



EUSDR | PA9 - Investing in People and Skills

Work Programme "Education and training, labour market and marginalized communities"

MARCH 2016

I. Roles and responsibilities

The PA9 Work Plan is envisioned to be implemented in particular through the proceedings of PA9 Steering Group meetings, working group sessions, stakeholder fora and through the implementation of projects and work in networks on the ground. Successful execution of the Work Plan will require commitment and concerted effort from all stakeholders directly involved in the process.

II. Overall objectives and activities

In efforts to meet the objectives of the EU Strategy for the Danube Region and in accordance with GAC Conclusions of 13 April 2011, PA9 plans to engage in the following activities:

Coordination

- Fulfilling tasks towards the EC and relevant ministries in the participating states in regards to reporting, participating in working meetings etc.
- Establishing and maintaining a network consisting of the national counterparts relevant to the Priority Area Coordinators;
- Identifying the possible relevant stakeholders, with particular emphasis on Project Leaders;
- Finding agreement on realistic and feasible targets relevant to the macro-region with the involvement of the Commission and all relevant stakeholders;

Implementation

- Initiating new projects and initiatives in the eight related policy areas.
- Providing assistance to Lead Partners in order to facilitate the implementation of projects and further development as well as screening of project ideas. This assistance emphasizes available European funding opportunities and makes use of already existing sources of information.
- Compiling a list of on-going projects and possible project ideas under the Priority Area. This list is continuously updated during the implementation and also included into the Progress Reports;
- Organising thematic (policy) workshops.
- Fulfilling tasks with regard to TAF and START funding facilities.

Communication

- Providing relevant information on the Strategy to the citizens, including to associate civil society concerned and to promote public awareness;
- Participating in relevant conferences and events primarily within the Danube Region but if relevant also in other countries.

<p>Overall outputs and events to date in cooperation with SG (please refer below for specific work area related activities)</p>	<ul style="list-style-type: none"> • PA9 Progress reports 2012, 2013, 2014, 2015 • 2 meetings of PA9 Steering Group per year (Spring and autumn 2011, 2012, 2013, 2014, 2015) • 3 Stakeholder Fora, up to 160 international participants, partially Minister's level: June 2012, December 2013, November 2014 in Vienna • Contribution to the Thematic Events in the framework of the Annual Forums of the EUSDR: November 2012, October 2013, June 2014, November 2015 • Civil Society Forum (CSF) Participation Day (in cooperation with PA10): June 2014 • Establishment of up to 8 thematic working groups, following 8 actions, depending on commitment of DRC, 2012 and ongoing • Strategic meeting of Working Groups related to education (Working Groups 1, 3, 4, 5), October 2012 • Mapping and labelling of existing and new projects and initiatives, 2011 and ongoing • Agreement on and further development of PA9 targets and objectives, 2011 and ongoing • PAC participation in relevant events on EU and regional level (e.g. Annual Fora, NCP-PAC meetings, ERI SEE, CECE), 2011 and ongoing • Running of PA9 website, ongoing (www.peopleandskills-danuberegion.eu) • Social Media (Informing stakeholders about events, calls and other activities through social media channels such as Facebook) • PA9 Project Folder (1st edition June 2014, 2nd edition June 2015) • Position paper "Proposals for integrating education and training and ensuring a social dimension in the future programme" for the ETC DANUBE Transnational 2014-2020 • Workshop Conclusions on "Investing in inclusive and innovative education and training for better socio-economic outcomes", June 2014 • Conclusions of the Strategic Meeting "Fostering Cooperation and Institutional Capacity for Roma Integration in the Danube Region", Vienna, 9-10 October 2014 • Workshop Conclusions in the framework of the 4th Annual Forum of the EUSDR on "Enhancing skills and competences through educational cooperation", "Labour Market Know-How Exchange in the Danube Region" and "Roma and Sinti: Participation as a key to empowerment", Ulm, November 2015
<p>Next steps and planned outputs (please refer below for specific work area related activities)</p>	<p><u>2016</u></p> <ul style="list-style-type: none"> • Next meeting of PA9 Steering Group in March 2016 • At least one thematic (policy) event (tba) • 2nd EUSDR Youth Platform on 17-19 May 2016 in Vienna • Thematic Conference on School Cooperation on 9-10 June 2016 in Linz • PAC Participation in other relevant events on EU and regional level • Facilitating the development of new projects • Mapping and labelling of new projects and initiatives • Communication activities (Running of PA9 website, project folder, ...)

