



Implementation of the ETUC¹/ BUSINESSEUROPE / UEAPME /CEEP Framework agreement on INCLUSIVE LABOUR MARKETS²

Yearly Joint Table
summarising ongoing social partners activities

2013^{3 4}

¹ Including the Liaison Committee Eurocadres/CEC

² Signed on 25 March 2010 by ETUC, BUSINESSEUROPE, UEAPME and CEEP

³ Adopted by the Social Dialogue Committee on 27 June 2013

⁴ To be read in conjunction with the 2011 and 2012 yearly joint table available at : <http://resourcecentre.etuc.org/> or www.erc-online.eu

Country	Implementation results /initiatives
Austria	<p data-bbox="497 379 1077 411"><i>Joint report by IV, ÖGB, VÖWG and WKÖ</i></p> <p data-bbox="497 448 719 480">General remark</p> <p data-bbox="497 517 2069 715">The Austrian members (IV⁵, ÖGB⁶, VÖWG⁷ and WKÖ⁸), of the European social partners welcome the agreement on inclusive labour markets. Austrian social partners (AK⁹; IV; ÖGB, and WKÖ) are part of the national labour market policy as they are full members of the (tripartite) board of the national public employment service (AMS) as well as of the different sub-committees of the AMS at national and regional level. The European framework agreement has been disseminated to the relevant social partner actors within the PES. This is why a specific instrument to implement the European agreement is not deemed to be necessary.</p> <p data-bbox="497 751 2069 850">The Austrian social partners' advisory council for economic and social affairs elaborates each year studies to specific themes (e.g. Growth-Employment-Integration in 2010 covering also aspects of education and labour market policy) and monitors the implementation of its recommendations.</p> <p data-bbox="497 887 2069 986">They would like to mention some of the labour market initiatives that have been taken so far in close cooperation with the social partners. These initiatives correspond perfectly with the content of the European framework agreement on inclusive labour markets.</p> <p data-bbox="497 1023 1099 1054">Awareness raising/information campaigns:</p> <p data-bbox="497 1091 1137 1123">“People with a recognized degree of disability</p> <p data-bbox="497 1128 2069 1160">People with disabilities, who are recognized by the Federal social welfare office, benefit from a specific protection against</p>

⁵ Industriellenvereinigung - Federation of Austrian Industries

⁶ Österreichischer Gewerkschaftsbund - Austrian Trade Union Federation

⁷ Verband der öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs - Association of Public Services and Public Enterprises Austria

⁸ Wirtschaftskammer Österreich - Austrian Federal Economic Chamber

⁹ Bundesarbeitskammer - Austrian Federal Chamber of Labour

dismissal. This protection which became applicable after 6 months of employment was partly seen as a barrier for the employment of people with disabilities. According to a recent reform, this specific protection against dismissal is now under certain circumstances applicable only after 4 years of an employment relation.

The same legislative amendment also provides new thresholds for compulsory compensation: In Austria every enterprise employing more than 25 people has the obligation to employ a person with a recognized degree of disability to pay a compulsory compensation of 226 € per available compulsory working place per month. The level of this compensation was increased to 316 € for enterprises between 100 and 399 workers and to 336 € for enterprises with more than 400 employees. The money raised is used for employment programs for workers with disabilities.

These legislative changes will be communicated to a wider public in order to increase awareness for the benefits of a diverse workforce. The campaign is called “win-win” and started in autumn 2011 in cooperation with the Austrian public TV station “ORF”, the Federal social welfare office, the AMS and the social partners.

Information campaigns addressed to enterprises:

Every spring the AMS visits partner enterprises in the framework of its „eMotion Tour”. These visits aim at informing about the services of the AMS in general and in particular about recruiting, current promotions as well as eServices. The 2013 campaign will focus on employment of people with handicaps Details can be found on <http://www.ams.at/sfu.html>

Information for job-seekers about the e-AMS account: A specific eService allows unemployed to apply for the unemployment benefit online, to receive job-offers and to apply for AMS benefits. It helps employers to file applications for the employment of third country nationals and to receive contact details of suitable unemployed persons. The e-AMS account allows employers to apply for company integration subsidies online. A wider use of this service allows focusing the AMS' human resources on the most disadvantaged groups on the labour market.

Effective labour market measures were introduced or prolonged:

“Social-economic enterprises” and “nonprofit-employment projects”

These two already existing active labour market measures play an important role in reintegrating those unemployed who are furthest away from the labour market.

Combined wages: if an employee takes a job with low income, the basic wage is supplemented by the AMS. This measure focuses on long term unemployed aged over 50, parents returning after a longer parental leave and workers with disabilities.

Work assistance for people with physical, psychological and mental disabilities or young people who are socially and emotionally disadvantaged. Measures of work assistance are aimed at facilitating vocational integration of people with disabilities.

Youth action programme

This ongoing programme involves training measures, subsidies to employment and enhanced PES placement efforts to speed up young people's integration into the labour market.

The major objective is to prevent young people, who are hard to place, from entering long-term unemployment.

Safety net for apprenticeship-seekers - training guarantee

To support the labour market integration of young adults measures are taken under a safety net (*Auffangnetz*) programme for apprenticeship-seeking youth which includes vocational guidance and prep courses, as well as training courses. Participation in these courses should serve as a pathway to regular apprenticeships. If it is not possible to get a regular apprenticeship the young adults have the chance to finish the apprenticeship in the programme. The program is accessible for young people up to the age of 18, who have not found any suitable apprenticeships since leaving compulsory school. Among these are socially disadvantaged or slow learners and more and more school drop outs and "older" youth (19 to 24 years of age).

FIT-Woman in crafts and engineering

FIT (women in craft and technical professions) is a programme to encourage and motivate women to take up a career in handcraft and technical professions. Women shall be actively encouraged and supported to enter non-traditional branches, which will reduce segregation and its negative effects on women. The programme includes several modules starting with supportive and preparatory measures, continues with prequalification and ends with trainings in non-traditional professions.

Fit2Work

“Fit2work” represents an advisory service for employers and employees who have problems with their state of health. The service’s objective is to elaborate offers of assistance for the employers as well as workers in order to maintain their workplaces and to ameliorate their work capabilities. The programme has started recently and its potential has not yet been fully exploited.

Advisory service for SMEs up to 50 employees – focuses on productive ageing (QBB, FlexBeratung)

Enterprises get free advisory services in order to support human resources development, planning for qualification measures and restructuring. Since 2011 age-adopted workplaces are the main focus. as well as Diversity Management and measures to provide women in enterprises.

Company integration subsidies

Benefits addressed to employers which promote especially the employment of older workers (45+) and long-term unemployed young people.

In-work training and in-work testing:

These measures aim at facilitating the return to work or the beginning of the first job.

Exoneration of the duty to pay non-wage-labour costs for the first employee: This measure is addressed to single-entrepreneurs as an incentive to employ the first employee. The enterprise gets funding from the AMS covering the social security contributions for the maximum of one year.

Working foundation for young people: In order to fight youth unemployment as well as the lack of qualified workforce an implacement foundation for young people started in summer 2011.

Projects for better managing transitions between school and job: measures aimed at young people who are at risk of early school leaving or who are in their last school year and yet without further perspectives.

Project “Gesundheitsstraße”

In addition to the measures already mentioned for older workers and in order to increase the current retirement age, it is necessary to make a distinction between older workers who are able to work and those who are not able to work due to health reasons. The project “Gesundheitsstraße” avoids that the workers’ ability to work is double checked by the PES

and the Pension insurance institute and therefore allows for a more targeted approach.

Project Check4chances

A pilot project “**Check4chances**” is devoted to those, who are able to work but hard to place.

The project offers a planning of the vocational perspectives combined with the training measures and assistance for labour market integration.

Working group within AMS on „New Skills New Jobs“: assesses the training and qualification needs on the labour market in the next years. The results impact directly on active labour market measures for qualification and training.

Measures for persons with migrant background

The labour market integration of this target group represents one of the most important challenges for the Austrian labour market policy. As regards concrete measures, increasing the knowledge of the German language via training courses in cooperation with education institutions for adults, as well as integration in training measures are key.

Low level income earners: people receiving benefits below a fixed minimum get additional benefits in order to allow a decent standard of living. For these people, who are able to work, special active labour market measures are foreseen as “step 2 job” in order to reintegrate them into the labour market.

Youth Coaching

The programme should increase the chances of young people to make a successful start to the next stage in their life. The advisers from Youth Coaching have the right contacts with school authorities, the AMS (Public Employment Service) and other organisations in the business and career world. The programme supports young people from the 9th schoolyear on, who are at risk of dropping out from the system as well as young people with reduced physical or psychological abilities. It offers individual advice and support for career orientation, the search for an apprenticeship or more generally the transition from school to job.

Scholarship for skilled workers: From summer 2013 onwards it is planned to award scholarships for up to three years for qualifications in shortage occupations. This supports unemployed as well as workers who risk to lose their job due to a lack of qualifications, as well as migrants who need additional skills in order to get the recognition of their foreign diploma.

Belgium	<p><i>Joint report by FEB-VBO, UNIZO, CSC, FGTB and CGSLB</i></p> <p>Within the framework of the National Labour Council, the Belgian interprofessional social partners elaborated and adopted on 26 May 2013 a new detailed report n° 83 on the implementation of the framework agreement in view of this third implementation table. All documents are available on the website of the National Labour Council: http://www.nar-cnt.be/Home-FR.htm (for documents in French) or http://www.nar-cnt.be/Home-NL.htm (for documents in Dutch)</p>
Bulgaria	
Cyprus	<p><i>(To be checked whether joint report)</i></p> <p>The Cypriot Social Partners did not conclude the negotiations for a draft text of a 'Policy Statement' in 2012, as was their intention. However, they remain committed to the cause and are still in the process of negotiating the draft text which is intended to complement the Framework Agreement and that will be forwarded to non-members of the European organisations who signed the agreement. The Cypriot Social Partners aim to reach a consensus on the Policy Statement's content and then sign the Agreement and Policy Statement by the end of 2013 in an official ceremony in the presence of the Minister of Labour and Social Insurance, a practice followed in the past with other Framework Agreements.</p>
Czech Republic	<p><i>Joint text of Czech-Moravian Confederation of Trade Unions (CMKOS) and Confederation of Industry of the Czech Republic (SPCR)</i></p> <ul style="list-style-type: none"> • Translation of the agreement The agreement was jointly translated by social partners in June 2010. No difficulties were encountered during this process. • Dissemination of the Agreement <ul style="list-style-type: none"> - The translated text was sent to the affiliates of social partners' organisations and to the Ministry of Labour and Social Affairs. - It was also published in social partners' information bulletins and periodicals. - It was put on social partners' web sites.

- It is often mentioned and explained at various seminars for social partners, public and university students as well as at other events where social partners representatives' give lectures or otherwise take part.

- **The state of implementation**

There is a certain progress however the agreement has not been fully implemented yet, especially due to increasing problems at the Czech labour market during last two years. They are connected with decline of economic performance of the country but also with some other aspects. For instance the Labour Office of the Czech Republic was reformed in such a way that its activities are reduced more or less to payment of social benefits and the agenda of active employment policy was much restricted. This concerns number of officers as well as the contents of activities and volume of financial means, which is reduced every year in connection with the austerity measures. An adjustment of law is needed to strengthen the role of private employment agencies.

The spirit of the Framework Agreement is contained in mutual consensus of the CMKOS and the SPCR, achieved in 2012, on the change of too rigid conditions for concluding fixed term employment contracts in such a way that it would be possible in justified cases (i.e. from the so called "serious reasons" which must be specified in collective agreements or other instruments) to conclude additional contracts over the limit of three repetitions for three years set by law. This measure aims at retaining employment and preventing layoffs.

Another agreement aims at implementation of changes in the duration of rest periods between shifts which will enable more flexible employment in continuous or two-shift operation in certain industries, especially energy. This consensus was accepted by the Government and reflected in the amendment of the Labour Code, which will be in effect probably from 1st May 2013.

Also the new regulation of inadmissibility of illegal employment is a measure in the spirit of the Framework Agreement. The CMKOS contributed to this regulation through its comments during the preparation of the amendments to the Labour Code and the Employment Act. The CMKOS comments were accepted by the Government. The new regulation creates the necessary legal basis for fighting false self-employment and for return of a number of self-employed back to regular employment relationship as from 1st January 2012. In the year 2012 a large number of inspections of State Labour Inspection Office was carried out, often in cooperation with social partners. A number of cases of illegal employment was exposed. However, the relatively high administrative burden on the side of employers was criticized, connected with the obligation to prove the existence of employment relationship directly at individual workplaces, which was difficult especially in case of detached working sites. An amendment to the current law on employment is in preparation.

Social partners reached agreement on the introduction of "job sharing" similar to German *kurzarbeit*. However, in following negotiations aimed at preparation of the respective legal regulation the Ministry of Labour and Social Affairs modified this agreement in such a way that instead of "kurzarbeit" a project financed from the ESF "Training for stability" was introduced. The project aims at retaining jobs in companies going through temporary economic difficulties and training of their current employees in order to broaden their knowledge and skills for further employment in the company. Due to relatively demanding conditions as concerns administrative issues particularly in relation to the small and medium sized enterprises the interest of companies in this project is rather low and the project has therefore yet not brought the expected effects in practice.

Social partners also reached agreement on the introduction of the possibility of early retirement paid from additional pension insurance for the employees who for a long time performed hazardous work. This agreement got into legislation in 2012. The social partners achieved in the tripartite body – the Council of Economic and Social Agreement (RHSD) - the improvement of several important requirements for using of this new measure. Also these proposals belong among the measures, by which the social partners at national level contribute to the implementation of the Framework Agreement.

The social partners are taking part in the ongoing structural reforms at all levels. At present they are very active especially in debates concerning the Czech National Reform Programme. They try to push through concrete active measures to support growth and employment, including employment of young people.

The SPCR is active at all levels – the national, regional and sector ones - in the implementation of the Agreement. At the national level the SPCR supports strengthening of competitiveness, elimination of structural problems on the labour markets, increase of employment rates and development of enterprises and business. The SPCR promotes the recommendations of the Agreement into the reform measures taken by the Government regarding youth, workers in the age before retirement, women, persons with low qualification or with specialization not meeting the needs of the economy and other groups from various reasons excluded from the labour market. The SPCR puts stress on making the labour law more flexible, increasing mobility of the labour force, increasing the support of usage of alternative work/job arrangements and reconciliation of the supply of the graduates entering the labour market with the demand of employers.

The SPCR welcomes the efforts and attempts of the Government in their reform measures to activate groups from various reasons on majority base excluded from the labour market by removing mechanisms in social and tax systems de facto motivating to economic inactivity. The SPCR expects development of qualified labour force that will respond to the labour market needs from the changes in the education, schooling, training and life-long learning, higher employment of women from the increase and diversification of the child care services and higher employment in

segments with higher added value from the support of entrepreneurship and business. In 2012 the SPCR participated in initiatives in reconciliation of the work, personal and family lives, in maternity, paternal and parental leaves, in flexible forms of work, in social services (making the child care and care for dependent individuals better and more accessible) and in migration.

One of the most effective tools of the active employment policy is the Operational Programme „Human Resources and Employment“. This Programme contributes to decrease of unemployment by means of active labour market policy and professional education and focuses on the inclusion of socially excluded persons back into the society. For the implementation of the Agreement the Operational Programme „Education for Competitiveness" is also relevant. It is focused mainly on the improvement and modernization of the systems of initial, tertiary and other educations and their linking up into a complex system of life-long learning.

The SPCR realized a project „Sustainability of the Social Dialogue" under which it organized a series of round tables in the regions on the issues of the labour market, employment and education (the Labour Code, antidiscrimination legislation etc.), e.g. round table „Effective Labour Market for the 21st Century – Qualifications and Education from the Employers Perspective" in March, April and May 2012 focused on disparities between the labour market needs and training.

In April 2012 the SPCR held a round table „How to get subsidies for training of employees: Introduction to the European funds", in May 2012 a special educational event “How to communicate in the right way within and outside the company”, in August 2012 a round table “How to improve the qualification of employees in companies”, in December 2012 a round table on “Employment of people aged 50+” and an educational event “Alternative job contracts” and in January 2013 round tables “Labour Code in practice” and “Flexible forms of work”.

Both the social partners continued to work on the National Register of Occupations and National Register of Vocational Qualifications. National Register of Occupations monitors and registers demands for the performance of particular occupations on the labour market by the means of sector councils of employers and together with the National Register of Occupations will bring important information about the qualification needs that will be subsequently reflected in all the levels of education. The outcomes and possibilities of utilization of these registers within the companies’ systems of human resources development and the active labour market policy of the Labour Office were presented to companies by the SPCR in a round table “New tools on the labour market: The first experience with the use of registers of occupations and qualifications” held in September 2012. For more information see <http://www.nsp.cz/> and <http://www.narodni-kvalifikace.cz/>.

In a follow-up to the analysis on disparities between the labour market needs and training the SPCR discussed

proposals for optimization of technical vocational education with relevant Ministries in order to increase the quality and effectiveness of the educational system and to increase the quality of performance and outcomes of the technical vocational education. The Government approved new proposed measures on 9 January 2013.

The SPCR realizes projects on support of teaching of mathematics at schools, on verifying the elements of dual education in practice and raising the employability of graduates of vocational schools in the industry.

The SPCR raises awareness of the membership in the respective issues by publishing information in its periodical Spektrum, e-bulletin and web pages.

