

# TEP

Territorial  
Employment Pacts  
in Austria

2000

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**2003**

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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 – the New Challenge of EU Enlargement – Looking Together Across Borders

2001

2002

The enlargement of Europe to encompass 25 or more Member States presents the European Union and the individual Member States in particular with a new and unique challenge at regional and local levels. All across Europe a common conviction has taken root: the European employment strategy will only bear fruit when people within the regions and in local areas actively put forth effort toward making it a reality. For this reason I have been particularly pleased to learn that at regional and local levels the Employment Pacts have already taken up activities toward networking with candidate countries in order to facilitate a mutual, constructive exchange of experiences, and that this will continue with even more power in the year 2003.

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With interest I have observed the activities of the Austrian Territorial Employment Pacts grow more comprehensive and more diverse from year to year. The variety of innovative approaches to solving employment problems differing greatly from region to region; the joint development of steps and opportunities toward implementing gender mainstreaming within the framework of the Employment Pacts; active and broad participation of the Pacts in implementing the Community Initiative EQUAL; the mutual exchange of experiences with employment initiatives in other Member States; and, last but not least, EU enlargement with its new opportunities for networking and working together as partners with the candidate countries – all of these developments demonstrate the tremendous potential and innovative force present in alliances for employment policy formed by locally relevant actors.

With mounting interest and excitement we await in 2003 the initial results from the evaluation of the Employment Pacts, revealing what contributions these have made toward enacting the European Employment Strategy. This evaluation will present a further opportunity to learn from one another through the experiences gathered, the numerous successes as well as the obstacles encountered. Departing from these insights as a basis, it will be possible to continue on even further in this constructive and efficient process.

I would like to take this opportunity to thank all actors participating in the Employment Pacts and to wish them a great deal of success in the year 2003 as well.

Federal Minister for Economy and Labour

Dr. MARTIN BARTENSTEIN

# Territorial Employment Pact Burgenland



## Main Partners

Province of Burgenland, 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, Wirtschaftsservice Burgenland AG, Provincial School Board, Gender Mainstreaming Experts, Association of Municipalities, Association of Municipal Representatives

2000

Provincial Chamber of Agriculture, Wirtschaftsservice Burgenland AG, Provincial School Board, Gender Mainstreaming Experts, Association of Municipalities, Association of Municipal Representatives

2001

**Contractual Partners** Province of Burgenland, Labour Market Service

**Pact Co-ordination** Wirtschaftsservice Burgenland AG (WIBAG), Bruno Kracher (tel.: +43 / 2682 / 9010-2156, bruno.kracher@wibag.at) and Natascha Marth (tel.: +43 / 2682 / 9010-2162, natascha.marth@wibag.at).

2002

**Pact Area** Federal Province of Burgenland

**Timeframe** July 2001 – December 2006

**Contract** The TEP Burgenland was concluded in July 2001.

2003

**Financing** There is no particular budget for the TEP Burgenland. Projects are implemented within the framework of existing subsidy measures (Objective 1 Programm Burgenland 2000 – 2006).

2004

**Description of the Partnership** The partnership consists of a steering committee, a piloting group and the pact co-ordination. The steering committee is responsible for making decisions on the strategy for each year and for defining the framework conditions and programme emphases. The piloting group holds consultations on project proposals in accordance with guidelines established by the steering committee and recommends projects found to be suitable for approval. The pact co-ordination at WIBAG is empowered to supervise the Pact.

2005

**Objectives** Provincial employment policy pursues the aims of creating jobs holding promise for the future and of facilitating access to measures suitable for raising qualification levels. Projects specific to individuals sectors are to be implemented by way of example in the areas of wellness tourism, information and communications technology and other service areas.

2006

**Target Groups** Youth, persons with disabilities, older persons above 50, women, the long-term unemployed and persons threatened with long-term unemployment

**Results in 2002** The following measures arising from the Objective 1 Programme were implemented:

- Prevention of unemployment: counselling, training oriented on labour market needs, establishment of new companies and restructuring of companies, regional initiatives for employment and training, labour foundations
- Flexibility in the labour market: Burgenland Business Start-up Aid, support for the training and continued education of entrepreneurs and managers in small and medium-sized enterprises (SMUs), support of qualification measures for the employed, programme for female entrepreneurs
- Promotion of equal opportunity for women and men in the labour market: one of the main goals of this measure is to allow an increasing number of women access to novel and non-traditional vocational sectors, above all to jobs in the area of information and communications technology (IT sector)

In addition, a „Qualification Association for the Wellness Tourism Sector“ has been established, with the TEP taking care of overall co-ordination and defining content structures. The TEP is also active in organising and implementing two EQUAL partnerships on the subject of „Reducing Gender-specific Segregation“.

**Contents in 2003** The focus of the TEP's activities in 2003 will be on continuing to implement the measures described above. In addition, the Pact will organise so-called „round tables“ in the districts in 2003, gatherings that will serve to facilitate information exchange and work on project objectives. Representatives of the pact partners as well as other regional and local actors are to take part in these round tables. The issues emphasised by the TEP in 2003 will be: youth employment, integration of disabled persons into working life and older unemployed persons.

