# Workshop:
# Public Employment Services

- Organized by:
- Inter-American Network for Labor Administration (RIAL)

- Panama City

- December 10 and 11, 2008

*Ministry of Labor and Social Security (MTSS)*
*National Office of Employment*
*Area: Public Employment Services*
***URUGUAY***

- ***PUBLIC EMPLOYMENT CENTERS,***

***A TERRITORIAL ACTIVE EMPLOYMENT POLICY TOOL***

# Contents of the presentation:

I. What are Public Employment Centers (CePEs) and what services do they offer?

II. What players are involved? How do they operate?

III. Progress since 2005 in the framework of the National Employment Promotion Strategy.
Strengths, Weaknesses, and Challenges

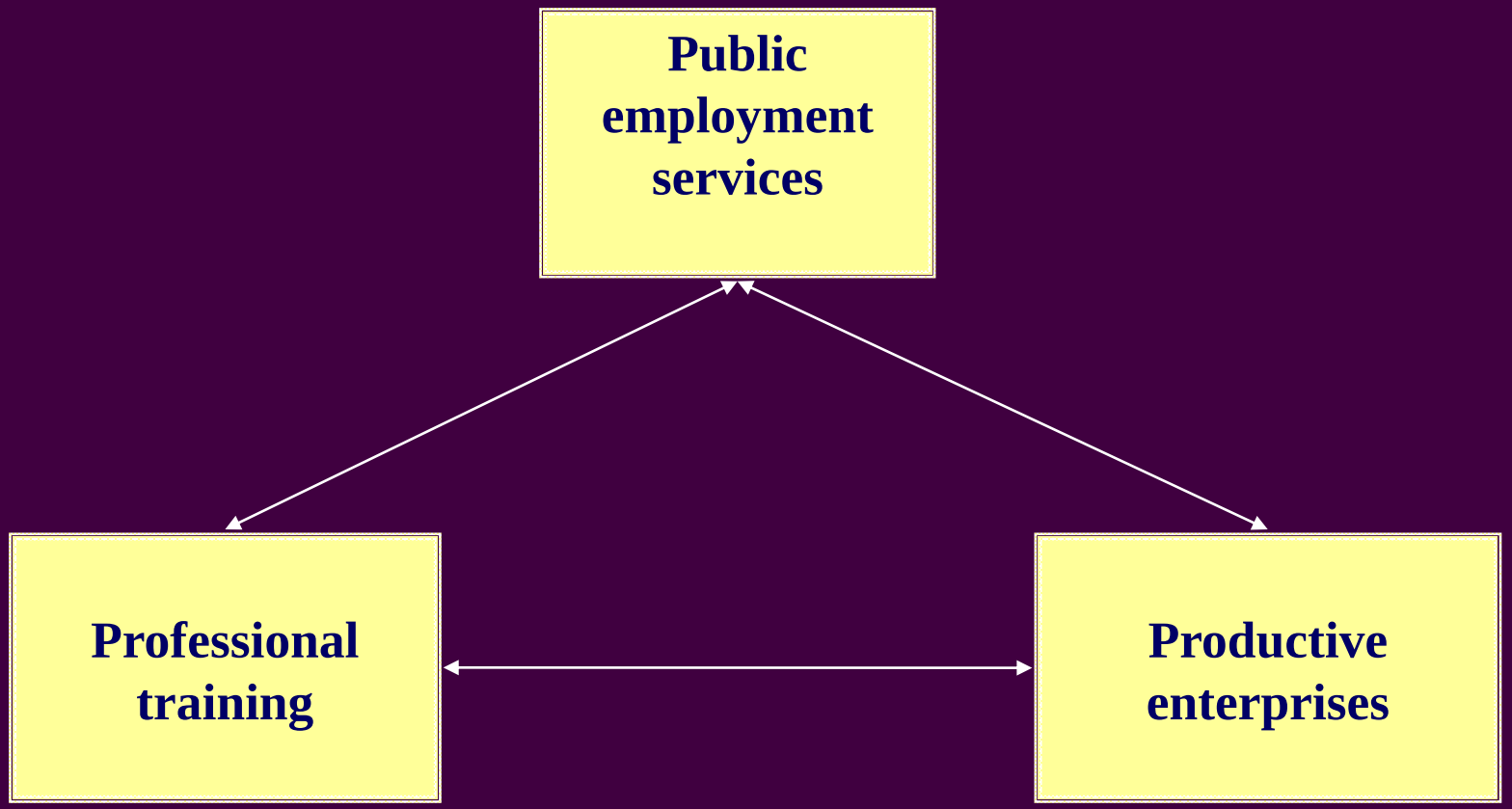
IV. Principles guiding our work

I. **What are Public Employment Centers (CePEs) and what services do they offer?**

CePEs bring together, coordinate, and offer the services of the program areas of the National Office of Employment (DINAE) at the territorial level:

