

BerlinWorks

**Strategic Realignment
of the Labour Market and Vocational Education
Policies
of the State of Berlin
in the Legislative Period 2011 – 2016**

- Key Points -

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The programme BerlinWorks will effect a readjustment of the labour market and vocational training policies in the State of Berlin. It serves as a basis for a holistic and cooperative approach to politics with an aim of combatting unemployment in Berlin.

The main goals of BerlinWorks are:

- to reduce the number of unemployed in Berlin,
- to enforce “decent work” as a basic principle,
- to further develop Berlin as a top location with excellent skilled workers and
- to improve the interplay between the relevant actors to increase the efficiency of means.

The implementation and operationalization of the programme BerlinWorks will be approached in close cooperation with the partners in the labour market, including the Federal Employment Agency and economic and social partners.

1. Starting Situation -

The basis for the realignment of the labour market and vocational training policies are the political and economic changes throughout the recent years, which have become noticeable also in the rising demand for employees.

The “Gemeinsame Fachkräftestudie Berlin-Brandenburg” (Joint Skilled-Workers-Study Berlin-Brandenburg) forecasts a significant need for skilled workers in the region in the coming years. The demand for employees will mainly be focussed on skilled workers with a VET or higher education diploma.

The number of employees subject to social-insurance contributions at the employment location Berlin has risen from roughly 1.014 M in June 2005 to roughly 1.151 M in June 2011. In parallel, the number of unemployed has continuously – with the exception of the crisis-year 2009 – fallen to roughly 228.800 individuals on annual average.

Berlin is managing to more and more make use of its development potential. A positive dynamic has embraced the city. The economy of Berlin is on a course towards the future – even though not all of the structural problems from the time following the division of Germany have been overcome yet.

The industry in Berlin has readjusted itself in the past years and has significantly gained competitive strength due to its increased performance and close interlinking with the science and research complex.

Following a long period of adaptation, Berlin handicrafts now have regained their optimistic view towards the future as well. A strong diversification and focus on client-orientation characterize handicrafts in Berlin. Despite the predominance of small- and medium-sized businesses in the handicraft sector and main focus on the regional market, handicrafts are of high importance for employment in Berlin.

The service sector in Berlin is still growing. A strong pillar is tourism with its positive effect on employment in the hotel and catering industry as well as culture. The creative economy is continuously growing in Berlin. The start-up of the Berlin-Brandenburg airport will lead to an additional increase in the number of domestic and international visitors, business travellers as well as conference and exhibition visitors.

As a basis and the driving force behind economic development, industry and handicrafts are of significant importance. Yet, the main net product as well as most of the employment can be found in the tertiary sector. Berlin is a service sector metropolis. Roughly 85 % of the working population is working in the service sector.

Despite the positive economic developments, Berlin is not content with the present situation in the labour market. The unemployment rate in Berlin of 13.3 % was significantly above the German average of 7.1 % in 2011.

Taking a closer look at the structural specifics of unemployment, the following data is key (using the data available in March 2012):

- 49.4 % of all unemployed in Berlin have not completed any vocational education (the national rate in comparison: 41.0 %)
- The unemployment rate among non-German citizens in Berlin is roughly double the unemployment rate among German citizens in Berlin, a factor which is similar on the national level.
- The unemployment rate among 15 to 25 year olds is 14.0 % in Berlin – the national average is only 6.1 %.
- The unemployment rate among 55 to 65 year olds is 12.6 % in Berlin – the national average is only 8.7 %.
- In Berlin, roughly 81.1 % of all unemployed are dependent on support through subsistence-security as part of SGB II (social insurance) – the national average is only 68.5 %.

