

# 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

2000

2001

2002

2003

2004

2005

2006

- 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“