

## Summary Table of Peer Country Comments

|                | Labour market situation in the Peer Country   | Assessment of the policy measure   | Assessment of success factors and transferability   | Questions  |
|----------------|---|--|---|--|
| Czech Republic | <ul style="list-style-type: none"> <li>The employment rate is 65.5%, representing 4,918,800 employed people.</li> <li>The unemployment rate is 9.6%, representing 561,551 unemployed people.</li> <li>The economic inactivity rate is 41.4%, accounting for 3,700,000 inactive people.</li> <li>885 000 people (8.9% of the population) are in relative poverty and 4.6% of the population are in absolute poverty.</li> <li>The highest relative poverty is concentrated in the NUTS2 regions of Moravia-Silesia (12.1%), North-West (11.6%) and Central Moravia (11.0%). 35.2% of the overall national workforce is concentrated in these three regions.</li> </ul> | <ul style="list-style-type: none"> <li>Similar definitions of employability, similar target groups for actions and similar challenges on the labour market but substantially different models and support structures for dealing with these issues in Scotland and in the Czech Republic.</li> <li>A weak, or non-existent, culture of multi-stakeholder partnerships and their long term capacity building and use, to solve employability challenges.</li> <li>No or little support of local/regional partnership for employability in the existing and prepared national strategies for employment and in the reform of employment services starting in April 2011.</li> <li>Important role for the European Social Fund in design and implementation of smaller scale partnership solutions for the labour market.</li> <li>Bottom-up example of the first territorial employment pact is underway in the Moravia-Silesia region.</li> </ul> | <ul style="list-style-type: none"> <li>Generally transferable model of local employability partnerships and their learning network.</li> <li>Several preconditions needed, starting from partnership culture through national or regional strategy to capacity building of multi agency partnerships.</li> <li>Identified preconditions not yet available in the Czech Republic.</li> <li>However, transfer of similar model already being piloted in the Moravia-Silesia region (as an example of establishing the necessary preconditions) and transfer of inspiration from the global learning network within OECD LEED Forum on partnerships and local governance.</li> </ul> | <ul style="list-style-type: none"> <li>Sustainability of the Local Employability Partnerships and their learning network in times of significant public sector budget cuts?</li> <li>UK wide Work Programme and its influence on the work of LEPs and ELN?</li> <li>Overlaps between the Jobcentre Plus and the LEPs' activities?</li> <li>Long term capacity building and use of private sector agencies within LEPs in the context of public procurement legislation?</li> <li>Cooperation within the OECD LEED forum on partnerships and local governance?</li> </ul> |

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| <b>Estonia</b> | <ul style="list-style-type: none"> <li>Estonia was severely hit by economic crisis, the recovery, however, has been quite remarkable;</li> <li>Within the past year, unemployment has declined from 20 percent to 14 percent;</li> <li>GDP grew by 7% in the last quarter of 2010;</li> <li>Despite signs of recovery, the situation in the labour market remains tense for at least next 2-3 years.</li> </ul> | <ul style="list-style-type: none"> <li>The National Resource Centre for Guidance in Estonia deals with enhancing knowledge of career service providers by keeping up the network, organizing training and developing (and organizing the development of) methodology and career information;</li> <li>This initiative increases the quality of career guidance among service providers that belong under different government / local government institutions or are NGOs.</li> </ul> | <ul style="list-style-type: none"> <li>The Scottish Employability Learning Network is a very interesting example of a well functioning network;</li> <li>Concerning the transferability of the ELN, the present administrative capacity of smaller Estonian local authorities is probably going to be an obstacle if the network is based mainly on the contribution of experience and knowledge of network members;</li> <li>Nevertheless, two or three larger local authorities have had quite intensive experience in dealing with employability issues during the recent crisis and thus could give valuable input to that kind of network;</li> <li>With a slightly changed coordination scheme, that kind of initiative would be a valuable tool in order to increase the employability of the Estonian population.</li> </ul> | <ul style="list-style-type: none"> <li>Was the Employability Learning Network an initiative mainly driven by the Scottish Government or was it strictly a bottom-up initiative?</li> <li>To what extent was the administrative capacity and experience build-up of Local Employment Partnerships a prerequisite to the establishment of Employability Learning Network?</li> <li>What could be done in order to identify best practices in the field of increasing employability from the long list of activities that are regularly implemented?</li> </ul> |
| <b>Ireland</b> | <ul style="list-style-type: none"> <li>Ireland's GDP declined by 3.5% in 2008 and 7.6% in 2009 and is expected to decline further in 2010 (by</li> </ul>  | <ul style="list-style-type: none"> <li>The employment and labour market situation in Ireland is in many ways similar to that of Scotland. Both are small economies experiencing</li> </ul>  | <ul style="list-style-type: none"> <li>In terms of transferability Ireland like Scotland is experiencing serious difficulties in achieving labour market objectives while both countries have</li> </ul>   | <ul style="list-style-type: none"> <li>How was buy in to the national framework that underpins the Network achieved?</li> <li>How is the high level of</li> </ul>  |