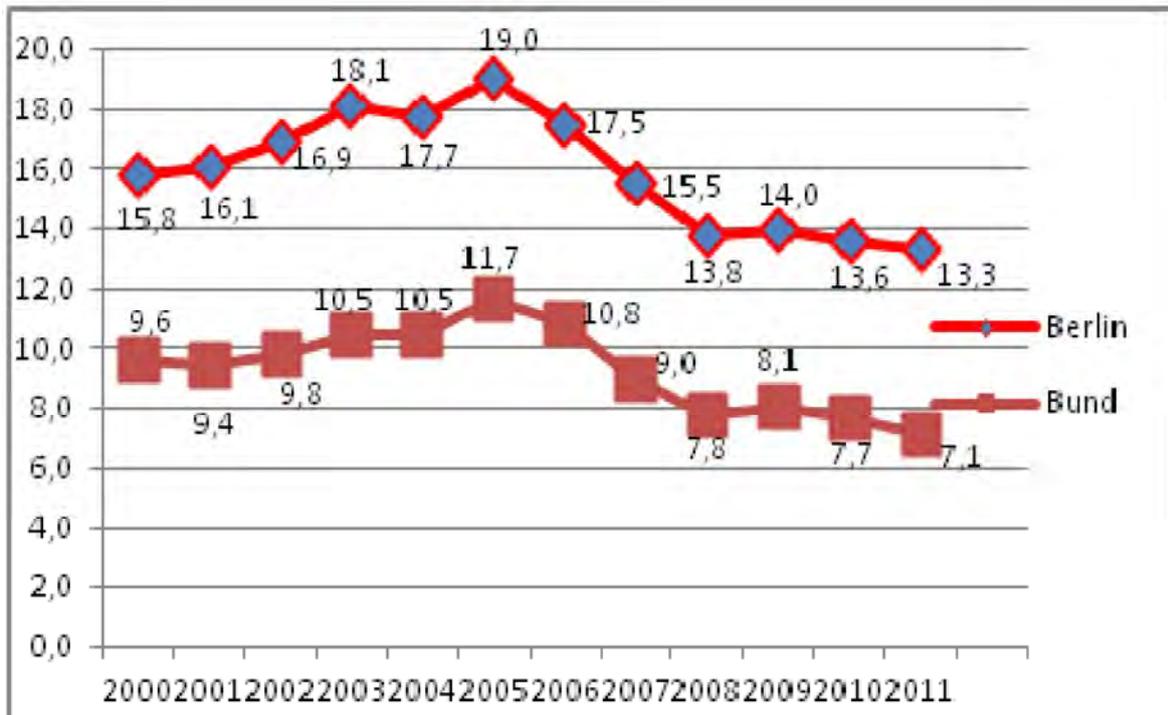
The actual amount of underemployment is higher than the number of unemployment demonstrates. For example, the unemployment rate does not take into account individuals taking part in employment promotion measures. Also, it does not reflect the unused potential of individuals which are not unemployed, yet work significantly fewer hours per week than they would like to. In addition, many women withdrew from the labour market in recent years – if the income of their partners allowed for it – due to the difficult labour market situation and it is reasonable to assume that many would like to be gainfully employed when the economy improves. Also, they are urgently needed to alleviate the strong need for skilled workers.

The share of employees with a limited work contract among all employees (except apprentices) is roughly 15.5 % according to the micro-census of 2010 and therefore is above the national German average of roughly 10.7 %. The higher share in Berlin is partly due to the worse labour market situation and may also be explained by the strong presence of economic branches in which limited contracts are prevalent in general, as for example at universities and in research as well as in media.

In July 2011, roughly 126.000 SGB II-beneficiaries were working, roughly 29.366 or 21 % of which were in a full-time employment contract subject to social-insurance contributions (excluding apprentices).

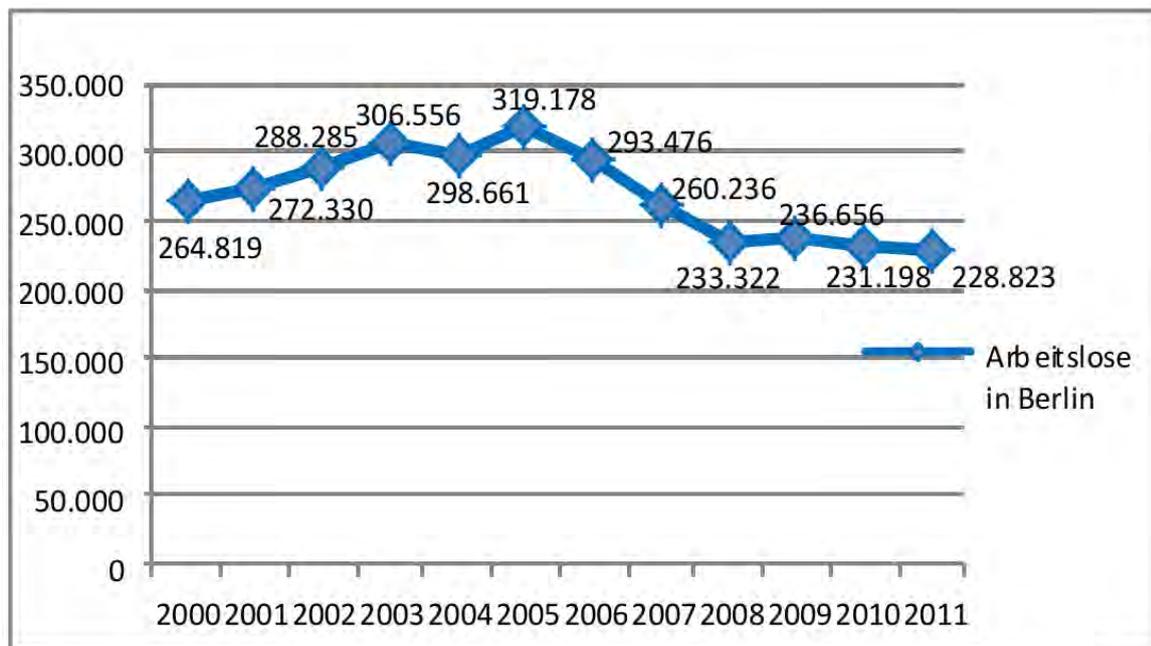
All in all, the positive economic developments allow for optimism with regards to the significant reduction of unemployment and raising the level of employment through the relevant cooperation of all actors. Even those so far having a hard time finding employment now face new integration opportunities.

