



forum *Special*

Jobs Summit



Employment & social affairs



European Commission

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A special web-site has been created on the Jobs Summit, which is constantly updated. Search: <http://www.europa.eu.int/jobsummit/> and send us your comments!

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Foreword by Pádraig Flynn

The package of analysis, commentary and recommendations for action represented by this year's Employment in Europe Report, the Joint Report on Employment and the Commission's Guidelines for Member States' Employment Policy for 1998, forms an integral part of preparing the special Jobs Council called for in November by the European Council last June. This follows directly from agreement on a new Amsterdam Treaty.

The Amsterdam Treaty was a watershed in the development of the European Union's employment strategy, enabling us to link economic and employment policy in the same agenda for jobs. The new Treaty has confirmed employment as a matter of common concern, reflecting our growing economic and social interdependence.

In order to reap the benefits of this interdependence, Europe needs to reorientate policies for employment, in order to help equip the whole potential workforce and the whole enterprise community to adjust to changing market conditions, new technological developments, and more diverse patterns of work. The more successful we are, the more amenable to managing change Europe's workers and companies will be, the more productivity will grow, and the more room there will be for growth-orientated macro-economic policies.

The next step is the Jobs Summit. The Employment Guidelines represent the Commission's view of how the special Jobs Summit can immediately transform the new Treaty agreements into action for jobs in Europe. As these documents underline, they represent our priorities for a new Union, a Union moving towards a new model, of a more inter-dependent Europe, demanding different skills and competences; producing new goods and services; adopting new working and living patterns.

The Employment Guidelines offer ways for Europe to embrace these realities and for Europeans to see them as positive developments. Their full application by the Jobs Council would offer a common approach and commitment to addressing that priority more effectively, and coherently, than ever before. The Employment in Europe Report, 1997, and the Joint Report of the Council and Commission on Employment, provide us with the facts and trends' analysis upon which remedies must be based.

What is it all about: The European Jobs Summit

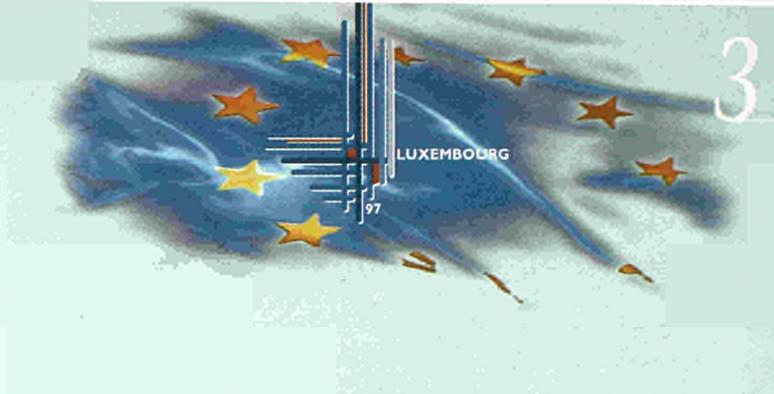
On 20 and 21 November, the Heads of State and Government of the 15 EU Member States and their Foreign Ministers will gather together in Luxembourg to address the key challenge currently facing Europe: how to provide more and better jobs and change words into action in combating unemployment. This extraordinary European Council meeting on Employment Jobs Summit, will be presided over by Claude Juncker, Prime Minister of Luxembourg.

The Summit is expected to address three sets of issues:

First, the summit will have to indicate the **degree of commitment** of the Member States: in June the Heads of State and Government agreed in Amsterdam on a new Treaty for the European Union which foresees joint actions to combat unemployment. How will European politicians give life to those key messages: to achieve high levels of employment in Europe, to make employment in Europe a common concern, and to integrate (mainstream) the employment aspect in all policy actions?

Second, the Summit is expected to undertake a **thorough comparison of best practice examples**: what are the concrete measures in the employment policy field which seem to be working and which ones are not. In this sense, the Summit is expected to benchmark employment policies: to make joint progress by learning from each other's successes and failures.

Third, the Summit will discuss **steps for future action** on the basis of Employment Policy Guidelines, an innovation introduced by the new Treaty. A number of quantifiable targets will be introduced, to which the Member States will commit themselves to achieve through both individual and concerted action. The attainment of these targets will be monitored and examined by the European Commission, on the basis of the Member States' reports.



