European Employment Policy Observatory Catalogue of Measures, December 2013

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ICF GHK
2nd Floor, Clerkenwell House
67 Clerkenwell Road
London
EC1R 5BL

T +44 (0)20 7611 1100
F +44 (0)20 3368 6960

www.ghkint.com

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Prepared by	Leona Finlay, Jo Hawley, David Scott
Checked by	Checked by Anna Manoudi, Pat Irving
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Catalogue of Measures: One page summary

Policy Activity – mid-September to end November 2013

The report identifies 90 labour market reforms taking place across 32 European countries introduced between mid-September and the end of November 2013. Most new measures were introduced in PA 2-Active Labour Market Measures / Public Employment Services (18), PA1-Labour market functioning / segmentation (16) and PA3-Social Security Systems (13). Together, these three policy areas accounted for 53 % of the total number of measures introduced during the period. Of the measures which specified a funding source, the largest proportion (38 %) are state funded, with a further 19 % EU co-funded.

Summary points – Main Policy Areas

PA1 – Labour market functioning/segmentation: Under this policy area, ten countries introduced a total of 16 new policy measures for the period. Almost one quarter of the new measures introduced (24%) have been enacted into law. Key areas of activity include measures addressing labour market segmentation for specific groups (PL (x3), RS); labour market reforms (ES, SI); and Flexicurity / changes in employment protection legislation (BE, NL, SK).

PA2 – ALMPs: This policy area experienced the greatest amount of reform overall during the period in question. A total of 18 new measures were introduced by 14 countries. The most popular type of measures introduced were reducing youth unemployment (IE, HR, CY (x2), LT, LU, MT, UK) and those supporting vulnerable workers (BE, HU (x2), AT, PT, SI, FYROM (x2)).

PA3 – Social Security Systems: A total of 13 new measures were introduced across 8 European countries during this reporting period. The sub-policy areas with the greatest increase in new measures for this period is Unemployment Benefit Reforms (BE, IE, MT, UK) and Pension Reforms (FR, LV (x2), MT).

PA4 - Work life Balance: This policy area had a relatively low level of new measure activity. Four countries introduced a total of six new measures under Policy Area 4 (LV, HU, MT, PL) with Increasing child/family care provision (MT (x2), PL) and Changes to Parental Leave Arrangements and/or benefits (LV (x2), HU) seeing the most new measures.

PA5 – Job creation: A total of 7 new measures across 5 countries were introduced in Policy Area 5 (HR, LT, MT (x3), PT, SI). The sub-policy area with the most change was Employer subsidies for job creation (MT, PT, SI).

PA6 – Gender Equality: This is the policy area which reported the least reform activity in the period. One country only reported new gender equality measures (EE) in the area of Measures reducing the gender pay gap.

PA7 – Skills Supply and Productivity/Lifelong Learning (LLL): Under Policy Area 7, a total of 9 new measures were introduced in 7 countries (BE, CZ, LT (x2), MT, AT, UK, FYROM). The sub-policy area witnessing the biggest proportion of reforms in this PA for this period was measures improving skills supply and promoting adult learning (BE (x2), CZ, LT (x2), MT, UK, FYROM).

PA 8 – Education and Training Systems: Under Policy Area 8, 9 countries introduced a total of 11 new measures to improve the various education and training systems since September of this year (BE, CZ, IE (x2), LT (x2), HU, AT, RO, SK, UK). The sub-policy areas experiencing the most reform was improving vocational education and training (VET) (BE, CZ, IE, RO, UK).

PA 9 – New measures in this policy area totalled nine across eight European countries (DE, EE, IE, LV, MT, SK (x2), RS, TR). Changes in taxation legislation (LV, MT, SK, RS) saw the highest number of new measures introduced.

1 Introduction

The aim of this Catalogue is to provide factual information on Member States' policy developments within the Europe 2020 framework. This document acts as a catalogue of:

a) New measures introduced during the reporting period (mid-September - end November 2013), as identified by the EEPO network of experts;
b) Measure updates, reporting progress on the implementation of existing measures included in previous Catalogues.

Table 1.1 below offers an overview of the volume of measures (newly introduced and updated) covered during the reporting period mid-September - end November 2013. Table 1.2 then illustrates the proportion of new measures introduced under each policy area during the reporting period.

From the tables that follow, it is evident that a total of 90 new measures have been introduced across the various European countries. Progress was most often reported in Policy Area (PA) 2, then PA 1 and PA 3:

- PA 2: Labour market functioning / segmentation
- PA 1: Active Labour Market Policies
- PA 3: Social security systems

The least progress was noted under PA 6 - Gender equality - and PA 4 - Work-life balance- where only 1 and 6 countries reported new measures, respectively.

Table 1.3 describes the breakdown of funding sources for new measures per policy area. The funding source was specified for 84 of the 90 new measures. According to this, over a third of the new measures (38 %) are state funded, while no specific funding is required to implement 31 % of the new measures and another 19 % are EU co-funded.

Table 1.4 summarises the proportion of new measures enacted into law under each PA. Overall, 41 % of the new measures included in this Catalogue have been enacted into law. The proportion of enactment in all PAs ranges from 25 % in PA 1 (Labour market functioning segmentation) to 100 % in PA 6 (Gender Equality, with the enactment of a single new measure for that PA).

The measures introduced during mid-September - end November 2013, as well as the measures where developments have occurred under each of the nine policy areas, are discussed in detail in the sections that follow.

The Regular Reports Database (RRD) also allows some analysis of the target groups for the new measures. From 90 measures, 16 targeted all workers, 14 targeted youth, 6 targeted people with disabilities, 6 measures targeted employers, 5 targeted the unemployed, 4 were targeted at children and 4 at immigrant labour, 3 measures each targeted low income earners or the long-term unemployed, 2 measures each were targeted at older workers, PES employees/civil servants, and 'all disadvantaged jobseekers' and 1 measure each targeted parents and women. The remaining 21 were categorised under 'other' target groups[1].

Last but not least, experts only categorised explicit policy drivers for 43 new measures out of a total of 90 (i.e. 47 %) with the largest proportion of that figure (17) categorised as having no explicit policy driver, 11 of the measures categorised as being driven by the country's National Reform Programme (NRP), 9 attributed to Country-Specific Recommendations (CSRs) and 3 each attributed to the Annual Growth Survey (AGS) and the country's Memorandum of Understanding (MoU).

A table listing all new measures, by title and country and by policy area, is included in Annex 1.

[1] We have increased the number of options in the list of target group options within the Regular Reports database, which has meant that the number of measures where the target group is categorised as 'other' has dropped from 87 in September 2013 to only 21 for this December 2013 report.

Table 1.1 Summary of new and updated measures per Policy Area (mid-September – end November 2013)

Country / Policy Area	Policy Area 1		Policy Area 2		Policy Area 3		Policy Area 4		Policy Area 5		Policy Area 6		Policy Area 7		Policy Area 8		Policy Area 9	
	NM	MU	NM	MU	NM	MU	NM	MU	NM	MU	NM	MU	NM	MU	NM	MU	NM	MU
BE	✓ (1)		✓ (1)		✓ (2)								✓ (2)		✓ (1)			
BG		✓ 1		✓ 9										✓ 4				
HR		✓ 1	✓ (1)			✓ 1		✓ 1	✓ (1)					✓ 1		✓ 1		✓ 1
CY			✓ (2)	✓ 1						✓ 1				✓ 2				
CZ				✓ 1		✓ 1							✓ (1)		✓ (1)			
DK						✓ 1						✓ 1				✓ 1		✓ 1
DE					✓ (1)												✓ (1)	
EE	✓ (3)										✓ (1)						✓ (1)	
IE			✓ (1)		✓ (1)										✓ (2)		✓ (1)	
EL				✓ 5						✓ 3		✓ 1		✓ 4		✓ 1		
ES	✓ (1)		✓ (1)															
FR		✓ 1			✓ (1)													
IT				✓ 1														
LV	✓ (1)			✓ 1	✓ (3)	✓ 1	✓ (2)							✓ 1			✓ (1)	✓ 2

Country / Policy Area	Policy Area 1		Policy Area 2		Policy Area 3		Policy Area 4		Policy Area 5		Policy Area 6		Policy Area 7		Policy Area 8		Policy Area 9	
LT			✓ (2)			✓ 1			✓ (1)				✓ (2)		✓ (2)			
LU			✓ (1)															✓ 1
HU			✓ (2)	✓ 1			✓ (1)								✓ (1)			✓ 1
MT			✓ (1)	✓ 1	✓ (2)		✓ (2)		✓ (3)	✓ 1			✓ (1)			✓ 1	✓ (1)	✓ 1
NL	✓ (1)	✓ 1				✓ 1		✓ 1										
AT		✓ 1	✓ (1)										✓ (1)		✓ (1)			
PL	✓ (4)	✓ 2		✓ 1	✓ (2)	✓ 1	✓ (1)	✓ 1										
PT			✓ (1)						✓ (1)									
RO				✓ 1										✓ 1	✓ (1)			
SI	✓ (1)		✓ (1)						✓ (1)									
SK	✓ (1)					✓ 1		✓ 1		✓ 1					✓ (1)		✓ (2)	✓ 2
FI		✓ 1		✓ 1														
SE																		
UK			✓ (1)		✓ (1)	✓ 1							✓ (1)		✓ (1)			
IS																		
FYROM	✓ (1)	✓ 1	✓ (2)	✓ 2						✓ 1			✓ (1)	✓ 1				
RS	✓ (2)																✓ (1)	
TR																	✓ (1)	

Country / Policy Area	Policy Area 1		Policy Area 2		Policy Area 3		Policy Area 4		Policy Area 5		Policy Area 6		Policy Area 7		Policy Area 8		Policy Area 9	
Total NEW MEASURES	16		18		13		6		7		1		9		11		9	
Total NEW UPDATES		9		25		9		4		7		2		14		4		9
Total COUNTRIES	10	7	14	14	8	9	4	4	5	5	1	2	7	7	9	4	8	7

Table 1.2 Proportion of new measures falling under each policy area

	Number of new measures	Proportion of new measures (Number of new measures/all new measures (90))[2]	Number of previous measures updated
PA 1 Labour market functioning / segmentation	**16**	**18 %**	**9**
PA1.1 Labour market Reforms	2	2 %	4
PA1.2 Measures introducing Local Government Reform (as far as it impacts on employment policy)	0		0
PA1.3 Measures for reducing undeclared work	2	2 %	0
PA1.4 Flexicurity/Changes in Employment protection legislation measures	3	3 %	1
PA1.5 Measures addressing labour market segmentation for specific groups	4	4 %	4
PA1.6 Other	5	6 %	1
PA 2 Active labour market policies / Public Employment Services	**18**	**20 %**	**25**
PA 2.1 Reducing Youth Unemployment	8	9 %	11
PA 2.2 Measures supporting vulnerable workers including women, older workers, immigrants & those with a reduced ability to work	8	9 %	2
PA 2.3 Measures enhancing employability	0		5
PA 2.4 Measures for Improving Services for the Unemployed	1	1 %	1
PA 2.5 Measures Encouraging Entrepreneurship	1	1 %	1
PA 2.6 Measures Protecting Benefit Rights and Favouring the Employment of the unemployed	0		1
PA 2.7 Measures mitigating the effects of redundancy	0		0

[2] Figures have been rounded to the nearest whole number.

PA 2.8 Improving ALMP programmes measures	0		0
PA 2.9 Other	0		4
PA 3: Social security systems	**13**	**14 %**	**9**
PA 3.1 Unemployment Benefit Reforms	4	4 %	3
PA 3.2 Pension Reforms	4		3
PA 3.3 Health insurance system reforms	0		1
PA 3.4 Other	5	5 %	2
PA 4: Work-life balance	**6**	**7 %**	**4**
PA 4.1 Increasing child/family care provision	3	3 %	1
PA 4.2 Changes to parental leave arrangements and/or benefits	3	3 %	1
PA 4.3 Enhancing job flexibility	0		1
PA 4.4 Other	0		1
PA 5 Job creation	**7**	**8 %**	**7**
PA 5.1 Micro-credit schemes	0		1
PA 5.2 Employer subsidies for job creation	3	3 %	3
PA 5.3 Simplifying the Business Environment	2	2 %	1
PA 5.4 Public Investment Programmes and Regional Investment Incentives measures	0		0
PA 5.5 Other	2	2 %	2
PA 6: Gender equality	**1**	**1 %**	**2**
PA 6.1 Measures Reducing the Gender Pay Gap	1	1 %	0
PA 6.2 Measure Encouraging Female Entrepreneurship	0		1
PA 6.3 Measures Reducing Gender Discrimination	0		1
PA 6.4 Measures Targeting Other Vulnerable Groups in specific gender categories	0		0

PA 6.5 Other	0		0
PA 7: Skill supply and productivity /Lifelong learning	**9**	**10 %**	**14**
PA 7.1 Measures improving skills supply and promoting adult learning (continuous training programmes, training vouchers and individual training accounts)	8	9 %	4
PA 7.2 Measures facilitating school to work transitions (traineeships, apprenticeships and work experience schemes)	0		2
PA 7.3 National Qualification Frameworks	0		1
PA 7.4 Other	1	1 %	7
PA 8: Education and training systems	**11**	**12 %**	**4**
PA 8.1 Improving Vocational Education and Training Systems	5	5 %	1
PA 8.2 Improving Tertiary and Higher Education	1	1 %	1
PA 8.3 Improvement of Primary and Secondary Education Systems	1	1 %	0
PA 8.4 Other Improvements	4	4 %	2
PA 9: Wage setting mechanisms and labour cost developments	**9**	**10 %**	**9**
PA 9.1 Changes to the wage setting mechanisms	3	3 %	4
PA 9.2 Taxation changes	4	4 %	4
PA 9.3 Other	2	2 %	1
TOTAL	**90**		**83**

Table 1.3 Breakdown of funding sources for new measures per policy area, mid-September – end-November 13

	New Measures specifying a funding source	EU Co funding	Government/State Budget	No specific funding required	Social Partner/Private Funding	Other
PA 1 Labour market functioning / segmentation	13	3	0	9	0	1
PA 2 Active labour market policies / Public Employment Services	18	6	7	1	0	4
PA 3: Social security systems	12	0	7	5	0	0
PA 4: Work-life balance	6	0	5	1	0	0
PA 5 Job creation	6	3	2	1	0	0
PA 6: Gender equality	1	0	1	0	0	0
PA 7: Skill supply and productivity /Lifelong learning	9	1	4	1	1	2
PA 8: Education and training systems	11	3	4	4	0	0
PA 9: Wage setting mechanisms and labour cost developments	7	0	1	3	2	1
Totals	**84**	**16 (19 %)**	**32 (38 %)**	**26 (31 %)**	**3 (4 %)**	**8 (9 %)**

Table 1.4 Proportion of new measures enacted into law under each policy area, mid-September - end November 2013

	New measure	Enacted into Law	Proportion of new measures enacted into law
PA 1 Labour market functioning / segmentation	16	4	25 %
PA 2 Active labour market policies / Public Employment Services	18	6	33 %
PA 3: Social security systems	13	8	62 %
PA 4: Work-life balance	6	2	33 %
PA 5 Job creation	7	2	29 %
PA 6: Gender equality	1	1	100 %
PA 7: Skill supply and productivity /Lifelong learning	9	3	33 %
PA 8: Education and training systems	11	5	45 %
PA 9: Wage setting mechanisms and labour cost developments	9	6	67 %
Totals	90	37	41 %

2 PA 1: Labour market functioning / segmentation

Under PA 1, 10 countries introduced a total of 16 new policy measures between mid-September and the end of November 2013. The most popular type of reform of any of the sub-policy areas has been in the area of tackling labour market segmentation (although three of the four reforms identified were in the same country – Poland). The following gives a breakdown of the new measures introduced in this policy area:

- Labour market reforms (Spain, Slovenia);
- Measures introducing local government reform (no new measures);
- Measures for reducing undeclared work (Estonia (x2));
- Flexicurity / changes in employment protection legislation measures (Belgium, the Netherlands, Slovakia);
- Measures addressing labour market segmentation for specific groups (Poland (x3), Serbia);
- Other (Estonia, Latvia, Poland, former Yugoslav Republic of Macedonia, Serbia).

Updates to previously identified measures are found in the following countries: Bulgaria, France, Croatia, the Netherlands, Austria, Poland (x2), Finland, and the former Yugoslav Republic of Macedonia.

This is one of the policy areas which saw the majority of reforms throughout the various European Countries in the reporting period (18 % of the proportion of new measures across all policy areas). Around a quarter of the new measures introduced (24 %) have been enacted into law. The source of funding was specified for 13 of the 16 new measures, and this was most commonly EU co-funding (three measures) and 'other' funding (one measure). No specific funding was required for nine of the measures.

The measures and measure updates are discussed in turn below.

2.1 Labour Market Reform measures (2 new measures)

Reduction in the number of labour contracts

Country: Spain
Description: This measure, which has just been announced, would be included in a second round of the labour market reform which was launched in February 2013. According to the reform, the new modalities of labour contracts will be reduced from the current 41 models to 5. They would be: open-ended, temporary, replacement, internship and apprenticeship. The measure would affect all the new contracts signed after the initiative is launched.
Institution Responsible: Ministry of Employment
Main Objectives: Simplifying industrial relations; making clear the employment incentives linked to the different contracts; reducing the administrative burden on firms
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law?: No
If not law what type of measure is it: Announcement
Enacted/not enacted Into - Law State of play: It has only been announced
Have any steps been taken to monitor the implementation of the measure: No
Funding sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None
Recommendation details: It is not clear whether or not this measure would be coherent with any of the recommendations.

Amendments to the Labour Market Regulation Act

Country: Slovenia
Description: The changes to the Labour Market Regulation Act are focused on ensuring

greater professionalism of the temporary work agencies and thus ensuring greater legal security for workers employed by agencies. The agency will have to have its intermediary activity of temporary workers registered as a core business, and foreign agencies must have a branch in Slovenia. Increased worker security will also be provided with the obligation that the Agency should have at the beginning of the business a bank guarantee amounting to four times the minimum share of capital for a Ltd company. Agencies will be required to submit an annual independent auditor's report on the operations in accordance with the Employment Relationships Act. The activity will be controlled by a special expert commission.
Institution Responsible: Ministry of Labour, Family, Social Affairs and Equal Opportunities
Main Objectives: To improve the position of agency workers in the Slovenian labour market by setting new stricter standards for the establishment, maintaining and operation of temporary work agencies and to eliminate many abuses (chaining contracts, providing sometimes extremely short-time work, reducing payments to employees to cover the costs of agencies' services, unequal position of full-time employees and agency workers employed by the employer) of workers employed through temporary work agencies.
Target Groups: Agency workers
Has the measure been enacted into law?: Yes
Legal Reference: Amendments to the Labour Market Regulation Act
Date of adoption: 27.11.2013
Is Measure being Enforced: No, start of the enforcement: 01.03.2014
Have any steps been taken to monitor the implementation of the measure: Yes
Measure being funded: No specific funding required
Recommendation that the measure responds to: None

Measure Updates total: 3

Description of Measure	Description of December 2013 Update
Country: Croatia **Measure Title:** Amendments to the Labour Law - second phase **Description:** None given **Measure Time Period:** Sept 2013	**Title:** Amendments to the Labour Law **What has changed:** The Ministry of Labour and Pension System initially proposed changes in several significant areas, in response to which the trade unions organised a protest march and threatened general strikes. The trade unions eventually withdrew from further negotiations and on 5 December 2013 they organised further protests. The situation resulted in the Ministry postponing further work on the Labour Law until January 2014.
Country: Poland **Measure Title:** Flexibility of working time **Description:** An extension of the working time period settlement up to 12 months, and the introduction of flexible working hours. It was a permanent change to the labour code used in the anti-crisis package. **Measure Time Period:** Oct 2012	**Title:** Bill signed by the President **What has changed:** President Bronislaw Komorowski signed the bill on 1 August 2013.

Country: Poland **Measure Title:** A draft law on special solutions for the protection of jobs associated with the mitigation of the economic slowdown and economic crisis for employees and employers **Description:** The draft law provides for a partial subsidy of wages in time of economic slowdown, partial offset of the reduction in working hours, and the payment of social security contributions by employees. **Measure Time Period:** Apr 2013	**Title:** The law was signed by the President **What has changed:** The President signed the Act on 31 October 2013.

2.2 Measures introducing Local Government Reform (as far as it impacts on employment policy) (0 new measure)

No new measures identified.

Measure Updates total: 0

2.3 Measures for Reducing Undeclared Work (2 new measures)

Database of employees

Country: Estonia
Description: Currently, an employer must report a new employee to different institutions within 7-30 days. As the new register starts to work, a new employee, regardless of the form of the contract, must be registered at least a day before the first working day. Different institutions, such as theEstonian Tax and Customs Board, the Estonian Health Insurance Fund, the Estonian Unemployment Fund, the Labour Inspectorate, the Estonian National Insurance Board and Police and Border Guard Board, can obtain the required information from the database.
Institution Responsible: The Estonian Tax and Customs Board
Main Objectives: To fight against illegal 'envelope-wages' and to increase tax revenue.
Target Groups: Employers
Has the measure been enacted into law?: No
Start date for implementation of the measure: 01.07.2014

Social campaign to raise awareness of the benefits of working with an employment contract

Country: Estonia
Description: The campaign consists of prints in Estonian and Russian, a web page (www.tööleping.ee), TV and radio commercials, posters and banners. It also includes a roundtable on the topic of the employment contract, to which the representatives of the Estonian Tax and Customs Board, the Estonian Health Insurance Fund, the Estonian Social Insurance Board, the Estonian Unemployment Insurance Fund and the Estonian Trade Union Confederation have been invited.
Institution Responsible: Labour Inspectorate
Main Objectives: To raise awareness amongst employees and employers of the employment contract. The campaign is called "Know your rights. Prefer employment contract.".
Target Groups(Other): Employers and employees
Duration of measure: Temporary
If temporary, how long will it run for? Autumn 2013
Has the measure been enacted into law? No

If not law what type of measure is it: EU co-funded project
Enacted/not enacted Into Law - State of play? Ongoing
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding sources: EU co-funded
Is there a specific budget allocated to the measure: Detailed budget of the campaign is not available
Which policy recommendation or commitments does the measure responds to? None

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Measure Updates total: 0

2.4 Flexicurity/Changes in Employment protection legislation measures (3 new measures)

Increase in the limits on extra working hours

Country: Belgium
Description: In firms where the qualifying period is quarterly, workers may now work up to 78 extra hours per quarter instead of 65 hours. In firms where this qualifying period is annual, the limit is extended to 91 hours. Furthermore, in the case of extraordinary additional work or extra work for unforeseen needs, the worker has the possibility to receive payment for these extra working hours, rather than to recover the hours at a later date. This quota of extra working hours rose from 65 to 91 hours per civil year.
Institution Responsible: Government
Main Objectives: This measure was adopted in the context of work modernisation (flexibility)
Target Groups: All workers
Duration of measure: 0
Has the measure been enacted into law?: Yes
Legal Reference: Royal decree of 11 September 2013
Date of adoption: 11 September 2013
Is Measure being Enforced: Yes
Start date for implementation of the measure: 1 October 2013
Enacted Into Law State of play: Enforced
Have any steps been taken to monitor the implementation of the measure: No
Funding sources: No specific funding required
Is there a specific budget allocated to the measure: No
Recommendation that the measure responds to: None
Recommendation details: This measure is in line with the Commission Communication "Towards A Job Rich Recovery" (The Employment Package), p.8: Flexicurity brings together a number of labour market policies (contractual arrangements, active labour market measures, lifelong learning, and social protection systems), in an integrated and consistent way, to boost both flexibility and security and make labour markets more resilient to the processes of economic adjustment.

