



This paper is the result of a collection and analysis of the annex D of the country-specific recommendations for the EU MS in the Danube region, aiming at enhanced transnational cooperation of the ESF MAs. Following its vision paper, there are two strands related to transnational cooperation that are strongly related to each other:

- Management of EU funds
- Coordination of programming and related policies

With regards to the latter, the countries of the Danube Region share a number of common features, patterns, challenges and opportunities, such as inclusion of Roma and other marginalized communities, access to employment, modernization of labour market and education institutions, upskilling and reskilling, lifelong learning, or promoting women's labour market participation. Other relevant topics are NEETs, digitalization, social entrepreneurship, basic care and health.

Migration plays a crucial role for the interdependence of the labour markets in the Danube Region. While some countries display shortages of labour force, others deal with long-term unemployment – both aspects can also be sector-specific. In the more affluent economies in the Danube Region, disadvantaged groups consist primarily of long-term unemployed, elderly people and third country nationals/migrants, whereas in the southeastern parts these groups consist primarily in marginalized groups such as the Roma. This is fully in line with the vision paper of the ESF MA authorities, where common topics for cooperation were identified:

- Inclusion of vulnerable groups / Roma Inclusion
- Administrative Capacities - integrated approaches
- Youth, e.g. NEETS
- Digitalisation and eGovernment
- Lifelong Learning
- Long-term unemployed people
- Integration of 3rd country nationals
- Social entrepreneurship
- Upskilling Pathways
- Adaptability of employees and employers
- Working mobility
- Social housing

In addition to these topics, the present analysis shows that the **modernization of labour market institutions** is a topic that is at stake in the countries of the Danube region.

Comparison of potential specific objectives (non-exhaustive)

AT	BG	CZ	DE	HR	HU	RO	SI	SK
(i) improving access to employment of all jobseekers, in particular youth and longterm unemployed, and of inactive people, promoting self-employment and the social economy;								
	Improve the design in active LM policies esp. for inactive persons, disadvantaged groups; policy development for self-employment, internal mobility, self-employment and social entrepreneurship, lifelong career guidance	self-employment, micro-enterprises, business incubators, social innovation, social enterprises		tackle drivers of inactivity, undeclared work, business incubators, SMEs, self-employment, social entrepreneurship	Active and preventive labour market measures, skills anticipation, personalised services, coordination with other services, outreach measures to the inactive, bipartite social dialogue, support social partners in capacity building	Better design of LM policies, integration of social and educational services, support for social entrepreneurs and social economy		LM Integration of long-term and non-registered unemployed, inactive persons, NEETS, establishment of social enterprises

(ii) modernising labour market institutions and services to assess and anticipate skills needs and ensure timely and tailor-made assistance and support to labour market matching, transitions and mobility;

AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Targeted upskilling & reskilling; finalise the modernization of the Employment Agency, forecast	Modernise labour market institutions		modernise LM institutions, cooperation between employment and social services, employers and education providers, active LM policy measures, territorial disparities, mobility and adaptation of workers		Skills anticipation systems, targeted up- and reskilling measures, adult learning, services on lifelong guidance /career transition, regional LM shortages, labour migration, improvement of internal mobility measures, new business types for local economic opportunities	LM policy measures for long-term unemployed, anticipate long-term unemployment challenges, provide lifelong guidance and learning opportunities, prolongation of working activity, elderly-friendly work, integration of service providers, national skills strategies, analysis current LM needs, anticipate future labour demand	Assessment and anticipation of skills needs, labour market matching, upskilling and reskilling, validation of prior learning, incentives for investment in training by enterprises

(iii) promoting women's labour market participation, a better work/life balance including access to childcare, a healthy and well-adapted working environment addressing health risks, adaptation of workers, enterprises and entrepreneurs to change, and active and healthy ageing;								
AT	BG	CZ	DE	HR	HU	RO	SI	SK
Raise awareness about the gender segregation in the LM, gender pay gap, full-time child care, quality framework in early child education and care, all day schools		Flexible work arrangements, childcare under 3, healthy and elderly-adapted working environment, promote LLL, comprehensive skills strategy, upskilling/reskilling	Work-life balance policies, reintegration of persons into the LM or of persons who were absent due to caring duties, gender segmentation and gender pay gap in the LM		Access to childcare (rural areas), sharing responsibilities among parents and flexible working arrangements			Gender quality in the labour market, by accessible childcare for children under 3, equal opportunities and active participation of migrant workers in society

(iv) improving the quality, effectiveness and labour market relevance of education and training systems, to support acquisition of key competences including digital skills;

AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Labour market relevance of higher education		Develop flexible pathways between education and work, improve uptake of digital skills, active labour market policies	Quality education at all levels, early childhood education, particularly for vulnerable groups, upskill and reskill the labour force, E&T of teachers and trainers	Prevent ESL for NEETs, improve access of higher levels of education for disadvantaged groups and Roma, strengthen basic and digital skills, key competences and transition to work, adult learning (up und reskilling),	Improve quality of E&T to adapt to LM developments, improvement of tertiary education, development of innovative and effective teaching methods/technologies, quality of VET	Promote vocational education as a quality and highly skilled career pathway, modernize E&T sectors, pedagogical staff policies,	Increase the attractiveness of the teaching profession (working conditions, investing in training)

