

COMMISSION OF THE EUROPEAN COMMUNITIES

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MEMORANDUM FROM THE COMMISSION

on action to combat long-term unemployment

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MEMORANDUM ON AN ACTION TO COMBAT LONG-TERM UNEMPLOYMENTIntroduction

The Heads of State and Government present at the meeting of the European Council in The Hague on 26 and 27 June 1986 expressed their concern over the growth of long-term unemployment. The Netherlands Presidency indicated in its conclusions that "with a view to supporting a convergent European policy aiming at the return of the long-term unemployed to the labour market, the European Council welcomed the Commission's proposals on exchanging information on successful national experiences, on conducting pilot actions under the European Social Fund and on coordinating actions under the Community structural instruments in regions in need of industrial restructuring".

Following this declaration, the Council, in its Resolution of 22 December 1986 - an Action Programme for Employment Growth - identified the long-term unemployed (LTU) on the labour market as requiring particular help. The Resolution noted that, since the earlier Council Resolution of 19 Dec. 1984 on long-term unemployment, the problem had continued to grow.

The Council expressed its concern and commitment to reverse the trend, and indicated the following as areas of action: training and vocational guidance, employment service resources, the use of employment premia, other actions to help the professional re-integration of the long-term unemployed, comparable statistics, and social security systems.

This present Memorandum is a follow-up to the conclusions of the European Council at The Hague and to the Resolution of 22 December 1986. It is intended to stimulate a preliminary discussion, in particular on the adoption of the instruments proposed by the Commission, and serves, in part, as an interim report on the implementation of the 1984 Resolution.

This Communication reviews the unemployment problem as it has developed and it assesses the effectiveness of Government actions to date. The evaluation concludes with a series of comments and questions about national policies and measures to combat long-term unemployment.

The Commission proposes to support national actions through information campaigns, the exchange of national experiences, the improvement of statistical information, and by increasing the proportion of the Community's financial means devoted to improving the employment prospects of the long-term unemployed.

The Problem

Long-term unemployment has taken an increasing hold on the European labour market. Out of the 16 million people currently registered as unemployed in the Community, some 8 million have been unemployed for a year or more. Indications are that over a third of those 8 million have been unemployed for more than 2 years.

Long-term unemployment = as a Percentage of total unemployment

	1983	1984	1985
Germany	38,4	43,4	46,9
France	39,6	39,1	43,8
Italy	54,6	60,5	63,6
Netherlands	46,9	n.a.	56,4
Belgium	64,1	67,1	68,3
Luxemburg	32,7	29,3	36,8
United Kingdom	44,8	45,5	48,7
Ireland	35,3	44,5	62,2
Denmark	32,2	30,9	32,0
Greece	32,3	37,1	43,4
Spain	52,5	53,4	56,3
Portugal	45,2	43,5	48,4
EUR 11 *	46,5	48,6	-
EUR 12 *	-	-	52,3

(SOURCE: Labour Force Sample Survey

* estimated)

The problem is widespread and affects all areas of the Community. It affects all categories of people, but with some geographical concentration. It is most marked in those regions of industrial decline and a high level of unemployment. There are difficulties in comparing statistics based on unemployment registration data since these are influenced by different national administrative and legislative provisions.

An alternative source is the Community Labour Force Sample Survey which provides more comparable information. In certain cases it can also provide further relevant information on long-term unemployment such as previous occupation, the

household situation of those affected, regional aspects etc. In addition, it sheds some light on the wider impact of prolonged joblessness such as the extent to which unemployed people and particularly women become discouraged and eventually leave the labour force.

Long-term unemployment is a particular aspect of European unemployment and reflects the way that the industrialised European economies and labour markets work. It results from a number of factors:-

- the inadequate rate of new job creation;
- the industrial and regional concentration of the effects of structural and technological change over the past decade: some of the worst effects of long-term unemployment are concentrated in declining urban and inner city areas
- the way that the labour market works with those unfortunate enough to lose their job bearing most of the burdens of adjustment
- the fact that employment and social security systems are not necessarily geared to giving the right support or incentives for the re-employment of the long-term unemployed.

MAIN ISSUES

In its 1985 - 86 Annual Economic Report the Commission stated that changes in policies were needed to improve the outlook for growth and employment. To this end, it proposed a co-operative growth strategy for more employment; a strategy which was accepted by the Member States and the social partners.

At the macro-economic level, it advocated maintaining demand at an appropriate level to improve the profitability of employment-creating investment, and continued moderation of real per capita labour costs. At the micro-economic level, it called for continued improvements in the adaptability of markets for goods and factors of production and encouraging enterprise creation.

As an illustration, the report suggested that a growth rate of 3.5 % for the period 1986 - 1990 would lead to a reduction in the unemployment rate of 4 percentage points. However, the 1986 - 87 Annual Economic Report as well as the Communication on the Economic Situation (26 February 1987, Document COM(87) 77 final), indicated that the co-operative growth strategy had not yet achieved its objectives and that the outlook for growth had deteriorated further.

The Commission recommended that Member States should strengthen their efforts to improve growth and employment prospects.

As well as encouraging Member States to increase their efforts to help the unemployed in general, the report stressed the need to introduce specific measures in favour of the long-term unemployed and make a greater political and financial commitment. The report suggested that concrete measures could include lower social security charges for taking on the long-term unemployed.

Policy decisions to target support to the long-term unemployed have increasingly been taken but have limitations. Such policies are, for example, open to the criticism that they are 'only stirring the pot' of total unemployment, sharing out some of the misery without adding to the stock of jobs and hence without contributing to a reduction in the total volume of unemployment.

The Commission recognises the need for net new job creation and recognises that it is not possible to improve the competitive position of particular groups in the labour market - such as the long-term unemployed - without risk of offsetting effects on others. However, the Commission believes that additional action is justified on efficiency as well as equity grounds. On equity grounds it is justified since the long-term unemployed are seen to be suffering an unfair share of the burden of economic adjustment and recession. On efficiency grounds it is justified since there is a serious risk of a significant proportion of the labour force suffering a lasting loss of capacity to work effectively. This means that, as economic recovery takes

place, labour shortages, and concomitant problems, will start to appear well before expected 'full employment' levels are reached since many of the long-term unemployed will no longer be capable of filling the jobs which become available.

In general the Commission sees a need to avoid current tendencies towards a polarisation on the labour market between the regularly employed and the normally unemployed, and to seek to maintain a closer attachment to the labour market for those who have suffered a period, or recurrent periods, of unemployment. This is seen to be the best long-term way to avoid permanent dependence on social security transfers progressively becoming the sole form of income support for many, thereby 'institutionalising' long-term unemployment as a way of life.

The Commission thus believes that action to combat long-term unemployment must integrate both macro-economic and micro-economic aspects with the social dimension of the problem. Determined action on the part of the authorities is needed and in this context the Community has an important role to play by means of its structural funds, the EIB and its other financial instruments.

Member States' Policy Responses

All Member States now operate at least one measure specifically targetted at the long-term unemployed. Support is provided mainly through three types of measures

- direct public job creation programmes - generally providing work of benefit to the local community such as environmental improvements, services for the elderly, etc.
- training and retraining courses - ranging from literacy and numeracy courses to courses providing job-specific skills.
- recruitment subsidies - a variety of different forms are in operation.

In addition to special measures, long-term unemployed people have access to general employment and training programmes. The extent to which they participate depends on the selection criteria or practices involved: some skill training courses, for example, require participants to have relevant previous experience or qualifications, which may exclude many long-term unemployed people. Schemes designed to foster self employment, however, have attracted relatively large numbers of the long-term unemployed.

As the problem of long-term unemployment has become increasingly severe, Member States have responded by adapting or developing their policy actions.

Recent developments have included an emphasis on monitoring and on preventive measures, largely in the form of training and retraining courses. People at risk of becoming long-term unemployed are identified at an early stage and offered appropriate training or given priority for placement by the employment services.

In the Netherlands, those who have been unemployed for six months are given priority in placement for job vacancies and on manpower programmes: in France, all unemployed people are invited for intensive assessment by the employment services in the fourth and thirteenth month of their unemployment. In Germany, personal contact with the employment services is made after every 3 months of unemployment.

A second major development in recent years has been the introduction or intensification of monitoring and counselling activities by the employment services. In both France and the United Kingdom, personal interviews, involving counselling and assessment, are now given to all long-term unemployed workers. The aim is to offer either a job or a place on a Government training or employment scheme to all those interviewed.

Differences in Member States' Approaches

The most significant difference between Member States lies in the scale of their response to the problem. Only Denmark, through its Job Offer scheme, has for some years provided measures on a scale commensurate with the problem. The Job Offer scheme has guaranteed that every insured person who has been unemployed for a cumulative period of 21 months out of 27 months (12 months out of 15 for young people) is given a temporary job. If the private sector cannot provide sufficient jobs, the local authorities have been obliged to create jobs in the public service. The private sector accounts for about a third of total placements - this obviously imposes a substantial burden on local authorities to provide the remainder. Recent changes to the Job Offer scheme are likely to reduce its coverage of the potential target group.

Public job creation programmes on a more limited scale are also an important element of policy responses in Germany, Belgium, Ireland, the Netherlands and the United Kingdom. In general, these consist of temporary jobs providing work which is of some benefit to the community - the Belgian Troisième Circuit de Travail alone provides Permanent jobs of unlimited duration. Few of these programmes include any formal integrated training: the aim is to increase participants' chances of finding a job on the open labour market by giving them basic experience.

A second major difference between Member States is the priority given to Young People. Some Member States operate measures which are targeted exclusively at long-term unemployed young people. Others modify general entry criteria in favour of long-term unemployed young people.

Full scale training programmes, or apprenticeship schemes, are, in general, available only to young people, especially school leavers: adult unemployed workers tend to have access to shorter training and retraining schemes. In Greece and Italy, priority is given to tackling long-term unemployment amongst young people.

All Member States offer some form of recruitment subsidy to promote the employment of hard-to-place workers, including the long-term unemployed. There are considerable variations in the size, duration and types of subsidy available. Although there is disagreement over the effectiveness of employment subsidies as a job creation measure, there is little doubt that they can be a simple and effective way of influencing employers' recruitment patterns. Again, as in the job creation programmes, most subsidy schemes contain no training element. Exceptions are the Italian system of training-work contracts and the MOA scheme in the Netherlands under which employers agree, on recruitment, an adaptation programme for the benefit of the worker.

A difference which is beginning to emerge between Member States is the introduction of strategies to combat long-term unemployment in addition to general measures to reduce unemployment. In France and the United Kingdom, high rates of long-term unemployment have recently prompted the development of a more strategic and comprehensive approach to the problem: the principal ingredients are monitoring, counselling and a range of options including a place on a training or employment measure, if a suitable job is not available.

Assessment of Member States Measures

In general, the growth of long-term unemployment has outpaced the expansion of Member States' actions. Schemes have on the whole been limited in size, and most employment services have continued to focus their efforts more on helping employers fill their jobs with the best applicants rather than helping those people who are having the greatest difficulty obtaining employment.

There is still a tendency to see the long-term unemployed as particularly disadvantaged individuals who will require intensive, and extensive help - particularly in the form of skill training - if they are to become employable. This reflects the problem as it existed in the late 70's.

In the Commission's view, this picture no longer holds true for an increasing proportion of the long-term unemployed. Long-term unemployment has become such a widespread feature of the labour market that it affects many who have satisfactorily held down jobs over periods of time but who now find themselves unable to get back into employment when they lose their job.

Some long-term unemployed people will undoubtedly need, and be able to benefit from, training and retraining for new skills. Others, particularly among the young, need help to compensate for failure at school, or lack of basic qualifications. Many however, do not fall into these categories, and simply require more basic assistance in recovering motivation, in learning how to go into and cope

with the new working environment, and in presenting themselves to potential employers. The extent to which those different groups predominate will vary according to region and country.

In the Commission's view, a major shift of policy is required. Much greater emphasis needs to be given overall in the Community to providing support and incentives to the long-term unemployed to assist their efforts to get back to work whilst, at the same time, providing inducements for potential employers to recruit, employ and - where necessary - train them.

Implementation of such a policy has major implications for the scale of effort required; the types of measures to be encouraged; the organisation of the national employment services; and the way the Community supports national actions. Such a policy would significantly reduce the share of the long-term unemployed in total unemployment. To this end, the Commission proposes to set a precise objective.

Community target

A target for reducing long-term unemployment can be defined in various ways - as a reduction in the numbers of long-term unemployed people or as a reduction in their percentage share of total unemployment. Assuming that the Community holds to its principle of reducing significantly the level of long-term unemployment, the Commission believes that it would be desirable to reduce long-term unemployment from its current level of 50 % of total unemployment to a level of 30 % by 1990. If the overall level of unemployment remained unchanged this would have the effect of reducing the numbers of the long-term unemployed from about 8 million to under 5 million. Such a fall in the proportion of long-term unemployed could be expected to be accompanied by a significant fall in overall unemployment. This requires, as well as the full participation of each Member State, an efficient functioning of the labour market in which the social partners have an important role to play as much at the level of the enterprise as at national or Community level.

An additional target should be to guarantee a minimum offer to all those registered as unemployed for 12 months or more of a certain level of counselling and assessment provided through a personal interview. Ideally, assistance in pursuing available jobs or a place on a training or employment programme should follow the counselling interview.

Reintegration of the long-term unemployed

The emphasis of measures to reintegrate the long-term unemployed must be on making the individual as attractive to employers (private employers, employee-owned enterprises and public agencies) as newly unemployed workers or new entrants to the labour market. Depending upon the needs and capacities of the individual and of the local labour market, this should be carried out through programmes offering at least three basic options:

- skill training and retraining courses including basic work skills, literacy/numeracy and job specific skills
- recruitment support through schemes offering financial incentives to employers who recruit long-term unemployed people
- integrated schemes offering a package of counselling, basic skills training and recruitment support.

Conditions of recruitment support schemes, such as contract terms, should not be so rigid as to deter employers from participating. Those amongst the long-term unemployed who are best qualified and need least help are most likely to be selected by employers through recruitment support schemes. Programmes of direct job creation, which are useful short-term measures but which risk creating parallel labour markets for the unemployed, can then be focussed on the most disadvantaged amongst the long-term unemployed who need the basic work skills and work experience which they can provide.

Long-term unemployed people who wish to become self employed or enter employee-ownership enterprises should be given appropriate support. In addition to providing financial support schemes, Member States should ensure that advice and guidance is available to individuals considering setting up in business. Guidelines for good practice in this respect have already been agreed in the context of Community policies for the promotion of small and medium-sized enterprises and local employment initiatives, including co-operatives.

Prevention of long-term unemployment

A pre-requisite of effective actions to prevent the growth of long-term unemployment is a system of monitoring which can identify and follow up both individuals at risk of prolonged unemployment and the labour market conditions which might aggravate the problem. Member States should ensure that their monitoring systems are capable of detecting changes in the scale and nature of the problem at national and local levels and of identifying, at an early stage, individuals at risk of long-term unemployment.

Newly unemployed workers, and particularly those made redundant as a result of industrial restructuring, should be given guidance and counselling to assess their options for further employment. Workers receiving large redundancy payments should be alerted to the dangers of using the payment as income and of delaying their re-entry to the labour market; more positively, they should be shown alternative ways of using these payments. Counselling and advice should also be given to those identified as at risk of long-term unemployment to help them intensify their efforts to find a job or place on a training or employment scheme before they suffer the worst effects of prolonged unemployment.

Strategies to promote local labour market development can also assist in the prevention of long-term unemployment. Local communities can play an important role in identifying local employment potential by mobilising resources and by increasing co-operation between public agencies, the private sector, education and training organisations and community groups. Member States should help to develop support

structures and training for new entrepreneurs in local communities and encourage local level initiatives to develop new employment opportunities.

Any longer-term strategy to prevent long-term unemployment must include action to improve levels of educational attainment, basic training and access to continuing training throughout working life. The Commission has recently presented a Communication covering the training and preparation of young people for adult and working life: this includes measures to assist long-term unemployed young people. In the context of the fight against long-term unemployment, adult vocational training is generally considered as one of the preventive measures available.

The Commission's services have, over the last two years, been working to establish more precisely, and in more concrete terms, the relationship between continuing vocational training and the creation of and/or access to employment. This study has drawn on the work of the Advisory Committee on Vocational Training and has led to a Communication on Adult Training in Firms, (COM(86) 780 final) considered as one of the means of preventing unemployment.

In addition, the promotion of training and basic education in Member States is considered in the light of certain studies and programmes introduced by the Commission which are looking at the following specific issues:

- the fight against poverty
- action to tackle illiteracy where this lies within the responsibilities of education ministers
- equality of opportunity between men and women
- co-operation between industry and universities on advanced training
- social integration of disabled people.

The Employment Services

Responsibility for carrying out monitoring and counselling activities will normally fall on the public employment services. Clear political guidance should be given to the employment services to focus their resources on tackling long-term unemployment. Efforts should continue to be made to prevent the newly unemployed from becoming long-term unemployed. However, the numbers of people already long-term unemployed are now such as to demand priority action for this group.

Member States should therefore ensure that their employment services are structured and equipped to identify and follow up all those who have been without a job for 12 months or more. Personal contact should be made through counselling interviews which are triggered automatically after 12 months of unemployment. Greater use could be made of self service facilities for jobseekers including computerised job vacancy details, to release employment service staff for the counselling and guidance of the long-term unemployed.