III. Actions / Work Areas

Work Area 1

"To enhance performance of education systems through closer cooperation of education institutions, systems and policies" (Action 1)

Fostering efficiency, innovation and good governance in education and training is crucial in the face of the challenges posed by globalisation, demographic changes, rapid technological developments and increasing pressure on public budgets. This should be done in particular through the exchange of best practices of different education and training systems through transnational cooperation, joint development of programmes and materials, promotion of research on the economics of education, peer learning, and capacity building, i.e. for evidence-based policy and practice and for facilitating the policy learning process, strategy formulation and policy action. Specific added value lies in the inclusion of third countries and best use should be made of already existing programmes and cooperation structures.¹

Related PA9 Targets	<ul style="list-style-type: none"> • Contribution to the 'Education and Training 2020' strategic framework and its four strategic objectives (Objective no. 2). • Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth • Efficient cooperation between relevant actors through involvement and extension of existing regional cooperation networks and initiatives. • Contribution to higher synergies of education systems and labour market demands on all levels.
Key projects, outputs and events to date	<p><u>Cooperation organisations, platforms and networks</u></p> <ul style="list-style-type: none"> • 2004 – ongoing: Education Reform Initiative of South Eastern Europe (ERI SEE) - Regional Platform for Cooperation in Education and Training; Annual work programmes; Specific activity: Establishment of an International ERI SEE Secretariat in Belgrade in 2015 (Lead/Chair: RS) – www.erisee.org • 2007 – 2017: Central European Cooperation in Education and Training (CECE); Renewal of Memorandum of Understanding signed in 2013 (Rotating lead: AT, CZ, HU, SK, SI) • Ongoing: European Training Foundation (ETF); Annual Work Programmes (www.etf.europa.eu) • 2008 – March 2014: Task Force Fostering and Building Human Capital of the Regional Cooperation Council (Lead: RO, AT, HR) <p><u>Attractiveness and quality of VET</u></p> <ul style="list-style-type: none"> • September 2014 – August 2017: DESK – Develop, Evaluate and Safe Knowledge – Knowledge Continuity in Vocational Education (Lead: DE – Landesakademie Esslingen) • 2014 - ongoing: Cooperation between Schools and the Business Sector in the field of tourism (Lead: AT – KKA) • November 2014 – October 2016: National Authorities for Apprenticeships: DALIVET - Development of Apprenticeship Learning in IVET in Romania (Lead: RO – National Centre for TVET)

¹ The main aim is to reinforce the European Area of Education (EAE) thus contributing to the success and sustainability of the EU integration process. Country specific needs and the demands of the EAE according to the EU Work Programme "Education and Training 2020" need to be taken into account and follow up. Work should build upon already existing bilateral cooperation projects and multilateral initiative.

	<ul style="list-style-type: none"> • November 2014: Memorandum of Understanding on cooperation in vocational education and training (AT, RO) • June 2013: Thematic Working Group "Innovative VET Schools Network" • 2012 – February 2015: Optimizing the links between labour market and the educational system: modernising the vocational system in Romania (Lead: RO – National Centre for TVET) • June 2012 – August 2014: Edu. Region - Education Network for the economic area and the labour market of Lower Austria and the Southern Czech regions (Lead: AT – Landesakademie NÖ) • May 2011 – December 2013: ERI SEE Cluster Modernizing VET system – improving performance, quality and attractiveness of VET (Lead: RO – National Centre for TVET) • August 2010 – August 2013: Improving quality assurance (QA) in Vocational Education and Training (VET) through schools' networks (Lead: RO – National Centre for TVET) • 2012 – 2013: Capacity Building for Teachers of VET in the Danube Region (Lead: DE/BW) • December 2012: Peer learning event on VET within ET 2020 & PA9 (organised by AT) <p><u>Green competences</u></p> <ul style="list-style-type: none"> • 2014: Establishment of an expert group on green competences for eco-tourism in the Danube Region (Lead: RO – Ministry of Education and Scientific Research) <p><u>Leadership in education</u></p> <ul style="list-style-type: none"> • February 2011 – January 2013: International Cooperation for School Leadership (ICSL) (Lead: HU – Tempus Public Agency) <p><u>Evidence-based policy and practice</u></p> <ul style="list-style-type: none"> • June 2011 – December 2013: Cluster of knowledge on evidence-based policy making in education (Lead: RS) <p><u>Other</u></p> <ul style="list-style-type: none"> • Other projects linked to LLP and Erasmus+
<p>Next steps, planned outputs and projects</p>	<ul style="list-style-type: none"> • Enhanced Competitiveness and Employability through Innovative Work-based Learning in VET (Lead: AT – KulturKontakt Austria)

