



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

Yearly Joint Table
summarising ongoing social partners activities

2011³

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 15 June 2011

Country	Implementation results /initiatives
Austria	<p>Joint report by IV, ÖGB, VÖWG and WKÖ</p> <p>General remark The Austrian members (IV⁴, ÖGB⁵, VÖWG⁶ and WKÖ⁷), of the European social partners welcome the agreement on inclusive labour markets. Austrian social partners (AK⁸; 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>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>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>Awareness raising/information campaigns: "People with a recognized degree of disability" People with disabilities, who are recognized by the Federal social welfare office, benefit from a specific protection against 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</p>

⁴ Industriellenvereinigung - Federation of Austrian Industries

⁵ Österreichischer Gewerkschaftsbund - Austrian Trade Union Federation

⁶ Verband der öffentlichen Wirtschaft und Gemeinwirtschaft Österreichs - Austrian Association of Public and Social Enterprises

⁷ Wirtschaftskammer Österreich - Austrian Federal Economic Chamber

⁸ Bundesarbeitskammer - Austrian Federal Chamber of Labour

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 will start 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:

In 2010 the AMS visited partner enterprises in the framework of its „eMotion Tour 2010”. These visits aim at informing about the services of the AMS in general and in particular about recruiting, current promotions as well as eServices.

Information for job-seekers about the e-AMS account: A specific eService allows unemployed to apply for the unemployment benefit 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.

Work fit

"Work Fit" 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.

Bonus for qualification

The bonus represents a benefit for labour seeking people who take up a qualification measure of at least a duration of three months.

	<p>Company integration subsidies Benefits addressed to employers which promote especially the employment of older workers (45+) and long-term unemployed young people.</p> <p>In-work training and in-work testing: These measures aim at facilitating the return to work or the beginning of the first job.</p> <p>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.</p> <p>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 will start in summer 2011.</p> <p>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.</p> <p>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.</p> <p>Low level income earners: people receiving benefits below a fixed minimum get additional benefits in order to allow a decent standard of living. As this law was introduced just recently, it is now vital that all people who are able to work and who receive this subsidy are effectively integrated in active labour market policies.</p>
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 national interprofessional social partners concluded on 25 May 2011 a Recommendation called « Recommandation n° 22 du 25 mai 2011 adressée aux secteurs et aux instances régionales de concertation en vue de transposer l'accord-cadre européen sur les marchés du travail inclusifs ».</p> <p>As the framework agreement has to be promoted and transposed by the national social partners according to their own</p>

	<p>procedures, the Belgian social partners have put this topic on the National Labour Council (CNT) agenda. Considering that the competencies in employment and training matters are divided at the institutional level in Belgium and that the framework agreement applies to the interprofessional and sectorial social partners on the one side and to public authorities and other actors on the other, the CNT has published the recommendation below towards these actors. It has committed itself in follow-up and implementation actions. A comprehensive report will be published by the CNT in 2012.</p> <p>The text of the Recommendation is available on the website of the National Labour Council in French and Dutch respectively at: http://www.cnt-nar.be/DOC-DIVERS/Recom-Aanbev/Recommandation-22.pdf and http://www.cnt-nar.be/DOC-DIVERS/Recom-Aanbev/Aanbeveling-22.pdf</p>
Bulgaria	
Cyprus	<p><i>First Joint table Report on the Implementation of the ETUC/BUSINESSEUROPE – UEAPME/CEEP Framework Agreement on Inclusive Labour Markets</i></p> <p>Thus far, the agreement has been translated into Greek and Cypriot Social Partners are negotiating a draft text of a ‘Policy Statement’, which is intended to complement the Framework Agreement. The statement will also be forwarded to non members of the European Organisations – signatories of the Agreement. The text will be edited accordingly and the aim is to reach concession regarding its contents.</p> <p>It is expected that the Agreement and the Policy Statement will be signed by the end of the year in an official signatory ceremony to be held in the presence of the Minister of Labour and Social Insurance, as was the case with previous 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"> • <i>Translation of the agreement</i> The agreement was jointly translated by the social partners in June 2010. No difficulties were encountered during this process.

- **Dissemination of the Agreement**

- 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.

- **The state of implementation**

The agreement has not been fully implemented yet. The reason is that it differs from the previous ones covering medium- and long-term recommendations. The Government plans and proceeds to a number of structural reforms including reforms of the labour market, educational system, social security systems and health care as well. They should include measures to motivate to economic activity by changes in the tax and social systems, measures to develop qualified labour force, to upgrade and update skills of employees (changes in education, vocational education and training and programmes of life-long learning) and to better match skills and labour market needs, measures to encourage cooperation between employers and educational institutions, measures to modernize the system of employment and career advice services and measures to support business creation. The employers have been pushing for the recommendations of the Agreement to be included into measures being adopted by the Government in order to increase employability of groups that are for various reasons excluded from the labour market (e.g. youth, old age, handicapped people, Roma etc.).

One of the most effective tools of active labour market policy of the government and the EU in raising inclusivity of labour markets is the “Human Resources and Employment Operational Programme”. The programme is used by both social partners. Trade unions use it for increasing of workers' knowledge and skills and the employers in a large scale to create jobs for vulnerable groups and to increase qualifications of their employees.

SP CR became partner in several regional projects under the “Education for Competitiveness Operational Programme”: Project “My Choice – My Future” (May 2010 – April 2012) in the South Moravian Region, Project “Communication – Cooperation – Education in the Region of Karlovy Vary” (January 2009 – December 2010) and Project “Active Motivation of Pupils of Elementary Schools: Certainty for the Future of Crafts” (March 2009 – February 2011) in the Olomouc Region. All the three projects are focused on raising awareness about technical and craft occupations, on introduction of these occupations within the region, preparation of promotional tools for education and methodology for careers masters, presentation of these occupations to the pupils of elementary schools well ahead of their choice of further education. The aim is to improve the conditions for technical education

	<p>and to encourage cooperation between the institutions of elementary education at the regional levels with the actors on the labour market and to motivate employers to engage in systems of apprenticeships and traineeships.</p> <ul style="list-style-type: none"> • Problems encountered <p>The substance of this agreement is - in the Czech conditions - very difficult to be included into collective agreements. Due to certain vagueness of the agreement's contents it is also not easy to include it into labour legislation, which is in the Czech Republic still main tool governing labour relations. It needs also the Government to pursue active employment policy which is in a large extent missing in our country under present Government. At the moment the social partners' organisations are considering possible steps leading to the implementation in the future.</p>
Denmark	<p><i>Joint report by DA and LO-DK</i></p> <ol style="list-style-type: none"> 1. <u>Awareness-raising campaigns to promote the diversity of the workforce and to improve the im-age of occupations</u> <ol style="list-style-type: none"> 1.1 <u>Four-part agreement on the integration of first and second generation immigrants</u> <p>In 2010, the two social partners on the Danish labour market, the Con-federation of Danish Trade Unions (LO) and the Confederation of Danish Employers (DA), together with the National Association of Municipalities (KL/Local Government Denmark) and the Government signed a four-part agreement to increase integration of first- and second-generation immigrants on the Danish labour 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.</p> <p>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. The Confederation of Danish Employers (DA), the Confederation of Danish Trade Unions (LO) and the National Association of Municipalities (KL/LGDK) are looking toward 2013, when they will implement a joint</p>

integration project for ethnic minority youth 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 National Association of Municipalities. The project is supported financially by the Ministry of Integration. 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.

