

The Styrian Employment Pact (STEBEP) 2007 - 2013



Province of Styria - main facts

- 1.2 million inhabitants
(15% of Austria's population)
- Capital city: Graz
(250,000 inhabitants*)
- 17 counties / 542 municipalities
- 5 universities / 3 universities of applied sciences
- Approx. 33,000 companies
(98% SME)
- Main exports: cars, rails, high-technology products and environmental technique, wood, papier, white wine



*Source: Official provincial statistics 2006

Background of Territorial Employment Pacts (TEPs)

- Territorial Employment Pacts (TEP) are contracted regional partnerships to better link employment policy with other policies in order to improve the employment situation
- Specific aims of TEPs 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 obtain funding for the region and
 - to preserve in a sustainable manner the region as a place to live
- TEPs exist in Austria in every province, in some provinces exist additionally regional structures - e.g. in Styria
- In Austria TEP structures are funded within the framework of the Austrian Operational Programme for Employment 2007-2013 (ESF) and the Federal Ministry of Labour, Social Affairs and Consumer Protection

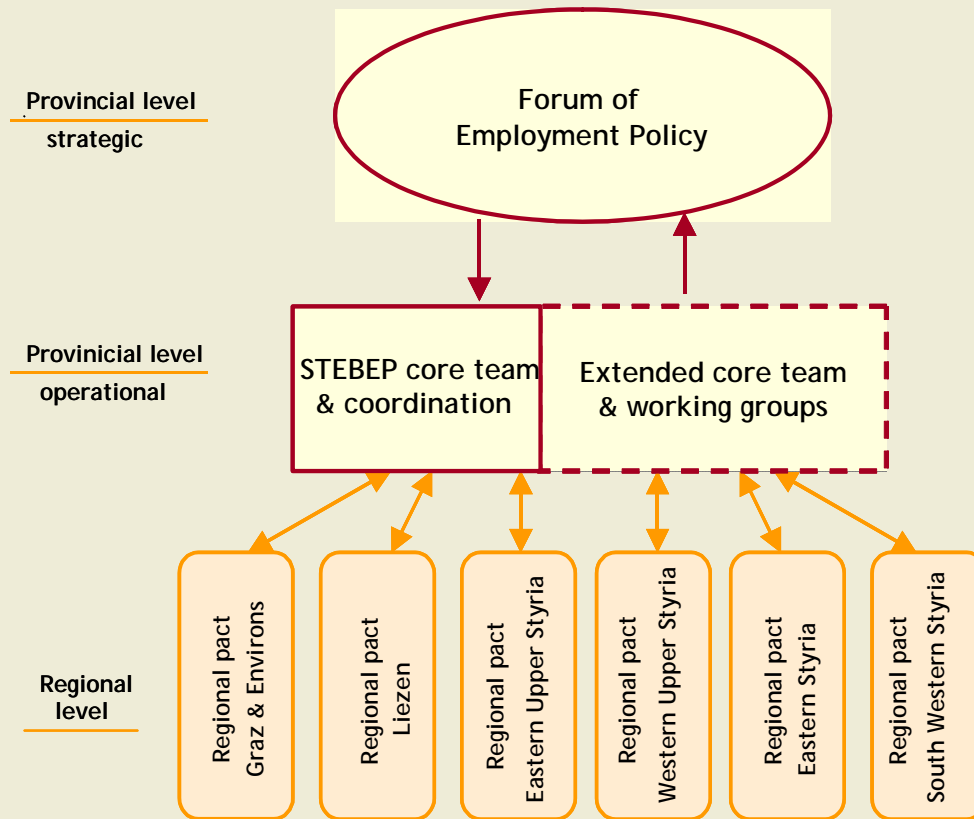
STEBEP contract 2007 till 2013

- STEBEP contract was signed in December 2007 till 2013
- Rules of Procedure were decided in August 2008
- Main objectives of STEBEP
 - Anchoring of employment policy in other policy areas on provincial and regional level
 - Steering, coordination and supporting of the regional pacts
- Main Principles
 - Equal opportunities
 - Gender Mainstreaming

