

# Territorial Employment Pacts in Austria

# TEP

2000

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local regional national european

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opportunities



A Territorial Employment Pact is a contractual alliance of actors from different sectors committed to the objective of taking measures to maintain existing employment opportunities and create new ones.

2000

## Territorial Employment Pacts

2001

## – Experience for Implementing the Community Initiative EQUAL –

2002

It has become a commonly held conviction all over Europe that the European Employment Strategy will only be able to achieve its full impact if individuals actively work together on a local and regional level toward reaching its goals. Austria has become a pioneer in the European Union by committing itself to making the employment pacts a separate focus of the programme „Objective 3 Austria 2000 to 2006“. In accordance with this special emphasis, the necessary supporting and networking structures as well as pilot projects in the form of innovative Local Employment Initiatives will be supported financially, alongside research studies, evaluations and the necessary public-relations work.

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Within the framework of the Territorial Employment Pacts the tasks of anchoring gender mainstreaming, of disseminating the pact-concept to the local level as well as of better drawing in the potential of non-government organisations (NGOs) were begun in the year 2000. These goals will be further pursued in a consistent manner in the year 2001.

Beyond this, the experience gained in the course of establishing the Territorial Employment Pacts will be of great value for implementing the Community Initiative EQUAL. The guidelines of EQUAL call for its activities to be carried out within the framework of strategic partnerships. These so-called development partnerships unite all relevant players in an area in the purpose of achieving innovative solutions for commonly recognised problems and objectives. For the most part, the Territorial Employment Pacts already meet the requirements placed upon those initiating development partnerships within the framework of EQUAL. They are, therefore, especially well suited to serving as „core“ for regional development partnerships, bringing their experience with them into such partnerships. The present brochure elucidates in greater detail the main areas in which the Austrian Territorial Employment Pacts will be working in the year 2001.

I would personally like to wish the Austrian Territorial Employment Pacts much success, particularly in meeting the challenges of the year 2001.

Federal Minister for Economic Affairs and Labour  
Dr. MARTIN BARTENSTEIN

# Territorial Employment Pact for Carinthia



## Main Partners

Provincial government, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry

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<b>Contractual Partners</b>	Province of Carinthia, Labour Market Service
<b>Pact Co-ordination</b>	Labour Market Service Carinthia, Franz Zewell (tel.: +43 / 463 / 3831 - 103, franz.zewell@200.ams.or.at), Province of Carinthia, Anna Moser (tel.: +43 / 463 / 536 - 306, anna.moser@ktn.gv.at)
<b>Consulting Agency</b>	IFA Carinthia (Innovations for the Labour Market, Training and Labour Consulting), Leonard Stijntjes (tel.: +43 / 463 / 50538 - 12, Leonard.Stijntjes@ifa-kaernten.at)
<b>Pact Area</b>	Federal Province of Carinthia
<b>Timeframe</b>	January 1999 - December 2002
<b>Financing</b>	A total of ATS 317,500,000 in funds is planned to be invested in 2001. Additional funding has been applied for from the Objective 3 Programme (European Social Fund - ESF, priority area 6).
<b>Contract</b>	The contract between the Province of Carinthia and the Labour Market Service Carinthia covering a duration of four years (1999 - 2002) was signed in December 1998.
<b>Description of the Partnership</b>	The provincial director of the Labour Market Service and the provincial governor of Carinthia approve the annual programmes and take all decisions relevant to the pact. Delegated co-ordinators are responsible for communication with the contractual partners and look after applying decisions as well as accompanying their implementation in operations on a day-to-day basis. A platform consisting of employees from the specialised departments of the Labour Market Service and of the Province of Carinthia involved in the project as well as representatives of the social partners serve as a supervisory board which assumes responsibility for strategic control, ensuring the flow of information and developing proposals. Beyond this, the pact is overseen by a working group and advised by a support group (IFA Carinthia).
<b>Objectives</b>	The following objectives have been set for the year 2001: to integrate 2,728 individuals into the labour market, to secure employment and to realise essential goals and projects within regional policy in the framework of the National Action Plan for Employment (NAP), of the development model of Carinthia and of the Labour Market Service's annual programme.
<b>Target Groups</b>	Older unemployed, youth, women, long-term unemployed, employed persons
<b>Results in 2000</b>	In the year 2000 a model for devolution was conceptualised within the framework of the TEP. Of further significance was the co-ordinated stake of Objective 2 and Objective 3 measures, particularly with respect to measures emphasising the improvement of employees' skills. A total of ATS 311,700,000 was invested in the Federal Province of Carinthia within the framework of the TEP, thus creating or securing 2,634 jobs.
<b>Contents in 2001</b>	Reintegration of groups targeted by labour market policy, securing existing employment by raising employees' qualifications, measures for new entrepreneurs, devolution of the TEP (working out concepts for involving regional actors in the partnership and for shifting project development to the regional level) as well as developing standards for evaluating and guiding projects

