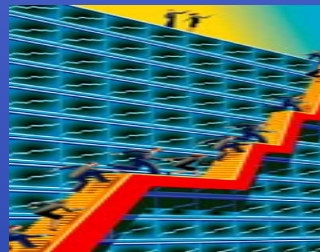




European Foundation for the Improvement of Living and Working Conditions

# The role of the social partners in Continuing Vocational Training in Europe



**CEDEFOP, Thessaloniki, 9 February 2009**

*Jorma Karppinen  
European Foundation for the Improvement of  
Living and Working Conditions*



## Welcome/ Fáilte

**Velkommen**

**Dobre doshli**

**Labas**

**Vitame vás**

**Isten hozta**

**Esiet sveicinati**

**Witamy serdecznie**

**Buna ziua**

**Bienvenidos**

**Bun venit**

**Bienvenue**

**Ahoj**

**Vitajte**

**Hej Willkommen**

**Benvenuti God dag**

**Tervetuloa**

**Wëllkomm**

**Bem-vindo**

**Kalos irthate**

**¡Hola! Merhba**

**Tere tulemast**

**Sveiki atvyke**

**Hos geldiniz  
Goedendag**

**Dobry den**



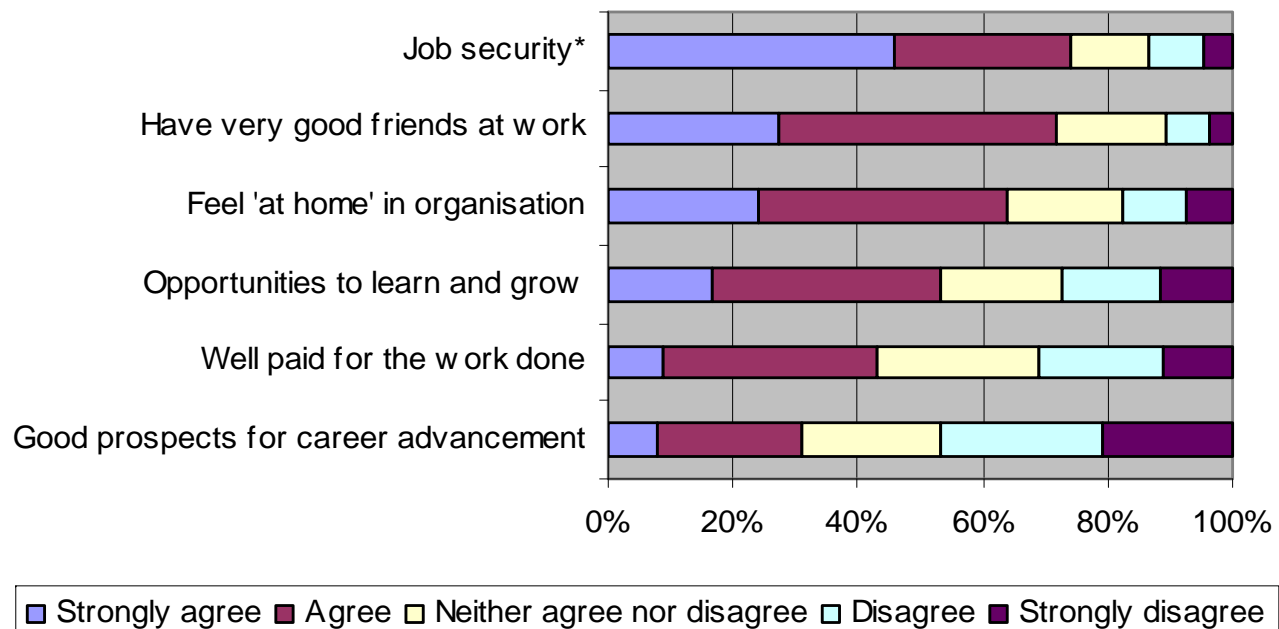
## Ongoing research on Flexicurity

- EIRO Comparative Analytical Report (CAR) on Flexicurity and industrial relations
  - ▶ Flexicurity policies
    - Contractual arrangements
    - Lifelong learning
    - Social security
    - Active labour market policies
  - ▶ Role and positions of the social partners
  - ▶ Collective bargaining and national flexicurity approach
- Geographic coverage: 27 EU countries + Norway

