



## AGREEMENT ON INCLUSIVE LABOUR MARKETS

### KEY MESSAGES

- 1** The framework agreement on Inclusive Labour Markets is an important political achievement in times of crisis
- 2** It will help address employment prospects of disadvantaged people, including the young
- 3** It is in line with the Commission's EU2020 objective of inclusive employment growth
- 4** The agreement must be taken into account when flexicurity policies are implemented

### BACKGROUND

As part of their **work programmes for 2006-2008 and for 2009-2010**, European social partners negotiated a European framework agreement on Inclusive Labour Markets, which was presented at the Tripartite Social Summit on 25 March 2010.

This framework agreement is an **autonomous initiative** of European social partners. It will be implemented by social partners at national level within three years. A report on the implementation will be presented to the Social Dialogue Committee annually.

The **objective of employers** was to achieve an agreement that helps increase employment participation as a response to demographic ageing and globalisation. The focus is put on disadvantaged people. Achieving inclusive employment growth is also a key priority of the European Commission as part of the EU 2020 agenda. Europe has no alternative but to increase employment participation, notably of disadvantaged groups, if it wants to increase labour supply and sustain its social protection systems.

The framework agreement:

- Recognises that achieving inclusive labour markets is a **key concern** involving the shared responsibilities of employers, individuals and workers;
- Aims to achieve labour market inclusion by facilitating access, return, retention and development in the labour market;
- Identifies examples of **concrete measures** that can be taken by national social partners, such as:
  - ⇒ Awareness-raising campaigns to improve and/or restore the image of a sector or occupation(s); and/or to promote the diversity of the workforce;
  - ⇒ Cooperation with education and training systems in order to better match the needs of the individual and those of the labour market;
  - ⇒ Individual competence development plans jointly elaborated by and with shared responsibilities for the employer and the worker;
  - ⇒ More and better apprenticeship and traineeship contracts.

Achieving inclusive labour markets is not the sole responsibility of social partners but also entails an important role for public authorities. For this reason, **recommendations** have been addressed to public authorities and other actors including on the conditions for business creation and expansion, reform of tax and benefit systems, and adaptation of education and training to labour market needs.

## WHAT DOES BUSINESSEUROPE AIM FOR?

- The framework agreement on Inclusive Labour Markets should be recognised as an **achievement of social partners** contributing to better functioning labour markets;
- The recommendations sent to public authorities should be taken into account when Member States develop their national flexicurity strategies;
- The focus on motivation and individuals' responsibilities for developing their **employability** should be maintained in national implementation measures.