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## WOMEN'S UNEMPLOYMENT IN THE COMMUNITY

(Communication from the Commission to the Council)

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## WOMEN'S UNEMPLOYMENT IN THE COMMUNITY

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## INTRODUCTION

Over the last ten years a specific problem of women's unemployment has existed in all Member States, varying to some extent in its level, its specific features and in the measures adopted to alleviate it. The wider political, economic and social implications are nevertheless similar and need to be considered in a dual context

- on the one hand, an economic context marked by a general crisis in employment and a radical restructuring of economic and industrial activity, paralleled by a constant increase in the number of women staying in the labour market,
- on the other hand, a political context characterised by a long standing aim to promote equal opportunities for men and women in society and in employment in particular as well as by precise commitments as regards implementation of the principle of equal treatment.

In the present situation, there is cause for increasing concern as economic difficulties and changes on the labour market are not merely hampering further moves to establish equal opportunities but also actually undermining past achievements in this area, and creating new obstacles to the integration of women in working life on equal terms with men.

The new Community Action programme on the promotion of equal opportunities for women 1982-85 refers already to the Community's growing concern about the consequences of the current economic crisis in this respect, and contains a number of specific actions designed to modify some of the factors which have a direct influence on women's employment prospects(1).

There are moreover several more recent Community-level initiatives which are designed to contribute to the fight against unemployment, including women's unemployment, particularly those concerning the employment of young people (2), the reduction and reorganisation of working time(3) and the development of vocational training policies(4).

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- (1) COM(81) 758 final refers for example to integration into working life (Action 10), vocational choices (11), desegregation of employment (12), analysis of trends in female employment(13), sharing of occupational responsibilities (15), evolution in public attitudes (16).
  - (2) Communication to the Council on the promotion of employment for young people (COM(83) 211 final).
  - (3) Memorandum on the reduction and reorganisation of working time (COM(82) 809 final). Draft Council recommendation on the reduction and reorganisation of working time (COM(83) 543 final).
  - (4) Council Resolution of 2 June concerning vocational training measures relating to new information technologies OJ No C 166 of 25.6.83  
Council Resolution of 11 July concerning vocational training policies in the European Community in the 1980s, OJ No C 193 of 20.7.83  
Resolution of the Council and Ministers of Education of 19.9.83 on measures relating to the introduction of new information technologies in the field of education, O.J. C 256 of 24.9.83.

This paper presents a brief review of the problem of women's unemployment and the measures taken to combat it. The final section contains a restatement of the basic objectives and principles that should underlie action to combat women's unemployment and then provides for each of the various fields of intervention, guidelines for future action both at Community level and within Member States.

## II. WOMEN'S EMPLOYMENT: LEVEL AND NATURE

### a) Level

Despite the discouraging economic and social context as regards employment, the number of women working in the Community continues to increase rapidly (+ 0.8% in 1981). It rose from 35 783 000 women in 1970 to 42 928 000 in 1982 (Europe - Nine) (1). This was a 20% increase in one decade whereas activity rates for men remained more or less static (0.78% over the same period).

The increase in the overall rate of activity among women reflects this Community trend (1970 - 27.7%, 1981 - 31.6%)(2). The proportion of women in the working population was 37.5% in 1982 against 33.5% in 1970 (Europe - Nine) (3). There are significant differences between countries, ranging from 28.8% in Ireland to 44.9% in Denmark in 1982. In 1981, the rate of activity among young women aged under 25 was 48.49% (4).

This phenomenon is mainly due to the increase in the number of married women and mothers in employment. In addition, the simultaneous rise in the number of single-parent families and in the average duration of a single-parent situation in European countries has had a significant impact on the behaviour of women, for activity rates among women are highest in this group

### b) Characteristics

Although a few women have entered some traditionally male occupations, there is as high a concentration of women in certain activities or jobs as before. The restructuring of economic activities has resulted in a sharp drop in industrial employment in large consumer industries such as textiles, clothing, leather and skins that employed a high proportion of women and in an increase in employment in the service sector (5).

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(1) see Table 1

(2) See Table 2

(3) See Table 3

(4) Eurostat - Employment and Unemployment (1983)

(5) See Table 5

In industry, women account for only one quarter of the workforce, whereas the service sector employs as many women as men.

The public sector has recruited many women job-seekers who constitute a large and growing proportion in public employment. Women have continued to enter the labour market but they have mainly been employed in low level jobs in the service sector, while progress for women in obtaining better and more highly paid jobs with good promotion prospects, has been and continues to be slow.

This rather unfavourable trend in women's employment has been accompanied in recent years, in most countries, by an increase in the number of women working part-time. In the Nine, the main employment of 24% of women was on a part-time basis (against 1.8% of men) in 1981.(1)

The number of women working part-time increased twice as fast as the number working full-time during the same period, whereas the number of men in part-time work fell. It has been noted that countries with a high female activity rate are those where part-time work is most developed (Denmark, United Kingdom).

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(1) The number in part-time work varies considerably from country to country: 6% of women work part-time in Italy compared with 43.5% in Denmark (see Table 4)

### III. FEMALE UNEMPLOYMENT

The recession has increased the risk of unemployment for women(1) in countries where it was low. Women of all ages, qualifications and categories are at risk.

Female unemployment (2) in the 1970s rose 15% more than male unemployment; between 1970 and 1981 the male unemployment rate rose by 3.4 while the women's rate rose by 5.3.

The proportion of women (3) among the jobless reached a level of 40.5% for the Community as a whole in December 1982 while women accounted for only 36% of the employed. In 1982 women's unemployment amounted to 11.2% for the Ten against 9.5% in the case of men. In the same year, young unemployed women aged under 25 represented 48% of the total unemployed under 25, whilst the majority (53%) of unemployed women are under 25 (4).

#### A) Causes and factors

This development has been brought about by four interrelated processes:

##### 1. Insufficient number of new jobs to meet the demand for employment by women

The demand for employment by women has continued to increase and although the number of women with jobs has risen, total job offers have been insufficient to absorb all the female labour force, and particularly the new entrants to the labour market.

##### 2. Women's skills and employment opportunities are narrowed down after unemployment

Training, especially the type of training, has a decisive impact on finding the first job, on subsequent opportunities, on the likelihood of remaining at work or returning to work after a break. For women it is the type of training and

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(1) See Tables 6 to 17

(2) See Table 7

(3) See Table 8

(4) See Table 9 and 9a

skills they possess, together with their lack of informal networks which bring job seekers into contact with job offers which seem to be the greatest handicap. Their tendency to stay in channels traditionally leading to so-called women's occupations where prospects are poor diminishes women's "employability" and places them at a disadvantage as regards access to employment, particularly in times of economic recovery when firms restructure and begin to introduce new technology which calls for new technical qualifications seldom possessed by women, even young women. Thus, a period of unemployment reinforces their tendency to be inadequately skilled for most of the occupations in current expansion.

The narrow range of skills held by women is not only the result of their own vocational preferences. It is also a reflection of the still widespread segregation of employment based on sex.

The fact that women play little part in firms' internal labour market (promotion, redeployment) may account for their difficulties in benefiting from the various provisions for in-firm re-training and adaptation to new technology.

### 3. Changes in labour management

In the search for more flexibility, employers are tending to make increasing use of unstable forms of employment (fixed duration contracts, temporary work (1), employment through an agency, home working) which are offered to women job-seekers. In many countries part-time work leads to a decline in the quality or the status of the job and in the level of social protection (2).

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(1) in April 1982, the Commission submitted to the Council a proposal for a directive on part-time work (COM(82)155 final).

(2) On this question, see proposal for a Council Directive on voluntary part-time work (COM(82) 830 final).



By their very nature, these atypical forms of employment inevitably lead to repeated periods of unemployment with a tendency for these to lengthen, until they become long-term unemployment.

4. Discriminatory effects of fluctuations in the economic cycle

Over the period 1970-1981, the registered unemployment rose at a faster rate for women than for men but generally without the ups and downs noted in the case of the latter in 1972-1973 and 1978-1979.

Fluctuations in unemployment affect men and women differently, even among the young. Male unemployment is subject to wider swings than female, and follows the general economic pattern. On the other hand, paradoxically, women are relatively less affected than men when the recession is at its worst. This is because of their distribution in various forms of employment where they have some degree of protection (e.g. public service). When the economy starts to pick up, however, and new recruitment can be done on a very selective basis, they are likely to have more difficulty than men in finding a job.

B) Specific aspects of women's unemployment

The category of unemployed women embraces a very wide range of situations and consequently calls for different responses geared to the particular problems of the unemployed women in question.

Some groups are more at risk than others, in particular young women (1), unmarried mothers, elderly women (particularly breadwinners for their families) and immigrant women.

Within the broad category of those particularly affected by unemployment, women therefore constitute a group as such and also make up a number of the more specific sub-groups.

All unemployed persons are classified by their skills, their age, their previous working experience. Nevertheless women face a greater risk of unemployment on account of other specific factors related to their sex and the traditional role of women in society.

a) Family responsibilities, which still largely devolve on women, are an obstacle to the smooth development of the career of working mothers, whereas in the case of working fathers, they represent a positive factor, if anything, in the eyes of employers. Family responsibilities cause a number of women to interrupt their career to bring up their children, and 19% of women job-seekers fall into this category.

In addition, women who are the sole breadwinners form a category with a particularly high rate of unemployment.

Finally, the traditional role of women as the ones responsible for domestic and family life gives credence to the view that women are less affected by unemployment.

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(1) See COM(83) 211 final

- b) More than the actual lack of training and skills, it is the mismatch of skills arising from inappropriate initial training, and, particularly, an insufficient technological training which intensifies job segregation and which places women job-seekers at a disadvantage compared with men. This has even more dramatic consequences in so far as women, even young women, are so poorly prepared for the type of jobs that are being or will be created that many of them will not be able to benefit from the recovery of the economy when the time comes.
  
- c) While women's employment has grown fairly rapidly, there has at the same time been a growing tendency for the type of jobs generally occupied by women to become less secure. The employment situation of women is thus made more marginal; (poorly paid jobs without responsibility), this increases the frequency of spells of unemployment, diminishes their quality of female labour and limits their "employability" in the long term.
  
- d) The corollary of the still widespread notion that women's work is secondary, merely supplementing the family income, is that women are regarded essentially as a labour reserve which may be needed in times of growth and economic prosperity and ignored in times of recession or at best can be used as cheap labour.

#### IV. THE FIGHT AGAINST WOMEN'S UNEMPLOYMENT

Specific measures to combat inequalities of men and women on the labour market have been adopted by all countries. They are not limited to laying down the conditions of formal equality.

The range of measures to combat women's unemployment varies widely from country to country (1). These differences are due to the uneven nature of the development of women's unemployment and the priorities adopted by the various governments as regards employment, economic, social or general policies.

##### A. Types of policies and measures adopted

The policies adopted by the various Member States to promote women's employment have certain points in common and can be summed up as follows:

##### 1. Adoption of general legal provisions on equality for men and women

Such provisions, usually associated with the implementation of the Community Directives on equal pay (2), equal treatment in employment (3) and in social security (4), are designed to give women the same rights as men by eliminating discriminatory practices. They do not of themselves serve to eliminate other obstacles, mainly social and cultural in nature which give rise to de facto rather than de jure inequalities.

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(1) See annex showing measures adopted by the Member States

(2) OJ No L 45, 19.2.1975, p. 19

(3) OJ No L 39, 14.2.1976, p. 40

(4) OJ No L 6, 10.1.1979, p. 24

2. Policies to bring about improvements in women's employment by eliminating formal and specific obstacles to access to employment (e.g. amending protective legislation, removing bans on women's employment, improving working conditions etc.) and enlarging employment possibilities (e.g. better vocational guidance, diversifying training and skills, positive measures to promote equal opportunities etc.).

3. Specific measures to combat female unemployment:

improving the "employability" of jobless women (e.g. special recruitment aids, quotas in employment schemes and/or recruitment, assistance of equality advisors in employment offices), and minimizing the risk of unemployment among women (by reducing the risk of redundancy, particularly through training)

4. General policies to combat unemployment which take account of the special circumstances of unemployed women.

For example, measures are adopted to improve the employment opportunities of certain categories that include a high proportion of women, such as young people, long-term unemployed and the unskilled; job creation measures in sectors traditionally employing women, or measures adapted to particular types of unemployed women and work-sharing measures.

B. Assessment of results

In accordance with the extent and nature of the unemployment problem, its social and economic background which decision-makers cannot ignore, and women's role in the economy, each country had adopted its own strategy for dealing directly or indirectly with female unemployment.

Overall, there are few statistics on the results of the various actions undertaken.

Furthermore, a number of the measures were pilot or experimental schemes which are difficult to assess because of the small number of persons involved. Certain conclusions can nevertheless be drawn on the impact of these measures.

1. Inadequacy of the various policies to combat women's unemployment

- a) The specific measures adopted by several Member States, mainly on training, guidance, entry and re-entry onto the labour market, generally applied only to some of the many categories of women job-seekers: women entering the labour market late or re-entering after a break in their career, or single women with dependants. Thus a good many of these measures, far from attacking the real causes of unemployment, should rather be regarded as social measures, rather than as actions which tackled the root causes of women's unemployment.

Moreover, the resources deployed were minimal compared with the extent of the problem even if the total invested and energy expended were considerable.

Although interesting lessons were learnt from these measures they were not assessed with a view to disseminating the positive aspects and abandoning the negative: so far they have had no more than an experimental impact.

The categories concerned while being the most seriously affected, represent a small proportion of jobless women as a whole.

- b) Placement services: women are not much helped by the placement services despite the authorities' general recommendations and equality legislation. They very often reflect the employer's tendency to recruit male personnel or at least their preference for male employees.

To counteract the exclusion of women, some countries have appointed, albeit on a small scale, advisors who have the task of assisting, counselling and training the staff in placement offices, and who appear to play an essential role in shifting the balance as regards the placement of men and women.

- c) Financial incentives for the recruitment of women have been few and far between and these have therefore had little effect on the overall campaign against women's unemployment. The Commission would like a more detailed supplementary assessment and an analysis of the reasons for these limited results to be carried out. It is known that where subsidies are granted for permanent recruitment of certain types of staff, women are under-represented. The incentives offered to women to take up part-time work have been so minimal that the measure has had little success.

- d) Temporary employment measures: Women have constituted a majority of those who have benefitted from temporary employment measures in the public sector, although once again they seem to be underrepresented in those schemes which are the most closely related to direct recruitment for permanent employment.

e) Effects of job segregation

Efforts to increase opportunities for women and girls in on-the-job training schemes or recruitment programmes have characteristically been obliged to concentrate on traditionally female sectors of activity. The best results have in effect been obtained in the tertiary sector (eg commerce, social services, administrative services) and in most cases on a part-time basis.

- f) Budget restrictions which have had an impact on all national policies and especially in the area of social security, on the whole affect women more than men. In the area of policies to reduce unemployment, savings have been introduced by amending unemployment legislation in some countries, by limiting entitlement to benefits (e.g. for part-time workers, or persons who do not have the status of family breadwinner (1), by cutting or abolishing allowances for certain categories (women returning to work ...) or by imposing certain time limits on these categories.

