



European Social Partners Joint Seminar on the ESF

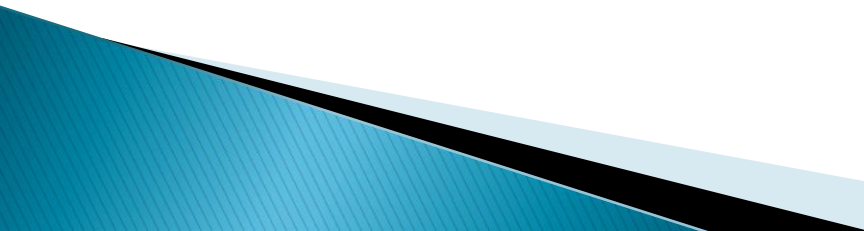
Brussels 15 December 2009

The Joint Survey – Results

- ▶ Questionnaire sent July 2009
- ▶ To members of ETUC, BUSINESSEUROPE, UEAPME, CEEP
- ▶ Addressing :
 - General involvement of national social partners in the ESF
 - ESF support to recovery
- ▶ Replies from members in 16 member states

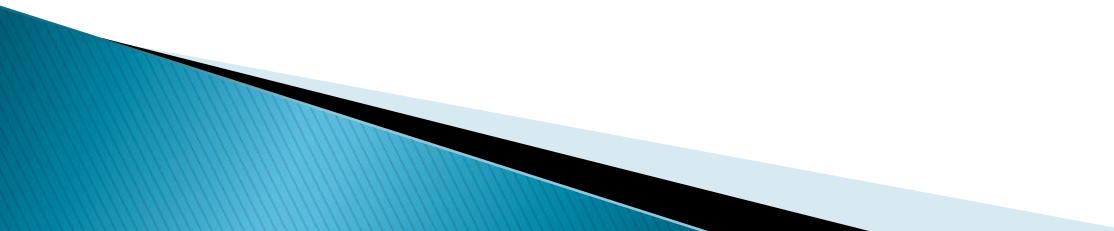
Survey participants: active with projects in following areas (art.3):

▶ Employers

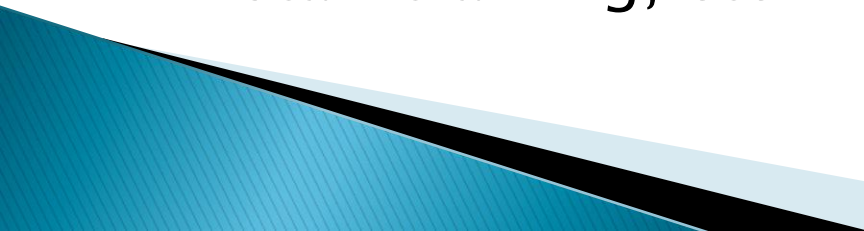
- Upgrading skills and competences of workers
 - Strengthening vocational education and training
 - Improving matching between trainees and training companies
 - Enhancing cross-boarder mobility of trainees and young employees
 - Assessment of labour market needs for crafts sector
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Survey participants: active with projects in following areas (art.3):

▶ Trade unions:

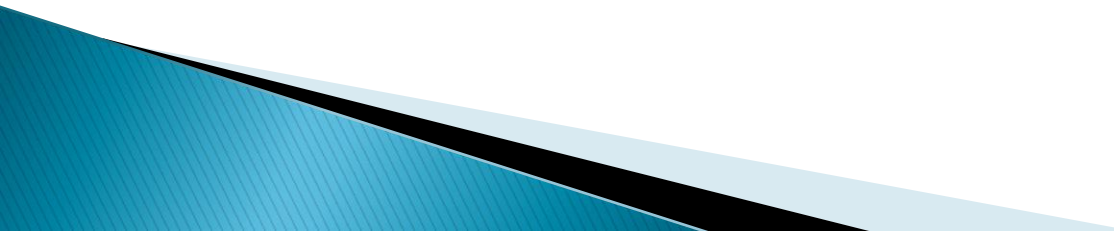
- Strengthening permeability of the educational system
 - Transnational cooperation to promote women's participation
 - Works councils networks
 - Work–life balance
 - Foster knowledge on implementation of labour law and job safety regulations
 - Corporate social responsibility
 - Age management
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Capacity building activities

- ▶ 50% did not apply for capacity-building projects
 - ▶ Planned / existing projects focus on :
 - Strengthening social dialogue
 - Facilitating participation of employers in micro companies in influencing legislation / better regulation
 - Distribution of information, training programmes, staff training, etc.
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Part I

