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The Rt Hon Sir Geoffrey Howe QC MP
Secretary of State for Foreign
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2 June 1986

SUMMARY OF CONCLUSIONS ON PAGE 15

Dear Sir,

EUROPEAN COMMUNITY: UNITED KINGDOM INITIATIVE ON CREATING CONDITIONS FOR EMPLOYMENT GROWTH

In our discussion at OD(E) on 26 February we agreed that the United Kingdom initiative on labour market flexibility should be a priority for our Presidency. This reflects our dissatisfaction with the unproductive discussions in recent years within the Community on such peripheral issues as the Vredeling directive and directives on parental leave. The initiative must direct attention positively to ways in which we can create the conditions for employment growth. We should seek to be consistent with ideas advanced in recent economic reports by the Commission which were generally welcomed by Heads of Government but have not been carried forward effectively in Council discussion. We have been working hard to give the initiative a good start and to make sure that it is already firmly on the table by the time our Presidency begins. I am grateful to you for raising the subject at your recent meeting with Monsieur Delors and I was encouraged by the positive response.

We have now prepared a paper which has been cleared with your officials and those of other Departments for a first discussion at the Social Affairs Council on 5 June. I have worked on this paper with my Italian and Irish colleagues because I believe that it will be valuable to present this as more than a narrow British "presidential" paper if we are to have any lasting effect on the agenda of this very unsatisfactory Council of Ministers. I have chosen unusual partners in this exercise because they represent the widest range of interests in the Community and also have, at the moment, the most receptive Ministers as individuals to a new approach. They have actually made minimal changes to our paper but I will present it as a joint and not merely a United Kingdom initiative. The other two Ministers and I have been making particular and personal efforts to ensure the maximum



support for our initiative, particularly with the Commission and our French and German colleagues. The Dutch President has been very helpful and willing to put the paper on his agenda. I believe we have prepared the ground for a useful discussion in the Council of Ministers on a document which will not alarm or catch unprepared any of our colleagues. My Italian and Irish colleagues are always forceful and persuasive at Council meetings. A good discussion this Thursday could prepare the ground for worthwhile progress during our presidency.

A minor point has also arisen which is significant in these curious European discussions. For some reason, talk of "labour market flexibility" tends to arouse political suspicions with the French and others. I find that the same ideas described as "labour market adaptability" receive a more favourable response. Your own Department may be better placed than mine to explain to me the political significance of the semantic quibble but it may be worth noting for future discussion.

... I am attaching to this letter a copy of the paper as it has now gone to the Council. I shall be releasing it tomorrow under a Press Release agreed with my Italian and Irish colleagues. I very much hope that colleagues will take the opportunity to present this paper positively both within the Community and at home. My Department will be happy to provide any background briefing which may be needed.

I am copying this letter to the Prime Minister, other members of OD(E) and Nicholas Edwards, Norman Fowler, Tom King, Kenneth Baker, Malcolm Rifkind, Sir Robert Armstrong and Sir David Hannay.

KENNETH CLARKE

EMPLOYMENT GROWTH INTO THE 1990s - A STRATEGY FOR THE LABOUR MARKET

1. At the December Council of Heads of Government agreement was reached on the importance of measures to promote training, motivation, mobility and the adaptability of the labour market. Those issues were subsequently followed up at the Informal Meeting of EC Social Affairs Ministers held in The Hague on 17/18 February. At that meeting there was a substantial measure of agreement that Social Affairs Ministers wished to build on the work already done within the framework of the Council, the Commission and the Standing Employment Committee by giving a greater degree of emphasis to the issues of unemployment and employment creation in the Community of which an improvement in the functioning of the labour market was seen as one element.

The current employment situation within the Community

2. The paper prepared by the Commission for the Informal Meeting in The Hague amply demonstrated the deterioration in the European employment situation over recent years. The need to reverse this deterioration and to bring about a reduction in unemployment has to be a major priority for the Community. Undoubtedly economic growth is, and must remain, a key component of Member States' strategies in this respect since it forms an essential prerequisite to a reduction in unemployment. At the same time, however, it will be equally important to look to other measures, especially within the labour market, which can help achieve a reduction in unemployment. The growing consensus over the need for such measures was aptly summarised in the Commission's Annual Economic Review for 1985/86, which stated:

"A number of factors suggest that unemployment in Europe is to a large extent the result of an excessive increase in real wages and salaries and has been aggravated by a lack of adaptability on the labour market."