Also the CMKOS implemented in 2012 a project in the framework of the European Social Fund under the title "Strengthening of Social Dialogue - Services for Employees". Within this project, among others, many round tables and seminars for employees in regions are organised. Their topics include labour market issues, social dialogue, impacts of the crisis on employment, practical proposals to support employment and job creation, for increasing of employability of job seekers, especially the school leavers and graduates, etc. In the framework of the project there are operating twelve regional advisory centres for employees. The centres offer legal counselling, advice and guidance regarding social dialogue, collective agreements, etc.

In 2013 the CMKOS and SP CR together implement a new project financed from the ESF - "Strengthening of Social Dialogue - Regions in the Centre of Activities". It continues with some of the activities of the previous projects, however concentrates them more into the regions. Its main activities concern counselling, promoting awareness on social dialogue, education and training. One of the aims is to create regional code of social dialogue which should contribute to better bipartite dialogue on the most pressing issues in various regions.

Social partners succeeded in defending the autonomous position of the Labour Code in connection with the reform of Czech private law. On 1st January 2014 entirely new Civil Code will enter into force, bringing a substantial change of the system. The position of Labour Code as a special piece of legislation having in the sphere of labour relations and employment priority over Civil Code was secured and the Civil Code will be in this sphere used only as a supportive measure. This also creates favourable conditions for further steps of social partners to implementation of the Framework Agreement.

Both the SP CR and the CMKOS took part in the European Social Partners negotiations of the Framework of Actions on Youth Employment in 2012/2013.

- **Problems encountered**

	<p>The CMKOS thinks that the substance of this agreement is - in the Czech conditions - very difficult to be included into collective agreements. The reason is especially specific situation in the Czech Republic, where the coverage of collective agreements is not yet sufficient enough and therefore it is always necessary to make efforts for completing or changing the existing labour law legislation or other instruments dealing with the labour market (for instance law on employment.)</p> <p>Due to certain vagueness of the agreement's contents it is also not easy to include it into labour legislation which is still the main tool governing labour relations in the Czech Republic. It is also necessary for the Government to pursue active employment policy which is in a large extent missing in our country under the present Government.</p> <p>According to the CMKOS's view unfortunately a number of reform steps implemented by the Government, especially in the framework of the social, education and labour market reforms, will lead rather to social exclusion, especially of the most vulnerable groups. For instance the Government prepares a new definition of handicapped persons that will very much narrow the protection of these persons in the labour market.</p> <p>Also in the Governmental reforms under preparation in the year 2012 continued weakening of the role of the transformed Labour Office in the issues of active employment policy, restriction of unemployment and other social benefits, as well as the healthcare and education and tax reforms which count with extending the direct payments by citizens, continuing privatisation of public sector and services, abolition of certain benefits or measures to support disadvantaged groups in labour market, etc.</p> <p>At the moment the social partners' organisations regularly consult further steps leading to better implementation in the future. This bilateral cooperation (national bipartite social dialogue) has been developing in many directions, not only concerning this agreement, especially due to the fact that the possibilities of reaching agreement with the Government during the tripartite negotiations have worsened.</p>
Denmark	<p><i>Joint report by DA and LO-DK</i></p> <p>1. <u>Awareness-raising campaigns to promote the diversity of the workforce and to improve the image of occupations</u></p> <p>1.1 <u>Four-part agreement on the integration of first and second generation immigrants</u></p> <p>In 2010, the two social partners on the Danish labour market, the Confederation of Danish Trade Unions (LO) and the Confederation of Danish Employers (DA), together with the Local Government Denmark (KL) and the Government signed a four-part agreement to increase integration of first- and second-generation immigrants on the Danish labour</p>

market. The agreement contains specific initiatives which the parties will jointly undertake for increasing job participation on the labour market and thereby helping to increase growth in Denmark.

The agreement focuses on increasing job opportunities for young immigrants. A large proportion of young immigrants finishes primary school but is not sufficiently qualified to complete an education. This prevents new and second-generation immigrants from subsequent participation in the labour market. The partners are therefore in agreement to under-take initiatives in a number of pilot municipalities, the aim of which is to motivate ethnic minority youth to continue their schooling or take up job training by, among other things, becoming attached to a workplace as apprentice or trainee. In 2012 and 2013, the Confederation of Danish Employers (DA), the Confederation of Danish Trade Unions (LO) and the Local Government Denmark have implemented a joint integration project for ethnic minority youth in 2012 and 2013 in cooperation with selected municipalities (see the brief description below).

In addition, the partners in the integration agreement agree to under-take initiatives that can strengthen the effort to obtain jobs for dependent spouses and initiatives which can strengthen the clarification of competence for newly arrived immigrants.

1.2 4U' – Young immigrants getting education and jobs

As part of the four-party agreement for better integration of immigrants from non-Western countries, the '4U' project has been implemented jointly by the social partners and the Local Government Denmark. The project is supported financially by the Ministry of Integration (From 2012 the Ministry of Employment). The goal of the project is to support employment-targeted integration by conducting practical initiatives in selected municipalities.

The 4U project seeks to motivate the group of educationally under-prepared ethnic minority youth, especially boys, to obtain further education and enhance their participation in society by placing future possibilities for education and career in a new light. Workplaces will be used as a practical training ground in an individually-oriented process aiming toward better clarification of skills and goals. As an added bonus the participating municipalities gather experience with broad and binding cross-sectoral cooperation and coordination.

1.3 VIP2 – Jobs for poorly qualified immigrants

The principles behind the 4U project are based on experiences from a similar project, VIP2, directed toward

helping immigrants to obtain employment. With the help of a customized 'job package', a specifically tailored program is organized that targets the specific job opening.

The project is conducted in several selected municipalities. The job packages are organized by the collective bargaining parties in 12 different occupational sectors.

The job packages include an internship in the firm together with individual skills upgrading, and they are organized to function as the shortest route to obtaining the job. The job package always takes its point of departure in the needs of the labour market and contains primary and secondary goals. During the process, careful monitoring takes place between the municipal employment office and the workplace, while necessary mentor arrangements are also part of the process. It is the experiences from the project's selected model municipalities that even those who are very far from participating in the labour market may actually gain access.

1.4 The campaign against absenteeism: 'Ill but working'

In 2008, the Trade Union and Employers' confederations (LO and DA), the Local Government Denmark and the Government concluded an agreement to reduce the amount of worker absenteeism. Thirty-nine specific initiatives have been undertaken to achieve this goal.

One of the initiatives in the agreement was a campaign to clarify that illness and work are not necessarily mutually exclusive. Studies have shown that the longer time the ill worker is away from the workplace, the greater probability of that individual losing their job. Other studies indicate that increased contact with work colleagues and with the work-place can help the ill worker to return to the job more quickly in a full- or part-time capacity. Therefore, in 2010, a national campaign was launched with the slogan 'Ill but working' ('Syg med job'), the goal of which was to help disseminate knowledge about the issue. The disseminators of the campaign included the social partners (LO and DA) the Association of Municipalities (KL) and relevant ministries. The social partners also helped disseminate the message to their members in the trade unions and in the private sector.

1.4 Project on development of tools for youth with mental disabilities

Increasing numbers of youth are being granted disability pensions, due primarily to a diagnosis of mental illness. Today we have experience that many mental illnesses are not necessarily chronic but can be cured over a long period

through a combination of drugs and therapeutic treatment.

In order to develop employment policy initiatives aimed at this group of persons under age 40 who suffer from mental disabilities, the Employment Council (Beskæftigelsesrådet) has granted funds for a project to create the foundation for an evidence-based effort. The project, to run until September 2011, will be implemented by the Danish National Centre for Employment Initiatives (CABI).

The project consists of the following measures:

- Description of the present state of knowledge in the field and of those areas where knowledge is lacking.
- Diffusing the knowledge, tools and methods to the employment offices and then onward to the firms.
- Knowledgeable persons will be included in the work through their participation in a workshop where the necessary knowledge will be described and the knowledge needs outlined, pointing out the most appropriate areas for development, which in time will create evidence for the tools and methods in the initiative, as well as the required competencies, organization and frameworks.
- The target group is to be brought in using focus groups and through contributions based on their experiences and calling attention to specific needs.

A follow-up group has been established containing DA, LO, KL and the project management.

2. Disseminate information about availability of jobs and training schemes

2.1 Initiatives for reducing long-term unemployment

In January 2010, in a joint initiative from LO and DA, the Minister of Employment was presented with 23 specific proposals for targeted initiatives to increase employment and combat long-term unemployment.

The proposals of the partners comprised a catalogue of rapidly working initiatives to combat the consequences of increasing unemployment, at the same time as ensuring a better foundation when the job market improves and firms again begin to hire more workers.

Subsequently, there was a parliamentary majority for implementing some of the proposals.

2.2 Local priorities on employment measures

Prior to the planning of the local employment initiatives, LO and DA are drafting a joint publication for their nearly 1000 representatives in the local and regional employment councils.

For the 2013 campaign, the social partners will place special priority on the work of the employment offices by developing a strategic contact with firms and a job activation campaign directed toward specific jobs.

2.3 Emergency job package to ensure jobs for long-term unemployed

In 2012 LO, DA, AC, FTF, KL and A-kassernes Samvirke (organisation for Danish unemployment insurance funds) entered into an agreement with the government on a number of special initiatives for a group of unemployed persons who are at risk of exhausting the right to unemployment benefit in the second half of 2013 if they do not find jobs.

With this agreement, extraordinary help is given with special focus on job centres and job support. The work will ensure that the most people possible in the risk group gain employment and that the group that will exhaust the right to unemployment benefit will be as small as possible.

The emergency job package entails the commencement of the following special initiatives:

- A special emergency job service will be established in the unemployment insurance funds and job centres aimed at helping unemployed persons who are on the way to exhausting the right to unemployment benefit.
- All unemployed persons who have six months or less left of their unemployment benefit period and who up to summer risk exhausting their unemployment benefit right, will receive a letter from the unemployment insurance fund and will be encouraged to report to the emergency job service.
- Unemployed persons who report to the emergency job service will have the right to fast and extraordinary assistance and support to find employment
- The job centre will contact all unemployed persons with whom the emergency job service in the job centre have not spoken with. This will take place one month after a letter has been sent from the unemployment insurance fund.

All unemployed persons who need more intensive assistance will be given:

- the right to an intensive job centre programme with a personal mediator
- improved opportunity to get a temp job via the job rotation scheme
- the Right to be given company internship quickly, wage subsidy job or support for training in association with a job

2.3 Emergency job to profile vacant jobs

In October 2012, the government, employer representatives in the private sector from The Confederation of Danish Employers (DA) and the public sector from Local Government Denmark (LGDK) and the Ministry of Finance agreed to work to profile several thousand jobs in the period up to July 2013. The job advertisements will be aimed at persons who, up to July 2013, have three months or less left of their unemployment benefit period or who have exhausted their right to unemployment benefit.

The agreement involves advertising 7,500 jobs in the private sector and 5,000 jobs in the public sector.

The following applies to the jobs in the agreement:

- The jobs are under standard wage and working terms and conditions
- The jobs can be both permanent jobs and temporary jobs. However, the temporary jobs must be minimum three months.
- Employers can be given a prize for the job if the average weekly working hours are at least 32 hours. The prize is DKK 12,500 if the employment lasts minimum six months and DKK 25,000 if the employment lasts minimum 12 months.
- All jobs in the agreement will be advertised in the public job bank, www.jobnet.dk.

3. Cooperation with education and training systems and promote more and better apprenticeship and traineeship contracts

3.1 Vocational Education and Training (VET) initiatives

The social partners on the Danish labour market have worked to improve the Danish vocational education and training (VET) system. Based on a written agreement, the social partners have helped undertake significant modifications in the Danish VET system.

One of the major objectives achieved in the process is a new system aimed at pupils coming from the primary school and entering secondary education. To continue on to secondary education – either VET or high school – the pupil must be declared eligible for further education by the local guidance council. These new prescriptions in the

guidance system have been enacted to ensure that pupils have sufficient skills to commence and complete secondary education. For pupils who are declare not eligible to commence an education, the local authorities are obliged to offer supplementary schooling that will eventually help the pupil obtain the requisite skills needed to go on with their education.

During the financial crisis, the placement of VET students in companies as apprentices has been one of the major challenges facing the Danish VET system. Denmark experienced a decline in the number of placements in 2009, but this increased again in 2010. Nevertheless, due to the unstable placement situation, the VET colleges have contacted all companies in Denmark considered as potential placements for VET students. In order to support this work, the Ministry of Education, in cooperation with the social partners, has produced 'internship packets' containing all necessary information and advice to firms interested in taking on an apprentice. In addition, contact has also been made with 60,000 companies who have no placements. The social partners, in cooperation with the Danish government, have also written to all companies who currently have a student trainee. With this letter, signed by the government, the chairmen of the social partners have requested that the companies take on another student on a placement contract. They have also provided the companies with information about the premiums that the Danish Parliament has decided to award companies in order to motivate them to offer apprenticeships to VET students.

Another important step has been to assist youth who are unable to obtain a normal internship in a firm was the opening of several additional school-based internship places in 2009, 2010 and 2011.

Finally, in order to analyze and monitor the development of the placement situation on the Danish labour market, the Ministry of Education meets regularly with the social partners to discuss new initiatives for improving the possibilities for VET students to obtain placements in companies. These high-level meetings have led to several initiatives which have helped to support a more inclusive labour market.

Via major national committee work, in 2012 DA and LO created the basis for changes in vocational education programmes which will ensure a strengthened education guarantee for the students with internship in either a company or at a school as well as contribution to the improved utilisation of internship capacity.

A strengthening of the internship proactive work has been implemented, which will contribute to the utilisation of the internship capacity in the companies to the greatest extent possible.

Furthermore, internship centres will be established that can organise an overall programme for students who do not achieve a whole training agreement with a company. Enrolment of a student at an internship centre takes place by agreement between the school and student about the student's continued education, which determines the rights and

obligations for the student and the school.

In 2013, DA and LO will participate in extensive committee work, which will prepare a reform of the vocational education programmes. The reform will lead to increased quality in the education programmes, for example, by creating the basis for higher professional levels for the most talented students as well as a strengthening of innovation and entrepreneurship.

3.2 Establishment of competence funds

In connection with the tripartite agreement between the government and the social partners concerning 'A significant strengthening of the adult vocational education and training', the parties in the private labour market, as part of the renewal of the agreement, agreed to establish 'competence funds'. Under this arrangement, the partners pay into a fund for employee retraining. As 'payback' for this agreement, the Government allocated DKK 1,000 million for the operation of the adult education and training system.

A large number of competence funds have been established. Typically, a fund covers a single occupational sector. Most funds became operational in 2009 and 2010.

The competence funds contain provisions regarding access to adult vocational education and training as part of an educational plan or through agreement with individual firm.

The agreement on the competence funds includes rights for the wage-earners in connection with self-chosen education. At the same time, payments are linked to these rights, such as tuition, costs of educational materials, transport and wage supplements in addition to the allowance for Adult Education and Continuing Training (VEU godtgørelsen).

3.3 Establishment of the Council for Adult Educational and Continuing Training

The Council for Adult Education and Continuing Training (VEU Rådet) was established in January 2009 following the elimination of the Council for the Continuing Education for Short-term Educated Persons (KFU Rådet).

At the same time, the Council obtained an expanded portfolio of tasks, including advising on the educational

needs of those with short-term educations within the area of general adult education at basic level.

The Council for Adult Education and Continuing Training is composed of representatives from the social partners, while the minister of education appoints the chairman and Council members, alternates and overseers on the basis of nomination from organizations.

3.4 Establishment of 13 Adult Education and Continuing Training centers in January 2010

In October 2007, the Government and the social partners agreed to analyze and assess the possibilities to renew the administration and conditions for the offering of labour market training (AMU centre).

The result, in November 2008, was a new tender for offering the AMU programs, in which the Adult Education and Training centers (VEU-centre) would play a key role.

In order to meet these requirements, a political agreement was concluded in April 2009, and this became the starting point for a consolidated strengthening of the adult vocational and job retraining programs, including the establishment of the Adult Education and Training centers.

4. Implement specific and effective recruitment methods and induction policies as well as ensure the right working conditions

Welcometo.dk – integration of foreign employees

Welcometo.dk is also a joint project established by the social partners and the Local Government Denmark. Welcometo.dk aims to promote the integration of immigrant workers in both the work-place and in the local community. With a focus on reception and retention initiatives, several municipalities have established improved procedures for dealing with foreign workers by the local authorities, as well as reception services directed toward newly arrived foreigners. This entails both information and dissemination activities, and various forms of support for social programs to introduce the new citizens into the local civil society. Similarly, there has been a focus on employment, school and social activity possibilities in order to facilitate the eventual arrival of the immigrant's family members.

In the project, work has also been done on the role of the workplace in the context of both reception and retention. In all contexts, cultural understanding and well-being have been critically important concepts.

As a result, a network with participants from all stakeholders has been set up to further the development and implementation of initiatives.

5. Introduce individual competence development plans

Strengthening skills assessment

In 2007, DA and LO entered into a partnership agreement for strengthening the system for assessing prior education and skills. The purpose was to ensure that the use of the education and skills assessment would be developed and systematized, and that the assessment would cover the relevant competencies, including qualifications received for completing vocational courses and training programs.

From the Ministry of Education's plan of action for the education and skills assessment within in the Adult Education and Training sector, it appears that the process of certifying competencies must be developed, standardized and quality assured.

At the same time, initiatives were undertaken in the individual education sectors for the simplification, standardization and quality assurance of the work connected with the education and skills assessment.

In March 2011, the Council for Adult Education and Training established a working group of the social partners, with DA and LO. The group is to present a program for the strengthening of the education and skills assessment in practice.

