

# TEP

Territorial  
Employment Pacts  
in Austria

2000

2001

2002

2003

2004

**2005**

2006

# TEP Territorial Employment Pacts in Austria

**Territorial Employment Pacts (TEPs)** are contracted regional partnerships to better link employment policy with other policies, in order to improve the employment situation on regional and local level. In co-operating as partners, the specific aims are to increase effectiveness and efficiency in the use of resources, to improve the quality of support given to certain target groups, to secure and create jobs, to secure funding for the region and to preserve in a sustainable manner the region as a place to live.

The TEPs serve as a framework for the Public Employment Service (AMS), the provinces, the branches of the Federal Office of Social Affairs, the social partners as well as other relevant partners to agree upon and implement joint programmes for promoting employment. The agreements based on partnership, which, incidentally, are recognised as a European best practice example, are aligned with the individual needs of each region.

To the end of developing and implementing the TEPs in Austria, the costs in particular of the operative structures of the pacts are subsidized within the framework of the Objective 3 Austria programme, with co-financing being provided by the European Social Fund (ESF) and the Austrian Federal Ministry of Economic Affairs and Labour. Among other responsibilities, the TEP Coordination Offices ensure the flow of information among the various partners and, together with these, draw up working programmes mostly for each year. In addition, the TEP Coordination Offices support the pacts during the consolidation process, recommended by the evaluation, which is intended to contribute toward ensuring that the pacts continue to work constructively for some time to come.

Objective 3 Austria also provides funding for the Federal Coordination Unit (Kooo) which advises the Austrian TEPs on an ongoing basis and ensures the transfer of know-how both among the individual provinces and on the international plane.

The present folder provides an overview of the wide scope of efforts of the Territorial Employment Pacts in the individual provinces as well as the activities of the Federal Coordination Unit.

## TEPs - Learning beyond boundaries

The willingness to cooperate, to exchange knowledge and to learn in a manner superseding boundaries of institutions, policies, provinces and even nations is, in my view, one of the great strengths of the Austrian Territorial Employment Pacts.

A particularly good example of this sort of dedicated and far-sighted cooperation may be seen in the TEP\_EQUAL\_Elderly development partnership in the context of the second application round of EQUAL. All of the Austrian Employment Pacts on the provincial level, along with other important partners, are working together in this partnership in order to develop and test a new instrument of labour market policy, called the „Elderly Plan“, which is intended to promote and secure employment opportunities for older people. The design for the „Elderly Plan“ draws on experiences gained in successfully implementing the „Diversity Plan“ within the framework of Flemish employment pacts, and it is, therefore, not only an example of effective cooperation within Austria but even across Europe.

I wish to take this opportunity to thank all those involved for their willingness to together take on a tremendous challenge facing the Austrian labour market using an entirely new instrument.

The exchange of information and the knowledge transfer taking place among employment pacts, in fact, reach beyond the borders of Europe. Building on the positive experiences of the Austrian Employment Pacts, a separate „OECD LEED Forum on Partnerships and Local Governance“, which promotes the international exchange of knowledge among partnerships in various states, was established under the direction of the LEED (Local Economic and Employment Development) programme of the OECD in 2004.

For 2005 as well, I wish all of the actors of the Employment Pacts much success in working together as partners and in realising their ambitious goals.

**Dr. Martin Bartenstein**  
Federal Minister for Economic Affairs and Labour

# Territorial Employment Pact Burgenland

Provincial Government, Public Employment 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 (WIBAG), Provincial School Board, Gender Mainstreaming Expert, Association of Municipalities, Association of Social Democratic Municipal Representatives

## Main Partners

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Contractual Partners** Provincial Government,  
Public Employment Service

**Description of the Partnership** The Burgenland Pact was stipulated between the contractual partners in 2001. The partnership consists of: a steering committee, responsible for taking decisions regarding the annual strategy and for defining framework conditions and priorities; a piloting group which holds consultations on project proposals and recommends projects deemed suitable for approval; and the pact coordination, for which WIBAG is responsible.

**Contractual Period** July 2001 – December 2006

**Objectives** With respect to labour market policy, the pact's priorities and objectives focus on creating jobs which hold promise for the future, facilitating access to the labour market by means of appropriate measures for raising qualification levels, combating unemployment and exclusion from the labour market and on improving chances for placing jobseekers.

**Areas of Action and Target Groups** Areas of action in 2005 encompass: continued training and qualification; promoting the ability to adapt to structural change; new employment opportunities; developing a spirit of entrepreneurship; and gender mainstreaming. Target groups include older people and youth, women, people with disabilities as well as the long-term unemployed or those threatened by long-term unemployment.

