



Towards 2016... What it means for working people and their families.....

A summary of the main provisions

Key Congress Demands

- Increase Pay to guard against inflation and share in economic growth.
- Encourage and support up-skilling Irish workers
- Change legislation and improve compliance to deal with growing incidences of exploitation and unfair treatment .
- Resolve our emerging Pensions Dilemma. Protect and enhance pension provision
- Develop our Care Infrastructure

Contents

| | |
|--|----------|
| Pay | 1 |
| Labour Standards | 2 |
| Up-skilling | |
| Equality and Participation | 3 |
| Future Investment in Economic and Social Lifecycle Approach | 4 |
| Children | |
| People of Working Age | |
| Older People | 6 |
| People with Disabilities | |
| Young Adults | |

Pay ... Rewarding working people, improving their quality of life...

Congress secured one of the best pay deals in the history of Social Partnership.

- The agreement provides for increases of **10% in basic pay over 27 months** through phased payments of **3% over 6 months, 2% over 9 months (2.5% on €10.25 per hour or less), 2.5% over 6 months, 2.5% over 6 months (4.6% annualised, 10.3% cumulative increase)**. Increases to apply in Private Sector from date of expiry of previous agreement. Increases to apply in the Public Sector from 1 December 2006.
- Minimum Wage adjustment to be agreed by 1 September and applied from 1 January, 2007. *(If no agreement, issue is referred to the Labour Court).*
- The Anti-Inflation group to continue its work.
- Provision for an agreement on employee financial involvement within 12 weeks.
- The Agreement is linked to an extensive Public Service modernisation programme.

| Weekly Earnings | +3% | +2% (or 2.5% up to €400 p.w) | +2.5% | +2.5% | € Increase |
|-----------------|---------|------------------------------|---------|---------|------------|
| €250 | 257.70 | 263.94 | 270.54 | 277.30 | 27.30 |
| €400 | 412.00 | 420.24 | 430.75 | 441.51 | 41.51 |
| €600 | 618.00 | 630.36 | 646.12 | 662.27 | 62.27 |
| €800 | 824.00 | 840.48 | 861.49 | 883.03 | 83.03 |
| €1,000 | 1030.00 | 1050.60 | 1076.87 | 1103.79 | 103.79 |
| €1,500 | 1545.00 | 1575.90 | 1615.30 | 1655.68 | 155.68 |
| €2,000 | 2060.00 | 2101.20 | 2153.73 | 2207.57 | 207.57 |

Tackling Our Future Pensions Problems.....

Congress sought, as a priority, significant responses to growing concerns about :

- the inadequacy of pension provision;
- employer reluctance to negotiate new schemes and threats to the continuation of existing Defined Benefits Schemes;
- the growing incidence of disputes arising from replacing existing Defined Benefit Schemes into Defined Contribution Systems in profitable companies.

Towards 2016 provides that:

- Government will engage with IBEC and Congress to formulate a **comprehensive policy on pensions**. A Government **Green Paper** will be published **within 12 months**. This process will be led by the Taoiseach.
- The optional **pensions provision of the Transfer of Undertakings Directive will be transposed into Irish Law**.
- Issues arising from **disputes will go to the National Implementation Body**.

Emerging Problems!

Major disputes such as GAMA, Irish Ferries and others highlighted the inadequacies of existing levels of regulation and its compliance. Commitments were sought to improve compliance with existing legislation including the keeping of records, payment of the going rate for the job and improvements to employment law in a number of areas.

Significant commitments were secured.

The development of the new ODERC will be given priority.

Future Congress Input :

Department Enterprise, Trade and Employment

FAS—Skills Strategy

Developing Local Union Network (education fund, Skills initiative)

High level Group on Manufacturing

Participation in development by NCPP of :

- National Workplace Strategy:
- Financial Guidelines
- Innovation Fund

Protecting Labour Standards....New legislation and better Compliance.....

