



Implementation of the European Social Partners Framework agreement on Inclusive Labour Markets

Wednesday 9 April 2014, Crowne Plaza Hotel, Brussels, Belgium

State-of-play

Rebekah Smith, BUSINESSEUROPE & Juliane Bir, ETUC

Statistical overview

Country	2011	2012	2013	2014 Final report
Austria	x	x	x	x
Belgium	x	x	x	
Bulgaria				x
Croatia				
Cyprus	x	x	x	x
Czech Republic	x	x	x	
Denmark	x	x	x	x
Estonia				
Finland	x	x	x	x
France		x	x	
Germany	x	x	x	x
Greece				
Hungary	x		x	
Ireland	x	x		x
Italy				
Latvia	x	x	x	x
Lithuania				
Luxembourg	x	x	x	
Malta				
Netherlands	x		x	x (central and municipal government)
Poland	x	x	x	
Portugal	x	x	x	
Romania				
Slovakia				
Slovenia	x	x		
Spain		x		
Sweden	x	x	x	x
United Kingdom	x	x	x	x
Total EU MS	17	17	16	11
EEA countries				
Iceland		x	x	
Norway	x	x	x	x
Candidate countries				
Turkey				
Total (out of 31)	18	19	19	12
EU interprofessional social partners	x	x	x	
European sectoral social dialogue				
Other				

Interesting statistics...

- Yearly Joint Tables 2011 - 2013
- Final joint report
- 20 EU Member States have reported at least once
- 8 EU Member States have not reported so far - 2 older member states and 6 newer member states
- 11 final implementation reports received so far

Implementation instruments

- **Diverse range of implementation instruments and more than one instrument used in many instances:**
 - **National social partner agreements (some tripartite), recommendations or policy statements (third of countries)**
 - **In many cases - General labour market measures and/or regulation, with different degrees of social partner involvement**
 - **Topics already covered in existing agreement(s) or legislation (quarter of countries)**
 - **In a small number of countries – amendment of existing agreements or legislation**
 - **Social partners’ programmes and projects, and/or cooperation in the reform of national systems e.g. labour market, education (third of countries)**
 - **A small number of sectoral and specific company initiatives**
 - **In many countries - complementary activities – e.g. awareness-raising or information campaigns, training courses, publications, online tools, conferences, seminars, research**

Topics for action

- Diverse range of topics tackled, reflecting the broad nature of the framework agreement:
- Training, qualifications, competences, lifelong learning
- Transition school to work, apprenticeships,
- Diversity
- Ageing workforce
- Health promotion, occupational safety and health
- Rehabilitation
- Informal economy
- Equality
- Mobility
- Corporate Social Responsibility
- Restructuring
- A number of actions regarding general employment/labour market and framework conditions, e.g. social security, unemployment benefits

Target groups

- A particular focus on:
 - Young persons
 - Disabled persons
 - Migrant workers

- Some initiatives on:
 - Women
 - People with learning difficulties, illiteracy
 - People with mental illness
 - Asylum seekers/refugees

Elements of framework agreement

- Three key elements of framework agreement - entering, returning, integrating – broadly covered.
- Actions related to factors identified in framework agreement as encouraging or discouraging labour market participation:
 - Contextual factors (labour market, economic, education) – many initiatives, e.g. reforming education/VET systems, working with Public Employment Services, labour market reform measures, information provision in particular for long-term unemployed and migrants
 - Work-related factors (organisation and environment, recruitment, training) – initiatives include HR planning, development of competence plans, actions on recruitment and induction, actions concerning health, particular regarding older workers
 - Individual factors (skills, qualifications, health) – many initiatives to improve skills, qualifications, assistance for people with learning difficulties and partial work ability, provision of consulting and other services to unemployed

Elements of framework agreement

- Only indicative list of measures
- Actions on some more common than others
- A particular focus on:
 - Awareness-raising campaigns and design tools to promote the diversity of the workforce
 - Disseminating information about availability of jobs and training schemes
 - Cooperating with education and training systems in order to better match the needs of the individual and those of the labour market
- Some initiatives on:
 - Introducing individual competence development plans
 - Cooperating with the “third sector”
- Less initiatives on:
 - Implementing 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;
 - Improving 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
 - Awareness-raising campaigns and action plans to improve and/or restore the image of a sector or occupation(s)

Challenges

- Challenges related mostly to context:
 - Difficult economic and social situation
 - Institutional challenges related to social dialogue structures at national level
- Some challenges related to broad nature of agreement
 - Including substance of framework agreement in collective agreements
 - Amending existing labour law in line with framework agreement

Concluding remarks

- ILM agreement assists in addressing short-term (e.g. economic crisis) and long-term challenges (e.g. demographic change)
- The economic crisis and national responses to it are a feature:
 - In some cases creating a challenging environment to implement the framework agreement
 - In other cases the framework agreement has helped to devise responses to the crisis
- The challenges and obstacles to an inclusive labour market are multifaceted – therefore so are the actions to implement the framework agreement
- Broad range of topics for action and target groups
- Main elements of framework agreement covered in actions, with more focus on some of the indicative measures than others
- The broad nature of the framework agreement has posed a challenge for implementation for some, whereas it has allowed for a broad range of actions for others

Thank you!

Questions?

Comments?