(v) promoting equal access to and completion of, quality and inclusive education and training, in particular for disadvantaged groups, from early childhood education and care through general and vocational education and training, and to tertiary level, as well as adult education and learning, including facilitating learning mobility for all;

AT	BG	CZ	DE	HR	HU	RO	SI	SK
educational chances of disadvantaged groups; migrant background; low-skilled, older worker, access to vocational E&T	Early childhood education & care, ESL, inclusive education, innovative teaching methods, teacher's training	Equal access for disadvantaged groups/Roma, educational disparities between schools and regions, key competences, digital skills, teacher's E&T, respond to labour market needs in VET, adult education, higher & tertiary education				Early childhood and care, prevent ESL, improve teacher's skills to address children from vulnerable groups, access to quality education in non-segregated facilities, in particular for Roma and learners with disabilities, joint trainings and traineeships in companies, development of effective teaching methods and technologies		Increase the participation in early childhood education and care, enhance work-based learning, excellence/internationalisation in vocational E&T, equal access and completion of quality /inclusive E&T, in particular for the Roma

(vi) promoting lifelong learning, notably flexible upskilling and reskilling opportunities for all taking into account digital skills, better anticipating change and new skills requirements based on labour market needs, facilitating career transitions and promoting professional mobility;

AT	BG	CZ	DE	HR	HU	RO	SI	SK
Access to LLL and continuing education, LM integration, school to employment		teacher's training, acquisition of key competences, digital skills, respond to LM needs in vocational education, adult and higher education, excellence in tertiary education	Pathways between E&T and work, digital skills, support for disadvantaged learners, Teacher's upskilling for inclusion (migrants, low-skilled), access to LLL and guidance services, adult learning, re/upskilling				Access to inclusive and quality education, also focusing on enhancing digital skills (ITI), upgrade skills of the adult population and increase participation in LLL	



(vii) fostering active inclusion with a view to promoting equal opportunities and active participation, and improving employability;								
AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Integrated support for Roma and vulnerable groups, improve employability			Improve social services for vulnerable groups, community-based care, social innovation		Deinstitutionalisation of children and of adults with disabilities, including relevant training		

(viii) promoting socio-economic integration of third country nationals and of marginalised communities such as the Roma;								
AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Integrated support for Roma and vulnerable groups	Coordinated approach, access to employment, coordinated approach,	Access to employment and to vocational education, transition school to employment, social inclusion & innovation		Social and educational measures, overcoming discrimination	Targeted measures to support children at risk of poverty/social exclusion,		Address barriers in access to education, employability, health and housing for marginalised citizens, barriers in access to services

(ix) enhancing the equal and timely access to quality, sustainable and affordable services; modernising social protection systems, including promoting access to social protection; improving accessibility, effectiveness and resilience of healthcare systems and long-term care services;

AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Access of vulnerable groups to active inclusion support, quality and availability of integrated social services, deinstitutionalisation, upskilling and reskilling of social workers	Deinstitutionalisation of care for marginalized/vulnerable groups, strengthen access to primary care, cooperation of health and social services, integration of care and prevention		Health only	Support the transition from institutional care to independent community-based services	Quality/availability of services, Individualised and integrated services in segregated areas, access of Roma to integrated support/mainstream services, home and community care, upskilling of social/long-term care workers,	Healthcare only	Access to healthcare, in particular for vulnerable groups, accessibility of long-term care for elderly and promote active and healthy ageing, integrated active inclusion measures for disadvantaged, including food and basic material assistance deprived, transition from institutional to community-based care, homelessness, attractiveness of social worker professions

(x) promoting social integration of people at risk of poverty or social exclusion, including the most deprived and children;								
AT	BG	CZ	DE	HR	HU	RO	SI	SK
		coordinated approach for basic assistance for the excluded/Roma, access to employment, health and social services,	Support social inclusion and social innovation, social integration and health of children at risk of poverty/social exclusion		Develop educational measures, including infrastructure, tackle housing inclusion, overcome discrimination against marginalised communities/Roma, improve services for people with disabilities	Deinstitutionalisation of children and adults with disabilities, including training and services,	Active social inclusion and alleviate poverty, supporting transfer to community-based care, with a focus on the elderly, people with disabilities and mental conditions	

(xi) addressing material deprivation through food and/or basic material assistance to the most deprived, including accompanying measures.								
AT	BG	CZ	DE	HR	HU	RO	SI	SK
	Social housing for people at risk of poverty, food aid and basic material assistance to the most deprived	Food and basic material assistance		Food and basic material assistance for the most deprived	Social and educational measures, overcoming discrimination	address material deprivation through food and basic material assistance to the most deprived		