The discussion at the Summit will be based upon four documents:

- The Employment Policy Guidelines which introduce employment targets and define four main strategic priorities ("pillars") to concentrate on. The guidelines were suggested by the European Commission. The Commission will, on the basis of the Presidency's Conclusions from the Jobs Summit, present a final proposal for adoption by the Council.
- The European Commission's Employment in Europe 1997 Report which provides analytic data on the employment situation in Europe.
- The Joint Report on Employment, which the European Commission and the Council jointly agree upon, and which supplies analysis and comparison of best practice employment examples in Member States. Out of over 50 such examples provided by the Member States, 11 have been chosen for further examination.
- A progress report on Community policies supporting the employment efforts by the Member States, such as actions taken to enhance small and medium enterprises and support by the European Investment Bank.

The employment challenge has been recognized as a key issue of European concern, equally important for macroeconomic and fiscal objectives. The Heads of State and Governments agreed in Amsterdam to give employment policy a legal basis in the Treaty of the European Union by introducing a Title on Employment. This employment challenge must be met if the Union is to attain its ambitious objectives to provide for material well-being and social justice for all its citizens. Indeed, the challenge is to demonstrate that higher levels of employment and more flexibility in the labour markets can be achieved without abandoning the basic foundations of solidarity and social rights upon which the European societies are built. In gathering the political leaders of Europe the Jobs Summit has an important role to play in this process.



What to do?

A European Employment Strategy based on four pillars

How Member States could shape their employment policies in 1998

A successful employment policy must be designed as an integrated set of policies. This integrated strategy has to be implemented in a consistent way over a number of years. This relies on a sustained, non-inflationary and growth oriented macroeconomic framework. The European Commission, in drafting the Employment Guidelines, has suggested that this integrated strategy must be built on four priorities ("pillars"): **entrepreneurship, employability, adaptability and equal opportunities**. The approach suggested is based on a thorough analysis of relevant data.

What does this mean? A set of measures is suggested for each pillar. At the same time, global targets specify further the objectives to be met by implementing the measures suggested.

1st Pillar: A new culture of entrepreneurship in the EU: What to do?

The idea behind this pillar is to engender a new climate and spirit to stimulate the creation of more jobs and better jobs. We must:

Make it easier to start-up and run businesses by providing a clear, stable and predictable set of rules. Member States should review and simplify the administrative burdens on small and medium size enterprises.

- Reducing significantly the overhead costs for enterprises of hiring an additional worker.
- Adapting existing regulations to facilitate the transition to self-employment. Obstacles, especially those within existing social security regimes, for people moving from employment to self-employment and setting up micro-enterprises need to be tackled.

Develop the markets for venture capital, thereby mobilising Europe's wealth behind entrepreneurs and innovators. Member States should examine the specific needs of small and medium enterprises as regards financing, principally in the form of equity or guarantee capital.

- Establish a pan-European secondary market for trading in less important stocks and shares, particularly designed for small and medium enterprises (secondary capital market) by the year 2000.

Make the taxation system more employment friendly. In order to encourage enterprises to create new jobs, Member States must reverse the average long-term trend towards higher taxes and charges on labour (which have increased from 35% in 1980 to over 42% in 1995).

- Set a target for reducing the tax burden on labour, while maintaining budget neutrality, with a view to achieving substantial progress by the year 2000.

2nd Pillar: A new culture of employability in the EU: What to do?

The idea behind this pillar is to tackle the skills gap, by modernising education and training systems, and by strengthening their link to the workplace, so that all workers, especially job-seekers, are equipped to take up new employment opportunities. Currently, over 20% of young people in the Union leave education and training without recognised qualifications. Only 10% of those adults who are formally unemployed are getting any training at all. It means that jobs are often vacant because no one with adequate skills can be recruited. To improve the employability of people we must:

Tackle long-term and youth unemployment. Member States should seek early identification of individual needs and early action to ensure that

- every unemployed **adult** is offered a new start - in the form of a job, training, retraining, work practice or other employability measure - before reaching twelve months of unemployment.
- every unemployed **young person** is given such a new start before reaching six months of unemployment.

Ease the transition from school to work. Employment prospects are poor for the 10% of young people who drop out of the school system early and many of the 45% who do not complete upper secondary education. Member States must seek to

- reduce the numbers dropping out of the education system early by 50% within five years and progressively reduce the share who do not complete upper secondary level.
- improve the apprenticeship systems and increase participation in apprenticeship training in line with the best performing Member States.

