

EWC guide on skills and qualifications

How to improve
INFORMATION and
CONSULTATION in EWCs in the
building, building materials,
cement and woodworking
industry.

Brussels, 2020

EFBWW
European Federation of Building and Woodworkers
Rue Royale 45
1000 Brussels
Belgium
Tel. +32 2 227 10 40
info@efbww.eu
www.efbww.eu

AUTHOR
Ilaria Armaroli, ADAPT (Association for International and Comparative Studies
in the field of Labour Law and Industrial Relations)

EDITED BY
Thilo Janssen, EFBWW

DESIGN
beryljanssen.com

PRINTED BY:
XXX

PHOTOS: iStock.com/Geber86 (cover), iStock.com/Franck-Boston (p. 4), Husqvarna (p. 5), Tyler Olson – stock.adobe.com (p. 8),
Wipas – stock.adobe.com (pp. 10/11), iStock.com/Photo Concepts (p. 12)



Project carried out with the financial support of the European Commission.

This publication reflects the views of the authors only, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

All rights reserved.

No part of this publication may be reproduced, stored in a retrieval system or transmitted, in any form or by any means, whether electronic, mechanical, by means of photocopying, recording, or otherwise, without the permission of the publisher. While the information in the publication is believed to be correct, neither the publisher nor the authors accept any responsibility for any loss, damage or other liability by users or any other persons arising from the contents of this publication.

EWC guide on skills and qualifications

Know the issues at stake

PAGE 4

► Perform targeted practices

Information
and consultation
on skills and
qualifications
in EWC
agreements
PAGE 6

Questions
to ask central
management
on workers’
training
PAGE 7

How to get
ready for EWC
meetings
PAGE 7

Further
resources
for EWCs
PAGE 9

How to
improve EWC
work by
learning from
what happens
at local sites
PAGE 10

EWC bargaining
competences
on skills and
qualifications
PAGE 11



Get involved with the relevant players

EWC coordinator and EFBWW,
central management,
local unions and management,
VET providers,
public authorities...

PAGE 14

Know the rules of the game

PAGE 17



EU LEVEL SOCIAL PARTNER ACTIVITIES

EU INITIATIVES

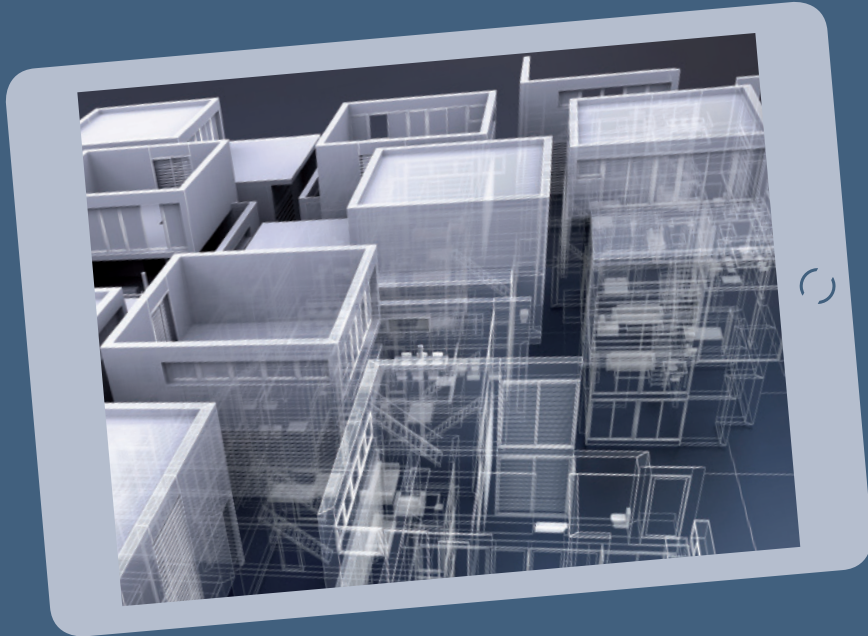
EU RECOMMENDATIONS

FUNDING OPPORTUNITIES

Know the issues at stake

During the economic recession, skills imbalances and the decline in demand for lower-skilled workers accentuated mismatches in EU labour markets¹. Construction and manufacturing sectors, where low-skilled manual occupations traditionally prevail, were particularly affected. In the meantime, new drivers are pushing the demand for new skills in the sectors. Digital transformation and energy efficiency requirements deeply affect both the construction and wood working industries². The possible future scenario for the sectors is characterized by nearly zero energy buildings, Big Data and the Internet of Things, customer-oriented design and complex value chains. For a quality growth in employment³ some structural barriers need to be overcome:

