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Proposal for a

DECISION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL

**amending Decision No 573/2014/EU on enhanced cooperation between Public
Employment Services (PES)**

(Text with EEA relevance)

EXPLANATORY MEMORANDUM

1. CONTEXT OF THE PROPOSAL

• Reasons for and objectives of the proposal

Public Employment Services (PES) are the main authorities implementing employment policies, facilitating labour market integration of jobseekers, and helping to match supply to demand in the labour market. The services they offer to jobseekers and employers include the provision of labour market information, job search support, counselling, vocational guidance, matching and placement, upskilling and reskilling, including through cooperation with education and training providers to help align learning pathways with labour market needs, and geographic and occupational mobility support. PES are also frequently responsible for the payment of unemployment and other social benefits. As the main public actors implementing activation policies in the Member States, they play an important role in tackling key labour market challenges, including fighting unemployment, supporting the activation of underrepresented groups and facilitating transitions through career guidance and upskilling. They also contribute to strengthening Europe's strategic autonomy by helping labour markets adapt to structural and disruptive changes, including the demographic, green and digital transitions. The quality of their services has direct consequences on the impact of employment policies.

Although PES are structured differently in each country, they are key actors in ensuring the successful implementation of EU employment policy initiatives and, consequently, contributing to strengthening the Union's competitiveness. EU-level cooperation has been instrumental in improving the capacity of PES and in stepping up cooperation on issues of common concern, as well as supporting their involvement with relevant EU policies. In 1997, the Commission set up an informal advisory group of Heads of PES to promote cooperation, exchange and mutual learning between the PES and to receive feedback on employment policy initiatives.

The Commission proposed to formalise this cooperation to foster innovation, benchmarking and mutual learning at European level. In 2014, Decision No 573/2014/EU of the European Parliament and of the Council on enhanced cooperation between Public Employment Services established the European Network of Public Employment Services ('the Network') for the period between 17 June 2014 and 31 December 2020. Building on the outcomes of an evaluation¹, and following Decision (EU) 2020/1782 of the European Parliament and of the Council, the Network was extended until 31 December 2027. This proposal aims to further reinforce the capacity, effectiveness and efficiency of PES by continuing cooperation within the Network, enabling performance comparison at European level, and identifying good practices and mutual learning opportunities. It also aims to give the PES further opportunities to strengthen cooperation and to develop and pilot innovative, evidence-based policies and practices.

¹ [EUR-Lex - 52019SC1350 - EN - EUR-Lex](#)

An evaluation has been carried out to assess the implementation of the PES Decision during the period 2021-2025. It identifies related challenges and opportunities, as well areas where the Network could further improve. Some of these areas can be addressed within the mandate of the current Decision, for example (i) by enhancing the visibility of Benchlearning outcomes through dissemination beyond the Network; (ii) by gaining further efficiencies via a unified knowledge hub; (iii) by fostering stronger synergies with EU agencies as regards analytical work; and (iv) by developing a more systematic monitoring framework with KPIs.

The objective of this proposal is to amend Decision No 573/2014/EU to address the areas that require modification and to ensure the continuation of the Network beyond 2027.

Following two consecutive positive evaluations, it is proposed to **ensure the continued functioning of the Network beyond 2027**. The outcome of the evaluations confirms the broad effectiveness, efficiency, coherence, EU added value and relevance of the PES Decision. It demonstrates that the Decision provides a comprehensive framework for supporting the modernisation and strategic development of PES across the European Union, while contributing to the implementation of relevant EU policy initiatives. Consequently, Network stakeholders clearly expressed their wish to continue this valuable cooperation beyond 2027. Discontinuing the PES Decision would entail risks such as slower innovation and reform, wider disparities among PES and weaker policy coherence. Providing greater long-term stability for the Network would contribute to administrative simplification, while taking into account the well-established role of PES as key labour market players, the Network's well-functioning structure, and its limited budget. Depending on the outcome of the evaluation to be carried out within six years of the entry into force of the amended Decision, further amendments to the PES Decision may be considered, if necessary.

The proposal also contributes to simplification by **reducing the frequency of reporting by the Network and its members, transitioning from an annual to a biennial exercise**, underpinned by a more systematic monitoring framework. Such framework, to be developed by the Network and its members, will measure more systematically results of the Network activities over time, supporting necessary adjustments for continued impact and cost-effectiveness. Building on monitoring activities developed so far, it will provide a more consistent and consolidated approach, keeping the administrative and reporting burden to the minimum necessary.

Furthermore, for over a decade, the Network has demonstrated its strong potential for fostering operational collaboration and piloting common approaches among PES alongside its mutual learning activities. It is proposed to **reinforce the focus of the Network on fostering operational cooperation and piloting common approaches among PES**. The evaluation identifies scope to support further operational cooperation among PES on strategic priorities, such as digitalisation. Although this type of cooperation is not explicitly mentioned in Decision (EU) 2020/1782, it is fully aligned with the Network's objectives. Strengthening this focus would represent a step forward in the Network's efforts to enhance cooperation among PES, alongside the current emphasis on mutual learning and comparison of PES performance.

Finally, it is proposed that **synergies between the Network and initiatives on labour mobility and labour migration are enhanced**. Evolving labour market challenges (including skills and labour shortages and mismatches) and developments in related EU policies suggest scope for further synergies, particularly with regard to EUROpean Employment Services (EURES), Europass and the Electronic Exchange of Social Security Information (EESSI) and the EU Talent Pool. While these initiatives would continue to be addressed primarily in the relevant bodies, an explicit emphasis in the PES Network Decision will ensure adequate focus

in the Network's work programme via dedicated activities, support more effective information exchange, including at Head of PES level, and stronger synergies at the implementation stage, in compliance with applicable data protection rules. This will contribute to strengthening Europe's strategic autonomy by helping labour markets adapt to structural and disruptive changes and to continuing cooperation with strategic partners.

The proposal therefore sets out targeted technical amendments, with no additional budgetary impact, specifically to:

- extend the Network's establishment, by amending Article 1 (Establishment of the Network), Article 7 (Financial Resources), Article 9 (Exercise of the delegation) and Article 10 (Review);
- develop a more systematic monitoring framework and reduce reporting requirements by amending Article 4 (Activities of the Network) and Article 6 (Functioning of the Network);
- reinforce the focus on fostering operational cooperation and piloting common approaches by amending Article 4 (Activities of the Network);
- enhance synergies with labour mobility and labour migration initiatives, by amending Article 4 (Activities of the Network);
- reinforce cooperation with relevant labour market stakeholders by amending Article 5 (Cooperation)

• **Consistency with existing policy provisions in the policy area**

The Network was set up on the basis of Article 149 of the Treaty on the Functioning of the European Union (TFEU), to contribute to cooperation between Member States and to support action taken by them in the field of employment through exchanges of information and best practices, comparative analysis and advice, the promotion of innovative approaches and evaluation of experiences, as well as recourse to pilot projects.

