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## SECOND REPORT

ON

THE THIRD JOINT PROGRAMME FOR

THE EXCHANGE OF YOUNG WORKERS

1988 - 1989

(presented by the Commission)

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### THE EXCHANGE OF YOUNG WORKERS

1988 - 1989

#### 1. INTRODUCTION

- 1.1. The "Third Joint Programme to Encourage the Exchange of Young Workers within the Community" was adopted by the Council in its decision of 13 December 1984 and covers the period 1985-1990.
- 1.2. The Third Joint Programme is the latest version of the oldest Community youth mobility programme, launched in 1964 and based on Article 50 of the Treaty of Rome. Various other youth mobility programmes have been established since, in particular COMETT, ERASMUS, and most recently, LINGUA.
- 1.3. The programme of exchanges for young workers provides an opportunity for participation in a Community scheme offering experience of living and working conditions in other Member States, fostering the skills, necessary for adult and working life - including the development of vocational knowledge and practical skills as well as the skills of interpersonal communication between individuals from different cultural backgrounds - and enabling participants to find interests in common with young people from other Member States and, above all, to develop their awareness of a shared European identity.

#### 2. ADMINISTRATION

- 2.1. The Commission sets the rules and guidelines of the scheme, but the running of individual projects is mainly the responsibility of the exchange organisers. Any organisation can apply for grants for Young Worker Exchanges so long as these comply with the guidelines. In each Member State there is a government representative who acts as a national coordinator for the exchange programme. The European Community Youth Exchange Bureau (ECYEB) is the technical unit which assists the Commission in the implementation of the Young Workers' Exchange Programme.

## 2.2. EXCHANGE ORGANISERS

2.2.1. Exchange organisers have the responsibility of organising and implementing the exchanges, and so remain the most important element in the structural framework supported by the Commission. The relationship between the Commission and each organiser is governed by contracts covering the individual exchange projects. These contracts define the conditions for implementing the exchanges, the obligations of the body or group involved and the financial responsibilities.

2.2.2. The majority of exchange organisers fall into two categories - those operating at European level and those operating primarily at national level but which have acquired a Community dimension. The organisers are principally involved in exchange programmes, vocational training programmes or a variety of social, cultural and educational projects aimed at target groups from particular professional or industrial sectors which have been networking for the purpose of developing exchanges of young people. This wide range of organisations has greatly contributed to the variety of sectors in which exchanges have been run within the programme.

2.2.3. In 1988 18 organisations received grants and in 1989 a total of 29 organisations received grants for Young Workers' Exchanges.

2.2.4. In 1988/89, there were three meetings with exchange organisers involved in the programme :

- 23 March 1988 : a one day meeting in Brussels to clarify the existing administrative procedures with exchange organisers.

- 24/27 September 1988 : a "brainstorming meeting" at Lago Maggiore, Italy, with the purpose of gathering together both representatives of the main organisers and a number of outside experts to discuss :

\* options for the long-term development of the programme and

\* guidelines for the two remaining years of the Third Programme.

- 26/27 October 1989 : a two-day meeting in Brussels to discuss the administrative and financial aspects of the programme for 1990, to consider the statistical evaluation of the programme carried out by the Commission and to exchange points of view on the context and scope of the Fourth Programme.

### 2.3. NATIONAL COORDINATORS

- 2.3.1. The Commission is particularly anxious that exchange organisers liaise with the national coordinators to discuss exchange plans, and they are required to send a copy of each project submitted to the Commission to the national coordinators concerned.
- 2.3.2. A meeting was held with the national coordinators in Brussels on 24 October 1988 to inform them of developments and to outline the perspectives of the Fourth Programme.

### 3. PRACTICAL RESULTS 1988 - 1989

- 3.1. The programme is open to young people between 18 and 28 years of age, who are either employed or available for employment, and who have completed basic vocational training or have similar work experience.
- 3.2. The exchanges range from the short-term, lasting 3 weeks to 3 months and which include study visits, work placements and a brief experience of the working environment, to the longer term, lasting 4 to 16 months and which are mainly work placements preceded by a language and orientation course.
- 3.3. From 1986 to 1988 the annual budget for the programme remained at 4.5 mio ECUs and in 1989 there was an increase of 500.000 ECUs to 5 mio ECUs. Despite this situation, the number of participants has increased from 2304 in 1987 to 2676 in 1988 and approximately 3044 (1) in 1989 and the number of granted projects has increased from 146 in 1988 to 158 in 1989. It should also be noted that, in 1989, the flat-rate contributions per participant per week were increased by 10 ECUs allowing for an increase in the grant per participant per week.
- 3.4. The average cost per participant per week in 1988 amounted to 141 ECUs and in 1989 this amount has increased to 168.9 ECUs, while the average grant per participant per week increased from 117 ECUs in 1988, to 137.3 ECUs in 1989.
- 3.5. The slight increase in both average cost and grant reflects, on the one hand, the ability of organisers to reduce costs and, on the other, the ability of some organisers - essentially those new to the programme - to secure other sources of income and thus reduce the grant required.

See Table 1, Annex 1, for detailed statistical analysis.

- (1) The 1989 figure is based on planned participant numbers of detailed applications and not, as for the preceding years on the actual, final, numbers.

3.6. Projects are, in principle, approved on a biannual basis - at the beginning of and in June of each year. This system has the advantage of allowing for a mid-year funding review. Organisers inform the Commission of any under-utilization of grants allocated; excess funds can therefore be recuperated immediately and allocated to other projects.

### 3.7. SHORT-TERM AND LONG-TERM EXCHANGES

3.7.1. As the Council Decision stipulates, exchanges are divided into short-term and long-term projects, each having its own particular objectives within the overall guidelines.

3.7.2. In 1988 and 1989 there was a decline in long-term exchanges. This is a result of several factors :

- Increasing difficulty in finding work placements in general, and particularly for foreign nationals in the different Member States.
- Reluctance of young people who are employed to leave jobs, albeit temporarily, to participate in the Programme.
- An increase of "medium-term" exchanges, usually of 13-16 weeks' duration and often preceded by a very short language course. These combine the objectives of short-term and long-term exchanges, while many of the difficulties involved in the long-term programmes are eliminated.

3.7.3. The Commission will, of course, continue to promote both types of exchange while ensuring that the programme is open to the maximum number of young people possible, and that a relative balance is maintained between the economic sectors in which exchanges take place.

See Table 2, Annex 1, for detailed statistical analysis.

### 3.8. GEOGRAPHICAL DISTRIBUTION

3.8.1. There is still a degree of over-concentration at the centre of the Community; however, efforts to redress this imbalance are proving successful, and one of the priorities of the programme is to encourage the participation of young people from peripheral or disadvantaged regions.

3.8.2. The Commission endeavours to ensure a general balance between the number of young workers received and those sent abroad on exchanges from each Member State. This principle of balance operates for the majority of exchanges and the Commission is anxious that it continues to underpin the basic aims of the programme wherever feasible.

See Table 3, Annex 1, for detailed statistical analysis.

### 3.9. SECTORAL DISTRIBUTION

3.9.1. Although in earlier years of the programme, the primary and secondary sectors dominated exchanges, the development of the tertiary sector of the Community's economy is reflected in the Young Worker Exchange Programme, and this sector is now the largest in the programme.

3.9.2. In 1988, the primary sector represented 14.4% (21 projects), the secondary sector 37% (54 projects) and the tertiary sector 48.6% (71 projects). In 1989 the figures were 13.3% (21 projects) in the primary sector, 31% (49 projects) in the secondary sector and 55.7% (88 projects) in the tertiary sector.

See Table 4, Annex 1, for detailed statistical analysis.