General involvement of Social Partners in the current programming round

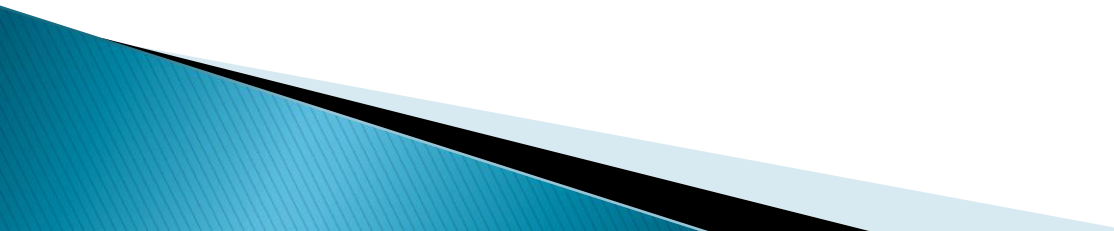
1. Analysis of national priorities of operational programmes
 2. Involvement of Social Partners in member states
 3. How to improve the procedures to access ESF resources, practical measures
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1. Analysis of national priorities (I)

- ▶ Generally, national priorities well chosen
- ▶ Some problems exist:
 - Delay of activities and projects (Latvia)
 - Employers:
 - Focus too much on unemployed, inactive and socially disadvantaged people,
 - Too little on encouraging knowledge transfer, training (Slovenia)

1. Analysis of national priorities (II)

Employers only:

- ▶ Thematic extension of priorities
 - ▶ Flexible transfer of funds from one priority of the Operational Programme to another
 - ▶ Special priorities for social partners in Regional Operational Programmes (Poland)
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2. Involvement of Social Partners (I)

- ▶ Priorities: National Social Partners mostly involved in decision-making process

However:

- ▶ Needs of Social Partners only partly taken into account
- ▶ Social Partners not always informed in an appropriate way about the calls for proposals

2. Involvement of Social Partners (II)

Employers:

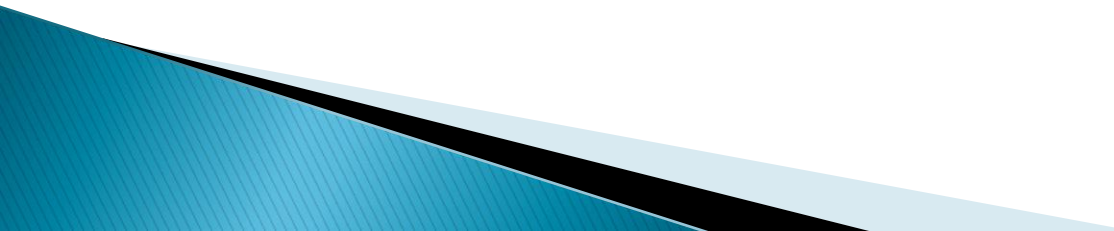
- ▶ Germany :
 - Limited possibilities to obtain information or even make any modifications.
- ▶ Slovenia:
 - No information on calls planned or launched.
Need to search for information

2. Involvement of Social Partners (III)

Trade unions:

- Poland :
 - Involved in structural funds group
 - BUT: Lack of capacity to be effectively represented.
- Finland :
 - On national level, participation in the discussions and influence to some extent.
 - BUT: At regional level, difficult to influence.

3. How to improve the procedures to access ESF resources, practical measures

- ▶ Less bureaucracy:
 - ▶ Better promotion of information on funding
 - ▶ Better involvement of social partners crucial
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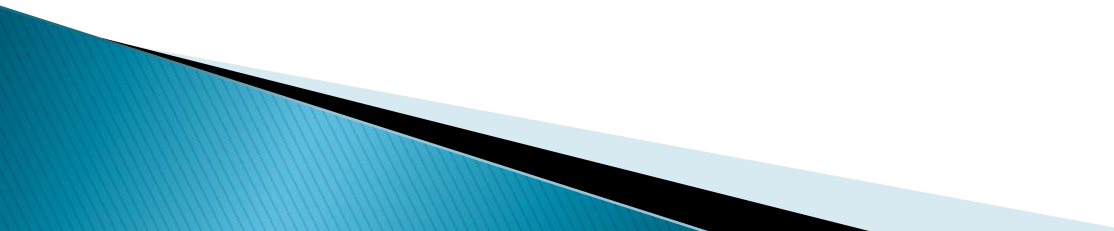
Questions for the panel

“How to improve the participation of social partners in the ESF?”

1. To what extent are social partners participating in the current programming round (2007–2013)?
2. What are the obstacles for Social Partners’ participation? What should be done to address them?
3. How have procedures to access ESF funds been improved? What can still be done better?
4. To what extent are social partners involved in capacity–building activities?