The Network is part of the EU employment policy framework, which was developed to respond to new priorities and changes in the labour market. It contributes to implementing the principles in the European Pillar of Social Rights, including in particular principles 1 (education, training and life-long learning) and 4 (active support to employment), and supports efforts to achieve the common EU headline targets put forward in the 2021 European Pillar of Social Rights Action Plan².

The Economic Policy Guidelines, together with the Employment Guidelines (adopted by the Council in accordance with Article 148(4) TFEU), provide guidance to the Member States on reaching the national headline targets for 2030 and on implementing reforms. In the Commission proposal for a Council Decision on guidelines for the employment policies of the Member States, Guideline 7 stresses that 'Member States should enhance the capacity of public employment services to provide timely and tailor-made assistance to jobseekers, including through performance-based management and better capacity to use data and digital technology, and by making the best use of Union funding'. The integrated guidelines form the basis for country-specific recommendations addressed by the Council to the Member States in the European Semester process. In recent years, specific recommendations have been issued regarding the functioning and capacity of PES and the effectiveness of active labour market policies.

² COM(2021) 102 final

The Network contributes to the implementation and monitoring of EU policy initiatives in the area of employment. These include in particular Council Recommendation of 30 October 2020 on the reinforced Youth Guarantee, under which most PES have expanded their services for young people, Council Recommendation of 15 February 2016 on the integration of the long-term unemployed into the labour market, and the employment-related aspects of Council Recommendation of 30 January 2023 on adequate minimum income ensuring active inclusion. The Network also plays a key role in supporting disadvantaged groups' access to the labour market and in the activation of persons outside the labour force in the context of the EU's first Anti-Poverty Strategy, adopted by the Commission on 6 May 2026. In addition, the Network contributes to the objectives of the Quality Jobs Roadmap, for instance by strengthening the capacity of PES to improve the way in which workers are matched with quality employment opportunities.

The Network contributes to initiatives under the Union of Skills (including the European Skills Guarantee³ and the Skills Portability Initiative) by supporting cooperation among PES in the areas of skills intelligence (including, where relevant, the work of the European Skills Intelligence Observatory), skills anticipation, skill taxonomies, career guidance, upskilling and reskilling. In addition, the Network is involved in monitoring and implementing initiatives, including in particular the Council Recommendations of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (2022/C 243/02) and on individual learning accounts (2022/C 243/03). It also supports the implementation of EU initiatives to tackle labour market shortages, including the Commission action plan on tackling labour and skills shortages adopted in March 2024. The Council Recommendation on human capital in the European Union (C/2026/1687) calls for urgent actions to tackle human capital related structural challenges that can damage our competitiveness.

The European Social Fund Plus (ESF+) finances a range of initiatives to foster PES capacity including staff training, support for PES modernisation and digitalisation, the development of skills intelligence and forecasting. It also supports services for employers and active labour market policies, such as training programmes for jobseekers, the unemployed and people at risk of losing their job.

The Network's activities are within the areas of PES responsibility, are complementary to initiatives taken by other stakeholders, and contribute to overall efforts made in this policy area. The evaluation demonstrates this complementarity, and that the Network's initiatives have not replaced other initiatives.

- **Consistency with other Union policies**

The Network contributes to the implementation of various other Union policies. These include, in particular, labour mobility (including specific aspects of the Fair Labour Mobility Package) and labour migration (the EU Talent Pool and Talent Partnerships), employment-related aspects of the European Green Deal, support for persons displaced from Ukraine together with enlargement policy, the Competitiveness Compass and the Digital Decade.

The evaluation of Decision No 573/2014/EU underlined a high degree of coherence with and complementarity to funding instruments related to the EU employment policy framework (e.g. ESF+, Recovery and Resilience Facility (RRF) and Technical Support Instrument (TSI)).

³ Some PES are involved in the Skills Guarantee pilot projects launched to support workers at risk of unemployment.

Efforts to enhance synergies with policy processes linked to EU enlargement and labour mobility (e.g. EUROpean Employment Services (EURES), Europass and the Electronic Exchange of Social Security Information (EESSI) and ESCO, the multilingual classification of European Skills, Competences, and Occupations), with labour migration (EU Talent Pool) and with EU agencies under the Directorate-General for Employment, Social Affairs and Inclusion (e.g. Cedefop, Eurofound, European Training Foundation, European Labour Authority) have increased, with scope for further improvement. In particular, the Network has stepped up cooperation with PES from enlargement countries, that were invited to join specific events. EU Agencies under the supervision of DG EMPL have provided technical expertise and thematic insights for mutual learning events, however, further efficiencies could be gained by fostering stronger synergies in analytical work.

Since the Network has matured further, there is now potential for further synergies with relevant initiatives on labour mobility. The Network has complementary objectives to those of EURES. While the Network aims to foster cooperation between PES to improve their performance, and contributes to the implementation of employment policy initiatives, EURES focuses on pooling job vacancies and applications, and on providing cross-border mobility services to facilitate the free movement of workers, in the context of Articles 45 and 46 TFEU. Although the Network's direct involvement has so far remained limited, PES themselves are also involved in implementing EU social security coordination rules on unemployment benefits under Regulations (EC) No 883/2004 and 987/2009 and related information exchange in the context of EESSI, in which most PES participate directly. The recent revision of these regulations (both of which contain a number of references to employment services) indirectly reinforces the role of PES, and puts greater focus on data and information exchange about the situation of unemployed persons who export their unemployment benefits, such as on their compliance with activation and job placement measures and on work resumption. The Commission committed to explore enhancements of the digital data exchanges under the existing framework and in the context of the Fair Labour Mobility Package. As part of that package, the Commission also adopted a proposal for a European social security pass (ESSPASS). In addition, some PES promote Europass in the context of their career guidance services as synergies are increasingly relevant to promoting skills intelligence and portability as well as labour mobility.

2. LEGAL BASIS, SUBSIDIARITY AND PROPORTIONALITY

• Legal basis

The legal basis of the proposal remains the same as that of Decision No 573/2014/EU. In accordance with Article 3 of the Treaty on European Union, the Union aims to achieve full employment and social progress.

The right to act derives from Article 149 TFEU, which states that ‘the European Parliament and the Council [...], may adopt incentive measures designed to encourage cooperation between Member States and to support their action in the field of employment through initiatives aimed at developing exchanges of information and best practices, providing comparative analysis and advice as well as promoting innovative approaches and evaluating experiences, in particular by recourse to pilot projects [...]’. Furthermore, Title IX TFEU establishes the legal framework for EU employment policy. Article 145 TFEU provides that the European Union and its Member States are to work towards developing a coordinated strategy for employment and particularly for promoting a skilled, trained and adaptable workforce and labour markets responsive to economic change.