3. As the report of the Economic Policy Committee made clear in July last year the need to control the rise in real wages has to be pursued primarily at the level of the two sides of industry. This note seeks therefore to concentrate on those labour market constraints which may be inhibiting a sustained growth of employment within the Community. It thus takes as its

starting point a number of contentions on which there is now widespread agreement within the Community - as evidenced both in the Annual Economic Review and the report of the Economic Policy Committee. These contentions include the following:

- that during the last few years the labour market has seriously deteriorated in the Community.
- that amongst the reasons for the poor functioning of the labour market over recent years have been deficiencies in respect of training, lack of mobility, barriers to entry, limitations on part-time working, excessive bureaucratisation of business management, obstacles to self-employment and creation of new firms, excessive administrative rules and rigidities in the organisation of labour.
- that better functioning of labour markets is one of the necessary conditions for achieving a major reduction in unemployment.

4. This note sets out a number of areas in which there appears to be scope for Community action to remedy these deficiencies. There will, of course, always be areas in which Community action by directive or regulation will be appropriate - for example in moves towards the creation of the internal market. At the same time, within the framework of moves towards a better functioning labour market, it is inevitably the case that progress will not be achieved simply by the laying down of prescriptive requirements - such as a large number of new Community directives or other binding instruments - which by their nature cannot always reflect the variety of arrangements to which the differing circumstances of different undertakings legitimately give rise. The note also acknowledges that individual member states operate under differing structures and arrangements which do not always lend themselves to implementing measures in a standardized way. It therefore seeks to set out a number of steps through which employment growth might be achieved, while recognising that the way these are acted on in individual Member States must depend on the circumstances of those States. The note concentrates in particular on ways in which the Community, in the use of the funds at its disposal and through its very considerable ability to influence and to lead, can help to create a real improvement in the workings of the labour market, both at Community level and within individual member states.

5. The note is structured around the broad areas of promoting enterprise and employment (paras 7 to 14); flexible employment patterns and conditions of work (paras 15 to 23); training (paras 24 to 29); and the particular problems of the long-term unemployed (paras 30 and 31). In putting forward suggestions for action in these areas it should be stressed that the objective of helping the labour market to function better is not intended to be either a vehicle for promoting deregulation per se or as a vehicle for removing social protections which many would see as hard-won rights. The Community has endorsed deregulation as an aim and it will inevitably be sensible to look at some areas in which regulations, enacted in a different era, may not remain relevant to the conditions facing employers today. At the same time a balance must be struck between the removal of out-dated or unnecessary regulation and the maintenance of necessary employment protections. The suggestions in this note are, however, made from a different perspective - that of examining all the ways in which employment growth within the Community can be given further encouragement. It therefore takes as its starting point the main finding of the Economic Policy Committee's report of July 1985 that

"a better functioning of the labour market is one important way of contributing to the objectives of macro economic policy, in particular to output and employment growth, within the framework of the fiscal and monetary policies currently being pursued by member states."

6. Finally, by way of introduction, it should be noted that a number of the steps proposed in the note would involve expenditure from the European Social Fund. Clearly, the extent to which such initiatives will be possible will depend both on the overall resources available to the Fund within the overall Community Budget and on its priorities over coming years. However, there appears to be a growing measure of agreement that the Fund's key priority over the next few years must be to assist those measures which will bring about the maximum growth in employment and the maximum reduction in unemployment. These could include the promotion of programmes of action on a Community basis in the field of labour policy such as programmes for self-employment and enterprise creation. It is in this overall context and with this end in mind that the suggestions in the note regarding the Fund are put forward.

Self-employment and Small Firms

7. Small firms are now widely recognised as an important source of enterprise, innovation and growth, and are making an increasing contribution to the creation of new jobs. The same applies to self-employment: not only are people who might otherwise be unemployed in a job, but the self-employed and small businesses are often those which expand fastest thus creating many more new jobs.

8. Clearly, a continuing thrust of Community policy in this area should be to encourage further economic growth by small and medium enterprises both through the promotion of free and fair competition across the Community and through helping small firms and the self-employed to overcome the disadvantages of size which may hinder them in competing in the market place. Within these overall aims it is possible to identify the following elements:

- i) wherever possible removing legal and administrative disincentives to self-employment and the growth of small firms (paragraphs 9 and 10 below);
- ii) wherever possible reducing the legal, administrative and other barriers which can inhibit the self-employed from taking on employees (paragraph 11);
- iii) examining the training and advice needs of the self-employed and small businesses (paragraphs 12 and 13);
- iv) encouraging the start up and growth of cooperatives (paragraph 14).

