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TENTH REPORT ON THE ACTIVITIES OF THE EUROPEAN SOCIAL FUND

Supplement to report : national reports on the activities of
the European Social Fund in the Community countries

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FOREWORD

1. Article 5 of the Commission Decision of 27 July 1978 on certain administrative procedures for the operation of the European Social Fund, pursuant to Article 13 of Regulation (EEC) no 2396/71 amended by Regulation (EEC) no 2893/77 (1), states that "on the basis of an outline prepared by the Commission and forwarded to the Member States before 1 January, Member States shall forward to the Commission not later than 31 March of the same year, a summary report of the results of operations carried out with assistance from the European Social Fund in the previous financial year".
2. In accordance with this Article, Member States were requested on December 1981, to furnish by 31 March 1982, national reports on operations assisted by the Fund during the year 1980. Despite the fact that the information requested related to the year 1980, and not 1981, and that the schema for these reports was drawn up by the Commission after consultation with the Member States, not all the reports were submitted in time to allow publication with the Commission's report in July 1982.
3. The fact that the Commission is circulating the national reports as they stand without commenting on the various points they raise does not necessarily mean that it agrees with all the views expressed in those reports.

(1) O. J. no L 337 of 27 December 1977, p. 1.

BELGIUM

INTRODUCTION

The Commission of the European Communities has asked the Member States to draw up a national report on operations subsidized by the European Social Fund in 1980 for the purpose of evaluating the utility and efficiency of Fund intervention.

This report comprises two parts: the first part consists of three tables summarizing the main features of the Fund's impact during 1980.

The second part gives descriptive information relating to the Fund's overall impact at national level.

One preliminary point must be made: most of the aid granted by the Fund concerns training operations devised by the public services and, mainly, by the National Employment Office. Most of these operations are undertaken within the framework of the Belgian Government's employment policy and, more particularly, within the framework of measures taken in the area of vocational training and the mobility of labour.

IMPACT OF THE EUROPEAN SOCIAL FUND

Belgium submitted to the European Social Fund all the applications which fulfilled the conditions for eligibility under the Fund rules and were in line with the priorities laid down in the guidelines for the management of the Fund.

Although the new programme have undoubtedly helped to improve the employment situation, it is difficult to quantify the impact of the European social Fund in terms of jobs created.

It would, however, be fair to say that most of the measures organized by the private sector would not have reached the stage of development which they did reach without such aid, and those which were carried out in the public sector would not have had the impact which they did have. In drawing up budgets, account is always taken of the possibilities of Fund intervention.

Fund aid was particularly necessary to stimulate the implementation of specific measures for women aged over 25 who were without a job and wished to engage in an occupational activity for the first time or after a break. It was essential for women wishing to be trained in occupations which had traditionally been male preserves.

These measures do not always meet with the success hoped for by the women concerned; this is due to various factors, in particular their low expectation of finding a job on completing training.

Moreover, it should be emphasized that Fund aid has made it possible to devise measures for the benefit of workers of low educational attainment. These measures are being carried out on an increasingly wide scale in the south of the country. They are directed at workers whose educational level is no higher than primary school level or even lower. Initially, these measures had a vocational goal, but, since the chances of finding a job after training are diminishing because of the worsening economic situation, promoters are trying to tailor their activities to the situation. They are endeavouring to motivate discouraged workers, to develop the skills they possess or even simply to maintain them.

Cultural training is taking precedence over vocational training proper.

Increasing use is being made of audio-visual aids. The promoters are hoping to extend their activities by means of these new training tools and thereby reach a wider public by using cable television channels.

AID FOR THE EMPLOYMENT OF YOUNG PEOPLE

The National Employment Office does not yet have statistics to hand which would enable it to answer point (d) of Part II; however, it promises to prepare these statistics for the next report.

Major changes are being made to the rules relating to forms of employment aid, and they may be summed up as follows:

Work experience programmes

The subsidies granted for taking on trainees have been discontinued (Royal Decree No 26 of 24 March 1982 - Moniteur belge of 26 March 1982).

They will continue, however, in respect of the work experience programmes under way at the time of the Decree's entry into force until the end of those programmes (date of entry into force: 5 April 1982).

Employment subsidies

The system of special employment subsidies was discontinued by Royal Decree No 28 of 24 March 1982 (Moniteur belge of 26 March 1982).

In order to preserve rights acquired as at 31 March 1982 appropriate transitional measures have been taken.

Special temporary programme

A Royal Decree of 29 March 1982 (Moniteur belge of 9 April 1982) discontinued projects under the special temporary programme, while an alternative job market was created. The special temporary programme projects of short duration will be kept in being.

Description of forms of national aid¹
and/or corresponding national programmes

Work experience in a firm (F3)
Special temporary programme (F4)

Beneficiaries of forms of national aid¹

	I. CHARACTERISTICS OF THE BENEFICIARIES				II. CHARACTERISTICS OF THE OPERATIONS			Remaining in employment following the aid period
	Number of persons	Men and women %	Age groups	Main problems	Stage at which training is organized	Average duration	Sectors of activities and types of undertakings	
<p><u>F. 3</u></p> <p>01.01.1980</p> <p>31.12.1980</p>	<p>27 549 position as at end December 1980</p>	<p>M: 54.7</p> <p>W: 45.3</p>	<p>Under 26 years</p>	<p>The under-25 age group fills more than 90% of the work experience programmes provided for the under 26's</p> <p>The number of male trainees is out of all proportion to the structure of youth unemployment</p>	<p>Training organized during the aid period</p>	<p>Less than 10 months</p>	<p>For all beneficiaries, mainly (December 1980 in %)</p> <ul style="list-style-type: none"> - Commerce 7.0 - Banking 6.1 - Education 3.5 - Health 6.6 - Electrical/mechanical engineering 12.8 - Transport equipment 8.4 - Services 5.0 - Building trade 7.3 	<p>approx. 50%</p>
<p><u>F. 4</u></p> <p>01.01.1980</p> <p>31.12.1980</p>	<p>15 737 position as at end December 1980</p>	<p>M: 41.7</p> <p>W: 58.3</p>	<p>Level of initial training (in % terms)</p> <p style="text-align: center;">M W</p> <ul style="list-style-type: none"> - general - technical - vocational - university - completed apprenticeship - other 	<p>Training organized during the aid period</p>	<p>Maximum duration: 1 year</p>	<ul style="list-style-type: none"> - New activities or additional ones (avoiding competing directly with the private sector) - Construction, renovation (other than the building sector) - General provision of information to the public (labour law - aid to the consumer) - Social services (aid to underprivileged sections of the community) - Social administrative work (clearing backlogs - inventories - censuses - starting new services) - Leading sport and leisure activities 	<p>approx. 50%</p>	

¹The National Employment Office does not yet have to hand all the statistics enabling it to answer point (d) of Part II of the questionnaire.

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREATENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREATENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	-	-	-	-	-	-	-	-	-
Textiles	31	35	-	-	66	21	29	-	-	50
Migrant workers	138	295	494	249	1 176	134	125	235	173	667
Young people (*)	5 440	-	-	-	5 440	8 840	-	-	-	8 840
Women	-	-	-	-	-	-	71	-	15	86
<u>ARTICLE 5</u>										
Regions	2 337	1 222	-	-	3 559	2 380	913	-	-	3 293
Technical progress	9	9	-	-	18	-	-	-	-	-
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	276	460	21	40	797	60	38	14	19	131
T O T A L	8 231	2 021	515	289	11 056	11 435	1 176	249	207	13 067

- Notes :
1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.
 2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.
 3. Figures relating to training of trainers or instructors should be given under "other categories".
 4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

(*) Estimate

2. NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	-	-
Textiles	68	-
Migrant workers	5	1
Young people	40	-
Women	35	93
<u>ARTICLE 5</u>		
Regions	42.5	-
Technical progress	67	-
Groups of undertakings	-	-
Handicapped persons	60	60

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

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3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
	EFR
<u>ARTICLE 4</u>	
Agriculture	-
Textiles	9 395 647
Migrant workers	24 033 445
Young people	328 324 494
Women	6 520 947
<u>ARTICLE 5</u>	
Regions	8 500 000
Technical progress	2 330 892
Groups of undertakings	-
Handicapped persons	87 783 240

DENMARK

MINISTRY OF LABOUR

Report to the Commission on aid to Denmark from the European Social Fund
in 1980

The annual report on aid from the European Social Fund to Denmark in 1980 contains a brief description of the measures which the Social Fund assisted in 1980 and mentions in this connection certain general questions which the Commission wished to have clarified. The annexes to the report give additional statistics relating to assistance from the Fund.

Together with reports from the other Member States, the report will be published as a supplement to the Report of the EEC Commission on the Social Fund's activities in 1981.

Introduction

Social Fund assistance is channelled almost exclusively into tasks which in Denmark are taken care of or financed by public authorities i.e. the State, the local authorities and the county authorities, the Greenland and the Greenland local authorities.

Applications are in the main processed centrally on the basis of information concerning the scope of activities which are expected to be implemented in the coming financial year within the limits of the Fund's budgetary possibilities, which are laid down in the Commission's annual guidelines for the administration of the Fund.

Priority is given to applications for assistance in respect of measures which form part of the latest developments in labour market policy or are of an experimental nature.

Special measures for migrant workers and their families (Article 4)

Social Fund aid approved:

a) Training of advisory staff	DKR 295.000
b) Language teaching for adults	DKR 1 836.760
c) Vocational preparation courses for young unemployed immigrants	DKR 503.519

The grants approved under b) and c) were substantially less than the assistance applied for.

Aid included in particular Danish courses for adults, which were implemented by local authorities in the Copenhagen area, where there is a relatively high concentration of foreign workers.

Special vocational training measures and employment measures for unemployed young people (Article 4)

Social Fund aid approved:

a) Vocational preparation courses for unemployed young people	DKR 30.000.000
b) Special apprenticeships and practical training places in private firms and within local and county authorities	DKR 8.957.652
c) Local authority aid towards recruitment in private firms	DKR 4.200.000
d) Local and county authority employment schemes	DKR 10.059.000

Social Fund assistance concerns a substantial part of the special measures which the local authorities, county authorities and the State implemented for the purpose of combatting unemployment among young people.

Most of the aid was allocated to the training field, including the training provided in special apprenticeships and practical training places in private firms and by local and county authorities. This training represents a compulsory component of a vocational training course, which also includes attendance at a technical school, a commercial school or some other form of vocational institution.

The special apprenticeships are organized mainly within the commercial and clerical sectors, the iron and metal-working sectors and the building and planning sectors. As a rule, they have been filled by young people aged between 18 and 21.

Fund assistance to the special apprenticeships and practical training places was granted pursuant to Council Regulation (EEC) No 3039/78 concerning Social Fund assistance to promote the employment of unemployed young people by making available for this purpose a fixed sum of 15 European units of account (approx. DKR 180) per person/week for a maximum of 12 months.

Under Council Regulation (EEC) No 3039/78 grants are also made available for local authority aid arrangements relating to the recruitment of unemployed young people in private firms.

Aid covered around 47 % of recruitment under aid arrangements in 1980. More than 50 % of recruitments took place within the trade, business and manufacturing sectors.

Around 70 % of the young people were aged between 18 and 25. Aid was also granted under Council Regulation (EEC) No 3039/78 for publicly-funded employment schemes for young people. The grant covered about 54 % of these participating in employment schemes in 1980.

The employment schemes were in the main small schemes and consisted of repairs to the buildings and premises of social institutions, youth hostels, youth clubs, etc., restoration of properties which are worthy of preservation and various works in recreational areas. There were also recycling projects and experiments to produce solar and wind energy, etc. and, finally, special welfare and nursing work within the public sector.

Many projects are organized in connection with short semi-skilled worker courses and other technical courses, and many projects include training of a general/vocationally-oriented and technical character as an integral part of the project.

About 90 % of the participants were aged between 18 and 25.

Grants under Council Regulation (EEC) No 3039/78 are distributed among a large number of local and county authorities.

Vocational training measures for workers who are either unemployed or threatened with unemployment or underemployed in regional development areas (Article 5)

A. Grants for the benefit of the population of Greenland

Social Fund aid approved:

- | | |
|---|----------------|
| a) Vocational training measures implemented in Greenland | DKR 39.609.544 |
| b) Training of Greenlanders in commercial and clerical occupations in Denmark | DKR 3.924.590 |
| c) Vocational preparation instruction at Greenland secondary schools | DKR 1.225.792 |

As discussed in some detail in the previous report, there exists in Greenland a great need to create employment for the large numbers of young people who have reached working age.

Conditions for an expansion of industrial activity in Greenland are very difficult, and unemployment among young people stands at around 50 %.

It was therefore been a priority objective of vocational training in Greenland, training which until 1 January 1981 was the responsibility of Denmark, but which is now the responsibility of the Greenland domestic

administration, to create the training conditions for generating new jobs and for the take over by the people of Greenland of a range of functions which hitherto have been fulfilled by "imported" Danish staff.

Since Greenland is classified by the Social Fund as an absolute priority region and since applications concerning these regions are accorded priority over other applications, it was possible to take Social Fund aid into consideration when drawing up general plans for vocational training courses in Greenland.

Social Fund aid has thus made a substantial contribution towards promoting current developments in the area of training in Greenland.

B. Aid for the benefit of regional development areas in Denmark, excluding Greenland (Article 5)

Social Fund aid approved:

- a) Semi-skilled worker courses and special re-training measures for unemployed workers DKR 13.560.560

- b) Vocational information courses and training schemes for long-term unemployed workers DKR 3.300.000

As in previous years, Social Fund aid is approved mainly for the purpose of training unemployed, unskilled workers.

The major proportion of approvals concerns the training of unemployed workers on courses under the general training arrangements for semi-skilled workers at local semi-skilled workers schools with a view to employment opportunities in the local area. However, only about a quarter of the sum applied for was granted in respect of the application for aid for this purpose.

Training measures for workers either unemployed or threatened with unemployment from groups of undertaking experiencing chronic difficulties (Article 5)

Social Fund grant approved:

- Re-training of unemployed commercial and retail trade employees for employment within the clerical sector DKR 9.110.000

Re-training is organized by a jointly constituted sectoral committee supported by government grant for the purpose of tackling the major employment problems associated with the structural re-organization of the retail trade.

Grants for the vocational rehabilitation of handicapped persons (Article 5)

Social Fund aid approved:

- a) Vocational rehabilitation of handicapped persons
in regional development areas at rehabilitation
centres DKR 21.646.575

- b) Vocational rehabilitation of handicapped persons
in regional development areas on the general
labour market DKR 4.286.250

Under the Social Fund's budgetary rules, Fund aid for 1980 was restricted to the regional development areas.

Aid under a) was granted in continuation of Fund aid in previous years to cover up to 50 % of the expenditure of county authorities and local authorities in respect of the operation of rehabilitation clinics and training centres for handicapped persons.

Aid under b) partly accommodates a new aid application of up to 50 % of expenditure incurred by local authorities and the government in the latter half of 1980 in respect of apprenticeships for handicapped persons and vocational training with private and public employers, implemented by means of grants from the home local authorities of the persons in question.

Pilot schemes (Article 7)

Social Fund aid approved DKR 450.000

Aid was approved for a pilot scheme with a training guarantee for young persons aged below 19, organized in 1980 by the Hobro local authority in the county of North Jutland.

The guarantee consists specifically of extensive counselling and guidance for all pupils completing compulsory education and in making them a genuine offer of continued training or work with a training orientation.

The scheme has been continued after 1980 and has now taken on the character of a more permanent arrangement.

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-	-
Migrant workers	-	-	-	-	-	-	-	-	-	-
Young people	8 479	-	-	-	8 479	11 414	-	-	-	11 414
Women	-	-	-	-	-	-	-	-	-	-
<u>ARTICLE 5</u>										
Regions	1 950	1 005	-	-	2 955	1 337	794	-	-	2 131
Technical progress	-	-	-	-	-	-	-	-	-	-
Groups of undertakings	15	45	-	-	60	145	540	-	-	685
Handicapped persons	626	765	-	-	1 391	555	679	-	-	1 234
TOTAL	11 070	1 815	-	-	12 885	13 451	2 013	-	-	15 464

Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.

2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.

3. Figures relating to training of trainers or instructors should be given under "other categories".

4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

It should be noted that the figures are based on estimates and statistical data. Information concerning migrant workers (language teaching, etc.) is not included in the table.

2.

NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u> Agriculture Textiles Migrant workers Young people Women <u>ARTICLE 5</u> Regions Technical progress Groups of undertakings Handicapped persons	Only very limited data available.	

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

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3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
	DKR
<u>ARTICLE 4</u>	
Agriculture	-
Textiles	-
Migrant workers	2 459 609
Young people	43 307 601
Women	-
<u>ARTICLE 5</u>	
Regions	54 871 292
Technical progress	-
Groups of undertakings	5 910 000
Handicapped persons	24 873 622
Total	<u>131 063 605</u>

FEDERAL REPUBLIC OF GERMANY

National reports on the activity of the European Social Fund

Federal Republic of Germany

Supplement to the Tenth Report

I. As has already been explained, the overall effect of the Social Fund on measures taken within the framework of labour market policy in the Federal Republic of Germany cannot be measured precisely.

Reasons : Subsidies are directed towards regions and not towards the labour market as such, consequences of the weighted reduction, changing criteria for Social Fund assistance as set out in the guidelines, subsequent interpretation of the guidelines.

Consequences : It is difficult to reconcile the main areas of national labour market policy with the Fund's main areas of assistance. Of a range of complementary and partly interrelated measures, some are approved, others refused, all of which tends to lend an arbitrary character to Fund assistance. Consequently, since such assistance is not calculable, it cannot have any influence on the progress of a measure from its very inception.

II. In the area of intervention for migrant workers, criteria for assistance have remained relatively unchanged in recent years. This makes it possible to channel Fund assistance into the areas which the national authorities see as priorities. Proof that such concentration of Fund assistance can produce measurable successes will be demonstrated by means of the example of language teaching vocational preparation and social integration (Federal Government, Länder).

Content of the measures

The Federal Government's objective is to integrate the second and third generation of migrant workers by offering them skilled training. Young people who have not attended a German school and who do not hold a German school leaving certificate cannot attain this objective without receiving additional assistance.

Two coordinated and overlapping measures are being implemented here nationwide :

- language courses and crash language courses,
- measures aimed at vocational preparation and social integration (MBSE),

both of these supplemented by basic and further training for teachers.

Measures aimed at vocational preparation and social integration (MBSE) lead young people via :

- practical vocational preparation,
- language instruction,
- general education and
- socio-educational assistance,

to a stage where they are ready for training proper and working life. Young people starting, as it were, from scratch in German cannot, however, expect to attain this objective. As a rule, therefore, a series of language courses and crash language courses providing a basic knowledge of German indispensable to successful participation in MBSE precede the MBSE themselves.

Expenditure/Assistance

Although assistance from the Social Fund is steadily diminishing in relation to expenditure disbursed by the Federal Government and by the Länder in respect of these measures (1979 : 49.0 %; 1980: 27.1 %; 1981 : 21.6 %) and the very much greater expenditure incurred by the Federal Labour Office, not assisted by the Fund, is not taken into account here, the incentive effect of the assistance is undeniable. In view of anticipated intervention on the part of the Fund the sponsors of the measures are, if any thinks, in spite of their straitened financial circumstances, prepared to carry out the necessary extension of the programmes (see also the diagram).