- **Subsidiarity (for non-exclusive competence)**

The proposal complies with the subsidiarity principle, since it seeks to provide support to Member States in modernising and strengthening their PES with a view to achieving the European employment objectives.

Stakeholders unanimously stressed that discontinuing the PES Decision would have significant negative consequences, including the loss of structured EU-level cooperation, slower innovation and reform, widening disparities between PES, reduced policy coherence, and weaker collective capacity to respond to future labour market challenges. Although it is likely that some cooperation between the PES would continue without the Network, it would be sporadic, ad hoc and likely limited to a handful of well-resourced PES. Therefore, it is likely that cooperation between PES, and their participation in implementing relevant EU policies, will be less effective and structured if the Decision is not extended.

- **Proportionality**

The amendments proposed in this Decision are proportionate to the objectives pursued. The Decision does not impose binding obligations or harmonise national legislation, it does not go beyond what is necessary to achieve its objectives and it is proportionate to the challenges to be addressed.

While Member States remain responsible for organising, staffing and running their PES, this proposal prolongs the period of establishment of the Network. Discontinuing the PES Decision would represent a significant loss of support for the ongoing development of European PES and their contribution to a well-functioning labour market, thereby hampering early identification of low-performing PES at the national level and the structural labour market problems that could arise from this underperformance.

- **Choice of the instrument**

The instrument chosen is a Decision, as is the original amended instrument. Decision No 573/2014/EU is an incentive measure in the sense of Article 149 TFEU. In light of the nature of this incentive measure, the choice of a Decision as legal instrument remains the most appropriate.

3.

RESULTS OF EX-POST EVALUATIONS, STAKEHOLDER CONSULTATIONS AND IMPACT ASSESSMENTS

• Ex-post evaluations/fitness checks of existing legislation

An evaluation of the implementation of Decision No 573/2014/EU as amended by Decision (EU) 2020/1782 has been undertaken to assess the state of play and degree of implementation, and to inform possible future cooperation between the European PES beyond 2027.

It assesses the application of the Decision and the extent to which the Network has contributed to achieving its objectives. It covers the five criteria set out by the Better Regulation requirements: effectiveness, efficiency, coherence, EU added value and relevance.

The evaluation demonstrates that the Network has been **effective** in strengthening cooperation, mutual learning and performance improvement across PES. In particular, the Benchlearning tool has successfully increased the transparency of PES performance and encouraged organisational change. Benchlearning assessments have increasingly acted as a trigger for follow-up actions through mutual learning activities, which has strengthened the link between diagnosis and implementation and led to improvements in PES performance management and multiple examples of learning from the Network's activities, which in turn have resulted in concrete actions in individual PES. The Network has strengthened its contribution to EU policy development, monitoring and implementation by expanding the frequency and scope of its contributions to EU policy design and monitoring, notably through its contributions to the European Semester.

Overall, the application of the PES Decision activities has been cost-effective. The time and financial investments made by PES are widely regarded as reasonable and proportionate to the benefits achieved, since the Network acts as a catalyst for PES modernisation, resource savings and institutional resilience. In particular, Benchlearning and mutual learning activities generate significant **efficiencies** and cost-effectiveness for individual PES, allowing them to benefit from intelligence on international developments, modernisation advice and performance assessment. Further opportunities to contribute to policy processes and to strengthen the Network's visibility as a policy actor with significant implementation expertise could be sought. However, this should be assessed in light of available resources as well as policy priorities.

The evaluation underlines that the PES Decision is **coherent** with and complementary to EU employment policies and related funding instruments. Coherence and complementarity were also found between the PES Decision and the employment aspects of legislative and policy instruments tackling areas, such as migration and competitiveness. As the Network has matured further and new challenges have emerged, the evaluation identified scope for further synergies in the area of labour mobility – for example in areas of direct relevance to PES. This concerns, for instance, providing support to mobile workers via EURES, exchanging data and information in case of export of unemployment benefits across borders, in accordance with social security coordination rules, through EESSI, career guidance and transparency of skills provided through Europass. Furthermore, the evaluation found scope for enhanced synergies with EU agencies under DG EMPL, such as the European Labour Authority, by contributing to their work, thus reducing the number of Network studies and publications and mitigating the risk of duplication. The PES Decision also shows good internal coherence, with appropriate activities and inputs for achieving its objectives. The Network Secretariat plays a central coordinating role and is essential for ensuring consistency, synergies and effective implementation.

The evaluation finds that the PES Decision has generated clear **EU added value**, which underlines the importance of extending the Decision beyond 2027. Key examples of the added value generated include: (i) the acceleration of PES reform through comparative evidence, peer learning and actionable Benchmarking recommendations; (ii) the availability of comparable data on PES performance across labour market issues; (iii) faster and more cost-effective dissemination of good practices; (iv) increased regional and EU-wide economic resilience and crisis-response capacity; (v) a stronger collective voice for PES in EU policy processes; and (vi) enhanced ecosystem collaboration.

Stakeholders consistently indicated that discontinuing the PES Decision would have significant negative consequences, particularly in areas in which the Network's activities have been a major accelerator, such as digitalisation, AI integration, employer services and performance management. The evaluation also highlighted the Network's potential to pilot and foster operational cooperation and common approaches among PES on strategic priorities, such as digitalisation. This could entail drawing on proven methods and pulling together resources for pilots and innovation. While not explicitly mentioned in the PES Decision, this type of cooperation is fully aligned with the Network's objectives, and would represent a step forward in the Network's long-standing efforts to enhance cooperation and mutual learning among PES.

The evaluation shows that the objectives of the PES Decision remained **relevant** and flexible in adapting to new needs and challenges throughout the 2021–2025 period. The Network continued to respond to persistent and emerging labour market challenges, including labour and skills shortages, and digitalisation and the green transition. Looking ahead, and following two successful evaluations, the broad scope of the PES Decision provides a robust and flexible framework to support PES in addressing future labour market transformations and to align with wider and emerging EU policy priorities.

- **Stakeholder consultations**

To ensure that the views of relevant stakeholders were properly reflected in the evaluation, a wide range of stakeholders was involved in the consultation process conducted by the external contractor. The process included 38 EU-level interviews, two surveys targeting Advisers for European PES affairs (31 responses), representatives from the Employment Committee and national employment ministries (22 responses), two workshops and six country case studies. A Call for Evidence was published on the Have your Say portal to gather feedback from the general public, and no open public consultation was conducted.