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opportunities

## Examples for Projects

- non-profit integration support, non-profit employment projects, child-care institutions,
- the project „New Work“,
- socio-economic enterprises,
- outplacement foundations, implacement foundations,
- training employees

# Territorial Employment Pact for Lower Austria



## Main Partners

Province of Lower Austria, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Federal Office of Social Affairs, Associations of Municipal Representatives of the Austrian Social Democratic Party and of the Austrian People's Party

2000

2001

2002

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2005

2006

<b>Contractual Partners</b>	Province of Lower Austria, Labour Market Service, Federal Office of Social Affairs
<b>Pact Co-ordination</b>	Employment Pact for Lower Austria, Michaela Vorlauffer (tel.: +43 / 2742 / 9005 - 13745, noe.bep@nextra.at)
<b>Pact Area</b>	Federal Province of Lower Austria
<b>Timeframe</b>	January 2000 - December 2004
<b>Financing</b>	A total of ATS 1,260,000,000 in funds is planned to be invested in 2001. Additional funding has been applied for from the Objective 3 Programme (European Social Fund - ESF, priority area 6).
<b>Contract</b>	The Employment Pact for Lower Austria was signed by the contractual partners in September 1999. Furthermore, the social partners signed a declaration.
<b>Description of the Partnership</b>	The platform is responsible for general decision-making on strategy, support and the framework of the Employment Pact for Lower Austria. The steering committee, consisting of representatives of the contractual partners, assumes responsibility for implementing project measures, making decisions on individual measures conforming to the pact and for steering the pact co-ordination.
<b>Objectives</b>	General objectives: creation of 20,000 additional jobs, lowering the unemployment rate from 6.9% to 5.4%, regional targeting of measures in the area of active employment policy. Specific objectives for 2001: eight new projects are to be initiated and a further eight are to be expanded within the framework of the TEP. All totalled this amounts to the creation of 110 new jobs.
<b>Target Groups</b>	Women, older persons, youth, long-term unemployed and persons with special needs (handicapped)
<b>Results in 2000</b>	The targets set in the annual plan for 2000 (with respect to persons and financial resources) were achieved. The budget was even expanded to include funding for six new projects and the expansion of seven projects. In addition, a uniform monitoring system for the TEP and measures pertaining to it were implemented in the year 2000. Two experts were commissioned with the task of enacting gender mainstreaming.
<b>Contents in 2001</b>	Among other activities, the study entitled „Developmental options for regional labour markets in Lower Austria“ will be carried out within the framework of the TEP in 2001. The main emphasis will be placed upon projects targeting individuals with special needs (disabilities).

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opportunities

## Examples for Projects

- Employment projects, social economic enterprises, integration support, institutions for counselling and care, skills-training projects, employment foundations, child-care projects
- Structural policy goal for 2001: accurately targeted training of the unemployed to meet the needs of enterprises moving into the region as well as of newly established businesses (a separate committee is to be established toward this end).

# Regional Employment and Qualification Pact for Upper Austria



## Contractual Partners / Main Partners

Province of Upper Austria, Labour Market Service, Chamber of Labour, Economic Chamber, Federation of Austrian Industry, Austrian Federation of Trade Unions, Upper Austrian School Council