**Activities and Results in 2004** In 2004, measures that were focused on the target groups of older people and youth were implemented, and regional projects were developed that more closely involve pact partners in the region (round tables). Cooperation with Hungary was intensified within the framework of the „Cross-Border Territorial Employment Pact“. These efforts resulted in the Austro-Hungarian Territorial Employment Pact being agreed upon for the region of Lövö in order to promote co-operative efforts as well as to develop economic and human resources in an ongoing way.

**Contents in 2005** One of the priorities in 2005 is to continue existing project activities within the framework of the regional round tables, with the goal of joint efforts toward identifying and elaborating on regional issues pertaining to the target groups of „older people“ and youth, developing approaches for possible solutions and implementing these. Cross-border cooperation with neighbours in Hungary represents a further priority. Within the framework of the PHARE CBC project, representatives of the Employment Pact of the region of Alpokalja and of the district of Oberpullendorf are discussing a variety of issues concerning the labour market and employment policies of both areas, toward the end of defining potential joint problem-solving strategies.

**Financing** There is no separate budgeting for the Territorial Employment Pact Burgenland. Projects are carried out within the framework of existing funding measures (Objective 1 programme for Burgenland 2000-2006).

**„Added Value“ of the Pact** The Employment Pact Burgenland identifies its added value as being in particular the coordination, spanning measures of joint projects among partners.

**Further Development of the Pact** The Burgenland pact has set its focus on stronger integration of the partners' regional decision-making structures to the end of developing and implementing joint projects within the region as well as across borders. By more clearly positioning pact coordination as a sort of „network management“, with the mission of further developing existing partnerships, the pact seeks to ensure that its structure, which presently functions well, will be retained beyond 2006.

**Objective 1 Support** Burgenland's status as an Objective 1 region ensures funding of pact coordination within the framework of the Objective 1 programme 2000-2006. WIBAG has been commissioned with pact coordination.



## Pact Coordination

Wirtschaftsservice Burgenland AG (WIBAG),  
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# Territorial Employment Pact for Carinthia

Provincial Government, Public Employment Service, Federal Office of Social Affairs, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Commissioner for Women's Affairs of the Province of Carinthia **Main Partners**

2000  
2001  
2002  
2003  
2004  
2005  
2006

- Contractual Partners** Provincial Government, Public Employment Service
- Description of the Partnership** Since 1999, the contractual partners (core team) agree each year upon a joint programme and take decisions relevant to the pact. A platform consisting of all main partners serves as a supervisory board. A support organisation (IFA Carinthia) assists the Pact.
- Contractual Period** January 2003 – December 2006
- Objectives** Objectives are focused on providing training opportunities, creating new jobs, improving the extent to which women are integrated in gainful employment, reducing segregation based on gender and on qualification measures for enhancing flexibility in the labour market as well as for securing jobs.
- Areas of Action and Target Groups** Integration subsidies; non-profit employment projects; socio-economic enterprises; childcare facilities; labour foundations; training courses of the Association for Promoting Labour Foundations in Carinthia; „New Work“ project; „New Inroads into the Job World“ and „4 a new job“ youth projects; JASG vocational training courses; Young Women's Centre; „SpACe“ project; Jugend am Werk (Youth at Work); healthcare-worker courses; „cont@ct.us“ training company; employee qualification measures. Target groups are in particular older job-seekers (50+), youth (up to age 25) and the long-term unemployed.
- Activities and Results in 2004** In addition to implementation of employment and qualification measures for the target groups, JASG vocational training courses were expanded by almost 60% and the activities aimed at coordinating Objective 2 and Objective 3 measures, so as to improve cooperation in matters of labour market policy, were increased. In order to enhance visibility of the results and accomplishments of the TEP, standards applicable to carrying out measures were further developed and monitoring and evaluation systems improved.
- Contents in 2005** TEP 2005 provides for a package of measures that is aligned with the target groups and the areas of action mentioned above. The catalogue of measures has been expanded to include „4 a new job“, „SpACe“ and the „cont@ct.us“ training company. The training company, a non-profit employment project operating in the ICT segment, is a good example of how a project with initially only year-to-year funding has been able to be fitted with a permanent financing structure.
- Financing** The contents mentioned above are implemented in the form of measures, having a total budget of EUR 28,257,116, which are coordinated and stipulated within the framework of the employment pact.
- „Added Value“ of the Pact** The TEP partnership allows better coordination of Objective 2 and Objective 3 measures and more intense cooperation with the Provincial Government of Carinthia in labour market policies. As a consequence, measures pertaining to labour market and educational policy are able to be coordinated with other policy objectives of the province in a more balanced way. In the long term, the pact ensures continuity in the use of funding and professionalizes the cooperation among TEP partner organisations in steering TEP programmes.
- Further Development of the Pact** In line with the recommendations made by the evaluation of Objective 3 programme and in line with the consolidation process, the pact will play an increasingly stronger role and assume further responsibilities in the region. One of the priorities will be to further develop and align the systems for monitoring and evaluating TEP measures in order to enhance visibility of TEP accomplishments. Beginning already in 2005, an initial foundation will be laid to prepare for the TEP period after 2006.
- Objective 3 Support** IFA, the support organisation for which funding from the Objective 3 programme (European Social Fund – ESF Priority 6) has been applied for, is responsible for pact coordination, studies, evaluations, gender mainstreaming and accompanies individual types of TEP measures.