2. Measures that have proved successful in reducing female unemployment

- a) Among the measures based on preferential treatment, certain Member States have adopted quantitative targets with a view to increasing women's participation in measures to combat unemployment. For example, in France the "Plan Avenir Jeunes"; in the Netherlands, women with the same qualifications as men were given preference in recruitment to the civil service; in the Federal Republic of Germany additional aids were given to increase the promotion of women enrolled in training courses etc.
- b) The public sector is more open to women's employment in most countries. It provides a wider range of employment and facilitates integration in higher grade posts, particularly for women holding higher education certificates. The growth of public employment has given girls who have difficulty in finding a job an opportunity to obtain work experience. Similarly, women in straitened circumstances have been helped to achieve economic and social reintegration in local community employment schemes.

(1) In practice, these measures result in indirect discrimination



- c) Measures to help groups who are particularly disadvantaged on account of certain characteristics or a combination, such as age, health, family situation, skills etc., and who ultimately become excluded from the labour market. These measures affect a considerable proportion of unemployed women for the target categories include many women. By paying special attention to the effect of labour market mechanisms on these persons, better results have been achieved than would be achieved by simple reference to the sex criterion. Some of the measures concern integration, particularly of young people and persons returning to the labour market, and others relate to job creation in particular in the non market sector.
- d) Job promotion schemes, compared with other measures, have been relatively effective although still inadequate. It seems, however, that job creation schemes or training for employment benefit a significant number of women only if they are geared to the present skills of the women which reduces the cost of integration and consequently the level of public subsidies.
- e) Local initiatives have led to the creation of a certain number of jobs where women may or may not have been traditionally employed, in the social services or in rural areas. Although this is not a radical solution, these experiments are accompanied by improved working conditions (pay, working hours, etc). They could be the beginnings of a more dynamic solution and should be encouraged and developed through local and Community support so smooth out difficulties stemming from conservative attitudes (access to loans etc).
- f) Specific accompanying measures: for a large number of women it is not the lack of skills that makes it difficult to take up employment but rather their family situation. Special measures have been implemented to improve women's opportunities for placement. They include information on the current labour market situation, training facilities and the possibility of acquiring on-the-job experience which could improve their "employability". Awareness of the family responsibilities of unemployed women has given rise in some cases to the creation of day centres for unemployed women in training or part-time training courses.

- g) Actions minimizing the risk of unemployment: hitherto there have been few direct initiatives in this area. One or two pilot schemes for retraining women for male jobs have been embarked on when firms were modernized in connection with positive action programmes to diversify women's employment. Indirect initiatives seem to be more frequent and are mainly geared to making working hours more flexible.

To date these measures have mainly resulted in forms of part-time work and it is debatable whether they really promote the distribution of work between men and women or do not rather tend to reinforce the segregation of jobs, considering that they are usually limited to clerical, semi-skilled tasks without responsibility, and without much prospect of promotion.

## V. Guidelines for action to combat women's unemployment

### A. Basic objectives and principles

There is clearly no miracle cure for the problem of women's unemployment, the magnitude of which is essentially a reflection of the severity of current economic difficulties, but whose specific characteristics are the result of traditional inequalities in the social and economic situation of women.

Continuing low levels in economic activity and a decline in the overall level of employment will always be to the detriment of those on the margins of the labour market. There is a risk also that unemployment would in the end simply be redistributed amongst different categories of people and that new rigidities would be introduced into the labour market. In a shrinking labour market, moreover, the effectiveness of isolated special measures on behalf of any particular group may be severely limited. As in the case of other categories of people particularly affected by unemployment, therefore, corrective action to bring about an improvement in the employment situation of women needs to be devised within the framework of wider measures to stimulate economic recovery and restore employment growth.

The broad framework for action to combat women's unemployment was laid down in the two Resolutions adopted by the Council on 27 May 1982, on the one hand with regard to Community action to combat unemployment (1) and on the other with regard to the promotion of equal opportunities for women (2). The more recent Commission communication concerning the promotion of employment for young people (3) sets out a specific plan of action which should in principle lead to a reduction of unemployment amongst young women under 25 who represent nearly 50% of total female unemployment.

Within this broad framework nevertheless, four general principles need to be reaffirmed.

1. A first general principle in the broader strategy to combat unemployment is the full recognition of women's right to work and to seek economic independence even in a time of economic recession. This very basic principle requires reemphasis in the current situation, given a certain tendency within many Member States to downgrade women's status as workers or as members of the registered unemployed, by reference for instance to their contribution to the family budget or to their role as parents. Community legislation nevertheless exists to guarantee equal treatment as regards remuneration, access to employment, vocational training, promotion and working conditions (4). Equal treatment

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(1) OJ No C 186 of 21.7.1982 p. 1

(2) OJ No C 186 of 31.7.1982 p.3

(3) COM(83) final 211

(4) Directives 75/117 and 76/207

in social security is also progressively being covered by Community directives (1). The prohibition of indirect discrimination enshrined in the Community directives, is of particular significance at the present time not merely to protect the situation of women but also to ensure that women benefit on an equal footing as men from measures to promote employment.

2. A second general principle concerns the integration of objectives: general measures to stimulate economic recovery or promote employment growth should not only respect the principle of equal treatment but also contribute where possible to the achievement of equal opportunities for women in society and in the labour market in particular. This refers to both the actual choice of measures and to the method of implementation. The creation of employment through the reduction and reorganisation of working time is one such field of action which, if implemented in such a way as to reduce weekly working hours, for instance, can make a very substantial contribution to a more equitable sharing of domestic responsibilities between men and women.
3. A third general principle which should underlie labour market measures designed to combat unemployment is the development of positive action. At one level, this implies a commitment to use labour market policy to redress the balance in favour of those categories who are disproportionately affected by unemployment. Without such a commitment labour market policy can easily become an instrument of greater inequality in society. At another level, particularly as regards women's unemployment, positive action implies carefully thought out measures to compensate for and counteract de facto inequalities in society, stemming from the traditional segregation in the labour market, and stereotyped attitudes about the role of women in society. The Council Resolution of 12.7.82 on the promotion of equal opportunities for women (2) calls upon the Member States to develop these actions which are authorised specifically by the Council Directive No 76/207.
4. The three principles referred to above need to be incorporated into action at every level, both by public authorities and by the social partners .  
Initiatives at local level, within the enterprise or through innovative action by labour market authorities, will be required to set the tone and inspire action on a larger scale.

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(1) Directive 79/7 and COM (83) 217

(2) O.J. No 186 of 21.7.82 page 3

B. Fields of Action and Guidelines for the development of measures

Within each area of action of employment and labour market policy, there is scope, as yet only partially explored, to promote equal opportunities in society and to contribute directly or indirectly to a reduction in the unemployment of women in general, or certain specific categories of women, young women or the long term unemployed in particular. The following checklist presents an initial summary of the specific areas where action should be further developed both at Community level and within Member States. Insofar as certain guidelines have already been given in recent Commission communications, these are also included in the list.

Job Creation and Recruitment

In the private sector

- 1(a) As regards young women, the Commission has already taken a position on the techniques to stimulate additional recruitment in the private sector, including job creation premiums, exemption from social security contributions, etc. in the context of youth employment(1). Member States are urged in particular to establish higher rates of subsidy to aid young people in particular difficulties or to assist young women in entering non-traditional employment. The development of positive action in favour of young women figures in the draft Resolution before the Council.
- (b) As regards women over 25 years, it should be noted that, after the Review of the Social Fund, recruitment premiums both for young people and the long-term unemployed will be eligible for Social Fund support. Drawing on the experience of the Social Fund, the Commission, for its part, will seek to evaluate the effectiveness of such aids and in this context will review their impact on women. It is recognised that if recruitment premiums become too generalised, their specific impact may be lost (2). If a more selective approach is to be adopted,

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(1) COM (83) 211 final of 25.4.83 (paras 43-47)

(2) It is the responsibility of the Commission to determine whether such State aids are compatible with Articles 92 and 93 of the EEC Treaty.

Member States should place an emphasis on the most needy, such as single parents, most of whom are women.

Specific measures to promote the desegregation of women's employment should also be envisaged in particular by encouraging women candidates for jobs in the new high technology sectors which risk being dominated by male personnel.

2. The public sector or publicly funded jobs have also been identified both as an important area for corrective action as regards the employment of young people (1) and an area for exemplary positive action in favour of women (2). More generally, public authorities should maintain and enhance their role as employers, committed to an equal opportunities policy, taking special steps for example to encourage women applicants, and evaluating at regular intervals the progress achieved by means of indicative quantified targets. Specific efforts should be made by Member States in this respect to ensure balanced recruitment in those areas of employment in the public sector which are developing new information technologies, for example in the fields of communications, especially at regional or local level and in certain parastatal sectors.

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(1) COM(83) 211 final of 25.4.83 paragraphs 53-60

(2) OJ No C 186 of 21.7.82

3. The reduction and reorganisation of working time according to the principles set out in the Commission's proposal for a Council Recommendation (1) is an important area for concerted action by the social partners to increase employment opportunities. Rapid adoption of the Recommendation by the Council would be of great significance. Whilst respect for the principle of equal treatment can be guaranteed by the Directive 76/207, it remains to be seen how far new collective agreements in this area will also be used to make a positive contribution to greater equality in the labour market. General arrangements for shorter and/or more flexible working hours should enable occupational and family responsibilities to be reconciled more adequately and thus contribute to a better sharing of parental duties.

Other issues that can be raised include policies of recruitment for new job vacancies created, trends in retraining, the reallocation of duties and permanent employment following agreements on the reorganisation of working time and limitations on overtime. All these issues lend themselves to positive action programmes within the enterprise. The social partners have a particular role to play in this area.

#### 4. Part-time work

The issue of part-time work poses a particular dilemma in the context of efforts to improve the situation of women in the labour market. On the one hand, part-time jobs may be the choice of many women, especially mothers with young children. Moreover, in certain Member States, part-time work provides a substantial proportion of the jobs currently occupied by women, an important consideration when jobs of any kind are scarce. On the other hand, however, part-time work tends to be available mainly in low-paid, low-skilled occupations and the tendencies for women to be both less skilled than their male counterparts and more willing to accept part-time employment (or more resigned to doing so) combine to reinforce the segregation of the labour market.

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(1) COM (83) 543 final

With nearly 12 million unemployed in the Community, there should be unequivocal encouragement for the extension of voluntary part-time work as one important element in the area of work-sharing.

However, every effort must be made to ensure that part-time work becomes available across a wider range of occupations and at not only the lowest levels. The Commission's approach is embodied in its proposal for a Directive on voluntary part-time work(1) which is designed to remove unjustified discriminations against part-timers and to enhance the status of part-time work. There is a particular responsibility for the social partners to ensure that any measures to encourage part-time work do not discriminate directly or indirectly against women.

5. Local employment initiatives to promote the setting up of small businesses is yet another field of action, now of some significance, in the fight against unemployment. This theme, already referred to in connection with the employment of young people, is developed further in a recent Commission communication(2), is of special relevance to women. Small businesses, and cooperatives in particular, can provide not merely a source of employment. They can offer women the prospect of comparatively good working conditions especially as regards opportunities to undertake management responsibilities. Local employment initiatives can in effect play an important role in further desegregation in the labour market and promoting equal opportunities for women.

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(1) COM (81) 775 modified by COM (82) 830 of 17.12.82

(2) COM(83) 662



The local authorities and social partners should see that this objective is integrated both in the planning and the implementation of such initiatives so as to ensure the active participation of women. Member States should also ensure that women have access to the various facilities, financial or otherwise, that are provided for those setting up new businesses, on the same terms as men. A proposal for a Community legal instrument designed to ensure equal treatment in the self-employed occupations is being prepared by the Commission (1).

#### Training, guidance and placement

6. Whilst training measures will not in themselves create jobs they can make an important indirect contribution to the reduction of unemployment especially amongst women. For young women, in particular, the influence of education curricula, teaching materials and methods cannot be over-emphasized. Member States should apply themselves to the task of eliminating or counteracting stereotyped notions of women's role in society and in employment throughout the education system, taking positive action particularly when young people begin to make decisions which affect their vocational prospects. These issues are to be given special attention at Community level in the framework of the second programme of pilot projects on the preparation of young people for working life (2) and the action programme relating to the introduction of new information technologies in the field of education (3).

7. As regards the initial vocational training of young people, at the end of compulsory schooling, the Commission has already produced detailed guidelines (4) regarding a training entitlement in the form of a social guarantee to be made available to all young people to ensure, inter alia, that young women do not come on to the

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(1) COM (81) 758 final Action 5

(2) O.J. C 193 of 28 July 1982

(3) O.J. C 256 of 24.9.83

(4) COM (82) 637 final paragraphs 24-34

labour market less skilled than their male counterparts. In the effort to expand training capacity to meet demand within five years (1). Member States are urged to ensure that girls and young women do not nevertheless get channelled automatically into stereotyped sectors of training and work experience, which is a very real risk in the case for instance of traineeships provided by private enterprise. In the same context, Member States have undertaken to ensure that opportunities for training in new technologies are directed especially at those young people whose qualifications are unsuitable for entry into working life (2). The effective participation of young women in these training opportunities should be ensured in order to prepare for more equal participation of women in the growth sectors of the future. The Commission intends to monitor developments very closely, in liaison with Member States, and will use the European Social Fund to support these training objectives, including the development of positive action programmes for young women.

8. In the area of training and retraining of unemployed women or women reentering the labour market, there are still significant differences between Member States particularly as regards the scale of positive action programmes that are undertaken. Member States have now committed themselves to make increased efforts in this area (3) and to give particular attention to the retraining of women whose employment is threatened by the introduction of new technologies or who want to take up work again (4). The Commission, using the Social Fund and working in liaison with the European Centre for the Development of Vocational Training (CEDEFOP) will continue and intensify its work in supporting innovatory projects, assisting in their evaluation and in the exchange of experience.

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(1) O.J. C 1931 of 20.7.83 page 4 section III

(2) O.J. C 166 of 25.6.83 Section II(b)

(3) O.J. C 193 of 20.7.83 page 3 Section II

(4) O.J. C 166 of 25.6.83 page 2 Section II(e)

Quite apart from the development of schemes designed specifically for women, however, Member States should also apply themselves very seriously to the task of obtaining a more balanced participation of men and women in 'mainstream' training programmes, especially by actively encouraging women applicants in sectors where they are normally underrepresented. They should increasingly set indicative targets for female participation particularly in training programmes directly related to new technology sectors, providing pre-training courses, if necessary, to prepare women for access to such programmes.

9. Appropriate in-service training is important as a preventive measure against unemployment following industrial restructuring and innovation, which particularly affects women employees, concentrated as they are in activities which are labour intensive and often relatively unskilled. The Commission will continue its work in developing guidelines for positive action in this respect, within both the public sector and in private enterprise, following on from the positive actions promoted by the Commission in the banking sector.

