

COMMISSION OF THE EUROPEAN COMMUNITIES

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WORK IN THE FIELD OF EMPLOYMENT

(Communication from the Commission to the Council)

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WORK IN THE FIELD OF EMPLOYMENT

The present employment situation and its future development are causing major concern in all the member countries. They call for the Community's special attention for several reasons. Firstly the persistence of unemployment is not only costly and dangerous from a social point of view but it also seriously affects the cohesion of the Community and could provoke unilateral defensive measures. Secondly the Community has at its disposal various instruments which - either directly (the Social Fund and freedom of movement) or indirectly (commercial policy) exert a considerable influence on employment trends. Lastly, the resumption of the work of the Standing Committee on Employment will require the Community to adopt a position on a number of questions or to take significant actions in this field.

The Commission has already submitted to the Social Conference in December (1) a document presenting an overall strategy for the control of employment trends in the present crisis. It has also submitted proposals relating to certain aspects of employment problems to the Council (in particular female employment and migrant workers). Furthermore it is preparing a new proposal dealing with the intervention of the Social Fund in the present crisis (in the framework of Article 4 of Council Decision 71/66 of the 1st February 1971).

However the various actions which the Community is advancing must be based on a coherent approach designed to improve and speed-up the analysis of problems, to identify the areas where action by the Community should have priority and would be effective, and lastly to

(1) Document SEC(74) 4943 - Prospects for European Social Policy.

provide guidelines for the content of its proposals. Such work assumes that the Community intensifies the efforts it has been making to comprehend the employment market and its foreseeable tendencies and that it undertakes actions to coordinate national employment policies.

On each of these questions, the Commission has started a certain number of works and envisages their further development as a priority in the near future.

This is the context of the three attached communications which the Commission is transmitting to the Council.

The communication dealing with the coordination of national employment policies is particularly important in this respect. This item, which is part of the Social Action Programme calls for close cooperation between the national administrations and the Commission. The annexed document is based on the exchanges of views held over the last year with the Directors-General for Employment. It proposes a short-term work programme and asks the Council to give its political support in order to assure the development of the planned work.

The communication dealing with employment forecasts presents a brief balance-sheet of the work done over the past year, and which should shortly result in a first report on the outlook in the member countries. It also indicates the orientations and the work methods which should allow a fruitful development of the work undertaken.

Finally the research programme of the employment market sets out the orientations to govern the use of the budgetary credits foreseen for this purpose in the 1975 budget (article 3050, assigned provisionally under article 98).

This programme is in the framework of the implementation of Article 118 and can be established by common agreement between the Council and the Commission.

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These different tasks are essential in order to allow the Community to better fill its role in the current employment crisis - and to ensure the best use possible of the Social Fund and the establishment of the working of the Standing Employment Committee on a sound footing.

The first two communications do not call for formal decisions from the Council. However the political impulse which the Council could lend would help the reinforcement of the cooperation between the national services and the Commission which is indispensable for the efficient carrying out of the work.

THE COORDINATION OF EMPLOYMENT POLICIES

"Above all, vigorous and coordinated action must be taken at Community level to deal with the problem of employment" declared the Paris Summit Meeting of December 1974. "This will require the Member States, in conjunction with the organisations concerned, to coordinate their employment policies in an appropriate manner and to set priority targets."

This declaration shows the special importance, under present circumstances, of the item in the Social Action Programme dealing with the coordination of employment policies (1). The present serious employment situation in the Community is not simply the result of cyclical factors. It is also the consequence of the prolonged inflation suffered by the Member States for several years. Furthermore the redeployment of resources necessitated by the increase in energy prices and current industrial and social change will call for a considerable effort to adapt the labour markets of the Community. (1)

In the Social Fund the Community has an operational instrument whose influence is beginning to bear fruit; a specific proposal is being prepared aimed at developing the action of the Fund in the restructuring being carried out as a result of the current crisis. The Regional Fund, on its side, will allow for a strengthening of Community action in the stimulation of investment and economic activity

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- (1) - See document SEC(74) 1358 "Employment problems and the energy situation"
 - See document SEC(74) 4943 "The prospects for European Social Policy" drawn up for the Social Conference of December 1974.
 "The above mentioned action must be taken as

in the least favoured areas of the Community.