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.

1.4 The campaign against absenteeism: 'Ill but working'

In 2008, the Trade Union and Employers' confederations (LO and DA), the Association for Municipalities (KL/LGDG) 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 2012 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.

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 declared 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.

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 National Association of Municipalities (KL/LGDK). 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.

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 State Employer's Authority and the Central Federation of State Employees' Organisations (CFU) that the contents of the European agreement are already covered 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).

The European agreement is therefore expected to be implemented via a reference in the circulars to the above-mentioned agreements in connection with the next revision of the circulars.

Joint report from Local Government Denmark and KTO

The agreement for municipalities of 19 February 2011 (of which copy is available in Danish) states that the Social Partners in the municipality sector, approximately ½ million employees, have now implemented the European framework agreement on Inclusive labour market in a very huge part of the public area in Denmark. The choice of implementation instrument has thus been a collective agreement between management and labour.

The agreement has not been translated into Danish and since they already had an agreement with the same aim as the European agreement on inclusive labour markets.

There were not any real difficulties encountered in the process.

Joint report from Danish Regions and KTO

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

The 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 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.

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>The framework agreement includes the idea of yearly reporting. According to the joint table guide line paper (15.4.2011), the joint national report should provide a description of technical matters, such as translation and dissemination of the framework agreement, and substantial matters, such as information on any difficulties encountered and content of the initiatives taken.</p> <p>The social dialogue partners in Finland have jointly drafted a Finnish translation of the agreement which has been disseminated in various ways to the members of the said organisations.</p> <p>The agreement as such is very wide, including matters of general interest as well as some topics that typically have been on the agenda of Finnish labour market organisations. Here, in the first yearly implementation report, we focus on the latter part with special interest to sustainable labour markets, i.e. how to decrease exclusion and increase inclusion with regard to employment.</p> <p>About the background</p> <p>The social partners started the implementation of the agreement by expert-led discussions of the long term developments. According to the research of the Development Manager Pekka Myrskylä from Statistics Finland, most of the new jobs since the 1980s require a tertiary level of examination. Accordingly, the number of jobs for those with no vocational education has decreased. Jobs for those with upper secondary level of education have not increased or decreased. In the future, the development is likely to be the same, making it very difficult to integrate without a proper educational qualification.</p> <p>According to Marjatta Varanka, the leader of VATES-foundation – a foundation promoting the employment and vocational rehabilitation of people with disabilities or other disadvantageous groups -, it should be possible to expand</p>

the share of handicapped by 1 to 2 per cent just by changing attitudes towards handicapped people in the workplace. In practice, however, this has proven to be very difficult task. In 2007, a law on social enterprises stipulated that those with some minor injury were obliged to jobs in social enterprises with reasonable labour subsidies. In 2011, only around 200 people worked on these grounds. It is possible that the new government, starting in June, shall take notice of this problem in its program.

Work on tripartite basis

The concept of sustainable labour markets gave birth to three tripartite groups, continuing and specifying the work of Jukka Ahtela's group since spring 2010. In the three groups the focus was in sustainable employment and arrangements supporting it in case of problems like poor health and unemployment. Group one, chaired by State Secretary Eeva Kuuskoski of the Ministry of Social Affairs and Health, discussed changes for health insurance and occupational health care, changes that enabled early action against disablement.

Second group, chaired by Senior Adviser Päivi Kerminen of the Ministry of the Employment and the Economy, focused on unemployed persons' ability to work, and the assessment of that ability and health services to prevent exclusion. In group number three, chaired by State Secretary Vesa Rantahalvari of the Ministry of Social Affairs and Health, the aim was in retargeting occupational health care against disablement. The first two groups reached a consensus of suggestions for the Finnish government. Group three ended its work without a similar consensus.

Finally, the input of the groups was found positive and politically meaningful. The government of Finland decided to continue along the guidelines proposed by the groups.

The next step

The actions needed in order to meet the objectives set in the framework agreement require the input of not just social partners, but also from the Government. When writing this report, it is not possible to evaluate the policies of the new Government starting in near future. In the election process, questions like exclusion, inclusion and employment did not get much attention. The political framework of inclusive labour markets and therefore the conditions for the tripartite co-operation during the incoming Government's term of office will be worked out during the summer 2011. However, individual focused actions are being taken and projects are being conducted continuously in the area of inclusive labour markets despite the focus of the policies chosen by the Government.

France	
Germany	<p><i>Joint report by the employers' organisations BDA, ZDH and VKA</i></p> <p>Translation of the agreement BDA, ZDH and VKA jointly with DGB and with the support of the EU Translation Fund translated the European framework agreement on inclusive labour markets in German.</p> <p>Dissemination of the agreement</p> <p>BDA, ZDH and VKA disseminated the report to their members as well as through their members to the companies. Further Activities and initiatives within the scope of the agreement In February 2011 BDA, ZDH, DIHK, DGB and the German Government signed a "Charta on family friendly working times" to promote flexible and family friendly working time schemes.</p> <p>In March 2011 the DAX 30 companies signed a joint declaration with the commitment to bring more women into leadership positions. BDA promotes two ESF programmes, which were jointly initiated with the DGB, on lifelong learning as well as equal opportunities for women in the private sector.</p> <p>Public enterprises in Berlin (VKA/KAV Berlin) are actively supporting the initiative:"Berlin needs you", a campaign for young professionals with diverse cultural (migrant) background to facilitate their first steps into professional life.</p> <p><i>Report by DGB</i></p> <p>DGB set up a joint translation of the agreement with the employers' organisation BDA and distributed it to its affiliates for information. Since Germany has a long tradition of active labour market policies and the social partners are represented in the body of the public employment office as well as of the public institutions for vocational training the European agreement was seen as an additional policy document to be taken into account. This also concerns the specific measures proposed for improving the transparency and transferability of qualifications. In terms of the introduction of individual competence development plans the participation rights of the works councils allow for taking up the interests if individual workers at company level. DGB therefore came to the result that the aims of the European agreement are already met by the current labour market and vocational training policies as well as the participation rights of the works</p>