The findings were consistent across the different types of stakeholders. Some differences in views concerning the effectiveness of different Network activities, or the degree to which they contributed to achieving each objective, were identified. Overall, stakeholders reported that the Network is effective in supporting cooperation with other EU-level and international labour market stakeholders, including the EU and international institutions, EU agencies, networks and committees. At the same time, further strengthening links with other EU initiatives (e.g. EURES, EESSI and Europass) and relevant policy areas such as labour mobility were identified as a way to maximise impact and avoid overlap. The feedback from stakeholders constitutes important input for the future priorities of the Network, in line with the objectives of Decision No 573/2014/EU.

- **Collection and use of expertise**

An external contractor was engaged to carry out a study, in order to collect evidence, stakeholders' views and opinions, and to provide support for the analytical part of the evaluation.

- **Impact assessment**

Extending Decision No 573/2014/EU as amended by Decision (EU) 2020/1782 provides continuity as regards its broad content and structure and requires a relatively small budget. This proposal is limited to extending the establishment of the Network, as set out in Article 1, and to updating some technical aspects of the legislation in response to the evaluation findings.

The initiative is a Decision that proposes limited changes based on a thorough evaluation and therefore, under the Better Regulation rules, no impact assessment is required *a priori*.

- **Fundamental rights**

Decision No 573/2014/EU as amended by Decision (EU) 2020/1782 respects fundamental rights and the principles of the Charter of Fundamental Rights of the European Union. In particular, the Decision seeks to ensure full respect for the right to access free placement services, and to promote the application of Article 29 of the Charter. This proposal does not imply any changes to those aspects of the legislation.

4. BUDGETARY IMPLICATIONS

The proposal does not require additional resources, including staff, from the EU budget.

The financial support for the Union-wide Network falls within the scope of the Commission proposal for a Regulation establishing the European Fund for economic, social and territorial cohesion, agriculture and rural, fisheries and maritime, prosperity and security for the period 2028-2034 (Proposal for a National and Regional partnership Plans Regulation – NRPP Regulation) under the EU Facility. The corresponding expenditure and actions will be dependent on the agreement on the next multiannual financial framework and on the respective annual budgetary procedures.

5.

OTHER ELEMENTS

- **Implementation plans and monitoring, evaluation and reporting arrangements**

Biennial reports of the Network are to be sent to the European Parliament and to the Council every two years and are to be published, based on a monitoring framework that will keep the administrative and reporting burden to the minimum necessary.

An evaluation of the application of the proposal is to be submitted to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions no later than six years after the entry into force of the Decision.

Proposal for a

DECISION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL

amending Decision No 573/2014/EU on enhanced cooperation between Public Employment Services (PES)

(Text with EEA relevance)

THE EUROPEAN PARLIAMENT AND THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 149 thereof,

Having regard to the proposal from the European Commission,

After transmission of the draft legislative act to the national parliaments,

Having regard to the opinion of the European Economic and Social Committee⁴,

Having regard to the opinion of the Committee of the Regions⁵,

Acting in accordance with the ordinary legislative procedure,

Whereas:

- (1) Decision No 573/2014/EU of the European Parliament and the Council⁶ established the European Network of Public Employment Services ('the Network') from 17 June 2014 until 31 December 2020. By Decision (EU) 2020/1782 of the European Parliament and of the Council⁷, the period of establishment of the Network was extended until 31 December 2027.
- (2) The Network aims to encourage cooperation between Member States within the areas under the responsibility of Public Employment Services (PES) in order to contribute to the implementation of the Union's employment policies, including by providing a platform for comparing their performance at European level, identifying good practices and establishing a mutual learning system.
- (3) An evaluation of the state of implementation of Decision No 573/2014/EU shows that the Network has had a positive impact on addressing key labour market challenges, and has contributed to modernising and strengthening PES.

⁴ OJ C [...], [...], p. [...].

⁵ OJ C [...], [...], p. [...].

⁶ Decision No 573/2014/EU of the European Parliament and of the Council of 15 May 2014 on enhanced cooperation between Public Employment Services (PES) (OJ L 159, 28.5.2014, p. 32, ELI: [http://data.europa.eu/eli/dec/2014/573\(2\)/oj](http://data.europa.eu/eli/dec/2014/573(2)/oj)).

⁷ Decision (EU) 2020/1782 of the European Parliament and of the Council of 25 November 2020 amending Decision No 573/2014/EU on enhanced cooperation between Public Employment Services (PES) (OJ L 400, 30.11.2020, p. 7, ELI: <http://data.europa.eu/eli/dec/2020/1782/oj>).

- (4) The Network has demonstrated strong potential for fostering operational collaboration, piloting common approaches on strategic issues of common concern, for example digitalisation and artificial intelligence (AI), the green transition and labour shortages, and for facilitating the exchange of information and supporting other forms of mutual learning activities.
- (5) Decision No 573/2014/EU identifies support for geographical and occupational mobility as a key objective. During the evaluation period, the Network stepped up efforts to support labour mobility and the identification of skills and labour shortages, reflecting a shift in the work of the Network responding to changing labour market dynamics. Since the Network has evolved further, it should now develop greater synergies with relevant initiatives on labour mobility and related issues (including EUROpean Employment Services (EURES), the Electronic Exchange of Social Security Information (EESSI) and Europass) and with relevant labour migration initiatives (EU Talent Pool).
- (6) The Network has generated clear EU added value, in particular by accelerating PES reform and innovation, making them more resilient, and providing them with a stronger collective voice in Union policy processes. The broad scope of Decision No 573/2014/EU provides a robust and flexible framework with which to support PES in addressing future labour market transformations and aligning with wider and emerging Union policy priorities. Following two successful evaluations, and to further foster cooperation between PES, the period of establishment of the Network should be extended beyond 2027.
- (7) This amended Decision aims to extend the Network's establishment, develop a more systematic, efficient monitoring framework and reduce reporting requirements, reinforce the focus on fostering operational cooperation and piloting common approaches, as well as enhance synergies with labour mobility initiatives.
- (8) Union financial support for the Network should be made available in accordance with the multiannual financial frameworks, depending on the respective annual budgetary procedures.
- (9) Decision No 573/2014/EU should therefore be amended accordingly.
- (10) In order to ensure the seamless continuation of the Network's activities, the application of this Decision should be deferred.