STEBEP „Mission statement“

- The Styrian Employment Pact - a partnership to secure and create jobs in Styria - main tasks
 - Management of interfaces
 - Planning and implementing of joint programmes
 - Initiatives to increase employment
 - Information and knowledge platform
 - Using of synergies
 - Regional structures
 - Public relations

Pact structure - two levels



Partner institutions on provincial level

STEBEP - signatory partner

- Provincial Government of Styria
 - Social Department, Economy Department
- Public Employment Service Styria
- Social partners
 - The Styrian Chamber of Labour, The Styrian Federation of Trade Unions
 - Styrian Federation of Industry, Styrian Economic Chamber

Further partner institutions

- Styrian Federal Office of Social Affairs
- NGO representatives
- Gender Mainstreaming experts
- Representation of the regional pacts
- Further institutions according to specific topics

STEBEP - Priorities 2007 - 2013

- Vocational training and qualification of skilled workers
 - Coordination and matching of the needs of economy with potentials of labour market - in order to tackle regional employment difficulties
- Job orientation
 - Development of common strategies in order to provide optimal conditions for job orientation
 - reducing double-binds and using of synergies
- Using the potential of target groups on labour market
 - Integration of relevant target groups regarding to the principle of equal opportunities, e.g.
 - Women
 - Young people
 - Elderly
 - Marginalised groups

STEBEP Working Programme 2007-2009

Programme was approved by the forum of employment policy and consists of

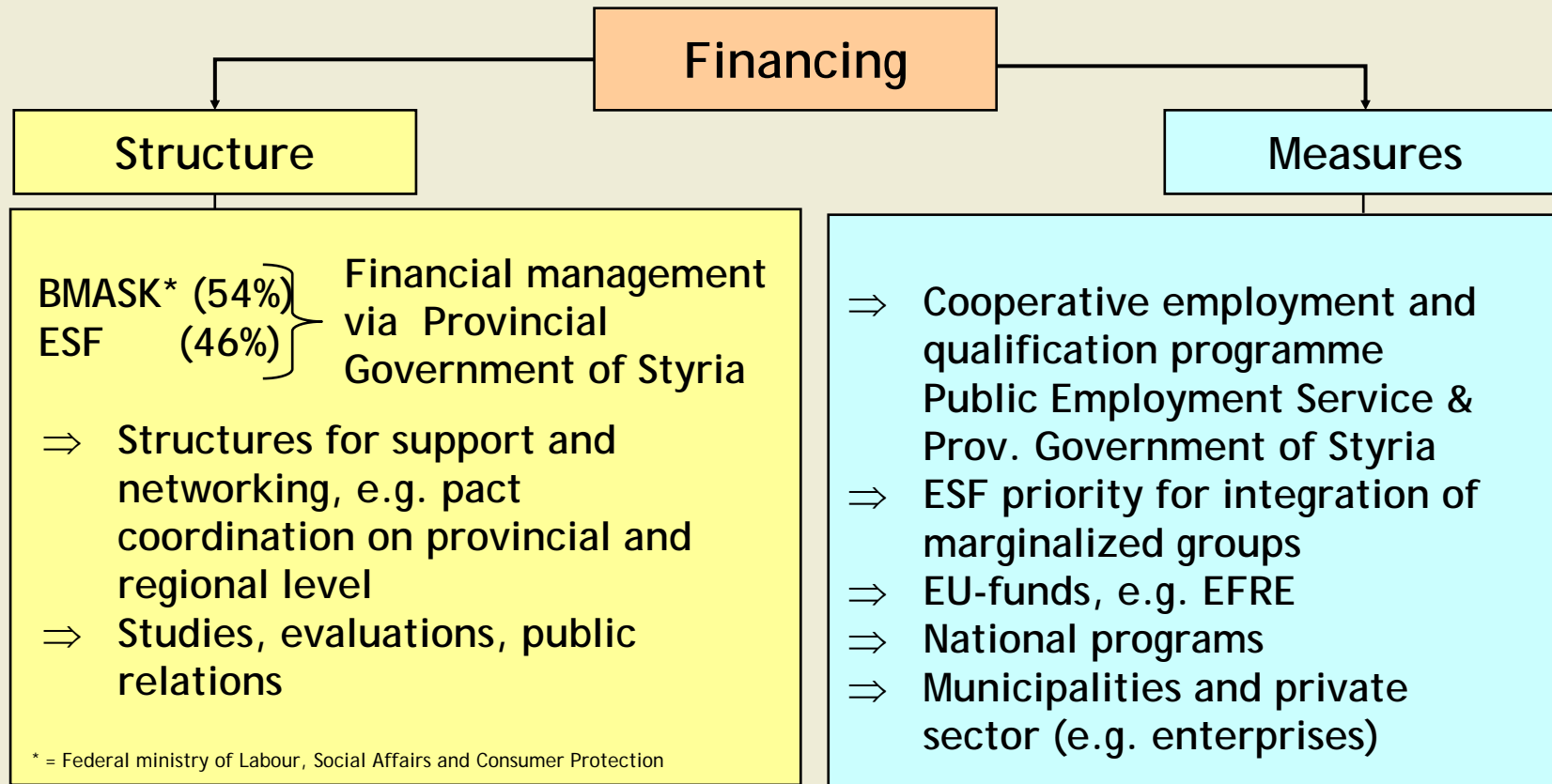
- Programme of provincial level with
 - Priorities on provincial level and measures for realization
 - Cooperative employment and qualification programme