3.9.3. Within each of the three sectors projects were distributed as follows :

	<u>1988</u>		<u>1989</u>	
<u>Primary sector</u>				
- Agriculture	11.6%	17 projects	10.8%	17 projects
- Forestry & fishing	2.7%	4 projects	2.5%	4 projects
<u>Secondary sector</u>				
- Metal & mechan. indust.	4.1%	6 projects	1.3%	2 projects
- Other manufact. indust.	19.9%	29 projects	12.0%	19 projects
- Arts & crafts	5.5%	8 projects	2.5%	4 projects
- Various	7.5%	11 projects	15.2%	24 projects
<u>Tertiary sector</u>				
- Tourism services	1.5%	2 projects	2.0%	3 projects
- Hotel & catering	5.5%	8 projects	4.4%	7 projects
- Health & social serv.	4.8%	7 projects	8.2%	13 projects
- Cultural & recreation. services	17.1%	25 projects	13.9%	22 projects
- Computers/informatics	2.7%	4 projects	1.3%	2 projects
- Various	17.1%	25 projects	25.9%	41 projects
<u>TOTAL</u>	100%	146 projects	100%	158 projects

3.9.4. A detailed list of all the areas in which exchange projects took place in 1988 and 1989 is attached as Annex 2.

### 3.10. PROFILE OF PARTICIPANTS

3.10.1. Since unemployed young people were made eligible to participate in the programme, the proportion of unemployed participants has increased steadily from 46.4% in 1988 to 47.3% in 1989, i.e. almost half of the participants in the programme are job-seekers.

See Table 5, Annex 1, for detailed statistical analysis.

- 3.10.2. Another priority of the Third Programme is to offer equal opportunities to men and women. The Commission has endeavoured to ensure that young men and women are equally represented and that women are encouraged to participate in exchanges in new technology areas. In both 1988 and 1989, this aim was achieved, i.e. equality was complete and young women represented approximately 50% of all participants in the programme.

See Table 6, Annex 1, for detailed statistical analysis.

### 3.11. WORK EXPERIENCE

The Third Joint Programme is not intended to offer the young person concerned basic vocational training and experience in another Member State but rather provides a complement to the training and experience already acquired in his/her own country. The Commission continues to believe it is crucial that even short-term exchanges should have a genuine work experience content and that the work experience provided during long-term projects should be of sufficiently high quality and value to encourage employers and workers alike to participate in the scheme.

### 3.12. FUNDING OF PROJECTS

- 3.12.1. Both in 1988 and 1989, the Commission had to refuse funding for a large number of exchange projects for budgetary reasons. The Commission's financial support of the exchange programme was always intended as an incentive to the development of young workers' exchanges within the Community. It was never intended to cover the entire costs of each exchange project, although this is in fact nearly the case in the majority of the exchanges. This situation obviously leaves much to be desired as it ultimately means that the number of young people who can participate in the programme is not as high as it might otherwise be.
- 3.12.2. If the programme is to be extended and to be made less dependent on Community funds it is vital for exchange organisers, in cooperation with national coordinators, to explore all possible sources of complementary funding, be they governmental, regional, local or private. The Commission considers that the Member States should continue their support at national level and their action, if the programme is to have a real impact on young workers throughout the Community.
- 3.12.3. The Commission will continue to encourage new exchange initiatives via subsidies other than the existing flat-rate weekly contribution. This practice will make it possible to partially achieve the aim of co-financing exchanges, since the subsidy system requires that the organisers seek other sources of funding.

#### 4. EVALUATION OF PROGRAMME

- 4.1. In 1988, a qualitative analysis of the contents of the reports submitted by the participants during the period 1985-1987 was carried out.
- 4.2. This analysis was a first pilot study which allowed certain tendencies as regards the effects of the exchanges on the participants to be identified.
- 4.3. During the course of 1989, the long-term repercussions which, in the opinion of the young workers, could have an influence on their participation in the exchange programme, were examined.
- 4.4. Four different levels of effects have been examined, closely following the objectives of the programme :
1. Impact on the work situation / development of the individual in professional terms;
  2. Changes in the level of socio-cultural environment;
  3. Development of awareness of problems in terms of European policy;
  4. Effects on personal future plans, and on personal development.
- 4.5. The group examined in the study consisted of participants who took part in an exchange in 1987, and a random sample of 10% was considered to be sufficient to guarantee valid results. The main basis of the study was a written poll in addition to which interviews were carried out with 40 selected participants. The selection of the 40 persons to be interviewed was done along the line of the following criteria :
- all twelve EC Member States were to be considered;
  - peculiarities appearing in the questionnaire were to be given a closer look if they were relevant to the research matter;
  - participants who had provided well-founded assessments - positive or negative ones - with regard to perspective were to be given priority;
  - all programme types were to be included - quantitative distribution of the number of participants per country depending on the absolute participation in the whole exchange programme;
  - low-cost realization, i.e. creation of regional centres if possible.
- 4.6. The core of the study was a mainly standardised questionnaire which was structured to follow the logical development of the exchange projects.
- 4.7. This year's study also included some 40 interviews with participants from the 12 Member States who took part in the 1987 exchange programme.



#### 4.8. SOME STATISTICAL RESULTS

- 4.8.1. The breakdown by age group of the participants gives an interesting indication of the role which exchange participation plays in individual future planning. If we take into account the normal length of schooling, and basic vocational training, we find that a quarter of the participants take part in the exchange immediately after training - 27.5%. Approximately 47% have already worked for a few years before taking part in the exchange.
- 4.8.2. The male/female participation ratio is balanced, with 49% female and 51% male.

#### 4.9. EXPECTATIONS FROM THE EXCHANGE

- 4.9.1. The desire to develop professional knowledge, and to get to know a neighbouring European country get the highest votes, with about 30% each, as does the wish to perfect a foreign language.
- 4.9.2. Only 15.3% of long term participants gave professional reasons as their primary motivation; 32.1% said that getting to know another European country was the decisive factor, and 29.2% gave perfection of their linguistic skills as the main reason.
- 4.9.3. The majority (46.6%) of those on three week programmes gave professional reasons as their principal ones. In the same group, getting to know other countries came second with 33.5%. This can in some way be explained by the nature of these short courses, which can obviously only give an introduction.

#### 4.10. ARE PARTICIPANTS' EXPECTATIONS FROM THE EXCHANGE FULFILLED ?

- 4.10.1. 36.5% of all participants state that their aspirations are met completely, and 50.5% express themselves as being essentially satisfied. Only 11.5% think that their aspirations were not essentially satisfied, and 1.5% express themselves as not being satisfied at all.
- 4.10.2. Those taking part in the long-term exchanges consider that their aspirations were "completely satisfied" to a much higher degree (45% of the total on long-term programmes) than those participating in an exchange of less than a month (25.2%). For the long-term programmes, we can see that 7.9% were essentially not satisfied, which is an extremely low negative result, compared with that for the three week programmes of 18%. This shows that the degree of satisfaction of expectations goes in tandem with the length of the exchange.

4.10.3. Overall, 87% of participants state that they are largely satisfied, but the negative comments are concentrated on the three week programmes, and we think this latter type should change its role. It is a perfectly good model if used as a "first introduction" to various aspects, including professional aspects, of another country. However, it would seem to be a good idea to abandon the use of this model in a primary role for training improvement - this role seems better suited to other, longer, models.

#### 4.11. PREPARING FOR THE STAY ABROAD

4.11.1. Preparing for a stay abroad is of great importance for the success of that visit. Barely a quarter of all participants already knew their host country. For 35% of the participants, the exchange was their first stay abroad.

4.11.2. The survey shows that many participants only complain after the exchange is over that before the exchange they were not informed of a precise programme. On the contrary, many participants were recruited with only general information on the sector, and the probable activities.

4.11.3. The majority of those interviewed had a clear memory of a disagreeable feeling of insecurity or confusion.

4.11.4. In addition, approximately 28% of participants on the long programmes have an unpleasant memory of the infrastructure provided by the organisations.

4.11.5. Only 16.2% of the same group - participants in the long programmes - classify themselves under the heading of having a "very pleasant memory". This is considerably below the, barely tolerable, average of 35.4% of all participants who classify themselves as having a "very pleasant memory".