The Social Fund will be able to support certain initiatives in this area, particularly in small and medium-sized enterprises affected by the introduction of new technology. It is the social partners however who will essentially be responsible for ensuring that a commitment to positive action is adequately reflected in collective agreements accompanying restructuring operations.

10. Placement, guidance and counselling provisions are not merely inadequate, dramatically so in certain cases, to cope with the constant rise in the number of job-seekers. They are also most often very ill-equipped to respond to distinct needs and concerns of women-job seekers. Member States should take steps so that qualified staff in sufficient numbers may provide a more personalised service, and thereby to contribute to the efficiency of labour market measures, such as training. It should be noted in this context that the training of specialist staff is henceforth eligible for support from the Social Fund.

Member States should pay special attention to the development of greater awareness and expertise about the particular problems faced by unemployed women.

The presence in employment offices of adequately trained staff, playing both a promotional and monitoring role in this area (1) is particularly important. The Commission, for its part, has already set up a network of equal opportunity advisors dealing particularly with questions of training and guidance (2).

#### Accompanying measures

11. Quite apart from the action required in the area of economic and industrial policy if unemployment is to be reduced, special mention should be made of some of the complementary measures in the area of social and employment policy that are essential if unemployment amongst women in particular is to be reduced, especially when economic recovery is apparent.

The improvement of social infrastructure for instance (child care facilities, pre-primary education, health services, public transport provisions etc) will become of crucial importance to unemployed women if they are to be able to participate effectively in training schemes or accept job offers.

Measures to encourage a greater sharing of parental responsibilities will contribute to greater equality in the labour market. In this context the Commission is presenting a proposal for a Directive (3) on parental leave.

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(1) cf. for example, the "Equality Counsellors" in Denmark, and the Regional delegates on Women's Rights in France.

(2) COM(81) 758 final Action 11

(3) COM(83) 555

As already referred to in the Community action programme on equality of opportunities (1), information campaigns to ensure women are aware of their rights and to encourage a general change in attitudes about women's role in society are also necessary if women are to benefit fully from any general improvement in the employment situation resulting from renewed economic growth. Member States should not delay action in this area which should be seen as directly complementary to labour market measures.

#### Data collection and exchange of experience

Much work still needs to be done in Member States to improve the collection of data about the situation of women in the labour market (employment, unemployment, training and placement), not only in order to monitor progress in desegregating employment but also to identify more precisely trends in unemployment for instance among single parents, women who are principal breadwinners for the family, and women seeking to reenter the labour market after interrupting their career. The Commission will continue its own work in this area (1). It will also seek to promote a better exchange of information between Member States on measures to combat female unemployment particularly within the framework of MISEP (the Mutual Information System of employment policies).

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These guidelines are submitted for consideration by public authorities and the social partners and by all those concerned directly or indirectly with labour market policies and the promotion of equal opportunities for women.

The results of initial discussions at the level of the Standing Committee on Employment should form the basis to draw conclusions and adopt general guidelines for further action within the Member States.

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(1) COM(81) 758 final Action 13

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D.R.	FRANCE	ITALIA	NEDELANDI	BELOGIE	LUXEMBOURG	UNITED KINGDOM	IRELAND	DANMARK	EUR 9	ELLAS	EUR 10
DEUTSCH-ILAND											

## Total working population by sex

x 1 000

	MALES AND FEMALES = HOMMES ET FEMMES											
1970	26 817	21 430	20 873	4 795	3 830	139,9	25 300	1 118	2 380	104 683	3 430	110 113
1975	26 884	22 295	21 360	4 991	4 003	157,2	25 845	1 146	2 488	109 861	3 436	112 495
1976	26 651	22 441	21 689	5 036	4 032	156,4	26 120	1 154	2 531	109 811	3 498	113 309
1977	26 577	22 695	22 036	5 190	4 054	157,3	26 409	1 172	2 579	110 569	3 518	114 087
1978	26 492	22 894	22 142	5 152	4 079	157,7	26 342	1 195	2 645	111 299	3 537	114 816
1979	26 915	23 050	22 497	5 233	4 138	158,3	26 559	1 219	2 627	112 396	3 560	115 956
1980	27 191	23 147	22 804	5 389	4 152	159,9	26 701	1 239	2 662	113 445	3 636	117 081
1981	27 395	23 230	23 100	5 547	4 161	160,4	26 548	1 264	2 671	114 077	3 636	117 713
1982	27 501	23 394	23 185	5 696	4 174	160,9	26 363	1 283	2 684	114 384	3 636	118 020

## MALES = HOMMES

1970	17 179	13 936	14 064	3 560	2 404	-	16 363	829	1 463	70 899	-	-
1975	16 825	14 027	14 922	3 497	2 428	112,0	16 109	834	1 443	70 529	-	-
1976	16 630	14 121	14 985	3 425	2 423	111,2	16 232	842	1 480	70 649	-	-
1977	16 589	14 144	14 974	3 435	2 412	110,4	16 226	857	1 490	70 651	2 507	73 158
1978	16 662	14 245	15 030	3 443	2 464	111,6	16 219	869	1 507	70 691	2 521	73 412
1979	16 798	14 221	15 117	3 462	2 419	111,0	16 193	882	1 478	71 081	2 543	73 624
1980	16 893	14 238	15 215	3 707	2 406	112,1	16 241	892	1 487	71 391	2 599	73 996
1981	16 958	14 261	15 337	3 755	2 592	112,5	16 236	906	1 478	71 575	-	74 174
1982	16 986	14 194	15 362	3 794	2 585	112,8	16 027	914	1 480	71 456	-	74 055

## FEMALES = FEMMES

1970	9 638	7 494	6 009	1 235	1 226	-	8 937	289	917	35 783	-	-
1975	10 059	8 178	4 418	1 184	1 375	45,2	9 740	310	1 023	38 532	-	-
1976	10 021	8 320	6 704	1 411	1 409	45,4	9 888	312	1 051	39 161	-	-
1977	9 960	8 531	7 060	1 455	1 444	46,9	9 989	315	1 089	39 918	1 011	40 929
1978	10 030	8 649	7 112	1 509	1 471	46,1	10 123	326	1 138	40 408	1 016	41 424
1979	10 117	8 829	7 380	1 571	1 519	47,3	10 366	337	1 149	41 319	1 017	42 332
1980	10 298	8 909	7 589	1 682	1 546	47,8	10 460	347	1 175	42 054	1 037	43 091
1981	10 437	9 029	7 763	1 791	1 570	47,8	10 312	358	1 193	42 502	-	43 539
1982	10 515	9 200	7 826	1 902	1 569	48,1	10 276	369	1 204	42 928	-	43 965

D.R.	FRANCE	ITALIA	NEDELANDI	BELOGIE	LUXEMBOURG	UNITED KINGDOM	IRELAND	DANMARK	EUR 9	ELLAS	EUR 10
DEUTSCH-ILAND											

## Activity rates by sex

T. 2

## MALES AND FEMALES = HOMMES ET FEMMES

1970	44,2	42,2	38,9	36,8	39,7	41,2	43,6	37,9	48,3	42,4	39,0	42,3
1975	43,5	42,1	38,2	36,5	40,9	43,6	46,2	36,1	49,1	42,2	38,0	42,1
1976	43,3	42,4	38,6	36,6	41,1	43,4	46,7	35,8	48,9	42,4	38,2	42,3
1977	43,3	42,8	39,0	36,7	41,3	43,5	46,9	35,8	48,7	42,4	37,8	42,5
1978	43,5	43,0	39,0	37,0	41,5	43,5	46,9	35,8	48,7	42,4	37,8	42,5
1979	43,9	43,1	39,5	37,3	42,1	43,5	47,1	36,1	51,8	42,8	37,5	42,7
1980	44,2	43,1	40,0	38,1	42,2	43,8	47,7	36,4	51,3	43,2	37,3	43,8
1981	44,4	43,0	40,4	38,9	42,2	43,9	47,2	36,7	52,2	43,5	37,7	43,2
1982	44,6	43,1	-	39,8	-	44,1	-	36,8	52,4	-	-	43,2

## MALES = HOMMES

1970	59,5	56,2	56,7	54,7	55,2	60,9	60,7	55,9	59,8	58,0	-	-
1975	57,0	54,3	54,6	53,0	54,8	62,6	59,1	52,3	58,4	56,1	-	-
1976	56,7	54,5	54,6	52,9	54,6	62,3	59,5	51,9	59,9	56,1	-	-
1977	56,7	54,5	54,3	52,8	54,4	61,8	59,5	52,1	59,2	56,0	55,0	56,0
1978	57,0	54,6	54,2	52,6	54,2	62,6	59,6	52,2	59,7	56,1	54,6	56,0
1979	57,4	54,3	54,4	52,5	54,5	62,3	59,4	52,1	58,5	56,1	54,3	56,0
1980	57,4	54,1	54,6	52,8	54,2	62,8	59,5	52,2	58,8	56,2	54,9	56,0
1981	57,5	53,7	54,9	53,2	53,9	63,1	59,3	52,4	58,5	56,1	-	56,1
1982	57,6	53,4	-	53,5	-	-	-	52,3	58,7	-	-	56,1

## FEMALES = FEMMES

1970	30,3	28,8	21,9	18,9	24,9	22,2	31,3	19,7	36,9	27,7	-	-
1975	31,1	30,4	22,5	20,2	27,5	24,9	33,9	19,6	40,0	29,1	-	-
1976	31,1	30,8	23,4	20,4	28,1	24,9	34,3	19,4	41,0	29,5	-	-
1977	31,2	31,8	24,5	20,9	28,8	25,8	34,8	19,4	42,3	30,0	21,3	29,7
1978	31,2	31,8	24,5	20,9	28,8	25,8	34,8	19,4	42,3	30,0	21,3	29,7
1979	31,5	32,4	25,4	22,2	30,2	25,5	36,1	19,8	44,1	30,3	21,1	30,0
1980	32,0	32,5	26,0	23,6	30,7	25,6	36,4	20,5	45,3	31,4	21,1	31,0
1981	32,4	32,8	26,5	24,9	31,1	25,8	35,7	20,9	46,0	31,6	-	31,2
1982	32,7	33,3	-	26,3	-	-	-	21,3	46,4	-	-	31,2

Source : EUROSTAT : employment and unemployment 3-1983

	D.R. DEUTSCH- LAND	FRANCE	ITALIA	INEDERLANDI	IBELGIQUE I BELOIE	I LUXEM- I BOURO	I UNITED I KINGDOM	I IRELAND	I DANMARK	I E U R 9	I ELLAS	I E U R 10
<u>Proportion of females in the total working population</u>												
1970	35,9	35,0	28,6	29,8	32,0	27,5	35,3	25,8	38,9	33,3		
1975	37,4	36,6	30,1	29,7	34,3	28,8	37,7	27,1	41,2	35,3		
1976	37,4	37,1	30,9	28,0	34,9	28,0	37,9	27,0	41,5	35,7		
1977	37,4	37,4	32,0	28,4	35,4	29,8	38,1	26,9	42,2	36,1	28,7*	35,9*
1978	37,4	37,6	32,1	29,3	34,2	29,2	38,4	27,1	43,0	36,3	28,7*	36,1*
1979	37,4	38,3	32,8	30,0	34,7	29,9	39,0	27,4	43,7	36,8	28,8*	36,5*
1980	37,9	38,5	33,3	31,2	37,2	29,9	39,2	28,0	44,1	37,1	28,5*	36,8*
1981	38,1	38,9	33,6	32,3	37,7	29,9	38,8	28,3	44,7	37,5		37,0*
1982	38,2	39,3	33,8	33,4	38,1	29,9	39,1	28,8	44,9	37,5		37,3*

Source : EUROSTAT : Employment and unemployment 3-1983

### PART TIME WORK

T. 4

Persons whose main occupation is part-time for an average of 21.5 hours per week per sex.

	1975		1977		1979		1981	
	Men %	Women %	Men %	Women %	Men %	Women %	Men %	Women %
D	1,1	22,8	1,1	24,4	0,9	24,2	1,0	25,7
F	2,1	14,0	2,3	15,2	2,0	15,2	1,9	15,9
I	2,7	9,9	1,2	5,9	1,2	6,0	1,4	5,8
NL	1,5	18,6	1,5	19,0	1,8	23,2	8,9	45,2
B	0,6	11,6	1,0	16,1	0,8	16,0	1,3	16,3
L	0,9	15,4	0,8	12,3	0,7	17,2		
R.U.	2,2	40,9	2,1	40,4	1,3	37,7	1,4	37,1
IRL	1,8	9,9	1,6	9,6	1,3	8,0		
DK	1,9	40,3	2,7	42,4	2,3	43,0	3,0	43,6
GR							1,1	4,3
EUR 9	1,9	23,6	1,6	23,7	1,3	23,0	1,8	23,9

Source : EUROSTAT : EEC Labour Force Sample Survey 1973-1975-1977-1979-1981.



## Employees by sector of activity

X 1000		B.R. DEUTSCHLAND		FRANCE		ITALIA <sup>1</sup>		NEDERLAND		BELGIQUE <sup>1</sup>		U.KINGDOM		IRELAND		DENMARK	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
		TOTAL	1979	13830	8297	10514,4	6976	9834	4666	2956	1273	2023	1105	13449	9658	554	282
	1982	13481	8443	10314,5	7132	9878	4813	2885	1448	1934	1112	11977	9114	546	303	1097	985
AGRI- CULTURE	1979	186	57	308,4	59	684	429	59	5	10	2	278	90	27	1	45	7
	1982	181	64	293,5	59	640	371	57	7	10	1	265	88	22	2	41	7
INDUS- TRIE	1979	8020	2678	5323	1767	4992	1565	1301	182	994	234	6857	2327	267	70	518	155
	1982	7582	2550	5027	1631	4921	1614	1168	184	910	211	5609	1847	249	66	452	133
SER- VICES	1979	5624	5562	4883	5150	4158	2672	1596	1086	1019	869	6314	7241	260	211	578	793
	1982	5718	5829	5004	5442	4317	2829	1660	1257	1014	900	6103	7179	275	235	604	845

0/0

## Proportion of females in the employees by sector of activity

TOTAL EMPLOI SALARIE	37,1	38,5	39,8	40,8	32,1	32,7	30,1	33,4	35,3	36,5	41,7	43,2	33,8	35,5	45,5	47,6
AGRICULTURE	23,4	26,1	16,0	17,2	38,5	38,1	7,8	10,9	16,6	9,0	24,4	24,9	3,5	8,3	13,4	14,5
INDUSTRIE	25,0	25,1	24,9	24,4	23,8	25,2	12,2	13,6	19,0	19,7	25,3	24,7	20,7	20,6	23,0	23,1
SERVICES	47,4	50,4	48,5	52,0	36,2	39,5	40,4	43,0	46,0	47,0	53,4	54,0	44,7	46,0	58,2	58,3

SOURCE : EUROSTAT (CIONOS).

EUROSTAT : Employment and unemployment 3-1983.