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|  | <p>0.3%) before beginning to recover, growing by a forecast 1% in 2011</p> <ul style="list-style-type: none"> <li>The male employment rate fell to 63.1% in 2010 from levels of 77% and above during 2006 and 2007. Among females the employment rate fell to 55.7% in 2010.</li> <li>The unemployment rate stood at 14.7% (seasonally adjusted) in Q4 2010. Long term unemployment accounted for 51.5% of total unemployment in 2010. Almost a third (31.4%) where no person was at work in the household were at risk of poverty in 2009</li> </ul> | <p>recession following a period of growth. Both have adopted strategies aimed at stimulating job growth and sustainable enterprises.</p> <ul style="list-style-type: none"> <li>Irish government policy supports activation measures for jobseekers and provides for a systematic engagement of the employment services with unemployed people.</li> <li>Ireland has in place a comprehensive system of local employment and social inclusion supports which have many similarities to the Local Employability Partnerships in Scotland and good practice is shared at the local level.</li> </ul> <p>Ireland has to date not developed a national framework for coordinating such learning. Nor does it have in place a national learning sharing mechanism similar to The Employment Learning Network to link the different players. However such an approach could be developed in Ireland building on existing experience and expertise at the local level.</p> | <p>a long experience of interagency working in pursuit of employment objectives.</p> <ul style="list-style-type: none"> <li>Lack of availability of resources to fund such an initiative, how best to develop effective structures to link national and local actors and identification of a national leader to drive such an initiative and to provide an appropriate framework for its operation would be the key challenges involved in adopting such an approach in Ireland.</li> <li>Agreement that economic recovery must be based on an inclusive jobs strategy and on the need for a wide ranging definition of 'employability', plus experience of multi agency partnerships and of developing and piloting new initiatives at the local level are the key supportive factors in adopting a similar approach in Ireland</li> </ul> | <p>engagement required to keep the network effective sustained?</p> <ul style="list-style-type: none"> <li>Where is the single point of engagement for interaction with the network positioned and how do the other players link in with this?</li> <li>How do you keep employers fully engaged with the network?</li> <li>How is good practice identified?</li> <li>What costs are involved in establishing the web based network and in keeping it fresh and up to date?</li> <li>How does the local and national level work together and what are the key success factors here?</li> <li>How do those seeking employment but not connected to IT participate in the process?</li> <li>What kind and level of outcomes are expected from the Employment Learning Network?</li> </ul> |

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| Netherlands | <ul style="list-style-type: none"> <li>The unemployment-rate at the national level is (at this moment) down to 5.2 % and expected to fall to 4.2 % in 2012.</li> <li>Still there are challenges: only about 60 % of the workforce in the larger cities is participating in employment and there is an over-representation of people from a non-European background on welfare rolls.</li> <li>There has been success in combating youth unemployment due to a more decentralised approach.</li> <li>Big changes are expected to take place within the next two to three years, caused by demographic developments (retirement of the baby-boom generation). It is expected that job-openings will occur in various sectors and within all levels of the labour market; creating substantial opening for jobs at the entry-level (lower skilled work).</li> </ul> | <ul style="list-style-type: none"> <li>The policy measure taken by the Scottish Government to establish the Scottish Employability Learning Network is a good example of a supportive approach to develop a network for all the relevant partners at a local/regional scale as an instrument for developing new ways to make progress on employment.</li> <li>In the Netherlands several network organisations have been in place for a number of years in a more institutionalised way.</li> <li>The services provided by the ELN are also offered in the Netherlands</li> <li>The unique selling point of the ELN is the openness of its membership and the way it is structured, creating and supporting partnerships with agencies, intermediate organisations, employers, etc. On the other hand, there seems to be no place for individual clients or a representation of the clients in the network. In the Netherlands there is a strong tradition of getting the clients involved.</li> <li>Regarding employer-involvement as one of the key issues to a</li> </ul> | <ul style="list-style-type: none"> <li>Having already intermediate organisations in place, creating a common ground or agreement on a wide definition of 'employability' is very important, defining the role and commitment and contribution of the partners involved.</li> <li>The second success factor is linking policy and practice.</li> <li>Establishing the ELN as a cross departmental initiative is also a success factor that could be applied in the Netherlands. Nowadays it becoming clear that, in order to solve problematic situations in the Netherlands, a more holistic based approach is needed.</li> <li>Another important factor in the Netherlands would be that the services, provided by the Network, are free of charge.</li> <li>One of the success factors that would definitely work in the Netherlands is the provision of practical guidance in the form of toolkits and the showcasing of good practices.</li> <li>Another factor that would work is the</li> </ul> | <ul style="list-style-type: none"> <li>How do you ensure that the information provided by the Network (for instance information on the situation on the labour market) is kept up-dated?</li> <li>Although in the Netherlands cities/municipalities experience a lot of freedom, it seems almost impossible to get the right people to the table. A real question would be: how did you manage to become so attractive for the partners involved?</li> <li>Having a lot of people and agencies involved in the Netherlands, some regions created a more 'inner circle' of participants in their regional networks. How to avoid this, in the perspective of establishing the ELN as a cross departmental and a cross organisational initiative?</li> <li>In the Netherlands there is no common management information system in place that services the partners involved. Is this really necessary? Establishing it would take a lot of time (and loss of money and energy) as there are</li> </ul> |