Unemployment Rate (in Relation to Civil Labour Force in %)



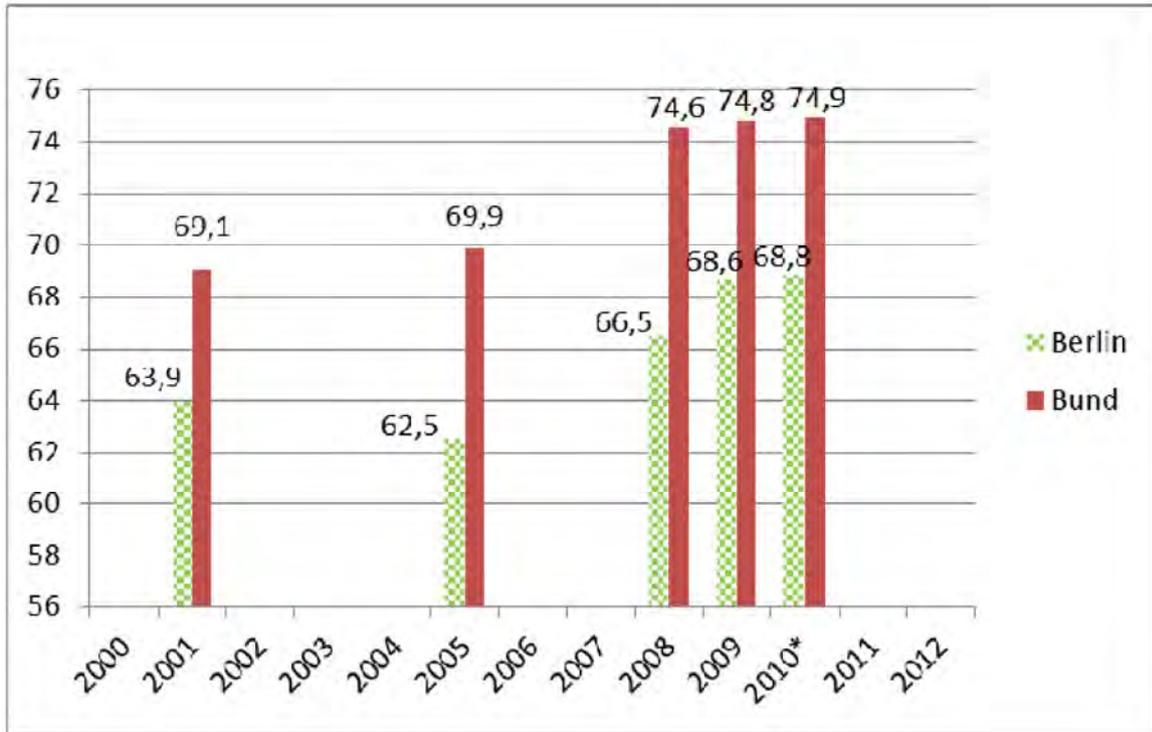
Source: Statistik der Bundesagentur für Arbeit, Arbeitslosigkeit im Zeitverlauf (Dated: February 2012)

Development of Number of Unemployed in Berlin



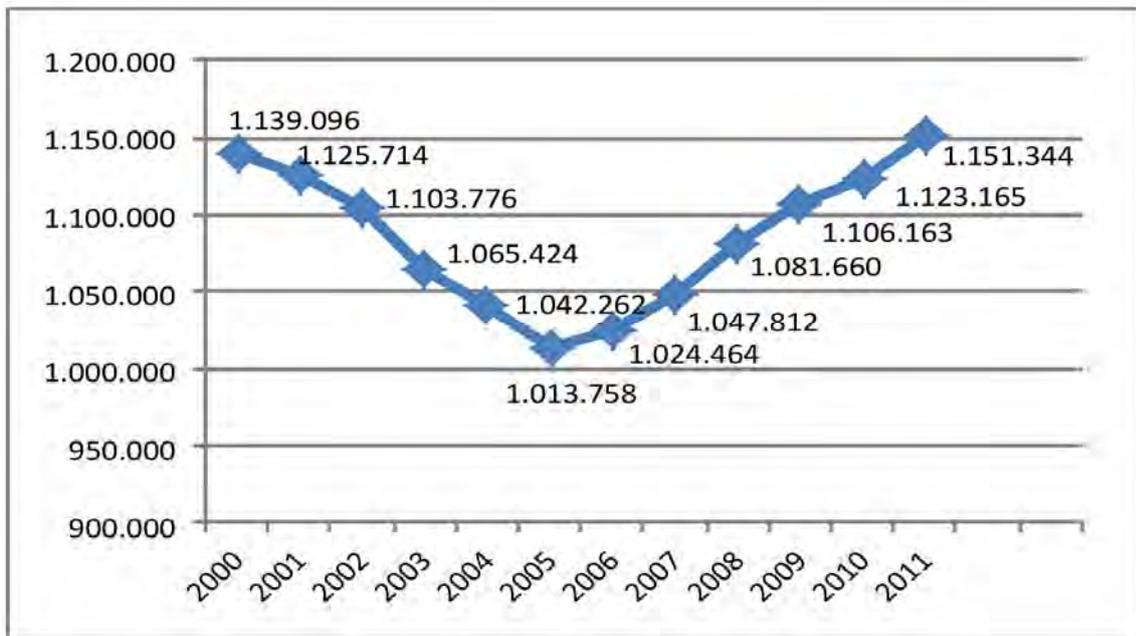
Source: Statistik der Bundesagentur für Arbeit, Arbeitslosigkeit im Zeitverlauf (Dated: February 2012)