Removing disincentives to the growth of self-employment and small firms

9. It is now widely accepted that the burden of regulation falls particularly heavily on small firms and on the self-employed, all of whose resources tend to be concentrated on the simple running of their business. In addition, the operation of state benefit systems can be a deterrent to the

setting up of a business because of the loss of income when state benefits cease, and before the new business has generated a steady income. A further obstacle is often the lack of suitable accommodation from which a new business can be run.

10. In looking at ways of overcoming these and other similar problems which face small firms and the self employed it is recognised that a number of Community programmes, and particularly the SME task force being set up, will have a major role to play, particularly in looking at the burden of regulation. At the same time it would be useful to complement that work within the overall framework of Community action on the labour market. Such action at a Community level might include:

- asking Member States to consider how they might best facilitate the setting up of one-man businesses, with a view to the simplification, where appropriate, of national laws and regulations which may inhibit the establishment of such enterprises;
- encouraging measures within Member States which seek to increase the number of young people going into self-employment, particularly where they would otherwise be unemployed;
- mounting a special examination of existing Community instruments to see whether they are appropriate to one-man businesses and, if not, how they might be adapted to reduce or remove any adverse effects;
- investigating the possibility of Social Fund support towards the provision of low-cost starter accommodation in Member States;
- increasing the amount of Social Fund support for the introduction of new technology into firms with five or fewer employees.

Constraints on employment affecting the self-employed and small businesses

11. It is frequently the case that the self-employed and small businesses simply do not understand the sometimes complex requirements imposed on them by both national laws and regulations and by Community instruments. That lack of comprehension - which can often manifest itself in a belief that regulations are more complex than they actually are - can itself inhibit, for example, the taking on of a new employee. It may also encourage the black economy. The Community could play a significant role in breaking down such barriers by, for example,

- promoting the production in Member States of simplified guidance for small businesses and the self employed;
- promoting special efforts to explain Community programmes of potential benefit to small firms;
- initiating a Community-led anti-bureaucracy campaign whose aims would include both of the above, together with special efforts to make Community-wide obligations more easily understood.

Training and advice for the small business

12. If small businesses and the self-employed are to succeed, it is important to strengthen their management and business skills. Training programmes need to be appropriate to their needs, particularly as regards training on the disciplines of efficiency, competitiveness and profitability, and on the benefits of new technology. Small firms, whether in services or manufacturing, also need advice at various stages of their development ranging from elementary advice across a broad range of skills in their early stages to more in-depth advice on business growth at later stages. The private sector, both through corporate support for the provision of small firms support services and through more direct involvement - eg the seconding of senior executives to small firms support organisations - can contribute significantly to meeting the advice and training needs of small firms.

13. At Community level there would appear to be considerable scope for the Community to encourage these developments. This could take the form of:-

- examining how private sector activity in promoting the generation and growth of small firms can be encouraged;
- considering ways in which large companies can support small businesses;
- encouraging Member States to provide support services for small firms which can provide advice during the crucial stages of their growth and development.

Co-operatives

14. Co-operatives, like other small businesses, are wealth creating enterprises which contribute to the economy and create jobs. While they are only one part of the SME sector - and hence any direct subsidies would distort competition to the disadvantage of other small businesses - the Community should recognise their value in other ways and take action to encourage them. Possible steps might include:-

- identifying legislative or other barriers within Member States which put co-operatives at a disadvantage compared with other forms of business;
- Social Fund support for the provision of training for those who manage co-operatives (the skills needed being different from those required for conventional businesses);
- examining the possibility of drawing up a model legal framework for cooperatives in Member States.