Part II

ESF support to recovery

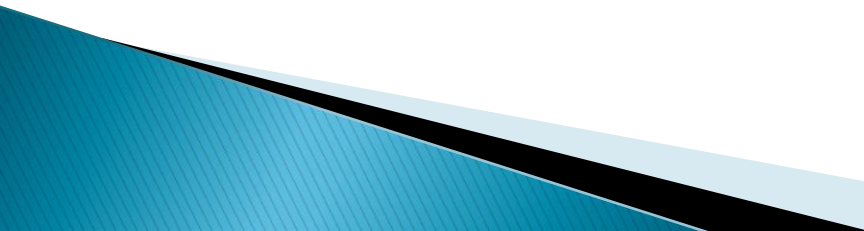
1. What are the (new) priorities needed to respond to the crisis?
 2. Social Partners' Joint Recommendations on how the ESF can support to economic recovery –translated into action?
 3. Example of good practice / best practice
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1. What are the priorities needed to respond to the crisis? (I)

Almost all national social partners:

Priorities have to be adapted to the present situation

Both employers & trade unions – ESF should focus on:

- ▶ Support to specific economic sectors, creation and maintenance of jobs to support depressed areas or vulnerable groups
 - ▶ Training measures and professional reorientation
 - ▶ Inclusion of persons at a disadvantage
 - ▶ Improvement of public employment services
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1. What are the priorities needed to respond to the crisis? (II)

Employers:

- ▶ Self-employment
- ▶ Direct support for young entrepreneurs
- ▶ Adaptability/employability of workers:
 - Lifelong learning
- ▶ Territorial employment pacts
- ▶ Vocational education & training

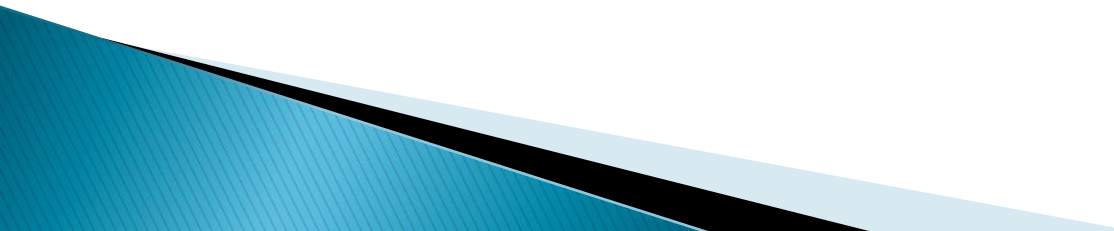
1. What are the priorities needed to respond to the crisis? (III)

Trade unions:

- ▶ Social observatories of labour market
- ▶ Negotiations' solutions at international, national and regional levels (dialogue and partnership)
- ▶ ERDF/ESF should be better connected

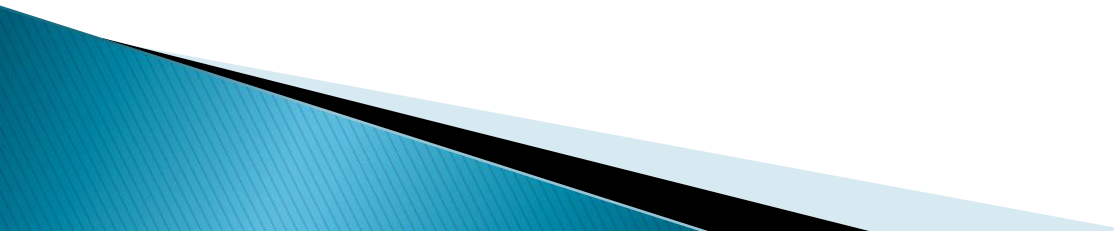
2. Social Partners' Joint Recommendations on how the ESF can support to economic recovery

Translated into action?

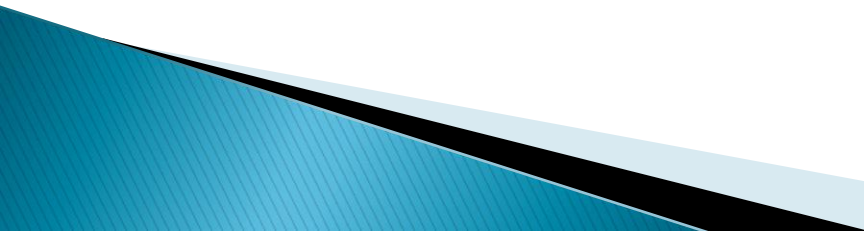
- ▶ In some countries already included in operational programmes
 - ▶ Several recommendations translated into action
 - ▶ But not in all countries...
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3. Example of good practice/best practice

Germany:

- ▶ ESF funding of (re-)training for workers on short-time working arrangements.
 - ▶ Precisely fitting placement of apprentices/trainees to SMEs willing to educate.
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Questions for the panel

- ▶ **“How can the ESF be used more effectively to tackle consequences of the crisis on employment?”**
 1. Should the ESF priorities be more responsive in times of crisis?
 2. How have been / are social partners involved in the definition and implementation of ESF crisis measures?
 3. What was / is the role of social dialogue at national level in this process?
 4. To what extent is the ESF effective in helping to tackle the consequences of the crisis?
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