2000

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- Pact Co-ordination** Labour Market Service Upper Austria, Eva Fischlmayr (tel.: +43 / 732 / 6963-139, eva.fischlmayr@400.ams.or.at) and Karin Mayrhofer (tel.: +43 / 732 / 6963-131, karin.mayrhofer@400.ams.or.at); Province of Upper Austria, Klaus Sigmund (tel.: +43 / 732 / 7720-5158) and Ulrike Lindner (tel.: +43 / 732 / 7720-5131, ulrike.lindner@ooe.gv.at)
- Pact Area** Federal Province of Upper Austria
- Timeframe** January 2001 - December 2001
- Financing** A total budget of ATS 1,254,220,000 is available for the year 2001; this includes funds from the Objective 3 Programme of the European Social Fund (ESF) for the priority areas 1, 4 and 5.
- Contract** The programme of financial support for the Employment and Qualification Pact for Upper Austria was agreed upon by the contractual partners at the beginning of 2001.
- Description of the Partnership** The pact's guidelines for financial support are newly drawn up each year; decisions are taken on a continual basis. All of the pact partners intend to continue the co-operation with respect to content, at least for the following two years, by way of additional, concrete programmes (oriented on evaluation results and market demands) for achieving the objectives.
- Objectives** Improve the employability of long-term unemployed individuals, develop entrepreneurship, encourage employees and employers to adapt to structural changes, promote equal opportunity
- Target Groups** Young (compulsory) school graduates and young adults, college and university graduates, welfare recipients, disabled persons, unemployed persons, individuals over 45 years of age, women, potential entrepreneurs, bodies commissioning public building projects and financing housing, employees in fields with seasonally fluctuating demand, employees of Upper Austrian companies
- Individual Results of the TEP 2000** 1800 participants from the ranks of older individuals employed by enterprises in the private economy were enlisted in training programmes within the framework of the TEP. With the help of the non-profit employment initiatives and social economic enterprises, 520 individuals were prepared for a job on the free labour market. In addition, 684 new employees were hired within restructuring programmes, 122 actual new enterprises were established in the framework of the enterprise start-up programme and 470 participants in 23 educational measures within the tele.soft programme were registered. Beyond this, 524 unemployed persons were trained within the framework of the employment foundation model.
- Contents** Programmes for the continued education of women and employees over 45 will be further expanded in the year 2001. In addition, special attention will be given to training the unemployed, specifically with an eye to filling express needs articulated by enterprises in economic growth sectors.

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## Examples for Projects

- Non-profit employment initiatives and social economic enterprises, training the unemployed for the labour market by means of the employment foundation model, enterprise start ups, tele.soft-BrainCard, Training projects and training programmes for the employed

### Regional Managers for Employment

- Within the framework of the TEP, regional managers for employment have been instated as of 2001  
Western Upper Austria: Monika Grabner-Fleischmann, tel.: +43 / 7722 / 83 0 58, monika.grabner-fleischmann@innsalz.at;  
Region of Steyr/Kirchdorf: Doris Hagspiel, tel.: +43 / 7257 / 8484 – 33, hagspiel@regionalforum.at;  
Eastern Upper Austria: Christian Mayer, tel.: +43 / 7942 / 77 1 88, mayer@eurogio.at

# Territorial Employment Pact „Work for Salzburg“



## Contractual Partners / Main Partners

Province of Salzburg, Labour Market Service, Federal Office of Social Affairs, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Provincial Chamber of Agriculture, Provincial Chamber of Labour

2000

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**Pact Co-ordination** Province of Salzburg, Department 3 (Social Affairs), Roland Ellmer (tel.: +43 / 662 / 8042 -3539, roland.ellmer@land-sbg.gv.at), <http://www.land-sbg.gv.at/soziales/3-06/e2-arbeit.htm>

**Pact Area** Federal Province of Salzburg

**Timeframe** 2000 - 2002

**Financing** The financial framework planned for the TEP in the years 2000 - 2002 amounts to a total of about ATS 185,000,000 contributed by the pact partners, the Labour Market Service, the Province of Salzburg and the Federal Office of Social Affairs. Additional financial support from the Objective 3 Programme (European Social Fund – ESF, Priority area 6) has been applied for.

**Contract** Following preliminary work on the part of individual pact partners, the Employment Pact for Salzburg was compiled by the co-ordinating office (the Social Department of the Provincial Government of Salzburg) and, after discussion, additions and changes by the TEP's plenary assemblies on May 2, 2000, was signed by the pact partners on December 11, 2000.