FLEXIBLE EMPLOYMENT PATTERNS AND CONDITIONS OF WORK

15. A major objective of all the member states in the Community must be to promote increased business competitiveness and thus to contribute to both job security and job generation. In this connection, there is already evidence that within individual undertakings working time patterns are changing to cope with fluctuations in output, by such means as the increased use of temporary and part-time workers and the introduction of "annual hours". Such moves, besides helping both competitiveness and jobs, also have advantages for employees through providing employment opportunities for those who have substantial domestic or educational commitments. Contractual arrangements are also placing more emphasis on sub-contracting and the greater use of self-employed workers. For the most part such changes are best introduced, as is already happening on a wide scale, by discussion and negotiation between employers and workers. However, there are also a number of related areas where Community action to increase the range of opportunities available to individuals and to enhance the involvement of employees within their undertakings might usefully be taken. These are set out in the following paragraphs.

Equal Opportunity policy

16. Besides promoting equality of opportunity, measures to improve the employment opportunities of women and ethnic minorities benefit both the economy and the labour market by widening the pool of skills on which employers can draw. This has been widely recognised within the Community and there is a clear commitment amongst member states to promote the removal of barriers, whether they be in the form of direct discrimination or indirect discrimination, reflecting stereotyped attitudes. At the same time there is now substantial evidence within Member States of growing problems with regard to inner city areas. As part of a wider programme to encourage more flexible employment patterns the Community could therefore promote such further steps as:

- encouraging Member States to promote training in occupations (notably those connected with new technology) where women and ethnic minorities have been under-represented;

- re-examining the need for restrictions on women's employment opportunities (such as restricted hours of employment);
- looking at obstacles in the way of increasing part-time work (noting that this tends to be of particular benefit to women through enabling them to combine a career with family responsibilities and also to the better functioning of the labour market);
- encouraging better opportunities for women and ethnic minorities to become self-employed, possibly through enhanced Social Fund support of national programmes;
- encouraging better employment prospects for the residents of inner city areas of the Community, in part through use of the Community's structural funds.

Employee involvement

17. There is now widespread agreement that measures to increase the involvement of employees within their undertakings have an important role to play in contributing both to enhancing the quality of working life and to the better functioning of the labour market. Such measures can serve to increase employees' understanding of the economic context of their work; and to lead to greater adaptability within the undertaking and reduced industrial relations conflict. This in turn enables undertakings to be more responsive to changing economic conditions and opportunities.

18. This is an area where the means of achieving the aim of greater employee involvement need to pay particular regard to the structure and circumstances of individual Member States. In some countries where there is a tradition of agreements at the national level between the Social Partners it will be right to encourage discussions at that level. In other countries where there is a tradition of discussion and negotiation at the level of the undertaking, it will be primarily for the individual employers and employees concerned to discuss such issues.

19. In some countries, though not in all, the encouragement of wider share ownership may be an appropriate way of enhancing the involvement of employees in their undertakings. The Commission has already acknowledged the advantages of wider share ownership in its memorandum on Asset Formation, adopted in 1979. As one amongst a number of ways in which the Community might encourage greater employee involvement the Community might in this area look for ways in which it could encourage the spread of employee share ownership by, for example:

- making the advantages of employee share ownership more widely known; and making full information available on Government schemes.
- co-ordinating exchanges of information between Member States on the operation of schemes and on employee attitudes.

Geographical mobility

20. The ability of workers to move from job to job, area to area, or even country to country is clearly an important element in promoting more flexible employment patterns, particularly where specialised skills are in short supply. While experience in member states has tended to show that financial incentives to promote mobility have only a marginal impact, action at Community level might usefully concentrate on ways of removing obstacles and disincentives to labour mobility and on ways of disseminating "good practice", based on member states' own experience. Specific issues that the Community might examine are

- encouraging Member States to make available better information on reciprocal pension and social security arrangements at Community level;
- developing proposals for enhancing information and advice about employment opportunities in different Member States, to facilitate movement within and between Member States.

Mutual recognition of qualifications

21. The recognition by member states of other member states' qualifications, both academic and vocational, is clearly an important factor in increasing the mobility of workers within the Community, and thus improving the adaptability of labour markets. The recognition of qualifications as being acceptable for particular types of employment in different countries will clearly make it easier for qualified people to move jobs within the Community. Vacancies in other countries, arising from skill shortages, may be more readily filled.

22. The Community is, of course, already taking action in this respect. The Council of Ministers adopted a decision on the comparability of vocational training qualifications last July: its main aim is to improve the transparency of qualifications so as to enable workers to make better use of them in gaining employment in other member states. Both CEDEFOP and the Community Tripartite Advisory Committee are already carrying out work in this area and the Commission has undertaken to identify three or four priority areas covering skilled occupations. The Commission is also considering producing a proposal in 1989 on the introduction of a common vocational pass showing the qualifications of the holder, which could be shown to potential employers in other member states. A draft Directive on the mutual recognition of higher educational qualifications applying to professions controlled by statute is also under discussion.

