

**INVENTORY OF LABOUR MARKET
POLICY MEASURES IN THE EU 2008-13:**

The crisis and beyond

(Project 104417 // GLO/13/13/EEC)

INTERNAL EVALUATION REPORT

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Project Background

Following the joint ILO/World Bank *report Inventory of policy responses to the financial and economic crisis* released in 2012 the European Commission expressed an interest in supporting financially a comparative analysis of the reforms in four policy domains undertaken in EU Member states.

Growth and labour market indicators for European economies in the periods that preceded the start of the project showed that while GDP growth was negative in 2012 at -.4%, and barely positive in 2013 at .1%, unemployment for EU-28 reached 10.8% in January 2014, a modest decline with respect to the previous year (11.0% in January 2013). The increase in unemployment had been continuous from January 2007 onwards, except for a small decrease at the end of 2010-beginning of 2011 (source: Eurostat). These trends contributed to higher rates of poverty and social exclusion and increasing polarisation in the labour market, and in society. For instance, living standards decreased in 15 Member States in 2010 with respect to the previous year. These issues represent tremendous social and economic costs to society, in terms of worsening social dislocation, skills loss, increased violence and crime, as much as they denote important failures to get unemployed back to productive and sustainable jobs, and to protect people at risk of poverty.

What were the policy priorities to deal with weak economic recovery and depressed labour market until 2014? Available evidence showed that the global financial and economic crisis had not only been reflected in policies and programs at country level, but also that labour market institutions and the role of the State and social partners might have been modified. There had been an emphasis on labour market reforms and changes in labour market regulation in particular, and social security to boost competitiveness and reduce public deficits (austerity measures). In that context, an integrated review of labour market policy was needed across the European Union.

Main Objectives

The four main goals of the proposed study were:

- i) to contribute to a better understanding of the most pressing labour market policies issues in EU countries;
- ii) to support the development of social inclusive strategies for jobseekers, and policies to maintain or increase real income;
- iii) to improve our understanding of the complex and interconnected nature of policy responses to the financial and economic crisis;
- iv) to facilitate policy dialogue and to identify, prioritize and combine reforms to support inclusive growth, decent work.

Outputs

The project had four main outputs defined, all essential to achieve its goals of strengthen the understanding of how policy makers reacted to the negative consequences of the financial crisis in their labour markets, and to evaluate to what extent those policies were successful in mitigating those negative effects.

1. Inventory of labour market policy measures 2008-13 for all EU Member States – *The ILO Inventory of Labour Market Policy Measures contains a total of 524 policy measures decided upon by the first 27 Member States of the European Union (EU) between 2008 and 2013. This equates to an average of 19 policy measures per country and an average of 87 interventions per year. Over the period, Greece decided upon the largest number of measures (41) and Cyprus the fewest (six). The inventory classifies each policy measure across several dimensions, from its area of intervention to its target group or its impact on public expenditure. It was compiled using information available at the Eurofound Industrial Relations Observatory (EIRO) online database.*

2. Publication of 11 national level monographs – *The 11 national level monographs were published also in December 2016¹. These studies contributed to a better understanding of the most pressing labour market policies issues in these particular EU countries and support the development of social inclusive strategies for jobseekers, and policies to maintain or increase real income. They improved our understanding of the complex and interconnected nature of policy responses to the financial and economic crisis in more detail, as well as facilitated policy dialogue to identify, prioritize and combine reforms to support inclusive growth and decent work. Besides being published as single documents, these reports' results were also used in the final report, as a way to illustrate trends across member states and shed more detailed light into some of the countries' particular trends.*