- the decrease in the number of young skilled workers, due to the low status of the sectors and the unattractive working conditions;
- the ageing of the workforce, jeopardising the integration of new skills;
- the misalignment between initial and continuous VET trainings and the demand for skills on the sectoral labour markets.



¹ Cedefop (2015), *Skills, qualifications and jobs in the EU: the making of a perfect match?*

² European Commission, European Construction Sector Observatory (2017), *Improving the human capital basis*; CENFIM (2019), *Digit-Fur: Impacts of the digital transformation in the wood/furniture industry*.

³ For instance, in the construction sector, it is estimated at 7.4% over the period 2018 to 2030. See skillspanorama.cedefop.europa.eu.



Perform targeted practices

Skills, training and productivity constitute key challenges for the development of construction and the manufacturing sectors. Despite the importance of having social partners actively engaged in this field, the role of European Works Councils (EWC) can be much improved. Across sectors, 24% of founding agreements assign competences on vocational training to EWC members⁴. Between 2016 and 2018, 54.4% of EWC representatives have discussed vocational training. Reports on the role of EWCs and European information and consultation practices on digitalisation and its impacts (also concerning workers' training and skills development) are mixed: In some cases, EWC respondents report positive experiences, in many other contexts they complain about not having enough influence on these topics⁵. Given this background, it is important to disseminate the good practices performed by EWCs.

For European Works Councils that want to initiate a dialogue with management it may be useful to:

- ▶ include in the European Works Council agreements clauses that make vocational training a matter of information and consultation during EWC meetings.

▶ Information and consultation on skills and qualifications in EWC agreements

SKILLS AND VOCATIONAL TRAINING ARE SUBJECT TO INFORMATION AND CONSULTATION PROCEDURES.

Good practices can be found in different EWC agreements:

The EWC agreements of Tenaris (2016) and Bonduelle (2017) foresee either a topic concerning corporate social responsibility or the management of workers' skills to receive a specific focus during the plenary meetings.

The 2011 San Benedetto EWC agreement specifies that public funding opportunities with specific reference to workers' training will be assessed during the consultation procedure, in addition to the group's employee training initiatives.

The 2019 Cementir EWC agreement lists both vocational training and technological innovations as topics of discussion between central management and employee representatives. A comprehensive analysis of digitalisation effects includes initiatives on re- and up-skilling.

The 2008 Peab EWC agreement mentions training among the issues for open communication, dialogue and exchange of opinions between group management and employee representatives.

The 2017 Bonduelle EWC agreement includes the management of workers' skills first as a subject to information and subsequently to a consultation procedure. The agreement details the steps of the information and consultation procedure, starting from the transmission of data by the employer and their in-depth assessment by EWC members and ending with the presentation of alternative solutions and comments by the EWC, their assessment by management and the feedback on EWC inputs with an explanation of the final decision in good time.

The 2015 Gestamp EWC agreement gives EWC members the opportunity also to negotiate with group management over a number of issues, including vocational training.

⁴ European Trade Union Institute (2015), *European Works Councils and SE Works Councils in 2015*.
⁵ European Trade Union Confederation (2018), *Digitalisation and workers participation: What trade unions, company level workers and online platform workers in Europe think*.

QUESTIONS THAT EWC MEMBERS CAN ASK CENTRAL MANAGEMENT REGARDING VET⁶:

- Over the last 12 months, how many workers attended vocational training/education (both compulsory and not) offered by the company?
- What was the content?
- What was the main type of education/training? Profession-related education/training? Non-profession-related education/training (e.g. related to soft skills)?
- What was the duration of the training?
- Do workers with fixed-term employment contracts or other non-standard contracts receive education and vocational training? Do full-time and part-time workers have the same training opportunities?