Work Area 2

"To foster cooperation between key stakeholders of labour market, education and research policies in order to develop learning regions and environments" (Action 2)

To increase innovative capacities of the labour force in the Danube Region, new forms of partnerships and cooperation among key stakeholders (labour market, education and training, research and employers) need to be further developed. Employers (private, public and voluntary) have an important role to play in identifying the knowledge, skills and competences needed in working life. To increase the employability and entrepreneurial potential of all learners, communication and active cooperation should be further developed between education and training institutions on the one hand and employers on the other.

Related PA9 Targets	<ul style="list-style-type: none"> • Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional co-operation networks and initiatives. • To foster creative partnerships at the interface of education, training and culture. • Contribution to the improvement of labour markets and social inclusion in the region. • Contribution to higher synergies of education systems and labour market demands on all levels.
Key projects, outputs and events to date	<ul style="list-style-type: none"> • Apr 2008 – Jun 2014: Cross-border discussion forum for Labour Market Policy: Austro-Hungarian Expert Academy (EXPAK AT.HU) (Lead: AT – L&R Social Research) • Nov 2009 – Dec 2014: Cross-border discussion forum for Labour Market Policy: Austrian-Slovenian Expert Academy (EXPAK AT.SI) (Lead: AT – L&R Social Research) • Bilateral Exchange in Labour Market Policy Austria - Moldova (ongoing) (Lead: AT – L&R Social Research) • Dec 2012 – May 2014: Virtual Qualification Network Austria-Bulgaria (Lead: AT – ÖSB Consulting) • Oct 2013 – Jan 2015: Virtual Qualification Network with Romania (Lead: AT – ÖSB Consulting) • Mar 2013 – Feb 2015: Bilateral Exchange in Labour Market Policy Austria – Ukraine (Lead: AT – ÖSB Consulting)
Next steps, planned outputs and projects	<ul style="list-style-type: none"> • Tba: DALMEX - Danube Area Labour Market Exchange (Expression of Interest within the Danube Transnational Programme) (Lead: Austrian Trade Union Federation (ÖGB)) • January 2017 – January 2019: Creation of an Online Platform for JOBs, Work Mobility and Competences to Empower Economic Growth in the Romania-Bulgaria Cross-Border Area – e-JOKER (Lead: Human Resources Development Agency – Ruse, Bulgaria) • Tba: Mastering Skills of European Professional Medics (MED) (planned to apply for funding in programming period 2014 - 2020, Lead: Business Support Centre for Small and Medium Enterprises - Ruse) • Tba: Establishing of a Network of Agricultural Training Centres (planned to apply for funding in programming period 2014 - 2020, Lead: Business Support Centre for Small and Medium Enterprises - Ruse)

Work Area 3

"To support creativity and entrepreneurship" (Action 3)

A reorientation towards entrepreneurship and creativity, which constitutes a prime source of innovation, is important as a prerequisite for businesses, in particular for small and medium sized enterprises, and thus for Europe's competitiveness. This could be achieved through the introduction of innovative learning programmes to support creativity, innovation and entrepreneurship at all levels of education, through the promotion of intercultural dialogue or through language training, making use of the linguistic and cultural diversity of the Danube Region. Broader learning communities and creative partnerships, involving representatives of cultural actors, civil society and other stakeholders, should be promoted with a view to creating a climate conducive to creativity and professional and social needs, as well as individual well-being.