Both jobseekers and employers are often unaware of the full range of Government employment and training programmes available. Publicity campaigns will be needed to increase general awareness of measures to tackle long-term unemployment and to ensure a high level of participation in these measures. Leaflets, and other publicity material should present the range of measures available simply and clearly, describing the main objectives of the measures together with their benefits for employers and jobseekers. Where possible, the publicity material should show how the employer or jobseeker could combine a number of different measures to form an integrated scheme to meet their particular needs.

Community Support

For its part, the Commission will carry out a four part programme of action consisting of:

- Promotional activities to show how long-term unemployment can be tackled
- exchange of national experiences and evaluations
- improved statistical information
- Community financial support.

Promotional activities

The Commission will develop promotional material designed to increase awareness and understanding of the problem of long-term unemployment and to show what can be done to tackle the problem. The material will be aimed primarily at the Social Partners and particularly employers. Additional material may be needed to encourage small and medium-sized enterprises to take part in actions to help the long-term unemployed. The promotional material will draw on existing sources of information such as ELISE, MISEP and CEDEFOP and on additional information provided through research and case study material.

Exchanges

The Commission will intensify and extend its current activities to promote the exchange of information between Member States. The MISEP information system, the system of exchange of national officials and the meetings of the Directors General of Employment and Directors of Employment Agencies will be used to exchange experience in operating and evaluating measures to combat long-term unemployment.

Improvement of statistical information

The Commission will seek to improve the statistical information on long-term unemployment in regard to administrative sources and further exploiting and developing the series of Community Labour Force Surveys.

Community support

Community financial support for the training and recruitment of unemployed people through the European Social Fund has always been directed towards the most disadvantaged groups and towards the regions which are worst affected by unemployment and have economic problems.

In recent years, the European Social Fund has devoted increased resources specifically to helping the long-term unemployed in response to the increase in the proportion of unemployed people who have been without work for 12 months or more. Details of resources allocated to helping the long-term unemployed for 1986, and committed expenditure for 1987 are given in the annexed tables.

The most important points to note are as follows:

- 25 % of the European Social Fund's resources were devoted to the long-term unemployed in 1986, (of which 7.7 % for adults). An increase of at least 15 % for a long-term unemployed is envisaged for 1987, which would represent an increase of 54 % for adults.
- About 50 % of the European Social Fund's resources which were allocated to long-term unemployment were given as recruitment subsidies. No increase in this percentage is expected in 1987.
- About 80 % of the European Social Fund's resources was given as recruitment subsidies in the private sector; the rest was given in the public sector for recruitment or creation of temporary jobs.
- The European Social Fund also provides help for the long-term unemployed by financing vocational training. Up to 10 % of the Fund's resources are devoted to this.
- Demonstration projects aimed at the long-term unemployed account for 1.5 % of the Fund's resources.

Community actions in favour of the long-term unemployed through the intermediary of the European Social Fund will develop from 1989 in the framework of the application of the Single Act.

THEMES FOR DISCUSSION

1. The Council is invited to express its views on the following points: Does it agree with the Commission's overall analysis of the problem, that long-term unemployment has become so widespread that major action must be taken to ensure the recruitment of long-term unemployed people who have no specific handicaps, thus allowing other unemployed people with greater disadvantages to benefit from more specific programmes (intensive training, temporary work schemes, etc.)? Does it support the Commission's analysis concerning the setting of a Community objective to reduce significantly the share of the long-term unemployed in total unemployment?
2. Does it consider that Community resources should also be targetted in this direction and does it envisage more specific roles for Community resources?
3. Does it accept that action to combat long-term unemployment at Community level should be set in the framework of an overall action programme (including promotional activities, exchange of experiences and demonstration projects involving the Community through the European Social Fund)?
4. Given that successful action against long-term unemployment will depend upon the scale of resources allocated. Does it recognise the need to extend the range of information currently covered by the MISEP system to include the budgetary costs and effectiveness of measures to help the long-term unemployed?
5. Does it consider that there is a dual problem - to deal with the stock of people who are currently long-term unemployed and also to avoid the newly unemployed/new entrants to the labour market from becoming long-term unemployed through preventive actions?

6. Does the Council accept that the emphasis of measures to reintegrate those who are already long-term unemployed must be on making the individual as attractive to employers as newly unemployed workers or new entrants to the labour market and that, depending upon the needs and capacities of the individual, this should be carried out by means of a range of integrated programmes offering counselling, vocational training and retraining, and recruitment incentives?

7. As regards those who are at risk of becoming long-term unemployed does it recognise the need to establish systematic counselling and advice together with remotivation/reorientation training for all those who have been unemployed for, say, 6 months?

	BELGIUM	DENMARK	GERMANY	SPAIN	FRANCE	GREECE
PERSONALISED COUNSELLING			• Personalised counselling after every 3 months of unemployment (AFG, '69 Labour Promotion Act)		• Personal interviews, assessment and programme after 13 months unemployment ('82)	
FOSTERING SELF-HELP			• F&A financial aids for travel etc to enable in. LTUs to find and take up jobs			
FOSTERING SELF-EMPLOYMENT		• Enterprise allowance scheme to help start up own firm instead of receiving a second Job Offer ('85)	• Bridging allowance for 3 mths ('86) (<i>Überbrückungsgeld</i>)	• Reduction of interest on loan + technical assistance grant (TAG) + ECU 1800 grant (G) ('86)	• Helping the unemployed set up own business • Départemental youth initiative fund: +25 yr LTUs ('84)	
FINANCING SPECIALISED TRAINING			• Training to improve placement prospects • Grant for training period within an employment contract (<i>Einarbeitungszuschuss</i>)	• Basic + vocational retraining (VT) 25+ yr old LTUs (75% stat min wage)	• Modular traineeships 300-1200 hours of integration itinerary for 25+ yr olds ('85) • Training and Reinsertion Aid Programme ('86): 550 hours training + 2 mths in enterprise (young); 300-700 hours (adults)	
INSERTION INTO EXISTING TRAINING		• Training allowance for up to 2 years for -25 year olds ('81) • Training allowance instead of second Job Offer ('85)	• LTUs are encouraged to participate in existing courses only once they have come to grips with their personal and vocational situation so as to reduce the number of drop-outs	• Vocational training (VT) in rural areas: 25+ yr LTUs receive 75% min wage • Free VT for 45+ LTU after being given indefinite employment contracts	• 18-25 traineeships ('85) • Employment-training contracts ('85) • ANPE upgrading ('85) • FNE traineeships ('85)	• Priority on courses to LTUs
WORK CONTRACTS			• Fixed term trial employment (<i>befristete Probebeschäftigung</i>)	• Indef contracts for 45+ yr olds: ECU 2860 grant + -50% Soc Sec ('83) • Indef contracts for employing women +45 in underrep. occup. - ECU 1800 G ('86)	• alternance re-insertion contracts (April 87) • 50% social security exemption for recruitment of LTU (April 1987)	
SPECIAL WORK PROGRAMMES	• JCF-Third work circuit: new permanent, non-market community jobs. State pays 95% of wage + social security ('82/'86)		• ABN - public interest job creation (AFG '69)	• Priority in Collaboration contracts of public sector bodies with IFEM: max. 100% G ('85)	• JUC: part-time collective utility jobs for 10-21 year olds ('84) 21-25 ('85) • FIL (25+) p-t work for 6 mths ('86)	• Local resources suppl. (3-12 months) • Local progr. for single women (ALIF)
SUBSIDIZING NORMAL WORK	• Inter-departmental Budgetary Fund for Promoting Employment in the non-market sector ('82) Hard to place workers - reduction of employers social security contributions for recruitment of hard to place workers.	• Job Offers for jobs lasting at least 7 mths in public (9 in private) sector after 2 yrs ('81)	• LZ - wage subsidies for 50+ yr old LTUs hired for additional jobs • Loans or subsidies for organising, extending and equipping firms and departments aimed at providing work for older workers (AFG 898) • Settling-in allowance (<i>Eingliederungshilfen</i>) • Occupational trial periods (<i>Arbeitsproben</i>)	• In cooperatives: loan interest reductions (CR) + TAG + ECU 1800 G ('86) for LTU • Encouraging local employment initiatives • CR + TAG + ECU 1800 ('86) for LTU • Work experience contracts -25 yr old with dependants: Soc Sec reduc. + grant 30% (25%) for 6 (+6) mth ('86)	• Aids (ECU 450-900 to employer + topping up UB) to p-t employment ('85) • Financial compensation for LTUs accepting p-t jobs at wages below UB	• 12,000 12-mth grants to firms for hiring LTUs ('86)
FOSTERING EARLY RETIREMENTS	• Early retirement by collective agreement (revised Aug '86) for workers aged 57+ (replacement required by an unemployed person)	• Voluntary Early Retirement Scheme: replacements by LTUs are encouraged ('79)	• Early retirement scheme enables LTUs to be hired in replacement ('84)	- avec 64 ans (remplac. obligatoire) - avec 62 ans l'obligation d'engager un chômeur à temps partiel		
EXTENDING UNEMPLOYMENT ALLOWANCE			• Extension of max. duration of receipt of UB for 42+ yr olds ('86)	• +55 yr olds on unemployment assistance qualifying for retirement pension can receive 75% minimum statutory wage.	• LTUs 57+ yrs get UB without signing on until 60, when they receive early retirement pension	
OTHER ACTIONS			• Working group on LTU measures ('86)			

IRELAND	ITALY	LUXEMBOURG	NETHERLANDS	PORTUGAL	UNITED KINGDOM
<ul style="list-style-type: none"> * Direct Action (pilot) Prog. grouping manpower measures into integrated package - counselling + job or place on m/p prog ('86) * Job Search Scheme : coaching in job-search techniques ('86) 					<ul style="list-style-type: none"> * Restart offering all LTUs practical advice and help : to jobs, Jobclubs Restart training ('85) * Jobclubs providing LTUs with meeting place, coaching and material facilities ('85/'86)
<ul style="list-style-type: none"> * Enterprise Scheme: LTUs constitute 40% of participants ECU 40-66 per wk ('83) 			<ul style="list-style-type: none"> * Start-up assistance scheme : income supplement + loan (ECU 10,000) 	<ul style="list-style-type: none"> * Self employment aide programme ('86) * Capitalised un-employment insurance scheme for enterprise creation ('86) 	<ul style="list-style-type: none"> * Enterprise Allowance Scheme : ECU 55 per wk for 1 yr to set up own business - not just LTU ('82/'83/'85)
<ul style="list-style-type: none"> * Building on Experience (25-44): 6 mths alternating formal training and on-the-job training ('84) * Management Development Prog - LTU mgers 		<ul style="list-style-type: none"> * Voc train, voc reeduc, general educ courses * Introduce courses in companies -25yrs * temp manpower prog contracts -25 yrs * initiation traineeship contracts -25 yrs 			<ul style="list-style-type: none"> * Restart training course for updating basic skills and job search techniques of 1 wk + 1 day for 13 wks ('85)
<ul style="list-style-type: none"> * Special Employable Skills programme * Enterprise Training programmes * Educational Opportunities Scheme +25 yrs ('86) 				<ul style="list-style-type: none"> * Priority access to reconversion and upgrading courses of state training centres 	<ul style="list-style-type: none"> * Wider Opportunities Training Programme * Job Training Scheme: 6 mths training + work experience * Training for Enterprise (entrepreneurship)
<ul style="list-style-type: none"> * Part-Time Job Allowance Scheme for LTUs having found regular part-time (-24 hrs/wk) work - ECU 33-55 ('86) 	<ul style="list-style-type: none"> * Training-work contracts for 18-29 yr olds with 15-30% wage subsidies ('83/'86) 		<ul style="list-style-type: none"> * JOB : Temporary work contracts (20-32 hrs/wk) for young LTUs through national agency (START) enables employers to receive subsidy of 33% youth mtn wage. 		
<ul style="list-style-type: none"> * Social Employment: part-time work in non-profit making organisations, paid ECU 92-112 on half weekly basis ('85) 	<ul style="list-style-type: none"> * Enhancing cultural assets: finance for projects hiring additional -29 yr old LTUs on fixed term contracts for max 36 mths ('86) 	<ul style="list-style-type: none"> * Aids for creating jobs of socio-economic utility 	<ul style="list-style-type: none"> * VVN : temporary jobs for LTUs in non-profit bodies ('79/'83) 	<ul style="list-style-type: none"> * ATD programme (25+ yrs) of temporary employment (6 mths) in community activities ('86) * Local employment initiatives' finance ('86) 	<ul style="list-style-type: none"> * Community Programme of jobs of max 1 yr of value to the community and raising LTU's future job prospects ('83/85/86)
<ul style="list-style-type: none"> * Employment Incentives Scheme: subsidy to employers hiring additional workers. Weighted (double premium) in favour of LTUs ECU 79 per week ('77) 	<ul style="list-style-type: none"> * Jobs in state administrations, autonomous bodies, local authorities: priority to +6 months LTUs 	<ul style="list-style-type: none"> * Incentive premium to hire LTUs - 200% of reference minimum social wage ('83) 	<ul style="list-style-type: none"> * MCA : On hiring for at least 6 mths an LTU an employer receives max ECU 400 per mth for 6 mths for training etc costs ('86) * "Plough back" scheme: Job creation in building financed by UB + public funds. 70% must be LTUs ('83) * Vermeend/Moor measure soc sec exempt. for hiring >3 yr LTUs on indef on 6 month work contract + grant ECU 1750 for retrain cost 	<p>Programme of recruitment subsidies to create new jobs for young people + adult LTU.</p>	<ul style="list-style-type: none"> * Jobstart Allowance : ECU 28 per week to LTU who finds a full-time job paying less than ECU 111 per week ('85)
				<ul style="list-style-type: none"> * 62+ early retirements (no replacement required) 	<ul style="list-style-type: none"> * Job Release Scheme : early retirees replaced by unemployed (not just LTUs) ('77 - '83 part-time JRS)
		<p>Possibility of extending unemployment compens for 182 dys for partic-diff-to-place unemployed</p>		<ul style="list-style-type: none"> * Extended unemployment assistance payments for 50+ yr olds 	
					<p>ACH/hh 03,87</p>

I - BELGIUM
-----(i) TROISIEME CIRCUIT DE TRAVAIL - T.C.T. (third work circuit)AIM

To meet the problems of the structurally unemployed by the creation of jobs in the non-market sector intended to respond to needs not yet covered by the private or public sector.

CONTENT

The T.C.T. system draws its inspiration from the rules governing the C.S.T. scheme (Cadre Spécial Temporaire). Its particular aim is to provide the structurally unemployed whose average profile will have to correspond to that of structurally unemployed persons of the subregion (totally unemployed in receipt of benefit for at least two years or totally unemployed and in receipt of benefit for at least two years during the four years preceding recruitment) with work aimed at meeting lasting needs which cannot be covered by the commercial sector or by public services. Workers are recruited under unlimited employment contracts which can be split into part-time employment.

Furthermore, the T.C.T. should enable the unemployed people in question to receive training or acquire new skills to facilitate their access to other work circuits.

The new jobs may not entail the elimination of others created by the same employer or subsidized by the same public authority. The subregional employment committees are called on to play an active part in stimulating or even putting forward applications.

INTRODUCED IN : 1982

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	26,500	34,080	20,000
BUDGET	FB 14,629 M	15,819 M	11,340 M

(ii) LE FONDS BUDGETAIRE INTERDEPARTEMENTAL DE PROMOTION DE L'EMPLOI

(Inter-departmental Budgetary Fund for Promoting Employment)

AIM

To create 2,500 to 3,000 new jobs to meet collective needs. It is intended for those who have been totally unemployed and in receipt of benefit for at least one year.

CONTENT

The fund provides subsidies to the State, the Regions, the Communities and the related dependent bodies of public interest (except teaching establishments) to meet collective needs which are already but insufficiently subsidised.

INTRODUCED IN : 1982

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	1390	1557	1000
BUDGET	FB 500 M	500 M	500 M

(iii) CHOMEURS DIFFICILES A PLACER

(unemployed persons difficult to place)

AIM

To encourage employers through financial incentives, to recruit and reintegrate into the production process unemployed workers who are difficult to place because of their age or physical disability.

CONTENT

The Office National de l'Emploi pays employers who take on workers falling into this category the minimum wage for a worker plus the amount of the employer's social security contributions for a period of one year.

Workers difficult to place are defined as :

- those who have been in receipt of unemployment benefit for at least 12 of the 18 months preceding their recruitment and who at the time of recruitment are at least 55 (manual worker) or 40 (clerical worker) years of age ;
- those who have been in receipt of unemployment benefit for at least 6 of the 9 months preceding their recruitment and whose fitness for work at the time of recruitment is reduced either by at least 30% as a consequence of an impairment of their physical fitness or by at least 20% as a consequence of an impairment of their mental faculties.

INTRODUCED IN : 1986

(iv) LA PREPENSION CONVENTIONNELLE

(early retirement by collective agreement)

AIM

Stemming the growth of long-term unemployment by enabling older workers who are about to be made redundant to opt for early retirement.

CONTENT

The arrangements relating to early retirement by collective agreement, which have been amended several times, provide for the application to older workers who are made redundant of more favourable rules in matters of unemployment benefit and the granting of a supplementary allowance to be borne by the last employer.

To be eligible for early retirement, a worker must be made redundant by a firm bound by a collective agreement dealing with early retirement. The agreements may be concluded at national, industry or enterprise level. The age limit is specified in the agreement.

However, collective agreements filed at the record office of the collective relations service of the Ministry of Employment and Labour after 31 May 1986 may not provide for early retirement for workers of less than 57 years of age.