## Project Areas

- Advanced training and qualification
- Encouraging the ability to adapt to structural change
- New employment opportunities
- Developing a spirit of entrepreneurship
- Gender mainstreaming

# Territorial Employment Pact for Carinthia



## Main Partners

Province of Carinthia, Labour Market Service, Federal Office of Social Affairs, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Gender Mainstreaming Experts

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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 - Innovations for the Labour Market - Carinthia, Elke Jakoubi (tel.: +43 / 463 / 50538-21, elke.jakoubi@ifa-kaernten.at)  |
| <b>Pact Area</b>                      | Federal Province of Carinthia   |
| <b>Timeframe</b>                      | January 2003 – December 2006  |
| <b>Contract</b>                       | A framework contract covering a period of four years (2003 – 2006) was signed between the Province of Carinthia and the Labour Market Service in October 2002, thus reaffirming the agreement originally made in December 1998.   |
| <b>Financing</b>                      | The TEP provides for total funding in the amount of EUR 27,580,000 for the year 2003. Additional funding is being applied for from the Objective 3 Programme (European Social Fund – ESF, priority area 6).   |
| <b>Description of the Partnership</b> | The contractual partners sign the employment and qualification programme agreed upon each year and take all decisions relevant to the pact. The flow of communication between the contractual partners is ensured, decisions harmonised and implemented on a daily operational basis. A platform including representatives of all main partners serves as a supervisory board. This supervisory board is responsible for strategic control as well as for developing proposals. A support group (IFA Carinthia) advises the Pact.   |
| <b>Objectives</b>                     | The emphases of the TEP for the labour market and its goals focus on increasing flexibility in the labour market, improving the employment situation, creating new jobs, reducing gender-specific segregation in the labour market as well as offering training opportunities.  |
| <b>Target Groups</b>                  | Long-term unemployed, older unemployed and employed persons, youth (up to age 25), women, persons with physical and/or psychological disabilities   |
| <b>Results in 2002</b>                | Approximately EUR 21,300,000 were invested in labour market policy measures within the framework of TEP in 2002. This allowed 7,100 persons to be placed in employment or qualification measures.   |
| <b>Contents in 2003</b>               | <ul style="list-style-type: none"> <li>➤ Measures toward increasing flexibility in the labour market</li> <li>➤ Improved integration of older unemployed persons and youth to age 25</li> <li>➤ Creation of new jobs, particularly in the sectors of health and social services, as well as in the sectors of services, new technologies, environment and energy</li> <li>➤ Increase in the employment rate among women</li> <li>➤ Reduction of gender-specific segregation</li> <li>➤ Offerings in the way of training measures and the creation of employment opportunities for persons with physical or psychological disabilities</li> <li>➤ Raising qualification levels among both unemployed and employed persons</li> <li>➤ Utilising synergies generated between the Leader and TEP programmes.</li> </ul> |

## Project Areas

- Financial support for Integration, non-profit employment projects and socio-economic enterprises
- Childcare facilities
- Project „New Work“
- Youth projects: „New ways into the Job World“, „Young Women's Centre“, JASG – vocational training courses for young people and special programmes for young people
- Improvement of qualification levels among the employed
- Outplacement and implantation foundations

# Employment Pact for Lower Austria



## Main partners

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

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- Contractual Partners** Province of Lower Austria, Labour Market Service, Federal Office of Social Affairs
- Pact Co-ordination** Employment Pact for Lower Austria, Michaela Vorlaufer (tel.: +43 / 2742 / 9005-13745, noe.bep@nextra.at)
- Pact Area** Federal Province of Lower Austria
- Timeframe** January 2000 – December 2004
- Contract** The Employment Pact for Lower Austria was signed by the contractual partners for the period of 2000 – 2004 in September 1999. The social partners signed an additional declaration.
- Financing** For 2003 approximately EUR 113,000,000 in funding has been planned to be invested. Additional funding is being applied for from the Objective 3 Programme (European Social Fund – ESF, priority area 6).
- Description of the Partnership** The platform is responsible for general decision-making on strategy, support and on determining the framework of the Employment Pact for Lower Austria. The steering committee, consisting of representatives of the contractual partners, is responsible for implementing projects, decides on individual measures and for steering the pact co-ordination.
- Objectives** Creation of 20,000 additional jobs, lowering the unemployment rate from 6.9% to 5.4% along with regional targeting of measures in the area of active employment policy, targeting training measures for the unemployed when new production facilities are opened and new companies are established, improving the infrastructure in terms of childcare facilities and the creation of job opportunities for individuals with disabilities.
- Target Groups** Women, older persons, youth, long-term unemployed and persons with special needs (handicapped)
- Results in 2002** The targets set in the annual plan for 2002 (with respect to persons and financial resources) were achieved while further progress was made in establishing platforms for small regions. An implementation foundation, the „Network for Jobs in Lower Austria“, was established and began working in support of measures for specifically training the unemployed on the occasion of new production facilities opening and companies being founded. Professional conferences were organised within the framework of the research study RegAB („Work and Employment for Individuals with Disabilities“) and restructuring of the gender mainstreaming co-ordination office („www.gendernow.at“) was supervised. In addition, the TEP participated in establishing and implementing an EQUAL development partnership dealing with the issue of „Facilitating Integration of Disabled Persons“ on an ongoing basis.
- Contents in 2003**
- Combating unemployment among youth („Special Programme for Youth“)
  - Expanding gender mainstreaming activities
  - Emphasis on supporting individuals with special needs
  - Support of existing and establishment of further platforms for small regions, improved harmonisation of economic and labour market policies
  - Support of the Equal partnership IntEQUAL related to TEP

## Project Areas

- Non-profit employment projects
- Socio-economic enterprises
- Facilities for counselling and care
- Skills-training projects
- Employment foundations
- Childcare projects