Act on Work and Security

Country: Netherlands
Description: EPL: install transition allowance; abolish current facility for employers to choose via which route to make workers redundant. Unemployment Benefit (UB): shorten maximum duration from 38 to 24 months; suitable job has to be accepted after six months in receipt of UB; Flexible work: smaller chain of temporary contracts; narrow options for payrolling; reduce use of on-call/zero hours contract.
Institution Responsible: Mainly national government, with the PES being responsible for the execution of the new UB and collective dismissals.
Main Objectives: Several measures with the aim to adjust the labour market from job security to employment security. Entail the aim to increase security for flexible workers, to

lower EPL and to shorten UB entitlements and make UB more activating.
Target Groups: All workers
Has the measure been enacted into law?: No
If not law what type of measure is it: Proposed act
Enacted/not enacted Into Law - State of play: Proposal has been sent to the second chamber of Parliament
Have any steps been taken to monitor the implementation of the measure: Yes
Recommendation that the measure responds to: CSR
Recommendation details: CSR 4, on Labour market participation

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Abolition of open-ended work agreements

Country: Slovakia
Description: The draft amendment to the Labour Code stipulates that the duration of agreements on work performed outside an employment relationship (short, work agreements) will be limited to one year at most (work performance agreements) and/or that agreements terminated by the end of a calendar year (work activity agreements, agreements on work performed by students). It is also proposed that the maturity and payment of remuneration and withholding tax on work agreements will be regulated the same way as it is the case for standard employment contracts. All work agreements concluded before 1 July 2014 shall be terminated by the end of 2014 and/or by the date of expiry of a period agreed for a given assignment.
Institution Responsible: Ministry of Labour, Social Affairs and Family
Main Objectives: The main objective is to prevent abuse of open-ended work agreements, when irregular remuneration can be used to defer payment of payroll taxes until the termination of the work agreement. Officials claim that some employers abuse this rule in order to evade payment of social contributions.
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law?: No
Legal Reference: Amendment to the Act No. 43/2004 Coll. on old-age pension saving and on the amendment and supplement of other laws
Date of adoption: Not yet
Enacted/not enacted Into Law - State of play: The draft legislation was subject to an official review procedure between 15 November and 6 December. The final draft will be submitted to the session of the government either in December or January.
Have any steps been taken to monitor the implementation of the measure? Unknown
Funding sources: No specific funding required
Is there a specific budget allocated to the measure: No
Recommendation that the measure responds to: None

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** On the Road **Description:** Subsidies for geographical mobility of employees paid to employers who organise the transport of their workers. **Measure Time Period:** Jan 2013	**Title:** On the Road **What has changed:** A detailed list of applicants was published whose proposals have been approved for funding. New contracts and transfer of funds will be suggested soon.

2.5 Measures addressing labour market segmentation for specific groups (4 new measures)

Assumptions of a Long Term Seniority Policy in Poland for the period 2014-2020

Country: Poland
Description: The Assumptions stem from the obligations formulated in the Governmental Programme for the Elderly Social Activity for 2012-2013 (ASOS). For the purposes of this document, a senior policy is widely understood as the totality of activities throughout life, leading to ensure the conditions for the extension of activity, both occupational and social as well as for independent, healthy and safe living of older people. The assumptions formulate the framework of policies, but also provide a specific set of necessary actions in the area of senior policy in Poland. The main challenges identified for the senior policy around which developed the directions of intervention are: increasing proportion of older people in the population and preparations for the many social and economic consequences of this phenomenon; longer working lives; use of the potential of older people in the area of social and civic activity; the need for solutions to the reconciliation of professional and family life of working people aged 50 + (need to care for their parents or other dependents).
Institution Responsible: Ministry of Labour and Social Policy
Main Objectives: The document begins with a diagnosis of the Polish demographic situation, its development perspectives and the resulting major challenges. Although not being a formal national strategy, the document contains recommendations on the main directions of intervention. The main objectives are: 1. In the area of Health and independence: creating conditions for as long as possible maintaining good health and autonomy. 2. In the area of Safety: Ensuring the safety of the elderly and prevention of their abuse. 3. In the area of Space and place of residence: support of spatial architectural planning customised for all (universal design), and taking into account the needs of different age groups (including the elderly) 4. In the area of Economic activity of people aged 50+: to plan activities that will allow for the best use of the potential of older people in the labour market and thus will enhance and extend the working life of the 50+ and 60+. 5. In the area of educational, social and cultural activity of the elderly: the social and cultural support for the idea of learning among the elderly and increasing the civic and social activities, including the development of learning opportunities for older people, developing and supporting social activity of older people (including civic engagement and volunteering) and increasing the participation of older people in culture as both its customers and creators. 6. In the area of the silver economy: support the development of effective solutions tailored to the needs and expectations of older people. 7. In the area of intergenerational relations: solidarity between generations as the standard pattern in society, social policy, culture and the labour market.
Target Groups: Older workers
Duration of measure: Permanent
Has the measure been enacted into law?: No
If not law what type of measure is it: Framework policy document
Enacted/not enacted Into Law - State of play: Project of 29 Oct 2013 signed by the Minister of Labour on 30 Oct 2013.
Have any steps been taken to monitor the implementation of the measure: No
Funding sources: No specific funding required
Is there a specific budget allocated to the measure: No
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: Measure aimed at the increase of the labour market participation of the older workers, to some extent aimed at combating labour market segmentation

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Polish policy of integration of foreigners - principles and guidelines

Country: Poland
Description: The document details the actions and directions of intervention in relation to foreigners on the Polish labour market. The document supports the Polish Migration Policy document adopted by the Council of Ministers on 31 July 2012.

Institution Responsible: Ministry of Labour and Social Policy
Main Objectives: Social and labour market integration of foreigners. Integration is a complex and dynamic two-way process involving both foreign nationals and the host society, the aim of which is full and equal membership of foreigners in the society of the host country. The aim of the integration should be to the possibility for independent functioning of a foreigner in Poland, including in the labour market and becoming independent from benefits and social assistance.
Target Groups: Immigrants (High-skilled/Low skilled)
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law what type of measure is it? Assumption to the national policy of migrants' integration
Enacted/not enacted Into Law- State of play: Project accepted by the Minister of Labour on 25 September 2013.
Have any steps been taken to monitor the implementation of the measure? No
Is there a specific budget allocated to the measure: Unknown
Which policy recommendations or commitments does the measure respond: None

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Solidarity between Generations Programme. Actions aimed at an increase of the economic activity of people 50+ (Project of actualisation)

Country: Poland
Description: The document is the actualisation of the Solidarity between Generations programme of 2008 for the new financial period of 2014-2020. The programme begins with an analysis of improvements in this area in 2008-2013. In the introduction, however, it is stressed that maintaining the current favourable dynamics of change and the objective can require a new look at the programme. Particularly important are changes in the extension of the retirement age, the need to take account of the new long-and medium-term development strategy and the implementation of the new financial period for 2014-2020. The document covers: 1. synthetic diagnosis of the situation of people over 50 years of age in the labour market and the circumstances of their decision 2. Activities aimed at people over 50 years of age in the context of the national development strategy and other strategic documents. 3. Identification of major policy challenges facing the professional activation of the 50+. 4. Revised specific objectives of the Programme "Solidarity between generations" and proposals for action to achieve them through the employment policy and the broader understood policy of counteracting withdrawal from the labour market and social activity. 5. Proposals for indicators that can be used in the monitoring and evaluation of the Programme's objectives.
Institution Responsible: Ministry of Labour and Social Policy as well as other Ministries responsible for the specific tasks and actions envisaged by the programme. Coordination and monitoring the effects of implementation of the Programme will be conducted by the National Programme Coordinator, appointed by the Ministry of Labour.
Main Objectives: The objective of the programme has been repeated from the version from 2008 (Objective of the Programme "Solidarity between generations" is to achieve in the perspective of 2020, an employment rate of people aged 55-64 years of 50 %.) The programme identified six specific objectives that relate to the areas of the challenges arising in the priorities of the national development strategy and the diagnosis presented in the programme. Specific objectives include: 1. Adaptation of competences and improvement of qualifications of persons aged 45+ from the perspective of the needs of the labour market. 2. The development of organisational culture and work environment more friendly to workers aged 50+ 3. Increasing the efficiency and effectiveness of activities to promote employment and economic activity 4. Promoting active and healthy ageing 5. Development of cooperation for employment of people 50+ 6. Limiting the use of social transfers for people in pre-retirement age. Within each priority the document sets out the directions of public intervention. The implementation of each of the objectives includes the five priorities of a horizontal nature: 1. Supporting employment for women over 50 years of age. 2. Supporting activation of people with disabilities over 50 years of age. 3. Supporting active people over

60 years of age in connection with the extension of the retirement age to 67 years. 4. Supporting the employment of rural residents over 50 years of age. 5. Measures to increase the intergenerational solidarity.
Target Groups: Older workers
Duration of measure: Temporary
If temporary how long will it run for? Actions planned for the years 2014-2020
Has the measure been enacted into law?: No
If not law what type of measure is it? Governmental Programme
Enacted/not enacted Into Law - State of play: Project of the Programme dated 30 October 2013, under social consultations.
Have any steps been taken to monitor the implementation of the measure? Yes
Funding sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: For the years 2014-2020 it is estimated at PLN 3944.4 million (EUR 939.1 million), including PLN 1302.5 million (EUR 310.1 million) from national sources and PLN 2641.9 million (EUR 629 million) from EU structural funds (estimate).
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: Actions proposed in the programme aim at combating the labour market segmentation of older workers, as well as the increase of their economic activity and employment rate. [AGS 2014 and CRS 2013-2014 (Employment and social policies: Labour market participation and Labour market segmentation)].

Draft Law on Employment of Foreigners submitted for public discussion

Country: Serbia
Description: The draft Law attempts to (i) replace an obsolete Law on Employment of Foreigners dating back to the 1990s, (ii) introduce more flexible solutions and relieve the administrative burden for foreigners applying for temporary work permits, in coordination with the changes to be introduced in the current Law on Foreigners handled by the Interior Ministry, and (iii) introduce the system of quotas for foreign workers
Institution Responsible: Ministry of Labour, Employment and Social Policy
Main Objectives: To provide a modern regulation of the employment of foreigners according to EU standards
Target Groups: Immigrants (High-skilled/Low skilled)
Duration of measure: Permanent
Has the measure been enacted into law?: No
Enacted Into Law Enforced If not law what type of measure is it: Government Proposal
Enacted Into Law State of play: Public discussion lasts from 21 November until 10 December, 2013
Have any steps been taken to monitor the implementation of the measure: No
Measure being funded: No specific funding required
Is there a specific budget allocated to the measure: No

Measure Updates total: 4

Description of Measure	Description of December 2013 Update
Country: France **Measure Title:** Securing Employment Act **Description:** There are four main fields: 1) addressing labour market segmentation, particularly encountered	**Title:** First implementation of competitiveness agreements **What has changed:** Some important French companies (mainly in the car industry and plastics industry) have recently signed competitiveness agreements (Peugeot, Renault,

by young people and women; 2) anticipating change in activities, jobs and skills; 3) maintaining employment provisions to avoid loss of employment and skills in companies facing difficulties; and, 4) to improve proceedings in collective redundancies when not possible to avoid them. **Measure Time Period:** Oct 2012	Michelin, Plastic Omnium etc.), now authorised with the new law. With these agreements, enterprises facing economic difficulties can negotiate for two years decreasing working time and decreasing wages in order to maintain employee numbers.
Country: Netherlands **Measure Title:** EUR 100 million extra in the next two years to fight unemployment of both older and younger workers and to support the construction sector **Description:** The money is among other things reserved for regional projects to match jobseekers and vacancies, provide job interview training, and improve matching between education and the labour market. **Measure Time Period:** Jan 2013	**Title:** Internships for youth and First Job Plans agreed upon **What has changed:** Agreement on a Jobs Plan in the Transport and Logistics sector for the next two years. Plans are being made to offer training to 500 unemployed truck drivers. Logistics co-workers are also being offered several schooling options (600-700 people). In addition, older employees may function as mentors in order to lower their workload and simultaneously help young employees in their jobs. Government/trade unions/companies plan to create in total 10 094 extra apprenticeships for young people in order to counter youth unemployment.
Country: Austria **Measure Title:** Reform of the invalidity pension scheme **Description:** The fixed-term invalidity pension will be abolished by 1 January 2014 for all people with health conditions below the age of 50. If someone is temporarily (for more than six months) incapable of doing his/her regular job, the person will receive medical treatment and a so-called rehabilitation benefit (*Rehabilitationsgeld*) which corresponds to 60 % of the previous salary and will amount to at least the minimum pension (EUR 815; 12 times a year) without taking into account a partner's earnings. The periods of payment of rehabilitation benefit will last a maximum of one year. After one year a new examination has to take place. After recovery, people should be reintegrated into employment. **Measure Time Period:** Jan 2013	**Title:** Preparing adequate ALMP measures for the target group **What has changed:** A special working group within the PES is in charge of preparing adequate ALMP measures for the target group.
Country: Finland **Measure Title:** Tailored activity concept for disabled people pilot project	**Title:** Pilot Projects for People With Reduced Working capacity **What has changed:** The Programme

Description: The employer or PES names a personal coordinator for the disabled person who provides an individually tailored service package. **Measure Time Period:** Apr 2013	for Persons with Partial Work Capacity, run by the Ministry of Social Affairs and Health, running from Summer 2013 to the end of 2015, has now reached the phase of launching 10 pilot projects for promoting employment for people with disabilities and reduced working capacity. Pilots are run in public and private enterprises, Occupational Health services and PES (TE-Centres). Work-Ability Coordinators (WACs) coordinate activities of PES, social benefits, education, rehabilitation, workplaces and social and health services. Special training for WACs will run in the Spring of 2014.

2.6 Other (5 new measures)

Amendments of the Aliens Act aimed at attracting highly qualified labour force entered into force

Country: Estonia
Description: Firstly, the list of groups exempt from the general immigration quota has been broadened. For example, international students who want to stay in Estonia for work after graduation as well as researchers from third-countries are no longer included in the quota requirement. Secondly, to support family reunification highly qualified third-country nationals can bring their immediate family with them - the requirement for prior residence of the spouse in Estonia for at least two years is not applied. Thirdly, a so-called fast-tracking procedure for registering short-term temporary employment of highly qualified workers is launched. This means that the person can start working on the same calendar day as the Police and Boarder Guard Board receives the notification of registration instead of the previous requirement to register their employment before starting work. The assessment of the legality of the employment will be carried out after the person has started working in Estonia. Fourthly, to employ third-country nationals who have obtained their bachelors, master or PhD degree in Estonia, as well as highly qualified workers under certain conditions the requirement to obtain a permit of the Unemployment Insurance Fund is abolished. Previously, the vacancies had to be registered in and advertised by the Unemployment Insurance Fund for three weeks before the position could be filled with a third-country national. In addition to these amendments, several other changes have been implemented to simplify the procedures required to employ highly qualified workers.
Institution Responsible: Ministry of the Interior
Main Objectives: To increase the competitiveness of the Estonian economy by creating the conditions and an environment which attracts international students and highly qualified specialists to Estonia.
Target Groups: Highly qualified specialists, international students
Has the measure been enacted into law?: Yes
Legal Reference: Aliens Act, RT I, 03.07.2013, 4 Available in English: http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=XXXXXX14K5&keel=en&pg=1&ptyyp=RT&tyyp=X&query=v%E4lismaalaste

Date of adoption: 13.06.2013
Is Measure being Enforced: Yes
Start date for implementation of the measure: 01.09.2013, partially 01.10.2013
Have any steps been taken to monitor the implementation of the measure: Yes
Funding sources: No specific funding required
Recommendation that the measure responds to: CSR, NRP

Recommendation details: The amendments are in line with the Government Action Programme for 2011-2015, the National Reform Programme 'Estonia 2020' as well as with the Commission's recommendation No. 2 which among other things emphasises the need to increase labour supply and internationalise the research and innovation systems.

Black list of fictitious directors

Country: Latvia
Description: There is a practice in Latvia of creating fictitious company directors e.g. homeless people. Such companies are then used for various tax evasion schemes. The black list is intended to address this practice by barring people on the list from being registered as company directors.
Institution Responsible: State Revenue Service
Main Objectives: To fight the shadow economy
Target Groups: The target is the practice
Has the measure been enacted into law? No
If not law what type of measure is it: Announcement
Enacted/not enacted Into - Law State of play: Announced by State Revenue Service
Have any steps been taken to monitor the implementation of the measure? Unknown
Funding sources: No specific funding required
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Combating the grey economy.

National Programme for the Development of Social Economy

Country: Poland
Description: The Social Economy Development Programme is a programme of development and is thus a document of an operational implementation, set up to implement the medium-term development strategy of the country - the National Development Strategy 2020 and Strategy for the Development of Social Capital, Human Capital Development Strategy, the National Strategy for Regional Development and other development strategies. The National Programme for the Development of the Social Economy is a government document that shows the key directions of public intervention to create the best conditions for the development of the social economy and social enterprises. It is addressed primarily towards public institutions, creating and implementing specific policies, as well as people working in the social economy.
Institution Responsible: Ministry of Labour and Social Policy
Main Objectives: The National Programme for the Development of the Social Economy does not describe the overall development of the social economy, and merely defines the actions that are taken by the public authorities and the use of public funds, in order to strengthen the sector. Reinforcing this is not a goal in itself, but it is to contribute to the achievement of national development objectives, such as increasing employment (especially those with low employability), social cohesion and social capital. Overarching objective: in 2020, the social economy is an important factor in the growth of employment, social cohesion and social capital. Strategic objective: By 2020, the social economy entities will become an important element in the activation of people in a difficult situation on the labour market and provider of public services operating in local communities. Operational objectives: 1. Operational Objective / Outcome: Responsible community. Strengthening the role of the social economy in local communities 2. Operational Objective / Outcome: Neighbourhood. The creation and maintenance of 35 000 jobs in social enterprises. 3. Operational Objective / Outcome: Leadership. Improving mechanisms for management and coordination in the area of social policy to support the social economy. 4. Operational Objective / Outcome: Competencies. Increased competence in the area of social economy in society.
Target Groups: All disadvantaged jobseekers (long-term unemployed, LTU, older workers, workers with disabilities etc.)

Duration of measure: Permanent
Has the measure been enacted into law?: No
If not law what type of measure is it? Strategy
Enacted/not enacted Into Law - State of play: Project of the National Programme from 16 September 2013, under social consultations process.
Have any steps been taken to monitor the implementation of the measure? Yes
Funding sources: EU co-funded
Budget: Total budget in the period of 2014-2020 amounts to PLN 2676.26 million (EUR 637.2 million)
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS 2014: Tackling unemployment and the social consequences of the crisis (4. Improving the performance of social protection systems, in particular by strengthening the link between social assistance and activation measures through access to more personalised services ('one-stop shop') and efforts to simplify and better target benefits with particular attention to the situation of the most vulnerable); CSR 2013-2014: Employment and social policies (Poverty and social inclusion; Labour market participation)

Opening of dispersed offices of the Employment Service Agency

Country: former Yugoslav Republic of Macedonia
Description: The Employment Service Agency (ESA) consists of a central office and local employment offices. Recently, the ESA has started opening dispersed local offices in order to improve the access of its citizens to the services. The centres offer a range of services: registration of unemployed, job mediation, participation in active programs, job preparation.
Institution Responsible: Ministry of Labour and Social Policy, Employment Service Agency and local self-governments
Main Objectives: To improve access to employment services and provide better service to unemployed
Target Groups: All disadvantaged jobseekers (LTU, older workers, workers with disabilities)
Duration of measure: Permanent
Has the measure been enacted into law?: No
If not law what type of measure is it: Government decision
Enacted/not enacted Into Law - State of play: So far, the ESA has opened 10 dispersed centres, with a support from the municipalities which are giving their own space/location (free of charge for the ESA).
Have any steps been taken to monitor the implementation of the measure? No
Funding sources: Central and local governments
Is there a specific budget allocated to the measure? Unknown
Recommendation details: No specific recommendation

Ban on new employment in public sector until the end of 2015

Country: Serbia
Description: The measure introduces a ban on new employment in the public sector until the end of December 2015. It also stipulates that the number of employees on fixed term or temporary contracts cannot exceed 10 %. New employment can be granted only exceptionally with the explicit permission of the Government.
Institution Responsible: Government
Main Objectives: To reduce public sector employment and the public sector wage bill
Target Groups: PES employees / civil servants
Duration of measure: Temporary
If temporary how long will it run for: For two years - 2014 and 2015
Has the measure been enacted into law?: Yes
Legal Reference: Law on Budgetary System
Date of adoption: 7 December, 2013

Is Measure being Enforced: Yes
Start date for implementation of the measure: January 2014
Have any steps been taken to monitor the implementation of the measure? Yes
Funding sources: No specific funding required
Is there a specific budget allocated to the measure? No

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: former Yugoslav Republic of Macedonia **Measure Title:** Action Plan for Youth Employment 2015 **Description:** A comprehensive measure aiming at improved labour market prospects of younger workers. **Measure Time Period:** Oct 2012	**Title:** Update of the Action Plan **What has changed:** The Action Plan was updated in October 2013 based on the mid-point assessment of the implementation of the Plan and achievement of the targets. The updated Plan (including some revised targets) is now in the consultation process (sent to all relevant partners for comments). It will then be adopted by the Government.

3 PA 2: Active labour market policies / Public Employment Services

Under policy area 2, 14 countries introduced a total of 18 new policy measures between mid-September and the end of November 2013. The most popular type of reforms of any of the sub-policy areas have been Reducing youth unemployment and Measures supporting vulnerable workers. The following gives a breakdown of the new measures introduced in this policy area:

- Reducing youth unemployment (Ireland, Croatia, Cyprus (x2), Lithuania, Luxembourg, Malta, UK);
- Measures supporting vulnerable workers (Belgium, Hungary (x2), Austria, Portugal, Slovenia, former Yugoslav Republic of Macedonia (x2));
- Measures enhancing employability (no new measures);
- Measures improving services for the unemployed (Lithuania);
- Measures encouraging entrepreneurship (Spain);
- Measures protecting benefit rights and favouring the employment of the unemployed (no new measures);
- Measures mitigating the effects of redundancy (no new measures);
- Improving ALMP programmes measures (no new measures);
- Other (no new measures).

Updates to previously identified measures are found in the following countries: Bulgaria (x9), Czech Republic, Greece (x5), Italy, Cyprus, Latvia, Hungary, Malta, Poland, Romania, Finland, and the former Yugoslav Republic of Macedonia (x2).

This is one of the policy areas which saw the majority of reforms throughout the various European Countries in the reporting period (20 % of the proportion of new measures across all policy areas). One third of the new measures introduced (33 %) have been enacted into law. The source of funding was specified for all of the 18 new measures, and this was most commonly government / state budget (seven measures) followed by EU co-funding (six measures) and 'other' funding (four measures). No specific funding was required for one of the measures.

The measures and measure updates are discussed in turn below.

3.1 Reducing Youth Unemployment (8 new measures)

Enhancement of Activation Schemes for Young People

Country: Ireland
Description: As part of the implementation of the Youth Guarantee, which is to be finalised and submitted to the EU by the end of 2013, the Government announced in the 2014 budget a number of activation initiatives targeted at young people
Institution Responsible: Principally the Department for Social Protection and SOLAS
Main Objectives: The following initiatives were announced: enable people that aged under 25 to access the JobsPlus employment incentive scheme after six months or less of employment; provide an additional 1 500 places for young people on the JobBridge internship scheme; ensure that 1 000 places on the TÚS community work placement scheme are targeted at young people, develop a pilot programme to support young unemployed people to take up opportunities under schemes such as 'Your First EURES Job' and ring-fence a minimum of 2 000 additional training places on Momentum projects for peopled aged under 25.
Target Groups: Unemployed
Duration of measure: Temporary
If temporary, how long will it run for? Unknown
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The policies are to be implemented in 2014.

Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation details: The policies respond to two specific commitments: a commitment in the M0U to reduce long-term unemployment and a Europe-wide commitment to implement the Youth Guarantee.

Youth Guarantee in the Republic of Croatia

Country: Croatia
Description: According to the European Commission's recommendation to assure every young person a successful transition from formal education system to labour market, the Republic of Croatia started to implement a new set of ALMPs for youth since 1 July 2013. In total, 11 new measures have been added to the existing package of measures 'Young and Creative'. The intention is to assure every young person in Croatia under the age of 29 a job, further education or work-focused training at the latest four months after leaving education or after becoming unemployed.
Institution Responsible: Ministry of Labour and Pension System, Croatian Employment Service.
Main Objectives: This measure aims to improve the position of youth in the labour market in order to secure their future and decrease the number of young unemployed among the young. Its focus is to improve competencies and prepare youth for employment, particularly in entrepreneurship and civil society, as an increasingly important stakeholder in the labour market.
Target Groups: Youth
Duration of measure: Permanent
If temporary, how long will it run for? This measure will apply continuously, depending on the available financial resources and the rate of unemployed young persons.
Has the measure been enacted into law? No
If not law, what type of measure is it? ALMP measure
Enacted/not enacted into law - State of play? Acting immediately
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: Provisional allocation EUR 61.82 million for 2014 and 2015. (Source: http://europa.eu/rapid/press-release_MEMO-13-984_en.htm)
Recommendation that the measure responds to: AGS, NRP
Recommendation details: The European Youth Guarantee aims to tackle the crisis of youth unemployment in Europe. It should assure employment, further professional education and social inclusion of youth. It refers to young people under the age of 25, although in Croatia it will encompass the age group of up to 29.

Two programmes to support unemployed youth.

