



**THE ROLE
OF SOCIAL PARTNERS
IN CONTINUING VOCATIONAL
TRAINING IN EUROPE**

**9-10.FEB.2009
THESSALONIKI, GREECE**

The rationale of the seminar in the context of the social dialogue in VET/LLL in the Copenhagen process

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CONTENTS



The Copenhagen process and the Social Partners.



**The recent policy background regarding
social partners'/social dialogue role on LLL,VET&CVT.**



**Some recent studies and research work on
social partners'/social dialogue role in LLL,VET & CVT.**



The rationale of the seminar



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The Copenhagen Declaration (2002) stimulated European dimension of VET by agreeing on common objectives and priorities.



Contributing to economic & social dimensions of the Lisbon strategy

More dynamic & positive image of VET

*The Copenhagen process by
enhancing cooperation:
building up an European
VET/LLL area*



Preserving the diversity of systems



Transparency & mutual trust

Maastricht (2004)- Helsinki (2006)- Bordeaux *communiqués* (2008):
pillars of Education and Training 2010 program.

The social partners: increasingly important actors in the Copenhagen process...



(2002) Copenhagen declaration:
underlined necessity to enhance cooperation including the social partners.



(2002) Framework of actions for LLL development of competences and qualifications.



(2004) Maastricht *communiqué*:
closer links with social partners at European, national and sectoral levels.



(2006) Helsinki *communiqué* taking actively *all stakeholders on board*.
The key role for SP promoting partnerships

... in an increasingly challenging environment for VET policies.



(2008) Bordeaux communiqué: *a new strategic vision is necessary for European VET policies*

The **social partners** should be involved at all levels contributing to:

★ **Implementing tools/schemes promoting cooperation in VET at EU/national levels:**

- developing NQF based on learning outcomes in line with EQF.
- implementing future European Credit System for VET (ECVET)

★ **Promoting attractiveness for VET to all target groups:**

- promoting acquisition of key competences; ensuring non discriminatory access/participation of groups at risk of exclusion (early schools leavers, low skilled, disadvantaged people) and... adult learners/oldest workers).

★ **Promoting the excellence and quality in VET systems:**

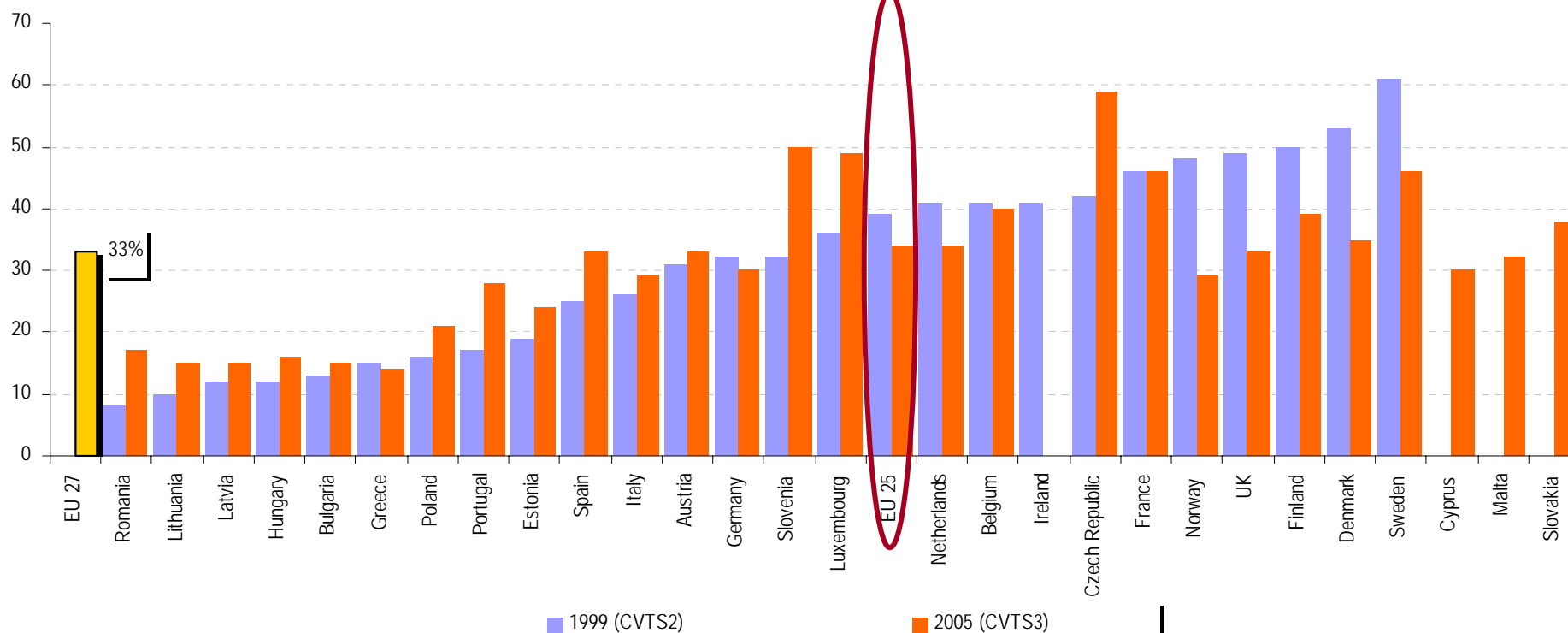
- developing quality assurance mechanism by promoting the future European Quality Assurance Reference framework for VET(EQARF).