	councils in Germany.
Greece	
Hungary	Within the framework of the Integrated Programme of the European Social Dialogue 2009-2011, which enables using the Translation Fund of joint texts adopted by the European Partners, the Hungarian social partners jointly requested the translation into Hungarian of different texts including the text of the framework agreement on inclusive labour markets.
Iceland	
Ireland	<p><i>Joint report by IBEC and ICTU</i></p> <p>Ireland's labour market will take significant time to recover from the massive contraction that occurred in the economy in 2008 and 2009. The composition and surge in the numbers of unemployed job-seekers have presented a challenge to Ireland's social welfare system, employment services and active labour market policies.</p> <p>Social partners, government departments, public sector agencies and NGOs have responded on several fronts to the unemployment crisis. The core departmental and organisational architecture through which the state provides support to unemployed job-seekers is being fundamentally restructured. Capacity on existing programmes has been increased and terms of access to them have been eased. New programmes and schemes have been introduced.</p> <p>On May 10, 2011, the Irish government announced a new jobs initiative (see below)</p> <p>Institutional structures</p> <p>Ireland entered the economic crisis with weak labour market activation measures. The public employment service was also fragmented across different government departments and agencies. Since the start of the crisis, there has been a large number of responses by state's labour market authorities (e.g. short-term training initiatives and work placement schemes). However, the main challenge is around job counselling and public employment services on the ground.</p> <p>Job search supports were provided by FÁS Employment Service and the Local Employment Service of the Department of Social Protection. Policy responsibility for FÁS functions in relation to employment and community employment services were transferred to the Department of Social Protection with effect from 1 January 2011.</p>

The re-configuration of Government departments has the potential to develop a more comprehensive and effective activation strategy that will strengthen the links between getting benefits, searching for a job and participating in employment and training programmes. Trade unions and employers have repeatedly made the case for the complete integration of welfare payment and employment services.

The Irish government has announced a new National Employment and Entitlements Service so that all employment and benefit support services will be integrated in a single delivery unit managed by the Department of Social Protection. This integrated service would provide a 'one stop shop' for people seeking to establish their benefit entitlements; looking for a job; and seeking advice about their training options.

It will process citizen entitlements such as supplementary welfare allowances, higher education grants and welfare allowances. It will manage as much as possible means testing for State entitlements. It will also be responsible for employment referral and training supports provided by national training agency.. This service will offer users a higher level of personalised employment counselling, with more frequent face-to-face interviews. Those on the live register who are identified as being most at risk of long-term unemployment will receive priority treatment for more intensive support. It will ensure active case management for people in need of assistance.

Education and skills

In 2011 there are approximately 276,000 training and further education places available for the unemployed to access. These include 90,000 training places to be provided by FÁS, 8,000 places delivered by Skillnets (an enterprise-led training network) and 10,500 places delivered under a Labour Market Activation Fund. The remaining 168,000 are provided by the Further Education sector and are primarily delivered through the Vocational Education Committees. An estimated 162,000 learners have higher education places.

Despite exceptionally tight fiscal constraints, it is obvious from the above figures that the the Irish government continues to invest significant sums in training and education. Indeed, at one level, the stimulus given by recession to the demand for, and supply of, further and higher education could be considered a silver lining in the gloomy employment outlook. However the recession also imposes a responsibility on the State to attend more closely to evidence of what education and training delivers best and for whom, and to secure improved outcomes in terms of relevance to employment from restricted levels of spending.

Recent analysis undertaken by Forfas, the national enterprise agency, reaffirms earlier Economic and Social Research Institute research which indicates that the most effective training programmes for the unemployed are those that are close to the labour market and in which employers are involved. The Forfas report suggests that the relevance and content to emerging skills needs and the workplace of some programmes with large numbers of participants could be improved.

It is also noteworthy that while the number of newly advertised vacancies is significantly lower than at the peak in 2007, vacancies continue to arise. For many companies, vacancies in specialised niche areas (e.g. software engineers/developers, production/process engineers, quality control/validation specialists, senior technologies) continue to be difficult to fill. Language skills are also a prerequisite for many of the newly advertised vacancies, particularly in customer care.

Government Jobs Initiative – May 2011

The Government's Jobs Initiative is an important signal that the unemployment crisis has moved up the policy agenda. Fiscal constraints mean that the stimulus package had to be relatively modest and revenue neutral but nevertheless the initiative presents the opportunity for a much-needed confidence boost.

Employer Pay-Related Social Insurance (PRSI) changes

There are two significant changes to employers' PRSI. Firstly, the lower rate of employers' PRSI is to be halved from 8.5% to 4.25%. There are no changes to the threshold or other aspects of the operation of the lower rate employers' PRSI. The new reduced rate will therefore apply to all workers (existing or additional) on earnings of less than €356 per week or €9.13 per hour. This will result in a meaningful labour cost reduction for such employees. This is a temporary measure, which will apply until end 2013 and will take effect from 1 July. The somewhat troublesome dimension to the change is the step effect it creates in the tax system. This is because once an employee's earnings go even one cent above the threshold, the higher rate of 10.75% employers' PRSI is charged on total earnings. This would imply that a small increase in earnings for such employees would result in a substantial increase in employers' labour costs.

While the trade unions support this reduction as the level of unemployment is so high at 14 per cent and with a potential labour supply of around 22 per cent, we would point out that the standard rate of the employer social contribution in

Ireland is very low by international standards. A higher regular rate of employer contribution means reductions can be more effective when there is a major recession, as is the case at present. We are of the view however, that the major economic problem is not on the supply side but in the fall in demand. Irish Domestic demand collapsed by 25% between Q1, 2008 and Q4 2010.

The reduction in the lower rate of Value Added Tax from 13.5% to 9% for certain tourism and hospitality-related expenditures is targeted as a stimulus to this labour-intensive sector.

Additional education and training places

The jobs initiative provides 20,900 additional education, training and internship places.

	No of places	Administered by
National internship scheme	5,000	D/Social Protection and FÁS
Specific skills training (short-term)	5,000	FÁS
Specific skills training (long-term)	1,000	FÁS
Back to education initiative	3,000	D/Education and Skills
Post-Leaving Cert (PLC)	1,000	D/Education and Skills
3 rd level Springboard programme	5,900	D/Education and Skills

National internship scheme

The national internship scheme provides 5,000 internships places in the private, public and voluntary sectors of 6-9 months duration. The Department of Social Protection expects to launch the scheme on 1 July, running for two years. This means that applications will be accepted until June 2013.

Individuals who have been on the Live Register for at least three months are eligible for the scheme. Participants will receive a top-up payment of €50 per week to their social welfare benefit and will keep any secondary benefits (e.g. medical card, rent supplement).

The organisation's public/employer's liability and motor insurance will cover any interns on the scheme. The maximum internships an organisation can provide depends on the number of full-time employees:

Number of full-time employees	Number of internships
1-10 employees	1 place
11-20 employees	2 places
21-30 employees	3 places
30 + employees	20% of the workforce to a maximum of 200 internships, whichever is the smaller

The scheme will have its own dedicated brand and website.

FÁS specific skills training

5,000 of the places will be in short, evening and blended specific skills training courses delivered within existing resources, while additional €3.5 million will provide for 1,000 places on longer courses.

Available courses include engineering, information technology, office and administration, sales, marketing, management, construction, electronics and clothing. Courses will begin to be rolled out this summer.

