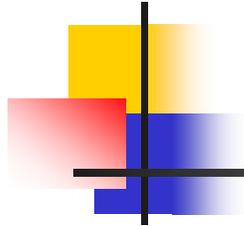
A decorative graphic on the left side of the page, consisting of overlapping colored squares (blue, red, yellow) and a black crosshair.

FRAMEWORK AGREEMENT ON INCLUSIVE LABOUR MARKETS

**Sectoral Social Dialogue Committee
in the commerce sector
27 April 2010**

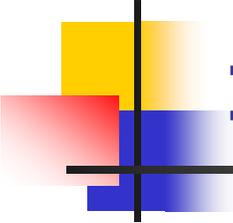
**Juliane Bir
ETUC**

**Maxime Cerutti
BUSINESSEUROPE**



Outline

- I/ History
- II/ Signatory parties
- III/ The agreement in a nut shell
- IV/ Annexes



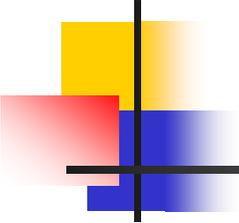
I. History

A. Framework agreements implemented by directive

- Parental leave, 14 December 1995
Revised on 18 June 2009
 - EU Directive 10/18/EC of 8 March 2010
- Part time work, 6 June 1997
 - EU Directive 97/81/EC of 15 December 1997
- Fixed term contracts, 19 March 1999
 - EU Directive 99/70/EC of 28 June 1999

B. Framework agreements implemented by social partners

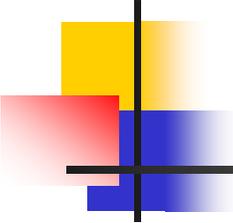
- Telework, 16 July 2002
- Work-related stress, 8 October 2004
- Harassment and violence at work, 26 April 2007
- Inclusive Labour Markets, 25 March 2010



I. History

C. Inclusive Labour Markets

- Work programme 2006-2008
- Work programme 2009-2010
- Negotiations
 - 15 meetings – 14 months
 - Agreement negotiating team on **9 December 2009**
 - Signed on **25 March 2010**
 - Implementation deadline: **25 March 2014**



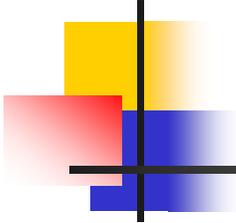
II. Signatory Parties

Representing European workers

- **ETUC** – European Trade Union Confederation;
- Established in 1973;
- 81 member organisations in 36 countries;
- 60m members;
- 12 European Industry Federations;
- Eurocadres (professional & managerial staff)
- FERPA (retired & older people)

Representing European employers

- **BUSINESSEUROPE** – the Confederation of European Business;
- Established 1958;
- 40 federations from 34 countries;
- More than 20m companies;
- **UEAPME** – European Association of Craft, Small and Medium-sized Enterprises);
- **CEEP** – The European Centre of Employers and Enterprises providing Public services

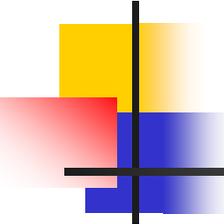


III. The agreement in a nut shell

- 1. Introduction and context**
- 2. Aim of the agreement**
- 3. Description and scope**
- 4. Obstacles**
- 5. Social partners' actions**
- 6. Implementation and follow up**

Annex 1: Recommendations

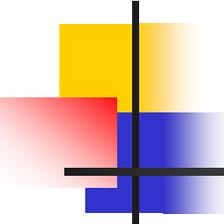
Annex 2: References



III. The agreement in a nut shell

1. Introduction and context

- **A key concern** for European social partners
- **Challenging economic and social climate** in 2008-2009 strengthens the need for social partner actions
- Europe's response to **long-term challenges** of ageing and sustainability of social protection systems

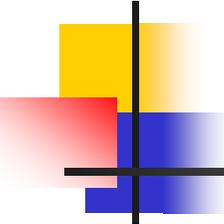


III. The agreement in a nut shell

1. Introduction and context

Shared responsibilities and role of other actors

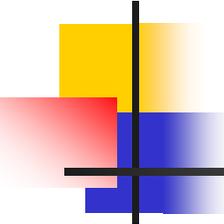
- **Shared responsibilities** of employers, individuals, workers, workers' and employers' representatives
- **Does not only depend on social partners' action** (public authorities and other actors) // *Cf : Annex 1*
- **Relevant European legislative and non-legislative instruments** // *Cf : Annex 2*



III. The agreement in a nut shell

2. Aim of the agreement

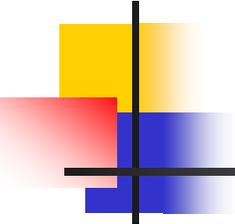
- Consider the issues **of access, return, retention and development** with a view to achieving the full integration of individuals in the labour market;
- Increase the awareness, understanding and knowledge of employers, workers and their representatives of the benefits of inclusive labour markets;
- Provide workers, employers and their representatives at all levels with an **action-oriented framework** to identify obstacles to inclusive labour markets and solutions to overcome them.



