipalities, organizations, NGOs, employers, and employees. The group prepared an official memo that clarifies the procedures for granting temporary protection, the rights and benefits that are available to beneficiaries of temporary protection.
- Finland gathered a comprehensive information package on a website. NGOs and private individuals offered transport at the start; now advanced information required from those organising transport to be able to register people as smooth as possible by an online form.
- The children will be able to attend school or daycare as soon as possible. The government ensures that Ukrainian children will receive help and sufficient language training to be able to attend education. It is guaranteed that every child has the right to basic education for free. So far, over 800 Ukrainian children have started school or daycare. A lot of them also attend distance learning online.
- Finland has 56 reception centers, and seven supported housing units or group homes for unaccompanied minors. About 70% of the people are staying in private accommodation. The Finnish authorities were not coordinating the private accommodation, but the Finnish Red Cross has set up a national information point to answer questions as well as compile information.
- The municipalities will receive compensation from the central government for providing the upgrade services. Several municipalities and private individuals in Finland also have already provided accommodation to Ukrainians who have fled.

Chile

- The Ukrainian embassy in Chile cannot provide passport, therefore the Chilean government coordinates with Polish border guards in order to embark Ukrainians to Chile.

Sweden

- Children arriving from Ukraine have full rights to health care and education. The National Agency for Education offers support to schools and school providers that are responsible for the reception of newly arrived pupils.

- So far, only about 20% of Ukrainian children in Sweden are registered within the Swedish school system. The National Agency for Education is creating activities with information to Ukrainian families with children who have not yet enrolled in the Swedish school system.

Hungary

- More than 640 thousand refugees from Ukraine have arrived in Hungary. In Hungary, humanitarian Council has been set up under the chairmanship of the prime minister's office.
- Hungary has provided 26 million euros of aid to address the Ukrainian humanitarian crisis as well as granting financial support to Hungarian charity organizations.
- Hungary has delivered a wide range of medical equipment and other kinds of hygienic support aid to local water management capacities to Ukraine. Hungary also enabled 128 Ukrainian children to be hospitalized. In the long term, Hungary will provide free of charge medical care including prescription medicine as well as schooling for children of refugees.

Colombia

- The Colombian government has implemented a comprehensive measure to regularize the migratory status of thousands of Venezuelan families with a particular focus on children well-being.
- Due to the massive flow of Venezuelan migrants to Colombia in 2019 there were 24 thousand minors born to Venezuelan refugees in Colombia. Children of Venezuelan parents faced obstacles to be registered as Venezuelans at the consular offices in Colombia. They could not obtain Colombian nationality because their parents did not comply with resident requirements demanded by the Constitution. The Colombian presidency led efforts to national entities as well as international cooperation agencies, to create a measure that would protect these children and guarantee their right to nationalities. More than 70 thousand children born in Colombia from Venezuelan parents between January 2015 and January 2022 have been recognized as Colombian nationals.
- Considering 29% of the Venezuelan flow are minors, the Colombian government set the path for their inclusion in society through education and health. 98 thousand migrant children have access to institutional service; more than 480 thousand children have benefited from medical procedures, consultations, emergency hospitalizations through the health system in 2019. Currently, more than 450 thousand children and adolescents have access to education and the right for continuity of the school process.

Czech Republic

- Czech Republic aims at the integration of kids and children in education while enabling their parents to work.
- There are 320 thousand registered Ukrainians from whom approximately 40% are children. Czech opened temporary community centers for Ukrainian families to help them integrate within local society.
- The government offers intensive courses of Czech language to Ukrainian teachers so they can become either a pedagogical assistant or teacher for Ukrainian kids. Language courses are also offered to the bilingual assistants.

Session 3: How to support local authorities in providing accommodation to Ukrainians? How to coordinate at the national level the housing offer from civil society?

UNHCR

- 90% of those leaving Ukraine as refugees are women and children who are particularly vulnerable to gender-based violence and other forms of exploitation. UNHCR helps and works with the government on shelter, social services, psychosocial support, and food.

- UNHCR is working alongside UNICEF and other partners to assist and mobilize support for displaced and refugee children and families escaping to Moldova, Poland, Romania and Belarus through Blue Dots protection, which provide children and families with critical information and services. UNHCR also focuses on identifying unaccompanied and separated children. The Blue Dots can ensure that they get proper support as quickly as possible.
- UNHCR is improving the access of people with disabilities to health with WHO to ensure giving immediate mental support services to those who need it.
- UNHCR is rolling out a cash assistance program, which gives autonomy to the families, mainly women and girls, to guard against risks of exploitation.

IOM

- IOM have been tracking displacements internally within Ukraine with Displacement Tracking Matrix (DTM). Since the start of the war, over 7.7 million people have been internally displaced in Ukraine.
- IOM is now providing multipurpose cash assistance targeting 500 thousand Ukrainians over the next six months, as well as partners with Save the Children to deliver high-energy biscuits to meet the needs of pregnant and lactating women, children, and elderly.
- IOM provided a total of over 50 thousand metric tons of humanitarian goods, hygiene kits, water containers, mattresses, and blankets. Meanwhile there are 15 warehouses operating inside and outside of Ukraine.
- IOM has been strengthening the existing protection in Ukraine and providing specialized care and with civil society, particularly local women organizations. Furthermore, signing a partnership with Airbnb in the neighbouring countries recently.
- IOM has provided almost 14 thousand consultations so far. 61% of calls are from women seeking general information about human trafficking and safe travel.
- For the medium to longer-term support, IOM focuses support on necessary protection services as well as solidarity access to employment and social cohesion based on the needs of the various member states.
- IOM hopes and expects that the immediate needs of the refugees of third country nationals will also be addressed. In the medium to long term, it is necessary to ensure access to the labour market, access to the services needed for children, childcare, and nurseries, and integration into schools.
- As regards the Roma people who have moved from Ukraine to the neighbouring countries, particular support targeted to their specific needs is needed.

Council of Europe

- During the refugee crisis that unfolded in Europe in 2015, the Office of the Special Representative on Migration and Refugees was established to coordinate the migration agenda within the organization. The Council of Europe has also elaborated a special action plan on protecting vulnerable persons in the context of migration and asylum in Europe. The plan focuses on the protection of those most at risk such as children.

