

**Table 3.10: Results Training**

Country	Union(s)	Results
Bulgaria	Metallicy	Training financed by the employer for qualification and re-qualification, for foreign languages and and key competences.
Czech	OS KOVO	Maintaining and increasing qualifications for employees and fulltime trade union officials.
Denmark	CO-Industri	New tools will be introduced to ensure that the competences of the employees match the demands of the labour market and the companies. This will reduce th eincetives for employers to introduce precarious employment conditions.
Denmark	IDA	In general no change
Finland	Union of Salaried Employees	The federations shall set up a working group to review methods of ensuring that the vocational skills of ageing staff keep pace with changes in the work and in associated requirements. The working group shall, no later than 30th Sep 2010, seek jointly approved concrete measures for developing vocational skills.
France	FTM-CGT	More credits for training.
Germany	IG Metall	New CA "Future in qualification" on part time work and qualifications. Partial wage reduction combined with qualifications.
Netherlands	FNV, CNV, De Unie	2 days individual rights measures to keep workers inside the companies, career coaches and so on.
Norway	NITO	OK
Slovakia	OZ KOVO	Same level as in 2009. 2007 for metallurgy.
Slovenia	SKEI	Results to come in the autumn of 2010
Sweden	IF Metall	Working group set up.
Sweden	Unionen	In order to be better prepared for a next eventual decrease in the labour market, the parties have agreed to take further steps during this agreement period and create a training system in order to avoid future lay offs (0.2%). Special training for employees who return to work after a long period of sickness.
Sweden	Engineers	2 %.