

**Youth unemployment and vocational training
The material and social standing of young people
during transition from school to work
in the
Netherlands**

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A. van Krimpen
J.N.M. Richelle

Dutch contribution to a comparative study of nine Member States of the European Community conducted on behalf of the European Centre for the Development of Vocational Training (Cedefop), Berlin 1980

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Foreword

The Centre herewith presents the report on the material and social standing of young people in the Netherlands during transition from school to work.

1. Definition of the problem and purpose of the study

Leaving school, with or without a certificate, on completion of their compulsory education is for young people a momentous experience, which is influenced by various factors, the most significant being:

- their social background,
- their sex,
- the educational and vocational guidance they have received,
- employment prospects and the subsequent education facilities available to them.

These factors have been examined in depth as part of the Centre's study on occupational choice and motivation.

Many young people are also persuaded to leave school immediately on completion of their compulsory education by economic factors, as various findings of the study show. To improve the vocational preparation and training of young people, more and more Member States of the European Community now offer them a "pupil's wage" and/or special compensation for training. In addition, a wide variety of measures designed to assist young people with their integration into the work process have been taken, for example, by the employment offices to improve their prospects of finding employment.

The compensation, assistance and subsidies offered differ very considerably in scope. We also find the various benefactors competing with one another: grants from school boards, subsidies from employment offices, compensation from firms, social insurance benefits, etc. A first-year apprentice sometimes earns less than someone attending an integration

course organized by an employment office. Young workers without any vocational preparation or training are often better paid than a trainee or a participant in a vocational preparation project. On completing his full-time compulsory education, the school-leaver is therefore likely to consider very seriously the question of compensation for expenses incurred when choosing from among the various employment and subsequent education opportunities available to him, e.g.

- full-time education (school/university),
- technical school (vocational training),
- on-the-job training (training in a specific occupation, e.g. an apprenticeship),
- integration measures organized by employment offices,
- other vocational preparation projects/courses,
- employment as a young worker,
- no work on completion of compulsory education,
- unemployment.

The social status of these opportunities also varies, as the study on emergency measures to combat youth unemployment revealed. It has not, of course, been possible to discuss all the aspects that frequently determine social status. Two aspects have therefore been selected:

- (a) the specific social standing of young people in these transitional forms, as evident from legislation on the employment of young people and, for example, the German "Arbeitsförderungsgesetz" (Employment Promotion Act), the relevant jurisdiction and collective agreements;
- (b) the material standing of young people (assistance received and earnings in the various situations).

The young people considered in this study are generally aged between 15 and 25.

Special attention must, however, be paid to the under-20 age group, because here the problems connected with the transition from school to work are particularly perceptible in the context of the development of vocational training.

As a result of legislation and collective agreements there are many situations in which adult status is not achieved until a later age. Consequently, a rigid dividing line at the age of 20 must be avoided. The statistics collected in the Community also concern young people up to the age of 25. At all events, the greatest possible differentiation within this age group is required.

The material and social standing of young people should moreover be compared with that of adults where the more important aspects of the description are concerned.

The link between school and work and the possible move by young people from one to the other may depend on the associated material and social conditions. It seems essential to obtain a clearer picture of the situation, so that the responsible authorities are better able to align the range and quality of initial vocational training courses and further education with the demand for professional qualifications. In this respect, the study may be a great help to the policy-makers in their decision-making.

2. The Dutch contribution, findings and conclusions

As the study on the Netherlands shows, this objective of greater clarity has been only partly achieved because of the wide range of possible situations. Owing to a lack of basic statistics, the study has not been a complete success particularly with respect to data and information on the position of young people in firms and their material and social standing.

It does, however, reveal the many facilities that exist to help young people socially and materially as they make the transition from school to work. Specific reference must be made in this respect to the opportunities under the many schemes for young people (see Annex B. III. b., p. 66).

This is not the place for general conclusions to be drawn from this study on a single Member State of the European Community. We hope that

- (a) a careful examination of the other national reports and
- (b) the summary report commissioned in late 1979

will provide the basis for conclusions that can be applied throughout the Community, while allowing for different circumstances in the Member States, and that these conclusions can be submitted to a carefully selected team of experts for discussion.

Whether and to what extent this study is followed by an initiative or recommendations to the institutions of the European Community and specifically the Commission, this being the object of our work according to our mandate, will depend not least on the steps yet to be taken.

We wish to submit this national report to an expert public at this stage, however, in order at least partly to satisfy the frequently voiced desire for better information.

Burkart Sellin, Project Coordinator

CEDEFOP,
Berlin, February 1980

Introduction

INTRODUCTION

This report has been compiled as part of a project organized by CEDEFOP in Berlin.

The description it contains of the social and material standing of young people as they make the transition from school to work is a generalization, but one based as far as possible on hard facts. We should also like to take the opportunity of the presentation of this report to reiterate the criticisms which we voiced during the conference on this subject held in Berlin on 8 and 9 October 1979.

The purpose of the project is to obtain a detailed and internationally comparable picture of the social and material standing of young people between the ages of about 16 (on completion of compulsory education) and 25. To this end, young people should be divided into the following eight groups:

- pupils in full-time education
- students
- apprentices
- trainees
- young workers
- unemployed young people
- unemployed school-leavers
- pupils involved in employment-creating schemes.

We should like to make it clear at this stage that:

- not all these groups are identifiable in the Netherlands; for example, difficulties arise over the "trainee" category;
- many schemes exist in the Netherlands; little is, however, known about their practical application, and this may result in the review providing a rather formal picture of the situation;
- there are many detailed arrangements in the Netherlands, for example collective agreements, but it would be impracticable to report on all these provisions down to the smallest detail; some generalization is inevitable;

- no worthwhile information is available, even from employers' organizations, on any of the aspects of in-firm training - type, extent and effect, in both tangible and intangible terms - the exception being apprenticeships;
- the statistical surveys available are not always optimal:
 - . in some cases the definitions of the categories or age groups they concern differ;
 - . in some cases they do not tie in with the questions to be discussed in this report;
 - . not infrequently the dates to which they refer differ.

We cannot escape the impression that this report provides a rather abstractive, formal and excessively generalized picture of the situation in the Netherlands.

In our view, therefore, it should certainly not be used as a policy instrument as it stands.

We have submitted our report to employers' and employees' representatives. They have informed us that they have no comments to make.

The Hague

January 1980

A. van Krimpen

J.N.M. Richelle

**A.
The material and social position of
young people before they leave school**

A. THE MATERIAL AND SOCIAL POSITION OF YOUNG PEOPLE BEFORE
THEY LEAVE SCHOOL

A. I.

Compulsory education

The 1969 Compulsory Education Act stipulates the following:

- (a) full-time compulsory education for 10 school years
(generally from the age of 6 until the age of 16)
- (b) part-time compulsory education on 2 days a week for
one school year, i.e. the 11th year of education
(unless full-time education is continued).

In full-time compulsory education various problems have recently emerged:

In the last two school years in particular pupil motivation is something of a problem.

In part-time compulsory education, which has existed in its present form since 1 August 1974, the problems are far more serious:

- 25% of those liable to part-time compulsory education do not even enrol as required;
- between 20 and 25% of those who do enrol at an institute of education drop out during the school year.

A. II.

Structure of the Dutch education system after full-time compulsory education

(for an explanation of the abbreviations, see Annex A. II.)

A. Full-time education

A. 1 Secondary general education		A. 2 Vocationally oriented education	
A. 1.1	MAVO 4 years	A. 2.1	LBO 4 years
A. 1.2	HAVO 5 years	A. 2.2	MBO 3 to 4 years
A. 1.3	VWO 6 years	A. 2.3	Pilot projects short-term MBO 2 to 3 years
A. 3 HBO			

A. 4 UNIVERSITY EDUCATION

B. Part-time education

B. 1: Apprenticeships	approx. age 16 to 27
B. 2: Education for early school-leavers	approx. age 16 to 19
B. 3: Evening school	from age 18

C. Special facilities

-
- C. 1: Link courses for the young unemployed
C. 2: Facilities for ethnic minorities

A. III.

Social and material standing of young people in the various categories referred to under II

A. III. 1. Re II. A

1. All pupils/students attending schools of the types referred to under II. A have in principle "full pupil status". This means that they are considered to be dependent on their parents for an income. The parents consequently have a right to a child benefit for each child (without an income of his own) below the age of 18 and to two child benefits for each such child above the age of 18. Three child benefits

can be obtained for a child who is above the age of 18, is studying and not living at home. The various child benefits are as follows:

Child benefits on 1 April 1979 (per quarter)

	<u>Child benefit</u>	<u>Additional allowance</u>	<u>Total</u>
	(in guilders)		
First child	164.58	79.56	244.14
First child (born after 1.1.79)	82.29	39.78	122.07
Second child	351.00	44.46	395.46
Third child	351.00	47.58	398.58
Fourth and fifth child	468.78	22.62	491.40
Sixth and seventh child	518.70	22.62	541.32
Eighth and subsequent child	574.08	22.62	596.70

2. Financial contributions, which vary according to the parents' income and any income the children may have, can be claimed from the State.

2.1. The following contributions can be obtained towards the costs incurred by a young person by taking a course of education after completing his full-time compulsory education:

. Costs directly connected with the course, e.g. cost of books	max. Fl	720
. Travel expenses	max. Fl	990
. Accommodation of young people up to age 16 outside parental home	max. Fl	1,820
. Accommodation of young people aged 16 and above outside parental home	max. Fl	3,600
. Age allowance for 16- and 17-year olds	max. Fl	1,400

2.2. In the case of university-level education two methods are possible:

- . Study allowances: where such allowances are granted, the first Fl 1,500 (for university students) or Fl 1,400 (for vocational college students) always takes the form of an interest-free advance; 70% of the

amount in excess of this sum is in the form of a grant and 30% again in the form of an interest-free advance. The maximum State contribution is F1 6,390 for students living with their parents and F1 9,340 for those living outside the parental home. Supplementary allowances may be granted, e.g. for additional equipment, travel expenses, etc. Appropriate adjustments are made in the case of part-time students.

- . University and vocational college students who do not qualify, or do not want to qualify, for a study allowance can raise an interest-bearing (study) loan through a normal bank, with the Ministry of Education and Science acting as guarantor. The maximum that may be raised in this way in 1979/1980 is F1 4,700. The interest rate is linked to the return on a number of public loans. The rate in 1980 is 9½%.

3. Financial contributions can also be obtained in the Netherlands from the local authorities (municipalities and provinces) and from private foundations, although the opportunities are usually limited. Here again the contribution normally depends on the student's and/or his parents' income.
4. In the case of full-time education, practical training courses are sometimes included in the programme. These courses vary considerably in length. Some take the form of guidance courses, others are designed to enable practical experience to be gained of work. In the latter case, the body arranging the course usually pays an allowance, which may vary from the reimbursement of travel expenses to something approaching the statutory minimum wage for normal workers.
5. Under the Dutch School and Course Fee Act a school fee is levied by the tax authorities on the parents of children

in full time education, excluding university education. The maximum fee is at present Fl 400 per child per year (applies only to children over the age of 16). In the case of university students a "lecture fee" (Fl 500 per year) is charged.

A. III. 2. Re II. B

1. Part-time education is intended for those who wish to follow a course of education while pursuing other activities. Both the apprenticeship system and education for early school-leavers are already available to those liable to part-time compulsory education. Education for early school-leavers is an "open-ended" form of education designed to enable young people to develop their capabilities, and certificates are not awarded.

For those subject to part-time compulsory education there are special 2-day courses each week. Young people who have completed their part-time compulsory education, whether apprentices or involved in education for early school-leavers, usually attend such courses on one day a week.