Country: Cyprus
Description: The Minister of Labour and Social Insurance has announced that two measures to support unemployed youth are being developed and will be implemented as part of the commitment and MoU obligation to introduce the Youth Guarantee. The implied timing is the end of 2013. Details are not known as yet but, since a number of other ALMPs directed at youth and other unemployed have been running, it is probable that the new ones will build on the lessons from and best practices of the past.
Institution Responsible: Likely the Ministry of Labour and Social Insurance.
Main Objectives: To reduce youth unemployment.
Target Groups: Youth
If temporary, how long will it run for? Not known.
Has the measure been enacted into law? No

If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Plans appear to be advanced but no announcement has been made as yet.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Likely to be co-funded by the EU.
Is there a specific budget allocated to the measure? Unknown
Budget: EU funding for youth unemployment has been committed to Cyprus (EUR 10.8 million). Other government funding is also likely to be used.
Recommendation that the measure responds to: MoU
Recommendation details: The 6 November 2013 MoU (Section 4.5) refers specifically to the implementation of the Youth Guarantee by the end of 2013 (see comments on the Youth Guarantee, below).

Youth Guarantee

Country: Cyprus
Description: Consistent with the 6 November 2013 MoU, the government has announced its intention to implement the Youth Guarantee by the end of December 2013. Though challenging in view of the many structural reforms in the MoU, this initiative will deal with youth unemployment, which is now in excess of 40 %, through counselling and prevention, the creation of new jobs, and better matching of demand and supply.
Institution Responsible: Likely to be the Ministry of Labour and Social Security.
Main Objectives: To reduce youth unemployment.
Target Groups: Youth
If temporary, how long will it run for? Not known as yet,
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Announcements expected by the end of December 2013.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: New funding (EUR 10.8 million) for youth unemployment in Cyprus has been announced by the EU and increased funding for and co-funding of programmes has been achieved at EU level. The government may add to this. Details are not known as yet.
Is there a specific budget allocated to the measure? Unknown
Budget: Please see above.
Recommendation that the measure responds to: MoU
Recommendation details: As a Programme Country Cyprus is following a number of edicts, most of which will be beneficial in the long term. Youth unemployment (age group 15-24) exceeds 40 % and the 6 November 2013 version of the MoU (Section 4.5) specifies that, by the end of 2013, the government will produce a 'draft action plan for the implementation of ... the Youth Employment Initiative'.

Project 'Trust Yourself'

Country: Lithuania
Description: A new ESF-funded project has been started to provide intensive assistance to young people aged 16 to 25 who are not in employment, education and training (NEET) by including them in three-month or six-month social rehabilitation and pre-employment programmes. Vulnerable young people will be encouraged to be responsible in building their personal lives, to take an active part in society and professional activities. More difficult-to-integrate youth will be take part in a consultation with a psychologist.
Institution Responsible: Lithuanian Labour Exchange (LLE)
Main Objectives: Foster (re)integration of NEETs into the labour market and/or education
Target Groups: Youth
Duration of measure: Temporary
If temporary, how long will it run for? 31 May 2015

Has the measure been enacted into law? No
If not law, what type of measure is it? EU co-funded project
Enacted/not enacted into law - State of play? Currently being implemented
Have any steps been taken to monitor the implementation of the measure: Yes, usual monitoring of ESF funded projects
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 1.2 million
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: AGS: "To develop and implement 'youth guarantee' schemes whereby every young person under the age of 25 receives an offer of employment, continued education, an apprenticeship or a traineeship within four months of leaving formal education or becoming unemployed" CSR: "Improve the employability of young people" NRP: "The implementation of the programme for intensive long-term assistance for the unemployed and early school leavers aimed at increasing the motivation of socially vulnerable young people".

The Youth Action Plan and Youth Guarantee

Country: Luxembourg
Description: The Action Plan, with at its heart the Youth Guarantee, aims to reduce youth unemployment and provide - within a period of four months - a job, apprenticeship or training scheme to young jobseekers.
Institution Responsible: Ministry of Work and Employment
Main Objectives: The main objective is to reduce youth unemployment.
Target Groups: Youth
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Strategy
Enacted/not enacted into law - State of play? It has been announced that the Youth Guarantee will be implemented by June 2014.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: EU co-funded
Recommendation that the measure responds to: CSR, NRP
Recommendation details: The measure is strongly connected to the Commission's recommendation of reducing youth unemployment.

Youth Guarantee Scheme

Country: Malta
Description: This measure will provide individual help to 350 youths who are either inactive or seeking employment, with aim of helping them integrate into the labour market or to embark on a course in an educational institution. Each person will benefit from EUR 1 440.
Institution Responsible: Not yet announced - probably the Employment and Training Corporation (ETC)
Main Objectives: The scheme is meant to assist youths to find their way to employment, through training if required.
Target Groups: Youth
If temporary, how long will it run for? Unknown
Has the measure been enacted into law? No
If not law, what type of measure is it? EU co-funded project
Enacted/not enacted into law - State of play? The measure was announced in the Budget 2014. It will be implemented in 2014.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: EU co-funded

Is there a specific budget allocated to the measure? Yes
Budget: EUR 2 million.
Recommendation that the measure responds to: CSR, NRP
Recommendation details: The measure is related to: CSR 3. ...Increase the labour market relevance of education and training to address skills gaps; NRP 4. Progress towards National Europe 2020 Targets: Employment

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Youth Contract Cities Funding Boost

Country: United Kingdom
Description: A sum of GBP 50million (EUR 59 million) from the existing funding for the Youth Contract is being set aside to boost funding for measures to tackle youth unemployment in the major cities of England. The eight biggest cities and 20 so-called 'wave-two' cities (i.e. smaller cities) were invited to bid for funds and the first eight winners were announced in November, in total consuming around two-thirds of the total funding available.
Institution Responsible: Department for Work and Pensions (DWP) has overall control but it will be up to the cities and the partnerships they have formed to deliver the youth jobs.
Main Objectives: Tackling youth unemployment is a priority of the government and this policy aims to create around 25 000 new jobs for young people in cities across the country over the next three years.
Target Groups: Youth
If temporary, how long will it run for? Three years
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The winning bids in eight cities (or city areas) have been announced and the funding will be made available as soon as possible.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: EUR 59 million over three years - taken from existing funding commitment for Youth Contract
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS 4 - Tackling unemployment CSR 3 - Tackling youth unemployment

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Measure Updates total: 11

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Employment in public administration / Operational Programme Human Resources Development: Supporting institutional strengthening of institutions in the labour market, social inclusion and health care **Description:** The project envisages granting subsidies to university graduates up to 29 years of age that have not been hired after graduation, and also to young people in disadvantaged groups in the	**Title:** Employment in public administration **What has changed:** In the second procedure for recruitment in public administration, applications were collected and the list of selected candidates was published.

same position. The subsidy is for nine-month internships in the Ministry of Labour and Social Policy (MLSP), Ministry of Health (MH), or in their administrative structures as secondary executors of budgetary credits. **Measure Time Period:** Apr 2013	
Country: Bulgaria **Measure Title:** First Job **Description:** Selection of young unemployed to be enrolled in training; provision of personal vouchers for training; provision of training on key competences two, three, four and five and of vocational training; provision of subsidies to employers who have hired trained persons. **Measure Time Period:** Oct 2012	**Title:** First Job **What has changed:** Programme beneficiaries are young people aged up to 29 years and the programme is being successfully implemented. Some 80 % of the planned indicative budget for 2013 was spent. Training was provided to more than half of the unemployed enrolled in the programme**.**
Country: Bulgaria **Measure Title:** New Jobs **Description:** Includes professional qualification courses at first and second qualification levels (and training on part of the profession that corresponds to first, second and third qualification levels); training on key competences; granting subsidies in the amount of the minimum insurance income and covering the insurance contributions to be paid by employers for the newly created jobs for a period of 6 to 12 months; purchase of equipment and furniture needed for the creation of new jobs. **Measure Time Period:** Oct 2012	**Title:** New Jobs **What has changed:** Projects are still not financed under this programme. After prolonged works, changes were adopted in the general provisions in the grant contracts.
Country: Bulgaria **Measure Title:** First job for unemployed aged up to 29 years (secondary or university graduates) without any work experience **Description:** Employers receive grants for each hired unemployed young person aged up to 29 year for the duration of the employment period, but not less than six months and no more than 18 months. The measure's purpose is to ensure the first job of unemployed young people. The position should correspond to the education and qualification level of the unemployed, not a job in general. **Measure Time Period:** Sep 2013	**Title:** First job for the qualified young people **What has changed:** The implementation of the measure started in October. 123 new jobs were opened, 22 young unemployed were recruited and 72 employers benefited.

Country: Bulgaria **Measure Title:** Provision of incentives to employers to employ on a part-time basis unemployed young people aged up to 29 with continuous registration at the labour office for no less than 12 months **Description:** Employers who provide jobs for such unemployed young people will receive a subsidy for a period of one year. For 2013, the target is 30 unemployed young people and the allocated funding is EUR 396 700 (BGN 777 600). **Measure Time Period:** Sep 2013	**Title:** Incentives to employers to hire long-term unemployed young people in part-time jobs **What has changed:** The implementation of this measure started in October. For one month only 212 part-time jobs were opened, 45 unemployed were recruited and 122 employers benefited from the measure. The interest in this measure among employers and unemployed people is the highest compared to the other two new measures launched in September 2013. There is not enough information yet about changes in estimates of this initiative and about its sustainability. Planned indicators will not be achieved by the end of 2013.
Country: Bulgaria **Measure Title:** Promotion of employment for unemployed young people with primary or lower education, and apprenticeship training under the guidance of a mentor **Description:** The implementation of the measure provides apprenticeship training for young persons aged up to 29 years with primary or lowed education and without any vocational qualification. A mentor guides the worker in learning practical skills. Subsidised employment and remuneration of mentors is ensured for a period of up to 12 months. **Measure Time Period:** Sep 2013	**Title:** Jobs for unqualified young people **What has changed:** The implementation of the measure started in October. 145 new jobs were opened, 24 unemployed were recruited and 63 employers have benefited under this measure. According to the administrative statistics - any reimbursement for the mentors that have to provide guidance under this scheme was not paid. As far as the mentors' involvement is the core feature of this measure it seems that it has not started, as it was planned. There are hired young unemployed, but they have also to receive on-job training.
Country: Greece **Measure Title:** Pilot action supporting young people in order to establish cooperative social enterprises **Description:** The measure seeks to activate and train young unemployed persons in order to create a social enterprise and to offer financial support for the setting up of the enterprise. **Measure Time Period:** Jan 2013	**Title:** The scheme is yet to be launched **What has changed:** N/A
Country: Greece **Measure Title:** Promotion of young people's innovative entrepreneurship and mentoring of enterprises **Description:** The first activity involves financial assistance for the establishment	**Title:** The scheme is still to be launched **What has changed:** According to the latest planning, the scheme will be implemented by OAED through a series of calls for interest. The first such call will involve 2 000 persons at a cost of

of new enterprises. The second activity involves mentoring of young individuals who have already established an enterprise after having received financial support from other actions. **Measure Time Period:** Oct 2012	EUR 20 million. This call is still pending.
Country: Italy **Measure Title:** Law 99/2013 **Description:** Promotion of employment with particular attention to youth unemployment and the promotion of social cohesion. It also involves freezing of the VAT increase. **Measure Time Period:** Sep 2013	**Title:** Youth Guarantee plan approval **What has changed:** The Youth Guarantee plan was approved. It sets out the principles that will govern the implementation of relevant measures for young people between 15 and 29 years of age using an estimated EUR 1.5 billion for 2014 and 2015 from the European Youth Employment Initiative and the European Social Fund, with an Italian co-financing rate probably equal to about 40 %. It was established that the body made up of the Ministries of Labour and Social Policies, Education and Economic Development, as well as the National Institute of Social Security (INPS) and the regional authorities, will be responsible for delivering a national Plan by the end of the year.
Country: Romania **Measure Title:** National Action Plan for Youth Employment **Description:** To create a coherent frame for action and synergise all partners and resources available so as to promote the cause of youth employment. **Measure Time Period:** Apr 2013	**Title:** The Plan completed and measures are ready for application **What has changed:** The Plan has been completed and is ready for application. It will serve as the basis for the implementation of the Youth Guarantee in 2014**.**
Country: Finland **Measure Title:** Youth Guarantee **Description:** Youth Guarantee is for young persons under 25 years old, and those under 30 newly graduated from education. It includes measures run by PES, municipalities and educational institutes. EUR 60 million per year is allocated to this measure and from this, EUR 5 million is allocated to finding and activating NEETs (outside employment and education), youth work, and a hands-on coaching programme. **Measure Time Period:** Oct 2012	**Title:** Intermediate Evaluation of the Youth guarantee **What has changed:** An intermediary independent evaluation of the first half-year (performed by the Rehabilitation Foundation) was published in November 2013. The evaluation suggests that the implementation has progressed reasonably well, with some delays in the first half-year, and still a rather uneven level of implementation, especially concerning municipalities. The PES reform running parallel has caused some delays, as also the differences in capabilities and economies of the municipalities. Youth Outreach has progressed well and seems to have good capabilities. Also, Vocational Training Institutes have

	been active, setting in place steering groups and naming responsible persons. Young people know about the Youth Guarantee (70 % of young people, mostly those aged 25 to 29 years who have just graduated). Recommendations are more investment in personal contacts, like in PES, more emphasis on the whole service system (not just individual services), more focussed and tailored social, health and rehabilitation services for those in the most difficult situation , establishing better integrated e-communication systems, expanding the scope of the Guarantee also to repeated school drop-outs and students graduating with poor degrees.

3.2 Measures supporting vulnerable workers including women, older workers, immigrants & those with a reduced ability to work (8 new measures)

Regime of company supplements to unemployment benefit: substitution requirement

Country: Belgium
Description: Employers must, in most cases, substitute a beneficiary of the regime of company-supplemented unemployment benefit (previously early retirement) by an unemployed person receiving benefits (or assimilated) for 36 months. However, they are exempt from this obligation if the beneficiary of the company-supplemented unemployment benefit is 60 years or older. From 2015, the age of 60 will be raised to 62 years.
Institution Responsible: Government
Main Objectives: Increase the effective retirement age by restricting the conditions of access to the regime of company-supplemented unemployment benefit
Target Groups: Employers
Has the measure been enacted into law?: Yes
Enacted Into Law Legal Reference: Royal decree of 23 April 2013
Date of adoption: 23 April 2013
Is Measure being Enforced? No
Enacted/not enacted Into Law State of play: It will enter into force in 2015
Funding sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: CSR
Recommendation details: CSR 2013, no. 2 “Step up efforts to close the gap between the effective and statutory retirement age, including by quickly phasing out early-exit systems”.

New support for compensating the additional investment costs of employing disabled workers
Country: Hungary
Description: The support of additional investment costs for the employment of disabled workers was expanded to include job creation as a new condition for eligibility.
Institution Responsible: National Office for Rehabilitation and Social Services (NRSZH, Nemzeti Rehabilitációs és Szociális Hivatal)
Main Objectives: To support disabled workers’ employment
Target Groups: People with disabilities
Duration of measure: Permanent
Has the measure been enacted into law? Yes

What is the legal reference? Government Regulation (335/2013)
Date of adoption: 20/09/2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 23/09/2013
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: NRP
Recommendation details: "Increase the employment of disadvantaged groups"

Programme for women over 55 to reach 40 years of employment

Country: Hungary
Description: A programme for women over the age of 55 who need less than one year of employment to reach 40 years of employment (making them eligible for old-age pension) and have been unemployed for at least six months. Employers are granted the wages (up to HUF 142 500 / EUR 478) and social security contribution taxes for a maximum of 10 months, after that the employers have to finance two more months.
Institution Responsible: National Employment Service (PES)
Main Objectives: To help to reach the conditions required for retirement (to have at least 40 years of work experience).
Target Groups: Older women workers
Duration of measure: Temporary
If temporary, how long will it run for? 31/12/2014
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: EUR 4.993 million (c. HUF 1.5 billion)

Fit2 work

Country: Austria
Description: The infrastructure consists of a network of counselling centres dealing with issues of occupational health. These centres offer low threshold advice focusing on secondary prevention measures, such as counselling, support, information, case management for workers on long-term sick leave (over 40 days), psychological and psychotherapeutic treatment. For enterprises, counselling for employers aims at installing a company-based integration management.
Institution Responsible: The Federal Social Office (Bundessozialamt) is responsible for the implementation, coordination and maintenance of the organisational infrastructure. The service (counselling or case management) is provided by external service organisations which were commissioned by the Federal Social Office.
Main Objectives: Main objectives: concerning workers with health problems - reduce invalidity, prevent health-induced unemployment, help workers return to work after lengthy sick leave and maintain their ability to work by preventative measures. Concerning enterprises - support enterprises with the integration of workers with health problems by reducing health risks in the workplace.
Target Groups: Workers with health problems and who have been on long-term sick leave; Companies with a high share of workers on sick leave.
Has the measure been enacted into law? Yes
What is the legal reference? Federal Act on Providing Information, Advisory and Support Services in the Areas of Health and Work (Arbeit-und-Gesundheit-Gesetz, AGG), BGBl. I Nr. 111/2010
Date of adoption: 30.12.2010

Is the measure being enforced? Yes
Start date for implementation of the measure: September 2011: Implementation of fit2work in three provinces; From 2012 on, fit2work has been implemented in all provinces
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Public Employment Service (AMS), regional health insurance funds (GKK), pension insurance fund (PV), Austrian Workers' Compensation Board (AUVA), Federal Social Office (BSB)
Budget: EUR 12 million for the year 2014 (first year with full operation)
Recommendation that the measure responds to: CSR
Recommendation details: CSR 2: "…and improve older workers' employability in order to raise the effective retirement age and the employment rate of older workers".

Employment and Support Programme for the Qualification of Disabled or Incapacitated Persons (Programa de Emprego e Apoio à Qualificação das Pessoas com Deficiências e Incapacidades)

Country: Portugal
Description: The Programme was created in 2009 (Decree-Law 290). It created the measure of protected employment, integrating four modalities, in particular the centres for protected employment and the supported employment contracts with private employers. Part of the support given by this Programme was restricted to private entities. The only significant substantial change now introduced by the Decree-Law 131/2013 is the extension of all parts of the programme to public entities that do not belong to the direct state administration.
Institution Responsible: Institute for Employment and Vocational Education and Training
Main Objectives: Extend the support for qualification and employment of disabled and incapacitated persons to public entities.
Target Groups: People with disabilities
Has the measure been enacted into law? Yes
What is the legal reference? Decree-Law 131/2012
Date of adoption: 11 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 11 October 2013
Enacted/not enacted into law - State of play? The programme has been implemented since 2009. In October 2013 the IEFP registered a financial execution of about 80 % and a physical execution of more than 100 % of the programme (only the protected employment part). In absolute numbers: 388 beneficiaries in Centres of Protected Employment and 138 with Supported Employment Contracts in private entities.
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: Approximately EUR 1.6 million (protected employment only)
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Safeguard the economically most vulnerable (Salvaguardar os Públicos Economicamente Mais Vulneráveis)

Public Invitation for Public Works programmes for the year 2014

Country: Slovenia
Description: According to the invitation, the Public Works programme in 2014 will offer places for 9 000 long-term unemployed persons, which is almost twice as much as this year. At the same time, in accordance with the newly amended Labour Market Regulation Act, this invitation is introducing for the first time development programmes of public works, with the aim of promoting the creation and development of new activities of social enterprises for the employment of vulnerable groups.
Institution Responsible: Employment Service of Slovenia

Main Objectives: The Public Works programme in 2014 will offer places for 9 000 long-term unemployed persons, which is almost twice the number in 2013.
Target Groups: Long-term unemployed
Duration of measure: Temporary
If temporary, how long will it run for? In 2014
Has the measure been enacted into law? No
Enacted/not enacted into law - State of play? Public invitation
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 40 million for the year 2014
Recommendation that the measure responds to: CSR, NRP

Employing 300 disabled persons

Country: former Yugoslav Republic of Macedonia
Description: This new project of the Government envisages that 300 workers with a disability will be employed within the public administration. They will be initially employed in the public enterprise Macedonian forests and then transferred to other public institutions, based on their needs. About 160 of the available job posts are for persons with low education and qualifications, 100 for workers with secondary completed education and 40 for persons with tertiary education. The selection criteria are based on: the duration of unemployment, personal income of the disabled worker, the household income, single-parent family and family where more than one of the members has a disability.
Institution Responsible: Ministry of Labour and Social Policy, Employment Service Agency and public enterprise 'Macedonian forests'.
Main Objectives: To help disabled workers as one of the most vulnerable groups in the labour market to find a job.
Target Groups: People with disabilities
Duration of measure: Temporary
If temporary, how long will it run for? One-off measure
Has the measure been enacted into law? No
Is the measure being enforced? Yes
Start date for implementation of the measure: The public call was announced on 1 November, 2013. The selection is not yet completed.
If not law, what type of measure is it? Government decision
Enacted/not enacted into law - State of play? The public announcement for applications has ended. The selection process should follow and then the employment of the selected 300 workers.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: Progress Report 2013
Recommendation details: The measure is in line with the Progress Report critique that 'poverty remains high and implementation of existing policies and strategic plans remains unsatisfactory...' (p. 36), as well as that '... limited progress was made in achieving efficient and inclusive labour market.' (p.37).

Employment subsidies for unemployed persons who are beneficiaries of social financial assistance

Country: former Yugoslav Republic of Macedonia
Description: A Law has been enacted (Official Gazette No. 155/2013) for employment subsidies for registered unemployed persons who are recipients of the social financial assistance (SFA). It targets both the individuals in receipt of the SFA and/or their family

members, the condition being that they are registered as unemployed (in particular, active job seekers) with the Employment Service Agency (ESA). Employers that will employ these workers would receive a monthly subsidy of MKD 14 000 MKD (approx. EUR 230) for payment of gross wage (slightly above the level of the minimum wage, MKD 12 268, EUR 200 in 2013) plus an additional monthly payment of MKD 3 000 for the costs of the initial job training and some materials used. The payment is scheduled for six months, with an obligation of the employer to keep the workers in the job for an additional six months (12 months in total).
Institution Responsible: The implementing bodies are the Ministry of Labour and Social Policy (MLSP), ESA, Social Work Centres (SWCs) and Ministry of Finance. For each employment under the programme a four-partite contract will be signed (the worker, employer, ESA and SWCs).
Main Objectives: To promote the employment of vulnerable groups of the unemployed - recipients of social financial assistance.
Target Groups: Registered unemployed persons that are recipients of social financial assistance
Duration of measure: Temporary
If temporary, how long will it run for? 1 November 2013 until 31 December, 2014
Has the measure been enacted into law? Yes
What is the legal reference? Official Gazette No. 155/2013
Date of adoption: 12 November, 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 November, 2013
Enacted/not enacted into law - State of play? The public announcement for applications (both for employers and for unemployed persons) has already been published
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Loan from the World Bank (part of a loan)
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: Progress report 2013
Recommendation details: 'the poverty remains high and implementation of existing policies and strategic plans remains unsatisfactory...' (p. 36), as well as that '... limited progress was made in achieving efficient and inclusive labour market.' (p.37).

Measure Updates total: 2

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Chance for Success **Description:** Provision of training and subsidised employment for employers. **Measure Time Period:** Apr 2013	**Title:** Chance for Success **What has changed:** The performance indicators of this programme did not change in September and October.
Country: former Yugoslav Republic of Macedonia **Measure Title:** Employing 1 600 people in the public sector from socially vulnerable groups **Description:** The measure targets four categories of unemployed: long-term unemployed with more than 10 years unemployment duration, unemployed from families with many children, single	**Title:** Implemented measure **What has changed:** Candidates were selected following the public announcement for jobs. After the initial employment in the public enterprise, Macedonian Forests, some of the selected persons were transferred to other institutions (for instance, recently 80 persons were employed in several institutions of the Ministry of Education

parents and single parent families, and unemployed people from families where none of the family members are employed. 400 jobs are provided for each group. Initially, the selected candidates will be employed in the public company, Macedonian Forests. Out of the total 1 600 new jobs, 976 will be for low-skilled, 476 for persons with secondary education, and 152 for persons with higher education. **Measure Time Period:** Sep 2013	and Science).

3.3 Measures enhancing employability (0 new measures)

No new measures identified.