To qualify for early retirement by collective agreement, workers must also satisfy certain conditions relating to length of service : 5 years in the same firm, 10 years (over a period of 15) in the same industry or 20 years as a wage-earner.

Workers taking early retirement are no longer required to sign on daily or to register as job seekers. They continue to receive unemployment benefit at a rate of 60% provided that their employer has undertaken to replace them for a period of 36 months by an unemployed person or a beneficiary of the "minimum means of subsistence" with at least the same number of working hours as the person now in early retirement.

Derogations may be made in favour of workers made redundant by a firm which is in difficulty or experiencing exceptionally adverse economic circumstances. For workers belonging to a firm recognized as falling into this category by the Ministry of Employment, the minimum age is reduced to 50 and there is no replacement obligation.

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	97,000	114,334	125,000
BUDGET	FB 31,951 M	38,102 M	42,013 M

(i) ARBEJDSTILBUDDSLOVEN (Act on job offers to unemployed persons)AIM

Offering jobs to the unemployed.

CONTENT

The main objective of the job scheme introduced in 1978 is to enable unemployed people to retrain and maintain their aptitude for work by offering them employment in a normal job. The scheme also aims at increasing the volume of work in society.

Since the introduction of the scheme, the number of people who have been offered such jobs has increased four-fold, rising from 13.000 placements in 1979 to roughly 60.000 in 1984. Despite the measures taken to ensure that the greatest possible number of such jobs are provided by private companies, roughly three quarters of the people admitted to the scheme are placed in the public sector in temporary jobs of 7 months' duration. As a result, the scheme has made major demands on the public sector.

Only a minority of unemployed people secure a permanent job at the end of such temporary employment and nearly half of them are entitled to a second job offer.

The scheme was amended in 1984. Instead of resorting to repeated offers of temporary employment, unemployed people can now engage in useful and constructive activities offering them better chances of reintegration into working life.

Unemployed people who have already enjoyed one job offer who are over 25 years of age will henceforth be able to follow a course of training for a period of up to two years within the first thirty months of entitlement to benefit whilst continuing to receive a training allowance equivalent to the unemployment benefit which they would otherwise have received.

Another alternative lies in the unemployed person's ability to set up on his own account on the basis of an installation aid corresponding to 50% of the maximum rate of unemployment benefit, i.e. 54.000 Danish Kroner a year. The aid may be granted for a maximum period of 3 1/2 years after the end of the first temporary employment post.

INTRODUCED IN :

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	57.650	47.250	44.750
BUDGET (Mio Kr)	1.998	2.098	2.320

(ii) EFTERLØN (Scheme of allowances for voluntary early retirement)

AIM

To enable workers over 60 years of age to take voluntary early retirement.

CONTENT

The scheme of allowances for those voluntarily taking early retirement is intended for the older members of unemployment insurance funds who choose to withdraw from the employment market before the normal pensionable age (67 years) regardless of whether they are employed or unemployed at the time when they enter the scheme.

INTRODUCED IN :

III - FEDERAL REPUBLIC OF GERMANY

(i) FÖRDERUNG VON MASSNAHMEN ZUR ARBEITSBESCHAFFUNG

Promotion of job-creation measures - ABM scheme.

AIM

To create jobs for the unemployed, particularly those difficult to place, long-term unemployed people, older workers and those with reduced capacities. The work must be of benefit to the community and would not otherwise have been carried out or only at a later date.

CONTENT

Encouragement is given for projects of benefit to the community and geared to

- create the conditions for permanently employing the unemployed;
- prepare, facilitate or complete measures to improve existing structures;
- create employment opportunities for the long-term unemployed;
- improve social infrastructure.

Job-creation schemes may be encouraged by the granting of subsidies or loans to public or private bodies as well as subsidies to cover a part of the wage costs of older workers; such subsidies account for between 60% and 80% of the wage. Loans can be twice the amount of the subsidy. Additional finance can be made available from the Federal budget. As a rule, the Federal loans and subsidies are only granted if the "Land" in which the job is created also grants loans and subsidies of an adequate amount and on equally favourable terms.

INTRODUCED IN : 1969

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	29.113	41.482	44.550
BUDGET (Mio. DM)	734	1.097	1.302

(ii) EINGLIEDERUNGSHILFEN

Integration premiums.

AIM

Elimination of financial obstacles to balance between supply and demand on the labour market.

CONTENT

Integration premiums may be granted to employers who offer an appropriate permanent job to and conclude an unlimited employment contract with an applicant or a worker threatened with redundancy. In some regions, this scheme also includes the continued employment of workers difficult to reclassify when the firm is declared insolvent and is taken over by another employer. As a rule, this allowance is granted for a period of no more than 6 months. However, it may be granted for a year. It amounts to 50% of the normal pay (in exceptional cases 70%) and is refunded to the employer.

INTRODUCED IN : 1969

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	16.296	21.023	22.275
BUDGET (Mio. DM)	81	120	140

(iii) LOHNKOSTENZUSCHÜSSE FÜR ALTERE ARBEITNEHMER

Wage subsidies for older workers.

AIM

Encourage the recruitment of additional hard-to-place older workers (over 50 years).

CONTENT

Employers may receive a recruitment subsidy of 50% (60% - 70% in certain cases) of the usual wage, falling progressively by 10% a year.

INTRODUCED IN : 1969

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	3.135	6.862	10.000
BUDGET (Mio. DM)	39	80	130

(iv) INDIVIDUELLE FÖRDERUNG DER BERUFLICHEN FORTBILDUNG UND UMSCHULUNG

Support for advanced vocational training and retraining of individuals.

AIMS

- To ensure or improve occupational flexibility
- To encourage advancement
- To prevent end any shortage of qualified manpower
- To prevent overcome unemployment as well as qualitative and quantitative underemployment

CONTENT

Advanced vocational training includes measures by means of which occupational knowledge and skill are assessed, maintained and extended or adapted to technical developments, or which offer opportunities for career advancement.

Vocational retraining meets the needs of persons wishing to change occupation.

To qualify for these measures, the person concerned must either have completed his basic training, have adequate vocational experience or both.

FINANCIAL RESOURCES

Individuals following full-time training courses can qualify for a subsistence allowance in the form of a loan or a subsidy depending on whether the training is "necessary" or "useful" to them provided that, within a fixed period of time, they have held a job of a minimum duration for which contributions have been made to the Federal Institute of Employment.

The Federal Institute of Employment bears all or part of the costs of advanced training or retraining, including enrolment and examination fees, the cost books and equipment, travelling expenses, the cost of working clothes, sickness and accident insurance contributions and the cost of board and lodging provided "necessary" participation in a course makes accomodation away from home inevitable.

Employers may qualify for an adaptation subsidy where, under the terms of an employment contract, they impart to workers the vocational knowledge and skill which the workers need to reach full efficiency in their job. In principle the amount and duration of the subsidy depend on the difference between the existing capabilities of the worker to be trained and the requirements of the job in question.

INTRODUCED IN : 1969

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	54.132	67.291	
BUDGET	9.010 DM	9.380 DM	

(v) INDIVIDUELLE FÖRDERUNG DER BERUFLICHEN AUSBILDUNG

Promotion of individual vocational training.

AIM

By means of this measure, the Federal Institute of Employment helps to overcome economic difficulties which stand in the way of acquiring satisfactory vocational skills by granting vocational training assistance to those in receipt of training.

CONTENT

Vocational training assistance is granted to young people and adults for initial vocational training centres or for participation in vocational preparation programmes.

INTRODUCED IN : 1969

(vi) ÜBERBRÜCKUNGSGELD

Bridging allowance.

AIM

Encouragement for unemployed people to create their own employment.

CONTENT

Unemployed people wishing to set up on their own account will, for the first three months of initial activity, be able to shield themselves against the danger of a loss of income thanks to a temporary allowance granted to them of an amount equivalent to the unemployment assistance they had previously received. An ever increasing variety of forms of self-employment are emerging for unemployed skilled workers as an alternative to continuous unemployment.

INTRODUCED IN : 1986

(vii) BERUFSBERATUNG

Vocational guidance.

AIM

The vocational guidance system takes account both of the person's qualifications and aspirations of the candidate and of the economic interests of society. It aims at ensuring the individual's free choice of career while making clear all the factors which may influence his decision. To this end, it provides those who call on it with all nature of information, guidance and counselling to help the individual to choose an occupation which is the most appropriate for him and for the labour market.

CONTENT

The vocational guidance service is operated by the Federal Institute of Employment on a totally impartial and cost-free basis and may be used by any individual at his own discretion. The system focuses above all on the requirements of the individual. Individual advice is offered at the end of each 3-month period of unemployment.

INTRODUCED IN : 1969

(viii) VORRUHESTANDSLEISTUNGEN

Early retirement allowances.

AIM

Offering older workers the opportunity of voluntarily entering early retirement in order thus to improve employment prospects, particularly of young people born in the high birth rate period.

CONTENT

Employers who make early retirement payments to workers who retire as soon as they reach 58 can qualify for a subsidy from the Federal Institute of Employment provided they satisfy the following requirements:

- under a collective agreement, they must pay to a worker who enters retirement of his own accord an early retirement payment at an agreed rate which may not be less than 65 % of the average gross amount earned in the last 6 months;
- the retiring worker must be replaced by a registered unemployed person or other assimilated individual.

The amount of the subsidy is 35 % or 34 % respectively calculated on the basis of the gross earnings referred to above. Provided that the collective agreement does not state that in the event of the employer's insolvency (for example as a result of bankruptcy) payments must be made by an employers' compensation fund or any other joint body set up by the social partners, it is the Federal Institute of Employment which replaces the bankrupt employer and makes the early retirement payments (9(1) VRG). Subsidies for early retirement payments and the early retirement payment provided for in 9(1) of the VRG law are granted on request. Applications must be made in writing to the relevant employment office.

INTRODUCED IN: 1984

IV - S P A I N
-----(i) PROMOCION DEL EMPLEO AUTONOMO (Promotion for self-employment)AIM

Encouragement to unemployed people to set up their own businesses.

CONTENT

The programme offers reduced interest rates, subsidies for technical assistance and a subsidy of maximum PTA 250.000 to help the initial revenue.

The programme is open to unemployed people of under 25 years of age and the long-term unemployed of over 25 years of age.

INTRODUCED IN : 1986

	1986	1987 (estimation)
NUMBER OF LTU BENEFICIARIES	3.365	4.600
BUDGET (Mio Ptas)	1.492,6	2.081,2

(ii) FORMACION PROFESIONAL OCUPACIONAL
 Formation professionnelle, pour chômeurs de longue durée

OBJET

Dispenser des qualifications de base et un recyclage professionnel

CONTENU

Des cours de formation de base et de recyclage sont organisés pour les chômeurs de longue durée âgés de plus de 25 ans qui ne reçoivent pas d'allocation de chômage. Les participants à ces cours ont droit à une indemnité correspondant à 75 % du salaire minimum interprofessionnel.

INTRODUIT EN: 1986

	1986	1987
NOMBRE DE CLD BENEFICIAIRES	45.338	47.522
MONTANT DU BUDGET (Mio Ptas)	4.320	5.242

(iii) FORMACION PROFESIONAL OCUPACIONAL EN EL AMBITO RURAL

Vocational training in rural areas.

AIM

Training for unemployed people in rural areas.

CONTENT

Vocational training and retraining courses for workers living in rural areas. Long-term unemployed people of more than 25 years of age are entitled to an allowance amounting to 75% of the minimum wage.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	44.507	50.000
BUDGET	1.379,2	1.673,8

(iv) FORMACION PROFESIONAL PARA TRABAJADORES MAYORES DE 45 ANOS
CONTRATADOS POR TIEMPO INDEFINIDO

Vocational training for LTUs over 45 years of age linked to an unlimited employment contract.

AIM

Provision of vocational training courses.

CONTENT

Vocational training is free for long-term unemployed people over 45 years of age who secure an unlimited employment contract with an employer.

(v) CONTRATACION INDEFINITIVA DE TRABAJADORES MAYORES DE 45 ANOS

Contracts of unfixed duration for workers over 45 years of age.

AIM

Encouraging recruitment of long-term unemployed people of over 45 years of age.

CONTENT

Employers who offer an unlimited employment contract to long-term unemployed persons of over 45 years of age qualify for a subsidy of PTA 400.000 and a 50% reduction in social security contributions.

INTRODUCED IN : 1983

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	4.882	9.290	13.300
BUDGET (Mio Ptas)	1.952	3.143	842

(vi) APOYO SALARIAL PARA LA CONTRATACION DE MUJERES EN PROFESIONES
U OFICIOS EN LOS QUE SE ENCUENTRAN SUBREPRESENTADAS

Contracts for women in occupations where they are underrepresented.

AIM

Encouragement for the recruitment of unemployed women.

CONTENT

The scheme offers a subsidy of PTA 250.000 maximum to employers who recruit women of less than 25 years of age or long term unemployed women of more than 25 years of age for occupations in which wome are underrepresented.

INTRODUCED IN : 1986	1986	1987
NUMBER OF LTU BENEFICIARIES	80	100
BUDGET (Mio Ptas)	286,9	325

(vii) PRIORIDAD PARA LA REALIZACION DE OBRAS Y SERVICIOS POR
TRABAJADORES DESEMPLEADOS

Priority for employment contracts in community service sector.

AIM

Encouragement for employment of long-term unemployed.

CONTENT

Long-term unemployed people enjoy priority in collaboration contracts between the public authorities and the INEM.
The INEM may grant a subsidy to wage costs of up to 100%.

INTRODUCED IN : 1985

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	270.171	309.307	326.000
BUDGET (Mio Ptas)	30.000	36.180	36.880

(viii) SUBVENCIONES DIVERSAS

Recruitment incentives.

AIM

Encouragement for the employment of the long-term unemployed.

CONTENT

Firms which conclude unlimited employment contracts with workers of over 45 years of age who have been registered as unemployed for at least one year may for each worker thus recruited receive a subsidy of PTA 400.000 and be granted a 50% reduction in their social security contributions. In 1984, 5.324 workers were taken on under this scheme, 6.398 in 1985 and 5.861 in the first half of 1986. The subsidies are also granted to cooperatives for each new associate of less than 25 years of age who has been unemployed for at least one year. A third scheme grants subsidies to employers who take on, permanently and in addition to the existing complement, women who have been unemployed for at least a year for jobs in which they are generally underrepresented. Another scheme grants assistance to small and medium-sized enterprises which take on unemployed people of less than 25 years of age or long-term unemployed people between the ages of 25 and 45.

INTRODUCED IN : 1986

(i) INSERTION DE CHOMEURS DE LONGUE DUREE

(Integration of long-term unemployed)

AIM

Systematic examination of the situation of jobseekers registered with the ANPE for 13 months so as to encourage their occupational and social integration.

CONTENT

The measure, which was applied between October 1982 and March 1983, proved extremely effective. By extending the measure, the aim of the ANPE is gradually to arrive at a situation where all registered jobseekers can be given an individual interview after being unemployed for four months and thirteen months.

The programme consists of personalised interviews entailing an appraisal of both the ANPE help so far and the approaches made by the jobseeker. He can then be put in touch with employers, guided towards training or have his situation reviewed by the "departemental" director for labour and employment. He can also draw on additional services : a practical assessment of his vocational capacities, a training session on job search or in-depth guidance.

INTRODUCED IN : 1982

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES			500.000

BUDGET

(ii) AIDE A LA CREATION D'ENTREPRISES PAR DES TRAVAILLEURS

PRIVES D'EMPLOIS

(Aid for creation of business by workers deprived of employment)

AIM

To help interested jobseekers to participate in economic development by creating their own business drawing on previously acquired abilities.

CONTENT

The amount of the aid varies between FF 10.000 and FF 40.000 according to the previous work references of the creators and the length of their registration with the national employment office (ANPE). Furthermore, the aid can be increased by up to FF 20.000 where at least one additional wage-earning job has been created.

Exemption from payment of social security contributions for the first six months of the new activity is maintained.

The beneficiaries of this aid are all jobseekers in receipt of benefit or entitled to claim benefit.

INTRODUCED IN : 1984

(iii) FONDS DEPARTEMENTAL D'INITIATIVE JEUNE

(Youth Initiative Funds at "departemental" level)

AIM

To encourage integration of young people.

CONTENT

The "Youth Initiative Fund" is endowed with an amount by the "département" to finance initiatives taken by young people themselves with a view to training and occupational integration - setting up of business, study trips, et.

INTRODUCED IN : 1984

PROGRAMME DE FORMATION ET D'AIDE A LA REINSERTION - RESUME

(Programme of training and aid for reintegration - SUMMARY)

A. MEASURES TO ASSIST YOUNG PEOPLE

The target groups for measures to assist young people are :

- 16-18 year olds leaving school at the lowest levels,
- 18-25 year olds in search of their first job with very low levels of basic training,
- 18-25 year olds in search of their first job classed as long-term unemployed.

The average duration of traineeships is six months corresponding to 550 hours training and two months in a firm, organized according to the diversity of the trainees.

B. MEASURES TO ASSIST ADULTS

The adults concerned are covered by the following measures :

- traineeships for the long-term unemployed provided by the Fonds National de l'Emploi

These courses are of short (300 hours) or long (600 hours) duration ;

- modular training. Average duration of courses : 550 hours ;
- upgrading courses. Average duration of courses : 700 hours ;
- local integration programmes for single women.

The authorities of the départements have been urged to ensure that both for young people and adults all these measures entail a minimum of 40 hours' training in the new technologies.