6. Improve transparency and transferability to facilitate geographical and occupational mobility

The initiatives in this area have already been mentioned. Special reference should be made to the 'Initiatives for Combating Long-term Un-employment' (item 2), and the 'Welcometo.dk – integration of foreign employees' (item 4).

Joint report from Danish State sector

It is the joint understanding of the Agency for Modernisation of Public Administration and the Central Federation of State

Employees' Organisations (made up of three central organisations AC, SKAF and OAO) that the content of the European agreement is already implemented by agreements concluded by the social partners and in force on jobs on specific conditions (agreement on the so-called social chapter) and training on specific conditions (agreement on integration and training positions).

Joint report from social partners in the regional and municipal sector (Danish Regions, Local Government Denmark and KTO)

As part of the collective bargaining in spring 2011, the social partners in the regional and municipal sectors agreed to implement the European Frame Agreement on Inclusive Labour Markets. In the collective agreement protocol the parties stated that the obligations held in the European Framework Agreement is already fulfilled by the two existing regional/municipal framework agreements "The Social Chapter" (Rammeaftale om det sociale kapitel) respectively the Agreement on Integration and Training Positions (Aftale om integrations- og oplæringsstillinger).

The so-called agreement "The Social Chapter" sets the frames for initiatives dealing with the retention and recruitment of people who for various reasons are not able to hold a job on regular terms and conditions. The people concerned are the ones often referred to as the ones furthest from the labour market, people with mental and physical disabilities, etc. The agreement gives them the possibility of working under various flexible terms and conditions.

Furthermore the agreement on integration and training positions is specially aimed at people under the age of 25 years with little or no connection to the labour market/education system, immigrants and descendants with poor language and/or professional skills who would not be able to achieve jobs or education within the ordinary frames. The purpose of these positions is to qualify and train for employment in ordinary terms and conditions.

Both the above mentioned agreements are supplementing the legislation on active employment measures.

As part of the collective bargaining in the spring 2013 in the regional sector, the social partners agreed to initiate discussions about their collective actions in furthering the inclusive labour market bearing in mind that the discussions should observe the employees' professional qualifications and the core tasks of the regions.

The regional and municipal Danish social partners have due to common understanding not found it necessary to

	<p>translate the European framework agreement. The two agreements already covering the issues related to Inclusive Labour Markets have been in place for several years in both the regional and municipal sector.</p>
Estonia	
Finland	<p><i>Joint report by Central Organisation of Finnish Trade Unions (SAK), Finnish Confederation of Professionals (STTK), Confederation of Unions for Professional and Managerial Staff (Akava) (all members of ETUC), Confederation of Finnish Industries EK (Member of BUSINESSEUROPE), Commission for Local Authority Employers, Office for the Government as Employer and Commission for Church Employers (all three member of CEEP) and Federation of Finnish Enterprises (member of UEAPME)</i></p> <p>1. The background</p> <p>According to the joint table guide line paper (17.2.2011), the member organisations of the four European social partner organisations are requested to prepare a short joint national report on the implementation of the agreement on inclusive labour markets in their country. In the third report, we focus on youth guarantee for two reasons: first, it is in close relation with the recently accepted of a Framework of Actions on Youth Employment, and second, instructions for the Finnish youth guarantee do already exist.</p> <p>2. Youth guarantee</p> <p>The Youth Guarantee is one of the Government's spearhead projects. In addition to ministries, labour market organisations, the Association of Finnish Local and Regional Authorities and the Finnish Youth Co-operation Association Allianssi are committed to its implementation.</p> <p>The youth guarantee entered into force on 1 January 2013. It offers a job to each young person under 25 and recently graduated people under 30 (on-the-job training, a study place, or a period in a workshop or rehabilitation) within three months of their having registered as being unemployed. The educational guarantee included in the youth guarantee guarantees a study place for each young person finishing basic education. The skills programme for young adults, to be implemented as part of the youth guarantee, provides under 30-year-olds who have completed only their basic education with the possibility to complete a vocational qualification.</p>

3. The instructions

Fulfilling the youth guarantee requires a new kind of cooperation and commitment from regional and local actors. Cooperation across administrative branches is the best way to support young people's participation in a society, the development of their skills, and their employment and education – towards making them active members of society. Multi-sectoral cooperation, carried out under the Youth Act and already initiated in areas such as cooperation networks, must continue and be further developed.

Whatever the source of help to which a young person turns, he or she must be guided towards the service that best fits his or her personal situation, regardless of the administrative branch or the initial contact. For this reason, among others, employment and economic development offices, student counsellors, education providers, municipal social and health care services, youth services and business life must work in a close cooperation.

The instructions describe the goals and content of the youth guarantee, and the measures which must be taken to enforce the guarantee, by the employment and economic development administration, education and cultural administration, municipalities, business life and the third sector. Obliging actors to cooperate will be more effective than recommending cooperation undertaken on a voluntary basis. Existing legislation fulfilling the youth guarantee requires authorities in different sectors to cooperate with one another.

The youth guarantee falls under no single, separate legislation. Instead, the implementation of the youth guarantee is based on the cooperation between the administrative branches, which have jointly prepared policies and regulations in various sectors, some of which have been amended.

Methods of fulfilling the guarantee include those of the educational guarantee, such as apprenticeship training and training provided by folk high schools and community colleges for young immigrants, to ensure sufficient language skills and other competences required for studying. Also available are employment and economic development services for young people, including the Sanssi card, i.e. a pay subsidy for young people, rehabilitation services, including municipal social and health care services, and other individual services for young people, such as outreach youth work and youth workshop activities. A total of 60 million euros per year have been added to the state budget for the duration of the current Government programme, in order to provide for the enforcement of the youth guarantee.

In addition, the skill programme for young adults will receive 27 million euros funding this year, and a further 52 million euros per year in 2014–2016. At the government spending limits discussion in March 2013, additional funding was allocated to the enforcement of the youth guarantee, for the purposes of increasing the number of vocational places of study and developing apprenticeship training for young people. Moreover, in winter 2013 labour market organisations proposed on a set of methods for developing vocational education of the young.

	<p>Use will be made of various administrative branches' existing statistics, follow-up data and other performance management indicators in monitoring of the youth guarantee. The Ministry of Employment and the Economy has launched an extensive research project focussing on the initial year of the guarantee's enforcement. The interim report of this project will be completed in June.</p>
<p>France</p>	<p><i>Joint report by MEDEF, CGPME, UPA (employers' side) and CFDT (trade union side)</i></p> <p>Introduction</p> <p>The European Framework Agreement on Inclusive Labour Markets was signed in Brussels by the European social partners in March 2010. The main aims of this agreement were to:</p> <ul style="list-style-type: none"> - achieve the inclusion on the labour market of all members of the working-age population by facilitating access and the return to employment and retention and development on the labour market; - increase the awareness, understanding and knowledge of employers, workers and their respective representatives of the benefits of inclusive labour markets; - provide an action-oriented framework, tailored to the role and competences of the social partners, to overcome obstacles that had been identified to inclusive labour markets. <p>This follow-up report for 2012-2013 on the implementation of the Framework Agreement focuses on the initiatives taken by the social partners themselves at inter-professional level. However, this should not make us lose sight of the many new sectoral and company agreements, which contribute to the vitality of social dialogue in France and address certain priorities established by the European Framework Agreement.</p> <p>Conspicuous aspects of France's 2012-2013 assessment of the implementation of the European Framework Agreement are the signing of national inter-professional agreements (1), and of other joint initiatives taken as part of the social dialogue (2), featuring many provisions that are a direct result of the European Framework Agreement on Inclusive Labour Markets. This report aims to highlight how each agreement concluded or initiative taken provides a response to the initiatives anticipated by the Framework Agreement for the social partners.</p>

1. Agreements concluded by the social partners

- **National inter-professional agreement of 19 October 2012 on generation contracts**

This agreement, which was signed by all the representative trade union organisations (CFDT, CFTC, CFE-CGC, CGT, FO) and employers' organisations (MEDEF, CGPME and UPA), aims to promote young people's access to employment while safeguarding the employment of older workers. Adopting an incentive-based approach – involving payment of an incentive to companies for hiring a young person aged under 26 (or under 30 for a disabled young person) and retaining in employment an older worker aged 57 or over (or 55 or over in the case of a disabled worker) – the main purpose of generation contracts is to enable members of the active population, regardless of their age, to find their place in a company.

The provisions set out in this agreement specifically address the target measures of the social partners as laid down in the European Framework Agreement:

- **Measure 2 – Organise where relevant awareness-raising campaigns and design tools to promote the diversity of the workforce:** *this agreement encourages hiring young people while safeguarding the employment of older people, and therefore helps promote age-group diversity in the workforce.*
- **Measure 6 – Implement specific and effective recruitment methods and induction policies as well as ensure the right working conditions to welcome and support new entrants in the enterprise:** *by promoting generational diversity in companies, the agreement on generation contracts aims to ensure the transfer of knowledge and skills.*

- **Amendments No. 1 of 20 December 2012 and No. 2 of 14 December 2012 to the agreements of 7 April 2011 and 11 July 2011 respectively on providing support to young people in terms of access to employment**

These amendments to agreements on providing additional support to young people in terms of access to the labour market were signed by all the social partners (representative trade union and employers' organisations):

- the agreement of 7 April 2011 provided for additional individual support for 40,000 young people in 2012: the amendment concluded in 2012 extends this arrangement until 31 June 2013, thereby allowing 20,000 more young people to benefit from it;
- the agreement of 11 July 2011 provided for a special financial mechanism to help young people cope with various expenses when taking up a job: the amendment concluded in 2012 extends this mechanism until 31 December 2013.

*The provisions of these agreements meet the overarching objectives of the European Framework Agreement (specifically the objective of **facilitating access to the labour market for all members of the working-age population**).*

- **Amendment No. 1 of 28 September 2012 to the national inter-professional agreement of 6 February 2012 on long-term short-time work**

In the face of the pressing needs of the economic situation, all the representative trade union and employers' organisations wanted to facilitate access to the system of short-time work by reducing its minimum duration and improving the remuneration for workers performing short-time work.

*The provisions of this agreement met the overarching objectives of the European Framework Agreement (specifically the objective of **retaining on the labour market of all members of the working-age population**). They also address the target measures of the social partners, as laid down in the European Framework Agreement:*

- **Measure 7 – Introduce individual competence development plans jointly elaborated by the employer and the worker:** *the short-time work systems mean that workers are more likely to undertake training during the non-working periods, in particular with their increased remuneration level.*

- **National inter-professional agreement of 11 January 2013 on job security**

The national inter-professional agreement of 11 January 2013, which was signed by all the employers' organisations (MEDEF, CGPME and UPA) and by three representative trade union organisations representing the majority of unionised workers (CFDT, CFE-CGC et CFTC), intended to meet two objectives:

- enhance the operation of the labour market and make it smoother with a view to increasing companies' competitiveness;
- combat job insecurity by improving job security and workers' career paths.

Taking its lead directly from the European Framework Agreement, it aims to increase workers' career-path security, in particular by offering them new rights: additional healthcare, personal training account, accumulated rights to unemployment insurance, and so on.

Therefore, the general objective of the provisions of this agreement is the European Framework Agreement's objective of **inclusion on the labour market of all members of the working-age population**, and this agreement more specifically addresses the target measures of the social partners, as laid down in the Framework Agreement:

- **Measure 3 – Disseminate information about availability of jobs and training schemes:** Article 16 of the agreement provides for the creation of a career development council accessible to all workers, thereby promoting access to information about their work environment and career development opportunities (job vacancies, training programmes).
- **Measure 5 – Cooperate with education and training systems in order to better match the needs of the individual and those of the labour market:** Article 5 of the agreement provides for the creation of a "universal, individual and fully transferrable" personal training account for all workers.
- **Measure 7 – Introduce individual competence development plans jointly elaborated by the employer and the worker:** Article 5 of the agreement, covering the personal training account, and Article 16, covering the creation of a career development council, help introduce individual competence development plans, while Article 6 facilitates access to individual training leave for workers aged under 30 who are on a fixed-term contract.
- **Measure 8 – Improve transparency and transferability, both for the worker and for the enterprise, in order to facilitate geographical and occupational mobility and to increase the efficiency of labour markets:** Article 7 of the agreement provides for the creation of a right to a protected voluntary mobility period, enabling workers to gain work experience at another company while ensuring they have the possibility of returning to their original company. Article 15 on internal mobility aims to promote the occupational mobility of workers within a company or a group.

1. Other initiatives taken by the social partners

- **Conference on combating poverty and monitoring of the five-year anti-poverty plan**
All the social partners (employers' and trade union organisations), the French government and representatives of the non-profit sector participated in this conference, which featured five workshops covering the following issues:
 - access to core rights, essential goods and minimum welfare benefits;
 - accommodation and housing;
 - employment, work and vocational training;

- vulnerable families, childhood and educational attainment;
- health and access to healthcare;
- banking inclusion and combatting over-indebtedness;
- governance of solidarity policies.

This conference reiterated the following points:

- companies in the front line when it comes to integration into the world of work;
- the importance of engaging in discussions with the business community about social inclusion.

A five-year anti-poverty plan (which can be viewed online: <http://www.cnle.gouv.fr/IMG/pdf/DP-PAUVRETE-janvier2013-2.pdf>) has been adopted and a suitably qualified figure appointed, in the form of François Chérèque, to monitor the implementation of this plan and in particular its nationwide implementation. The social partners are involved in this monitoring through the Conseil national de lutte contre l'exclusion (CNLE – National Council on Poverty and Social Exclusion) and through the Conseil national de l'insertion par l'activité économique (CNIAE – National Council for Integration through Economic Activity), and also through their nationwide participation which should occur in 2013.

The objectives of this conference were in line with the measures recommended by the European Framework Agreement, and in particular with the following target measures of the social partners:

- **Measure 4 – Cooperate with the "third sector" to support those who encounter particular difficulties in relation to the labour market:** *the social partners got involved in drawing up the five-year anti-poverty plan, thereby cooperating with the 'third sector';*
- **Measure 5 – Cooperate with education and training systems in order to better match the needs of the individual and those of the labour market:** *one of the measures provided for by the anti-exclusion plan is the creation of a youth 'guarantee' for young people aged 18-25 who are neither in employment or training, offering them the right to intensive support and customised suggestions regarding training or employment;*
- **Measure 6 – Implement specific and effective recruitment methods and induction policies as well as ensure the right working conditions to welcome and support new entrants in the enterprise:** *one of the main measures adopted as part of the anti-exclusion plan was dedicating more time to pathways to integration for people who do not have long-term employment.*

- **Partnership: *Vers l'emploi mais pas tout seul***

The ALERTE group, which brings together 36 anti-exclusion associations, trade union organisations (CFDT, CGT, UNSA, CFTC and CFE-CGC) and employers' organisations (MEDEF, CGPME, UPA and FNSEA) identified that isolation of the various actors involved, lack of knowledge about the work they are doing and the virtual absence of any comparison of practices – particularly support practices – remain barriers to successful socio-professional integration.

The various groups and organisations therefore decided to promote a jointly written guide entitled *Vers l'emploi mais pas tout seul* ('Accessing employment: you're not alone', available online via the ALERTE national website: <http://www.alerte-exclusions.fr/>) via local ad hoc events to raise the awareness among local actors of supporting people both looking for and in employment. The guide aims to:

- highlight the importance of providing support;
- boost awareness and promote support for helping people successfully navigate the route to reinsertion into the world of work and assisting them once they are in work;
- provide points of reference in terms of best practices and conditions for successful support;
- inspire more actors to become involved in support work;
- encourage new forms of cooperation between those involved in insertion and business.

*The partnership's goals, in compiling this guide, mirror those of the European Framework Agreement, in particular the main aim of **boosting awareness, understanding and knowledge of the benefits afforded by inclusive labour markets**, and, specifically, the target measures being undertaken by the following social partners:*

- **Measure 4 – Cooperate with the "third sector" to support those who encounter particular difficulties in relation to the labour market:** *the collaboration between the trade union and employers' organisations within ALERTE dovetail with the action planned under the European Framework Agreement.*

Conclusion

The 2013 assessment of the implementation of the European Framework Agreement on Inclusive Labour Markets reveals that the social partners have undertaken a wide range of measures.

	<p>Be it through agreements negotiated at national level (as well as at sectoral and company level), or via joint action involving partnerships with associations and proactive support for anti-exclusion measures, the social partners have been fully committed to achieving more inclusive labour markets.</p> <p>One major change compared with the 2012 assessment is that in 2013 a much broader range of measures has been undertaken based on the indicative list detailed in the European Framework Agreement. Furthermore, the measures pursued during 2011-12 appear to complement those taken in 2012-13: although measures 1 (improving and restoring the image of a sector) and 9 (promoting more and better apprenticeship and training placement contracts), which were fully addressed during 2011-12, benefitted from little national action during 2012-13, the remainder of the measures have been addressed fully through the work of the social partners during 2012-13.</p>
<p>Germany</p>	<p><i>Joint report by BDA, ZDH, bvöb and DGB</i></p> <p>I. ESF Sozialpartner-Programm BDA, DGB and the Federal Ministry of Labour are currently developing a new ESF-funded social partner programme for the EU-funding period 2014- 2020. The new social partner programme will be based on positive experiences gathered with the social partner programmes "weiter bilden" and "Gleichstellen" in the funding period 2007-2013. Both programmes were listed in the joint table of 2011 and 2012 summarising social partner activities. On the one hand, the new social partner programme will focus on the improvement of sustainable qualification structures via systematic human resource management and developing strategies for on-the-job-training and increase lifelong learning especially for vulnerable groups with low training participation rates. On the other hand, the programme aims at the strengthening of relevant players on company level that focus on equal opportunities for women and men. The programme will particularly support company projects that include measures for career advancement of women and the dissemination of flexible working-time models respecting different life phases of male and female employees. BDA and DGB actively participate in the design, promotion and implementation of the new social partner programme.</p> <p>II. INQA DGB, BDA and ZDH promote the New Quality of Work Initiative (INQA). INQA supports company activities in the fields of sustainable HRM, Diversity and Equal Opportunities, Life Long Learning and Health. INQA is defined as a national platform for German companies. The members of the initiative develop criteria for a new quality of work. INQA was established in 2002. However, during the last year a fresh impetus was given to the initiative by putting a stronger focus on “Human resource</p>

Management”.