# Regional Employment and Qualification Pact for Upper Austria



## Main Partners / Contractual Partners

Province of Upper Austria, Labour Market Service, Economic Chamber, Chamber of Labour, Federation of Austrian Industry, Austrian Federation of Trade Unions, Provincial School Board, Gender Mainstreaming Experts

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**Pact Co-ordination** Labour Market Service Upper Austria, Karin Mayrhofer (tel.: +43 / 732 / 6963-20330, karin.mayrhofer@400.ams.or.at), Province of Upper Austria, Ulrike Lindner (tel.: +43 / 732 / 7720-15131, ulrike.lindner@ooe.gv.at)

**Pact Area** Federal Province of Upper Austria

**Timeframe** January 2003 – December 2003

**Contract** The Pact is agreed upon each year. The first TEP contract was signed in 1999.

**Financing** A total budget of approximately EUR 115,870,000 (provided by the Provincial Government and the Labour Market Service) is available for the year 2003. Additional funding for employing regional managers to work within regional associations is being applied for from the Objective 3 Programme (European Social Fund – ESF, priority area 6).

**Description of the Partnership** All of the Pact partners intend to carry on the material aspects of the Pact by agreeing on concrete programmes for implementation. Decisions concerning the TEP are taken on an ongoing basis. The concrete implementation of the TEP programme is directly supported through the activities of four regional managers in the regions Innviertel, Mühlviertel, Steyr/Kirchdorf and Vöcklabruck

**Objectives** The Upper Austrian Employment and Qualification Pact takes its bearings from the National Action Plan for Employment, defining its objectives as: improving employability; developing entrepreneurial spirit; encouraging adaptability to structural change among employees and employers; and encouraging equal opportunity.

**Target Groups** Youth, (compulsory) school graduates, long-term unemployed, persons with disabilities, unemployed women and women re-entering the job market, entrepreneurs, industries and companies, employees of industries

**Results in 2002** Regional managers for employment have been active in some regions of Upper Austria since 2001. An additional regional manager for employment was appointed for the regions Gmunden and Vöcklabruck in 2002, thus expanding the TEP activities focused on regions. Furthermore, five EQUAL development partnerships concerning various issues were supported within the framework of the Pact.

**Contents in 2003** Training and support measures for approximately 56,000 people will be organised and financed within the framework of the Employment and Qualification Pact in 2003. Most of the available funding will be spent on qualification measures for unemployed and employed persons, on re-integrating long-term unemployed persons and on supporting women, youth and disabled persons. New additions to the Employment and Qualification Pact include: the Law Ensuring the Training of Youth; training courses for youth to apprentice in vocations for which demand exists; an individual training account for young entrepreneurs; and skills training of employees in the building sector subject to high seasonal unemployment. The focus of subsidisation has shifted from training courses in the information science and communication sectors to training projects based on employment demands.

## Project Areas

- Training of youth seeking apprenticeships, apprenticeships for disabled youth
- Non-profit employment projects and socio-economic enterprises
- Qualification and counselling projects, business start-up counselling, training projects based on employment demands, training account of the Province of Upper Austria, (implication) employment foundations, childcare projects and financial support for childcare

## Regional Managers for Employment

- Innviertel (western Upper Austria): Monika Grabner-Fleischmann, tel.: +43 / 7722 / 65 100, monika.grabner-fleischmann@innsalz.at
- Steyr/Kirchdorf: Doris Hagspiel, tel.: +43 / 7257 / 8484-33, hagspiel@regionalforum.at
- Vöcklabruck: Edith Konrad, tel.: +43 / 7674 / 20635, edith.konrad@regionalmanagementvoecklabruck.at
- Mühlviertel (eastern Upper Austria): Christian Mayer, tel.: +43 / 7942 / 77188-264, mayer@euregio.at

# Territorial Employment Pact „Work for Salzburg“



## Main Partners / Contractual 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, Gender Mainstreaming Experts

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- Pact Co-ordination** Province of Salzburg, Department 3 – Social Affairs, Roland Ellmer (tel.: +43 / 662 / 8042-3539, roland.ellmer@salzburg.gv.at), [http://www.salzburg.gv.at/themen/gso/soziales\\_einstieg2/leistungen\\_und\\_angebote/arbeit\\_einstieg.htm](http://www.salzburg.gv.at/themen/gso/soziales_einstieg2/leistungen_und_angebote/arbeit_einstieg.htm)
- Pact Area** Federal Province of Salzburg
- Timeframe** January 2003 – December 2004
- Contract** The new contract for the Pact for Salzburg, built on experiences gathered during the first contract term (2000 – 2002) and the TEP running 1997 – 2000, was signed in the spring of 2003.
- Financing** The financial framework provides for approximately EUR 26,300,000 in 2003 (contributed by the provincial government, the Labour Market Service and the Federal Office of Social Affairs). Financial support for the co-ordination is being applied for from the Objective 3 Programme (European Social Fund – ESF, priority area 6).
- Description of the Partnership** The bodies involved in the TEP are the plenary assembly (consisting of all pact partners), a co-ordination team (made up of pact partners with financial interests in the programme), the gender mainstreaming experts, working groups and the co-ordination office. Specifically, the plenary assembly takes decisions on the programme and the strategic orientation of the Pact, while the co-ordination team is responsible for the day-to-day implementation of common projects and the gender mainstreaming experts is drawn into activities for consultation purposes. Working groups are installed to take care of specific tasks, such as publicity and project planning and development.
- Objectives** General: establish gender mainstreaming on a broad basis, increase the qualification level of employees, reduce regional disparities;  
Target groups: increase opportunities for women and young women in the labour market, improve the situation of older and long-term unemployed persons, ensure the integration of youth in vocational training and the labour market, integration of persons with disabilities.
- Target Groups** Women and young women, older unemployed, youth, persons with disabilities
- Results in 2002** Development and implementation of measures toward integrating disadvantaged groups in the primary labour market while giving attention to the needs of the business community (e.g. placement foundation, training in information and communications technology), offering of vocational counselling for women all over the province, technically oriented vocational counselling for young women in all districts, increase in socio-economic employment projects, integration support and pre-apprenticeship support for youth with disabilities, joint incentives for employing older persons, „older employee coaching“, development of a „Regional Labour Market Policy Programme for the Disabled“, establishment of the EQUAL development project „Salzburg Goes EQUAL“
- Contents in 2003 - 2004** Continuation of existing, proven measures and development of a new project for the comprehensive counselling of disadvantaged youth from school until integration in the primary labour market; re-orientation of the vocational integration of youth with disabilities (in accordance with the principle of normalisation – participation in the two-fold apprentice training system consisting of both school and job experience); expansion of qualification measures and creation of new opportunities with an eye to the needs of the labour market (e.g. healthcare vocations)