3. Publication of final report – *The report was published in December of 2016 as planned. It makes extensive use of the information of the two outputs presented above – the inventory and the monographs. This report also makes extensive use of other data sources whenever justified by the analysis undertaken, namely the Eurostat and LABREF databases, the ILO Social Security Database and the OECD Employment and Labour Market Statistics database, among others. The data retrieved from these sources were of particular use when trying to analyse the relationship between policy-making and labour market outcomes. This report finds there was a strong reaction from policy-makers in the aftermath of the financial crisis. The number of policy measures increased exponentially in the period 2009–10, particularly in Member States where the negative effects of the crisis were felt most severely, such as Greece, Portugal and Spain. The majority of these policy measures focused on labour market regulation, wage-related policies and active labour market policy.*

¹ The countries covered were France, Germany, Greece, Ireland, Italy, Latvia, the Netherlands, Poland, Spain, Sweden and the United Kingdom.

4. Organization of a seminar to present main findings of the project. – *The seminar, entitled "An Inventory of Labour Market Policy Measures in the EU 2008-13: The Crisis and Beyond", was organized jointly with the European Commission, and was held on 9 December 2015 in Brussels, Belgium (see agenda attached in Annex 1). The event provided an opportunity to present the main outcomes of the project, and had 17 speakers and a total of 52 participants (see Annex 2 for a list of the attendees and respective affiliation).*

5. Publication on the project's website of all outputs of the project: *the inventory, the monographs and the report*

Evaluation Background

Evaluations have a key role to play in the management of project: they provide very important inputs for program improvement, either for an on-going project, in the case of midterm evaluations, or for future similar initiatives, in the case of final evaluations.

Objective, clients and audience of the mid-term evaluation:

This project's self-evaluation seeks to accomplish the following objectives:

- To compare the overall the progress of the project against the approved log frame and work plan established in the beginning of the project.
- To identify gaps and limitations in project implementation and offer recommendations for project improvement to support the achievement of objectives.
- To identify good practices ad lessons learnt to be taken advantage of under the current project as well as future similar initiatives.

This final evaluation examines the period of project implementation since its inception until its end, in December 2015.

The key project components that will be addressed are knowledge development and capacity building.

The clients and users of the evaluation will include the ILO Research department, the ILO regional and country offices in EU countries, the donor agency and the members of the Project Advisory Committees.

Evaluation methodology and management arrangements

“Final evaluations focus on the outcomes of projects, programmes, strategies or policies and the likelihood that they will achieve impact. Evaluations provide an opportunity for in-depth reflection on the strategy and assumptions guiding the intervention. They assess progress made towards the achievement of the intervention’s objectives and may recommend adjustments to its strategy. They are also a means by which to assess how well intervention-level actions link to and support higher level ILO strategies and objectives, as articulated in Decent Work Country Programmes (DWCPs) and the ILO’s Programme and Budget (P&B).“ (ILO Policy Guidelines for Result Based Evaluation)

The main evaluation criteria and evaluation questions follow ILO evaluation standards, namely:

- Relevance and strategic fit
- Validity of design
- Project progress and effectiveness
- Adequacy and efficiency of resource use
- Effectiveness of management arrangements

The self-evaluation was undertaken by Project management in collaboration with other active members of the project. It was carried out through the review and analysis of primary and secondary data. It was based on the review of project documents and outputs and others as deemed appropriate.

It also incorporated inputs from meetings and discussions with ILO staff, and key stakeholders, including constituents, technical partners and donors.

Main Findings

Relevance and strategic fit

The project's goals were highly relevant to the labour market turmoil that followed the 2007/08 financial crisis.

The project followed the joint ILO/World Bank report Inventory of policy responses to the financial and economic crisis released in 2012, and continued to dwell deeper into policy makers' reactions to the financial crisis with respect to their countries' labour markets.

The study is not just a kind of "history" of the post crisis period. It also identifies not only the problems which are still pending, but also the positive changes that the crisis has allowed to introduce. From a policy point of view, it is expected that the conclusions will help governments to identify better the changes to be introduced on a more permanent basis and not just as short-term responses to a sudden crisis.

Validity of design

The project's design followed three main vectors, directly related to its outputs.