- A new **Office of Director of Employment Rights Compliance (ODERC)** will be established, with the ability to commission its own research.

- The **number of Labour Inspectors will be increased** from 31 to 90 progressively by the end of 2007.

- **Legal, accounting and administrative support will be provided.**

- **New legislation** will be drafted to allow Revenue, the Department of Social and Family Affairs and ODERC to work together, **share data and target areas of non-compliance**

- **New Legislation** will also be introduced to require the **keeping of statutory employment records** in a prescribed format.

- **The failure to keep records will be a criminal offence punishable by a fine of up to €250,000.**

- **An improved Compliance Model will be introduced.**

- The **main focus** for redress for employees will be **Rights Commissioners, EAT and the Labour Court, bodies which will be able to award compensation of up to two years.**

- All legal penalties will be raised - fines will range from €5,000 to €250,000. Imprisonment will be an option

- **Legislation will be set down to protect whistleblowers.**

- In *Construction*, the RCT1 (tax form) regime will be overhauled to **minimise bogus self employment.**

- A **High Level Group will be established to track Labour Market trends**, including hourly earnings, self employment, employment conditions and Sectoral employment patterns.

- Existing **legislation** will be

amended to **prevent the replacement of workers via collective redundancy..**

- New contracts for public capital projects will require **certification of compliance with labour standards.**

- **New legislation to regulate Employment Agencies** will be introduced.

- A **new Code of Practice to regulate employment in the home** will be developed.

- **A new Economic Migration Policy**

Workers will be able to own their work permits and can transfer between employers. Non-EEA students will have to have permits. REA/ERO pay rates to apply to work permit application, language schools will be regulated.

Upskilling the WorkforceDeveloping Workplaces

- **A National Skills Strategy** Focussing on lower skilled and vulnerable workers (including manufacturing) with objective of improving employability.

- **Targeted assistance in the Manufacturing Sector** and other vulnerable employments,

- The **Union-led learning Network Pilot** (based on

UK Learning reps) to be expanded.

- Creation of a **Workplace Basic Education Fund**

- A targeted **Fund to help workers returning to third level education to pay fees.**

- **Guidelines on Employee Financial Participation** to be completed in 2006.

- Development and Implementation of a **National Workplace Strategy** including:

- A **Three-year Workplace Innovation Fund.**

- Deepening of Workplace Partnership approach at the level of the enterprise

- A Workplace Attitude Survey (2008).

Building on progress ...Equality and Work Life Balance

Congress/Union Agenda

The work of the **National Framework Committee on Work Life Balance** will continue, which includes:

- Promoting the implementation of enterprise-level family-friendly policies and practices.
- Developing and promoting practical **Guidelines**.
- Developing and Promoting **Codes of Practice on how statutory Parental and Force Majeure Leave can be taken**.

- Working on a co-operative basis at enterprise level on identifying and overcoming barriers that may exist to Work Life balance. **Barriers to flexible work and consultation with local childcare groups/providers** can be considered in this context.

- Provide **training to management, union, employer and workplace representatives** on the identified relevant family-friendly options and on best practice methods of implementation.

- Disseminating information on appropriate and relevant **national and international experience** with regard to the operation of family-friendly policies in the workplace.

- *Towards 2016* also includes the development of a **new Code of Practice for women engaged in domestic service** to regulate conditions.

- The **increase in the Minimum Wage** also contributes to gender equality.

- * Use of Work Life Balance information and training materials and audit tools

- * Promotion of the Code of Practice on Access to Part-time work.

- * Engagement with the Equality Authority to develop auditing role and capacity

- * Engagement on new Code of Practice with Department of ET&E.

Supporting participation and protecting against discrimination

Towards 2016 aims to exceed the Lisbon employment target of 70% overall, 60% for women and 50% for older workers

Greater participation among *women, people with disabilities, older workers and migrant workers* will be pursued through separate employment and related strategies specifically:

- A **National Women's Strategy** (to be published in 2006).