Apprentices in this category may also obtain the theoretical part of their education in the evenings and/or on Saturdays. Both forms of education are governed by legislation, the Apprenticeship Act and the Decree on Education for Early School-leavers. Before a young person can train as an apprentice, a suitable position must be available.

Young employed people attending school have a right to 4/5, or 3/5 in the case of those liable to part-time compulsory education, of the statutory minimum wage (for young people).

A number of collective agreements stipulate that all or part of the wage must be paid while the course is being attended. Unemployed pupils qualify for an unemployment benefit, which is approximately equivalent to the minimum wage.

The parents of a young person subject to part-time compulsory education are general entitled to one child benefit.

Evening education - sometimes provided in the form of day-time/evening education - is usually available only to those aged 18 and over. Where the parents of a young person can prove that he is wholly dependent on them, they may apply for a child benefit. This situation seldom arises.

2. Young people attending evening courses can obtain a contribution of up to F1 2,500 towards costs directly associated with the course. Whether or not a contribution is granted depends partly on the applicant's financial circumstances.
3. Young people in the 16 to 18 age group who have enrolled for a course of education for early school-leavers or who are apprentices are exempt from the payment of course fees. Those above the age of 18 pay a course fee which varies according to the number of classes attended per week up to a maximum of F1 215 per year.

A. III. 3. Re II. C

1. For some years now the Netherlands has had link courses for young unemployed people between the ages of 16 and 23. There are 62 such courses in over 20 places. In the 1978/1979 school year about 1,000 young people attended courses of this kind. The young people concerned are

already registered with an employment office as unemployed/ seeking employment. During the course they continue to receive their unemployment benefits.

The courses comprise a maximum of thirty 50-minute lessons a week. No course fee is charged.

2. To provide additional help for young members of ethnic minorities in the Netherlands during and after their compulsory education, special teachers are available in the schools. Like other pupils, these young people do not receive any additional financial support.

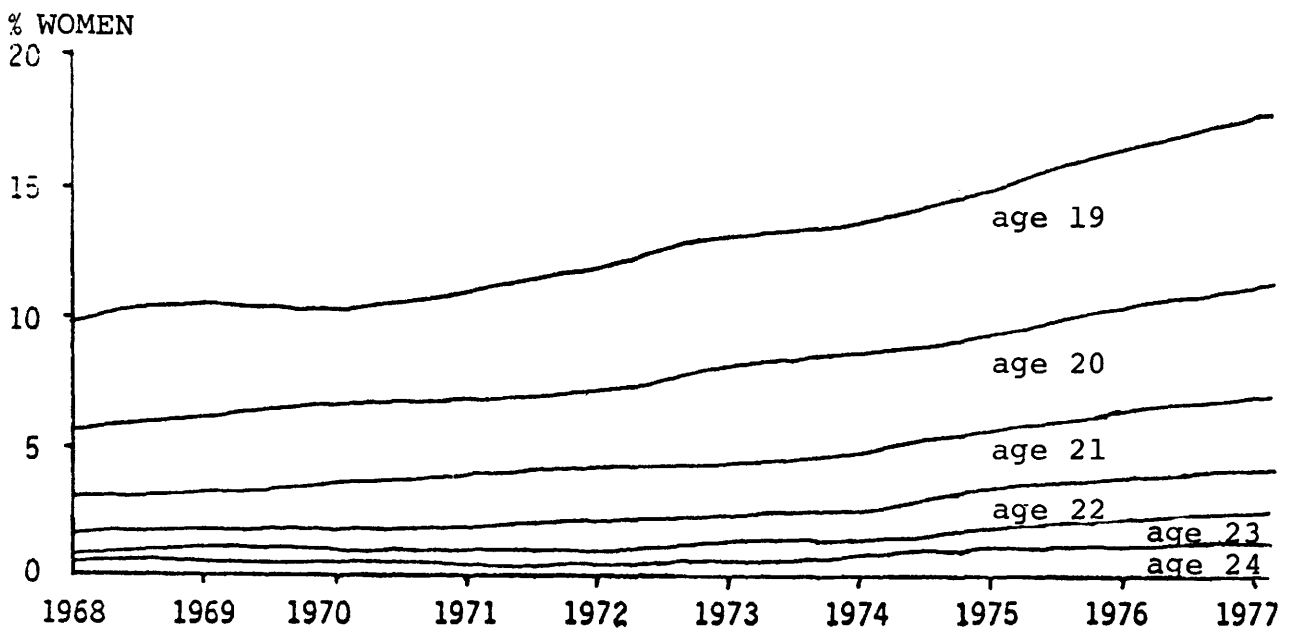
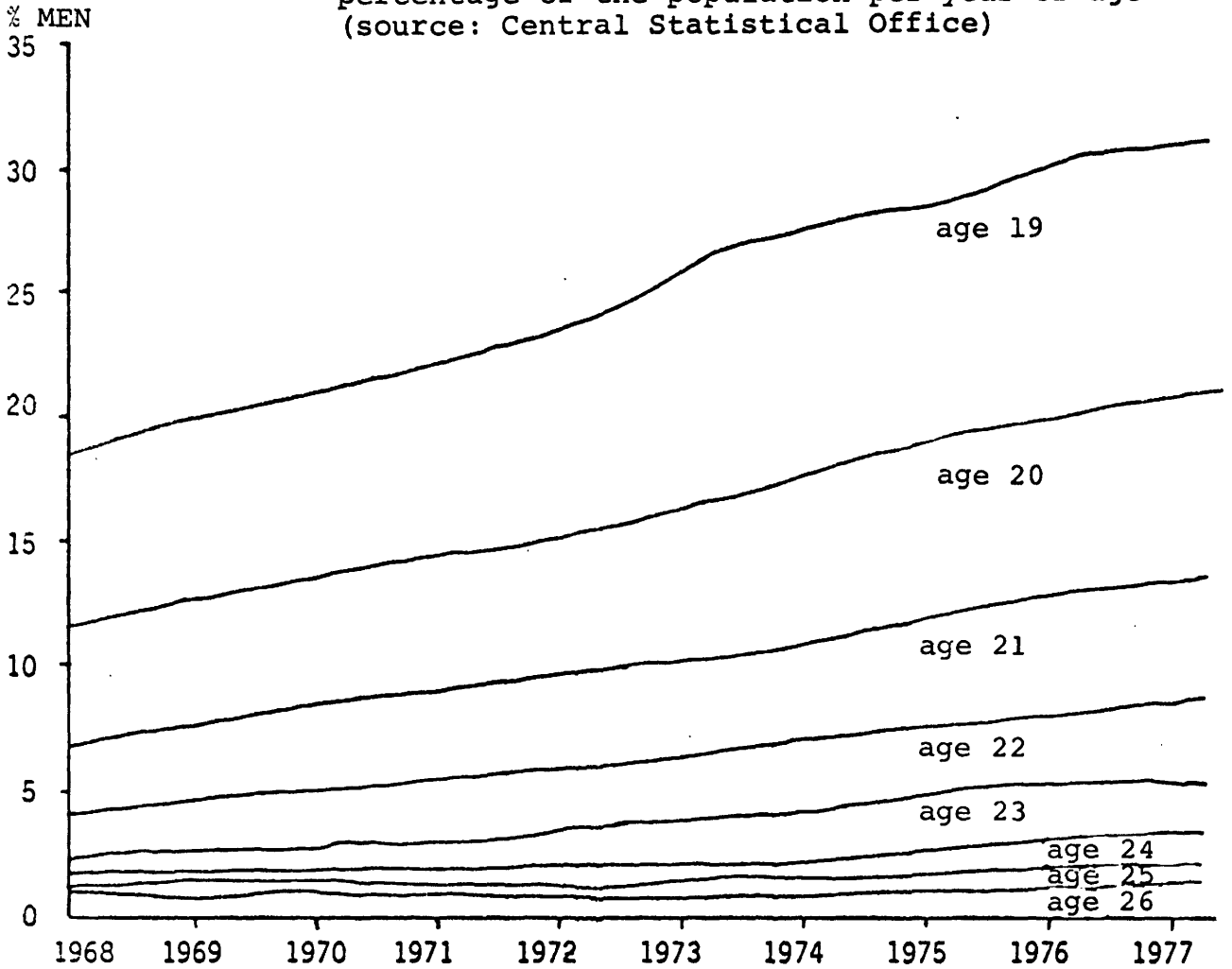
A. IV.

The trend in figures

An impression of the numbers involved can be obtained from the publication "Overgangen binnen het onderwijs en intrede in de maatschappij" (Transfers within the education system and entry into working life), Onderwijsmatrix 1977, Central Statistical Office, The Hague, Staatsuitgeverij, 1979. Of particular interest is the information on the transition from education to employment (op.cit., Chapter 5, pp. 38 ff.; only Table 52 of Chapter 5 is included in this report as Annex A.IV. This table gives an overall impression of the trend over a number of years in the numbers leaving full-time education in terms of the level of education last attended.

The trend in the proportion of 19- to 26-year-old young people attending full-time courses of education is shown in the following diagrams.

Table 1: Trend in the proportion of 19- to 26-year-old men and women attending full-time courses of education (excluding universities) by age from the 1968/69 until the 1977/78 school year as a percentage of the population per year of age (source: Central Statistical Office)



B. Employment

B. EMPLOYMENT

This section of the report gives a general outline of the (un)employment of young people and the most significant influencing factors or features in this respect.

The first part (A) referred to the numbers leaving education by age, sex and type and level of training. A similarly detailed picture of the young working population cannot unfortunately be provided.

The relationship between numbers leaving education and numbers entering working life cannot be described in simple terms. The establishment of an education/labour market matrix is still at the planning stage. In general, it is undoubtedly true to say that the higher the level of training, the better the income is likely to be and the greater the chance of a job in which useful experience can be gained, thus further strengthening the position of the individual in the labour market.

Another problem is that most of the information on the young working population has to be derived from the manpower censuses of 1973 and 1975. The 1977 census is not yet available.

B. 1.

The young working population

According to the 1975 manpower census 4,490,000 people were gainfully employed in that year, and of these 1,153,000 were aged from 15 to 24 (see also Annex B. I. b).

Table 2: Young working population¹ by age and sex

Age	M	F	Total
15 - 24	650,000	503,000	1,153,000
15 - 65	3,412,000	1,078,000	4,490,000

¹ Persons with an occupation as their principal activity, including the unemployed.

Source: 1975 manpower census

The size of the young working population decreases as participation in education increases.

The proportion of young people in the working population is an important factor if a clear picture of the relative proportion of unemployed young people is to be obtained. It is also important to have some idea of the ratio of the employed to pupils/students.

Table 3 below shows this ratio in 1973 (this breakdown by age is not available for 1975).

Table 3: Persons with an occupation¹ and pupils/students by age and sex, as a percentage of the total per age and sex, March-May 1973

Age on 1.1.73	Men				Women			
	With occupation	Pupils/students	Others	Total	With occupation	Pupils/students	Others	Total
15	9	91	0	100	14	83	2	100
16	25	75	0	100	33	64	3	100
17	43	57	0	100	51	43	6	100
18	58	42	0	100	62	29	9	100
19	68	32	0	100	67	17	16	100
20	75	25	0	100	66	12	22	100
21	80	19	1	100	60	7	33	100
22	84	15	1	100	53	4	43	100
23	88	11	1	100	46	3	51	100
24	91	8	1	100	39	2	59	100
15 to 19	40	60	0	100	44	49	7	100
20 to 24	84	16	0	100	52	6	42	100

¹ With an occupation as principal activity (including the unemployed)

Source: 1973 manpower census, in: Monthly Social Statistics, Central Statistical Office, April 1975, Table 3

It can be calculated that in 1975 56.8% of 15- to 24-year-old men were employed (in 1973: 61.5%). The equivalent figure for women in this age group was 46.8% (in 1973: 47.9%).