However the influence which the Community can exercise on employment through its operational instruments is limited.

In reality the development of employment in the Member States depends on the interplay of an extremely varied range of factors among which a particular importance should be given to :

- on the one hand national policies aimed at bringing about a better balance on the labour market through actions influencing both labour supply and demand;

- on the other certain Community policies (such as the integration of markets, commercial policy, aid policy) primarily developed to meet other objectives but exercising a major influence on the development and pattern of employment. Through these actions the Community has created a substantial interdependence between national employment policies whose significance is not always sufficiently appreciated.

The diversity of these factors and the multiplicity of the responsible institutions who manage them are not unconnected with the difficulties encountered for several years in the development of a clear conception of Community action as regards employment.

The reestablishment of the work of the Standing Employment Committee creates the possibility of achieving in practical terms the objective of coordinating employment underlined in the Social Action Programme. This opportunity calls for an active contribution to the problems

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connected with employment from the Commission, the Council and the national authorities. The efforts needed will imply a serious and concerted preparation by the Commission and the Member States of the substance of issues to be discussed.

It is the view of the Commission that a vigorous and coordinated action in the field of employment depends on the one hand on an effort at dialogue and the clarification of concepts and on the other on a series of precise tasks to be undertaken in cooperation between the Community and the national levels.

I. The coordination at Community level of employment policies : object and content

The aim of employment policy is to contribute along with general economic policy to the establishment of as high a level of employment as possible while assuming the qualitative and quantitative matching of supply and demand on the labour market. In order to attain this objective it provides services and financial aids designed to ensure workers access to employment, the protection of employment, the fulfillment at work of their professional and personal capacities and the improvement of their working conditions. These goals are developed with the participation and the collaboration of the Social Partners, following methods in line with the traditions and legislations of each country. Although viewed for a long time in an essentially defensive and remedial role employment policy is more and more assuming the function of anticipating risks to employment.

Thus employment policy tends, in most Member States to be concerned with the supply of manpower and with the labour market. Questions dealing with the demand for labour and the creation of new employment are mainly dealt with by decisions relating to economic policy, industrial policy and regional policy.

At a national level ~~this~~ division of tasks is completed by a permanent dialogue allowing those responsible for such job creating policies to hear the point of view of those responsible for employment policy.

At the Community level on the other hand, those responsible for national employment policy can only express their views through indirect channels whether through their national colleagues who are responsible for economic, industrial or regional policies or through the intermediary of their opposite numbers inside the Commission.

This analysis leads to the following consequences for coordination :

1° an intensive coordination must be established between those responsible at a national level for employment as regard actions for which they are responsible especially the protection of employment, the conditions of balance on the labour market and the instruments to direct the supply of manpower. It should also attempt to develop an active policy of employment on a coordinated basis;

2° the coordination of instruments dealing with the demand for manpower depends essentially on other Community and national bodies ...

In order to take more systematic account of the employment dimension of the other Community policies the Commission has already taken the first steps, both on the internal level (technical work) and on the level of relations with the Social Partners. Furthermore it might be useful, when necessary, to inform those responsible at a national level for employment about certain important aspects of Community policies, and in certain cases to consider joints meetings with those responsible for other sectors.

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II. Priority tasks for the coordination of employment policies

For the reasons which have just been mentioned, the work programme proposed below for coordination is devoted essentially to questions of balance on the employment market and the supply of labour. It concerns the tasks which the Commission could tackle in 1975 and 1976 without prejudice to the proposals which it is preparing or will develop for the Council.