- An **Employment Strategy for people with disabilities**

- Training services to assist **Older People** remain in the workplace,

- measures will be developed to **tackle ageism**.

- **Language and other supports for Migrant workers**.

- **Lone Parents will get support** - access to childcare, flexible training and education opportunities.

- Existing equality policies will be reviewed.

- Existing legislation will be examined to establish **best practice in relation to positive action**.

- The **backlog of cases before the Equality Tribunal** will be removed.

- The work of the **National Framework Committee for Equal Opportunities** will continue to support equality initiatives in enterprises.

Equality and participation can be achieved with appropriate and adequate income and support services.

Accessing Work.... Employment opportunities through support

The importance of **balancing flexibility and security** is acknowledged.

- **Social Protection systems** will be examined to

- (i) deal with poverty traps which encourage dependency and

- (ii) facilitate labour market participation, mobility and transition.

- Social protection will also be developed to ensure that atypical working, work and family life and those on low incomes will be supported.

- The **National Employment Action Plan** referral process will be extended to other groups such as lone parents and people with disabilities.

- An **individual Case management approach** for social welfare recipients of working age will be adopted.

- **Progression from CE** to full-time employment will be further supported.

- **Enhanced income support** i.e lowest Social Welfare rates to increase.

Follow-up work to the Report on the '*Fully Inclusive Social Insurance Model*' to encourage coverage for atypical workers,

Work closely with the *Department of Social and Family Affairs, Enterprise, Trade and Employment* and FAS.

Influence developments in income and other supports.

Congress/Union Input :

Towards 2016 Steering Committee

National Economic and Social Council

Submission to National Development Plan + follow-up meetings

Representation on range of 'Sectoral' bodies: (see below)

Representation on National Social Inclusion Consultation Group (NAPs (process).

Annual Budget process.

Investment will support Social and Economic Progress

National Housing Forum

Manufacturing High Level Group

FAS

Knowledge Society Action Plan
 –NESC (Learning Society Foresight)
 - e-Inclusion Strategy Working Group

Public Transport Partnership Forum.

**A Ten Year Approachintegrated Economic and Social progress ... Lifecycle approach .. focus on Services, Income and Activation Measures
 What advances can we expect?.....**

Towards 2016 adopts the Congress approach that our future relies on sustainable development; linking of social development and economic prosperity. The text refers to "Sustainable Growth and a socially inclusive and environmentally friendly society" underpinned by an "equitable tax system".

The agreement is based on the analysis of the NESC Report (People, Productivity and Purpose).

The agreement agrees to a Government Capital Investment of 5% of GNP

and to the further tax equity measures (but not to tax harmonisation at all levels).

Developments will be pursued through the:

(I) National Development Plan which provides for:

- public and social infrastructure incl. eldercare/childcare, care of people with disabilities including infrastructure and service accessibility;
- a focus on up-skilling, early school leavers, literacy, lifelong learning.

(ii) Sectoral Strategies : with respect to housing, transport, energy, telecommunications, education and training, the environment, rural development, the agri-food sector, arts, sport and tourism having regard to the National Spatial Strategy.

(iii) National Action Plan for Social Inclusion : which provides for targeted interventions in relation to income, social services and participation supports for socially excluded groups reflecting the agreed approach of the NESC Report the Developmental Welfare State.

Role and Future of Semi-States organisations

Engagement process—

- A Strategy for sharing information and learning from other countries will be developed and awareness of Government thinking at an early stage facilitated.

Investment through PPP's

- A commitment to trade union representation on board of NDFA;

Role of Regulators

- Opening the role of Regulators to public scrutiny.

Skills Improvement

- Development of National Skills Strategy
- Extending access to lifelong learning
- Combating early school leaving and support second chance for vulnerable groups.

Develop Manufacturing Sector

–The establishment of high level group on issues concerning manufacturing.