Otherwise Table 3 speaks for itself. In the 15- to 19-year-old age group we find that the difference between the numbers of men and women in education and employment is still fairly pronounced. Also striking is the large proportion (42%) of women in the 20- to 24-year-old age group who can only be entered under the heading "Others".

Table 4 below shows the pattern of training among the young working population. More detailed information can be obtained from Annex B. I. a.

Table 4: Working population in the broad sense¹, by age, sex and level of the highest certificate of education obtained²

Age	Basic level	Advanced junior level	Senior level	Semi-higher and higher level	Total
MEN					
15-19	33.7	59.0	6.3	0.0	100
20-24	25.3	51.2	17.4	5.4	100
15-64	34.4	40.2	13.9	10.8	100
WOMEN					
15-19	30.0	53.8	14.8	0.0	100
20-24	21.5	44.9	25.7	9.9	100
15-64	32.4	39.4	18.8	9.1	100

¹ i.e. including persons with an occupation as a subsidiary activity and those seeking employment as a subsidiary activity.

² Semi-higher and higher level: University education leading at least to a Bachelor's degree, and vocational college education
 Senior level: HAVO, HBS, grammar school and senior vocational training
 Advanced junior level: MULO, MAVO, 3 years of HAVO, etc., and junior vocational training

Source: 1975 manpower census

The pattern of training among the young working population shown in Table 4 reveals that in general young people have a higher average level of training than the working population as a whole. On the other hand, the relatively weak position of the youngest male and female workers as regards training must again be emphasized.

The distribution of young people among the various branches of industry is comparatively uneven. For example, men under the age of 25 are clearly overrepresented in the wood and furniture industries, the building sub-contractor trades and the repair sector and underrepresented in the public utility sector, education, etc.

As regards occupational categories, men under the age of 25 are overrepresented in such occupations as shops assistants, agricultural workers and in the metal-working, electrical engineering and skilled construction trades and underrepresented in such categories as self-employed occupations, teaching and the "textile trades" (spinning, weaving, knitting, dyeing and allied occupations).

Where the female working population is concerned, women under 25 are overrepresented in the following occupations: secretaries, typists and punch card/tape operators, book-keepers, cashiers, booking clerks, laundry workers, hairdressers, other services, tailors and seamstresses. Young women are underrepresented as self-employed persons, teachers, caretakers, cleaners and agricultural workers.

Further information can be found in: 1975 manpower census (Tables 8 and 15).

B. II.

Incomes of the young working population

To gain an impression of the incomes of the young working population, earned income, principally in terms of the statutory minimum wage (for young people), must be taken as the basis. Insufficient information is available on actual earned incomes for a reasonably accurate picture to be obtained. Breakdowns by age group (5 years) appear only sporadically in the information that is published. The current minimum wages (for young people) are to be found in Annex B. II. a. The statutory minimum wage applies from the age of 23. The statutory minimum wages for young people are derived from this by means of a progression of 7½% per year of age.

The following has been taken from a study of minimum wage earners conducted by the Central Statistical Office.

Table 5: Workers on minimum wages, November 1976

	Men		Women		Total	
	x 1,000	%	x 1,000	%	x 1,000	%
Young people (16 to 22)						
full working week	75.7		98.4		174.1	
partial working week	11.2		21.5		32.7	
Total young people	86.9	30.3	119.9	31.7	206.8	31.1
Adults (23 to 64)						
full working week	62.5		45.8		108.3	
partial working week	11.4		79.3		90.7	
Total adults	73.9	2.9	125.1	18.7	199.0	6.2
All workers (16 to 64)						
full working week	138.2		144.2		282.4	
partial working week	22.6		100.9		123.5	
Total all workers	160.8	5.7	245.1	23.5	405.8	10.5

Source: Monthly Social Statistics 1978

The most significant findings of the study shown in Table 5 are as follows:

- Over 400,000 people, or 10,5% of all workers, were earning the minimum wage in November 1976.
- Over half of these 400,000 were young people under the age of 23.
- More than 60% of the 200,000 or so adults earning the minimum wage were women.
- Although adult male employees form by far the largest category of workers (almost 2.5 million), they include fewer than 75,000 minimum wage earners, or less than 3%. The comparable figure for women was 18.7%
- The marked difference between male and female adults is not found among young minimum wage earners. Although more young women (almost 120,000) than young men (almost 87,000) earn the minimum wage, there are also more employed young women than employed young men. Over 30% of both sexes are minimum wage earners.

Table 6 shows the proportion of minimum wage earners in a number of sectors. It is also important to remember that various studies have indicated that quite a number of young people are underpaid, i.e. receive lower wages than they are legally entitled to. This seems to be the more pronounced, the younger the worker.

Table 6: Proportion¹ of 16- to 22-year-old minimum wage earners per year of age in a number of sectors of industry, November 1976

	Age						
	16	17	18	19	20	21	22
Industry	75.8	54.2	40.0	29.4	23.4	20.7	16.5
Building and sub-contractors	54.5	58.5	44.7	40.8	24.5	20.9	16.0
Trade, catering, repair firms	71.4	72.3	71.3	66.2	54.7	57.4	52.0
Transport, storage and communications	65.8	22.3	33.4	19.5	13.8	15.1	12.5
Banking and insurance services	94.3	67.1	39.7	29.5	24.5	20.9	18.6

¹ As a percentage of all workers per year of age

Source: Monthly Social Statistics, 1978

Table 6 shows that young minimum wage earners generally account for a smaller proportion of the total number of workers with increasing age.

The probable cause of this is the longer period of training undergone by young workers entering the labour market for the first time at a later age. The greater experience of older young people also has an effect. Both factors generally result in a higher wage level.

The study of minimum wage earners also reveals that during the period 1974-1976 the number of workers earning the minimum wage rose (in relative terms) from 9.9% to 10.5% of the working population. In view of this comparatively small increase, the (relative) increase in the number of young minimum wage earners (15/16 to 22 years of age), from 24.9% in 1974 to 31.1% in 1976, is very striking. In the case of the young male working

population, the number of minimum wage earners rose from 20.5% in 1974 to 30.3% in 1976. The number of minimum wage earners in the total male or female workforce aged from 16 to 22 varies considerably from one branch of industry to another.

Annex B. II. c. contains figures on average total income by age group and province in 1974. There is a not insignificant difference in average total income between West Netherlands and the rest of the country, which begins to occur with the 20 to 29 age group.

B. III.

The young unemployed

This report would not appear to be the appropriate place to discuss the abundance of figures on the young (and not so young) unemployed. Some basic information is provided by Annex B. III. a. 1 to 4.

The scope and effectiveness of the package of measures with which the Government is endeavouring to reduce, or distribute more fairly, youth unemployment has already been discussed on many occasions. It would therefore seem enough to give a summary here and otherwise to refer to Annex B. III. b., which reviews the features and scope of the various training activities and schemes specifically for young people.

The material position of unemployed young people principally depends on whether they previously had a job. School-leavers who are unemployed without wishing to be so are in principle eligible for benefits under the State group scheme for unemployed workers. The amount of benefit received depends on the age of the individual and on whether or not he lives with his parents.

The benefits, which were adjusted by Royal Decree in 1979, are shown in Table 7.

Table 7: Benefits paid under the State group scheme for unemployed workers, by age and living circumstances

Age	Not living with parents	Living with parents
	in guilders per month ¹	
16	625	196
17	625	319
18	692	411
19	759	478
20	826	545
21 to 65	893	not applicable

¹ 1979 level

Those who have already been employed and have unwillingly become unemployed are eligible for benefits under the Unemployment Act subject to various conditions. The benefit amounts to 80% of the daily wage, which may be lower than the wage actually earned, and it is also subject to an upper limit (on 1 January 1979: Fl 225). A minimum daily wage also applies in the case of heads of families (on 1 January 1979: Fl 106). Benefits can be obtained for a maximum of 130 days, which need not be consecutive, in any one year.

Unemployed workers who do not (or no longer) qualify for benefits under the Unemployment Act can obtain wage-substituting benefits under the Unemployment Provisions Act for a set period (a maximum of 2 years).

Such benefits amount to 75% of the daily wage, calculated on the basis of the average daily wage earned by the recipient while employed, but subject to an upper limit (on 1 January 1979: Fl 225).

In the calculation of benefits paid to heads of families (and unmarried persons aged 35 and older) a minimum daily wage (on 1 January 1979: Fl 113) is taken as the basis.

What little information is available on the amounts actually paid out in the form of benefits is not broken down into age groups.

Some information on benefits paid under the State group scheme for unemployed workers can be obtained from the report on an analysis of the situation on 1 July 1977 published by the Ministry of Cultural Affairs, Recreation and Social Work.

This reveals, for example, that:

- the total involved on that date was 60,000;
- school-leavers accounted for 23% (or 13,800) of this figure;
- 45% (or 27,000) had formerly been employed, i.e. persons who had mostly been unemployed for some considerable time;
- 23% (or 6,210) of those who had formerly been employed were younger than 25;
- 6% (or 828) of the school-leavers had had a university or equivalent education; 25% (or 3,450) of the school-leavers had attended a vocational college or a course of higher senior training.

A breakdown by age of those eligible under the Unemployment Provisions Act and by age and length of time benefits are paid is given for internal use. This information is derived from the annual survey carried out pursuant to the Act, but does not provide any details on the level of benefits paid (to young people).

From the information available on the (minimum) earned income of young people (see B. II.) it can be assumed that most receive benefits equivalent to, or slightly above, the minimum

wage applicable to them - at least where they are the head of household. For many of those who are not the head of household the benefits paid under the Unemployment Provisions Act - and the younger the individual, the more often this is the case - amount to 75% of the statutory minimum wage (or slightly above).

No details at all are available of benefits actually paid to young people under the Unemployment Act. This may be partly due to the fact that the "operating cooperatives" (employers and employees) are responsible for the application of the Act.

Otherwise, the above comments on benefits paid to young people under the Unemployment Provisions Act may also apply in the case of the Unemployment Act.

B. IV.

Protection of the young employed

Provisions protecting the young employed are contained in the 1919 Employment Act. For the purposes of this Act young people are deemed to be below the age of 18.

Section II of the Employment Act prohibits the employment of children (Article 9), while specifying possible derogations from this rule. In some cases this prohibition can be waived only with the approval of the district manager of the Labour Inspectorate (Article 9a).

Section IV of the Employment Act and the decrees on working hours of which it forms the basis contain provisions on the working hours and rest periods of all workers (including young people). A summary of the most important provisions on working hours and rest periods applicable to young people can be provided if required.

Provisions on the employment of young people who are liable to part-time compulsory education or who are no longer liable to

part-time compulsory education but are not yet 18 years of age are contained in Articles 12 and 12a of the 1919 Employment Act.

Under the 1973 Employment Decree, which is based on Article 10 of the 1919 Employment Act, certain activities may not be performed by young people or only on certain conditions. Information on the content of the Young Persons Employment Decree is to be found in the brochure entitled The Decree on the employment of young people (Staatsuitgeverij 1973). The 1934 Safety Act also applies to young people.

An amendment to the Employment Act (Young People's Statute, first phase) will enter into force in the foreseeable future. The first phase of the Young People's Statute brings together, and in certain respects tightens up, the provisions on the employment of young people now to be found in various parts of the Employment Act. For a summary of the contents of the Young People's Statute, first phase, see the attached draft booklet (Annex B. IV.).

Reference should also be made to the Working Conditions Bill, which is similarly before Parliament. This Bill contains provisions on the safety, health and welfare of all workers, including, therefore, young people.