## Project Areas

- Counselling for women, young women and older unemployed persons
- Support for raising women's qualification levels
- Projects dedicated to overcoming gender-specific segregation in the labour market („young women and technology“)
- Placement foundation
- Socio-economic employment projects for long-term unemployed persons
- Training measures for various target groups
- Integration projects for disadvantaged and disabled youth
- Financial support for employing older employees
- „Older employee coaching“

# Styrian Employment Pact

## STEBEP



### Main partners

Province of Styria, Labour Market Service, Federal Office of Social Affairs, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, regional pacts, Committee on the Advancement of Labour, Gender Mainstreaming Experts, non-profit organisations

2000

2001

**Contractual Partners** Province of Styria, Labour Market Service  
**Pact Co-ordination** BAB GmbH, Helga Kainer (tel.: +43 / 3112 / 38538-13, helga.kainer@bab.at), <http://www.bab.at>

2002

**Pact Area** Federal Province of Styria  
**Timeframe** 2002 – 2005

2003

**Contract** The provincial Styrian Employment Pact (STEBEP), an umbrella organisation encompassing the regional pacts within the province, was agreed upon in December 2001 by the contractual partners.

2004

**Financing** The provincial government, specifically the Department of Economics and Finance, has by way of the „Co-operative Qualification and Employment Programme“ provided the organisation with a budget of approximately EUR 27,300,000 in 2003 for carrying out joint measures. A special budget item amounting to approximately EUR 2,500,000 is devoted to „innovative pact projects“. Further funds are made available by the main partners for co-ordinated employment measures outside of those carried out jointly. Additional funding is being supplied from the Objective 3 Programme (European Social Fund – ESF, priority area 6). One of the medium-term goals is to attract further funding by linking the pact to regional project emphases (financing mix).

2005

**Description of the Partnership** The strategic steering group of the STEBEP is the Forum for Employment Policy. Besides the main partners, two gender experts and delegates from non-profit organisations involved in regional pacts participate in the Forum for Employment Policy. The regional pacts represent the STEBEP's operative units responsible for regional strategy. The STEBEP Platform, consisting of all members of the regional steering groups and all those interested in employment policy issues, convenes at least once a year. At the STEBEP Platform, regional concerns and focuses are networked with provincial goals and strategies. These processes are guided and implemented by the STEBEP co-ordination team.

2006

**Objectives and Guidelines in 2003** Continued development of the pact processes and structures and focuses/contents: integration of labour market policy target groups, co-operation with municipalities and companies, innovative measures, gender mainstreaming

**Target Groups** Youth (up to age 25), older persons (over 50), persons with psychological or social special needs, persons with a lengthy history of unemployment or joblessness, persons re-entering the employment system, foreign citizens entitled to residence

**Results in 2002** The Forum for Employment Policy passed the Rules of Order for the STEBEP as well as the working programmes. The first STEBEP Platform took place in November 2002, when actors from the six pact regions and provincial representatives met for an in-depth exchange of views. The key results of this common process were incorporated into the working programme for 2003. An evaluation of co-operative labour market policy in Styria was launched in the summer of 2002. Results from effect, control and network analyses will serve to further develop regional pacts as well as the provincial level in 2003.

**Contents in 2003** In the STEBEP working programme, programme emphases corresponding to the objectives mentioned above are defined each year. In the year 2003 these are to be: the development of measures suited to needs posed by current developments in the labour market; making new inroads into co-operation with municipalities and companies by means of innovative, sustained measures; and integration of gender mainstreaming principles in all working programmes and projects.

The strategic framework for the regional pacts is defined at the STEBEP level. The focus is on the following areas: clarification and definition of the roles of the main actors at the regional and provincial levels; the development of structures or forms of co-operation and the development of a vertical and horizontal information system available to all actors. Quality criteria, developed and adapted continually in tandem with ongoing processes, serve as an aid in project decision-making.