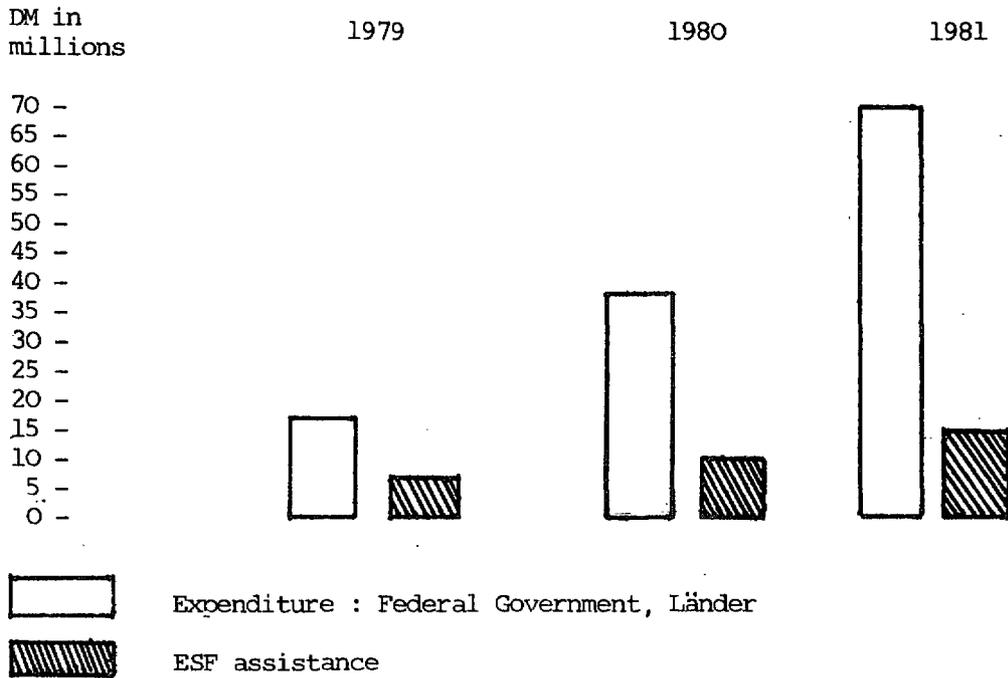
Further developments

The persistent language problems experienced by migrant workers and members of their families makes it imperative not only that the provision of language teaching should be extended but also that it should be varied according to particular personal situations : specifically-orientated courses should be organized for foreign women or unemployed migrant workers so that they might use their time while unemployed profitably and improve their chances of getting a job and for trainees who still require remedial language teaching to accompany their training. A prerequisite for these activities is that the Social Fund should contribute to their funding.

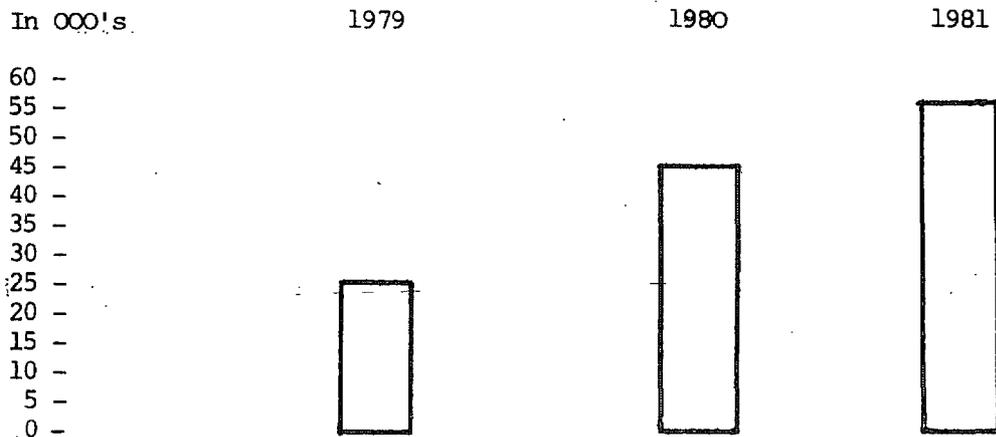
Area of intervention : Migrant workers

Sub programme : language courses : MBSE (Federal Government, Länder)

1. Trend of expenditure/assistance



2. Trend in numbers of participants



1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	129	-	-	129	-	66	-	-	66
Textiles	-	285	-	-	285	-	3 637	-	-	3 637
Migrant workers	2 733	8 150	59 224	348 474	418 581	4 264	9 541	36 789	146 953	197 547
Young people	40 418	-	-	-	40 418	26 851	-	-	-	26 851
Women	-	-	-	-	-	-	11 103	-	-	11 103
<u>ARTICLE 5</u>										
Regions	9 998	5 983	-	-	15 981	6 148	2 881	-	-	9 029
Technical progress	312	1 015	-	-	1 327	5	159	-	-	164
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	678	1 268	-	-	1 946	504	354	-	-	858
T O T A L	54 139	16 830	59 224	348 474	478 667	37 772	27 741	36 789	146 953	249 255

- Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.
2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.
3. Figures relating to training of trainers or instructors should be given under "other categories".
4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

2.

NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	95	-
Textiles	95	-
Migrant workers	-	-
Young people	90	-
Women	95	-
<u>ARTICLE 5</u>		
Regions	95	-
Technical progress	-	-
Groups of undertakings	-	-
Handicapped persons	-	-

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
<u>ARTICLE 4</u>	DM
Agriculture	2 580 240,00
Textiles	3 880 785.93
Migrant workers	22 260 241.44
Young people	30 632 128.76
Women	27 561 138.21
<u>ARTICLE 5</u>	
Regions	55 739 974.33
Technical progress	15 295 690.11
Groups of undertakings	-
Handicapped persons	45 179 732.34

FRANCE

ANNUAL REPORT 1981

Although in 1981 France showed a marked drop in the volume of aid received from the European Social Fund in relation to 1980, as a result particularly of the weighted reductions which affected several fields of intervention, it nevertheless received total or partial approval in respect of 516 operations instead of 372 in 1980, i.e. an increase of 38%.

This situation suggests that, in spite of conditions of access to the European Social Fund being made more difficult on account of the increase in the number of applications submitted by Member States outstripping the increase in appropriations available, the vocational training bodies are less hesitant than hitherto in submitting applications for assistance.

The increase in unemployment, the under-employment of young people, the inadequacy of national appropriations to solve on their own the problems posed, explain this recourse to the European Social Fund, whose intervention is often essential to the implementation of large-scale programmes or innovative operations.

However, the weighted reductions which affected a large number of operations in respect of which notification was received late disrupted the management of many bodies, which had to approach national public authorities in order to balance their budgets, once the operations had been completed.

Faced with these difficulties, the Interdepartmental Committee for examining applications, which, since its creation in 1979, had not vetted projects in terms of their advisability, made a point of informing bodies submitting applications that the State could not commit itself, prior to their transmission to Brussels, to offset the effects of a possible weighted reduction. The Commission wished in this way to deter promoters from submitting applications for assistance which were of levels of priority likely to be affected by a substantial weighted reduction and which even risked not receiving any further funding.

The late notification of approval decisions and the threat of a weighted reduction affecting most fields of intervention served to highlight the risk factor with which promoters must reckon when applying for aid from the European Social Fund. Bodies which do not hold sufficient funds or alternative financing options in the event of a "reduced approval" are liable eventually to leave the possibilities offered by the Fund out of account and consequently the incentive character of these will be still further reduced. Equally, promoters of innovative projects, who are already experiencing difficulties in gaining access to national financing facilities, will think twice before submitting applications.

The situation in 1981 in the various fields of intervention was as follows:

Agriculture

No new operations were submitted for approval in this field in 1981. The considerable weighted reduction which affected it for the first time in 1981 posed very serious problems to some promoters, whose management was completely thrown out of balance by this unexpected turn of events.

Textiles

The non-financing in 1981 of the second level of priority, the weighted reduction coming into effect immediately at the first level, debarred a number of bodies from eligibility for Social fund aid, which they had been granted in previous years. The operations approved concerned in the main retraining and restructuring measures carried out with the support of the National Employment Fund (Fonds National de l'Emploi).

Young people

As in the previous year, major applications were submitted in this field by the Ministries of Labour and Vocational Training within the framework of the national pact for the employment of young people. Various operations not covered by the past were also submitted by public and private promoters, many of whom were affected by the weighted reduction which affected the third level of priority.

Under operations to improve local training structures or operations of an experimental nature, two projects were approved which had been submitted by A.C.E.R.E.P. (the Association of the Study and Operations Centre for Continuing Education) intended for young people who have failed at school and are drifting on the fringes of social and working life. These two operations, which could not have been carried out without assistance from the European Social Fund, were among a number of experiments which provided material for the thinking of Professor Bertrand SCHWARTZ when drafting his report in 1982 at the request of the Government on the integration of young people into working life.

At Bobigny, in the northern suburbs of Paris, ACEREP conducted a navel operation among young job seekers selected by the National Employment Agency (Agence Nationale de l'Emploi) who had interrupted their studies at a very early stage. By means of a process aimed at depriving failures experienced of their traumatic quality, at motivating the young people to embark upon working life and by actively seeking out job offers, ACEREP succeeded in attaining a 75% success rate, which is very significant, given the type of young person involved. At Valance in the second project the approach was the same, but the operation was designed at the request of the local authority with the aim of remedying the lack of a suitable local training structure.

Migrant Workers

Numerous bodies submitted applications for aid to the European Social Fund in 1981, but the heavy weighted reduction which affected this field of intervention subsequently proved to be the source of major management difficulties for them, since promoters in this sector do not as a rule have any cash resources of their own with which meet this type of situation. The incentive role which the Fund undoubtedly played in promoting measures aimed at the occupational integration of migrant workers posed a difficult problem for national authorities when it suddenly turned out that its intervention was no longer to be at the level anticipated.

Women

Many applications were approved, but the considerable weighted reduction which affected the second level of priority was a source of major difficulties for many bodies.

The "Women" category is the Fund's field of intervention the greatest number of factors have to be taken into account (sex, age, operation in three phases, level of education, diversification of employment) in order to ensure the eligibility and financing of the operations. These constraints are very inhibiting for promoters bodies, which often experience difficulties in remaining within the strict framework of these criteria once their application has been approved.

In a situation where unemployment is rising, hitting the least skilled workers hardest, including women, one may question the wisdom of maintaining a set of such constricting criteria.

Regions

Operations carried out in the overseas departments, which are eligible for absolute priority, were important in volume terms, assistance from the European Social Fund being particularly necessary for these departments, which are experiencing structural under-employment aggravated by a population explosion. In particular, various preliminary training and vocational preparation measures for the benefit of young people who have passed through the education system without training have been approved by the Fund.

Increasingly, at the Fund's instigation, a more marked trend has established itself of submitting operations connected with the development and exploitation of local resources. Thus, in Martinique, the development of aquaculture, well suited to the island's geographical and climatic conditions, bodes well for the future.

The European Social Fund, by thus encouraging the replacement of more traditional operations inadequately geared to the labour market by projects which take account of the development possibilities of the local economy, is pursuing the same line as that pursued by the French Government, which is in the process of reviewing the regional vocational training plans in these overseas departments.

Finally, mention should be made of the interest shown by the locally elected representatives in the new operations, which will thus undoubtedly be obliged to develop within the new context of decentralization.

In France a growing proportion of operations financed by the National Employment Fund within the framework of the re-trading of undertakings was submitted. Assistance from the Fund thus made it possible to boost very considerably State intervention funds in emergency situations where a serious threat to employment existed. It should be pointed out that, in the case of such operations, applications for assistance are submitted by the firms themselves, which are in charge of training, in agreement with the local authorities.

Other operations, designed for job seekers and meeting regional needs, have been carried out by the various bodies providing training. Chambers of Commerce and Industry, keeping a close watch on the needs of small and medium-sized undertakings, usually organized the training courses most specifically related to this sector.

Technical progress

In this field of intervention, retraining operations were approved which had been made necessary by the advance of various technologies, and measures were also approved which were aimed at promoting the modernization of the management and production techniques of small and medium-sized undertakings.

In connection with the latter, mention may be made of the approval of training courses for persons setting up businesses, financed at national level by the Ministry for Industry and organized by Chambers of Commerce and Industry. These training courses differ from the management introduction courses which existed former and are tailored to the requirements of the beneficiaries; they comprise a set of modules designed to optimize the successful creation of the planned new business, the feasibility of which is studied beforehand.

On account of a very considerable weighted reduction, the second level of priority has remained practically unfinanced.

Groups of undertakings

France did not submit any applications in respect of this field in 1981.

Handicapped persons

Traditional operations were for the most part approved by the Fund in 1981. Presentation of demonstration operations is difficult, since, usually, bodies have to commit investment expenditure which is not eligible for Fund assistance.

Pilot schemes

In 1981 various pilot schemes for the benefit of handicapped persons were approved, in particular an interesting operation involving working from home using telematic equipment.

In St Etienne an alternative undertaking concerned with rehabilitation and service for the benefit of young people in situations of social and occupational instability was created to facilitate their social and occupational reintegration by means of a production/training activity.

A network of small firms' advisory centres has been able to start up, thanks to assistance from the Fund, and this is intended to encourage the emergence of new entrepreneurs, motivated by a desire for independence and creativity and not belonging to the conventional run of persons starting up businesses.

In Roubaix, in the deprived Alma-Gare district, a range of social and economic activities run by the local residents was financed on the basis of an application submitted by the people's urban planning workshop (atelier populaire d'urbanisme), a regional body on finally set up by environmental activists.

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	No break- down	M E N					W O M E N				
		UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>											
Agriculture	6 917	290	2	190	177	659	85	2	133	33	253
Textiles	-	139	1 338	-	-	1 477	271	446	-	-	717
Migrant workers	8 006	34 392	2 580	3 131	1 280	41 383	3 534	1 210	9 063	505	14 312
Young people	100 914	16 599	-	-	-	-	3 959	-	91	-	4 050
Women	-	-	-	-	-	-	-	2 806	-	-	2 806
<u>ARTICLE 5</u>											
Regions	28 689	7 208	3 084	100	41	10 433	2 833	2 550	-	262	5 645
Technical progress	278	313	1 122	34	349	1 818	31	169	-	105	305
Groups of undertakings	-	-	-	-	-	-	-	-	-	-	-
Handicapped persons	125	1 138	175	380	864	2 557	289	147	-	280	716
T O T A L	144 929	60 079	8 301	3 835	2 711	74 926	11 002	7 330	9 287	1 185	28 804

- Notes :
1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.
 2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.
 3. Figures relating to training of trainers or instructors should be given under "other categories".
 4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

2. NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	82	-
Textiles	74	-
Migrant workers	48	-
Young people	45 (estimates)	75
Women	62 (1)	92 (2)
<u>ARTICLE 5</u>		
Regions	87	98 (estimates)
Technical progress	92	97
Groups of undertakings	-	-
Handicapped persons	65 (estimates)	60 (estimates)

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

- (1) This figure applies to women who found an occupation at the end of the training
 (2) Applies to women who found an occupation at the end of the training period (employment or training)

3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
	FF
<u>ARTICLE 4</u>	
Agriculture	51 503 330
Textiles	8 933 376
Migrant workers	50 390 837
Young people	467 430 028
Women	15 509 694
<u>ARTICLE 5</u>	
Regions	334 630 403
Technical progress	18 498 887
Groups of undertakings	-
Handicapped persons	52 070 485

I R E L A N D

National Report on the Activities of the
European Social Fund in 1980

1. Introduction
2. Terms of Reference
3. Section A - Statistical Tables
4. Section B - Descriptive Information

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1. Introduction

- (i) Article 4 of Commission Decision no. 78/706/EEC of 27 July 1978 requires Member States to submit by 31 March, a summary report on operations aided by the E.S.F. during the previous year.
- (ii) The report is in two parts, statistical tables - based on figures obtained from the previous year's operations (Part i) and a descriptive section - based on information received from the principal applicant bodies (Part ii).

2. Terms of Reference

The terms of reference are based on the "schema" as notified to Member States. A list of abbreviations used in Section B of the Report, is appended.

List of Abbreviations

AnCO	An Chomhairle Oiliuma - The Industrial Training Authority
I.D.A.	Industrial Development Authority
S.F.A.D.Co	Shannon Free Airport Development Company Ltd.
N.R.B.	National Rehabilitation Board
I.M.I.	Irish Management Institute
E.S.B.	Electricity Supply Board
B.I.M.	Bord Iascaigh Mhara - Irish Sea Fisheries Board
C.E.R.T.	Council For Education, Recruitment and Training for the Hotel, Catering and Tourism Industries
N.M.S.	National Manpower Service
E.I.S.	Employment Incentive Scheme
T.Y.E.S.	Temporary Youth Employment Scheme
E.I.S.P.	Environmental Improvement Scheme Programme

PART II

- (a) The extent to which all eligible projects are submitted for Fund aid or whether - a pre-selection operates at national level

All applications for assistance from the European Social Fund are submitted through the Department of Labour which has been designated by the Government as the central agency for the formulation and transmission of all applications to the Commission. Only those applications which fulfil the conditions of admissibility and eligibility under the Regulations of the Fund and are in accordance with the priorities set out in the guidelines for the management of the Fund, are submitted.

- (b) New programmes

Ireland has interpreted this question as referring to new programmes introduced for the first time in 1980. Ireland had no such programmes but existing programmes were expanded in 1980 at a rate which would not have been possible without assistance from the Social Fund. A short summary of programmes by various organisations is given as follows :

AnCO (the Industrial Training Authority)

AnCO's programmes submitted for ESF assistance are generally for unemployed persons who require vocational training to enable them to acquire a skill for the first time or to develop existing skills in order to enter the job market. The employment potential of training courses is a major factor in the selection and implementation of training courses by AnCO.

In 1980 AnCO trained approximately sixteen thousand (16,000) persons in sixteen centres throughout Ireland. The impact of ESF assistance has been of major importance in the development of a nationwide vocational training infrastructure designed to meet the skill requirements of the economy.

In order to increase its training capacity with a view to maintaining and increasing, where possible, national employment levels, AnCO promoted training in private enterprises. In addition, AnCO's Training Advisory Service also administers, monitors and controls training programmes on behalf of the IDA (Industrial Development Authorities) for new industries setting up in Ireland.

AnCO's external training activity increased significantly in 1980 due to the availability of assistance from the Social Fund. Training resources were utilised in private firms, State-sponsored bodies and other institutions in programmes set up especially to provide urgently needed skills for industry.

Other programmes expanded by AnCO in 1980 with ESF assistance related to training of women over twenty-five years of age. The number of Return to work courses was increased and special courses in engineering skills were established. The provision of skills for travelling people (itinerants) was the objective of a programme which was expanded in 1980 in conjunction with the Departments of Education and the Environment. Special curricula were

designed to accelerate the rate of integration of the travelling persons into the employment market and into the settled community. Approximately 380 travelling persons benefited from the programme in 1980.

Training initiative for other socially deprived persons also continued to expand in 1980. Fifteen training workshops were organised and a total of 624 persons were trained on special courses aimed at facilitating the integration of these special groups into employment.

IDA (Industrial Development Authority)

The aid provided by the ESF has enabled the Industrial Development Authority to fulfil its function in relation to the training of unemployed workers for new enterprises setting up in Ireland. The Fund aid, which related to the training of 7 000 unemployed persons for new jobs was a vital element in the national job creation programme.

SFADCo (Shannon Free Airport Development Co.)

ESF aid helped considerably towards the costs of training programmes for unemployed persons on the Shannon Industrial Estate. These programmes are based on training schedules prepared in conjunction with and approved by AnCO (the Industrial Training Authority). Programmes also undertaken by SFADCo relate to training for higher qualifications for junior and middle managers and for supervisory staff in small industries in the Industrial Estate at Shannon.

Udaras na Gaeltachta

Training programmes for which ESF assistance is vital include training of unemployed workers for the establishment of new enterprises and for expansion of existing ones. The sectors of industries include engineering, food-processing, woodwork and textiles.

CERT (Council for Education, Recruitment and Training for the Hotel, Catering and Tourism Industries)

ESF aides programmes comprised full-time, 1-day and 2-day release courses for unemployed persons in the hotel and catering industries. Crash training programmes in basic skills which enable trainees to take up semi-skilled positions in the hotel and catering sector were also undertaken. ESF also assisted courses for managers and supervisor/instructors.

Irish Management Institute (IMI)

The Social Fund assisted courses run by the Irish Management Institute for unemployed or redundant managers in 1980 and also courses leading to higher qualifications for existing managers. There is still a shortage of trained managers in Ireland which can militate against the creation of new jobs and the preservation of existing ones.

National Manpower Service (NMS)

The NMS of the Department of Labour is involved in the selection, guidance and placement of trainees for programmes undertaken by AnCO (the Industrial Training Authority) and by the Department of Education. ESF assistance towards the costs of these activities was approved in 1980.