Measure Updates total: 5

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Support for Employment **Description:** The measure provides subsidies to compensate employers who hire unemployed people, and ensures on-the-job training on key competences according to the European Qualifications Framework. **Measure Time Period:** Oct 2012	**Title:** Support for Employment **What has changed:** Planned targets were reached on the number of mediation services, number of people employed, and share of employees who preserved their job.
Country: Cyprus **Measure Title:** Emergency measure for the further training of the unemployed **Description:** This is a new manifestation of an older scheme that started in March 2009. Participants (up to 1 000) receive a stipend for participating in a specific programme and have payments made for social insurance. **Measure Time Period:** Sept 2013	**Title:** Programme finishes in December 2013 **What has changed:** Programme expires in December 2013.
Country: Latvia **Measure Title:** Temporary subsidised jobs programme **Description:** Easier eligibility for participation in the temporary subsidised jobs programme. Previously the person had to have been registered as unemployed for six months. The new criterion allows a shorter period as registered unemployed but the person should have been out of work for at least	**Title:** Program extension **What has changed:** The temporary subsidised job programme has been extended by half a year and will continue up to the end of December 2014. An additional LVL 3 236 443 (EUR 4 605 044) has been allocated for this purpose.

one year. **Measure Time Period:** Sep 2013	
Country: Hungary **Measure Title:** Continue public works programme **Description:** Improvement of public works programmes and more investment in the best programmes. **Measure Time Period:** Jan 2013	**Title:** Various changes **What has changed:** The maximum period of public work decreased to 11 months per year for an individual. The programme was extended to jobs related to culture and training aimed at providing basic work competences and semi-skilled trainings. The budget was increased by HUF 6.9 billion (EUR 23 million). 100 000 participants will be employed in winter jobs in 2013/2014, and 100 000 public works participants will be able to take advantage of training programmes during the winter.
Country: Malta **Measure Title:** National Strategy for Active Ageing **Description:** A National Commission for Active Ageing composed of eight experts was set up and entrusted with the drawing up of a national strategy for Active Ageing. **Measure Time Period:** Sep 2013	**Title:** Strategy has been launched **What has changed:** The strategy was launched on 25 November 2013. It includes measures aimed at encouraging the elderly to retire gradually from the labour market, while at the same time learning new skills.

3.4 Measures improving services for the unemployed (1 new measure)

New methods for unemployed counselling

Country: Lithuania
Description: In October 2013, consultants of local (territorial) labour exchanges started working on the basis of four new methodologies for the counselling of the unemployed, namely, Labour Club, Mentoring and Group Counselling 'I can' and 'My achievements dossier'. All the measures are intended to motivate and activate the unemployed taking into account their specific situation, work experience and age. The assistance in changing the personal attitudes of unemployed individuals and their behaviour in the job search process is expected to contribute to their faster return to active employment. The main purpose of the counselling is to individualise services and to make them more attractive for job-searchers.
Institution Responsible: Local offices of the LLE
Main Objectives: Individualised services for unemployed, more efficient counselling, faster (re)integration of unemployed into the labour market/education
Target Groups: Unemployed
Has the measure been enacted into law? No
If not law, what type of measure is it? Services of PES
Enacted/not enacted into law - State of play? Implementation has just started
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: AGS: "To boost public employment services and step up active labour market measures, including skills upgrading, individualised jobseeking assistance, support for entrepreneurship and self-employment, and mobility support schemes" CSR: "Tackle high unemployment amongst low-skilled and long-term by refocusing resources on

active labour market policies while improving their coverage and efficiency" NRP: "To increase the efficiency of services provided by labour exchanges and the scope of active labour market policy measures, including the improvement of skills, individualised help in the search for work, support for entrepreneurship and self-employment and mobility support schemes"

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Poland **Measure Title:** Novelisation of the Act on employment promotion and labour market institutions **Description:** As from 1 January 2014, a novelisation of the Act assumes that new measures and ALMP instruments will be implemented. The draft of the amended Act in now subject to public consultation. The proposed changes concern improving the action of the PES especially related to work with young unemployed (aged up to 30), the NEET group, long-term unemployed, and the unemployed aged over 50 years old. **Measure Time Period:** Sep 2013	**Title:** Changes tow the Youth Guarantee **What has changed:** In the final Act, accepted by the Government, it has been proposed that unemployed people under 25 are offered a job, apprenticeship, or qualification after four months of registration. These changes are in line with the Youth Guarantee assumptions.

3.5 Measures Encouraging Entrepreneurship (1 new measure)

Entrepreneurship Law

Country: Spain
Description: This law encompasses a wide-range of initiatives aimed at encouraging a reinforced entrepreneurship culture and supporting its internationalisation. It contains multiple measures such as the introduction of entrepreneurship lessons at primary and secondary school, the creation of a limited liability self-employed profile, a 10 p.p. tax reduction for SMEs which reinvest their benefits (from 25 % to 15 %), the introduction of the cash settlement criteria for VAT (SMEs and the self-employed are allowed to pay the VAT after bills have been fully paid. The major part of these has already been included in the Strategy for Entrepreneurship and Youth Employment 2013-16 which was passed in February 2013.
Institution Responsible: Ministry of Employment
Main Objectives: Encouraging self-employment and entrepreneurship, Supporting SMEs internationalisation, Reducing the administrative burden for SMEs and the self-employed
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Law 14/2013 (L 14/2013) of Entrepreneurs and its internationalisation support, 27 September 2013.
Date of adoption: 27 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: October 2013
Enacted/not enacted into law - State of play? Approved (27 September 2013)
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Government

Is there a specific budget allocated to the measure? Yes
Budget: EUR 3.485 billion (as it implements the Strategy for Entrepreneurship and Youth Employment 2013-16)
Recommendation that the measure responds to: CSR
Recommendation details: Country specific recommendation no. 5: Implement and monitor closely the effectiveness of the measures to fight youth unemployment set out in the Youth Entrepreneurship and Employment Strategy 2013-2016. Moreover, some of the impact of the Law will only take place in the long term (education policies, for instance).

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Promoting projects for starting own business **Description:** The Procedure includes three interrelated components: a) training of the unemployed that want to start their own business (2012); b provision of grants to those that have successfully completed their training to start their business (2013); c) regular counselling and other business services provision to persons with ongoing business projects that have received grants (2014). **Measure Time Period:** Apr 2013	**Title:** Starting own business **What has changed:** After an additional evaluation and lengthy delays, a list was published of 128 project proposals approved for funding.

3.6 Measures Protecting Benefit Rights and Favouring the Employment of the unemployed (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Czech Republic **Measure Title:** Educate Yourself for Stability **Description:** A kind of '*kurzarbait*' subsidising programme to prevent the lay-off of workers. **Measure Time Period:** Oct 2012	**Title:** Insufficient number of applications **What has changed:** The programme is facing an insufficient number of applications. Part of the project budget is being transferred to other projects with spending capacities.

3.7 Measures mitigating the effects of redundancy (0 new measures)

No new measures identified.

Measure updates total: 0

3.8 Improving ALMP programmes measures (0 new measures)

No new measures identified.

Measure Updates total: 0

3.9 Other (0 new measures)

No new measures identified.

Measure Updates total: 4

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Grants Programme to Enterprises for the Recruitment of Unemployed University Graduates Aged up to the Age of 35 Years **Description:** Recruitment of unemployed degree-holders up to the age of 35 years in private enterprises. **Measure Time Period:** Oct 2012	**Title:** Monitoring information released **What has changed:** According to new monitoring information, the scheme is currently being implemented. The OAED published a call for expressions of interest to potential beneficiaries in September and currently is in the process of applicant selection and placements. According to the final plan of the scheme, subsidies will be offered to 2 200 unemployed graduates at a cost of EUR 33 million.
Country: Greece **Measure Title:** Beehive of entrepreneurship **Description:** The measure aims at assisting young persons to develop their business ideas and transform them into viable business plans. **Measure Time Period:** Jan 2013	**Title:** New budget foreseen **What has changed:** The budget of the scheme has now been downsized to EUR 5 662 851. The measure is yet to be launched.
Country: Greece **Measure Title:** Support to enterprises for the employment of highly specialised personnel **Description:** Subsidies to enterprises from all sectors of the economy. **Measure Time Period:** Oct 2012	**Title:** Monitoring data released **What has changed:** The scheme is in its initial phase. According to monitoring data, the scheme now involves assistance to 210 researchers (down from 500 originally planned).
Country: former Yugoslav Republic of Macedonia **Measure Title:** Forums with employers **Description:** The project will be implemented by holding forums with employers in 28 municipalities (out of 84 municipalities in total). It is expected that more than 400 companies will participate. Forums are intended as a venue to share ideas and suggestions for adjustment of	**Title:** Continuing the forums with employers **What has changed:** The forums were held in 28 municipalities (as originally planned) involving over 450 employers. The employers were informed about the ALMPs and were asked to report if something should be changed, as well as to state a need for some other particular active programme. The

employment policies and programmes to the needs of employers, which will then be carried out in the new Operational Plan for Active Policies (OP) 2014. **Measure Time Period:** Sept 2013	programme was extended (by Government decision) and on 25 November a second phase of the project started. In this phase, the Government teams need to visit all remaining municipalities (additional 56 municipalities).

4 PA 3: Social security systems

Under Policy Area 3, eight countries introduced a total of 13 new policy measures between mid-September and the end of November 2013. Aside from the 'other' category (which had five new measures), the sub-policy areas with the greatest number of new measures for this period, with four new policy measures each, are Unemployment Benefit Reforms and Pension Reforms. The following countries introduced new measures in the four sub-policy areas:

- Unemployment Benefit Reforms (Belgium, Ireland, Malta, UK);
- Pension Reforms (France, Latvia (x2), Malta)
- Health Insurance System reforms (no new measures)
- Other (Belgium, Germany, Latvia, Poland (x2)

There were a total of nine updates to measures identified during previous reporting periods, which were reported in the following countries: Czech Republic, Denmark, Croatia, Latvia, Lithuania, the Netherlands, Poland, Slovakia and the UK.

This policy area accounted for 14 % of the total of new policy measures introduced across the various European Countries in the reporting period. Almost two thirds of the new measures introduced (62 %) have been enacted into law. The source of funding was specified for 12 of the 13 new measures, and this was most commonly state/government funding (7 measures). No specific funding was required for five of these measures.

The measures and measure updates are discussed in turn below.

4.1 Unemployment Benefit Reforms (4 new measures)

Reduction in social welfare rates

Country: Ireland
Description: From January 2014 the rate of Jobseekers Allowance payable to persons aged 22 to 25 will fall from EUR 144 to EUR 100 per week.
Institution Responsible: The Department for Social Protection
Main Objectives: At EUR 32 million, the savings to the exchequer resulting from the policy change were relatively minor. Given this, it would seem the primary objective of the policy change was to increase the incentive for young people to take up places in education and training. For example, persons aged 24 and under who participate in the Back to Education Scheme will receive an additional weekly allowance of EUR 60.
Target Groups: Unemployed
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Social Welfare and Pensions Bill 2013
Date of adoption: 21 October 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 14 January 2014
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Budget: It is estimated that the policy change will save the exchequer in the region of EUR 32 million, annually.
Recommendation that the measure responds to: MoU
Recommendation details: The measure contributes to the commitment of the Irish government to reduce the debt to GDP ratio to below 3 % by 2015.

Adaptation of conditions for the award of unemployment benefits

Country: Belgium

Description: The Royal Decree of 24 October 2013 broadens the concept of remuneration so that various kinds of compensation are considered, from the 1 November, as remuneration. The right to unemployment benefit is thus restricted. The extension concerns non-competition allowances, compensations for non-pecuniary damages and allowances topping up unemployment benefits
Institution Responsible: National Employment Office (NEO)
Main Objectives: Fight against fraud
Target Groups: The unemployed who receive non-competition allowances, compensations for non-pecuniary damages and allowances topping up unemployment benefits
Has the measure been enacted into law? Yes
What is the legal reference? Royal Decree of 24 October 2013
Date of adoption: 24 October 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 November 2013
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS
Recommendation details: NRP 2013 'Simultaneously, expenditure will be controlled and the fight against social fraud (revenues and expenses) will be further strengthened'.

Helping the long-term unemployed to join the labour market

Country: Malta
Description: As part of the 2014 Budget, the Government announced that it will introduce a system in which persons who have been registering as unemployed for more than two years will not have all their unemployment benefit terminated immediately after finding employment. These benefits will be decreased gradually over a period of three years. In the first year of employment, the beneficiary will retain 65 % of the unemployment benefit. In the second year the individual will retain 45 %, while in the third year he or she will retain 25 %.
Institution Responsible: Department of Social Security
Main Objectives: The aims of this measure are to make work pay more and facilitate the transition from unemployment to employment for those who have been unemployed for a long time.
Target Groups: Long-term unemployed
If temporary, how long will it run for? Unknown
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The change in regulations has been announced in the 2014 Budget. It is assumed that the measure will start to be implemented from January 2014.
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR, NRP
Recommendation details: The measure is related to: CSR 2. Take measures to increase the employment rate of older workers and NRP 4. Progress towards National Europe 2020 Targets: Employment

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Mandatory job-search for claimants

Country: United Kingdom
Description: In return for receiving benefit some Jobseeker's Allowance (JSA) claimants will be required to undertake supervised job search activity at a local centre. This will be a full-time activity with a 35 hour week envisaged. It is not clear if this will be until the jobseeker

finds work or for a set period of time.
Institution Responsible: Department of Work and Pensions and Jobcentre Plus
Main Objectives: To ensure that all benefit claimants maximise their jobsearch activities and so find work as quickly as possible.
Target Groups: Unemployed
Duration of measure: Temporary
If temporary, how long will it run for? The approach will be piloted in two areas, each involving around 3 000 JSA claimants.
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The pilots are not expected to take place until late 2014.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: AGS 4 - Tackling unemployment, etc. CSR 4 - Labour market integration of the jobless

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Measure Updates total: 3

Description of Measure	Description of December 2013 Update
Country: Netherlands **Measure Title:** Shortening duration of unemployment benefits D**escription:** The maximum duration will be shortened from 38 months (if one has 38 working years) to 24 months. **Measure Time Period:** Oct 2012	**Title:** Revision of Act on Work and Security **What has changed:** The proposal to shorten UB duration has become part of the proposed Act on Work and Security.
Country: Slovakia **Measure Title:** Reform of social assistance **Description:** The reform shall be implemented through an amendment to the Act on Assistance in Material Need. Social assistance is provided in the form of a material need benefit and additional allowances to the basic benefit in order to guarantee a minimum income needed to cover the basic necessities of life. The main reform proposal is that the basic material need benefit of EUR 60.50 monthly would be provided only to those socially dependent adults who participate at least 32 hours per month in activation work. Another change concerns the entitlement for the activation allowance, which shall be conditioned by at least 64 hours of work per month in small community services or voluntary activities (currently 10 hours per week required).	**Title:** Reform of social assistance ratified in a repeated vote **What has changed:** The parliament overrode a veto by the President and approved new work requirements for recipients of social assistance benefits in a repeated vote on 26 November. As of 1 January 2014, provision of the basic material need benefit will be conditioned by at least 32 hours of activation work per month, provided work is offered to the recipient. Increased work requirements apply also to the activation allowance. Part of the measure is also a new benefit which shall be granted to the long-term unemployed who were receiving the material need benefit before starting to work at a wage of one to three times the minimum wage.

Registered unemployed may gain entitlement to the allowance also by taking part in other activation policies such as education and training. **Measure Time Period:** Sep 2013	
Country: United Kingdom **Measure Title:** Revision of Claimant Commitment for jobseekers **Description:** Under revisions to the Claimant Commitment, jobseekers claiming benefits will have to account more clearly for their efforts to find work. This will involve a new form of Jobseeker's Agreement containing a weekly timetable of tasks for them to complete. The agreement will be based on a personal statement setting out what the jobseeker is prepared to do to find work and will be monitored by the adviser at the PES and reviewed regularly. **Measure Time Period:** Sep 2013	**Title:** Jobseeker's Allowance Claimant Commitment introduced **What has changed:** The new requirement of jobseekers in receipt of benefits (the claimant's commitment) was introduced in October 2013 in around 100 PES offices across the country.

4.2 Pension Reforms (4 new measures)

Draft Law on retirement

Country: France
Description: 1) Increasing contribution period: one quarter more each year following 2020. This new decision means that people will need to accumulate 43 years of contribution in 2035 before they can retire (currently they need to accumulate 41.5 years).

2) Introducing better equality between categories: to face 35 different situations (competitive sector, agriculture, state, local authorities).

3) Improving young people's situations regarding retirement: apprentices will have the opportunity to accumulate all quarters working as an apprentice. It also introduces the possibility for students to accumulate more easily contribution quarters (maximum two quarters) during their paid internships. Until now, only 4 % of internships could open rights for retirement, mainly those well paid.

4) It will also be easier to accumulate a quarter contribution with the draft law; a minimum of 150 hours at minimum wage (SMIC) will allow people to obtain one quarter contribution while before the draft law, 200 hours were required. This measure will improve the situation for those working in part-time jobs or self-employed with low revenues.

5) Introducing an account for painful works conditions.

Institution Responsible: Ministry of Health and Social Affairs
Main Objectives: To find a new equilibrium in the pensions system
Target Groups: All workers
Has the measure been enacted into law? No
If not law, what type of measure is it? Draft law at the moment
Enacted/not enacted into law - State of play? The reform (draft law) is actually being debated at the Parliament and will be definitively adapted at the end of December. The law will be applicable not before 1 January 2015
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required

Recommendation that the measure responds to: CSR
Recommendation details: Recommendation 1, regarding budgetary efforts that France must make.

Amendments to pension calculation rules for disabled persons

Country: Latvia
Description: The measure revises the rules for calculating pensions for disabled persons and takes account of the fact that it has been increasingly possible for disabled persons to work, i.e. by taking into account where possible the social security contributions made while a person was disabled and working.
Institution Responsible: State Social Insurance Agency
Main Objectives: Adjust pension system in line with other measures on the integration of disabled people
Target Groups: People with disabilities
Has the measure been enacted into law? Yes
What is the legal reference? Pension law
Date of adoption: 18 July 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October, 2014
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Encouraging persons at risk of poverty and social exclusion to participate in the labour market

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Increase in the pension age

Country: Latvia
Description: The planned gradual increase in the pension age by stages from the current 62 years to 65 by 2025 will start in 2014. In January the pension age will increase to 62 years and three months and by three months in subsequent years.
Institution Responsible: Ministry of Welfare
Main Objectives: To adjust the pension system to the current demographic situation
Target Groups: All workers
Has the measure been enacted into law? Yes
What is the legal reference? Pension law
Date of adoption: 18 July 18, 2012
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January, 2014
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Ensuring sustainability of the pension system

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Third Pillar Pensions

Country: Malta
Description: The Government will set up a regulatory framework and introduce fiscal incentives to encourage people to take out private pensions. Incentives amounting to EUR 1.5 million will be given in 2014 to encourage people to make use of private pensions. The Government plans to discuss this mechanism with the relevant operators.
Institution Responsible: Unknown

Main Objectives: The main objective is to introduce and facilitate the uptake of third pillar pensions in Malta as part of the pensions' reform.
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The Government is still in the process of setting up the regulatory framework and fiscal incentives for private pensions. The Government is also planning to carry out an evaluation to address the pension situation of those who were performing duties with government departments before 1979 but were employed directly with the government after 1979.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: EUR 1.5 million
Recommendation that the measure responds to: CSR
Recommendation details: CSR 2. To ensure the long-term sustainability of public finances, continue to reform the pension system to curb the projected increase in expenditure... by encouraging private pension savings.

Measure Updates total: 3

Description of Measure	Description of December 2013 Update
Country: Czech Republic **Measure Title:** Social Cards **Description:** Technical arrangement to disburse some benefits. **Measure Time Period:** Oct 2012	**Title:** Social Cards project is phasing out **What has changed:** The project was stopped and is phasing out.
Country: Croatia **Measure Title:** Changes to Pension Insurance Act **Description:** There are several proposals being discussed, including the extension of the retirement age to 67, and the division of the first pillar of the pension scheme into two parts (part of pensions would be financed from the accumulated contribution and would fully depend on the contribution paid during employment, while the other part of pensions would be financed mostly from the budget - such as for family pensions, invalidity pensions, war veterans pension, ex high state officials, and those who have become pensioners under special conditions). **Measure Time Period:** Sept 2013	**Title:** New Pension Insurance Act **What has changed:** The final version of the new Pension Insurance Act was adopted by the Croatian Government on 5 December and will be sent to the Croatian Parliament by the end of this year. Starting from January 2031 the age for entitlement to early retirement and old-age pension will be gradually increased by three months each year until 2037. Therefore, in 2038 the right to a retirement pension will be extended (from now 65) to 67 years of age and 15 years of service, and the right to early retirement to 62 years of age and 35 years of service (today, 60 / 35).
Country: Poland	**Title:** Law accepted by the Parliament

Measure Title: Proposed changes in the pension system (Open Pension Funds - OFE) **Description:** The major change is the limitation of the investment possibilities of OFE, as they will no longer be eligible to invest in treasury bonds. All the bonds at their disposal will be transferred to Social Insurance (ZUS). They will be eligible to invest in shares of publicly listed companies, local government bonds, and corporate bonds. Another change is the free choice of citizens to invest money for retirement in OFE or ZUS. Those already investing in OFE will have (according to the announcement) three months to decide whether they want their funds to be transferred to ZUS or remain in OFE. New members (those undertaking the first work) will also have to decide. Also, the fee for pensions, which now equals 3.5 % of each contribution payment, will be reduced by half. **Measure Time Period:** Sept 2013	**What has changed:** The law on the Open Pension Funds (OFE) has been accepted by the Parliament after the first reading on 6 December 2013. Some minor changes to proposals include: an increase from three to four months for the time available for insured persons to decide on retaining funds with OFE or transferring in full to ZUS. If the current dynamics of the legislative process will be retained, the law could enter into force from 1 January 2014.

4.3 Health insurance system reforms (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Denmark **Measure Title:** Proposed Reform of sickness benefits **Description:** The reform of the sickness benefit system implies both a stricter follow-up on recipients, more assistance to clients in the system and extension of the duration of benefits for persons with life-threatening illness. The reform proposal means that all recipients of sickness benefits are to have their case reassessed after six months rather than after twelve months, as today. Persons who have received sickness benefits for a period of six months and cannot extend the benefit, will start on a so-called resource programme, during which they will receive a benefit equal to cash benefits (albeit not means tested) and personalised, comprehensive and long-term support.	**Title:** Negotiations still ongoing **What has changed:** The expectation that negotiations would complete in the autumn of 2013 has not been met. The negotiations are still ongoing.

Measure Time Period: Apr 2013	

4.4 Other (5 new measures)

Termination benefits subject to social security contributions (NSSO)

Country: Belgium
Description: From the 1 October 2013, most termination benefits (i.e. any compensation due to the worker following the termination of the agreement between parties) are subject to social security contributions (NSSO). Until then, with a few exceptions, these indemnities were exempt from social security contributions
Institution Responsible: NSSO (National Social Security Office)
Main Objectives: Fight against fraud
Target Groups: All workers
Has the measure been enacted into law? Yes
What is the legal reference? Royal decree of 24 September 2013
Date of adoption: 24 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October 2013
Enacted/not enacted into law - State of play? Enforced
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: NRP
Recommendation details: NRP 2013 commitment "Simultaneously, expenditure will be controlled and the fight against social fraud (revenues and expenses) will be further strengthened".

Inclusion of psychological health in German Occupational Safety and Health Act

Country: Germany
Description: The German Occupational Safety and Health Act has been extended to include dangers to psychological health. This implies that psychological strains are as important as physical strains and that employers are obliged to reduce dangers to psychological health with appropriate measures.
Institution Responsible: Enterprises
Main Objectives: Make sure that employers are reducing dangers to psychological health with appropriate measures.
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? German Occupational Safety and Health Act; http://dejure.org/gesetze/ArbSchG
Date of adoption: 19 October 2013
Is the measure credible relevant and or adequate to the situation in your country: Yes

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Resumption of social insurance ceilings

Country: Latvia
Description: An income ceiling of LVL 32 600 per year (EUR 46 400) will apply to social insurance payments. A higher income than that will not attract extra social insurance payments. This ceiling will restore the pre-crisis regime in which there was a ceiling on both payments in and on benefits received. The ceiling level is based on the 2008 ceiling, indexed

to the development of gross wages over 2009-2014.
Institution Responsible: Ministry of Welfare
Main Objectives: Given that many benefits are linked to the income on which social insurance has been paid, one objective appears to place a ceiling on the size of benefits.
Target Groups: High earning workers
Has the measure been enacted into law? No
What is the legal reference? Law on social insurance
Is the measure being enforced? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The resumption of this measure was only proposed. It still should be approved.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None
Recommendation details: No obvious recommendation that generates this measure.