**Description of the Partnership** Co-operation within the TEP takes place between the plenary assembly (all pact partners), a co-ordination team (pact partners with financial stakes in the programme), working groups and the co-ordinating office. Specifically, the plenary assembly takes decisions on the programme and its strategic orientation while the co-ordination team is responsible for the operational enactment of common activities. Working groups are founded for meeting specific tasks (e.g. public relations activities, project planning and development).

**Objectives and Target Groups** Improving the chances of women and girls on the labour market, improving the chances of re-integrating older and long-term unemployed persons, ensuring the integration of young people in vocational training for apprentices and in the labour market, ensuring the chances of disabled persons on the labour market.

**Results in 2000** Due to the package of measures enacted in the TEP 1997 - 1999, a total of more than 1100 employment and training positions have been created. Approximately 40% of these have been to the benefit of women. This makes for an almost 100% over-achievement of the original objective of 500 - 600 employment and training positions. This positive trend continued in the year 2000, while at the same time the amount of funding committed within the framework of the TEP was raised considerably. Further indicators for success are the fact that co-operation between the pact partners has generally improved and that the Federal Office of Social Affairs has joined the TEP for Salzburg.

**Contents** In order to compensate for the gender-specific disadvantages which women face on the labour market, a combination of various measures is necessary, including counselling, training and promoting employability; these measures should be complemented by supportive structures (e.g. for female entrepreneurs as well). Counselling, coaching, vocational orientation and training are administered within the measures targeting the older unemployed, among other measures. The measures within the TEP targeting the long-term unemployed aim to train and reintegrate long-term unemployed persons while at the same time achieving a certain degree of cost-coverage.

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## Examples for Projects (Partially in Planning)

- Counselling centres for women,
- projects for women without vocational training in rural problem areas,
- „implacement foundation“,
- Regional training networks,
- Expansion of sheltered workshops in disadvantaged rural regions

# Styrian Employment Pacts

## (STEBEP and Regional Pacts)



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### Styrian Employment Pact (STEBEP)

At present the Employment Pact for the Province of Styria (STEBEP) is in the process of being put into place. The contract is expected to be signed in the course of the year 2001. The STEBEP is also conceived of as the umbrella agreement for the regional pacts.

#### Contact Persons of the STEBEP

Labour Market Service of Styria, Helfried Faschingbauer (tel.: +43 / 316 / 7081 -0, helfried.faschingbauer@600.ams.or.at) and the Province of Styria, Klaus Rundhammer (tel.: +43 / 316 / 877 - 2214, klaus.rundhammer@stmk.gv.at)

### Styrian Regional Pacts

In accord with the bottom-up principle, five regional employment pacts were set up in the year 2000 in the NUTS III regions (a further regional pact will be agreed upon in 2001), parallel to the preparations for the STEBEP.

#### Contractual Partners

Labour Market Service, boards of the respective regional management associations

#### Main Partners

Regional management associations, Labour Market Service, representatives of employers and employees, representatives of regional non-profit organisations, experts for gender mainstreaming

#### Pact Co-ordination for the Regional Pacts

BAB GmbH, Helga Kainer (tel.: +43 / 3112 / 38538 - 13, helga.kainer@bab.at), <http://www.bab.at>

#### Timeframe

The regional pacts in Styria were agreed upon for the period 2000-2006.

#### Financing

The provincial office of the Labour Market Service financially supported the establishment of the regional pact structures in the year 2000. The financing of measures and projects included in the pact is taken care of by bundling financial resources (European and national support programmes, regional public and private funding). Emphasis is to be placed on the co-operative programmes between the Labour Market Service of Styria and the Province of Styria.

#### Contract

The signing of the regional pacts took place between the Labour Market Service and the board of directors of the respective regional management association and other regional actors.

#### Description of the Partnership

Minimal standards for the regional pacts as a common basis for the STEBEP were worked out while setting up and installing the regional pacts. The institutions of the regional pacts are the platform, the steering group and working or project groups. The respective office of the regional management associations is responsible for co-ordinating the pact.

#### Objectives and Target Groups

The objectives of the STEBEP serve as a content frame for the regional pacts. Among the objectives are: the creation of additional jobs, especially for the unemployed and long-term unemployed persons; and the promotion of regional development in conjunction with measures in employment policy.