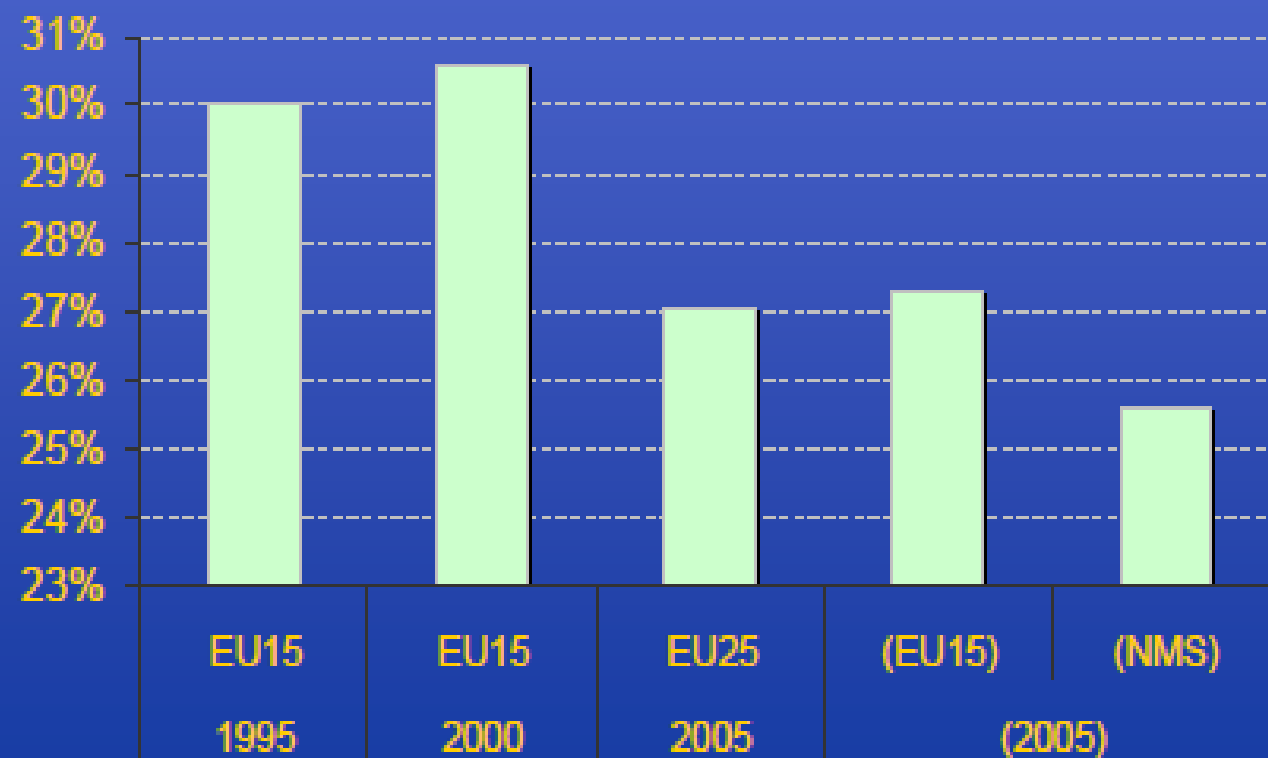


# Components of work satisfaction

Satisfaction with positive job elements, %

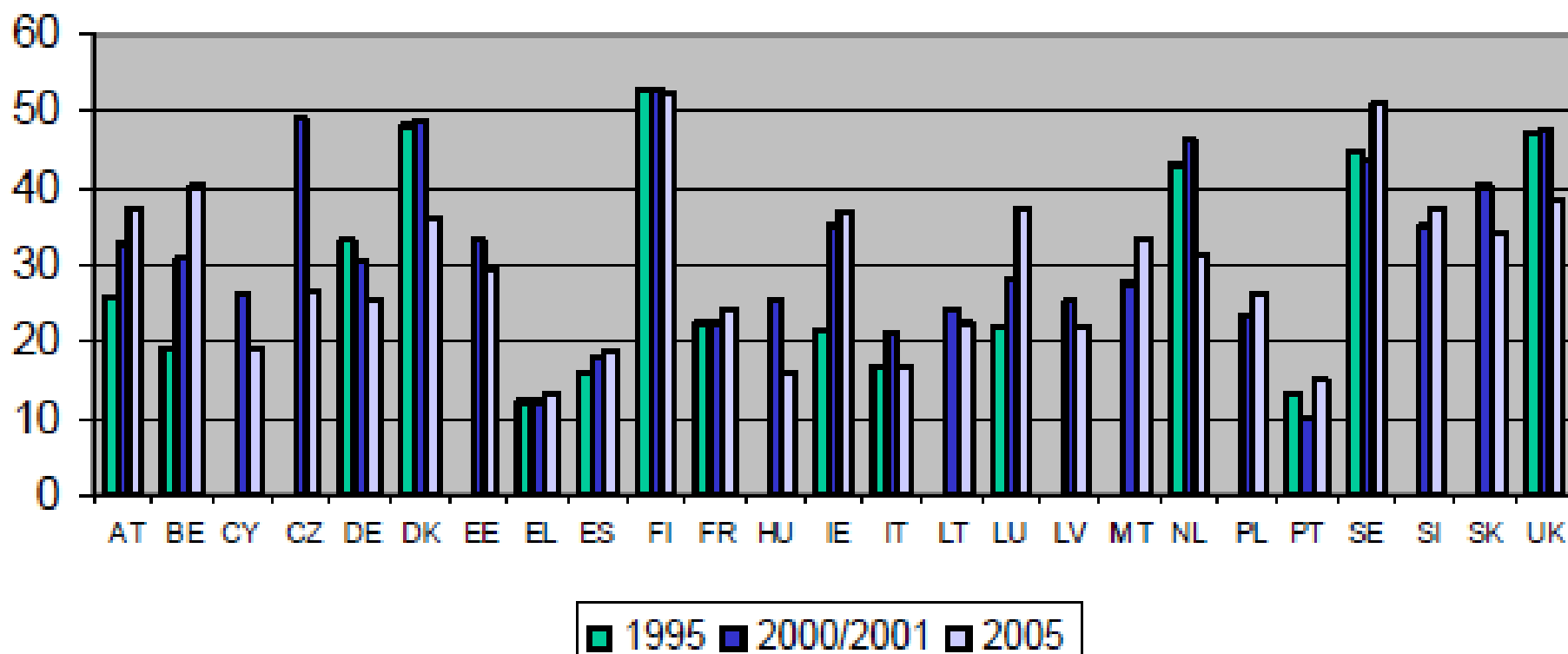


## Training paid by employer





## Training over time: huge differences over countries

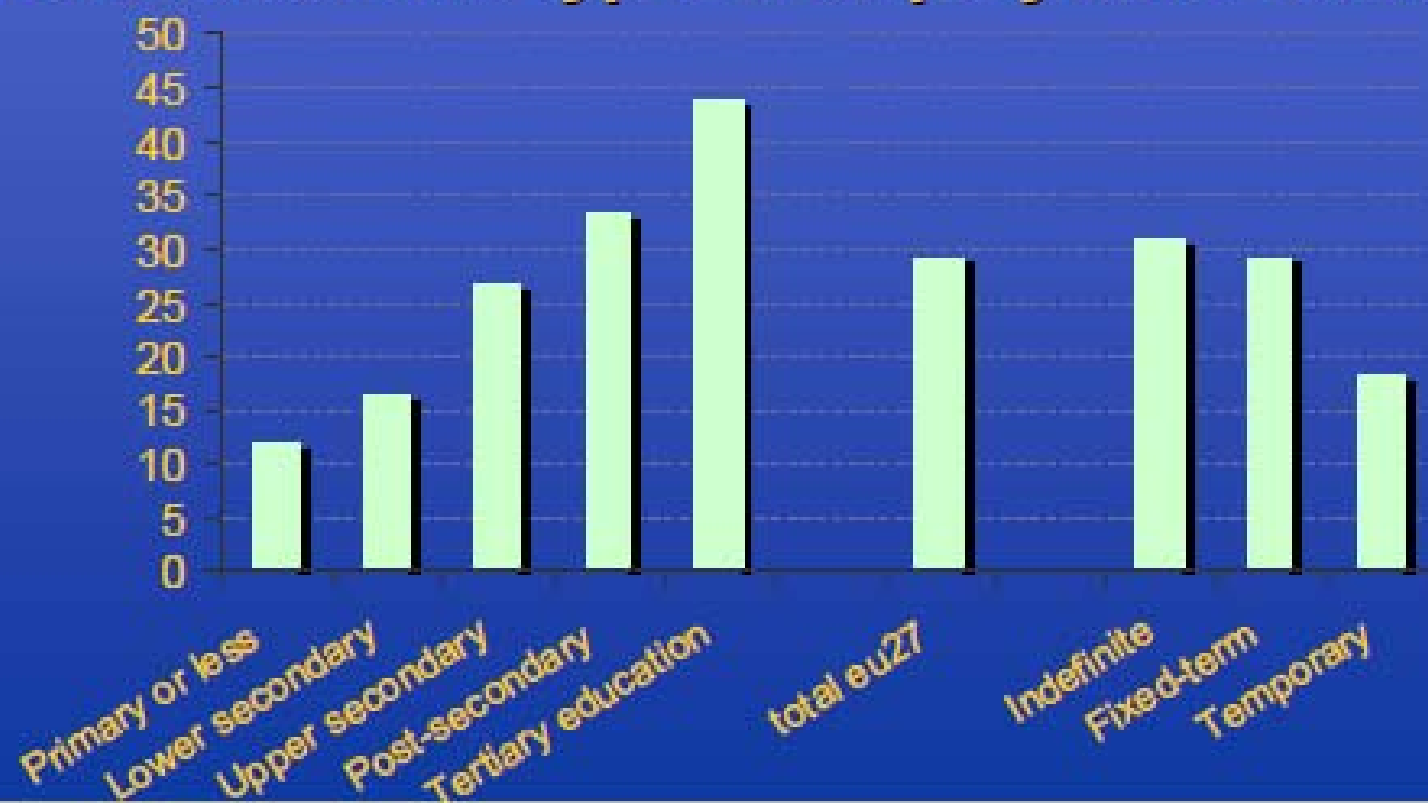