HAVE ADOPTED THIS DECISION:

Article 1

Decision No 573/2014/EU is amended as follows:

- (1) In Article 1, the first paragraph is replaced by the following:
'A Union-wide network of Public Employment Services (PES) (the 'Network') is hereby established. The Network shall carry out the initiatives laid down in Article 4.';
- (2) Article 3 is amended as follows:

(a) the introductory wording is replaced by the following:

‘The aim of this Decision is to encourage cooperation between Member States through the Network in the field of employment, within the areas of PES responsibility, in order to contribute to the implementation of the Union’s policies. This will also help implement the principles in the European Pillar of Social Rights, contribute to strategic objectives, including digitalisation and human-centric AI, decarbonisation, fair labour mobility within the EU, and pursue the achievement of the United Nations Sustainable Development Goals, thereby supporting’;

(b) point (d) is replaced by the following:

‘(d) the identification and anticipation of labour and skills shortages and the provision of information on their extent and location, skills intelligence, the better matching of the skills of jobseekers with the needs of employers, including by identifying vocational training needs, the employability of jobseekers and the prevention of unemployment, for example through career counselling and training’;

(c) point (f) is replaced by the following:

‘(f) voluntary geographical, occupational and labour mobility on a fair basis to meet specific labour market needs’;

(3) Article 4 is amended as follows:

(a) paragraph 1 is amended as follows:

(i) point (a)(iii) is replaced by the following:

‘(iii) the filling of vacancies (including through job and skills matching and through voluntary labour mobility)’;

(ii) point (c) is replaced by the following:

‘(c) contribute to the modernisation and strengthening of PES in key areas, having in mind the challenges related to digitalisation and AI, the changing world of work, and work patterns, the consequences of structural and disruptive changes, as well as of large restructuring processes and the needs to strengthen Europe’s strategic autonomy.’

(iii) the following points are added:

‘(h) pilot and develop operational cooperation and common approaches among PES;

(i) ensure operational cooperation and synergies for the implementation of relevant EU initiatives on labour mobility, including on social security coordination and on related issues (such as EUROpean Employment Services, Electronic Exchange of Social Security Information and Europass), in particular as regards the exchange of data and information and, where relevant, the activation measures, and on labour migration (EU Talent Pool).’;

(b) paragraph 2 is replaced by the following:

‘2. The Network shall establish a reporting mechanism in relation to the initiatives listed in paragraph 1, building on a monitoring framework. In application of that mechanism, the members of the Network shall report every two years to the Board.’;

(4) Article 5 is replaced by the following:

‘The Network shall develop cooperation with relevant labour market stakeholders, including other providers of employment and social services and the social partners; and, where

appropriate, Union agencies in the areas of employment, social policy, gender equality, labour mobility and education and training; organisations representing unemployed persons or other vulnerable groups; equality bodies; vocational training organisations and education providers; NGOs working in the fields of employment and just transition; regional and local authorities; and private employment services, by involving them in relevant activities and meetings of the Network and by exchanging information and data with them. Where appropriate, the Network may exchange best practices with relevant public employment services from third countries. ’

(5) in Article 6(4), point (c) is replaced by the following:

‘(c) the report of the Network every two years. That report shall be sent to the European Parliament and to the Council, and shall be published.’;

(6) Article 7 is replaced by the following:

‘Article 7

Financial support

The resources supporting the implementation of this Decision shall be made available in accordance with the multiannual financial framework, the annual appropriations of which shall be authorised by the European Parliament and by the Council within the limits of the financial framework.’;

(7) in Article 9, paragraph 2 is replaced by the following:

‘2. The power to adopt delegated acts referred to in Article 8 shall be conferred on the Commission from ... [date of entry into force].’

(8) Article 10 is replaced by the following:

‘Article 10

Review

By [same day and month as date of entry into force plus 6 years], the Commission shall submit an evaluation report on the application of this Decision to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions.

That report shall, among other things, assess the extent to which the Network has contributed to the achievement of the objectives set out in Article 3. The report shall, if necessary, be accompanied by proposals to amend or repeal this Decision.

The Commission shall thereafter report on the application of this Decision every six years to the European Parliament, the Council and the European Economic and Social Committee.’;

(9) in the Annex, section A, the introductory wording of point 2 is replaced by the following:

‘Contribution to reducing the duration of unemployment and reducing inactivity, so as to address long-term and structural unemployment, as well as social exclusion and labour shortages:’.

Article 2

This Decision shall enter into force on the twentieth day following that of its publication in the *Official Journal of the European Union*.

It shall apply from 1 January 2028.

Done at Brussels,

For the European Parliament
The President

For the Council
The President

LEGISLATIVE FINANCIAL AND DIGITAL STATEMENT

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1. FRAMEWORK OF THE PROPOSAL/INITIATIVE

1.1. Title of the proposal/initiative

Proposal for a Decision of the European Parliament and of the Council amending Decision No. 573/2014/EU on enhanced cooperation between Public Employment Services (PES)

1.2. Policy area(s) concerned

Employment policies, within the area of Public Employment Services responsibility

1.3. Objective(s)

1.3.1. General objective(s)

The European Network of Public Employment is established, under Decision No. 573/2014/EU of the European Parliament and the Council, until 31 December 2027.

It aims to continue to encourage cooperation between Member States within the areas of Public Employment Services (PES) responsibility in order to contribute to the implementation of the Union's employment policies, including by providing a platform for comparing their performance at European level, identifying good practices and establishing a mutual learning system.

1.3.2. Specific objective(s)

This proposal aims to ensure the continuation of the Network beyond 2027.

Besides, it aims to address the areas of improvement that require amendments to the Decision, notably:

- developing a more systematic monitoring and framework and reducing reporting requirements,
- reinforcing the focus on fostering operational cooperation and piloting common approaches,
- enhancing synergies with labour mobility initiatives.

The proposal also contributes to simplification.

1.3.3. Expected result(s) and impact

Specify the effects which the proposal/initiative should have on the beneficiaries/groups targeted.

Following two successful evaluations, the continuation of the Network is expected to provide a greater long-term stability to the stakeholders of the Network and to contribute to administrative simplification.

Reducing the frequency of reporting by the Network and its members, transitioning from an annual to a biennial exercise, is expected to contribute to simplification. In relation to a more systematic monitoring framework, the administrative and reporting burden will be kept to the minimum necessary.

Reinforcing the focus of the Network on fostering operational cooperation and piloting common approaches among PES is expected to represent a step forward in the Network's efforts to enhance cooperation and mutual learning among PES.

Enhancing synergies with relevant labour mobility initiatives is expected to contribute to a more coordinated approach to evolving labour market challenges.

1.3.4. *Indicators of performance*

Specify the indicators for monitoring progress and achievements.

Biennial reports of the Network will be sent to the European Parliament and to the Council and will be published, building on a monitoring framework developed by the Network.

An evaluation on the application of the proposal will be submitted to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions no later than six years after the entry into force of the Decision.