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|          |  | <p>successful partnership is a really innovative way of thinking. Getting them into the network is important. Putting this into practice is a real challenge. Being bureaucratic and government-funded it is not easy to have a more entrepreneurial way of assessing things.</p>   | <p>availability of good information on new developments and policy changes.</p> <ul style="list-style-type: none"> <li>• Creating ownership of the network by its participants would be something very new to the Netherlands</li> </ul>  | <p>several systems in place already.</p> <ul style="list-style-type: none"> <li>• From the clients perspective it would interesting to see in what way the participation of client-groups or client panels could contribute to the Network. Is there an opinion on this?</li> <li>• Employer-involvement is one of the key-issues to a successful How to establish good and sustainable relationships with entrepreneurs? What's the (hidden?) secret? How to establish more employer involvement?</li> </ul> |
| Portugal | <ul style="list-style-type: none"> <li>• An overall employment rate slightly above EU average (2009: 66.3%), but far below the Scottish score of 71.1%.</li> <li>• In pre recession (2008), ILO unemployment rate at 7.7% (close to EU average); in 2009 and 2010, a sharp increase reaching 11.2% (last quarter 2010; Scotland 8.0%).</li> <li>• Very high rate of long-term unemployment (2009: 4.3%).</li> <li>• Slow GDP recovery in 2009</li> </ul> | <ul style="list-style-type: none"> <li>• National employability strategy based on general effort to raise educational and qualification standards of the whole (present and future) workforce (active workers and young people at school).</li> <li>• Local support structures for a measure like ELN do not exist.</li> <li>• Dramatic developments due to debt crisis and recession shift the focus from employability to economic development / investment.</li> </ul> | <ul style="list-style-type: none"> <li>• The lack of local / regional support structures means that one of the central elements of an ELN is absent.</li> <li>• The recession shifts the focus from employability to jobs (more and more employable people do not find adequate jobs because companies are closing).</li> </ul> | <ul style="list-style-type: none"> <li>• What are the resources Scottish local authorities dispose of (legal competences, money)?</li> <li>• Do they invest a considerable part of their resources in employment activities?</li> <li>• Link between employability and economic development / investment?</li> </ul>  |

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|               | and recession since end of 2010.   |   |  |   |
| <b>Serbia</b> | <ul style="list-style-type: none"> <li>Low employment, the unfavourable employment structure and high unemployment are the main characteristics of Serbia's labour market.</li> <li>As the global economic crisis unfolded, employment declined to a greater extent than economic activity with the employment elasticity at a very high level of above 2.</li> <li>In April 2010, the overall employment of the working-age population reached a record low and the corresponding employment rate fell to 47.2 %. The corresponding unemployment rate simultaneously exceeded 20%.</li> <li>This negative trend slowed down in the second half of 2010, but discrepancies between Serbia's and EU's key labour market indicators</li> </ul> | <ul style="list-style-type: none"> <li>The Ministry of Economy and Regional Development, responsible for the employment portfolio, has placed a strong emphasis on the development of evidence-based employment policy, which has in its focus partnership action across different levels.</li> <li>A mechanism for an integrated approach to coordinate economic and social strategies and steer employment initiatives was envisaged by law through the role of Local Employment Councils.</li> <li>There are 126 Local Employment Councils formally established in Serbia. However, a recent survey by the ILO, in coordination with the National Employment Service, showed that the role and functions of Local Employment Councils vary substantially.</li> <li>Currently, Centres for Social Work and branch offices of the National Employment Service have no integrated services and programmes to offer to the most disadvantaged</li> </ul> | <ul style="list-style-type: none"> <li>The experience of the host country is a potentially useful example in supporting the efforts to place employment at the centre of local economic and social policies, as well as supporting the institutional capacity to formulate and implement employment objectives.</li> <li>As with the Employability Learning Network in Scotland, the Local Employment Councils in Serbia could be an instrument to steer many initiatives on employment planned and implemented at local level and to share good practice across the board.</li> <li>However, there are limitations to transferability of the Scottish experience. Working together in partnership across a wide range of areas is not straightforward and more work is still required to further connect the employability agenda to other policy domains.</li> </ul> | <ul style="list-style-type: none"> <li>Since unemployment is pervasive in Serbia, it would be interesting to analyse how delivery gaps in employability can best be addressed by involving wider partnerships.</li> <li>How best to foster and strengthen specific multi-agency employability partnerships?</li> <li>For adequate planning, it would be crucial to know when more mature partnerships start to have an impact in helping the most disadvantaged progress towards work?</li> </ul> |