- ▶ include in the European Works Council agreements clauses concerning the financial, technical and material resources for EWC members to better engage with workers' skills and qualifications.

EWC AGREEMENTS SHOULD PROVIDE EMPLOYEE REPRESENTATIVES WITH TECHNICAL, MATERIAL AND FINANCIAL RESOURCES.

EWC workers' representatives should be notified of the agenda of ordinary meetings at least 30 days (in some agreements, at least three months) before the meeting.

They can send requests for the inclusion of VET related topics on the agenda.

The 2008 Peab EWC agreement provides for the translation of all relevant documents and minutes as well as simultaneous interpretation during the meetings.

According to the 2017 Bonduelle EWC agreement all translated documents will be transmitted to participants at least two weeks before the meeting.

EWC ordinary meetings are held once or twice a year. They should start with a preparatory EWC meeting, followed by a joint or plenary meeting

⁶ European Federation of Food, Agriculture and Tourism Trade Unions (2016), *Enhancing EFFAT's role in European Works Councils and transnational companies*.

- Who funds the training (e.g. only the company, only the worker, both the company and the worker, external funds)?
- Does the company provide periodic assessments of workers' skills? Does the company provide workers with any certification or document attesting the training followed?
- Are establishment-level workers' representatives involved in the design and monitoring of workers' training paths?
- Has the provision of training courses been beneficial to business performance?

with central management and a debriefing EWC meeting, which ends with an opinion expressed by the EWC Coordinator to central management.

EWC AGREEMENTS SHOULD ENSHRINE MANAGEMENT'S DUTY TO PROVIDE A WRITTEN RESPONSE even in case it decides not to comply with the EWC opinion. The written response should explain the reasons why an EWC opinion is not considered. This is foreseen in the 2017 LafargeHolcim EWC agreement.

The Select Committee acts as a consultative body between EWC meetings. Select Committee members prepare ordinary meetings along with management and disseminate important information and minutes. The Select Committee meets when extraordinary circumstances affect employees' interests (e.g. extensive relocations, the closure of substantial operations, collective redundancies).

The LafargeHolcim EWC agreement also authorises the Select Committee to submit written questions to management.

▶ Questions to ask central management on workers' training

▶ How to get ready for EWC meetings



Are workers' representatives involved in the design and monitoring of workers' training paths?

EWC COORDINATORS ASSIST THE EWC AND SELECT COMMITTEE. They represent the EFBWW and support the EWC on matters concerning EU legislation, best practices in EWCs, training of EWC representatives, etc.

WORKING GROUPS WITHIN EWCs support and improve the work of the plenary meetings on specific issues.

The 2013 Enel EWC agreement provides for "Multilateral Committees" on best practices and innovative ideas, health and safety, training and equal opportunities. They are composed of both labour and business representatives. The Multilateral Committee on training makes assessments of company-level training plans

ALL EXPENSES OF EWC MEMBERS MUST BE MET BY MANAGEMENT, for training, travel, meals, accommodation, language facilities, external advisers and communication activities.

The 2018 Inditex (textile sector) EWC agreement has an information and consultation procedure on vocational training and the introduction of new technologies and working methods. Inditex EWC members have access to local establishments for the convention of meetings with workers and representatives. Ordinary EWC members have 60 paid hours per year for their EWC functions (extra hours for the Select Committee and the EWC chair).

EWC AND SELECT COMMITTEE MEMBERS MAY BE ASSISTED BY EXTERNAL EXPERTS OF THEIR CHOICE. The EWC agreements should clarify the method of designation and financing, as well as the conditions under which the expert can be used and the conditions under which she/he conducts her/his tasks⁸.

and their progress, proposes training projects that could be financed via international, EU or regional funding and detects new types of training requirements through targeted studies and research. The proposals of Multilateral Committees are discussed during the annual meetings of the Global Works Council and EWC.