A new monitoring framework will be developed in the Network in the context of the Decision's implementation. It will ensure that the Network remains focused, accountable, and highly adaptive. Based on the related evaluation, potential indicators could address the following areas:

- (1) PES Network outputs
- (2) Contribution to the implementation of relevant EU and national policy initiatives
- (3) Uptake of good practices by PES
- (4) Implementation of Benchlearning assessment recommendations by PES
- (5) Cooperation and experience exchange among PES

1.4. **The proposal/initiative relates to:**

- ☐ a new action
- ☐ a new action following a pilot project / preparatory action⁸
- ☒ the extension of an existing action
- ☐ a merger or redirection of one or more actions towards another/a new action

1.5. **Grounds for the proposal/initiative**

1.5.1. *Requirement(s) to be met in the short or long term including a detailed timeline for roll-out of the implementation of the initiative*

The main requirement for the short-term is to reach an agreement on the legislative proposal by co-legislators by end of 2027.

The proposal provides for the adoption of the delegated acts

1.5.2. *Added value of EU involvement (it may result from different factors, e.g. coordination gains, legal certainty, greater effectiveness or complementarities). For the purposes of this section 'added value of EU involvement' is the value resulting from EU action, that is additional to the value that would have been otherwise created by Member States alone.*

Action at EU level generates a significant added value by accelerating PES reform through comparative evidence, peer learning and actionable Benchlearning recommendations; the availability of comparable data on PES performance across

⁸ As referred to in Article 58(2), point (a) or (b) of the Financial Regulation.

labour market issues; faster and more cost-effective dissemination of good practices; increased resilience and crisis-response capacity; a stronger collective voice for PES in EU policy processes; and enhanced ecosystem collaboration.

1.5.3. *Lessons learned from similar experiences in the past*

Two successive positive evaluations confirmed the large degree of effectiveness, efficiency, coherence, EU added value and relevance of the PES Decision.

The application of the PES Decision activities has also been cost-effective. The time and financial investments by PES are widely regarded as reasonable and proportionate to the benefits achieved, as the Network acts as a catalyst for PES modernisation, resource savings and institutional resilience.

1.5.4. *Compatibility with the multiannual financial framework and possible synergies with other appropriate instruments*

The proposal is compatible with the 2028-2034 multiannual financial framework.

1.5.5. *Assessment of the different available financing options, including scope for redeployment*

The current proposal does not entail additional resources as compared to the situation in the 2021-2027 multiannual financial framework and it builds on the current staff assigned to the PES activities. From 2028 on, the costs linked to the Network (meetings, studies, evaluations, benchmarking, mutual learning activities, etc.) will be borne by the EU Facility under Heading 1 of the 2028-2034 multiannual financial framework, subject to its adoption and the EU annual budgetary procedure

1.6. Duration of the proposal/initiative and of its financial impact

☐ limited duration

- ☐ in effect from [DD/MM]YYYY to [DD/MM]YYYY
- ☐ financial impact from YYYY to YYYY for commitment appropriations and from YYYY to YYYY for payment appropriations.

☒ unlimited duration

- Implementation with a start-up period from 2028 to 2034,
- followed by full-scale operation.
- The Commission shall submit an evaluation report on the application of the Decision within six years of its entry into force. The report shall, if necessary, be accompanied by proposals to amend or repeal the Decision.

1.7. Method(s) of budget implementation planned⁹

☒ Direct management by the Commission

- ☒ by its departments, including by its staff in the Union delegations;
- ☐ by the executive agencies

☐ Shared management with the Member States

☐ Indirect management by entrusting budget implementation tasks to:

- ☐ third countries or the bodies they have designated
- ☐ international organisations and their agencies (to be specified)
- ☐ the European Investment Bank and the European Investment Fund
- ☐ bodies referred to in Articles 70 and 71 of the Financial Regulation
- ☐ public law bodies
- ☐ bodies governed by private law with a public service mission to the extent that they are provided with adequate financial guarantees
- ☐ bodies governed by the private law of a Member State that are entrusted with the implementation of a public-private partnership and that are provided with adequate financial guarantees
- ☐ bodies or persons entrusted with the implementation of specific actions in the common foreign and security policy pursuant to Title V of the Treaty on European Union, and identified in the relevant basic act
- ☐ bodies established in a Member State, governed by the private law of a Member State or Union law and eligible to be entrusted, in accordance with sector-specific rules, with the implementation of Union funds or budgetary guarantees, to the extent that such bodies are controlled by public law bodies or by bodies governed by private law with a public service mission, and are provided with adequate financial guarantees in the form of joint and several liability by the

⁹ Details of budget implementation methods and references to the Financial Regulation may be found on the BUDGpedia site: <https://myintracomm.ec.europa.eu/corp/budget/financial-rules/budget-implementation/Pages/implementation-methods.aspx>.

controlling bodies or equivalent financial guarantees and which may be, for each action, limited to the maximum amount of the Union support.

Comments

The	proposal	will	be	implemented	from	2028	on.
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2. MANAGEMENT MEASURES

2.1. Monitoring and reporting rules

Biennial reports of the Network will be sent to the European Parliament and to the Council and will be published, building on a monitoring framework developed by the Network.

An evaluation on the application of the proposal will be submitted to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions no later than six years after the entry into force of the Decision.

2.2. Management and control system(s)

2.2.1. *Justification of the budget implementation method(s), the funding implementation mechanism(s), the payment modalities and the control strategy proposed*

Direct management, as per article 62.1(a) of the Financial Regulation, is the preferred mode of implementation, as the actions will be carried out by the European Commission, specifically Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), which will ensure the coordination with Member States and the various stakeholders.

2.2.2. *Information concerning the risks identified and the internal control system(s) set up to mitigate them*

The controls are part of the internal control system of DG EMPL. The new activities will be subject to the same risk identification and mitigation approach.

2.2.3. *Estimation and justification of the cost-effectiveness of the controls (ratio between the control costs and the value of the related funds managed), and assessment of the expected levels of risk of error (at payment & at closure)*

The controls are integrated into the internal control system of DG EMPL. The new activities will generate negligible additional control costs at DG level.

2.3. Measures to prevent fraud and irregularities

The Commission shall ensure that, when actions financed are implemented, the financial interests of the Union are protected by the application of preventive measures against fraud, corruption and any other illegal activities, by effective checks and by the recovery of the amounts unduly paid and, if irregularities are detected, by effective, proportional and dissuasive penalties. The Commission is authorised to carry out checks and verifications in situ under this Decision, in compliance with Council Regulation (Euratom, EC) No 2185/96 of 11 November 1996 concerning on-the-spot checks and inspections carried out by the Commission in order to protect the European Communities financial interests against fraud and other irregularities. If need be, investigations shall be carried out by the European Anti-Fraud Office and shall be governed by Regulation (EC) No 1073/1999 of the European Parliament and of the Council of 25 May 1999 concerning investigations conducted by the European Anti-Fraud Office.