Related PA9 Targets	<ul style="list-style-type: none"> • Contribution to the 'Education and Training 2020' strategic framework and its four strategic objectives (Objective no. 4). • Contribution to the achievement of EU 2020 targets, in particular with regard to smart to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional cooperation networks and initiatives. • To foster creative partnerships at the interface of education, training and culture.
Key projects, outputs and events to date	<p><u>Workshops / Working Groups</u></p> <ul style="list-style-type: none"> • April 2013 – ongoing: Thematic Working Group "Creativity and Entrepreneurship" (Meetings in Sofia, April 2013; Ruse, April 2014 and Bucharest, May 2015) <p><u>Transversal key competences, entrepreneurship education, innovative learning environments and creative partnerships</u></p> <ul style="list-style-type: none"> • January 2015 – December 2015: Danube Competence Centres for Creativity and Entrepreneurship (Lead: BG – Business Support Centre for SME, Ruse) • July 2012 – December 2014: i.e. SMART - SMART Training Network for Innovation and Entrepreneurship in Emerging Sustainable Economic Sectors (Lead: AT – European Office, Vienna Board of Education) • January 2012 – June 2014: Empowering Young People - Connecting Europe (EUSDR-Pilot Project; Lead: AT – BMBF/KKA) • October 2012 – 2014: Dunavision (Lead: DE – Thinkcamp) • 2013: Innovative Competency-Oriented E-learning in Tourism - ICOELIT (Lead: BG – BSC SME, Ruse) • January 2012 – December 2013: ECO NET - Support for Training Firms in SEE (Lead: AT – KulturKontakt Austria) • August 2010 – February 2013: Training the teachers from economic VET schools to implement the training firms method (Lead: RO) • January 2010 – December 2012: ET-Struct: Economic Educational Territorial - Structure (Lead: AT – European Office, Vienna Board of Education)
Next steps, planned outputs and projects	<ul style="list-style-type: none"> • Tba: Next meeting of Thematic Working Group "Creativity and Entrepreneurship" • September 2015 – September 2019: Development of an Innovative Tourism Product in the Cross-Border Area – the Creative Tourism

	<p>Experience (Lead: BG – Business Support Centre for SME, Ruse)</p> <ul style="list-style-type: none">• Tba: Danube Competence Centres for Creativity and Entrepreneurship (Expression of Interest within the Danube Transnational Programme) (Lead: BG – Business Support Centre for SME, Ruse)
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Work Area 4

"To support lifelong learning and expanding learning mobility" (Actions 4 and 5 curr)

Comprehensive LLL strategies and their implementation have been identified as a priority for the development of knowledge societies. Making these effective and increasing their impact for individual learners remains a critical challenge. Institutional capacity building of LLL bodies is a prerequisite for implementing these policies. Countries in the Danube Region will coordinate on the development of National Qualification Frameworks. Specific added value lies in supporting Non-EU Member States in drawing up their National Qualification Frameworks.² Specific attention should be drawn to rural areas and to developing alternative employment opportunities and economic diversification for people occupied in traditional sectors where restructuring is still under way such as agriculture.

Related PA9 Targets	<ul style="list-style-type: none"> • Contribution to the 'Education and Training 2020' strategic framework and its four strategic objectives (Objective no. 1). • Contribution to the achievement of EU 2020 targets, in particular with regard to smart to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional cooperation networks and initiatives. • To foster creative partnerships at the interface of education, training and culture.
Key projects, outputs and events to date	<p><u>Learning mobility</u></p> <ul style="list-style-type: none"> • May 2011 – April 2018: CEEPUS - Central European Exchange Programme for University Studies (Lead: N/A – Central Office in AT) • June 2014: Workshop on eTwinning (Learning, Teaching, Exchanging – School Co-operations in the Danube Region) (Lead: AT – OeAD) • June 2015: Follow-up workshop on eTwinning (Learning, Teaching, Exchanging – School Co-operations in the Danube Region) (Lead: AT – OeAD) • 2008 – 2013: Capacity Building Mobility Programme (Lead: AT – Task Force Fostering and Building Human Capital) • June 2013: Comenius/eTwinning-Regional Development Workshop for teachers with pupils 12+ "eTwinning in the Danube Region", Vienna <p><u>Lifelong Learning</u></p> <ul style="list-style-type: none"> • January 2015 – October 2015: Milestones of Learning Development – Strategic improvement and development of life-long learning programs within Danube Region (Lead: BA – South East European Youth Network) • September 2014 – August 2017: ESCAPE – Enhanced Skills, Competence And Practice for the Economy (Lead: AT – Business Academy Linz) • August 2010 – June 2014: Training on competence based assessment for VET teachers (Lead: RO – National Centre for TVET) • October 2012: LLP Contact and Project Preparation Seminar on "Transition from school to work" (Lead: AT - OeAD) <p><u>National Qualification Framework</u></p> <ul style="list-style-type: none"> • 2015: ERI SEE seminar on "Removing obstacles to Recognition of

² Coordination should be sought with the European Training Foundation.