Move from passive to active measures. Benefit and training systems should ensure that they actively support employability and provide clear incentives for the unemployed to seek and take up work or training opportunities. Each Member State should

- set a target for the number of people to be transferred from passive income support to active employability-related measures.



- seek to increase the numbers of unemployed who are offered training from the current EU average of 10% towards the average of the three best performing Member States i.e. above 25%, within 5 years.
- look at ways of linking measures to improve skills with measures to reduce the cost of hiring lesser skilled workers.

Develop a partnership approach. Both enterprises and the social partners should be involved in joint efforts to invest Europe's wealth in its future by offering the necessary work experience/training positions. The social partners are urged to

- decide on a framework agreement as soon as possible on how to open workplaces across Europe for training, work practice, traineeships and other forms of employability measures and to agree on the terms and conditions.
- continue the impressive contribution which they have made over the past five years to the wage moderation which has contributed so much to the improved economic outlook and the improved prospects for new job creation.

3rd Pillar: A new culture of adaptability in the EU: What to do?

The idea behind this pillar is to equip enterprises and the workforce to embrace new technologies and new market conditions. To promote and encourage adaptability we must:

Modernise work organisation. Social Partners and Member States should rethink existing working patterns. It is suggested that

- Social partners negotiate, at the appropriate levels, agreements on work organisation and flexible working arrangements, including reductions in working time.
- Member States put in place a framework for more adaptable forms of contracts. Those in non-standard work should be given greater security and occupational status. Those who opt to work reduced hours should not be penalised in terms of career progression or in terms of maintaining social security protection.

Support adaptability in enterprises. In order to renew skill levels within enterprises, Member States should

- remove fiscal and other obstacles to the promotion of investment in human resources and offer tax incentives for the development of in-house training. Incentives to workers to avail themselves of training opportunities should also be encouraged.
- re-focus their State Aid policies on upgrading the labour force, the creation of sustainable jobs and efficiently functioning labour markets.

4th Pillar: A new culture of equal opportunities in the EU: What to do?

The idea behind this pillar is to modernise societies so that men and women can work on equal terms, with equal responsibilities, to develop the full growth capacity of our economies. To strengthen equal opportunities we must:

Tackle gender gaps: Member States should translate their commitment to equality of opportunity and breaking down gender segregation, and

- make consistent efforts to reduce the gap in unemployment rates between women and men by actively supporting the increased employment of women.

Reconcile work and family life: Policies on career breaks, parental leave and part-time work are of particular importance to parents, as is adequate provision of good quality care for children and other dependents. Member States should

- seek to raise levels of care provision, using the standards of the best performing Member States as a benchmark.

Facilitate return to work: Specific attention should be given to women considering a return to the paid workforce after an absence. They may face problems of poor employability due to outdated skills and may have difficulty in accessing training opportunities if they have not been registered as "jobseekers". Moreover, negative taxation and benefit systems may reduce financial incentives to seek work. Member States should address these and other obstacles.

These four pillars represent the European Commission's view of the priorities for action. They represent priorities for a Europe in transition. These guidelines refer to Member States' employment policy, not to new initiatives at European level. The guidelines represent a challenge to traditional thinking by declaring long term objectives.

Europe can change its employment situation by working together to ensure that employers and employees are equipped to engage fully in the new, more diverse, skill and process driven European economy.

Further information about the "four pillars" is available in the Commission Communication "Proposal for Guidelines for Member States Employment Policies 1998" (COM/97/497), available from the DGV Information Centre (for the address, see p. 12).



“We need a new strategy which goes beyond the current “wait and see” attitude”

An interview with Allan Larsson

Allan Larsson is Director-General of DG V (Employment, Industrial Relations and Social Affairs)



The Member States already advise the Commission on employment policies in the so-called “Employment Committee”. You have been actively involved in the work of the group. What are the main results?

The Committee started its work at the beginning of 1997. We have a very busy work programme and very constructive debates. The work until now has laid a good foundation for the Joint Report and the new Employment Guidelines. There is general support for the political orientation expressed in the four “pillars”: entrepreneurship, employability, adaptability and equal opportunities, and the analysis behind these four priorities.

However, the Summit will not be a success if we limit ourselves to merely describing the general orientation. **There must be very clear commitments from the Member States to make the strategy concrete and the commitments measurable and comparable. So concrete and so comparable that they will have an impact in each of the Member States.**

What is the role of the social partners (employers and employee organisations) in the new approach towards employment policy?