## Pact Coordination and Consulting Agency

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# Territorial Employment Pact Lower Austria

Provincial Government, Public Employment Service,  
Federal Office of Social Affairs, Economic Chamber, Chamber of Labour,  
Austrian Federation of Trade Unions, Federation of Austrian Industry,  
Gender Mainstreaming Expert, Associations of Municipal Representatives of the  
Austrian Social Democratic Party and the Austrian People's Party

**Main and  
Contractual  
Partners**

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Description of the Partnership** In 1999, the pact was signed between the Public Employment Service, the Federal Office of Social Affairs and the Provincial Government, and a declaration of support was signed by the social partners. The partnership was confirmed for a further two years by all of the partners in 2005. The TEP platform assumes responsibility for general decision-making on strategy, support and in defining the framework conditions. The TEP steering group is responsible for individual decisions regarding proposals in conformance with the pact.

**Contractual Period** January 2005 – December 2006

**Objectives** The main objectives of the pact in the way of labour market policy are to create 4,000 additional jobs and to reduce the unemployment rate from 7% to 6.5% by the end of 2006. Additional objectives include aligning measures with regional needs, equal opportunities for women and men in the job market and combating unemployment of youth.

**Areas of Action and Target Groups** The pact implements non-profit employment projects, socio-economic enterprises, institutions for counselling and care, qualification measures, labour foundations as well as childcare projects and initiates measures that combine objectives pertaining to structural policy with those of labour market policy. The target groups are in particular women, older persons, youth, long-term unemployed, persons with special needs (disabled) and those with low qualifications.

**Activities and Results in 2004** In 2004, measures were carried out that are designed to combat unemployment among youth, to achieve targeted qualification of the unemployed, to expand the capacity of placement foundations for the target groups of older persons and healthcare workers and to ensure gender-sensitive vocational orientation as well as gender mainstreaming within companies. In addition, the TEP contract was reworked and extended and was anchored in Lower Austria's provincial development concept. A further result of efforts was application for a „regional framework programme“ under INTERREG IIIC which has subsequently been approved.

**Contents in 2005** The package of measures in 2005 includes, among other things, the permanent consolidation of the structure that has been built up and developed, continued expansion of the „Job konkret“ placement foundation model and implementation of the „IED – Innovative Employment Development“ INTERREG IIIC project.

**Financing** The contents mentioned above are implemented in the form of measures, having a total budget of EUR 126,760,000, which are coordinated and stipulated within the framework of the employment pact.

**„Added Value“ of the Pact** „The pact serves to enhance social and labour market policy; in the final analysis, all pact partners regard the pact very positively, judging it a benefit for Lower Austria. Labour market policy has for many of the actors become more lucid and easier to anticipate“ (Study commissioned by TEP Lower Austria [2003]: Territorial Employment Pacts. Chances for success and institutional framework conditions as compared across Europe).

**Further Development of the Pact** In addition to anchoring the pact in Lower Austria's provincial development concept, the follow-up contract has been signed by all of the partners, thus reinforcing their commitment to the contract. The pact has furthermore established its position as an authority in professional matters, as successful application for an interregional framework programme (INTERREG IIIC) and plans for its implementation demonstrate.

**Objective 3 Support** Pact coordination, for which funding from the Objective 3 programme (European Social Fund – ESF Priority 6) has been applied for, is responsible for ongoing coordination, studies, evaluations, public relations efforts and the implementation of gender mainstreaming measures.

## Pact Coordination

Employment Pact Lower Austria,  
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# Regional Employment and Qualification Pact for Upper Austria

Provincial Government, Public Employment Service,  
Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions,  
Federation of Austrian Industry, Provincial School Board, Gender Mainstreaming Expert

**Main and  
Contractual  
Partners**

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Description of the Partnership** Since 1999, a new funding programme of the Pact has been defined each year, while decisions are taken on an ongoing basis. The bodies responsible for the TEP are the „Active Labour Market Policy Forum“ and the pact coordination. The implementation of the funding programme is supported in five regions in a targeted manner by activities of regional managers for employment (RMEs), which are stipulated by contract.