These tasks concern four areas :

- mutual information on the problems, the prospects and the priorities for each country as regards employment;
- an examination in common of the employment problems of certain categories of workers (women, young, migrant workers) and the identification of priorities and of means for Community activities in their favour;
- examination and stimulation of the action of national and Community instruments of employment policy;
- reflection on the major problems of the more long term development of employment in the Community and of responses thus called for.

The work proposed below have been identified with the help of the experience acquired through the meetings with the Commission held in 1974 with the General Directors for Employment. During a preliminary discussion of this work, they have expressed positive reactions to it and made certain suggestions which the Commission has taken into account in the present communication. The Commission also expects to specify further the contents of these orientations during the next meetings with the national administrations as well as with the Social Partners.

1. Problems and priorities in the Member States

Periodical exchanges of view on the employment situation and on the short term outlook have been taking place for a year.

The Commission has been able to improve the collection of statistics on the national employment situation and expects to present brief reports to each coordinating meeting.

A special effort will be devoted to the identification and discussion of those areas and forms of action which each Member Country judges as priority for the coming year. Such an exercise, helping the better understanding of the diversity of national situations, would contribute usefully to the determination of future priorities for overall social action in the Community, and more specifically for the action of the Social Fund.

2. Problems associated with certain categories of workers

The development of actions by the Commission for women, the young and migrant workers should be the subject of both broader and more concrete exchanges of views with the responsible national authorities for employment. These exchanges should in particular have a major contribution to make to the coordination of immigration policies proposed by the Commission.

Similar exchanges are required to bring about a Community action to promote youth employment - an important preoccupation and one which is now common to all the member countries.

3. National and Community instruments of employment policy

Alongside actions by category the role of the central instruments of employment policy should be examined. As a first stage the following questions should be looked at :

a) national placement services. The passage to an operational stage of the European system for the compensation of supply and demand of labour (SEDOC), in the framework of the regulation on free circulation (1) requires substantial supporting actions at the level of national placement services. These services -- which in many countries are undertaking a modernisation programme and which are being severely tested by the present crisis -- have on many occasions shown their interest in a technical cooperation to be promoted by the Commission (problems of methods of registration, compensation and information). Such a cooperation -- interrupted since 1972 -- should be taken up again, in this difficult and unspectacular field, whose central role in the balancing of employment is often underestimated.

b) the relation between vocational training and employment. In this field also, the crisis has hit the Member States at a moment when the national systems were in full transformation. The creation of the European Centre for Vocational Training on the one hand and the needs of the Social Fund on the other give this field a concrete Community dimension. The question of whether the action of the Consultative Committee for Vocational Training could not be supported by complementary work on the relation between employment and training should be examined. Several specific questions, arising out of the experience of the Social Fund, deserve to be examined together (in particular the role of income support systems while workers are being readapted, the use of vocational training capacities in times of economic slack, etc ...).

c) employment legislation and the redeployment of the work force

In the current crises many Member States are investigating the contribution which different legislative or contractual instruments can make to the necessary redeployment of manpower resources. Could a rearrangement of present measures on the length of work and the age of retirement, contribute to the absorption ./.

(1) Regulation n° 1612/68 (Art 15) - O.J. n° L257/2 of 19.10.68.

of full or partial unemployment through a better sharing-out of the demand for manpower - and at what extra cost to the economy? Is it desirable to intensify the stimuli and the financial supports for sectorial, professional and geographical mobility? Such questions should form the subject of a common examination by the responsible bodies in the Member States.

4. Medium term prospects

The present employment difficulties raise certain major problems for the Community, quite apart from the immediate implications for the present situation. These problems especially concern the realisation of full employment in the new conditions of growth, the consequences of the slow-down in immigration for full employment and the possibilities for job enrichment.

A first report on the medium term prospects will be available shortly. This could constitute a point of departure for an assessment on the medium term problems raised by the need to balance employment.

