

Working Group I – First Session – Zagreb 17.06.2010

General Discussion

Key qualifications

Discussion about qualification and competence

→ **link to labour market**

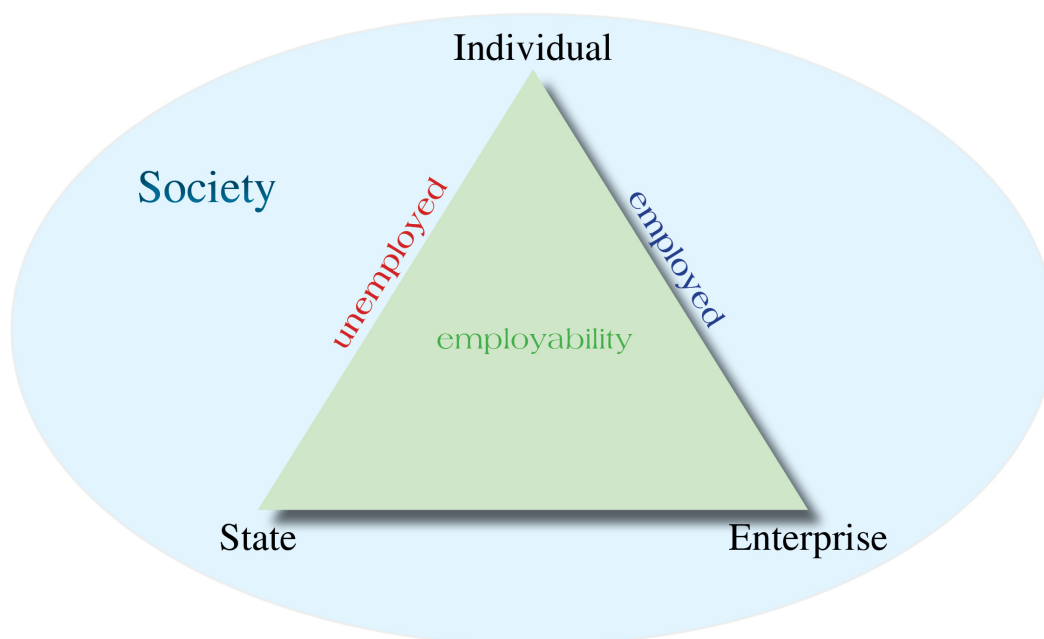
Responsibility

→ Discussion about responsibility:

- ❖ individual
- ❖ enterprise
- ❖ state

→ **link to society**

Who is responsible?



EXAMPLES:

GB:

“Investor in people”

- ❖ transfer and create competence; transform experience in educational parameter → in the enterprises
- ❖ way: work council – more introduce/influence in employability

[background info – <http://www.investorsinpeople.co.uk/>]

Croatia:

“Fee by law”

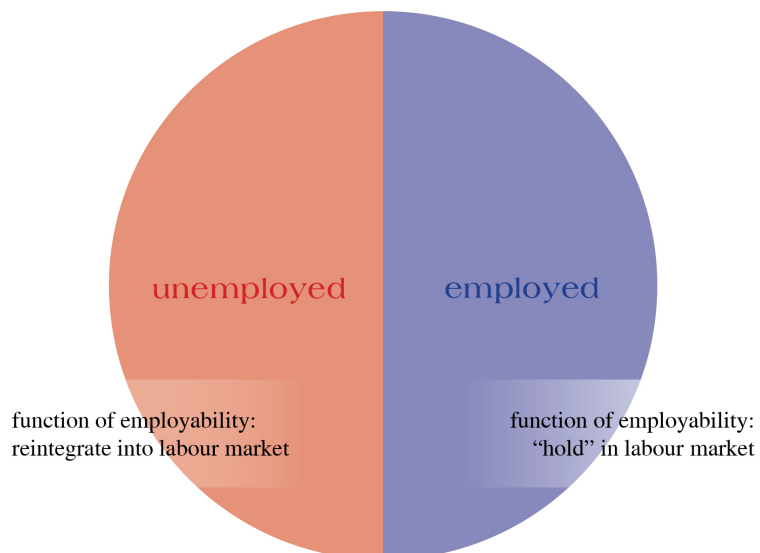
- ❖ government aid: half costs by enterprise / half by government

EU-Strategy 2020 / 2030

- ❖ difference in economy
- ❖ unemployed vs. employed
 - long-term unemployment
- ❖ measurement employability?
 - for example **Spain**: elderly people fired, because too expensive
- ❖ voluntary vs. occupational
 - for example **French model**: ???

Elderly People

Two spheres of the labour market



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- ❖ “Picture” of unemployed people:
 - Age
 - Sex
 - How long unemployed
 - ...
 - ...
 - ...
 - Knowledge
- ❖ Structure of unemployment?
 - Discussion about structure of the labour market
 - ...
- ❖ “youth obsession” in **Germany**
 - young people → “youth labour market”
 - ...
- ❖ market structure: supply vs. demand
- ❖ working time – splitting of working time – reduce of working time – share of working time

IDEAS:

- ❖ Share the Job: elder and younger worker share one job
 - for example **Italy** (2006) – law
 - young worker (part time / social contribution) shared with an elder one (who reduced)
- NO ONE use this law ?!**
- ❖ elderly people and their role in a society -> i.e. transfer of knowledge, wise
- ❖ Brainstorming about important keywords

EU-Strategy 2020 / 2030

“EU flagship initiative "An agenda for new skills and jobs" to modernise labour markets by facilitating labour mobility and the development of skills throughout the **lifecycle** with a view to increase labour participation and better match labour supply and demand.”

Source: ANNEX 1 - EUROPE 2020: AN OVERVIEW

GOALS / PROBLEMS

→ link to pension systems

❖ pension systems

- occupational
- voluntary
- funded
- PAYG, DC, ...

❖ Life expectancy

❖ Pension / Retirement age → link to increasing of retirement age

❖ Underinsured ?!

❖ Income?!

❖ Consideration of i.e. legal protection of working mothers/fathers