- Regional working programme with specific priorities of the regions
 - Main task is bundling measures and creating an overall strategy for the region
 - Defining of regional priorities by involving relevant stakeholders of the region, using regional strengths and to overcome weaknesses

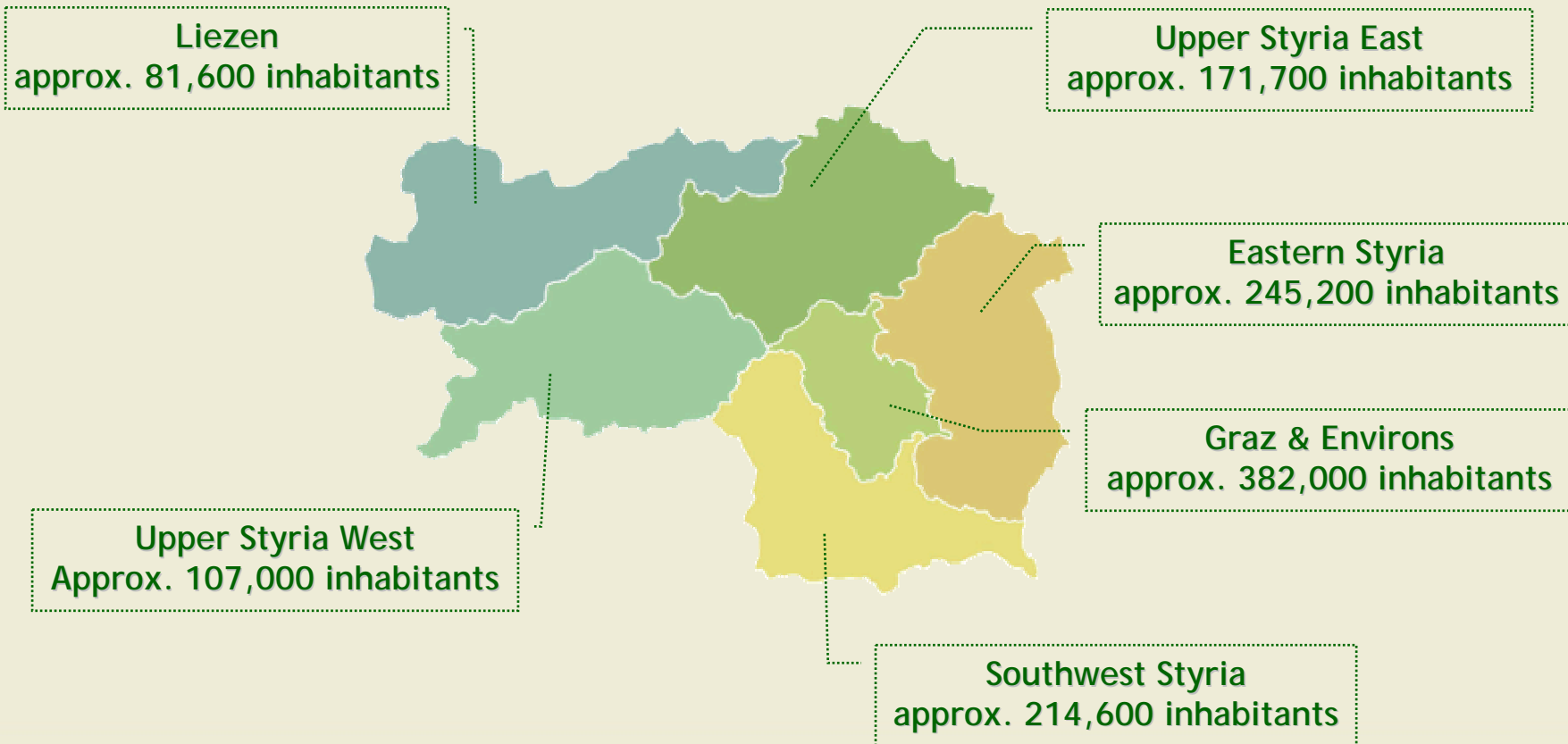
STEBEP Working Programme - Examples of measures of provincial level

