

EASPD

IMPROVING SERVICES
IMPROVING LIVES

Developing an inclusive labour market in Europe through the European Semester

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Who are we?



‘EUROPEAN ASSOCIATION OF SERVICE PROVIDERS FOR PERSONS WITH DISABILITIES’

is a nonprofit NGO in the disability sector.

It represents over *12,000 social service provider organisations* across Europe.

EASPD plays a key role on a European level as a representative of disability service providers, working for an inclusive Europe.

How do we work?



INFORMATION

Networking, exchange of best practices, capacity building, dissemination of information, etc.

INNOVATION

Involved in projects focusing on innovation in service provision; support members in developing their EU project capacity;

IMPACT

Policy-influencing: offering service providers a voice in Europe through

- Cooperation with other European and national Stakeholders
- Organisation of International Conferences
- Direct day-to-day contact with high level representatives of EU Institutions, the Council of Europe and the UN
- Production of position papers, policy briefings, response to public consultations, etc.

Why are we gathering information?



- Provide up-to-date information to the EC about the current state of play in the development of inclusive labour markets at national level
- The information will be compiled in the EASPD Report: **“Developing Inclusive Labour Markets through the ES”**. This will be useful for the EC on employment-related policies and programmes:
 - European Structural and Investment Funds (ESF, in particular)
 - Youth Guarantee
 - Initiative to tackle long-term unemployment
 - European Semester
- The topic of inclusion in labour market policy is underdeveloped

What is the European Semester?

- The European Semester process will become increasingly important in terms of guiding EU policy in this area in the future
- Dialogue between Member States and the European Commission, to align policies towards achieving the EU's medium to long-term objectives: EU 2020 and the Stability and Growth Pact.
- Annual cycle of macro-economic, budgetary and structural policy coordination

Why does it matter?



- Although the ES is primarily about macro-economic policy, it also often touches subjects and policies which affect both persons with disabilities and social service provision.
- EASPD believes the European Semester to be a highly pertinent tool to implement the UN CRPD and in particular in recommending the development of high quality support systems in the areas of employment, education and independent living.
- The Country Reports assess in detail Member State policies. Country Specific Recommendations are then made
- Other European Funds and policies will be increasingly guided by the Country Reports (ESF, etc)
- Another way to lobby for change in policy at national level, by lobbying the European Commission.

Key Documents



- November/December: **Annual Growth Survey (AGS)**
- January/February: **Country Report**
- April: **National Reform Programmes (NRPs)**
- June: **Country-Specific Recommendations (CSRs)**

- **CSR 3 2015**: *Pursue efforts to improve the employability of young people, older workers and the long-term unemployed, focusing particularly on developing job-relevant skills. Promote wage developments in line with productivity fully respecting the role of the social partners and in accordance with national practices*

Analysis of CS3 2015 presented in the Country Report:

- Some progress in pursuing efforts to improve the employability of young people, older workers and the long-term unemployed, focusing particularly on developing job-relevant skills. The young, the elderly and the long-term unemployed are the focus of public employment services; wage subsidies were introduced recently for elderly workers.
- Some progress in promoting wage developments in line with productivity fully respecting the role of the social partners and in accordance with national practices. The collective bargaining agreement concluded in 2015 will raise salaries with a modest 0.5% in 2016.

EASPD Focus in 2016

Inclusive Labour Markets



A holistic approach to developing inclusive labour markets: STAR Recommendations

➤ **General framework**

- legal framework
- main barriers
- good policies
- missing gaps

➤ **Stakeholder cooperation**

- All actors at the table (local, regional, national, European)
- Coordinating role for employment agencies
- Including knowledge and knowhow

➤ **Targeted actions**

- Individualised support: supported employment? Job coaches?

EASPD Focus in 2016

Inclusive Labour Markets



- **Availability of support**
 - Employer: wage subsidies, modification of workplace , administration and job carving
 - Employee: specific training , accessible information, administration, social welfare benefits
- **Research based**
 - Reliable data collection (comparability)
 - Success factor analysis: what works



Let's contribute!

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