# Regional Pacts in Styria



## Main Partners

Regional management, Labour Market Service, representatives of employees, representatives of employers, Gender Mainstreaming Experts, representatives from regional non-profit organisations

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- Contractual Partners** Labour Market Service, managing board of the individual regional management bodies
- Pact Co-ordination** BAB GmbH, Helga Kainer (tel.: +43 / 3112 / 38538-13, helga.kainer@bab.at), <http://www.bab.at>
- Pact Areas** The six regional employment pacts have been established corresponding to the NUTS III regions.
- Timeframe** 2000 – 2006
- Contract** The regional pacts have been formally finalised between the Labour Market Service and the managing board of the individual regional management bodies as well as other regional actors.
- Financing** The measures and projects taking place under the pacts are carried out by bundling available financial resources (European and national support programmes, public and private funding from the regions). A main focus is the „Co-operative Qualification and Employment Programme“ in Styria.
- Description of the Partnership** The bodies involved in the regional pacts are the platforms, steering groups and working or project groups. The regional management offices maintain responsibility for pact co-ordination. A common set of Rules of Order helps to co-ordinate the various bodies within the pacts.
- Objectives** The prime objective of the regional pacts is to support regional development in accordance with employment policy measures. The general framework for this is defined by the STEBEP.
- Results in 2002** Within all six regional pacts, efforts were made to further develop the structure of pact projects as well as to expand and implement them. Within the framework of jointly composed, regional working groups, all pacts developed projects and submitted them for approval at the provincial level. In the course of the first annual STEBEP Platform, each pact drew up region charts presenting the current status as well perspectives for the future of the pact from the viewpoint of each region. The roles of the Gender Mainstreaming Experts were more fully established, while the network for gender mainstreaming was put into place. In addition, EQUAL development partnerships on various issues were organised and implemented in conjunction with the regional pacts.
- Contents in 2003** Objectives specific to each of the regions are being defined and regional pact projects developed on the basis of the structural and material guidelines contained in the STEBEP working programme. A co-operative approach co-ordinated among the regions is required. The activities of the regional pacts in 2003 entail above all the further development of a co-operative structure with the goal of positioning labour market and employment policy as cross-policy issues within the individual region. Thus, developing labour market policy projects in conjunction with regional development is a means of expressing a vision for a co-operative labour market policy. This, in turn, means co-operative planning, implementation and financing.

## Regional TEPs and Contact Partners for the Regional Pacts

| Regional TEPs in Styria | Partners for the Regional Pacts  |
|-------------------------|--|
| Liezen                  | Franz Leitner, Iris Strohmeier (tel.: +43 / 3612 / 25970-0, rml@rml.at)  |
| Eastern Upper Styria    | Jochen Werderitsch (tel.: +43 / 3842 / 44858-0, rem@obersteiermark.at, <a href="http://www.obersteiermark.at/">http://www.obersteiermark.at/</a> )   |
| Western Upper Styria    | Evelyne Schneider (tel.: +43 / 3577 / 758-321, schneider@aiz.co.at, <a href="http://www.murtal.at/beschaefigungspakt">http://www.murtal.at/beschaefigungspakt</a> )  |
| Eastern Styria          | Horst Fidschuster (tel.: +43 / 3385 / 8400-0, oststeiermark@regionalmanagement.at, <a href="http://www.regionalmanagement.at">http://www.regionalmanagement.at</a> )   |
| Southwestern Styria     | Markus Unterthurner (tel.: +43 / 3452 / 84510, rm.sw@aon.at) und Elfriede Pfeifenberger (tel.: +43 / 3142 / 23595, pf@westnet.at); <a href="http://www.eu-regionalmanagement.at">http://www.eu-regionalmanagement.at</a> , <a href="http://www.eurm.or.at">http://www.eurm.or.at</a> |
| Graz and environs       | Bernd Gassler (tel.: +43 / 316 / 25 38 60, graz.umgebung@aon.at, <a href="http://www.graz-umgebung.st">http://www.graz-umgebung.st</a> )   |

# Pact for Labour and Economy Tyrol



## Main Partners / Contractual Partners

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

2000

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- Pact Co-ordination** Province of Tyrol, Co-ordination Office for Economic Policy, Günther Blunder (tel.: +43 / 512 / 508-3230, g.blunder@tirol.gv.at), Brigitte Sailer (tel.: +43 / 512 / 508-3238, b.sailer@tirol.gv.at) and Vera Singer (tel.: +43 / 512 / 508-3239, v.singer@tirol.gv.at), <http://www.tep-tirol.at> and [http://www.tirol.gv.at/themen/wirtschaftundtourismus/wirtschaftspolitik/wirtschaftspolitische\\_koordinationsstelle/wirtschaftspolitische\\_koordinationsstelle5.shtml](http://www.tirol.gv.at/themen/wirtschaftundtourismus/wirtschaftspolitik/wirtschaftspolitische_koordinationsstelle/wirtschaftspolitische_koordinationsstelle5.shtml)
- Pact Area** Federal Province of Tyrol
- Timeframe** January 2003 – December 2005
- Contract** The new frame agreements for the Pact in Tyrol were signed in October 2002, thus renewing the original contract signed in August 1999. In addition, a labour market agreement especially for disadvantaged groups in the labour market and for the qualification of the employed was concluded between the Labour Market Service Tyrol and the Province of Tyrol.
- Financing** The Pact has an annual budget of EUR 1,000,000. Special projects for the labour market are financed by funding raised additionally. Funding is being applied for from the Objective 3 Programme (European Social Fund – ESF, priority area 6) as well.
- Description of the Partnership** The provincial project group takes all final decisions. The project management, „Pact for Labour and Economy Tyrol“, is responsible for co-ordinating the implementation of these decisions. In this body gender mainstreaming experts each of the contractual partners is represented by one voting member. The association named „Centre for Employment and Training“ serves as a support structure. Working groups are initiated to cover various issues, while experts may be drawn in for consultation.
- Objectives** The main goal is preventing disadvantaged persons from being permanently excluded from the labour market. Measures toward vocational orientation, training for further qualification in view of future market needs, programmes for providing information and helping to clarify goals as well as financial incentives for employment in existing companies all need to be geared toward supporting employability, in order to prevent or put an end to long-term unemployment and thus to improve employment conditions for women and men in Tyrol in a sustained way.
- Target Groups** Older employees, long-term unemployed persons as well as those threatened by long-term unemployment, re-entrants to the labour market, employees with deficient or obsolete vocational skills, women, men and women with disabilities, employees particularly disadvantaged by structural changes in the labour market
- Results in 2002** In the year 2002, 25 projects were approved within the framework of the Pact. This included support for projects in particular involving the long-term unemployed, persons difficult to place in employment, homeless persons, persons with disabilities and youth. Furthermore, an EQUAL development partnership on the topic of „Encouraging Lifelong Learning“ was supervised.
- Contents in 2003** TEP Tyrol will work on further developing the database „Social Network Tyrol“, which represents a portal for information surrounding social institutions and employment initiatives in Tyrol. Great attention will continue to be paid to the issue of gender mainstreaming. By means of workshops, professional support will be offered and conveyed to members of the bodies involved as well as project applicants.