The first vector concerned the listing and classification of a wide number of labour market policy measures in the inventory.

The second focus on the comparison of the policy trends identified on the inventory with data on labour market outcomes retrieved from several different sources. This enables the analysis to gauge the way policies and trends interact with one another.

And finally, the eleven national level monographs produced by specialized consultants provide a deeper look into some of these countries' particularities following the crisis, both in terms of their labour market outcomes and trends and also their policy approach to the mitigation of the negative consequences of the financial crisis.

The structure of the project along these three main vectors allowed it not only to deliver its main outputs within the timeframe and quality it was envisioned at the project's inception, but also enabled it to achieve its main goals in an effective and efficient manner, hence validating the design of project.

Moreover, the intertwined nature of these vectors ensured they all contributed for the final outcome of the project, namely the final report and consequent seminar.

Project progress and effectiveness

The project was initially planned to last until June 2015. However, due in part to a large inflow of comments and requests for extended impact analysis from the part of the donors, it was concluded that finishing all outputs until such date was not feasible. Therefore, an extension was agreed with the donors so that the project lasted an extra 6 months period (until December 2015). Due to the exceptionally efficient use of resources throughout the first 18 months of the project, such extension did not require any additional funding. After agreeing with the donors about the necessary reallocation of resources, the project managed to deliver all of its output within the newly agreed timeframe.

Output No 1: Inventory of labour market policy measures in the EU 2008-13 - The inventory was finalized before September 2014 as programmed, allowing for the first draft of the report to be written making full use of all the information included in the dataset². The inventory contained over 500 policy measures in the EU-27, between 2008 and 2013, and covered four main areas: Active Labour Market Policies (ALMPs), Labour Market Regulation, Unemployment Benefits and Wages. Other dimensions through which policy measures were classified in the inventory included category, main beneficiary, date of implementation and impact on public expenditure.

Output No 3: National level monographs –The national monographs were launched within the expected time frame, and were finished in time for their information to be used in the final drafts and final version. A sample cover can be consulted in Annex 5 and the eleven monographs are available online at the project's website: http://www.ilo.org/global/docs/WCMS_449672/lang--en/index.htm

Output No 3: The final report, as well as its intermediary versions, was ready on time. It used all the information previously planned, and it took into account all comments from colleagues both at the ILO and at the European Commission, as well as members of the steering committee. It combines information from the inventory, multiple sources on labour market outcomes and the national monographs. It was launched in December of 2015, and it can be consulted on the following link: http://www.ilo.org/global/research/publications/WCMS_436119/lang--en/index.htm (See annex 4 for the report's cover page)

Output No 4: The seminar dedicated to present the results and conclusions of the project was held in Brussels on the 9th of December of 2015. The seminar registered significant attendance, and gathered the interest of different stakeholders, with requests for interviews and access to the project's outputs being

² See Annex 3 for a snapshot of the inventory.

received in the months after the seminar took place, underlining the success of the event. The programme of the seminar can be found in Annex 1 and a list of participants has also already been presented in Annex 2.

Adequacy and efficiency of resource use

The project's funds were sufficient to achieve all its goals and produce all outputs expected. Moreover, the good management and efficient use of resources on the first 18 months of the project allowed for it to be extended for an additional 6 month period without requiring any extra funds.

Approximately 55% of the resources were allocated to the inventory's construction and the writing/production of the report, while close to 36% were affected to the national monographs. The remaining resources were spent between the seminar organized in December of 2015 and travel costs for staff, bot for the seminar and other meetings with the donors during the project.

Effectiveness of management arrangements

The project was centralized in the ILO's Research department. The department was responsible for the construction of the inventory, the elaboration of final report and all the technical backstopping concerning the project.

Following the project's terms of reference and budget, external consultants were hired to write the eleven national level monographs.

The time given to consultants was sufficient to allow the national monographs completion within the expected time framework, taking into account all comments by the ILO officers responsible for the project as well as other colleagues.