**Contractual Period** January 2005 – December 2005

**Objectives** Aligned with the National Action Plan for Employment, the pact pursues the objectives of improving chances for placing jobseekers, developing a spirit of entrepreneurship, promoting the adaptability to structural change and promoting equal opportunities.

**Areas of Action and Target Groups** The pact implements the following: measures for youth seeking job-training positions and for youth with learning or other disabilities or social problems; non-profit employment projects; socio-economic enterprises; business start-up counselling; qualification and counselling projects; continued education account of the Province of Upper Austria; (implication) foundations; and childcare service offerings. Target groups include in particular: youth, the long-term unemployed, persons with disabilities, unemployed women and women re-entering the job market, entrepreneurs as well as businesses and their employees.

**Activities and Results in 2004** In 2004, measures were carried out to the end of improving winter employment, qualifying women for jobs, starting up businesses as well as expanding both implication foundations and training and counselling services for youth. These latter services were able to be increased by 45% as compared with the previous year. Furthermore, an „Additional Pact for Young Adults“ was completed.

**Contents in 2005** The offerings for youth will be supplemented in 2005 by apprenticeship training in workshops across companies. One of the new initiatives is a socio-economic enterprise for older people who are able to continue to remain employed with the enterprise until they reach retirement age. Within the framework of (abbreviated) training courses for skilled workers in professions faced with a heavy demand, 225 people will receive skills training leading to a completed apprenticeship. Capacities of labour foundations will continue to be expanded.

**Financing** In total, with over EUR 100,000,000 in funding in 2005, the pact will provide offerings to more than 55,000 people.

**„Added Value“ of the Pact** Thanks to ongoing coordination through the „Active Labour Market Policy Forum“, the pact is able to swiftly respond to developments in the job market. For example, a proposal originally made by the Chamber of Labour and the Economic Chamber in autumn 2004 to qualify unskilled workers or those with skills acquired only on the job, bringing these individuals up to the level of fully skilled workers, has already been implemented within actual training projects since the beginning of the year.

**Further Development of the Pact** By intervening in numerous ways, the pact is making a substantial contribution toward maintaining a favourable labour market situation in Upper Austria. At present, with continually shrinking budgets, greater efforts will be necessary in order to maintain the level of support enjoyed up to now. With the aid of the five RMEs, available funding will need to be used in an even more targeted and careful manner than up to now, if the desired effects in the way of labour market policy are to be achieved.

**Objective 3 Support** The support funding applied for from the Objective 3 programme (European Social Fund – ESF Priority 6) will be used for continuing to employ the RMEs, whose tasks range from counselling to project planning and who assist the pact in particular in carrying out EQUAL projects.

## Pact Coordination

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## Regional Managers for Employment (RMA)

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# Territorial Employment Pact Work for Salzburg

Provincial Government, Public Employment Service,  
Federal Office of Social Affairs, Economic Chamber, Chamber of Labour,  
Austrian Federation of Trade Unions, Federation of Austrian Industry,  
Provincial Chamber of Agriculture and Forestry, Chamber of Agricultural Labour,  
Gender Mainstreaming Expert, regional management associations

**Main and  
Contractual  
Partners**

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Description of the Partnership** The pact was first agreed upon in 1997 for an initial period of three years and has since been extended for periods of two or three years. The bodies of the TEP are the plenary assembly (which decides on the programme and strategic orientation of the TEP), the coordination team (responsible for implementing decisions in operations), the Gender Mainstreaming Expert (with an advisory role), working groups (established to take care of, for example, public relations and project planning and development) and the Coordination Office.

**Contractual Period** Presumably until December 2006

**Objectives** With respect to labour market policy, the objectives and priorities of the TEP focus on raising qualification levels of female and male employees, reducing disparity among regions and fully introducing gender mainstreaming. In addition, the TEP actively supports the efforts of the Provincial Government to achieve full employment by 2009.

**Areas of Action and Target Groups** Measures include: placement foundations; socio-economic employment projects for the long-term unemployed; qualification measures for various target groups; the Salzburg continued education cheque; counselling for women, youth and the older unemployed; projects aimed at overcoming segregation at work based on gender („Young Women and Technology“); integration projects for disadvantaged and disabled young people; and „Older Employee Coaching“.