Digitalisation of the benefits granting system

Country: Poland
Description: The proposed solutions (a bill to amend the Family Benefits Act and some other laws) are designed to computerise and integrate the activities in the field of family benefits, the alimony fund, social support and the EKSMOoN system. The creation of an electronic service platform will allow for the settlement of the case by the citizen via the Internet (submission of applications, statements, certificates), as well as making effective delivery to the citizen letters by the office (e.g. the decision in electronic form). Digitisation will also allow for the acquisition of information necessary to determine entitlement to family benefits and alimony fund in electronic form directly between different offices. This also aims at eliminating administrative barriers in relation to citizens, to exempt them from the need to obtain a number of different certificates and information from administrative bodies, as well as reducing red tape for public institutions, and thereby also reducing the costs associated with the implementation of the public tasks.
Institution Responsible: Ministry of Labour and Social Policy
Main Objectives: The changes are intended to streamline the application process, the fixing and granting of family benefits, alimony fund and benefits granted under the Act on social assistance by modifications in the actions of the authorities involved in the granting of these benefits. The changes will also enable the increase of the quality of activities performed by the bodies involved in the process of disability benefits allocation.
Target Groups: People using any form of social benefits
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Project of an Act on amendment on Family Benefits Act and certain other acts (draft of 29 November 2013)
Date of adoption: Project of an Act - not yet adopted
Enacted/not enacted into law - State of play? Project of an Act from 29 November 2013, under the process of social consultation. Envisaged to enter into force in the first half of 2014
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS 2014 (Tackling unemployment and social consequences of the crisis) - under: 4) Improving the performance of social protection systems, in particular by strengthening the link between social assistance and activation measures through access to more personalised services ("one-stop shop") and efforts to simplify and better target benefits with particular attention to the situation of the most vulnerable. CSR 2013-2014: Employment and social policies (Poverty and social inclusion)

Support for carers of people with disabilities

Country: Poland
Description: The Ministry of Labour and Social Policy is launching a consultation on the draft amendments to financial support from the state budget to the carers of people with disabilities. The support for carers consists of the benefit, as well as the payment of contributions for retirement, disability and health insurance. The project involves the standardisation of principles and criteria for the award of benefits. It introduces standardisation of the extent of their dependency and the amount of benefit adapted to it. The Ministry proposes to introduce one type of benefit (provision of care) for all caregivers dealing with a disabled family member, regardless of age or disability. The income criteria will be lifted, as well as the reason for resigning or not undertaking work in relation to the care for disabled. The project introduces an assessment of the extent of the care needs of disabled based on a five-step scale. Assessment will be made by the Regional Team for Deciding on Disability. In relation to a care taker an interview will be conducted periodically to confirm that the care being taken is to be carried out at the stage of granting benefits and updated every six months. The amount of support will vary. The lowest amount of support (for obtaining a first degree) will amount to PLN 846.42 (about EUR 200) (including social security and health contributions). The highest amount of support (for the fifth grade) will relate to the level of the minimum wage and will be in 2017 about PLN 2 000 (about EUR 480). Between the lowest and highest there will be three intermediate levels of benefit.
Institution Responsible: Ministry of Labour and Social Policy
Main Objectives: The harmonisation of the rules for granting care benefits, paying social contributions for people on benefits, varied amount of support and periodic verification for granting aid are the main changes proposed in the support for carers of people with disabilities.
Target Groups: People with disabilities
Has the measure been enacted into law? Yes
What is the legal reference? Project of an Act on amendment on Family Benefits Act and certain other acts (draft of 30 October 2013)
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The project of changes was announced by the Ministry of Labour on 31 October 2013 (project of an Act from 30 October 2013)
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: AGS,CSR
Recommendation details: AGS 2014, CSR 2013-2013: Employment and social policies (Poverty and social inclusion)

Measure Updates total: 2

Description of Measure	Description of December 2013 Update
Country: Latvia **Measure Title:** Increase in support to disabled people **Description:** Disabled people who require care will receive LVL 150 per month (EUR 230) compared with LVL 100 (EUR 142). Group one disabled people will receive LVL 58.5 (EUR 83)	**Title:** Increase of support to disabled people accepted **What has changed:** The stated budget for the year 2014 has been approved and all the increases accepted.

(currently it is LVL 45). Group two disabled people will receive LVL 54 (EUR 76). People disabled since childhood will receive LVL 97.50 (EUR 139) and LVL 90 (EUR 128) for I and II invalid group respectively. **Measure Time Period:** Sept 2013	
Country: Lithuania **Measure Title:** Increase of work incentives **Description:** The Ministry of Social Security and Labour suggests that social benefits to unemployed persons would be paid for a period of 12 months and then gradually be reduced: after 12 months by 20 %, after 24 months by 30 %, after 36 months by 40 %, etc. With regard to granting social benefits to deprived persons, more powers are to be given to local authorities. In addition, the list of unemployed persons, to whom 50 % of previously received social benefits will be paid for another six months after being employed, will be extended. Likewise, it is proposed to reduce compensations to cover heating costs if the owner of an apartment refuses to participate in the discussion of and deciding on renovation of the multi-apartment house. **Measure Time Period:** Apr 2013	**Title:** Transfer of the administration of social benefits to local authorities **What has changed:** The Government of the Republic of Lithuania (in October) and the Parliament of the Republic of Lithuania (in November) approved the amendments to the Law on Cash Social Assistance whereby the granting of social benefits is to be transferred to local authorities as their independent function with effect from January 2014.

5 PA 4: Work-life balance

Under Policy Area 4, a total of four countries introduced six new policy measures between mid-September and the end of November 2013. Only two of the specified four sub-policy areas below experienced reform during the period including, Increasing child/family care provision and Changes to parental leave arrangements and/or benefits. The following countries introduced new measures in the four sub-policy areas:

- Increasing child/family care provision (Malta (x2), Poland)
- Changes to parental leave arrangements and/or benefits (Latvia (x2), Hungary)
- Enhancing Job Flexibility (no new policy measures introduced)
- Other (no new policy measures introduced)

There were a total of four updates to measures identified during previous reporting periods, which were reported in the following countries: Croatia, the Netherlands, Poland and Slovakia.

This policy area accounted for 7 % of the total new policy measures introduced across the various European Countries in the reporting period. One third of the new measures introduced (33 %) have been enacted into law. The source of funding was specified all six new measures, with five of them funded by state/government funding while no specific funding was required for the remaining new measure.

The measures and measure updates are discussed in turn below.

5.1 Increasing child/family care provision (3 new measures)

Breakfast club

Country: Malta
Description: The Breakfast club will provide a one-hour care service for children before schools open. The children will be provided with a healthy breakfast during this time. The service will only be offered on school days, will start on a small scale in 2014, and will then be phased in over a period of time. Teachers who opt to take part in the service will be paid extra.
Institution Responsible: Foundation for Educational Services
Main Objectives: This service will assist parents who find it difficult to take their children to school due to their working hours. This service will also promote a healthy lifestyle for children.
Target Groups: Parents and children
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The Government announced the service in the 2014 Budget and will be implementing it in consultation with the teachers.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: EUR 100 000
Recommendation that the measure responds to: CSR
Recommendation details: CSR 3 ...Continue supporting the improving labour-market participation of women by promoting flexible working arrangements, in particular by enhancing the provision and affordability of child-care and out-of-school centres.

Free childcare centres

Country: Malta
Description: In the 2014 Government Budget, it was announced that free government childcare centres will be set up. The scheme will cover the hours the parents are at work as well as an extra hour a day for commuting. Besides, the Government has also pledged that it will extend the limit from EUR 1 300 to EUR 2 000 in tax credit for parents sending their children to private childcare centres.
Institution Responsible: Foundation for Educational Services
Main Objectives: To encourage women to enter the labour market or continue working while their children are being taken care of free of charge. By also making private childcare centres more affordable, working parents will have more childcare options to choose from.
Target Groups: Parents and children
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The measure will be implemented by April 2014.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: EUR 3.8 million
Recommendation that the measure responds to: CSR, NRP
Recommendation details: CSR 3 ...Continue supporting the improving labour-market participation of women by promoting flexible working arrangements, in particular by enhancing the provision and affordability of child-care and out-of-school centres. NRP 3. Implementation of the Country-Specific Recommendations: Provision and affordability of childcare centres.

Departmental programme to promote the development of family foster care in 2013

Country: Poland
Description: The programme is to support the local government at the county level in the development of the family foster care system through refinancing and financing activities in 2013 related to: 1. training of foster families, people running family orphanages and directors of family childcare centres, 2. The remuneration of newly created in 2013 foster families and professional people running orphanages (refinancing and financing expenses incurred in 2013); 3. The granting of assistance to foster families and orphanages.
Institution Responsible: Ministry of Labour and Social Policy and local governments (at the poviat level).
Main Objectives: The aim of the programme is to support the local government at the county level in the development of the family foster care system in 2013
Target Groups: Children
Duration of measure: Temporary
If temporary, how long will it run for? One action for 2013.
Has the measure been enacted into law? No
If not law, what type of measure is it? Governmental programme for the support of local activities
Enacted/not enacted into law - State of play? On 19 September 2013 the Minister of Labour and Social Policy announced the Departmental programme to promote the development of family foster care in 2013. On 15 November 2013 the results of the programme competition has been announced. 284 poviats (out of 326) have been assigned financing.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: PLN 7.8 million (EUR 1.85 million) have been assigned to the Programme.
Recommendation that the measure responds to: None

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Poland **Measure Title:** Amendment to the law on the care of children under the age of three **Description:** On 24 June 2013, the President signed the update of the law on the care of children up to age three. The main changes are: reduction of local authority contribution from 50 % to 20 % of total cost of implementation of the childcare institution; extension of the catalogue of entities eligible for applying for a contribution from the national budget; individuals and institutions without legal status can contribute to funds; extension of the catalogue of entities who can employ daily caregivers; opportunities for institutions of care to jointly run schemes with schools and other educational institutions; provision of a legal basis to receive subsidies from the municipal budget by entities employing daily caregivers. **Measure Time Period:** Sept 2013	**Title:** Report on the Implementation of the Law on the care of children under the age of three in 2011-2012 **What has changed:** The government adopted a Report on the Implementation of the Law of 4 February 2011 on the care of children under the age of three in 2011-2012. While at the end of 2010, 246 municipalities were operating 511 establishments, including 392 nurseries and 119 nursery branches, in 2011, the register of nurseries and children's clubs noted 571 outlets, including 523 nurseries and 48 children's clubs. In 2012, 324 municipalities operated 926 outlets, including 791 nurseries, 105 children's clubs and 30 daily caregivers. This means that since 2010 the number of these institutions has increased by 81 %. The number of places also increased; in 2010 nurseries and branches had 32 500 places, while in 2012 the figure was about 40 000 (an increase of about 23 %).

5.2 Changes to parental leave arrangements and/or benefits (3 new measures)

Increase in child maintenance payments

Country: Latvia
Description: This measure represents an increase in the guaranteed child support for children whose maintenance is subject to a court order and where the paying parent does not or cannot make the ordered payments. The guaranteed payments have been increased by LVL 15 (EUR 21). For children aged 0-6 the parent who has custody of the child and is responsible for the caring will receive LVL 50 / EUR 71 (previously LVL 35 / EUR 49), and for children aged 7-18 the guaranteed payment is increased to LVL 55 (EUR 78) from LVL 40 (EUR 57).
Institution Responsible: Ministry of Justice Administration of the Maintenance Guarantee Fund
Main Objectives: To ensure support for children where one of the parents cannot or will not provide maintenance.
Target Groups: Children
Has the measure been enacted into law? Yes
What is the legal reference? Law of Administration of the Maintenance Guarantee Fund
Date of adoption: 1 October 2013
Is the measure being enforced? Yes

Start date for implementation of the measure: 1 January, 2014
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: AGS: Improving the performance of social protection systems CSR: Tackle high rates of poverty by reforming social assistance for better coverage NRP: Social protection measures directed towards families with children

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Parental benefit

Country: Latvia
Description: The measure increases and adjusts parental benefits in order to allow more flexibility. Thus, starting from 1 January 2014 the basic benefit will be raised to LVL 120 (c. EUR 170) per month from LVL 100 (c. EUR 140). Starting from 1 October 2014, working parents will have to choose a benefit plan between the following options: a) Receive LVL 120 per month and receive 60 % of their gross wage for one year b) Receive LVL 120 per month and receive 43.75 % of their gross wage for 1.5 years. If a parent is working s/he will receive LVL 120 + 30 % of the calculated benefit
Institution Responsible: Ministry of Welfare
Main Objectives: Increased support for families with children, social exclusion and motivate parents to return to the labour market
Target Groups: Parents
Has the measure been enacted into law? Yes
What is the legal reference? Government social allowance law
Date of adoption: 15 October 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January 2014
Enacted/not enacted into law - State of play? Announced and approved by Cabinet of Ministers.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Improving the birth rate and social protection measures directed towards families with children

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Expansion of family tax allowances to lower earners

Country: Hungary
Description: From 1 January 2014, the family tax credit regulation will allow beneficiaries to use the credit to waive not only personal income tax payment obligations, but also employees' social security contributions (which amount to 17 % of gross wages). This will allow families on a lower income to benefit more from the scheme. Other elements have not changed considerably and thus the scheme is still very much geared towards families with more than two children.
Main Objectives: To support families with children (with emphasis on those with three or more) on a low to medium income.
Target Groups: Parents with children (with emphasis on those with three or more) on a low to medium income
Has the measure been enacted into law?: No
If not law what type of measure is it: Law voted for but not yet announced
Have any steps been taken to monitor the implementation of the measure: No
Funding sources: No specific funding required
Which policy recommendation or commitments does the measure responds to? NRP
Recommendation details: "Promote women's labour market activity"

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Slovakia **Measure Title:** Reform of family benefits **Description:** The revision of parental benefits envisages that provision will be tightened for parents who neglect childcare and/or threaten their upbringing. It includes also the proposal to apply the institute of a substitute recipient in the above situations (usually the municipality). The revision of the law on childcare allowances pursues minor adjustments related to unauthorised payment of the benefit. As for benefits provided to parents at birth of a child, the proposal is to merge the existing benefit and supplement the benefit into one social benefit (benefit at birth of a child). The new allowance would be paid in two different amounts (higher at birth of first to third child, and lower at birth of a fourth and subsequent child). **Measure Time Period:** Sep 2013	**Title:** Measure approved by the parliament **What has changed:** The parliament approved respective legal amendments on 23 and 24 October without noteworthy alteration of the government's proposals. Changes shall enter into force on 1 January 2014.

5.3 Enhancing job flexibility (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Croatia **Measure Title:** Revisions of Protection in the Workplace Act **Description:** Employers are obliged to temporarily adjust working conditions, working time, or the workplace in order to protect the health and safety of pregnant workers, those who have recently given birth or are breastfeeding, without reductions in wage. The assessment is provided by a medical doctor, and the employer is made legally responsible. **Measure Time Period:** Jan 2013	**Title:** Revisions of protection in the Workplace act **What has changed:** Public debate concerning the amendments was concluded on 31 August 2013. The Ministry of Labour and Pension System is in the process of incorporating suggested changes into amendments. Therefore, no concrete changes have occurred since the last report and no amendments have been adopted yet. The expected improvements primarily include more effective cooperation with health care, as well as cooperation between workers, their representatives, workplace protection experts, and

	health care workers. One of the principal objectives is to decrease the number of injuries and occupational diseases, to improve the administrative and reporting procedure for injured workers, to decrease the number of workers going to a disability pension, etc.

5.4 Other (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Netherlands **Measure Title:** Budget cuts on child care **Description:** Reduction of public expenditure. **Measure Time Period:** Oct 2012	**Title:** EUR 100 million extra for child care tax credits **What has changed:** Following large redundancies in childcare and parents stopping using formal childcare provisions, the government has decided to invest EUR 100 million into childcare. The aim is to somewhat lower the drop in childcare tax credits for parents – i.e. giving them extra money to make childcare more affordable.

6 PA 5: Job creation

Under Policy Area 5, five countries introduced a total of seven new policy measures between October and December 2013. The most popular type of reform of any of the sub-policy areas has been employer subsidies for job creation. The following gives a breakdown of the new measures introduced in this policy area:

- Micro-credit schemes (no new measures);
- Employer subsidies for job creation (Malta, Portugal, Slovenia);
- Simplifying the Business Environment (Croatia, Lithuania);
- Public Investment Programmes and Regional Investment Incentives measures (no new measures);
- Other (Malta x2).

Updates to previously identified measures are found in the following countries: Greece (x3), Cyprus, Malta, Slovakia, and the former Yugoslav Republic of Macedonia.

This is one of the policy areas which saw fewer reforms throughout the various European Countries in the reporting period (8 % of the proportion of new measures across all policy areas). Less than one third of the new measures introduced (29 %) have been enacted into law. The source of funding was specified for six of the seven new measures, and this was most commonly EU co-funding (three measures) and government / state budget (two measures). No specific funding was required for one of the measures.

The measures and measure updates are discussed in turn below.

6.1 Micro-credit schemes (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Malta **Measure Title:** MicroInvest scheme **Description:** The scheme, in operation for a number of years, assists small businesses to innovate, expand and develop their operations. Through the scheme, businesses can get 40 % of the investment to improve their own operations in the form of tax credits, up to a maximum of EUR 25 000. In the Budget 2013, the government announced that the scheme would be extended for a further two years and would be available for companies employing up to 30 workers, from the previous threshold of 10 workers (Times of Malta). **Measure Time Period:** Jan 2013	**Title:** MicroInvest Scheme re-introduced **What has changed:** The Government had stopped the MicroInvest scheme but has now decided to re-introduce it. Through this scheme, enterprises and the self-employed will be granted assistance for eligible investment through a tax credit of 45 % of their total cost. Enterprises and self-employed persons in Gozo will be granted a tax credit of 65 %.

6.2 Employer subsidies for job creation (3 new measures)

Incentives for the employment of older persons

Country: Malta
Description: In the 2014 Budget it was announced that employers who hire persons aged between 45 and 65 years old who have been registering as unemployed for the previous three years will receive an income tax deduction of EUR 5 800. Besides, companies will benefit from a tax deduction of 50 % (up to a maximum of EUR 400) of the cost of training of these workers.
Institution Responsible: Inland Revenue Department
Main Objectives: To increase the skills and employability of middle-aged and older workers.
Target Groups: Long-term unemployed older persons and employers
If temporary, how long will it run for? The duration of the measure is still unknown.
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The measure has been announced in the 2014 Budget.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR, NRP
Recommendation details: The measure is related to: CSR 2. Take measures to increase the employment rate of older workers and NRP 4. Progress towards National Europe 2020 Targets: Employment

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Measure Employment Incentive (Medida Incentivo Emprego)

Country: Portugal
Description: Financial support to employers (including temporary work agencies) who hire workers. The measure excludes employers that belong to the state administration, but includes public companies that fall under the Labour Code that regulates work relations in the private sector. The incentive is paid for all types of contracts, except those of very short duration (two weeks or less).
Institution Responsible: Institute for Employment and Vocational Education and Training (IEFP)
Main Objectives: Give an incentive to all employers to hire workers (1 % of the worker's monthly wage).
Target Groups: Employers
If temporary, how long will it run for? From 1 October 2013 to 30 September 2015
Has the measure been enacted into law? Yes
What is the legal reference? Decree no. 286-A/2013 (Portaria n.º 286-A/2013, de 16 de setembro)
Date of adoption: 16 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October 2013
Enacted/not enacted into law - State of play? The programme has begun on 1 October 2013. In this early stage no data are available on its execution.
Have any steps been taken to monitor the implementation of the measure: Yes
If monitoring arrangements are in place What are they: The IEFP is responsible for the implementation of the measure. The IEFP publishes monthly statistics about the execution (physical and financial) of all of its actions The most recent monthly report (October 2013) does not contain data on the measure, but it can be expected that soon data will start to be published. The Decree that regulates the measure stipulates that the measure will be evaluated at the end of its term (30 September 2015) by the tripartite Standing Committee for Social Concertation.
If monitoring arrangements are in place Frequency of update: See above
Funding Sources: EU co-funded
Recommendation that the measure responds to: AGS, NRP
Recommendation details: AGS: Stepping up active labour market measures, notably active

support and training for the unemployed. NRP: Objective "Increase Employment".

Mentorship for Young People

Country: Slovenia
Description: 500 unemployed persons under the age of 30 will be included in the programme, offering them full- or at least part-time employment for one year at selected employers. Besides that, approximately 300 employees will be trained for the role of mentor to those young people. Each employer should receive a one year subvention for one full-time employee amounting to EUR 5 000 or a subvention of EUR 3 000 for one year of part-time employment.
Institution Responsible: Slovene Human Resources Development and Scholarship Fund and Employment Service of Slovenia
Main Objectives: The aim of the programme is the inter-generational transmission of knowledge and experience through the inclusion of 500 unemployed persons younger than 30 years of age, offering them full- or at least part-time employment for one year at selected employers.
Target Groups: Youth
Duration of measure: Temporary
If temporary, how long will it run for? From 29.11.2013 to 31.5.2015
Has the measure been enacted into law? No
If not law, what type of measure is it? EU co-funded project
Enacted/not enacted into law - State of play? Open public invitation from 29.11.2013 to 31.1.2014
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: almost EUR 3 million (2.994 million to be exact)
Recommendation that the measure responds to: CSR, NRP
Recommendation details: The measure addresses several challenges already identified by the national and European institutions. Specifically, it addressees challenges related to youth unemployment, low activity rates of older generations and transfer of skills and knowledge between them.

Measure Updates total: 3

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Community service programmes in culture for young individuals **Description:** Jobs are being created for the implementation of programmes, projects or community-based actions in cooperation with the Ministry of Culture and Tourism. **Measure Time Period:** Oct 2012	**Title:** Programme launched **What has changed:** According to monitoring data, the measure is now active and the recruitment of the beneficiaries is currently underway. For this purpose, EUR 11.6 million has already been earmarked.
Country: Greece **Measure Title:** Creation of a National Network of Direct Social Intervention for	**Title:** Monitoring data released **What has changed:** The scheme is being implemented in two stages. During the first stage, which is currently

the Unemployed up to the Age of 30 **Description:** This is a new measure, financed in the context of the OP Human Resources Development, and is set to run in 2013-2014. The measure is planned to benefit 1 200 unemployed newcomers, to be employed in the not-for-profit sector of the economy. **Measure Time Period:** Oct 2012	underway, 869 unemployed workers have been recruited at a cost of EUR 29.5 million. These workers are operating 159 social structures created by NGOs in collaboration with local authorities. The number of direct beneficiaries (homeless and persons living in poverty) so far has reached 8 327 persons. During the second stage, which will be set in motion shortly, the recruitment of 274 support workers is expected to benefit 6 950 persons in need.
Country: Cyprus **Measure Title:** Subsidy scheme for the employment of the unemployed in the hospitality industry **Description:** This is targeted at individuals who were registered as unemployed at PES offices as of 19 April 2013 and who have not secured employment at the time of entering the programme. Participating employers are subsidised as follows: (i) 40 % of the wage cost for the first eight months and only if employment lasts for 12 months; (ii) 30 % of wage costs for the first five months and only if employment lasts for seven months. **Measure Time Period:** Sep 2013	**Title:** Measure completed **What has changed:** The completion date was 28 June 2013.

6.3 Simplifying the Business Environment (2 new measures)

Entrepreneurship Development Strategy

Country: Croatia
Description: This Strategy is a key document defining future development of small-scale entrepreneurship. It is primarily adjusted to the possibility of EU funds exploitation and to the EU budget 2014-2020. It emphasises the importance of small-scale entrepreneurship for the Croatian overall economy, particularly in the sector of innovative and advanced technologies. Its guidelines should support export, improve the attraction of FDI, increase the level of innovation, create a positive entrepreneurial climate, facilitate access to financial and other supportive instruments, and support highly educated and flexible business management.
Institution Responsible: Ministry of Entrepreneurship and Crafts
Main Objectives: The Strategy's overall objective is to increase productivity and competitiveness of small-scale entrepreneurship, as well as to increase gross added value per employee by 40 %. The overall aim should be achieved through the implementation of the following specific objectives: increase of entrepreneurs' share in GDP by 10 % in the next seven years; creation of more accessible and favourable financing sources for micro and small enterprises in the sector of higher added value; promotion of entrepreneurship; improvement of entrepreneurial skills through higher share of highly educated workers and lifelong learning; improvement of entrepreneurial environment. The Strategy expects to maintain the existing job posts and create new employment opportunities.
Target Groups: SMEs
Duration of measure: Temporary

If temporary, how long will it run for? This Strategy refers to the limited time period (2013-2020) until the end of the upcoming multiannual EU financial framework (2014-2020).
Has the measure been enacted into law? No
If not law, what type of measure is it? Strategy
Enacted/not enacted into law - State of play? Acting immediately.
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: NRP

Amendments to the Labour Code

Country: Lithuania
Description: It is proposed to adopt amendments to the Labour Code (LC) intended to reduce administrative burdens on business by repealing the requirement to give pay slips to all employees, for the public posting of work schedules, and registration of work certificates and employment contracts, as well as by simplifying the recording of working time and the use of employment contracts. In addition, the amendments propose to extend the application of employment contracts for seasonal work.
Institution Responsible: Parliament of the Republic of Lithuania
Main Objectives: Reduction of administrative burden for enterprises, increasing labour market flexibility
Target Groups: Employers
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Parliament has to consider and adopt the proposal.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: NRP: “review the Labour Code in order to increase the flexibility of labour relations”. CSR: “Review the appropriateness of labour legislation with regard to flexible contract agreements, dismissal provisions and flexible working time arrangements, in consultation with social partners” AGS: “To continue modernising labour markets by simplifying employment legislation and developing flexible working arrangements”.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Slovakia **Measure Title:** Minor amendment to the Act on Social Insurance **Description:** Self-employed persons shall be relieved from registration and de-registration for compulsory social insurance. The Social Insurance Agency shall notify the self-employed of the commencement of insurance and the sum of insurance premium. For determining the assessment base, actual income from self-employment shall be	**Title:** Amendment approved by the parliament **What has changed:** The parliament passed the amendment unchanged from the draft version on 16 October. Most of the changes will enter into force on 1 January 2014.

considered instead of registration with the tax administrator. Voluntary insurance shall expire when a voluntarily insured person omits to pay insurance contributions for two consecutive months (i.e. s/he must not deregister). Another proposal is to exclude income attained during maternity and parental leave from the assessment base for determining the unemployment insurance benefit if it should negatively affect the sum of the benefit. Also proposed is the concurrence of sickness insurance benefits (e.g. sickness allowance, maternity allowance) and other income attained during the period of benefit entitlement, provided it is not income from work. **Measure Time Period:** Sept 2013	

6.4 Public Investment Programmes and Regional Investment Incentives measures (0 new measures)

No new measures identified.