Results

The project studied in detail labour market policies implemented across the EU in the post financial crisis period. It identified several common trends across countries, but also a significant degree of heterogeneity in the way policy makers tried to mitigate the negative effects the financial crisis had on their labour markets.

Policy-makers reacted quickly to the crisis, as measured by the number and scope of new initiatives taken over 2008-13, and the question then arises as to who the main beneficiaries of those policy efforts were. While a significant share of policies enhanced the rights of workers and increased the support offered to jobseekers, there was also significant effort dedicated to policy measures in which firms were the main beneficiary. While a significant share of policies enhanced the rights of workers and increased the support offered to jobseekers, there was also significant effort dedicated to policy measures in which firms were the main beneficiary. This indicates that the slower pace of policy intervention in the labour market after 2009–10 was likely due to budgetary constraints rather than to any recovery in labour markets.

Looking at the broad picture of labour market policy measures over 2008-13, most of the attention of policy-makers went towards structural labour market reforms, together with interventions changing ALMP (Active Labour Market Policy) or measures regulating wages, including collective bargaining.

In the case of non-standard employment measures, the majority of measures (70 per cent) identified in the inventory were aimed at protecting workers against abuses in more flexible types of work, such as multiple renewals of fixed-term contracts, or at regulating temporary work agencies. The remaining measures were implemented in an attempt to make labour contracts more flexible, or facilitate self-employment.

Regarding policy measures related to dismissal procedures, there was a clear focus on facilitating dismissals across most Member States. The impact analysis shows that this led to an increase in job exit rates, but has thus far not translated into any change in the hiring behaviour of employers. This suggests that the beneficial effects associated with this type of policy measure were not felt in the aftermath of the crisis.

Between 2008 and 2013, ALMPs across the EU underwent a significant number of changes. Member States tried to improve and strengthen their programmes to cope with the unprecedented inflow of potential participants resulting from the historically high unemployment levels that followed the financial crisis. However, this was not accompanied by a corresponding increase in the level of investment in this area. There has been an attempt by some Member States to catch up in terms of their overall ALMP expenditure levels, but across all categories and in most countries there was a

tendency to spend less per jobseeker. This is particularly problematic in the current context, as long-term unemployment rates are high, labour markets are still sluggish and jobseekers need more help than before to transition back into sustainable employment. Policy effort distribution has also been problematic. While much attention was given to employment incentives and training, fewer policy measures were dedicated to reforming PES (Public Employment Services).

In terms of unemployment benefits, in 11 Member States there was a decrease of over 10 percentage points in the share of unemployed workers receiving unemployment benefits during the period 2008–13. With the exception of four countries, there was also a parallel decrease in the level of benefits as a percentage of median wages across all Member States. These two trends are due, at least in part, to changes in the level and composition of unemployment rates, as the long-term unemployed exhaust their entitlement to unemployment benefits.

Those Member States which were more severely affected by the crisis were more likely to introduce wage policy related measures, with the implementation of these measures reaching a peak in 2010. Member States that were most active in this policy area either experienced a decrease or a modest increase in wage share and unit labour cost. Many countries took steps towards the decentralization of collective bargaining, including France, Ireland, Italy, Poland and Spain. This trend has not yet translated into a significantly higher number of collective agreements at the firm level, and sector-level bargaining remains an important anchor of industrial relations in the EU.

The financial and economic crisis has accelerated the long-term trends toward nationally defined minimum wage rates in the EU. Although minimum wage fixing machinery is moving towards closer convergence amongst EU Member States, there is still significant disparity between minimum wage levels throughout the EU, reflecting not only economic development but also political choice. Nonetheless, of the 20 Member States with statutory minimum wages in place, only seven did not register increases in their minimum wage between 2008 and 2013 (as a proportion of the average wage of their economies).