(1) Italia et Belgique : 1979 et 1981.

	D	F	I	NL	B	L	UK	IRL	DK	EUR 9*	GR	EUR 10
<b>Annual averages</b>												
<b>REGISTERED UNEMPLOYED (x 1000)</b>												
<b>Males and females</b>	1973	273,5	393,9	1044,8	109,9	111,2	0,046	595,6	62,0	17,8	2595,0	:
	1974	582,5	497,7	997,2	134,9	124,1	0,057	599,5	67,2	47,9	3092,0	27,1
	1975	1074,2	839,7	1106,9	195,3	207,8	0,264	940,9	96,2	113,5	4632,9	35,0
	1976	1060,3	933,5	1181,7	210,8	266,6	0,456	1301,7	107,8	118,2	5242,4	28,5
	1977	1030,0	1071,8	1381,9	206,9	307,6	0,820	1402,7	106,4	147,0	5714,7	27,7
	1978	992,9	1166,9	1528,6	205,6	333,4	1,166	1382,9	99,2	169,8	5937,7	30,9
	1979	876,1	1349,9	1653,4	210,0	351,8	1,055	1295,7	89,6	137,5	6023,1	31,6
	1980	889,9	1450,6	1776,2	248,0	382,3	1,094	1664,9	101,5	161,5	6739,1	37,2
	1981	1271,6	1772,9	1992,6	385,3	471,6	1,559	2520,4	127,9	218,4	8840,3	47,1
	1982p	1833,2	2007,8	2377,2	541,7	535,0	2,039	2916,9	156,6	235,1	10718,4	50,2
<b>Males</b>	1973	149,9	193,4	663,0	88,4	57,9	0,014	505,2	50,8	13,7	1752,1	:
	1974	324,7	234,6	638,6	106,7	58,0	0,022	509,8	54,4	35,2	1998,0	17,0
	1975	622,6	427,5	700,3	153,0	99,1	0,171	764,6	77,4	80,3	2976,3	22,9
	1976	566,5	443,5	741,0	159,8	114,7	0,280	1005,6	87,0	74,2	3246,2	17,6
	1977	518,1	499,1	841,0	145,9	124,6	0,494	1044,8	84,8	84,9	3392,3	10,6
	1978	488,8	551,4	894,6	136,4	132,4	0,659	1009,5	78,6	93,1	3430,7	18,6
	1979	416,9	632,5	926,8	132,4	132,4	0,535	930,1	69,1	69,7	3354,3	18,6
	1980	426,4	658,4	958,6	159,9	143,8	0,526	1180,6	77,2	87,6	3740,3	27,1
	1981	652,2	859,2	1043,1	262,1	198,6	0,830	1843,3	97,9	127,2	5140,1	25,4
	1982p	1021,1	1004,8	1223,0	376,2	242,9	1,090	2133,2	118,8	134,0	6324,9	30,7
<b>Females</b>	1973	123,6	200,5	341,8	21,5	53,3	0,032	90,4	11,2	4,1	843,0	:
	1974	257,8	263,1	358,6	28,2	66,1	0,035	89,7	12,7	10,0	1993,9	10,1
	1975	451,6	412,2	406,6	42,3	108,7	0,093	176,3	18,8	33,2	1656,6	12,1
	1976	493,8	490,0	440,7	51,0	151,9	0,176	296,1	20,8	44,0	1996,3	10,9
	1977	511,9	572,7	540,9	61,0	183,0	0,326	357,9	21,6	62,1	2321,4	11,1
	1978	504,1	615,5	634,0	69,2	201,0	0,507	373,4	20,6	76,7	2507,0	13,3
	1979	459,2	717,4	726,6	77,6	219,4	0,520	365,6	20,5	67,8	2668,8	13,0
	1980	462,5	792,2	817,6	88,1	238,5	0,568	484,3	24,3	73,9	2998,8	15,1
	1981	619,4	913,7	949,5	123,2	273,0	0,729	677,0	30,0	91,2	3700,2	16,7
	1982p	812,2	1003,1	1154,2	165,5	292,1	0,949	783,7	37,8	101,0	4793,5	19,5
<b>% of civilian working population</b>												
<b>T. 7</b>												
<b>Males and females</b>	1973	1,0	1,8	4,9	2,3	2,9	0,0	2,4	5,6	0,7	2,4	:
	1974	2,2	2,3	4,8	2,8	3,2	0,0	2,4	6,0	2,0	2,9	:
	1975	4,1	3,9	5,3	4,0	5,3	0,2	3,7	8,5	4,6	4,3	:
	1976	4,1	4,3	5,6	4,3	6,8	0,3	5,0	9,5	4,7	4,9	:
	1977	4,0	4,8	6,4	4,1	7,8	0,5	5,4	9,2	5,8	5,1	0,8
	1978	3,8	5,2	7,1	4,1	8,4	0,7	5,3	8,4	6,5	5,4	0,9
	1979	3,3	6,0	7,5	4,1	8,7	0,7	4,9	7,4	5,3	5,5	0,9
	1980	3,3	6,4	8,0	4,7	9,4	0,7	6,3	8,3	6,1	6,1	1,1
	1981	4,7	7,8	8,8	7,2	11,6	1,0	9,6	10,2	8,3	7,9	1,2
	1982p	6,8	8,9	10,5	12,0*	13,2	1,3	11,1	12,5	8,9	9,6	1,5
<b>Males</b>	1973	0,9	1,4	4,7	2,5	2,3	0,0*	3,2	6,3	1,0	2,6	:
	1974	2,0	1,7	4,5	3,0	2,3	0,0*	3,3	6,6	2,5	2,9	:
	1975	3,8	3,2	4,9	4,4	3,9	0,2*	4,8	9,4	5,6	4,4	:
	1976	3,5	3,3	5,1	4,5	4,5	0,3*	6,3	10,5	5,1	4,7	:
	1977	3,2	3,7	5,8	4,1	4,9	0,4*	6,6	10,1	5,8	5,7	0,7
	1978	3,0	4,0	6,2	3,9	5,3	0,6*	6,3	9,2	6,3	5,0	0,8
	1979	2,6	4,6	6,4	3,7	5,2	0,5*	5,9	8,0	4,8	4,9	0,8
	1980	2,6	4,8	6,5	4,5	5,7	0,5*	7,4	8,8	6,0	5,4	0,9
	1981	4,0	6,3	7,1	7,2	7,9	0,7*	11,6	11,0	8,8	7,9	1,1
	1982p	6,2	7,4	8,3	12,2*	9,7	1,0*	13,4	13,3	9,2	9,1	1,4
<b>Females</b>	1973	1,2	2,6	5,5	1,6	4,1	0,1*	1,0	3,7	0,4	2,3	:
	1974	2,6	3,3	5,7	2,1	4,9	0,1*	0,9	4,4	1,3	2,9	:
	1975	4,5	5,0	6,3	3,1	7,9	0,2*	1,8	6,1	3,2	4,3	:
	1976	4,9	5,9	6,6	3,6	10,8	0,4*	3,0	6,7	4,2	5,1	:
	1977	5,1	6,7	7,7	4,2	12,7	0,7*	3,6	6,9	5,7	5,8	1,1
	1978	5,0	7,1	8,9	4,6	13,7	1,1*	3,7	6,3	6,7	6,2	1,2
	1979	4,5	8,1	9,8	4,9	14,5	1,1*	3,5	6,1	5,9	6,5	1,3
	1980	4,5	8,9	10,8	5,3	15,5	1,2*	4,6	7,0	6,3	7,1	1,5
	1981	5,9	10,1	12,2	7,1	17,4	1,5*	6,6	8,4	7,6	8,7	1,6
	1982p	7,8	11,1	14,8	11,6*	18,6	2,0*	7,6	10,6	8,5	10,3	1,9

From bulletin no. 6 onwards the unemployment rates for 1982 and 1983 are calculated on the basis of the civilian working population in 1982 (1980 for Greece).

Revisions for previous years are included.

Source : EUROSTAT : unemployment 4-1983

	BR DEUTSCH- LAND	FRANCE	ITALIA	NEDER- LAND	BELGIE BELGIË	LUXE LUXEMBOURG	UNITED KINGDOM	IRELAND	DANMARK	EUR 9	ELLAS	EUR 10
	Share of female unemployed in total unemployment - annual averages											
	%											
1970	37,6	44,4	30,1	21,6	42,1	82,5	15,3	17,0	18,0	27,9	:	:
1971	45,5	44,4	32,0	18,5	41,5	90,0	15,8	19,9	19,5	29,3	:	:
1972	42,9	45,9	32,7	15,9	41,5	78,6	16,8	18,6	18,8	29,7	:	:
1973	45,2	50,9	34,0	19,6	47,9	69,6	16,7	18,1	23,0	33,2	:	:
1974	44,3	52,9	36,0	20,9	53,3	59,6	16,5	19,0	25,7	35,9	37,3	39,9
1975	42,0	49,1	36,7	21,7	52,3	34,8	20,5	19,5	29,3	36,3	34,0	31,1
1976	46,6	52,5	37,3	24,2	57,0	38,7	24,7	19,3	37,2	38,7	28,3	39,7
1977	49,8	53,4	39,1	29,5	59,5	39,8	27,9	20,3	42,2	41,3	40,1	41,5
1978	50,8	52,7	41,5	33,7	60,3	43,5	29,5	20,8	45,2	42,8	39,8	42,8
1979	52,4	53,1	43,8	37,0	62,4	49,3	30,7	22,9	49,3	44,8	41,1	44,8
1980	52,0	54,6	46,1	35,5	62,4	51,9	31,3	23,9	45,7	45,0	40,6	43,9
1981	48,7	51,5	47,6	32,0	57,9	46,8	28,9	23,5	41,8	42,2	39,7	41,1

Source : EUROSTAT : employment and unemployment 2 - 1982

T 9

Proportion of unemployed women under 25 years of age in the total of unemployed women

	D	F	IT	NL	B	LUX	UK	IRL	DK	EUR 9
1978	29,9	62,9	71,3	74,2	46,7	71,5	83,7	-	38,7	60,0
1982	31,2	57,4	59,1	73,8	45,5	72,8	65,7	46,8	37,1	53,7

T. 9 bis

% of women in total unemployed under 25 years of age

	1980	1981	1982
D	60,5	54,2	45,9
B	61,6	58,5	58,5
DK	55,5	53,2	53,5
F	63	58,6	57,1
GR	-	-	-
IRL	33,6	33,8	36,2
IT	54,3	55,7	53,5
L	64,8	55,9	56
NL	49,9	45,9	44,5
U.K.	42,3	40,0	39,5
EUR 9 (1)	50,4	50,8	48,3

(1) EUROSTAT estimate

Source : employment and unemployment 1 - 1983

October	BRD	F	I	NL	B	L	UK	IRL	DK	EUR 9	GR	EUR 10
Males and Females	SHARE OF UNEMPLOYED UNDER 25 YEARS IN TOTAL UNEMPLOYMENT(%)											T. 10
1979	26,1	46,3	47,3	47,1	41,1	58,6	41,2	25,1*	30,9	41,9*	:	:
1980	27,3	46,4	51,4	47,2	41,4	53,3	44,6	25,2	32,6	43,6	:	:
1981	29,3	46,9	54,0	47,4	41,3	51,8	43,1	27,5	31,0	43,7	:	:
1982	30,3	46,4	51,1	46,3	40,4	50,9	39,5	29,5	29,0	41,6	:	:
Males	1979	21,4	37,0	41,4	34,7	39,0	46,9	31,9	22,5	:	:	:
1980	24,1	38,4	44,7	37,2	40,6	41,7	36,5	21,8	26,8	37,0	:	:
1981	27,9	40,3	46,7	38,3	39,8	39,8	35,7	23,8	25,7	37,3	:	:
1982	28,5	40,4	46,7	37,6	38,0	42,5	34,0	25,0	25,1	36,4	:	:
Females	1979	29,7	53,4	54,3	65,0	42,3	69,1	63,2	37,4	:	:	:
1980	29,9	52,9	58,9	64,5	41,8	62,8	64,2	36,0	39,4	51,7	:	:
1981	31,8	52,9	61,6	65,7	42,4	65,6	62,5	39,6	37,8	52,2	:	:
1982	32,4	52,2	55,8	65,2	42,3	60,3	52,8	43,3	33,6	48,6	:	:
Males and Females	PROPORTION OF UNEMPLOYED REGISTERED SINCE MORE THAN 6 MONTHS(%)											T. 11
1979	39,9	38,2	51,6	41,1	61,0	17,2	44,3	39,1*	14,4	44,5*	:	:
1980	36,2	38,7	52,9	36,3	58,2	:	38,3	47,2	12,5	42,1	:	:
1981	38,1	40,7	51,9	45,1	62,8	:	53,2	47,3	10,4	46,7	:	:
1982	46,4	42,3	55,0	54,6	62,5	:	59,1	48,5	11,3	51,2	:	:
Males	1979	40,1	37,2	51,4	44,6	50,8	46,7	:	14,5	:	:	:
1980	38,2	36,6	51,0	36,3	45,7	:	39,9	49,8	11,4	40,9	:	:
1981	36,2	38,9	48,1	46,0	54,3	:	55,5	53,5	10,0	46,6	:	:
1982	46,5	41,5	54,6	58,3	59,7	:	61,4	52,3	11,3	52,4	:	:
Females	1979	39,7	39,0	51,8	36,0	66,9	38,6	:	14,2	:	:	:
1980	36,2	40,5	55,1	36,3	66,2	:	34,6	39,1	13,7	43,5	:	:
1981	39,3	42,4	55,8	43,4	68,9	:	47,2	40,3	10,9	46,9	:	:
1982	46,2	43,6	55,4	51,0	64,7	:	53,1	36,5	11,2	49,5	:	:
Males and Females	PROPORTION OF UNEMPLOYED REGISTERED SINCE MORE THAN 12 MONTHS (%)											T. 12
1979	19,2	21,8	32,8	25,7	49,0	:	28,2	40,6*	6,4*	27,7*	:	:
1980	15,8	22,3	36,4	21,1	46,2	:	20,9	31,3	6,7	25,8	:	:
1981	14,9	22,2	34,8	24,2	48,0	:	28,3	30,5	3,7	26,9	:	:
1982	20,1	25,2	39,9	33,6	49,0	:	35,5	30,0	5,0	31,8	:	:
Males	1979	21,4	19,4	33,9	28,9	38,1	31,6	:	:	:	:	:
1980	16,9	20,2	36,2	21,2	32,4	:	23,2	34,1	6,1	25,3	:	:
1981	14,6	19,4	32,9	24,2	36,2	:	30,7	34,0	3,4	26,4	:	:
1982	19,7	23,1	39,8	34,5	44,2	:	39,6	34,2	4,9	32,9	:	:
Females	1979	17,6	23,7	31,4	21,2	55,3	20,1	:	:	:	:	:
1980	14,9	24,0	36,6	20,7	55,1	:	15,5	21,9	7,6	26,4	:	:
1981	15,2	24,7	36,7	24,2	56,9	:	22,1	19,3	4,0	27,4	:	:
1982	20,6	27,2	39,9	31,7	53,5	:	25,7	17,0	5,0	30,3	:	:

Source : EUROSTAT : employment and unemployment

2-1983

OCTOBER 1982	D	F	I	NL	B	L	UK	IRL	DK	EUR 9
	(a)									
<b>REGISTERED UNEMPLOYMENT BY AGE (%)</b>										
Males Females x 1000	1 818,6 100,0	2 176,7 100,0	2 500,0 100,0	591,9 100,0	571,7 100,0	2,419 100,0	3 295,1 100,0	163,4 100,0	217,9 100,0	11 337,7 100,0
< 18	2,7	5,1	12,2	4,8	3,1	18,7	8,3	1,2	0,3	7,0
18 - 19	8,0	26,1M	10,7	13,1	4,6	32,2	11,6	7,1	7,2	13,2
20 - 24	19,6	15,1M	25,8	28,4	32,7		19,7	20,7	22,6	21,3
25 - 34	26,9	22,4M	21,2	27,5	28,2	48,7	21,4	28,5	31,0	23,4
35 - 44	17,8	10,3M	12,9	14,1	13,0		13,0	18,5	17,5	13,5
45 - 54	14,2	11,0M	12,0	7,9	12,3	0,3	11,8	13,2	11,7	11,9
55 - 59	7,8	7,3M	4,0	2,4	6,0		7,2	5,6	6,3	6,2
60 - 64	3,0	2,6	1,0	0,2	0,0	0,1	7,0	5,2	2,8	3,5
≥ 65	-	-	0,1	-	-		0,1	-	0,5	
Males x 1000	982,4 100,0	1 072,0 100,0	1 270,3 100,0	404,4 100,0	259,6 100,0	1,273 100,0	2 318,7 100,0	123,3 100,0	120,4 100,0	6 552,5 100,0
< 18	2,2	4,9	11,5	3,3	3,7	15,6	6,6	1,0	0,2	6,1
18 - 19	7,6	12,5M	8,6	9,0	4,8	28,9	9,4	5,6	5,4	9,2
20 - 24	18,7	23,0M	26,2	25,3	29,6		18,0	18,1	19,4	21,4
25 - 34	25,5	21,2M	20,5	30,6	23,1	57,1	21,7	28,8	30,0	22,8
35 - 44	18,8	11,1M	11,9	16,8	13,1		14,1	20,2	19,1	14,2
45 - 54	15,2	13,6M	13,2	9,7	15,0	0,4	12,4	14,4	13,6	13,2
55 - 59	7,8	10,5M	6,2	3,0	10,6		7,9	6,0	7,7	7,8
60 - 64	4,1	3,2	1,8	2,3	0,0	0,2	9,8	5,9	3,8	5,4
≥ 65	-	-	0,2	-	-		0,2	-	0,8	
Females x 1000	836,2 100,0	1 104,7 100,0	1 229,5 100,0	187,5 100,0	312,1 100,0	1,146 100,0	976,5 100,0	40,2 100,0	95,5 100,0	4 785,2 100,0
< 18	3,2	5,3	13,0	8,0	2,6	22,2	12,5	2,0	0,3	3,2
18 - 19	8,5	39,4M	12,9	21,9	4,5	38,1	16,3	11,8	9,4	18,7
20 - 24	20,7	7,5M	25,4	35,3	35,3		23,7	28,8	26,5	21,2
25 - 34	28,6	23,6M	22,0	20,7	32,5	39,4	20,6	27,6	32,2	24,1
35 - 44	16,5	9,4M	14,1	8,3	12,9		10,5	13,1	15,6	12,4
45 - 54	13,1	8,4M	10,8	4,1	10,1	0,3	10,4	9,7	9,4	10,2
55 - 59	7,7	4,3M	1,6	1,0	2,1		5,4	4,1	4,7	4,2
60 - 64	1,8	2,1	0,2	0,6	-	0,3	0,3	3,0	1,5	1,0
≥ 65	-	-	0,1	-	-		-	-	0,2	
<b>REGISTERED UNEMPLOYMENT BY DURATION (%)</b>										
Males and Females	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
< 1 month	12,0	15,1	13,6	7,9	6,1	31,7	9,7	13,8	31,2	12,2
1 - 3 months	23,4	24,7	17,5	16,8	14,8	31,7	19,3	21,4	38,8	20,6
3 - 6 months	18,3	17,6	13,9	20,7	13,3	36,5	16,3	15,9	17,4	16,4
6 - 12 months	25,1	17,4	15,3	21,0	13,8		19,2	18,7	7,0	18,5
12 - 24 months	15,2	16,4	39,8	21,9	18,7	14,5	21,0	30,2	5,5	23,1
≥ 24 months	6,1	8,8	-	11,6	33,3		-	-	-	9,2
Males	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
< 1 month	12,6	16,6	14,2	8,3	7,5	32,1	9,0	12,3	33,1	12,2
1 - 3 months	23,2	24,3	17,9	18,6	17,1	33,1	17,4	20,0	37,1	19,8
3 - 6 months	17,7	17,7	13,3	18,8	14,5	34,8	15,1	15,0	17,3	15,8
6 - 12 months	25,6	18,4	14,8	21,8	15,9		18,8	18,3	7,0	18,8
12 - 24 months	14,7	15,1	39,8	22,7	21,3	16,7	22,9	34,4	5,4	23,5
≥ 24 months	6,2	8,0	-	11,7	23,8		-	-	-	9,8
Females	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
< 1 month	11,3	13,7	12,9	6,8	4,9	31,3	11,4	18,4	28,9	12,1
1 - 3 months	23,5	25,1	17,1	17,4	13,0	30,3	23,7	25,7	40,9	21,7
3 - 6 months	18,9	17,8	14,5	24,8	12,3	38,4	19,1	18,7	17,4	17,3
6 - 12 months	24,6	16,4	15,7	19,3	12,1		20,1	19,9	7,0	18,1
12 - 24 months	15,7	17,6	39,7	20,3	16,5	9,1	16,6	17,3	5,7	22,5
≥ 24 months	5,9	9,7	-	11,4	41,2		-	-	-	8,3

T. 14

(a) September

Source : EUROSTAT : employment and unemployment 2-1983

## UNEMPLOYED IN THE PRINCIPAL OCCUPATIONAL GROUPS - OCTOBER 1978 to 1982

	X-1978	X-1979	X-1980	X-1981	X-1982	
<b>B R D E U T S C H L A N D</b>						
<b>MALES</b>	x 1 000 (%)			(a) 616,2 100,0	(a) 983,0 100,0	x 1 000 (%) <b>MAKNER</b>
388,7 100,0	316,4 100,0	367,8 100,0	16,7	19,4		
Prod. of metal and metal goods locksmith, mech. and the like	16,0	14,5	14,9	16,7	19,4	Metallerzeuger, -bearbeiter, Schlosser, Mechaniker, usw.
Building trade, fittings and furnishings, upholstery, paint- ing and allied trades	9,4	8,4	11,2	15,4	17,4	Bauberufe, Bau-, Raumausst., Polsterer, Tischler, Maler u. verw. Berufe
Warehouse managers, storage and transport workers	10,9	11,0	10,2	9,3	8,5	Lagerverwalter, Lager- und Trans- portarbeiter
Organiz., adm. and cleric. staff	7,6	8,2	7,0	5,6	5,1	Org., Verwalt., und Bueroberufe
Other metal workers	5,6	5,4	6,2	5,4	4,6	Montierer, Metallberufe
Unskilled labourers	6,1	5,9	5,1	4,3	3,5	Hilfsarb.o.n.Taetigkeitsangabe
Goods and serv. sales pers.	4,9	5,2	4,8	4,3	4,2	Warenkaufleute
Transport, road haulage	4,2	4,2	4,7	5,5	8,5	Verkehrsberufe
<b>FEMALES</b>	x 1 000 (%)			(a) 640,2 100,0	(a) 837,0 100,0	x 1 000 (%) <b>FRAUEN</b>
475,6 100,0	420,4 100,0	454,8 100,0	20,7	20,6		
Organ., admin. and cleric. staff	22,0	21,8	20,9	20,7	20,6	Organ., Verwalt. und Bueroberufe
Goods and serv. sales pers.	13,1	13,0	12,7	12,4	13,1	Warenkaufleute
Other metal workers	6,1	6,1	6,5	6,7	6,2	Montierer, Metallberufe
Soc. serv., educ., research work.	5,3	5,8	6,0	5,9	6,4	Sozial- und Erziehungsberufe
Checkers and packers	5,2	5,5	5,6	5,4	5,3	Warenpruefer
Cleaning staff	5,7	5,9	5,6	5,5	:	Reinigungsberufe
Textile and clothing occup.	5,1	5,1	5,4	5,9	5,7	Textil- und Bekleidungsberufe
Health service workers	5,9	5,0	5,4	5,2	5,4	Gesundheitsdienstberufe
<b>F R A N C E (a)</b>						
<b>MALES</b>	x 1 000 (%)			(a) 917,3 100,0	(a) 1031,9 100,0	x 1 000 (%) <b>HOMMES</b>
621,2 100,0	664,9 100,0	710,6 100,0	17,7	17,2		
Conversion of common metals	16,8	16,6	16,8	17,7	17,2	Transform. des métaux ordinaires
Handling and storage	12,0	12,0	11,8	11,5	11,5	Manutention et stockage
Clerical work and the like	11,0	11,3	10,8	9,8	9,2	Emplois de bureau
Construction	11,7	10,5	10,6	12,5	14,8	Construction
Driving	5,3	5,6	6,6	7,1	7,0	Conduite des automobiles
Commerce and the like	5,3	5,5	5,5	5,4	5,2	Emplois du commerce
Electricity	4,5	4,7	4,9	5,1	4,9	Electricité
Designers and technical staff	5,1	4,8	4,5	4,3	4,2	Dessinateurs, agents techniques
<b>FEMALES</b>	x 1 000 (%)			(a) 994,8 100,0	(a) 1067,3 100,0	x 1 000 (%) <b>FEMMES</b>
722,9 100,0	815,0 100,0	874,5 100,0	34,9	35,0		
Clerical work and the like	36,2	35,6	34,6	34,9	35,0	Emplois de bureau et assimilés
Commerce and the like	14,1	14,5	14,9	15,0	15,4	Emplois du commerce et assimilés
Domestic service and the like	7,2	5,1	7,2	7,0	7,5	Emplois des services domestiques
Conversion of common metals	6,5	6,5	7,0	7,0	6,5	Transform. des métaux ordinaires
Domestic services and the like	4,6	5,1	5,4	7,0	6,0	Emplois domest. et métiers connexes
Use of text. and assoc. goods	4,6	4,4	4,9	5,4	4,8	Util. des tissus et mat. connexes
Handling and storage	5,1	4,9	4,7	4,5	4,2	Manutention et stockage
Soc. and health serv. occupat.	4,2	4,4	4,3	3,9	4,0	Emplois des serv. soc. et de santé

(a) September Source : EUROSTAT : employment and unemployment 2-1983

## UNEMPLOYED IN THE PRINCIPAL OCCUPATIONAL GROUPS - OCTOBER 1978 to 1982

	X-1978	X-1979	X-1980	X-1981	X-1982	
<b>I T A L I A</b>						
<b>MALES</b> x 1 000 (%)	897,1 100,0	908,5 100,0	944,6 100,0	1080,7 100,0	1270,3 100,0	x 1 000 <b>UOMINI</b> (%)
Unskilled labourers	:	19,5	20,3	21,4	20,6	Manodopera generica
Manag., employ. and junior staff	:	18,0	19,3	21,1	20,7	Dirigenti, impiegati e subalterni
Construction work	:	15,9	15,4	14,6	14,3	Lavorazioni edili
Farmw., hort., animal husbandry	:	12,8	11,7	10,2	13,0	Lavorazione delle terre, etc.
Production of metals and mechanical work	:	11,7	11,7	11,2	10,9	Produzione dei metalli e lavorazioni metall. e mec.
Production, distribution and utilization of electric power	:	4,2	4,3	4,0	3,9	Produzione, distribuzione ed impiego di energia elettrica
Transport and ancill. services	:	3,1	3,1	3,1	3,1	Trasp. e relat. servizi ausiliari
Carp., etc., manuf. of furn. and wooden vehicles	:	3,0	2,9	2,7	2,8	Lavorazione del legno e affini
<b>FEMALES</b> x 1 000 (%)	673,4 100,0	765,1 100,0	852,1 100,0	1032,8 100,0	1229,5 100,0	x 1 000 <b>DONNE</b> (%)
Manag., employ. and jun. staff	:	37,7	40,7	40,8	40,5	Dirigenti, impiegati e subalterni
Unskilled labourers	:	19,5	20,5	21,5	21,6	Manodopera generica
Farmwork, horticulture, etc.	:	16,1	13,4	11,8	14,6	Lavorazione della terra, etc.
Manuf. of cloth. and dresswear furnishing and the like	:	8,0	7,9	7,6	7,0	Confezione di articoli per vestiario, abbigliamento
After-sales service	:	4,0	4,1	3,9	3,7	Servizi di vendita
Hotel and restaurant serv.	:	2,7	2,5	2,5	2,4	Servizi di albergo e mensa
Manuf. of foodw. and drink	:	2,2	2,0	2,1	2,0	Lavor. derr. aliment. e bevande
Sanitary and hyg. services	:	1,9	1,9	2,0	2,0	Servizi igienici e sanitari
<b>N E D E R L A N D</b>						
<b>MALES</b> x 1 000 (%)	129,2 100,0	122,3 100,0	176,5 100,0	285,7 100,0	404,4 100,0	x 1 000 <b>MANNEN</b> (%)
Not fully able for work	24,1	25,8	20,7	17,8	14,3	Minder geschikten
Construction workers	:	:	20,8	23,2	23,3	Bouwvakarbeiders
Persons in general service	13,2	12,7	12,8	13,6	14,2	Personeel in algemeene dienst
Clerical work, teachers	15,5	15,6	12,4	11,0	10,9	Kantoor-, onderwijzend personeel
Metal workers	12,0	9,8	10,0	12,2	14,0	Metaalbewerkers
Commerce	6,0	5,9	5,1	4,8	5,1	Handelspersoneel
Transport workers	3,4	3,2	3,6	4,1	4,8	Niet-vaarend verkeerspersoneel
Hotels, restaurants, etc.	3,9	4,1	3,2	3,1	3,2	Hotel-, rest.- en cafépersoneel
<b>FEMALES</b> x 1 000 (%)	79,0 100,0	85,1 100,0	101,7 100,0	141,5 100,0	187,5 100,0	x 1 000 <b>VROUWEN</b> (%)
Clerical work, teachers	31,5	30,3	29,6	29,6	29,8	Kantoor-, onderwijzend personeel
Commerce	15,0	15,9	15,7	15,9	16,9	Handelspersoneel
Not fully able for work	11,8	12,6	13,2	13,3	10,7	Minder geschikten
Medical and social welfare	12,2	11,7	11,6	11,8	13,0	Sociaal en geneeskundig personeel
Persons in general service	8,4	9,1	10,2	9,9	9,6	Personeel in algemene dienst
Domestic servants	5,9	5,6	5,1	5,1	5,2	Huishoudelijk personeel
Hotels, restaurants, etc.	5,2	5,2	5,0	5,3	5,6	Hotel-, rest.- en cafépersoneel
Hairdr. and cleaning workers	2,1	2,1	2,1	2,0	2,1	Kappers en wasserijpersoneel