Employment Rate among 20 to 65 Year Olds



Source: Statistisches Landesamt Baden-Württemberg, Stuttgart, 2012

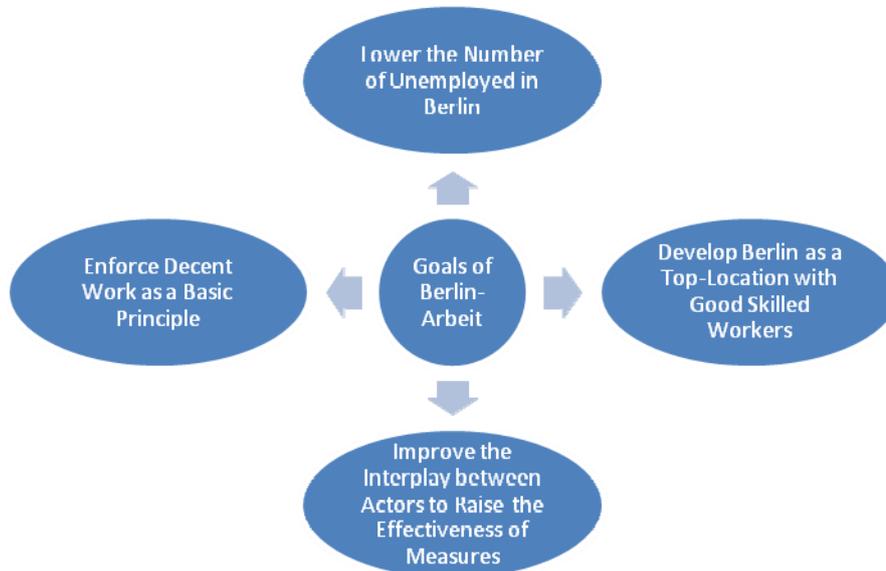
Development of the Number of Employment Contracts Subject to Social Insurance Contributions at the Location Berlin (Numbers Each Refer to the End of the Second Quarter)



Source: Statistik der Bundesagentur für Arbeit, Beschäftigungstatistik, Dated: January 2012

* Limited comparability with the data from previous years due to changes in the definition of employment in order to comply with international standards.

2. Goals of BerlinWorks -



Goal 1: Lower the Number of Unemployed in Berlin

BerlinWorks focuses on reducing the number of unemployed in Berlin. Taking into account the implementation of BerlinWorks and the positive economic development in both Germany as a whole and Berlin in particular, a continuation of the trend realistically allows for the assumption that by 2014, the number of unemployed in Berlin is below 200.000. With regards to the pressing social issue of youth unemployment, the chance has come to also lower this rate below 10 % until the end of the legislative period.

The Senate will actively promote and support this development, utilizing the planned labour market policy instruments which are detailed in the fields of action below.

If all actors in economic, labour market and vocational education politics cooperate hand-in-hand, this will enable also long-time unemployed, elderly, women, individuals with disabilities and individuals with migration backgrounds to profit from the newly arising employment possibilities.

The experiences gathered as part of the “Berlin Job Offensive” show that improved staff/customer ratios and specific support in particular lead to improved integration success. The State of Berlin especially emphasizes the achievement of sustainable integration.

Goal 2: Enforce Decent Work as a Basic Principle

The Berlin Senate has put a high priority on the task of promoting “Decent Work” in terms of good working conditions.

The characteristics of “Decent Work” are especially

- securing the workplace,
- an income securing subsistence,
- the healthy and humane design of the workplace and working hours,
- avoidance of any kind of discrimination at the workplace,
- equal pay for equal or equivalent work,
- reconcilability of family and employment and
- individual development and promotion opportunities.

Discrimination-free access to vocational training and employment are to be enforced, especially independent of

- age,
- disabilities,
- gender,
- ethnic origin,
- sexual orientation or
- religion.