#### Contents

Generally speaking, the frame of content for the regional pacts is defined in the objectives of the STEBEP. These are: to improve the employment situation of individuals up to age 25; to improve the degree of integration among persons over 45; to promote the creation of new jobs, especially in the fields of services, ecology and energy as well as new technologies; to create new jobs by promoting entrepreneurs; to improve the dual system of education; and to create education and employment opportunities and to make available suitable counselling structures for individuals with special needs as well as other disadvantaged persons on the labour market.

#### Results in 2000

During the summer and fall of 2000, structures were erected and five regional TEPs were founded.

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## Pact Territories and Contact Persons of the Regional Pacts

### Regional TEPs in Styria

Liezen  
Eastern Upper Styria  
Western Upper Styria  
Eastern Styria  
South-western Styria  
and Voitsberg  
Graz and greater Graz  
(in preparation)

### Regional Co-ordinators

Franz Leitner (tel.: +43 / 3612 / 259 700, [rml@rml.at](mailto:rml@rml.at))  
Manfred Krammer (tel.: +43 / 3842 / 44858-0, [rem@obersteiermark.at](mailto:rem@obersteiermark.at), [www.obersteiermark.at/](http://www.obersteiermark.at/))  
Evelyne Schneider (tel.: +43 / 3577 / 758 321, [schneider@aiz.co.at](mailto:schneider@aiz.co.at), [www.murtal.at/eurm.obersteiermark.west](http://www.murtal.at/eurm.obersteiermark.west))  
Horst Fidschuster (tel.: +43 / 3385 / 8400-0, [oststeiermark@regionalmanagement.at](mailto:oststeiermark@regionalmanagement.at), [www.regionalmanagement.at](http://www.regionalmanagement.at))  
Markus Unterthurner (tel.: +43 / 3452 / 84510, [rm.sw@aon.at](mailto:rm.sw@aon.at)) and Elfriede Pfeifenberger (tel.: +43 / 3142 / 23595, [pf@westnet.at](mailto:pf@westnet.at)); [www.eu-regionalmanagement.at](http://www.eu-regionalmanagement.at), [www.eurm.or.at/buerovbg.htm](http://www.eurm.or.at/buerovbg.htm)  
Bernd Gassler (tel.: +43 / 0316 / 25 38 60, [graz.umgebung@aon.at](mailto:graz.umgebung@aon.at))

# Pact for Labour and Economy



## Tyrol

### Contractual Partners / Main Partners

Province of Tyrol, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Provincial Chamber of Agriculture, Provincial School Board, City of Innsbruck, Tyrolean Association of Municipalities

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- Pact Co-ordination** Province of Tyrol, Co-ordination Office for Economic Policy, Günther Blunder and Susanne Khälß (tel.: +43 / 512 / 508 - 3239, wirtschaftspolit.koord@tirol.gv.at), <http://www.tirol.gv.at/wirtschaftskoordinationsstelle/>
- Pact Area** Federal Province of Tyrol
- Timeframe** August 1999 to December 2002
- Financing** The Pact for Labour and Economy Tyrol has an annual budget of ATS 400,000,000, raised by the Labour Market Service Tyrol and the Province of Tyrol. Additional funding for setting up external structures is applied for from the Objective 3 Programme (European Social Fund - ESF, priority area 6).
- Contract** The frame agreement between the contractual partners of the pact was signed in August 1999. In addition, a „Labour Market Agreement“ especially for disadvantaged groups on the labour market was signed between the Labour Market Service Tyrol and the Province of Tyrol within the framework of the pact.
- Description of the Partnership** The provincial project group responsible for the Regional Employment Plan Tyrol takes final decisions. The responsibility for co-ordinating the enactment of the plan lies with the project management „Pact Labour and Economy Tyrol“ in which the contractual partners are represented by one member eligible to vote each. Subgroups of the project management are commissioned to deal with different issues; experts can be called on for advice.
- Target Groups** All Tyrolean employees, persons threatened by long-term unemployment, older employees, women, individuals re-entering the labour market after child care, employees with a poor level of vocational training, disabled persons.
- Results in 2000** To date, more than 80 projects have applied for a share of the ATS 30,000,000 provided by the Province of Tyrol in the framework of the Pact for Labour and Economy. Almost 40 project have been approved by the provincial government and are being enacted in the meantime. In addition, about ATS 7,000,000 were raised in the year 2000 toward maintaining the social economic enterprises in Tyrol („insieme“, „WAMS“, „Treffpunkt Werkstatt“, „issba“, „Ospa“, „Sofa“) as well as for the „Initiative 40“.
- Emphases in 2001** Further consolidation of the external co-ordination in the regions Innsbruck City/Greater Innsbruck, Eastern Tyrol, Lower Tyrol as well as Upper Tyrol/Außerfern; promotion of groups of disadvantaged individuals on the labour market (i.e. disabled persons, long-term unemployed, persons re-entering the labour market after child care); support of training measures; boost the areas of information technology and electronic data processing (e.g. education, innovative projects in applications); support of projects aimed at mobilising additional employees (e.g. housewives, foreign citizens living in Austria, skilled workers from the new German federal provinces)