Regarding the public sector, 66 per cent of public sector measures led to decreased spending, especially in 2010, and again in 2013, and in particular in those countries worst affected by the crisis. Seven countries registered a decrease of both public administration and public sector employment, while the reduction in public administration was in general higher than the reduction in public sector employment. The crisis put a halt to the decentralization and collective bargaining process through the imposition of unilateral wage cuts and wage freezes, which were elements of austerity packages in certain countries.

Overall, Member States made a considerable effort to reform their labour markets after the crisis. To some extent, the crisis exposed serious structural problems in the economies of some Member States,

which most likely exacerbated the negative impact of the financial crisis on the labour markets of these countries.

Lessons learned

The project has achieved its overarching goal of strengthening understanding of how labour market policy evolved in the European Union in the wake of the financial crisis, and the way these policy efforts interacted with labour market outcomes, and the extent of their success in mitigating the negative effects of the financial crisis.

It highlights the need for consolidation of the policy approach, together with the dedication of policy-makers to the continuous improvement of labour market institutions and programmes, in order for labour markets to bounce back from the deepest depression in the history of the EU. The capacity of collective bargaining in EU countries to have been a part of crisis solutions in the past and its resurgence at the sector-level in some of the most badly affected countries is encouraging in this respect. Even if it entails higher levels of public expenditure in the short term, constant and continuous dedication to improving the resilience of labour markets will provide the only path for policy-makers across the EU to enable labour markets to recover from their current sluggish state and resume a pattern of sustainable employment growth and improving working conditions.

The project builds up on the notion first raised in the joint ILO/World Bank report *Inventory of policy responses to the financial and economic crisis* released in 2012 that policy inventories can be a potent tool not only in understanding policy making trends with regards to the labour market, but also as a method to understand which policies (or policy mix) better address certain labour market imbalances.

By comparing countries different policy approaches within a consistent, comparable framework, the project allows for policy makers to better understand where their policy approach stands compared to other countries, highlighting its strengths and the room for improvement, making this a highly relevant project policy wise.

Moreover, the project's success and value added point to future potential projects at the ILO level on this topic. A project has started already in 2016 which includes an updated inventory for the ASEAN community member states and their main trading partners, underlining the need for such projects. The constant need for such projects suggests that in the future it may be relevant to consider these as a permanent fixture of the ILO research agenda towards the goal of deepen the knowledge of what works and to facilitate the global pattern towards decent work.

From a resource management and usage standpoint, this project also shows that the efficient use of resources at all stages of the project can be essential to overcome any complications or delays to may occur during the project without these implying the allocation of additional funding or budget.

Annex 1 – Seminar programme

**European Commission
Research Department, International Labour Organization
ILO Office for the European Union and the Benelux countries**

Programme

8.30-9.00 Arrival and registration

9.00-9.15 Opening and introduction

Welcome address and opening remarks: Barbara Kauffmann, Director, DG EMPL, European Commission

9.15-10.45 Session I: Scope and challenges of labour market policy measures in the post-2007 EU

Moderator: Irene Wintermayr, Policy and Programme Officer, ILO Brussels Office

- Presentation of the global context: Raymond Torres, Director, ILO Research Department
- Technical presentation of the report: Catherine Saget, Head of Unit, ILO Research Department and André Gama, Technical Officer, Research Department
- Discussants:
 - Aron Kiss, Economist, DG EMPL, European Commission
 - Philip Jung, Professor of Macroeconomics, University of Dortmund

10.45-11.00 Coffee Break

11.00-12.30 Session II: Focus on unemployment benefits and wages with examples from national experiences in selected countries

Moderator: Catherine Saget, Head of Unit, ILO Research Department

- Unemployment benefits in the EU and France: Bruno Coquet, OFCE Research Fellow, IZA Policy Fellow
Discussant: Sjoerd Feenstra, Economist, DG EMPL, European Commission
- Collective bargaining on wages in the EU and Spain: Miguel Malo, Associate Professor of Economics, University of Salamanca
Discussant: Alfonso Arpaia, Economist, Deputy Head of Unit, DG EMPL, European Commission