- *Public employment services*
- *Productive enterprises* *[activities undertaken by individuals in situations of poverty that are important to local development and to improving their situation.]*
- *Professional training*

# *Three integrated areas*



# CePEs have:

- Information on productive contexts and local labor markets
- Data on labor supply and demand
- Different services for workers and companies

# Basic services for WORKERS

- Information and job counseling
- Labor brokerage
- Job training referrals
- Support and information for enterprises
- Information on other existing services/ resources in the territory

# Basic services for COMPANIES

- Labor brokerage/preselection of workers based on profile required
- Based on company demand, preparation of training proposals in coordination with Local Employment Committees
- Information and referral to capacity-building technical assistance programs

II. **What players are involved? How do they operate?**

- Players at the national level:
  - **National Office of Employment (DINAE) of the MTSS**

    Tasks:
  - *"To design, evaluate, negotiate, and conduct monitoring and evaluation of active public labor, employment, and professional training policies"*
  - *"To manage a national public employment service, on a territorial basis, that provides necessary support services to the unemployed to promote their assisted and self placement in jobs"*
  - *……  (Law on the Budget for 2005 – 2009)*
  - **National Employment Board (JUNAE)** advises the DINAE and administers the Worker Retraining Fund

The CePEs operate under agreements between the **NATIONAL OFFICE OF EMPLOYMENT and** the **DEPARTMENTAL GOVERNMENTS**

- Linkage and networking with other local players is promoted:
  - **LOCAL EMPLOYMENT COMMITTEES,**
    **advisors to the JUNAE**

Other public and private organizations and entities:

- National programs
- NGOs
- Municipal offices
- Neighborhood organizations
- Training centers
- Other local players

- **DINAE and JUNAE collaborate in promoting local development by:**

- **Bringing services to users (workers and companies)**

- **Bringing decision-making to local players**

- **Actions and services tailored to the realities of each territory**

# III. Progress made since 2005 in the framework of the National Employment Promotion Strategy

- Strengths
- Weaknesses
- Challenges

# How work has proceeded:

- 2005: The new national government takes office, DINAE makes an institutional assessment and prepares a draft National Employment Promotion Strategy
- 2006: An organizational restructuring process is launched and CePEs are brought into operation in four of the country's departments.
- Thus far: 18 Centers operating in 14 departments.

Public
Employment Centers
Local
Employment Committees
Artigas
Salto
Rivera
Paysandú
Tacuarembó
Cerro
Largo
Río Negro
Durazno
Treinta y
Tres
Soriano
Flores
Florida
Lavalleja
Rocha
Colonia
San
José
Canelones
Maldonado
Montevideo

# CePEs in Montevideo

# STRENGTHS:

- Legal framework: instructs the DINAE to bring into operation national SPEs on a territorial basis.
- Work strategy promotes linkage with social and territorial players/networking/local development approach
- Agreements with most departmental governments, implementation of CePEs in the framework of Productive Development Offices.
- Local SPE operators trained to provide basic services and for the linkage thereof to the social and production environment
- Progress in linkage and placement actions: employment services, job training, and support for enterprises in accordance with priorities identified by the territory's players.

# WEAKNESSES:

- Insufficient resources: personnel, infrastructure …
- Interagency coordination and linkage:
  **overlap, lack of knowledge, lack of confidence …**
- Information on local labor markets so that proactive actions can be taken
- Linkage with social inclusion policies:
  Workers most difficult to place in jobs
- Employers as users of CePEs

# AND CHALLENGES:

- Building national and departmental agencies and entities with responsibility for active employment and professional training policies
- Enhancing the quality of services so that they can be tailored to the requirements and specific characteristics of users and territories
- Greater interaction and cooperation between the national and department levels, and between public and private players
- Implementation of new organizations: Institute of Employment and Professional Training
  (Law 18.406 of October 2008)

## The principles guiding our work are:

- Work as a right
- The individual as active subject
- Participation in organizations of the world of work
- Jobs of quality

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