INTRODUCED IN : 1986

(iv) PROGRAMME D'AIDE A L'INSERTION PROFESSIONNELLE 16-25 ANS

(Programme of aid for the occupational integration of 16-25 year olds)

AIM

To encourage the training and occupational integration of young people.

CONTENT

(a) Programme for 16-18 year olds

To enable 16-18 year olds leaving school without any vocational training to acquire skills enabling them to find a place on the labour market by means of reception, information and guidance measures and alternating training schemes.

(b) Integration traineeships for young people over 18 years of age

Traineeships for 18 - 25 year olds seeking their first job but who, mainly due to a lack of qualifications, encounter serious social and occupational integration difficulties.

	1985	1986	1987
NOMBRE DE BENEFICIAIRES	20.000	66.500	90.000

(c) Employment-training contracts

The employment-training contract is a measure introduced as long ago as 1975 and is now one of the principal methods of occupational integration.

The employment-training contract is a working contract under common law backed up with a commitment from the employer who must organise and finance training for the person recently hired and guarantee him/her a minimum length of employment. As a counterpart to this commitment, the employer receives financial help from the State fixed according to the number of hours and quality of training.

INTRODUCED IN :

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	3.000	1.000	

AMOUNT OF BUDGET

(d) Upgrading training periods

These training periods aim at reducing, at the local level, imbalances between the supply of and demand for jobs. They take into account job offers registered at the local agencies which it has not been possible to fill by the usual placement operations and the jobseekers with the most appropriate skills or qualifications for the offers in question.

INTRODUCED IN :

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	5.000	14.000	19.000

AMOUNT OF BUDGET

(v) STAGES DU FONDS NATIONAL DE L'EMPLOI (F.N.E.)

(Traineeships under the FNE (National Employment Fund))

AIM

Traineeships for jobseekers.

CONTENT

Among the measures launched in the autumn of 1982 is the organisation, within the F.N.E. framework, of traineeships for jobseekers which are in priority offered to the long-term unemployed. These traineeships are started up after having matched employment supply and demand and detected potential qualified jobs, by striving for training which is linked with a guarantee of being hired.

They are carried out by public or private training bodies on the initiative of the public employment service and after the A.F.P.A. has verified the quality and nature of training.

INTRODUCED IN : 1982

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	35.000	37.000	45.000
AMOUNT OF BUDGET			

(vi) STAGES MODULAIRES + 25 ANS

(Modular training for those over 25)

AIM

Training and occupational integration measures with priority for the long-term unemployed.

CONTENT

Traineeships of an average duration of 600 hours based on specifications laid down by the ANPE after analysing reintegration difficulties and local job opportunities.

The aim is to draw up, with the beneficiary trainees, a strategy for integration consisting of an assessment of the personal situation, re-entry to employment, educational/vocational upgrading, in-service training and help in employment search. To this end, the appointed training body (or firm) must propose a course of training and aid to occupational integration which takes account of local employment possibilities.

INTRODUCED IN : 1985

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	57.000	54.000	86.000
AMOUNT OF BUDGET			

(vii) TRAVAUX D'UTILITE COLLECTIVE (T.U.C.)

(Community service work)

AIM

To promote vocational integration of young people.

CONTENT

This programme is open to young people aged 16 to 21 years who have no job and are not undergoing any training or studies. Such people can carry out on a part time basis and for a period of maximum one year work of benefit to the community in such areas as assistance to the elderly, environmental protection, family help, or in such areas as assistance to the elderly, environmental protection, family help, or school services. Such work is proposed, defined and managed at the local level by communities, public bodies and non profit making associations and foundations.

The work must both meet a unsatisfied real need and not compete with activities provided by the market sector or public authorities. The purpose is to ensure that young beneficiaries are both socially and occupationally integrated. Hence, projects accepted must be sufficiently supervised and have an inherent interest for the young beneficiaries.

INTRODUCED IN : 1984

(viii) PROGRAMME D'INSERTION LOCALE (P.I.L.)

(Local integration programme)

AIM

To promote integration of the long-term unemployed.

CONTENT

Programmes such as the TUC are implemented by agreement between the State and local authorities, associations or public bodies with a view to offering jobseekers of at least 25 years of age part-time work fulfilling unsatisfied Community needs. Such work may be of a maximum of 6 months duration : the beneficiaries receive an income of an amount equivalent to their unemployment benefit.

INTRODUCTION PLANNED FOR : 1987

	1987
NUMBER OF LTU BENEFICIAIRES	15.000

(ix) AIDES A L'EMBAUCHE DE SALARIES PRATIQUANT UN HORAIRE
DE 30 HEURES

(Aid for recruitment of wage-earners working a
30 hour week)

AIM

To encourage working reduced hours.

CONTENT

This aid, FF 6.000, is granted for taking on a wage-earner whose weekly working time, calculated over the whole year, amounts to between 28 and 32 working hours, taking account of possible overtime.

It is granted for a new recruitment and not for changing an existing job. It is subject to there having been no redundancies in the previous three months and that there will be none in the following twelve. Contracts providing entitlement to this aid are unlimited part-time work contracts.

INTRODUCED IN : 1884

1985

1986

1987

(x) PRIMES A L'EMBAUCHE POUR CLD

(LTU job incentives)

AIM

To encourage employment of long-term unemployed.

CONTENT

Financial compensation for long-term unemployed jobseekers who accept a part-time job offering a wage lower than their unemployment benefit. The State pays the worker the difference between the former benefit and the new wage.

INTRODUCED IN : 1985

	1985
NUMBER OF LTU BENEFICIARIES	1.150
AMOUNT OF BUDGET	

VI - G R E E C E

(i) JOB CREATION PROGRAMMEAIM

To promote the recruitment of the long-term unemployed.

CONTENT

- a) A programme for the creation of 12.000 new jobs was launched in 1982 by the National Manpower Organization (OAED).

It is addressed to private enterprises, local authority, cooperatives and trade groupings, but the public sector, public enterprises and the banks are all excluded.

A ministerial decision fixes the amount of the subsidy, according to the categories of persons employed and the sector where the new jobs are being created. Money is made available in the form of daily grants as follows :

- Dra 800, for men and Dra 900, for women for jobs in the tertiary sector,
- Dra 900, for men and Dra 1.000, for women for jobs in the secondary sector
- Dra 1.000, for men and Dra 1.100, for women in jobs created in the frontier regions or in enterprises bringing in new technologies
- Dra 1.100, for male and female repatriates
- Dra 1.300, for male and female ex-convicts released after 1 January 1985
- Dra 1.500, for unemployed male and female university graduates who are hired by local government and local authority undertakings.

Grants are given for 12 months. Only undertakings which have not dismissed any employees in the three months preceding the hire of a grant-aided person qualify for the programmes.

- b) Subsidies to local authorities for the creation of community work (1982).
- c) Subsidies to unemployed setting up their own business (1986).

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES			
Measure A	11.335	17.000	27.000
Measure B	5.000	7.000	10.000
Measure C	-	600	4.100
BUDGET			
Measure A	1.5 M drs	3.7	8.0
Measure B	0.3	0.7	1.2
Measure C	-	0.06	1.1

VII - IRELAND
-----(i) JOB SEARCH SCHEMEAIM

To improve the job-searching skills of the long-term unemployed.

CONTENT

Long-term unemployed people are invited to join a job search group where, over a period of four weeks, they receive coaching in how to look for jobs more effectively. During this period, all necessary job-searching facilities (postage, telephones, typewriters etc.) are provided free of charge, while in certain cases expenses will be paid to cover the cost of travelling to job interviews. Participants will continue to receive their normal unemployment pay entitlements during the duration of the scheme.

INTRODUCED IN :1986 AS A PILOT PROGRAMME

(ii) ENTERPRISE ALLOWANCE SCHEMEAIM

The purpose of the Scheme is to encourage unemployed persons in receipt of unemployment payments to establish a business.

CONTENTS

Projects in most sectors of economic activity will be considered. The business must be new and independent and not linked in any way with an existing undertaking.

To enter the Scheme applicants must have for at least 13 weeks immediately preceding been :

- (i) on the Live Register and in receipt of Unemployment Benefit/Assistance; or
- (ii) attending an approved training course following a period on the Live Register during which they were in receipt of Unemployment Benefit/Assistance provided that the two periods together make up at least 13 consecutive weeks; or
- (iii) in receipt of the Disabled Persons Rehabilitation Allowance while attending a training course approved by the National Rehabilitation Board.

Applicants must show that they can invest IR£ 500 from their own resources in the business if this is necessary and that they have access to sufficient working capital for the operation of the business.

The enterprise allowance is IR£ 50 per week for a married person and IR£ 30 per week for a single person and is payable in lieu of Unemployment Benefit/Assistance. The allowance will be paid for a maximum of 52 weeks provided the business continues for that period. In a limited number of cases the enterprise allowance or part thereof may be paid in the form of a lump sum to facilitate the purchase of capital assets.

INTRODUCED IN : 1983

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	5,382	4,525	3,470
BUDGET	£ 9,6 M	11,1 M	8,244 M

(iii) BUILDING ON EXPERIENCE

AIM

To extend the range of occupational choices open to the long-term unemployed.

CONTENT

This scheme is aimed at persons between the ages of 25 and 44 who are unemployed for more than one year and in receipt of unemployment assistance.

The programme consists of alternating periods of formal training with periods of relevant practical job training in a work environment. The training programme is of 6 months' duration and is divided into 4 months' off-the-job training and 2 one month practical job training periods. The period in the work environment provides participants with experience of work which they will not have had for over a year. The programme also helps the long-term unemployed by restoring self-confidence, developing initiative and job-finding skills; it encourages trainees to examine alternative occupational options which include self-employment, co-operative ventures, and community service; and it enables them to use a period of unemployment constructively.

INTRODUCED IN : 1984

(iv) EDUCATIONAL OPPORTUNITIES SCHEME

AIM

To encourage long-term unemployed persons to pursue education courses.

CONTENT

The scheme allows long-term unemployed persons over the age of 25 to pursue a full-time education course for one year. The Scheme, which is operated in conjunction with the National Manpower Service and local Vocation Education Committees (VEC's) is intended to give people a chance to study a range of Leaving Certificate subjects. Those persons who avail themselves of the Scheme are paid an allowance equivalent to their normal welfare entitlements.

INTRODUCED IN : 1986 AS A PILOT PROGRAMME.

(v) PART-TIME JOB ALLOWANCE SCHEME

AIM

To encourage long-term unemployed to take up employment.

CONTENT

The scheme allows persons who have been unemployed for more than 12 months to take up a part-time job while continuing to receive a special allowance. The allowance amounts to IR£ 25 per week for a single person and IR£ 40 per week for a married person, and is payable to any person who works part-time up to a maximum of 24 hours per week. Earnings derived from the part-time employment does not affect payment of the allowance, but the employment must be for less than 24 hours a week. Participants in the Scheme are still required to register once a week at their local Employment Exchange and produce a regular employer's statement of the weekly hours worked.

INTRODUCED IN : 1986 AS A PILOT PROGRAMME

(vi) SOCIAL EMPLOYMENT SCHEMEAIM

To assist the long-term unemployed by offering them an average of two and a half days' work a week.

CONTENT

Work projects may be submitted by public sector and voluntary organisations. These projects must fulfil the following criteria:

- (a) respond to clearly identified community needs ;
- (b) be non-profit orientated ;
- (c) not be in substitution for existing employment or bring about a reduction in the hours of work of existing employees ;
- (d) be of at least 4 months' duration and form part of a programme of projects which overall will give one year of employment to participants. There is no maximum on the duration of a project ;
- (e) be in areas where there are sufficient numbers of long-term unemployed persons available for participation.

To be eligible for participation in the scheme a person must:

- (a) be unemployed for more than 1 year and be in receipt of unemployment assistance at the time of entry to the scheme. The 12 months qualifying period may be made up of unemployment assistance or a combination of unemployment assistance/benefit, disability benefit, attendance at an AnCO (Industrial Training Authority), CERT (hotel training etc.), or IMI (Irish Management Institute) training course. Breaks of up to 6 weeks during the 12 month qualifying period may be allowed;
- (b) be 25 years of age or over, except where it is established that sufficient persons cannot be recruited from amongst those aged over 25 years. Persons under 25 years of age may not constitute more than one tenth of the number of participants in any project.

INTRODUCED IN : 1985

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	5,500	10,000	8,500 - 9,000
BUDGET	£ 29 M	44,9 M	40,5 M

(vii) EMPLOYMENT INCENTIVE SCHEMEAIM

The objective of the Employment Incentive Scheme is to effect a net increase in employment levels by encouraging employers to recruit unemployed persons. It provides a financial incentive for a limited period of time to employers who recruit additional eligible employees for jobs of a stable nature.

CONTENT

The scheme is open to profit-making and non-profit-making undertakings (including community, charitable and sporting organisations, etc.) in all sectors with the exception of the following : public sector ; banking ; insurance ; building societies and similar financial activities.

Assistance under the scheme is confined to the establishment of two jobs per annum per employer. To satisfy the conditions for employee eligibility a person must have been unemployed for at least 13 weeks immediately preceding recruitment (registered with the NMS, on the Live Register, participating in a programme of work experience financed by a state department, public authority or state agency).

A subsidy of IR£ 60 per week is payable in respect of persons aged over 25 who have been unemployed for twelve months. A standard rate of IR£ 30 per week is payable in all other circumstances. All premiums are payable for 24 weeks.

INTRODUCED IN : 1977

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	960	1,500	1,500 +
BUDGET	£ 5 M	5,64 M	6 M

(i) CONTRATTO DI FORMAZIONE LAVORO

(Training-work contracts)

AIM

To enable young people to become integrated in the employment world and acquire skills.

CONTENT

Law No. 113 was approved in April 1986. This establishes a special nationwide programme aimed at integrating 40.000 young persons (of whom at least 20.000 will be in the Mezzogiorno) into working life by means of training-work contracts during the 1986-87 biennium. To qualify, the persons must be between 18 and 29 years of age and have been registered at the employment office for more than 12 months.

The time and practical arrangements for the training and work activities are decided by the organisations concerned: private firms, public enterprises, research associations and foundations and bodies providing companies with technical assistance. Draft projects have, however, to be submitted to the Ministry of Labour and Social Insurance.

Priority is given to projects :

- in areas having very high rates of youth unemployment ;
- which provide for the recruitment of women in occupations where they are under-represented ;
- which provide for the hiring of highly specialised workers ;
- which provide for the recruitment of particularly difficult to place workers ; and finally
- projects carried through jointly with the trade union organisations.

Employers drawing on the scheme receive a grant amounting to 15% of the remuneration of the worker taken on under a training-work contract. The grant is raised to 20% for companies in information technology and computerised sectors. The same law provides that a monthly grant of 100,000 LIT per month is given to an employer for twelve months (200,000 LIT in the Mezzogiorno area) for each worker employed under a training-work contract and kept on for an indefinite period of time.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	20.000 over two years	
BUDGET	570.000.000 LIT	

(ii) PROGRAMME TO ENCOURAGE INITIATIVES AIMED AT ENHANCING
AND SAFEGUARDING CULTURAL ASSETS

AIM

Enhancement of cultural heritage by creating additional jobs for the long-term unemployed of less than 29 years of age.

CONTENT

Financial support for projects which :

- provide for the execution of work to be entrusted to companies or consortia of companies ;
- aim at enhancing cultural assets in areas foreseen under Article 15, Law 41/86 ;
- aim at creating additional employment through the hiring on limited contracts of young persons under 29 years of age who have been unemployed for more than 12 months. These workers may be chosen directly by the employer (unlike the normal arrangement which obliges the employer to accept the candidates proposed by the labour exchange). Technicians and graduates who are older than 29 years and have already worked on cultural assets can also be hired ;
- set out the contents and arrangements of the training activities intended for the recruits ;
- make use of "new" technologies ;
- foresee a minimum duration of 6 months and a maximum of 36 months and costs of not less than LIT 3.000 million and not more than LIT 50.000 million ;
- are immediately feasible.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES		3.828
BUDGET	600.000.000 LIT	

(iii) STATE JOBS FOR THE UNEMPLOYED

AIM

To support employment by facilitating the integration into the labour market of workers who have been temporarily laid off and currently fall within the Earnings Supplement Fund (CIG) or have been on the unemployment register for more than six months.

CONTENT

The law authorises state administrations, autonomous bodies and local authorities to fill available vacancies in their organisation with workers from enterprises operating in specific regions such as in Liguria, Lombardy, Piedmont and Sardinia, who at that moment are in receipt of benefit from the CIG. 4,435 jobs will be provided in this way.

The workers concerned must be no older than 45 years and must also meet all the recruitment requirements for public employment.

Before being integrated into the state administration, the workers selected must undergo retraining courses, lasting at least 3 months, organised by the administration concerned.

The law also authorises state administrations, autonomous bodies and local authorities, especially in the Mezzogiorno, to arrange competitive examinations to fill vacancies in specific skills, job categories or occupations in certain specified areas. Simplified recruitment procedures are provided for. For the purpose of the ranking in public examinations, having been unemployed for at least 6 months, as registered on the appropriate placement list, constitutes a priority. In total it will be possible to recruit 21,837 such workers.

INTRODUCED IN : 1985

GENERAL MEASURE WHICH GIVES PREFERENCE TO THOSE UNEMPLOYED WHO HAVE BEEN UNEMPLOYED FOR 6 MONTHS OR MORE.