**Activities and Results in 2004** The activities of the TEP in 2004 were to continue and further develop measures such as raising qualification levels of specific employee groups, vocational integration of disadvantaged youth, projects for overcoming segregation based on gender, placement foundations, introduction of the „qualification cheque“ (from 2005 on: „continued education cheque“), implementing the „RABE“ regional labour market policy programme for the disabled and advising „Salzburg Goes Equal“, an EQUAL-DP. The regional management associations and a GM Commission were accepted as co-opted members into the plenary assembly of the pact, and a working group with the task of compiling labour market forecasts was instituted.

**Contents in 2005** In 2005, the TEP will support the Provincial Government in achieving the goal of attaining full employment and will continue and further develop the measures initiated in 2004. Special priority will be given to youth and to people in the prime working age group. „Strategy“, a newly instituted working group, will concern itself with further development of strategy and content issues beyond 2006.

**Financing** The contents mentioned above are implemented in the form of measures, having an annual budget of approx. EUR 14,000,000, which are coordinated and stipulated within the framework of the employment pact.

**„Added Value“ of the Pact** The main distinguishing feature of the TEP Salzburg is a broad-based, „open“ and flexible partnership.

**Further Development of the Pact** Main concerns are further development of strategic and cooperative coordination efforts among pact partners and, in the face of TEP consolidation process, positioning the pact within the context of the province's economic and labour market policy.

**Objective 3 Support** Funding is expected to be applied for from the Objective 3 Programme (European Social Fund – ESF Priority 6) for studies and for publicity efforts.



## Pact Coordination

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# Styrian Employment Pact (STEBEP) and Regional Pacts

**STEBEP:** Provincial Government, Public Employment Service, Federal Office of Social Affairs, Economic Chamber, Chamber of Labour, Austrian Federation of Trade Unions, Federation of Austrian Industry, Regional Pacts, Gender Mainstreaming Experts, Non-Profit Organisations

## Main Partners

**Regional pacts:** Regional management association, Public Employment Service, representatives of employees, employers and regional non-profit organisations, Gender Mainstreaming Expert

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Contractual Partners** **STEBEP:** Provincial Government, Public Employment Service (AMS)

**Regional pacts:** Public Employment Service, regional management board, regional actors

**Description of the Partnership** The STEBEP, the TEP for the entire province that was first agreed upon in 2001, serves as a strategic umbrella agreement over the six regional pacts. While the Forum for Employment Policy has the role of a strategic steering group, the regional pacts serve as operational and strategic units for the regions. Other bodies of the STEBEP are the Core Team (including Co-ordination) and the STEBEP Platform. The bodies of regional pacts are the regional platforms, steering groups, working or project groups and the pact coordination teams.

**Contractual Period** **STEBEP** 2002 – 2005, **regional pacts** 2000 – 2006

**Objectives** The aim is to create a comprehensive partnership that combines activities pertaining to social and regional policy with objectives derived from employment and labour market policy. Funding and actions are to be pooled and coordinated to the end of combating unemployment and creating jobs.

**Areas of Action and Target Groups** Implementation of the cooperative programme between the Public Employment Service and the Province (Dept. of Economy) involving the following priorities: creation of jobs, qualification of the unemployed and of individuals threatened by exclusion from the labour market and implementation of the annual STEBEP working programme.

**Activities and Results in 2004** The focus was on coordinating strategies and measures for people with disabilities, carrying out the second STEBEP Platform as well as on further developing the dialogue between the STEBEP and the Regional Pacts and implementing a „STEBEP monitoring“. Transnational co-operation with Hungary and Slovenia was further expanded, while Styria's regionalisation model was presented on an international level on several occasions.

**Contents in 2005** In 2005, the STEBEP will concentrate on exercising its core functions, such as anchoring the pact in a new contract and integrating additional partners. The working programme includes the integration of further policies, building up competencies, public relations, monitoring and (trans-) national cooperation as well as six regional programmes.

**Financing** In the „Cooperative Qualification and Employment Programme“, jointly run by the Province (Dept. of Economy) and the AMS, measures amounting to about EUR 27,000,000 (budgeted figure) are to be stipulated. Additional funding will be obtained from the EU and national sources.

**„Added Value“ of the Pact** Measures pertaining to employment policy are combined with those of other policy areas as well as with regional development and are planned and implemented in cooperation. This results in better coordination at the provincial and regional levels as well as in being able to obtain further funding from the public and private sectors.

**Further Development of the Pact** The STEBEP will concentrate on realising its core functions, which are to consolidate employment policy on a broad base and to steer, coordinate and support the Regional Pacts. Further expanding competencies, expanding the basis of cooperation and partnerships, documentation of services and monitoring are intended to ensure that the pact structures have a sustained impact beyond 2006.

**Objective 3 Support** Funding from the Objective 3 programme (European Social Fund – ESF Priority 6) is used for coordinating and further developing the STEBEP, for the Pact Coordination Offices at the regional level and for communication and public relations efforts.