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### Examples for Projects

- E.V.A. programme for female entrepreneurs,
- ConRad,
- Archivmäuse („Archive Mice“),
- CAD/CAM Summer Academy

Territorial Employment Pact

### Upper Tyrol and Außerfern

In the framework of a pilot project sponsored by the European Commission the pact was active 1997-1999 in the districts of Imst, Landeck and Reutte and in 2000 it was integrated into the province-wide Pact for Labour and Economy Tyrol.

# Employment Pact Vorarlberg



## Contractual Partners / Main Partners

Province of Vorarlberg, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Federal Office of Social Affairs, Association of Municipalities Vorarlberg

2000

2001

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- Pact Co-ordination** Institute for Applied Labour Market Policy (IAP), Wolfgang Michalek, (tel.: +43 / 5574 / 46207 - 14, iap.pakt.michalek@vol.at) <http://www.arbeitsprojekte.at>
- Pact Area** Federal Province of Vorarlberg
- Timeframe** July 2000 - December 2003
- Financing** Budgeting for measures in 2001 has not yet been finalised (status as of February/March 2001). Funding for the TEP 2001 will be applied for within the framework of the Objective 3 Programme (European Social Fund - ESF, priority area 6).
- Contract** The partners of the Employment Pact Vorarlberg (EPV) signed a co-operation agreement for 2000 - 2003 in the summer of 2000. The establishment and finalisation of the EPV is a result of the positive experiences gained from the Initiative for the Long-term Unemployed Vorarlberg, a programme supported within the framework of the TEP programme of the European Commission. The experimental approach followed by the European Commission, that is, of planning and carrying out projects by having the relevant actors work together in a comprehensive manner while giving attention to the „bottom-up principle“, has been elevated to the „mainstream“ approach in Vorarlberg with the finalisation of the EPV.
- Description of the Partnership** The organisation of the Employment Pact Vorarlberg is distributed between a strategic level (steering group) and an operational level (co-ordination office, project groups). The steering group consists of representatives of the contractual partners. Beyond this, special project groups can also be initiated. For the co-ordination and support of the Employment Pact Vorarlberg a separate co-ordination office was installed in the IAP.
- Objectives** The EPV will concentrate on three main issues in the year 2001 („pillars of the pact“): „equal opportunity“, „training“ and „particularly disadvantaged individuals on the labour market“. The relevant activities are currently still in the planning stage (status as of February/March 2001). In the framework of the Community Initiative EQUAL the EPV will furthermore apply for three development partnerships whose areas of concern (and thus the projects to be carried out) are closely related to the pact's three „pillars“. Beyond this, the EPV plans to implement a steering instrument on the super-institutional level within the framework of the EPV's three „pillars“ by the end of 2001. The necessary groundwork and adaptations will have been carried out by this point in time.
- Results in 2000** In the year 2000 the pact was redesigned and fitted into the National Action Plan for Employment (NAP). In the course of these efforts the number of issues included was broadened. In addition, the DOKU - System (Documentation and Monitoring System for the Secondary Labour Market) and the instrument „Total Quality Management“ were implemented.
- Contents** Plans in the year 2001 centre on carrying out the study „Long-term developmental perspectives of the labour market in Vorarlberg“. The application of this research will, of course, be subject to the results of the study, but it will focus particularly on the issues of training, of matching skilled workers with the requirements of the economy of Vorarlberg and of gender mainstreaming.