3. ESTIMATED FINANCIAL IMPACT OF THE PROPOSAL/INITIATIVE

The estimated impact on expenditure and staffing for 2028 and beyond is added for illustrative purposes only and does not pre-judge the next Multiannual Financial Framework. The source of financing and scope of Union financial commitment in the post-2027 period remain subject to the outcome of interinstitutional negotiations on the MFF 2028-2034 and thereafter shall be determined through the annual budgetary procedure. All appropriations and staffing allocations as of 2028 are indicative.

3.1. Heading(s) of the multiannual financial framework and expenditure budget line(s) affected

- Existing budget lines

In order of multiannual financial framework headings and budget lines.

Heading of multiannual financial framework	Budget line	Type of expenditure	Contribution – to be determined at later stage for EFTA, (potential) candidate countries and third countries			
	Number	Diff./Non-diff. ¹⁰	from EFTA countries ¹¹	from candidate countries and potential candidates ¹²	From other third countries	other assigned revenue
1	to be determined after the adoption of the MFF and in the context of the annual budgetary procedure'Successor of 07 02 04	Diff.	YES/NO	YES/NO	YES/NO	NO

¹⁰ Diff. = Differentiated appropriations / Non-diff. = Non-differentiated appropriations.

¹¹ EFTA: European Free Trade Association.

¹² Candidate countries and, where applicable, potential candidates from the Western Balkans.

3.2. Estimated financial impact of the proposal on appropriations

3.2.1. Summary of estimated impact on operational appropriations

- ☐ The proposal/initiative does not require the use of operational appropriations
- ☒ The proposal/initiative requires the use of operational appropriations, as explained below

3.2.1.1. Appropriations from voted budget

EUR million (to three decimal places)

Heading of multiannual financial framework			Number		1 – Economic, social and territorial cohesion, agriculture, rural and maritime prosperity and security					
DG: EMPL			Year	Year	Year	Year	Year	Year	Year	TOTAL MFF
			2028	2029	2030	2031	2032	2033	2034 and subsequent years	2028-2034
Operational appropriations										
Budget line – to be determined after the adoption of the MFF and in the context of the annual budgetary procedure'	Commitments	(1a)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	(2a)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
Appropriations of an administrative nature financed from the envelope of specific programmes ¹³										
Budget line		(3)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.0
TOTAL appropriations for DG EMPL	Commitments	=1a+1b+3	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	=2a+2b+3	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

			Year	Year	Year	Year	Year	Year	Year	TOTAL MFF
			2028	2029	2030	2031	2032	2033	2034 and subsequent years	2028-2034
TOTAL operational appropriations	Commitments	(4)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	(5)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TOTAL appropriations of an administrative nature financed from the envelope for specific programmes			(6)	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

¹³ Technical and/or administrative assistance and expenditure in support of the implementation of EU programmes and/or actions (former 'BA' lines), indirect research, direct research.

TOTAL appropriations under HEADING 1 of the multiannual financial framework	Commitments	=4+6	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	=5+6	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

			Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034 and subsequent years	TOTAL MFF 2028- 2034
• TOTAL operational appropriations (all operational headings)	Commitments	(4)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	(5)	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
• TOTAL appropriations of an administrative nature financed from the envelope for specific programmes (all operational headings)			p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TOTAL appropriations Under Heading 1 to 3 of the multiannual financial framework (Reference amount)	Commitments	=4+6	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
	Payments	=5+6	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

Heading of multiannual financial framework		4	'Administrative expenditure' ¹⁴							
DG: EMPL			Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034 and subsequent years	TOTAL MFF 2028- 2034
• Human resources			0,388	0,388	0,388	0,388	0,388	0,388	0,388	2,716
• Other administrative expenditure			0	0	0	0	0	0	0	0
TOTAL DG EMPL	Appropriations		0,388	0,388	0,388	0,388	0,388	0,388	0,388	2,716

¹⁴ The necessary appropriations should be determined using the annual average cost figures available on the appropriate BUDGpedia webpage.

TOTAL appropriations under HEADING 4 of the multiannual financial framework	(Total commitments = Total payments)	0,388	0,388	0,388	0,388	0,388	0,388	0,388	0,388	2,716
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EUR million (to three decimal places)

		Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034	TOTAL MFF 2028- 2034
TOTAL appropriations under HEADINGS 1 to 4	Commitments	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
of the multiannual financial framework	Payments								p.m.

3.2.2. *Estimated output funded from operational appropriations (not to be completed for decentralised agencies)*

Commitment appropriations in EUR million (to three decimal places)

Indicate objectives and outputs ↓			Year 2028		Year 2029		Year 2030		Year 2031		Enter as many years as necessary to show the duration of the impact (see Section1.6)								TOTAL	
	OUTPUTS																			
	Type ¹⁵	Average cost	No	Cost	No	Cost	No	Cost	No	Cost	No	Cost	No	Cost	No	Cost	Total No	Total cost		
SPECIFIC OBJECTIVE No 1 ¹⁶ ...			Continuation of the Network beyond 2027																	
-	PES	p.m.	1		1		1		1		1		10		1		7	p.		
-																				
-																				
ubtotal for specific objective No 1			1		1		1		1		1		1		1		7	p.m.		
SPECIFIC OBJECTIVE No 2 ...																				

¹⁵ Outputs are products and services to be supplied (e.g. number of student exchanges financed, number of km of roads built, etc.).

¹⁶ As described in Section 1.3.2. 'Specific objective(s)'

-																	
Subtotal for specific objective No 2																	
TOTALS			1		1		1		1		1		1		1		7 p. m.

3.2.3. Summary of estimated impact on administrative appropriations

- ☐ The proposal/initiative does not require the use of appropriations of an administrative nature
- ☒ The proposal/initiative requires the use of appropriations of an administrative nature, as explained below

3.2.3.1. Appropriations from voted budget

VOTED APPROPRIATIONS								Year	Year	Year	Year	Year	Year	Year	TOTAL 2028 - 2034
								2028	2029	2030	2031	2032	2033	2034	
HEADING 4															
Human resources								0.388	0.388	0.388	0.388	0.388	0.388	0.388	2,716
Other administrative expenditure								0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Subtotal HEADIN G 4	0.388	0.388	0.388	0.388	0.388	0.388	0.388	2,716							
Outside HEADING 4															
Human resources								0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Other expenditure of an administrative nature								0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Subtotal outside HEADING 4								0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
TOTAL	0.388	0.388	0.388	0.388	0.388	0.388	0.388	2,716							

The estimated impact on expenditure and staffing for 2028 and beyond is added for illustrative purposes only and does not pre-judge the next Multiannual Financial Framework. The source of financing and scope of Union financial commitment in the post-2027 period remain subject to the outcome of interinstitutional negotiations on the MFF 2028-2034 and thereafter shall be determined through the annual budgetary procedure. All appropriations and staffing allocations as of 2028 are indicative.