The training allows job seekers to acquire specific job-related skills and formal vocational qualifications to facilitate re-entry to the workforce. The courses lead to FETAC Major Awards at levels 4, 5 and 6 on the National Framework of Qualifications (NFQ) and/or an industry-recognised certification.

Higher Education – Springboard Programme

An additional €2.8 million is being provided in 2011 to the higher education Springboard Programme. This will provide a total of 5,900 places for the unemployed in part-time higher education courses from certificate to post graduate levels (levels 6 to 9 on NFQ).

The initiative will help those previously employed in construction and other sectors of the economy where employment levels are unlikely to recover to pre-recession levels.

	<p>Programmes will be available at all levels from certificate to masters degree (levels 6-9 on NQF) enabling unemployed people with differing levels of qualifications to participate.</p> <p>Tax and benefit system</p> <p>The interaction between the tax and welfare systems has a major impact on the incentive to work. As a result of recent wage and tax developments, employers believe the incentive to work has been greatly reduced and this is a major stumbling block to successfully getting people back to work.</p> <p>Employers argue that taxes on work should not be increased any further for those on above average incomes. Urgent reform is needed in the social welfare system for those of working age. Ireland is most out of line with competitor countries in relation to the very high long-term replacement rate in the social welfare system. This has been identified by OECD, IMF and others and needs reform. In particular, issues around supplementary welfare benefits and rent relief could be addressed. Options should also be examined in relation to a radical reform of the Family Income Supplement (FIS), which has failed to support the transition from welfare to work.</p> <p>Trade unions hold that pro-cyclical fiscal policies that is, reductions in direct taxes and thus in tax shifting – moving from dependent reliable direct taxes to indirect taxes - were a major contribution to the Irish boom and bust. While largely regressive it also meant that the increased reliance on indirect taxes on property collapsed, contributing to the major fiscal deficit. Unions argue that income taxes were reduced too much during the boom and they can be increased today on higher incomes along with other taxes. Unions recognise that the taxation and benefit system must work harmoniously together, and any reforms in this complex area must be after deep and considered examination of the interaction of the systems.</p> <p>The Government has announced the establishment of a Tax and Social Welfare Commission to examine entitlements of selfemployed and the elimination of disincentives to employment.</p>
Italy	
Latvia	<p><i>Joint report by the Employers' Confederation of Latvia (LDDK) and the Free Trade Union Confederation of Latvia (LBAS)</i></p> <p>The European Framework agreement on inclusive labour markets is translated into Latvian by the Joint Translation</p>

Fund and distributed to all affiliated organisations.

Activities on implementation:

1. LBAS organises free of charge consultations for employees and unemployed people who need help in protection of their labour rights to be better integrated into labour market.
2. 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 Co-operation Platform to develop synergies of different stakeholders interested in common understanding and promotion of good business practice.
3. 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 2nd year companies are welcoming this initiative and participate in Sustainability Index. More information is available on web site: <http://www.ilgtspejasindekss.lv/>.
4. Both LDDK and LBAS promote conditions and aims of the Agreement into collective agreements at local and sectoral level.
5. LBAS organises free of charge training courses for employees and potential workers on legal labour rights, social dialogue and inclusive labour markets at all levels. This year a good LBAS cooperation with local municipalities has been initiated and this tripartite mechanism is quite will spread and popular in regions.
6. In March 2011 LBAS organised a special seminar in Latgale region of Latvia on inequalities in labour market to discuss the present situation and to find solutions on better inclusion of vulnerable groups (young people and women) into labour market.

	<p>7. This year both LDDK and LBAS started implementation of a major project on restructuring of vocational education qualification system. The project is aimed on research of education and labour market needs in 12 priority economic sectors.</p> <p>8. On 19 April 2011 the 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 contributions into the higher education sector, as well as greater cooperation between the employers and higher education institutions.</p> <p>9. 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.</p> <p>10. LDDK and LBAS are members of the Consultative Board of the National Employment Agency, as well as members of other 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>11. 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. Besides, at the beginning of 2011 LBAS published renewed edition of Labour Law with commentaries of experienced lawyers available free of charge for employers, trade union organisations and state institutions.</p>
Lithuania	
Luxemburg	<i>Joint report by Fedil – Business Federation Luxembourg (member of BUSINESSEUROPE), la Fédération des Artisans, (member of l'UEAPME) and CGT-L (OGBL/FNCTTFEL) et LCGB (members of ETUC)</i>

The agreement has not been translated yet into an official language of Luxembourg.

Discussions between the social partners in Luxembourg on the implementation of the European Agreement are underway.

Following an in-depth analysis of the agreement, the social partners have found that many elements and paths set by the European Agreement have already been implemented in Luxembourg.

The social partners have agreed to write a document containing the different responses by Luxembourg to the issues set out in the European Agreement.

In addition, different orientations developed under the agreement are currently being discussed within various tripartite bodies in Luxembourg, such as the Standing Committee on Labour and Employment, the Conjuncture Committee, the Economic and Social Council, and the Tripartite Coordination Committee.

The social partners are invited to regularly exchange views within the Standing Committee on Labour and Employment on the situation in matters of employment, unemployment and working conditions, safety and health of employees. This committee includes government representatives, representatives of the trade unions which are representative at the national level and employers' representatives from the different branches of the economy.

The Conjuncture Committee is composed of ministers and representatives of the professional organisations of employers and employees. Its function is to closely monitor the economic developments in Luxembourg, the labour market situation, the state of unemployment and to produce monthly reports to the Council of Government. It is also responsible for issuing opinions on applications for partial unemployment and early retirement claims or adjustments, and on job safeguard.

The Economic and Social Council consists of representatives of employers, employees and the Government. Its function consists in giving advice on any law or regulation relating to the professional world and to the whole of the national economy and the national budget.

The Tripartite Coordination Committee is composed of government representatives, of representatives of employers and

	employees. Its mission is to build consensus on important economic and social values.
Malta	
Netherlands	<p><i>Joint report from the Dutch public sector social partners VNG (association of Dutch municipalities, employers organisation) the Central Government employer and the Abva/Kabo/FNV (trade union for the Public sector) and co-ordinated by Centre for Labour relations in the Public Sector (CAOP).</i></p> <p><u>General introduction:</u> 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><u>Implementation of the agreement</u> The Ministry of the Interior and Kingdom Relations (BZK), the Association of Netherlands Municipalities (VNG) and also other employers of the different public sectors (central government, police, judicial body, military bodies, primary education, municipalities, provinces, water management bodies, 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) and trade unions for the public sectors, such as Abvakabo FNV, have undertaken in the last couple of years a broad scope of common and separate measures in order to reach an inclusive labour market. Since this agreement takes a broad and comprehensive approach, the actions in practice related to this agreement can thus be very wide as well and are numerous in the Netherlands. We have accordingly decided to present some examples for certain groups in relation to labour market participation. It was important for Dutch social partners to have their staff reflect the population of Dutch society as indicated in the introduction. Furthermore, the shrinking labour market and the aging issue, which are becoming increasingly visible in these sectors, increase the need to formulate a diversity policy in a broad sense. This means, amongst other things, guiding and raising the awareness of people who encounter difficulties in entering or returning to the labour market. Moreover, diversity is also a necessity when considering the quality of service especially in the public sectors. Changes in society – for instance, more demanding citizens – require other skills and attitudes of the staff and officials. They must be aware of these changes and adapt to them.</p> <p>In general, the Ministry of Interior and Kingdom Relations 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</p>

related to the labour market. Next to this, there are also numerous actions implementing this agreement in practice. 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 that aim at encouraging and retaining people with partial workability, long-term unemployed, people with diverse ethnical backgrounds, women and younger and older persons.