In the second round of amendments other provisions relating specifically to young people (below the age of 18) have been included in the Bill (Young People's Statute, second phase). These provisions concern the tuition and supervision of young people in firms and the information they should receive from their employers.

B. V.

Provisions of collective agreements

This section will refer only to provisions in collective agreements relevant to (vocational) training and education. An

analysis has not been made of the wage provisions of such agreements because it would add little or nothing (let alone a breakdown by age) to what has already been said in Section B. II. on the wages actually earned by young people and the numbers involved and would not therefore justify the necessary investment of time.

The following summary of provisions on (vocational) training and education contained in collective agreements is based on a 1976 publication by the Wages Office entitled "Training and Education" (provisions on the training and education of employees contained in collective agreements relating to sectors of industry with 5,000 or more employees).

The introduction to this publication is attached as Annex B. V.

Almost all collective agreements covering given sectors of industry contain provisions on (vocational) training and education. They stipulate the training and education facilities to be provided and, in some cases, how they are to be financed.

Practically all collective agreements include provisions requiring the employer to allow the employee to take paid or unpaid leave for a short period so that he can:

- attend courses of training and education organized by his trade union,
- take an examination (possibly in a specialized subject).

In some instances, these facilities are subject to restrictions as to age (e.g. up to 18) and, in the case of trade union courses, the number of days of absence granted per year.

Many contracts contain provisions on (vocational) education. Most include separate provisions concerning young people subject to part-time compulsory education (see Part A.).

These provisions relate to working hours and thus wages, and - in some cases - to the recruitment of young people subject to part-time compulsory education in the form of an appeal to employers to give sympathetic consideration to the recruitment of such young workers.

Most collective agreements also contain provisions on vocational education under the Apprenticeship Act for those no longer subject to compulsory education (see Part A). Such provisions concern the opportunities young people, and in some cases other workers too, are to be given to attend courses of education. Some specify the nature of the contractual relationship between employer and employee (the latter must compensate his employer if he terminates his employment within one year of taking the examination), some concern the encouragement to be given to employees to participate in vocational and other training.

Some collective agreements provide not only for the more common bonuses for diplomas but also for the payment of additional remuneration and of compensation, for example, for attending the course, for attending for a further year and for the costs involved.

Some 25 collective agreements (covering over one million workers) contain provisions on the financing of educational and training activities through the formation of funds. A distinction must be made here between "social funds" (for the financing of training and education by employers' and employees' organizations for their members) and funds for the financing of the training and education of all workers in the sectors of industry concerned (for example, the collective agreements relating to the baking trade, the sugar-processing industry, the retail meat trade, the catering industry and the metal-working and construction industries).

List of annexes

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- B. V. Provisions of collective agreements relating to education and training

Breakdown of full-time education by levels and fields

Preceding the first level

nursery schools

First level

glo primary school

buo special education
schools for the mentally handicapped
schools for the educationally subnormal
other special schools (excluding
education for the children of people
of no fixed abode)

Second level, first stage

vwo/havo/mavo secondary general education

joint first year of vwo/havo/mavo
(including joint years of vwo/havo/
mavo/lbo)
joint second and third years of
vwo/havo/mavo (including joint years
of vwo/havo/mavo/lbo) (in this
publication included under second
and third years of vwo/havo)
mavo, second and subsequent years
havo, second and third years
vwo, second and third years

lbo junior vocational training

lto technical training

junior technical and day vocational
schools (including joint years of
lto-lhno, lto-leso, lto-lsvo, lto-llo)
individual technical education
(schools and departments) (including
joint year of lto-lhno)

lno nautical training

fishing schools (junior training courses)
inland navigation day schools
training of merchant seamen
port and transport schools

llo agricultural training
junior agricultural schools

lhno home economics training
junior training courses at schools for
home economics training (including
joint years of lhno-leao,
lhno-llo, lhno-lavo)
individual home economics training (lhno)

lmo retail trade training
schools for junior retail trade
training (including joint years of
lmo-leso)
junior grocery trade school

leso/lavo economic and administrative training
junior economic and administrative
training
junior secondary general education

Second level, second stage

vwo/havo secondary general education
havo, fourth and fifth years
vwo, fourth, fifth and sixth years

mbo senior vocational training

mto technical training
senior technical day schools
other senior technical training mbo
schools for laboratory staff
vuto training courses (linked to
junior technical schools)

nautical training
fishing schools (senior training courses
for navigating officers/engineers in
the fishing trade)
inland navigation schools (senior
training courses for masters in
inland navigation)
schools for navigating officers and
specialists in ships equipment (senior
training courses)

mlo agricultural training
 agricultural schools
 horticultural schools
 agricultural and horticultural schools

mhno home economics training
 senior training courses at home
 economics schools (e.g. training for
 institutional assistants in child
 care, education class, 3-year
 preliminary training for hbo)

mmo retail trade training
 senior retail trade schools
 (including joint years of mmo/meao)
 senior textile trade schools
 senior catering schools
 senior retail meat trade schools

meao economic and administrative training

mspo socio-pedagogic training
 training for mother's helps and in
 the care of the aged
 training in occupational therapy
 training for sports leaders
 senior training at colleges of social
 studies in institutional work, cultural
 work and social services

 nursery school teachers training
 training for the teaching certificate

Third level, non-university

hbo vocational colleges

hto technical training
 technical day colleges
 hbo colleges for laboratory staff

hno nautical training
 colleges for navigating officers
 and specialists in ships equipment
 (higher training courses)

hlo agricultural training
 agricultural colleges
 horticultural colleges

hhno home economics training
higher training courses at home
economics colleges (e.g. dietetics,
child care and education, applied
domestic sciences)

hmo retail trade training
hotel and catering colleges

heao economic and administrative training
heao schools
institute of higher education in
tourism and recreational activities

hspo socio-pedagogic training
colleges for social studies
(non-resident)
training in health care linked
to colleges for social studies
training of teachers for the education
of young people and adults
higher training courses for nursing
specialists
training in physiotherapy
training in speech therapy/audio
therapy
training in librarianship and
documentation
academy for the performing arts
college of journalism
college for educational and careers
guidance

kuo fine arts training
training in design
training in artistic performance
musical training
theatrical training
academies of the plastic arts
academies for museum staff

primary school teachers' training
vocational training at teachers'
training colleges

secondary school teachers' training
training of home economics teachers
day school for the training of
technical teachers in Rotterdam

nlo secondary school teachers' training,
new style

Third level, university

wo university education
humanities.
theology
the arts (including history)
philosophy
medical sciences
medicine
dentistry
veterinary science
natural sciences, engineering, agriculture
mathematics and natural sciences
pharmacy
physical geography, ecological
prehistory
engineering
agriculture (excluding agricultural
sociology)
social sciences
law
economics
econometrics
actuarial sciences
socio-cultural sciences
psychology
pedagogy and adult education
geography (excluding physical
geography)
cultural prehistory
physical training

Annex A. IV.

Numbers leaving full-time education, by final level of education

	1968	1971	1974	1976	1977
MEN					
Total (in absolute terms)	105,016	102,629	114,392	111,964*	122,543*
	%	%	%	%	%
1st level ¹	7	6	6	5	4
2nd level, 1st stage without certificate	21	15	14	13	15
with certificate	38	39	32	29	30
2nd level, 2nd stage without certificate	5	8	11	11	11
with certificate	11	14	15	17*	16*
3rd level without certificate	6	5	7	7*	8*
with certificate	12	15	15	17*	16*
WOMEN					
Total (in absolute terms)	101,731	83,277	104,172	103,423*	107,041*
	%	%	%	%	%
1st level ¹	6	5	4	4	4
2nd level, 1st stage without certificate	25	17	15	13	15
with certificate	35	36	29	29	29
2nd level, 2nd stage without certificate	6	8	10	10	12
with certificate	20	25	30	31*	25*
3rd level without certificate	3	3	3*	3*	5*
with certificate	6	6	8	10*	12*

¹ including small number leaving before first level

* estimated

Annex B. I. a.

Population and working population from 15 to 64 years of age,
by age, sex and level of highest certificate obtained

	Basic level	Advanced junior level		Senior level		Semi-higher level	Higher level	Pupils/students	Total ¹
		General	Vocational	General	Vocational				
x 1,000									
MEN									
Population									
15-19	71	29	93	8	5	0	0	388	595
20-24	115	52	177	26	53	21	3	98	549
25-29	154	61	193	20	71	50	24	21	598
30-34	137	43	145	14	56	47	23	3	470
35-39	143	32	126	12	44	36	18	0	415
40-44	151	30	109	12	40	30	18	0	392
45-49	151	29	90	12	38	24	17	0	364
50-54	163	29	82	12	32	22	14	0	357
55-59	148	22	64	10	18	15	8	0	287
60-64	161	19	53	7	15	13	7	0	277
Total	1,395	345	1,132	132	372	257	132	511	4,301
Working population in the broad sense ²									
15-19	69	28	93	8	5	0	0	18	223
20-24	113	52	117	25	53	21	3	9	456
25-29	151	61	192	20	71	50	24	5	577
30-34	133	43	143	14	56	46	23	1	462
35-39	137	32	124	12	44	35	18	0	406
40-44	141	29	106	12	39	30	18	0	378
45-49	134	28	86	12	38	24	17	0	341
50-54	136	28	76	12	31	21	14	0	320
55-59	109	19	54	9	16	12	8	0	229
60-64	91	14	35	5	10	9	6	0	172
Total	1,214	333	1,086	127	363	250	130	34	3,564
WOMEN									
Population									
15-19	83	54	78	10	25	1	0	309	559
20-24	140	93	122	20	75	22	1	40	516
25-29	184	99	134	19	74	35	5	6	558
30-34	166	74	103	12	50	27	4	2	439
35-39	175	57	80	9	36	21	4	0	383
40-44	205	53	63	10	27	16	4	0	380
45-49	226	46	49	10	25	13	2	0	373
50-54	240	40	47	8	22	11	2	0	371
55-59	223	28	28	6	19	10	1	0	317
60-64	235	22	21	6	12	9	2	0	307
Total	1,878	565	724	110	364	165	26	358	4,202
Working population in the broad sense									
15-19	67	50	70	10	23	1	0	23	246
20-24	65	65	71	17	61	21	1	7	310
25-29	41	37	34	8	34	32	5	1	185
30-34	37	22	25	5	19	15	3	0	127
35-39	41	19	20	4	15	12	2	0	113
40-44	46	18	19	3	11	10	3	0	111
45-49	46	16	14	3	11	6	2	0	98
50-54	40	13	11	3	9	7	2	0	82
55-59	27	7	5	2	7	5	1	0	55
60-64	16	3	3	1	3	3	1	0	30
Total	429	250	271	55	194	101	20	32	1,356