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## Examples for Projects

- DOKU - System (Documentation and Monitoring System for the Secondary Labour Market): this pilot project in the areas of quality assurance and management was carried out by two employment projects in Vorarlberg. The objective was to optimise efforts with respect to microeconomic criteria and to labour market policy as well as to develop a comprehensive tool for evaluation and analysis in co-operation with the pact partners involved.
- Web-site „ Employment Platform „: in order to successfully present the employment projects as well as to open up new marketing opportunities, a web-site was created within the framework of the EU pact. The web-site can be visited under the URL <http://www.arbeitsprojekte.at>

# Territorial Employment Pact Vienna



## Main Partners

City of Vienna, Labour Market Service Vienna, Vienna Employment Promotion Fund (waff), representatives of employers and employees

2000

2001

2002

2003

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- Contractual Partners** City of Vienna, Labour Market Service Vienna, Vienna Employment Promotion Fund (waff)
- Pact Contact** waff, Department 3 (Labour Market and Economic Policy), Silvia Vidmar (tel.: +43 / 1 / 21748 - 313, [silvia\\_vidmar@waff.at](mailto:silvia_vidmar@waff.at), <http://www.waff.at>)
- Pact Area** Federal Province of Vienna
- Timeframe** 1998 - 2001
- Financing** The individual measures planned within the framework of the Territorial Employment Pact Vienna for 2001 will be realised by investing approximately ATS 648,000,000 (excluding funding from the Objective 3 Programme, European Social Fund – ESF, priority area 6). In addition, about ATS 120,000,000 will be added by the Labour Market Service for covering living expenses of unemployed persons participating in the programmes.
- Contract** Encouraged by the positive experiences gathered in the years 1999 and 2000, the partner organisations have determined to continue their successful co-operation and have agreed upon the Territorial Employment Pact for 2001.
- Description of the Partnership** The TEP Vienna is founded upon the co-operation between the waff and the Labour Market Service Vienna. This broad basis of co-operation, involving various managing bodies and contributing organisations, will be retained and even further expanded.
- Objectives** In the framework of the TEP Vienna 2001, 9,500 individuals will be included in additional labour market policy measures requiring intense participation. At least 1,400 Viennese enterprises will be supported in the context of development programmes and other services. Specific measures will be taken for at least 1,000 persons (over 45 years of age). TEP Vienna aims at a total integration rate of 60%. In the way of general objectives, the TEP strives for a 60% share of women with respect to numbers of participants and financing.
- Target Groups** Long-term unemployed and older persons, women, disabled persons, ethnic minorities, disadvantaged persons
- Results in 2000** Approximately 140 individual measures were financed within the TBP Vienna in 2000. The main results of the year 2000 were the inclusion of over 9,000 individuals in the benefits of the TEP as well as a 55% share of women with respect to financing and participants. The actual total integration rate resulting from the TEP measures will be ascertained by monitoring.
- Contents** In spite of all past successes, the struggle against long-term unemployment and the creation of new employment opportunities for the older unemployed is one of the foremost challenges facing active labour market policy in Vienna. Another important goal of the TEP is to break down gender-specific segments in the labour market and thus increase equal opportunity for women. In addition, due to the growing problem of the availability of qualified workers, a special focus has been created in the framework of the TEP 2001 which foresees measures targeted at supporting Viennese enterprises in meeting their personnel needs.

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## Examples for Projects

- Check\_in,
- Karenz Works („Childcare Leave Works“),
- Promoting human resources development in small and medium-sized enterprises (SMEs)

## Regional Pacts

At present three alliances for labour market policy (Interdisk) are integrated in the TEP, in the 12th and 23rd, 21st and 22nd and 2nd and 20th Viennese municipal districts. The district councils, the Labour Market Service, the waff, the district municipal offices, the social partners, enterprises and the Institute for Labour Market Consultancy and Research Vienna are all represented in these regional co-operation bodies.