Council of Europe Development Bank

- CEB operates in 42 European countries and manages 29 billion worth of assets. The bank operates in all sectors, including social housing, education, and health, managed 300 million regional housing programs to provide sustainable housing solutions to vulnerable refugees and displaced persons by addressing emergency needs with grant funding also approve loans shortly.
- CEB provided grants to create the first green corridor through Moldova to Romania, which was to speed up border crossings of refugees. As for the longer-term solutions, CEB is slated to approve about 1.3 billion euros of loans including almost half a billion for Poland alone, in

order to help to respond to medium to long term needs of refugees, including housing, health care, education, and allowances to enable prolonged stays as needed.

Session 4: What specific measures have you taken to protect and support Ukrainian women and other vulnerable migrant groups?

Germany

- Germany has a new engine industrial orientation course adapted to the Ukrainian refugees and especially to the needs of women.
- Germany is looking for a mix of having good childcare in the communities but also having the opportunities via digitalization.

Italy

- Almost 107 thousand people have arrived in Italy mostly are women; 35% are minors. Italy has one of the largest communities of Ukrainians in Europe to provide hospitality, protection assistance, education, accommodation when needed.
- As regards unaccompanied minors, they cannot receive a permit of stay nor protection and reception. A special commissioner is appointed for unaccompanied migrants from Ukraine, and a special action plan for minors. Reception centers and facilities for unaccompanied minors have been increased by 25%. Information services and specific guidelines have been adopted as regards integration and enrollment to the education system.

France

- Ukrainians in France have free access to nurseries for two-three months' old children especially in case of mothers who wants to work.
- France has remote teaching and learning capabilities. Meanwhile, the government launched awareness campaign and information campaign among teachers and parents and provides psychological and vaccination support.
- The government follows up the situation of unaccompanied minors who were received by private households and ensures the follow up of the situation. The government also aims to make people more knowledgeable about the risks of migrant trafficking. Special police officers are trained to receive such cases.

Portugal

- Portugal welcomed nearly 12 thousand minors, including separated children and unaccompanied minors. However, in the case of children, the families need to go to the immigration border service so the filiation can be confirmed.
- The Immigration and Border Service is also responsible for referring any situations of unaccompanied minors to the public prosecutor's office. Unaccompanied children that arrived from Ukraine are reported to the public prosecutor's service for the purposes of recognition of guardianship and legal representation in Portugal.
- A working group composed of representatives from different entities including the High Commission for migration, the Public Prosecutor's Office, Social Security and other relevant institutions was created specifically to monitor the integration of minors also to develop adequate procedures for child protection.
- Along with the registration form, there is a telephone helpline that was set up to facilitate the formalization of the guardianship and legal representation of minors to communicate any evacuation operations that may include minors traveling to Portugal, also to collect manifestations of interest by Portuguese families who wish to consider hosting an accompanied or separated child from Ukraine.

- Portugal is also working on developing a pool of certified families that can be host families for unaccompanied minors. Also, to ensure that all children can access nurseries in their daycare center services. The Portuguese government has passed legislation to increase the number of places allowed in these institutions and to facilitate registration procedures.
- Every child from Ukraine, aged between 6 and 18 years old is entitled to access education for free and is expected to integrate into the Portuguese education system as quickly as possible. So far, nearly 4 thousand children enrolled in Portuguese public schools.
- A number of measures were also introduced, including the simplification of recognition of foreign qualifications, simplification of enrollment procedures into the Portuguese academic curriculum, reinforcement of Portuguese language learning, and creating multidisciplinary teams that include special needs teachers, psychologists, social workers, interpreters, and other specialized staff to welcome Ukrainian children and support.

Romania

- Over 250 thousand children have entered Romania; around 3 thousand are unaccompanied minors; around 5500 came from the child protection system in Ukraine.
- Ukrainian children in Romania have full access to Romanian education system, health system and child protection system. The government is aiming to put in place the adaptation of curriculum and teacher assistants for Ukrainian children to be able to access substantial education in Romania.
- In Romania, there are over 50 elementary and secondary schools in Ukrainian language. The government intended to find foster care for Ukrainian children after psychological support is provided.

United States

- The administration continues to use and consider the full range of legal pathways including the refugee program and the issuance of visas.
- There is a new streamlined process for Ukrainians to come to the United States. The program is centered on the sponsorship or supporter model. In order to be eligible to come through this process, Ukrainians must have a US based person committed to ensure that they are supported throughout the duration of their stay. All sponsors are undergoing security and background checks further for the protection of children. Only minors traveling with a parent or legal guardian are eligible for this program. Once a US based sponsor has cleared the background checks and confirmed to have sufficient financial resources to support the Ukrainians, the Ukrainian beneficiary must certify that they have met vaccination requirements. Afterward, the Ukrainian will receive an electronic travel authorization and have 90 days to travel to the US. This entire process is completed electronically. Once in the United States, beneficiaries can apply for employment authorization.

Ireland

- In Ireland, dedicated teams across government departments, agencies, local authorities and NGOs are focused on the provision of accommodation, health care and access to social welfare for Ukrainian arrivals to Ireland. To date, approximately two thirds are female and one third of the arrivals are minors under the age of 18.
- Ireland provides a range of services that offer advice and support to families. The family support service includes support in the form of family support workers, social workers, youth workers, family resource centers, support groups and counselling services.
- Individuals and families from Ukraine who require targeted support will be directed through existing pathways to the relevant services.

United Kingdom

- The visa allows arrivals from Ukraine full access to publicly funded services, which includes full access to education. Each school can provide additional language tuition in order to integrate the child into school.
- UK is active in engaging child protection measures at the time of crossing the border and arrival in the municipality or the local authority. All of this is much better if a child is accompanied by a family member.
- UK aims to facilitate Ukrainian women with small children to enter the labour market.

Greece

- People who flee the war in Ukraine have free access to the National Health System before obtaining the temporary protection residence permits. In addition, free and anonymous telephone service is operating to provide psychosocial support to refugees by professional psychologists.
- There is already a cooperation between Ukraine and Greece for receiving and hosting unaccompanied minors. They are accommodated in emergency accommodation centers and facilities until they are placed in longer-term accommodation.
- Several initiatives have been taken to ensure access to education for all children from Ukraine interpretation services through telephone or with physical presence, in cooperation with UNICEF and national NGOs.
- Ukrainian students are enrolled in reception classes for children who have limited or no knowledge of Greek language.