The Engie (energy sector) EWC agreement establishes working groups, including one on labour relations (i.e. training, mobility, professional diversity, etc.) and one on technological and organisational change. The latter working group studied the digital development strategy of the company regarding the organisation of work and employees' skills as well as to anticipate major transformations⁷.

EWC AND SELECT COMMITTEE MEMBERS ARE ENTITLED TO TRAINING to perform their duties. The majority of EWC agreements, only have a general clause on the right to training (in accordance with Article 10 of Directive 2009/38/EC) and language courses⁹.

The 2017 Bonduelle EWC agreement foresees training programmes in three different cases:

- 1) every time a new EWC member is elected;
- 2) every four years when the EWC is renovated;
- 3) on economic and social issues (including vocational training) that are dealt with in EWC ordinary meetings.

In 2018, BNP Paribas EWC had a training course delivered by external trainers and experts on the multiple dimensions of digitalisation and an analysis of its impacts in terms of employment and work. After the training course, management announced additional training actions targeted to EWC members, using various methods such as "learning excursions" to new company start-ups¹⁰.

► **Further resources for EWCs**

⁷ ASTREES (2019), *European Works Councils and the challenge of digital transformation within multinational companies*.

⁸ European Federation of Building and Woodworkers (2016), *Practical Guide for EWCs on Information and Consultation*.

⁹ European Trade Union Institute (2015), *European Works Councils and SE Works Councils in 2015*.

¹⁰ ASTREES (2019), *European Works Councils and the challenge of digital transformation within multinational companies*.

For European Works Councils that want to take the dialogue with management to the next level it may be useful to:

- ▶ tailor technical, material and financial resources allocated to EWC members to face current challenges, such as digitalisation and its impact on workers' skills and qualifications.

▶ How to improve EWC work by learning from what happens at local sites

TECHNICAL, MATERIAL AND FINANCIAL RESOURCES allocated to EWC members can be tailored to specific issues, including digitalisation and its impact on workers' skills and qualifications.

WORKING GROUPS can conduct studies on future skills needs in the company. The Enel Multilateral Committee on training conducts studies and research to detect training requirements across various sites.

SURVEYS AMONG THE WORKFORCE can focus on working conditions, digitalisation and training requirements. Surveys submitted to workers at local sites can represent alternative sources of information for EWC members, in addition to formal meetings with management.

A survey at Michelin's industrial sites in Europe is coordinated by the EWC and aimed at analysing the impact of the various digitalisation projects of the company, the ongoing transformations, the dialogue between the various stakeholders involved and the resources devoted to those projects¹¹.

Alternative sources of information for EWCs are annual reports, press releases, interviews with managers, disclosure of information in compliance with legal requirements, dialogues with European or national/local trade union organisations, and visits to local sites.

Anticipating future skills needs in multinational companies is also a topic for the EWC. Training and qualifications are high up on the agenda of the European social dialogue.

¹¹ ASTREES (2019), *European Works Councils and the challenge of digital transformation within multinational companies*.

- ▶ sign specific agreements setting up homogeneous guidelines on how to deal with major changes and their implications on workers' skills across all sites of the multinational undertaking or group of undertakings.

4% of the EWCs have the authority to activate projects and 3% have bargaining competences on transnational issues¹². These actions must not interfere with bargaining competences of national and local social partners.

VET CAN BE ADDRESSES IN SPECIAL AGREEMENTS, understandings and declarations signed jointly by management and the EWC, or within the framework of themes such as technological and organisational transformations.

The 2015 Gestamp (metal sector) EWC agreement gives EWC members the opportunity to negotiate with management on vocational training, among others.

In the 2003 Gea (food sector) Codes of Conduct vocational qualification is depicted as of outstanding significance for the group at all its locations. Workers' abilities and skills are considered as crucial to secure Gea's future. The signatory parties (including EWC members) encourage the group's business partners to apply Codes in their corporate policy. A monitoring procedure is carried out by the parties.

The 2011 Axa agreement commits management to do its utmost to prevent collective job redundancies and transfers, also by the periodical assessment of workers' skills and offering proper training and reassignment opportunities. The EWC has got a specific role in the monitoring of the agreement.