## STEBEP Coordination

BAB GmbH,

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## Regional Pact Coordination

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# Employment Pact for Vorarlberg

Provincial Government, Public Employment Service,  
Federal Office of Social Affairs, Economic Chamber,  
Chamber of Labour, Austrian Federation of Trade Unions,  
Federation of Austrian Industry, Vorarlberg Association of Municipalities

**Main and  
Contractual  
Partners**

2000  
2001  
2002  
2003  
2004  
2005  
2006

**Description of the Partnership** Building upon the positive experiences gathered during earlier TEP contract terms (2000-2003 and the Vorarlberg Initiative for the Long-Term Unemployed), a cooperation agreement has been concluded for 2004-2006. The organisation of the Employment Pact is distributed between a strategic level (steering group) and an operational level (Coordination Office, project groups).

**Contractual Period** January 2004 – December 2006

**Objectives** The pact regards itself as a „think tank“ having a high degree of competence in advising and making recommendations. Recommendations aim at: defining the strengths and potential of regional actors, better coordinating actions that impact employment and increasing the effectiveness of measures. The pact thus intends to create and maintain jobs as well as to secure funding for the region on a permanent basis.

**Areas of Action** In order to achieve the objectives described above, the pact commissions other organisations with carrying out innovative projects concerned with labour market policy as well as evaluations and studies that address current and future-oriented issues of labour market and employment policy in Vorarlberg. Recommendations are directed at both the strategic political decision-making level and the level of operational implementation.

**Activities and Results in 2004** Emphases of the TEP in 2004 included: developing potential courses of action on the issues of demography, changing values and labour market and economic development; continuing to expand the general database covering regional measures of labour market policy; implementation of the „partial qualification model“ in the context of integrative vocational training on the basis of the results of the evaluation of the labour market policy instruments of „traineeship and partial apprenticeship“; and implementation of the „Vorarlberg Training Partnership“, an EQUAL partnership.

**Contents in 2005** Drawing on the potential courses of action which have been developed regarding the issues mentioned above, the working programme for 2005 includes the priorities: „Optimal People Placement“; carrying out a campaign among Vorarlberg businesses toward increasing awareness of the issue of older employees; surveying potential within Vorarlberg’s industries to determine whether or which services might be outsourced to the secondary labour market; and the development of a regional benchmarking system. Parallel to this, the Employment Pact will make recommendations in the context of the individual priority areas.

**Financing** Funding is provided within the framework of the Objective 3 Programme (European Social Fund – ESF Priority 6).

**„Added Value“ of the Pact** Implementing a think tank for labour market policy issues at the level of the pact represents a new approach for the region. Strategic recommendations based on medium- and long-term developments in the labour market are to be developed so as to arrive at common options for perspectives and actions.

**Further Development of the Pact** Two strategy workshops were held in 2004 for the purpose of repositioning the Employment Pact. The results of the workshops have been integrated in a coordinated working programme, which takes into account the Employment Pact’s strategic guidelines, for the period until 2006.

**Objective 3 Support** Pact coordination, which is located at iap projektmanagement and for which funding from the Objective 3 programme (European Social Fund – ESF Priority 6) has been applied for, is responsible for coordinating and supporting the Vorarlberg Employment Pact.

## Pact Coordination

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[www.beschaeftigungspakt.at](http://www.beschaeftigungspakt.at)



# Territorial Employment Pact for Vienna

City Government, Public Employment Service, **Main Partners**  
Vienna Employee Promotion Fund (waff),  
Federal Office of Social Affairs – Vienna Provincial Office,  
interest group representatives of employers and  
employees (provincial working group)