At a later stage these reflections should be related to the preparation of the next programme for medium-term economic policy where employment should in principle play an important part.

III. Working methods

In order to accomplish this work the Commission feels that it can proceed pragmatically on the basis of the procedures established last year.

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- to pursue the regular meetings of the Directors General of Employment three or four times a year, following the practice of last year. These high level meetings should provide the general framework within which some technical meetings can take place. In particular they will discuss and specify the work programme;
- to consult and bring together, as the need arises, experts or those responsible in the different operational areas mentioned in the programme of work.

The Commission however must draw the attention of the Council to a wish expressed by the Directors General of Employment. While stating their preference to maintain an informal character to their work, they thought it desirable to consider the possibility of joint meetings with other coordinating groups (especially the group concerned with medium term economic policy). The Commission has noted this wish, which it will take into account in due time in the course of development of the work.

The work outlined here should be clearly separated from the decision-making processes falling within the sphere of the Council. What is involved in fact are exchanges and confrontations of experiences and of viewpoints needed to broaden both national assessments and to provide the Commission with information. This can lead from time to time to Community proposals or decisions; but their essential contribution will often be at the level of informal cross fertilization. Even in this case they will have contributed to the breaking down of barriers surrounding one sector of national life where access to the experiences of others is particularly difficult to obtain but strongly desired. They will also have helped to underpin in a more concrete way the actions which the Commission must undertake in the area of employment.

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Conclusions

The Commission asks the Council :

- to take note of the programme of coordination set out in the present document;
- to give its agreement to the working methods suggested;
- to confirm the importance which it attaches to the coordination of national employment policies, as defined in the present communication, and in particular to the actions it identified as a first stage for this coordination.

DRAFT COMMUNICATION TO THE COUNCIL ON EMPLOYMENT FORECASTS

Introduction

1. The development of employment forecasts was adopted by the Council, in its Resolution of 21 January 1974, as a priority objective of the Community's Social Action Programme.
2. The Council had previously discussed the question of forecasts at the end of 1970 and stressed the need for a detailed plan based on a Commission draft. In this communication, the Commission aims to set before the Council the plans and guidelines which it intends to implement.

The need for, and limitations of, forecasts

3. The Commission is well aware of both the need for employment forecasts, and their limitations. The need for them is shown in numerous areas of Community activity, such as employment policy and the free movement of workers, vocational training, the Social Fund, and regional and commercial policy; it also appears to be of considerable importance to economic and financial policy where information and forecasts concerning developments in the labour market are needed as a basis for decisions.
4. The limitations of forecasts are a result of both uncertainty and lack of detail. Employment forecasts suffer from the same shortcomings as other economic forecasts, in that they cannot take account of all the factors which will determine actual outcome. Moreover, certain important factors may change after forecasts have been drawn up, and thereby change the trends forecast.

5. However, any decision about the future is based on hypotheses about future developments, whether there are formally expressed in quantitative terms or are at an intuitive or non formal level. Explicit forecasts have two major advantages over purely intuitive forecasts or assumptions. Firstly, they imply the strict and rational identification of as many relevant factors and information as possible. Moreover, they make it possible, when the initial data have to be modified, to determine the effect of these modifications on forecasts. The normal forecasting procedure is to update results at regular intervals in the light of information available, in order to provide a continuous monitoring of future prospects.

6. One of the main difficulties in the development of forecasts lies in the number of potential users and the diversity of their needs. The latter differ considerably depending on whether the information must be provided for general economic policy guidance, decisions about education or training, or industrial and regional policy. Of course, the research projects necessary to meet these different needs complement one another but they follow different orientations, particularly with regard to methods and disaggregation. The allocation of the limited resources available must take into account these differences, in order to achieve the best possible compromise between the various needs.