4.11.6. The interviews showed that a very clear distinction existed between the language courses and work :

- the infrastructure provided during the language courses was, unanimously, seen as positive. During this period, the organisers are present, they take care of the participants, and offer a programme which complements the (language) course.
- In most cases, this situation changes once the practical training begins. Participants then feel abandoned, amongst other reasons, because of the change of surroundings, location, etc.

4.11.7. The question of infrastructure becomes somewhat academic in all exchanges where major problems do not arise (when one does not require help, its absence passes unremarked).

#### 4.12. ON-THE-JOB VOCATIONAL TRAINING

- 4.12.1. 68.7% of the participants in the long programmes, and 61.2% of those in the 1-3 month programmes found that the companies were prepared for them when they arrived.
- 4.12.2. Those programmes aimed at a clearly defined group of participants, and which are thus easier to organise (for example banks, savings banks, and farming) generally work in a more satisfactory way.
- 4.12.3. In this context, the study of the eventual long term effects which could derive from participation in an exchange programme must take into consideration all the objectives set out in the Council Decision on this Community programme, and not only the professional aspects.
- 4.12.4. The mobility of employees has an important role to play in terms of the economic and political changes within the European Community. The Single Market of 1993 can only fulfill its function in terms of a single labour market if individuals are prepared to change both their working and living conditions. In order for this to happen certain prerequisites must be met, such as a fundamentally positive approach towards other Member States.
- 4.12.5. The question of professional benefit from participation in exchanges is therefore most important.
- 4.12.6. Immediate Benefit in Professional terms from Participation in Exchanges in function of the Length of the Exchange

In professional terms, the exchange was	Key	Total number of participants	Less than one month	One to three months	More than 3 months
Beneficial	1	262	74	118	70
	2	44.0%	28.2%	45.0%	26.7%
	3		33.8%	49.8%	50.4%
Detrimental	1	44	18	14	12
	2	7.4%	40.9%	31.8%	27.3%
	3		8.2%	5.9%	8.6%
No impact	1	289	127	105	57
	2	48.6%	43.9%	36.3%	19.7%
	3		58.0%	44.3%	41.0%
TOTAL	1	595	219	237	139
	3	100.0%	36.8%	39.8%	23.4%

Key : 1 = Total figure  
 2 = % response  
 3 = % of participants per type of programme.

4.12.7. These figures show that, in the long term programmes, the practical professional experience abroad generally has a positive impact on-the-job at home, and progressively according to the length of the programme :

- 33.8% for participants in three week programmes;
- 49.8% for participants in 1-3 month programmes;
- 50.4% for participants in longer programmes.

4.12.8. This result is shown even more clearly in terms of the long term effects (after one or two years) :

Professional impact of the	Key	Total n° of participants	Less than one month	One to 3 months	More than 3 months
Beneficial	1	378	117	160	101
	2	63.7%	31.0%	42.3%	26.7%
	3		52.7%	69.0%	72.7%
Detrimental	1	9	4	3	2
	2	1.5%	44.4%	33.3%	22.2%
	3		1.8%	1.3%	1.4%
No impact	1	206	101	69	36
	2	34.7%	49.0%	33.5%	17.5
	3		45.5%	29.7%	25.9%
TOTAL	1	593	222	232	139
	3	100.0%	37.4%	39.1%	23.4%

Key : 1 = Total figure  
 2 = % response  
 3 = % of participants per type of programme.

4.12.9. One of the other objectives of the Council Decision concerning the Young Workers' Exchange Programme is to see a growing interest in European policies and a greater awareness of the European Dimension of this programme among participants.

4.12.10. In this context, 68.8% of all participants declared that their interest had increased. Here too the participants in the long-term programmes differ significantly from the others, 80.7% of them having declared that their interest has increased.

4.13. AN OVERALL APPRECIATION

4.13.1. An overall appreciation of participation in exchanges yields the following results :

	Key	Total n° of participants	Less than one month	One to 3 months	More than 3 months
For	1	576	212	232	132
	2	96.0%	36.8%	40.3%	22.9%
	3		94.6%	98.3%	94.3%
Against	1	6	5		1
	2	1.0%	83.3%		16.7%
	3		2.2%		0.7%
No advice	1	18	7	4	7
	2	3.0%	38.9%	22.2%	38.9
	3		3.1%	1.7%	5.0%
TOTAL	1	600	224	236	140
	3	100.0%	37.3%	39.3%	23.3%

Key : 1 = Total figure  
2 = % response  
3 = % of participants per type of programme.

4.13.2. The figure of 96% for those who would, today, some time after their experience, advise participation in such an exchange, shows the high value attributed to the European Community Young Workers' Exchange Programme by former participants.

4.13.3. There is an obvious connection between the duration of an exchange and its long-term positive repercussions in professional terms. This finding is reinforced by the indications which participants have given in terms of the desirable length of an exchange :

- almost 88% of participants in long term exchange programmes declared themselves to be in favour of this model (long term);
- approximately 53% of participants who had participated in a one to three month programme, declared a preference for longer programmes, for a minimum of six months;
- in terms of participants in the three week programmes there is also a clear shift in opinions, almost 60% of them argued for programmes of between one and three months, and almost a quarter for long term programmes.

5. CONCLUDING REMARKS

- 5.1. As mentioned earlier, there has been a progressive increase in the number of participants in 1988 and 1989, even though there has only been a limited increase in the budget. The Commission is also happy to note the constant increase in the number of new exchange organisers (in 1989 19 new organisations applied for a grant, of which 10 received grants).
- 5.2. The impact of the information materials disseminated since 1988 is becoming evident, and it should be noted that the number of requests for information from individuals, as well as from organisations, is still increasing.
- 5.3. Finally, it will have been noted from the Commission's Communication to the Council, "Education and Training within the European Community - Guidelines for the medium-term : 1989-1992" (COM(89) 236 final), that "the Commission intends to examine the scope of simplifying the presentation of the opportunities available to the youth public by these two programmes (Young Workers' Exchange programme and Youth for Europe), and also to streamline their administration. For this reason, the phasing of the two schemes will be synchronized to permit a more coordinated approach in future by the Commission to youth exchanges of all kinds".
- 5.4. The Commission duly presented its proposal in this regard (COM(90) 79 final) providing for the Council finally to review the Young Workers' Exchange Programme before the end of 1991 (rather than 1990). This proposal is currently before the Council.
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**ANNEX 1**