Aging and younger employees

For the public, even more than for the private sector, age of the employees is rising quickly. For example, in 2009, the number of municipal employees older than 45 years was 55%^[1]. Between 2005 and 2009, the percentage of employees of age 60 and older has increased by 7,2%. In the most recent CLA (2009-2011), VNG and the Unions have made various agreements on how to further stimulate the employability of older workers. One of the agreements is to address and mitigate the work load. This has become an obligatory topic for every performance interview and/or personal educational plan with employees of ages 50 and more. They thus can make specific arrangements within their personal development plans to accommodate changing interests and health circumstances. Furthermore, within the collective labour agreement for the municipal sector it is specified that employers will get an annual discount of €2.750 on the pension's premiums they put aside for employees between 62 and 65. This money can be spent to increase the employability and availability of above mentioned employees.

At the same time, the employers in the public domain in the Netherlands try to attract younger employees. Looking for example only at civil servants; the average age of civil servants in 2009 was 45 years. Examples related to this group are special trainee programmes and campaigns to attract younger people as employees. The bipartite A+O foundation, commissioned by the Employers Association of the Dutch municipalities (VNG) and the Unions, started, for example, the campaign 'Working for a municipality' in 2008 to attract new employees in the 25 – 35 years age group. The campaign is supported by a website and other activities.

Partial work ability and long-term unemployed

In this field many examples can be found as well aiming at engaging and stimulating persons with partial work ability and long-term unemployed. The Ministry of Interior and Kingdom Relations has realised 1169 'work experience internships (werk-ervaringsstages)' between 2007 en 2010 for persons, who are partly able to participate in the labour market or who receive (unemployment) benefits from the government bodies. Moreover, 200 placements of persons from the social workplace sector and young disabled persons within the central government sector have been realised. In this way possibilities to find employment within the central government sector is facilitated. For the coming years an agreement has been made that 1 percent of the employment body of the central government sector will be reserved for groups facing a bigger distance from the labour market, in this case long-term unemployed (more than 6 months) and

persons with partial workability.

Diversity related to ethnicity and gender

In order to reach an inclusive labour market, this labour market needs to be an adequate mix of ethnicity and also have an adequate gender balance. Regarding diversity of the employees with different cultural backgrounds, many initiatives have been taken in the last 20-30 years. One of the activities during the last few years to raise more awareness and providing hands-on tools for the public sectors in the broad sense (education, police to the central government itself etc.) is the 'Think diversely' campaign (www.denkdivers.nl). The most important aim of the campaign was to stimulate the public sector to invest in diversity. One of the instruments offered is the diversity index, which is an interactive instrument that displays the composition of the employees of certain government bodies or segments based on a broad scale of indicators such as gender, ethnicity and age. The instrument gives organisations the opportunity to benchmark their own organisation with other (comparable) organisation on the aspect of diverse employee pool. There are also co-financing possibilities for projects on diversity and best practices for most of the different public sectors (police, health, education...) are available.

The Ministry of Interior and Kingdom Relations have coordinated these activities, and social partners in public sectors have taken up many activities. For example the Employers Association of VNG and the trade union Abvakabo FNV are also involved in the project 'Diverse thinking, just do it' ('Divers denken, gewoon doen') which is implemented by the bipartite A+O foundation. Within the scope of this project a number of initiatives is/will be taken, which will include the coaching of multicultural talent, diversity master classes for managers and visits to other employers.

Within this 'think diversely' campaign gender issues are taken into account as well. Again there are numerous other actions related to gender equality taken up by different sectors, such as a special programme for female managers with the municipalities or the taskforce Part-time Plus (<http://www.24ormore.org/conferentie/lang:en>) to increase female labour participation.

Furthermore different kinds of leave, related to a better combination of work and private life and connected to gender issues, have been made easier attainable as well. This counts for parental leave for civil servants with lower income and it has become more attractive within recent collective labour agreements for the municipal sector to take paternity leave after the birth of a child.

Future

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 choice and possibilities to create a more diverse work environment. On the other hand, there have been budget cuts in (public) organisations, resulting in a decreasing

demand for (new) personnel. Many of the initiatives 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 as an inclusive Dutch labour market. During the past few years central government has played an active role in stimulating the different organisations in the public sector, next to the own initiatives of the different organisation. It is now more up to the organisations themselves to continue certain activities first more undertaken by the central government on diversity and inclusive labour market. The present central government will be monitoring the achievements of the public sector when diversity is concerned.

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

1. Translation of EU Framework Agreement

The Labour Foundation had the Framework Agreement translated into Dutch by a professional translation company almost immediately upon receipt. The Foundation then made both the translation and the original English text available on its website in August 2010, enabling interested parties to read and/or download the texts.

2. Distribution of translation of Framework Agreement among the social partners

The Foundation's Agenda Committee - the committee that coordinates the Foundation's activities - decided against turning the Framework Agreement into a recommendation by the Labour Foundation. The Framework Agreement offers sufficient information to proceed with implementation. The national employers' confederations and trade union federations have notified their members about the publication of the Framework Agreement on the Labour Foundation's website.

3. Implementation of Framework Agreement

The Labour Foundation actively promotes inclusive labour markets in several different ways. It does this, on the one hand, by asking its members to place this topic on the agenda of their consultations in order to develop a customised approach. On the other hand, the Foundation also offers its members recommendations that may encourage the

creation of an inclusive labour market. Next to this, the Labour Foundation advises the Dutch Government and Parliament, doing so either at their request or on its own initiative.

