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DEFINING A COMMON APPROACH FOR EMPLOYERS' AND EMPLOYEE ORGANISATIONS TO ADDRESS FUTURE CHALLENGES IN THE ICT SECTOR

PIN-SME and UNI Europa ICTS Common Position on:

MOBILITY OF THE IT WORKFORCE

PIN-SME and UNI Europa ICTS agree that increased mobility of the IT workforce in Europe would contribute to a strengthening of the industry as well as more and better opportunities for employees.

Therefore the following actions should be considered:

1. Short term period

- More transparent and efficient implementation of the Blue Card Directive, based on and ensuring equal treatment of foreign workers and local workforce.
- Programs for requalification of existing technical specialist into IT specialists (junior staff) using the existing programs in the Member States or some other financial instruments (EU Funds) to ensure the process.
- Re-skilling programs for professionals from other backgrounds, e.g. project managers or analysts, responding to actual skills needs.

2. Midterm period

- Use the quota principal for certain professions, on the condition of a previous impact assessment/market analysis regarding the labor market needs as proposed by the social partners.
- Exchange student programs for appropriate internships.
- Raise the SME profile in relevant labor market policies and programs, given the fact that the majority of jobs in ICT are provided by SMEs.

3. Long term period

- Introduce more cross-sectorial training, to promote ICT e-skills, relevant languages and other skills, for:
 - o already employed people
 - o unemployed people
 - o young people
 - o women
 - o 50+
 - o third party nationals

- Encourage local cooperation between education institutions and ICT industry in order to improve the perception of the sector and attract more young people.
- Include more SMEs in R&D to enable the sector to compete by quality of their offerings.
- Encourage spin-offs from universities by providing funding opportunities and reducing administrative procedures where applicable.
- Promote the recognition of IT competences across Europe by including the ICT sector in existing and future legal instruments and their national implementations.

Approved on 26/09/2011 by

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Bruno Robine
President PIN-SME

Approved on 26/09/2011 by

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Franca Salis Madinier
UNI Europa ICTS President