We have great expectations of the social partners. The European Commission’s Guidelines give them an important role. They have the means, at national and local level, to either keep the doors closed or open for jobseekers to get the training and practice they need to become employable. Public policies are important to create the right incentives, but they will not work unless the employers and unions can agree on joint efforts for a better labour market. Therefore it is very positive that the social partners are working together through the Social Dialogue Committee in preparing a joint contribution from the Social Summit in the middle of November for the Jobs Summit.

For a long time you have been promoting a rethink of employment and social policy on European and national level. What is your personal opinion on the recent developments?

Yes, there are now strong forces looking for a modernisation of the employment policies in the Member States. The main failure of European employment policies is the “wait and see” attitude that has led to the high and persistent long-term unemployment. It is a known fact that the present policies lead to an inflow of 2 million people every year in long-term unemployment. This gives a clear indication of the need for a new strategy.

Early identification and early intervention, based on the needs of every individual jobseeker, in order to prevent long term unemployment, is the only way to success. The more the employability measures are linked to the realities of working life the better the chances for success. This strategy is the cornerstone of the Guidelines we have presented. The choice of strategy in this field will make the difference between success and failure.

Best practice examples:

What can Europeans learn from each other?



Labour Market Indicators 1996

Employment rate ■
Unemployment rate ■
Youth unemployment rate, 15-24y ■

Good ideas should always be imitated. But how do I know that the concepts of my neighbours do work? The European Commission helps to bridge the knowledge gap by collecting successful examples of policy measures. The Joint Report on Employment, which will be discussed in Luxembourg, provides for the examination and comparison of best practice in Member States.

The following examples, chosen amongst the 11 contained in the Joint Report on Employment, demonstrate that the concepts of employability, adaptability, entrepreneurship, and equal opportunities are not just abstract ones. When translated into national policies they can and do bring positive results as the following examples show.

Denmark: Better employability through active labour market policies

In 1994 **Denmark** shifted the focus from passive income support to active labour market policies. In particular, the introduction of the principle by which every person under the age of 25 years who has not completed a formal education or training programme is offered training after six months' unemployment (6-month benchmark), was remarkably successful. The period over which the unemployment benefit was paid was reduced from 7 to 5 years. Those failing to find a job during the first two years of unemployment passed into an "activation period" during which they had both a right and duty to accept a training offer.

A number of instruments have been created for the activation of the long-term unemployed:

Ordinary job-training, giving access to a wage subsidy, for the unemployed who are in fact employable for ordinary work in private firms or in the public sector;

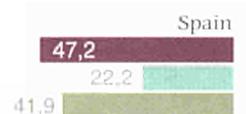
Individual job-training for those unemployed who cannot become employed under normal conditions. Individual job-training may take place in private firms or in the public sector (normally in the municipalities).

Education (including educational leave for the unemployed) with or without a subsidy from the labour market authorities.

Both education and job-training activated the workforce and lowered subsequent unemployment. However, the best results were achieved through job-training in the private sector which highlights the fact that private firms have greater possibilities for keeping trainees after the subsidy terminates.

Individual guidance of the unemployed was given high priority in the Danish labour market reform. People were even given a personal "plan of action". The plan specified the employment goal of the unemployed individual and the kind of activation (education, job-training etc.) that the individual should undertake in order to regain ordinary employment. In four out of five cases, the employment goal specified in the plan was in line with the wishes of the unemployed individual, which was crucial in obtaining high motivation on the part of the unemployed person for any action that was proposed.

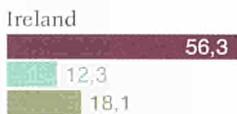
The success in Denmark was not only based on training but also on the understanding that the right/duty to full-time activation meant that the measures during the activation period were based, to a greater extent than before, on systematic control of the duty to be available for work and on the motivation effect.