Table 1.1. Cost /Grant Projects in 1988/1989

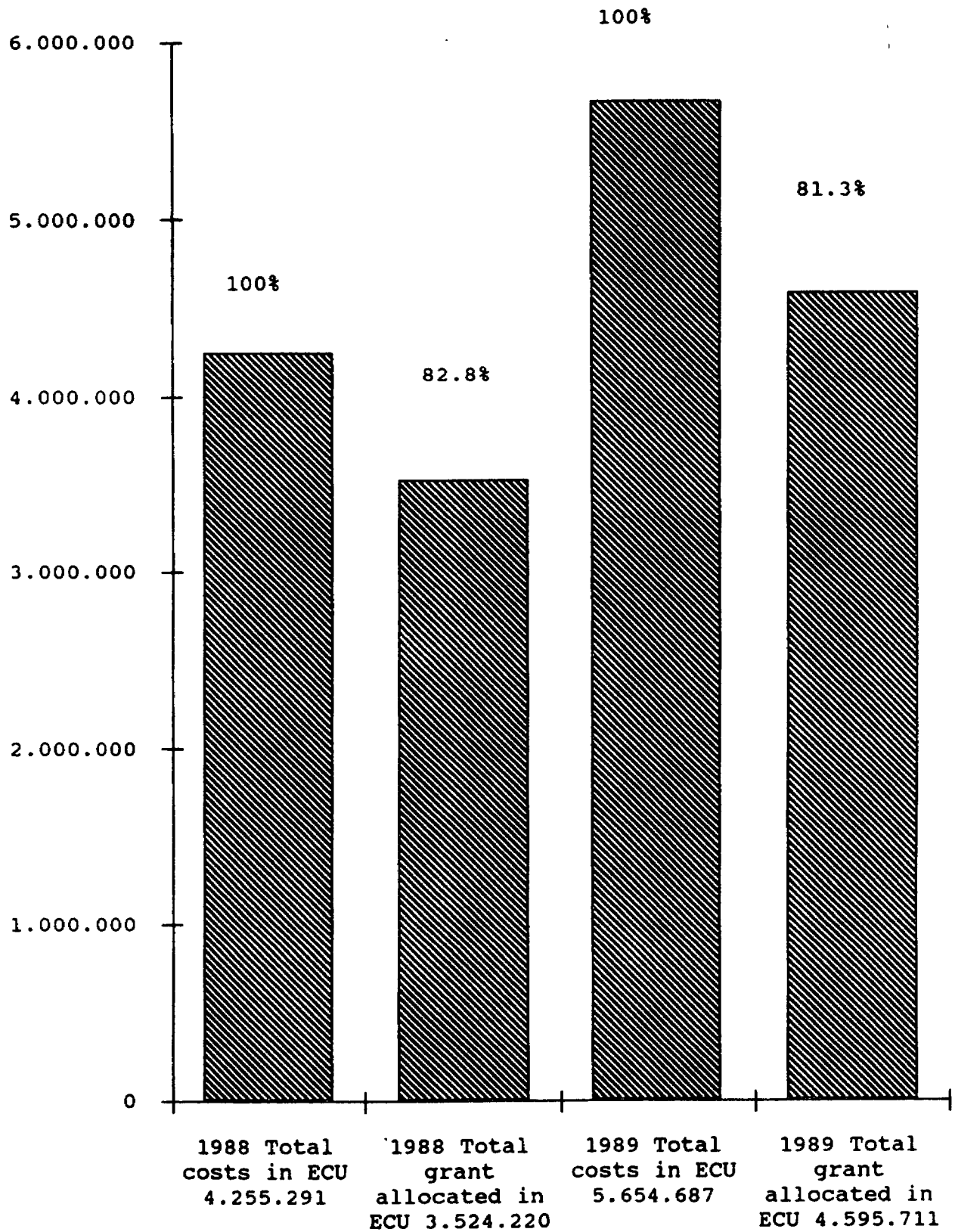




Table 1.2. Average cost / grant per participant in 1988 / 1989

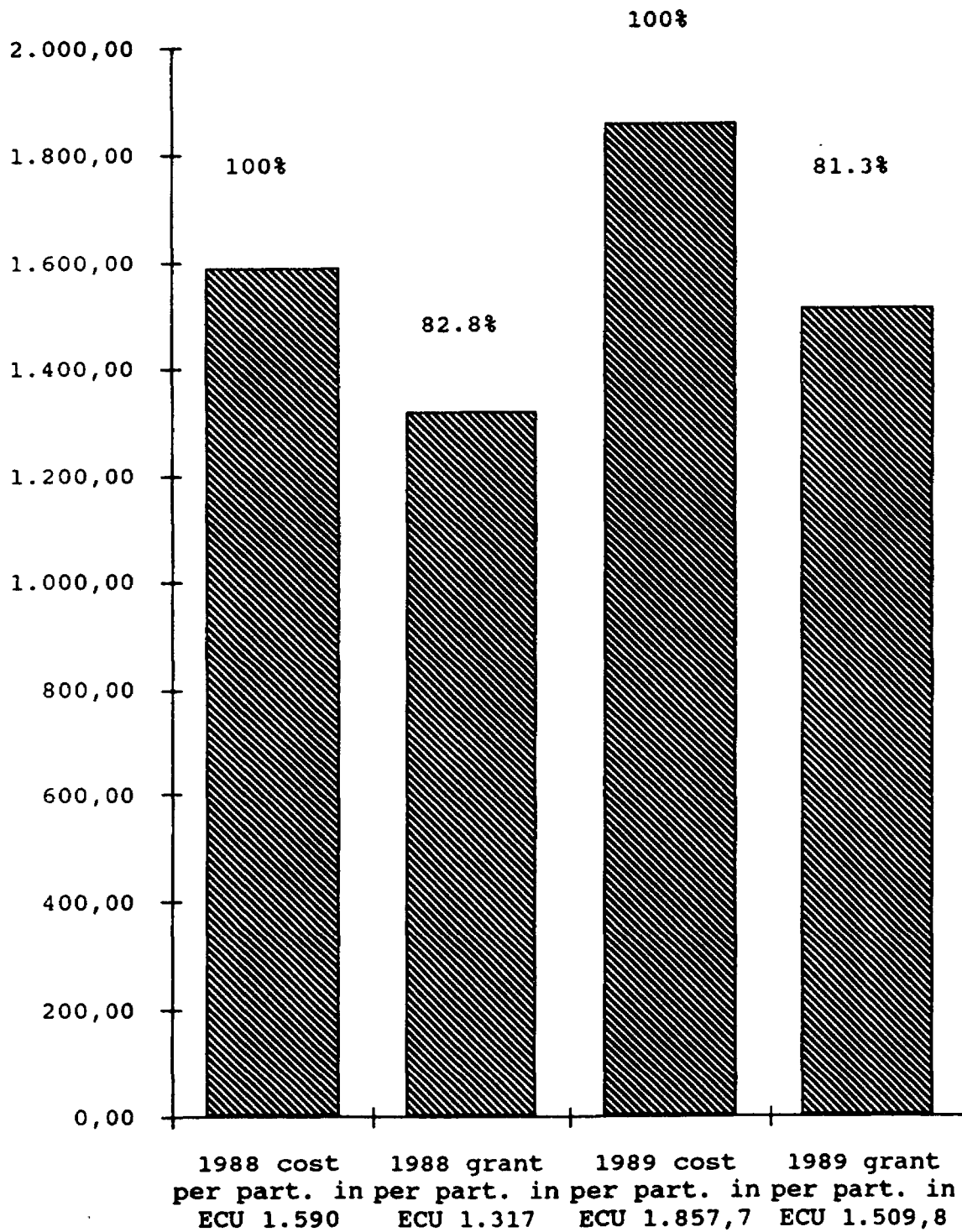


Table 1.3. Average cost/grant per participant per week in 1988/1989