## Survey post-test on job development

- Different traditions in life-long learning across countries
  - ▶ Very strong in Finland (learning and training)
  - ▶ CZ and Austria : learning is more associated with formal training
- Costs is the most often cited reason for insufficient training provision
- Time pressure may become an obstacle to participation in training, self learning and using full potential and creativity



## Training paid by the employer or yourself by education and type of employment contract







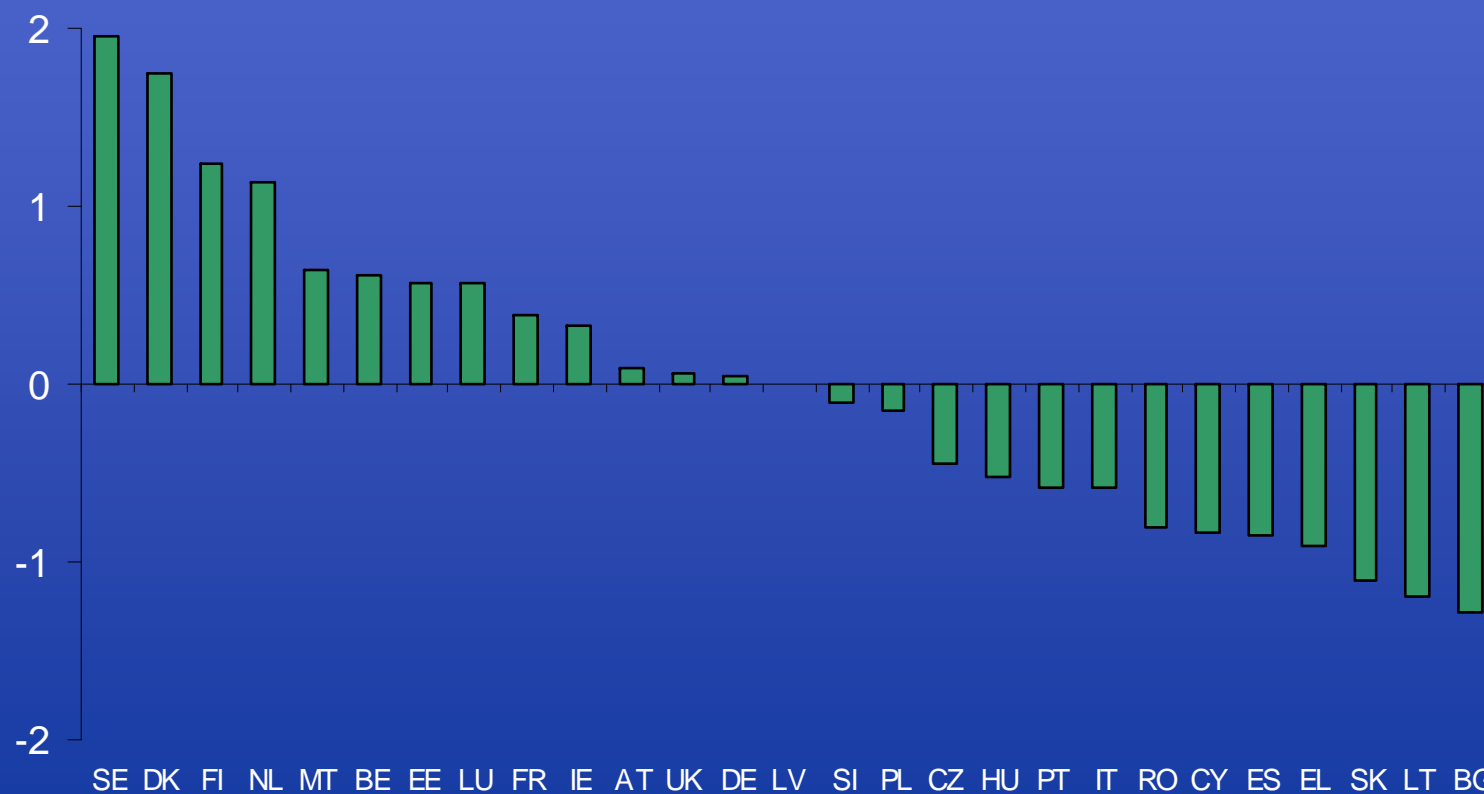
## Training indicators : differences over countries