The NMS also receives assistance from the ESF towards costs of its Resettlement Assistance Scheme for workers who have to change their place of residence to find employment. Without Social Fund aid the scope of this Scheme would have to be curtailed. In 1980 ESF assistance was received in respect of about 500 migrants.

Other Programmes undertaken by the NMS with the aid of the Social Fund are referred to later in the paragraph dealing with programmes under Article 4 (Young Persons) intervention (pages 9, 10, 11 and 12).

Electricity Supply Board (ESB)

In 1980 approximately 104 unemployed persons have been trained as Thermal Power Station Operatives and as multi-skilled overhead line workers with ESF aid.

B. I. M. (Irish Sea Fisheries Board)

ESF assistance was a significant factor in the implementation of the Board's training programme for 1980. The Board was able to expand its on-going programmes for improving the skills of fishermen. In addition, the programme for existing fishermen to achieve a higher level of technical competence in the catching sector (electronic fishing) was expanded with ESF aid.

Aer Lingus Teoranta

Assistance from the ESF ensured the training of young unemployed unskilled persons to a high technological level, and their subsequent placement in employment. In 1980 the ESF assisted the training of about 120 persons.

Kilkenny Design Workshops

The Kilkenny Design Workshops is a Government Agency responsible for raising design standards in industry. Its purpose is to train young unemployed designers to a higher level of competence thus increasing their job opportunities and making them more useful to industry. The specific aim of the training programmes is to provide trainees with industry orientated skills through actual experience on work projects. During 1980 work programmes included design of a range of brass holloware, of greeting cards and calendar prints, bedroom furniture, display cases and the design and manufacture of woven silk screens, silver pieces, ceramic articles and deck chair prints.

National Rehabilitation Board (NRB)

The NRB (National Rehabilitation Board) has been entrusted with the task of co-ordinating all applications for assistance from the Social Fund relating to the rehabilitation of handicapped persons. Assistance from the Social Fund is absolutely essential to the carrying out of these operations. The availability of Fund aid has influenced the size and scope of workshops and the degree of training provided for the handicapped. In particular it has enabled the vocational training programmes to be operated and expanded to the optimum benefit of the trainee and has permitted the placement of trainees in open employment when they have attained competence and the desired level of productivity. The range of training included carpentry, light engineering, industrial sewing/knitting and secretarial skills together with various factory processes.

The placement rate in 1980 was 1,34 % over that of 1979 and, taking into account the continuing rise in unemployment generally, this marginal increase was very satisfactory. ESF assistance approved in 1980 amounted to about Ir £ 8 million in respect of almost 14 000 trainees.

(b) New jobs created

It is difficult to quantify the precise effect of ESF assistance in terms of actual jobs created. Certain 1980 ESF aided programmes, as in other years, can be seen as relating directly to job creation e.g. those of the Industrial Development Authority (IDA), Udaras na Gaeltachta and Shannon Free Airport Development Co. (SFADCo) and young persons' programmes such as Work Experience Programme (WEP), Employment Incentive Scheme (EIS) administered by the Department of Labour ; the Temporary Youth Employment Scheme (TYES) and the Environmental Improvement Schemes Programme (EISP) administered by the Departments of Education and the Environment respectively. Details of the young persons' programme are given on pages 9, 10, 11 and 12.

Other ESF aided programmes contributed to the creation of new jobs indirectly by helping to develop a skilled labour force which is in itself a major incentive in attracting employment giving enterprises and investment.

(b) Improvements in training standards influenced by the Fund

The level of training standards in Ireland has continued to improve over the years with the assistance of the Social Fund. The activities of all organisations and, in particular, those of AnCO (the Industrial Training Authority), have expanded in terms of training centres and trainee throughput. With ESF aid, the Government's primary objective is the provision of a skilled workforce to meet the skill requirements of the economy and to enable the trainees to acquire stable employment. A specific example of improvement in the standard of training achieved is the case of the Irish Sea Fisheries Board (BIM). This organisation has expanded its facilities, and modernised its training to meet the recent technological advancements in the fishing industry. An extensive programme of practical courses was undertaken in 1980 and a mobile training unit was commissioned to enable trainees to avail of training in their home ports. This would not have been possible without the intervention of the Social Fund.

Reference should perhaps also be made to specific programmes for young persons which have continued and expanded in 1980 far beyond what would have been possible without the benefit of ESF aid. Examples of such programmes are :

- (i) AnCO's Community Youth Training Programme in conjunction with the National Manpower Service (NMS) (792 trained in 1980) ;
 - (ii) AnCO's Craft Trainee Programme in conjunction with the Department of Education and the NMS (1 955 trained in 1980) ;
 - (iii) training in middle-level technician skills to provide young unemployed persons with marketable skills to enable them to secure good employment in new or expanding industries. Trainees are recruited by the National Manpower Service (NMS) assisted by the Guidance Service of the Department of Education. Training takes place in Regional Technical Colleges throughout the country - ESF approval in 1980 was in respect of 3 102 young persons and
 - (iv) pre-employment courses for unemployed young persons undertaken by the Department of Education, with assistance from the NMS are intended for young persons under 25 years of age who fail to secure any or satisfactory employment. These courses are advertised in NMS offices and trainees become registered job-seekers with the NMS which subsequently assists with their placement.
(ESF approval in 1980 was in respect of 3 600 young persons).
- (c) The extent to which pilot schemes aided by the Fund concluded in 1980 influenced general training or led to programmes subsequently submitted under Articles 4 and 5 of Council Decision 71/66/EEC of 1 February 1971 as amended by Decision 77/801/EEC

AnCO (the Industrial Training Authority) submitted two pilot projects to the Commission for consideration in 1979, one of which was completed in 1980 and the other was carried out in 1980. They are as follows :

1. Training Management in Ireland - implications for the volume and quality of Vocational Training -
Project completed in 1980 ;
2. a study of the training and employment needs of the Construction Industry in Ireland for the period 1980 - 1985.
Project carried out in 1980.

Both projects influenced AnCO's approach to training. Project no. 1, by designing, implementing and evaluating appropriate courses for training managers enhanced the quality of training and increased the contribution of organisations towards improving the employment prospects of individuals. The results of Project no. 2 on the Construction Industry in Ireland have already influenced AnCO in its establishment and implementation of courses designed for training of persons for employment within the Construction Industry.

(d) The impact of the Fund with reference to two types of aid to Youth Employment aids to recruitment (F3) and aids to employment programmes in the public interest (F4), under Council Regulation (EEC) no. 3039/78

Programmes approved by the Commission under the above Council Regulations include the following :

- (1) Work Experience Programme (WEP) administered by the National Manpower Service (NMS) of the Department of Labour. This programme, which was expanded considerably in 1980, provides young persons with the opportunity to obtain practical experience of working conditions which enable them, in turn, to assess their own aptitudes and abilities. The NMS places the trainees in the Programme, monitors their progress and gives them guidance during the course of the programme. On completion of the Programme, the young persons are placed in employment by the NMS or in further training as appropriate.

Age Group Characteristics

(1) It is estimated that 7 258 young people participated in the Programme in 1980. All were under 25.

(2) Ratio as % : 100

(3) Features of new jobs etc. :

(i) The majority of the young persons are placed in the services sector in small firms.

(ii) The young persons have no previous experience. The programme is planned in advance by the NMS in consultation with the employer and comprises induction, planned work experience, training and counselling.

(iii) It is estimated that in 1980, approx. 83 % of participants were placed in employment in the private sector while the remaining 17 % were placed in the public sector.

It is estimated that up to 80 % of participants obtain permanent employment as a result of the programme.

Impact of ESF

(1) Aid provided by the ESF amounts to 55 % of the actual cost of the Programme in a year.

It is considered that the level of participation in the programme would have been higher if the level of ESF aid had been greater.

Employment Incentive Scheme (EIS)

(1) Description of Programme -----

The Employment Incentive Scheme (EIS) is administered by the National Manpower Service (NMS) of the Department of Labour. It is designed to encourage employers to increase their workforce by recruiting both unemployed adult workers and first time job seekers. Recruitment is through the NMS or through the employer direct. Young persons recruited must be registered with the National Manpower Service.

(2) Age Group Characteristics of Participants

In 1980 ESF aid was requested only in respect of first job seekers (5 000) who were all under 25 years.

(3) Ratio

Approximately 49 % recipients benefited from ESF aid. The remaining 51 % were over 25 and were not eligible.

(4) Features in new jobs etc.

(i) The industrial sector covered by the Scheme are manufacturing industry, agriculture (including horticulture), the hotel and catering industry, the construction industry and the services sector generally.

It is estimated that the distribution of first time participants in the Scheme in 1980 was as follows :

Services	42 %
Manufacturing	32 %
Construction	17 %
Hotel/Catering	8 %
Agriculture	1 %.

(ii) The aids to recruitment under the Scheme are paid for 24 weeks. Many of the beneficiaries are retained in employment at the end of 24 week period.

Temporary Youth Employment Scheme (TYES)

(1) Description of Scheme

This Scheme is administered by the Department of Education and is aimed at relieving unemployment among young people by providing employment for persons under 23 years of age on projects aimed at improving local amenities. Priority is given to projects in areas of genuine need i.e. depressed city areas with problems of high unemployment or rural areas with high structural unemployment or emigration problems.

(2) Characteristics of Recipients of Aid

784 young persons under 25 were aided by the ESF in 1980.

(3) Ratio

56 % of the participants benefited from ESF aid. The balance of the participants were over 25 or otherwise ineligible for Fund aid.

(4) Features of New Jobs etc.

(i) Projects assisted under the TYES are organised by local authorities, community associations, youth and sport organisations, etc.

(ii) The TYES does not aim directly at providing training for the workers involved but rather provides these young workers with an opportunity of acquiring basic work skills in order to enhance their prospects of securing permanent employment.

(iii) The average length of each work project assisted by the TYES was 15 weeks.

- (iv) It is estimated by the Department of Education, that between 30 % - 40 % of participants secure permanent employment as a direct result of their participation in the Scheme.

Without ESF aid the Scheme could not be operated on as large a scale as at present.

Environmental Improvement Scheme (E.I.S.)

(1) Description of Scheme

This Scheme is administered by the Department of Environment to provide jobs for unemployed young persons on projects to improve the environment e.g. parks, picnic sites, playgrounds. In selecting the location of suitable works each Local Authority takes account of the incidence of unemployment of young persons in the area.

(2) Characteristics of Recipients of Aid

The ESF assisted the provision of employment for young persons under 25 years of age equivalent to 333 jobs, of 12 months duration in 1980. This was equal to 67 % of the total number of man years of employment provided under the Scheme.

(4) Features of New Jobs etc.

- (i) The types of projects carried out under the programme include the provision of the following :

- Parks and open spaces
- playing fields and playgrounds
- riverside and other scenic walks, mountain parks, etc.
- planting trees, shrubs etc.
- opening up views and prospects
- clearance of derelict sites acquired by local authorities
- car parks in areas of scenic attraction, tourist interest and recreational utility.

- (ii) Statistics on participants who secure permanent employment after the programme are not available.

(d) Major problems encountered in the utilisation of the aids

No great problems have been encountered in utilising the aids available. The programmes in question conform to the guidelines of the European Social Fund. In certain Schemes viz. Environmental Improvement Scheme and Temporary Youth Employment Scheme the allowances paid to young persons by the Department of the Environment and Education, respectively, are considerably in excess of the level of ESF assistance payable. If the level of Fund assistance under the two types of aid to Youth employment had been higher it is considered that many more jobs could have been created in 1980.

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	465	56	63	-	584	-	-	290	-	290
Textiles	24	15	-	-	39	140	15	-	-	155
Migrant workers	400	-	-	-	400	7	-	-	-	7
Young people (estimates)	-	-	-	-	8 372 *	9 783 *	-	-	-	9 783 *
Women	-	-	-	-	-	-	146	-	-	146
<u>ARTICLE 5</u>										
Regions	13 908	5 148	779	1 399	21 234	6 618	2 291	365	252	9 526
Technical progress	-	-	-	-	-	-	-	-	-	-
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	1 641	2 451	281	1 262	5 635	1 149	1 712	315	946	4 122
T O T A L					46 264					2 029

Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.

2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.

3. Figures relating to training of trainers or instructors should be given under "other categories".

4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

* A further breakdown of this figure is not available

2. NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	-	100
Textiles	-	100
Migrant workers	-	N/A
Young people	64	-
Women	70	-
<u>ARTICLE 5</u>		
Regions	91	-
Technical progress	-	-
Groups of undertakings	-	-
Handicapped persons	38	-

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
	IR ₪
<u>ARTICLE 4</u>	
Agriculture	545 314
Textiles	186 086
Migrant workers	181 120
Young people	23 714 473 (estimates)
Women	236 023
<u>ARTICLE 5</u>	
Regions	36 429 013 (estimates)
Technical progress	-
Groups of undertakings	-
Handicapped persons	7 961 118

ITALY

PART ONE

(a) Introduction

The results of the statistical survey concerning schemes concluded during 1980 provide, with the exception of Table 2, adequately full information; indeed, this year it has been possible to gather statistics on more than 90% of the schemes falling within the scope of the survey. The results obtained show an increase on the previous year both in terms of persons concerned and of Fund assistance used.

Questionnaires were sent out to 73 promoters and information was gathered on over 200 schemes of which slightly fewer than 20% were approved in 1978 and around 40% in 1979 and 1980.

The survey has provided data in respect of LIT 311 800 million in Fund assistance used, but it should be borne in mind that this sum is a slight underestimate since in some cases it does not include amounts remaining on balance from operations for which the accounts have not yet been finalized. The figures for the number of persons concerned, on the other hand, are accurate to within close limits and show an increase of 20.60% over 1979.

It should be emphasized, as indicated in the notes to the tables themselves, that the breakdowns by age and sex (as well as, to a lesser extent, by occupational category) are for the most part estimate.

Similarly, information relating to the placement of trainees is incomplete, but in this case no estimate has been made, although percentages based on the data available have been given, thus highlighting (as in previous years) the extent to which the information is incomplete.

Finally, it should also be stressed that data relating to operations which do not possess a vocational training element in the strict sense have been excluded from the tables. These schemes concern measures for the benefit of migrant workers and members of their families in respect of language instruction, or assistance for geographical mobility.

During the period 1 September 1979 to 31 August 1980 the Ministry of Foreign Affairs carried out language instruction operations, both in Italy and abroad; the relevant survey produced the following results:

No. of persons forecast/approx. 93 000

No. of persons attending/approx. 87 000

Sums dispursed	LIT	610 392 000
	Bfrs	69 448 594
	Fl	479 670
	Lfrs	6 331 000
	FF	5 129 725
	DM	10 902 193.8
	t	493 845

The Directorate-General for Placement (Ministry of Labour) carried out operations to assist mobility benefiting around 40 000 persons (as forecast) involving expenditure of LIT 514 266 500.

(b) Analysis of the data given in Table 1

The information obtained concerns 343 284 workers who were beneficiaries of operations funded by the ESF.

The percentage breakdown by sector is as follows:

Table 1 -
Percentage of beneficiaries in
each sector

Sector	%
Agriculture	1.40
Textiles	1.71
Migrant workers	1.30
Young people	54.60
Women	0.56
Article 4	59.57
Regions	37.56
Technical progress	0.94
Groups of undertakings	0.39
Handicapped persons	1.54
Article 5	40.43
OVERALL	100.00

The highest percentage (54.60%) relates to the "Young people" sector, reflecting the volume of certain Ministry sponsored schemes deriving from the implementation of Law No 285 of 1977.

In relation to the corresponding figures for the previous year, a marked fall is apparent in the "Migrant workers" sector; this is due, as explained in the Introduction, to the fact that all operations which were not strictly speaking training schemes (involving a total of about 130 000 persons) were excluded.

Equally worthy of note is the percentage fall in the number of trainees per scheme in the "Regions" sector, declining from around 50% in 1979 to 37.56% in 1980.

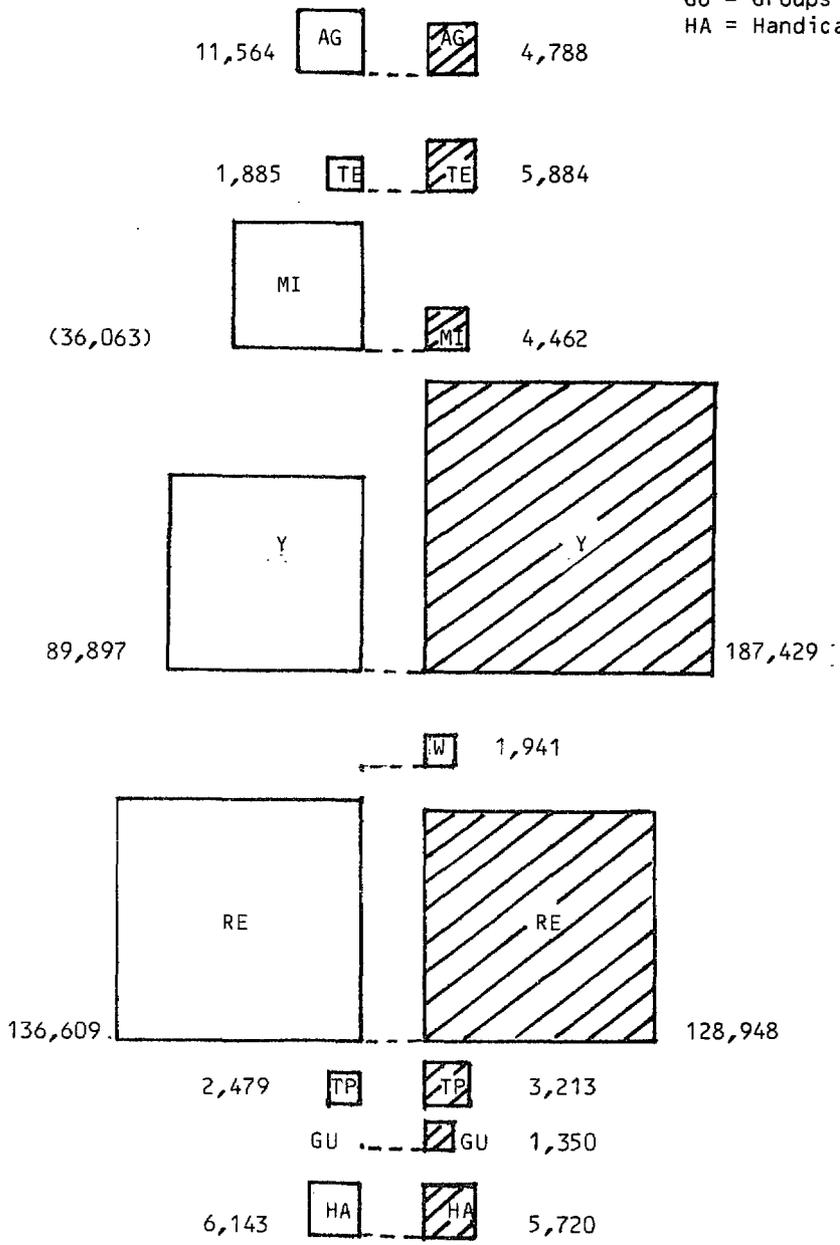
Of lesser interest are the results for the other sectors, with the exception of the 0.56% relating to the "Women" sector, which was not included in previous surveys since it is of more recent creation.

CHART SHOWING CHANGES IN THE NUMBER OF TRAINEES BY AREA OF INTERVENTION

FROM 1979 TO 1980

Key

- AG = Agriculture
- TE = Textiles
- MI = Migrant workers
- Y = Young people
- W = Women
- RE = Regions
- TP = Technical progress
- GU = Groups of undertakings
- HA = Handicapped persons



 Number of persons concerned by intervention in respect of schemes concluded in 1979

 Number of persons concerned by intervention in respect of schemes concluded in 1980

Table 2 -

Men and women trainees:
breakdown by sector (%)

Sector	Men	Women	Total
Agriculture	81.73	18.27	100.00
Textiles	17.83	82.17	"
Migrant workers	78.08	21.92	"
Young people	69.06	30.94	"
Women	2.57	97.43	"
Article 4	67.45	32.55	"
Regions	82.50	17.50	"
Technical progress	89.88	10.12	"
Groups of undertakings	71.19	28.81	"
Handicapped persons	63.81	36.19	"
Article 5	81.85	18.15	"
OVERALL	73.27	26.73	"

Table 2 shows that once again the percentage of women (26.73%) in the total number of trainees, which in previous years was around 26.10%, has held steady.