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|               | remain to be profound.   | groups of unemployed.  |  |  |
| <b>Spain</b>  | <ul style="list-style-type: none"> <li>Spanish workforce totals 18.5 million people and there are 4.6 million unemployed (2010 average figures) which represent 8 and 21 times the Scottish figures, respectively.</li> <li>Employment rate has diminished 7 points due to the crisis and remains below 60% (11 points below the Scottish one). Temporary workers represent 25.4 % of the total workforce, 11 percentage points over EU average on third quarter of 2010.</li> <li>Legal and administrative organization that regulates actions in order to enhance labour market results relies heavily on decentralization and regional autonomy.</li> </ul> | <ul style="list-style-type: none"> <li>Though the Spanish labour market is suffering significantly as a result of the economic crisis, some innovative improvements have been made on establishing networks with a multilevel and multi-agency philosophy.</li> <li>Network experiences at a national level have been centred on social inclusion and people at the margin of labour market. The Community Initiative EQUAL has been a great impulse to develop this kind of territorially-based configurations.</li> <li>Main pitfalls have been related to the complexity of levels involved in the Spanish institutional architecture and the high diversity of regional problems and intervention strategies.</li> </ul> | <ul style="list-style-type: none"> <li>In order to apply some features of the ELN, Spanish social agents and its public sector should manage to create relational strategies articulated between local and regional fields. However, there are no institutions that could represent provide an impulse at these intermediate levels that should be found to improve the effectiveness of network initiatives.</li> <li>Anyway, a wider strategy should involve the regional level as its ideal field of coordination, especially because employment and other services have been transferred to it.</li> <li>A transversal approach could fail because of legal and administrative obstacles and a lack of co-operation between government departments and other actors.</li> <li>Scottish experiences should encourage Spanish agents to focus its efforts on regional level</li> </ul> | <ul style="list-style-type: none"> <li>How do ELN assign roles and encourage commitment of its members?</li> <li>Which are the main instruments to foster participation among more informal agents?</li> <li>How could ELN managed to find a consensus among employment and community social services in order to implement such a holistic strategy on employability?</li> <li>What evaluation mechanisms have been set? How is the quality of the materials assessed?</li> </ul> |
| <b>Turkey</b> | <ul style="list-style-type: none"> <li>An overall employment rate of 48.8 percent - below the UK</li> </ul>  | <ul style="list-style-type: none"> <li>There are similarities in terms of the participation in the multilateral</li> </ul>   | <ul style="list-style-type: none"> <li>In order to transfer this network in Turkey, first of all, the ISKUR labour market infrastructure should be</li> </ul>  | <ul style="list-style-type: none"> <li>How should this process of ELN be initiated?</li> </ul>   |

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|  | <p>and EU averages</p> <ul style="list-style-type: none"> <li>The number of employed persons in 2010, according to the previous year, increased by 1.317 million.</li> <li>In 2010, the unemployment rate stood at 11.9 percent, representing a decrease of 2.1 according to the previous year. The number of unemployed is 3 million persons.</li> <li>According to the EU and the UK average, Turkey's growth rate of 7.5 percent is quite high.</li> </ul> | <p>structures at the national level.</p> <ul style="list-style-type: none"> <li>Employment and Vocational Training Boards are responsible for designing employment and vocational training policy at local level.</li> <li>ISKUR and its branch offices have started to be equipped with an electronic registering system, as well as a self-service computerized information system.</li> <li>There is no structured network at national level like the ELN.</li> </ul> | <p>improved.</p> <ul style="list-style-type: none"> <li>The mapping all the relevant services can be an approach transferred to the peer country.</li> <li>The main challenge in Turkey in terms of increasing employment is the lack of structured networks which ease the flow of information.</li> </ul> | <ul style="list-style-type: none"> <li>Which actors must be there from the start and be responsible for the whole system?</li> <li>How is the partnership selected and by whom?</li> <li>How can the scale of usage for the network be enhanced?</li> </ul> |