▶ EWC bargaining competences on skills and qualifications

¹² European Trade Union Institute (2015), *European Works Councils and SE Works Councils in 2015*.





*Future skills needs are a cross-border challenge.
EWCs can act as a platform for joint trade union strategies
in multinational companies.*

The 1997 Danone Joint Understanding deals with changes in business activities affecting employment or working conditions. All local establishments of Danone should offer employees proper training opportunities helping them find new occupations either within the company or elsewhere. Workers' representatives monitor the activities of these "placement structures".

The 2019 Unilever Framework Agreement includes an agenda on lifelong learning with five sections: 1. lifelong learning and development, 2. upskilling, 3. new models of employment, 4. managing life transitions, 5. process of consulting and co-creating:

1. Joint training groups in each location to drive a developmental agenda for Unilever employees. All employees should discuss and agree with their line manager on an individual development plan.
2. "Employability programmes" in each location undergoing a digital transformation affecting the employment level or changing the work organisation. Retraining opportunities allow employees to discover new professional roles either within or outside of Unilever. An "entry-level" trainee programme is developed in each location for both young people and unemployed (but experienced) workers.
3. Activating pilot projects on new models of employment. Experimentations are carried out jointly by management and employee representatives.
4. Explore new ways to manage employees' life transitions either within or outside of the workplace. Experimentations are carried out jointly by management and employee representatives.
5. Joint working teams on sustainable employment and the future of work in each multi-country organisation or country.

AGREEMENTS SPECIFICALLY DEVOTED TO SKILLS' DEVELOPMENT

The 1992 Danone agreement on skills and training foresees an individual skills audit prior to the implementation of training programmes and the certification of the skills gained after training in each subsidiary. The least qualified personnel are given priority for vocational training. Training programmes consider the needs and interests of both workers and the company.

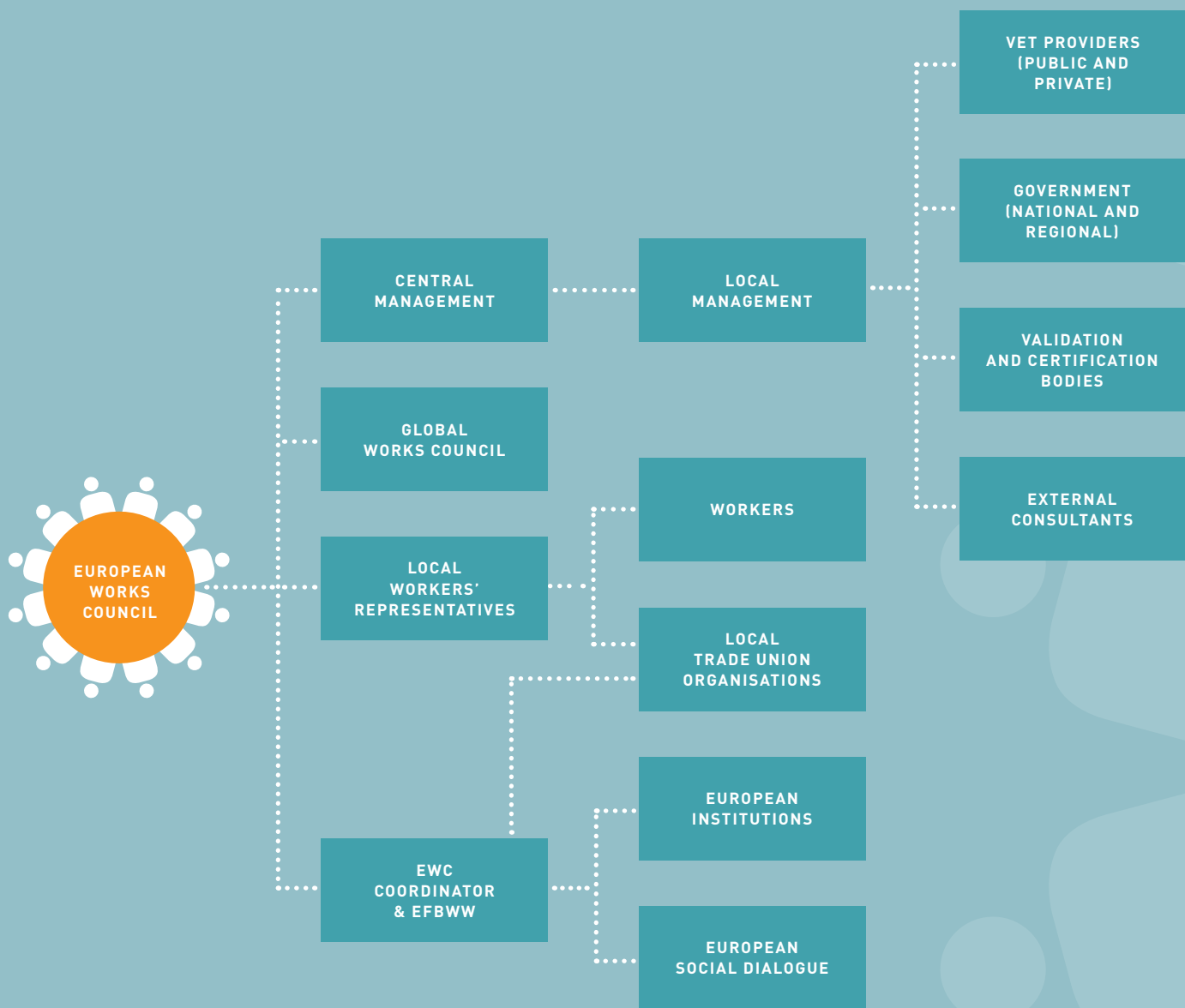
The 2012 Allianz guidelines on lifelong learning make lifelong learning a corporate objective.