Luxembourg

- In Luxembourg, the National Children Authority and the National Reception Office are in charge of housing unaccompanied minors through partnership with NGOs and the Red Cross.
- Unaccompanied minors have the right to have an adult administrator after they are granted their status. The Luxembourgish authorities provide mental health care for the arrivals. The supervising staff such as nurses, social workers or psychologists ensured the first contact with the new arrivals depending on their needs. Doctors from the Luxembourgish Health Directorate provide direct medical services. Together with the Red Cross, the government has a psychological team to detect possible vulnerabilities to ensure adequate care and assistance.
- Luxembourg has implemented a new system for Ukrainians, so they have the access to compulsory education. Kids between four and five years old will be placed in the normal school system while older kids will attend the international schools with interpreters to be adapted and interpreted in Ukrainian.

四、 歐盟執委會對 WB6 及土耳其 2021 至 2023 年 ERP 概述報告



EUROPEAN COMMISSION

Brussels, 22 April 2021

**COMMISSION STAFF'S OVERVIEW OF THE ECONOMIC REFORM
PROGRAMMES FOR 2021-2023**

OF

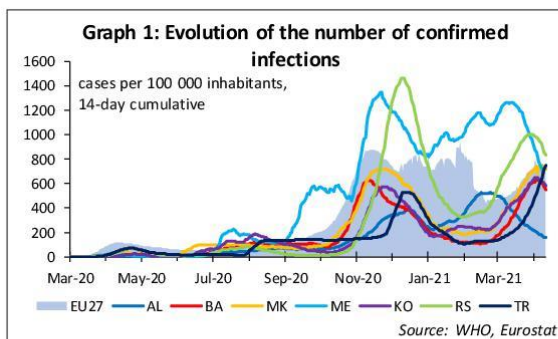
**ALBANIA, BOSNIA AND HERZEGOVINA, KOSOVO*, MONTENEGRO,
NORTH MACEDONIA, SERBIA AND TURKEY**

Information note for the Economic and Financial Committee

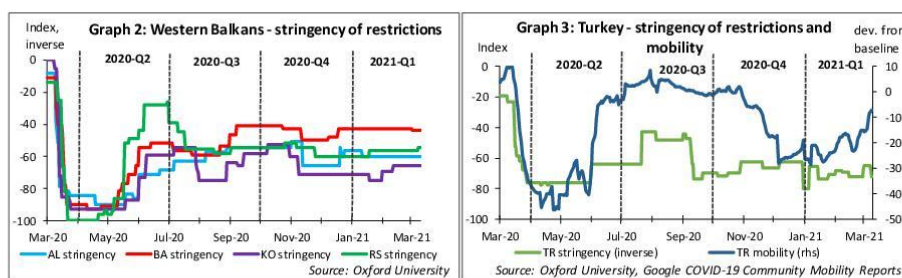
* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

1. Economic developments in 2020: impact of the COVID-19 crisis and the policy response

The COVID-19 pandemic took a heavy toll in the Western Balkans and Turkey. Since the end of the first quarter of 2020, the pandemic has hit the Western Balkans and Turkey in several waves. While the first wave from March to May 2020 led to a limited number of COVID-19-related deaths thanks to swiftly taken and stringent initial



containment measures, the somewhat stronger second wave in the third quarter of 2020 largely subsided before the end of the quarter. The third wave developing in the fourth quarter however took the heaviest toll in terms of infections, hospitalisations and fatalities as a strong seasonal acceleration of the pandemic was accompanied by a relatively stable level of stringency of containment measures. After relatively low levels at the very beginning of 2021, infections and hospitalisations have again accelerated as of February, influenced in particular by the spread of more contagious variants.



The pandemic had a significant negative impact on economic growth in the Western Balkans and Turkey in 2020. As a result, after a relatively strong pre-crisis growth momentum, all Western Balkans economies suffered a contraction in 2020 while only Turkey, after sluggish growth in 2019, is estimated to have recorded some expansion in 2020. Across the Western Balkans, the depth of the downturn varied widely, ranging from a relatively mild 1% fall in GDP in the Republic of Serbia to a very sharp output loss of 15% in Montenegro, with Bosnia and Herzegovina (3%), the Republic of Albania (3.3%), the Republic of North Macedonia (4%) and Kosovo (7%) recording intermediate levels of contraction. The sectoral structure of the economies, in particular the share of tourism, played a central role for the severity of the economic fallout, accounting in particular for the very sharp contraction in Montenegro. Strong agricultural seasons had a mitigating impact in

particular in Serbia and Albania. Differences in the policy response to the crisis, partly due to varying degrees of available policy space, also had an impact on economic outcomes.

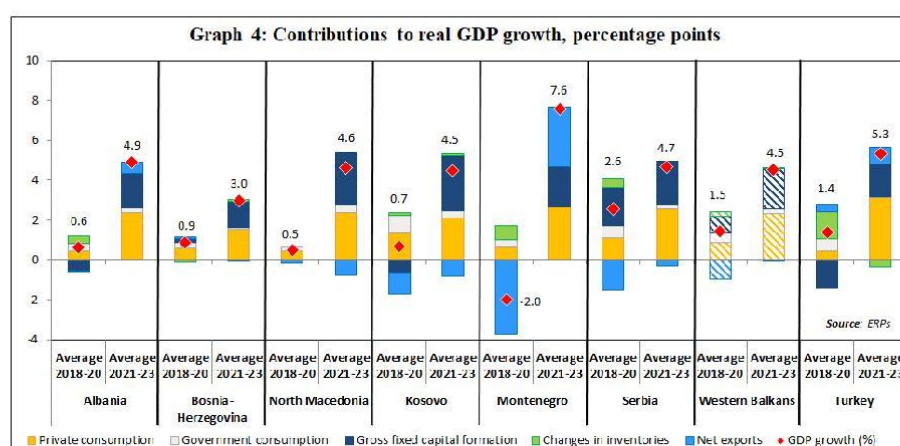
The overall contraction was significantly mitigated by a series of fiscal, monetary and financial support measures in both the Western Balkans and Turkey. Depending on the available fiscal space, the volume of the direct discretionary fiscal support measures varied considerably from around 1% of GDP in Albania and Montenegro, 2% in Turkey, 2.5% in Bosnia and Herzegovina, 3% in North Macedonia, up to 5% in Kosovo and 8% in Serbia. In countries with lower overall volumes of support, the measures were typically more targeted towards enterprises and individuals active in sectors most hit by the crisis. In countries with larger overall packages, such as in Serbia, this tended to be accompanied by broader lump sum support to a large part of enterprises across all sectors as well as cash payments to all households. In both the Western Balkans and Turkey, the direct fiscal support measures were accompanied by liquidity-enhancing state guarantee schemes for loans to enterprises, which reached a volume of up to 4% of GDP in the case of Serbia. A range of liquidity-enhancing measures were also taken by the central banks of the Western Balkans and Turkey, in particular via loan moratoria, as well as market operations and interest rate cuts in the case of Albania, North Macedonia, Serbia and Turkey. In Turkey, the financial sector, led by state-owned banks, provided subsidised credit lines at favourable conditions to households and businesses. To cover the increased budget financing needs triggered by the economic contraction and the discretionary fiscal mitigation measures, the Western Balkans and Turkey resorted to increased market financing but also, with the exception of Serbia and Turkey, to borrowing from international financial institutions. Complementing financing from the IMF and other IFIs, the EU granted a total of EUR 750 million in macro-financial assistance (MFA) to five Western Balkan partners (in Serbia, however, the increased financing needs were fully covered by tapping domestic and international capital markets). The EUR 750 million MFA was part of the larger EUR 3.3 billion support package for the Western Balkans in response to the COVID-19 pandemic announced by the EU in April 2020¹. Until the end of March 2021, the first MFA instalments totalling EUR 250 million have been disbursed to North Macedonia, Kosovo, Montenegro and Albania. Moreover, to spur the long-term economic recovery of the Western Balkans, the EU has presented an Economic and Investment plan that sets out a substantial investment package mobilising up to EUR 9 billion of funding for the region.