The Foundation wishes to note that the social partners in the Netherlands had already been working to promote inclusive labour markets long before the Framework Agreement was concluded in Brussels. Key activities undertaken by the Labour Foundation in recent years include:

- An agreement with government to combat low literacy in the workforce and among jobseekers (term of agreement: 2007-2015). It was agreed to reduce the number of low-literate persons by 60 per cent between 2007 and 2015. The social partners have undertaken to combat low literacy among working people. The Foundation has been working to fulfil its part of the agreement since 2007;
- In October 2008, the Labour Foundation and the fourth Balkenende Government agreed, as part of the autumn agreement *Samen doen wat mogelijk is* [Doing what is possible together], to promote employment participation among categories of persons with weak positions in the labour market. The agreements have been worked out in detail in the publications *Leren loont* [Learning Pays] and *Aan het werk* [Getting to Work] (2009). In the first publication, the Foundation describes how social partners on the level of companies, sectors and branches can promote formal and informal training in the workforce and among jobseekers. The second publication discusses how jobseekers who are furthest from the labour market can nevertheless work towards entering (or re-entering) employment;
- Publication of several recommendations and advisory reports concerning the labour market position of so called *wajongers*⁹ and the *35-minus*¹⁰. In addition, the Labour Foundation also had an external research firm monitor the extent to which partially disabled persons (up to 35% wage loss) had entered or re-entered employment in 2007, 2008 and 2009;
- Advisory reports in which the Foundation advises the Government to amend educational programmes for pupils with learning difficulties so that they will be able to enter the job market;
- In cooperation with government, the Labour Foundation set up specific awareness-raising campaigns to help young persons with a disability or older workers to find work;
- The social partners at national and sector level have campaigned to get the occupational training sector involved in promoting the labour market position of this group of jobseekers.

⁹ Individuals who are (partial) unfit for work by a illness or disability at a young age, the reason why they receive a so called invalidity payment [Wajong-uitkering].

¹⁰ Individuals with a partial occupational disability and a wage loss of less than 35%, the reason why they are not entitled to receive a disability payment.

	<p>The recent financial and economic crisis has naturally made it more difficult to find suitable employment for jobseekers furthest from the labour market. The Labour Foundation expects, however, that the period ahead will bring more opportunities to help such jobseekers enter the labour market: the Dutch economy is recovering slowly and the supply of labour is declining as the population ages and the working-age population shrinks.</p> <p style="text-align: center;">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. They discuss possible collaboration within the context of the Labour Foundation. Usually they are able to reach agreement. If, however, they come to the conclusion 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 address individually the relevant topic to the Parliament or the Government.</p>
<p>Norway</p>	<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 Employer's Association Spekter, The Norwegian Association of Local and Regional Authorities (KS), The Federation of Trade and Service Enterprises (HSH) and Ministry of Government Administration, Reform and Church Affairs (FAD)</i></p> <p>The main organizations of both parties in Norway have established cooperation to implement the Framework Agreement in Norway. They have translated the agreement into Norwegian, and will consider how the agreement can be implemented through the existing tripartite Norwegian agreement on an inclusive working life (the IA Agreement).</p>
<p>Poland</p>	<p><i>Joint report by NSZZ Solidarnosc, OPZZ (ETUC affiliates), PKPP Lewiatan (BusinessEurope) and ZRP (UEAPME)</i></p> <p>The press articles about the content of the agreement were written by trade unions' experts and published in the specialized Polish press ("Dialogue", "Monitor prawa pracy" - Labor Law Monitor), addressed to social dialogue practitioners and academics.</p> <p>The translation process of the agreement had been initiated and arranged by Polish Craft Association (ZRP), which</p>

	<p>requested on social partners' behalf for translation the text into the Polish by using means of "translation fund" at European level. In July 2010 the received working text of translation has been forwarded to other organizations. Finally social partners estimated that the text needs further adjustment in order to be factually comprehensible and it would be proposed as one of the elements of the discussion on the possibility of agreement's implementation in Poland.</p> <p>NSZZ Solidarnosc has prepared an initiative supported by OPZZ, aimed at disseminating information about the agreement and to enable the social partners to reflect together on the content of the agreement. The application for project co-financed from the budget line "social dialogue" was submitted to the European Commission in April 2011. If it is accepted, the proposed framework will include e.g. organizing an international conference to promote the European agreement, joint seminars with other European trade unions and workshops for Polish social partners. The latter ones will be the opportunity to discuss the possibility of taking joint initiatives of trade unions and employers' organizations in the areas described by the European agreement.</p> <p>PKPP Lewiatan supports implementation of the agreement and undertakes joint actions with its members and public authorities towards to dissemination of essential content of the agreement. As an example can serve international conference on innovative methods of professional activation of unemployed with participation of British and German experts, organised in cooperation with Ministry of Labour and Social Policy and public employment services, which allowed to exchange knowledge on the topics of the agreement.</p>
<p>Portugal</p>	<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 BUSINESSEUROPE) and CEEP (CEEP Portuguese Association)</i></p> <p>In the period of the report the Social Partners' highlight the following initiatives to implement the Framework Agreement on Inclusive Labour Markets:</p> <p><u>- Initiatives from CGTP-IN</u></p> <p>Information's about this Agreement were given to our trade unions leaders, in the framework of our Executive Commission, in particular the outcome of negotiations.</p>

We took part in the Portuguese translation of the Agreement with the others confederations, trade unions and employers ones.

Our next programmed activities includes, mainly: the dissemination among our members; the transposition to collective bargaining, were some clauses already exist or are related with the themes covered by the Agreement; the use of the Agreement in the sense that reinforces our argumentations claiming for a more active action from the public authorities in order to achieve an inclusive labour market.

- Initiatives from UGT

The main actions carried out by UGT concerning this agreement were related to its dissemination.

The main guidelines of the agreement, especially regarding actions directly involving the social partners, were presented to our members. It was carried out in UGT's Executive Secretariat and also in a regular meeting of our National Secretariat, which is broader, where all our unions are represented.

The aim of this presentation was to raise awareness amongst trade union leaders and especially amongst union negotiators to the importance of these subjects.

Concerning the collective bargaining agreements published in 2010, there are some clauses that seek to address some of the subjects comprised by the agreement.

For instance, as far as the support for those with greater difficulties in the labour market is concerned, the collective agreement signed between the "Associação de Regantes e beneficiários do Vale do Sorraia" and SETAA (Farming sector) states, on its clause 71 (on professional training), that they will promote the socio-professional integration of groups with particular difficulties of inclusion through the development of special vocational training actions.

Regarding the recruitment policies and methods to assure the conditions to appropriately admit and support new members (workers) in companies, there are already some collective bargaining agreements focusing on these issue, namely the agreement signed between AECOPS (Construction Companies Association) and SETACCOP (Construction Workers' Union) establishes that the apprenticeship will be made under the supervision of a professional with the title of officer.

- Initiatives from CIP

CIP disseminated the Agreement to all its member associations and companies.

In this context, CIP elaborated and send a note describing the agreement and highlighting the most import aspects of it and also send an English version of the agreement and a Portuguese version that was made by the internal services of the Confederation.

“APIGRAF – Associação Portuguesa das Indústrias Gráficas, de Comunicação Visual e Transformadoras do Papel” (employers association), member of CIP, is developing initiatives in the field of socially responsible restructuring in graphics companies, with plans to hold two workshops for member companies on the matter in conjunction with Intergraf (International confederation for printing and allied industries), partially funded by the European Commission.

AIMMP – Associação das Indústrias de Madeira e Mobiliário de Portugal”, (employers association), member of CIP, is developing a wide range of activities among which we highlight the following:

- promotion and development of professional traineeships in its facilities on different areas of activities;
- dissemination of information regarding vocational training and promotion and support of companies regarding the use of vocational training programs developed by the State;
- development of vocational training actions for entrepreneurs and workers;
- development of project, already approved, on the field of social responsibility with the aim, among others, to improve the image of the companies and sector.