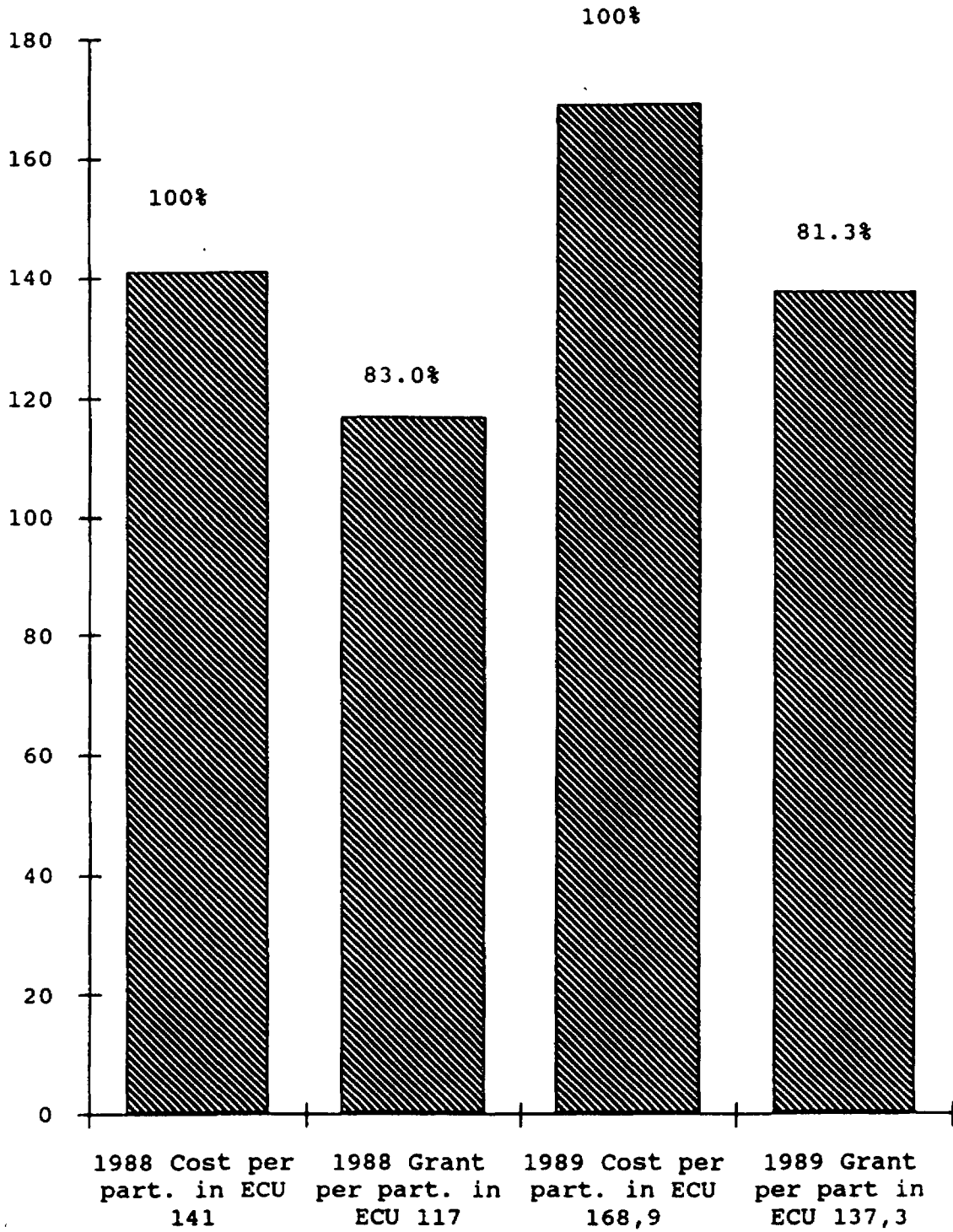


Table 1.4. Average cost per participant per short/long-term programme in 1988/1989

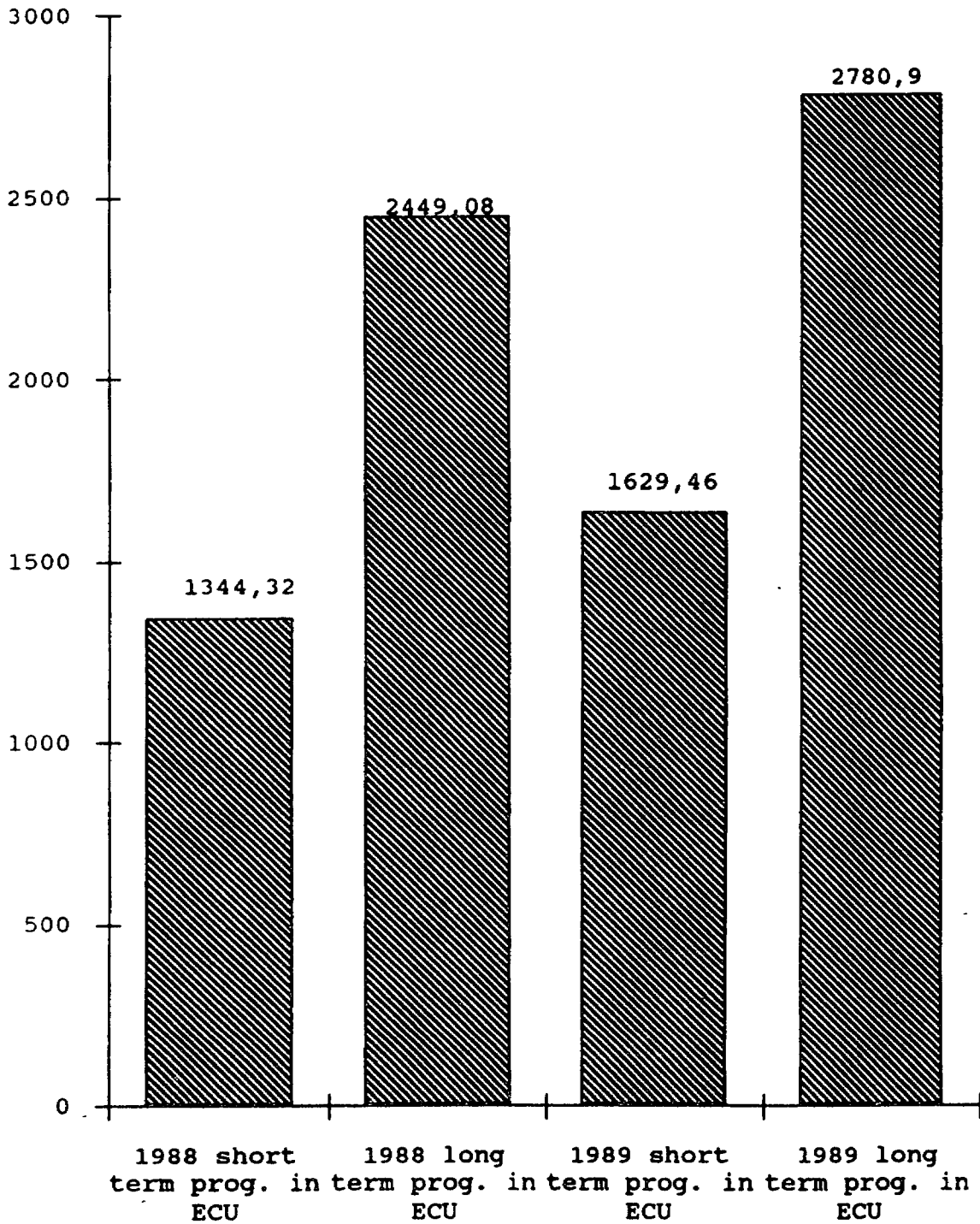


Table 1.5. Average cost per part per week per short/long-term programme in 1988/1989