2. Macroeconomic and fiscal outlook

Most Economic Reform Programmes (ERPs) project economic growth to rebound strongly in 2021 and to recover or exceed pre-pandemic rates of expansion thereafter. For most Western Balkan economies, except for Serbia and Albania, the strength of the 2021

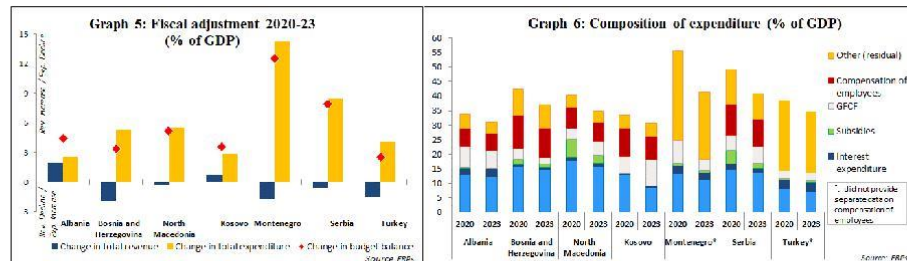
¹ The other large components of the overall EU support package were loans by the EIB (EUR 1.7 billion) and grant money, mostly from reallocation of funds under the Instrument for Pre-Accession Assistance (IPA), of over EUR 800 million, to be disbursed under various modalities, including budget support. By the end of March 2021, the total grant disbursements under the IPA components of the support package approached EUR 400 million.

rebound is however expected to remain below the 2020 contraction. Thus, only Serbia expects to return to its 2019 level of real GDP already in 2021. Helped by carry-over effects from strong growth momentum in the second half of 2020, the ERP for Turkey projects output to increase by around 6% in 2021, largely exceeding pre-crisis growth rates. Apart from Serbia and Kosovo, most Western Balkan economies are expected to expand faster in 2022-2023 than in 2018-2019, while Turkey projects to maintain a rate of expansion of 5%, substantially above the pre-crisis track record. Both in the 2021 rebound and the 2022-2023 expansion, the key driver of economic growth in both the Western Balkans and Turkey is projected to be domestic demand, primarily private consumption and gross fixed capital formation. While net exports are set to have a slightly negative or neutral contribution to growth in most of the Western Balkans in the rebound and thereafter, they are expected to contribute positively to growth in countries with a strong tourism sector, i.e. Montenegro and Albania, as well as in Turkey.

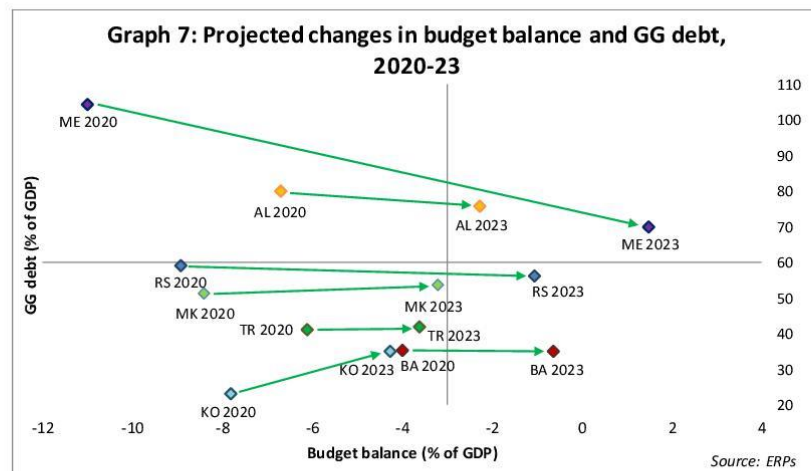


The ERPs' baseline growth projections are subject to a high degree of uncertainty in view of the protracted impact of the pandemic. Renewed waves of the pandemic both in the Western Balkans and their main trading partners have led to continued or reinforced containment measures in the first quarter of 2021, which risks delaying the recovery as compared to the ERP baseline scenarios. With the exception of the moderate rebound projected for Bosnia and Herzegovina, the risks to the ERP's baseline growth projections are therefore clearly tilted to the downside. In particular, a slower recovery in the EU, the main trade and investment partner of the Western Balkans, may lead to lower demand for their exports (also of tourism services) as well as lower inflows of remittances and foreign direct investment. Furthermore, in the majority of the Western Balkans' baseline growth projections (in particular for Albania, North Macedonia and Kosovo) the rebound of overall gross fixed capital formation relies heavily on substantial increases in public investment. However, this may be challenging to achieve in view of persistent weaknesses in public investment management and a track record of low implementation rates of the capital budget. In Turkey, the recent dismissal of the central bank governor led to increased uncertainty, and given the

country's vulnerability to changes in investor sentiment, this might constrain the strength and durability of the recovery. All ERPs acknowledge the high level of uncertainty surrounding their baseline scenario and include at least one lower growth scenario, which however are not always well-elaborated and remain in general relatively benign.