- **Elderly on the labour market**
 - Study to explore the implications of demographic change on different branches
 - Increased generation management and sensibilization in companies, especially in SMEs
- **Job orientation**
 - Analysis of consisting measures with all relevant institutions
 - Creating an overall strategy for the province of Styria
- **Integration of marginalised groups**
 - Realization of 5 innovative pilot projects for long-term unemployed, marginalised persons especially beneficiaries of social welfare and persons without any subsidies
 - Experimenting with different methods for better integration into the labour market, eg. case Management

STEBEP Financing



Regional Pacts - overview



Development of regional structures from 2000

- **Minimum standard for regional pact structure**
 - Objectives of STEBEP as common course
 - Members of the regional steering group with representatives of
 - Regional offices of the Public Employment Service
 - Regional Management and representatives of region resp.
 - Social Partners - regional representatives
 - NGO representatives
 - Gender Mainstreaming experts
 - Common rules of procedure
- **All regional pacts have a common basis structure, which was adapted for each region and will be specifically further enhanced**

STEBEP Working Programme - Examples for the priorities of the regional pacts

- **Liezen**
 - Qualification platform: Transition from school to job
- **Upper Styria East**
 - Employment orientated location development - training and employment in the field of materials
 - Human resource development for SME
- **Eastern Styria**
 - Qualification of apprentices
 - Potential of employment in the field of renewable energy, tourism
- **South-West-Styria**
 - Qualification measures close to needs, especially in the field metal, tourism
 - Support/steering of projects in tourism

Mains tasks of regional pact coordination

- Regional managements act as regional pact coordination
 - Centre for integrated regional development
 - Central service points for information about national and EU-funds
- Their tasks in coordination of pacts
 - Networking and supporting of regional key actors, eg. regional steering groups, in order to anchor employment policy in the regions
 - Planning, realization and controlling of regional working programmes with the help of regional key actors
 - Support with the development, realization and financing of project ideas
 - Report and financial management of the pact budgets

Added value of (regional) pact structures

- Pacts are information and knowledge platforms in the range of employment in the region
- Coordinated planning and common strategy development of labour market and employment policy
 - Problem solving close to the regional needs, together with people concerned -> higher efficiency of measures
- Improving regional self responsibility in planning and implementation
 - Participation and engagement of the regional actors → Co-Financing also from regional resources
- Access to new/additional forms of financing (eg. EU financial aid) via networking structures
 - Support structures already exist due to a working pact structure and coordination

Lessons learned...

- Connection of employment policy and regional development has worked out very well in some regions
- High transparency and quality are important factors for commitments and communication/cooperation rules between regional and provincial level
- Competence building is very important for development of networks and for giving an additional benefit to the actors
- Pacts need accepted promoters and regional key topics to work well
- Establishing functioning partnership structures need enough time (at least 2-3 years) and staying power

Thank you for your attention!

For further information see:
www.stebep.at
www.pakte.at