3.2.3.2. Total appropriations

TOTAL VOTED APPROPRIATIONS + EXTERNAL ASSIGNED REVENUES								Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034	TOTAL 2028 - 2034
HEADING 4															
Human resources								0.388	0.388	0.388	0.388	0.388	0.388	0.388	2.716
Other administrative expenditure								0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Subtotal HEADING	0.388	0.388	0.388	0.388	0.388	0.388	0.388	2.716							

4									
Outside HEADING 4									
Human resources									0.000
Other expenditure of an administrative nature									0.000
Subtotal outside HEADING 4									0.000
TOTAL	0.388	0.388	0.388	0.388	0.388	0.388	0.388	2.716	

The appropriations required for human resources and other expenditure of an administrative nature will be met by appropriations from the DG that are already assigned to management of the action within the DG, together, if necessary, with any additional allocation which may be granted to the managing DG under the annual allocation procedure and in the light of budgetary constraints.

The estimated impact on expenditure and staffing for 2028 and beyond is added for illustrative purposes only and does not pre-judge the next Multiannual Financial Framework. The source of financing and scope of Union financial commitment in the post-2027 period remain subject to the outcome of interinstitutional negotiations on the MFF 2028-2034 and thereafter shall be determined through the annual budgetary procedure. All appropriations and staffing allocations as of 2028 are indicative.

3.2.4. Estimated requirements of human resources

- ☐ The proposal/initiative does not require the use of human resources
- ☒ The proposal/initiative requires the use of human resources, as explained below

3.2.4.1. Financed from voted budget

Estimate to be expressed in full-time equivalent units (FTEs)¹⁷

VOTED APPROPRIATIONS	Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034
• Establishment plan posts (officials and temporary staff)							
20 01 02 01 (Headquarters and Commission's Representation Offices)	2	2	2	2	2	2	2
220 01 02 03 (EU Delegations)	0	0	0	0	0	0	0
(Indirect research)	0	0	0	0	0	0	0
(Direct research)	0	0	0	0	0	0	0
Other budget lines (specify)	0	0	0	0	0	0	0
• External staff (inFTEs)							
20 02 01 (AC, END from the 'global envelope')	0	0	0	0	0	0	0
20 02 03 (AC, AL, END and JPD in the EU Delegations)	0	0	0	0	0	0	0
Admin. Support line	• at Headquarters	0	0	0	0	0	0
[XX.01.YY.YY]	• in EU Delegations	0	0	0	0	0	0
(AC, END - Indirect research)		0	0	0	0	0	0

¹⁷ Please specify below the table how many FTEs within the number indicated are already assigned to the management of the action and/or can be redeployed within your DG and what are your net needs.

(AC, END - Direct research)	0	0	0	0	0	0	0
Other budget lines (specify) - Heading 4	0	0	0	0	0	0	0
Other budget lines (specify) - Outside Heading 4	0	0	0	0	0	0	0
TOTAL	2	2	2	2	2	2	2

Considering the overall strained situation in Heading 4, in terms of both staffing and the level of appropriations, the human resources required will be met by staff from the DG who are already assigned to the management of the action within the DG.

The staff required to implement the proposal (in FTEs):

	To be covered by current staff available in the Commission services	Exceptional additional staff*		
		To be financed under Heading 4 or Research	To be financed from BA line	To be financed from fees
Establishment plan posts	2	N/A	N/A	N/A
External staff (CA, SNEs, INT)	0	N/A	N/A	N/A

Description of tasks to be carried out by:

Officials and temporary staff	Animation of the PES Network, including preparation, organisation and follow-up of meetings of experts, elaboration of studies and evaluations, follow-up of reporting requirements, Benchlearning activities, mutual learning activities.
External staff	Second the officials in charge of the above-mentioned tasks (all of them are cost-free SNEs).

The estimated impact on expenditure and staffing for 2028 and beyond is added for illustrative purposes only and does not pre-judge the next Multiannual Financial Framework. The source of financing and scope of Union financial commitment in the post-2027 period remain subject to the outcome of interinstitutional negotiations on the MFF 2028-2034 and thereafter shall be determined through the annual budgetary procedure. All appropriations and staffing allocations as of 2028 are indicative.

3.2.5. Overview of estimated impact on digital technology-related investments

The proposal does not have any digital impact.

TOTAL Digital and IT appropriations	Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034	TOTAL MFF 2028 - 2034
HEADING 4								

IT expenditure (corporate)	0	0	0	0	0	0	0	0
Subtotal HEADING 4	0	0	0	0	0	0	0	0
Outside HEADING 4								
Policy IT expenditure on operational programmes	0	0	0	0	0	0	0	0
Subtotal outside HEADING 4	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0

3.2.6. Compatibility with the current multiannual financial framework

The proposal/initiative:

- ☒ can be fully financed through redeployment within the relevant heading of the multiannual financial framework (MFF)
- ☐ requires use of the unallocated margin under the relevant heading of the MFF and/or use of the special instruments as defined in the MFF Regulation
- ☐ requires a revision of the MFF

3.2.7. Third-party contributions

The proposal/initiative:

- ☐ does not provide for co-financing by third parties
- ☒ provide for the co-financing by third parties estimated below:

Appropriations in EUR million (to three decimal places)

	Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034	Total
EEA EFTA countries, (potential) candidate countries	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.
TOTAL appropriations co-financed	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.	p.m.

3.3. Estimated impact on revenue

- ☒ The proposal/initiative has no financial impact on revenue.
 - ☐ The proposal/initiative has the following financial impact:
- ☐ on own resources

- ☐ on other revenue
- ☐ please indicate, if the revenue is assigned to expenditure lines
- EUR million (to three decimal places)

Budget revenue line:	Appropriations available for the current financial year	Impact of the proposal/initiative ¹⁸						
		Year 2028	Year 2029	Year 2030	Year 2031	Year 2032	Year 2033	Year 2034
Article								

For assigned revenue, specify the budget expenditure line(s) affected.

n.a.

Other remarks (e.g. method/formula used for calculating the impact on revenue or any other information).

n.a.

4. DIGITAL DIMENSIONS

The current proposal is deemed to have no digital relevance, as it does not introduce, modify, or affect the use of digital means, data-related aspects, or the provision of digital-public services. The scope of the proposal is limited to targeted technical amendments, with no additional budgetary impact, specifically to:

- Extend the Network's establishment;
- Reinforce the focus on fostering operational cooperation and piloting common approaches;
- Enhance synergies with labour mobility initiatives;

and therefore falls outside the application of the digital-by-default principle.

The proposal consists exclusively of procedural provisions and does not entail any substantive changes with regard to digital aspects.

¹⁸ In the case of traditional own resources (customs duties, sugar levies), the amounts indicated must be net amounts, i.e. gross amounts after deduction of 10 % for collection costs, as proposed in COM(2025)574.