Following crisis-related high fiscal deficits and substantial increases in the debt-to-GDP ratio in 2020, gradual fiscal consolidation is planned to start as of 2021 or 2022. The combination of discretionary fiscal support measures, automatic stabilisers, large revenue shortfalls and nominal GDP contraction (except for Serbia) led to high fiscal deficits in the Western Balkans in 2020, ranging from an estimated 4% of GDP in Bosnia and Herzegovina, 7% in Albania, 8% in Kosovo, Serbia and North Macedonia, and up to 11% of GDP in Montenegro.

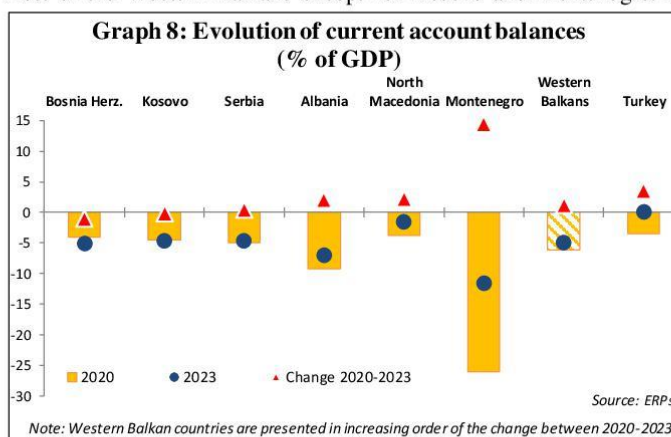


In Turkey, thanks to buoyant tax revenue and limited discretionary fiscal support measures, the general government deficit is expected to have been kept significantly below the ERP target of 6.1% of GDP, implying a significant fiscal tightening in 2020. For the Western Balkans, the ERPs project a gradual improvement of the budget balance over the programme horizon, starting already as of 2021 for Montenegro, Serbia, North Macedonia and Bosnia and Herzegovina, and as of 2022 for Albania and Kosovo. The improvement is mostly

projected to be achieved via a decrease in spending, reflecting in particular the phasing out of crisis-mitigation measures. Only Albania and Kosovo also project increases in their revenue-to-GDP ratios. The protracted impact of the pandemic and ensuing renewed or additional fiscal support measures are however already set to delay or decelerate fiscal consolidation. After surging across the Western Balkans in 2020, the public debt-to-GDP ratio is projected to record some further increase in 2021 in Kosovo, North Macedonia, Bosnia and Herzegovina, and, taking into account the recently renewed crisis support, also in Serbia, while Montenegro and Albania project the debt burden to start falling already this year. As of 2022 only Kosovo projects further increases of its (relatively low) debt ratio. North Macedonia expects broad stabilisation while highly indebted Montenegro optimistically forecasts a particularly large decrease in the public debt ratio. The remaining Western Balkan ERPs project a gradual decline of their debt ratios. The main driver of the expected debt decrease is the favourable snow-ball effect, as the rate of nominal growth is projected to again exceed the effective interest rate for all Western Balkan economies as of 2021. Turkey's ERP projects a slight decrease of the deficit level to below 4% of GDP (close to the 2020 outturn) and stabilisation of the debt ratio at around 41% throughout the programme period.

Current accounts deficits are mostly forecast to narrow over 2021-23. In most of the Western Balkans and in Turkey, the crisis triggered a substantial deterioration of the current account balance. This was mostly driven by lower exports of services by countries with large tourism sectors such as Montenegro, Turkey and Albania, and by significantly lower remittances inflows in most of the Western Balkans except for Kosovo and Montenegro. A

lower goods trade deficit and lower reinvested earnings provided some offset across the countries, which even led to a marked improvement of the overall current account balance in Serbia. The 2021 rebound is projected to lead to a widening current account deficit in Serbia,



Kosovo and Bosnia and Herzegovina, while the external balance is projected to improve in Montenegro and Turkey (in particular due to the gradual recovery of inbound tourism) and in Albania and North Macedonia (in particular due to the recovery of workers' remittances). For 2022 and 2023 all Western Balkan ERPs except Bosnia and Herzegovina's project a decline of their current account deficits while Turkey even expects to reach a balanced current account by 2023. These projections are subject to large uncertainties, in particular

related to the recovery of tourism. In terms of securing the necessary external financing, the Western Balkans expect to continue to rely mainly on foreign direct investment inflows. As regards external borrowing, several Western Balkan countries (Serbia, North Macedonia, Montenegro and Albania) managed to tap international markets and issued sizeable Eurobonds at favourable terms in 2020-21. However, a potential tightening of global financial conditions might have negative repercussions on capital flows into both the Western Balkans and Turkey.

Inflation is projected to remain at moderate levels in the Western Balkans while Turkey faces continuing large price pressures and significantly above-target inflation. After a crisis-induced trough in 2020, inflation is projected to rebound in the Western Balkans in 2021 and to remain at moderate levels thereafter, supported by gradually recovering domestic demand and low imported inflation. For Turkey, notwithstanding a decrease of average annual inflation in 2020 and a substantial monetary tightening implemented since November 2020, consumer price inflation accelerated to 15% y-o-y at the end of 2020, far above the central bank's 5% target. The ERP's envisaged disinflation path, which expected inflation to reach 5% by 2023, was too ambitious and has since been revised. The authorities' intention, outlined in the ERP, is to maintain a tight monetary policy stance until 2023, which is necessary to anchor inflation expectations, stabilise the exchange rate, reduce dollarization, and rebuild foreign exchange reserves. The course of inflation will depend on the future orientation of monetary policy, which is subject to particularly large uncertainty in view of the abrupt and unexpected dismissal in March 2021 of the central bank governor after only four months in office.

3. Main challenges

While further support to households and businesses most affected by the crisis appears necessary until the economic recovery has been firmly established, structural reform implementation needs to accelerate to foster a sustainable recovery in the medium-term. The pandemic had a deep recessionary impact in the enlargement region that was partially cushioned by fiscal, monetary and financial support measures. The protracted impact of the pandemic and continued high uncertainty calls for maintaining support to businesses and households until the economic recovery is firmly entrenched. At the same time, structural reform implementation should regain momentum in view of achieving a sustainable recovery, boosting potential growth and strengthening resilience in the medium-term. Overall, the main challenges that will need to be tackled in the upcoming period concern the following areas:

First, fiscal policy will need to provide further crisis-mitigation support as long as necessary. Thereafter, conditional on the recovery becoming well entrenched, a gradual consolidation of deficit and debt levels is needed, while ensuring a high level of efficient growth-enhancing spending. In view of the protracted impact of the pandemic and continued uncertainty, fiscal policy will continue to operate in an exceptional situation in 2021 and will need to maintain support to businesses, jobs and households where necessary.