12.30-13.15 Closing Session: Policy lessons

Moderator: Tom Bevers, Chair of EMCO

Panelists:

- Robert Strauss, Head of Unit, DG EMPL, European Commission
- Raymond Torres, Director, ILO Research Department
- Sotiria Theodoropoulou, Senior Researcher, ETUI

13.30 Lunch for all participants

Annex 2 – List of seminar attendees

| First Name | Last Name | Organisation |
|--------------|----------------|---|
| Matteo | Adduci | European Parliament |
| Adela | Barrero Florez | European Commission |
| Thérèse | Boutsen | Service Public Fédéral Emploi, Travail et Concertation sociale |
| Nina | Buettgen | ETUI / CERiM Maastricht University |
| Pedro | Cardoso | European Commission |
| Sevan | Chantepy | Council of the EU |
| Christina | Colclough | UNI Europa |
| Jan | Denys | Randstad group |
| Axel | Dobin | Representation of Hessen |
| Alexandre | Govaerts | FGTB |
| Annie | Guyader | Représentation Permanente de la France auprès de l'Union européenne |
| Károly | György | MASZSZ |
| Thomas | Haendel | European Parliament |
| Riitta-Maija | Hamalainen | EuroHealthNet |
| Ralf | Jacob | European Commission |
| François | Jadoul | Gresea |
| Julia | Klaus | European Parliament |
| Mehmet | Koksal | European Federation of Journalists |

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|----------|---------------|--|
| Zuzana | Krchlava | Slovak Permanent Representation to the EU |
| Lukas | Krupicka | Ministry of Labour and Social Affairs of the Czech Republic |
| Iungyu | Lin | Taipei Representative Office to the EU and Belgium |
| Rémi | Loison | European Federation of Cleaning Industries |
| Martina | Lukackova | Ministry of Labour, Social Affairs and Family of the Slovak Republic |
| Jacques | Malache | International Press Agency |
| Ilaria | Maselli | CEPS |
| Dubravka | Matic | Ministry of Labour and Pension System of Croatia |
| Katrin | Meyer | Representation of the Free State of Bavaria to the EU |
| Eric | Meyermans | European Commisison |
| Olga | Nicolae | ITUC/PERC |
| Ankica | Paun Jarallah | Croatian Employment Service |
| Pieter | Pecinovsky | University of Leuven |
| Evelyne | Pichot | European Commission |
| Karla | Pinter | Ministry of Labour |
| Jiri | Polasek | European Commission |
| Frank | Puskarev | European Parliament |
| Zuzana | Reveszova | Independent |
| Pieter | Rook | European Parliament |

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|-----------|---------------|---|
| Eva-Maria | Schneider | SOLIDAR |
| Angela | Schweizer | Representation of Baden-Württemberg to the EU |
| Sukritta | Sirivallop | Embassy of Thailand |
| Andreas | Süssmilch, Dr | Permanent Representation of Germany to the EU |
| Kristi | Suur | Ministry of Social Affairs |
| Filip | Tanay | European Commission |
| Esmeralda | Van den Bosch | European Centre for Workers' Questions |
| Isabelle | Van Hiel | UGent |
| Peter | Verhaeghe | Caritas Europa |
| Christoph | Weiss | European Investment Bank |
| Marina | Wittner | European Parliament |
| Florian | Zachia | European Commission |
| Alkistis | Zavakou | European University Institute |
| Johannes | Ziemendorff | European Commission |
| Ilze | Zvidrina | Ministry of Welfare Latvia/EMCO |