To realize good working conditions it is important to strengthen the principle of social and tariff partnerships and support the active representation of interests of the employed in businesses and administrations.

Due to its negative impact on the employed as well as both the economy and society, illegal employment, violations against minimum wage laws and immoral wages have to be combated continuously and relentlessly.

Good working conditions are important location factors with regards to the safeguarding of future skilled workers. BerlinWorks will help to develop the federal capital Berlin into the “capital of decent work”.

Goal 3: Develop Berlin as a Top-Location with Good Skilled Workers

It is one of the main aims of BerlinWorks to work towards securing a sufficient number of well qualified skilled workers both medium and long term.

A high level of qualification of the working population is of central importance for the economic development, competitiveness and attractiveness of a region.

To ensure the adequate supply and development of skilled workers, initiatives are necessary in very diverse areas:

- Utilizing the chances offered by the dual vocational training system.
The dual vocational training system is of central importance – to safeguard both the vocational outlook for individual youths as well as the needed skilled workers in general. Every young person who wishes and is able to acquire vocational education should therefore receive a chance to do so. The number of drop-outs in vocational education should be lowered. The same applies to the drop-out rates among students in Berlin schools, as the school diploma is an important success factor in vocational and further training.

- Exhaust the skilled worker potential among those unemployed.
Among those, who are currently not or only part-time employed, many skilled workers or individuals who could become such skilled workers can be found. This currently unused skilled worker potential, especially among the elderly, women, individuals with disabilities as well as individuals with migration backgrounds, has to be developed through adequate measures in activation and qualification.
- Establishment of a welcoming culture and recognition of qualifications acquired abroad.
Many individuals coming to Berlin from abroad have completed vocational education outside of Germany. To improve the skilled worker potential it is important to recognize qualifications acquired abroad, provide opportunities for complementation and ensure a qualifications-adequate employment. In addition, the attractiveness of Berlin as a place to live and work for migrants has to be strengthened as part of a welcoming culture.
- Strengthening of the further training commitment.
Vocational further training has to be expanded so the employed are able to continuously further develop and adapt their competences considering the rapid social, economic and technologic changes they face. A school diploma and vocational education are important for the start of working life, but the safeguarding of employment throughout working life is highly dependent on the chance for continuous vocational further training.

The safeguarding of sufficient skilled workers in the dual system and the further training of employees are both primarily tasks of private and public employers as well as the social and economic partners. Labour market and vocational education policies are mainly responsible for the assurance of good starting as well as framework conditions for the initiation of vocational education or further education and enforcing transparency on the vocational and further education market.

Guaranteeing the education of the academic up-and-coming as well as the securing of an internationally recognized scientific and research landscape in Berlin is one of the central goals of the State of Berlin's policies. The significance of this policy area for Berlin's economic competitiveness and local jobs should not be underestimated. At this point in time, however, an integration of this policy area into BerlinWorks is not foreseen.

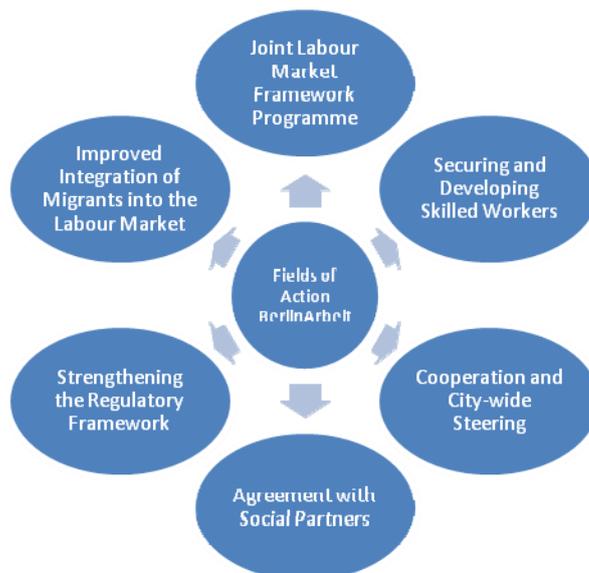
Goal 4: Improve the Interplay between Actors to Raise the Effectiveness of Measures

Whenever there is a multitude of relevant actors – as is the case in labour market and vocational education policies – a strong effectiveness when implementing measures may only be achieved when goals and instruments are in tune.

Therefore, it is a main goal of BerlinWorks to intensify the cooperation in particular with the Regional Directorate Berlin-Brandenburg of the Federal Employment Agency and the social and economic partners as well as within the Berlin administration.

Flanking measures offered by the districts which support integration, for example child care, advisory services for debtors or addiction counselling, play an important role in enabling fast and sustainable integration in education and work next to direct employment promotion measures.

3. Fields of Action of BerlinWorks



Field of Action 1: Developing a Joint Labour Market Framework Programme

The Senate Department for Labour, Integration and Women's Issues will develop a Joint Labour Market Framework Programme in cooperation with the Regional Directorate Berlin-Brandenburg of the Federal Employment Agency until the end of 2012.

