



Territorial
Employment Pacts
in Austria



„Developing sustainable networks“ Territorial Employment Pact Carinthia

Explanation

Territorial Employment Pacts (TEP) are financially supported by the ESF (Objective 3) in Austria and are implemented in every federal region in Austria.

The aim is to bring institutions and organizations working in the field of employment on one table, discuss labor market strategies, support projects and develop programs. One main task is to interface and interlink labor market activities between participating partners.

Partners/stakeholders

- Size of network

13 partners

- Background of the partners/stakeholders

- Public employment service of Carinthia – responsible for implementation of the employment strategy in Austria
- Regional Government of Carinthia – department for education and labor market.
- Regional Government of Carinthia – department of women's issues
- Regional Government of Carinthia – department of social affairs
- Regional Government of Carinthia – department for regional development
- Federal Government of Carinthia – general management (strategic (model) development Carinthia)
- Program board Leader ++
- Program board Interreg
- BSB Public employment service for disabled people
- Chamber of labor
- Chamber of commerce
- Industrial union



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- Trade union
- IFA Consulting .Innovations for the Labor market

- Representatives of organizations

- Roles and positions

- Chair: Substitute of the Leader of the Public Employment Service of Carinthia and the head of the Department for education and labor market of the regional government
- Gender Mainstreaming: Regional Government of Carinthia – department of women's issues and gender mainstreaming mandatary of the Public Employment Service
- IFA Consulting .Innovations for the Labor market - technical support
- All other Members: advice

- Personality

All members represent different organizations and in this context they run for different particular interests. The smallest common base for participation in the TEP-Board is to get informed about actual (and coming) labor market-interventions, grant-strategies, grant-techniques and grant-partners. Preferences for specific interventions can be presented in the board and will be awarded, when they fit in the general strategies.

- The TEP board Carinthia is an information, coordination, and advice platform. Decisions concerning the intervention program as a whole, as well as decisions about specific interventions are taken in the management boards of the main partner's Public employment service of Carinthia and Regional Government of Carinthia – department for education. These two organizations finance the interventions in the TEP program. All activities necessary for these decision making processes are service sized by IFA Consulting - technical support.

- Heterogeneity/homogeneity

The members of the pact know each other well. Some of them deal with each other in other regional or local policies too. In the sense of making a coordinated employment policy in the federal republic the TEP is a homogeneous board. In the sense of



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growing towards coordinated funding strategies in economic, employment and social welfare affairs (not an explicit goal of the TEP!!) the board is a heterogeneous body.

Cause and Purpose

- Origin and causation

The TEP was established in 1999 and supported by the ministry of labor. At that time the EU set up an action program – called TEP – for networking and finding new regional strategies for the labor market policy. This phase was very successful in Austria. So the Austrian ministry of labor established the TEP program financed by the ESF, objective 3.

- Expectations

The TEP in Carinthia will be continued in the coming EU period 2007 – 2013. The coordination function of the board (coordination of different funding strategies) will be emphasized.

New partners (each with their own funding program) will join the board. The TEP Carinthia could develop into the platform in which all economic, employment and regional development funding programs are coordinated.

Interlink the intervention instruments of different funding programs as far as possible.

- Added value

The added value of the TEP Carinthia is threefold:

- All organizations, responsible for employment policy work together and agree on an intervention program for the federal labor market. These programs are made for one year each but fit in an overall strategic program made for a period of 4 till 5 years.
- The financial resources of the partners who are mainly responsible for federal employment actions (Public employment service of Carinthia and Regional Government of Carinthia – department for education and labor market) flow in one budget. The coordination of these resources allows a one set of coordinated policies and interventions.
- Any policy and funding program can, due to different interests, easily be used for political propaganda and for establishing political power. Platforms like the TEP Carinthia in which all organizations who have to deal with labor market policies have their seat, put particular interests in the background.



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Employment Pacts
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- Formulation of objectives, goals and aims

See comment above.

- Development of a mission statement and overall concept
Pragmatic cooperation in labor market policies and interventions.

Outlining strategic programs by all organizations responsible for the wellbeing of all partners in their participation in the labor market in the federal republic.

Coordination and information of all bodies responsible for funding in the sector of employment, economics, regional development and social welfare.

- Level of identification

The identification of the TEP partners in the board, concerning information exchange on topics like information on funding strategies, funding techniques is high. Some partners urge for more participation in the decision finding process of the TEP program as a whole and of specific interventions.

Characteristics of networks

- Network model

- The architecture of this network consists of at least 2 plenary board meetings a year. If necessary the board meets more often. The ongoing business routine is the responsibility of a small team formed by the representative of Public employment service of Carinthia and the representative of Regional Government of Carinthia – department for education and labor market, supported by the IFA Consulting.

- Formal/informal

It is a formal network, where the Public Employment Service and the Regional Government – department of education and labor market sign the yearly program and handle the business routine. The other organizations delegate



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Employment Pacts
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representatives of their organizations to the board meetings and overtake a advisory role.

- Binding character/level of obligation

A strategic program for a period of three till four years is signed by the chairs. In this frame yearly programs are put in concrete terms.

Steering and Controlling

- Type/Model of steering and controlling

- The Public Employment Service, department of funding and statistics is responsible for the controlling. The IFA brings in specific controlling data.

- Responsible steering group

The small team consisting of the Public Employment Service and the Regional Government – department of education and labor market deal with the steering activities of the TEP.

- Motivation of steering group

The work of the steering group demands experience, knowledge of the topics and insight in the specific customs of all organizations involved in the labor market policies in the federal republic. Fluctuation in the steering team slows down or blocks the flow of daily routines.

Duration and intensity

Character of the Network/Relationship within the network

- Type and structure of relationship

See above.

- Quality of relationship between partners/stakeholders



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See above

- Participation and Empowerment

See above

- Code of conduct

See above. In general in the TEP the board partners act in the sense of consensus and reserve restraint.

- Communication/flow of information

The overall flow of information is the responsibility of the IFA Consulting.

Conditions

- Internal/external

See above

- Resources (financial, human etc.)

At the moment (2005, 2006) the TEP runs a yearly budget of proximally € 28.500.000,00 €.

The technical support by the IFA Consulting is done by 1,5 person.

- Access to decision-making power

See above

Actual output/Specific activities

The TEP consists out of a wide range of specific intervention tools. Every tool has its own budget and for every tool quantitative goals are formulated. The percentage of



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Territorial
Employment Pacts
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success on both the financial and quantitative level has increased since the TEP Carinthia started and fluctuates between 80 % and 99 %.

Positive experiences/Success factors

The TEP Carinthia has stabilized the budgeting process for interventions in the labor market in the federal republic. The necessity to mingle different funding resources-for-the-same-case is out of discussion.

The board offers partners whose responsibilities and/or funding programs have a tangent to the employment strategies and interventions of the TEP a platform for exchange of information and knowledge. Little by little an overall congruency between economic, employment and social welfare funding policies is growing.

Negative experiences/Barriers and obstacles

Fluctuation on the personal level.

Political ignorance. .

Best-friends-deals.

Sustainability

See above.



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