The very slight rise is due to the increased weight of sectors in which the percentage of women has always been higher than average (the "Young people" and "Textiles" sectors) as well as the inclusion in the present survey of the "Women" sector (the 2.57% of males in this sector is accounted for by the instructors). The forecasts suggest a further increase in the number of women benefiting from ESF assistance, due to the effects of efforts made in recent years at socio-cultural level, aimed at increasing awareness of the problems of women vis-à-vis the world of work. The presence among the promoters in receipt of ESF assistance of institutional bodies concerned with women's problems is clear evidence of this.

Table 3 -

Men and women trainees:
breakdown by age group
and sector

Sector	Men	Women	Total
Agriculture	89.83	10.17	100.00
Textiles	32.31	67.69	"
Migrant workers	63.54	36.46	"
Young people	99.21	0.79	"
Women	0.00	100.00	"
Article 4	95.35	4.65	"
Regions	72.78	27.22	"
Technical progress	15.94	84.06	"
Groups of undertakings	20.52	79.48	"
Handicapped persons	86.72	13.28	"
Article 5	71.48	28.52	"
OVERALL	85.70	14.30	"

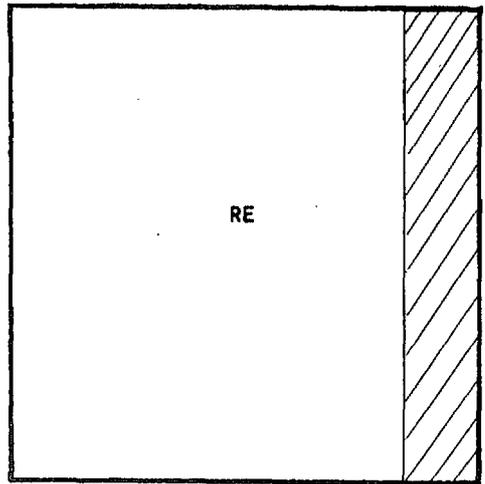
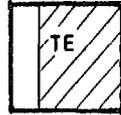
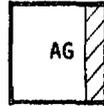
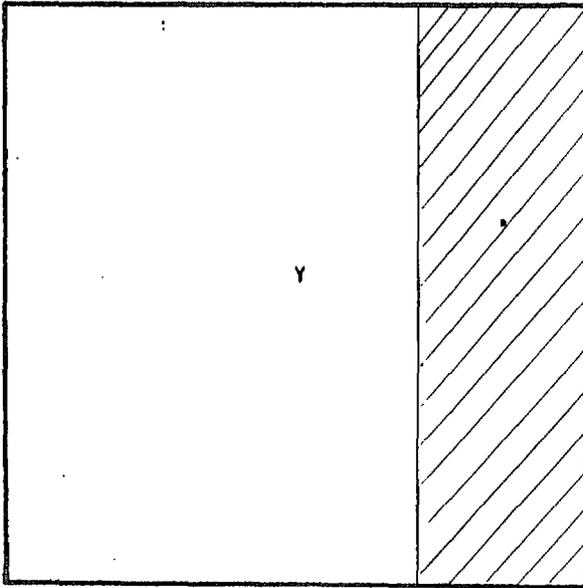
The number of young people benefiting from ESF intervention has increased in relation to 1979, rising to 85.70% of the total.

The average figure has remained high on account of the numerous operations in the "Young people sector; however, the trend for future years, predictable on the basis of new schemes already under way, suggests that, together with a contraction in the number of operations in this sector, there will be a corresponding increase in the average age of trainees.

The figures in the Table reflect the particular features of each sector: e.g. a precondition for eligibility for ESF intervention under "Women" is that all beneficiaries must be over 25; the figure of 84% for over -25 in the "Technical progress" sector indicates that for the most part, intervention here involves retraining operations aimed at persons already in employment and of mature age, while the 0.79% for the "Young people" sector relates only to instructors.

Comparison with the corresponding figures for 1979 confirms those figures (within the limits of accuracy of the estimates), since no substantial fluctuation have occurred within the individual sectors.

TRAINEES: BREAKDOWN BY SEX AND SECTOR



Men

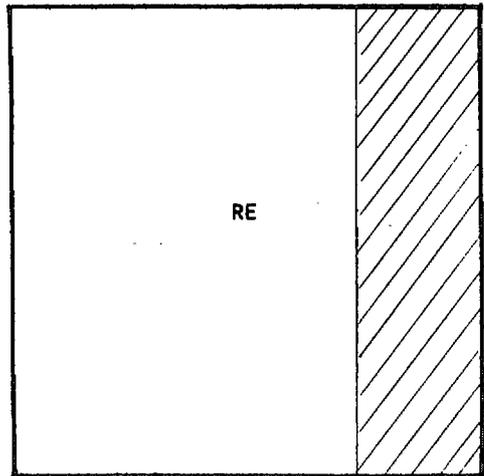
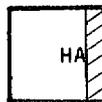
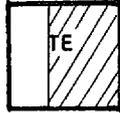
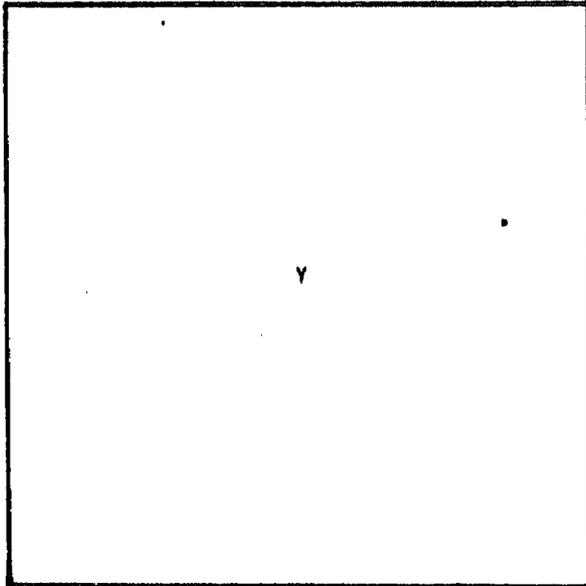


Women

KEY

- AG = Agriculture
- TE = Textiles
- MI = Migrant workers
- Y = Young people
- W = Women
- RE = Regions
- TP = Technical progress
- HA = Handicapped persons
- GU = Groups of undertakings

TRAINEES: BREAKDOWN BY AGE GROUP AND SECTOR



Men



Women

KEY

- AG = Agriculture
- TE = Textiles
- MI = Migrant workers
- Y = Young people
- W = Women
- RE = Regions
- TP = Technical progress
- HA = Handicapped persons
- GU = Groups of undertakings

Table 4 -

Trainees: breakdown by category and sector (%)

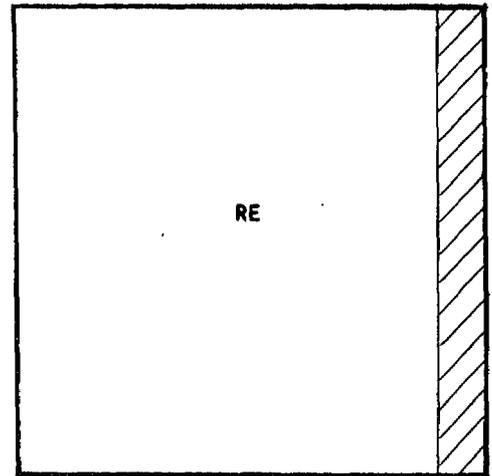
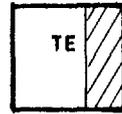
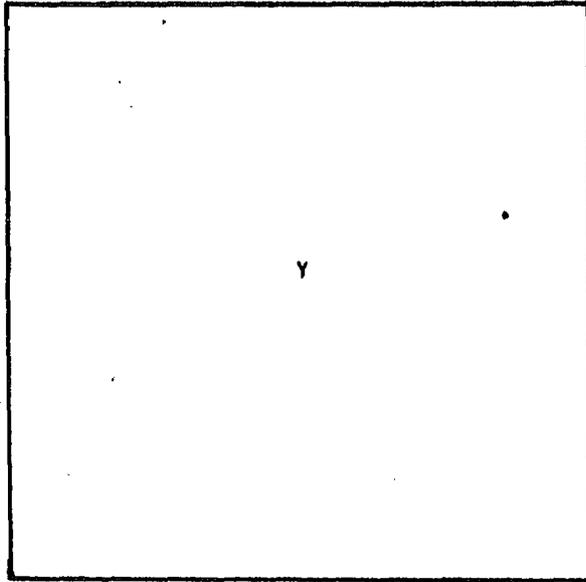
Sector	% unemployed or threatened with unemployment	% other categories	Total = 100
Agriculture	94.01	5.99	100.00
Textiles	67.96	30.04	"
Migrant workers	93.14	6.86	"
Young people	99.21	0.79	"
Women	92.53	7.47	"
Article 4	97.99	2.01	"
Regions	88.87	11.13	"
Technical progress	37.41	62.59	"
Groups of undertakings	100.00	0.00	"
Handicapped persons	87.40	12.60	"
Article 5	87.73	12.27	"
OVERALL	93.84	6.16	"

The overall figure for those unemployed or threatened with unemployment stands at around 94%, slightly higher than in 1979.

The figures for the individual sectors show little change except for "Technical progress", where the percentage unemployed or threatened with unemployment has risen sharply.

As in the past, the percentage of unemployed under Article 4 is higher, since it reflects the figures for the sectors "Young people" and "Women", which are aimed exclusively at unemployed workers (it will be recalled that in these sectors the figures under "Other categories" are accounted for by the instructors).

TRAINEES: BREAKDOWN BY OCCUPATIONAL CATEGORY AND SECTOR



 Men

 Women

KEY

- AG = Agriculture
- TE = Textiles
- MI = Migrant workers
- Y = Young people
- W = Women
- RE = Regions
- TP = Technical progress
- HA = Handicapped persons
- GU = Groups of undertakings

The analysis of the data proves to be more interesting when the different factors are combined, as the following tables show.

Table 5 -

Trainees: breakdown by age group and sex (%)

	Men	Women	Total
Under 25	61.71	23.99	85.70
Over 25	11.56	2.74	14.30
Overall	73.27	26.73	100.00

The highest figure is that for males aged under 25. Women, too, are more strongly represented in the younger age group; indeed, the difference is more marked than for men, despite the inclusion of "Women" sector beneficiaries, all of whom are over 15.

Table 6 -

Trainees: breakdown by sex and occupational category (%)

	Persons unemployed or threatened with unemployment	Other categories	Total
Males	68.08	25.76	93.84
Females	5.19	0.97	6.16
Overall	73.27	26.73	100.00

The distribution by sex varies with occupational category; indeed, the ratio of males to females is greater in the case of the "Other categories", being affected especially by intervention in the "Regions" sector in which males numbered over 13 000 as against only slightly more than 1 000 women. However, women account for the majority of trainees in the "Textiles" sector.

Table 7 -

Trainees: breakdown by age group and occupational categories (%)

	Under 25	Over 25	Total
Persons unemployed or threatened with unemployment	85.06	8.78	93.84
Other categories	0.64	5.52	6.16
Overall	85.70	14.30	100.00

The breakdown by age and occupational category shows interesting results; these two factors cannot be considered as independent, since a change in one also affects the other.

While the table shows a fair higher percentage of young people under "unemployed", the reverse is the case under "other categories" when over 25s predominate since the related operations mainly concern schemes.

(c) Analysis of the data in Table 2

Although the layout of the table has been somewhat modified (as in previous years), column 5 under "unemployed or threatened with unemployment" and "other" shows the percentage of trainees placed in employment - or re-employed - following the completion of the respective schemes.

The other data in the table enable an assessment to be made of the significance of the figures given, since the data not available are indicated, while the "success" of the operations may be evaluated taking into consideration, in respect of each sector, the percentage of those continuing training, to complete multi-stage courses of which the units are covered by separate approval decisions.

In view of the foregoing, and given that about 50% of the table is incomplete it may be concluded that on average 54.82% of trainees were placed in jobs or re-employed on concluding their courses; however, this figure drops to 51.13% under "unemployed or threatened with unemployment", while it rises to 96.45% under "Other" where, for the most part, re-training or advanced training programmes aimed at workers already in employment are involved.

The average figure (54.82%), when compared with the corresponding figure for 1979 (65.88%), reveals a substantial decline in the percentage of persons placed or re-employed. However, the survey, which was more thorough than hitherto, shows a rise to 27.87% in the figure for those continuing training against 2.77% in 1979 (when no specific question was asked concerning this point).

In addition, the tendency to limit applications for ESF assistance to a single financial year in response to the EEC Commission's recommendation should be borne in mind; this has resulted in an increase in the number of individuals who continue training, since the number of multi-annual projects is declining while the number of those limited to one year (some of which form part of longer programmes) is on the increase.

The percentage of persons continuing training is thus 30.14% in the case of "unemployed or threatened with unemployment" and much lower (2.25%) under "other categories".

The theoretical "failure rate" may be put at 17.31%, rather lower than the corresponding figure for 1979 (31.35%).

Among the individual sectors, the figures for "Handicapped persons" are once again below average this year; the difficulties of integrating trainees into working life and the consequent need for courses of longer duration in this sector are evident, resulting in a high percentage (43.05%) for those continuing training.

The same could probably be said of the "Migrant workers" sector; however, the information obtained by the survey was too scant to make reliable assessment possible.

The "Textiles" and "Technical progress" sectors continue to show the highest percentage of trainees employed, close to 100% for the type of operation characteristic of these two sectors.

On the other hand, the average figure for trainees placed in employment in the "Young people" and "Regions" sectors is around 50%, lower than in 1979 (64.85% and 65.52% respectively); however, in these sectors, too, a greater number of individuals are continuing training.

On the basis of the data available, taking an average of "unemployed" and "other categories", the following theoretical "failure values" may be arrived at for operations in each individual sector:

Agriculture	12.67
Textiles	0.00
Migrant workers	4.34
Young people	22.77
Women	24.28
Article 4	21.55
Regions	14.54
Technical progress	0.00
Groups of undertakings	0.00
Handicapped persons	33.25
Article 5	14.72
Overall	17.31

The sectors presenting the greatest difficulties are, as the figures show, "Handicapped persons", "Young people" and "Women". These sectors correspond to the categories worst hit by unemployment; despite numerous measures on their behalf, they are consistently the weakest and continue to encounter difficulties with regard to integration into working life.

(d) Analysis of the data in Table 3

The table, relating exclusively to increases in expenditure, is of less interest than those for previous years from which the utilization rate for assistance approved could be calculated.

It is nonetheless interesting to study the percentage breakdown of sums disbursed in respect of each sector:

Table 8 -

<u>Expenditure per sector (%)</u>	Agriculture	1.21
	Textiles	1.52
	Migrant workers	0.37
	Young people	39.66
	Women	0.93
	Article 4	43.69
	Regions	51.74
	Technical progress	0.90
	Groups of undertakings	0.35
	Handicapped persons	3.32
	Article 5	56.31
	Total	100.00

The figures become more significant if compared with the percentage breakdown per sector for the number of trainees (Table 1).

Whereas operations falling within the scope of Article 5 accounted for 56.31% of expenditure, the number of persons involved was only slightly more than 40% of the total.

The disparity between the two figures is solely due to the sharp difference from sector to sector in the average cost per trainee, which is set out in the following table.

Table 9 -

<u>Average cost per trainee, by sector</u>	Agriculture	788 929
	Textiles	805 492
	Migrant workers	258 746
	Young people	659 767
	Women	1 502 709
	Article 4	666 235
	Regions	1 251 042
	Technical progress	873 842
	Groups of undertakings	799 248
	Handicapped persons	1 966 478
	Article 5	1 264 888
	OVERALL	908 333

Costs range from a maximum of almost LIT 2 million per trainee in the "Handicapped persons" sector (the high cost of training for the handicapped, due to the need for highly-skilled staff and specialized equipment, is well known) to LIT 258 746 in the "Migrant workers" sector.

With regard to the overall average figure of LIT 908 333 per trainee, it is apparent that with the exception of "Women", which involves relatively small numbers, the costs in sectors falling within the scope of Article 4 are much lower than in those covered by Article 5.

The results are confirmed by other surveys carried out annually on data relating to individual approval decisions. As a rule, the most expensive training operations concern "Handicapped persons", "Technical progress", "Regions" and "Women". Less costly are "Young people" and "Migrant workers".

TABLE 3 - EXPENDITURE IN 1980

SECTOR	AMOUNT
Article 4: Agriculture	3 777 391 997
Textiles	4 738 707 929
Migrant workers	1 154 525 000
Young people	123 659 540 460
Women	2 916 758 021
Article 5: Regions	161 319 321 215
Technical progress	2 807 654 024
Groups of undertakings	1 078 985 148
Handicapped persons	10 363 338 117
TOTAL	311 816 222 131

NOTES:

Data were compiled for over 90% of the schemes covered by the survey for 1980.

Agriculture: Complete information supplied.

Textile: Information not supplied concerning LIT 20 million in aid approved (0.15%);
the breakdown by age and sex has been estimated in respect of 67% of the trainees.

Migrant workers: Complete information supplied.

Young people: Information not supplied concerning LIT 1 299 million in aid approved (0.88%);
the breakdown by age and sex has been estimated in respect of 58% of trainees.

Women: Complete information supplied.

Regions: Information not supplied concerning LIT 19 900 million in aid approved (8.75%);
the breakdown by age and sex has been estimated in respect of 9% of trainees.

Technical progress: Information still not received concerning LIT 555 million in aid approved (8.50%);
the breakdown by age and sex has been estimated in respect of 57% of trainees.

Groups of undertakings: Complete information supplied.

Handicapped persons: Information not supplied concerning LIT 912 million in aid approved (7%);
the breakdown by age and sex has been estimated in respect of 30% of trainees.

PART TWO

ASSESSMENT OF FUND ASSISTANCE

(a) In 1980 the EEC Commission approved 263 applications from Italy for ESF assistance. The applications were submitted following a thorough check to ensure that they complied with both national rules and the conditions of eligibility under Community rules, with account being taken of EEC budget constraints and the levels of priority established by the Found guidelines in effect. In particular, a preliminary study of the applications focused on determining the precise sector involved through an analysis of the project's characteristics and assessing the validity of the objectives sought in relation to the labour market situation.

The operations concerned 440 065 workers involving total ESF assistance of LIT 410 578 million, divided follows:
LIT 156 163 million for operations under Article 4
LIT 254 415 million for operations under Article 5.

Table A shows a breakdown by sector of amounts approved and the changes with respect to the previous year: an overall increase (from 59.38% to 61.96%) was recorded in sectors falling within the scope of Article 5, due especially to the increase in the volume of operations relating to Technical progress, while in the case of Article 4 there was an overall drop (from 33.71% to 29.49%) due to a decline in the volume operations aimed at young workers (which was not offset by the increased assistance for persons leaving agriculture).

Table B compares amounts approved, numbers of persons involved and the average amount of aid per trainee and shows the changes against the previous year.

In 1980, there was an average rise of 25.53% in sums approved, the increase being greater in the case of Article 5 (30.97%) than for Article 4 (17.58%). These figures, however, reflect the influence of inflation; this is readily apparent from the change in the average amount of assistance per trainee (up by around 27%), since there was in fact a slight fall (-1.17%) in the number of beneficiaries under ESF assisted operations in 1980. The figures in the table are interesting: only three sectors show a fall in the number of trainees in relation to the previous year. Of these figures, the most significant is undoubtedly that for "Young people", where the decline of 3.68% suggests that the steady rise which was a feature of previous years, in response to the increasingly worrying rise in youth unemployment, has finally levelled out. However, with the employment situation among young people showing little improvement, it is clear that in this sector a solution can no longer be found to the problems encountered by promoters in placing trainees.