	<p>Qualifications" in Zagreb on 5-6 November 2015</p> <ul style="list-style-type: none"> • 2014: (follow-up to the project "Development of National Qualification Frameworks"): Removing obstacles to Recognition of Qualifications (Lead: HR – ERI-SEE) • 2012-2013: Development of National Qualification Frameworks (Lead: HR – ERI-SEE)
<p>Next steps, planned outputs and projects</p>	<ul style="list-style-type: none"> • September 2016 – August 2019: Sustainable Green Cross-Border Tourism Put into Practice – GROSSTOUR (Lead: BG – Business Support Centre for SME, Ruse) • January 2017 – January 2019: Development Tools for Cross-Border Labor Mobility (Lead: BG – Human Resources Development Agency, Ruse)

Work Area 5

"To promote equity, social cohesion and active citizenship through education and training"
(Action 5)

Education and training systems should enable all individuals to acquire and develop skills and competences required for their employability and to foster tolerance, intercultural dialogue and non-discrimination. Equal opportunities in learning can contribute towards the social inclusion of individuals from minorities and vulnerable groups, and active citizenship. Barriers for drop-outs to return to education and training need to be removed as well as preventive approaches and cooperation between education sectors strengthened. Mutual learning on best practices should be developed.

<p>Related PA9 Targets</p>	<ul style="list-style-type: none"> • Contribution to the 'Education and Training 2020' strategic framework and its four strategic objectives (Objective no. 3). • Contribution to the achievement of EU 2020 targets, in particular with regard to smart to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional cooperation networks and initiatives. • Contribution to the improvement of labour markets and social inclusion in the region.
<p>Key projects, outputs and events to date</p>	<p><u>Social Cohesion</u></p> <ul style="list-style-type: none"> • 2014 – 2017: Concordia Vocational Training (Lead: RO – Concordia Foundation) • October 2014: Workshop on "Empowering marginalised groups through education and training in the Danube Region" (Lead: AT – OeAD) <p><u>Youth Platform</u></p> <ul style="list-style-type: none"> • December 2014: 1st EUSDR Youth Platform "Learning Pathways to Social Cohesion" (Lead: AT – Interkulturelles Zentrum) <p><u>Intercultural Dialogue, Mutual learning, Languages</u></p> <ul style="list-style-type: none"> • Annual project cycles: aces - Academy of Central European Schools (Lead: SK – Vceli Dom, AT – Interkulturelles Zentrum) • January 2015 – August 2015: Danube Peace Boat E.U.R.O.P.E (Lead: RS – Media Education Centre) • May 2008 – December 2011: EdTWIN - Education Twinning for European Citizenship in the Centrope Region (Lead: AT – European Office of the Vienna Board of Education) • September 2003 – ongoing: Sprachoffensive - Language Strategy (Lead: AT – Office Sprachkompetenz) <p><u>Sustainability</u></p> <ul style="list-style-type: none"> • January 2014 – December 2016: eschool4S - E-School for Sustainability in the Danube Region (Lead: DE – GIZ) • October 2011 – September 2014: Collaboration of Schools and Communities for Sustainable Development (CoDeS) (EU-Comenius multilateral network; Lead: CH – Stiftung Umweltbildung Schweiz)
<p>Next steps, planned outputs and projects</p>	<ul style="list-style-type: none"> • May 2016: 2nd EUSDR Youth Platform (Lead: AT – Interkulturelles Zentrum) • Tba: Learning Pathway to Social Cohesion (Expression of Interest within the Danube Transnational Programme) (Lead: AT – Interkulturelles Zentrum)

Work Area 6

"To improve cross-sector policy coordination to address demographic and migration challenges" (Action 6)

Enhanced efforts should be pursued to develop knowledge on the status quo, on drivers and impacts of migration flows and demographic change, so to develop a basis for enhanced cooperation of different policies at all levels of governance. Cross-sector policy coordination between relevant government departments, education authorities, social services, healthcare services, cultural policy authorities, housing and spatial planning authorities as well as asylum and immigration services at local, regional and national level, as well as dialogue with civil society are essential to ensure an adequate level of support. Spatial consequences of migration-induced social, economic and cultural changes and possible responses in the framework of urban and rural development should be considered.