This programme will contain labour market strategies, approaches and measures which are finely tuned between the Regional Directorate and the Senate Department.

In particular, integrative strategies which span across job centres and are of city-wide relevance will be agreed upon and entered into the labour market and integration programmes of Berlin job centres, where they will be adapted and enhanced to fit with the specifics of the respective districts.

A strong emphasis will be put on the promotion of integration into the first labour market considering the improved employment opportunities.

It will also be determined which measures shall be supported through state funds. State-funding in labour market and vocational education promotion in the future will mainly concentrate on

- systematic qualification for the regular labour market,
- coaching to support work initiation as well as
- support services to the integration of individuals with additional support needs.

Focus on the Integration into the Regular Labour Market

The focus will be clearly put on the integration into the regular labour market in the future.

This also applies to the integration of individuals which previously had limited chances of labour market access due to their low vocational qualification, limited knowledge of the German language, age, disabilities, health issues and/or limited time flexibility. The following measures are deemed especially necessary in achieving this: Intensive counselling and support in the search for a job and application process as well as work initiation and stabilisation of the employment relationship, combined with qualification offers and help in coping with individual and/or family-related problems which might hinder integration.

To ensure sustainability in labour market integration, special emphasis is being put in the coaching-approach. The Senate Department for Labour, Integration and Women's Issues will therefore promote coaching measures for the support to work initiation and provide every jobcentre in Berlin with a corresponding offer. The coaching may be used by the jobcentre to provide support during employment initiation as part of the "Berlin Job Offensive", employment initiation of individuals far away from the labour market and the initiation of employment with integration subsidies or subsidized employment in companies in accordance with § 16e SGB II. The coaching is usually provided for 6 to 12 months following the start of employment.

The effects and success factors of the "Berlin Job Offensive" will be analysed. On the basis of the new insights gained, the "Berlin Job Offensive" will be further developed in order to enhance the integrative success rate both quantitatively and qualitatively.

The two-year budget for 2012/2013 reflects the stronger emphasis put on the promotion of integration in the regular labour market. The promotion of qualification measures, coaching and direct integrative support has been prioritized and corresponds to the reform of instruments on the federal level, getting rid of a multitude of employment measures.

Support to Business Start-ups

Starting his or her own business may be a possibility for an unemployed to find his or her way back into working life. The State of Berlin therefore promotes the idea that individuals interested in starting a business are supported both through counselling on business development and forming a strong foundation concept as well as financially. This includes diverse and broadly established offers provided by Business Development of the State of Berlin, the chambers, the Investment Bank Berlin and additional institutions (www.gruenden-in-berlin.de). Both SGB III as well as SGB II provide instruments for the support of business starters coming out of unemployment.

As part of start-ups, many employment relations subject to social insurance contributions are created. The Senate Department for Labour, Integration and Women's Issues will increasingly subsidize the hiring of unemployed in newly started business through wage subsidies.

Restructuring of Qualification Promotion

Participation in qualification measures especially raises the chances of integration into the labour market whenever the qualification is finely tuned to the individual background, provides competences in line with the needs of the labour market and whenever the gained competences can be evidenced through recognized certificates or other written attestation.

The qualification offers within the financial responsibilities of the State of Berlin will be principally orientated towards the Educational Target Planning of the Berlin jobcentres and employment agencies, the results of the Joint Skilled-Workers-Study Berlin-Brandenburg as well as the results of the skilled worker monitoring of the IHK.

The Senate Department for Labour, Integration and Women's Issues endorses the alignment of the Educational Target Planning with the qualification-related requirements of the regional labour market. The Educational Target Planning covers a wide range of qualification requirements. For example, qualifications leading to a VET degree may be promoted as well as the acquisition of certified partial qualifications, among others, in industrial-technical, business management and administration, social care and information technology areas. The Federal Employment Agency integrates representatives of the State of Berlin in the process of designing the Educational Target Planning.

For the Senate Department for Labour, Integration and Women's Issues it is of special importance that labour market relevant qualifications are offered also for individuals with lacking educational backgrounds.

The promotion of qualification opportunities by the Senate Department for Labour, Integration and Women's Issues for individuals in publicly subsidized employment will also be restructured accordingly. The use of such offers is solely voluntary and takes place outside of the working hours of the publicly subsidized employment measure. In the future, more time-consuming qualification offers will be prepared also for individuals in employment measures to raise their chances in the labour market through more complex and intensive qualifications.

Reorientation within Publicly Subsidized Employment

Due to the situation in the labour market as well as the severe integration barriers of some of the unemployed, Berlin will continue to need publicly subsidized employment.

More than before, measures in publicly subsidized employment will be tailored to make sure that they raise the chances of integration into the regular labour market. Additional coaching and qualification opportunities for the employed add to this goal.