This has led promoters to focus their attention on specific areas offering a stronger guarantee of job openings, including "Textiles" and the "Technical progress" where in 1979 the placement rate among trainees benefiting from ESF assistance was close to 100%. The greatest increase on the previous year is to be seen in the "Technical progress" sector, both in terms of aid (up by 207.55%) and number of trainees (up by 278.83%), accompanied by a fall, albeit slight (-18.82%), in the average cost per trainee.

A substantial increase in assistance also occurred in the textile sector (+176.49%); however, this was due to the marked increase in the average cost per worker (up by 103.60%) since there was no corresponding rise in the number of trainees.

(b) Although smaller than that in the technical progress sector, the increase in the volume of operations in the textile sector undoubtedly reflect the alarming situation arising from the need to maintain employment levels in firms in difficulties due mainly to the market situation created by the influx of foreign goods from areas enjoying low labour costs. This has obliged such firms to diversify, changing from synthetic to natural fibres and from medium-low to fine/medium-fine qualities, and manufacturing products marketed under the auspices of prestige stylist houses. This in turn has given rise to a need for advanced training programmes for the industry's workers to enable it to meet competitors' quality levels; hence the high training costs - but courses of the required level - could certainly not have been provided without ESF assistance.

Also of importance for this sector (as for "Technical progress" and "Regions") is the assistance granted to the Government outline programmes (progetti-quadro) which (as in the previous year) facilitate access to the ESF by small and medium-sized firms lacking financial resources through the Revolving Fund set up by Law No 845/78. Due to the flexibility of the outline programmes, the obstacles which prevented - or at least hindered - access to ESF assistance by small private sector promoters have largely been overcome.

Generally speaking, however, the possibility of access to ESF funds will not in itself lead promoters to undertake particular training measures, since the need for such operations derives essentially from specific employment problems. Nevertheless it cannot be doubted that with ESF assistance, operations can be expanded and qualitatively enhanced. Perhaps the only sector where results have been disappointing is "Women"; the problem of female employment and certain changes in women's role in the family has, for historical and sociological reasons, not yet been resolved - especially in the South, where traditions and prejudices are still strongly entrenched.

The possibility of obtaining ESF assistance has thus stimulated activities in this sector not only in respect of training measures at regional level but involving small private promoters concerned directly or indirectly with the problems of women.

COMMENTS ON THE PROGRESS OF OPERATIONS APPROVED FOR 1980

Table C shows that as at 10 February 1982, out of a total amount approved of LIT 396 270 million (excluding sums in foreign currency), 12.57% (LIT 49 821 million) had been released. This percentage differs from sector to sector and, in particular, is greater (16.24%) in the case of schemes falling within the scope of Article 5.

The assessment of the situation regarding applications for payment has not been restricted, as in the previous year, to the first instalment alone, but amounts approved for the second and third instalments have also been taken into consideration.

The reduction in these amounts is evident from the table below which, among other things, illustrates the extent to which the Commission's requests that applications for ESF assistance should be restricted, wherever possible, to a single financial year have been complied with.

Distribution over the various instalments of amounts approved for the years 1979, 1980, 1981 (%)

Year	1st instalment	2nd instalment	3rd instalment	Total
1979	90.95	7.94	1.11	100
1980	96.16	2.72	1.12	100
1981	97.74	1.33	0.93	100

Sums applied for as first advance payments (calculated on the basis of the amount available net of sums released) represented 27.19% of the total, i.e. close to 30% which is the maximum allowed. The sums claimed as second advance payments were smaller (17.26% of the amount available), although ample time for the submission of such claims has now elapsed. Smaller still (4.92%) were the amounts claimed for payments of balance (by 10 February 1982 accounts should have been submitted in respect of all operations concluded prior to August 1980). In this connection, it may be observed that these claims relate to very few schemes, of which two were abandoned due to late notification of approval.

Generally speaking, therefore, it may be said that nearly 50% of aid available (net of amounts released) has already been applied for. An amount of 0.04% must, however, be repaid, being that proportion of advances received which exceeded actual expenditure, while another small sum, of 0.4%, represents an amount not used on drawing up the final balance.

The infrequency of claims for second advance payments is undoubtedly linked to the successive delays which build up as the schemes proceed and - especially - to the late notification of the Fund's decisions. In statistical terms, this phenomenon is more widespread in the case of large promoters (regions, public bodies) than small private promoters, who often are not in a position to finance certain expenditure in advance.

Moreover, it often happens that the application for the second advance is submitted at the same time as the first, since the delay in notification is often such that half the operation has already been completed.

A still more common situation is that a promoter having applied for the first advance (possibly in respect of operations initiated some time previously), may prefer to wait for the closure of the operations before making a single, final application.

We consider, therefore, that in order to improve the operation of the existing procedure for the payment of advances, in addition to ensuring that promoters are fully informed, the length of time taken for decisions to be made must be reduced.

(c) During 1980 the ESF funded five pilot schemes promoted by Italian sponsors under Article 7 of Regulation (EEC) No 2396/71, as amended by Regulation (EEC) No 2893/77, representing an overall contribution of LIT 577 235 500.

Of these schemes, which concerned the sectors "Young people", "Women" and "Regions" and the training of instructors, one is still in progress (ANAPIA/CRODI No 187/80) and the other was completed only recently (CNOS No 172/80).

Both these schemes have been deemed eligible for additional financial assistance under Article 18 (g) of Law No 845/78 chargeable to the Fund for the Mobility of Labour in respect of 40% of the total cost.

An evaluation of the effectiveness of these operations in terms of their impact on the general training system or in optimizing the use of ESF assistance is obviously dependent on the supervision of the schemes' execution by the Ministry of Labour.

In practice, this possibility exists only in the case of schemes which obtain financial assistance from the Ministry. The others, once the Commission has given its approval, are totally independent: the promoters liaise directly with the Commission and not via the competent national authorities, which are not even informed of the conclusion of the relevant contract, the timetable or the terms and conditions for the execution of the scheme. Only where difficulties arise during the execution of certain projects and when checks are carried out by the European Court of Auditors is the Ministry of Labour called on to intervene.

Thus, as has been emphasized on several occasions, it is henceforth essential that the Ministry should be kept informed of contacts between the Commission and individual promoters.

(d) Under Law No 285 of 1 June 1977 and subsequent amendments and additions, provision was made for a programme of measures of various kinds aimed at promoting and stimulating youth employment.

One of the objectives of the Law is to offer economic inducements for firms, such as measures to reduce the cost of employing young people, while another is to step up training activities to the greatest possible extent to overcome the present imbalance between the needs of industry and the supply of suitably trained labour.

The measures provided for by the Law are therefore aimed at:

- stimulating additional recruitment of young people for productive activities by individual or associated firms, cooperatives and consortia thereof, or non-profit-making public bodies;
- financing regional or central government community service programmes;
- implementing vocational training programmes geared to general development prospects.

For these purposes, under Law No 285 an appropriation of LIT 1 060 thousand million was set aside for the three years 1977-1980, to which a further LIT 250 000 million was added under Order in Council No 351/78, (converted into Law No 579/78), to make up a total sum of LIT 1 300 thousand million.

The above mentioned Law No 285 lapsed on 31 December 1980; on that date 968 666 persons (463 579 men and 505 087 women) were entered in the "Special registers of young people", this figure representing an increase of 314 886 over the number registered on the date of the Law entry into force (653 780).

Among the various measures taken, the vocational training programmes aimed at facilitating the entry into working life of young job-seekers aged between 15 and 29 and entered in the special register are especially significant in terms of both quantity and quality.

In connection with these measures, the Ministry of Labour has prepared and submitted to the ESF a set of applications for programmes satisfying the conditions of Regulation (EEC) No 3039/78 of 18 December 1978.

These programmes, although differing among themselves for reasons of timing and procedure (for example, the need to distinguish between operations carried out in the North, those located in the Mezzogiorno, those for young people aged under 25, and establish the costs allowed under ESF rules), all have an identical social objective within the framework of Law No 285/77 which governs this area in Italy.

- In respect of recruitment aid (F3) two applications were submitted, and the ESF has made available assistance totalling LIT 23 380 727 000. These applications concerned 31 936 young people aged 15-25, including 14 244 living in Mezzogiorno areas.
- In respect of aid to recruitment for community service programmes, two applications were submitted, and the ESF has made available a sum of LIT 45 043 616 272.

These applications related to 54 996 young people aged 15-25, 60% of whom live in Mezzogiorno areas.

In all, 86 932 young people have benefited from ESF assistance, while the total number of those benefiting from national aid has been estimated at around 103 000.

Although 84.4% of young people in these categories benefited from ESF assistance, it should be borne in mind that the Community's financial contribution, although substantial, accounts for barely 5.26% of the sums allocated by the Italian State for the relief of unemployment among young people during the period in which Law No 285/77 was in force (1 300 thousand million).

All the measures carried out sought to give emphasis to the training aspect of the relationship between young people and employers, to offer incentives by reducing the cost to the employer of each young worker hired and to make the recruitment system more flexible by permitting a degree of choice on the part of the workers in the case of small undertakings.

Other possibilities for starting working life have also been envisaged, such as fixed-term and part-time contracts and the option of spending periods of training in firms, as an alternative to the traditional employment relationship.

The results of the programmes carried out to promote the employment of young people in additional jobs to enable them to acquire vocational experience facilitating their entry to stable employment may be considered as positive, while the same may be said of the programmes aimed at promoting stable employment in community service jobs.

TABLE A

ESF: 1980 - BREAKDOWN BY SECTOR OF AMOUNTS APPROVED COMPARED WITH THE PREVIOUS YEAR

	Amount approved 1980 (LIT Million)	% 1980	(% 1979)
Agriculture	3 861.05	0.94	(0.60)
Textiles	11 466.02	2.79	(1.27)
Migrant workers	16 745.51	4.08	(4.21)
Young people	121 068.21	29.49	(33.71)
women	3 022.23	0.74	(0.62)
Article 4	156 163.02	38.04	(40.62)
Regions	219 675.52	53.50	(53.51)
Technical progress	14 692.26	3.58	(1.45)
Groups of undertakings	630.45	0.15	(0.15)
Handicapped persons	19 417.42	4.73	(4.26)
Article 5	254 415.65	61.96	(59.38)
TOTAL	410 578.67	100.00	100.00

TABLE B

ESF: 1980 - AMOUNTS APPROVED

- NUMBER OF PERSONS INVOLVED

- AVERAGE AMOUNT OF AID PER TRAINEE: ABSOLUTE FIGURES AND % CHANGE IN RELATION TO 1979

	AMOUNTS APPROVED	% CHANGE	No. of persons	% CHANGE	Average amount of aid per trainee	% CHANGE
Agriculture	3 861 054 092	+ 95.76	4 756	+ 37.30	811 828	+ 45.58
Textiles	11 466 916 989	+ 176.49	6 145	+ 35.80	1 865 910	+ 103.60
Migrant workers	16 745 507 968	+ 21.86	197 676	- 11.15	155 517	+ 37.15
Young people	121 068 207 186	+ 9.79	139 296	- 3.68	669 143	+ 13.97
Women	3 022 235 429	+ 12.69	1 976	+ 17.62	1 529 471	- 4.19
Article 4	156 163 021 556	+ 17.58	259 849	- 5.57	609 976	+ 24.64
Regions	219 875 523 845	+ 25.51	161 333	+ 1.91	1 361 627	+ 23.16
Technical progress	14 692 259 664	+ 207.55	10 595	+278.83	1 398 595	- 18.82
Groups of undertakings	630 459 000	+ 26.46	400	+ 21.21	1 576 125	+ 4.33
Handicapped persons	19 417 417 975	+ 39.29	7 978	- 4.87	2 433 870	+ 46.33
Article 5	254 415 650 584	+ 30.97	189 216	+ 6.13	1 411 726	+ 23.40
Total	410 578 672 140	+ 25.53	440 065	- 1.17	932 995	+ 27.02

TABLE C

ESF: 1980 - AMOUNTS APPROVED PER SECTOR, NET OF AMOUNTS RELEASED - APPLICATIONS FOR PAYMENT: SITUATION AT 10/2/82

(amounts in LIT '000 million)

	APPLIED FOR AS AT 10/2/1982										
	Approved	Released		Available	First advance		Second advance		Balance		Total
			%			% (°)		% (°)		% (°)	% (°)
Agriculture	3.861	-	-	3 861	0.969	25.10	0.811	20.99	-	-	46.09
Textiles	11.466	1.903	16.60	9 563	3.276	34.26	0.359	3.75	-	-	38.01
Migrant workers(')	2.440	0.060	2.46	2.380	0.333	14.00	0.264	11.09	-	-	25.09
Young people	121.068	6.076	5.02	114.992	30.147	26.22	14.729	12.81	15.471	13.45	52.48
Women	3.022	0.457	15.11	2.565	0.676	26.35	0.408	15.90	-	-	42.25
Article 4	141.857	8.495	5.99	133.362	35.401	26.54	16.570	12.42	15.471	11.60	50.56
Regions	219.676	40.046	18.23	179.630	51.013	28.40	39.245	21.85	1.102	0.61	50.86
Technical progress	14.692	0.699	4.76	13.993	3.643	26.03	1.679	12.00	-	-	38.03
Groups of undertakings	0.630	0.069	11.02	0.561	0.023	4.14	0.023	4.14	-	-	8.28
Handicapped persons	19.417	0.512	2.64	18.906	4.137	21.88	3.512	18.56	0.481	2.25	43.01
Article 5	254.416	41.326	16.24	213.090	58.815	27.60	44.459	20.86	1.583	0.74	49.20
TOTAL	396.273	49.821	12.57	346.451	94.216	27.19	61.030	17.62	17.055	4.92	49.73

(°) Percentages calculated on the amount available, net of sums released (column 4)

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N					TRAINERS (M + F)
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		
<u>ARTICLE 4</u>											
Agriculture	3 551	194	18	150	3 913	722	34	10	109	875	-
Textiles	242	517	110	180	1 049	1 069	2 170	480	1 115	4 834	-
Migrant workers	2 133	1 104	-	247	3 484	702	217	-	50	978	-
Young people	128 022	-	-	1 410	129 432	57 919	-	7	71	57 997	1 488
Women	-	-	-	50	50	-	1 796	-	95	1 891	145
<u>ARTICLE 5</u>											
Regions	73 706	19 477	540	12 659	106 382	19 366	2 044	232	924	22 566	-
Technical progress	124	787	342	1 635	2 888	40	251	6	28	325	-
Groups of undertakings	215	746	-	-	961	62	327	-	-	389	-
Handicapped persons	2 542	361	302	158	3 363	1 598	105	128	76	1 907	-
T O T A L	210 535	23 186	1 312	16 489	251 522	81 478	6 944	863	2 477	91 762	1 633

Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.

2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.

3. Figures relating to training of trainers or instructors should be given under "other categories".

4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

2.

NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT							OTHERS						
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
<u>ARTICLE 4</u>														
Agriculture	4 501	857	3 644	1 789	49.10	1 393	38.23	287	-	-	-	-	-	-
Textiles	3 988	2 580	1 418	1 418	100.00	-	-	1 885	1 620	265	265	100.00	-	-
Migrant workers	4 156	3 879	277	124	44.76	141	50.90	306	306	-	-	-	-	-
Young people	185 941	129 403	56 538	28 495	50.40	15 170	26.83	-	-	-	-	-	-	-
Women	1 796	58	1 738	75.72	-	-	-	-	-	-	-	-	-	-
<u>ARTICLE 5</u>														
Regions	114 593	27 223	87 370	43 472	49.76	29 195	33.42	14 355	1 543	12 812	12 667	99.00	139	1.08
Technical progress	1 202	215	987	987	100.00	-	-	2 011	1 732	279	279	100.00	-	-
Groups of undertakings	1 350	330	1 020	1 020	100.00	-	-	-	-	-	-	-	-	-
Handicapped persons	4 605	2 944	1 661	453	27.27	715	43.05	655	323	342	-	0.00	169	49.42
TOTAL	322 142	167 489	154 653	79 074	51.13	46 614	30.14	19 509	5 811	13 698	13 211	96.45	308	2.25

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

- (1) persons involved
 (2) data not available
 (3) data available

- (4) no. of employed persons
 (5) % of employed persons
 (6) no. of persons who go on further training
 (7) % of persons who go on further training

3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
	LIT
<u>ARTICLE 4</u>	
Agriculture	3 777 391 997
Textiles	4 738 707 929
Migrant workers	1 154 525 000
Young people	123 659 540 460
Women	2 916 758 021
<u>ARTICLE 5</u>	
Regions	161 319 231 215
Technical progress	2 807 654 024
Groups of undertakings	1 078 985 148
Handicapped persons	<u>10 363 338 117</u>
Total	311 816 222 131

LUXEMBOURG

EMPLOYMENT SERVICE

Luxembourg, 25 February 1982.

Impact of the European Social Fund on the work of
the Handicapped Workers' Service in 1980

The expenditure incurred by the Handicapped Workers' Service for 1980 related as in previous years to rehabilitation in the three following areas:

- (a) Vocational training or retraining of handicapped workers in a specialized training centre with a view to learning a suitable occupation. During the guidance phase, the residual ability to work, motivation and chances of placement in a trade on completion of training are assessed in the case of each disabled person. This type of training is given in France, Germany, Belgium or Luxembourg.
- (b) Training of handicapped workers in firms in Luxembourg in the crafts, agriculture, horticulture or office work.
In such cases, a contribution is made to the training and wage costs which ensures that workers receive an adequate training allowance and offsets any loss of productivity during the initiation phase. This contribution may be provided for a period of one to four years.
- (c) Supply of appropriate occupational and teaching material designed to increase effectiveness at the work place or improve access to the work place.

Financial assistance has risen from LFR 3 015 000 in 1979 (first priority) to LFR 6 310 000 in 1980 (second priority). This is a 109% increase.

Thanks to the reimbursement of 50% of training and wage contribution costs by the ESF, the Handicapped Workers' Service has been able to provide a greater number of handicapped persons with training in specialized centres and has increased its contributions to training and wage costs in firms.

The latter measure is steadily gaining in importance.

In 1980, 63 people benefited from this measure as against 41 in 1979 - a 54% increase.

The Handicapped Workers' Service is primarily interested in training young handicapped people in ordinary educational establishments as far as possible and on completion of their training seeks to place them as skilled workers or employees. After such training they can take their place on the labour market like any other worker.

However, it is becoming increasingly difficult to place workers on account of the lack of vacancies and the Service has been obliged to have ever more frequent recourse to the system of contributing to wage costs to improve handicapped persons' chances of obtaining training and subsequent employment in a specific field.

In conclusion, since the ESF took action on behalf of 70 persons in 1980 and since a total of 147 persons were placed on the open labour market, ESF assistance can be said to have had a considerable impact on vocational rehabilitation and integration in Luxembourg.

C A P E L L E N P R O J E C T

Case No HA 647

Vocational rehabilitation and reintegration of young persons with a moderate mental handicap and their integration in ordinary vocational training.

Centre de réadaptation (Ligue HMC)
82, route d'Arlon
8311 Capellen
Luxembourg

Tél. : (352) 30 92 33

Head: Mr Hemmen

Expert: Mr Waldmann

Title:

Vocational rehabilitation and reintegration of young persons with a moderate mental handicap and their integration into ordinary vocational training.

Responsible body:

Centre de réadaptation (Ligue H.M.C.)
82, Route d'Arlon
8311 Capellen (Luxembourg)

FRAME OF REFERENCE

Legislative measures concerning vocational rehabilitation and training of handicapped people and their reintegration into the open labour market were adopted in 1959. Application of these measures has called for the establishment of a unified and continuous vocational rehabilitation structure, and methods adjusted to the needs and preferences of each handicapped person while encouraging active participation. It was realized that economic independence could not be achieved without integration into the networks and institutions of society and therefore it was necessary gradually to associate local authorities and commercial and educational bodies with the rehabilitation scheme.

The Centre was founded in 1969. It was one of the first phases in the gradual progress described above. It was initially designed as an establishment to place handicapped persons in employment with a few rudimentary occupational therapy and retraining facilities. A sheltered workshop was added to the Centre in 1979. Beginning in 1977, various types of rehabilitation facilities were brought together in order to concentrate on vocational rehabilitation and integration. This process was completed in 1980 with the creation of an integrated rehabilitation centre.