## UNEMPLOYED IN THE PRINCIPAL OCCUPATIONAL GROUPS - OCTOBER 1978 to 1982

	X-1978	X-1979	X-1980	X-1981	X-1982	
<b>BELGIQUE / BELGIE</b>						
<b>MALES</b> x 1 000 (%)	138,2 100,0	136,3 100,0	166,1 100,0	222,0 100,0	259,6 100,0	x 1 000 <b>MANNEN</b> (%)
Employees	24,9	25,6	23,5	22,1	22,5	Bedienden
Unskilled labourers	15,1	15,6	14,7	12,9	12,5	Gewone handarbeiders
Mech., tool makers, electricians	15,5	13,8	14,1	14,9	14,8	Werktuigkund., gereedschapmakers
Bricklayers, floor tilers, ceiling plasterers	8,7	9,1	12,0	14,0	13,9	Metselaars, vloerenmakers, stuka- doors
Carp., joiners, cab. makers	5,2	5,5	6,6	7,5	7,6	Timmerlieden en achrijnwerkers
Transport and communications	4,4	4,4	4,4	4,7	4,8	Verknem. in sect. vervoer en verbind
Electricians	3,9	3,5	3,7	3,7	3,7	Elektriciens
Dock work. and warehousemen	2,7	2,8	2,8	2,7	2,8	Dokwerkers en pakhuis knechten
<b>FEMALES</b> x 1 000 (%)	215,0 100,0	235,8 100,0	259,6 100,0	294,7 100,0	312,1 100,0	x 1 000 <b>VROUWEN</b> (%)
Employed persons	39,8	40,0	40,9	43,8	46,1	Bedienden
Tailors, cutters, furriers	15,3	14,8	14,7	14,0	13,0	Kleermakers, coupeurs, bontwerkers
Other spec. service workers	10,7	11,4	11,5	11,4	11,5	In andere dienst. gespec. werknemers
Housek., cooks, chambermaids	4,7	4,9	5,0	5,2	5,1	Huish., koks, kamermeisjes, kelners
Unskilled labourers	4,8	4,8	4,7	4,3	4,0	Gewone handarbeiders
Packers and allied workers	4,3	4,3	4,1	3,8	3,5	Pakkers en gelijkgest. werknemers
Spinners, weavers, knitters	4,1	4,0	3,7	3,3	3,0	Spinners, wevers, breiers
Electricians	3,1	3,1	3,1	2,9	2,7	Elektriciens
<b>LUXEMBOURG</b>						
<b>MALES</b> x 1 000 (%)	0,482 100,0	0,499 100,0	0,552 100,0	0,986 100,0	1,273 100,0	x 1 000 <b>HOMMES</b> (%)
Specialist service workers	65,1	61,1	55,6	50,4	49,8	Travailleurs qualifiés
of which: employees	21,0	20,8	16,8	14,9	12,7	dont: employés de bureau
Unskilled labourers	34,9	38,9	44,4	49,6	50,2	Travailleurs non qualifiés
of which: others not defined	31,5	36,5	44,4	47,0	46,3	dont: autres ouv. non qualifiés
<b>FEMALES</b> x 1 000 (%)	0,573 100,0	0,521 100,0	0,675 100,0	0,840 100,0	1,146 100,0	x 1 000 <b>FEMMES</b> (%)
Specialist service workers	63,7	63,9	59,3	52,4	47,7	Travailleurs qualifiés
of which: employees	38,2	38,9	26,4	28,9	27,7	dont: employes de bureau
Unskilled labourers	36,3	36,1	40,7	47,6	52,3	Travailleurs non qualifiés
of which: others not defined	29,1	26,9	29,3	35,7	43,7	dont: autres ouv. non qualifiés
<b>UNITED KINGDOM (a)</b>						
<b>MALES</b> x 1 000 (%)	970,4 100,0	924,4 100,0	1506,1 100,0	2104,6 100,0	2123,0 100,0	x 1 000 <b>MALES</b> (%)
General labourers	42,6	43,6	40,5	35,9	34,3	General labourers
Processing making, repairing (metal and electrical)	9,9	9,8	12,1	14,1	16,2	Processing making, repairing (metal and electrical)
Transport operating, materials moving and storing and related	9,7	9,5	10,8	11,3	11,2	Transport operating, materials moving and storing and related
Clerical and related	9,0	9,1	7,6	6,4	6,6	Clerical and related
Construction, mining and related not identified elsewhere	6,9	6,2	7,1	7,7	7,1	Construction, mining and related not identified elsewhere

(a) September



## UNEMPLOYED IN THE PRINCIPAL OCCUPATIONAL GROUPS - OCTOBER 1978 to 1982

	X-1978	X-1979	X-1980	X-1981	X-1982	
<b>UNITED KINGDOM (Cont.)</b>						
	(a)					
<b>FEMALES</b> x 1 000 (%)	421,6 100,0	430,8 100,0	656,8 100,0	894,2 100,0	830,5 100,0	x 1 000 <b>FEMALES</b> (%)
Clerical and related	31,5	31,9	30,8	30,5	30,1	Clerical and related
General labourers	21,1	20,6	20,6	18,5	16,1	General labourers
Catering, cleaning, hairdr. and other personal services	13,9	14,0	13,8	14,6	15,6	Catering, cleaning, hairdr. and other personal services
Selling	13,4	13,5	13,6	14,0	15,0	Selling
Professional and related in educ., welfare and health	6,7	6,6	5,6	6,0	6,8	Professional and related in educ., welfare and health
<b>IRELAND (a)</b>						
<b>MALES</b> x 1 000 (%)	71,7 100,0	62,7 100,0	73,2 100,0	96,9 100,0	121,3 100,0	x 1 000 <b>MALES</b> (%)
Agriculture and fishing	25,9	26,1	22,6	18,1	15,6	Agriculture and fishing
General labourers	17,7	18,2	15,3	17,4	17,2	General labourers
Other and undefined workers	10,5	10,6	11,0	14,0	15,3	Other and undefined workers
Unskilled building workers	9,3	9,2	10,0	10,4	11,0	Unskilled building workers
Skilled workers not elsewhere classified	6,3	5,7	7,9	7,5	7,9	Skilled workers not elsewhere classified
<b>FEMALES</b> x 1 000 (%)	20,5 100,0	19,9 100,0	23,3 100,0	30,4 100,0	38,9 100,0	x 1 000 <b>FEMALES</b> (%)
Clerks, typists, bookkeepers	21,6	18,4	17,2	17,5	17,2	Clerks, typists, bookkeepers
Textile and clothing workers	14,2	12,0	13,4	10,2	9,6	Textile and clothing workers
Other and undefined workers	14,7	18,2	20,0	23,8	24,6	Other and undefined workers
Domestic servants	12,3	13,4	12,7	11,8	11,6	Domestic servants
Sales men and shop assistants	11,1	11,7	10,0	10,3	10,4	Sales men and shop assistants
<b>DENMARK</b>						
<b>MALES</b> x 1 000 (%)	85,3 100,0	56,1 100,0	131,3 100,0	127,2 100,0	132,3 100,0	x 1 000 <b>MÆND</b> (%)
Unskilled male workers	48,7	35,6	40,3	38,6	38,1	Specialarbejderne
Metal workers	10,4	8,6	8,7	9,5	9,8	Metalarbejderne
Joiners and carpenters	3,0	2,2	5,7	4,9	3,8	Snedker- og tomrerfaget
Commerce and cleric employees	5,6	6,6	4,4	4,6	4,4	Handels- og kontorfunktionærerne
Bricklayers	1,3	1,2	3,1	3,0	2,3	Murerfaget
Workers of wood industry	1,6	0,9	1,9	1,7	1,9	Træindustriarbejderne
Electricians	1,5	1,4	1,8	2,2	2,2	EL-Faget
<b>FEMALES</b> x 1 000 (%)	82,6 100,0	68,4 100,0	91,5 100,0	98,8 100,0	111,1 100,0	x 1 000 <b>KVINDER</b> (%)
Commerce and cleric employees	26,7	21,3	18,6	19,1	17,4	Handels- og kontorfunktion.
Specialized female workers	:	6,2	7,2	7,2	7,2	Ikke Specialarbejderne
Apprentice and textile workers	9,9	6,0	6,1	4,2	5,2	Beklædnings- og Textilarbejderne
Domestic servants	3,4	4,5	4,6	4,4	4,1	Huslige Arbejdere
Industrial servants	4,9	4,1	3,8	3,9	4,9	Funktionærerne og Lønmodtagere
Domestic workers	0,8	3,2	1,1	3,0	4,3	Kommunalarbejdere
Preventive child care	4,1	4,1	3,5	4,1	4,3	Forebyggende omsorg

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MAIN CATEGORIES OF PERSONS SEEKING PAID EMPLOYMENT  
PRINCIPAUX GROUPE DE PERSONNES A LA RECHERCHE D'UN EMPLOI SALARIE

1980

1980

		D	F	I	NL	B	UK	IRL	DK	EUR 9	GR	EUR 10
UNEMPLOYED PERSONS PERSONNES SANS EMPLOI	T	776	1537	1124	273	452	1908	131	257	6530	130	6560
	M	366	666	544	109	191	1391	102	138	3605	77	3682
	F	390	871	580	64	261	597	29	119	2925	53	2906
OF WHICH: AFTER VOLUNTARY INTERRUPTION DONT: APRES INTERRUPTION VOLONTAIRE	T	194	162	29	11	.	.	.	9	405	12	417
	M	66	36	12	6	.	.	.	.	143	7	150
	F	106	126	17	5	.	.	.	8	262	5	267
OF WHICH: SEEKING A FIRST JOB DONT: RECHERCHANT UN PREMIER EMPLOI	T	132	229	643	94	.	9	.	21	1279	44	1323
	M	57	81	393	22	.	(5)	.	9	560	17	584
	F	75	148	450	22	.	(4)	.	12	711	28	739
NON-ACTIVE PERSONS SEEKING EMPLOYMENT PERS. NON ACTIVES CHERCHANT UN EMPLOI	T	167	361	820	242	.	747	.	54	2412	23	2435
	M	89	63	276	69	.	287	.	22	805	7	813
	F	99	299	544	173	.	461	.	32	1607	16	1622
OF WHICH: AFTER VOLUNTARY INTERRUPTION DONT: APRES INTERRUPTION VOLONTAIRE	T	.	145	46	134	.	110	.	14	458	(3)	461
	M	.	(8)	.	27	.	10	.	6	51	.	52
	F	.	140	45	106	.	108	.	8	407	(2)	409
OF WHICH: SEEKING A FIRST JOB DONT: RECHERCHANT UN PREMIER EMPLOI	T	.	87	256	96	.	222	.	33	697	10	707
	M	.	27	74	30	.	103	.	13	266	(3)	258
	F	.	69	182	57	.	122	.	19	431	0	449
TOTAL INOCCUP. PERS. SEEKING WORK TOTAL PERS. SANS EMPL. CHERCH. EMPLOI	T	963	1099	1944	815	482	2725	131	311	8950	153	9103
	M	472	727	820	250	191	1677	102	160	4411	84	4495
	F	466	1172	1124	257	261	1058	29	151	4539	69	4600
PERS. WITH AN OCCUP., SEEKING ANOTHER PERS. AYANT UN EMPL. CHERCHANT UN AUTRE	T	275	722	320	203	.	507	.	63	2251	50	2301
	M	150	302	206	103	.	328	.	28	1285	40	1325
	F	119	341	114	100	.	859	.	35	966	10	976
TOTAL	T	1239	2621	2264	790	482	3322	131	376	11201	203	11405
	M	633	1108	1026	441	191	2006	102	188	5696	124	5820
	F	606	1513	1238	357	261	1317	29	188	5505	79	5585

T. 17

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## UNEMPLOYED PERSONS BY REASON FOR UNEMPLOYMENT

## CHOMEURS SELON LA CAUSE DE LA RECHERCHE D'UN EMPLOI SALARIE

%

%

		D	F	I	NL	B	UK	IRL	DK	EUR 9	GR	EUR 10
LOSS OF OCCUPATION PERTE D'UN EMPLOI	T	50,0	74,8	19,9	79,0	.	99,5	.	87,9	71,3	57,8	71,0
	M	62,6	85,4	23,0	84,8	.	99,6	.	92,4	70,3	69,0	78,0
	F	53,4	68,8	17,1	66,8	.	99,2	.	82,7	62,7	39,1	62,2
BY DISMISSAL PAR LICENCIEMENT	T	42,1	41,2	8,2	58,0	.	56,1	.	83,2	42,7	36,7	42,0
	M	69,0	50,8	10,6	67,4	.	64,2	.	86,8	52,1	46,7	52,0
	F	35,2	33,9	6,0	36,4	.	37,3	.	79,9	31,9	22,2	30,0
BY RESIGNATION PAR DEMISSION	T	14,1	13,8	2,2	17,9	.	20,7	.	.	14,9	10,6	14,8
	M	11,7	12,6	2,8	14,2	.	18,5	.	.	12,9	10,7	12,9
	F	16,8	14,6	1,9	20,4	.	39,6	.	.	17,4	10,5	17,2
BY RETIREMENT PAR ADMISSION A LA RETRAITE	T	(0,8)	.	.	.	.	0,7	.	.	0,6	.	0,4
	M	(0,9)	.	.	.	.	0,8	.	.	0,8	.	0,8
	F	.	.	.	.	.	.	.	.	(0,2)	.	(0,2)
LOSS OF SELF-EMPLOYED EMPLOYMENT PERTE D'UN EMPLOI INDEPENDANT	T	1,6	1,1	0,9	(1,0)	.	0,9	.	4,8	1,1	3,6	1,2
	M	(0,9)	1,4	(1,3)	(1,6)	.	1,1	.	6,1	1,4	(5,0)	1,5
	F	(1,0)	(0,9)	.	.	.	.	.	(2,6)	0,7	.	0,8
LOSS OF AN OCCASIONAL OCCUPATION PERTE D'UN EMPLOI OCCASIONNEL	T	.	18,4	0,5	1,6	.	17,2	.	.	12,2	6,2	12,1
	M	.	17,4	0,3	(1,2)	.	14,9	.	.	11,2	6,8	11,1
	F	.	19,1	0,7	(2,6)	.	22,3	.	.	13,4	(9,4)	13,2
VOLUNTARY SPELL AWAY FROM WORK INTERRUPTION VOLONTAIRE	T	25,0	10,6	2,6	4,1	.	.	.	3,7	6,9	9,0	6,9
	M	22,7	5,4	2,3	3,2	.	.	.	.	4,4	8,7	4,5
	F	27,3	14,5	3,0	6,3	.	.	.	6,7	10,1	9,4	10,8
SEEKING A FIRST JOB RECHERCHE D'UN PREMIER EMPLOI	T	17,0	14,9	77,5	16,9	.	0,5	.	6,4	21,8	34,0	22,0
	M	14,7	12,2	74,8	12,3	.	(0,4)	.	6,5	17,4	21,9	17,5
	F	19,3	17,0	80,0	27,3	.	(0,7)	.	10,5	27,3	51,6	27,7
TOTAL	T	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	M	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
	F	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Source : EUROSTAT : EEC labour force sample survey 1981