2000  
2001  
2002  
2003  
2004  
2005  
2006

<b>Contractual Partners</b>	City Government, Public Employment Service (AMS), Vienna Employee Promotion Fund (waff), Federal Office of Social Affairs – Vienna Provincial Office (BSB)
<b>Description of the Partnership</b>	The cooperation in the form of a partnership, existing since 1999, will be continued in 2005. The pact is based on a cooperative effort between the waff, AMS and BSB. Six regional pacts at the district level, the INTERDISK as well as several EQUAL partnerships are affiliated with the pact.
<b>Contractual Period</b>	January 2005 – December 2005
<b>Objectives</b>	The objective is to support the development of the economy and the employment policy of the metropolitan area of Vienna by means of intervening in labour market policy in a future-oriented manner. In this effort, the TEP is oriented on the guidelines for the National Action Plan for employment. Central concerns are to prevent individuals from being excluded from gainful employment and to integrate people in the employment system.
<b>Areas of Action and Target Groups</b>	Implacement and outplacement foundations; JASG measures; programmes for entrants and re-entrants to the labour market; programmes for counselling and promoting working people; and integrative vocational training for the following target groups: youth, women, older persons, (long-term) unemployed, people threatened with unemployment, migrants, people with skills deficits or special problems in the labour market or interest in further training and businesses.
<b>Activities and Results in 2004</b>	More than 130,000 people were able to participate in courses for further training in 2004 and 28,000 young people received support through targeted measures. Programmes were made available to more than 4,400 individuals with special needs and qualification measures in 2,700 businesses were assisted as well as nine EQUAL partnerships were advised. The flow of information between partners at the provincial and regional levels was enhanced and better use was made of synergy effects among programmes.
<b>Contents in 2005</b>	Contents in 2005 will be aligned with the measures and target groups named above. Priority will be given to supporting the unemployed through the AMS, employed individuals through the waff and people with special needs through the BSB. The „Vienna-Bratislava Interregional Employment Strategy“ started in 2004 will be continued.
<b>Financing</b>	In 2005, EUR 258,300,000 (planned budget) in total funding is available (AMS, BSB, waff/Provincial Government of Vienna, ESF).
<b>„Added Value“ of the Pact</b>	Added value is found in the ability to define and realise common objectives and to proceed in a coordinated way when implementing structural changes. The fact that programmes and project plans are coordinated by the pact serves to increase effectiveness and efficiency. This is the case, for example, with the in-depth cooperation among all of the pact partners as well as with the INTERDISK networks for combating unemployment of youth.
<b>Further Development of the Pact</b>	The pact is increasingly putting its focus on communication and cooperation with the bordering EU member states, particularly in the context of the „Vienna-Bratislava Interregional Employment Strategy“, an INTERREG IIIA project funded jointly by the City of Vienna, the waff and EFRE. The flow of information between the regional and provincial levels is ensured and continues to be developed through INTERDISK and through the role played by the waff in coordinating efforts in Objective 2 and EQUAL projects.
<b>Objective 3 Support</b>	The funding which has been applied for from the Objective 3 programme (European Social Fund – ESF Priority 6) will be used for network management as a part of INTERDISK, for information events, studies, publications, Gender Mainstreaming and for public relations.
<b>Regional Alliances</b>	<b>INTERDISK network for employment and the economy in Vienna:</b> a regional network reinforcing the labour market and the economy at the district level. Six networks are working across the districts 2+20, 3+4, 5+6, 10+11, 12+23 and 21+22 in Vienna. Members are: district councils, AMS, the Vienna Economic Promotion Fund, social partners, non-profit organisations, businesses and the waff, responsible for network management.

## Pact Coordination

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# kooordinationstelle

## Coordination Unit of the Territorial Employment Pacts (TEPs) in Austria

### Why does the Coordination Unit (Kooo) exist?

The federal Coordination Unit of the Territorial Employment Pacts (Kooo for short), established under the direction of the Federal Ministry of Economic Affairs and Labour at the Centre for Social Innovation (CSI), serves to support and accompany, up until the end of 2006, the various projects carried out by the Austrian Employment Pacts and their partner institutions as well as to cultivate, implement and further develop partnerships.

The activities of the Coordination Unit are funded within the framework of the Austria 2000-2006 (Priority 6 – ESF) Objective 3 programme.

From the very beginning, when national coordination activities were initiated in 1999, Kooo has regarded its efforts as a service to the pacts. In the evaluation of Objective 3 / Priority 6, the pacts rate cooperation with Kooo as being very helpful. Specifically, the aid provided by Kooo is appraised „as a supporting factor in achieving objectives“.

### What services does Kooo provide?

Kooo ensures the exchange of information among all of the institutions involved, advises and assists the TEPs and is responsible for joint activities (see below).

### Coordination Unit activities

#### Networking activities and information input

- \_ Central information hub
- \_ Assistance and advice to the TEPs on subject matter issues
- \_ TEP coordination meetings, working meetings, workshops
- \_ Virtual communications platform
- \_ International exchange of experiences and exchange-mart

#### Public relations work

- \_ TEP website <http://www.pakte.at>
- \_ Printed material (information folders and leaflet, TEP\_news, TEP brochures), press releases and publications, reports
- \_ Representation of the TEPs

#### Monitoring / evaluation

- \_ Accompanying of studies and evaluations as well as dissemination of findings
- \_ Assistance in implementing regional monitoring systems and evaluations

### Kooo contact

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# Territorial Employment Pacts (TEPs) in Austria 2005