At the same time, support measures should be well targeted, temporary and transparent to maximise their cost efficiency and avoid creating lasting market distortions or permanent entitlements. Conditional on a well-entrenched economic recovery, a well-calibrated return to a more prudent fiscal position appears feasible and desirable in the 2022 budget and in the updated medium-term financial frameworks to ensure gradual debt reduction and rebuild fiscal buffers. In this context, efforts should also be strengthened to shift budgets towards a more growth-oriented composition to accelerate the recovery, in particular by fostering the digital and green transitions. While there has been a considerable expansion of capital spending in percentage of GDP in Albania, Serbia and Bosnia and Herzegovina in 2020, only Serbia plans to maintain and further increase this share over the programme horizon. For all partners, to durably maximise the growth-enhancing effect, increased capital expenditure needs to be accompanied by higher expenditure efficiency and a proper cost-benefit analysis of investment projects. This includes improvements in investment management (including project planning and selection), the avoidance of supply-side shortages stemming from a sudden increase and fall of public investment focused on specific areas, and potential reprioritisation after pandemic-induced structural changes and in view of green and digital adaptation needs, also ensuring full benefit from EU funding. Appropriate resources also need to be allocated to develop human capital and mitigate the scarring effects of COVID-19 through investments in education, training and health.

Second, given the considerable crisis-induced deterioration of fiscal positions, fiscal-structural reforms for strengthening medium-term debt sustainability should advance already in the short term. This should include raising the capacity to mobilise public revenue by improving tax administrations and reviewing distortive, inefficient and costly tax exemptions. Failure to contain current spending, especially on public wages and pensions, has been a recurrent problem across the Western Balkans, and could hamper fiscal adjustment efforts. This calls for putting in place or reinforcing fair, transparent and sustainable public wage and pension systems as well as a better targeting of social transfers. Efforts should also continue to monitor and address fiscal risks stemming from public guarantees, inefficient state-owned enterprises and often non-transparent public-private partnerships, which may have increased as a result of the crisis. Finally, fiscal governance needs to be improved by strengthening or introducing fiscal rules (with the necessary escape clauses to allow for exceptional crisis circumstances) and setting up independent fiscal councils. This would send a strong signal about the authorities' commitment to return to prudent fiscal policies as soon as the economic recovery has been firmly established.

Third, the Western Balkans and Turkey need to closely monitor and address the impact of the crisis on the financial sector. Macro-prudential indicators have overall remained sound and capital adequacy ratios are well above minimum requirements in the Western Balkans, but there may be a considerable lagged impact of the crisis that will only become apparent once the mitigation measures are withdrawn. While the ratio of non-performing loans (NPLs) has remained stable and in some cases even decreased in 2020, the protracted impact of the pandemic and the end of forbearance measures may lead to a substantial

deterioration of banks' asset quality that need to be closely monitored and addressed via strengthened legal and regulatory frameworks for NPL resolution. Notwithstanding financial sector support measures, credit growth decelerated in Kosovo, Montenegro, North Macedonia and almost came to a halt in Bosnia and Herzegovina, while Albania and Serbia recorded some acceleration supported in particular by large state guarantee schemes. In Turkey, annual credit growth accelerated to 35%, supported by subsidised loans provided in particular by state-owned banks. The NPL ratio remained low and the banking sector is well capitalised, but high dollarization poses a particular challenge.

Fourth, all seven economies face challenges with their business environments. For most, the regulatory and institutional environment remains a key challenge hampering private sector development and competition. Several also face problems with still sizeable and unprofitable state-owned enterprises, which leads to a misallocation of resources and creates unfair competition for private companies. All seven economies struggle with corruption, legal unpredictability and slow legal procedures, making the economies less attractive to foreign and domestic investments. In order to overcome these challenges, there is a need for effective and well-coordinated structural reforms to improve the business environment and the investment climate, including significant efforts to strengthen the rule of law and institutions to fight corruption.

Fifth, informality is very high in all seven economies. While there is a lack of reliable data, the size of the informal economy is estimated at 25-35% of GDP in all seven economies. Widespread informality undermines competition, hinders the efficient allocation of state and private resources, and reduces tax revenues and funding of social security systems. For most economies, informality is driven by the overall weak institutional and regulatory environment, insufficient enforcement capacity of the public authorities, corruption and low awareness of the negative social implications. The low level of trust in government and the perceived low quality of public services discourage tax compliance. Undeclared work leads to reduced job security and safety at work. In order to overcome these challenges, there is a need to incentivise tax compliance through e.g. public awareness measures, a simplification of administrative procedures and lower ceilings for cash transactions, and strengthen law enforcement in this area.

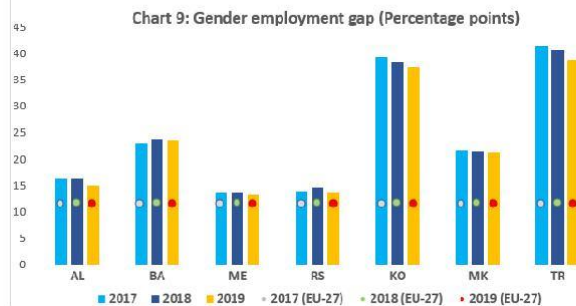
Sixth, inefficient energy use and insecurity of energy supply are among the main obstacles to competitiveness and leave ample scope for more environment- and climate-friendly policies. The underdeveloped energy market is one of the key challenges in Kosovo and Serbia, although similar issues are faced by the other economies of the region. The liberalisation of the energy market in Serbia, despite being an obligation under the Energy Community, is lagging behind. Electricity tariffs still do not reflect actual costs in most economies. The progress in the establishment of the regional electricity market is slow and still hampered by bilateral disputes. High energy imports are one of the sources of the large trade deficits in the region. The economies have a big potential for developing renewable energy sources and reduce their dependence on coal, which would allow them to further diversify the energy mix and to reduce pollution. While construction and maintenance of

infrastructure is important, the focus should be on tapping the renewable energy and energy saving potentials, including improving energy efficiency and fully opening electricity markets to competition. Discontinuing subsidised energy tariffs is a priority that should be combined with incentives for energy efficiency and social protection schemes to prevent energy poverty.