Labour Market Indicators 1996

- Employment rate
- Unemployment rate
- Youth unemployment rate, 15-24y



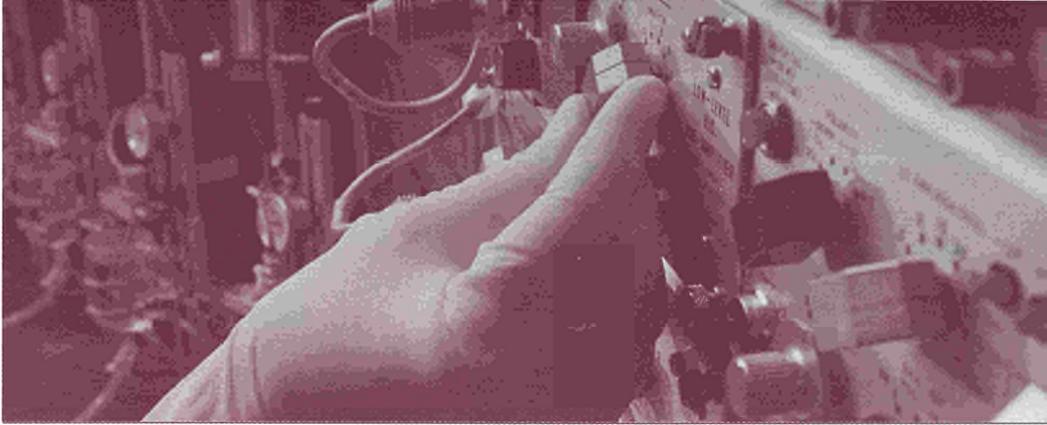
Austria and Greece: Re-adapting workers affected by industrial restructuring

In 1987 **Austria** launched the Arbeitsstiftungen (Labour foundations) offering a list of measures to those affected by collective dismissals, industrial restructuring and company insolvency. The main objective was to bridge the gap between the former and future job without going through a period of open unemployment. The package consisted of career guidance, active job search, occupational placements, traineeships, training, and support in the creation of new businesses. Labour foundations were not limited to the company level, but were also aimed at the regional and sectoral levels, to cover several companies affected by similar restructuring problems due to industrial change.

The foundations are funded by the companies, the employees, the Labour Market Service, Länder and communes, and receive ESF support. Participants in the foundations receive unemployment benefits in the form of training allowances for a maximum of 3 years, in exceptional cases up to 4 years, as well as a "foundation scholarship".

In 1995, 43 different foundations existed at all levels. A recent evaluation of the foundations in the foodstuff and transportation sectors showed a high re-employment rate. After following the measures, 83% of people in the foodstuff industry foundation and 73% in the transport sector foundation were re-employed. 6 months later, the re-employment rate continued to be high at 75%. Almost 60% of participants succeeded in maintaining or improving their former wage income.

Greece is implementing a programme with similar characteristics, which addresses the needs of workers affected by collective dismissals in areas of industrial restructuring. The "Integrated Programme of Intervention" consists of a list of measures aimed at the re-integration of dismissed workers through active support for a period of 37 months. It includes training allowances, subsidised jobs and start-up grants for the creation of own business. In contrast with passive income support, that in the past has been widely used to deal with similar problems, the new programme attempts to create the right conditions for the re-integration of the unemployed into active life. It is expected to play an important role in supporting the current privatisation process.



Italy: Measures to promote enterprise creation by young entrepreneurs

Start-up grants have enjoyed wide popularity in Europe, despite the evidence that the “mortality rate” of such businesses can be high. A solution for improving their effectiveness can be found in the provision of specific training in combination with finance and an appropriate assessment of the feasibility of each business project.

Since 1986, **Italy** has been running a Programme of Support to Youth Entrepreneurial Activity quite successfully, with the aim of encouraging young entrepreneurs to start up a business. People under 36 years of age are eligible for financial aid. This can amount to 90% of costs (in the Mezzogiorno region) or 60% (in northern and central regions) and is granted in addition to other support services (technical assistance, training, market orientation). Financial aid for investments may be in the form of non-refundable grants or loans at favourable interest rates. The management of the system is ensured by a public development company.

In 1996 a new initiative called Prestito d'onore (Loan Based on Honour) was launched, with the aim of supporting unemployed people who wished to enter self-employment in the crafts or manufacturing sector and who demonstrated the ability to translate an idea into a profitable activity. Under this scheme, small-scale self-employment initiatives in the Mezzogiorno are funded partly by non-refundable grants and partly by loans on favourable terms. The projects are selected and their feasibility checked at the end of a self-employment training course organised by public authorities. The ESF supports the training part of this activity.

An “activation” element is included in the scheme, to the extent that workers who have been made redundant may claim early payment of compensation when they propose to enter self-employment .