Sectoral strategies

Housing

- Revised Affordable Housing targets :
- 17,000 affordable completions 2007-2009,
- 27,000 social housing commenced.
- In total: 66,000. households to have needs catered for 2007-2009 through variety of means.

Telecommunications : - Completion of Metropolitan Area Networks programme. Addressing the contentious local loop unbundling.

Information Technology
 - Publishing a Knowledge Society Action Plan during 2006 including an e-Inclusion Strategy.

Transport
 Transport 21(2006-2105) details Greater Dublin Area Strategy and National Strategy for investment of €34bn. Provision for full accessibility.

Energy:
 - Publication of an Energy White Paper in 2006, delivery of all-island Energy Market Framework.

Environment
 Publishing a renewed National Sustainable Development Strategy by 2007.

Relations with External World :

Support for emigrants based on Task Force on policy regarding Emigrants,
 Commitment to 0.5% ODA in 2007, 0.7% in 2012.

Income, Services (Education, Health/Care, Social)

Towards 2016 represents a reasonable response to Congress proposals for a radical new approach to social development, reflecting the premise that future economic prosperity relies on addressing key social deficits.

The importance of adequate and appropriate Care Services as well as the development of other key services such as *Education, Health, Labour Market, Social services* and *Income support* are reflected in the agree-

ment, which adopts the 'Lifecycle Approach' proposed by the National Economic and Social Council (*People, Productivity and Purpose*).

The agreement identifies the risks and hazards faced by individuals at different stages of the lifecycle i.e. *Children, People of Working Age, Older People* and, identifies specific issues with respect to *People with Disabilities* (who will also benefit from measures at all stages of the Lifecycle).

Accordingly, the commitments are intended to develop mainstream services with a particular emphasis on areas of underinvestment and neglected groups.

The commitments, which Congress believes has the potential to mark **a new era of social development, set longer term goals and shorter terms actions.**

Implementing the extensive ten-year agenda will be guided by a *Towards 2016* Steering Group .

Congress/Union Input

Congress and its affiliated unions will work closely with Government Departments and Agencies e.g. HSE, FAS, National Children's Office, and bodies such as the NCCA and others on the delivery of these commitments.

Congress will work through its nominees on specific structures to contribute to implementation (see below).

Child Development and Childcare

Towards 2016 builds on the recent development of the **National Childcare Strategy 2006-2010** which aims to invest €2.65bn in childcare. This strategy will include

- 50,000 new childcare places
- 10,000 pre-school places,
- 5,000 after school places
- 17,000 training places;

The recently improved Maternity/Paternity Leave will be reviewed before end of 2008.

The Social Partners will review this Strategy before its completion in 2010 and develop a **second Ten-Year Childcare Strategy**;

Towards 2016 also includes a range of commitments to improve **education outcomes** for children, including :

- investment in pre-school education in disadvantaged areas
- All Schools to publish Admission policies;

- 550 language teachers;
- Increase in Pupil:Teacher ratio - 27:1 in 2007/8;
- Adequate laboratory provision for science/technology .
- Programme for recreation, sports, arts and culture.

NESC Work on additional **Child Income Support** will be completed within a year.

A range of Health Service commitments including specifically, in **mental health services** for children.

**Better
Infrastructure,
and Services
will support
people at all
stages of the
Lifecycle**

People of Working Age

The emphasis of *Towards 2016* is on 'employability' and 'participation'. The importance of flexibility and security are acknowledged, to be achieved through measures aimed at accessing employment, upskilling (Life Long Learning), providing supports in caring responsibilities and negotiating adaptable work practices.

The completion (in 2006) of the *National Women's Strategy* and development of a *National Carer's Strategy* will be relevant over the

duration of the agreement. The commitments cited in pages 2 and 3 are all relevant to People of Working Age. Other key commitments affecting adults include:

Education

- Resources for literacy, numeracy and IT skills.
- Back to Education Initiative to be expanded by 2000 places by 2009;
- McIver Report on development of the PLC sector will be implemented.