Seventh, the lack of regional economic integration in the Western Balkans prevents the region from realising its full growth potential. All Western Balkan partners have committed to boosting the regional cooperation and to creating a Common Regional Market, based on the four freedoms (free movement of goods, services, capital and people) while also covering aspects of digital, investment, innovation and industrial policy. This would bring more competition and allow economies of scale and productivity gains. Such a regional market, based on EU rules and standards, would provide a stimulus for intra-regional trade and investment, increase the benefits of big infrastructure projects and make the Western Balkans a more attractive investment destination. Finally, the Common Regional Market represents a stepping-stone to integrate the region more closely with the EU Single Market already before EU accession, which will further contribute to the economic growth of the region.

Eighth, low activity including lower integration of women in the labour market, and poorly targeted active labour market policies, remain key challenges. Labour markets in the region continue to be characterised by overall low activity and employment as well as high unemployment. With the exception of Serbia, the improvements in labour market outcomes have been halted and slightly reversed by the COVID-19 pandemic. Structural challenges remain, among which under-utilisation of labour resources and lower integration of women, young people and less represented ethnic groups in the labour market. The gender employment gap in 2019 was ranging from around 13 to 15 pps in Albania, Montenegro and Serbia to around 37 to 39 pps in Kosovo and Turkey, well above the EU-27 average of 11.7 pps. (see chart 9 and Annex table III). The outreach and coverage of support services for jobseekers are limited. Active labour market policies are not sufficiently targeted at categories most in need, such as long-term unemployed, and only a small range of measures is on offer. Undeclared work constitutes from around 20% to more than 30% of the workforce.

No comprehensive strategies have been implemented so far to address the issue. Social partners are not regularly consulted on the design and implementation of economic, employment and social policies, and social dialogue between employers and workers,



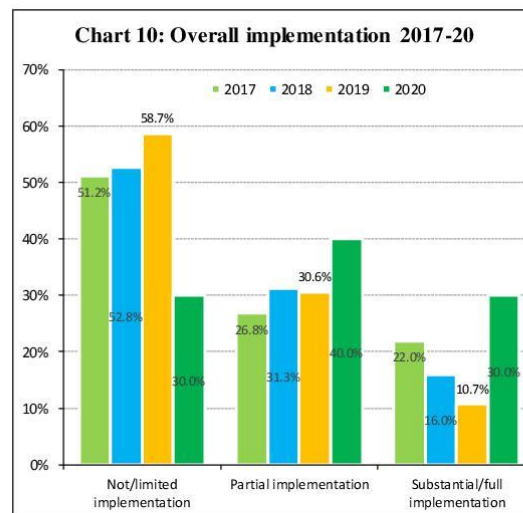
including collective bargaining, is underdeveloped.

Ninth, the level and structure of social spending is not addressing the needs of the poorest segments of the population. Despite continuing positive economic trends in the pre-crisis years, high levels of poverty remain a problem in all partners. Social assistance schemes are under-funded and do not cover those most in need; the low support levels are ineffective in reducing poverty, thus further increasing income inequality, which is still high in most cases. On the other hand, relatively generous non-means tested social benefits, for instance to war veteran categories, might create disincentives to work. Social care services are not yet provided everywhere, especially in rural areas, thus hindering social inclusion of vulnerable people.

Tenth, structural skills mismatches persist, due to under-investment in human capital and weak education systems. The education systems in the Western Balkans and Turkey face challenges from early childhood education and care (ECEC) up until the transition to the labour market and adult education. Enrolment in ECEC is particularly low compared to the EU, and potentially affecting long-term education outcomes, especially of children with a less favourable economic background. Efforts to increase pre-school education are a first step in the right direction. New curricula are being introduced in basic education, but the mismatch between the provision of secondary and higher education and the needs of the labour market often impedes a smooth transition from school to work. Furthermore, the low participation in adult learning and lack of awareness in the population of the need to acquire qualifications in lifelong learning remain an issue. The training of teachers for all levels of the education system remains a challenge for most economies.

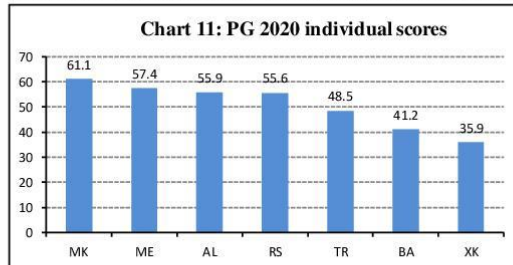
4. Implementation of the policy guidance adopted in 2020

Every year since 2015, the Economic and Financial Dialogue between the EU and the Western Balkans and Turkey has adopted targeted policy guidance (PG) for all partners in the enlargement region. The guidance represents the participants' shared view on the short-term policy measures that should be implemented to address macro-fiscal vulnerabilities and structural obstacles to growth. The underlying rationale of the PG is similar to that of the country-specific recommendations usually adopted under the European Semester for EU Member States. Implementation of



the PG is evaluated by the Commission in the following year's ERP assessments².

The assessment of the implementation of last year's policy guidance points to an across-the-board improvement in implementing the jointly agreed recommendations mostly linked to the particular short-term character of many recommended crisis-mitigating



measures. The average score across the Western Balkans and Turkey has strongly increased, from 35.5 out of 100 for the implementation of the policy guidance adopted in 2019 to 50.8 in 2020³. Less than one third (30%) of the policy guidance saw no or only limited implementation, which is the lowest share so far. An equal

percentage (30%) has been substantially or fully implemented; the highest share since 2017 (see Chart 10). In terms of individual performances, the scores display some variation, but four out of seven exceed 50 (see Chart 11). Overall, the implementation of the policy guidance adopted in 2020 is assessed as 'partial'⁴ for most partners, with North Macedonia achieving the highest score (61.1).

² The detailed evaluation of individual PG items can be found in Section 5 of the Commission's ERP assessments.

³ For a detailed description of the methodology used to assess policy guidance implementation, see Section 1.3 of the Commission's Overview and Country Assessments of the 2017 Economic Reform Programmes available at https://ec.europa.eu/info/publications/economy-finance/2017-economic-reform-programmes-commissions-overview-and-country-assessments_en

⁴ The assessment categories are as follows: limited (0<37.5), partial (37.5-62.5), substantial (62.5-87.5), full (87.5-100) implementation.