### Training





## 4<sup>th</sup> EWCS Secondary analysis *Work organisation and Quality of Work*





## **Research & communication activities 2009 – 2012 in 3 broad focus areas**

- ✓ « Employment growth and demand and supply of labour in changing labour markets »
- ✓ « More and better jobs and higher productivity through partnership »
- ✓ « Promotion of social inclusion and sustainable social protection »



## Research focus and topics 2009-2012

Employment growth and supply of labour in changing labour markets	More and better jobs and higher productivity through partnership	Promotion of social inclusion and sustainable social protection
<ul style="list-style-type: none"><li>• Labour market adjustment to structural change</li><li>• Flexicurity</li><li>• Addressing labour shortages</li><li>• New services and prospects for employment</li><li>• Mobility of workers</li></ul>	<ul style="list-style-type: none"><li>• Working conditions (inequalities in WC, Social dialogue &amp; WC, Gender)</li><li>• Industrial relations and organisation of work (Industrial relations systems, organisation of work, productivity and social innovation)</li><li>• New forms of corporate ownership and governance</li><li>• Industrial relations and sustainability</li></ul>	<ul style="list-style-type: none"><li>• Families and working life</li><li>• Social, economic and cultural integration of migrants</li><li>• Quality services in health and social welfare</li><li>• Health: a factor for social inclusion</li><li>• Intergenerational solidarity</li></ul>



European Foundation for the Improvement of Living and Working Conditions



# European Industrial Relations Observatory

Initiates  
Collects  
Stores  
Disseminates

- Short briefs
- Comparative reports
- Annual report
- IR in EU, Japan & USA



**29 National Centres**  
including EU 25, Norway,  
Bulgaria and Romania.  
There is also a EU-level  
centre



### Surveys

- Gather data on workers, citizens, companies, establishments or others
- Three surveys:

European Working Conditions Survey (EWCS)	European Quality of Life Survey (EQLS)	European Company Survey (ECS)
<ul style="list-style-type: none"><li>• Fieldwork of the 5th EWCS in 2010</li></ul>	<ul style="list-style-type: none"><li>• Descriptive report and secondary analysis of 2<sup>nd</sup> EQLS in 2009</li></ul>	<ul style="list-style-type: none"><li>• 2<sup>nd</sup> ECS: Descriptive report; supplementary interviews; data quality assessment report in 2009</li></ul>
	<ul style="list-style-type: none"><li>• 3rd EQLS planned for 2011-2012</li></ul>	<ul style="list-style-type: none"><li>• 3rd ECS will follow in 2012-2013</li></ul>



European Foundation for the Improvement of Living and Working Conditions

# Thank you

**Web:** [www.eurofound.europa.eu/ewco/surveys/  
EWCS2005/index.htm](http://www.eurofound.europa.eu/ewco/surveys/EWCS2005/index.htm)

**Inquiries: Sara Riso**  
**Information Liaison Officer**  
[sri@eurofound.europa.eu](mailto:sri@eurofound.europa.eu)