ITL 30 Billion for 1995 and ITL 50 Billion for 1996 have been earmarked for the implementation of this scheme. However, more than 35.000 applications have been submitted so far, which has led the Government to increase the financing of the programme.

The Commission draft for the Joint Employment Report 1997 is available from the DGV Information Centre (for the address, see p.12)

Labour Market Indicators 1996

Employment rate ■
 Unemployment rate ■
 Youth unemployment rate, 15-24y ■





What does the Amsterdam Treaty mean for employment?

In June, the European Council, made up of the Heads of State and Government of the 15 Member States of the European Union, agreed on a new Treaty for the European Union, known as the "Amsterdam Treaty". The Treaty - still to be ratified - declares that Member States shall treat employment "as a common concern, and shall co-ordinate their action".

This marks a new start in European policies on employment: While the main responsibility for deciding and implementing employment policies remains with the Member States, the new Treaty emphasises the need for coordinated, joint action and provides for action on European Union level. "The objective of a high level of employment" it says, "shall be taken into consideration in the formulation and implementation of Community policies and activities."

The following instruments have been created to structure the monitoring process of the new co-ordinated European employment strategy:

- The Heads of State and Governments will each year reach **conclusions on the employment situation in Europe.**
- The Council, composed of the Ministers of the Member States, will adopt by qualified majority voting **employment guidelines for the Member States.** These guidelines will be proposed by the Commission, having consulted the European Parliament, the Economic and Social committee, the Committee of Regions and the Employment Committee.
- The Council will examine each year the implementation of the guidelines and will issue, if necessary, **recommendations - based on a Commission recommendation - to the various Member States.** The Council and the Commission will draft a joint report on the employment situation in Europe every year and submit it to the meeting of the Heads of State and Government.
- The Treaty will provide for programmes to **support innovation in employment policies through pilot projects,** (which can run for a maximum of five years), aimed at exchanging information and best practice.
- An **Employment Committee,** composed of Representatives of the Member States, will assist in the European monitoring process.

The employment situation in the European Union

Labour market indicators	Annual data				
	1992	1993	1994	1995	1996
Activity rate (1)	68,1	67,7	67,6	67,6	67,8
Men	80,0	79,1	78,5	78,2	78,0
Women	56,4	56,5	56,8	57,1	57,5
Employment rate (1)	61,8	60,4	60,1	60,3	60,4
Men	73,5	71,4	70,6	70,8	70,5
Women	50,2	49,6	49,6	49,9	50,3
Employment growth rate	-1,2	-1,8	-0,3	0,7	0,4
Men	-1,8	-2,3	-0,7	0,5	0,0
Women	-0,4	-1,1	0,2	1,0	1,0
Share of long-term unemployed (2)	40,6	43,2	47,4	49,2	48,3
Men	39,6	41,0	46,0	48,3	46,6
Women	41,7	45,7	48,9	50,0	50,1
Unemployment rate	9,3	10,7	11,1	10,7	10,9
Men	8,1	9,7	10,0	9,4	9,6
Women	10,9	12,2	12,7	12,5	12,6
Youth unemployment rate, 15-24y	18,2	21,4	22,2	21,6	21,8
Men	17,3	20,9	21,4	20,2	20,6
Women	19,2	22,0	23,0	23,2	23,3

(1) Percentage of population 15-64

(2) Percentage unemployed

Source: Eurostat



Activities to promote employment in Europe

Different Directorate-Generals of the European Commission manage Funds, programmes and pilot projects to promote an active labour market in Europe and to upgrade the skills of the workforce by training. However, the activities undertaken at European level can only complement what the Member States of the European Union are doing. The Directorate-General for Employment, Industrial Relations and Social Affairs, DG V, is responsible for the following activities:

European Social Fund:

The European Social Fund (ESF) was set up 40 years ago. Its purpose today is to encourage the best possible development of human resources for competitive economic growth within the Single Market of the European Union, coupled with balanced regional development throughout the Union and a fair deal for all EU citizens in their working life.

The main priorities of the ESF action are to:

- Combat long-term unemployment and exclusion from the labour market
- Develop the skills and qualifications of potential job seekers
- Promote equal opportunities in the labour market between men and women
- Foster the creation of new jobs
- Pre-empt unemployment by adapting workers to industrial change
- Improve education and training systems.

The ESF is to spend around 47 billion ECU across the 15 Member States from 1994 to 1999, representing some 10% of the EU budget.