Income

- The lowest social welfare rate of €150 per week in 2002 terms will be achieved in 2007 and maintained thereafter.

Health

- Expansion of primary care - 300 teams in 2008, 400 by 2007 and 500 by 2011. Review in 2008;
- No public patient to wait longer than 3 months for treatment;
- Examination of acute beds requirement (HSE).

National Economic and Social Council

National Economic and Social Forum

Standing Committee on Labour Market (input to National Reform Programme)

National and local Childcare Co-ordinating Committee

Social Inclusion Consultation Group

FAS

Older People

Towards 2016 includes commitments in relation to *income, social supports and activation measures* aimed at longer, healthier and active living among older people, while improving care services for those dependent or ill.

Income

The measures cited on *Page 1* with reference to pensions are relevant. In addition,

- there will be further progress on the social welfare pension rate of €200 per week over the duration of the Agreement and

- the level of qualified adult allowances for pensioner spouses will be increased.

Health

- priority will be given to improved primary, acute and mental health services, in accordance with Health Strategy

Care Services

Key commitments include:

- A National Standardised Care Needs Assessment Service;

- 2000 Home Care finance-packages by end of 2006;

- €150m investment in Palliative Care,

- €150m investment in Day Care in 2006/7;

- Guidelines for Standards in Residential Care

- Social Services Inspectorate for Nursing Homes (Health Bill 2006);

- €2m to prevent elder abuse;

- Structured consultation with Social Partners on long term care issues for older people.

Housing

- Further Development of Social and sheltered Housing.

Education and Employment

- Provision (FAS) of training places for those wishing to remain at work
- promotion and support for educational opportunities.

Information Technology

- inclusion Strategy to include measures for older people .

Congress/Union Input

Congress and affiliated unions will work closely with the

- Pensions Board, Departments of Health and Children,
- Social and Family Affairs,

- Education and Science
- Enterprise, Trade and Employment

- Environment and Local government, Transport,
- Communications and Natural Resources on implementation

- Hospice Foundation
- Community-based service providers

People with Disabilities

The implementation of the **National Disability Strategy** and a comprehensive **Employment Strategy** form the basis of the commitments in *Towards 2016* which are specific to people with disabilities. The development of the **Carer's Strategy** are also particularly relevant.

- The Strategy includes the implementation of the Disability Act, six Sectoral Plans, the Education for Persons with Special Needs

Act and the development of an **Information and Advocacy Service**, funded through a multi-annual investment programme.

- Sectoral Plans for the Departments of *Health and Children, Social and Family Affairs, Environment, Heritage and Local Government, Transport, Communications, Marine and Natural Resources and Enterprise, Trade and Employment* will be published in July 2006.

An update of progress will be published, with agreed short and long term actions.

- An **Employment Strategy** will be developed, including; education, training and employment opportunities with reference to the Public, Private and Sheltered sectors.

- **National Standards for Health Services** for people with disabilities will be introduced.

Priority will be given to developing a National Care Infrastructure

Young Adults (18-29 years)

The agreement specifies particular measures in relation to the education, training and employment needs of young adult including:

early school leavers, members of the traveling Communities and ethnic minorities, mature students, lone parents and students with a disability.

Education Commitments

include:

- 100 new posts for NEWB and psychological service to address School Absenteeism;

- an additional 1000 Youthreach places by 2009;

- increase in skills training provision by FAS for early school leavers.

Towards 2016 also includes commitments to

development of the **National Drugs Strategy** to include a greater focus on rehabilitation and better co-ordination between drugs and alcohol abuse policies and interventions.

- The recommendation of **Working Group on Alcohol** will be implemented.

- The **National Strategy on Action for Suicide Prevention** will be implemented.

Congress and its affiliated unions will work closely with the :

- National Disability Authority,
- Equality Authority, FAS
- National Education Welfare board
- Interdepartmental Structures on the Drugs and Alcohol Strategies