



Social partners and their contribution to the development of businesses

Javier Ferrer Dufol
Vice President of the
Fundación Tripartita para la Formación en el Empleo
(Tripartite Foundation for On-the-Job Training)

Brasilia, 27 October 2009



Vocational training, enterprise sustainability and decent work



Social Dialogue

- ❑ Transition legislation
- ❑ Solutions at a time of crisis
- ❑ Addressing key issues (e.g. entry to the European Union)
- ❑ Significant specific subjects



Social Dialogue in V. T.

Vocational training is a work setting in which it is easy to promote dialogue as the interests of the company and of the workers concur.



Social Dialogue in V.T.

- ☐ The Continuous Vocational Training System is a result of Social Dialogue
- ☐ It facilitates access to training for companies and workers
- ☐ It improves the competitiveness of companies and the employability of workers



Social Dialogue in V.T.

1984 – Social and Economic Agreement
Vocational Training contribution

- ▣ 0.7% of salaries devoted to funding VT for unemployed and employed workers:
 - 0.6% contributed by the employer
 - 0.1% contributed by the worker



Collective Negotiation

- ❑ 70% of agreements include some kind of understanding with regard to training
- ❑ 40% of these agreements make reference to the Training Agreements



Social Dialogue in V.T.

I National Agreement on Continuing Vocational Training 1992 Tripartite and Bipartite

- ❑ Promotes personal and professional development and the prosperity of both companies and workers for the benefit of all.
- ❑ Contributes to economic effectiveness by improving the competitiveness of businesses.
- ❑ Adapts to change brought about both by technological innovation and by the new forms of labour organization.
- ❑ Contributes to fostering the development of new economic activities through continuous vocational training.



Muchas Gracias
Thank you very much
Muito obrigado



Vocational training, enterprise sustainability and decent work