Enquête par sondage sur les forces de travail 1981

## TOTAL NUMBER OF PUPILS AND STUDENTS

	x 1000	B.R. DEUTSCHLAND		FRANCE		ITALIA		NEDERLAND		BELGIQUE		LUXEMBOURG		U.KINGDOM		IRELAND		DENMARK		ELLAS		EUR 10	
		H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F	H	F
		TOTAL	78-79	6688	6242	6848	6683	6731	6105	1903	1682	1198	1125	31	29	6037	5675	453	441	560	520	1022	873
	80-81	6436	6019	6759	6683	6576	6047	1860	1653	1177	1111	29	28	5792	5478	460	450	565	537	-	-	30660*	28880*
1st level	78-79	1744	1641	2564	2392	2361	2223	776	723	461	436	15	14	2762	2617	218	206	228	219	478	444	10325	10920
	80-81	1480	1395	2527	2382	2284	2151	738	687	441	415	13	12	2549	2413	220	209	222	212	-	-	10925*	10320*
2nd level	78-79	3444	3375	2481	2601	2788	2507	724	652	433	418	12	12	2787	2689	141	151	245	221	397	312	13440	12941
	80-81	3453	3371	2489	2637	2767	2542	730	665	429	419	12	12	2752	2679	145	155	256	242	-	-	13440*	13050*
3rd level	78-79	657	446	520	467	604	436	177	92	102	78	0.4	0.2	316	204	21	15	56	49	-	49	2532*	1839
	80-81	713	499	524	500	586	452	180	100	109	87	0.5	0.3	319	216	23	18	54	52	-	-	2580*	1970*

SOURCE : EUROSTAT - Education and Training, Statistical Bulletin - 2-1982

\* Estimation EUROSTAT.

## GIRLS PER 100 BOYS AT EVERY LEVEL OF SCHOOLING

		B.R. DEUTSCHLAND	FRANCE	ITALIA	NEDERLAND	BELGIE	LUXEMBOURG	U.KINGDOM	IRELAND	DENMARK	ELLAS	EUR 10
TOTAL	78/79	93	98	91	88	94	92	94	97	93	85	93
	80/81	94	97	92	89	94	95	94	98	95		94 <sup>x</sup>
1st level	78/79	94	93	94	93	94	94	95	96	96	93	94
	80/81	94	94	94	93	94	93	95	95	95		94 <sup>x</sup>
2nd level	78/79	98	105	90	90	97	100	97	107	91	79	96
	80/81	98	106	92	91	98	100	97	107	94		97 <sup>x</sup>
3rd level	78/79	68	90	72	52	76	48	65	73	99	64	73
	80/81	70	95	77	56	80	62	68	78	96		76 <sup>x</sup>

SOURCE : EUROSTAT - Education and Training, Statistical Bulletin - 2-1982

<sup>x</sup> Estimation de l'EUROSTAT.

O/O		B.R. DEUTSCHLAND		FRANCE		ITALIA		NEDERLAND		BELGIQUE		LUXEMBOURG		U. KINGDOM	
		14-44 ans	- 25 ans	14-44 ans	-25 ans	14-44 ans	-25 ans	14-44 ans	-25 ans	14-44 ans	-25 ans	14-44 ans	-25 ans	14-44 ans	-25 ans
		Following initial training	T	78,9	80,2	82,4	89,6	79,6	82,9	71,4	87,5	89,7	92,6	87,1	89,0
	H	76,1	77,5	79,5	87,6	78,6	82,5	68,6	86,7	87,9	91,7	83,9	86,4	69,1	77,3
	F	82,2	83,2	85,4	91,6	80,7	83,3	74,7	88,3	91,7	93,4	91,2	92,4	82,7	88,3
First training post-school	T	17,9	18,7	6,7	6,8	9,4	10,0	3,4	3,1	3,7	3,6	9,2	9,5	12,0	12,3
	H	20,0	21,4	8,1	8,5	10,0	10,8	3,8	3,5	4,1	4,0	11,7	12,1	16,8	17,5
	F	15,5	15,8	5,3	5,2	8,8	9,1	3,0	2,5	3,2	3,2	(5,9)	(6,0)	6,0	5,9
Improving the required vocational training	T	2,1	0,8	6,6	2,1	2,7	1,1	14,4	6,2	2,3	1,0	(2,6)	.	8,6	3,4
	H	2,8	0,9	8,1	2,4	2,8	1,0	19,0	7,2	3,2	1,3	(3,4)	.	8,3	4,2
	F	1,3	0,6	5,5	1,7	2,5	1,2	8,2	5,1	1,2	1,7	.	.	4,9	2,6
Further vocational training	T	0,4	(0,1)	2,5	1,1	1,6	1,2	4,1	1,8	2,1	1,3	.	.	4,5	2,4
	H	0,5	(0,1)	2,5	1,1	1,5	1,1	4,0	1,5	2,5	1,5	.	.	4,3	2,3
	F	0,3	.	2,5	1,0	1,6	1,3	4,2	1,8	1,7	1,2	.	.	4,7	2,4

SOURCE : EUROSTAT, Education and Training (Rapid information) 1- 1981

(1) Persons following training course of 100 hours and more.

DISTRIBUTION BY TYPE OF VOCATIONAL TRAINING

Full-time, part-time in 1979

		B.R. DEUTSCHLAND		FRANCE		ITALIA		NEDERLAND		BELGIQUE		LUXEMBOURG		U. KINGDOM								
		T	H	F	T	H	F	T	H	F	T	H	F	T	H	F						
Persons (14-44) in vocational training	T	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0						
	H	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0						
	F	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0						
Full-time	T	95,1	73,6	64,9	14,0	79,4	79,6	73,1	94,7	72,8	64,3	14,3	76,2	80,1	74,8	95,6	74,5	85,7	13,5	84,2	78,5	70,0
	H	94,7	72,8	64,3	14,3	76,2	80,1	74,8	95,6	74,5	85,7	13,5	84,2	78,5	70,0	4,9	26,4	35,1	86,0	20,6	20,4	26,9
	F	95,6	74,5	85,7	13,5	84,2	78,5	70,0	4,9	26,4	35,1	86,0	20,6	20,4	26,9	5,3	27,2	35,7	85,7	23,8	(19,9)	25,2
Part-time	T	4,9	26,4	35,1	86,0	20,6	20,4	26,9	5,3	27,2	35,7	85,7	23,8	(19,9)	25,2	4,4	25,5	34,2	86,5	15,8	(21,5)	30,0
	H	5,3	27,2	35,7	85,7	23,8	(19,9)	25,2	4,4	25,5	34,2	86,5	15,8	(21,5)	30,0	77,9	74,1	79,0	35,1	81,8	82,9	73,9
	F	4,4	25,5	34,2	86,5	15,8	(21,5)	30,0	77,9	74,1	79,0	35,1	81,8	82,9	73,9	73,1	71,8	79,2	31,7	77,9	81,7	74,1
of which persons under 25 years	T	77,9	74,1	79,0	35,1	81,8	82,9	73,9	73,1	71,8	79,2	31,7	77,9	81,7	74,1	85,0	77,0	78,8	41,0	87,4	85,0	73,4
	H	73,1	71,8	79,2	31,7	77,9	81,7	74,1	85,0	77,0	78,8	41,0	87,4	85,0	73,4	76,3	66,3	61,0	9,6	73,7	74,0	61,4
	F	85,0	77,0	78,8	41,0	87,4	85,0	73,4	76,3	66,3	61,0	9,6	73,7	74,0	61,4	71,6	64,3	61,8	9,3	69,1	74,4	62,9
full-time	T	76,3	66,3	61,0	9,6	73,7	74,0	61,4	71,6	64,3	61,8	9,3	69,1	74,4	62,9	83,2	68,8	69,9	10,2	80,7	72,4	58,5
	H	71,6	64,3	61,8	9,3	69,1	74,4	62,9	83,2	68,8	69,9	10,2	80,7	72,4	58,5	1,6	7,4	13,0	25,5	7,3	(9,0)	12,5
	F	83,2	68,8	69,9	10,2	80,7	72,4	58,5	1,6	7,4	13,0	25,5	7,3	(9,0)	12,5	1,4	7,5	11,3	23,5	4,7	.	11,2
part-time	T	1,6	7,4	13,0	25,5	7,3	(9,0)	12,5	1,4	7,5	11,3	23,5	4,7	.	11,2	1,8	8,2	13,0	10,4	6,7	.	14,0
	H	1,4	7,5	11,3	23,5	4,7	.	11,2	1,8	8,2	13,0	10,4	6,7	.	14,0	1,8	8,2	13,0	10,4	6,7	.	14,0
	F	1,8	8,2	13,0	10,4	6,7	.	14,0	1,8	8,2	13,0	10,4	6,7	.	14,0	1,8	8,2	13,0	10,4	6,7	.	14,0

SOURCE : EUROSTAT, Education and Training (Rapid information) 1 - 1981

A N N E X E II

Main provisions favouring the employment of women in each of the Member States of the European Communities.

Summary table (\*)

BELGIUM

BACKGROUND : Women account for 53.8 % of unemployed persons (December 1982) and 37.7 % of the total working population (1981).

(1) ANTI-DISCRIMINATORY MEASURES

Discrimination on the basis of sex is prohibited and Article 119 of the Law of 4 August 1978 authorises measures to be taken to remedy the de facto inequalities affecting women's opportunities.

(2) GENERAL MEASURES TO ABSORB UNEMPLOYMENT

2.1. Temporary recruitment by local authorities whereby it is compulsory for offices employing more than 50 persons to recruit for their first job a number of trainees under 30 years corresponding to 2 % of their staff (one year training period).

2.2. Special temporary recruitment (recruitment of unemployed persons for jobs of service to the community).

Programme extended since 1980 to long-term projects for unemployed workers who have been receiving benefit for two years (mostly women).

2.3. Allocation of special employment subsidies ("primes de réadaptation et d'adaptation") to new employers liable to social security contributions under the new aid programme to create jobs for the long-term unemployed.

2.4. Extension of contractual programmes to reduce working time by developing the opportunities for reduced working hours and part-time work.

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(\*) The detailed list of these provisions and their effects appear in the reports supplied by the Member States to Working Party Nr 6 on the OECD economy and replies to Commission surveys and questionnaires.

(3) SPECIFIC MEASURES ON BEHALF OF WOMEN

3.1. Improvement in the counselling and training of women :

- 3.1.1. Opening of reception, observation and guidance centres by the National Employment Office for 6 months for young female job seekers in the secondary sector. These facilities are now available to women on a permanent basis.
- 3.1.2. The ONEM's 1980 project to facilitate the vocational integration or reintegration of adult women in new occupations.
- 3.1.3. Initiatives by such associations as the "Vrouwen Overleg Komitee", the "Centre féminin d'éducation permanente" and "Repartir", in the field of training in non-traditional occupations.
- 3.1.4. The pioneering role of the Belgian Post Office in implementing schemes to promote and diversify opportunities.

3.2. Diversification of placement

Pilot schemes with financial aid from the European Social Fund in two regions of the country with a high level of female unemployment for the training and recruitment for jobs not traditionally exercised by women with the allocation of special subsidies to employers and unemployed persons granted by the ONEM.

3.3. Prevention of unemployment

Allocation of subsidies by the ONEM for the retraining of the staff of business in sectors at risk. The retraining schemes are open to female unemployed workers in the region.

DENMARK

BACKGROUND : Women account for 44 of unemployed persons (December 1982) and 44.7 % of the total working population (1981).

(1) ANTI-DISCRIMINATORY MEASURES

The 1978 law on equal treatment guarantees equal access to all vocational training programmes, deals with indirect discrimination and obliges employers to modify their vocational training practices.

(2) SPECIFIC MEASURES

2.1. Diversification of training

- 2.1.1. Organization of special training courses for non-traditional occupations for the council on equal status.
- 2.1.2. Allocation of subsidies on an experimental basis to help women to enter spheres traditionally occupied by men.
- 2.1.3. Payment of subsidies to firms employing male staff to enable such firms to install sanitary facilities and cloakrooms for women.
- 2.2. Organization of guidance courses for young mothers liable to lose touch with the labour market and young unemployed women uncertain about the type of training to choose.
- 2.3. Courses for unemployed immigrant women which comprise language education and occupational studies.

(3) ANCILLARY INTEGRATION MEASURES

- 3.1. Development of childminding facilities for women undergoing training.
- 3.2. Promotion of part-time training.

(4) IMPROVEMENT OF PLACEMENT

- 4.1. Appointment of equal opportunity advisers in the placement services in 1981 with a view to modifying the attitudes of employers and vocational guidance counsellors.



(5) GENERAL MEASURES TO COMBAT UNEMPLOYMENT

5.1. Development of schemes for the most disadvantaged unemployed persons, young people in particular.

5.1.1. Introduction of special assistance and training measures (EIFL) for less qualified young people with, in particular, the development of courses in preparation for working life.

5.1.2. In connection with the guarantee for young people (training for all unemployed workers), a series of courses of the same duration and other training opportunities designed specifically for women have been developed.

These attempts to provide a guarantee for young people are being assessed with a view to setting up a nation-wide scheme provision to be made available in the near future to young women who have been unemployed for a long time.

5.2. Job creation measures

5.2.1. Creation of jobs in the public sector, in particular part-time jobs.

5.2.2. Experiments in job-sharing.

FRANCE

BACKGROUND : Women account for 49.7 % of unemployed persons (December 1982) and 38.9 % of the total working population (1981).

(1) ANTI-DISCRIMINATORY MEASURES

1.1. The law on vocational equality (draft before Parliament) embodies the principle of positive actions of preferential treatment on a temporary basis with the introduction of plans for voluntary equality and the creation of implementing bodies (equality board and mission for equality).

1.2. Law of 7 May 1982 relating to the civil service and the circular of 23 February 1983 implementing an equal opportunity programme.

(2) SPECIFIC MEASURES

2.1. Access to employment

2.1.1. Raising of age limits in the civil service in general and, specifically to take account of family situation.

2.1.2. Elimination of obstacles to access to certain jobs by modifying working conditions (weight of postbags or of change bags) and the relaxing of prohibitions relating to employment (redefinition of "night work").