Scope of employment forecasting work at Community level

7. In its conclusions of December 1970, ⁽¹⁾ the Council invited the Commission to draw up a complete and detailed plan in order to stimulate and develop research work on forecasts of the working population of the Community, i.e., forecasts of employment and the available supplies of labour in the Community and to

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(1) Conclusions on the outcome of the Conference on employment problems (Doc. 2384/70 (CONFSOC 44) of 18 December 1970).

intensify the exchange of information and experience in order to provide mutual assistance between Member States. This will call for the careful identification of the Community interest in this work and the definition of the ways and means of achieving these objectives.

8. Since 1970, the Commission has held various consultations in Luxemburg, Erlangen and Brussels with experts and users of forecasts. These contacts have made it possible to develop certain guidelines and undertake certain actions.

9. Knowledge of the underlying trends of labour supply and demand is still as necessary as ever, and the impetus to draw up forecasts is broadly based; nevertheless, recent developments have brought changes in emphasis in the Member States and altered Community priorities.

10. In view of the growing seriousness of the unemployment situation the work should perhaps emphasise forecasts of the demand for manpower on a sectoral basis.

11. Furthermore, the renewal of the Social Fund, decided in 1971, and its deployment in the context of current economic developments, has given priority to forecasts concerning certain industries and groups. In fact, the economic disturbances following the energy price increases have greatly increased the difficulties of employment policies at national and Community levels. This will increase in the future the structural problems which are added to the current short-term difficulties. These changes must be analysed carefully.

Forecasts available

12. At the moment, the Member States (and also the Commission) publish official short-term estimates (12-18 months) of employment as part of their short-term macro-economic forecasts. In some cases, these forecasts are broken down by industry or sector. In the majority of the Member States, other short-term forecasts are available from academic, quasi-public or private institutions.
13. Medium-term (5 year) employment forecasts disaggregated by a number of industries, are available in most countries, although they vary considerably in their scope and methodology. These estimates usually ignore short-term fluctuations and concentrate on underlying structural trends.
14. Medium and long-term estimates of labour supply disaggregated by age and sex are available in all countries, based on population trends and taking account, to varying degrees, of changes in the demand for labour, and in the ages of entry and retirement from the labour market.
15. In line with one of the principle concrete recommendations made, the Commission has established a dossier on the various employment forecasts available in the Community.
16. In addition, various forecasting work is being carried out in Member States to assess future developments in the supply of, and demand for, specific skills and qualifications. The Commission has initiated research to establish the extent and scope of such activities; the results will be available shortly.

17. Despite the extensive methodological and statistical work which has already been undertaken in the Member States, certain problems exist which inhibit the wider use of forecasts.

18. Firstly, existing national forecasts, however similar they may be in broad concept, vary considerably in terms of definitions, assumptions, scope and methodology. The usefulness of some forecasts is, therefore, limited and comparisons between countries often hazardous.

19. Secondly, national forecasts should be closely linked to assumptions about general economic trends. The international environment plays an important part here; but it is taken into account very differently from one country to another. It will, therefore, be important to establish appropriate links with the medium-term macro-economic forecasts drawn up at Community level (1) and to draw on the comparison of national forecasts which are made by the Group on Medium-term Economic Forecasts.

Current work and future orientations desired by the Commission

20. The Commission began certain work concerned with these forecasts a year ago using the limited means at its disposal.

The following paragraphs set out :

- the main areas of current work
- the main lines of their future development.

(1) Council Decision of

(a) work being carried out

21. For short-term forecasts, the emphasis is at present on :

- the rapid collection of available national forecasts concerning general trends in the demand and supply of labour ;
- the qualitative identification of trends in particular industries or sectors.

It is intended to organize periodic contacts with the national services and both sides of industry in order to examine and augment this information.

22. For medium-term forecasts, current activity centres around the preparation of projections of both supply and demand for labour over a five-year period, disaggregated respectively by age and sex, and by industry.

An initial "trial" projection, covering about ten branches, will be available in the spring of 1975. It covers the period up to 1980 and is based on information derived from national forecasts supplied by a group of forecasting experts.