TEPs	Emphases and Areas of Action	Main Partners
Burgenland	<ul style="list-style-type: none"> <li>_Continued training and qualification</li> <li>_Encouraging the adaptability to structural change</li> <li>_New employment opportunities</li> <li>_Developing a spirit of entrepreneurship</li> <li>_Transnational cooperation with Hungary</li> <li>_Stronger integration with regional partner organisations (round tables)</li> </ul>	Province, AMS, BSB, WK, AK, ÖGB, IV, Provincial Chamber of Agriculture, Wirtschaftsservice Burgenland AG, Provincial School Board, GM Expert, Association of Municipalities, Association of Social Democratic Municipal Representatives
Carinthia	<ul style="list-style-type: none"> <li>_Integration subsidies, non-profit employment projects and socio-economic enterprises</li> <li>_Childcare facilities</li> <li>_Employment foundations, „New Work“ project</li> <li>_Youth projects and JASG – vocational training courses for young people</li> <li>_Healthcare-worker training, „cont@ct.us“ training company in the ICT sector</li> <li>_Employee qualification</li> </ul>	Province, AMS, BSB, WK, AK, ÖGB, IV, Commissioner for Women's Affairs of the Province of Carinthia
Lower Austria	<ul style="list-style-type: none"> <li>_Non-profit employment projects and socio-economic enterprises</li> <li>_Facilities for counselling and care</li> <li>_Training measures</li> <li>_Labour foundations</li> <li>_Childcare projects</li> <li>_Combine measures of labour market policy with structural policy</li> </ul>	Province, AMS, BSB, WK, AK, ÖGB, IV, GM Expert, Associations of Municipal Representatives of the Social Democratic Party and the People's Party
Upper Austria	<ul style="list-style-type: none"> <li>_Measures for youth seeking apprenticeship positions and youth with learning or other disabilities or social problems</li> <li>_Non-profit employment projects and socio-economic enterprises</li> <li>_Business start-up counselling, qualification and counselling projects</li> <li>_Continued education account of the Province of Upper Austria</li> <li>_(Implacement) employment foundations</li> <li>_Advanced qualification measures and childcare services</li> </ul>	Province, AMS, WK, AK, ÖGB, IV, Provincial School Board, GM Expert
Salzburg	<ul style="list-style-type: none"> <li>_Implacement foundation and training measures</li> <li>_Socio-economic employment projects for the long-term unemployed</li> <li>_Counselling for women, youth and the older unemployed</li> <li>_Projects aimed at overcoming segregation in the labour market based on gender („Young Women and Technology“)</li> <li>_Integration projects for disadvantaged and disabled youth</li> <li>_Salzburg continued education cheque, „Older Employee Coaching“</li> </ul>	Province, AMS, BSB, WK, AK, ÖGB, IV, Chamber of Agriculture and Forestry, Chamber of Agricultural Labour, GM Expert, regional management associations
Styria	Priorities on the STEBEP level: <ul style="list-style-type: none"> <li>_Coordination of strategies and measures (amongst others for disabled)</li> <li>_Further development of the dialogue between STEBEP and regional pacts</li> <li>_Implementation of a „STEBEP monitoring“ operation</li> <li>_(Trans-)national cooperations</li> <li>_Integration of further policies</li> <li>_Public relation and communication</li> </ul>	<b>STEBEP:</b> Provincial Government, AMS, BSB, WK, AK, ÖGB, IV, regional pacts, GM experts, non-profit organisations <b>Regional pacts:</b> regional management associations, AMS, representatives of employees, representatives of employers, GM Expert, representatives of regional non-profit organisations
Tyrol	In progress	Still open
Vorarlberg	<ul style="list-style-type: none"> <li>_Recommendations and implementation planning directed at the political decision-making level and the level of operational implementation</li> <li>_Evaluations as well as studies addressing current and future-oriented issues of labour market and employment policy in Vorarlberg</li> <li>_Innovative projects in labour market policy</li> <li>_, „Optimal People Placement“</li> <li>_Increase awareness of the issue of older employees among Vorarlberg businesses</li> <li>_Development of a regional benchmarking system</li> </ul>	Province, AMS, BSB, WK, AK, ÖGB, IV, Vorarlberg Association of Municipalities
Vienna	<ul style="list-style-type: none"> <li>_Implacement and outplacement foundations</li> <li>_JASG measures</li> <li>_Programmes for entrants and re-entrants into the job market</li> <li>_Programmes for counselling and promoting working people and for integrative vocational training</li> <li>_, „Vienna – Bratislava Interregional Employment Strategy“</li> </ul>	City of Vienna, AMS, Vienna Employment Promotion Fund (waff), BSB – Provincial Office Vienna, interest group representatives of employers and employees (provincial working group)

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# TEP

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