¹ including those on whom no information is available

² including those who join armed forces before first employment

Population and working population by age and sex

	Working population in the strict sense		"Marginal" working population		Working population in the broad sense	Remaining population	Grand total
	Persons with occupation as principal activity	Unemployed	Persons with occupation as subsidiary activity	Others seeking employment			
	x 1,000						
MEN							
13-14	0.3	0.5	1.2	0.7	2.7	244.0	246.7
15-19	135.8	18.4	8.3	10.7	223.2	371.8	594.9
20-24	417.1	28.9	3.8	6.3	456.1	92.7	548.8
25-29	547.0	24.3	2.3	3.5	577.1	20.6	597.8
30-34	447.5	12.8	0.6	1.4	462.3	8.0	470.3
35-39	392.6	11.8	0.1	1.1	405.6	9.1	414.8
40-44	365.8	9.6	0.2	2.1	377.7	14.3	392.0
45-49	331.7	6.8	0.5	1.9	340.9	22.9	363.8
50-54	310.9	6.8	0.6	1.3	319.6	37.5	357.2
55-59	220.2	5.7	1.6	1.9	229.4	57.5	286.9
60-64	160.6	6.2	2.0	2.9	171.7	105.4	277.0
65-69	21.0	0.0	6.4	0.7	28.1	194.2	222.3
70+	11.9	0.1	5.2	0.7	17.9	314.4	332.2
Total	3,412.5	131.7	32.6	35.3	3,612.1	1,492.3	5,104.5
WOMEN							
13-14	0.2	0.2	1.1	1.2	2.7	236.5	239.1
15-19	206.9	11.2	8.4	19.0	245.5	313.4	559.0
20-24	276.5	8.6	10.0	14.8	309.9	206.2	516.2
25-29	144.4	4.9	21.5	14.3	185.1	373.0	558.1
30-34	89.6	2.5	22.3	13.0	127.4	311.2	438.6
35-39	78.0	1.8	23.6	9.3	112.7	270.5	383.2
40-44	78.0	2.0	23.7	7.1	110.8	269.1	379.8
45-49	71.5	1.4	19.8	5.3	98.0	274.7	372.6
50-54	61.8	1.5	14.7	3.9	81.9	289.0	370.9
55-59	41.1	0.7	9.2	2.1	55.1	261.9	317.0
60-64	21.1	0.7	5.6	2.3	29.7	276.8	306.5
65-69	4.5	0.0	1.7	0.7	6.9	259.4	266.3
70+	2.3	0.2	1.5	1.0	5.0	418.7	423.6
Total	1,078.0	35.6	163.1	93.9	1,370.6	3,760.4	5,131.0
WOMEN							
15-19	12.1	0.9	0.7	1.2	14.9	19.0	33.8
20-24	117.3	3.2	7.5	9.9	137.9	166.3	304.2
25-29	92.3	2.4	20.7	12.9	128.3	359.7	487.9
30-34	62.9	1.6	21.9	11.5	97.9	300.7	398.5
35-39	56.5	1.2	23.4	8.2	89.3	259.2	348.6
40-44	54.2	1.1	23.1	6.2	84.6	252.2	336.8
45-49	46.0	0.7	18.6	4.4	69.7	253.2	322.8
50-54	34.5	0.8	14.0	2.6	51.9	255.4	307.3
55-59	21.6	0.3	8.1	1.2	31.2	212.5	243.6
60-64	7.8	0.1	4.4	1.1	13.4	194.9	208.4
65-69	1.4	0.0	1.0	0.1	2.5	152.5	155.1
70+	0.4	0.1	0.5	0.6	1.6	166.0	167.5
Total	506.8	12.3	144.0	59.9	723.0	2,592.0	3,315.0
WOMEN							
13-14	0.2	0.2	1.1	1.2	2.7	236.5	239.7
15-19	194.8	10.4	7.8	17.8	230.8	294.4	525.2
20-24	159.2	5.4	2.5	4.9	172.0	40.0	212.0
25-29	52.1	2.6	0.8	1.5	57.0	13.3	70.2
30-34	26.8	0.9	0.4	1.4	29.5	10.6	40.1
35-39	21.5	0.6	0.2	1.1	23.4	11.3	34.6
40-44	23.8	0.9	0.5	0.9	26.1	16.9	43.1
45-49	25.5	0.6	1.2	0.9	28.2	21.5	49.8
50-54	27.3	0.8	0.7	1.3	30.1	33.6	63.6
55-59	21.5	0.4	1.1	0.9	23.9	49.4	73.3
60-64	13.3	0.5	1.1	1.2	16.1	81.9	98.1
65-69	3.2	-	0.7	0.6	4.5	106.7	111.2
70+	2.0	0.0	1.0	0.4	3.4	252.7	256.1
Total	571.2	23.3	19.1	34.0	647.5	1,168.5	1,816.0
MEN/WOMEN							
Total	4,490.5	167.3	195.7	129.2	4,982.7	5,252.7	10,235.5

Source: 1975 manpower census

Gross minimum wages on 1 July 1979

In guilders by age and payment period

Age	Gross min. wage per month	Gross min. wage per week	Gross minimum wage per hour for a working week of			
			40 hr	41¼ hr	42½ hr	45 hr
23-64	1,790.10	413.10	10.33	10.01	9.72	9.18
22	1,655.80	382.10	9.55	9.26	8.99	8.49
21	1,521.60	351.10	8.78	8.51	8.26	7.80
20	1,387.30	320.20	8.01	7.76	7.53	7.12
19	1,253.10	289.20	7.23	7.01	6.80	6.43
18	1,118.80	258.20	6.46	6.26	6.08	5.74
17	984.60	227.20	5.68	5.51	5.35	5.05
16	850.30	196.20	4.91	4.76	4.62	4.36

A 15-year-old working in his holidays is entitled to a minimum wage of Fl 716 per month of Fl 165.20 per week.

The gross minimum wage of an employee who works a shorter working week because he is subject to part-time compulsory education and must therefore attend a course of education on one or more days, is correspondingly lower. A 16-year-old who, as a result of the part-time compulsory education requirement, goes to school two days a week and works three days a week, is entitled to 3/5 of the monthly or weekly wage for 16-year-olds shown above, i.e. Fl 510.18 gross per month or Fl 117.72 gross per week.

Net minimum wage

Since 1 July 1979 the gross minimum wage has been Fl 1,790.10 per month or Fl 413.10 per week. For a married man this is equivalent to Fl 1,301 net per month or Fl 300 net per week and for a married woman about Fl 1,119 per month or about Fl 258 per week.

The following approximate net minimum wages apply
in the case of unmarried people:

<u>Age</u>	<u>per month</u>	<u>per week</u>
	(guilders)	
35 to 64	1,253	289
23 to 34	1,210	279
22	1,136	262
21	1,061	245
20	988	228
19	910	210
18	830	192
17	750	173
16	661	153
for 2 days' compulsory education and a working week of 3 days	424	98
15	573	132

NB: In the calculation of these net amounts account has been taken of the deductions made from all employees' wages. This means that pension contributions, for example, have not been considered. The employee's social insurance contribution has been assumed to be 11.825% and his tax-free allowance for contributions under the Disablement Insurance Act to be Fl 11,700 per annum. These are average figures, and wide variations may occur from one sector of industry to another. Holiday bonus systems may also result in lower net amounts. The employer or the personnel department can provide further information on this. The amounts deducted in contributions under the Retirement Pensions Act and in income tax have been taken from the tables of taxes on monthly and weekly wages.

Source: Information booklet published by the Ministry of
Social Affairs

Annex B. II. b.

Employees on minimum wages, November

	1974 ¹	1976 ²	Increase/ decrease	% of working population	
				1974 ¹	1976 ²
	x 1000		%		
Full working week					
men	125.0	138.2	+ 10.6		
women	144.0	144.2	+ 0.1		
Total	269.0	282.4	+ 5.0		
Partial working week					
men	24.2	22.6	- 6.6		
women	83.5	100.9	+ 20.8		
Total	107.7	123.5	+ 14.7		
All employees					
men	149.2	160.8	+ 7.8	5.2	5.7
women	227.5	245.1	+ 7.7	21.8	23.4
Total	376.7	405.8	+ 7.7	9.9	10.5

¹ 15 to 64 years of age

² 16 to 64 years of age

Young workers on minimum wages, November

	1974 ¹	1976 ²	Increase/ decrease	% of working population	
				1974 ¹	1976 ²
	x 1000		%		
Full working week					
men	67.5	75.7	+ 12.1		
women	101.6	98.4	- 3.1		
Total	169.1	174.1	+ 3.0		
Partial working week					
men	11.0	11.2	+ 1.8		
women	24.8	21.5	- 13.3		
Total	35.8	32.7	- 8.7		
All employees					
men	78.5	86.9	+ 10.7	20.5	30.3
women	126.4	119.9	- 5.1	28.9	31.7
Total	205.2	206.8	+ 0.8	24.9	31.1

¹ 15 to 22 years of age

² 16 to 22 years of age

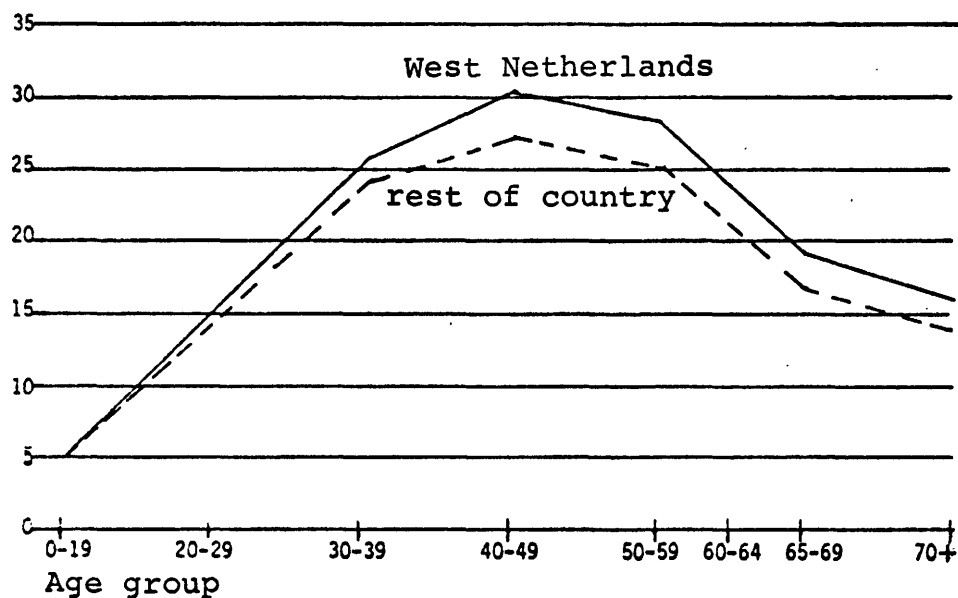
Source: Monthly Social Statistics, 1978

Average total income by age group and province, 1974

	0-19	20-29	30-39	40-49	50-59	60-64	65-69	70+
	(guilders)							
Groningen	6,029	15,662	24,296	27,356	25,026	20,343	16,794	14,270
Frisia	6,182	15,938	24,307	27,596	24,981	19,856	16,394	13,863
Drenthe	6,087	16,396	24,627	27,487	24,560	20,461	17,218	14,160
Overijssel	6,209	15,954	23,608	26,781	25,033	20,347	16,964	14,117
Gelderland	6,321	16,078	24,221	27,597	25,898	21,523	18,203	15,544
Utrecht	6,266	16,576	26,644	31,673	29,564	25,094	20,424	17,279
North Holland	6,097	16,204	25,118	29,899	28,395	23,712	19,801	16,570
South Holland	6,373	17,105	26,041	30,226	28,517	23,916	19,114	15,978
Zeeland	6,603	17,545	25,452	28,345	25,592	21,162	17,164	14,078
North Brabant	6,115	16,844	24,334	27,873	26,025	21,212	17,056	14,611
Limburg	6,013	16,437	23,239	26,306	24,349	19,985	16,335	13,987
NETHERLANDS	6,219	16,510	24,871	28,741	26,939	22,347	18,316	15,456

Average total income by age group in West Netherlands and the rest of the country, 1974

Income x 1,000 guilders



Annex B. III. a. 1.