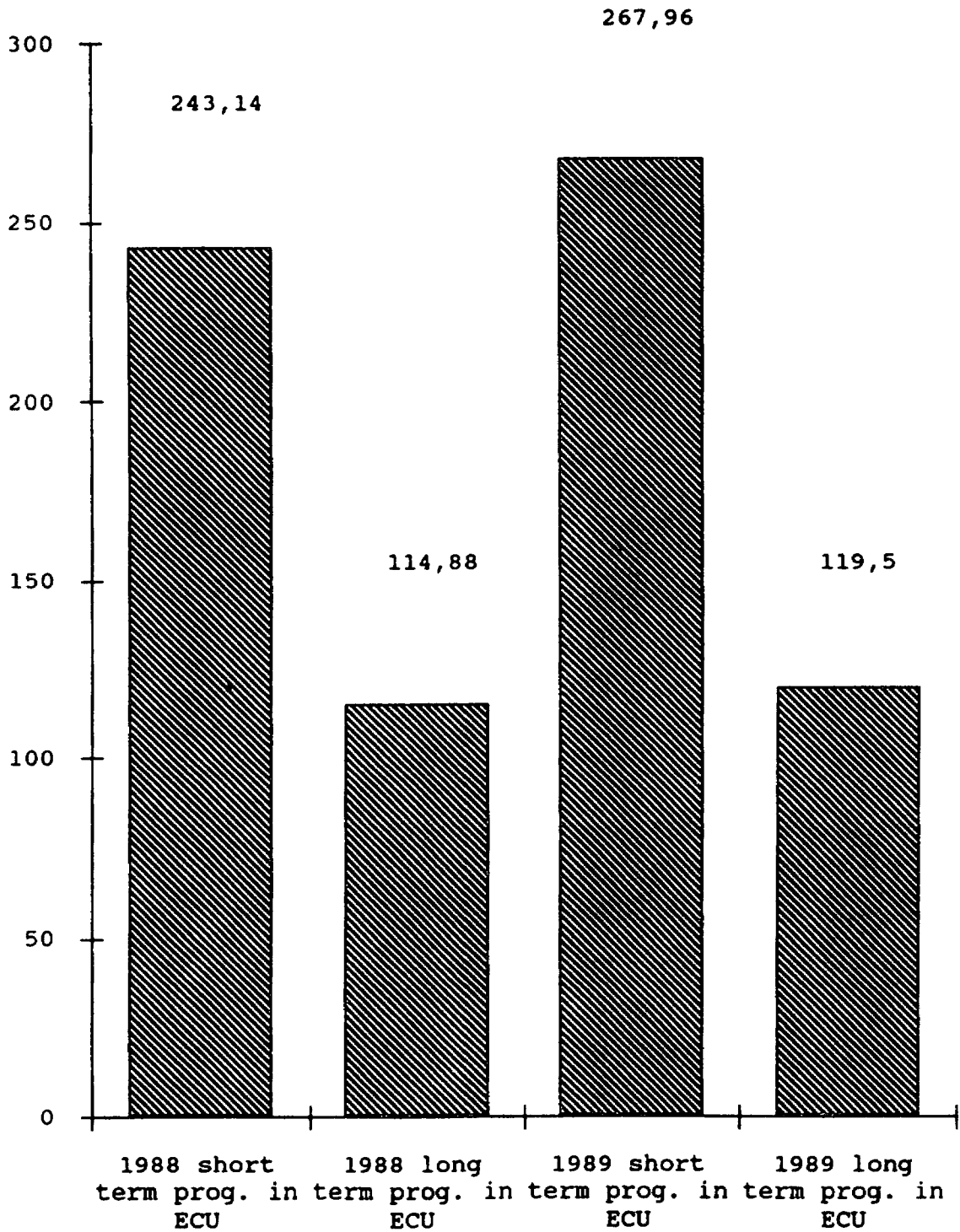


Table 2.1. Short/Long-term projects in 1988

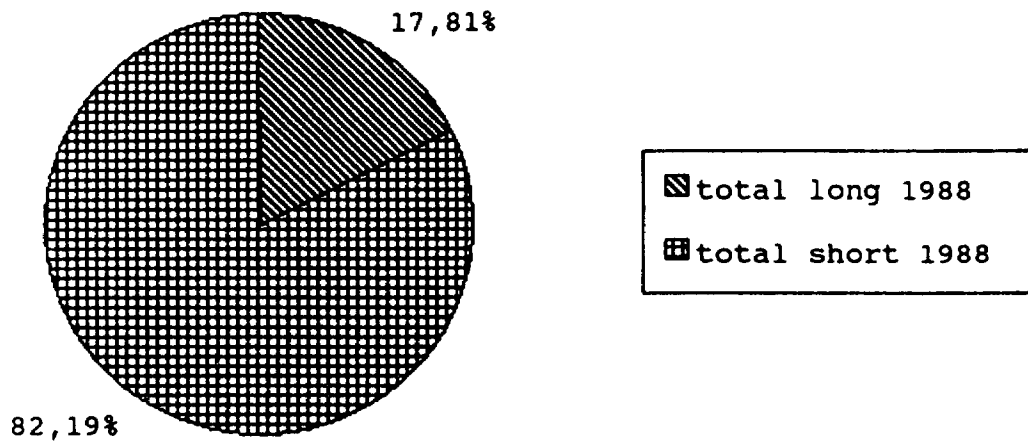


Table 2.2. Short/Long-term projects in 1989

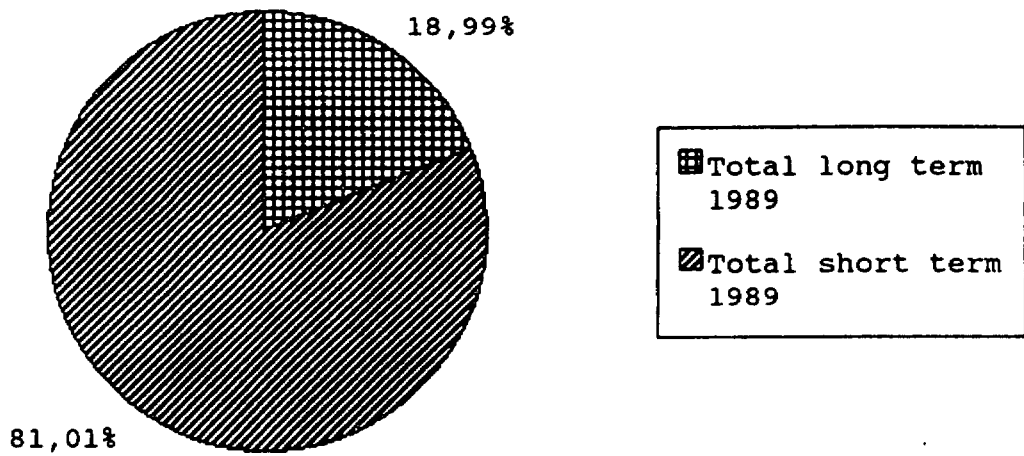


Table 3.1.

Flow of participants in 1988

	B	D	DK	EL	E	F	IRL	I	L	NL	P	UK	TOTAL	
To B	0	1	5	3	12	1	6	8	0	1	7	7	51	To B
To D	5	0	4	13	19	74	17	68	1	16	22	37	276	To D
To DK	5	12	3	0	6	30	37	5	2	27	4	45	176	To DK
To EL	3	6	3	10	22	13	3	10	1	17	26	0	114	To EL
To E	5	11	8	6	26	35	26	22	0	3	12	4	158	To E
To F	24	92	9	25	28	28	70	85	0	41	50	76	528	To F
To IRL	9	38	20	4	8	47	0	26	3	44	8	7	214	To IRL
To I	10	51	21	82	47	56	47	9	0	57	38	60	478	To I
To L	0	1	0	0	1	1	0	0	0	0	0	0	3	To L
To NL	3	7	13	15	7	44	14	41	0	10	8	29	191	To NL
To P	4	18	3	25	10	35	3	53	0	6	10	16	183	To P
To UK	9	58	36	6	20	135	7	55	0	51	17	0	394	To UK
To nnn (*)	0	0	10	0	0	0	0	0	0	10	0	20	40	To nnn
Total	77	295	135	189	206	499	230	382	7	283	202	301	2,806	Total

Note : The total figure of 2806 participants is based on planned participant numbers of detailed applications and thus do not correspond with the final/actual participant numbers. For this reason there is a variance of 130 participants compared with the final/actual number of 2676 participants.

Table 3.2.

Flow of participants in 1989

N° of part.	B	D	DK	EL	E	F	IRL	I	L	NL	P	UK	TOTAL
To	93	386	143	134	221	548	233	404	4	270	208	400	3,044
From	89	324	223	198	231	553	279	379	7	242	222	297	3,044

Note : The 1989 figures are based on planned participant numbers of detailed applications and not on the final/actual numbers as many have not finished yet and specific participant information is only available in final reports.

(\*) : destination unknown

22.