III. Project “Fair Mobility” – actively promoting free movement of workers in a social, fair and active manner

DGB and the Federal Ministry for Labour and Social Affairs (BMAS) cooperate with further partners to carry out the project “Fair Mobility”. Following the development of a situation analysis and needs assessment, six advisory centres were set up in Berlin, Hamburg, Dortmund, Stuttgart, Munich and Frankfurt/ Main to offer advice to workers from central and eastern Europe. The fact that there is significant demand for counselling on labour and social law issues reflects the need for an independent right to information and counselling for workers coming to Germany to work. The project is funded through ESF, BMAS and DGB. The project runs for the duration of almost three years and will end in 2014.

IV. Charta der Vielfalt

BDA and ZDH promote “Die Charta der Vielfalt” (Charter of Diversity) that aims at creating a work environment free of prejudice. The members of this Charter commit themselves to promote diversity at all levels, especially to respect at the workplace all employees irrespective of sex, race, nationality, ethnic back-ground, religion or worldview, disability, age, and sexual preference. The Char-ta was initiated in 2006 by Deutsche Telekom, Daimler, BP and Deutsche Bank. Up to now it has over 1350 members – ranging from individual enterprises and business associations to numerous social partner organisations. During the last years “Die Charta der Vielfalt” has contributed significantly to the fact that today respect for diversity can be taken for granted and is considered an advantage for companies and employees. On the one hand diversity can create a stimulating work environment. On the other hand the appreciation and promotion of diverse potentials produce economic benefits for the companies. The values the Charta promotes are and shall remain of high relevance. Therefore, “Die Charta der Vielfalt” should also be included into the third joint table on the implementation of the European Framework Agreement on inclusive labour markets.

V. Initiative „Erstausbildung junger Erwachsener“

In their role as members of the board of governors of the Federal Employment Agency (Bundesagentur für Arbeit), DGB, BDA and ZDH have launched the initiative “Erstausbildung junger Erwachsener”. The aim of the initiative is to motivate and support around 100.000 low-skilled young people between the ages 25–34 to complete a vocational training. There are about 300.000 persons belonging to that age group without a vocational training or higher education in Germany. The unemployment rate of people without a professional qualification is almost three times higher than the overall unemployment rate. The initiative aims at the improvement of labour market perspectives of young people as well as to raise the skill-level of the workforce to reduce the increasing skilled labour shortages in Germany.

	<p>VI. “Willkommenskultur – Ein Leitfaden für Unternehmen“ Due to the lack of skilled workers in branches like the electronics industry or in IT, Germany is particularly aiming at making itself attractive to highly educated workers and integrate them in the labour market. For that reason, BDA has published a set of guidelines drawn from concrete examples of companies that strive to be more welcoming. Its suggestions include establishing reading groups or cooking evenings for employees from various cultural backgrounds, or encouraging mentoring relationships and language exchanges. Companies are also urged to respect religious differences and approve longer vacations for immigrant workers who would like to spend time in their home countries.</p> <p>VII . Gemeinsam schaffen wir das!“ Integration at company level: A member of bvöd, German section of CEEP, Berliner Stadtreinigung (BSR) integrates young people with learning difficulties in the labor market through its project "Together, we can!". The project is a cooperation between BSR and the Association for Vocational Training e.V., the Berlin Senate of Education, Youth and Science and the Loschmidt Oberschule in Berlin-Charlottenburg. As Berlin’s largest instructor for the recycling branch BSR aims to encourage integration and vocational orientation at a very early stage of by offering support to young people with a placement handicap.</p>
Greece	
Hungary	<p><i>Joint report by the Confederation of Hungarian Employers and Industrialists -MGYOSZ-Business Hungary(member ofBusinesseurope), National Association of Entrepreneurs and Employers (VOSZ) (member of Eurocommerce), National Association of Strategic and Public Utility Companies (STRATOSZ) (member of CEEP), Association of Trade and Catering Enterprises-(KISOSZ) (member ofUEAP:ME), Hungarian Industrial Association -OKJSZ National Federation of Consumer Co-operatives and Trade Associations AFEOSZ-COOP (member of EURO-COOP) and National Federation of Workers' Councils -MOSZ, Confederation of Hungarian Trade Unions -MSZOSZ, LIGA Trade Unions (the latter three all members of ETUC)</i></p> <p><u>I. Stages of the implementation of the European framework agreement</u></p> <p><i>The first phase of the implementation of the Agreement</i></p> <p>The European Framework Agreement was signed on the 25th of March, 2010. The Hungarian social partners began the implementation of the agreement by having it translated into Hungarian. The translation was financed from the European fund established for this very purpose. The social partners all accepted the Hungarian text of the agreement.</p>

After this, the social partners agreed that the first substantive step of the implementation of the agreement with the Hungarian practice would this time be carried out by the employers' side. (The implementation of the European autonomous agreements in Hungary was previously initiated by the employees' side.)

As the initial step, the employers, in accordance with the above, organized a conference with the participation of the social partners and government representatives (members of the Reconciliation Council of the Business Sector and Government, as highest level tripartite body). The conference was titled "Social partners for the inclusive labour market" and was held on the 8th of October, 2012, at which the employers' and employees' organizations as well as high level representatives of the government were involved as speakers. The agenda consisted of 3 tripartite round tables on the following topics: 1. the three prerequisites of the inclusive labour market in Hungary, 2. reducing territorial differences on the labour market and 3. employability of the SME-sector. The conference was followed by the high interest of national press and the public was also informed about the agreement and its objectives through this way. A joint press release was launched the by social partners (employers and employees.) In frame of this parties pointed out, that the most endangered labour market groups are the youth and disabled people in Hungary. The most important prerequisite of their labour market support is to start economic growth and boost economic competitiveness. The employers' side also prepared separate publications in English and in Hungarian, which were transferred to both the employers' and the employees' organizations. The conference was organized by the employers' side in an EU project (Central European Social Partners for an Inclusive Labour Market-CEE-ILM) and from its financial support.

At the same time as organizing the conference, the employees' side prepared a draft agreement for further implementation and the future monitoring of the European Agreement. The draft was discussed separately by the employers' and employees' sides, but a final agreement has not been made yet.

Further steps taken by the social partners for the inclusive labour market

The social partners identify certain groups that are at a disadvantage in the labour market and work out solutions for them in the frame of several projects, as well as other events, in order to increase their efficiency in job finding and job retention.

Hungarian members of the European social partners take part in several bipartite initiatives implemented by European financial resources. During the implementation of the projects, special attention is given to:

- The improvement of ageing workers' situation ("Elaboration and publicity of solutions for promoting the

employment of ageing workers") National Federation of Workers' Councils -MOSZ and the National Association of Entrepreneurs and Employers -VOSZ)

- The improvement of the situation of young people ("CEE YOUTH", Confederation of Hungarian Employers and Industrialists -MGYOSZ and the National Association of Trade Unions -MSZOSZ)
- Operation of a general consulting network, which facilitates integration in the labour market for entrepreneurs, employees and the unemployed, and which covers the whole country. (JOGPONT PLUS and JOGPONT the National Association of Workers' Councils -MOSZ, National Association of Strategic and Public Utility Companies (STRATOSZ) -member of CEEP, Association of Trade and Catering Enterprises -(KISOSZ) -member of UEAPME, Hungarian Industrial Association -OKISZ, National Federation of Consumer Co-operatives and Trade Associations -AFEOSZ-COOP, member of EURO-COOP, LIGA Trade Unions, member of ETUC)

The final phase of the implementation of the Agreement

The social partners are planning to conclude the agreement, in which they wish to provide the employers and employees with the European framework agreement and the Hungarian national labour agreement of the social partners, as well as the determination of the tasks of monitoring the implementation in the future. In the frame of the latter they are planning to develop proposals for the sector and workplace level mutual negotiations as well as the further tasks of employers' and employees' organizations regarding the agreement. (The text of the draft agreement has been attached.)

II. Difficulties and benefits in the implementation of the European agreement, and the results

Those significant legal and institutional changes which were made in the second half of 2010 in Hungary impeded the Hungarian social partners in the implementation of the European Agreements and in particular in the appropriate implementation and the time commitments of the European social partners. These changes included the elimination of the tripartite National Interest Reconciliation Council, previously operating for more than twenty years, and which significantly had helped the social partners in the areas of, for example, the implementation of the agreement on teleworking and work-related stress. In the private sector, the new, non-institutionalized tripartite negotiating forum does not include every single national trade union confederation and employers' organization any longer. The new Labour Code, which came into force on the 1st of June, 2012, has fundamentally changed the rules and regulations on working conditions and workplace labour relations. In addition, significant changes have been implemented in the regulations on public sector employment, as well as the social security regulations. These changes have absorbed the political and technical capacity of the social partners in a very extensive way, which hindered the implementation of the European

	<p>autonomous agreement.</p> <p>The future implementation of the agreement is hampered by the fact that the social partners, especially smaller employers' and employees' organizations cannot take the financial burden for this purpose, which circumstance complicates the conclusion of agreements, and it makes it possible for the partners to undertake tasks not involving additional financial burdens only.</p> <p>The translation of the agreement into Hungarian, holding of the abovementioned projects and conference organized by the employers and implemented by the joint participation of the social partners, as well as the preparation of related publications were essentially funded from European financial resources.</p> <p>Therefore we recommend the EU to continue to support those European projects that help the social partners of the member states in the continuous implementation and on-going monitoring of the European autonomous framework agreements.</p>
Iceland	<p><i>Joint report by ASI (Icelandic Confederation of Labour) and SA (Confederation of Icelandic Employers)</i></p> <p><i>Translation of the framework agreement</i></p> <p>The agreement was jointly translated by the social partners and finalised in April 2012. No difficulties were encountered during this process</p> <p><i>The implementation of the framework agreement</i>The Social Partners in dialogue and cooperation with the Government have taken initiatives in many different fields in line with the framework of the agreement. Some are based on already existing policies and actions while others are new. Below we describe in some details three of these projects/programmes/policy areas</p> <p>1. The Vocational Rehabilitation Fund (VIRK)</p> <p>The Social Partners (ASI and SA) decided in a collective agreement to set up a vocational rehabilitation fund, VIRK, operating capital for which was pledged by the employers, the pension funds and the government. This arrangement was the subject of a tripartite agreement between the employers' and employees' organizations and the government.</p> <p>According to its articles, the role of VIRK is to systematically reduce the likelihood that workers will withdraw from the labour market due to permanent disability by enabling them to be more active, upgrading their rehabilitation and by other means. The fund's main task is to organise and monitor the work of the counsellors working for trade unions' sick-pay funds and assist individuals who are in need of vocational rehabilitation. Particular priority is given to early</p>

intervention and multiple vocational rehabilitation measures. The fund pays for various types of counselling and measures aimed at improving individual's working capacity on an individually-tailored basis. User services provided by VIRK are free of charge.

All the principal workers' and employers' organizations in Iceland are now participants in VIRK, and a broad consensus has been reached on the development of a service providing vocational rehabilitation. The intention was to have a legal amendment introduced so as to extend access to these measures to workers whose employers stand outside the national employers' federations and to the self-employed. An Act on Vocational Rehabilitation and the Functioning of Vocational Rehabilitation Funds in line with the agreement made with the Social Partners was passed in June 2012.

Currently there are 34 counsellors working in more than 30 full-time-equivalent positions all over the country. Their working facilities are in the premises of the trade unions, or of their sick-pay and support funds, and individuals are able to make appointments to see them there.

Counsellors employed by the trade unions provide a vocational rehabilitation service in which the aim is primarily to assist the individual to continue in employment or return to employment. A variety of measures are used, the aim being to urge individuals to make the most of the skills they have, at the same time reducing obstacles that may prevent them from participating actively on the labour market.

If the services needed are more than what the counsellors can provide, specialists are called in, or specialist services are purchased as necessary in each individual case. Examples of such services are: consultations with medical specialists; physiotherapy; physical training under specialised supervision or other types of assistance to enable people to build up physical strength or stamina; courses in private financial management and financial advice; nutritional advice; health counselling; courses of various lengths aimed at improving working capacity; the services of professional vocational rehabilitation centres, specialist assessments of working capacity, etc. The focus is on working closely with the health services, in particular with physicians at the primary health-care clinics. Priority is also given to smooth collaboration with employers, as this is a precondition for being able to assist people to return to employment.

About 4500 people have already received assistance from counsellors attached to the trade unions, and demand for this service is constantly rising. The work of the counsellors has already produced good results and the response from trade union members to the services they provide has been extremely positive.

2. Pilot project regarding employment services for unemployment workers

Following the Collective Agreements in the private sector in May 2011, statement given by the Government at that time and further dialogue between the Social Partners (ASI and SA) and the Government an agreement was reached between these parties in late January 2012 on a pilot project regarding employment services for unemployed workers including active labour market measures and recruitment services.

The main aim of the project is to strengthen recruitment services but also to promote active labour market measures and initiatives to increase the chances of unemployed people to get new jobs on the labour market.

The project will be launched in May 2012 and will cover about 25% of the unemployed. The project will last for three years. Based on the outcome of the project decisions about further arrangements will be taken.

The project is managed by special organisation of ASI and SA named WORK – Recruitment and Counselling. The actual service is provided by trade unions affiliated to ASI in cooperation with organisations and companies affiliated to SA.

3. Four programmes addressing education and unemployment

The social partners, in cooperation with the government initiated in 2011, 2012 and 2013 four major programmes addressing education and unemployment.

The first program, „learning is a working experience“ started in the fall of 2011 and has the aim to decrease the number of people that have not graduated from secondary schools. Young people from 16-25 years were given another opportunity of admittance in schools at upper secondary level. Further a special effort was made in order to activate people that had been unemployed for more than 6 months with new educating opportunities for persons older than 25 years and almost all of them enrolled in vocational studies. This program is funded jointly by the government (up to 25 years olds) and the unemployment fund that is financed by all employers.

The second program, “the way to work” aims at creating new jobs for unemployed people – especially those who have not been able to find a job for more than a year. Promoting this project are the municipalities, the social partners and the government that agreed that is preferable to pay people for working where work needs to be done, rather than pay them benefits as they were not working. The project has a time limit, both as regards initial hiring period and duration of the contracts. Unemployment benefits in Iceland come from the unemployment fund that is financed by all employers. In this program benefits are paid to the companies for up to a year, if the person that will be hired has been unemployed for longer than a year. The program was started in spring 2012 and will last until late year 2013.

The third program, “Lidsstyrkur”/“stronger team” started in January 2013 and will last to the end of 2013, when it will be assessed. The aim is to create new jobs for unemployed people – especially those who have not been able to find a job for more than 2 ½ years, with special emphasis on those who have been out of work for over 36 months. The aim is to offer all those who have been out of work for more than 36 months job opportunity for at least six months in the year 2013. Promoting this project are the municipalities, the social partners and the government. In this program benefits are paid to the companies/public institutions for up to six months, if the person that will be hired has been unemployed for more than 30 months. The aim is that after the six months period the person will continue its work for the same employer without further subsidies.

The fourth program, is a two folded pilot project addressing education and employment of those groups most

	<p>vulnerable on the labour market in two areas in Iceland, the North-west constituency and in one part of Reykjavik (Breiðholt district). The aim is to get all stakeholders in these two areas, social partners, local governments, companies, secondary education schools, universities and adult educational centres, involved in policy-making and execution of educational and employment initiatives to strengthen the employability of the group in question and reduce unemployment in the two areas. The projects are managed by steering committees with representatives from social partners, local governments and educational institutions in the two areas. The projects are financed by the government based on an agreement made with the social partners.</p>
Ireland	
Italy	
Latvia	<p><i>Joint report by the Employers' Confederation of Latvia (LDDK) and Free Trade Union Confederation of Latvia (LBAS)</i></p> <p>Framework agreement on inclusive labour markets is <u>translated into Latvian by Joint Translation Fund and distributed to all affiliated organisations.</u></p> <p><u>Activities on implementation:</u></p> <ol style="list-style-type: none"> 1. LBAS continues to organise free of charge consultations for employees and unemployed people who need help in protection of their labour rights to be better included into labour market. Five regional trade union consultative centers are operating on a daily basis. 2. In the framework of ESF project "Practical application of labour relations and work safety normative acts in branches and enterprises" during reporting period LBAS has implemented three major informative campaigns : "Let unions protect you - do not be afraid of your Boss!" (http://nebaidiesnosefa.lv/); "Take off your burden" (http://www.draugiem.lv/arodbiedribas/api/lbas) and "Know your rights! Be safe!" http://www.darbatiesibas.lv/?utm_source=lbas&utm_medium=banner&utm_campaign=nov to educate existing and potential

employees on legal labour relations and labour protection issues inviting them to use free of charge consultations provided by LBAS lawyers to tackle problematic situations at work place. Special campaign web sites and interactive on-line games were created for that purpose accessible in social media ([http://www. e-klase. lv/lv/lapa/spele/](http://www.e-klase.lv/lv/lapa/spele/)).