Unemployed young people, by sex and age group, in absolute terms and as a percentage of total unemployed (annual average)

1	2	3	4	5	6	7	8	9	10	11	12	13
	<19		19-22		<23		Total incl. young people		(8 + 9)	6 as % of 8	7 as % of 9	6 + 7 as % of 10
	M	F	M	F	M	F	M	F				
1970	2,451	985	4,406	1,627	6,667	2,612	36,364	8,089	44,453	18.0	32.3	20.6
1971	3,320	1,407	7,053	2,288	10,373	3,695	50,515	11,484	61,999	20.5	32.2	22.7
1972	6,011	2,439	13,554	3,864	19,656	6,303	90,578	17,352	107,930	21.6	36.3	24.0
1973	5,206	3,245	12,296	4,719	17,502	7,964	88,433	21,458	109,891	19.8	37.1	23.2
1974	7,883	5,651	15,690	6,496	23,572	12,147	106,711	28,194	134,905	22.1	43.1	26.5
1975	12,869	9,447	25,583	10,555	38,452	20,002	152,988	42,313	195,301	25.1	47.3	30.0
1976	12,086	11,411	28,016	14,003	40,102	25,414	159,824	51,048	210,872	25.1	49.8	31.1
1977 ¹	10,322	12,791	25,004	16,825	35,326	29,616	145,168	58,360	203,528	24.3	50.7	31.9
1977 ²	10,696	13,333	25,039	17,151	36,735	30,484	145,880	60,967	206,847	24.5	50.0	32.0
1978 ³	10,408	15,116	24,007	19,854	34,415	34,970	137,964	67,767	205,731	24.9	51.6	33.7

Total youth unemployment, by sex and age group, as a percentage of the working population, excluding the self-employed

1	2	3	4	5	6	7	8	9	10	11
	<19		19-22		<23		Total incl. young people		<23	Total incl. young people
	M	F	M	F	M	F	M	F	M+F	M+F
1970	1.2	0.5	1.3	0.6	1.2	0.5	1.2	0.8	0.9	1.1
1971	1.8	0.6	2.0	0.8	1.9	0.7	1.7	1.2	1.3	1.6
1972	3.2	1.1	3.9	1.3	3.6	1.2	3.0	1.7	2.4	2.7
1973	3.6	1.7	3.6	1.5	3.6	1.6	2.9	2.1	2.6	2.7
1974	5.5	3.1	4.6	2.0	4.9	2.4	3.5	2.8	3.6	3.3
1975	12.8	7.7	8.5	4.3	9.6	5.4	5.1	5.4	7.6	5.1
1976	13.1	9.9	9.2	5.5	10.1	6.8	5.3	6.3	8.5	5.5
1977 ¹	11.9	11.6	8.2	6.4	9.0	7.9	4.8	7.1	8.5	5.3
1977 ²	12.2	11.9	8.1	6.3	9.0	7.9	4.7	6.9	8.4	5.2
1978 ³	12.8	15.5	7.9	7.0	8.9	9.2	4.5	7.7	9.1	5.2

¹ upper limit : 30

² upper limit : 25

³ November 1977 to October 1978

School-leavers and other young people registered as seeking employment, by age group and sex (annual averages)

Year	School-leavers				
	<19		19 - 22		< 23
	M	F	M	F	M + F
1970	545	225	368	340	1,468
1971	342	321	552	269	1,984
1972	1,599	667	1,207	473	3,946
1973	1,520	979	1,264	648	4,411
1974	2,630	2,212	1,661	1,004	7,507
1975	4,762	3,868	3,508	1,835	13,973
1976	5,800	6,251	5,028	3,291	20,370
1977*	5,545	7,703	5,215	4,524	22,987
1977†	5,449	7,791	4,906	4,269	22,416
1978ψ	5,458	9,324	5,325	6,684	25,791

Year	Others				
	<19		19 - 22		< 23
	M	F	M	F	M + F
1970	1,759	785	4,531	1,446	8,521
1971	2,735	1,152	6,921	2,117	12,926
1972	4,545	1,926	12,738	3,453	22,662
1973	3,899	2,219	11,231	4,034	21,383
1974	4,443	3,452	14,123	5,386	27,404
1975	8,465	5,727	22,211	8,616	45,019
1976	6,749	5,469	24,319	11,315	47,852
1977*	5,364	5,536	21,396	13,279	46,573
1977†	5,248	5,542	20,133	12,882	43,805
1978ψ	4,950	5,792	18,682	14,171	43,595

Year	Total				
	<19		19 22		< 23
	M	F	M	F	M + F
1970	2,304	1,010	4,889	1,786	9,889
1971	3,077	1,473	7,473	2,386	14,909
1972	6,144	2,593	13,945	3,926	26,608
1973	5,419	3,198	12,395	4,682	25,794
1974	7,073	5,664	15,784	6,490	34,911
1975	13,227	9,595	25,719	10,415	58,992
1976	12,549	11,720	29,347	14,606	68,222
1977*	10,909	13,238	26,610	17,803	68,560
1977†	10,697	13,333	25,039	17,151	66,220
1978ψ	10,408	16,116	24,007	19,855	69,386

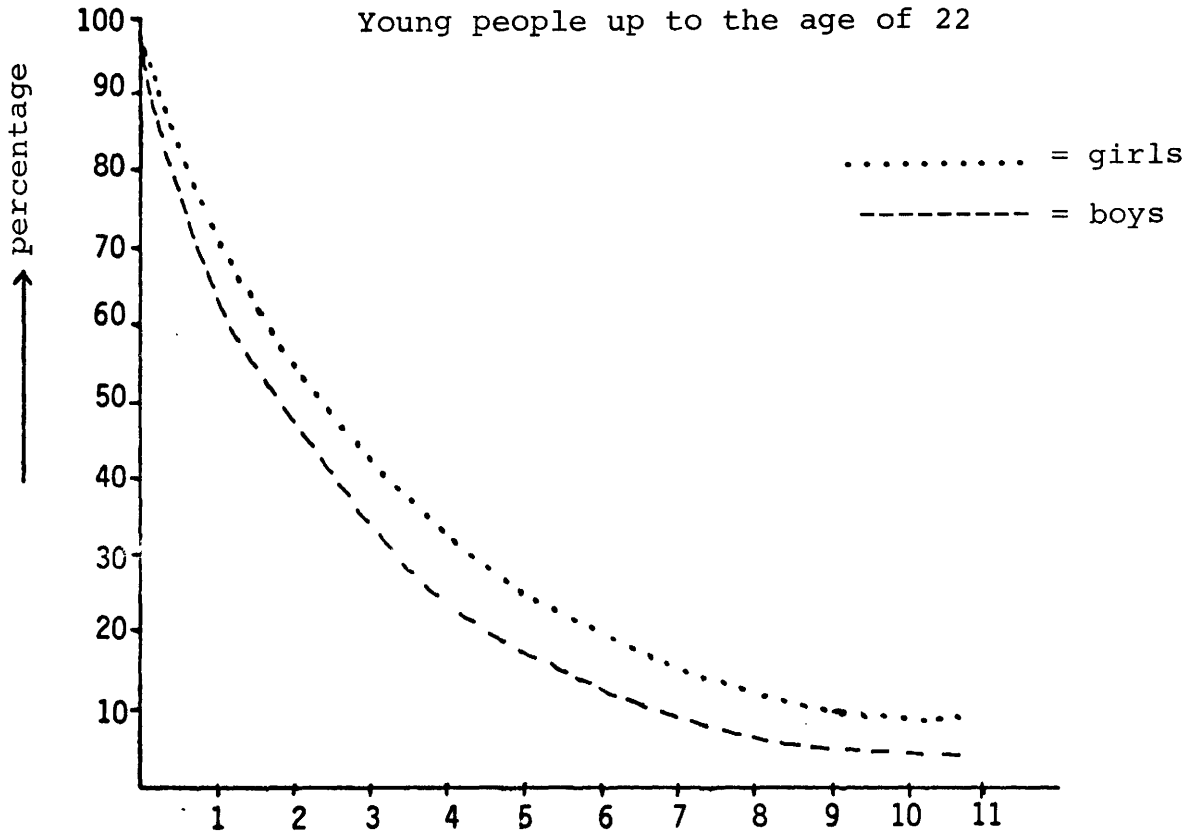
* upper limit - 30: registered labour reserve

† upper limit - 25: unemployed

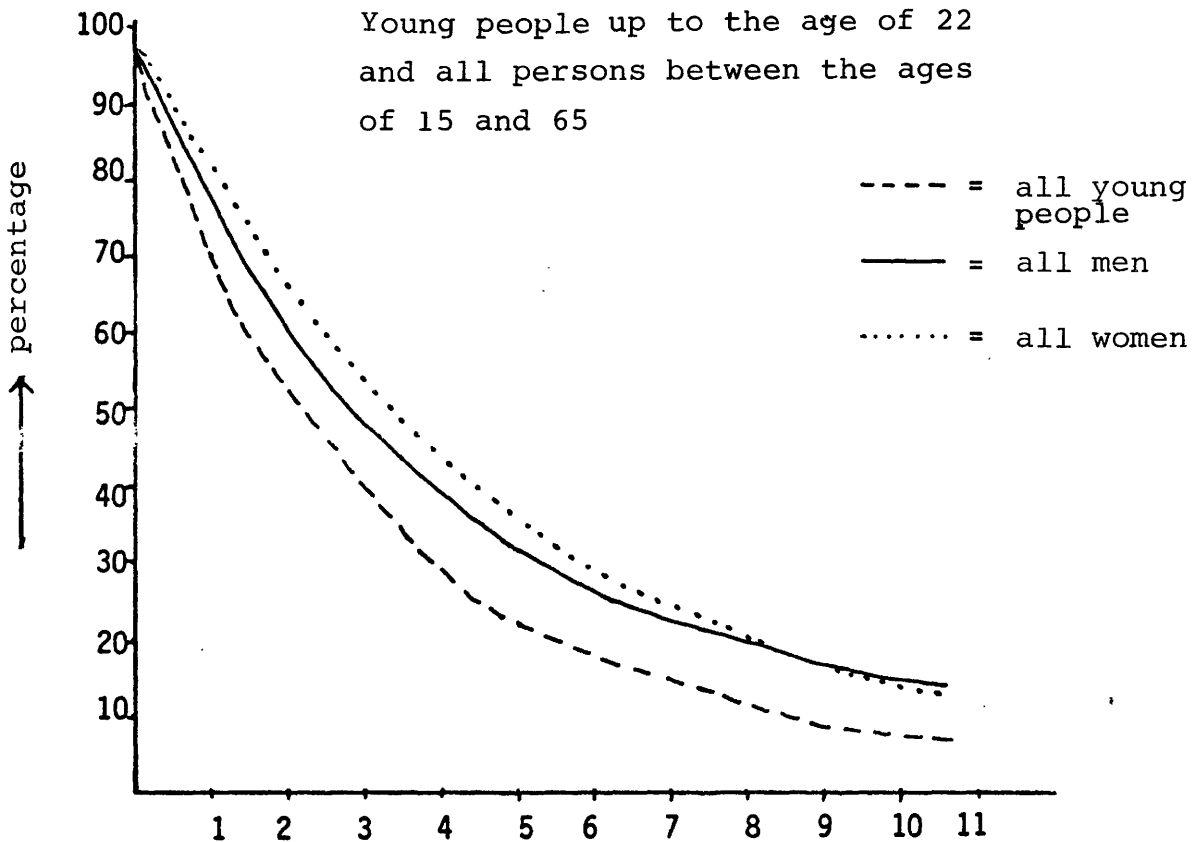
ψ November 1977 to October 1978

Profiles - 1977

Young people up to the age of 22



Young people up to the age of 22
and all persons between the ages
of 15 and 65



Annex B. III. a. 4.