Table I:

Economic Reform Programmes 2021 - Key indicators

	2017	2018	2019	2020e	2021	2022	2023
Real GDP growth (% change)							
Albania	3.8	4.1	2.2	-4.4	5.5	4.8	4.5
North Macedonia	1.1	2.7	3.2	-4.4	4.1	4.6	5.2
Montenegro	4.7	5.1	4.1	-15.2	10.5	6.5	5.8
Serbia	2.1	4.5	4.2	-1.0	6.0	4.0	4.0
Turkey	7.5	3.0	0.9	0.3	5.8	5.0	5.0
Bosnia and Herzegovina	3.0	3.1	2.4	-3.0	2.5	3.1	3.4
Kosovo	4.2	3.8	4.9	-6.7	5.2	4.1	4.2
Unemployment rate (% , LFS)							
Albania	14.1	12.8	12.0	12.0	11.1	10.3	9.4
North Macedonia	22.4	20.7	17.3	16.6	15.8	15.0	14.1
Montenegro	16.4	15.5	15.1	17.2	15.6	14.3	13.8
Serbia	13.5	12.7	10.9	10.2	10.1	9.2	8.5
Turkey	11.1	11.2	13.7	13.8	12.9	11.8	10.9
Bosnia and Herzegovina	20.5	18.4	15.7	16.3	15.7	15.1	14.2
Kosovo	30.5	29.6	25.6	25.5	:	:	:
Current account balance (% of GDP)							
Albania	-7.5	-6.8	-8.0	-9.2	-7.1	-7.2	-7.1
North Macedonia	-1.1	-0.1	-3.3	-3.7	-2.6	-1.6	-1.5
Montenegro	-16.1	-17.0	-15.0	-26.0	-18.7	-15.1	-11.6
Serbia	-5.2	-4.8	-6.9	-5.0	-5.5	-5.1	-4.6
Turkey	-4.8	-2.8	0.9	-3.5	-1.9	-0.7	0.1
Bosnia and Herzegovina	-4.7	-3.3	-3.0	-4.0	-4.6	-4.7	-5.1
Kosovo	-5.4	-7.6	-5.6	-4.5	-6.3	-6.1	-4.7
Inflation (CPI, annual % change)							
Albania	2.0	2.0	1.4	1.7	2.4	2.8	3.0
North Macedonia	1.4	1.5	0.8	1.1	1.5	2.0	2.0
Montenegro	2.8	2.9	0.4	-0.3	1.2	1.4	1.2
Serbia	3.1	2.0	1.9	1.6	1.9	2.3	2.5
Turkey	11.1	16.3	15.2	11.6	9.9	6.2	5.4
Bosnia and Herzegovina	1.3	1.4	0.6	-0.8	1.2	1.3	1.4
Kosovo	1.5	1.1	2.7	0.2	1.8	1.0	1.0

Sources: Economic Reform Programme (ERP) 2021 for 2019-2023, CCEQ for 2017 and 2018.

Note: CCEQ: DG ECFIN publication 'EU Candidate and Potential Candidate Countries' Economic Quarterly'

Table II:

Economic Reform Programmes 2021 - Fiscal indicators

	2017	2018	2019	2020e	2021	2022	2023
Total revenue* (% of GDP)							
Albania	27.8	27.5	27.4	27.0	28.8	28.7	28.9
North Macedonia	31.0	30.4	31.5	32.1	32.6	32.0	31.8
Montenegro	41.5	42.2	44.7	44.6	45.8	43.5	42.8
Serbia	41.5	41.5	42.1	40.3	40.4	40.5	39.7
Turkey	31.2	31.9	33.1	32.5	31.7	31.2	31.0
Bosnia and Herzegovina	43.0	43.0	40.1	38.5	37.2	36.9	36.5
Kosovo	26.3	26.3	26.5	25.7	26.5	26.7	26.5
Total expenditure* (% of GDP)							
Albania	29.8	29.1	29.3	33.7	35.2	31.6	31.1
North Macedonia	33.8	31.5	33.7	40.5	37.6	35.8	35.0
Montenegro	46.8	46.2	46.7	55.6	48.7	43.7	41.3
Serbia	40.4	40.9	42.3	49.2	43.4	42.1	40.7
Turkey	34.0	34.7	36.1	38.6	36.3	35.2	34.6
Bosnia and Herzegovina	40.4	40.8	37.9	42.5	39.8	38.3	37.2
Kosovo	27.5	29.1	29.5	33.5	34.4	31.7	30.7
General government balance (% of GDP)							
Albania	-2.0	-1.6	-1.9	-6.7	-6.5	-2.9	-2.3
North Macedonia	-2.7	-1.1	-2.2	-8.4	-4.9	-3.8	-3.2
Montenegro	-5.3	-3.9	-2.0	-11.0	-2.9	-0.2	1.5
Serbia	1.1	0.6	-0.2	-8.9	-3.0	-1.6	-1.0
Turkey	-2.8	-2.8	-3.0	-6.1	-4.5	-4.0	-3.6
Bosnia and Herzegovina	2.5	2.1	2.2	-4.0	-2.5	-1.4	-0.6
Kosovo	-1.3	-2.9	-2.9	-7.8	-7.9	-5.0	-4.2
General government debt (% of GDP)							
Albania	70.2	67.7	66.3	79.9	78.6	77.7	75.6
North Macedonia	39.4	40.6	40.6	51.2	53.2	53.3	53.7
Montenegro	63.3	70.1	75.6	104.3	88.4	77.4	69.9
Serbia	57.9	53.7	52.9	59.0	58.7	57.9	56.0
Turkey	28.0	30.2	32.5	41.1	40.8	41.6	41.8
Bosnia and Herzegovina	34.7	33.3	31.1	35.2	37.1	36.1	34.9
Kosovo	16.6	16.9	17.5	23.1	28.6	32.1	34.8

Sources: Economic Reform Programmes (ERP) 2021 for 2019-2023, CCEQ for 2017 and 2018.

*2017 and 2018 data from Ministry of Finance.

Note: CCEQ: DG ECFIN publication 'EU Candidate and Potential Candidate Countries' Economic Quarterly'

Table III:

Gender employment gap (percentage points)

The gender employment gap is defined as the difference between the employment rates of men and women aged 20-64. The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population of the same age group. The indicator is based on the EU Labour Force Survey.

	2017	2018	2019
EU-27	11.7	11.8	11.7
Albania	16.5	16.5	15
North Macedonia	21.9	21.4	21.3
Montenegro	13.8	13.8	13.3
Serbia	14	14.7	13.9
Turkey	41.6	40.8	38.8
Bosnia and Herzegovina	23	23.7	23.6
Kosovo	39.4	38.5	37.4

Sources: Eurostat for Montenegro, North Macedonia, Serbia and Turkey; for Albania, Bosnia and Herzegovina and Kosovo national Labour Force Surveys.