## Project Areas

- Project „Service for Municipalities“
- Image campaign for skilled labour
- Project „Aufbauwerk der Jugend“ (skills training for disabled youth)
- Management academy for female entrepreneurs
- Seeking jobs and preparation for the primary labour market (transitional workers)
- Vocational job preparation and training

# Employment Pact Vorarlberg



## Main Partners / Contractual Partners

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

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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
- Contract** The partners of the TEP signed a co-operation agreement for 2000 – 2003 in the summer of 2000. The establishment and finalisation of the TEP 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.
- Financing** Funding is being applied for in the framework of the Objective 3 Programme (European Social Fund – ESF, priority area 6). For 2003, an additional EUR 590,000 has been applied for the development partnership approved within the framework of the Community Initiative EQUAL. These funds will be handled separately, both with respect to their use and for accounting purposes, from those activities of the Pact supported within the framework of Objective 3.
- Description of the Partnership** The organisation of the TEP 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. In 2002 the structure of the Pact was expanded to include two „round tables“ on the issues of „older persons“ and „women“ respectively. These round tables also consist of representatives of the contractual partners as well as companies and non-governmental organisations. In addition, a regional support structure for the area of „gender mainstreaming“ was implemented. A pact co-ordination office has been established at the Institute for Applied Labour Market Policy.
- Objectives** The general objectives of the Pact concern job security and creation as well as combating unemployment and special measures for securing existing jobs and for increasing labour potential. The main pillars upon which the Pact rests are, therefore: employment qualification; meeting the demands of the Vorarlberg economy for (skilled) labour in the most complete manner possible; gender mainstreaming; improving the investment of subsidies, targeting them better and more efficiently; as well as the establishment and networking of regional bases and projects for women and older persons in the labour market.
- Target Groups** Persons on childcare leave, re-entrants in the labour market following childcare leave, women, older persons, youth, companies
- Results in 2002**
- Approval of the EQUAL development partnership on the topic of „Lifelong Learning“ (training partnership in Vorarlberg), the concept for which was developed within the Pact
  - Development of a cross-institutional database providing a complete view of all labour market policy measures
  - Implementation and continuation of gender mainstreaming
  - Measures toward encouraging vocational orientation at Vorarlberg schools
  - Round tables on the issues of „women“ and „older persons“ in the labour market
  - Supervision of the platform for work projects
- Contents in 2003** The database providing a complete view of all labour market policy measures will be optimised and complemented by way of an evaluation area; in addition, a website for the TEP will be established. The „Working Group on Gender Mainstreaming“ will commence activities as a regional support structure in 2003. Beyond this, two working groups, on the issues of „older persons“ and „women“ respectively, will be established as permanent working groups.

## Project Areas

- Implementation of gender mainstreaming in the form of a GM analysis and activities toward supplying information and deepening sensitivity (pilot project)
- Development of novel, customised methods for researching needs for skilled labour (pilot project)
- Carry out the feasibility study „Training and Childcare Leave“ (pilot project)
- Evaluation of the measures „Training of Semi-skilled and Non-skilled Workers“ (pilot project)
- Evaluation of the findings of the „Mobbing Counselling Centre“ (pilot project)

# Territorial Employment Pact Vienna



## Main Partners

City of Vienna, Labour Market Service Vienna, Vienna Employment Promotion Fund (waff), Federal Office of Social Affairs – Provincial Office Vienna, interest group representatives of employers and employees