Table 4.1. Sectoral distribution of projects in 1988

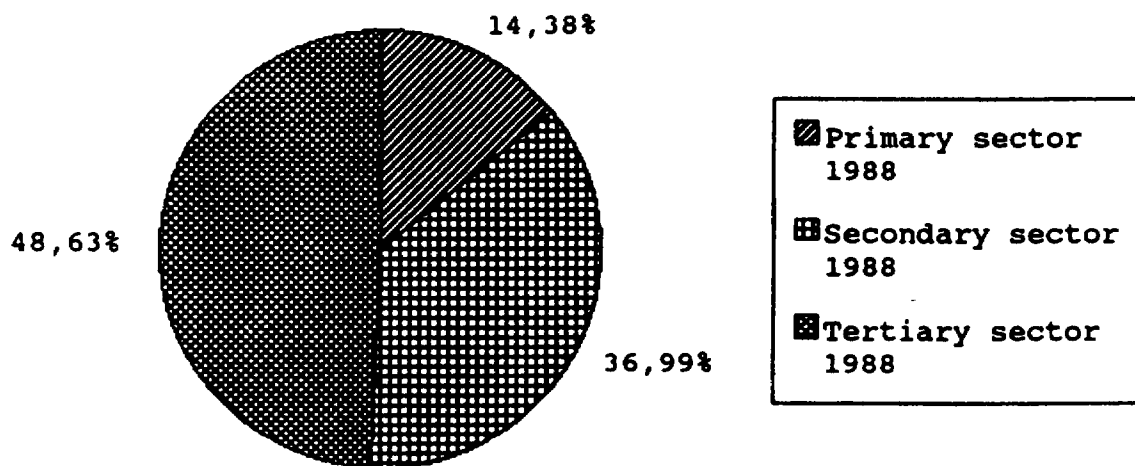




Table 4.2. Sectorial distribution of projects in 1989

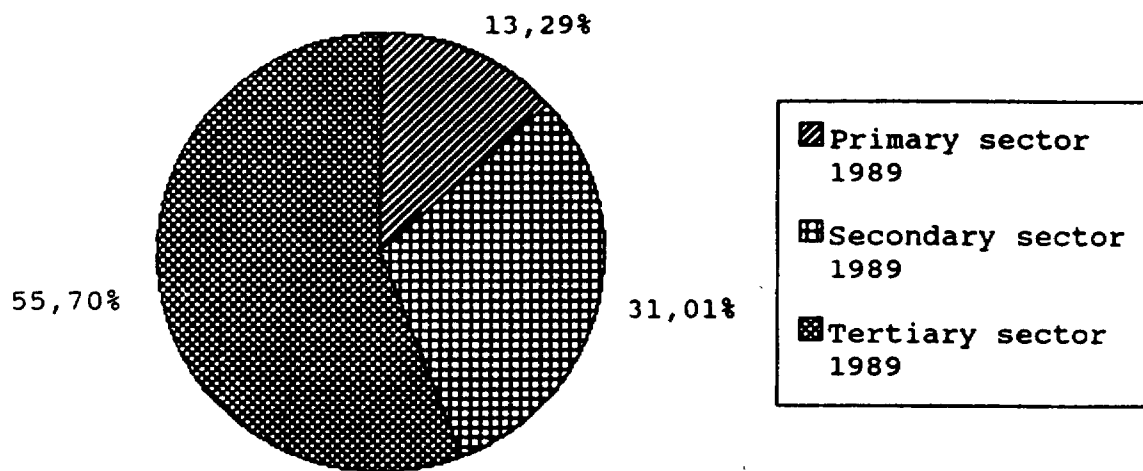
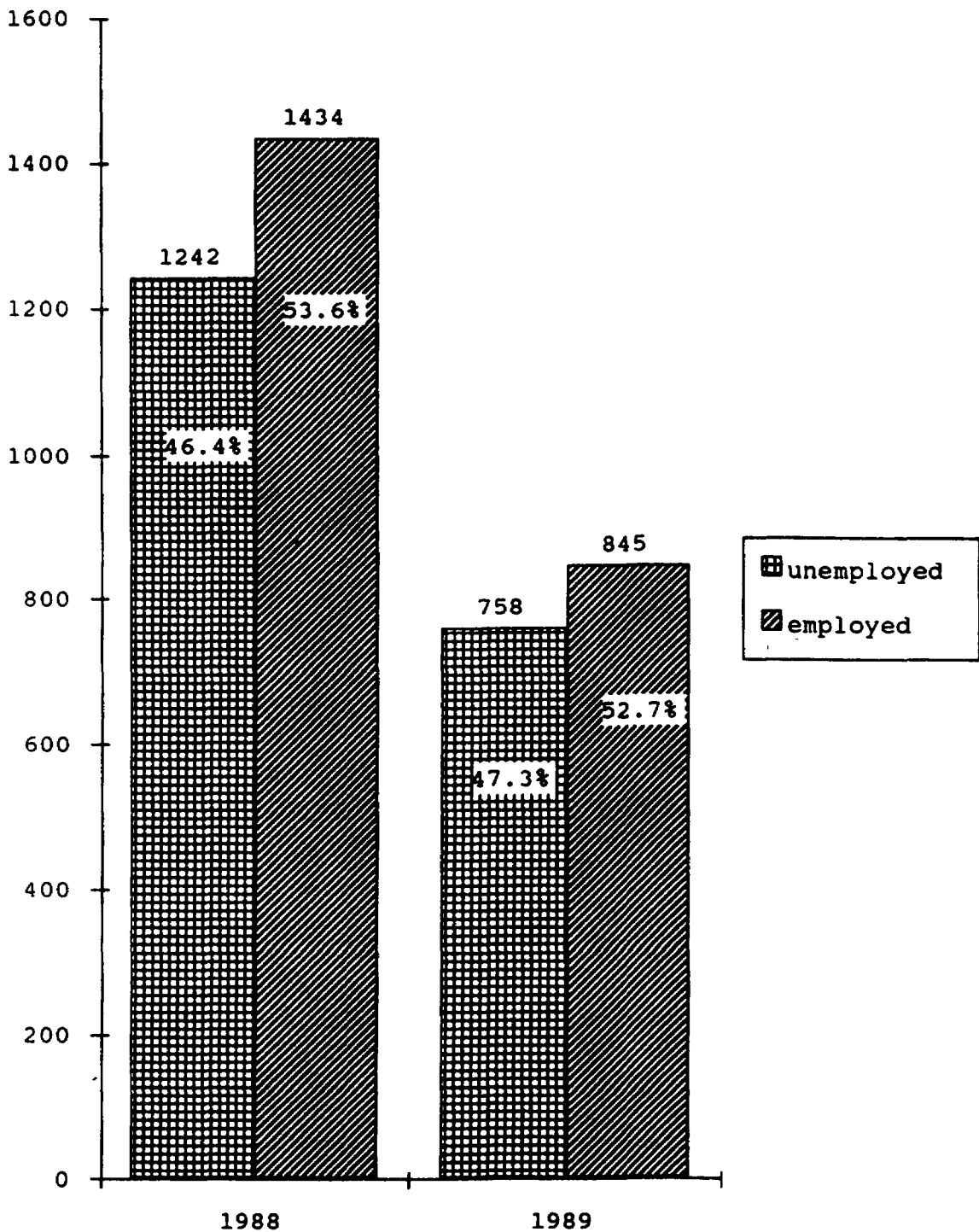
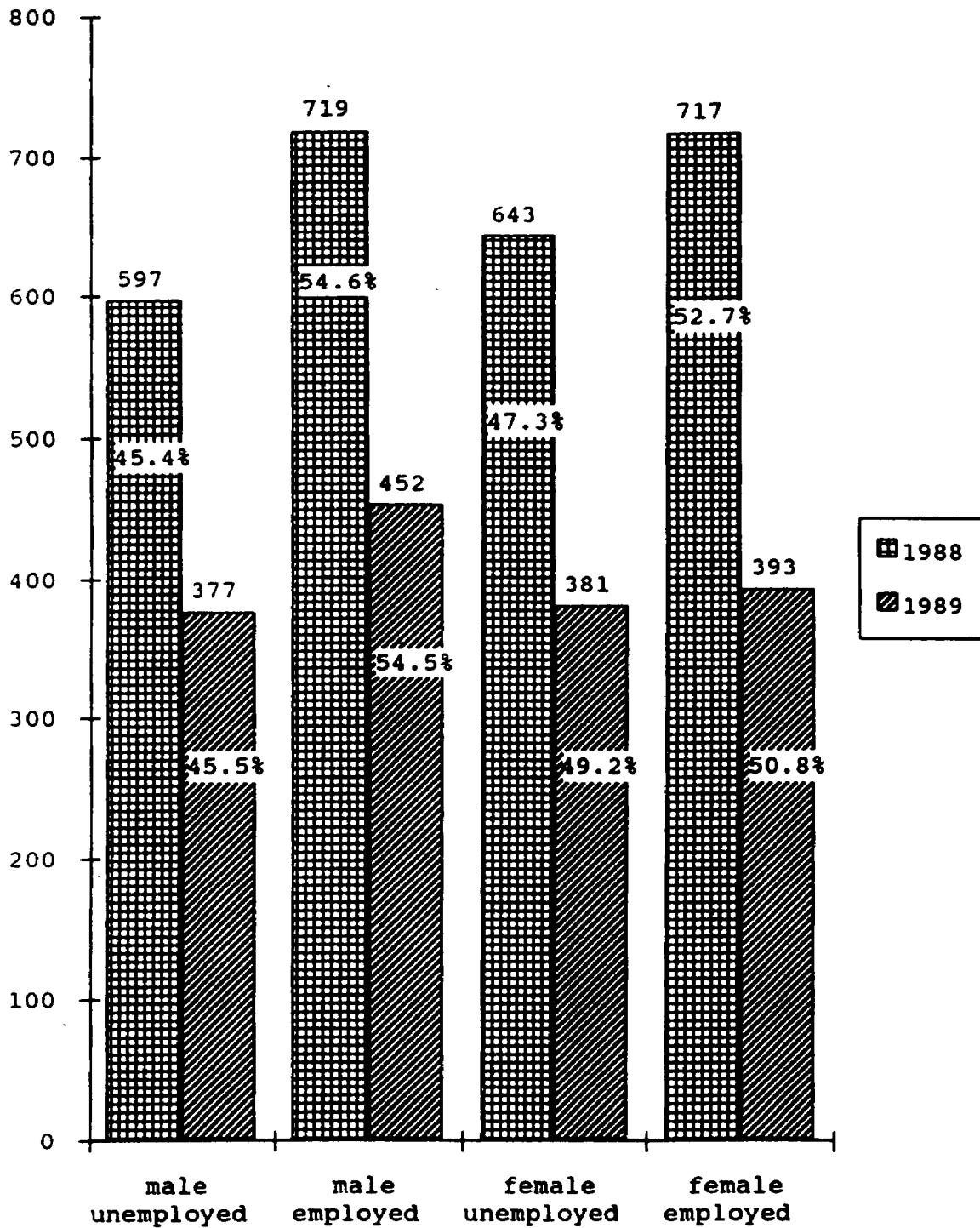