IX - LUXEMBOURG
-----(i) AIDE A LA CREATION D'EMPLOIS D'UTILITE SOCIO-ECONOMIQUE

(Aid to creating socio-economically useful jobs)

AIM

To facilitate the start-up, operation and development of lasting projects for services and activities which are not currently provided by public or private undertakings.

CONTENT

All types of economic, social or cultural projects can be taken into consideration in so far as they meet needs which have so far not been met or they develop unused resources.

The aid of the Unemployment Fund is given for the creation of jobs meeting the following conditions :

- granting aid must not compromise the profitability of existing undertaking which are not drawing on these arrangements ;
- the jobs must be reserved for persons threatened with unemployment or for jobseekers registered at the Employment Administration who have not yet reached their 25th birthday;
- the jobs must be permanent and lasting ;
- the beneficiary of the aid must guarantee the financing of the job created at the end of a period of one year from granting the aid ;
- the beneficiary must comply with the legal, regulatory, administrative and collectively bargained rules dealing with the protection of the wage-earners in the exercise of their job.

The aid is granted for a maximum period of one year and is, in principle, non-renewable, except in duly justified cases for which receive special exceptions have to be made.

INTRODUCED IN : 1984

(ii) PRIME D'INCITATION A L'EMBAUCHE DE CHOMEURS DE LONGUE
DUREE ET DE DEMANDEURS D'EMPLOI PARTICULIEREMENT
DIFFICILES A PLACER

(Incentive to employ long-term unemployed and jobseekers who are particularly difficult to place)

AIM

To encourage the hiring of the long-term unemployed and other jobseekers who are difficult to place.

CONTENT

According to a special decision of the National Employment Commission, a long-term unemployed person is a jobseeker who has received unemployment benefit for more than 365 calendar days. They are persons who are particularly difficult to place because of their age, physical or mental disability or other serious circumstances.

A person who is particularly difficult to place is a jobseeker registered at the Employment Administration for 15 years or more, anyone aged at least 55, anyone who is at least 30 per cent incapacitated to work or anyone having particularly serious circumstances inherent to his person.

The wage-earner must be hired on an unlimited work contract and the job must consist of at least 20 working hours per week. Entitlement to the incentive premium is secured by the employer after the worker has held the job for an uninterrupted period of at least 12 months.

The amount of the premium has been fixed at 200 per cent of the reference minimum social wage.

INTRODUCED IN : 1983

X - THE NETHERLANDS
-----(i) START-UP ASSISTANCEAIM

To encourage the unemployed to start a business.

CONTENT

Persons in receipt of benefit who want to start up in a business but do not have sufficient funds can, under certain conditions, receive financial help. This help, provided on the basis of the rules governing the self-employed under the National Assistance Act, consists of an income supplement up to the level of social assistance during the start-up period or a loan of up to Hfl 25,000.

Unemployed persons in receipt of benefit and persons threatened with unemployment are eligible for the scheme. "Threatened persons" are defined as those whose employer has applied to the labour office for dismissal authorisation. The existing arrangements for the interchangeability of roles mean that the partner of the person in receipt of benefit can also draw on the scheme.

The allowance is added to the income from the business to raise it to the level of social assistance and is paid instead of unemployment benefit or social assistance. It is granted for an initial period of six months, which can be extended by a further six months and, in exceptional cases, yet another six months.

Six months after start-up, the municipal department responsible for social assistance will assess whether the business is developing according to expectations. Should this not be the case, with the business stagnating and no expectation of it developing into a viable enterprise, the municipality will stop paying the allowance.

A person who is still entitled to unemployment benefit or social assistance when the business is being set up, can, if the company fails, again claim benefit.

INTRODUCED IN : 1985

(ii) "JOB" SCHEMEAIM

To provide young people initially with part-time work gradually leading to permanent employment.

CONTENT

"JOB" is intended for long-term unemployed persons under the age of 25.

Through START, the partly state-run temporary employment agency, young people can be placed in temporary employment in the market sector or the collective sector in jobs which range from 20 to 32 hours per week. The employers receive a subsidy amounting to 33% of the minimum (youth) wage for the person concerned.

INTRODUCED IN : 1984

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	900	2.500	5.000
BUDGET	HFL 10 M	15 M	35 M

(iii) WERKGELEGENHEIDSVERRUIMENDE MAATREGEL (WVM)

(Employment creation scheme)

AIM

To provide the more vulnerable groups of the unemployed ("risk groups") with the opportunity of obtaining working experience or of maintaining the work habit in jobs created specifically for them through which they can acquire a better starting position from which to become permanently employed.

CONTENT

Persons who have been unemployed for at least 12 months (or for at least 9 months if they are less than 23 years old) are eligible under the scheme. The subsidy can be given for a maximum of 12 months. The monthly subsidy amounts to :

- for a person of 23 years or older HFL 2,910
- for a person of 22 years or older HFL 2,475
- for a person of 21 years or older HFL 2,110
- for a person of 20 years or older HFL 1,790
- for a person of 19 years or older HFL 1,530
- for a person of 18 years or older HFL 1,325
- for a person of 17 years or older HFL 1,150
- for a person of 16 years or older HFL 1,005

INTRODUCED IN : 1983

(iv) MOA - MEASURE TO SUPPORT INTEGRATION INTO THE LABOUR MARKETAIM

To encourage the hiring of the unemployed.

CONTENT

Through MOA, an employer who hires a long term unemployed person registered with the employment office can be given a maximum subsidy of HFL 1,000 per month for up to six months. This support is intended as an allowance towards the costs of training and helping those taken on to overcome handicaps encountered as a result of having been out of work and deprived of work experience.

MOA is aimed at unemployed persons who have been registered as jobseekers for an uninterrupted period of more than 12 months, volunteers who are doing voluntary work who have been registered for more than 12 months or women who are registered as unemployed jobseekers and who have not been in employment for more than 12 months because they have been looking after their household.

A work contract has to be drawn up and signed between the employer and the employee. The contract can be of limited duration or open-ended. This contract must be agreed for a minimum period of 6 months in order to ensure that a work induction programme is drawn up which the employee can actually complete.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	2.900	4.800
BUDGET	*	HFL +/- 50 M

* not known

(v) TERUGPLOEGPROGRAMMA

(Plough-back scheme)

AIM

To finance employment projects in the building sector.

CONTENT

The scheme works as follows : by having a certain number of the unemployed back in work, the government "saves" the unemployment benefits it would normally receive. To these savings the government makes available a sum and then persuades third parties to put up money for specific investment projects.

Under the first scheme, which is now being prolonged, to the money saved - HFL 250m - the government added HFL 100m and persuaded various project promoters (municipalities, house building corporations and individuals) to make available HFL 650m. Thus, by an investment of HFL 100m in public funds, government provided 8,500 man/years of work on additional projects of urban renewal, restoring monuments, improving or building police stations, theatres and sports facilities as well as enhancing transport amenities.

Projects financed under the plough back scheme have to adhere to strict conditions :

1. The projects must be additional, i.e. they would not have been undertaken were it not for the additional finance.
2. They must not falsify competition.
3. The projects must not lead to regular workers being displaced from their jobs.
4. 70 per cent of the manpower taken on for each project must be long-term unemployed persons.

The unemployed who are taken on for these projects are given a work contract for the duration of the project, i.e. they have a normal legal status with a normal wage based on a collective agreement. By being employed on these projects the workers also acquire new entitlement to unemployment benefit.

INTRODUCED IN : 1983

(vi) MLW SCHEMEAIM

To encourage recruitment of the long-term unemployed.

CONTENT

Under this scheme employers are exempt from paying social security contributions for a specified period if, between 1 October 1986 and 31 December 1987, they contractually hire a LTU either for an indefinite period or for a fixed term of at least two year's duration up to 24 March 1987 and further 6 months after this date. The contract must provide for an average work week of 15 hours and collectively agreed wages or, failing that, the statutory minimum wage. The unemployed person to be hired must have been registered as a job seeker at the employment office for a continuous period of more than three years and must be at least 21 years of age. The director of the regional employment office (GAB) can authorize a person who has not been registered as a job seeker to qualify for this measure provided that he/she can prove that he/she has been unemployed for more than three years and is actively looking for a job.

Exemption from employers' contributions lasts for the duration of the employment contract up to a maximum of four years and must be approved by the director of the GAB. A number of specific clauses have been included in the scheme to prevent regular workers from being displaced by the long-term unemployed. For instance, the director of the GAB would not grant approval if the employer had made other workers redundant (dismissed them for "business economic" reasons) in the six months preceding the recruitment.

The employer will also be able to claim an allowance of HfL 4,000 for each person taken on under the scheme to cover the costs of training and guidance, provided he has drawn up a retraining programme which has been approved by the director of the GAB.

INTRODUCED IN : 1986

	1987
NUMBER OF LTU BENEFICIARIES	664 *
BUDGET	39 M HfL

* period 1 October 86 - 18 February 87

XI - P O R T U G A L
-----(i) GRANTS FOR SELF-EMPLOYMENTAIM

To encourage self-employed activities.

CONTENT

Measures on the granting of financial aid have been introduced to encourage the creation of self-employed activities both for young people and the long-term unemployed. This follows in the wake of alterations made to the criteria used by the European Social Fund for awarding grants in particular to self-employed workers. These criteria exclude the professions, i.e. occupations which require higher education.

The measure sets out the conditions whereby young persons (18 to 25 years of age) who are in search of their first job and all workers who have been unemployed for one year or more can apply. Workers who are already receiving a grant for setting up their own company under the unemployment protection scheme are excluded from this measure.

Persons applying for a grant must carry out the grant-aided activity for at least 36 hours a week. This non-repayable grant lasts for a maximum period of one year. Its amount is determined in the light of the amounts decided on each year by the Commission of the European Communities for similar grants. In 1986, it was Esc. 3.300 per person/week.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	1.000	
BUDGET	172	

(ii) OPEN-ENDED EMPLOYMENT CONTRACTSAIM

To encourage firms to create permanent jobs for young people under 25 and long-term unemployed people over 25 years of age.

CONTENT

Aid consists of a grant awarded to undertakings which submit investment projects which are technically, economically and financially viable. The amount of the grant is 12 times the national minimum wage for lack job created.

The scheme involved 2.000 workers in 1986 and, according to forecasts, will involve 4.200 workers in 1987.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	800	4.500
BUDGET	149	1.132

(iii) TEMPORARY WORK SCHEMEAIM

To create temporary work in community service sectors.

CONTENT

A special programme for the long-term unemployed aged at least 25 years (ATD) seeks to provide them with temporary employment (6 months) in community activities (D.M. of 19.vi.86). The programme is co-financed by the European Social Fund and the wage paid to each worker corresponds to the amount of the minimum national wage for a 40-hour working week.

INTRODUCED IN : 1986

	1986	1987
NUMBER OF LTU BENEFICIARIES	9.000	12.000
BUDGET	973	2.721

(iv) LEI SUPPORT SCHEME

AIM

To provide technical and financial aid for Local Employment Initiatives.

CONTENT

This scheme enables LEI to secure technical and financial help from the IEFP, the national employment and vocational training institute.

Priority is given to projects meeting the following criteria:

- a) highest percentage of applicants looking for their first job and unemployed persons to be hired in the LEI
- b) highest percentage of persons cooperating in, associated with or partners of the total initiative
- c) location within regions most affected by unemployment or least favoured by economic and social development
- d) the lowest capital-intensity of the investment envisaged.

Absolute priority will, however, be given to projects meeting conditions a) and b) taken together.

INTRODUCED IN : 1986

XII - UNITED KINGDOM
-----(i) RESTART PROGRAMMEAIM

To assist long-term unemployed people in securing a job or gaining access to training.

CONTENT

A series of measures and activities beginning with a personal invitation to long-term unemployed persons to attend an in-depth interview at the job centre. The interview may lead to an offer of a vacancy to apply for a place on the Community Programme, entry to the Enterprise Allowance Scheme, a place on a Manpower Services Commission training course or membership of a Jobclub.

INTRODUCED IN : 1985

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	14.070	1.300.000	2.700.000
BUDGET (£ 0.1 M.)		£ 45M.	£ 79.5M.

(ii) JOBCLUBSAIM

To improve the job searching techniques of the long-term unemployed.

CONTENT

The employment services provide long-term unemployed people with a meeting place, certain materials and amenities and technical advice on job-searching.

Each member of a Jobclub is required to devote a fixed period of time to job-searching.

INTRODUCED IN : 1984

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	1.975	42.000	150.000

(iii) ENTERPRISE ALLOWANCE SCHEMA (EAS)AIM

To help unemployed people start up in business.

CONTENT

The scheme pays a flat-rate taxable allowance of £40 per week for the first year whilst the business is being established. Applicants must have been unemployed for at least 13 weeks and must be in receipt of unemployment or supplementary benefit at the time of application. They must also show that they have £ 1,000 which they intend to invest in the business.

INTRODUCED IN : 1982

	1985	1986
APPROX. NUMBER OF LTU BENEFICIARIES	16.200	20.700
BUDGET (£ 0.1 M.)	£ 103.9M.	£ 146.8M.

(iv) RESTART COURSES

AIM

To help long-term unemployed people to improve their job-searching techniques.

CONTENT

One to two week courses designed specifically to meet the needs of the long-term unemployed. The courses concentrate on assessing the potential and aptitudes of those who participate, updating their basic working skills and their techniques for job search, application and interviews.

INTRODUCED IN : 1986

(v) JOB TRAINING SCHEME

AIM

Provision of job-training courses for those under 25 years of age.

CONTENT

Training courses of an average duration of 6 months are offered to those who have been unemployed for over six months.

Priority is given to those under 25, many of whom feel they have chosen the wrong career or that they do not possess the necessary qualifications.

The courses lead to the award of recognized vocational qualifications.

Those who attend these courses continue to qualify for unemployment benefit.

INTRODUCED IN : 1986

(vi) COMMUNITY PROGRAMMEAIM

To provide temporary jobs, both full and part-time, for the long-term unemployed on community service projects.

CONTENT

The scheme is open to those in receipt of state benefits aged 18-24 who have been unemployed for at least six out of the last nine months and those aged 25 and over who have been out of work for at least 12 out of the last 15 months. In addition all participants must have been unemployed continuously for at least two months immediately prior to recruitment to the Programme. Participants are paid the local going rate for the job but the average pay for each project may not exceed £ 67 a week.

INTRODUCED IN : 1982

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	300.000	300.000	300.000
BUDGET (£ 0.1M.)	£ 667M.	£ 1.038M.	£ 1.120M.

(vii) JOBSTART ALLOWANCEAIM

To encourage the long-term unemployed to accept a job offering pay of less than £ 80 a week.

CONTENT

An allowance of £ 20 a week is paid for a maximum of six months to a long-term unemployed person who takes a full-time job paying less than £ 80 a week.

INTRODUCED IN : 1986

	1985	1986	1987
NUMBER OF LTU BENEFICIARIES	122	8.000	20.000

(viii) JOB RELEASE SCHEMES

AIM

To encourage older workers to give up work early thus releasing their jobs for unemployed people.

CONTENT

Those leaving their jobs receive a weekly allowance provided that their employer agrees to recruit an unemployed person in their place. The Full-Time Job Release Scheme is currently available to men aged 64 and women aged 59, and to disabled men aged 60-63.

Under the Part-Time Job Release Scheme introduced in October 1983, an allowance is paid to workers nearing state pension age who move from full-time to part-time work, provided that an unemployed person is taken on for the other half of their job.

The scheme is currently open to women aged 59, men aged 62 and 63 and disabled men aged 60 to 61.