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- Contractual Partners** City of Vienna, Labour Market Service Vienna, Vienna Employment Promotion Fund, Federal Office of Social Affairs – Provincial Office Vienna
- Pact Co-ordination** waff, Department 3, (Labour Market and Economic Policy), Elfriede Harrer (tel.: +43 / 1 / 21748-319, elfriede\_harrer@waff.at), <http://www.waff.at>
- Pact Area** Federal Province of Vienna
- Timeframe** 1998 – 2003
- Contract** Encouraged by the positive experiences gathered in recent years, the partner organisations have determined to continue their successful co-operation and have agreed upon the TEP 2003.
- Financing** The individual measures planned within the framework of the TEP Vienna in 2003 will be realised with the aid of approximately EUR 235,800,000 in funding (excluding funds from the Objective 3 Programme, European Social Fund – ESF, priority area 6).
- Description of the Partnership** The TEP is founded upon the co-operation between the waff, the Federal Office of Social Affairs – Provincial Office Vienna 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, a fact manifested very clearly by the ties between the Pact on the one hand and the Community Initiative EQUAL and Interdisk on the other.
- Objectives** TEP 2003 pursues the following objectives:
- Inclusion of 20% of all jobless persons in 2003 in measures – the goal is to place a total of 75,000 individuals in employment
  - A total integration rate of 55% for all measures involving intensive participation. This rate represents jobs and training for further qualification.
  - Direct co-operation with at least 1,700 companies in Vienna in the form of incentives and support within the framework of the overall programme to systematically raise the qualification level of the Vienna labour force.
  - Achieve a contingent of women of no less than 45% with respect to financing and of at least 50% with respect to the number of participants.
  - Direct involvement of at least 8,000 persons in measures for youth (employable individuals under the age of 25).
  - At least 4,350 persons with disabilities are planned to be integrated in measures.
- Target Groups** Youth, women and re-entrants into the labour market, persons with disabilities, persons with low formal qualification, the employed, the long-term unemployed, older persons, as well as the integration of persons out of touch with the labour market (EQUAL)
- Results in 2002** Detailed, quantitative results of the measures implemented will be available in the middle of 2003 after reconciliation with the Labour Market Service Vienna and the Federal Office of Social Affairs.
- Contents in 2003** Simultaneous with the emphases agreed upon in the area of target group policy and in the light of ever higher demands on the qualification of employees, the TEP 2003 pursues with even greater effort the goals of offering initial and continued vocational training to employed persons and job-seekers as well as of implementing the principle of double mainstreaming, i.e. mainstreaming with respect to gender and members of marginal groups.

## Regional Alliances - Interdisk Vienna

INTERDISK – This hub for Vienna labour market policy is a regional network of decision-makers who strive to define solutions for problems in the labour market and economic sectors within the individual city districts. In its function as a network, INTERDISK serves as a hub: information is exchanged along the shortest possible route, problems affecting the district are analysed and projects are initiated on a level surpassing individual organisations. At present four hubs for labour market policy exist, all of which are integrated into the TEP: in the districts 12 and 23; the districts 5 and 6; the districts 21 and 22; and the districts 2 and 20. These bodies for regional co-operation include the following organisations: district councils, Labour Market Service, Vienna Employment Promotion Fund, Vienna Economic Promotion Fund, District Offices of the Magistrate, social partners, non-profit organisations and companies. The waff is responsible for network management.

## Activities of the Co-ordination Office

| Networking Activities   | Information Input  | Public Relations   | Monitoring / Evaluation   |
|---|--|--|---|
| <ul style="list-style-type: none"> <li>➤ Regular transfer of information, co-ordination meeting for the Austrian TEPs</li> <li>➤ Material support and advice for the TEPs, supervising research studies</li> <li>➤ Exchanges of experience on an international level</li> </ul> | <ul style="list-style-type: none"> <li>➤ Input relating to topics and examples (e.g. information modules, project database)</li> <li>➤ Newsletter oriented toward target groups and toward results (TEP news)</li> </ul> | <ul style="list-style-type: none"> <li>➤ TEP web-site <a href="http://www.pakte.at">http://www.pakte.at</a></li> <li>➤ Annual information portfolio and folders for the TEPs, annual reports, media relations</li> </ul> | <ul style="list-style-type: none"> <li>➤ Know-how transfer and support in putting monitoring and evaluation systems into place</li> </ul> |

### Objectives

The Co-ordination Office's objectives are to

- bring together all bodies representing various interests
- ensure the flow of information between involved bodies on the national and international level
- advise and support the TEPs and to
- provide extensive public relations

### Framework of content

The National Action Plan for Employment (NAP) serves to match the emphases in labour market policy above all with economic and structural policies as well as with educational policy and regional policies. By means of the Territorial Employment Pacts, the NAP demonstrates how institutions at federal, provincial and municipal levels may be better co-ordinated with one another for securing and creating employment opportunities.

### Organisational Framework

The Federal Ministry for Economic Affairs and Labour commissioned the establishing of a Co-ordination Office for the entire country at the Centre for Social Innovation in 1999. Preliminary the Co-ordination Office for Territorial Employment Pacts will continue to advise the TEPs until the end of 2003.

### Co-ordination Team

- Pact co-ordination, support and advise:  
Anette Scoppetta, tel. ext. 58, [scoppetta@zsi.at](mailto:scoppetta@zsi.at)
- Pact co-ordination and information input  
Regina Brandstetter, tel. ext. 55, [brandstetter@zsi.at](mailto:brandstetter@zsi.at)
- Co-ordination of public relations and administration  
Eva Rubik, tel. ext. 64, [rubik@zsi.at](mailto:rubik@zsi.at)

### Target Groups

The Co-ordination Office for Territorial Employment Pacts sees its efforts as a service for the pacts as well as their partner institutions and particularly aims at local and regional initiatives, enterprises, communities, institutions for continuing education and service companies

### Implementation

The Co-ordination Office supports the various projects carried out by the Austrian Employment Pacts and its partner institutions by way of information exchange, strategic co-ordination and joint activities.