23. While action in this area should not seek to define skills in such narrow and detailed ways as to oblige Member States to conform to unduly rigid systems of education and training, the Commission's existing work in this area has been of great value and might usefully be given new impetus within the overall aim of promoting labour market adaptability. Specifically, the Commission might consider:-

- pressing ahead with its current work on comparabilities on a shortened timescale;
- seeking to identify further occupational areas where the absence of transparency of qualifications has been a serious impediment to labour mobility;
- aiming for more rapid progress on its proposal to introduce a common vocational pass.

TRAINING

24. A key factor in securing an adaptable labour market is to have a labour force that has both the skills and the flexibility necessary to meet the changing requirements of employers, particularly at a time of rapid change arising from the growth of new technologies. The training required to produce such a labour force operates on a variety of levels, from vocational education for young people at school, through post-school training leading to the acquisition of recognised qualifications, to training and re-training for adults to acquire and up-date skills.

Youth training and links with vocational education

25. Youth training is vital in building up the skilled and adaptable workforce necessary for a productive, competitive and expanding economy. Effective vocational education and training programmes for young people are essential in order to:

- prepare them fully for the world of work;
- give them skills and qualifications which are relevant both to jobs which will be available immediately and to likely changes in working patterns in the future;
- provide them with a foundation on which to build through further education, training or retraining.

26. The importance of these aims has of course been recognised in the Community and they are reflected in the 1983 Vocational Training Resolution. The forthcoming draft document to up-date and strengthen the 1983 Resolution provides an opportunity for the Community to emphasise, in the context of an overall strategy for the labour market, the need for:

- good quality education during the compulsory school period which lays a sound foundation for later training and vocational specialisation, and improved vocational education arrangements;

- work placements for school children and trainees;
- access to skills related to new technology;
- employer involvement in the design and delivery of training;
- up to two years vocational education and training for 16 year olds leading to recognised qualifications;
- special provision for the disadvantaged and disabled.

Adult training

27. Adult training will for the most part be financed by industry itself, since the competence of the workforce is an essential component of competitiveness. Similarly, training and retraining to acquire and up-date skills should be regarded as an investment by both employers and individuals. The main role of Governments should be to encourage employers and individuals to invest more in training and to see that training becomes a more attractive and cost-effective investment.

28. The Community also has a major role to play in ensuring that the need for a well trained and adaptable workforce is fully appreciated. In particular, there would be clear value in the Community:-

- endorsing the importance of training to economic growth and its value to employers as an investment;
- examining ways to encourage employers to invest more in training in industry; and
- supporting action by Governments to develop more responsive training systems, including the use of new technologies for education and training.

29. The Commission could also consider establishing a Community action programme which might include:

- examining ways of overcoming restrictions on access to training (particularly where training for certain jobs is not widely available to some sectors of the population);
- a study of ways in which training bodies could identify more closely the needs of local employers and provide more flexible and cost-effective methods of delivering training.

LONG TERM UNEMPLOYED

30. The principal aim of improving labour markets is to promote increased employment opportunities throughout the Community. It has to be recognised, however, that there is a large and growing number of long-term unemployed for whom a better functioning labour market is not in itself a sufficient answer. It is therefore necessary to pay special attention to their problems and to supplement proposals for increased labour market adaptability with special support for this group. The Commission might therefore want to give urgent consideration to encouraging national programmes of benefit to the long-term unemployed (whether of training, counselling or community work) in particular through the provision of Social Fund support. While the present distribution of Social Fund support as between young people and adults necessarily restricts what might be done immediately in this respect, this distribution is likely itself to become subject to review within the foreseeable future.

31. In particular, it is increasingly accepted that long-term unemployed people have particular difficulties in re-entering the labour market after a lengthy period of unemployment. This may call for special programmes of interviewing, counselling, and training designed principally to rebuild the confidence of those who have been out of work for some time. Inevitably such action must for the most part be carried out at the level of the Member State. Nevertheless, the Community could have a useful role to play in:

- disseminating information about the initiatives of individual Member States more widely within the Community and drawing attention to initiatives which prove particularly successful;

- encouraging Member States to initiate programmes in this area, where these do not currently exist, as part of a Community wide effort to tackle, and be seen to be tackling, the problem of long-term unemployment.