## 2.2. Diversification of vocational choices

- 2.2.1. Making all the vocational training openings accessible to girls and providing subsidies to adapt premises.
- 2.2.2. Campaigns to stimulate the awareness of teachers and vocational guidance counsellors to ensure that girls are directed towards training courses likely to result in employment.
- 2.2.3. Reviewing textbooks and rethinking the selection of such books with a view to removing sexist clichés.
- 2.2.4. Updating of ONISEP/<sup>(\*)</sup>documentation and educational material for families and pupils and CNDP (\*) teachers.
- 2.2.5. A campaign in the form of a series of television programmes on careers guidance for girls and the need to diversify training, distribution of numerous publicity items, posters, brochures, puzzles, etc.

## 2.3. Development of training for women

- 2.3.1. Introduction of vocational reintegration measures for women with remuneration for trainees and priority for single women with urgent social problems.

Launching in 1983 of a national pilot scheme to induce single mothers to integrate into working life with a guarantee of resources.

- 2.3.2. Organization of pilot schemes on diversification by the Ministry for Women's Rights in each region, in particular in the sphere of the new technologies and new openings for employment (54 operations in 1982 plus 27 operations which were not pilot schemes also financed by the Ministry).

These schemes gave a new lease on life to the training programmes introduced in 1978-80 in some occupational branches (Union des Industries Minières et Métallurgiques - Fédération du Bâtiment).

- 2.3.3. Specific back-up measures for training and integration schemes : organizations of child-minding facilities, transport, compensation.

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(\*) Office National d'Information Sur les Enseignements et Les Professions (National Office for Education and Careers Information).  
Centre National de Documentation Pédagogique (National Centre for Educational Documentation).

(3) GENERAL MEASURES TO COMBAT UNEMPLOYMENT

3.1. Job Creation measures

- 3.1.1. Development of employment in the public sector in areas corresponding to women's qualifications.
- 3.1.2. Subsidy for new recruitment in associations and promotion of employment on local initiative in a broader field than that covered by the experiment with jobs of service to the community.
- 3.1.3. Negotiated measures to shorten working hours with a view to creating employment by means of solidarity contracts and the various public aids corresponding to them. Relaxation of the conditions for part-time work in the civil service.

3.2. Improvement in the quality of employment

- 3.2.1. Measures to combat insecure employment by means of the 1982 Auroux orders and laws improving protection for part-time workers and restricting the opportunities for recourse to fixed-term contracts and temporary work.

3.3. Training and integration programmes for young people

- 3.3.1. The Plan Avenir Jeune (Youth future plan) replacing the employment pacts and followed by programmes for the 16-18 year olds and 18-25 year olds.

Setting up of reception and counselling structures supplemented by training schemes and preparation for working life for young people.

Efforts concentrated on the least qualified.

- 3.3.2. Adjustment of the employment/training contract which has taken on a permanent nature with a prolonged recruitment period subsidized by the public authorities.

Girls and women are given priority access to measures for young people so that their ratio among recipients corresponds to their ratio among unemployed workers (60 % in 1981). Particular attention should also be given to the situation of single mothers.

## IRELAND

BACKGROUND: Women account for 24.9 % of unemployed persons (December 1982) and 27.7 % of the working population (1980).

### (1) ANTI-DISCRIMINATORY MEASURES

The 1977 Employment Equality Act set up the Employment Equality Agency (EEA) responsible for introducing measures to implement the law. This body has taken many steps to provide information and arouse awareness of this topic among all sectors of the population and defines procedures for applying non-discriminatory principles (e.g. guidelines for eliminating discrimination from job advertisements). This law resulted in the removal of the ban on night work.

### (2) SPECIFIC MEASURES

The Employment Equality Act allows for specific positive action in the field of training for occupations in which women are under-represented.

#### 2.1. Schemes favouring women

2.1.2. Leading role of public undertakings and state bodies in promoting equal opportunity.

2.1.3. Increase in the number of ANCD (Industrial Training Authority) training schemes for women.

2.1.4. Organization of management training courses for women with the cooperation of firms backed up by measures to assist them in finding work.

#### 2.2. Schemes to diversify vocational choices

2.2.1. Campaigns to inform the public and schemes to acquaint pupils in their last year at school with technical training courses not usually taken by women.

2.2.2. Establishment of a quota of 40 % of available places at training centres teaching occupations regarded as non-traditional.

#### 2.3. Vocational reintegration measures

2.3.1. Introduction of pilot programmes in counselling and social integration.

2.3.2. Schemes to develop child-minding facilities.

GREECE

BACKGROUND : In 1982, women accounted for 30.1 % of the working population and 41 % of unemployed persons.

(1) ANTI-DISCRIMINATORY MEASURES

Article 4 § 2 of the 1975 Greek Constitution establishes equality of rights and of duties of men and women.

(2) SPECIFIC MEASURES

- 2.1. Programmes of practical vocational guidance for women over 25 seeking employment and requiring information. Special attention is paid to the choice of occupations in traditionally male sectors.
- 2.2. Vocational training programmes for management staff of women's organizations and cooperatives.
- 2.3. Setting up of child-minding facilities for working mothers.
- 2.4. The provisions of the protection of motherhood law (1082/1980) forbid dismissal during and after pregnancy.

(3) GENERAL MEASURES

- 3.1. Subsidies for the creation of jobs for young people in the private sector in 1982.

Allocation of a uniform subsidy for the recruitment of young people in the tertiary sector.

Modulation of the rate of subsidy according to sex (30 % for girls and 20 % for boys) for recruitment in the industrial sector to encourage diversification of women's jobs.

- 3.2. Women are to form 33 % of the beneficiaries of programmes involving training and employment premiums aimed at return migrants.

## ITALY

BACKGROUND : Women account for 48.3 % of unemployed persons (December 1982) and 33.6 % of the working population (1981).

### (1) ANTI-DISCRIMINATORY MEASURES

Law 903/77 of 9 December 1977 forbids all derogations to the principle of equal treatment.

### (2) SPECIFIC MEASURES

2.1. Measures to promote public awareness of equality. Information about the law has made it possible to improve the efficiency of the employment services, increasing from 40 % in 1977 to 44.7 % in 1979, the proportion of women among the unemployed workers placed.

2.2. Action taken to promote compliance with the law has led to the recruitment of women for manual occupations which they have not traditionally exercised.

2.3. The abolition of legal obstacles to the employment of women such as the ban on night work or rules on transport or carrying weights has made it possible to amend the rules and notices for competitions for employment in the public service.

### (3) GENERAL MEASURES

- Development of training.

The outline law N° 845 of 21 December 1978 on vocational training has enabled trade union organizations to take initiatives to promote the diversification of training for women.

## LUXEMBOURG

BACKGROUND : Women account for 46 % of the total of unemployed persons (December 1982) and 29.9 % of the working population (1981).

### (1) CREATION OF SPECIFIC LEGAL INSTRUMENTS

1.1. The law instituting the equal treatment Directive.

1.2. Ministerial Decree of 19 February 1980 setting up a committee on female employment in the Ministry of Employment and Social Security.

### (2) GENERAL MEASURES

2.1. Vocational training measures apply to both sexes but the creation of a centre for those returning to work is being planned.

2.2. Schemes for informing pupils and parents and making them aware of the situation are being conducted to diversify girls' vocational choices.

## THE NETHERLANDS

BACKGROUND: Women account for 31 % of unemployed persons (December 1982) and 31.6 % of the working population (1981).

### (1) EQUALITY MEASURES

The Law of 1 March 1980 on equal treatment for men and women abolished the concept of head of household and any reference to marital status.

### (2) GENERAL MEASURES TO COMBAT UNEMPLOYMENT

#### 2.1. Placement measures

Allocation of subsidies to reduce the cost of recruiting workers who have been unemployed for a long time, part-time workers, young people and handicapped persons. Women are under-represented among recipients with the exception of the temporary recruitment subsidies for young people.

#### 2.2.1. Creation of temporary jobs (6 months) in the cooperative and related undertakings sector.

A target in respect of equal access for men and women was set, which resulted in an increase in the proportion of women to benefit in 1980.

#### 2.2.2. Creation of supplementary jobs, useful for certain periods, in order to (re) integrate the long-term unemployed.

#### 2.2.3. Experimental programme of long-term employment projects (minimum of 4 years) regarded as being in the public interest and mainly of a socio-educational type, and aimed at young unemployed persons having difficulty in entering the labour market owing to their training (45 % of women).

#### 2.3. Training measures

#### 2.3.1. Subsidies for the training of job seekers having difficulty in entering or remaining on the job market/owing to unsuitable training (36 % of women).

- 2.3.2. Training organized jointly with undertakings for those having difficulties in entering or remaining on the labour market (8 % of women).
- 2.3.3. Training, retraining and refresher classes for unemployed persons, persons facing unemployment, unskilled workers and special categories (3 % of women).
- 2.3.4. For young persons aged under 23 : vocational training subsidies through apprenticeship. Employers who conclude contracts with apprentices which include practical experience for the latter receive a subsidy (8 % of women).

Training for young unemployed workers without qualifications in a vulnerable situation on the labour market, such courses being tailored to openings on the labour market.

Centres for vocational guidance and initiation aimed at job seekers without the skills needed to hold a normal unskilled job or at enabling persons to attend more advanced vocational training courses (25 % of women).

#### 2.4. Promotion of part-time employment in the public sector

- 2.4.1. Experimental project launched by the Ministry of Social Affairs in 1980/81 in the local employment services with 2 subsidies, one for the employer and the other for the salaried worker to make the reduction in income a gradual one.
- 2.4.2. Extension of the experimental project by the Ministry of the Interior to take in the public sector though without being able to prevent most of the part-time jobs, being taken by women.



(3) SPECIFIC MEASURES

3.1. Preferential treatment

Training placement and job creation measures comprise objectives designed to ensure that each sex benefits from the measures in relation to the proportion of the unemployed population it represents in the region to which the measure applies.

3.2. Broadening of vocational choices

- 3.2.1. Introduction of an experimental programme providing access for girls to vocational training courses for boys in response to the report on improving training for girls.
- 3.2.2. Pilot experiments in job diversification in five regional training centres as from 1980.
- 3.2.3. Programme aimed at increasing confidence in women's ability to perform technical jobs ; information schemes with various back-up measures for the guidance services ; organization of counselling sessions in schools.
- 3.2.4. Endeavours by the employment services to familiarize employers with the idea of recruiting women for jobs which they have not traditionally performed.

3.3. Consideration being given to family situation

- 3.3.1. Development of opportunities for part-time work as a means of broadening the range of qualifications and careers for women in the public sector.
- 3.3.2. Organization of training courses for jobs in the health and social services sector for women wishing to return to work.

FEDERAL REPUBLIC OF GERMANY

BACKGROUND : Women account for 42.4 % of unemployed persons (December 1982) and 38.4 % of the working population (1981).

(1) ANTI-DISCRIMINATORY MEASURES

The law of 21 August 1980 prohibits discrimination on the basis of sex

and did away with collective protective measures, leaving only individual protective measures (e.g. Regulation of 29 July 1980 on dangerous substances)

(2) GENERAL EMPLOYMENT MEASURES

2.1. The Federal Government's manpower policy programme for the regions most severely affected by employment problems includes the following measures :

- . training of workers in enterprises undergoing restructuring ;
- . vocational reintegration of unemployed workers with no training or who have been unemployed for a long period ;
- . creation of jobs in the social services sector and an increase in additional part-time vacancies.

2.2. The multiannual training programme for young people is based on vocational preparation and integration measures.

2.3. Facility for financial assistance for job-seekers and guarantee of income to persons taking part in training courses with a view to improving their chances of finding a job.

2.4. Measures to increase recruitment by reducing the cost of the labour recruited.

2.4.1. ABM measures involving subsidies and loans from the Federal Labour Office to stimulate the recruitment of unemployed workers by public and private bodies.

2.4.2. Allocation of subsidies for the vocational integration of workers who are difficult to place.

2.5. Preferential treatment for admission to further training courses and retraining courses for unemployed persons, workers facing redundancy or those without any vocational training diploma.

(3) SPECIFIC MEASURES

3.1. Financial aids for vocational reintegration.

- 3.1.1. Allocation of a maintenance allowance for housewives wishing to go back to work.
- 3.1.2. Payment of a subsidy to offset child-minding expenses for women undergoing training.
- 3.1.3. Payment for unemployed women undergoing training.
- 3.2. Measures to improve the chances of placement.
  - 3.2.1. Schemes relating to counselling, vocational guidance, special assistance and organization of practical work experience.
  - 3.2.2. Moves relating to the wording of vacancies and the extension of vacancies to women by the employment services.
- 3.3. Improvement of vocational training for women.

Special efforts by the Federal Labour Office and the Directorate for the Situation of Women to facilitate and develop access by women to a large number of training courses set up by the public authorities and industry.

3.4. Job diversification.

Planned and systematic launching of pilot projects to diversify jobs for women within firms so as to train them for non-traditional jobs.

UNITED KINGDOM

BACKGROUND : Women account for 26.8 % of unemployed persons (December 1982) and 38.7 % of the working population (1981).

(1) ANTI-DISCRIMINATORY MEASURES

The 1975 Sex Discrimination Act set up the Equal Opportunities Commission (EOC) to ensure its implementation, endowing that Commission with extensive powers of initiative and enforcement.

(2) SPECIFIC MEASURES

2.1. Experiments in diversification of training

Section 47 of the Sex Discrimination Act provides for the organization of specific training programmes in the form of positive actions.

2.1.1. Public programmes

2.1.1.1. The Training Opportunities Scheme (TOPS) of the Manpower Services Commission (MSC) offers a wide range of opportunities for further training for adults wishing to acquire new skills or to adapt them in state or industrial training centres.

A limited opportunity exists for running these courses on a part-time basis.

2.1.1.2. WOW (Wider Opportunities for Women) is designed for women following vocational reintegration courses in 13 training centres.

2.1.1.3. Allocation of grants or scholarships to girls taking part in programmes organized by the Engineering Industrial Training Board (ITB) or by other bodies, as trainee technicians in engineering.

2.1.2. Measures aimed at employers

2.1.2.1. Research programme to identify new employment sectors for women.

2.1.2.2. Allocation of subsidies for training courses preparing women for supervisory jobs.

2.2. Schemes promoting information and awareness

2.2.1. Dissemination of a large number of information documents on the implementation of the Sex Discrimination Act, publication of handbooks on changing discriminatory practices ("fair dealing", "job evaluation free of sex bias", "consultative draft code of practice", and information campaigns aimed at the general public.

2.2.2. The role of the EOC and the TRADE UNION Congress (TUC) in promoting positive actions.

(3) GENERAL MEASURES TO COMBAT UNEMPLOYMENT

3.1. Women and unemployed girls are well represented in the various vocational training preparation, temporary work, work experience and community work schemes, but with a bias towards traditionally feminine occupations.

3.2. Endeavours on behalf of young people involving a guarantee of training up to the age of 18 and the Unified Vocational Training Programme, which covers integrated education and vocational training schemes for young people in the 16 to 18 age group without skills.