Measures include:

- Establishing an annual adequate budget for learning purposes;
- monitoring changes in current job profiles as well as the emergence of new profiles and related skills;
- implementing a global e-learning architecture;
- allocating time and space for learning during office hours so that all employees can participate but also allowing employees to attend training activities outside of working hours, if they wish so;
- ensuring that there is always the right number of workers in the right jobs at the right time and costs.

Key performance indicators (KPIs) include the number of training days per employee and the percentage of employees that attend at least one training session or the individuals' perception of the training opportunities received.

The players



THE EUROPEAN WORKS COUNCIL (EWC) is a body bringing together employee representatives from the different European countries in which a multinational company or group of companies operates. Its aim is to ensure information and consultation for employees on the progress of the business and any significant decision at European level that could affect employment levels or working conditions. The right to establish an EWC applies to companies or groups of companies with at least 1000 employees in the EU and the other countries

of the European Economic Area (Norway, Iceland and Liechtenstein), and at the same time employing at least 150 workers in each of at least two Member States. A request by 100 employees from two countries or an initiative by the employer triggers the process of creating a new EWC, whose composition and functioning is adapted to the company's specific situation by an agreement signed by the management and workers' representatives of the different countries involved.

Within the EWC, an important role is attributed to the **EWC COORDINATOR**. In the building, building materials, cement and woodworking sector, the EWC coordinator is selected by the EFBWW Secretariat in consultation with the EFBWW affiliated organisations with members in the transnational company concerned; the EWC coordinator is usually an officer from an EFBWW trade union based in the country where central management operates. The EWC coordinator acts as a trade union expert for EWC representatives, by encouraging teamwork and positive internal communication, monitoring central management's actions in compliance with the EWC agreement and the law, providing consultancy to EWC representatives and participating in all EWC and Select Committee meetings. The EWC coordinator liaises between the EWC and the EFBWW Secretariat and affiliated organisations involved in the transnational company.

THE EUROPEAN FEDERATION OF BUILDING AND WOODWORKERS (EFBWW) is the European Workers' Industry Federation covering building, woodworking, forestry and allied industries and trades. It is a member of the European Trade Union Confederation (ETUC). European trade union organisations represent workers at the European level. There are both cross-industry and sectoral European trade union organisations. The ETUC is the major trade union organisation at the European level, representing workers from different sectors.