### Contact

Co-ordination Office for Territorial Employment Pacts in Austria  
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fax +43 / 1 / 49 50 442-40  
[pakte@zsi.at](mailto:pakte@zsi.at)  
<http://www.pakte.at>



# Territorial Employment Pacts in Austria (TEPs\*)

\*Territorial Employment Pacts

| TEPs in the Provinces | Fields of Action / Project Areas  | Main Partners  |
|-----------------------|---|--|
| Burgenland            | <ul style="list-style-type: none"> <li>➤ Advanced training and qualification</li> <li>➤ Encouraging the ability to adapt to structural change</li> <li>➤ New employment opportunities</li> <li>➤ Developing a spirit of entrepreneurship</li> <li>➤ Gender mainstreaming</li> </ul>   | Province of Burgenland, AMS, BSB, WK, AK, ÖGB, IV, Provincial Chamber of Agriculture, Wirtschaftsservice Burgenland AG, Provincial School Board, GM experts, Association of Municipalities, Association of Municipal Representatives   |
| Carinthia             | <ul style="list-style-type: none"> <li>➤ Financial support for Integration, non-profit employment projects and socio-economic enterprises</li> <li>➤ Childcare facilities</li> <li>➤ Project „New Work“</li> <li>➤ Youth projects („New ways into the Job World“, „Young Women's Centre“), JASG – vocational training courses for young people and special programmes for young people</li> <li>➤ Improvement of qualification levels among the employed</li> </ul>   | Province of Carinthia, AMS, BSB, WK, AK, ÖGB, IV, GM experts   |
| Lower Austria         | <ul style="list-style-type: none"> <li>➤ Non-profit employment projects</li> <li>➤ Socio-economic enterprises</li> <li>➤ Facilities for counselling and care</li> <li>➤ Skills-training projects</li> <li>➤ Employment foundations</li> <li>➤ Childcare projects</li> </ul>   | Province of Lower Austria, AMS, BSB, WK, AK, ÖGB, IV, GM experts, Associations of Municipal Representatives of the Social Democratic Party and the People's Party  |
| Upper Austria         | <ul style="list-style-type: none"> <li>➤ Training of youth seeking apprenticeships</li> <li>➤ Non-profit employment projects and socio-economic enterprises</li> <li>➤ Qualification and counselling projects</li> <li>➤ Counselling business start-up</li> <li>➤ Training account of the Province of Upper Austria</li> <li>➤ Training projects based on employment demands (Placement) employment foundations</li> <li>➤ Childcare projects and financial support for childcare</li> </ul>  | Province of Upper Austria, AMS, WK, AK, ÖGB, IV, Provincial School Board, GM experts   |
| Salzburg              | <ul style="list-style-type: none"> <li>➤ Counselling for women, young women and older unemployed persons</li> <li>➤ Projects dedicated to overcoming gender-specific segregation in the labour market („young women and technology“)</li> <li>➤ Placement foundation</li> <li>➤ Socio-economic employment projects</li> <li>➤ Training measures</li> <li>➤ Integration projects for disadvantaged and disabled youth</li> <li>➤ Financial support for employing older employees</li> <li>➤ „Older employee coaching“</li> </ul>   | Province of Salzburg, AMS, BSB, WK, AK, ÖGB, IV, Provincial Chamber of Agriculture, Provincial Chamber of Labour, GM experts   |
| Styria                | <ul style="list-style-type: none"> <li>➤ Further development of Pact processes and structures, e.g. integration of additional policy areas</li> <li>➤ Co-operation with municipalities and companies</li> <li>➤ Innovative measures</li> <li>➤ Gender mainstreaming</li> <li>➤ Integration of labour market policy target groups: youth (up to age 25), older persons (over 50), persons with psychological or social special needs, persons with a lengthy history of unemployment or joblessness, persons re-entering the employment system, foreign citizens entitled to residence</li> </ul>                        | <p>STEBEP: Province of Styria, AMS, BSB, WK, AK, ÖGB, IV, regional pacts, Committee on the Advancement of Labour, GM experts, non-profit organisations</p> <p>Regional pacts: regional management bodies, AMS, representatives of employees, representatives of employers, GM experts, regional non-profit organisations</p> |
| Tyrol                 | <ul style="list-style-type: none"> <li>➤ Project „Service for Municipalities“</li> <li>➤ Image campaign for skilled labour</li> <li>➤ Project „Aufbauwerk der Jugend“</li> <li>➤ Management academy for female entrepreneurs</li> <li>➤ Seeking jobs and preparation for the primary labour market (transitional workers)</li> <li>➤ Vocational job preparation and training</li> </ul>   | Province of Tyrol, AMS, WK, ÖGB, IV, Provincial Chamber of Agriculture, Provincial School Board, City of Innsbruck, GM experts, Tyrolean Association of Municipalities   |
| Vorarlberg            | <ul style="list-style-type: none"> <li>➤ Implementation of gender mainstreaming in the form of a GM analysis and activities toward supplying information and deepening sensitivity (pilot project)</li> <li>➤ Development of novel, customised methods for researching needs for skilled labour (pilot project)</li> <li>➤ Carry out the feasibility study „Training and Childcare Leave“ (pilot project)</li> <li>➤ Evaluation of the measures „Training of Semi-skilled and Non-skilled Workers“ (pilot project)</li> <li>➤ Evaluation of the findings of the „Mobbing Counselling Centre“ (pilot project)</li> </ul> | Province of Vorarlberg, AMS, BSB, WK, AK, ÖGB, IV, Association of Municipalities   |
| Vienna                | <ul style="list-style-type: none"> <li>➤ Target group policies with focus on youth, women and re-entrants into the labour market, persons with disabilities, persons with low formal qualification, the employed, the long-term unemployed, older persons</li> <li>➤ Initial and continued vocational training of employed persons and jobseekers</li> <li>➤ Principle of double mainstreaming (gender and members of marginal groups)</li> </ul>   | City of Vienna, AMS, Vienna Employment Promotion Fund (waff), BSB, interest group representatives of employers and employees   |

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# TEP

## Contact Addresses

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Sek. II/9 – ESF

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