Measure Updates total: 0

6.5 Other (2 new measures)

Jeremie Financing Package

Country: Malta
Description: The scheme provides financing to small and medium enterprises employing less than 250 employees and with a turnover which does not exceed EUR 50 million. The maximum loan one can take is of EUR 500 000 and the loan period covers from 1 to 10 years. The interest rate is about 1 % lower than that of normal loans and the security required is between 25 % and 33 % of the loan. A total of EUR 11 million in preferential loans is available.
Institution Responsible: Bank of Valletta
Main Objectives: The scheme is aimed to provide support to SMEs which do not have enough collateral to secure normal bank financing.
Target Groups: Employers
If temporary, how long will it run for? Unknown
Has the measure been enacted into law? No
If not law, what type of measure is it? EU co-funded project
Enacted/not enacted into law - State of play? In September 2013, the new Government injected an extra EUR 2 million in the scheme and can now benefit from a total of EUR 11 million in preferential loans. This measure was initiated under the previous Government.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 11 million.
Recommendation that the measure responds to: NRP
Recommendation details: NRP 5: Additional Reform Measures and the use of Structural Funds: Contribution Expected or realised through the different EU Funding Programmes to Support the Implementation of Ongoing Measures or Envisaged during 2013.

International Individual Investor Programme

Country: Malta
Description: A programme of citizenship with investment, whereby foreign persons may buy Maltese citizenship for EUR 650 000. Their families may buy their citizenship for a lower fee.
Institution Responsible: Ministry for Home Affairs and National Security and the private company Henley and Partners.
Main Objectives: The Government aims to attract high-quality investors in Malta and eventually to create a National Development Fund. The Government estimated that this measure would results in a profit of EUR 30 million in 2014.
Target Groups: Immigrants (High-skilled/Low skilled)
Has the measure been enacted into law? Yes
What is the legal reference? Act XV of 2013
Date of adoption: 15 November 2013
Is the measure being enforced? No
Enacted/not enacted into law - State of play? This measure was passed in Parliament and approved by the President. However, after very strong criticisms both in Malta and abroad, the Government stated that it intends to continue discussion the measure in an attempt to reach consensus about it with the Opposition.
Have any steps been taken to monitor the implementation of the measure: Yes
Is there a specific budget allocated to the measure? Unknown
Recommendation details: None

Measure Updates total: 2

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Promotion of employment through the provision of services of public interest **Description:** The programme envisages the recruitment of approximately 50 000 unemployed workers for certain types of social work in various areas and levels of public administration (e.g. municipal services, infrastructure, environment, educational and health services, etc.). Participants are to be selected on the basis of social criteria (members of households with low work intensity, unemployed lone parents, etc.) and offered employment with basic pay for five months. Beneficiaries over the age of 25 will receive a monthly salary of EUR 748, EUR 258 of which will go towards their social security contributions, while workers under the age of 25 will receive EUR 652 a month, EUR 225 of which will go to social security. The selection process will be handled by OAED based on the number of years that a person has been registered as unemployed, their declared annual personal and family income, and the number of minors they support financially. **Measure Time Period:** Sept 2013	**Title:** Monitoring data released **What has changed:** According to the planning of the measure, the unemployed will be inducted into the programme in stages up until the end of the year under the supervision of the Supreme Council for Personnel Selection (ASEP). The first batch comprised of 10 000 jobs and went to unemployed people in families where no one has work (September 2013). The second batch involved 27 948 jobs and was launched on 12 November 2013. At the time of drafting this report, selection of participants was still pending.

Country: former Yugoslav Republic of Macedonia **Measure Title:** Jobs for children without parents and parental care until 18 years of age **Description:** The Ministry of Labour and Social Policy (MLSP) is implementing a specific Government programme, D 10, specially created for unemployed persons who had status of children without parents and parental care until 18 years of age. These 50 unemployed workers will be initially employed at the MLSP. They will have the status of civil servants, and depending on the needs of the institutions will be deployed afterwards in other ministries. **Measure Time Period:** Sept 2013	**Title:** Implemented measure **What has changed:** After the public announcement for applications (16 August 2013), a selection of 50 persons was made. The selection was based on the criteria highlighted in the law for civil servants. All these 50 persons have already signed their employment contracts with the Ministry of Labour and Social Policy. Later on, some of them may be reassigned to other public institutions.

7 PA 6: Gender equality

Under Policy Area 6, one country introduced a total of one new policy measure between mid-September and the end of November 2013. This was in the sub-policy area of measures to reduce the gender pay gap, as shown below:

- Measures reducing the gender pay gap (Estonia);
- Measure encouraging female entrepreneurship (no new measures);
- Measures reducing gender discrimination (no new measures);
- Measures targeting other vulnerable groups in specific gender categories (no new measures);
- Other (no new measures).

Updates to previously identified measures are found in the following countries: Denmark (reducing gender discrimination) and Greece (encouraging female entrepreneurship).

This policy area saw the least reforms throughout the various European Countries in the reporting period. The new measure introduced in Estonia has been enacted into law. The source of funding was specified as government / state budget.

The measure and measure updates are discussed in turn below.

7.1 Measures Reducing the Gender Pay Gap (1 new measure)

Gender Equality Council formed

Country: Estonia
Description: On 24 October 2013 the government approved the formation of the Gender Equality Council. Since 2004 it has been postponed several times, although there has been a plan and an obligation by law to form it. It is an advisory body within the Ministry of Social Affairs. The Council has 22 members: Gender Equality and Equal Treatment Commissioner and representatives of different NGOs and institutions in the fields related to gender equality.
Institution Responsible: Ministry of Social Affairs
Main Objectives: According to the Gender Equality Act, the Council has three tasks: 1) it approves the general objectives of gender equality policy and performs the duties prescribed in the Act and its statutes; 2) it advises the government in matters related to strategies for the promotion of gender equality; 3) presents its opinion to the Government.
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? RT III, 29.10.2013, 3 Available here: https://www.riigiteataja.ee/akt/329102013003
Date of adoption: 24.10.2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 24.10.2013
Enacted/not enacted into law - State of play? In force
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: For the year 2013 the budget is EUR 996 and for the year 2014 the planned budget is EUR 3 000
Recommendation that the measure responds to: None

Measure Updates total: 0

7.2 Measures Encouraging Female Entrepreneurship (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Integrated intervention for supporting women's employment **Description:** This new measure targets women, aged 18 to 35, who have been dismissed in the last three years (2010 to 2012) (holding a dismissal certificate from their employer or being entitled to unemployment benefit); are unemployed (holding a valid unemployment card); have more than three children; have closed their enterprise in the last three years; and are at risk of unemployment. Priority is also given to disabled women, to women from families where both parents are unemployed and/or dismissed, to single-parent mothers, and to women who are victims of violence. Business plans are financed under this measure for a period of up to 24 months. In addition, the measure supports the annual salary costs for new job posts. The grant amount varies from EUR 10 000 to EUR 20 000 per business plan and, in addition, there is EUR 12 000 for new 12-month job creation. Financing of approximately 950 new enterprises is expected, with respective job creation of 1 900 new jobs. **Measure Time Period:** Oct 2012	**Title:** Monitoring information released **What has changed:** The scheme now involves assistance to 1 500 unemployed women and a budget of EUR 20 million. According to monitoring data, 1 239 applicants have been selected to take part in the scheme, but so far assistance has not been activated.

7.3 Measures Reducing Gender Discrimination (0 new measures)

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Denmark **Measure Title:** Maternity bonus to parents sharing maternity leave **Description:** The maternity bonus will from 2014 give an economic incentive to parents who share parental leave more	**Title:** The maternity bonus has been withdrawn from the list of bills to be presented to Parliament **What has changed:** During the process of the negotiations over the fiscal bill for 2014, the proposal for a

equally between the mother and the father. It provides a tax-free amount of DKK 100 (EUR 13) per day for the families where both parents keep at least six weeks of leave. At present, the total leave period is 52 weeks, whereof two weeks are ear-marked for the father and 32 weeks can be shared by the parents. The maternity bonus is a temporary measure in 2014 and 2015, whereafter it will be evaluated. **Measure Time Period:** Sep 2013	maternity bonus was withdrawn from the agenda.

7.4 Measures Targeting Other Vulnerable Groups in specific gender categories (0 new measures)

No new measures identified.

Measure Updates total: 0

8 PA 7: Skill supply and productivity / Lifelong learning

Under Policy Area 7, seven countries introduced a total of nine new policy measures between mid-September and the end of November 2013. The most popular type of reform of any of the sub-policy areas has been measures improving skills supply and promoting adult learning. The following gives a breakdown of the new measures introduced in this policy area:

- Measures improving skills supply and promoting adult learning (Belgium (x2), Czech Republic, Lithuania (x2), Malta, UK, former Yugoslav Republic of Macedonia);
- Measures facilitating school-to-work transitions (no new measures);
- National Qualification Frameworks (no new measures);
- Other (Austria).

Updates to previously identified measures are found in the following countries: Bulgaria (x3), Greece (x4), Croatia, Cyprus (x2), Latvia, Romania and the former Yugoslav Republic of Macedonia.

A tenth of the reforms which took place throughout the various European Countries in the reporting period were in relation to this Policy Area. One third of the new measures introduced (33 %) have been enacted into law. The source of funding was specified for all of the nine new measures, and this was most commonly government / state budget (four measures), followed by 'other' funding (two measures) and EU co-funding (one measure) and social partner / private funding (one measure). No specific funding was required for one of the measures.

The measures and measure updates are discussed in turn below.

8.1 Measures improving skills supply and promoting adult learning (continuous training, training vouchers, individual training accounts) (8 new measures)

Career vouchers (Flanders only)

Country: Belgium
Description: The Flemish Government has approved the decree concerning career guidance. This decree aims to encourage workers (in Flanders and in Brussels) to think about their careers and, through professional guidance, to establish objectives and to acquire the relevant skills to achieve their career aspirations. From the 1 July 2013, workers can use career vouchers to this end.
Institution Responsible: Flemish Government
Main Objectives: Career guidance
Target Groups: All workers
Has the measure been enacted into law? Yes
What is the legal reference? Flemish decree of 17 May 2013
Date of adoption: 17 May 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 July 2013
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Flemish Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None
Recommendation details: Communications of the Commission (Towards A Job Rich Recovery): 'Make transitions pay' and 'Develop lifelong learning as a key to security in employment'.

Service vouchers: training fund

Country: Belgium

Description: From 1 October 2013, when a new service voucher worker of the 60 % target group (unemployed people in receipt of benefits and/or ex-beneficiaries of the social integration allowance) follows a training programme within 3 months following his/her appointment, an approved service voucher company may request a EUR 150 contribution for a programme of a minimum of nine hours or a EUR 350 contribution for a programme of a minimum of 18 hours. These amounts are on top of the usual allocation the company receives from the training fund.
Institution Responsible: Government - Ministry of Labour and Social Dialogue
Main Objectives: Encourage the training of the employees in the service-voucher system
Target Groups: New employees in the service-voucher system
Has the measure been enacted into law? Yes
What is the legal reference? Royal decree of 10 October 2013
Date of adoption: 10 October 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October 2013
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Social Partner/Private sector
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS
Recommendation details: AGS 2014 - maintaining the employability of the labour force including the long term unemployed and the most vulnerable groups, including through active support and training of the unemployed.

Education of employees with disabilities

Country: Czech Republic
Description: Employers investing in training of their employees with disabilities will have the costs of such investment covered by the programme.
Institution Responsible: Further Education Fund (Fond dalšího vzdělávání)
Main Objectives: To support education (improving qualifications) and consequently employability of workers with disabilities.
Target Groups: People with disabilities
Duration of measure: Permanent
If temporary, how long will it run for? The project should run until 2015.
Has the measure been enacted into law? No
If not law, what type of measure is it? EU co-funded project
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 6 million
Recommendation that the measure responds to: AGS
Recommendation details: Increasing employment and employability and providing more and better skills

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Initiatives in adult education

Country: Lithuania
Description: During mid-September-November, a number of measures in the area of adult education were implemented/initiated in Lithuania. The Law on Non-formal Adult Education is currently in the process of being drafted and is to be presented for public consideration at the beginning of 2014. The draft law pays great attention to the recognition of the acquired competencies for adults. In October, Lithuania approved the Description of the Professional Activities of an Andragogue (adult educator). The nearest plans in this area include re-establishment of the Non-formal Adult Education Council, participation in the Programme for the International Assessment of Adult Competencies (PIAAC), and other activities. Adult education will be allocated financial aid from the EU's next programming period 2014-2020.

Institution Responsible: Ministry of Education and Science
Main Objectives: Improve the situation of adult learning
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Currently the draft Law is prepared
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, NRP
Recommendation details: AGS: "To improve access to lifelong-learning systems throughout working life, including for older workers, by strengthening partnerships of public and private institutions involved in the provision, application and updating of specific skills" NRP: "To approve the plan of tasks and measures for adult lifelong learning for 2013-2015, which would aim at the creation of the system of lifelong learning supply and demand, which would allow for social and work inclusion of adults, their active citizenship and personal development"

Qualifications Map

Country: Lithuania
Description: In order to identify skills demand and their prospects on the labour market, as well as to find out which study and training programmes are most demanded in the labour market, Lithuania started gathering data on employee professions. From 1 November 2013 onwards, employers are required to provide information to the Board of the State Social Insurance Fund (Sodra) on the professions of employees newly admitted to work. Information on the professions of workers already in employment will have to be provided to Sodra within a four-month period, i.e. from 1 November 2013 to 1 March 2014. The collected information will be used to produce a Qualifications Map.
Institution Responsible: Ministry of Economy and Ministry of Education and Science
Main Objectives: To prepare a Qualifications Map in order to monitor the employability of schools graduates from all levels, to improve the efficiency of education, to adjust skills supply to demand
Target Groups: All workers
Has the measure been enacted into law? Yes
Is the measure being enforced? Yes
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS: "To improve the connection between education and lifelong-learning systems and labour market needs" CSR: "address persistent skill mismatches"

Helping single parents to find employment through training

Country: Malta
Description: Single parents who receive social assistance will be given a credit of EUR 200 per annum if they participate in basic vocational training and EUR 1 000 per annum for full-time education. Participants may also benefit from free childcare if needed.
Institution Responsible: Unknown - probably the Social Security Department
Main Objectives: To incentivise single parents to improve their employability prospects through training.
Target Groups: Single parents

If temporary, how long will it run for? Unknown
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The measure was announced in the 2014 Budget and is expected to start being implemented in January 2014.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR, NRP
Recommendation details: CSR 3: Increase the labour-market relevance of education and training to address skills gaps... Continue improving the labour-market participation of women. NRP 4: Progress towards National Europe 2020 Targets: Promoting Social Inclusion: Combating child poverty

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Setting up a network of technical colleges

Country: United Kingdom
Description: In October the government announced its intention to create a network of 40 technical colleges to deliver vocational education and training to 14-19 year olds. Each college will initially have between 600 and 800 students and the skills on offer will reflect the needs of the local economy in which they are situated.
Institution Responsible: Department for Education
Main Objectives: To create a vocational choice for 14 year-olds where they can receive vocational training alongside studying key subjects at GCSE level such as maths, English and science.
Target Groups: Youth
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The announcement was specific in some instances such as how many technical colleges would be set up and how many students they would aim for. The first to open will be in Oldham (North West England) in Autumn 2014, specialising in digital and creative industries. The grand plan is to have up to 140 by 2018.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: The funding for these colleges is far from clear but it seems that they will be formed from existing FE colleges that are judged to be good or outstanding by Ofsted. They will use the same premises or site but operate independently. Running costs and some capital funding will come from Government but they will have to find other sources of funding for premises and equipment.
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR, NRP
Recommendation details: CSR 3 - Improving the employability of youth. NRP - covers a few objectives such as tackling youth unemployment and raising skills levels

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Educational Programme for the adult population

Country: former Yugoslav Republic of Macedonia
Description: The Government continued the so-called programme 35/45 which subsidises adult persons (aged 45+ for males and 35+ for females) to acquire tertiary education. Besides age, the eligibility criteria include a requirement that the candidates are either employed on permanent work contracts or unemployed for over five years. Co-financing is at EUR 200 per year (equal to the cost of the programme for a regular student), and is available only for part-time studies. Four out of five state universities are part of this programme and specific quotas are developed for enrolments in the study programmes

(based on the labour market needs).
Institution Responsible: Ministry of Education and Science, State Universities
Main Objectives: Improve the educational attainment of the population
Target Groups: Females aged 35+ and males aged 45+ who are either employed on permanent work contracts or unemployed for over five years
Duration of measure: Temporary
If temporary, how long will it run for? The measure lasts one academic year. However, this is the third time in a row that it has been implemented.
Has the measure been enacted into law? No
If not law, what type of measure is it? Government decision
Enacted/not enacted into law - State of play? About 810 available scholarships (co-financing) were available for the academic year 2013/2014 (no information on the take-up of the measure)
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation details: It is not related to recommendations of the Progress Report 2013 which acknowledges that more progress has to be done in pre-primary education rather than tertiary

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Measure Updates total: 3

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Professional **Description:** The Project will provide motivational training; training to acquire key competences in conflict management; vocational training in the professions of Cook, Waiter, Seller - consultant, and Computer operator. 20 % of those successfully completing vocational training will receive subsidised employment offered by the labour market programmes for three months; 30 % of such employment for at least one month for jobs demanded by employers. **Measure Time Period:** Apr 2013	**Title:** Professional **What has changed:** No changes were observed in performance of the programme indicators in August, September, and October. Over the past two months, the number of unemployed included in subsidised employment remained at 390, but the number of people in unsubsidised employment increased to 827 in October.
Country: Bulgaria **Measure Title:** Vocational and key competence training in favour of improved employability of the unemployed **Description:** The Project will assist the easy access of unemployed to vocational and other trainings in State Enterprise Bulgarian-German Training Centres (SE BGTC), or organised by them. The trainers and mentors will also be educated under the activities of this	**Title:** Vocational and key competence training **What has changed:** The Programme aims to cover the most difficult clients of labour offices (unemployed people aged up to 29 years old who have left institutions for care for children without parental care; Roma youth; unemployed over 50 years of age; unemployed with low qualifications or skills which are not in demand; unemployed without skills in key competencies, including Roma; inactive

Project. **Measure Time Period:** Apr 2013	and discouraged persons; persons with disabilities; and young people under 29 years old). At the end of October, 1 466 unemployed completed training courses (the plan is for 1 596 persons by the end of the year). 94 persons or 47 % of the planned number have been trained as trainers. Funds spent represent 74 % of the annual funds allocated for this programme.
Country: Greece **Measure Title:** Cheque for the entrance of unemployed young people to the labour market according to their formal skills (a. tertiary education graduates, b. compulsory, secondary and post-secondary education graduates) **Description:** Within this frame, specific interventions include training programmes of up to 100 hours covering horizontal and specialised skills in combination with guidance / educational mentoring, and placement of trainees in private sector enterprises in order to acquire their first work experience for up to six months. Applicants must be unemployed University/TEI graduates up to the age of 34 who have finished their studies not earlier than 36 months before the submission of their application to the programme. They may also be unemployed young individuals, graduates from compulsory, secondary, and post-secondary education up to the age of 24. **Measure Time Period:** Oct 2012	**Title:** Monitoring data released **What has changed:** According to monitoring data, by the end of September 2013, 24 693 beneficiaries were either receiving training or were in the process of selecting training providers. The remaining beneficiaries (approximately 11 000) were expected to activate their cheques by the end of October 2013.

8.2 Measures facilitating school to work transitions (traineeships, apprenticeships, work experience schemes) (0 new measures)

No new measures identified.

Measure Updates total: 2

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Establishing Traineeships for students of tertiary education institutes **Description:** Special Innovation and Entrepreneurship Units are being established and begin to operate in the country's Higher Education Institutions,	**Title:** Monitoring data released **What has changed:** The number of university students having so far benefited from the scheme is estimated at 14 412, at a cost of EUR 1.6 million. The equivalent estimates for TEI students are 9 676 and EUR 878 468, respectively.

with the aim of being formally institutionalised in the future. **Measure Time Period:** Oct 2012	
Country: Cyprus **Measure Title:** Scheme to introduce tertiary education graduates to the labour market and develop their entrepreneurial skills **Description:** Priority is given to tertiary education graduates unemployed for longer periods who have not participated in other training programmes. Training is for 75 hours with a stipend of EUR 5 per hour of training, payable at the end of the programme. Applications were accepted until 30 August 2013 and the number of spaces was 28. **Measure Time Period:** Sept 2013	**Title:** Programme completed **What has changed:** Completion date was stated as 30 August 2013.

8.3 National Qualifications Framework

No new measures identified.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Croatia **Measure Title:** Croatian Qualification Framework Act **Description:** Croatian Qualification Framework defines the qualification system in Croatia. **Measure Time Period:** Apr 2013	**Title:** Developmental activities **What has changed:** Since February 2013, when the Act was adopted, no significant changes have been introduced. Regulations and the registry of the CQFA are in the process of development - only a draft version has been presented to the public. Furthermore, the information system for managing the Registry will be developed within 24 months from the date this Act came into force. In the meantime, the Ministry of Science, Education and Sports (responsible for delivery) launched a web portal with the purpose of informing the public on all CQFA related activities.

8.4 Other (1 new measures)

Contact point for recognition of foreign qualifications

Country: Austria
Description: Establishment of five counselling centres nationwide, offering cost-free, multilingual information, advice and Support. Launch of a new website: www.berufsanerkennung.at. It serves as a guide to find quickly the right contact point for the recognition of foreign qualifications.

Institution Responsible: Federal Ministry of Labour, Social Affairs and Consumer Protection
Main Objectives: Improving professional opportunities for migrants in the Austrian labour market. Avoiding occupational mismatch and occupational shortage by a better use of migrants' potential.
Target Groups: Immigrants (High-skilled/Low skilled)
If temporary, how long will it run for? For the moment temporary - probably until the end of 2014.
Has the measure been enacted into law? No
If not law, what type of measure is it? Project
Enacted/not enacted into law - State of play? Contact points started their work by January 2013.
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR
Recommendation details: CSR 3: 'Fully use the labour market potential of people with a migrant background by improving the recognition of their qualifications'.