EUROPEAN SOCIAL DIALOGUE is a forum for discussions, consultations, negotiations and joint actions involving organisations representing the two sides of industry (employers and workers) at EU level. It is either a tripartite dialogue involving the public authorities, or a bipartite dialogue between the European employers and trade union organisations. It takes place at cross-industry level and within sectoral social dialogue committees. For the construction sector, the organisations involved in European social dialogue are the European Federation of Building and Woodworkers (EFBWW), the European Construction Industry Federation (FIEC) and the European Builders Confederation (EBC). For the woodworking sector, the EFBWW's counterpart

is the European Confederation of woodworking industries (CEI-bois), the European Furniture Industries Federation (EFIC) and the European Panel Federation (EPF). At the cross-industry level, the organisations involved in European social dialogue are the ETUC, the Confederation of European Business (BusinessEurope), the European Centre of Employers and Enterprises providing Public services (CEEP), the SMEunited, the Council of European Professional and Managerial Staff (Eurocadres) and the European Confederation of Executives and Managerial Staff (CEC).

SOCIAL PARTNERS are involved in a consultation procedure with the European Commission, prior to the submission of policy proposals on social topics. Social partners may limit themselves to providing the Commission with an opinion or recommendation on the subject in question. Or they can start negotiations on the matter themselves, thus undertaking the so-called "autonomous route" in an effort to reach agreements based on Article 155. Agreements concluded at the EU level shall be implemented either by national affiliates of the EU-level social partners or, in matters covered by Article 153 (vocational training is not included in this Article), at the joint request of the signatory parties, by a Council decision on a proposal from the Commission. An example of the former approach is the Framework of Action for the lifelong learning development of competencies and qualifications (2002), to be implemented by national affiliates of EU-level trade unions and employers' associations.

CENTRAL MANAGEMENT is the management of the Community-scale undertaking or, in the case of a Community-scale group of undertakings, of the controlling undertaking. Its location can be either inside or outside the European Union.

THE GLOBAL WORKS COUNCIL is a group of employee representatives established in a transnational company on a voluntary basis, either through a transnational agreement or as a result of a decision by the employer. It may be created either as a separate body from the EWC, or as an enlargement of an

existing supranational body, such as the EWC. There are no (international or European) legal standards governing the creation of Global Works Councils.

LOCAL WORKERS' REPRESENTATIVES encompass workers' representatives, works councils or union delegates from the different European establishments and/or undertakings of a multinational company or group of companies.

LOCAL MANAGEMENT is the management of the different European establishments and/or undertakings of a multinational company or group of companies.

WORKERS are the whole European workforce employed by a multinational company or group of companies.

LOCAL TRADE UNION ORGANISATIONS represent workers in the different European countries and territories where a multinational company or group of companies operates.

EUROPEAN INSTITUTIONS support, coordinate or supplement the actions of the Member States in relation to education and vocational training.

VET (VOCATIONAL EDUCATION AND TRAINING) PROVIDERS organise education and training programmes, sometimes in partnership with business. VET is a key element of lifelong learning systems, which equip workers with knowledge, skills and competences required

in particular occupations and on the labour market. Continuing VET (C-VET) takes place after initial education and training, or after beginning working life. It aims to upgrade knowledge, help citizens acquire new skills, retrain and further their personal and professional development. C-VET is largely work-based with the majority of learning taking place in a workplace.

GOVERNMENT (NATIONAL AND REGIONAL) sets the framework of vocational training (priorities, funding, policies, etc.) and manages the system either directly or through other players, such as bilateral funds (jointly established by labour and business representatives in some EU Member States), specific organisations promoted by trade unions, professional associations or employers' associations, and private entities.

VALIDATION AND CERTIFICATION BODIES deal with the provision of the validation and certification of skills according to the guidelines and responsibilities attributed to them by public authorities.

EXTERNAL CONSULTANTS may assist large companies in mapping workers' skills and outlining possible training paths for the development of the human capital basis.