<p>Related PA9 Targets</p>	<ul style="list-style-type: none"> • Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional co-operation networks and initiatives. • To foster creative partnerships at the interface of education, training and culture. • Contribution to the improvement of labour markets and social inclusion in the region.
<p>Key projects, outputs and events to date</p>	<ul style="list-style-type: none"> • Re-Turn – Regions benefitting from returning migrants (Lead: DE – Leibniz Institute for Regional Geography) • Migration for Development in the Western Balkan (MIDWEB) (Lead: IOM) • Capacity Building of Institutions involved in Migration Management and Reintegration of Returnees in the Republic of Serbia (Lead: IOM) • June 2012 – Nov 2014: SEEMIG - Managing Migration and its Effects in South-East Europe (University of Vienna) • Meeting of the Austrian Association of Cities: Poverty and Migration; Wels (Austria), 19th March 2015
<p>Next steps, planned outputs and projects</p>	<ul style="list-style-type: none"> • Tba: Addressing migration challenges, breaking stereotypes and raising awareness by measuring the well-being of young people in the Danube Region (YOUMIG) (Lead: HU Hungarian Central Statistical Office)

"To fight poverty and social exclusion of marginalized communities in the Danube Region, especially the Roma communities" (Action 7 and 8 curr)

To make full use of the Danube Region's population specific focus needs to be put at empowering in particular groups in risk of poverty and ensuring them access and opportunities. Children, old people, mentally and physically disabled, immigrants, homeless, representatives of marginalized ethnic groups are the most vulnerable. Actions to reduce the number of people in risk of poverty need to complement each other, applying an integrated approach.³ Especially on Roma communities, whose living conditions are often especially dire and with no place in 21st century Europe, special attention must be paid. Hence the coordination of efforts between existing initiatives and actors such as the Roma Decade (2005-2015), EU Roma platform for Roma Inclusion⁴, EU-Roma network and NGOs active in this field in the Danube Region is indispensable for improving the situation for Roma.

<p>Related PA9 Targets</p>	<ul style="list-style-type: none"> • Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth. • Efficient cooperation between relevant actors through involvement and extension of existing regional co-operation networks and initiatives. • To foster creative partnerships at the interface of education, training and culture. • Contribution to the improvement of labour markets and social inclusion in the region.
<p>Key projects, outputs and events to date</p>	<ul style="list-style-type: none"> • Ongoing: European Network on Social Inclusion and Roma under the Structural Funds (EU Roma) • Feb 2015 – Sep 2015: THARA – Amaro Than (Lead: AT – Volkshilfe Österreich) • Ongoing: ESRA - Hungarian Product and Cultural Fund as umbrella organisation, modelled on the experiences of a well-functioning Hungarian Product and Cultural Fund operation. (Lead: HU, ESRA) • Strategic Meeting "Fostering Cooperation and Institutional Capacity for Roma Integration in the Danube Region", Vienna, 9-10 October 2014 • EU Roma Network Meeting, Vienna, 27th/28th November 2014 • Workshop on East West Cooperation for Roma Integration, organised by the European Commission, DG Employment, Social Affairs & Inclusion, 26th March 2015 • ESF-Roma-Empowerment Projects in Austria: <ul style="list-style-type: none"> ○ Support at Authorities and early childhood education, Verein Vida Pavlovic ○ Maro drom – Project for Integration of Roma and Sinti in Upper Austria, Volkshilfe Oberösterreich ○ Roma / Romni Qualification- and Counselling Center, Itworks /

³ In particular such actions could focus on the eradicating of child poverty, improving equity in education programs (from early childhood to postgraduate training), reducing the number of early school leavers, providing access to health care, promoting active inclusion in the labour market, making efforts to provide decent housing for everyone, tackling indebtedness or on providing conducted training programs for local officials on governance of multiethnic communities.

⁴ The Roma inclusion Platform was endorsed and launched during the Czech Presidency in October 2008. Its main objective is to call governments and main stakeholders to debate Roma inclusion, on topics such as education, health and housing, meeting on a twice-yearly basis.