3. In the framework of ESF project "Practical application of labour relations and work safety normative acts in branches and enterprises" during reporting period LDDK and LBAS:

- Have implemented major informative campaigns: "Against shadow economy - for fair competition"; "How much are you able to bear? Drop a burden!"
- Together with organized industries representatives and general public LDDK and LBAS elaborated recommendations for shadow economy reduction. Responsible business (paying taxes) means that signing agreement- employer with employee, both agree to pay taxes and don't use "envelopes" as payment for work. Responsible business ensures labour force to be healthy, safe and protected by state social security system.
- LBAS and LDDK continue to conduct free-of-charge seminars on the subject of labour protection for employers in all areas: [http://www.lddk. lv/index.php?c=278](http://www.lddk.lv/index.php?c=278)
- LDDK has carried out the study on "Working conditions and risks in Latvia 2009- 2010";
- LDDK has issued the following informational materials: "Labour Protection in Companies", "A Guide for New Businesses", Updated "Employer's Handbook";
- In 2012 LBAS has issued methodological materials: "Modernizing Labor Relations"([http://www.lbas. lv/upload/stuff/201212/da_modernizesana.pdf](http://www.lbas.lv/upload/stuff/201212/da_modernizesana.pdf)); "Court Reports"(http://www.lbas.lv/upload/stuff/201301/tp_prakses_apkopojums_dt.pdf) ; updated "Work Safety Specialist Handbook ([http://www. lbas.lv/upload/stuff/201209/up_rokasgr. pdf](http://www.lbas.lv/upload/stuff/201209/up_rokasgr.pdf)).
- LDDK has developed the Electronic System for Working Environment Risk

Assessment: www.darbariski.lv ;

- LDDK has provided free-of-charge consultations on the subjects of employment rights and labour protection in five consulting centres - in RTga, Jelgava, Ventspils, Daugavpils, Valmiera;
- LDDK has developed an interactive computer game for the youth and for internal communication within companies: <http://vimeo.com/19362499> (www.prakse.lv).

4. In the same project framework two campaigns for students of secondary schools and students of vocational schools continue to be implemented ("Profs" and "Smarts") by the LBAS to educate students on legal labour relations and health and safety issues.
5. LDDK organises free of charge consultations and seminars for employers who need help to improve work organisation and implementation of corporate social responsibility principles on human rights and labour rights. LDDK has initiated establishment of Corporate Social Responsibility (CSR) Co-operation Platform to develop synergies of different stakeholders interested in common understanding and promotion of good business practice. From 2010 CSR platform has joined 22 organizations. In 2012 CSR platform was joined by 14 organizations more.
6. LDDK and LBAS has developed Sustainability Index where companies can evaluate their progress on implementation of corporate social responsibility principles based on international standards and stakeholders analysis, the principles include human rights and labour rights. For the 5th year companies are welcoming this initiative and participate in Sustainability Index. More information is available on web site: <http://www.ilgtspejasindekss.lv/>
7. Both LDDK and LBAS promote conditions and aims of the Agreement into collective agreements at local and sectoral level.
8. Within the ESF project on capacity building of trade unions LBAS has conducted researches on the topics of the integration of workers into the labour market:
 - Research on the effectiveness of the system of reintegration of unemployed persons into the labour market in Latvia and possible improvements;
 - Research on compliance of workers to labour market needs depending on the state education.
9. LBAS Youth Council has initiated an action on decent work for young people in Latvia asking people of Latvia to sign a special petition. More than 700 signatures were collected. Supporting ETUC action on 14 November 2012, a delegation of LBAS Youth Council members visited Mrs. S.Aboltina, the Speaker of the Parliament of Latvia, and delivered a list with proposals on how to tackle youth unemployment problems.

	<p>10. On the 15th of March 2013 LBAS Youth Council held a special discussion on the importance of education and internship in youth employment where representatives of ministries, public institutions, trade unions, employers' organizations and educational institutions exchanged views and looked for solutions to improve the current situation and to ensure decent work for young people in Latvia.</p> <p>11. In 2012 LBAS and LDDK together with the Ministry of Welfare of Latvia organised a special campaign "Senior Friendly Enterprise" where companies were invited to evaluate their progress on providing senior employees with an active and friendly working environment and possibilities to reconcile work and family life.</p> <p>12. Continues a joint project started in 2011 by both LDDK and LBAS on restructuring of vocational education qualification system and improvement of the efficiency and quality of vocational education and training for period 2010-2013. The project is aimed on research of education and labour market needs in 12 priority economic sectors. Main actions are establishment of sectoral expert councils as advisory tool for improvement of vocational education and training (VET). In the middle of 2011 twelve sectoral expert councils have been established (composed from representatives of employers, trade unions and state institutions). In 2012 sectoral expert councils were involved in:</p> <ul style="list-style-type: none"> • Evaluation of students' enrolment plans in initial vocational education programs; • Setting prior sector vocational schools who can apply for European Regional Development Fund (ERDF) financing for improving training equipment and infrastructure; • Defining main professions and related professions and specializations of sector for building new -modular programs in VET; • Approving accreditation experts of vocational schools and VET programs etc. <p>13. Ministry of Education and Science, the Latvian Rectors' Council, the Higher Education Council, LDDK, LBAS and the Student Union of Latvia signed an Agreement aiming to promote cooperation between the parties in order to encourage preparation of graduates of the higher education institutions in compliance with the labour market requirements. Agreement includes such activities as improvement of compliance between labour market demand and supply of education institutions, participation of employers in defining learning outcomes of study programmes and ensuring apprenticeships, preparing a proposal for tax policy that would facilitate greater private</p>
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	<p>contributions into the higher education sector, as well as greater cooperation between the employers and higher education institutions.</p> <p>14. LDDK is the local contact point of the United Nations Global contract as of 2005. LDDK as business representative promote 10 principles of the UN Global contract among its members and society. Four of these principles are dedicated to ensuring better labour relations and human rights. From 22 organizations ever signed in UN Global Compact 12 companies' are reporting on CSR.</p> <p>15. LDDK and LBAS are members of working groups of the Ministry of Labour and the Ministry of Economy related to labour market development in which they regularly contribute with the view of the social partners.</p> <p>16. Within the framework of ESF project on legal labour rights and labour protection LBAS is publishing a quarterly "Workers' Newspaper" informing the whole society on employment and labour market conditions and opportunities to foster people's better inclusion into labour market. This newspaper is being distributed widely through mail boxes. LBAS has published renewed edition of Labour Law with commentaries of experienced lawyers available free of charge for employers, trade union organisations and state institutions.</p> <p>17. Both social partners LBAS and LDDK have initiated amendments to the Labour Law to foster more inclusive labour relations. Legislative process has started in February 2013.</p>
Lithuania	
Luxemburg	<p><i>Joint report by Fedil – Business Federation Luxembourg (member of BUSINESSEUROPE), la Fédération des Artisans, (member of UEAPME) and CGT-L (OGBL/FNCTTFEL) et LCGB (members of ETUC)</i></p> <p>The European framework agreement in inclusive labour markets was signed on 25 March 2010 by the social partners, with inter-professional representation at European level, namely from BusinessEurope, UEAPME, CEEP and ETUC, pursuant to Article 155 of the 2009 Treaty on the Functioning of the European Union.</p> <p>The main aims of the framework agreement on inclusive labour markets is to arrive at the full integration of individuals on the labour market by broaching questions of accessing, staying and reintegrating in said market, raising awareness among employers, workers and their representatives about the benefits of an inclusive labour market, and providing</p>

them with guidelines to identify obstacles to such a market and solutions to remedy them.

The Luxembourgish social partners have noted that many measures already exist to implement the European framework agreement in Luxembourg and have identified the main ones.

Constant dialogue between the social partners in the standing committee on labour and employment

The social partners exchange points of view on employment, unemployment, working conditions, and health and safety regularly in the standing committee on labour and employment. This committee is composed of representatives from government, national trade unions and employers in different sectors.

The committee is in charge of monitoring the situation, development and functioning of the employment market in Luxembourg in respect particularly of the optimal use of the workforce in coordination with economic and social policy, the composition of employment supply and demand, recruitment, application of legislation for the prevention and fight against unemployment and legislation concerning relations between the employment administration (known by the French acronym ADME) and employers. Pursuant to its mission, the committee is called upon to make proposals to improve the functioning of the labour market. The social partners who take part in the committee's deliberations are thus afforded an opportunity to broach and discuss various topics such as the employability of older workers, training, orientation, etc.

Regular dialogue of the social partners in different bodies

In addition to regular meetings in the standing committee on labour and employment, the social partners also meet in three other bodies.

The economic cycle committee is composed of ministers and representatives of employer and employee organisations. This committee meets monthly. Its task is to monitor the economic and employment situation in Luxembourg closely and to report to the Government Council. It also issues opinions on requests for partial unemployment and for early-retirement adjustments.

The economic and social council is composed of representatives from employers, employees and the government. It is called upon to give opinions on all legislative or regulatory measures relating to occupational circles and the national economy as a whole.

The tripartite coordination committee is composed of members of government, representatives of employers and employees. Its task is to reach consensus on important economic and social issues.

Through their participation in these different bodies, the social partners endeavour to improve working conditions, and to promote the reintegration and keeping of workers in employment as well as inclusion in the labour market.

Participation of the social partners in legal mechanisms that contribute to keeping workers employed

It is essential to try and keep workers employed as much as possible. Luxembourgish legislation comprises various measures to that end.

The partial unemployment system, for instance, has played a decisive role in keeping people employed during the recent economic crisis. The purpose of this measure is to prevent redundancies owing to the economic cycle and structural causes in companies and to keep a satisfactory level of employment during periods of general economic recession. Thus, subsidies may be allocated to employers, who rather than proceed to redundancies, undertake to maintain the employment relationship of their staff and to pay its employees an allowance for the loss of wages due to the reduction of the normal working time. The social partners have an important role to play in this field through their participation in the economic cycle committee (see above).

Furthermore, when a company is or will soon be in difficulty, it is called upon to devise a plan to keep its workers employed. Talks on such a plan are held between the social partners at company level. The plan constitutes a framework for a structured approach to manage the impact of restructuring on employment in the company. It may pertain to measures to keep employment in the company (partial unemployment, adjustments to the working time, participation in continuing training or retraining during working hours off, etc), internal or intra-group restructuring (labour temporarily on loan), and external reassignment (personalised support for career transition, re-employment assistance, etc.). Most of these measures are possible without a “maintain employment” plan, but the company that has such a plan approved by the Ministry of Labour and Employment has access to co-funding for the implementation of these instruments.

Luxembourgish legislation moreover provides for a special procedure when the employer plans collective redundancies. The employer must apprise the representatives of employees and ADEM of his plan and initiate negotiations with employee representatives. These negotiations must pertain to possibilities of avoiding or reducing the number of redundancies and of reducing the consequences thereof through, in particular, reclassification, retraining, reintegration in

the labour market, or more favourable financial compensation than that provided by law. When the parties cannot reach an agreement, they must refer the matter to the national conciliation office to try to get the social partners to agree on a redundancy plan.

The social partners therefore have a fundamental role under these measures to keep people employed, whether in the company or in advisory bodies.

Contribution of the social partners to employment integration, re-integration and reclassification

In addition to financial support measures for companies which hire certain categories of job seekers (e.g. reimbursement of social security contributions when hiring a older long-term unemployed worker), Luxembourgish legislation comprises a certain number of measures to promote integration and reintegration in the labour market for jobseekers, such as training allowances for unemployed workers, training placements in companies whereby the latter can qualify for unemployment benefits or supplements. The decisions relating to unemployment benefits (allocation, continuation, refusal or withdrawal) are taken by the director of ADEM. Refusal or withdrawal decisions may be appealed to a special committee composed of representatives of employers and employees and chaired by a representative of the Ministry of Labour and Employment.

Luxembourgish legislation moreover establishes a special system for workers who cannot carry out their last job, but who are not considered as persons with disabilities within the meaning of the legislation on social security. These workers benefit from reclassification inside or outside the company, depending on the decision of the mixed committee. This committee is composed of representatives of the employers, employees, social security medical board, ministries and ADEM.

Through their participation in the bodies in which they are represented, the social partners contribute to the supervision of integration and reclassification measures.

In addition to these measures and legal procedures, other initiatives are taken to promote integration in employment and to increase the chances of jobseekers to rejoin the world of work. Accordingly, in cooperation with sectoral organisations, the Government launched a new approach to employment policy to bring the needs of skills in sectors better in line with the skills of job seekers. The “Fit4job” initiative is a pilot project that is running successfully in the financial sector. It was therefore decided to generalise the “Fit4job” concept by transposing it to other economic sectors (e.g. civil engineering).

These projects are aimed at improving the current situation on occupational reintegration through closer cooperation by and between ADEM and the companies of the sector concerned. It essentially boils down to defining better the expectations of companies in terms of recruitment and the skills and expertise of jobseekers, and of supervising the latter better when they are looking for a job (skills assessment, orientation support, etc.). Other, more occasional initiatives are putting jobseekers in direct contact with employers so as to accelerate the recruitment process (examples: “Meet4Job” and “Jobsday” initiatives).

It is moreover worth underscoring that as regards cooperation with the “tertiary sector” to support those who have the most difficulties in joining the world of work, the Minister responsible for the solidarity economy, whose portfolio was created recently in Luxembourg, has lunched a vast process of reflection on the solidarity economy by involving closely all the stakeholders of the civil society, including the social partners.

Procedures to enhance the mobility of workers on the employment market through the recognition of skills and qualifications

A special procedure was established in Luxembourg to develop and certify occupational or extra-occupational experience. Anyone with at least three years (i.e. 5000 hours) of practice in the line of work s/he wishes to have recognised, can file an application with the ministry of national education and vocational training. If the person meets the conditions, s/he can obtain a certificate, a technical secondary school diploma, or a certificate of trade proficiency, in whole or in part. This procedure is intended for the validation of attainments of experience, technical secondary school diplomas or certificates (certificate of technical and vocational initiation, certificate of manual capacity, certificate of technical and professional aptitude, technician’s diploma, technical secondary school diploma, as well as certificates of trade proficiency).

Furthermore, ADEM can conduct a skills assessment for the jobseeker to gauge better his or her specific profile and enable him or her to manage his or her career better. The aim of the skills assessment is to specify and expand the jobseeker’s aptitudes so as to be able to align them better with the skills required on the labour market.

Commitments of the social partners on training to meet the needs of the labour market, specific problems of certain categories of the population (example: illiteracy), or to ensure a transition between training and the world of work.

Training constitutes an essential key in terms of integration in the labour market. If initial training is important, training throughout one's entire career often proves indispensable.

Aware of these stakes, in 2003 the social partners concluded an agreement on personal access to training which was enshrined in Luxembourg law. Part of this agreement concerns the personal management of working time under a mobile timetable arrangement and unpaid leave, and was made official by Grand Ducal regulation. The other part concerns the introduction of personal training leave, which was entered in the Labour Code as a legal provision. The social partners recently proposed to raise the awareness of their members about training opportunities.

In addition to these training measures in an individual capacity, Luxembourg also has -- and indeed supports -- continuing vocational training to enable employees and business leaders to adapt qualifications by honing them to meet the requirements of the techniques and technologies of the organisation, production or marketing, the retraining of the employee and the business leader to access another occupational activity, or the promotion of the employee through preparation for tasks or positions that are more demanding or require greater responsibility and the development of skills and potential that are not sufficiently if at all used. These training courses are provided through collective agreements or training plans. The company that implements such courses may be eligible for financial support under certain conditions defined by law.

At the request of the social partners, the government has moreover undertaken during bilateral talks to increase the financial support for companies so as to encourage them to boost vocational training for their workers.

In practice, the professional chambers and sectoral training organisations are very active on the training front and use numerous contacts to disseminate information on this issue (examples: Luxembourg Lifelong Learning Centre of the Luxembourg Chamber of employees, Luxembourg School for Commerce, Luxemburg Institute of Banking Training, Construction Training Institute, Sectoral Training Fund for Temporary Employment). The training courses are designed to meet the needs of the labour market.

In general, training questions, such as the employability of unskilled workers, or the stakes of language training for migrants and their children, can be discussed in such bodies as the standing committee on labour and employment.