III. The agreement in a nut shell

3. Description and scope

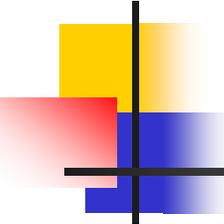
- **Inclusive labour markets allow and encourage all people of working age to participate in paid work and provide a framework for their development.**
- The agreement **does not focus on specific groups**. It provides a general framework.
- Several factors or their combination may encourage or discourage labour market participation
- **Contextual factors**
- **Work-related factors**
- **Individual factors**



III. The agreement in a nut shell

4. Obstacles

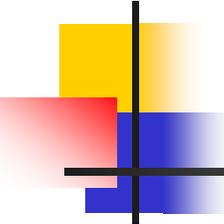
- Obstacles regarding the **availability of information,**
- Obstacles regarding **recruitment,**
- Obstacles regarding **training, skills and capabilities,**
- Obstacles regarding **responsibilities and attitudes** of employers, workers, their representatives and job seekers,
- Obstacles regarding **working life,**
- Factors going **beyond the sole competences of social partners** (cf recommendations in annex 1).



III. The agreement in a nut shell

5. Social partners' actions

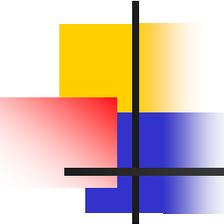
- Awareness-raising campaigns and action plans
 - to improve and/or **restore the image of a sector** or occupation(s);
 - to **promote the diversity of the workforce**;
- Disseminate information about **availability of jobs** and training schemes;
- Cooperate with:
 - **“third sector”** to support those who encounter particular difficulties in relation to the labour market;
 - **Education and training** systems to better match the needs of the individual and those of the labour market;



III. The agreement in a nut shell

5. Social partners' actions (continued):

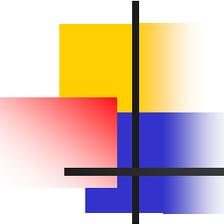
- Implement specific and effective **recruitment methods** and induction policies as well as ensure the right working conditions to welcome and support new entrants in the enterprise;
- Introduce **individual competence development plans**;
- Improve **transparency and transferability** of competences and qualifications;
- Promote **more and better apprenticeship and traineeship contracts**.



III. The agreement in a nut shell

6. Implementation and follow-up

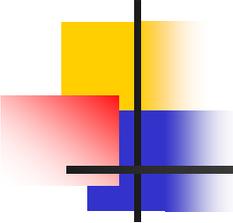
- Members of BUSINESSEUROPE, UEAPME, CEEP and ETUC will **promote and implement** the agreement;
- They will report on the actions taken to the Social Dialogue Committee
- **Yearly tables** in the first three years;
- **Full implementation report** in 2014;



III. The agreement in a nut shell

6. Implementation and follow-up (continued)

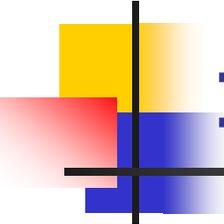
- **Evaluation and review** can be requested by one of the signatories any time after the five years following the date of signature;
- Member organisations can ask **questions on the content** to signatories jointly or separately;
- No unnecessary burdens on **SMEs**;
- “**Non regression** clause”;
- “**More favourable** clause”.



IV. Annexes

Annex 1 – Recommendations to public authorities and other actors

- Extent and quality of specific **transitional measures** for people who encounter difficulties in the labour market;
- Effectiveness of employment and career advice **services**
- **Education and Training**
- Adequacy of investment in **territorial development**
- Adequacy of access to **transport / care / housing / education**
- Relative ease or difficulty of **starting, sustaining and expanding businesses**
- Role of **tax and benefit systems**



IV. Annexes

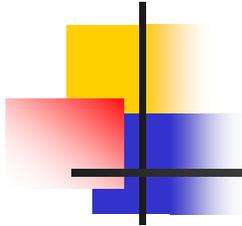
Annex 2 – References

- List of European legislative and non-legislative instruments whose implementation and application is particularly relevant in order to achieve the aim of this framework agreement:

1 - European social partners' texts

2 - Decisions/recommendations/ conclusions

3 - European Directives



- Thank you for your attention -