★ **Improving the links between VET and the labour market:**

- Identifying/matching future skill needs; improving guidance; increasing the role of HE in VET; promoting partnerships; strengthening (financial) mechanism for CVT (SMEs !)

Challenges for CVT affecting social partners' role: falling employee participation in CVT (1999-2005)...

Employee participation (%) -all enterprises- in CVT courses by country -EU 27- (1999-2005)



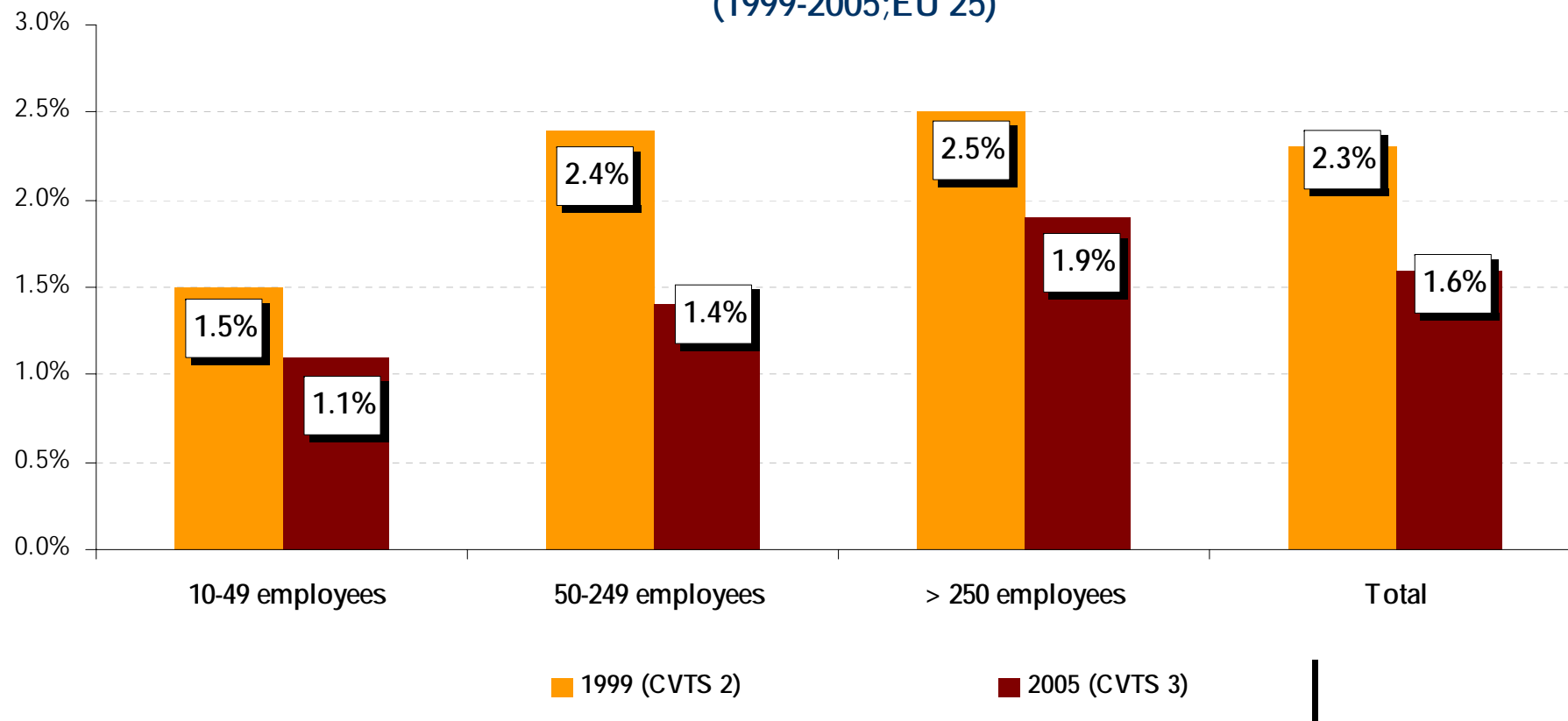
ALERT ! The employee participation in CVT (EU 25) decreased in 1999-2005 period about 5%