Table 5.1. Unemployed/Employed Young Workers in 1988/1989



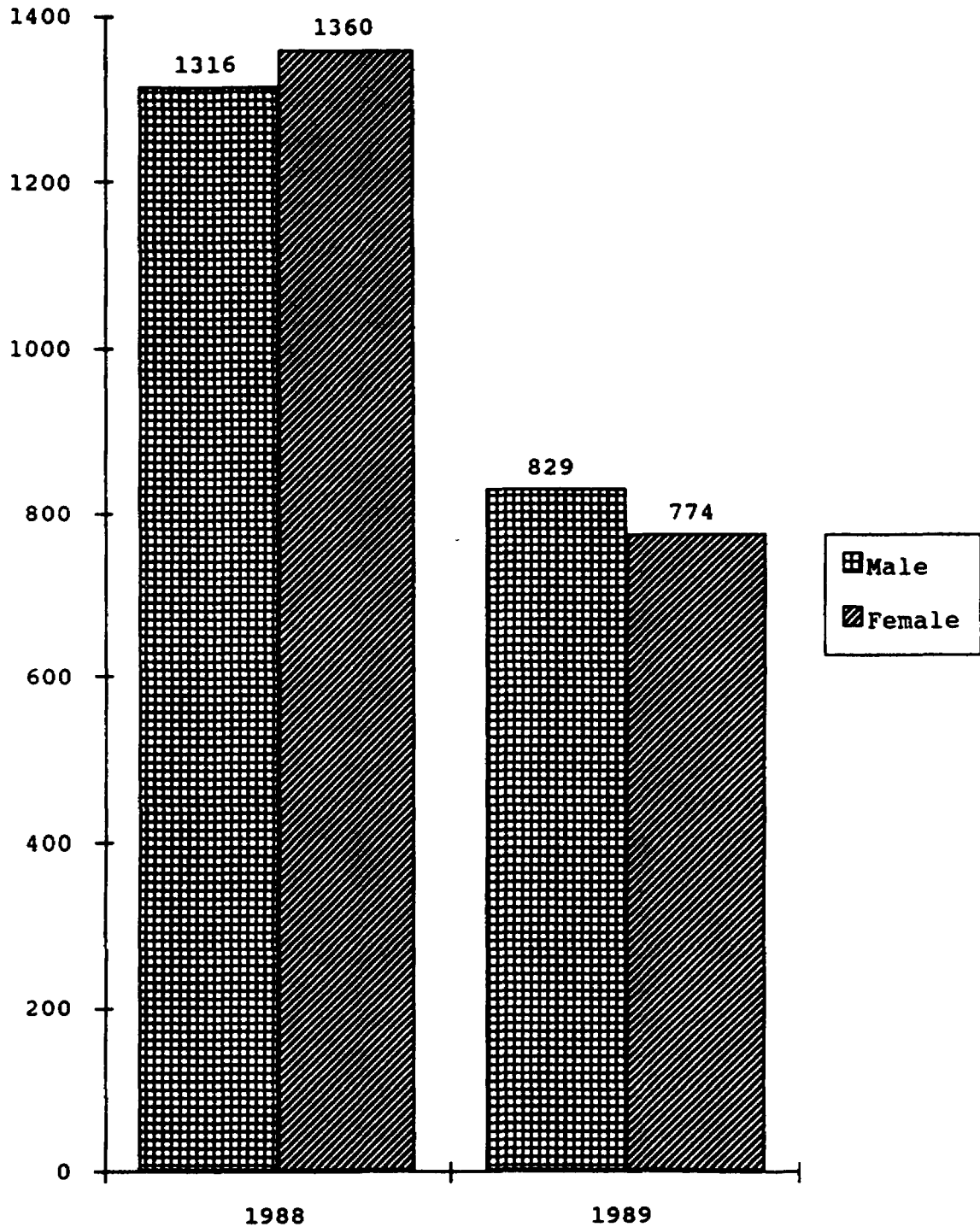
Note : The information for 1989 is incomplete as many projects have not finished yet and specific participant information is only available in final reports.

Table 5.2. Unemployed/Employed Male/Female Young Workers in 1988/1989



Note : The information for 1989 is incomplete as many projects have not finished yet and specific participant information is only available in final reports.

Table 6. Male / Female Young Workers in 1988 / 1989



Note : The information for 1989 is incomplete as many projects have not finished yet and specific participant information is only available in final reports.

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ANNEX 2

Detailed list of areas in which Young Workers Exchange  
projects took place in 1988 and 1989

Agriculture	Hospitals
Agroindustry	Hotel and catering
Archeology	Hunting
Arts	Import/export
Art restoration	Insurance
Audiovisual production	Landscape gardening
Banking	Local employment initiatives
Boat building	Manufacturing industries
Ceramics	Marketing
Chemical industry	Media
Circus	Metal working industry
Commerce	Music
Computers	Nature conservation
Construction	Nursing
Crafts	Public administration
Cultural "animateurs"	Recycling
Disabled workers	Secretariat
Distribution	Sports
Engineering	Technical assistance to agriculture
Environment protection	Telematics
Fisheries	Textiles
Food, drink and tobacco industry	Theatre
Food processing industry	Tourism
Forestry	Transport
Health and social services	Viticulture
Horticulture	Vocational training

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