In selecting the promoted areas of employment, the use of the work performed for the general good is an important, but not central criterion. In addition, attention has to be paid to ensure that publicly subsidized employment measures provided through non-profit organisations do not endanger any regular employment contracts.

Despite the necessary focus on the regular labour market, the Berlin Senate does not ignore the fact that some unemployed have placement barriers that are so severe, that their chances on the regular labour market are minimal even with a good labour market situation

and matching qualifications. A society may not give up on these individuals either. New ways have to be found – via federal legislation – of ensuring social participation for these individuals, including inclusion and recognition through “work”.

Field of Action 2: Securing and Developing Skilled Workers

Among others, the following actions are being implemented in order to secure and develop sufficient skilled workers as well as combat youth unemployment:

- a) Vocational orientation is expanded in the lower secondary education (Sekundarstufe I). The vocational orientation measure “Komm auf Tour” (Come on Tour), which supports the youths in recognizing their strengths, is planned to reach roughly 10,000 students and pupils in 7th grade annually in the coming years. The Berlin Programme for Deepened Vocational Orientation for Students (Berliner Programm zur vertieften Berufsorientierung für Schülerinnen, BVBO), shall be expanded to reach roughly 15 % of all students in lower and higher secondary education by 2016 (currently: 10 %).
- b) The senate department responsible for education will continue its measures (among others, specialized organisational form of dual learning in integrated secondary schools, measures against educational distance) in order to further reduce the number of students leaving school without a diploma.
- c) Through strengthened monitoring offers both at the intersection between school and employment as well as during vocational education itself, youths shall be supported in their occupational choice and in overcoming any problems faced in the businesses in order to reduce the number of VET dropouts. The two-year budget for 2012/2013 and the financing plan foresee an additional 1 million Euros for this. The rate of premature cancellations of VET-contracts shall be lowered from nearly 27 % in 2010 to below 23 % by 2016 (calculated in accordance with the so-called “layer-system” (Schichtensystem) of the Federal Institute for Vocational Education and Training.
- d) In order to improve individual occupational perspectives and the skilled worker situation in the future, more youths and young adults have to be lead towards a successful VET-degree. We endorse the following:
 - Expanding the amount of open business-based VET opportunities in Berlin,
 - Decreasing the issue of mismatching on the VET-market in order to fill the offered VET-places with youths,
 - Increased openness of the businesses for youths with difficult starting situations,
 - Increased usage of the Federal Employment Agency-funded measure for initial qualifications in order to lead youths towards VET,
 - Advertise the possibility of using training-accompanying support provided by the Federal Employment Agency in order to ensure the VET is a success,
 - Complementary promotion of additional business-based VET opportunities by the State of Berlin, especially through the strengthening of cooperative training schemes,
 - Strengthened usage of opportunities in second chance education by older youths without completed VET.
- e) Through the promotion of transparency, counselling and quality in the further training market the State of Berlin will contribute to good framework conditions for life-long

learning and effectiveness in vocational further training. The employers are asked to increase their engagement in vocational further training of their employees.

- f) The State of Berlin actively promotes improving the conditions for the compatibility of family and work life to enable more women to achieve independent income maintenance and more men to perform family duties. The improved compatibility of family and work life is at the same time of great importance with regards to the activation of additional working population in order to safeguard the skilled worker supply. The State of Berlin is therefore – within its possibilities – working towards, among others, changing role models in the family-related division of tasks, more family-friendly working hours, increased support to persons with relatives requiring care as well as a quantitatively sufficient and qualitatively good and flexible child care facilities. In the area of child care facilities, Berlin is already in a pioneering role within Germany.

The agreements made with the social and economic partners are of great importance for the securing and developing of skilled workers at the location Berlin.

The following are to be especially emphasized:

- The “Berlin Agreement on Securing the Next Generation of Qualified Employees for Enterprises through VET” (Berliner Vereinbarung zur Nachwuchskräfte-sicherung für Unternehmen durch Ausbildung), to be implemented 2011 to 2014,
- and
- The “Masterplan Qualifications”, which will be further developed jointly with the social and economic partners in order to improve both the strategic relevance of qualifications as a location factor and safeguarding social inclusion in working life of all citizens through vocational education.

Field of Action 3: Cooperation and City-wide Steering

To improve cooperation and city-wide steering within the area of integration promotion, the Senate Department for Labour, Integration and Women’s Issues will advocate

- a) the improvement of city-wide steering within labour market policies and the use of relevant possibilities provided by target agreement systems,
- b) the improvement of cooperation structures of labour market and VET actors for the agreement of targets and activities,
- c) extend the information exchange and the cooperation within the districts with regards to the promotion of integration in training and education.

Recommendations on city-wide steering will be put forward in accordance with the Senate decision dated 2.11.2010 by the end of the 4th quarter of 2012.