INTRODUCED IN : 1977

1985

1986

1987

LONG-TERM UNEMPLOYMENT IN THE COMMUNITYSTATISTICAL ANNEX

1. Regional long-term unemployment in the Community (unemployed for more than one year as % of labour force)
2. Regional long-term unemployment in the Community of persons aged under 25 years
3. Long-term unemployment as a percentage of total unemployment
4. Comparison between people aged less than 25 years, and 25 years and more having a job, being unemployed and being long-term unemployed
5. Unemployed in the Community according to the length of unemployment and long-term unemployed of less than and more than 25 years
6. Unemployed of less than 25 years and 25 years and more according to the length of unemployment
7. Long-term unemployment as a percentage of total unemployment, 1983-1985
Youth unemployment (less than 25 years) as a percentage of total unemployment, 1983-1985
8. Rate of unemployment and breakdown of long-term unemployment by sex for total unemployed, less than 25 years and 25 years and more
9. Change in the proportion of long-term unemployed in total registered unemployed 1980-1986
10. European Social Fund - Aids to recruitment
11. European Social Fund - Vocational Training
12. European Social Fund - Aid for the long-term unemployed, M and F
13. European Social Fund - Aid to the long-term unemployed as a proportion of total aid (13a - 1986 ; 13b - 1987)

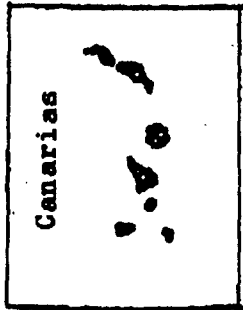
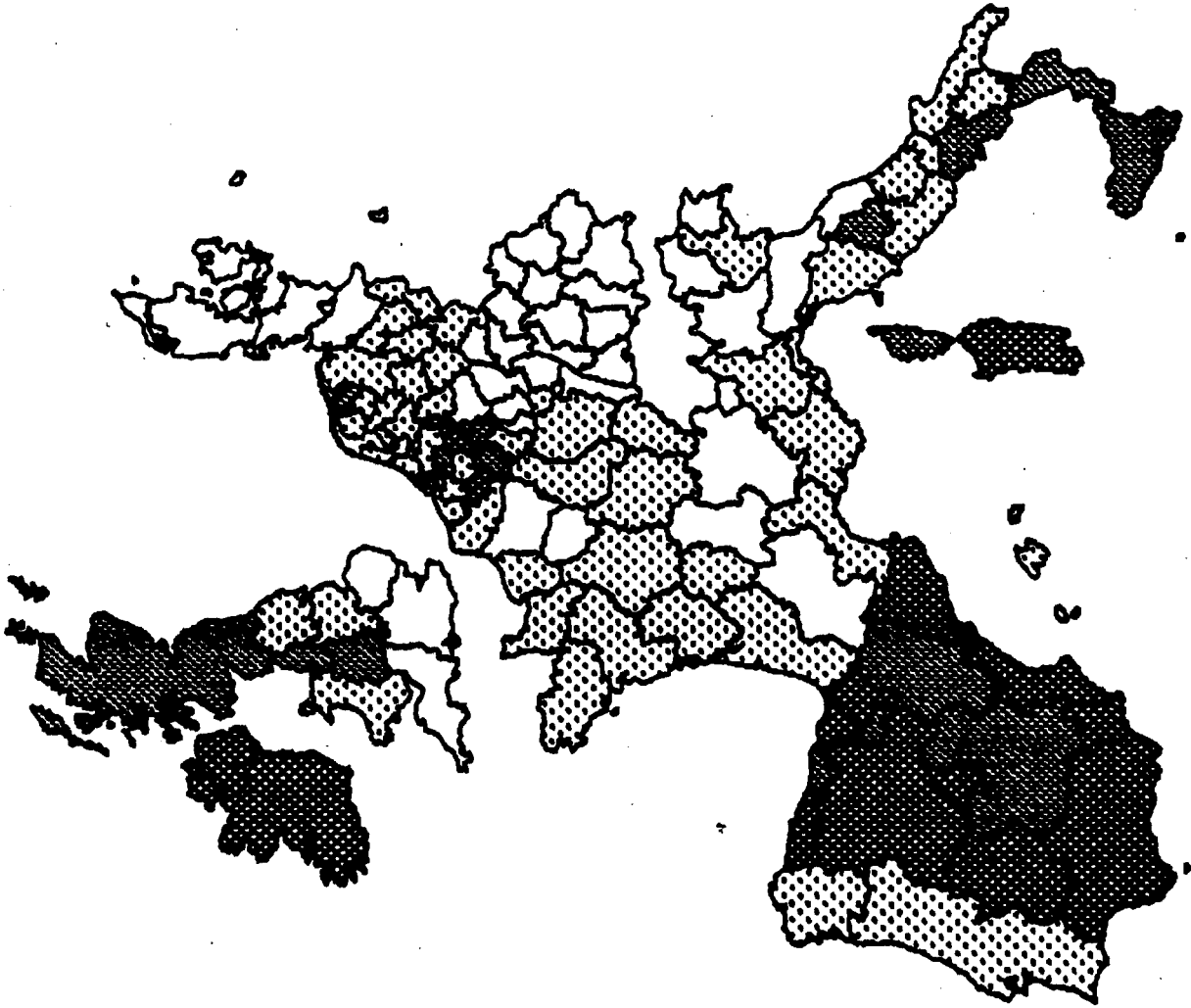
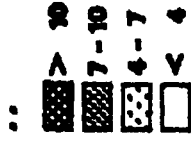
This Annex is mainly based on the results of the Community Labour Force Surveys, national statistics on registered unemployment are not suitable for the comparison of levels of unemployment because of differing legislation and administrative practices between the Member States.

Source : EUROSTAT

Rate of long term
unemployment (> 1 year)

April 1985

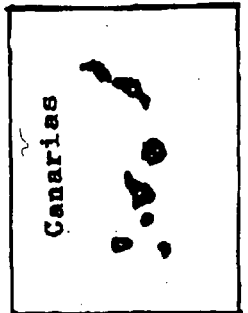
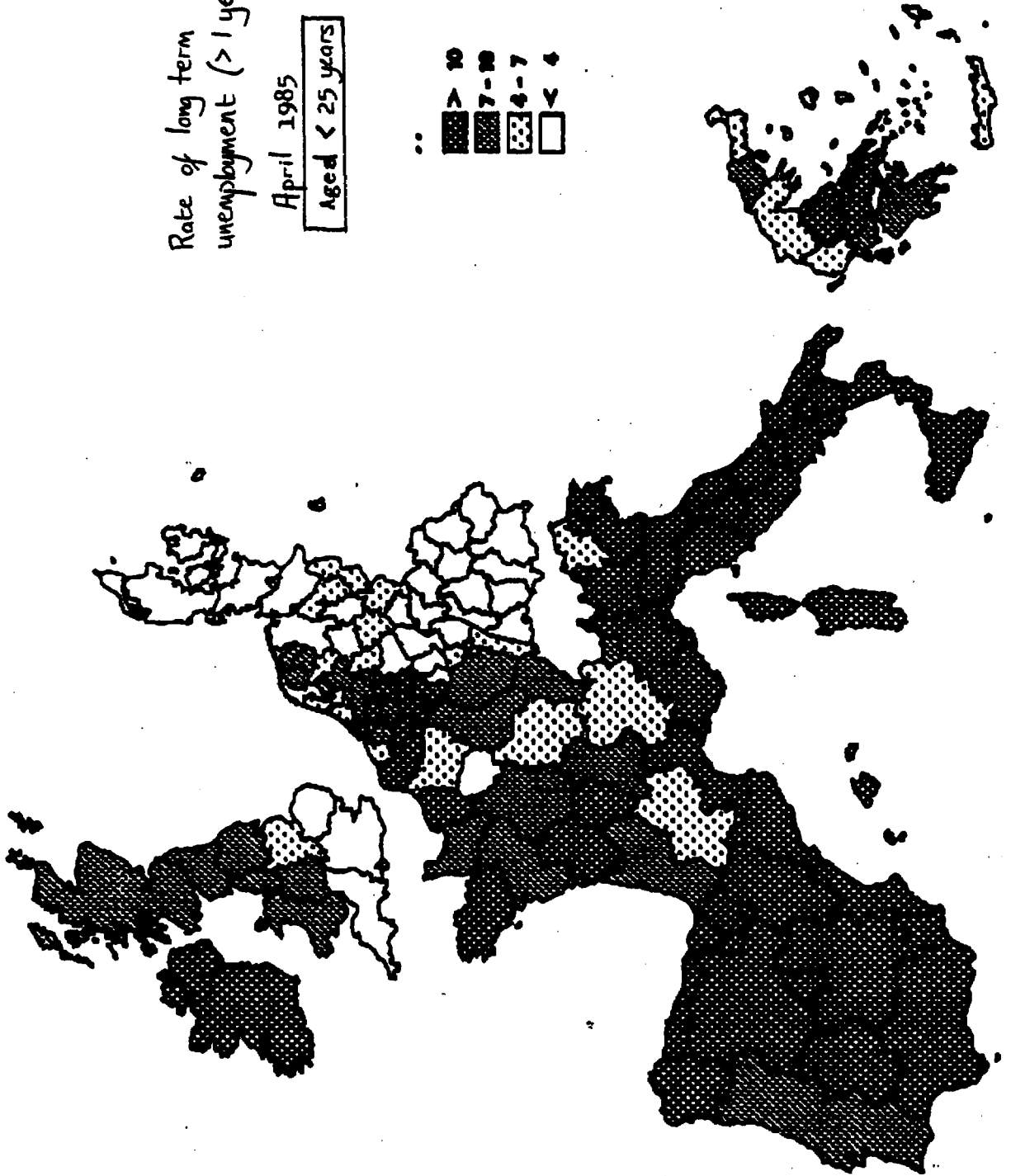
All ages



Rate of long term
unemployment (>1 year)

April 1985

Aged < 25 years



LONG TERM UNEMPLOYMENT AS A % OF TOTAL UNEMPLOYMENT

	1983	1984	1985
B	64.1	67.1	68.2
D	38.4	43.4	46.9
DK	32.2	30.9	32.0
E	32.3	37.1	43.4
ES	52.5	53.4	56.3
F	39.6	39.1	43.8
I	54.6	60.5	63.6
IR	35.2	44.5	62.2
L	32.7	29.3	36.8
NL	46.9	n.a.	56.4
P	45.2	43.5	48.4
UK	44.8	45.5	48.7
EUR 12	46.3*	48.3*	52.1*

(* - estimation)

Source: Community labour force sample survey

Spain: National survey

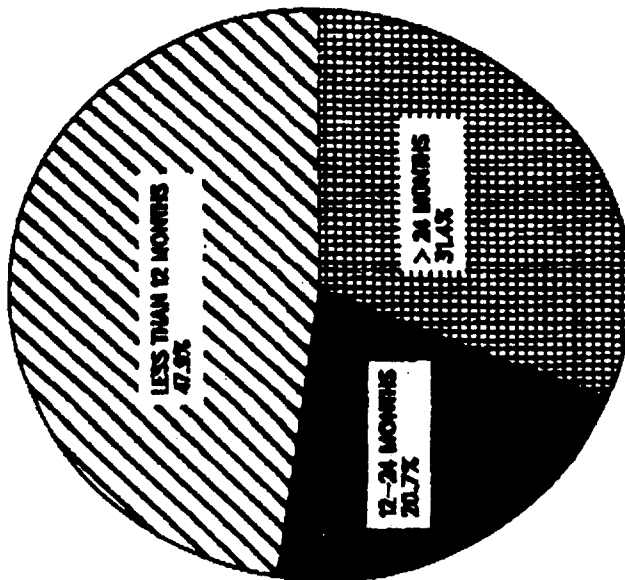
Portugal: National definition of unemployment

ANALYSIS OF PEOPLE WITH A JOB, THE UNEMPLOYED
AND THE LONG TERM UNEMPLOYED IN 1985

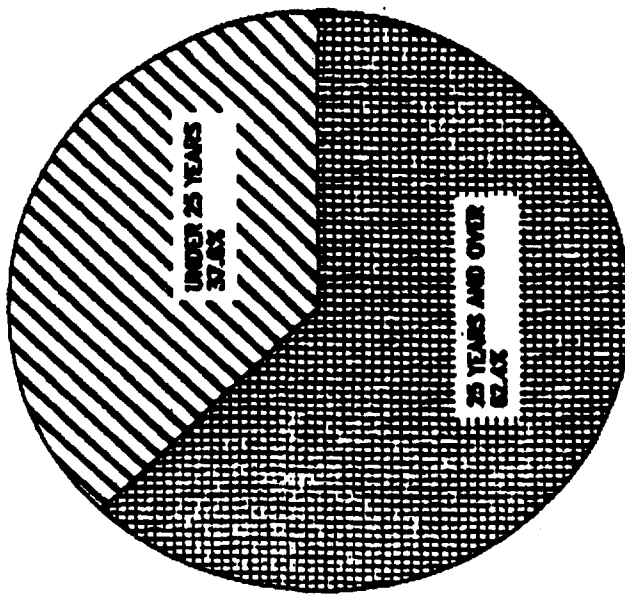
	PEOPLE WITH A JOB			UNEMPLOYED FOR < 1 YEAR			UNEMPLOYED FOR > 1 YEAR		
	< 25	25 +	TOTAL	< 25	25 +	TOTAL	< 25	25 +	TOTAL
B	13.8	86.2	100.0	49.4	50.6	100.0	25.5	74.5	100.0
DK	20.5	79.5	100.0	34.2	65.8	100.0	19.9	80.1	100.0
D	19.3	80.7	100.0	36.0	64.0	100.0	17.7	82.3	100.0
E	11.5	88.5	100.0	43.2	56.8	100.0	41.4	58.6	100.0
ES	14.1	85.9	100.0	46.3	53.7	100.0	46.8	53.2	100.0
F	13.7	86.3	100.0	47.9	52.1	100.0	32.0	68.0	100.0
IRL	24.5	75.5	100.0	44.8	55.2	100.0	32.6	67.4	100.0
I	13.3	86.7	100.0	60.5	39.5	100.0	60.5	39.5	100.0
L	20.7	79.3	100.0	44.9	55.1	100.0	44.6	55.4	100.0
NL	18.3	81.7	100.0	43.6	56.4	100.0	24.1	75.9	100.0
P	19.8	80.2	100	58.3	41.7	100	49.3	50.7	100
UK	21.3	78.7	100.0	43.0	57.0	100.0	27.6	72.4	100.0
EUR12	17.0	83.0	100.0	45.8	54.2	100.0	37.6	62.4	100.0

UNEMPLOYED IN EUR 12 SPRING 1985

TOTAL UNEMPLOYED BY DURATION

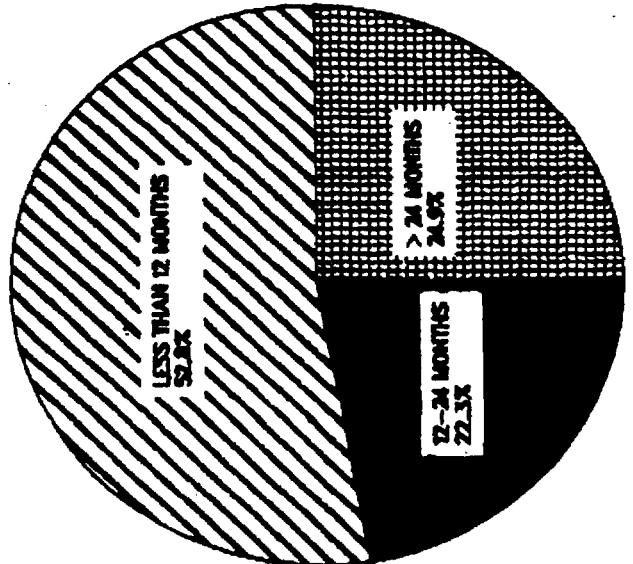


LONG TERM UNEMPLOYED BY AGE

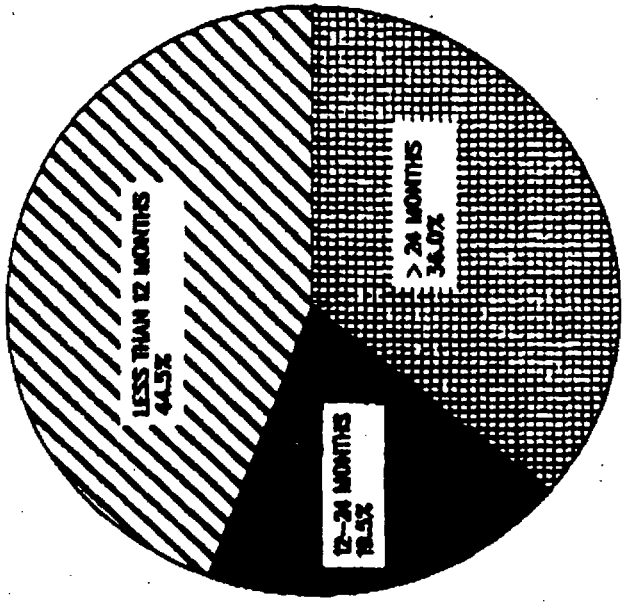


UNEMPLOYED IN EUR 12 SPRING 1985

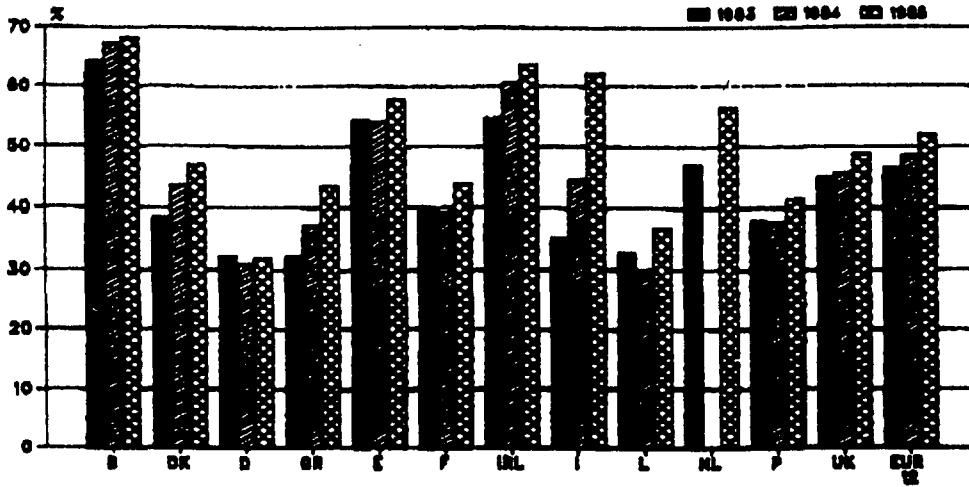
UNEMPLOYED UNDER 25 YEARS OLD BY DURATION



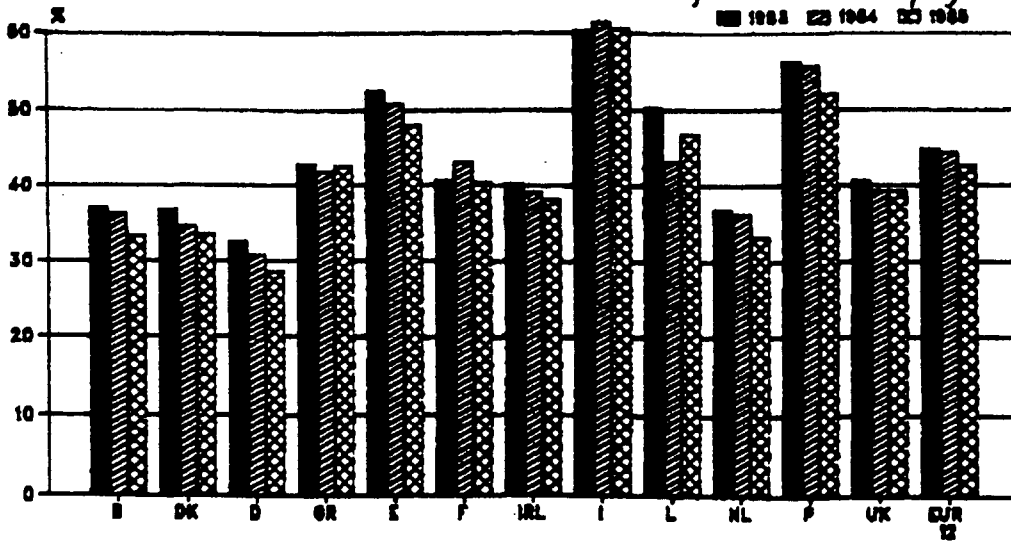
UNEMPLOYED OVER 25 YEARS OLD BY DURATION



Long term unemployment as a percentage of total unemployment.