There are 180 places mainly reserved for mentally handicapped persons and persons suffering from brain damage. The average age is 19 years and women account for 40% of the total.

The breakdown by category is as follows:

Mental handicap	70%
Mental illness	10%
Maladjustment	9%
Physical and sensory handicap	8%
Epilepsy	3%

The Centre is under private management (Ligue Luxembourgeoise pour le secours à l'enfance mentalement et cérébralement handicapée) and is subsidized by the Ministry of Education, the Ministry of Labour and the Handicapped Persons Service .

DESCRIPTION OF THE PROJECT

Initial developments

The Centre began to place rehabilitated persons on the open labour market in the early 1970s. Over six years it found jobs for 42 of the 130 young people for whom work was a possibility. Unfortunately, 40% of them proved unstable and changed jobs several times and 25% had to return to the Centre for a further period of rehabilitation and assistance.

The causes of the difficulties would seem to be:

- inability to adapt to a commercial working environment
- inability to carry out detailed instructions
- inability to keep up the rate of work required
- problems with human relations
- lack of support from their families.

This led the Centre to conclude that the vocational rehabilitation system applied to date was inadequate in certain respects and called for:

- increased financial assistance to improve the quality and number of opportunities for vocational rehabilitation and reintegration;
- more specific knowledge of employers' requirements and working conditions on the open labour market;
- more intensive collaboration in the Centre between employers and the families of the disabled people;
- vocational training facilities with apprenticeship contracts that would improve the status of the persons concerned and stability of employment.

The subsequent phase in which most of the above improvements were incorporated is described below.

Aims

The overall aim of the project was to facilitate the integration of mentally handicapped persons, especially young handicapped persons, into the economic and social structures which surround them.

It was recognized that even the most advanced rehabilitation in an institution could not alone result in effective and stable integration unless the social environment were taken into account and played an active part.

The subsidiary aim of the project were:

- to prove to persons responsible for vocational training and to placement offices that the mentally handicapped could benefit from ordinary training courses and could honour their contracts;
- to assist the two sides of industry to bear their social responsibilities and respect their undertakings in a practical and active fashion;
- to set up a follow-up service (In this way the Centre would collect valuable information on how to improve the rehabilitation system);
- to provide every possible assistance to the families of rehabilitated persons and to obtain their understanding and assistance, especially in the initial stages of employment;
- to associate the community with the rehabilitation process by organizing short on-the-job training periods for participants, sports and leisure activities, and encouraging private individuals to place their knowledge and experience at the disposal of the Centre.

Organization

The Centre is organized into three independent sections:

- (i) L'Institut médico-professionnel (I.M.Pro.): guidance, assessment and education
- (ii) Centre d'aide par le travail (CAT) (therapy for seriously handicapped persons);
- (iii) Ateliers de réadaptation (A.REA.) (sheltered workshops)
The workshops offer a choice of the following trades:
adjuster-fitter, sheet-iron worker/smith, carpenter,
bookbinder, gardener, potter and semi-skilled trades.

Most of the work is carried out under contract and part of the production is for direct sale.

The rehabilitation work programme is based on the following phases, depending on the regularly reassessed preferences, needs and potential of the persons concerned:

- Trial, initial evaluation and choice of activity. All trainees pass four weeks at I.M.Pro. and at A.REA. in order to evaluate their potential and practical skills in various elementary techniques and to identify their general vocational bent (see Annex I) bearing in mind the employment for which they are to be prepared.
- Admission: the Medico-psycho-social Committee evaluates the results during the test period and takes a decision concerning placement and training programmes for the handicapped person.

- Elementary and social education. Various facts and certain vocational skills are inculcated and the handicapped persons benefit from action therapy, occupational therapy, kinesiotherapy and physical therapy, while continuous assessment is carried out by I.M.Pro.
- Intensive therapy is given for the seriously handicapped at the CAT and A.REA. This includes practical rehabilitation exercises related to everyday activities, physiotherapy, kinesiotherapy, work-related activities, structured leisure and sports activities. Therapy is given under medical supervision.
- Practical and vocational training. Training for work in the AREA (sheltered workshops). Rehabilitated persons have the choice - partly subject to assessment - between several types of programme leading to different skill levels:
 - I. Certificat d'aptitude professionnelle (CAP)
(Vocational proficiency certificate)
 - II. Certificat de capacité manuelle (CCM)
(Manual skills certificate)
 - III. Certificat d'initiation professionnelle (CIP)
(Vocational preparation certificate) (Semi-skilled occupations)
 - IV. Rehabilitated persons who are not up to standard are trained for unskilled or semi-skilled work and some will stay on in the sheltered workshop with an employment contract for a fixed period.

The various vocational training programmes aimed at a qualification (examples of programmes and assessments are given in Annex 2) are supplemented by some or all of the following training facilities:

- Technical Lycée - the whole range of courses including weekly and regular courses given in these lycées.
- Courses at IMPRO.
- On-the-job training.

The multi-disciplinary team plays an important role in assessing the potential of handicapped persons. It consists of a social worker, a nurse, a psychologist, a general practitioner, a physio-therapist, an education specialist and an educator/instructor.

Participants

The project was confined to the rehabilitation and vocational reintegration of 10 handicapped men aged under 25 who with one exception, suffered from moderate mental handicap. Six had not worked before and four others had frequently changed jobs as a consequence of their lack of occupational preparation or the nature of their handicap.

Methodology

Continuous assessment of progress in the rehabilitation of the subject and his occupational skills played an important role in allocation to streams and the level of individual programmes. The former is assessed on the basis of ordinary tests given in schools and the second on more subjective factors. The effectiveness and validity of all the tests and assessments are checked by the psychologist. Traditional teaching methods are usually applied that are well adapted to participants' rate of assimilation and their ability to communicate and concentrate. Active participation and dialogue are the main features of the teaching methods and teachers/pupils relations. This approach is the most likely to foster motivation, confidence and independence in handicapped people. The most striking aspect of this methodology is the concept underlying the organization which entails the preparation of highly individualized programmes, considerable flexibility of resources, inter-disciplinary cooperation between specialists and participants and many close contacts with organizations, employers and individuals.

The Centre set up a follow-up service maintained by a para-medical staff, teachers, apprenticeship counsellors and representatives from the Handicapped Workers' Service.

IMPACT

As mentioned earlier (see paragraph on frame of reference), the Centre was established as a first step in the long-term plan for a vocational rehabilitation system that was launched only a relatively short time ago (1976 - 77). It is therefore too soon for the Centre to make an official assessment of the project at this time.

Nonetheless it is clear that the new approach to the problem of reintegration is having an impact on a growing number of handicapped persons and the work of the Centre in general.

(a) Impact on rehabilitated persons

All 10 participants were placed and are still employed at the time of drawing up this report. Two completed an apprenticeship course and four others would have attained a similar standard if at that time courses had been open to them at the vocational school (see Annex 3). At the present time, 25 handicapped persons have completed or are following courses at the vocational school as apprentices under contract.

The results are very encouraging and the educational integration of these young people is considered achieved.

(b) Impact on the staff

The role of the staff has become more complex and diversified now that the idea of guardianship or assistance has been replaced by the training and reintegration of individuals. Whereas before the main task was to keep handicapped persons occupied within their limits to enable them to live with their handicaps, instructors now have to be responsible for rehabilitation programmes adapted to the individual's potential to enable him to overcome his handicap. Refresher courses and seminars analyzing the work accomplished and continuous training courses are available for staff nowadays.

(c) Impact on the organization of the Centre

Based on experience to date, the Centre is now planning to expand and improve the system by systematically introducing more objective psychological elements in the initial assessment during the trial period so that a more complete and precise assessment of the capacity for work of the persons concerned can be made. This entails developing new methods for determining potential and the degree of re-educability of the persons concerned. More seriously mentally handicapped persons are included in the process of vocational rehabilitation. Psychological and social consultants are called in to assist in the rehabilitation process. Links with parents and homes for the handicapped are reinforced during and after rehabilitation. A follow-up service for integrated participants has been set up. In the longer term, the Centre proposes to set up a vocational rehabilitation service and an advisory service for school drop-outs who are not handicapped and who may or may not be engaged in an activity. They would have the possibility of following a course on a weekly basis at the Centre as preparation for vocational school and apprenticeship.

IMPACT AT NATIONAL LEVEL

The main by-product of the Centre's success in the area of vocational training and its public relations efforts has been the growing cooperation from educational institutions and employment services that are now prepared to admit that the mentally handicapped can acquire vocational skills and occupy suitable jobs on the open labour market.

The sheltered workshop at Esch-sur-Alzette is about to introduce the Capellen system and the psychiatric establishment at Ettelbruck is looking into the legal consequences of introducing a similar system for its patients.

Support from the European Social Fund has played a large part in furthering the integration of mentally handicapped persons in national vocational training establishments and their access to many jobs hitherto closed to them.

INTERNATIONAL IMPACT

As far as we know this system has not been adopted by any rehabilitation organizations in other Member States.

It is possible that in countries where there is a complete and structured general and specialized vocational training system, this problem could be tackled in similar fashion. It might be worth investigating whether the Capellen model, after certain adjustments, could be added to rehabilitation facilities available in Member States where there is no such general and specialized vocational training system.

E. Hemmen

1. PERSONS AIDED BY THE E S F IN 1980

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-	-
Migrant workers	-	-	-	-	-	-	-	-	-	-
Young people	335	-	-	-	335	-	-	-	-	-
Women	198	-	-	-	198	-	-	-	-	-
<u>ARTICLE 5</u>										
Regions	-	-	-	-	-	-	-	-	-	-
Technical progress	-	-	-	-	-	-	-	-	-	-
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	-	-	26	15	41	-	-	16	14	30
T O T A L	533	-	26	15	574	-	-	16	14	30

Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.

2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.

3. Figures relating to training of trainers or instructors should be given under "other categories".

4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

2.

NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	-	-
Textiles	-	-
Migrant workers	-	-
Young people	87,64	-
Women	-	-
<u>ARTICLE 5</u>		
Regions	-	-
Technical progress	-	-
Groups of undertakings	-	-
Handicapped persons	-	92

-90-

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

3. EXPENDITURE IN 1980

FIELD OF INTERVENTION	AMOUNTS SPENT
<u>ARTICLE 4</u>	FLUX
Agriculture	-
Textiles	-
Migrant workers	-
Young people	43 473 229
Women	-
<u>ARTICLE 5</u>	
Regions	-
Technical progress	-
Groups of undertakings	-
Handicapped persons	6 462 142

THE NETHERLANDS

Draft of the Dutch contribution to the Tenth Report on the activities
of the European Social Fund

The draft has been prepared in accordance with the outline sent via
the Permanent Representative of the Netherlands by the Commission's
DG V (ref. 8111738 dated 31.12.1981).

The report therefore falls into two parts:

- A. The three annexed statistical tables (Annex II).
- B. Comments on the questions raised under (a) to (d) in the outline
for the report (Annex I).

The tables have been drawn up on the basis of actual and estimated
figures for operations implemented in 1980 with assistance from the
ESF.

Comments on the questions raised under (a) to (d) in the outline

(a) Of the whole range of measures from which activities derive and which in principle (i.e. in accordance with the provisions of Council Decisions and Regulations) fall within the ESF's sphere of operations, only a limited number can qualify for assistance in practice because of the restrictions imposed by the guidelines for the management of the Fund.

As regards the preparation of applications for ESF assistance, the principle on which the Dutch authorities proceed every year is to check carefully to determine which operations appear to have a reasonable chance of being approved in the light of the guidelines for the year in question. Obviously, these activities have been checked beforehand for conformity with the provisions set out in Council Decisions and Regulations.

There is one exception to this manner of selection - namely when there is some doubt (even after consultation with Fund officials) as to the interpretation of these provisions or the practical implications of the guidelines.

Where such a doubt exists, an application is submitted anyway.

(b) The questions posed here should be answered as follows:

The uncertainty as to whether an application will be approved and, if so, how much aid will be granted, means for the Netherlands that no allowance can be made for a contribution from the ESF, when operations are being planned and their cost estimated.

This in turn means that the Fund cannot be said to stimulate the implementation of new programmes.

In view of the foregoing, there is equally little ground to suppose that Fund assistance stimulates job creations or the improvement of existing forms of vocational training.

(c) The pilot rehabilitation scheme for the occupationally disabled conducted by the Revalidatie Instituut Muiderpoort has now been completed.

A summary of the findings together with the conclusions and recommendations drawn from these was communicated to the ESF in our letter (ref. 85640) of 23 June 1981. As the scheme had to be determined, the number of patients treated remained small and the results observed could scarcely be regarded as an adequate basis for any broader conclusions.

Valuable experience was nevertheless gained at the various stages of the pilot scheme and a number of useful recommendations for the improvement of treatment methods for this particular category of patient resulted.

No assessment can be given as to how far these recommendations have influenced training in general.

For various reasons, no applications have (yet) been submitted for Fund assistance towards operations following on this pilot scheme.

(d) Impact of F3 and F4 aid for young people.

- (i) Partly because of the project-based approach employed, no precise information is available as to the breakdown by age of the young people taking part.

Given the requirements as regards duration of unemployment and the length of compulsory schooling in the Netherlands, the vast majority of participants will be aged between 18 and 25.

- (ii) In 1980 a total of 11 720 people benefited from central government aid under the Employment Promotion Scheme (WVM); which was the subject of an application for F4 aid. Of this total, some 5 275 were under the age of 25.

The corresponding figures for the Temporary Jobs Scheme (TAP) were 3 397 and 795.

The ESF contributed towards financing assistance for some 500 of these young people in the youth employment priority regions Groningen, Zeeland and Limburg.

- (iii) Both schemes relate exclusively to placement in the non-profit making (quaternary) sector.

The breakdown by employer of young people placed under the Employment Promotion Scheme in 1980 was as follows:

Provincial authorities	1,7%
Local authorities	37,3%
Foundations, associations, etc.	56,6%
Water boards, highways boards, recreation boards, etc.	1,2%
Private employers	1,2%
Others	0,4%

The remainder were placed in central government employment and hence did not form the subject of any application for Social Fund assistance.

The corresponding figures for the Temporary Jobs Scheme were as follows:

Local authority bodies	52,5%
Provincial bodies	3%
Semi-state agencies	26%

The remainder of the participants were placed in central government employment and consequently did not form the subject of any application for Social Fund assistance.

In the case of both schemes, some 25 to 30% of participants remain in employment, though this figure includes a number of 6-months renewals of aid.

(iv) Two problems arise in relation to F3 and F4 aid for the Netherlands:

1. A technical administrative problem:

Administration of the Dutch schemes is primarily project-oriented. Since the Social Fund demands information of an individual character, this creates problems for which solutions need to be worked out in close consultation with the ESF administration.

2. A problem with regard to the balance between sources of financing:

Since Social Fund assistance cannot, unfortunately, be said to play anything but a marginal role, there can be no question of it exercising any real stimulative effect. To illustrate this point, we would recall that the total annual cost per beneficiary is HFL 28 000 under the Employment Promotion Scheme and HFL 15 425 under the Temporary Jobs Scheme, whilst the maximum Fund contribution is 52 x 15 ECU a year per beneficiary, i.e. around HFL 2 100.

NETHERLANDS

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES (7)		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES (7)		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	25	-	-	25	-	-	-	-	-
Textiles	100	200	-	-	300	-	-	-	-	-
Migrant workers (6)	7 885	14 660	-	30 (3)	22 545	-	-	-	30 (3)	30
Young people	2 310	-	-	-	2 310	1 250	-	-	-	1 250
Women	-	-	-	-	-	-	920	-	-	920
<u>ARTICLE 5</u>										
Regions	550	2 000	250	300	3 100	450	450	200	200	1 300
Technical progress	100	140	140	200	580	-	-	-	-	-
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	250	380	-	-	630	125	95	-	-	220
T O T A L	11 195	17 405	390	530	29 520	1 825	1 465	200	230	3 720

- Notes : 1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.
2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.
3. Figures relating to training of trainers or instructors should be given under "other categories".
4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).
- (5) Both actual and estimated figures used, since not all final claims for payment in respect of 1980 have yet been submitted. See also 1980 Report on the Evaluation of Employment Promotion Schemes.

(6) No precise information available regarding breakdown between men and women. Majority men, however.

(7) Relates to beneficiaries in employment.

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2. NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	90	-
Textiles	90	90
Migrant workers	N/A	N/A
Young people (3)	80	-
Women (3)	90	-
<u>ARTICLE 5</u>		
Regions (3)	90	90
Technical progress	90	90
Groups of undertakings	-	-
Handicapped persons	95	-

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Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

- (1 Percentages based wherever possible on 1980 Report on the Evaluation of Employment Promotion Schemes. Otherwise estimated percentages.
- (2 Relates to beneficiaries in employment.
- (3 According to information available.

3. EXPENDITURE IN 1980 (1)

FIELD OF INTERVENTION	AMOUNTS SPENT
	DFL
<u>ARTICLE 4</u>	
Agriculture	50 000.00
Textiles	1 000 000.00
Migrant workers	1 021 000.00
Young people	4 270 000.00
Women	454 725.00
<u>ARTICLE 5</u>	
Regions	21 175 000.00
Technical progress	2 000 000.00
Groups of undertakings	-
Handicapped persons	3 240 000.00

(1) See Table 1, footnote 5.

UNITED KINGDOM

REPORT OF THE ACTIVITIES OF THE EUROPEAN SOCIAL FUND IN THE
UNITED KINGDOM IN 1980

1. Allocations from the European Social Fund to the United Kingdom in 1980 totalled UKL 135.3 million and covered schemes in all fields of intervention except agriculture. About 20% of the allocation was for schemes in Northern Ireland which was one of the five regions of absolute priority within the Community, at that time.
2. The majority of allocations were in respect of training schemes run by public bodies in regions with severe unemployment problems. One of the main beneficiaries was the Manpower Services Commission which through its three operating Divisions (Training Services Division, Special Programmes Division, Employment Service Division) has the principal responsibility for training programmes in the United Kingdom. Social Fund assistance enabled many of these programmes to operate at a more extensive level than might otherwise have been possible.
3. The Prime Minister and UK Ministers have acknowledged in the House of Commons the significant contribution made by the Fund to United Kingdom training schemes - particularly for young people - and have emphasised the account taken of the prospect of European Social Fund support when planning programmes and expenditure levels.
4. There is no pre-selection of applications at national level and all schemes which are eligible are put forward for consideration if the applicant so chooses. However, the national administration endeavours to ensure that the applications submitted satisfy the European Commission's eligibility criteria.
5. 1980 was the first year for which applications were submitted under the 'grouped' applications procedure. This caused a number of administrative problems. In particular, those instances where schemes were grouped under a single beneficiary led to difficulties at claims stage. The 'grouped' system also led to a considerable increase in the volume of enquiries from the Commission on submitted applications.
6. Reports on some major UK schemes are set out in the Annexes with a separate report on operations in Northern Ireland. These take the form of narrative reports backed by illustrative statistics where appropriate.
7. Only 2 applications were submitted under the aids to youth employment heading, one from a local authority providing aids to recruitment (F3) and one in respect of a national scheme providing aids to employment programmes in the public interest (F4). Separate reports on these programmes are set out in the Annex. The costs of the on the job elements of a number of other programmes were transferred by the Commission services from the training aids to the employment aids. Separate reports have not been provided where the on and off the job elements were part of the same operations.

REPORT ON OPERATIONS IN NORTHERN IRELAND

During 1980 the European Social Fund continued to provide significant financial assistance to Northern Ireland by supporting and complementing the efforts of Government to counteract the economic problems of the Province. In recognition of its particular economic problems Northern Ireland has been designated an area of absolute priority for ESF assistance receiving a higher rate of assistance from the Fund than other non-absolute areas. For this reason all eligible projects are submitted for Fund aid. During 1980 the European Social Fund provided financial support in three important areas:

- (i) Article 4 assistance for young people;
- (ii) Article 5 Regions support for general training initiatives and
- (iii) Article 5 support for services to the handicapped and disabled.