As to training for young people and their integration in the labour market, there are different ways to help them enter working life gradually (examples: under an apprenticeship contract with an employer, an employment initiation contract). Employee organisations and trade unions are also keen to organise and be involved in events that enable young people to come into contact with the business world (e.g. the "Job Shadow Day" initiative where a person can accompany (shadow) a manager for a day, or "Girls' Day – Boys' Day" (which enables young women and men to have an initial

	<p>contact with jobs less coveted by persons of their sex and boosts interest in these areas).</p> <p>These approaches are part of continuous actions by organisations representing employers and employees to develop and promote the image and appeal of different sectors, lines of work and occupations in Luxembourg. The organisations are also keen to promote lines of business that need labour and hold a promising future.</p> <p>Work is the inclusion factor par excellence. The Luxembourg social partners are therefore intent on contributing to the integration of the largest possible number of workers in the labour market and on promoting diversity in companies through the implementation of the aforementioned measures. All the initiatives taken in this agreement attest to the commonly shared determination in Luxembourg to give impetus to the employment integration process.</p>
Malta	
Netherlands	<p><i>Joint report from the Dutch public sector social partners VNG (association of Dutch municipalities, employers' organisation), the Central Government employer, the NVZ (Dutch Hospital Association, employers' organisation), Abvakabo FNV (trade union for the public sector) and CNV Publieke Zaak (trade union for the public sector) coordinated by CAOP (the Centre for Labour relations in the Public Sector)</i></p> <p><i>1. Introduction</i></p> <p>The Dutch social partners in the public sectors support the framework agreement on inclusive labour markets as they consider an inclusive labour market as fundamental for both economic development and social cohesion.</p> <p><i>2. Implementation of the agreement</i></p> <p>Abvakabo FNV, CNV Publieke Zaak, the Ministry of the Interior and Kingdom Relations (BZK), which is the coordinating ministry for public labour affairs, the Dutch Hospital Association (NVZ), the Association of Dutch municipalities (VNG) and other social partners of the different public areas¹⁰ have undertaken a broad scope of joint and separate measures in order to reach an inclusive labour market in the last couple of years. This also counts for the past year from April 2012 until May 2013.</p> <p>This agreement takes a wide approach, leading to a wide scope of possible actions to implement the agreement. Accordingly the actions taken for an inclusive labour market are numerous and divergent in the Netherlands. We have thus decided to give some general trends and challenges first and then to present some examples of actions taken and</p>

¹⁰ these are: central government, police, judicial body, military bodies, municipalities (=VNG), provinces, water management bodies, primary education, secondary education, vocational education, education in the field of applied universities (HBO), university education, the sector of the university medical centres and the research institutes

instruments implemented for certain groups in relation to labour market participation.

3. Trends and challenges

Firstly we would like to stress that it is important for Dutch social partners in the public domain that their staff reflects the population of Dutch society. Secondly, diversity in the broad sense is also a necessity when considering the quality of service especially in the public sector, starting from the point of view that a higher level of diversity contributes positively to the quality of service.

3.1 Ageing population

Former expectations of a shrinking labour market and thus higher demand for labour than supply related to, amongst others, an ageing population, as described in the implementation report of 2012, are in general being revised due to the continuing economic crises and related increasing unemployment rates.

Still the ageing population does influence the approach of social partners towards an inclusive labour market in the public sector at large. Under pressure from demographic ageing as a result of an increase in longevity and declining birth rates, a major issue on the labour market is the question how to keep enough employees healthy and active at a later age.

In addition the trend of an increasing average age of employees in the public sector continues. The augmented retirement age (gradually increasing to the age of 67 in 2021) coming into force since 2013 contributes to this trend; however this policy to increase the retirement age has also leads to more participation.

3.2 Changing social security

The Dutch government is currently in the process of reorganising the Dutch social security system. This includes shortening the period receiving unemployment benefits and incorporating the different social security regulations for partly able people and people 'with a distance to the labour market' into one regulation.

3.4 Compact government, reductions, changes of tasks and mobility

Another relevant development for the central government (this includes the Ministries and about 200 governmental executive bodies) and local government sector is the new government policy of a 'compact' civil service. The government wants to have a smaller civil service, to enhance initiatives from the society and more responsibility for the citizen and the industry. This implies at least the following: due to shrinking of the civil service body, governmental organisations should reconsider the way they are organised.

Tasks are reconsidered and therefore certain civil servants will be made redundant. Extra financial cuts will be introduced in light of reaching a balanced state budget. In the public sector several ten thousands of jobs will be lost as a result of

the aim to reach a compact government and budget cuts. The government also works on developing a more flexible labour market for the public sector.

The Ministry of the Interior and Kingdom Relations has formulated a program “ Beter werken in het openbaar bestuur” (Better and smarter working in the public service/government) to mitigate above trends. This program has three objectives:

1. more staff mobility,
2. more flexibility in collective labour agreements(CLA)¹¹ in the public sector and
3. social innovation to enhance labour productivity in public service.

Some first pilot projects have been started in 2012 that focus on new forms of labour relations.

Accordingly also municipalities in the Netherlands are in a process of change. They face a big challenge: in the last years they have been made responsible for tasks formerly appointed to provinces and central government and this decentralization process will continue in the coming years. This requires a new type of organisation and a new type of employee. The municipal income has been reduced due to the crisis and because of less funding from the central government. Consequently most municipalities are reorganising their organisations leading to employees facing redundancies.

3.5 Challenges to focus on an inclusive labour market

The economic crisis may have both a negative and a positive effect on the stimulation of an inclusive labour market policy. As a result of a larger labour market, employers have more choices and possibilities to create a more diverse work environment. On the other hand, there have been budget cuts in (public) organisations, resulting in a fast decreasing demand for (new) personnel in the short run.

Abvakabo FNV points out that the budget cuts introduced in 2011, continuing for 2012 and 2013, by the government lead to a diminishment of the means needed to reach an inclusive labour market. It underlines that social partners need to continue their efforts to find ways to still reach an inclusive labour market, notwithstanding the reduction of means.

Due to the financial problems and ‘compact’ government policy it becomes more challenging to maintain the diversity policy. One could speak of conflicting objectives: the enhancement of diversity in personnel within the public sectors and

¹¹ a written agreement or contract that is the result of negotiations between an employer and a union. It sets out the conditions of employment (wages, hours, benefits, etc.) and ways to settle disputes arising during the term of the contract; collective bargaining agreements usually run for a definite period--one, two or three years.

the reduction of personnel, because of the aim to reach a 'compact' government.

4. Monitoring of and examples of actions to reach an inclusive labour market

In general, the Ministry of Interior provides, in cooperation with social partners of the different sectors in the public domain, instruments that can be applied in the public domain and research reports in order to assess and facilitate inclusive labour markets. These include reports with facts and figures of the different sectors related to the labour market. They are currently available at www.arbeidenoverheid.nl, which gives the opportunity to generate data on diversity, gender etc. Also www.internetspiegel.nl is relevant, as it is specialised in work satisfaction registration.

Albeit the above mentioned challenging developments, there are still actions implementing this agreement. The approach of the different public sectors differs. The central government sector, for example, has no explicit targets linked to certain groups or direct affirmative actions any longer, but has mainstreamed this into its HR policy. In order to give an idea on the policies applied in the public domain in the broad sense, please find below some examples of actions and instruments that aim at encouraging and retaining people with partial workability, long-term unemployed, people with diverse ethnical backgrounds, women and younger, older persons and sustainable employability in general.

4.1 Active ageing and recruiting younger employees

Below you can find an example from the local government and central government sector regarding older and younger employees.

In the CLA of the local government sector VNG and the Unions have made various agreements on how to further stimulate the employability of older workers. One of the measures is to address and mitigate the work load. This has become an obligatory topic for every performance review and/or personal educational plan for employees of 50 and above.

In central government sector older employees are offered a special programme to facilitate either a further career step and or to continue working happily and in a healthy way in their current position. This legislation has however been repealed with effect from January 1st 2013.

Because of the economic crises and budget cuts, there are fewer opportunities (for young people) to do an internship, to find a job and fewer opportunities for people already active on the labour market to get a second chance. The employers

in the public domain in the Netherlands therefore try to attract younger employees and give them a chance to gain work experience. Examples related to this group are special trainee programmes and campaigns to attract younger people as employees.

Furthermore, the bipartite A+O foundation, commissioned by the Employers Association of the Dutch municipalities (VNG) and the Unions, takes away financial barriers to guide trainees, work experience places and internships. This scheme is designed to offer a place for students, unemployed, partially disabled and municipal officials, who want to increase their mobility or to reintegrate.

Last April, an agreement has been reached in the central government sector, about job-to-job guidance. This agreement applies in situations of reorganisation. The principle of “last in, first out” regarding redundancies has been replaced by a system that gives younger civil servants (including staff members with an ethnic background) more chances to keep their jobs. Even though the objective of the new system is not to decrease the average age of the state government staff, the system still contributes to this.

This ‘job-to-job’ approach is part of the current CLA (June 2011 – 31 December 2013) for municipalities. For every person made redundant an individual scheme (job-to-job agreement) is set up with responsibilities for both employer (career counselling, education, internships) and employee (accepting fitting jobs). The job-to-job agreement is a temporarily agreement for, in principal, two years. In order to prepare employees for the increased need to be mobile, due to either organisational change or changes in work itself, every individual as per 2013 has an annual *Individual Career Budget* of €500, which enables the person to pursue training courses or internships etc.

The goal of this approach is to maximise employability and internal and external mobility by creating more mobility between municipalities and other public organisations, enhancing career possibilities and the quality of the public administration.

4.2 Sustainable employability in the hospital sector

For the hospital sector the main issue regarding an inclusive labour market is how to keep enough employees healthy and active at a later age. Employer organisations NVZ has for some years organised network meetings for policymakers in the hospitals so they can learn from each other and to exchange ideas and good practice on how to keep employees employable during their working life. These networks have also been set up in other sectors, like in the defence sector. There are many examples of good practices in the hospital sector to stimulate sustainable employability. The tendency is to develop projects applicable to employees of all ages and not only to develop projects for employees at the age of 50 and older. The focus on sustainable employability starts at the moment a new employee begins his or her working life.

In the Dutch hospital sector, the collective labour agreement made between trade unions and NVZ is binding for all employees. Sustainable employability, arrangements about pension, life phase policy, education, life long learning, understandings to prevent youth unemployment and more aspects which stimulate an all inclusive labour market are stipulated in the collective agreement. The NVZ is keen on realising that new understandings stimulate active aging and sustainable employability.

To support initiatives that stimulate the labour market in the Netherlands, the Dutch social partners founded StAZ as the labour market fund for the hospitals. In general, StAZ provides instruments and research reports that can be applied in the hospital sector in order to assess and facilitate an inclusive labour market.

4.3 Partial work-ability and long-term unemployed

The Dutch employers in the public sector want to be social responsible employers. It is important that all persons with potential to be active on the labour market participate up to their own ability. The public sector aims to offer jobs to people with limited opportunities at the labour market. In 2012 the central government offered work for 1563 persons in that category. This resulted from better registration and additional efforts. For example, the central government has a covenant with the national employment offices to insure the influx.

The central government also expects social responsibility of its suppliers. In tenders, concerning services or temporary work, the criterion of 'social return' is implemented. This criterion offers people with a distance to the regular labour market the opportunity to participate.

Moreover in April 2013 an agreement between the cross-sectoral social partners and the government has been made on the agenda for a labour market for the 21st century. This agreement also included the commitment of the public sector to hire 2500 employees per year with a disability for the coming ten years, until 25.000 disabled people are working in de public sector. Within the Dutch Labour Foundation social partners are working together to bring this commitment into practice.

4.4 Diversity related to ethnicity and gender

An inclusive labour market also means an adequate mix of employees concerning ethnic backgrounds other than Dutch and an adequate gender balance. For 2012 the percentage of Dutch civil servants of the whole public sector with an ethnic background other than Dutch was 8,5 per cent. This is only a slight increase compared to the previous years (2009: 8,4%, 2010 8,3%, 2011, 8,3%). In the long run, it is important that the diversity perspective is embedded in the

regular HR-policies of the public sectors.

The Dutch central government is developing this integrated perspective for its own organisation and supports this with instruments that fit into that approach. In 2012 and 2013 pilots have been implemented with 'diversity proof' coaching for employees and with benchmarking of the labour satisfaction of employees from the perspective of diversity. In addition two 'serious games', digital games with a serious focus and aim, were developed, to support teams and managers to work in a more inclusive way.

Concerning gender balance, the new cabinet set a quota of 30% of women in top positions of the central government. To stimulate the realisation of the quota, there is an action plan aiming to increase the visibility and the opportunities of female talent in the administration.

Social partners for the local governments have also undertaken joint actions to reach a more diverse labour force by projects that they have set up with the bipartite A+O foundation for the local governments (A+O Fonds Gemeenten, A+O Fonds Provincies en A+O Fonds Waterschappen and VNG). They have financially supported projects to recruit new talent from different ethnical backgrounds, developed a master class on diversity and an ambassadors network to promote diversity amongst their employees. The activities will be continued during 2013.

5. Future

Many of the initiatives mentioned above still continue during the coming years and are regularly updated, evaluated and adjusted to their direct policy objective, but also to achieve a more overall goal: an inclusive Dutch labour market.

During the past years central government has played an active role in stimulating the different organisations in some of parts of the public sector, next to the own initiatives of these organisations to reach an inclusive labour market. The balance has shifted over the years; the role of the central government is declining and sectors and social partners within the public domain take their own responsibilities.

Note on the report: this report has been drafted jointly by, on the employers side; Hella van de Velde, policy officer diversity Ministry of the Interior and Kingdom Relations/Minister for Housing and the Central Government Sector, Ad de Ruijter, policy officer working and disabilities Ministry of the Interior and Kingdom Relations/Minister for Housing and the Central Government Sector, Adri Stet, policy officer Ministry of the Interior and Kingdom Relations, Tjitte Alkema,

manager labour and education Dutch Hospital Association, Sabine Scheer, policy advisor labour and education Dutch Hospital Association, Nicolette Piekaar, policy officer Association of Dutch municipalities, on the trade union side; Judith Westhoek, policy and legal advisor Abvakabo FNV, Elsa van der Kraats, policy advisor Abvakabo FNV en Renate Bos, policy advisor Abvakabo FNV and Jacob Riepe, board member CNV Publieke Zaak.

Joint report by the Labour Foundation on the working methods and activities undertaken by the Dutch social partners for the private sector (FNV, CNV and MHP (trade union side) and VNO-NCW, MKB-Nederland and LTO Nederland (employers' side) within the context of this framework agreement

Introductory remarks

The main activity of the Dutch social partners had to do with the fight against the economic crisis. A new social agreement was needed to renew the trust of the Dutch people in the economy, to give perspective on work and income, and to make a careful balance between flexibility and security in employment relationships. The Dutch social partners have concluded at April 11 of this year this agreement called *Prospects for a socially responsible and enterprising country: emerging from the crisis and getting back to work on the way to 2020*.

This agreement is also about *taking and fulfilling responsibility, creating and utilising opportunities*, as the subtitle is called. Social partners have not only worked out their vision how to fight the economic crisis. They did more. This agreement is also about how to create in the near future an inclusive labour market.

The Dutch government has the same day welcomed this agreement as a contribution and will support the majority of the proposals in this agreement.

The agreement is enclosed hereby.

This report does not include the activities undertaken by the individual employers' confederations and trade union confederations.

In this reporting period, as is traditional for the Dutch polder model of consensus policy, the social partners in the Labour Foundation have also addressed and advised the government on dozens of issues, including the promotion of an inclusive labour market. This was also the case with regard to specific organisations that share responsibility for an inclusive labour market, such as the UWV (employees' insurance administration agency) and Stichting Lezen & Schrijven

	<p>(reading and writing foundation).</p> <p>1. Translation of the EU Framework Agreement</p> <p>As announced before, as soon as the Framework Agreement was received, the Labour Foundation had it translated into Dutch by a professional translation company. The Foundation then made both the translation and the original English text available on its website www.stvda.nl in August 2010, enabling those who so desire to read and/or download the texts.</p> <p>2. Distribution of the translation of the Framework Agreement among the social partners</p> <p>The national employers' confederations and trade union confederations have notified their members about the publication of the translated Framework Agreement.</p> <p>3. Implementation of the Framework Agreement</p> <p><i>See Prospects for a socially responsible and enterprising country: emerging from the crisis and getting back to work on the way to 2020.</i></p> <p>4. How the social partners resolve potential problems during implementation</p> <p>Basically, the social partners always explore whether it will be possible for them to join forces. The Labour Foundation's internal consultations usually result in unanimous advice. If, however, the social partners conclude that their opinions on a certain topic differ too much to work together, they may decide to set aside the issue (either temporarily or permanently), or to individually raise the relevant topic with Parliament or the Government.</p>
Norway	<p><i>Joint report from The Norwegian Confederation of Trade Unions (LO), Confederation of Unions for Professionals (Unio), Confederation of Vocational Trade Unions (YS), Confederation of Norwegian Enterprise (NHO), The</i></p>

Employer's Association Spekter, The Norwegian Association of Local and Regional Authorities (KS), The Federation of Trade and Service Enterprises (Virke) and Ministry of Government Administration, Reform and Church Affairs (FAD)

As reported in 2012 the main organizations of both parties in Norway have translated and reviewed the text in the Framework Agreement on Inclusive Labour Markets. The agreement has been compared to the existing tripartite Norwegian agreement on an inclusive working life (the IA Agreement). Our conclusion is that the IA Agreement meets more than the commitments in the framework agreement.

The paramount goal of the IA Agreement is to prevent and reduce absence due to illness, help bring employees back to work and improve the working environment, as well as prevent expulsion and withdrawal from working life. The targets are reduced sick leave, increased employment of people with reduced functional ability and increase in the average period during which people (over age 50) are actively employed,

Unemployment in general and recruitment of employees with an immigrant background are not included in the Norwegian IA Agreement.

In Norway there is good cooperation on a tripartite level and there is established a bi-annual meeting between the Minister of Labour and the social partners that overlook the labour market and pension issues, "Arbeids- og pensjonspolitisk råd". The participants in the meeting were also the signatories of the IA Agreement.

It should further be noted that Norway contrary to most other European Countries has not experienced the same consequences of the financial crisis for the labour market. The unemployment rate was in March 2013 3,6 percent and the youth unemployment rate was 8,5 percent.

Nevertheless there are continues dialogs between the social partners, the education institutions and the Government on the content an quality in education, measures taken to reduce the amount of early school leavers, the establishment of more apprenticeships and support to young entrepreneurship.