... decreasing expenditure on CVT (as % labour costs)



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Expenditure in CVT as % labour costs by company size
(1999-2005; EU 25)



In 2005, companies in EU-25 have invested less in CVT (in particular, medium size companies) compared to 1999: from 2,3% to 1,6% of labour costs.



Highlighting policy background: social dialogue/social partners in VET/LLL/CVT (I)



Renewed Lisbon strategy Brussels, 12 April 2005, COM (2005) 141 final.



Towards common principles of flexicurity: more and better jobs through flexibility and security. European Commission (2007)



Key challenges facing European labour markets: a joint analysis of European social partners (ETUC/CES-Business Europe-UEAPME-CEEP), October 2007.



EU Commission COM to EU Council **a European recovery plan** (2008)



EU Communications' on ***adult learning: it is never too late to learn*** (2006) & ***EU adult learning plan it is always a good time to learn*** (2007)



Recommendation of **EU Parliament/Council** on the establishment of the **European Qualification Framework for LLL** (2008)



Highlighting policy background: social dialogue/social partners in VET/LLL/CVT (II)

- ★ Proposal for a Recommendation of the EU Parliament and the Council on **the establishment of the European Credit system for Vocational Education and Training (ECVET)** (April 2008)
- ★ **Council Resolution: new skills for new jobs** (2007).
- ★ **EU Commission: new skills for new jobs anticipating and matching labour market and skills needs** (COM 2008).
- ★ **The new ILO Recommendation 195. Human resources development: education, training and lifelong learning** (Montevideo CINTERFOR/ILO, 2006)
- ★ **Skills for improved productivity, employment growth and development** (International Labour Office - ILO. Geneva, June 2008).



Highlighting recent research and studies in social partners/social dialogue in VET/LLL/CVT issues

- ★ European Journal of II.RR (volume 13, number 3.) ***The Industrial Relations of Learning and Training: a New consensus or a New politics?*** (November 2007).
- ★ Cedefop (2008) ***Sectoral training funds in Europe.***
- ★ Cedefop Working paper n 2 (2008): ***social dialogue and LLL tools for supporting industrial changes.***
- ★ Cedefop (2009) ***'The social dialogue on education and training in the Copenhagen process: study on the social partners' perspectives and perceptions to contribute to enhanced cooperation in VET & LLL'*** (forthcoming publication).
- ★ Eurofound –Cedefop: ***'The contribution of collective bargaining to the development of CVT in Europe (2009)***



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CEDEFOP-EUROFOUND: producing knowledge in the framework of both Copenhagen process - Lisbon agenda



According to their framework of cooperation, both Cedefop and Eurofound consider that LLL and living and working conditions are closely linked as key elements of overall industrial relations. Since their creation, the two agencies have been producing knowledge related to the development of VET (Cedefop) and contributing to the industrial relations field in Europe (Eurofound).

(-NOVEMBER 2006-)

Four key outcomes

- ★ Joint seminar *"The role of competencies and qualifications fostering workforce mobility"* (9-10 November 2006)
- ★ Joint Report *'Fostering mobility through competence development'* (2007)
- ★ Joint study *'The contribution of collective bargaining to the development of CVT in Europe'* (February 2009)
- ★ Joint seminar *'The role of the social partners in CVT in Europe: reviewing practices and sharing challenges'* (9-10 February 2009)



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SEMINAR FOCUS:

- ★ Providing deeper understanding of and exchanging knowledge on the social partners' current role and challenges for CVT in Europe.
- ★ Discussing the joint study on current features of CVT policies linked to industrial relations models.

Other issues to discuss, review and work together:

- ★ Possible impact of collective bargaining/social dialogue on participation in CVT.
- ★ Perspectives on strengths/weaknesses/opportunities/threats on CVT policies and regarding negotiation on CVT.
- ★ Review some trends of CVTS2-3 surveys and other research projects proving benefits of concerted approaches to boost training.



Thanks for your kind attention !

<http://www.cedefop.europa.eu/default.asp>

[http://www.trainingvillage.gr/etv/Projects Networks/SocialP/](http://www.trainingvillage.gr/etv/Projects_Networks/SocialP/)

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