Article 4 - Young People

During 1980 the percentage of the total unemployed in Northern Ireland under 18 years of age varied from 3.8% to 18.8% representing between 2,454 and 13,418 young persons. Government with support from ESF continued to develop and expand its range of training programmes, offering individual opportunities in skill development and industrial experience and further expanding the Department of Manpower Services' Youth Opportunities Programme. Overall the Programme provided a high number of places for young people in training and job creation schemes aiming to offer them a choice of opportunities which would enhance their vocational attributes and promote their entry to conventional employment.

Aids to employment programmes in the public interest (F4) during 1980 related to two employment aid projects sponsored by the Department of Manpower Services as part of its Youth Opportunities Programme. Operation of the two projects was carried out through (i) Enterprise Ulster and (ii) the "Younghelp" Scheme.

Approximately 440 participated in the Enterprise Ulster Scheme during 1980 and 560 participated in Younghelp during the same period giving a total of 1,000.

It is not possible to provide a precise age breakdown of participants but all were under 19 years of age.

The principal characteristics of the participants in the operations were that they were unemployed, largely unqualified and with little prospect of immediate employment. They would have been characterised by lack of any academic qualifications and in many cases would have had motivational problems.

The work undertaken by Enterprise Ulster is largely of a basic constructional nature involving young people in a variety of projects of an environmental nature such as land reclamation to provide riverside walks etc and including the planting of trees, laying paths, erecting seats, bridges, etc. All young people employed by Enterprise Ulster undergo a structured training course lasting 13 weeks and training and development continues on an individual basis throughout the participants period of employment with Enterprise Ulster.

It is estimated that 53% of all people employed by Enterprise Ulster obtain alternative employment, after an appropriate period in the organisation.

Young people employed under the "Younghelp" scheme are engaged mainly in the field of personal social services with tasks including assisting with the running of pre-school playgroups, assisting people dealing with handicapped children and helping generally in residential homes for the elderly.

Whilst there is no structured training, as such, the development of the individual is programmed to include induction, planned work experience and where appropriate day release courses at Colleges of Further Education.

It is estimated that 75% of "Younghelp" participants obtain alternative employment, after an appropriate period in the organisation.

During 1980 the young people's budget also supported a number of training programmes organised by the Industrial Training Boards. These proved very successful and on completion of training an average of 71% of trainees obtained employment.

Article 5 - Regions

Throughout 1980 the economic crisis continued to deepen in the Province with unemployment rapidly increasing to 93,752 in December 1980 representing 16.3% of the working population. With support from the Social Fund, Government continued to tackle this problem on three broad fronts:

(i) Direct training of unemployed - The network of Government Training Centres located throughout the Province provided approximately 3,300 opportunities for training mainly in basic engineering skills and a further 3,300 unemployed persons benefitted from training courses in a variety of occupations under the Attachment Training Scheme. Approximately 850 unemployed adults benefitted from employment, including a structured induction training programme, with Enterprise Ulster.

(ii) Indirect Training through Employers - During 1980 the Training on Employers' Premises Scheme formed the main basis for private firms to make applications to the Social Fund for support for their training programmes and a further extension of ESF impact throughout Northern Ireland was witnessed with the number of applications from private establishments increasing from 142 in 1979 to 441 in 1980. The Training on Employers' Premises Scheme continued to encourage employers to develop training programmes which incorporated a number of basic elements into their skill training and gave the Department of Manpower Services the opportunity to demand a high quality of training and build on specific support to meet the needs of small firms.

(iii) Management Training Schemes - The Social Fund continued to support middle management training where the courses lasted for over 100 hours. The main programme for training better qualified unemployed persons as junior managers with skills in production, marketing and personnel remained popular both with industry and eligible unemployed persons with 82% of those trained obtaining employment as a result of the course.

The Northern Ireland Electricity Service continued to receive Social Fund support for its training programmes and was therefore able to provide a higher standard of planned training.

As a result of aids for promoting better conditions for employment (aid E) the Social Fund contributed significantly to maintaining opportunities for approximately 530 people in non-agricultural employment in rural areas.

Article 5 - Handicapped

A wide range of services provided by the Government in Northern Ireland aimed at the rehabilitation of the disabled for open employment was supported by the Social Fund.

REPORT ON OPERATIONS IN GREAT BRITAIN - GENERAL

1. Young people

(1) Report by Manpower Services Commission (Special Programmes Division) on Youth Opportunities Programme (YOP)

Introduction

YOP is a composite programme, designed to help unemployed young people, under the age of 19. It was introduced, in its present form, in April 1978. Participation in the scheme is voluntary. In order to qualify for entrance to the Programme, a young person must be registered as unemployed for 6 weeks. Young people may normally stay in the Programme for up to 12 months.

Aims and objectives

The Youth Opportunities Programme (YOP) is specifically directed towards young people who find themselves at a disadvantage in a highly competitive labour market. For a variety of reasons e.g. under-achievement at school, reduction of opportunities for in-depth job-specific training, lack of motivation, young people often need a bridge between formal education and the adult world of work. The Programme seeks to build that bridge by offering broad-based work experience and work preparation opportunities, in a working environment rather than from a classroom base.

Work experience

The Work Experience elements of YOP (Work Experience on Employers Premises, Project Based Work Experience, Community Service and Training Workshops) depend upon sponsoring initiatives from organisations in the private, public and voluntary sectors.

Work Preparation

The Manpower Services Commission (MSC) also supports short courses for young people for whom a work experience opportunity may not be immediately appropriate. These short courses include work introduction courses, wider opportunity courses, short industrial courses. The courses are mounted in Training Services Division (TSD) Skillcentres, Employment Rehabilitation Centres, employers establishments and Colleges of Further Education.

Off-the-job Training

All participants in the Programme are offered (through day release for work experience trainees) suitable further education and life and social skills training.

The total number of people aided by YOP in 1980 was 263,840 from January 1980 to end December 1980 made up of the following:

<u>SCHEME TYPE</u>	<u>ENTRANTS</u>
Work Experience on an Employer's Premises (WEEP)	174,140
Project Based Work Experience (PBWE)	16,690
Training Workshops (TW)	9,340
Community Service (CS)	23,950
Employment Induction Courses (EICs)	3,300
Short Training Courses (STCs) and Remedial Courses	36,420
	<hr/>
	263,840
	<hr/>

The total number aided by the Fund was 99,820.

The Manpower Services Commission gave two undertakings for 1980/81 to offer a suitable place on the Programme before Easter 1981 to every unemployed 1980 school leaver, and to continue to seek to make places available also for young people under 19 who have been unemployed for 12 months or more.

About 715,000 young people left school in Great Britain in the 1980 academic year. At August 1980 there were 252,000 school leavers registered unemployed; and 234,000 or 1 in 3 of school leavers entered YOP during the 3rd year of the Programme compared with about 1 in 8 school leavers in the first year and 1 in 6 in the second year (when there were, similarly, over 700,000 school leavers each year). The Easter undertaking to school leavers therefore continued to ensure that the Programme made effective provision for this group of young people.

The success of YOP stems substantially from the involvement of organisations and individuals from the local community in running the Programmes. This local involvement helps to provide both relevant and flexible responses to the Community and opportunities more related to the world of work than would have been possible by government alone. Area Boards are composed of representatives of local Trade Unions, business and industry, education, local authorities and voluntary organisations who are collectively responsible for helping to develop new schemes using their knowledge of local needs.

Girls entered the Programme in almost equal proportion to boys (49:51). The Programme remained equally open to both sexes. It is MSC's policy to encourage both boys and girls to consider opportunities in areas traditionally entered by one sex or another.

Examples of the different types of schemes are attached.

EXAMPLE OF A WORK EXPERIENCE (WEEP) SCHEME IN 1980

Charles Clinkard Ltd: Shoe retailing WEEP, Cleveland (Northern Region)

There are 4 branches of this company in the Cleveland area. Each had 1 WEEP place, lasting 6 months.

Each trainee received a thorough training designed to teach retailing skills. The 6 week induction period taught the trainee about the shoe trade, the sponsoring company, the terms and conditions of employment, and the objectives and outlines of the WEEP scheme.

After induction the trainee had weekly training sessions with the Display Instructor. In addition to learning the elements of display technique (the objective, how to achieve it, the theory of composition, balance and colour) the trainee visited an advertising agency, a radio station, a screen printer's workshop, and a television studio. In addition, there were weekly tutorials on shoes (how they are made, how they are fitted) and on selling and customer relations. This complemented the daily on-the-job training in which the theory was related to practical work.

External training was also offered the trainee. It consisted of short courses run by shoe manufacturers and life and social skills courses at a college of further education.

The trainee maintained a daily record of the training which was discussed regularly with the instructors, so that the training needs of the young person could be identified. A full assessment of progress took place midway through and at the end of the scheme.

EXAMPLE OF A COMMUNITY SERVICE SCHEME IN 1980

Springboard Sunderland (Northern Region)

This is a branch of a body operating throughout the Region. Springboard breaks its schemes down into three categories, appropriate to the abilities of the young people. The intention is that they should progress from category 3, which offers a long guidance period, to category 1, the most demanding type of place.

Third category projects include placements in community centre canteens and in environmental schemes (garden clearance and renovation work). Off-the-job elements aim particularly at the literacy and numeracy aspects of life and social skills.

Second category schemes are based with various Youth, Community, Education and Voluntary organisations in caring schemes. The trainees help the full-time staff, gaining on-the-job training in office duties (reception, telephone, typing and filing work). Off-the-job life and social skills training is also provided.

First category schemes are based with Area Health Authority, Social Services, Education and Local Authority, and Voluntary Organisation establishments. At this level the trainees assist staff in such a way as to gain on-the-job training in theoretical concepts of care, which they will also have the opportunity of practising. Off-the-job training is similarly higher level, and includes basic first aid and accident prevention, as well as the usual life and social skills. The number of trainees in each individual institution is very small, enabling each trainee to develop an involvement in all its activities.

EXAMPLE OF A PROJECT BASED WORK EXPERIENCE SCHEME IN 1980

"Tomorrows People Today", Skelmersdale (North West Region)

The scheme helps young people gain work skills through a variety of projects in offices, factories, shops, hospitals and schools. While there, they are engaged on specific projects.

One particular project in 1980 was the refurbishment of a building for a registered charity, Jospice International, which intends to use the building as a hospice. Twenty young people were on the scheme at any one time, and training was as follows:

- (a) Induction, telling the young people what the scheme was about.
- (b) Short residential courses in small groups, to get the young people to know each other.
- (c) Thirteen weeks on a work experience placement with one day a week on life and social skills.
- (d) Thirteen weeks placement with Jospice.
- (e) Four weeks intensive training in preparation for entry to the world of work (how to use the employment services, interviews, etc.).

EXAMPLE OF A TRAINING WORKSHOP IN 1980

Rhondda Enterprise Training Workshop, Porth (Wales)

The workshop provided a broad range of courses. These ranged from woodwork/joinery, machine and sheet metal working to clerical opportunities. There was in addition a horticultural training workshop operated on three and a half acres behind Porth hospital. A distinctive feature of the workshop is its use of appropriate machinery and technology. This is particularly true of the horticultural element with its large greenhouse and special tunnel in which tomatoes are cultivated.

Apart from the training in the workshop, the young people on the scheme also benefited from the usual opportunities for life and social skills training and for further education.

EXAMPLE OF A SHORT TRAINING COURSE IN 1980

Scot-West Training Services (Scotland)

The objective of the course was to give school-leavers a basic knowledge and understanding of Industrial Electronics and to prepare them for eventual employment in the electronics industry or electrical service areas.

The course was aimed at a practical level but the subject demanded, and investigations in local industry indicated, that a certain amount of theoretical knowledge was required. For this reason the course was conducted in a laboratory type environment rather than in a workshop - classroom situation. This enabled the theory to be immediately demonstrated by practical examples and exercises.

A project ran the length of the course, the object being to construct an instrument of practical use to the trainees. The project was programmed to follow the practical and theoretical content of the course.

The course was spread over 12 weeks, the first of which included an introduction to the centre, the course, and electronics introduction to wire and cable was followed by practical exercises. The same format, training accompanied by practical work, continued throughout the course.

The young people also received instruction in life and social skills related to work and personal needs (communication skills, the role of Trade Unions, health and safety at work, letters, the telephone, the use of manufacturers and agents catalogues, stores procedures, and job finding).

The course ended with group discussion assessing the course and guidance on further education and training.

(2) Report by Manpower Services Commission (Training Services Division) on the Training for Skills Programme

In 1979/80 the allocation of training grants to industry was brought under a new framework outlined in the MSC's "Training for Skills Programme for Action" (TSPA) published in November 1977. This programme called upon industry and commerce assisted by their ITBs (Industry Training Boards) and other national training bodies to make realistic assessments of their manpower and training needs and to prepare soundly based plans to meet them. Through their respective ITBs or training bodies individual sectors agree target levels for future skilled manpower requirements and, where the potential supply is likely to fall below the estimated needs, financial assistance may be made available to stimulate an increase in recruitment of trainees or apprentices.

A new development under TSPA was that the MSC accepted responsibility for coordinating activities where particular skill shortages affected several commercial or industrial sectors. In the 1980 TSPA programme training for micro-electronics at all levels, skilled computing occupations, instrument maintenance personnel and other engineering craft and technician skills, was accorded priority to help meet identified cross sector skill shortages. The number of training places supported under TSPA showed a reduction compared with the earlier special measures programmes because of the policy of exhorting ITBs to look more to their own resources to support training. This reflects the national view that the normal working of the labour market, supported as necessary by the ITBs and other national training bodies using resources and measures available to them should meet most of training needs.

Types of Grant Aid:

The range of measures available had expanded since the inception of the special measures programmes in 1975 but wherever possible premium grants, to encourage additional recruitment by employers and limited to a per capita contribution to the cost of training in the first year, were paid only for those trainees recruited in addition to the "normal" requirement agreed with each industry.

Trainees:

All beneficiaries satisfied the agreed definition of first job seekers. The majority of them were young people who had completed their full-time education within the twelve months prior to commencement of training.

IMPACT OF FUND AID

NEW PROGRAMMES: The training for skills programme does not confine itself to traditional skills. An early intention was to support emerging or new skills in response to technological and structural change in industry, the introduction of structured training where none previously existed and the reform of traditional training arrangements to improve access to skills training. In pursuing these aims the availability of aid from the Fund was an important consideration and the first two years of the programme saw a number of important developments in the shipping industry, local authorities and the health service, the introduction of new entrant training schemes in sea-fishing and freight forwarding and proposals for career planning in hairdressing.

TRAINING STANDARDS: While it is difficult to evaluate the difference Fund aid made to training standards overall it would be fair to say that the extra money made available by way of Fund aid was a factor in influencing marginal training decisions. The public support for programmes, which had due regard to the aid contribution from the Fund, enabled ITBs, in implementing them, to secure qualitative gains by encouraging the development of improved and systematic training.

PILOT SCHEMES: Evaluation of the principal pilot schemes supported during 1980 in shipping, fishing, freight-forwarding etc. has not yet been completed. At the present time the emphasis on the reform of the national training arrangements in accordance with the recommendations of the Review of the Employment and Training Act may delay assessment until the arrangements for managing training in each of the sectors have been finalised.

YOUTH EMPLOYMENT: ESF aid related mainly to the youth priority regions and the effect of this was to permit extra training places to be costed into the TSPA programme for priority regions at the planning stage. The recipients of Fund aids were all under 25 years of age and indeed most were under 18 years of age. Since Fund aids were granted for the first year of training only not more than 10% of recipients would have been aged between 18 and 25 years.

The total number of recipients of national aids in 1980 under the Training for Skills programme was approximately 25,000 whereas Fund aids were obtained in respect of 7,096 trainees in youth priority regions which represents 28% by volume of trainees.

The bulk of the training grants under TSPA in 1980 were devoted to improving access to craft skills training (75%), with smaller allocations to technician (6%), operative (0.5%), professional engineer and technologist (3.8%) and management (1%) training with the remainder (13.7%) being made available for new entrants, group training, reform of training arrangements and sandwich course students. Grants were made available to a wide range of undertakings through the twenty-three ITBs and to the non-ITB sector, which accounts for some 45% of employees, through the recognised voluntary training bodies. In order to qualify for grants to support a proportion of the cost of the first year's training employers had to give an undertaking to permit the trainees to complete their training, and this had to be of two years duration at least, which to some extent guaranteed stability of employment at a time when the economy had not yet faced the worst of the recession.

(3) Report by Manpower Services Commission (Training Services Division)
on Training in Computer Skills

The grants to employers scheme makes an important contribution to the shortage of computer skilled manpower.

A variety of courses is available:

- 8-42 weeks in programming
- up to 24 weeks in real time programming
- 6 or 10 weeks in systems analysis.

It should be noted that:

- (i) the grants are paid to employers to help with the cost of training their staff - they thus encourage employers to recruit inexperienced young people;
- (ii) grants are given only for employees trained in addition to an employer's training throughput in the previous year;
- (iii) the grants help ensure good standards of training - the 12 week initial programming course broadly follows the syllabus of the National Computing Centre/City and Guilds of London Institute 746 course, and the 6 week systems analysis course broadly follows the syllabus of the Systems Analysis Examination Board.

It is estimated that in 1980 581 grants will have been taken up at a cost of UK£ 595,000. Approximately 6%, 12% and 12% of these grants will have been allocated to the development areas of Scotland, Northern and North West England respectively, giving the following figures:

Scotland	35 grants	UK£ 36,000
Northern	70 grants	UK£ 71,500
North West	70 grants	UK£ 71,500

2. MIGRANT WORKERS

(1) Report by Home Office on adult and further education language programmes for migrant workers

The programmes are part of the broad field of integration measures to assist people who have immigrated to the UK from the countries of the New Commonwealth and Pakistan. Grants are paid at a rate of 75% of expenditure incurred by local authorities on additional staff who are specially employed to deal with differences in language and customs as between Commonwealth immigrant workers and their children and the host community, and for approved expenditure on other items related to similar integration measures.

The adult and further education language programme is aimed to alleviate the linguistic isolation in which members of the ethnic minorities often find themselves and is intended to influence both their employment prospects and to enhance their language skills. Local authorities have reported that the programme has had an impact in other areas also, however, namely in terms of personal development, increased self confidence and esteem, and in their progression to further education and vocational courses.

Total expenditure in running these courses in 1980 was UK£ 2,777,390. For ESF purposes a reduction of 25% of this total has to be made to take account of the possible inclusion of UK nationals who benefitted from the courses. This gives a revised total of UK£ 2,083,042.50. 22,844 students enrolled for such tuition, of whom 90% actually completed the courses. The local authorities provided a total of over 218,900 hours of tuition.

(2) Report by the Home Office on the programme of English language teaching for adult refugees from Vietnam

An application to the ESF was submitted in October 1979 seeking reimbursement of estimated costs likely to be incurred by the Home Office and Scottish Office during 1980 in funding the provision of English Language Teaching by local authorities to refugees from Vietnam in reception centres in the UK.

It had been expected that the Government programme for the reception and resettlement of 11,000 refugees from Hong Kong would be completed by the end of 1980. That estimate proved increasingly unrealistic as numbers of refugees rescued by British ships rose and were added to the UK commitment and it became more difficult to find suitable resettlement housing for refugees in reception centres. The completion date has slipped from 1980 to October 1981 and now to December 1982. Further applications have been submitted to the ESF to cover expenditure incurred in the provision of education in both 1981 and 1982.

ESF aid was approved in respect of the education of adult refugees. As originally envisaged, this education took place mainly in the 34 reception centres then open, although in some cases external facilities already operated by local authorities were used. Reimbursement of additional costs incurred by local authorities covered salaries, materials, transport and, where appropriate, assistance towards the running costs of premises.

As the programme has progressed it has become more and more apparent how disadvantaged the Vietnamese refugees have been in terms of lack of education (many are illiterate in their own language), lack of skills and the degree of cultural alienation arising from the differences between their own lifestyle and the one to which they are having to adapt in the UK. Their complete lack of English language on arrival made it all the more essential for specially designed intensive language training to be given in reception centres so that the refugees could acquire reasonable fluency in English to enable them to integrate with the community and compete for jobs once they had been resettled.