- Initiatives from CEEP

CEEP Portugal followed the Framework Agreement on Inclusive Labour Markets, but have not promoted exclusive

	<p>initiatives in this domain.</p> <p>Nevertheless, by May 2010, CEEP Portugal has implemented a Social Affairs and Human Resources Project to all its members companies, from what has resulted the implementation of three Working Groups, that, since then, has worked regularly on subjects within the Framework Agreement on Inclusive Labour Markets:</p> <ul style="list-style-type: none"> - Working Group on social responsibility of companies; - Working Group on development of human potential; - Working Group on crisis, change management, working law and social dialogue. <p><u>- Joint Initiatives</u></p> <p>Recently the Social partners have come to an agreement regarding the translation of the Framework Agreement that was based on the translation initially made by CIP.</p>
Romania	
Slovakia	
Slovenia	<p><i>Joint report by the Association of Employers of Slovenia (ZDS – member of BUSINESSSEUROPE), Chamber of craft (OZS – member of UEAPME) and the Association of Free Trade Unions of Slovenia (ZSSS – member of ETUC)</i></p> <p>The European framework agreement on inclusive labour markets is not translated into Slovenian yet; however some actions from the agreement have/are already being carried out, since the importance of inclusive labour market is widely acknowledged among all social partners.</p> <p>Activities on implementation:</p> <ol style="list-style-type: none"> 1. ZSSS: Slovenian social partners have not yet adopted an official Slovenian translation of the European framework agreement on inclusive labour markets. There are no activities carried out specifically concerning this framework agreement. ZSSS has, however, proposed to include the Framework agreement on inclusive labour markets on the agenda of the tripartite social dialogue body Social-economic council (http://www.ess.si). There

	<p>is need yet to define procedures for the transposition of European social partner agreements to Slovenian industrial relations system.</p> <ol style="list-style-type: none"> 2. ZSSS reports that nothing yet has been jointly or separately done by Slovenian social partners to implement this European agreement. 3. Ageing workforce is perceived as one of the greatest challenges for Slovenian economy. ZDS has acknowledged the challenge and started to publicize it. In order to do so, ZDS carried out two successful international projects, "Ageing workforce" followed by "Ageing workforce 2". The purpose of the first project was gathering data on the situation in Slovenia and evaluating the impact of aged population on labour market, whereas the goal of the second project was creating the tool for employers' self-evaluation and providing them a plan of practical activities in order to tackle the issue in their company. ZDS offers members full professional support on the issue of ageing population and review/evaluation of measures (to be) taken. 4. Lack of skilled workers was especially a big issue in period of conjuncture and remains so even in times of downturn. Main challenge is the discrepancy between demand and supply, as regards the structure of education of young population. ZDS is carrying out various activities in order of improvement of compliance between labour market demand and supply of education institutions, and promoting company scholarship schemes in order to close the gap between demand and supply. OZS stresses out that discrepancy between demand and supply is a big issue and therefore is a subject of their yearly debate at their conference. 5. ZDS and trade union counterparts at branch level promote policy of inclusive labour market by introducing various life-work balance provisions in collective agreements, as regards working hours, and additional workers' rights. Antidiscrimination provisions, in pursuing more inclusive labour markets, are also extensively developed in newer collective agreements. 6. ZDS and OZS stress out that rigid and overprotective legislation is not in favour of inclusive labour market. E.g.: it is against the law to terminate employment contract due to business reasons to older workers, which is, according to our estimation, the main reason of the relatively high unemployment rate of older workers. 7. Disabled people enjoy legal protection against termination of employment contract, by requiring additional procedure within the special commission, composed of employers' representatives, employees' representatives and representatives of the ministry, unemployment service and Pension and disability insurance institution. In order to ensure the employment of disabled people, quota system was introduced in 2007. The system requires certain percentage (2-6%, depending on branch) of disabled people employed in companies employing more than 20 workers, or (alternatively) contribution to the Fund for the employment of disabled.
Spain	

<p>Sweden</p>	<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>The Swedish social dialogue partners have distributed and informed about the autonomous agreement in various ways within their respective organizations and member organizations.</p> <p>The autonomous agreement is currently being translated by the Swedish social dialogue partners. The Swedish version will then be distributed among the Swedish social partners and other relevant stakeholders.</p> <p>The Swedish partners are committed to the question and the dissemination and implementation of the agreement will continue.</p>
<p>United Kingdom</p>	<p><i>Joint report by the CBI, TUC and PPE</i></p> <p>The CBI, TUC and PPE met to discuss the implementation of the European Framework agreement on Inclusive Labour markets in February 2011. The Social Partners also invited the Department for Business, Innovation and Skills and the Department for Work and Pensions to form part of the working group.</p> <p>The Social partners have traditionally opted for non-legislative methods of implementing Framework agreements and it was agreed that in this instance also a non-obligatory approach was the most appropriate method.</p> <p>The Social Partners have departed from the traditional UK implementation of these Frameworks agreements by producing guidance. They will, for the Framework agreement on Inclusive Labour Markets focus on developing a web based solution. This will draw on the experiences of the Social Partner organisations, but also look to engage with a wider group of organisations covering a variety of sectors including for instance: skills, Employment services, third sector etc to seek their experiences and examples of best practice. <u>To this end the Social Partners have agreed to hold a roundtable event either in the fourth quarter 2011 or first quarter 2012.</u></p> <p>The web based solution will look to pull together the experiences and best practice from the results gathered at the roundtable event as well as from the Social Partners for the web product.</p>

	<p>The web based product will be maintained on each of the individual Social Partner websites. In terms of design there will be a common template and content which will include a front page which includes the logos of all the Social Partners. <u>The Social Partners have agreed that they will seek to launch the website at either the forth quarter 2012 or first quarter 2013 thereby implementing the Framework Agreement on Inclusive Labour markets.</u></p> <p>The Social Partners will look to promote the websites through their individual networks and newsletters and are also considering whether they wish to pursue any additional avenues.</p> <p>Following the implementation of the guidance the Social Partners will set about evaluating the effectiveness of the website. This will most likely take the form of a questionnaire about the usefulness of the end web product and content, though the details of the evaluation are still under consideration.</p>
Candidate countries	
Croatia	
Turkey	
EU interprofessional social partners	Implementation results /initiatives
	<p><u>Joint activities</u></p> <ul style="list-style-type: none"> • <u>Sectoral social dialogue committee of UNI Commerce and Eurocommerce</u> - Brussels (24/04/2010) : joint presentation by representative of ETUC and BUSINESSEUROPE of the content of the framework agreement and debate on possible follow for this sector • <u>Belgian National Labour Council</u> - Brussels (22/10/2011) : joint presentation by representative of ETUC and BUSINESSEUROPE of the content of the framework agreement followed by a debate with the participants (information and presentations are available at http://www.cnt-nar.be/F11.htm) • <u>Economic and Social Committee</u> – Brussels (11/03/11): European Disability Forum and ETUC conference on disabled persons access to employment (ETUC, BUSINESSEUROPE, UEAPME and CEEP as speakers) • <u>European Year Against Poverty and Social Exclusion</u> - The Agreement was actively promoted by European Social Partners in the framework of the 2010 European Year Against Poverty and Social Exclusion, including via the European Commission website for the European Year. <p>European Social Partners' Integrated Programme</p>