In 2007 "Arbeids- og pensjonspolitisk råd" founded a tripartite ad hoc working group which looked into various measures and suggestions for strategies for recruiting people with an immigrant background. The report of the working group was later adopted by the "Arbeids- og pensjonspolitisk råd". One measure was establishing a web page with good examples

	<p>and information on diversity and inclusion in working life – Mangfoldsportalen - http://www.mangfoldsportalen.no/ The web page is still active and addresses both employers and trade union representatives in both public and private sector.</p>
<p>Poland</p>	<p><i>Report by NSZZ Solidarnosc, OPZZ, FZZ and an update by the employers' confederation Lewiatan of October 2013:</i></p> <p>In the years 2011-2012 NSZZ Solidarnosc have conducted the project co-financed from the budget line of the European Commission. Its goal was to raise the awareness about the Framework Agreement and to encourage other organizations of social partners to jointly start work on the implementation of the Agreement. In the framework of the project Polish social partners agreed on the text of the Polish translation of the European Agreement.</p> <p>Then NSZZ “Solidarnosc” invited social partners to start negotiations and as a result of the positive reaction of all of the representative organizations of social partners in Poland (the only exception was employers’ organization -Business Centre Club which generally does not show interest in autonomous dialogue and does not participate in the European social dialogue) joint negotiations of 3 trade unions’ confederations (NSZZ Solidarność, OPZZ, FZZ) and 3 national employers’ organizations (PKPP Lewiatan, Pracodawcy RP, ZRP) have been launched in May 2012. Both sides have appointed their coordinators, responsible for reconciliation of bargaining positions within the groups.</p> <p>Social partners agreed to focus on the following:</p> <ul style="list-style-type: none"> • Preparation of the joint analysis of the challenges on the Polish labor market; • Developing proposals of concrete solutions in relation to four groups encountering particular problems on the labor market, i.e. young people, older workers, women and people with disabilities. <p>The proposals were to seek for the possibility of joint bilateral actions and joint recommendations for the public authorities with regards to the matters within their competence (in particular legislative changes). The negotiators agreed that the employers’ side would present output proposals for women and people with disabilities and the trade unions’ side would present the output proposals for young people and older workers.</p>

The following proposals have been pre-approved for further, more detailed debates:

Women:

- Professional activation of women – changes in the legislation towards facilitation of flexibility in the organization of work;
- Better use of services and instruments of the labor market – access to training and comprehensive education plans;
- Development of childcare institutions;
- Promotion of the partnership family model;
- Development of women’s entrepreneurship
- Change of the approach of the employers toward hiring women – campaigns to combat the negative gender stereotypes.
- Information about present solutions in the labor law that can be applied by employers
- Setting up workplace crèches;

Persons with disabilities

- Promotion of supported employment together with education in this field;
- Change of the legal definition of disability to one that is devoid of stigmatizing elements (adaptation of the UN definition)
- Removing of the architectural barriers;
- Promotion of good practices on the package of support services for a disabled worker who works for the third party;
- Popularization of telework – the need for discussion on the amendments in the Labor code;

Young people on the labor market

- Elaboration of the National Employment Program especially addressed to persons under 35
- Development of training and upgrading skills mechanisms through the ensured impact of social partners on the disbursement of funds from the Labor Fund;
- Charter of the quality of internship and apprenticeship – to be set up by the social partners in the course of separate negotiations;
- Promotion of the implementation of age management strategy in enterprises.

Older workers

- Introduction of the comprehensive medical examinations for workers 50-52 years of age (obligation to „review the state of health”) with the resulting recommendations aiming at extending active life;
- Introduction of mechanisms to promote professional development and training of older workers (National Training Fund, training vouchers, education leave financed by Labor Fund)
- Reduction of non-wage costs of employing of older workers (e.g. by lower social security contributions)
- Introduction of the right to professional competence evaluation of workers aged 45-50 (associated with the possibility to use of the training voucher as a result)
- Preparation of joint projects of social partners on age management
- Promotion of collective bargaining on age management on the level of enterprise;
- Exchange of good practice on recruitment and professional activation of older workers;

The trade union side drew the attention to the need to clarify the general proposals made by employers' side in regards to the activities aimed at improvement of the situation of women on the labor market. Trade unions also pointed out that some of the proposals in working groups were overlapping, so it was necessary to use the joint analysis of the challenges on the Polish labor market as the basis for further talks.

After a few months from the beginning of negotiations the progress has been halted due to the growing problems of the

employers' side with the co-ordination of their activities and preparation of the positions for further negotiation meetings. In particular, the attempt to prepare the draft of joint analysis of challenges on the Polish labor market has failed.

In May 2013 trade union confederations announced that they intended to suspend negotiations as they do not see possibility to conduct talks when only the trade unions' side is showing initiative and activity. The impression that trade unions' side got was that there was a visible lack of political commitment for the idea of effective implementation of European Framework Agreement in Poland on the employers' side. Trade unions pointed out that to achieve success in the negotiations there is a need for a „new opening” on the side of employers, that means a significant increase in their organizational and substantial engagement in the negotiations. This is the essential condition to return to the negotiation table. The employers' side acknowledged that position of trade unions.

Confederation Lewiatan update (October 2013) :

Confederation Lewiatan is one of the signatories of the agreed Polish version of the Framework Agreement On Inclusive Labour Market. Quite quickly the negotiation process on implementing the Agreement was halted due to aggravating economic situation and diverging social partners' opinions on priority issues. In May 2013 trade unions decided to leave the Tripartite Commission, which brought social dialogue to a halt. As a consequence, all additional activities, i.e. as planned to advance implementation of the ILM Framework Agreement, have been suspended.

At the same time the following progress can be reported :

Initiatives aimed at improving female workers situation on the labour market :

- *Legal changes favourable for flexible work organization* : in August 2013 amendment to the Labour Code entered into force; it introduces variable working hours and extends settlement period up to 12 months; both measures are expected to facilitate striking work-life balance, mitigating changes in workload and accommodating workers' needs for flexibility; introducing flexible practices has to be negotiated with trade unions or employee representatives; flexible working hours can also be introduced at worker's written request;
- *Effective childcare provision* : in June 2013 the law extending maternity leave and introducing parental leave entered into force; its main goal was to guarantee parents a year-long paid leave related to birth of their child (or period longer than a year in case of multiple birth); it also facilitates sharing additional maternity leave and newly introduced

	<p>parental leave between parents and extends eligibility of unpaid parental leave until child is 5; this provision is hoped to increase birth rate in Poland as well as to encourage parents to have more children; the law draft has undergone a process of intense social consultations, and its final version takes into account stakeholders' opinions;</p> <ul style="list-style-type: none"> • <i>Development of women's entrepreneurship</i> : Confederation Lewiatan is actively involved in organizing annual Women's Congress (<i>Kongres Kobiet</i>) - forum where issues important for women's entrepreneurship are discussed and which serves as networking platform; • <i>Initiatives related to current labour law stipulations</i> : representatives of Confederation Lewiatan (as well as other important employers' organizations) are cooperating with the President's Office within the framework of an informal expert group which was set up to brainstorm legal and practical aspects of implementing flexible practices (mainly related to working time and work organization); • <i>Access to training and comprehensive education plans</i> : these issues are likely to be addressed during current discussions on amendments to the law on promotion of employment and labour market institutions • <i>Setting up workplace crèches</i> : Confederation Lewiatan promotes such initiatives among its members and disseminates examples of 'good practice' and successful initiatives during seminars, conferences and via media; • <i>Promoting diversity at work</i> : Diversity Working Group has been set up within the framework of the Workplace Diversity Index project; within the proceedings of this group issues related to employment of women and older workers are of a special interest; <p><u>Initiatives aimed at improving older workers situation on the labour market :</u></p> <p><i>Age management:</i> Confederation Lewiatan promotes age management via different projects, usually within a wider context of diversity management projects.</p>
Portugal	<p><i>Joint report from UGT (General Union of Workers) and CGTP-IN (General Confederation of Portuguese Workers) (members of ETUC) and CIP (Confederation of Portuguese Business - member of BUSINESSSEUROPE) and CEEP (CEEP Portuguese Association)</i></p> <p>NATIONAL CONTEXT</p>

Since the last joint Report (2012) regarding the implementation of the Framework Agreement on Inclusive Labour markets, Portugal's financial, economic and social situation has worsened.

The several and successive austerity measures foreseen in the Economic and Financial Assistance Programme (EFAP), signed between the Portuguese Government with the European Commission, the European Central Bank and the IMF, in May 2011, and its reviews have produced negative effects in a wide range of fields.

Among those negative effects, we can highlight the contraction of the GDP (- 3.2%) and the rise of the unemployment rate to historical levels (15.7%). Tax burden has also strongly increased on workers and pensioners and the private consumption has decreased (5.6%), contributing to deepen the economic recession.

This background has hindered the implementation of the Framework Agreement on inclusive labour markets, although the trade union and employers' confederations don't consider that their goals are less relevant in an economic crisis period.

Portuguese companies continue to face a complex and difficult situation, namely regarding the difficulties concerning the access and costs of credit.

SOCIAL PARTNERS' INITIATIVES

Initiatives from CIP

As it is usual in this types of agreements, CIP every year develops an action to remember and disseminate the Agreement to all its member associations and companies.

In this context, CIP distributed among its affiliates a note describing the agreement and highlighting the most import aspects of it and also an original version of the agreement (English) and a Portuguese version that was developed by the Confederation.

As mentioned in the last report, CIP subscribed the Commitment For Employment, Growth and Competitiveness of 18th January 2012 reached between the Government and most of the social partners within the Standing Committee on Social Concertation.

Many of the goals and measures foreseen in the above-mentioned Commitment deals with the issues of access, return, retention and development with a view to achieving the full integration of individuals in the labour market that constitutes the broad aim of the Framework Agreement on Inclusive Labour Markets.

In this context, CIP negotiated with the other social partners and the Government in the Standing Committee for Social Concertation the concrete measures to fulfill the objectives of the Commitment, namely in the areas of the employment

legislation, unemployment benefits system and labour market.

On the other hand, concerning actions of CIP members, we focus that “APIGRAF – Associação Portuguesa das Indústrias Gráficas, de Comunicação Visual e Transformadoras do Papel” (employers association), continues to develop and participate in the joint project with Intergraf (International confederation for printing and allied industries) and UNI Europa Graphical which contains initiatives in the field of socially responsible restructuring in graphics companies.

APIGRAF also continues to develop actions to improve the image of the sector, namely among young people, and training actions for managers and workers.

Initiatives from CEEP Portugal

During 2012 CEEP Portugal had continue to develop, through the “Social & Human Resources Group”, the following subjects and initiatives:

- Corporate Social Responsibility
- The impact of the current national and international crisis

Through which we try to find the best way to respond to the measures taken by the Government through the State Budgets and others official decisions related, namely, with mergers and integration of Public Enterprises with real effects over the employment basis and the human stability.

All this measures may had, naturally negative influence on the implementation of the agreement on the Inclusive Labour Market.

Initiatives from CGTP-IN

We have continued our work concerning dissemination activities: a translation was put in our website and the agreement was also discussed in meetings gathering federations and other trade unions organizations involved in collective bargaining.

We must stress that the ongoing current crisis is the major obstacle about the implementation of the agreement. Our labor market is now less inclusive. This is due to the strong increase in unemployment; the reduction of the employment level; changes in labour legislation that weakened employment labour protection; the collapse in collective bargaining; the freeze of the national minimum wage; strong restrictions in the extension of collective agreements; the reduction in social security rights, including unemployment benefits.

Unfortunately the Commitment For Employment, Growth and Competitiveness of 18th January 2012 reached between the Government and the social partners, not including the CGTP-IN, within the Standing Committee on Social Concertation strengthened the austerity measures taking into account their acceptance by the social partners who subscribe this commitment. As we said in the 2nd Joint Report this agreement has a negative impact on the inclusiveness

of our labour market.

Unfortunately also, there has been a progressive change in the active labour markets policies with the view to withdraw the restriction contained in several employment programs in the sense that they only may support the creation of permanent employments and not fixed term contracts. This reinforces precariousness in the labour market undermining inclusiveness. And the traineeships pay (*bolsas de estágios*) have been reduced even for high skills.

The CGTP-IN has been against the austerity policy and tried at least to limit the negative consequences to the workers. The CGTP-IN also developed initiatives aiming to render the Portuguese labor market more inclusive in the fields of immigrant's workers and the women participation in the labor market through a better conciliation between work and private life (see 2nd Joint Report).

Initiatives from UGT:

UGT continued to disseminate this Agreement in several meetings with UGT's trade unions, federations and unions. However, the economic and labour market has worsened, making it even more complex and difficult to achieve the goals we have set ourselves in the Europe Agreement.

UGT has promoted some initiatives to meet the problems of the unemployed and workers and to contribute to their integration and employability. Accordingly some initiatives were developed at unilateral level.

- **GIP - Professional Insertion Office**

UGT has created 2 employment support structures (one in the Lisbon headquarters and other in Viseu's District Union) in close cooperation with the Public Employment Centres. These offices provide support for young people and unemployed adults for the establishment or development of their path integration or reintegration into the labour market, through different activities, namely regarding active job search.

- Information and training;
- Giving active support in seeking employment;
- Personalized assistance;
- Information on job offers and insertion and
- Other activities deemed necessary to unemployed people enrolled in Employment Centres.

- **Operação desempregados - Initiative for the Unemployed**

UGT has developed this campaign aiming at:

Enhancing the dialogue with the unemployed, seeking a better understanding of their difficulties and desirable

employability solutions;

- Supporting the unemployed in a personalized manner, in finding a new job or training offers;
- Improving UGT's vindication and proposition ability regarding Active and Passive Employment and Economic and Social Development Policies;

by:

- Establishing heterogeneous groups with 15 to 20 unemployed with different profiles namely vulnerable groups, with different levels of qualifications and jobs or from different age groups, in each interested regional Union, Federation or trade union, aiming at comprising about 1000 unemployed, in an early stage.

This initiative is being developed in articulation with UGT's training Centre (CEFOSAP), and with the National Institute for Employment and Training (IEFP) and is engaging the 2 existing Professional Insertion Offices of UGT and 20 Public Employment Centres.

- **Pólos de Atendimento - Workers' support office**

UGT has created a network of regional Support Offices (presently there are 17) with a view to get closer to workers, regardless of whether they are unionized or not, thus supporting the process of innovation, modernization and strengthening of the UGT, as a democratic confederation of trade unions.

The Centres' aim is to support workers on different matters, namely unemployment, social security, membership, active labour policies or health and safety at work.

We also continue to implement the agreement through **collective bargaining and social dialogue**.

Regarding collective bargaining, some important steps continue to be taken with a view to promote a more inclusive society, as for example: *The Collective agreement between CNIS – National Confederation of Social Solidarity Institutions and FNE – National Education Federation (affiliated to UGT) - BTE 6/2012* establishes the responsibility to organize professional requalification and reconversion training of a worker whenever his/ her health conditions represent a limitation or disability to perform his/ her professional tasks. This training aims at preparing workers to perform a new activity in the same entity or somewhere else.

This Agreement also comprises a clause on the admission of workers, which establishes that it shall be given priority to workers with reduced working capacity, to disabled workers or to those suffering from chronic disease.

In the context of social dialogue, UGT continued to fight for the implementation of growth and employment measures comprised in the Commitment for Growth, Competitiveness and Employment, signed in the Standing Committee for

	<p>Social Dialogue in January 2012, including active employment policies, the modernization of public employment services and vocational training – in accordance with the agreement on inclusive labour markets - but that the Government has consistently postponed. It is fundamental that the Government respects the commitments regarding growth, competitiveness and employment, in order to create conditions that favor the exit from the crisis and promote employment.</p>
Romania	
Slovakia	
Slovenia	
Spain	
Sweden	<p><i>Joint report by the Confederation of Swedish Enterprise (Svenskt Näringsliv) (member of BUSINESSEUROPE), the National Section of CEEP in Sweden with as members the Swedish Association of Local Authorities and Regions (SALAR), Swedish Agency for Government Employers (SAGE), KFS, Fastigo and Pacta and the following ETUC members organizations: The Swedish Trade Union Confederation (LO), The Swedish Confederation of Professional Employees (TCO), The Swedish Confederation of Professional Associations (Saco)</i></p> <p>Introduction</p> <p>Swedish social partners have a long tradition of engaging in work to make labour markets more inclusive and well-functioning. The Job Security Councils illustrate this. They are described as follows in the synthesis report from the 2008 social dialogue project on the role of the social partners in restructuring: “Job security councils are a peculiar feature of the Swedish labour market. The first councils were developed in 1972 and 1974 against the backdrop of the deteriorating economic conditions in Sweden in the late 1960s and the massive job loss of white-collar workers in the wake of the oil crisis in 1973. The Public Employment Service (PES) was not regarded by employers as providing sufficient support for white-collar workers to find new jobs and consequently the social partners agreed to establish an alternative organization that would provide services to this group of workers. Over time such organizations have been established in most segments of the labour market and today there are more than 10 major Job Security Councils in operation.</p>

The social partners in Sweden have traditionally taken a large degree of responsibility through labour legislation by means of collective agreements and over 80% of the workforce are in some form or other covered by these types of agreement. The council an employer or employee belongs to depends on the collective agreement they fall under as well as their trade union membership. Today even blue-collar workers whose trade union (LO) historically regarded the Public Employment Service as providing sufficient support for their members, are covered by such agreements. Recent negotiations initiated by LO with the Confederation of Swedish Enterprise (Svenskt Näringsliv) led to the signing of the Omställningssavtal(Transition Agreement) in 2004. It covers 900,000 privately employed (privatanställda) workers and is administered by the Job Security Foundation (TSL). Today, about two million employees in Sweden are included under job security agreements." (Joint study on the role of the social partners in Restructuring in ten countries in the "EU15", Synthesis Report for the seminar held in Brussels on 19th and 20th June 2008, p. 31).