The rules of the game

EU SOCIAL PARTNERS

The Joint reaction of EFBWW and FIEC on the consultation on the update of the skills agenda for Europe (2020) acknowledges the demand for skilled workers in the construction sector following the technological transformation as well as the greening of the economy. The social partners ask to be involved in the Commission's policy design regarding the introduction of individual learning accounts and the validation of skills in the industry. They stress the need to connect skills and VET policies with collective bargaining at national level. Collaboration between public authorities, education and training providers and social partners needs to be strengthened. EFBWW and FIEC want to increase the number of apprentices, improve the quality of training and create stable job prospects in the sector.

EU INITIATIVES, RECOMMENDATIONS AND FUNDING OPPORTUNITIES

Education and training in the EU is the competence of Member States. European initiatives for skills and qualifications aim to encourage cooperation of Member States and facilitate coordination of their actions in basic and advanced vocational training.

There are three lines of European measures in this field:

- **UNDERSTANDING SKILLS:**

ESCO (European Skills, Competences, Occupations and Qualifications), which is the multilingual reference terminology for skills, competences, occupations and qualifications;

EU Skills Panorama, which is an online tool providing access to data and information on skills needs in occupation, sectors and countries.

- **DEVELOPING SKILLS:**

Recommendation on key competences for lifelong learning, which stimulates EU countries to develop the provision of key competences for all as part of their learning strategies;

DigComp (EU Digital Competence Framework) and **Entrecomp (Entrepreneurship Competence Framework)**, which are common reference tools potentially used as a basis for an online self-assessment test;

Grand Coalition for Digital Jobs, which is a multi-stakeholder partnership to tackle the lack of ICT skills and the various ICT-related vacancies;

EaFA (European Alliance for Apprenticeships), which unites governments and key stakeholders to strengthen the quality, supply and overall image of apprenticeships in Europe.

• **SHOWING SKILLS:**

EQF (European Qualifications Framework), which is a common reference framework for qualifications so as to make them portable across Member States;

Recommendation on the validation of non-formal and informal learning, which invites EU Member States to put in place arrangements for validation no later than 2018 (**the European guidelines on validation** and the **European inventory of validation arrangements** can support the process);

ECVET (European Credit System for Vocational Education and Training), which measures learning achievements for vocational education and training so as to enable geographical mobility.

The 2016 **new Skills Agenda for Europe** launched actions aimed at making training, skills and support available to people in the EU. Among these actions are: **Upskilling Pathways: new opportunities for adults**, the **revised European Qualifications Framework**, the **Digital Skills and Jobs Coalition**, the **Blueprint for sectoral cooperation on skills**, the **EU skills profile tool for third-country nationals**, measures related to Vocational Education and Training following the **Riga conclusions of 2015**, the **revised Recommendation on key competences for lifelong learning**, the **revised Europass** (the common framework for the provision of better services for skills and qualifications), the **Recommendation on graduate tracking**, studies to analyse and share best practice on brain flows.

FURTHER RECOMMENDATIONS:

The **2017 Council Recommendation on the European Qualifications Framework for lifelong learning**, and the **2009 European Parliament and Council Recommendation on the establishment of a European Credit System for Vocational Education and Training (ECVET)**.

Recommendations are not binding and simply let EU countries know the EU institutions' views on a specific theme and suggest a line of action without imposing any legal obligation.

EU FUNDING OPPORTUNITIES:

European Social Fund, funds local, regional and national employability-related projects throughout Europe;

Erasmus+ programme, financially supports education, training, youth and sport in Europe;

Youth Employment Initiative (YEI), typically funds the provision of apprenticeships, traineeships, job placements and further education leading to qualification mainly for young people who are not in education, employment or training (NEETs).

The BUILD UP Skills initiative started in 2011 under the Intelligent Energy Europe (IEE) programme aimed at boosting education and training of craftsmen and other on-site construction workers and systems installers in the building sector.



European Federation
of Building
and Woodworkers



EFBWW
Rue Royale 45
1000 Brussels
Belgium
Tel. +32 2 227 10 40
info@efbww.eu
www.efbww.eu