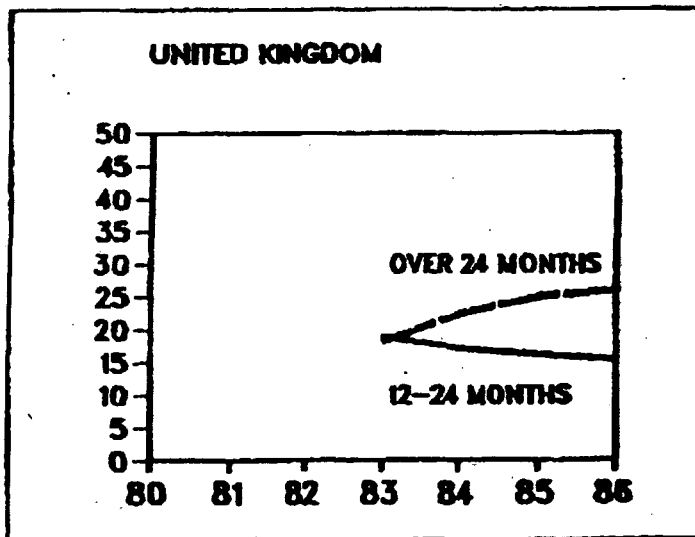
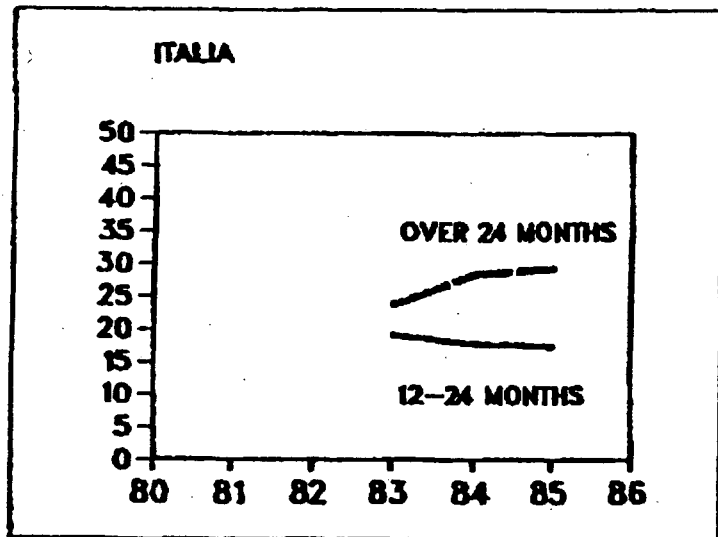
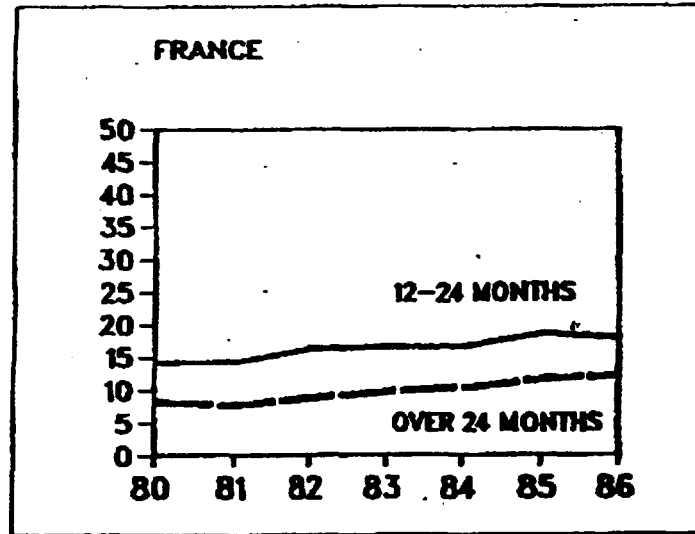
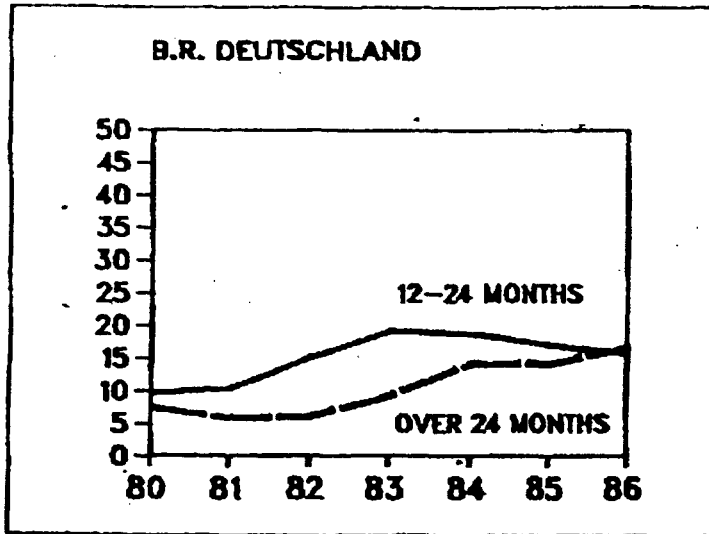
Unemployment of young people under 25 years as a percentage of total unemployment



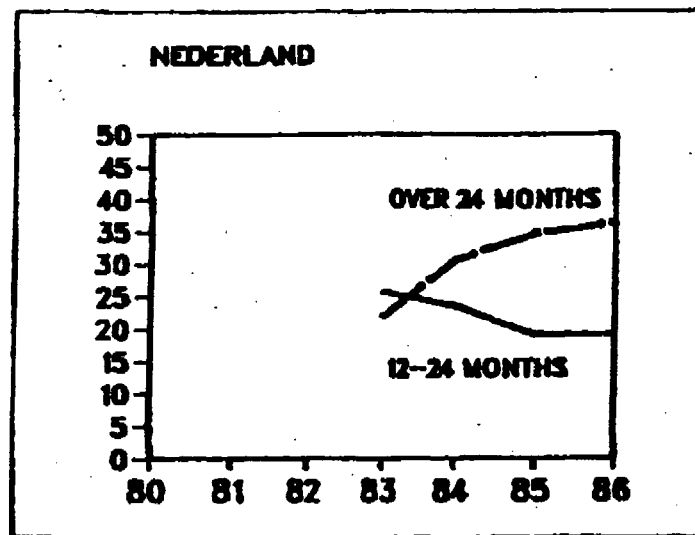
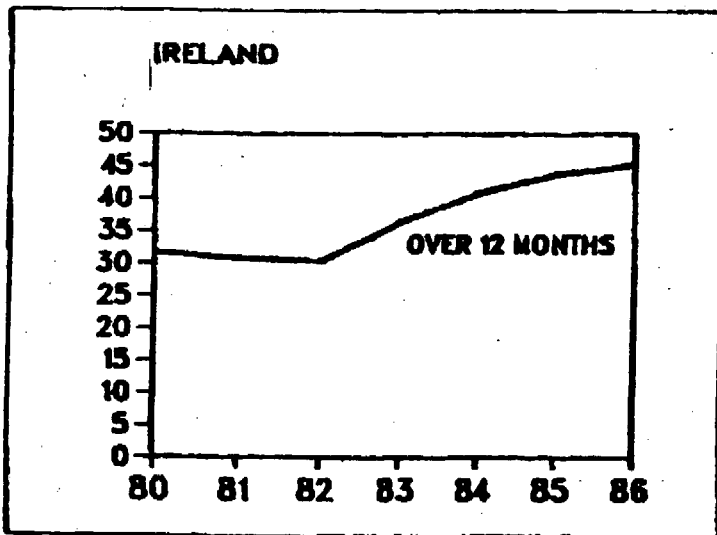
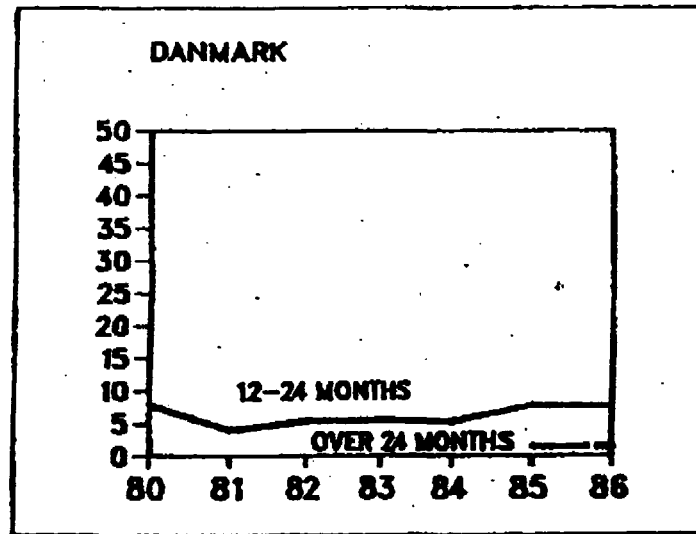
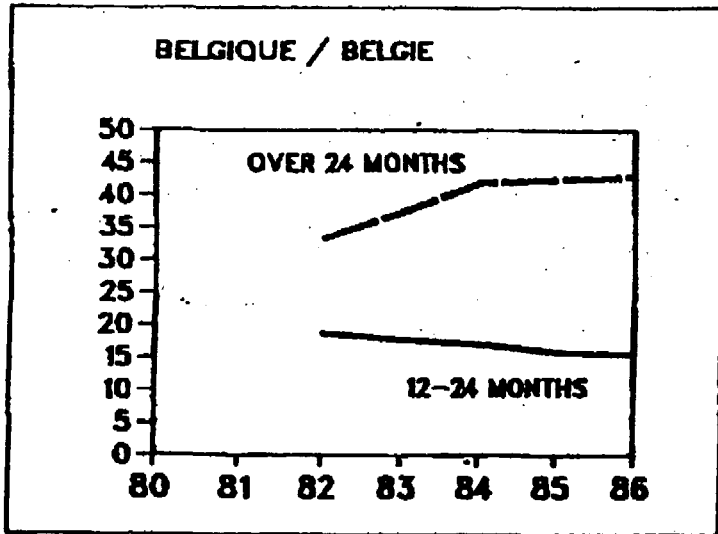
UNEMPLOYMENT RATE AND DISTRIBUTION OF LONG TERM UNEMPLOYMENT (LTU) BY AGE AND SEX: 1985

	OVERALL UNEMPLOYMENT RATE	MALES + FEMALES			MALES			FEMALES			
		% of UNEMPLOYED WHO ARE LTU	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 1 - 2 YEARS	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 2 YEARS +	% of UNEMPLOYED WHO ARE LTU	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 1 - 2 YEARS	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 2 YEARS +	% of UNEMPLOYED WHO ARE LTU	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 1 - 2 YEARS	% of UNEMPLOYED WHO HAVE BEEN UNEMPLOYED 2 YEARS +	
B	TOTAL	11.3	68.2	16.8	51.5	63.1	18.3	44.8	71.7	15.8	56.0
	< 25	23.6	52.3	19.7	32.8	46.2	19.7	26.6	56.4	19.8	36.7
	25 +	9.0	74.0	15.3	60.7	70.8	17.6	53.2	79.6	13.7	66.0
DK	TOTAL	7.8	32.0	18.7	13.3	30.6	17.8	12.8	33.0	19.4	13.7
	< 25	11.5	21.5	14.2	7.3	19.5	14.8	4.7	23.2	13.7	9.5
	25 +	6.8	36.4	20.5	15.9	35.7	19.1	16.6	36.9	21.6	15.3
D	TOTAL	6.9	46.9	20.2	26.7	48.3	19.4	28.9	45.4	70.9	24.4
	< 25	9.8	30.3	18.6	11.6	31.6	18.7	12.9	29.0	18.3	10.5
	25 +	6.1	53.2	20.8	32.4	54.1	19.7	34.4	52.2	22.0	30.2
E	TOTAL	7.8	43.4	23.9	19.5	32.8	20.6	12.3	52.7	26.9	25.8
	< 25	23.9	42.4	27.4	15.0	30.4	23.6	6.8	50.4	29.9	20.5
	25 +	5.2	44.2	21.4	22.8	34.2	18.8	15.4	54.8	24.2	30.6
ES	TOTAL	21.9	57.8	22.8	35.0	54.9	22.5	32.3	63.4	23.2	40.1
	< 25	48.1	58.1	24.4	33.7	53.8	23.4	20.4	63.3	25.5	37.8
	25 +	14.9	57.5	21.4	36.2	55.5	22.0	33.6	63.4	19.7	43.7
F	TOTAL	10.3	43.8	22.0	21.8	39.6	20.9	18.7	47.6	23.8	24.6
	< 25	25.8	34.3	20.1	14.2	29.4	17.9	11.5	38.4	21.9	16.5
	25 +	7.2	50.4	23.3	27.1	46.2	22.9	23.3	54.4	23.8	30.6
IRL	TOTAL	18.0	62.2	21.1	41.1	64.3	19.1	47.2	54.1	24.9	29.2
	< 25	25.1	54.5	25.0	29.5	58.7	24.9	32.8	48.6	25.1	23.4
	25 +	15.4	66.8	18.7	48.0	70.0	16.3	53.7	58.8	24.7	34.1
I	TOTAL	9.2	63.6	25.5	38.1	61.1	24.8	36.4	65.5	26.1	39.4
	< 25	31.7	63.6	28.1	35.5	60.5	27.4	33.2	66.1	28.7	37.4
	25 +	4.4	63.6	21.5	42.0	62.1	20.4	41.6	64.6	22.4	42.3
L	TOTAL	3.0	34.8	23.0	13.8	38.4	23.5	14.9	35.2	22.5	12.7
	< 25	6.5	34.6	24.6	12.0	38.4	25.8	12.6	34.9	23.5	11.4
	25 +	2.0	34.9	21.6	15.3	38.5	21.6	16.8	35.4	21.7	13.8
NL	TOTAL	10.5	56.4	20.8	35.7	59.2	19.5	39.7	52.5	22.6	29.9
	< 25	17.7	41.7	20.5	21.3	43.5	21.4	22.1	39.9	19.5	20.4
	25 +	8.7	63.5	20.9	42.6	65.6	18.7	46.9	60.2	24.5	35.7
UK	TOTAL	11.5	48.7	15.5	33.2	54.3	15.9	38.4	40.0	14.9	23.1
	< 25	18.2	37.9	17.3	20.6	42.2	17.6	24.4	31.5	16.8	14.7
	25 +	9.5	58.6	14.5	40.1	60.8	15.0	45.8	44.8	13.8	31.1
P	TOTAL	8.6	48.4	22.7	25.7	39.2	22.8	16.4	55.1	22.6	32.5
	15-24	20.1	46.3	25.4	20.9	38.6	24.7	13.9	51.7	25.8	25.9
	25 +	5.4	53.3	20.6	32.7	40.8	22.4	18.4	62.0	19.3	42.7
EUR12	TOTAL	10.7	52.1	20.7	31.4	51.9	20.2	31.8	52.4	21.3	31.1
	< 25	22.9	47.2	22.3	24.9	45.5	21.5	24.1	49.0	23.1	23.8
	25 +	7.7	53.5	19.5	36.8	56.0	19.3	34.6	55.2	19.8	35.3

LONG TERM UNEMPLOYED AS A PERCENTAGE OF TOTAL UNEMPLOYED
(NATIONAL REGISTERED DATA)