Measure Updates total: 7

Description of Measure	Description of December 2013 Update
Country: Bulgaria **Measure Title:** Qualification and motivation for a competitive position in the labour market **Description:** The measure is directed towards persons furthest from the labour market who need motivation and assistance in drafting their individual plans for transition to employment and for professional careers. **Measure Time Period:** Oct 2012	**Title:** Qualification and motivation for a competitive position **What has changed:** Contracts for funding were signed for 48 approved projects. Their implementation is forthcoming, as well as monitoring, control and evaluation of results.
Country: Greece **Measure Title:** Liaison Offices **Description:** Connection of education to the labour market through the development of communication channels, networking and cooperation with enterprises, employment bodies and wider society, as well as through the provision of comprehensive support and guidance to students and graduates for planning their further studies and their personal and professional careers. **Measure Time Period:** Oct 2012	**Title:** Monitoring data released **What has changed:** According to monitoring data, 48 463 university students and graduates, as well as 22 344 TEI students and graduates have benefited so far from 29 Liaison offices operating in universities and from 24 similar structures in TEIs. Expenditure so far amounts to EUR 1.7 million for university offices and to EUR 1.15 million for TEI offices.
Country: Greece **Measure Title:** Cheque for the entrance of unemployed young people to the	**Title:** Monitoring data released **What has changed:** New monitoring data is now available. According to the data, 3 788 beneficiaries are currently

labour market in tourism-related activities **Description:** The aim of this measure is to provide skills development for young peoples' occupational integration in tourism-related activities. It also aims to connect tourist enterprises' needs and the trainees' educational skills and competencies, thus enabling them to acquire their first work experience in potential future workplaces. **Measure Time Period:** Sept 2013	receiving training.
Country: Cyprus **Measure Title:** Enhancement of professionalism and productivity of small enterprises **Description:** This measure is directed at small (1-4 employees) businesses and aims to help improve their productivity and viability. It involves an assessment of the weaknesses and needs of the firm, improving the management skills of the director, and preparing a medium-term business plan. **Measure Time Period:** Sept 2013	**Title:** Programme extended to 9 January 2014 **What has changed:** The last date for receiving applications was 30 September 2013. However, a very similar programme on the Human Resources Development Authority web page is now posting 9 January 2014 as the last date for accepting applications.
Country: Latvia **Measure Title:** More targeted involvement in lifelong learning **Description:** The target groups eligible to receive full ESF voucher funding for participation in lifelong learning programmes have been amended. Previously full funding was available to everyone over 25. Under the new rules full funding will be available to all over 45s (which is regarded as the most at risk of unemployment age group) and to selected sub-groups of disadvantaged people in the 25-44 age group. Other people will be required to provide 30 % self-financing. **Measure Time Period:** Apr 2013	**Title:** Extension of lifelong learning programme **What has changed:** The programme has been extended by half a year until 31 December 2014. For this purpose, an additional LVL 645 717 (EUR 918 773) has been allocated.
Country: Romania **Measure Title:** Introducing a new draft law for the professional stage (traineeship) for higher education graduates **Description:** The Labour Code provision creates the institution of traineeship (professional stage) for higher education graduates in the first six months of their	**Title:** The law on professional stage for the higher education graduates (the traineeship/internship act) has been passed by the Parliament **What has changed:** The law has passed successfully through the chambers of the Parliament and especially through the lower chamber (i.e. the chamber of the deputies) which has in this respect the decision-making

work contract after graduation, but only for those specialties where this is not regulated by other laws. It provides employers willing to engage in it with a monthly subsidy, running for six months, and equivalent to 50 % of the country's social reference indicator (RON 500 / EUR 111 and thus at 50 % RON 250 / EUR 55). The graduate also receives mentoring and supervision, thus acquiring competencies while working. **Measure Time Period:** Apr 2013	role, and has now arrived to the President of Romania for the final promulgation act and the subsequent publication in Romania's Official Journal (*Monitorul Oficial al Ronaniei*).
Country: former Yugoslav Republic of Macedonia **Measure Title:** Competition for best business idea for students and young entrepreneurs (up to the age of 30) **Description:** The Ministry of Economy announced a competition for best business plan for students and young entrepreneurs (up to the age of 30). Young people with the best 30 business ideas would receive training for developing business plans consisting of 13 modules. After developing business plans, the best three business plans of the participants would receive financial rewards. **Measure Time Period:** Apr 2013	**Title:** Completed project **What has changed:** Three projects have been selected and students are already running their businesses.

9 PA 8: Education and training systems

Under Policy Area 8, nine countries introduced a total of 11 new policy measures between mid-September and the end of November 2013. The most popular type of reform of any of the sub-policy areas has been improving vocational education training (VET) systems. The following gives a breakdown of the new measures introduced in this policy area:

- Improving VET systems (Belgium, Czech Republic, Ireland, Romania, UK);
- Improving tertiary and higher education (HE) (Lithuania);
- Improving primary and secondary education systems (Slovakia);
- Other (Ireland, Lithuania, Hungary, Austria).

Updates to previously identified measures are found in the following countries: Denmark, Greece, Croatia and Malta.

This is policy areas saw 12 % of the new measures introduced throughout the various European Countries in the reporting period. Almost half of the new measures introduced (45 %) have been enacted into law. The source of funding was specified for all of the 11 new measures, and this was most commonly government / state budget (four measures) followed by EU co-funding (three measures). No specific funding was required for four of the measures.

The measures and measure updates are discussed in turn below.

9.1 Improving Vocational Education and Training Systems (5 new measures)

Flemish individual professional training in enterprises (Flanders only)

Country: Belgium
Description: The Flemish individual professional training in enterprises (Individuele beroepsopleiding) aims to offer practical training and work experience to unemployed jobseekers or unemployed people in receipt of benefits. At the conclusion of this individual professional training, employers concerned must hire the jobseeker trainee with an open-ended contract. Since the 1 October, individual professional training in enterprises may also be followed by a fixed-term contract.
Institution Responsible: Flemish Government
Main Objectives: This made the IBO measure more flexible and adapted to the reality of recruitment policy in certain sectors and enterprises.
Target Groups: Unemployed
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Flemish decree of 6 September 2013
Date of adoption: 6 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October 2013
Enacted/not enacted into law - State of play? Enforced
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None
Recommendation details: COM(2012) 727 final (Moving Youth into Employment): 'Increase the supply of quality traineeships and apprenticeships is a possible remedy to the difficult school-to-work transitions' p.3

Internships for Youth

Country: Czech Republic
Description: Subsidies supporting internships of students in firms. Subsidies are provided to cover the mentor and the intern's salary. The individual internship can be up to three months long.
Institution Responsible: Further Education Fund (Fond dalšího vzdělávání)
Main Objectives: The main objective is to provide work experience to increase the employability of finishing students.
Target Groups: Youth
Duration of measure: Temporary
If temporary, how long will it run for? August 2015
Has the measure been enacted into law? No
If not law, what type of measure is it? Other please specify
Enacted/not enacted into law - State of play? The framework of active employment policies.
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: Almost EUR 3 million

The Establishment of Solas

Country: Ireland
Description: SOLAS (An tSeirbhís Oideachais Leanúnaigh agus Scileanna), Ireland's new Further Education and Training Authority, was formally established on 27 October 2013 by Ruairí Quinn T.D., the Minister for Education and Skills. SOLAS is responsible for funding, planning and co-ordinating training and further education programmes.
Institution Responsible: SOLAS
Main Objectives: SOLAS has been established as an overseeing body responsible for both the funding and policy direction of the entire FET sector in Ireland. Furthermore, the 33 VECs are to be replaced by 16 Education and Training Boards (ETBs), which will also encompass the training arm of FÃ • S that had previously provided both apprenticeship training and activation-related training to unemployment claimants. SOLAS will also provide a link between FET training provision and the national employment and entitlement service Intreo.
Target Groups: Youth
Has the measure been enacted into law? Yes
What is the legal reference? Statutory order
Date of adoption: 29 October 2013
Is the measure being enforced? Yes
Enacted/not enacted into law - State of play? SOLAS is currently developing a five year strategic plan which will be published in March 2014.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Recommendation that the measure responds to: None

Providing facilities for the long term unemployed to certify their non-formally and informally acquired skills and qualifications

Country: Romania
Description: According to the new provisions of the amended and completed Law no.76/2002 (amendments passed via Law no.250/2013), support for the long term unemployed -defined as those in unemployment for 12 months and more or, in case of the young between 15 and 24 years of age as those in unemployment for 6 months or more - will be provided via the unemployment insurance fund for the access of attestation services

provided by private centres engaging in this new way of certification of previously acquired skills for which the holder has no formal certificate. This is construed as helping those concerned to gain a more rapid access to new job openings and improve their LM reintegration chances, as employers will treat them as qualified workers for various openings. It is expected that in 2014 alone around 4 500 long-term unemployed, mostly young and mostly early school leavers, will benefit from the measure.
Institution Responsible: The Romanian PES, the National Agency for Employment, will be the main organisation responsible for the delivery of the measure, as it will be financed from the unemployment insurance fund. Responsibilities will be shared also with the Ministry of Labour, which has been the initiator of the law as well as with employers and trade unions in some cases, especially where regional pacts for employment have been concluded and are operational. Local and regional authorities might also gain more say as the Government prepares to pass one of its most important reforms - the 'decentralisation act' which will divide Romania into a number of regions, having extensive administrative powers devolved from the central Government and which among others will take responsibilities in the field of education and training. However it is to be noted that no responsibilities will be transferred in terms of employment as the unemployment insurance fund will retain national administration.
Main Objectives: To increase labour market reintegration chances of the long-term unemployed, especially of the young and of the young at multiple disadvantage; To encourage the certification of skills and qualifications acquired non formally and informally, even during production processes at various employers for which neither employers nor employees were able to provide or receive, initially certification/attestation; To provide a measure of support to one of the labour market categories at most disadvantage, i.e.; the LTU and encourage them to continue to register with the employment offices even after termination of their benefit period, so as to enable the provision of counselling and job placement services and thus again speed-up reintegration and avoid the lapse into inactivity or the resort to undeclared work;
Target Groups: Long-term unemployed
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Law no.250/2013
Date of adoption: July 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 01.01.2014
Enacted/not enacted into law - State of play? The law has been adopted and norms for application have been drafted. They will be probably approved by the Minister of Labour and published as of the end of this year.
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 0.92 million
Recommendation that the measure responds to: CSR, NRP
Recommendation details: CSR no.4, which specifically calls for the fight against youth unemployment including through the implementation of a Youth Guarantee. The same CSR calls for the improvement of the capacity to deliver services of the PES as well as the strengthening of active labour market policies and providing individualised services and promote lifelong learning.

New work training schemes for young people and new apprenticeships

Country: United Kingdom
Description: The Prime Minister announced (in late November) two initiatives to improve both the scale and quality of vocational learning opportunities for young people. The first is a revamped apprenticeship where the emphasis is on quality so they will be responsive to employer needs, simpler to understand in terms of competence specification, more rigorous assessment (to include basic skills), a minimum duration of one year and a minimum of 20 % off-the-job training/learning. The second is a new vocational training scheme in large

companies and their supply chains who pledge to offer places to young people either as preparation for an apprenticeship or for a job.
Institution Responsible: Department for Business, Innovation and Skills (BIS)
Main Objectives: To widen the choice of young people who want to go into a vocational skill and at the same time making apprenticeships higher quality and more closely linked to the needs of industry.
Target Groups: Youth
Duration of measure: Temporary
If temporary, how long will it run for? The initial plan for the new vocational training schemes is that 100 000 places will be created over two years. The new apprenticeships are expected to be more durable, though this is not clear from the announcement.
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The new measures are likely to start in April 2014 and will not require separate legislation.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: AGS, CSR, NRP
Recommendation details: AGS - 4 Tackling unemployment CSR - 3 Improve the employability of young people NRP - various including tackling unemployment (particularly youth) and raising skills levels

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Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Denmark **Measure Title:** Reforms of vocational training for young persons **Description:** A range of new initiatives including apprenticeship-centres at the vocational schools. **Measure Time Period:** Oct 2012	**Title:** Proposal for a large-scale reform of vocational training for young persons **What has changed:** On 2 October 2013, the Government presented its proposal for a fundamental reform of Vocational Training with major structural and substantive changes to the training system that should contribute to more students choosing vocational training directly after primary school and more students completing vocational training. The proposal has seven key areas: 1) a more attractive student environment for vocational training institutions; 2) simpler structures, more transparency and better opportunities for further education; 3) higher admission requirements in order to reduce drop-out and improve the quality of teaching; 4) improvements in the qualifications of teachers and better teaching environments; 5) continued efforts to raise the number of traineeships; 6) the introduction of a new and flexible line of education for young people who do not have the prerequisites to start vocational education right away; 7) new

	vocational education for training for adults aged over 25 in order to separate the education for young persons from the training of adults.

9.2 Improving Tertiary and Higher Education (1 new measure)

Draft law amending the Law on Higher Education and Research

Country: Lithuania
Description: The Ministry of Education and Science has recently elaborated the draft law amending the Law on Higher Education and Research intended to match the system of higher education to the needs of the country, labour market and students. One of the novelties proposed by the amendments is to allocate funding to higher education institutions by, and to admit students to, the fields of studies instead of study programmes, as is the case now. Another change entails agreements between higher education institutions and the state in order to ensure effective high education and training of skills in demand. It is further proposed to include more flexible forms of studies in the study system, namely, two-year short-cycle studies in colleges oriented towards practical activities. Likewise, it is proposed to introduce professional Master Degree studies in universities, etc.
Institution Responsible: Ministry of Education and Science
Main Objectives: Improvement of quality and efficiency of higher education, its adaptation to labour market needs.
Target Groups: Youth
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Currently the draft has been prepared
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS: “To improve the connection between education and lifelong-learning systems and labour market needs. Short-cycle tertiary qualifications of two years, focused on areas where a skills shortage has been identified, as well as targeted mobility schemes, can prove particularly effective in current circumstances” CSR: “address persistent skill mismatches”.

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Malta **Measure Title:** Master It **Description:** The scheme assists persons who wish to embark on a programme of studies leading to Masters level that must not exceed two years. Scholarships will be given in nine key sectors, namely: high-end manufacturing, life sciences, educational services, financial services, transportation and advanced logistics, higher quality tourism, creative industries, environment and ICT. A maximum of EUR 8 000 per annum will be given for those who wish to	**Title:** Master It - Extension of scheme **What has changed:** In November 2013, the Government extended the Master It scheme with an additional EUR 800 000. It was disclosed that during the first call, EUR 2.7 million was invested in the scheme.

study on a full-time basis. Successful applicants may also benefit from extra financial assistance if they study abroad, if they are Gozitans studying at the University of Malta, and if they have children. A maximum of EUR 3 000 per annum may be awarded for those who pursue distance learning or part-time programmes of study. **Measure Time Period: Sep 2013**	

9.3 Improvement of Primary and Secondary Education Systems (1 new measure)

Minor amendment to the School law

Country: Slovakia
Description: The measure involves minor changes in three laws pertaining to primary and secondary education. The main changes include: - increase of the maximum number of pupils and/or students in primary and secondary schools - specification of minimum numbers of pupils and/or students in primary and secondary schools - adjustment of evaluation of pupils/students with mental disabilities (written comments instead of grades) - abolition of language certificates as a substitute for the general exam (maturita) in the given language - postponement by two years of the implementation of the rule that no more than 5 % of fifth graders may enrol in eight-year grammar schools (gymnasium)
Institution Responsible: Ministry of Education, Science, Research and Sport
Main Objectives: There are no objectives specified by the authors of the reform. The assumed main goal is to rationalise the number of schools and classes in primary and secondary schools.
Target Groups: Children
Has the measure been enacted into law? Yes
What is the legal reference? Amendment to the Act No. 245/2008 on upbringing and education and on the amendment and supplement of other laws
Date of adoption: 4 December 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January 2014
Enacted/not enacted into law - State of play? The amendment was approved by the parliament and shall enter into effect on 1 January 2014.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: NRP
Recommendation details: No specific recommendation or reform plan in the NRP, only a reference to the existence of a high number of schools with a low number of students.

Measure Updates total: 0

9.4 Other Improvements (4 new measures)

Increase in teacher numbers

Country: Ireland
Description: In the 2014 budget it was announced that an additional 1 400 teachers will be recruited in primary and post-primary schools to meet rising student numbers, as well as maintaining existing levels of resource teachers for children with special needs.
Institution Responsible: Department of Education and Skills

Main Objectives: As stated above
Target Groups: Children
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Recruitment will take place during 2014.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: None
Recommendation details: As above.

Education Strategy

Country: Lithuania
Description: On 17 September the Ministry of Education and Science presented a Draft National Education Strategy 2013-2022 at the Parliament of the Republic of Lithuania. The draft is aimed at ensuring a balance between the individual and national interest: to have high-quality education that meets everyone's needs and, at the same time, guarantees the training of professionals demanded by the economy. The main strategic goals include professional teaching staff, implementation of new education quality, education accessibility, and creation of incentives and conditions for lifelong learning.
Institution Responsible: Ministry of Education and Science
Main Objectives: Improvement of all levels of education in Lithuania, adopting of education to the labour market and personal needs
Target Groups: Youth
Duration of measure: Permanent
Has the measure been enacted into law?: No
If not law what type of measure is it: Government Proposal
Enacted/not enacted Into Law State of play: The draft strategy is prepared and should be adopted by the Parliament of the Republic of Lithuania
Have any steps been taken to monitor the implementation of the measure: No
Funding sources: No specific funding required
Is there a specific budget allocated to the measure: No
Recommendation that the measure responds to: AGS, CSR
Recommendation details: AGS: "To improve the connection between education and lifelong-learning systems and labour market needs" CSR: "address persistent skill mismatches".

Programme to help disadvantaged Roma pupils participating in education

Country: Hungary
Description: The programme provides pupils in the seventh and eighth grade with multiple disadvantages, Roma pupils in particular, with mentoring services and career-guidance in order to guide them towards obtaining a market-oriented vocation. Depending on scholarly achievements, scholarships are available for two years. Authorisation of the project SROP-2.2.7 Choosing career path (In Hungarian: Út a szakmaválasztáshoz)
Institution Responsible: National Employment Service (PES)
Main Objectives: Help disadvantaged, in particular Roma, pupils to gain education that helps them to obtain a job
Target Groups: Seventh and eighth grade primary school pupils with multiple disadvantages, in particular the Roma, living outside of Budapest (6 000 grants available, 50 % for Roma pupils)
Duration of measure: Temporary
If temporary, how long will it run for? Temporary, application until 2013 14th December, service and grants provided to the pupil until the end of the eighth grade.

Has the measure been enacted into law? Yes
What is the legal reference? Government Decree (1756/2013)
Date of adoption: 24/10/2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 24/10/2013
Enacted/not enacted into law - State of play? Applications accepted
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: EU co-funded
Is there a specific budget allocated to the measure? Yes
Budget: EUR 19 641
Recommendation that the measure responds to: CSR
Recommendation details: "Improve access to inclusive mainstream education, for those with disadvantages, in particular Roma"

Teacher employment law

Country: Austria
Description: The reform includes different measures. In short, the main elements are:

- Homogenous service and pay scheme for teachers of all school types at the federal and province level. The starting salary shall be increased and the progression flattened.

- Implementation of a unified extent of teaching duties in the length of 24h/week. 22 hours of these are pedagogical core work (including teaching time, preparation work, correction of tests etc.). The other two hours are reserved for functions like form teacher, mentoring for pupils and parents etc.

- In future, a master's degree shall be mandatory for all teachers.

- At the beginning of a teacher's career, an induction phase for 12 months shall be implemented. At this time young teachers will be accompanied by experienced teachers.

- For cross-entrants, extracurricular practice times in the amount of maximum 12 years shall be considered.

- Further training (institutional based) is foreseen in the extent of a maximum of 15 hours per school year outside school hours.
Institution Responsible: Federal Chancellery, Education authorities
Main Objectives: Increase the attractiveness of the teaching profession and modernise the teacher employment law, including amongst others: Homogenous service and pay scheme for teachers of all school types at the federal and province level, Harmonization of compulsory times of education in schools and definition of educational core tasks, Improvements for cross-entrants into the teaching profession
Target Groups: Teachers
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? Government proposal is currently being debated in parliament. Planned for September 2014; Transitional period until 2018/2019: Young teachers have a right to choose in the next five years. They can choose to be employed according to either the present or the new law.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: Government
Is there a specific budget allocated to the measure? Yes
Budget: According to the government proposal until 2035, rising costs for teacher salaries are expected due to the new pay scheme.
Recommendation that the measure responds to: None

Measure Updates total: 2

Description of Measure	Description of December 2013 Update
Country: Greece **Measure Title:** Traineeships (Universities, TEIs, IEKs, EPAS, AEN) **Description:** Traineeships in various firms of the private sector and in public organisations. **Measure Time Period:** Oct 2012	**Title:** Monitoring data released **What has changed:** According to recently released monitoring data, the measure is proceeding as planned. More concretely, 16 363 university students, 7 345 TEI students, and 932 IEK students have already benefited from the scheme. Also, 4 200 OAED trainees and 3 251 merchant marine students are currently participating or have completed their traineeships.
Country: Croatia **Measure Title:** Revision of Science and Higher education Act **Description:** Although being more modest in reform scope than the set of laws that were withdrawn in autumn 2011, this effort has also stalled. **Measure Time Period:** Oct 2012	**Title:** Revision of Science and Higher Education Act- amendments adopted **What has changed:** Amendments to the Science and Higher Education Act were adopted on 8 November 2013 and came into force on 28 November 2013. Amendments were directed mostly towards stronger internal coherence of the Act. Rules of election and appointment of the Governing council of polytechnics and professional schools have been defined, as well as the composition and hierarchy. Furthermore, the process of gaining student status and accompanying evidence has been defined, although Regulations are expected to be introduced by the Minister six months from the adoption of the Act. This regulation should improve the system of student IDs. The Government of the Republic of Croatia is now listed as the responsible body for nominating candidates for the National Council for Science, Technology and Higher Education and Ethics Committee in Science and Higher Education.

10 PA 9: Wage setting mechanisms and labour cost developments

Under Policy Area 9, eight countries introduced a total of nine new policy measures between mid-September and the end of November 2013. The most popular type of reform of any of the sub-policy areas has been taxation changes. The following gives a breakdown of the new measures introduced in this policy area:

- Changes to the wage setting mechanisms (Germany, Estonia, Ireland);
- Taxation changes (Latvia, Malta, Slovakia, Serbia);
- Other (Slovakia, Turkey).

Updates to previously identified measures are found in the following countries: Denmark, Croatia, Latvia (x2), Luxembourg, Hungary, Malta and Slovakia (x2).

A tenth of the reforms which were introduced in this reporting period fell under PA 9. Two thirds of the new measures introduced (67 %) have been enacted into law. The source of funding was specified for seven of the nine new measures, and this was most commonly social partner / private funding (two measures) followed by government / state budget (one measure) and 'other' funding (one measure). No specific funding was required for three of the measures.

The measures and measure updates are discussed in turn below.

10.1 Changes to the wage setting mechanisms (3 new measures)

New minimum wage for Stonemasons and Stone sculptors

Country: Germany
Description: Introduction of a minimum wage for stonemasons and stone sculptors
Institution Responsible: Decided by the Federal Labour Minister, implemented by the companies.
Main Objectives: Minimum wage of EUR 11 per hour in west Germany and Berlin, EUR 10.13 in East Germany from 1 October 2013, from 1 May 2014 EUR 11.25 (EUR 10.66)
Target Groups: Low-income earners
Duration of measure: Temporary
If temporary, how long will it run for? 1 Oct 2013 up to 30 April 2015
Has the measure been enacted into law? Yes
What is the legal reference? First Decree (Rechtverordnung) for this branch according to the Posted Workers Act, source: Bundesanzeiger vom 25. September 2013 (BAnz AT 25.09.2013 V1)
Date of adoption: 18 September 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 October 2013
Funding Sources: Social Partner/Private sector
Is there a specific budget allocated to the measure? No

Reform of the Joint Labour Committee System

Country: Ireland
Description: On 1 October, the Minister for Jobs, Enterprise and Innovation Richard Bruton T.D., published the Report of the Labour Court's Review of the Joint Labour Committee (JLC) system. The purposes of Joint Labour Committees are to regulate conditions of employment and set minimum rates of pay for employees in certain sectors of employment. JLCs are independent bodies made up of equal numbers of employer and worker representatives appointed by the Labour Court, with a chair appointed by the Minister for Jobs, Enterprise and Innovation. The Report recommended that the overall number of JLCs

be reduced and that the scope of others be amended to take into account the changing circumstances of the sectors within which those JLCs operate. At the launch, the Minister said that he accepted the recommendations contained in the Report and set out the legal steps necessary for their implementation. The following summarises, in respect of each JLC, the recommendations and action required to give effect to the Report.

- Agricultural Workers: The recommendation is that the JLC be retained for this sector with reduced scope. As the Agricultural Workers JLC was established under primary legislation (the Industrial Relations Act 1976), an amendment to the Establishment Order requires amending primary legislation. This process will get under way shortly.

- Catering (Dublin and Dun Laoghaire)/Catering (Other): The recommendation favoured by the Minister is that the existing structures and scope be maintained but that the two JLCs be chaired by the same person.

- Contract Cleaning: The recommendation is that the JLC should be retained with an amended Establishment Order that reflects the consensus reflected in the draft Registered Employment Agreement recently agreed.

- Hairdressing: The recommendation favoured by the Minister is that the JLC should be retained but the scope reduced to those workers in establishments which provide a hairdressing service only.

- Hotels (Dublin and Dun Laoghaire)/Hotels (Other excluding Cork) The recommendation is that the Hotels JLC for the Dublin area should be abolished. The Hotels JLC for the area outside of Dublin is to be retained and the Establishment Order should be amended to clarify the classes of workers covered as detailed in the Labour Court Report.

- Law Clerks: The recommendation is that the JLC be abolished.

- Retail Grocery and Allied Trades: The recommendation is that the JLC should be retained with an amended scope in terms of redefining the competitive sector to which the JLC will apply.

- Security: The recommendation is that the JLC should be retained with an amended Establishment Order that reflects the consensus reflected in the draft Registered Employment Agreement recently agreed.
Institution Responsible: Department for Jobs Enterprise and Innovation
Main Objectives: To reform the JLC system.
Target Groups: All workers
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? The initiative was the product of a high court ruling in October 2011 which found that the legislation delegating powers concerning pay and conditions to JLCs was unconstitutional.
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Government
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None
Recommendation details: The initiative was a direct response to legal challenge.