SUMMARY OF PROPOSALS

32. This paper suggests that the Community might, within an overall framework plan for improving the operation of the labour market, adopt the following measures:

PROMOTING ENTERPRISE AND EMPLOYMENT

- ask Member States to consider how they might best facilitate the setting-up of one-man businesses (para 10);

- encourage measures within Member States to increase the number of young people, particularly those unemployed, going into self-employment (para 10);

- mount a special examination of existing Community instruments to see whether they are appropriate to one-man businesses and, if not, how they might be adapted to reduce or remove any adverse effects (para 10);

- investigate the possibility of Social Fund support towards the provision of low-cost starter accommodation in Member States (para 10);

- increase the amount of Social Fund support for the introduction of new technology into firms with 5 or less employees (para 10);

- promote the production in Member States of simplified guidance for small businesses and the self-employed (para 11);
- promote special efforts to explain Community Programmes of potential benefit to small firms (para 11);
- initiate a Community-led anti-bureaucracy campaign whose aims would include special efforts to make Community-wide obligations more easily understood (para 11);
- examine how private sector activity in promoting the generation and growth of small firms can be encouraged (para 13);
- consider ways in which large companies can support small businesses (para 13);
- encourage Member States to provide support services for small firms which can provide advice during the crucial stages of their growth and development (para 13);
- identify legislative or fiscal requirements which put co-operatives at a disadvantage compared with other forms of business (para 14);
- provide Social Fund support for the provision of training for those who manage co-operatives (para 14);
- examine the possibility of drawing up a model legal framework for co-operatives in Member States (para 14);

FLEXIBLE EMPLOYMENT PATTERNS AND CONDITIONS OF WORK

- encourage Member States to promote training in occupations (notably those connected with new technology) where women and ethnic minorities have been under-represented (para 16);

- re-examine the need for restrictions on women's employment opportunities (such as restrictions on hours of employment) (para 16);
- look at obstacles in the way of increasing part-time work (noting that this tends to be of particular benefit to women through enabling them to combine a career with family responsibilities; and also to the better functioning of the labour market) (para 16);
- encourage better opportunities for women and ethnic minorities to become self-employed (para 16);
- encourage better employment prospects for the residents of inner city areas of the Community (para 16);
- make the advantages of employee share ownership more widely known and make full information available on Government schemes (para 19);
- co-ordinate exchanges of information between Member States on the operation of share ownership schemes and on employee attitudes (para 19);
- encourage Member States to make available better information on reciprocal pension and social security arrangements at Community level (para 20);
- develop proposals for enhancing information and advice about employment opportunities in different Member States, to facilitate movement within and between Member States (para 20);
- press ahead with current work on comparability in order to produce a coherent and comprehensive agreement on the mutual recognition of qualifications (para 23);

- seek to identify further occupational areas where the absence of transparency of qualifications has been a serious impediment to labour mobility (para 23);
- aim for more rapid progress on proposals to introduce a common vocational pass (para 23);

TRAINING

- in the context of updating the 1983 Vocational Training Resolutions, emphasise the need for (para 26);
 - good quality education during the compulsory school period, and improved vocational education arrangements;
 - work placements for school children and trainees;
 - access to skills related to new technology;
 - employer involvement in the design and delivery of training;
 - up to 2 years vocational education and training for 16 year olds leading to recognised qualifications; and
 - special provision for the disadvantaged and disabled;
- endorse the importance of training to economic growth and its value to employers as an investment (para 28);
- examine ways to encourage employers to invest more in training in industry (para 28);
- support action by Governments to develop more responsive training systems (para 28);
- establish a Community Action Programme on Training (para 29) to include -

- examining ways of overcoming restrictions on access to training;
- a study of ways in which training bodies can identify more closely the needs of local employers and provide more flexible and cost-effective methods of delivering training.

LONG TERM UNEMPLOYED

- give urgent consideration to encouraging national programmes of benefit to the long-term unemployed (whether of training, counselling or community work) in particular through the provision of Social Fund support (para 30).
- disseminate information about the initiatives of individual Member States more widely within the Community (para 31);
- encourage Member States to initiate programmes in this area as part of a Community wide effort to tackle, and to be seen to be tackling, the problem of long term unemployment (para 31).

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