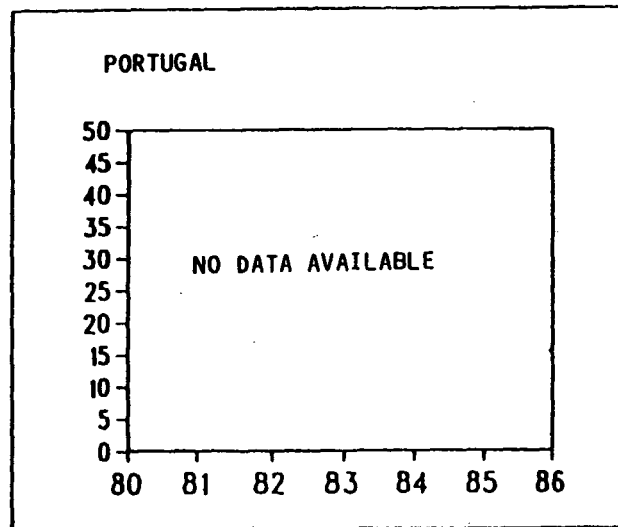
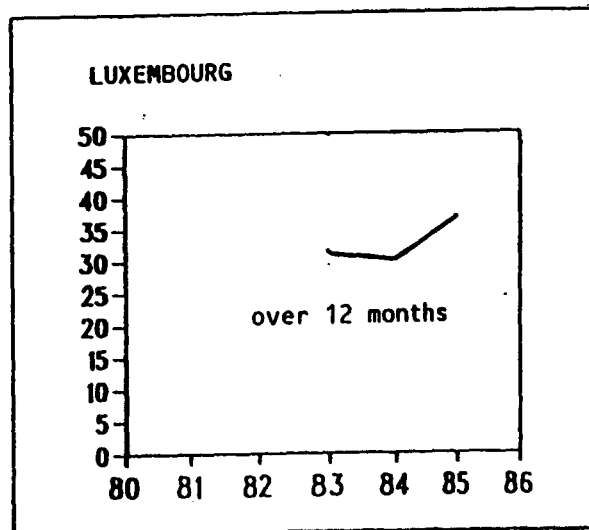
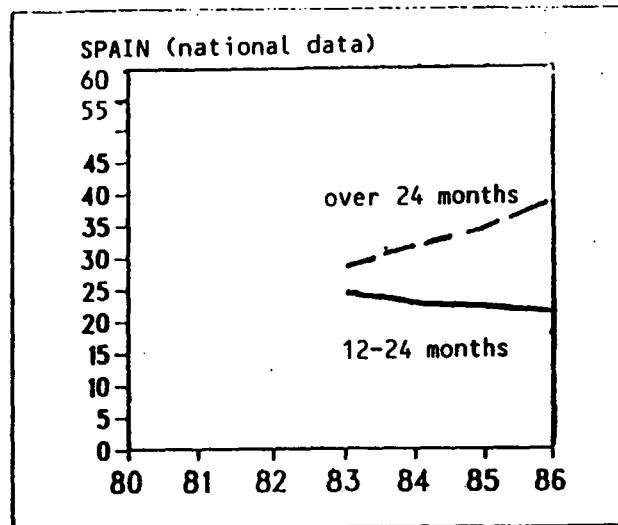
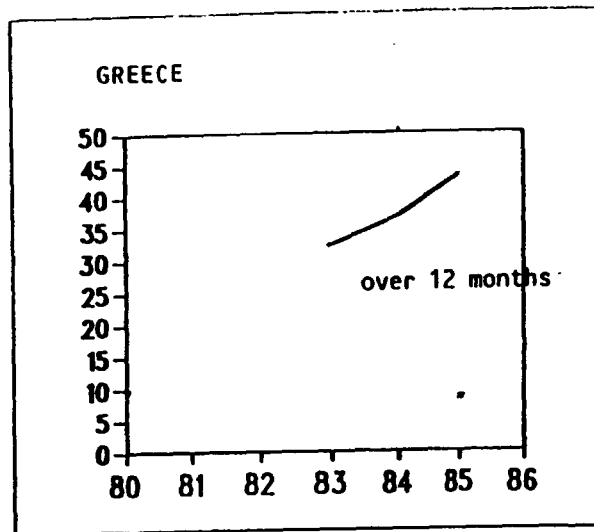


LONG TERM UNEMPLOYED AS A PERCENTAGE OF TOTAL UNEMPLOYED
(NATIONAL REGISTERED DATA)



LONG TERM UNEMPLOYED AS A PERCENTAGE OF TOTAL UNEMPLOYED

(LABOUR FORCE SURVEY DATA)



EUROPEAN SOCIAL FUND

AID FOR RECRUITMENT 1986/1987

	* * NUMBER * * OF * * PERSONS * * 1986	I	NUMBER OF PERSONS 1987	I	DIF - fé- rence %	* * AMOUNT * * 1000 * * ECU * * 1986	I	AMOUNT 1000 ECU 1987	I	Dif- fé- rence %	* * Cost * * per * * son * * (in * * ECU) * * 1986	I	Cost per son (in ECU) 1987	I	Dif- fé- rence %	* * * * * * * *		
B	*F* 2786	I	8580	I	+208	*	2,2	I	4,9	I	+123	*	790	I	571	I	- 28	*
	H 3151	I	7784	I	+147	*	2,4	I	4,4	I	+ 83	*	762	I	565	I	- 26	*
D	*F* 2287	I	2269	I	- 1	*	3,6	I	3,4	I	- 6	*	1574	I	1499	I	- 5	*
	H 3189	I	3711	I	+ 16	*	4,3	I	5,5	I	+ 28	*	1348	I	1482	I	+ 10	*
DK	*F* 9379	I	4156	I	- 56	*	8,4	I	4,2	I	- 50	*	896	I	1011	I	+ 13	*
	H 12755	I	5285	I	- 59	*	11,7	I	3,5	I	- 70	*	917	I	662	I	- 28	*
E	*F* 21514	I	31657	I	+ 47	*	13,9	I	16,9	I	+ 22	*	646	I	534	I	- 17	*
	H 47341	I	51436	I	+ 9	*	23,7	I	24,8	I	+ 5	*	501	I	482	I	- 4	*
ES	*F* 25092	I	33647	I	+ 34	*	21,8	I	23,7	I	+ 9	*	869	I	704	I	- 19	*
	H 88615	I	129215	I	+ 46	*	82,6	I	88,0	I	+ 7	*	932	I	681	I	- 27	*
F	*F* 5275	I	13847	I	+163	*	6,9	I	14,0	I	+103	*	1308	I	1011	I	- 23	*
	H 5891	I	8706	I	+ 48	*	10,5	I	12,4	I	+ 18	*	1782	I	1424	I	- 20	*
I	*F* 9981	I	11482	I	+ 15	*	18,4	I	19,8	I	+ 8	*	1843	I	1724	I	- 6	*
	H 11455	I	17463	I	+ 52	*	21,5	I	30,4	I	+ 41	*	1877	I	1741	I	- 7	*
IR	*F* 3956	I	9993	I	+153	*	3,0	I	5,9	I	+ 97	*	758	I	590	I	- 22	*
	H 6134	I	10669	I	+ 74	*	6,5	I	7,4	I	+ 14	*	1060	I	694	I	- 35	*
L	*F* 518	I	638	I	+ 23	*	0,2	I	0,2	I	0	*	386	I	313	I	- 19	*
	H 1660	I	2061	I	+ 24	*	0,6	I	0,7	I	+ 17	*	361	I	340	I	- 6	*
NL	*F* 1582	I	177	I	- 89	*	2,3	I	0,4	I	- 83	*	1454	I	2260	I	+ 55	*
	H 4321	I	245	I	- 94	*	5,6	I	0,6	I	- 89	*	1296	I	2449	I	+ 89	*
P	*F* 2814	I	4197	I	+ 49	*	0,9	I	2,2	I	+144	*	320	I	524	I	+ 64	*
	H 5930	I	4855	I	- 18	*	1,6	I	2,8	I	+ 75	*	270	I	577	I	+113	*
U.K	*F* 5469	I	15892	I	+191	*	5,7	I	10,2	I	+ 79	*	1042	I	642	I	- 38	*
	H 10626	I	23064	I	+117	*	11,2	I	17,1	I	+ 53	*	1054	I	741	I	- 30	*
TOTAL	*F* 90653	I	136533	I	+ 50	*	87,3	I	105,8	I	+ 21	*	963	I	775	I	- 19	*
	H 201068	I	264494	I	+ 32	*	182,2	I	197,6	I	+ 8	*	906	I	747	I	- 17	*
		I	291721	I	+ 38	*	269,5	I	303,4	I	+ 13	*	924	I	756	I	- 18	*

EUROPEAN SOCIAL FUND
VOCATIONAL TRAINING 1986/87

	* * Number * * of * * per- * * sons * * 1986 * *	I I I I I I	Number of per- sons 1987 I	I I I I I I	Dif- fé- rence % I	I I I I I I	Amount 1000 ECU 1986 I	I I I I I I	Amount 1000 ECU 1987 I	I I I I I I	Dif- fé- rence % I	I I I I I I	Cost per person (en ECU) 1986 I	I I I I I I	1987 I	I I I I I I	Dif- fé- rence % I
B	*F* 3932 *H* 8374	I I	4398 8075	I I	+ 12 - 4	I I	8,5 16,2	I I	13,3 22,8	I I	+ 56 + 41	I I	2162 1935	I I	3024 2823	I I	+ 40 + 46
D	*F* 17232 *H* 22909	I I	28640 35075	I I	+ 66 + 53	I I	28,2 55,4	I I	55,9 87,0	I I	+ 98 + 57	I I	1636 2418	I I	1951 2480	I I	+ 19 + 3
DK	*F* 5538 *H* 5881	I I	7036 4990	I I	+ 27 - 15	I I	17,0 9,9	I I	17,7 9,2	I I	+ 4 - 7	I I	3070 1683	I I	2516 1844	I I	- 18 + 10
E	*F* 44849 *H* 78006	I I	56564 86019	I I	+ 26 + 10	I I	34,3 62,3	I I	48,4 78,7	I I	+ 41 + 26	I I	765 799	I I	856 915	I I	+ 12 + 15
ES	*F* 141795 *H* 256426	I I	173602 316371	I I	+ 22 + 23	I I	84,7 157,0	I I	110,1 204,6	I I	+ 30 + 30	I I	597 612	I I	634 647	I I	+ 6 + 6
F	*F* 62903 *H* 103746	I I	77815 109983	I I	+ 24 + 6	I I	129,9 217,0	I I	129,9 219,4	I I	0 + 1	I I	2065 2092	I I	1669 1995	I I	- 19 - 5
I	*F* 68295 *H* 172259	I I	154371 295124	I I	+126 + 71	I I	141,7 342,9	I I	189,4 402,3	I I	+ 34 + 17	I I	2075 1991	I I	1227 1363	I I	- 41 - 32
IR	*F* 48247 *H* 77219	I I	46420 64644	I I	- 4 - 16	I I	79,1 141,7	I I	73,8 106,6	I I	- 7 - 25	I I	1639 1835	I I	1590 1649	I I	- 3 - 10
L	*F* 57 *H* 152	I I	60 147	I I	+ 5 - 3	I I	0,3 0,7	I I	0,2 0,3	I I	- 33 - 57	I I	5263 4605	I I	3333 2041	I I	- 37 - 56
NL	*F* 5392 *H* 15670	I I	7710 15812	I I	+ 43 + 1	I I	18,5 39,1	I I	22,4 45,5	I I	+ 21 + 16	I I	3431 2495	I I	2905 2877	I I	- 15 + 15
P	*F* 35237 *H* 88126	I I	81994 157518	I I	+133 + 79	I I	64,4 148,1	I I	113,5 219,7	I I	+ 76 + 48	I I	1827 1680	I I	1384 1395	I I	- 24 - 17
UK	*F* 167612 *H* 238609	I I	272723 366845	I I	+ 63 + 54	I I	148,9 210,6	I I	208,0 290,5	I I	+ 40 + 38	I I	888 883	I I	763 792	I I	- 14 - 10
TOTAL	*F* 601089 *H* 1067377	I I	911339 1460603	I I	+ 52 + 34	I I	755,5 1400,9	I I	982,6 1686,6	I I	+ 30 + 20	I I	1257 1312	I I	1078 1155	I I	- 14 - 12
		I	1668466	I	+ 42	I	2156,4	I	2669,2	I	+ 24	I	1292	I	1125	I	- 13

LONG TERM UNEMPLOYED

EUROPEAN SOCIAL FUND 1986 AND 1987 . AID TO ADULT LONG TERM UNEMPLOYED

		1986		1987		difference		* AMOUNT		difference				
		number	number	number	number	%	%	1986	1987	AMOUNT	%			
		of	of	of	of									
		per-	per-	per-	per-									
		sons	sons	sons	sons									
B	I F I	395	898	I +	503	I +127	*	0,5	I 2,3	I +	1,8	I +360	*	
	I H I	417	1197	I +	780	I +187	*	0,6	I 3,9	I +	3,3	I +550	*	
D	I F I	1929	3555	I +	1626	I + 84	*	2,5	I 6,3	I +	3,8	I +152	*	
	I H I	3618	7085	I +	3467	I + 96	*	5,3	I 12,2	I +	6,9	I +130	*	
DK	I F I	1173	1868	I +	695	I + 59	*	1,5	I 3,2	I +	1,7	I +113	*	
	I H I	1598	51	I -	1547	I - 97	*	1,9	I 0,2	I -	1,7	I - 89	*	
E	I F I	12107	21524	I +	9417	I + 78	*	6,4	I 11,4	I +	5,0	I + 78	*	
	I H I	32380	42546	I +	10166	I + 31	*	13,3	I 20,5	I +	7,2	I + 54	*	
ES	I F I	18984	30725	I +	11741	I + 62	*	13,5	I 23,6	I +	10,1	I + 75	*	
	I H I	58892	95047	I +	36155	I + 61	*	47,2	I 75,6	I +	28,4	I + 60	*	
F	I F I	14294	17472	I +	3178	I + 22	*	18,5	I 24,1	I +	5,6	I + 30	*	
	I H I	17788	18085	I +	297	I + 2	*	26,1	I 26,8	I +	0,7	I + 3	*	
I	I F I	1888	3700	I +	1812	I + 96	*	2,7	I 6,4	I +	3,7	I +137	*	
	I H I	6341	9989	I +	3648	I + 58	*	12,7	I 19,3	I +	6,6	I + 52	*	
IR	I F I	6566	5577	I -	989	I - 15	*	8,6	I 7,1	I -	1,5	I - 17	*	
	I H I	13764	15093	I +	1329	I + 10	*	14,8	I 17,2	I +	2,4	I + 16	*	
L	I F I	0	0	I	0	I	0	*	0,0	I 0,0	I	0	I	0
	I H I	0	0	I	0	I	0	*	0,0	I 0,0	I	0	I	0
NL	I F I	757	1235	I +	478	I + 63	*	1,6	I 3,1	I +	1,5	I + 94	*	
	I H I	2835	2424	I -	411	I - 14	*	5,6	I 6,2	I +	0,6	I + 11	*	
P	I F I	4568	9046	I +	4478	I + 98	*	2,2	I 6,1	I +	3,9	I +177	*	
	I H I	5525	11014	I +	5489	I + 99	*	2,8	I 11,2	I +	8,4	I +300	*	
UK	I F I	4917	11523	I +	6606	I +134	*	3,9	I 8,5	I +	4,6	I +118	*	
	I H I	7985	14900	I +	6915	I + 87	*	6,3	I 11,7	I +	5,4	I + 86	*	
Total	I F I	67578	107123	I +	39545	I + 59	*	61,9	I 102,1	I +	40,2	I + 65	*	
	I H I	151143	1217431	I +	66288	I + 44	*	136,6	I 204,8	I +	68,2	I + 50	*	
	I	218721	I 324554	I +	105833	I + 48	*	198,5	I 306,9	I +	108,4	I + 55	*	

LONG TERM UNEMPLOYED

EUROPEAN SOCIAL FUND 1987. COMPARISON BETWEEN AID TO ADULT LONG-TERM UNEMPLOYED AND AID TO ALL PERSONS.

	1987	1987	rela-	Amount	Amount	relation	*
	number	number	tion	1987	1987	unemployed/	*
	of	of per-	unem-	(LTU)	(TOTAL)	total	*
	per-	sons	ployed/			%	*
	sons	(TOTAL)	total				*
	(LTU)		%				*
B	898	16 043	5,6	2,3	24,1	9,54	*
	1 197	18 446	6,4	3,9	31,5	12,38	*
D	3 555	36 052	9,8	6,3	63,3	9,9	*
	7 085	44 932	15,7	12,2	98,4	12,4	*
DK	1 868	11 644	16,0	3,2	22,5	14,2	*
	51	10 587	0,5	0,2	13,1	1,5	*
F	21 524	103 500	20,8	11,4	71,4	15,9	*
	42 546	154 214	27,6	20,5	111,1	18,4	*
FR	30 725	210 669	14,6	23,6	139,4	16,9	*
	95 047	459 310	20,7	75,6	313,9	24,0	*
I	17 472	95 741	18,2	24,1	145,9	16,5	*
	18 085	130 980	13,8	26,8	241,0	11,1	*
IR	3 700	185 811	1,9	6,4	212,1	3,0	*
	9 989	332 423	3,0	19,3	436,8	4,4	*
L	5 577	58 726	9,5	7,1	84,2	8,4	*
	15 093	82 051	18,4	17,2	124,6	13,8	*
NL	0	1 336	0	0,0	0,6	0	*
	0	2 906	0	0,0	1,2	0	*
P	1 235	7 898	15,64	3,1	22,9	13,54	*
	2 424	16 106	15,05	6,2	46,2	13,42	*
UK	9 046	104 748	8,64	6,1	124,3	4,9	*
	11 014	175 253	6,28	11,2	228,9	4,9	*
	11 523	367 997	3,13	8,5	247,1	3,4	*
	14 900	459 473	3,24	11,7	345,2	3,4	*
Total	107 128	1 200 165	8,93	102,1	1 157,8	8,8	*
	217 431	1 886 681	11,52	204,8	1 991,8	10,2	*
	324 559	3 086 846	10,51	306,9	3 149,7	9,7	*