The results will be assessed during the year, and updated periodically.

23. Alongside this, the results of the research commissioned to establish an inventory of forecasts of demands for different skills will be analyzed in order to ascertain whether it is possible :

- to forecast trends in the demand for certain professions or trades

(i) directly, or

(ii) by using forecasts of employment in the various industries in conjunction with data on the demand for different skills from the various industries.

(b) expected developments

24. It is planned to improve the work in all these areas by taking the following actions :

- comparing the employment forecasts with the macro-economic projections of the Community ;
- extending the number of sectors covered by the forecasts and investigating some in depth ;
- comparisons and confrontations of national results in order better to assess individual projections.
- in depth analysis of the internal supply of manpower and of its component parts.

25. In the longer term, this aim can be pursued in a more fundamental manner :

- by improving the forecasts and the methodologies ;
- by assessing the means of incorporating the effects of trade and labour movements into the national forecasting models.

26. At the same time, the Commission intends to play an active part in the development of the forecasting "infrastructure".

In particular, this can be achieved through the following activities :

- the setting up of a mutual information system covering, for example :
the registration, translation and circulation of studies and the results of forecasts ;
- encouraging the training and exchange of specialists between countries ;

- collaboration with the Statistical Office of the EEC in view of the development of statistics, especially by the establishment of a Community nomenclature of professions and trades.

Conclusions

The tasks indicated can be undertaken without formal decision of the Council. They rely, above all, on a close co-operation between the national services and the services of the Commission. Their cost is therefore limited.

The programme of work outlined above can be started immediately. Its progress will need to be examined periodically in the context of the harmonization of employment policies on which the Council has decided.

In order to develop this work to the full, the Commission has established a group of experts on employment forecasts. This group, formed mainly from representatives of the national services responsible for employment forecasts, will function in close contact with other groups, especially the Study Group on medium-term economic prospects, and the groups responsible for short-term economic forecasts. The Commission hopes for the collaboration of Member States in order to ensure that the group can function in as efficient a way as possible.

ANNEX III

PROPOSALS FOR A RESEARCH AND ACTION PROGRAMME ON LABOUR MARKETS

In the past the Council and the Standing Committee on Employment have, on several occasions, stressed the importance they attach to a better knowledge of the Community's employment market. The 1974 Social Action Programme included this problem in its priority tasks and the present state of employment gives increasing importance.

For the last fifteen years considerable progress has been made as a result of the patient work of the SOEC and the interest and co-operation of national statistical institutes (especially through the bi-annual survey of the work-force).

Despite this progress, Community discussions on employment have only occasionally been able to make use of figures concerning the problems in question. The information available is fragmentary, out of date or unsuited to the problems raised - whether it may be the employment of women, unemployment amongst young people, levels of qualification or sectoral analyses of employment.

The Committee of the Social Fund has had to stop using unemployment figures as guidelines because of the heterogeneous nature of the figures. Short-term economic analyses often come up against difficulties in separating structural and short-term economic causes of unemployment, a subtle distinction, but one which is essential for guiding economic policy.

Similarly, Member States concerned with comparing results or structures with their partners are hindered by doubts regarding the comparability of figures or the content of the concepts used.

The Commission is anxious to see this gap between the statistics available and the needs of Community policy bridged. The remedy for this, of course, includes improvement of basic statistics, for which a plan of collaboration between the national institutes is being drawn up. But it also assumes an effort to break down the barriers between the main national and community users : only a comparison of their points of view will make it possible to assess more accurately the underlying institutional differences, and to explain to the Community authorities the way in which the various data collected are to be interpreted.

The chief weakness in using these data arises from the infrequency of contacts between the various countries concerning the results of national studies, and the lack of comparative studies based on this research. The Commission therefore advocates a series of measures intended to increase understanding of the Community's employment market. These measures would rely on existing services or institutes in the Member States; they would aim to encourage their co-operation, promote specialization and circulate their results selectively and overcome linguistic barriers.