# Territorial Employment Pacts in Austria (TEPs\*)

\*Territorial Employment Pacts

Territorial Employment Pacts in the Provinces	Fields of Action / Emphases	Main Partners
Burgenland	in progress	still open
Carinthia	<ul style="list-style-type: none"> <li>➤ reintegration of groups targeted by labour market policy</li> <li>➤ securing existing jobs by training employees</li> <li>➤ measures for new entrepreneurs</li> <li>➤ devolution of the TEP (working out concepts for involving regional actors in the partnership and for shifting project development to the regional level)</li> <li>➤ developing standards for evaluating and guiding projects</li> </ul>	Province of Carinthia, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry
Lower Austria	<ul style="list-style-type: none"> <li>➤ employment projects and social economic enterprises</li> <li>➤ integration support</li> <li>➤ institutions for counselling and care</li> <li>➤ skills-training projects</li> <li>➤ employment foundations</li> <li>➤ child-care projects</li> <li>➤ Structural policy goal for 2001: accurately targeted training of the unemployed to meet the needs of enterprises moving into the region as well as of newly established businesses</li> </ul>	Province of Lower Austria, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Federal Office of Social Affairs, Associations of Municipal Representatives of the Austrian Social Democratic Party and of the Austrian People's Party
Upper Austria	<ul style="list-style-type: none"> <li>➤ non-profit employment initiatives and social economic enterprises</li> <li>➤ employment foundations</li> <li>➤ enterprise start-ups</li> <li>➤ tele.soft-BrainCard</li> <li>➤ training projects</li> <li>➤ training programmes for the employed</li> </ul>	Province of Upper Austria, Labour Market Service, Chamber of Labour, Economic Chamber, Federation of Austrian Industry, Austrian Federation of Trade Unions, Upper Austrian School Council
Salzburg	<ul style="list-style-type: none"> <li>➤ women and girls: counselling centres for women, projects for women without vocational training in rural problem areas</li> <li>➤ older unemployed: „implacement foundation“</li> <li>➤ long-term unemployed: regional training networks</li> <li>➤ disabled persons: expansion of sheltered workshops in disadvantaged rural regions</li> <li>➤ overlapping measures</li> </ul>	Province of Salzburg, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Federal Office of Social Affairs, Provincial Chamber of Agriculture, Provincial Chamber of Labour
Styria STEBEP	in progress	still open
Regional Pacts in Styria	<ul style="list-style-type: none"> <li>➤ improve the employment situation of individuals up to age 25, improve the degree of integration among persons over 45</li> <li>➤ promote the creation of new jobs (services, ecology, energy, new technologies)</li> <li>➤ promoting new entrepreneurs</li> <li>➤ create education and employment opportunities</li> <li>➤ make available suitable counselling structures for individuals with special needs (disabled persons) as well as other disadvantaged persons</li> </ul>	Labour Market Service, regional association, representatives of employers, representatives of employees, representatives of regional non-profit organisations, expert for gender mainstreaming
Tyrol	<ul style="list-style-type: none"> <li>➤ consolidation of the external co-ordination in the regions Innsbruck City/Greater Innsbruck, Eastern Tyrol, Lower Tyrol as well as Upper Tyrol/Außerfern</li> <li>➤ promotion of groups of disadvantaged individuals on the labour market</li> <li>➤ support of training measures</li> <li>➤ boost information technology and electronic data processing</li> <li>➤ support projects aimed at mobilising additional employees</li> </ul>	Province of Tyrol, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Provincial Chamber of Agriculture, Provincial School Board, City of Innsbruck, Tyrolean Association of Municipalities
Vorarlberg	<ul style="list-style-type: none"> <li>➤ equal opportunity</li> <li>➤ raising skills levels: for example by carrying out the study „Long-term developmental perspectives of the labour market in Vorarlberg“</li> <li>➤ particularly disadvantaged individuals in the labour market of Vorarlberg</li> </ul>	Province of Vorarlberg, Labour Market Service, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Federal Office of Social Affairs, Association of Municipalities Vorarlberg
Vienna	<ul style="list-style-type: none"> <li>➤ long-term and older unemployed (e.g. Check_in, non-profit personnel leasing)</li> <li>➤ disabled persons, ethnic minorities, disadvantaged persons (integration, social economic employment projects and training)</li> <li>➤ measures benefiting women (Karens Works, programme for women re-entering employment after childcare, Women's Employment Foundation Vienna as well as specific measures for women in the area of ICT)</li> <li>➤ competitive businesses due to skilled employees (support of human resources development in small and medium-sized enterprises, innovation assistance, Cluster Support Programme, Regional Economic Service)</li> </ul>	City of Vienna, Labour Market Service Vienna, Vienna Employment Promotion Fund (waff), bodies representing employers and employees

2000

2001

2002

2003

2004

2005

2006

# TEP

## Contact Addresses

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