Annex 3 – Inventory snapshot

| Country | Name | Main area | Category | Description | Main Beneficiaries |
|---------|---|-------------------------------|------------------------------------|---|-----------------------|
| Austria | Partial Retirement | Active labour market policies | Employment incentives | In 2000, in order to favour the labour market participation of older people, a scheme to facilitate part-time work for older employees was introduced. In order to maintain the scheme's attractiveness | Workers |
| Austria | Labour Market Stimulation Package 1 | Labour market regulation | Working time and work organization | The amendment provides that the maximum term for the adoption of short-time working arrangements is to be further extended from the current 18 months to two years, albeit on a | Employers |
| Austria | Social Security Contributions of sub-contractors | Labour market regulation | Non-standard employment | Enterprises reliable for social security contributions of sub-contractors | Workers |
| Austria | Prevent wage and social dumping (Lohn- und Sozialdumping-Bekämpfungsgesetz) | Wages | Minimum wage | The aim of the law is to ensure a fair competition between Austrian and foreign firms and to protect workers from underpayment. | Workers |
| Austria | EPL on Temporary Agency Work | Labour market regulation | Non-standard employment | Employment legislation in line with the EU Directive on temporary agency work | Workers |
| Austria | Unpaid training Leave | Active labour market policies | Training | Under the current scheme, the employer and employee may agree to arrange a period of between three and 12 months of unpaid leave for the purpose of further training. During the scheme, the employee | Employers and Workers |
| Austria | Amendment to the 'Vocational Training Law' (Berufsausbildungsgesetz), | Active labour market policies | Training | In June, the parliament passed an amendment to the 'Vocational Training Law' (Berufsausbildungsgesetz), following a provision from the government's work programme and the | Workers |
| Austria | Educational Leaves | Active labour market policies | Training | Facilitate educational leave | Workers |
| Austria | Fachkräftestipendium | Active labour market policies | Training | The qualified employees' grant is aimed at low skilled and medium skilled employees or unemployed people who have no tertiary education qualifications. It will make it easier for them to access further | Workers |
| Austria | Bildungsteilzeit | Active labour market policies | Training | The educational part-time work scheme is aimed at employees who want to reduce their working time and gain additional qualifications. People who have been with the same employer for at least six | Workers |
| Austria | Needs-oriented basic cover' scheme. | Unemployment benefits and | General social assistance | All people who have a legal claim to unemployment benefit, unemployment assistance, social assistance and pensions, whose income remains below a specified income support threshold – which | Workers |
| Austria | Re-employment scheme for young workers | Active labour market policies | Training | The scheme seeks to provide further training and retraining opportunities for employees aged between 15 and 25 years who have been made redundant by either temporary work agencies or small | Workers |
| Austria | Extension of unemployment support allowance | Labour market regulation | Working time and work organization | This scheme provides for compensatory benefits from the unemployment insurance paid to employees who agree to accept a reduction in their working hours accompanied by a corresponding | Workers |
| Austria | Short-time working rules amended | Labour market regulation | Working time and work organization | Greater flexibility in terms of working time – working hours under short-time working arrangements may range from at least 10% to a maximum of 90% of normal working hours; | Employers |
| Austria | New bill entitles employees to care leave with benefits | Labour market regulation | Work-family balance | The bill allows employees, if they have their employer's consent, to take full nursing care leave for up to three months, or to reduce their hours and work a minimum 10 hours part-time alongside their | Workers |
| Belgium | Short-time work for white collars | Labour market regulation | Working time and work organization | The measures offer companies (employing white collar workers) more possibilities to temporarily reduce employees' working time in order to avoid as many layoffs as possible during the current crisis. | Employers |
| Belgium | Working time reduction scheme | Labour market regulation | Working time and work organization | STW benefits were increased and temporary workers given access to the scheme. | Workers |
| Belgium | Cut tax on pay for extra-time | Wages | Working time and work organization | The Belgian government also cut the tax on pay for night, shift and overtime work | Employers |

Annex 4 – Report's cover page



Annex 5 – Monograph cover sample