Field of Action 4: Improved Integration of Migrants in the Labour Market

The group of individuals with migration backgrounds demonstrates a lower participation in the labour market than the group of individuals without migration backgrounds. To achieve an alignment in the long run, the State of Berlin will push for the

- prevention and/or combating of integration hindering deficits in the areas of school and vocational qualifications as well as commandment of the German language,
- improved utilization of the strengths resulting from the migration background, e.g. multilingualism and inter-cultural competences,
- development of targeted and low-threshold offers for individuals with special need for support and
- combating of discrimination of individuals with migration backgrounds.

To improve the integration of migrants in vocational training and the labour market,

- a) the share of youths from migrant families in dual vocational training will be raised. For this, the campaign "Berlin Needs You!" (Berlin braucht Dich!) will be expanded to include the private sector,
- b) the share of migrant youths in training in public administration or private companies owned in majority by the State of Berlin will be raised (the share shall be raised from currently roughly 17,5 % to roughly 25 % by 2015),
- c) the programme "Training in Sight" (Ausbildung in Sicht), which especially focuses on improving the training-readiness of the individual youths with migration backgrounds, will be further developed to increase the effectiveness with which the VET placement and labour market chances of the youths are improved,
- d) an initial counselling centre will be created in view of the new federal law on the recognition of vocational training qualifications acquired abroad (through the offers provided by the first counselling centre, financed by federal funds, at least 10 % of the applicants shall be reached on a yearly basis),
- e) the vocational qualification of unemployed with migration backgrounds shall be intensified taking into account especially the teaching of German language skills in the qualification measures (through an improved target group orientation in employment promotion the share of migrants shall be raised),
- f) youths with a migration background and an increased need for support during their training and in transferring from training to work shall be counselled intensively. An individual and custom-tailored approach to supporting these youths requires that different providers combine their competences and services and integrate, among others, schools, businesses, educational providers and migrant organisations in network structures. Socio-spatial strategies should be among those used.
- g) quality criteria for the inter-cultural opening and effective counselling and promotion of migrants shall be developed and tested in agreement with the Federal Employment

Agency in several jobcentres of Berlin. Following an evaluation of the experiences gathered, these standards shall be transferred to all Berlin jobcentres.

Field of Action 5: Strengthening the Regulatory Framework

The Berlin Senate stands up for fair and subsistence-securing employment conditions. Precarious employment conditions have to be pushed back.

As the top-most labour administration of the State of Berlin, the Senate Department for Labour, Integration and Women's Issues has the duty to contribute to the enforcement of regulations in the labour market and safeguarding of tariff autonomy. In the future, greater importance will be attached to this task in the State of Berlin.

With an aim of improving the employment conditions for employees, the Senate Department for Labour, Integration and Women's Issues plans to

- a) push towards correcting the employment-related regulatory framework within the Bundesrat (e.g. with regards to minor employment, pseudo-subcontracting to circumvent regulations on temporary worker placements, equal pay in temporary work, employee data privacy and the protection of informants)
- b) cooperate with the social partners in order to promote the designation of general validity of tariff contracts,
- c) combat bogus trade unions,
- d) continue the cooperation with other institutions in combating illegal employment, violations of minimum wages with regards to the temporary worker placement law, unmoral wages and other employment offences,
- e) take consequent action – following the example set by the jobcentre Stralsund – against employers which employ individuals entitled to SGB II-benefits under unmoral conditions or with wages in violation of minimum wage laws,
- f) expand the communication and information structures for informing employers and employees with regards to their rights and duties and to promote public discourse on conditions of “decent work”.

Field of Action 6: Agreement with Social Partners

The Senate Department for Labour, Integration and Women's Issues is planning an agreement with the central associations representing social partners in Berlin for joint initiatives to strengthen the social partnership and tariff system as well as a regular exchange with regards to current questions in labour market and vocational education policies.

From the perspective of the Senate Labour Department, the following points could be central in the agreement:

- Joint avowal to the importance of tariff autonomy,
- Appeal to strengthen the tariff-agreement-system (increased collective agreements, raising the share of contracts covered by tariff-agreements)
- Avowal to additional topics, e.g. “decent work”, promotion of diversity, inclusion of individuals with disabilities in working life in the labour market, equal access to training and employment for migrants, women in leadership positions.

It is the goal to complete the negotiation process for the Agreement with Social Partners by the end of 2012.

4. Organisation of BerlinWorks –

Achieving the goals set by BerlinWorks requires the dedicated commitment of many actors for several years.

BerlinWorks will be successful, if all important labour market and VET-policy related actors in Berlin promote BerlinWorks and take ownership within their possibilities.

BerlinWorks is a process in which forces are joined, targets are jointly approached and steps of implementation accompanied. An advisory council is envisaged for this.

In addition, it is planned to create communication campaign jointly between the Senate Department for Labour, Integration and Women's Issues and the Senate Chancellery to create public transparency with regards to the implementation of BerlinWorks – together with the partners of BerlinWorks – and enable the participation of all citizens.