	<p>Kulturverein österreichischer Roma</p> <ul style="list-style-type: none"> ○ THARA Romani Zor! Volkshilfe Österreich ○ ROMANO ZURALIPE, Programme for Empowerment from Roma and Romnja on the Labour Market, Romano Centro ○ ZORROM, Caritas der Diözese Graz-Seckau
<p>Next steps, planned outputs and projects</p>	<ul style="list-style-type: none"> • NRS in the Danube Region (Lead: RO –Ministry of Education of Romania) • CDCP-Roma: Changing discourses, changing practices: The Roma as Human Resource (Lead: HU, Hungarian Charity Service of the Order of Malta) • Roma Responsibility Project – Evaluation of economic self-starting initiatives or Romanies in Central and South-Eastern Europe

Work Area 8

"To promote gender equality on the labour market, especially in payment" (Action 8)

Equality between women and men is one of the European Union's founding principles. The principle of equal pay for equal work dates already back to 1957, when it became part of the Treaty of Rome.

To create equal opportunities for women and men on the labour market, discrimination, educational stereotypes, labour market segregation, precarious employment conditions, involuntary part-time work and the unbalanced sharing of care responsibilities with men must be overcome. The full realisation of women's potential and the full use of women's skills must be fostered with the emphasis to facilitate a better gender distribution on the labour market and to allow the number of quality jobs for women to be increased.

Besides the discrimination against women in career opportunities, the discrimination against female employees with regard to their wage level is imminent. The so called gender pay gap (the average difference between men's and women's hourly gross earnings across the economy as a whole) in the EU remains at 17.8%, with heights around 30% in some EU member states.

To ventilate this topic a stakeholder forum involving social partners, should be initiated. This forum should explore possible ways to improve the transparency of pay as well as the impact on equal pay of arrangements such as part-time work and fixed-term contracts.

Related PA9 Targets	<ul style="list-style-type: none">• Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth.• Efficient cooperation between relevant actors through involvement and extension of existing regional co-operation networks and initiatives.• To foster creative partnerships at the interface of education, training and culture.• Contribution to the improvement of labour markets and social inclusion in the region.
Key projects, outputs and events to date	tba
Next steps, planned outputs and projects	tba

ANNEX

Overview of PA9 Targets

The targets in PA9 - 'Investing in people and skills', as set by the Steering Group, are:

- Highlighted target for PA9: Contribution to the 'Education and Training 2020' strategic framework and its four strategic objectives.
 - Action: To enhance performance of education systems through closer cooperation of education institutions, systems and policies.
 - Action / Work area: "To support lifelong learning and expanding learning mobility"⁵
 - Action: To support creativity and entrepreneurship.
 - Action / Work area (new⁶): To promote equity, social cohesion and active citizenship through education and training.
- Target: Contribution to the achievement of EU 2020 targets, in particular with regard to smart and inclusive growth
 - All actions support this target.
- Target: Efficient cooperation between relevant actors through involvement and extension of existing regional cooperation networks and initiatives.
 - This target is valid for all actions and is a general strategic objective.
- Target: To foster creative partnerships at the interface of education, training and culture.
 - This target is valid for all actions and is a general strategic objective. Particular actions are:
 - Action: To foster cooperation between key stakeholders of labour market, education and research policies in order to develop learning regions and environments.
 - Action: To support creativity and entrepreneurship.
- Target: Contribution to the improvement of labour markets and social inclusion in the region.
 - Action: To foster cooperation between key stakeholders of labour market, education and research policies in order to develop learning regions and environments.
 - Action: To fight poverty and social exclusion of marginalised communities in the Danube Region, especially the Roma communities.
 - Action / Work area (new⁷): To promote gender equality on the labour market, especially in payment.
 - Action / Work area (new⁸): To promote equity, social cohesion and active citizenship through education and training.
- Target: Contribution to higher synergies of education systems and labour market demands on all levels.
 - Action: To improve cross-sector policy coordination to address demographic and migration challenges.
 - Action: To foster cooperation between key stakeholders of labour market, education and research policies in order to develop learning regions and environments.
- Target: Establishment and implementation of a small project funding mechanism.
 - This target supports all actions.

⁵ As adopted by SG, December 2011

⁶ As adopted by SG, December 2011

⁷ As adopted by SG, December 2011

⁸ As adopted by SG, December 2011