The integrated programme aims at the reinforcement of social partner capacities on EU social dialogue. This includes some elements which have been useful in the implementation of the European framework agreement on inclusive labour markets:

- *Translation Fund.* In order to promote full implementation of EU social dialogue texts throughout Europe, a fund has been created for translating texts negotiated through the EU social dialogue into languages of EU member states as well as candidate countries. The fund is jointly managed by ETUC and BUSINESSEUROPE (on behalf of the European employers' organisations) and their respective affiliated member organisations may use it. To date, the agreement on inclusive labour markets has been translated into the following languages through this fund: Czech, German, Polish and Latvian. These translations have been made available in the EU Employers' and ETUC Resource Centre websites (see below).
- *ETUC and EU Employers' resource centre websites.* The ETUC and BUSINESSEUROPE have published on their respective websites (<http://resourcecentre.etuc.org/> and <http://www.erc-online.eu/> the original version of the agreement on inclusive labour markets together with all the translations into the EU languages available (realised through the translation fund).

ETUC activities

In the framework of the aims pursued through the "ETUC Resource Centre" project (notably the reinforcement of social partner capacities on EU social dialogue), part of the European Social Partners' Integrated Programme, the ETUC has carried out a series of activities dealing directly or indirectly with the content and objectives of the agreement on inclusive labour markets.

These activities are broken down as it follows according to the different groups of trade union representatives to which they were addressed.

- *Seminars "Training and mentoring on European social dialogue".* Around 20 trade unionists from EU member states and the candidate countries, with a working knowledge of English but little knowledge of the European social dialogue mechanisms, were introduced to the content and background of a number of European social dialogue results, with a view to further developing their negotiation skills. With specific regard to the framework

agreement on inclusive labour markets, its content was described and the main points relevant from a trade union perspective outlined. As a result, participants became acquainted with the objectives of the agreement and could share their experiences in terms of the transposition as well as the implementation of it. Moreover, the impact of this cross-industry agreement was extended with the experiences that have been developing at sectoral level through interventions made by representatives of European Industry Federations.

- *Second level training “Developing a common understanding of European social dialogue instruments and their impact at the various levels”*. Between March and November 2010, the ETUC organised three two-day seminars involving trade unions confederations from the EU Member States that joined the EU in 2004 and 2007. These seminars aimed to further develop the skills and knowledge of trade unionists in order to help them to contribute effectively to the implementation of the European social dialogue at national level. In line with this objective, the agreement on inclusive labour market was explained. Each presentation was followed by a debate where participants could share the preliminary experiences to implement this agreement.
- Finally, between January 2010 and May 2011, trade union confederations were given the opportunity to organise twinning seminars on issues related to the European social dialogue. The ETUC provided a budget (through EC funding) and helped find European experts to contribute at the events. Trade unions based in four different EU member states (Italy, Greece, Portugal and Belgium) took advantage of this possibility and decided to devote part of their respective events to the agreement on inclusive labour markets.

As for assisting its member organisations in the actual implementation of the framework agreement on inclusive labour markets, the ETUC runs also a specific project, with the financial support of the Commission, which foresees in different but complementary actions. More in particular, it concerns the following:

- The elaboration of an ETUC interpretation guide on the agreement and made available in different languages (EN/FR/DE)
- A specific section on the ETUC website relating to the agreement and its implementation (<http://www.etuc.org/a/7076>)
- A translation fund providing for financial support to allow member organisations who wish so to dispose of a translation of the framework agreement in their national languages)
- A European Conference of 1 ½ day, scheduled for end November 2011 in Brussels, with as main objective to

exchange information and experiences in relation to the implementation of the agreement

Furthermore, members of the ETUC legal experts network NETLEX also received an in-depth presentation of the agreement at their conference in November 2009 in Brussels.

The framework agreement was also presented by members of the ETUC secretariat at the following meetings:

- National seminar organised by GSEE (ETUC member) - Athens (14/02/2011) : presentation of the content of the framework agreement and debate on the implementation
- ETUI Training course on social dialogue - Lisbon (02/03/2011) : presentation of the content of the framework agreement and debate on the implementation

Employers' activities

BUSINESSEUROPE

1) The agreement was presented at a number of conferences organised by EU Presidencies, the European Commission and other stakeholders. These included the following:

- Séminaire Européen du Centre Européen du Travail, Intégration des jeunes migrants (12 June 2009)
- European Commission conference on active inclusion (6 May 2010)
- Spanish Presidency conference on personal autonomy and employment (21 May 2010)
- 10th meeting of people experiencing poverty (14 May 2011)

3) BUSINESSEUROPE also held an exchange of views with its member federations on the preparations for implementation of the framework agreement and any difficulties encountered.

UEAPME

1) UEAPME has been actively promoting the agreement at conferences of the EU Presidencies, the European Commission, the European Economic and Social Committee and Committee of the Regions, including:

- Hearing on Integration of immigrant workers (14 January 2010)
- Public Employment Services conference Zaragoza (27/28 May 2010)
- 4th Equality Summit (15/16 November 2010)
- Boosting the employment of older workers (25 November 2010)

2) UEAPME has been discussing the preparations for implementation of the agreement with its member organisations, including any issues encountered.

3) UEAPME promotes apprenticeships in qualitative and quantitative terms, as well as the mobility of apprentices. In this context UEAPME is responsible for the political coordination of “Euroapprenticeship” an EC co-funded project led by the UEAPME French member organisation APCMA. It aims to increase the mobility of apprentices in Europe by making a placement abroad a feasible option for apprentices and other young persons in alternate vocational education and training (VET). Its deliverables include a web-based platform with a network of competent bodies and intermediary organizations, providing expertise and support to learning mobility projects of VET providers for the benefit of skilled crafts companies and apprentices, a “toolbox” of best practice, a new “European Observatory on Learning Mobility in VET” and a label to increase visibility. The duration is 3 years until late 2012. See www.euroapprenticeship.eu

CEEP

1) Since the agreement was adopted CEEP has actively promoted the agreement on several occasions , including through meetings, conferences and seminars organised by EU Presidencies, other EU institutions and stakeholders:

- CIRIEC International Congress, 17 May 2010
- Seminar on the cooperation between employers in the field of disability and companies for inclusive labour markets in Europe, 20 April 2011

2) CEEP has several times discussed the implementation of the agreement, including obstacles encountered, with its national members.

3) CEEP has involved its member enterprises from the public transport sector in implementing a strategy for

	people with reduced mobility.
European sectoral social dialogue	Implementation results /initiatives