For this purpose, the Commission proposes a programme of priority research projects on the labour market in the Community. It would consist mainly of comparative studies based on existing empirical analyses in the Member States. The aim of the research would be to draw up comparative surveys or to analyse and compare national findings, and also to promote studies on less explored aspects of the labour market which might be of general interest. Both types of research should be of an empirical nature, and exclude purely theoretical studies. Emphasis should be put, in the first few years, on comparative studies, which are rare at present, despite their great political interest at national and Community levels.

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To help the Commission in the management of this programme, a research management Committee should be set up. It would be made up of persons in the Member States experienced in the management of such studies, and chosen particularly from leaders of national services and research institutes.

The tasks of the Committee would be :

- to develop precise guidelines for the research programme ;
- to identify specific areas of Community interest ;
- to appraise individual research projects, proposals and results.

The programme would be financed from the normal Commission budget under a separate heading to identify the particular method of management and control suggested.

A first outline of areas suggested for the programme is set out in the Annex to this document.

The Commission asks the Council :

- to take note of this programme ;
- to agree to the transfer of credits for this purpose from article 98 to article 3050.

PROPOSED RESEARCH PROGRAMME ON EMPLOYMENT

To be established by common agreement between the Council and the
Commission

1. The current employment situation and its future development call for an intensification of the efforts being made to increase the understanding of the labour market and its tendencies.
2. In the spirit of article 118 these efforts must be made with close cooperation between the services of the Commission and the services of the member States in both the selection of the priority themes and the carrying out itself of the studies.
3. The research programme to be carried out in this context will be oriented around the themes defined below. It will largely concern comparative studies based on existing empirical analyses in the Member States. The aim of the research will be to draw up comparative surveys or to analyse and compare national findings, and also to promote studies on less explored aspects of the labour market which might be of general interest. Both types of research should be of an empirical nature, and exclude purely theoretical studies. Emphasis will be put, in the first few years, on comparative studies, which are rare at present, despite their great political interest at national and Community levels.
4. To help the Commission in the management of this programme, a research management Committee will be set up. It will be made up of persons in the Member States experienced in the management of such studies, and chosen particularly from leaders of national services and research institutes.

The tasks of the Committee will be :

- to develop precise guidelines for the research programme;
- to identify specific areas of Community interest;
- to appraise individual research projects, proposals and results.

5. These measures will rely on existing services or institutes in the Member States; they will aim to encourage their co-operation, promote specialization and circulate their results selectively and overcome linguistic barriers.

6. The programme will be financed from the normal Commission budget under a separate heading to identify the particular method of management and control suggested.

THEMES OF THE RESEARCH PROGRAMME

It will be the responsibility of the services of the Commission in consultation with the management group, and on the basis of the relevant work which is available on a national level to formulate the lines to be followed.

1. Economic and labour market analysis of unemployment

Cyclical, structural, frictional, seasonal unemployment

- studies and assessments of :
- practical definitions
- measurements used for each concept
- uses for economic and social policy purposes.

2. Problems of unemployment

Identification of different groups in terms of :

- age
- sex
- level of qualification

and other relevant characteristics, for the development of appropriate policies.

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This would cover, for example, their respective

- frequency
- duration
- susceptibility to unemployment.

3. Analysis of employment structures

The assessment of employment structures, in particular the rates of employment activity in relation to the sectoral structure and geographical dispersion of employment.

4. Mobility in the labour market

The extent of mobility which is :

- occupational
- industrial/sectoral
- geographical
- between firms, mobility.

5. Training and employment

The extent and type of training and re-training in the labour market, and its impact in relation to the demand for different levels and types of skills.

6. Studies in relation to employment forecasting

Studies on forecasts of employment within different branches of activity, or within different skill groups, in order to assist directly in the work on Employment Forecasts.