

Democratic culture in the new Organic Law on the Organisation and Integration of Vocational Education and Training

Spain

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DESCRIPTION

The **new Organic Law on the Organisation and Integration of Vocational Education and Training**, adopted in **2022**, is aligned with the values, attitudes, skills, and knowledge and critical understanding, of the **Reference Framework of Competences for democratic Culture**. Its aim is to **set up and organise a vocational training system** that can **respond flexibly to people's interests, expectations and aspirations for vocational qualifications** throughout their lives. Among the general principles of the new law is the **centrality of the person, fostering the maximum development of their capacities, promoting their active participation, the development of their interpersonal skills and contributing to overcoming any discrimination** based on birth, national or ethnic origin, gender, disability, social or labour vulnerability, or any other personal or social condition or circumstance.

Aspects of the new Organic Law:

- **The ability of people to become what they want to be requires a broad set of personal, social and professional rights, skills and competences** that are **essential both to develop fully as individuals** and to **take advantage of the employment opportunities** offered by economic and technological change. Some people do not have these skills. In other cases, people who do have such professional knowledge and skills acquired through work experience do not have an easy and effective way of recognising and certifying this knowledge. In both cases, these situations have deprived people of the opportunities to realise their full potential. This deprivation of opportunity has been a limitation of the right to citizenship recognised in the Spanish Constitution, as well as in the European Pillar of Social Rights, the European Social Charter, and the International Convention on the Rights of Persons with Disabilities.

The new Organic Law establishes **VET modalities aimed at specific groups, such as people with special educational needs or people with special training or employment integration difficulties**.

For example, in the case of pupils with special educational needs, particularly those with difficulties in oral expression, the competent administration shall provide flexible measures and methodological alternatives in the teaching and assessment of foreign languages. Moreover, the centres and entities that develop training offers supported by public funds must actively promote effective equality of treatment and opportunities, as well as the balanced participation, and have staff with accredited training in equity.

- Regarding **individual and social rights, the Organic Law on VET responds to the recognised right of every person to:**

- a) **Education and the full development of the personality** within the framework of respect for the democratic principles of coexistence and the fundamental rights and freedoms established in Article 27.2 of the Spanish Constitution.
- b) The **free choice of profession or trade and promotion through work**, as established in Article 35.1 of the Spanish Constitution.

- c) **Inclusive, continuous, lifelong and quality education, training and learning**, enabling people to maintain and acquire skills to participate fully in society and to manage successful transitions into the labour market, as set out in the European Pillar of Social Rights and the International Convention on the Rights of Persons with Disabilities.
- d) **Personalised and timely assistance to improve employment or self-employment prospects**, including guidance and support for training and retraining, and training during occupational transitions, as set out in the European Pillar of Social Rights.
- e) **Training and access to vocational guidance and counselling, vocational training and retraining that respect equal opportunities and the principle of equal treatment**, as laid down in the revised European Social Charter.
- The current technological and economic changes require adequate qualification and flexibility of human capital to adapt to the changing circumstances of the economy and technology. The new Organic Law on VET establishes that the **public authorities shall promote a policy to ensure access to vocational training and professional reskilling for workers throughout their careers, from the perspective of continuous training and equal opportunities for the citizens**. Among the objectives of vocational guidance are the **acquisition of basic skills and competences for decision-making**, the **outlining of training and professional pathways leading to new learning and professional opportunities**, and **active participation in working life and in society in a constantly changing context**.
 - **The new regulation incorporates the most representative business and trade union organisations into the governance of the system**. Specifically, the new Organic Law establishes that participation in the executive and strategic governance of the vocational training system shall be carried out, for the purposes of its proper functioning, with the main interlocutors being the most representative business and trade union organisations at the national level and at the regional or territorial level, where appropriate.
Likewise, the additional provisions of the Organic Law regulate the participation of the General Council of Vocational Training, of the General Council of the National Employment System, and of the State School Council, in the vocational training system.
 - About the recipients of the training provision, the new Law establishes that **the balanced participation of women and men shall be promoted in all training offers for the elimination of gender biases and stereotypes**, with full respect for students' and families' freedom of educational choice. To increase the presence of students in certain specialities, and to correct situations of over-representation of one or the other sex, the competent administrations may establish specific positive actions to correct them.