Minimum wage increased

Country: Estonia
Description: On 19 September 2013 a two-year minimum wage agreement for 2014-2015 was signed by the Estonian Trade Union Confederation and the Estonian Employers' Confederation. The agreement was approved by Government on 28 November 2013. According to the agreement, the national minimum wage will increase by 10.9 % in 2014 up to EUR 355 (EUR 2.13 per hour) and by additional 9.9 % in 2015 up to EUR 390 (EUR 2.34 per hour).
Institution Responsible: Government

Main Objectives: To compensate for the increased cost of living and increase thereby well-being of the employees
Target Groups: Low-income earners
Duration of measure: Temporary
If temporary, how long will it run for? 01.01.2014-31.12.2015
Has the measure been enacted into law? Yes
What is the legal reference? Will be implemented by the Government Decree, which has not been published yet
If not law, what type of measure is it? Other please specify
Enacted/not enacted into law - State of play? Bipartite agreement was approved by the Government on 28.11.2013
Funding Sources: Social Partner/Private sector
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None

Measure Updates total: 4

Description of Measure	Description of December 2013 Update
Country: Denmark **Measure Title:** Combating social dumping **Description:** There are stricter sanctions in cases of violation of national rules. There is wider use of clauses against social dumping in contracts between public authorities and private entrepreneurs. **Measure Time Period:** Oct 2012	**Title:** The final agreement on the Fiscal Bill for 2014 contained more resources for combating social dumping. **What has changed:** The existing efforts to combat social dumping will be continued based on a special allocation of DKK 74 million (EUR 10 million) in each of the years 2014-2017.
Country: Croatia **Measure Title:** Revision of collective agreement arrangements in the public sector **Description:** Negotiations about collective agreement revisions with public services trade unions collapsed in early August and the government cancelled basic collective agreements (about to expire in November) for public services, affecting education and science, health and social services. This is likely to lead to a substantive reduction of benefits (in particular compensations guaranteed by the basic collective agreement, the supplement for education workers being most outstanding) in months to follow. A protest of about 10 000 public services workers ensued in October. Public administration employees have accepted revised collective agreements, with some rights reduced in annex. **Measure Time Period:** Oct 2012	**Title:** Revision of collective agreement arrangements in health care and health insurance sector **What has changed:** Since the amended fundamental collective agreement was concluded between the Government and the public sector in December 2012, public sector branches started to require amendments to branch collective agreements, due to their specific working conditions. On 2 December 2013, the Independent Union of Health and Social Welfare, and the Croatian Trade Union of Nurses signed a new collective agreement with the Government, following the exhaustive and long strike (started in September 2013). Unfortunately, the Croatian Medical Union (doctors) did not agree with the level of suggested amendments, particularly referring to the low wages for doctors.

Country: Latvia **Measure Title:** Increase in the minimum wage **Description:** Minimum wage will be EUR 320 per month from Jan 2014. That is equivalent to an increase from the current LVL 200 to LVL 225. The minimum hourly rates will increase pro rata. **Measure Time Period:** Sep 2013	**Title:** Measure is accepted **What has changed:** The government has accepted this measure.
Country: Slovakia **Measure Title:** Amendment to the law on higher-level collective agreements **Description:** The binding character of higher-level collective agreements shall be extended to include also employers, who do not endorse the agreement. To widen the coverage, higher-level collective agreements shall refer to the broader 'division level' (2-digit) of NACE Rev. 2 instead of the currently applied 'group level' (3 digit). A tripartite commission will be established by law to negotiate extension of collective agreements and review comments filed by employers. Small businesses with up to 20 employees and enterprises employing a minimum of 10 disabled workers shall be excluded from the binding coverage. **Measure Time Period:** Jan 2013	**Title:** MPs override President's veto and approve the measure **What has changed:** The parliament approved an extension of the binding nature of higher collective agreements in a repeated vote on 27 November 2013. Consequently, higher collective agreements will apply to any company employing more than 20 people in a given sector, regardless of whether the company has consented to the agreement or not.

10.2 Taxation changes (4 new measures)

Social tax for unpaid company board members

Country: Latvia
Description: For companies with an annual turnover of more than EUR 11 000 and that have no employees or that employ people at less than the minimum wage, board members of the company will have to make social Insurance payments calculated on the basis of the minimum wage.
Institution Responsible: Ministry of Finance State Revenue Service
Main Objectives: To fight the shadow economy
Target Groups: Companies who do not officially employ anyone or employ at less than minimum wage
Has the measure been enacted into law? Yes
What is the legal reference? Country Social Insurance
Date of adoption: 6 November, 2014
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January, 2014
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: No specific funding required
Recommendation that the measure responds to: NRP
Recommendation details: NRP: Combating the grey economy

Tax exemption for older women joining the labour market

Country: Malta
Description: Principal breadwinners whose wives are over 40 years old and who start working after having been out of employment for a period of five years or more, and whose pay does not exceed the minimum wage, will benefit from tax reductions. The income of the wives will not be considered when using the join tax computation.
Main Objectives: The main objective of this measure is to encourage married women who have been out of employment for many years to engage in paid employment, even if on a part-time basis.
Target Groups: Women
If temporary, how long will it run for? It is unknown how long the measure will remain in place. However, the Government announced that families may benefit from such a scheme for a maximum of five years.
Has the measure been enacted into law? No
If not law, what type of measure is it? Announcement
Enacted/not enacted into law - State of play? The measure was announced in the 2014 Budget.
Have any steps been taken to monitor the implementation of the measure: Unknown
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? Unknown
Recommendation that the measure responds to: CSR, NRP
Recommendation details: CSR 2. Take measures to increase the employment rate of older workers... CSR 3. Continue supporting the improving labour-market participation of women... NRP 4. Progress towards National Europe 2020 Targets: Employment

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Tax licences for enterprises

Country: Slovakia
Description: Tax licences shall be paid as a minimum tax by taxpayers (legal entities), whose tax liability in a given taxation period was lower than the sum of the specified tax licence, and/or taxpayers who attained a loss. Taxpayers attaining profits shall also pay the licence but may deduct the amount from the tax base. The sum of the tax licence is determined at three different levels, based on the annual turnover and VAT liability: - EUR 480 per year when annual turnover does not exceed EUR 500 000 and the legal entity is not a VAT payer; - EUR 960 per year when annual turnover does not exceed EUR 500 000 and the legal entity is a VAT payer; - EUR 2 880 per year when annual turnover exceeds EUR 500 000. Tax licences for taxpayers who employ disabled workers (at least 20 % of staff) are reduced by half. Exempted from the minimum tax liability are legal entities (i) operating a protected workshop or workplace, (ii) in the year of foundation, (iii) in bankruptcy or liquidation.
Institution Responsible: Ministry of Finance of the SR
Main Objectives: The main declared objective of the measure is to fight speculative tax optimisation. There is also an important fiscal aspect of the measure, as it is expected to bring more than EUR 100 million per year to the budget.
Target Groups: Employers
Has the measure been enacted into law? Yes
What is the legal reference? Act No. 595/2003 Coll. on the income tax
Date of adoption: 3 December 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January 2014. First tax licences will be paid in the spring of 2015 when companies will file tax returns for 2014.
Enacted/not enacted into law - State of play? The measure was approved on 3 December

2013 and shall enter into force on 1 January 2014. However, legal entities will pay the first tax licences in the spring of 2015 when filing tax returns for the calendar year 2014.
Have any steps been taken to monitor the implementation of the measure: No
Is there a specific budget allocated to the measure? No
Budget: It is a revenue measure (estimated at around EUR 120 million per year)
Recommendation that the measure responds to: AGS, CSR
Recommendation details: CSR 2: Speed up the implementation of the action plan to combat tax fraud and continue efforts to improve VAT collection, in particular by strengthening the analytical and audit capacity of the tax administration.

Law on the Decrease of Net Revenue of Persons Employed in Public Sector

Country: Serbia
Description: This measure effectively represents a solidarity surtax levied on public sector employees with net salaries over RSD 60 000 (slightly above EUR 500). The additional tax rate on net income of public sector employees is 20 % until the monthly level of RSD 100 000 (c. EUR 870), while above that level it grows at 25 %. The budgetary revenue gains in 2014 from the solidarity surtax should be around RSD 15 billion (roughly EUR 131 million).
Institution Responsible: Ministry of Finance, Tax Administration
Main Objectives: To collect additional revenues to close the large budget deficit, taking care not to affect lower paid public sector employees and private sector workers. Also, to address growing public-private sector wage differentials by cutting net wages in the public sector and thus creating incentives for the shift in interest for private sector careers.
Target Groups: PES employees / civil servants
Duration of measure: Permanent
Has the measure been enacted into law? Yes
What is the legal reference? Not yet available (passed into law by Assembly, not yet published in the Official Journal)
Date of adoption: December 7, 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: January 2014
Enacted/not enacted into law - State of play? The Law will be implemented from January 1 throughout the widely defined public sector and will be applicable also to all revenues of public sector employees regardless of the source.
Have any steps been taken to monitor the implementation of the measure: Yes
Funding Sources: No specific funding required
Is there a specific budget allocated to the measure? No

Measure Updates total: 4

Description of Measure	Description of December 2013 Update
Country: Latvia **Measure Title:** Reducing the burden of labour taxation **Description:** The plan is to reduce the tax burden on labour in a way that favours families with children. This means decreasing the mandatory social insurance payment rate from 11 % to 10.5 %; decreasing the mandatory social	**Title:** Changes in labour taxation accepted **What has changed:** The Parliament (Saeima) has accepted the tax proposals for the stated Budget in 2014

insurance payment rate for employers from 24.09 % to 23.59 %; increasing income tax relief for a dependent from LVL 80 to LVL 116 (EUR 165); increasing untaxed income allowance from LVL 45 to LVL 53 (EUR 75). **Measure Time Period:** Sept 2013	
Country: Hungary **Measure Title:** Job Protection Act **Description:** The Job Protection Act includes a decrease of employer social security contributions (contribution tax) for specific target groups and introduces special simple and comprehensive taxes for micro- and small enterprises. Social security contribution tax (contribution for employers) is lowered. The tax was originally 27 % of gross wages; this is lowered by 14.5 pp for those under 25 years old, those aged over 55, and unskilled people aged 25-55. For mothers with small children, and the unemployed returning to work, a 27 % credit is available for two years, while a 14.5 % credit is available in the third year of employment. **Measure Time Period:** Oct 2012	**Title:** Extension of the Act for mothers of three or more children or more on maternity benefit **What has changed:** Extension of the length of social security contribution tax allowance for mothers with three or more children returning to work. A 27 % credit is available for three instead of two years of employment, while a 14.5 % credit is available for two years instead of one year of employment.
Country: Malta **Measure Title:** Tax rate reduction **Description:** In the Budget 2013, the government announced that it would cut the upper tax rate from 35 % to 25 % up to a maximum income of EUR 60 000 over a three year period. Thus, persons earning EUR 60 000 would save EUR 1 200 in 2013, EUR 2 400 in 2014 and EUR 3 600 in 2015. Those earning EUR 45 000 would save EUR 500 in 2013, EUR 1 000 in 2014 and EUR 1 500 in 2015. **Measure Time Period:** Jan 2013	**Title:** Other tax reductions **What has changed:** The current Government continued to carry out tax reductions in line with the policy of the previous Government. In its 2013 Budget, it reduced the upper income tax rate for those earning up to EUR 60 000 from 35 % to 32 %. Subsequently, in the 2014 Budget, this rate was further decreased from 32 % to 29 %. Besides, in the 2014 Budget, parents earning low incomes were exempt from paying tax on the first EUR 9 800 instead of the current EUR 9 300. The preferential part-time income tax rate of 15 % was extended from the current EUR 7 000 to EUR 10 000 for employees and to EUR 12 000 for self-employed persons. The existing regulation that part-time self-employed persons could only benefit from this rate if they did not employ workers was waived.
Country: Slovakia **Measure Title:** Lowering of social contributions for long-term unemployed	**Title:** Measure launched **What has changed:** On 16 October, the parliament gave the green light to

Description: The measure is a proposal on a temporary lowering of social contributions for employees who prior to finding a job have been unemployed for more than one year. More specifically, the social contribution break shall apply to employees whose gross wage is below EUR 536 in 2013 and EUR 539 in 2014 (67 % of the economy-wide average wage reported two years ago). Employees will be freed from any contributions for a period of one year. Employers' contribution paid on behalf of the employee will include only a small contribution to accident insurance and guarantee insurance (1.05 % of the gross wage). At a gross wage of EUR 536, the employee would save EUR 70 and the employer EUR 180 compared with the current rules. Companies will have to employ these long-term unemployed on standard employment contracts and may not release other incumbent workers. Another precondition is that employers have no arrears in social and health insurance. **Measure Time Period:** Sep 2013	the temporary lowering of social contributions, paid by employers who take on workers unemployed for more than one year. Employers will be relieved from the payment of social contributions (except for obligatory 0.25 % guarantee insurance and 0.8 % accidental insurance) for one year. Implementation was launched on 1 November, when companies started to apply for reduced payroll taxes. The plans for the introduction of so-called contribution (or payroll) loans have moved ahead as the Ministry of Finance chose in a tender procedure one bank (*Slovenska zarucna a rozvojova banka*), which shall offer subsidised loans to companies threatened by redundancies and unable to draw commercial loans.

10.3 Other (2 new measures)

Increase of the statutory minimum wage for 2014

Country: Slovakia
Description: The measure determines the sum of the statutory minimum wage for 2014 at EUR 352 per month. Compared to the 2013 minimum wage (EUR 337.70), this represents a 4.2 % increase.
Institution Responsible: Ministry of Labour, Social Affairs and Family, Government
Main Objectives: The official aim is to adjust the minimum wage to consumer price growth and the average nominal wage growth, and to ensure employees' right to fair and satisfying working conditions.
Target Groups: Low-income earners
Duration of measure: Temporary
If temporary, how long will it run for? Year 2014
Has the measure been enacted into law? Yes
What is the legal reference? Decree No. 321/2013 of the Government of 2 October 2013 which determines the sum of the minimum wage for the year 2014
Date of adoption: 2 October 2013
Is the measure being enforced? Yes
Start date for implementation of the measure: 1 January 2014
Have any steps been taken to monitor the implementation of the measure: No
Funding Sources: Private and public sector employers
Is there a specific budget allocated to the measure? No
Recommendation that the measure responds to: None

Severance Pay Reform Proposal

Country: Turkey
Description: The Ministry of Labour and Social Security initiated discussions about severance pay regulation reform earlier this year. They had in mind the Austrian system where contributions go to a fund that the worker may choose to continue in her/his new work place, should he/she lose or quits her/his present job. Social partners (employer and worker union confederations) partook in the discussions of this new proposal of severance pay fund to be transformed into individual accounts that can accumulate across jobs.
Institution Responsible: Ministry of Labour and Social Security
Main Objectives: This has been a challenge long identified for Turkey. TISK (the Turkish Employer Unions Confederation) was a vocal believer of the existing system. (TISK members tend to be formal, large, and unionised; the primary segment of the private sector establishments.) The Social Security Institution (SGK) regularly protested its enormous revenue losses resulting from informal employment. MoLSS wanted to address these concerns.
Target Groups: All workers
Duration of measure: Permanent
Has the measure been enacted into law? No
If not law, what type of measure is it? Government Proposal
Enacted/not enacted into law - State of play? After some intense debate, in late November, the Ministry offered that the government cover 25 % of severance pay premia, taking a cue from the current incentive system for private pension funds. (For every TRY 100 / EUR 35 invested in a private pension fund, the government adds another TRY 25 / EUR 9 up to a capped amount; an enormous incentive.) Another portion of the proposed severance pay premia was also to be contributed from the unemployment insurance fund. The government's final offer was to retain the 30-day pay for every year of tenure and have 8.3 % of gross pay paid to the severance pay fund. Two points would be contributed by the government, two points would come from the unemployment insurance fund, and four points would be contributed by the employer. In an interesting turn of events, TISK (employers) also defaulted on its support of the government's proposal for reforming severance pay. The Minister, Mr. Faruk Çelik, said that the topic of severance pay is now closed but did then make another invitation on 7 December, for one 'last' chance to discuss the reform.
Have any steps been taken to monitor the implementation of the measure: No
Recommendation that the measure responds to: None

Measure Updates total: 1

Description of Measure	Description of December 2013 Update
Country: Luxembourg **Measure Title:** The reform of social dialogue instruments at the company level **Description:** No details of the draft legislation are disclosed. The Ministry of Work and Employment is responsible for the implementation of this reform. **Measure Time Period:** Jan 2013	**Title:** The reform of social dialogue instruments at the company level **What has changed:** No developments can be reported for this initiative. There has been an ongoing debate about the credibility and scope of the measure between the trade and the employers' unions: the trade unions defend the measure and require stronger social dialogue at the company level, while the employers' union are against the legislation.

ANNEXES

Annex 1 Summary table of new measures

Table A1.1 New Measures by policy area – title of measures & country

Policy area	*Sub-policy area*	*Title of new measure*	*Country of measure*
PA 1 Labour market functioning / segmentation			
	PA1.1 Labour market Reforms	Reduction in the number of labour contracts	Spain
		Amendments to the Labour Market Regulation Act	Slovenia
	PA1.2 Measures introducing Local Government Reform (as far as it impacts on employment policy)	NONE	
	PA1.3 Measures for reducing undeclared work	Database of Employees	Estonia
		Social campaign to raise awareness of the benefits of working with an employment contract	Estonia
	PA1.4 Flexicurity/Changes in Employment protection legislation measures	Increase in the limits on extra working hours	Belgium
		Act on Work and Security	Netherlands
		Abolition of open-ended work agreements	Slovakia
	PA1.5 Measures addressing labour market segmentation	Assumptions of a Long Term Seniority Policy in Poland for the period 2014-2020	Poland

	for specific groups		
		Polish policy of integration of foreigners – principles and guidelines	Poland
		Solidarity between Generations Programme. Actions aimed at an increase of the economic activity of people 50+ (Project of actualisation.	Poland
		Draft Law on employment of Foreigners submitted for public discussion	Serbia
	PA1.6 Other	Amendments of the Aliens Act aimed at attracting highly qualified labour force entered into force	Estonia
		Black list of fictitious directors	Latvia
		National Programme for the Development of Social Economy	Poland
		Opening of dispersed offices of the Employment Service Agency	former Yugoslav Republic of Macedonia
		Ban on new employment in public sector until the end of 2015	Serbia
PA 2 Active labour market policies / Public Employment Services			
	PA 2.1 Reducing Youth Unemployment	Enhancement of Activation Schemes for Young People	Ireland
		Youth Guarantee in the Republic of Croatia	Croatia
		Two programmes to support unemployed youth	Cyprus
		Youth Guarantee	Cyprus

	Project 'Trust Yourself'	Lithuania
	The Youth Action Plan and Youth Guarantee	Luxembourg
	Youth Guarantee Scheme	Malta
	Youth Contract Cities Funding Boost	UK
PA 2.2 Measures supporting vulnerable workers including women, older workers, migrants etc.	Regime of company supplements to unemployment benefit: substitution requirement	Belgium
	New support for compensation the additional investment costs of employing disabled workers	Hungary
	Programme for women over 55 to reach 40 years of employment	Hungary
	Fit2 work	Austria
	Employment and Support Programme for the Qualification of Disabled or Incapacitated Persons (Programa de Emprego e Apoio à Qualificação das Pessoas com Deficiências e Incapacidades)	Portugal
	Public invitation for Public Works programmes for the year 2014	Slovenia
	Employing 300 disabled persons	former Yugoslav Republic of Macedonia
	Employment subsidies for unemployed persons who are beneficiaries of social financial assistance	former Yugoslav Republic of Macedonia

	PA 2.3 Measures enhancing employability	None	
	PA 2.4 Measures for Improving Services for the Unemployed	New methods for unemployed counselling	Lithuania
	PA 2.5 Measures Encouraging Entrepreneurship	Entrepreneurship Law	Spain
	PA 2.6 Measures Protecting Benefit Rights and Favouring the Employment of the unemployed	None	
	PA 2.7 Measures mitigating the effects of redundancy	None	
	PA 2.8 Improving ALMP programmes measures	None	
	PA 2.9 Other	None	
PA 3: Social security systems			
	PA 3.1 Unemployment Benefit Reforms	Reduction in social welfare rates	Ireland
		Adaptation of conditions for the award of unemployment benefits	Belgium
		Helping the long-term unemployed to join the labour market	Malta
		Mandatory job-search for claimants	UK

	PA 3.2 Pension Reforms	Draft Law on retirement	France
		Amendments to pension calculation rules for disabled persons	Latvia
		Increase in the pension age	Latvia
		Third Pillar Pension	Malta
	PA 3.3 Health insurance system reforms	None	
	PA 3.4 Other	Termination benefits subject to social security contributions (NSSO)	Belgium
		Inclusion of psychological health in German Occupational Safety and Health Act	Germany
		Resumption of social insurance ceilings	Latvia
		Digitalisation of the benefits granting system	Poland
		Support for carers of people with disabilities	Poland
PA 4: Work-life balance			
	PA 4.1 Increasing child/family care provision	Breakfast club	Malta
		Free childcare centres	Malta
		Departmental programme to promote the development of	Poland

		family foster care in 2013	
	PA 4.2 Changes to parental leave arrangements and/or benefits	Increase in child maintenance payments	Latvia
		Parental benefit	Latvia
		Expansion of family tax allowances to lower earners	Hungary
	PA 4.3 Enhancing job flexibility	NONE	
	PA 4.4 Other	NONE	
PA 5 Job creation			
	PA 5.1 Micro-credit schemes	NONE	
	PA 5.2 Employer subsidies for job creation	Incentives for the employment of older people	Malta
		Measure Employment Incentive (Medida Incentivo Emprego)	Portugal
		Mentorship for Young People	Slovenia
	PA 5.3 Simplifying the Business Environment	Entrepreneurship Development Strategy	Croatia
		Amendments to the Labour Code	Lithuania
	PA 5.4 Public Investment Programmes and Regional Investment Incentives measures	NONE	

	PA 5.5 Other	Jeremie Financing Package	Malta
		International Individual Investor programme	Malta
PA 6: Gender equality			
	PA 6.1 Measures Reducing the Gender Pay Gap	Gender Equality Council formed	Estonia
	PA 6.2 Measure Encouraging Female Entrepreneurship	NONE	
	PA 6.3 Measures Reducing Gender Discrimination	NONE	
	PA 6.4 Measures Targeting Other Vulnerable Groups in specific gender categories	NONE	
	PA 6.5 Other	NONE	
PA 7: Skill supply and productivity /Lifelong learning			
	PA 7.1 Measures improving skills supply and promoting adult learning (continuous training, vouchers and individual training accounts)	Career vouchers (Flanders only)	Belgium
		Service vouchers: training fund	Belgium
		Education of employees with disabilities	Czech Republic

		Initiatives in adult education	Lithuania
		Qualifications Map	Lithuania
		Helping single parents to find employment through training	Malta
		Setting up a network of technical colleges	UK
		Educational Programme for the adult population	former Yugoslav Republic of Macedonia
	PA 7.2 Measures facilitating school to work transitions (traineeships, work experience, apprenticeships)	NONE	
	PA 7.3 National Qualification Frameworks	NONE	
	PA 7.4 Other	Contact point for recognition of foreign qualifications	Austria
PA 8: Education and training systems			
	PA 8.1 Improving Vocational Education and Training Systems	Flemish individual professional training in enterprises (Flanders only)	Belgium
		Internships for youth	Czech Republic
		Establishment of SOLAS	Ireland
		Providing facilities for the long-term unemployed to certify their non-formally and informally acquired skills and qualifications	Romania

		New work training schemes for young people and new apprenticeships	UK
	PA 8.2 Improving Tertiary and Higher Education	Draft law amending the Law on Higher Education and Research	Lithuania
	PA 8.3 Improvement of Primary and Secondary Education Systems	Minor amendment to the School Law	Slovakia
	PA 8.4 Other Improvements	Increase in teacher numbers	Ireland
		Education Strategy	Lithuania
		Programme to help disadvantaged Roma pupils participating in education	Hungary
		Teacher employment law	Austria
PA 9: Wage setting mechanisms and labour cost developments			
	PA 9.1 Changes to the wage setting mechanisms	New minimum wage for stonemasons and stone sculptors	Germany
		Reform of the Joint Labour Committee System	Ireland
		Minimum wage increased	Estonia
	PA 9.2 Taxation changes	Social tax for unpaid company board members	Latvia
		Tax exemption for older women joining the labour market	Malta
		Tax licences for enterprises	Slovakia

	Law on the Decrease of Net Revenue of Persons Employed in the Public Sector	Serbia
PA 9.3 Other	Increase of the statutory minimum wage for 2014	Slovakia
	Severance Pay Reform proposal	Turkey