Unemployed young people, by age group, sex and time registered as unemployed, in absolute terms and as a percentage of the average time all unemployed are registered as such

Year	1	2	3	4	6	7	8	9	10	11	12	
	<19	19-22			Total (all age groups)							
	Total	thereof as % of col.1			Total	thereof as % of col.5			Total	thereof as % of col.9		
	<6mth	6-12mth	<12mth		<6mth	6-12mth	<12mth		<6mth	6-12mth	<12mth	
MEN												
1970	2,153	98.5	1.1	0.4	4,406	95.9	3.3	0.6	36,364	81.2	10.0	8.8
1971	3,320	98.7	1.1	0.2	7,053	96.6	2.8	0.6	50,515	85.0	8.7	6.3
1972	6,011	96.9	2.7	0.4	13,554	92.1	6.9	1.0	90,578	81.7	12.4	5.9
1973	5,206	95.2	4.1	0.7	12,296	88.3	8.9	2.8	88,433	73.6	14.4	12.0
1974	7,882	95.6	3.8	0.6	15,690	89.4	8.5	2.1	106,711	76.4	13.0	10.6
1975	12,869	86.8	11.4	1.8	25,583	80.6	14.6	4.8	152,988	70.0	17.8	12.2
1976	12,086	81.5	13.7	4.8	28,016	69.9	18.5	11.6	159,824	58.8	19.8	21.4
1977 ¹	10,322	84.2	11.4	4.4	25,004	71.5	15.4	13.1	145,168	56.4	17.6	26.0
1977 ²	10,505	83.5	11.7	4.8	25,081	71.5	15.5	13.1	146,164	56.4	17.6	26.0
1978 ^{2,3}	10,468	84.3	11.4	4.3	24,095	71.5	15.7	12.8	138,939	55.9	17.2	26.9
WOMEN												
1970	985	97.5	1.7	0.4	1,627	93.9	4.8	1.3	8,089	78.8	11.2	10.0
1971	1,407	97.8	1.7	0.5	2,288	95.2	3.8	1.0	11,484	82.5	9.6	7.9
1972	2,439	97.6	2.2	0.2	3,864	93.7	5.4	0.8	17,352	82.7	11.0	6.3
1973	3,245	95.9	3.5	0.6	4,719	90.1	7.9	2.0	21,458	78.4	12.2	9.4
1974	5,651	95.8	3.7	0.5	6,496	88.8	8.8	2.4	28,194	79.0	11.7	9.3
1975	9,447	86.5	11.3	2.2	10,555	82.2	13.5	4.3	42,313	74.8	15.7	9.5
1976	11,411	82.6	12.4	5.0	14,003	71.0	18.5	10.5	51,049	65.9	18.6	15.5
1977 ¹	12,791	80.9	13.6	5.5	16,825	67.2	18.1	14.7	58,360	62.4	18.2	19.4
1977 ²	13,256	79.8	14.1	6.1	17,076	67.2	18.1	14.7	60,830	62.2	18.2	19.6
1978 ^{2,3}	14,946	79.3	14.7	6.0	19,420	64.5	19.0	16.5	66,918	60.5	18.4	21.1

(the absolute figures are annual averages)

¹ upper limit : 30

² upper limit : 25

³ 1978: average of November 1977 and February, May and August 1978;
all years up to 1977: average of February, May, August and November

Features of schemes specifically for young people

Scheme	Type of employee	Type of employer	Subsidization period	Subsidy
1. Stimulation of Vocational Training for School-leavers 1977 and 1978	School-leavers in 1977 and 1978 dependent on their vocational training and so attending school one day a week	Employers concluding an apprenticeship agreement and a contract of employment with a school-leaver and therefore paying minimum wage for young people pursuant to collective agreement	1.7.78 to 30.6.79	Employer received: (a) Fl 50 per week for school-leavers in 1977 (b) Fl 100 per week for school-leavers in 1978 (c) Fl 75 per week for school-leavers subject to part-time compulsory education.
2. Pseudo-jobs Scheme	Young people up to 23 dependent on an apprenticeship for their vocational training	A firm or apprenticeship body concluding an agreement with an unemployed young person on a course of practical training 2 days a week; the unemployed young person continued to receive his unemployment benefits.	1.7.78 to 30.6.79	Employer received Fl 100 per week per person.

Features of schemes specifically for young people

Scheme	Type of employee	Type of employer	Subsidization period	Subsidy
<p>3. Contribution to the cost of training young production workers in the clothing industry</p>	<p>Employed or unemployed young production workers under 23 for whom jobs could not be maintained or were not available in the clothing industry if they did not receive suitable training</p>	<p>Employers in the clothing industry</p>	<p>1.7.78 to 30.6.79</p>	<p>Employer received F1 50 for each actual day of initial training and of F1 25 for each actual day of subsequent training. Courses had to last no fewer than 60 days and no more than 90 days.</p>
<p>4. Subsidization of labour costs incurred in respect of young people (1976)</p>	<p>Young people from 17 to 22 registered as unemployed for more than 6 months</p>	<p>Employers taking on such unemployed young people for an indefinite period, possibly for part-time work. Subsidies not available to government institutions.</p>	<p>The subsidy applies for 12 months. Applications could be submitted until 31.12.79.</p>	<p>Employer receives F1 650 per month.</p>

Features of schemes specifically for young people

Scheme	Type of employee	Type of employer	Subsidization period	Subsidy
<p>5. Decree on a premium to encourage the employment of young people subject to part-time compulsory education</p>	<p>Young people who had completed 10 years of full-time compulsory education and were therefore required to attend school 2 days a week. The young people concerned had to be enrolled with an institute of part-time education or to be attending a course organized by a firm.</p>	<p>All employers</p>	<p>1.8.78 to 31.7.79</p>	<p>Employers received F1 50 per week</p>
<p>6. Courses for the young unemployed</p>	<p>See A 2.</p>	<p>Not applicable</p>	<p>See A 2.</p>	<p>Not applicable</p>

Features of schemes not specifically for young people

Scheme	Type of employee	Type of employer	Subsidization	Subsidy
<p>1. Scheme to increase employment (with which the interim scheme for the young unemployed merged on 1 January 1979)</p>	<p>(Young) unemployed people difficult to place and registered as unemployed with an employment office for more than 2 months (on 1.1.1979 extended to members of all age groups registered as unemployed for more than 6 months)</p>	<p>(Semi-) government and non-profit institutions implementing an approved project. Additional jobs must be created for such persons.</p>	<p>The applicant (Young) unemployed person receives a temporary, 1-year contract.</p>	<p>Employer receives a 100% labour cost subsidy up to a maximum of F1 35,000 (an appropriate reduction is made for part-time work).</p>
<p>2. Provisional scheme for the placement of the long-term unemployed (since 1.1.79)</p>	<p>Unemployed persons difficult to place and registered as unemployed with an employment office for more than a year</p>	<p>Any employer</p>	<p>For the first 12 months of the contract</p>	<p>Contribution of 75% of labour costs up to a maximum of F1 26,250 for a full working week. Amount reduced by 7½% for each year person employed is younger than 23. Appropriate reduction made for part-time work.</p>

Schemes for young people in figures

Scheme	Period	Number of young people	Expenditure in guilders to 31.12.78
1. Stimulation of Vocational Training for School-leavers 1976 and 1977	1.7.77 - 30.6.78	29,119	75,773,875
2. Pseudo-jobs Scheme	1.11.76 - 31.12.78	362	517,571
3. Contribution to the cost of training young production workers in the clothing industry	1975 to 1977 calendar years	12,955	22,803,836
4. Interim scheme for the young unemployed	1978 calendar year	Average: 2,453	80,000,000
5. Subsidization of labour costs incurred in respect of young people (1976)	1.9.76 - 31.12.77	2,130	10,103,405
6. Decree on a premium to encourage the employment of young people subject to part-time compulsory education	1.8.76 - 31.7.77	1.8.76-31.12.76:9,573 1.1.77-31.7.77:7,908	18,235,300
7. Courses for the young unemployed	1.8.77 - 31.7.78	1,035	5,300,000 (share of Min.of Soc. Aff.: 2,350,000)

Features of training activities

Scheme	Type of employee	Type of employer	Subsidization period	Subsidy
<p>1. Contribution to training organized jointly by the authorities and industry (SOB)</p>	<p>1. Employees whose jobs are threatened by external factors or who want to take a different job</p> <p>2. As 1, but owing to personal factors (including inadequate training)</p> <p>3. Unemployed persons registered as seeking employment</p>	<p>Firms and bodies corporate equivalent to firms</p>	<p>While the training project approved by the Ministry of Social Affairs continues</p>	<p>For each day of training:</p> <p>(a) Fl 60 or, if the firm prefers, 60% of certain training costs up to a maximum of Fl 125;</p> <p>(b) Fl 100 towards labour costs if there is a contract of employment. Amount reduced in the case of young people by 7½% for each year younger than 25;</p> <p>(c) if on completion of training employee changes to another employer, percentage in (a) becomes 80%;</p> <p>(d) if an unemployed person is trained, percentage in (a) becomes 100%, similarly up to a maximum of Fl 125.</p>

Features of training activities

Scheme	Type of employee	Type of employer	Subsidization period	Subsidy
2. Contribution to the cost of training of young production workers in the clothing industry	SEE SUMMARY OF SCHEMES SPECIFICALLY FOR YOUNG PEOPLE			
3. Cost of studying	Persons who have enrolled for a course and who cannot obtain or remain in employment without a specific course of study	Not applicable	Period for which approval is granted	Reimbursement of costs directly connected with and necessary for attendance of the course
4. Training at Adult Training Centres	Unemployed persons, employees threatened with unemployment and unskilled employees, generally in the 18-50 age group, exceptions above and below these ages being permitted	In principle, employment with any employer after training	While the course is being attended	Compensation for loss of wages during course, amount depending, inter alia, individual's age

Training activities in figures

Scheme	Period	Category	Expenditure in guilders
1. Contribution to training organized jointly by the authorities and industry (SOB)*	1978	In 1978 applications received from 1,979 people (all ages)	Approx. 11,874,000 on 1978 applicants
2. Contribution to the cost of training young production workers in the clothing industry	1975 - 1977	12,955 young people	22,803,836
3. Training costs incurred by job-seekers *	1978	In 1978 applications received in respect of 584 young people under the age of 20	Approx. 496,400 on 1978 applicants under the age of 20
4. Training at Adult Training Centres*	1978	In 1978 applications received from 102 young people under the age of 18	Approx. 2,550,000 on 1978 applicants under the age of 18

* Schemes 1, 3 and 4 applied to far more people in 1978 because of applications from previous years still current in 1978. Expenditure was therefore far higher in 1978.

Draft booklet on the Young People's Statute

Title page: New provisions on the working hours and rest
periods of young people: amendments to the 1919
-----Employment Act, Young People's Statute, Part I-----

Why a Young People's Statute?

Until recently the provisions on young people were to be found in various sections of the Employment Act and the various provisions on working hours and rest periods. A labyrinth, even for the initiated. No wonder that young people have themselves asked the Minister for Social Affairs: "Can't things be made rather less complicated and easier to find". A perfectly reasonable request. As a result all the provisions have been combined in a separate section of the Employment Act - the Young People's Statute. This statute consists of two parts. Part I primarily concerns such matters as: "From what age may a young person be employed, on what days and for how many hours?" This part entered into force in 1979. Part II contains provisions on the information and assistance young people must be given by employers. This part is still being discussed by the Lower House and will enter into force later.

What do we mean by young people?

You will often see the term "young people" in this booklet. Anyone who has not yet reached the age of 18 belongs to this category.

Ban on employment

Young people are not allowed to take employment if they:

- have not yet completed the full 10 years of compulsory education,
- are not yet 15 years of age.

With the approval of the district manager of the Labour Inspectorate this ban on employment may be waived in the case of:

- (a) young people who in the 10th year of compulsory education attend a course of part-time education 2 days a week instead of going to school full-time;
- (b) young people of 16 years of age who are exempt from full-time compulsory education.