In some parts of the country, for example the London area, employment amongst the Vietnamese has reached 50%. But in Scotland, 99% are unemployed. Without the English language tuition it is clear that unemployment would be even higher amongst the Vietnamese.

The applications made to the ESF had envisaged overall expenditure (adults and children) during the period January to December 1980 of UK£ 2,369,500, which was a figure based on estimates provided by Local Education Authorities (LEA's). The actual expenditure of UK£ 2,766,238 was reimbursed during the year to 30 LEA's involved in providing English Language Training for Vietnamese refugees in reception.

Of the UK£ 2,766,238, UK£ 1,700,130 (61.46%) was expenditure relating to the education of adult refugees for which ESF aid totalling UK£ 728,145 was approved under Category C3(3).

It had been anticipated that the population of reception centres in 1980 would contain 3,230 adults and children over the age of 3 years. Of these, 1,985 would be adults. The actual average capacity of the centres was 3,251 adults and children over 3, with an assumed 1,998 adults. Therefore the percentage of beneficiaries compared with the original estimate is:

$$\frac{1,998}{1,985} \times 100 = \underline{100.6}$$

The average length of time spent in reception, and therefore the average length of time spent undergoing language training, was 4.06 months per refugee. (It was originally thought that between 3 to 4 months would be spent in reception). The average length of course was 27 1/2 hours per week.

3. REGIONS

(1) Report by Manpower Services Commission (Training Services Division) on the Training Opportunities Scheme (TOPS)

In Great Britain the principal publicly funded training service for unemployed people over 19 years of age is the Training Opportunities Scheme (TOPS), administered by the Training Services Division (TSD) of the Manpower Services Commission (MSC). The scheme first introduced in 1972, is designed to provide accelerated vocational training for applicants who are unemployed, or wish to change their careers, or wish to return to work after a period of absence from the labour market. Over the years TOPS policy has moved from its original philosophy of providing training on demand to its present policy of concentrating on training for occupations which are central to economic recovery and in skills which are closely related to the actual or prospective needs of local industry and commerce. TOPS is intended to operate on the fringe of the national training effort and to supplement but not supplant the traditional responsibility of industries to meet their own requirements for trained manpower.

Eligibility

TOPS applicants must be 19 years of age or over and have been away from full time education for at least two years. They must be unemployed or willing to give up their existing job to take a full time training course and they must intend to seek employment, using the skills acquired, after training is completed.

Coverage

An extensive range of full-time courses is provided under TOPS at TSD skillcentres, colleges of further education, other educational establishments and employers' premises.

Skillcentres - Training is provided under simulated working conditions in TSD skillcentres located throughout the country, which are designed to provide accelerated training in a wide variety of crafts. Some 80 different courses of instruction are available which provide training for occupations in trades such as engineering, construction, electrical, electronic, plant and automotive.

Colleges - A wide range of courses, involving vocational education as well as training, is offered at Colleges of Further Education (CFEs) including technical and commercial colleges.

Employers' Establishments - Some courses are arranged when spare capacity is available in employers' establishments. They are run under the supervision of the TSD in a range of industries including engineering, construction, motor vehicle servicing and catering.

IMPACT OF FUND AIDS

While it is difficult to evaluate the difference Fund aid made to training standards it is reasonable to suggest that the provision of Fund aids would have influenced, at least, marginal training decisions. TSD staff monitor each course sponsored under TOPS and they are continually vigilant for means of improving the quality of training and the methods of delivery.

In 1980 approx 68,000 trainees completed training under TOPS at a cost of some UK£ 260 million. ESF aid allocation of approx UK£ 22 million in 1980/81 represented some 8.5% of the total aids.

TOPS COMPLETIONS BY REGIONS 1980 - NATIONAL AIDS

	Skillcentres	CFEs and Private Colleges	Employers' Establishments and HGV	Residential Training Centres	TOTAL
Scotland	3,000	5,000	825	-	8,825
Northern	2,500	2,000	975	140	5,615
Yorks & Humberside	2,000	2,500	850	-	5,350
North West	3,000	5,000	2,100	-	10,100
Midlands	3,000	3,400	2,050	80	8,530
Wales	2,500	1,200	650	-	4,350
South West	2,000	2,000	550	160	4,710
South East	3,500	5,500	1,200	-	10,200
London	2,500	6,800	800	220	10,320
GREAT BRITAIN	24,000	33,400	10,000	600	68,000

(2) Report by Department of Industry on the In-Plant Training Scheme

The In-Plant Training Scheme administered by the Department of Industry, Scottish Economic Planning Department and the Welsh Office Industry Department was introduced in April 1980. Under the scheme companies can apply for assistance towards 80% of eligible costs of training programmes which form an essential part of a manufacturing project in an Assisted Area. 40% of the costs are paid under Section 7 of the Industry Act and this attracts a matching 40% contribution from the ESF.

During calendar year 1980 four offers of assistance were made amounting to UK£ 544,000.

No payments were made during 1980 as take-up proved to be rather slow. This was due mainly to the long familiarisation process for both officials and company representatives. This process also delayed several major training schemes which the Department had originally expected to commence during 1980.

(3) Report by Manpower Services Commission (Employment Service Division) on Employment Transfer Schemes

The operation involved assisting unemployed people and those threatened with redundancy to move permanently to fill vacancies which would otherwise remain unfilled.

The assistance paid under the Employment Transfer Scheme was in the form of fares, settling-in grants, temporary separation, disturbance and continuing liability allowances, household removal expenses, transfer grant and help towards the cost of legal and estate agent's fees for the sale and purchase of property. Free fares were also paid to unemployed people who were not eligible for assistance under the Employment transfer Scheme to enable them to travel to start work away from home.

It is difficult to assess the effect of Social Fund aid on mobility. Nevertheless payments from the fund have:

- (a) helped to ensure that people who have undergone training have been able to take up work in the new trade;
- (b) helped to alleviate unemployment in problem areas;
- (c) helped to place in employment, adults and young people who may otherwise have remained unemployed;
- (d) contributed to the ability of the Department to assist with the expenses involved in taking work away from home.

During the period 5,668 workers received assistance under the scheme. Of these 4,222 moves originated in Assisted Areas and were eligible for aid from the ES Fund. A breakdown of the Assisted moves is as follows:

CATEGORY	ADULTS (OVER 25 YEARS OF AGE)	YOUNG PEOPLE 25 YEARS OF AGE AND UNDER
Ex-textile/Clothing workers	22	9
Workers who have undergone training	156	108
Workers who have not received any additional training	2,617	1,310

4. HANDICAPPED

(1) Report by Manpower Services Commission (Employment Service Division) on the Employment Rehabilitation Programme

Slightly more people underwent rehabilitation courses in 1980 than in 1979 - 14,618 compared to 14,491 - and about one half of these places (7,374) were aided by the Fund. During the year action continued to develop and improve the facilities offered by ERCs (Employment Rehabilitation Centres). In particular the policy of introducing new and up-to-date equipment into Centres has continued with the general provision of micro computers to clerical/commercial assessment sections. Computer numerically controlled lathes have also been installed in two centres. Demand for places at Centres, as shown by waiting lists, continued to demonstrate the need for rehabilitation by disabled people who are particularly disadvantaged at times of economic difficulty. The increasing problems in the labour market were demonstrated by a fall in the resettlement rate from just over 40% to 28.3% and in the number of job rehearsals or trial placings with employers that could be arranged from 451 to 352.

Young Persons Work Preparation Courses

YPWP courses were introduced at a further two ERCs during 1980 bringing the total number of centres offering such courses to 19 in accordance with the policy of extending these special courses to all ERCs where a client demand exists and subject to any premises restrictions. During the year, 1,004 young people took the courses and of these 647 were aided by the ESF. This throughput represents an increase of 16.5% on that achieved in 1979.

During the year a working party examined the educational content of YPWP courses with a view to standardising the core material and clarifying the role of the tutor. The report of the working party was favourably received by the Department of Education and Science and various practitioners.

Agency Rehabilitation

MSC continued to give financial support during 1980 to certain agency bodies to enable them to conduct courses for those with specific disabilities. In all, 559 people including blind, mentally ill and the cerebral palsied completed courses and ESF aid was received in respect of 135 of them. MSC were also considering giving support to a further voluntary body which helps rehabilitate mentally ill people in the North West of England.

Evaluation of Fund Assistance

As stated in our applications the assistance from the Fund contributes to the achievement of the objectives of the various schemes. In addition efforts continue to be made to improve the scope and effectiveness of employment rehabilitation operations and Fund aid plays an integral part in this process.

Other activities

The Social Fund aid was used wholly to benefit disabled people. Special Aids to Employment (SAE) are loaned to a disabled person if it is essential for him to obtain/retain employment. Under the Adaptations to Premises and Equipment (APE) Scheme grant aid is provided towards the cost of essential adaptations to an employee's premises or equipment in order to meet needs of a disabled person in employment. The Job Introduction Scheme (JIS) enables a disabled person to be given a 'trial period' in a new job, in order to assess suitability. The Social Fund aid is therefore directly helping disabled people to obtain or keep employment through the schemes.

Total programme beneficiaries under JIS were 1,168 and of these 700 were in areas assisted by the Social Fund. For SAE/APE the estimated number of total beneficiaries was 804, 352 of whom were in areas assisted by the Fund; approximately 65% of applications are for males, 35% for females.

No information is available about the types of jobs/undertakings for which JIS was used. However, SAE/APE schemes have been used in all types of employment from professional and clerical through to manual jobs. The range of aids available has continued to expand, mainly through developments in micro electronics, for example braille computer terminals and micro writing systems. Social Fund aid has been used in the provision of these high technology aids which are greatly enhancing employment prospects for the disabled.

AIDS TO YOUTH EMPLOYMENT UNDER COUNCIL REGULATION 3039/78

1. AIDS TO RECRUITMENT (F3)

Report from Cleveland County Council

RECRUITMENT PREMIUM SCHEME

Introduction

1.1 The Scheme was introduced to assist long-term unemployed young people in Cleveland. When the scheme started in January 1981, 861 young people had been continuously unemployed over 6 months, an increase of 78.7% since the County was formed in 1974. Those continuously unemployed over 12 months in January 1981 totalled 152, compared with only 8 in 1974, an increase of 1,800%. The numbers experiencing long-term unemployment over 6 months have increased by a further 89% in the past year. Therefore, the need for a recruitment premium scheme aimed at encouraging employers to create additional real jobs for the long-term unemployed young person in Cleveland is indisputable.

PLACEMENTS

2.1 It must be appreciated that many of those covered by the Scheme possess few, if any, academic qualifications. This fact, together with their lack of work experience, makes it particularly difficult for the Careers Service to encourage employers to create vacancies for them. Also, having been unemployed for long periods has meant that some have experienced difficult transitional problems on entering work. This resulted in some turnover amongst those placed into jobs through the Scheme in its early stages.

2.2 Despite these problems and the chronic shortage of real job opportunities in Cleveland, reflected by the County's persistent high level of unemployment, it is considered that, so far, the Scheme has been successful. Currently there are 121 young people in employment through the Scheme in a variety of occupations in the private sector. The geographical distribution of placements in the County has also been gratifying ensuring that long-term unemployed young people generally have benefited.

2.3 It is also important to recognise that a number of those placed under the Scheme were ineligible for entry into the Youth Opportunities Programme because of their age and also because they were no longer included in the Government's priority groups. Some had in fact exhausted their entitlement to special schemes. In relation to those aged 18 and over, the high level of unemployment among adults in Cleveland (which averages 20%), including many long-term unemployed, means that there is severe competition for places in the Community Enterprise Programme. Unlike the authority's recruitment premium scheme this Programme does not cover the private sector. The result has therefore been that the Scheme has enabled long-term unemployed young people to enter a greater diversity of real employment opportunities in a variety of occupations.

2.4 Careers Officers employed by the Authority undertake extensive canvassing of employers encouraging them to create additional jobs for the long-term unemployed. The special problems of the long-term unemployed necessitates Officers positively encouraging employers to give them opportunities for employment. This is more effectively carried out through personal contacts, although wide publicity about the recruitment premium scheme has been undertaken through the press, local radio and general publicity material.

2.5 Careers Officers maintain contact with young people placed in employment and monitor their progress. Where, for unforeseen reasons, an employer is unable to retain in employment a young person, every effort is made to transfer the boy or girl to another employer.

2.6 Considering the grave shortage of job opportunities generally in Cleveland and the competition long-term unemployed young people face from other young people for vacancies, the Scheme is working well. There is no doubt that without the Scheme, many of those now in employment would still be experiencing long-term unemployment. The realistic experience of work which the Scheme is providing for them, will be of incalculable benefit in future years.

ANALYSIS BY SEX AND AGE

Male				Female			
16	17	18	19	16	17	18	19
8	60	39	7	7	42	21	4
114 Male				74 Female			

ANALYSIS OF INDUSTRY

	No.
(1) Agriculture, Forestry and Fishing	3
(2) Food, Drink & Tobacco (including Catering)	33
(3) Coal and Petroleum Products	1
(4) Chemical & Allied Products	1
(5) Metal Manufacture	9
(6) Mechanical Engineering	6
(7) Instrument Engineering	2
(8) Electrical Engineering	1
(9) Metal Goods	16
(10) Textiles	5
(11) Clothing & Footwear	5
(12) Bricks, Pottery, Glass & Cement	9
(13) Timber and Furniture	13
(14) Paper, Printing & Publishing	1
(15) Other Manufacturing	3
(16) Construction	12
(17) Transport & Communication	4
(18) Distribution	10
(19) Insurance, Banking, Finance & Business	2
(20) Professional & Scientific	3
(21) Leisure	7
(22) Motor Vehicle Repair & Sales	16
(23) Other Service Industries	26

Total .. 188

2. AIDS TO EMPLOYMENT PROGRAMMES IN THE PUBLIC INTEREST (F4)

Report by Manpower Services Commission (Special Programmes Division) on
Community Industry Programme

Community Industry (CI) was set up in 1972 as an experimental programme as a result of an initiative by the National Association of Youth Clubs (NAYC), in response to the high levels of unemployment at that time. The scheme is still run under the auspices of NAYC (an independent, non-governmental youth organisation), and it is funded nationally by a grant from the Department of Employment which is administered by the Manpower Services Commission. CI is operated as a specific contribution towards solving the problems of disadvantaged young people - in particular the difficulties experienced by those unqualified young people who 'could not wait to get outside the school gates', and who then found it hard to get a suitable permanent job.

Additionally, the aims of the organisation are to build on the potential and hidden talents of the young people, to widen their personal horizons and to promote recognition by the young people that they have a real and constructive contribution to make to society in general and their own community in particular. These broad aims are achieved by the employment of young people on work of direct value to the community which, because of financial constraints or other circumstances, would not normally be undertaken.

The disciplines featured on such projects include the traditional craft trades of bricklaying, plastering, carpentry and joinery, painting and decorating, and landscape gardening. Workshop based projects feature metalwork, printing, upholstery, sewing and horticultural/agricultural propagation.

The confidence and skills gained through this form of realistic paid employment are further enhanced by the close personal support and guidance of CI adult staff.

The continuing economic recession of 1980 led CI to continue to emphasize the areas of its work highlighted during 1979. These related to the need to emphasize those aspects of personal development most required by socially or personally disadvantaged young people to cope with the changes taking place within society.

Resources continued to be devoted to literacy and health and safety. The follow up surveys on young people - designed to trace employment and personal development post-CI - which commenced in 1979 entered their second stage.

In addition, a project was started aimed at assessing on what criteria young people were allocated to various types of work within CI.

1980 saw the beginning of "Integrated Employee Development" (IED), a policy and programme intended as a blueprint for developing the young people on CI, taking account of their individual characteristics and needs, with emphasis on appropriate adult staff training. In mid-1980, a two-tiered approach was decided on, the first being to develop the theory behind personal development, the second being to produce a practical handbook for use by scheme staff. Work was carried out on these during the rest of 1980. There was also work on developing training aids for adult supervisors to help them in their supervisory role.

The work on the IED and other training aids reflected the need recognised in 1979 for greater emphasis on the vocational and personal development aspects of the scheme while maintaining the basic concept of using work as the vehicle. The broad aims and objectives of CI remained as valid in 1980 as they were at the inception of the scheme.

The selection of the young people recruited by CI is the result of careful consultation between Careers Officers and CI's Area Managers. The majority of entrants are first-time job seekers, although because of CI's aim to help those young people who are experiencing particular difficulties in making a permanent entry to the labour market, some of the young employees are those who have failed to keep a job. During 1980, 8,057 young people entered Community Industry, 2,624 (33%) of whom were female. The numbers of young people aided in the priority regions were 4,064.

The young people in the scheme continued to seek permanent employment while they were employed by CI and the average length of stay amounted to some eight months. Some 28% took up permanent jobs immediately on leaving the scheme.

The emphasis was placed on small projects of value to the community, involving liaison with Local Authorities - who give assistance to CI Units operating in their area by providing accommodation, tools and transport - voluntary organisations and charities, etc throughout Great Britain.

Young people on the scheme were paid wages varying from UK£ 28.60 to UK£ 36.40 according to age. Social Fund assistance amounted to 15 ECUs i.e. approximately UK£ 8.00 per trainee for that part of the programme carried out in the youth priority regions.

1. PERSONS AIDED BY THE E S F IN 1980 (estimates)

FIELD OF INTERVENTION	M E N					W O M E N				
	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL	UNEMPLOYED OR THREAT- ENED W. UNEMPLOYMENT		OTHER CATEGORIES		TOTAL
	- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs		- 25 yrs	+ 25 yrs	- 25 yrs	+ 25 yrs	
<u>ARTICLE 4</u>										
Agriculture	-	-	-	-	-	-	-	-	-	-
Textiles	37	-	35	-	72	-	-	-	-	-
Migrant workers	-	-	-	-	-	-	-	-	-	-
Young people	5 389	-	2 602	-	7 991	4 098	-	30	-	4 128
Women	-	-	-	-	-	-	17	-	-	17
<u>ARTICLE 5</u>										
Regions	6 178	3 960	859	603	11 600	3 144	1 354	735	319	5 552
Technical progress	-	-	25	38	63	-	-	-	2	2
Groups of undertakings	-	-	-	-	-	-	-	-	-	-
Handicapped persons	11 628	13 650	-	-	25 278	6 262	7 349	-	-	13 611
T O T A L	23 232	17 610	3 521	641	45 004	13 504	8 720	765	321	23 310

- Notes :
1. For the purposes of these tables, the number of persons includes : in the case of multiannual specific programmes, the beneficiaries of operations concluded during 1980 ; in the case of continuous programmes, the beneficiaries of operations conducted during 1980.
 2. The above table does not cover all operations aided by the Fund (e.g. education of migrant workers' children) but additional information may be annexed if necessary.
 3. Figures relating to training of trainers or instructors should be given under "other categories".
 4. In this and succeeding tables please indicate basis of figures (e.g. estimates, sample-surveys).

2. NUMBER OF TRAINEES WHO OBTAINED EMPLOYMENT AS A PERCENTAGE OF TOTAL AIDED IN 1980 (estimates)

FIELD OF INTERVENTION	UNEMPLOYED OR THREATENED WITH UNEMPLOYMENT %	OTHERS %
<u>ARTICLE 4</u>		
Agriculture	-	-
Textiles	100	100
Migrant workers	-	-
Young people	61	100
Women	82	-
<u>ARTICLE 5</u>		
Regions	56	100
Technical progress	-	100
Groups of undertakings	-	-
Handicapped persons	24	-

Note : The above table concerns operations aimed at preparing trainees directly for employment ; obviously not all Social Fund programmes come within this category.

3. EXPENDITURE IN 1980 (actual)

FIELD OF INTERVENTION	AMOUNTS SPENT
	in UK £
<u>ARTICLE 4</u>	
Agriculture	-
Textiles	27 485.43
Migrant workers	-
Young people	10 699 594.43
Women	3 503.58
<u>ARTICLE 5</u>	
Regions	6 782 562.64
Technical progress	49 544.00
Groups of undertakings	-
Handicapped persons	1 118 193.88