For more information about the ESF, contact your national ministry of Labour and Social affairs or the European Commission, DG V, ESF Information sector, V/B/1, 200 rue de la Loi/Wetstraat, B-1049 Brussels, Fax: (32-2) 295 4918.

Internet:

http://europa.eu.int/en/comm/dg05/esf/esf_home.htm

EURES:

European Employment Services Network

The objective of the EURES network is to promote co-operation between public employment services with a view to facilitating the mobility of workers within the European Union and certain EFTA countries. The network is composed of around 400 Euroadvisers who are responsible for providing information to the general public and to companies. EURES activities cover the following fields:

- Facilitating access to information on job vacancies and applications in the Member States.
- Supplying general information on living and working conditions, employment and labour markets in the EU.

- Providing a wealth of information to help smooth the path to working in other Member States: conditions of residence, arrangements for frontier workers, social legislation, taxation, etc.
- Helping companies to recruit staff at EU level.
- Providing each member of the EURES network with access to the two databases disseminated by the co-ordination bureau, one concerning job vacancies and the other giving general information.

For more information about EURES, contact your local employment service or the European Commission, DG V, V/A/3, 200 rue de la Loi/Wetstraat, B-1049 Brussels, Fax: (32-2)2990508

Internet:

<http://europa.eu.int/en/comm/dg05/eures/eures.htm>

Development of local employment:

Greater emphasis has been placed recently on experimental research aimed at promoting the exchange of experience and good practice and knowledge in selected priority fields of employment policy. The objective is to draw methodological lessons from particularly interesting experiences which might lead to new avenues of job creation relevant throughout the Union. Priority is put on company employment policy, active policies for labour market-management and the development of the local labour market. In 1996 the European Commission financed 22 projects with a total amount of some 6 Mio ECU.

For more information, contact the European Commission, DG V, V/A/1, 200 rue de la Loi/Wetstraat, B-1049 Brussels, Fax: (32-2)-2994571.

Publications on employment

Already available:

The Way Forward: the European Employment Strategy (Contributions to and outcome of the Dublin European Council, 13 and 14 December 1996). This publication comprises extracts from the conclusions of the Dublin European Council, documents submitted to the Council, and a report on the implementation of multiannual programmes in the follow-up to the Essen Council. Available in English, French and German. Price: ECU 15. Catalogue number: CE-04-97-824-EN-C, ISBN: 92-827-9621-3 (EN).

Employment in Europe 1996 – Analysis of key issues. The three reports included in this publication supplement the report on "Employment in Europe 1996", taking a more detailed look at "The employment intensity of growth", "Intersectoral mobility on the European labour market", and "Family characteristics of unemployed people in Europe". Available in English, French and German. Price: ECU 15. Catalogue number: CE-06-97-424-EN-C, ISBN: 92-828-1749-0 (EN).

Employment in Europe 1997. The aim of this report is to establish a firm link between strategic objectives and the reality of hard data on trends, progress and problems. The report tracks the efforts to modernise Social and Economic Europe. The full report of 144 pages is available in English, French and German. Price: ECU 15. Catalogue number: CE-05-97-729-EN-C, ISBN: 92-828-1575-7 (EN).

The policy section (20 pages) under the title "**A programme for employment for the year 2000**" will be available from November in the 11 official languages of the European Union and can be obtained free of charge from the European Commission's office in each Member State. Catalogue number: CE-05-97-995-EN-C, ISBN: 92-828-1741-5 (EN).

Territorial employment pacts – examples of good practice. This booklet provides answers to a number of key questions facing those responsible for setting up and implementing partnerships and territorial pacts for employment, giving examples from regions and localities facing a variety of economic, social and institutional conditions. Available in the 11 official languages of the European Union. Price: ECU 15. Catalogue number: CE-07-97-216-EN-C, ISBN: 92-828-1158-1 (EN).

"Forum" No 1. This first issue of the new magazine "Forum" is concerned with the organisation of work. Available free of charge in English, French and German from the European Commission's office in each Member State. Catalogue number: CE-NF-96-003-EN-C.

Publications of the European Employment Observatory
"Policies", the periodical produced by MISEP (Mutual Information System on Employment Policies) gives a quarterly run-down on recent developments in labour market policies in the Member States. The bulk is taken up with the national reports submitted by the national correspondents, and there is a brief overview which places these reports in the broader framework of the five recommendations on an integrated employment strategy.

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