N.B. The young people described under (a) and (b) can only apply for such approval if the local authority agrees to partial or complete exemption from compulsory education.

Employment allowed without the approval of the Labour Inspectorate

If you are 15 years old, but still subject to compulsory education, there are various cases in which the ban on employment does not apply. In other words, the Labour Inspectorate's approval is not required:

- light work forming part of the school curriculum and performed by people aged 15 or older between 7 a.m. and 6 p.m.;
- light work of a cultural, scientific, educational or artistic nature, provided that the young person is at least 15 years old and that such work is not done during school hours;
- young people still at school may do light holiday work if they are 15 years of age or older;
- young people still at school may deliver newspapers provided they are at least 15 years of age and this work is not performed during school hours. Such work may not exceed two hours a day and may not be performed before 6 a.m. or after 7 p.m.

Employment card

Young people who have completed their full 10 years of compulsory education and are 15 years of age or older may take employment. (They are usually 16 years old.) Until they are 18, their employer must have an employment card for them. This card is obtained from the Town Hall in the young person's home town.

Employment and part-time compulsory education

Since 1 August 1975 all young people resident in the Netherlands and not attending a course of full-time education on completion of their 10th year of full-time compulsory education have been required to attend a course of education for a further year on a part-time basis, i.e. two days a week. The young people concerned are usually 16 years of age. When there is doubt about a young person's liability to part-time compulsory education, information can be obtained from the local authority's education department.

A young person who is required to attend a course of education on a part-time basis may take employment subject to the following restrictions:

- no more than 24 hours per week;
- on days on which a young person is attending a course of education the time spent at work and the time spent at school, including breaks, may not exceed 8 hours;
- a young person may not be required to work in the morning if the course begins before 12 noon. Nor may he be required to work on a day on which he has attended school for 6 hours or more, including breaks;
- the employer is required to arrange work in such a way that young people subject to the part-time compulsory education requirement can in fact meet this requirement.

Attendance of courses

Where a young person has completed his part-time compulsory education and is not yet 18, his employer is required, if so requested, to enable him to attend a course of education for 8 hours a week.

If the young person reaches the age of 18 during the year of the course, his employer is obliged to enable him to complete that year.

If the young person refrains from attending a course of education, the Labour Inspectorate may permit his employer to employ him for the full 40 hours a week for a given period.

Working hours and rest periods

Working hours

A young person may not work more than 8 hours a day.

Daily rest period

Every young person is entitled to an uninterrupted rest period of at least 12 hours on completing his daily work.

Weekly rest period

Every young person is entitled to an uninterrupted rest period of at least 60 hours or to two such rest periods of at least 36 hours during a period of 7 consecutive days. In both cases, these free days must include a full Saturday or Sunday.

Ban on night work

Young people may not work:

- in factories, workshops and offices between 6 p.m. and 7 a.m.;
- in other sectors, such as shops, the catering trade, etc. between 7 p.m. and 7 a.m.;
- a young person may work in a nursing, old people's or children's home between 7 and 11 p.m. where such work is necessary to ensure the proper care of the residents of such institutions.

Ban on Saturday work

Young people may not work on Saturdays, with the following exceptions:

- Where necessary to ensure a proper service, a young person may work on Saturdays in shops, cafes, hotels, boarding houses, recreational centres approved by the Minister, and nursing, old people's and children's homes;
- A young person may work as a performing artist on Saturdays;
- A young person may deliver newspapers on Saturdays, but not before 6 a.m. or after 7 p.m.

Ban on Sunday work

Young people may not work on Sundays, with the following exceptions:

- A young person may perform nursing or similar duties in nursing, old people's and children's homes on all but 17 Sundays per calendar year.

Breaks

- A young person may not work for longer than 4½ hours without a break. Where a young person must work for longer than 4½ hours a day, he is entitled to a break of at least half an hour.
- A break of less than 15 minutes is not regarded as a rest period.

Exemptions

In very special instances the district manager of the Labour Inspectorate may also grant exemptions from the bans on night, Saturday and Sunday work for a given period in cases other than those described in this booklet.

Addresses of the district Labour Inspectorates

More detailed information of the provisions of the Young People's Statute can be obtained from the following addresses:

- 1) Maastricht, St. Servaasklooster 28, Tel: 043-19251
- 2) Breda, Wilhelminastraat 35, Tel: 076-137350
- 3) etc.

Amendments to the draft booklet on the Young People's Statute

Page 3:

Under the heading "Ban on night work" the following should be added as the last item:

- a young person may not deliver newspapers between 7 p.m. and 6 a.m.

Under the heading "Ban on Saturday work" the words "and for no more than two hours a day" should be deleted from the last indent. After the words "recreational centres" in the first indent under this heading a reference should be made to a footnote. The footnote should read as follows: recreational grounds, children's zoos, camping sites, bungalow renting centres, riding-schools, watersports centres, fun fairs, bowling centres, museums, dolphinariums, and miniature villages.

Annex B. V.

Provisions of collective agreements relating to education and training

Almost all collective agreements relating to specific sectors of industry contain provisions on (vocational) training and education. These provisions govern the facilities to be provided for training and education and, in some agreements, the way in which they are to be financed.

The various facilities can be divided into financial provisions (continued payment or loss of wages, bonuses for diplomas, etc.) and provisions relating to time worked (short-term absence, special leave, etc.). The same provision of the sections of collective agreements on this subject usually covers both financial aspects and time worked.

A number of specific aspects are briefly discussed below:

1. Short-term absence

Almost all the collective agreements referred to in the following review contain provisions requiring the employer to allow the employee free time - paid or unpaid - to:

- (a) attend a course of education or training organized by his trade union (usually limited to a set number of days per year);
- (b) take an examination (possibly in a specialized subject).

These facilities are sometimes subject to an age limit (e.g. up to the age of 18).

Absence to take examinations does not usually entail loss of wages, but the situation varies in the case of absence to attend education and training courses.

In the metal-working, agricultural and printing industries, for example, employees lose their wages when attending such courses, in the other sectors they do not.

2. (Vocational) education and (part-time) compulsory education

Many contracts contain provisions on (vocational) education, the collective agreement normally making a distinction between those who are subject to (part-time) compulsory education and those who are not.

(a) Part-time compulsory education

On 1 August 1975 full-time compulsory education was increased from 9 to 10 years and subsequent part-time compulsory education on two days of the week in the 11th year was introduced under an amendment to the Compulsory Education Act.

A young person meets the part-time compulsory education requirements by attending courses organized by institutes of education for young people, courses of off-the-job training forming part of an apprenticeship or courses approved by the Minister of Education for this purpose. The 1919 Employment Act stipulates that those subject to part-time compulsory education may not work while satisfying the part-time compulsory education requirement. In certain cases, the ban on employment may be waived with the approval of the district manager of the Labour Inspectorate. The continued payment of wages while a course of part-time compulsory education is being attended is not required by law. However, since 1 July 1972 the parents of an employed young person subject to part-time compulsory education have usually been able to obtain a child benefit.

Most collective agreements include separate provisions on those subject to part-time compulsory education, stipulating that the normal working hours for this category must be reduced by the number of hours spent in school and that wages are not paid and holiday entitlements are not granted in respect of the time not worked.

The recommendations for negotiations on collective agreements included in the summary of the discussions of the Employment Foundation on the premises for a Central Agreement in 1975 included the following passage:

"Aware of the extensive unemployment among young people and particularly among those who are subject to part-time compulsory education, the central employers' and employees' organizations urge firms to take particular account of this category when recruiting personnel."

The collective agreements for two sectors of industry (refrigerating equipment and wood processing) include a provision requiring employers to pay particular attention to young workers subject to part-time compulsory education when recruiting new personnel.

(b) Workers not subject to (part-time) compulsory education

The above-mentioned recommendations for the negotiations on collective agreements in 1975 also referred to the education and training of 17-year-old workers. The employees' view was that workers under the age of 18 and not subject to (part-time) compulsory education should be entitled to attend a course of education on an average of a maximum of one day a week at one of the institutes of education referred to in the 1969 Compulsory Education Act without loss of wages and subject to certain conditions.

The employers felt that, if an exception was made for firms or sectors of industry which would face major staffing problems or which would incur substantial additional costs, workers under the age of 18 and not subject to part-time compulsory education might, at the request of their legal representative, be offered the opportunity of attending a course of education for a maximum of an average of one day a week, where possible without loss of wages and subject to certain conditions.

The majority of collective agreements now contain provisions on vocational training under the Apprenticeship Act for those not subject to compulsory education.

The employer is thus required to allow young workers (usually up to the age of 18, but also older, e.g. in the footwear and furniture industries) to attend courses of education under the apprenticeship system for the sector concerned for a maximum number of days a week (one or two) without loss of wages.

In the employer's interests some collective agreements (e.g. that for the metal industry) lay down that the employer may enter into a contractual relationship for a limited period with employees with whom he has concluded indentures pursuant to the Apprenticeship Act. If the employee terminates his employment within one year of taking the examination, he must pay compensation.

A number of collective agreements (e.g. in the textile, footwear and wood-processing industries) include a provision requiring the parties to the agreement to encourage vocational training and education.

In certain agreements reference is made to special forms of training and education. For example, the collective agreements covering the wood-processing industry and painting and finishing firms provide for refresher courses for adult workers without loss of wages. The collective agreement for the metal industry makes provision for retraining.

3. Additional pay or compensation for attending and completing a course of training

Apart from the bonuses for diplomas and short-term absence for taking an examination for which most collective agreements provide, some allow for special forms of additional pay and compensation.

Thus the collective agreements for the confectionery and chocolate-processing industry and for the meat trade provide for one-time payments to those who attend a further year of a course of training.

Under some collective agreements (in the building sector, for example) young workers who have attended a course of vocational training receive higher wages than other young people.

The collective agreement for housing corporations, for example, provides for a contribution towards costs connected with training (course and examination fees and travel expenses).

Under the collective agreement covering the dairy industry travel expenses are reimbursed and the collective agreement for the Port of Rotterdam provides for a savings arrangement for apprentices at the primary level of the training system.

4. Financing

To conclude, a number of comments on the way in which education and training activities are financed.

Of the 60 or so collective agreements included in the survey (covering over 1.5 million workers), approximately 25 (applicable to over 1 million workers) contain provisions on the financing of educational and training activities through the formation of funds.

A distinction should be made here between "social funds", which are designed solely for the financing of education and training arranged by the employees' and/or employers' organizations for their members (e.g. the agreement for the cigar industry), and funds for the financing of the education and training of all workers in the sector of industry concerned (e.g. the collective agreements relating to the baking trade,

the sugar-processing industry, the retail meat trade, the catering industry and the metal-working and building industries).

A separate comment should be made on the Training and Development Funds in the building industry.

The Training and Development Fund for the building industry (governed by the collective agreement for the building trade) was one of the first funds established to finance vocational training. The fund meets the vocational training costs incurred by both employees and employers.

Another peculiarity of the building industry's Training and Development Fund is that the employer receives a contribution towards the wages he continues to pay employees attending a training course once a week.

The Training and Development Fund is also used to finance the general training and education of members of the employers' and employees' organizations, as mentioned above with respect to the other sectors of industry.

A review of these funds and of the projects financed will be published by the Wages Office this spring.

The provisions on training and education contained in the major sectoral collective agreements are to be found on the following pages. It should be pointed out that only the relevant articles of the collective agreements have been reproduced, not the comments and/or explanations given by the parties involved.

February 1976

Source: "Training and Education" (1976), a publication of the Wages Office

European Communities — Commission/Cedefop

Youth unemployment and vocational training

The material and social standing of young people during transition from school to work in the Netherlands

A. van Krimpen and J.N.M. Richelle

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