From the 1st January 2012 the 1.1 million employees in the local authority and county council sector have omställningsavtal (transition agreements). This means that the majority of employees in the Swedish labour market are covered by transition agreements.

Within the central government sector such an agreement, the Job Security Agreement, managed by the Job security foundation has been in function since 1990.

Actions taken

The Swedish social dialogue partners have distributed and informed about the autonomous ILM-agreement in various ways within their respective organizations, member organizations and other stakeholders.

The autonomous agreement has been translated into Swedish jointly by the Swedish social dialogue partners. The Swedish version has been distributed among the Swedish social partners and other relevant stakeholders at both national and European level, i.e. the Cabinet Office, the Employment Ministry and DG Employment. The translated agreement has also been put on the respective websites of the social partners.

The Swedish social partners are committed to the question and the dissemination and implementation of the agreement continue. In September 2012, they jointly organised the conference "An inclusive Labour Market – the European Framework Agreement". The purpose of the conference was to further inform about and promote the ILM-agreement and present some good examples for inspiration. The conference had a specific focus on how to work with education and

employment for young people. The good examples that were presented at the conference were “Jobba i Västerås” (Working in Västerås) – Labour Market Knowledge, Teknikföretagens and IF Metalls “Work Introduction Agreement” and “Tekniksprånget”. Representatives from the Swedish Employment Ministry participated at the conference. *Read more about the good examples below.*

The ILM-agreement has a very broad and holistic approach. Thus several actions, taken both jointly and separately by the social partners, are in practice related to the issues in the ILM-agreement. The Swedish social partners have agreed to present some of these activities below. Please notice that the examples given from the different organizations in some cases are separate actions from that organization while other examples are joint actions.

Examples from the private and the local and regional government sector

Collective agreements to enable young people to get work experience and work based education within the relevant profession

Social partners within the industry and in the public sector in Sweden have signed agreements with the aim to safeguard the need for competent employees as well as to make the entry to the labour market easier for young persons. The objective of the agreement is to enable young persons (15-25 years) to get work experience and work based education within the relevant profession.

Description of the initiatives:

In 2010, Teknikföretagen (the employer’s association for technical and engineering companies and member of The Confederation of Swedish Enterprise) and IF Metall (the metal workers’ trade union and member of The Swedish Trade Union Confederation (LO)) and Unionen, a white-collar trade union in the private sector, member of TCO (The Swedish Confederation for Professional Employees) agreed to implement a work introduction agreement, intended to safeguard the longterm skills supply in a range of industries. The agreement is also aimed at stimulating industrial companies to offer special introductory employments to young people 25 years old or younger. The employment is on fixed-term and the time length of the contract depends on the nature and the complexity of the work in mind. The more complex and hard to learn the work tasks is, the longer the contract. 12 month contracts are the recommendation, with the possibility of extending it with a maximum of 12 months. Each work introduction employed shall be supervised and are to have an individual curricula stipulating work duties, training and introductory initiatives. The maximum time spent in training and

introduction is limited to 25 % of the working time. The employee receives remuneration according to *the Industry national agreement* for the time spent working, but receives no remuneration for the time in training and introduction.

In 2012 SALAR and the Swedish Municipal Workers' Union have reached agreement on two new forms of employment;

Training and introduction employment - a form of employment that will link school and work. The agreement aims to provide special education and introductory positions to those that have undergone health- and/or social care education and who lack relevant work experience an opportunity to develop their skills and make it easier for them to work and develop their careers in the Swedish labor market. These positions are intended to lead to long-term employment and will begin with a one-year probationary period. Employment can be terminated at any time during this year without call for specific reasons. The position includes 25% training and introduction activities. For the time work is done, namely 75% during the probationary year, the employee will receive normal contractual salary. For employment, an introduction plan shall be prepared and an advisor/coach appointed. After a year, the employment automatically continued for an indefinite period.

Work introduction employment - a form of employment targeted at unemployed youth 19-25 years of age. The agreement aims to provide introductory employment in health- and social care activities to unemployed youth 19-25 years of age and therefore an opportunity to enter the labor market. The agreement may also be appropriate to apply in other activities, but this requires a local collective agreement. This employment form is temporary and the employee hired for a maximum of one year. Employment may be terminated during the year without specific reason with one month's notice of termination. Conditions of employment are essentially the same as for other workers in municipal employment, with the exception of extra collective agreements holiday/vacation and parental leave benefit. The position includes 25% training and introduction efforts. For the time work is done, namely 75%, the employee receives normal contractual salary. For employment, an introduction plan shall be prepared and an advisor/coach shall be appointed.

The agreements mentioned above has stood as an example of how to better integrate young people in to the labour market and is currently spreading to other sectors. On company level the prime example is AB Volvo who has pledged to hire 1200 young persons over three years within the frame of work introduction agreement.

Example from TCO

TCO together with its affiliates provided their, since several years well-established, telephone service for students looking

for work during the summer holidays offering expert advice on labour market practicalities.

During the annual Swedish political discussion week in Almedalen, Gotland July 2012 TCO hosted a seminar where professor Alan Manning, London School of Economics spoke on "risking a lost generation: the youth unemployment crisis in Europe".

Example from LO, TCO and Saco

On the World Day for Decent Work (WDDW) October 2012 LO, TCO and Saco jointly held a seminar on the theme of how to fight unemployment among young people. The Swedish Minister of Labour was one of the speakers.

Examples from the Swedish Confederation of Professional Associations (Saco)

Promoting integration in the labour market

Guidance for students

Saco and its affiliates annually produce two publications aimed at students who are about to finish upper secondary school. "Choosing profession" describes about 160 professions and their job content, training paths, salary levels etc. "Prospects" is a labor market forecasts for graduates and includes about 60 occupations.

Saco Student Fairs is the largest recruitment event for higher education in Sweden and takes place in Stockholm and Malmö once a year. A total of about 27 000 students in their final year of upper secondary school (25 % of all 19-yearolds in Sweden) come to seek inspiration and answers for their choice of further education –in Sweden and abroad. At the events there are representatives for universities, other educational organizers, future employers and organizations including trade unions. At the events there are study guidance counsellors available and a lot of seminars are arranged.

Technology Leap

Technology Leap (Tekniksprånget) is an internship program through which students who have completed science & technology programmes at upper secondary schools can apply for a four-month internship at a Swedish technology-

intensive company. Early contact with the “real world” at a technology-intensive company may attract more students to engineering degree programmes to secure a supply of skilled employees and thereby also Sweden’s long-term competitiveness.

The initiative for Technology Leap comes from investment companies Industrivärden and Nordstjernen. The Government is providing SEK 100 million over a three-year period for Technology Leap. The Swedish Association of Graduate Engineers and the Teknikföretagen employers’ association are working in partnership with Technology Leap and the internship is regulated through collective agreement.

The different companies that have joined Technology Leap will provide the interns with expert guidance and contractual compensation. Under the supervision of a dedicated and experienced engineer, the interns will be able to try the engineering profession and experience various departments at a technology-intensive company.

Examples from Svenskt Näringsliv

AFA Insurance

Parties on the labour market within the private and municipal sectors are, through AFA Insurance, one of Sweden’s largest financiers of research and development projects (FoU) within the areas of work environment and health, in order to create conditions for a good working environment. The parties set aside 150 million Swedish crowns annually for FoU. At present, the research programmes in progress are these:

- Rehabilitation aimed at working life within municipalities and county councils

The three-year FoU programme on rehabilitation aimed at working life in the municipalities, county councils and regions totals 20 million Swedish crowns. The programme started in 2010 and finishes in 2013. The overall aim of the programme is to develop methods and ways of working in order to improve rehabilitation aimed at working life, and in this way, make for both a permanent capacity for work and a quick and lasting return to work for the employees.

- From word to action

The FoU programme for application and communication of the research result totals nearly 20 million Swedish crowns distributed among 7 projects. The overall aim is to develop methods and structures for application and communication of the research result. AFA Insurance considers it of great importance that the capital invested in research and development comes into practical use in working life. The programme was started in 2010 and finishes in 2012.

- Chemical substance in working life

The programme totals 16 million Swedish crowns distributed among six projects. The project deals with the risk of contact allergies in work with hard plastics, dust in the wood pellet industry, carcinogens in refineries, how air pollution varies and assessment of an internet- based modelling tool. The programme was started in 2010 and finishes in 2013.

- Regenerative medicine

The FoU programme is five years and totals 60 million Swedish crowns. The aim is to convert the result of stem cell research into effective treatment methods for serious diseases, such as diabetes and cancer. Research on stem cells during the latest decade has been intensive and great advancements have been made. It is vital that the knowledge now be further developed and comes to use in medical care.

Examples from the central government sector

A labour market for people with disabilities

An example of cooperation between the Government, different authorities and the social partners with a connection to an inclusive labour market is the following.

In the autumn of 2011 talks were held between representatives from the Government, different disability organizations and the central trade unions' and employers' associations regarding the situation on the labour market for persons with disabilities. Both the Minister of Social Affairs and the Minister of Employment were involved in the issue. The Confederation of Swedish Enterprise, the Swedish Association of Local Authorities and Regions - SALAR, the Swedish Agency for Government Employers - SAGE, the Swedish Trade Union Confederation, the Swedish Confederation of

Professional Employees and the Swedish Confederation of Professional Associations took part in the talks. Different forms of cooperation were discussed.

The Government then made two official missions. First, Handisam (the Swedish Agency for Disability Policy Coordination) got the commission by the government to, in cooperation with the Public Employment Services (Arbetsförmedlingen), SAGE and SALAR, conduct regional conferences. In 2012 three conferences was arranged on the theme "See the power and competence" on the responsibilities and commitments for the public sector to recruit and retain people with disabilities. The conferences highlighted disabled workers in the labour market. Nearly 450 managers, HR professionals and officers from the Public Employment Services participated. SALAR conducted a workshop in which successful local and regional examples from municipalities and county councils were presented together with a new publication on the same theme. SAGE conducted a workshop on the [An inclusive approach](#) - a strategy for diversity in the central government in Sweden, together with examples from three different agencies.

Second, the Public Employment Service has got a commission to implement, in cooperation with SAGE, an internship program for unemployed persons with disabilities in the central government sector. The work started in januari 2013 and has so far led to agreements with six agencies on 1 350 internships the coming years.

An agreement on conditions for temporary employments within labour market programs

Social partners in the government sector have concluded an intentional agreement to develop and conclude, under the year 2013, an agreement for employees working on temporary employment within labour market programs. The agreement will create clear and well-adjusted conditions for employers and employees around employments whose primary goal is to enhance the employees employability in the regular labour market.

On the initiative of the Swedish Confederation of Professional Associations within the governmental sector (Saco-S) the social partners in the government sector also negotiate on an collective agreement on so called student employment (studentmedarbetaravtal) i.e. employments parallel with studying. The aim is to facilitate for students to get experience from work in the governmental sector and to strengthen the competitiveness of employers in the governmental sector in recruiting scarce competences.

The Central Government Social Partners' Council

The Central Government Social Partners' Council (Partsrådet) is a non-profit association whose members are The Swedish Agency for Government Employers (SAGE), and its social dialogue counterparts: Public Employees' Negotiation Council/S,P,O, (OFR), the Swedish Confederation of Professional Associations within the governmental sector (Saco-S) and The Union of Service and Communication Employees (SEKO).

The Council supports local social partners' joint change and renewal work in central government workplaces.

Focus lies on support to the local social partners work in common core issues that are stipulated by the central social partners in collective agreements.

The Council is led by a joint board of national social partners. The board is in charge of strategic issues with focus on overall analysis, institution of working areas, target and alignment questions as well as follow-up and evaluation of the Council's activities. For each working area there is a control group composed of the social partners and one or more operative officials.

At present, three working areas are established:

- Support for co-operation on a local level
- Support for local formation of wages
- Changes and development – a permanent state

Examples of municipal labour market projects from Sveriges Kommuner och Landsting

Example from SALAR (Sveriges Kommuner och Landsting) and its members

Drop-outs and Plug In

SALAR's work with drop-outs is during 2012-14 focused on the "Plug In" project. The project is managed and

coordinated by SALAR in partnership with the Gothenburg Region Association of Local Authorities, Region Jämtland, the Regional Associations of Kalmar County and Södra Småland, Region Västerbotten and Region Östernorrland. More than 55 municipalities in these regions are involved. The project is partially financed by the European Social Fund and valued at SEK 200 million. Part of the results will be presented at a conference in Stockholm in April this year, arranged by SALAR, the Swedish Employment Ministry and the Swedish Public Employment Service.

The aim of the project is to counteract the dropping out of upper secondary school and get drop-outs to resume their upper secondary studies. Based on the work within the project concrete proposals will be made on how to make general changes to the work to achieve a better success rate in getting young people to complete their upper secondary studies.

The project has been met with interest internationally. In view of the strategic multi-level work/effort that the project includes, OECD and its development program LEED (Local Economic and Employment Development Program) has invited Plug In to the 9th yearly conference on local government and partnership that is held in Dublin in April this year.

Example from SALAR and its members

SALAR publication “Disability and work – how do municipalities and county councils work with this issue?”

In 2012 SALAR made a publication about how SALAR and its members can work with disability and work/employment. The publication puts the disability issue in an international and Swedish context and contains concrete examples of how some SALAR members - local authorities and regions - work with disability and employment, through for example different recruitment and trainee position projects, competence development and change of attitudes, barrier-free working places and by setting supplier requirements in the procurement process.

The examples reflect various ways of working at different levels and how important it is to have political support and clear goals. The publication is available in English and it was distributed to those participants in connection with the 6th European Equality Summit “Promoting Equality for Growth” in Nicosia, Cyprus, last year, who were interested in reading it, together with other examples from CEEP members about how they work with disability issues as employers and public service providers.

Examples from the City of Västerås:

Jobba i Västerås (Working in Västerås)

Labour market knowledge –across the whole Västmanland

Jobba i Västerås focus on bringing business into all schools in the Västmanland area to inspire children and young people and to help them understand how they can become a part of the future labour market. The goal is to meet 28 000 children and young people in three years.

“The purpose is to help young people understand and recognise the rules of the labour market game as early as possible,” says project manager Linda Wiltebo. “We have two sources of inspiration who will meet thousands of young people and parents during each school year. Future skills requirements are determined around the kitchen table and we want to explain how much young people are needed for the labour market of the future.”

The three year project rolled out to schools in the region last autumn. Amongst the key players are companies such as ABB, the City of Västerås, Västmanland county council, and the county administrative board, VKL, Automation Region and Seco Tools. A website www.arbetsmarknadskunskap.se has been launched as a hub for the entire project, with inspirational lessons, parent meetings, labour market days, training for teachers and dialogue between employers, study- and career counselors and students.

YOU – gives 200 young people better access to jobs in 2011

YOU is a venture that turns traditional labour market measures upside down and involves employers from different branches of industry explaining which jobs are available, what is required to get them and helps provide young people with individual paths to those jobs.

On the journey everyone is accompanied by their own mentor in education, internships, summer and graduate jobs. The target group is unemployed youth aged between 18 – 24 years.

The venture started in Västerås, where labour market players joined together to curb unemployment amongst youth. This has attracted a large amount of national interest with politicians, local authorities, regional councils and businesses showing a great deal of interest in expanding the initiative nationally. The goal is to create a model which can give thousands of young people jobs throughout Sweden. During 2011 ten local authorities in the Mälardalen area were

	<p>working with the model and aimed to give 200 young people better access to jobs during the year.</p> <p>www.yousweden.se</p> <p>The procedure is:</p> <ol style="list-style-type: none"> 1. Meet with an employment officer to determine which industry pool to join. CVs are prepared and the employment officer and employer conduct interviews. 2. Young people are assigned a mentor and do three months of practical occupation orientation with an employer from the pool. 3. Halfway through the practical experience an individual map is drawn up based on which jobs are available and what is required to get them. The mentor explains the employer requirements and the employment officer explains requirements for the rest of the pool. 4. The journey towards a job begins. This can involve training and internships, summer jobs and graduate jobs within the pool. The mentor remains available throughout the journey. <p>Concluding remark</p> <p>This Spring, the Swedish social partners made a joint contribution to the work with Sweden's National Reform Programme. The joint social partner contribution contains a range of examples of social partner work in line with the Europe 2020 Strategy and gives a picture of the social partners' committed work for increased employment and a well-functioning labour market. We will complement this report with our joint contribution to the Swedish NRP as soon as it is published.</p> <p>.</p>
<p>United Kingdom</p>	<p><i>Joint report by CBI, CEEP UK and TUC</i></p> <p>The UK Social Partners have met on a regular basis throughout 2012 to discuss ways in which the Agreement on Inclusive Labour Markets may be effectively implemented within the UK.</p>

	<p>We have developed joint activity to promote the agreement with key National regional and local players which has led to the development of a best practice brochure . This brochure will be launched at a national event to be held in London on 21 November 2013. This launch will engage significant speakers from UK and Europe along with representatives from the Social partners and employers. Case study materials will be showcased through presentations from contributors. The event will encourage the sharing of further best practice through links to organisation's current websites. Marketing of the event has started and will be followed by formal invitations over the forthcoming months.</p> <p>We will review the outcomes of the National event to develop further strategies for implementation.</p>
Candidate countries	
Croatia	
Montenegro	
Serbia	
The Former Yugoslav Republic of Macedonia	
Turkey	
EU interprofessional social partners	Implementation results /initiatives
European sectoral social dialogue	Implementation results /initiatives