

Eurostat

Labour market policy statistics

Qualitative report

Netherlands, 2015

TABLE OF CONTENTS

- A Introduction
- B Inventory of interventions
- C Qualitative information by intervention
- D Reference data
- E Abbreviations

A - Introduction

Introduction

The Eurostat Labour Market Policy (LMP) database collects information on labour market interventions implemented by each of the EU Member States and Norway. Data are collected according to a comprehensive methodology, which classifies interventions into three main types – services, measures and supports – and into nine detailed categories according to the type of action (see below). Readers are recommended to refer to the LMP methodology ¹ for details of this classification scheme and definitions of terms used in this report.

The LMP database collects quantitative data on expenditure and participants for each intervention. These are published annually and are available online from the Eurostat website ². The quantitative data are complemented by a set of qualitative information describing each intervention. This represents an invaluable source of reference to support a harmonised approach to the classification of national interventions and to help interpret the detailed figures on expenditure and participants. These qualitative data are compiled into a series of **Labour market policy statistics: Qualitative Reports** and produced as separate volumes for each country/year.

The reports all have the same structure:

- Part A Introduction

- Part B Inventory of interventions - a list of all interventions reported for the relevant year, grouped by type of action and including a national language version of the intervention name.

- Part C Qualitative information by intervention - presents the available information about each intervention in three sections: *Identification*, *Description*, and *Supplementary information*. The *Description* contains seven sub-sections: Aim, Beneficiaries/participants, Action/instrument, Financing/support, Eligibility, Legal basis, and Recent changes. The *Supplementary information* contains eight sub-sections describing the breakdown of expenditure, target groups, the treatment of unemployment spells, receipt of benefits, planned duration and other characteristics of the intervention. Together, these items summarise the qualitative information collected through the LMP questionnaire.

- Part D Reference data - provides a description of the populations considered as reference data within the LMP database, giving national definitions of those considered as registered unemployed and other groups registered with the public employment services (PES).

- Part E Abbreviations

The qualitative information in the LMP database is updated annually with the contribution of delegates from each country and Eurostat cannot take responsibility for the validity of the content. The reports are published annually by Eurostat in English and reports for other years that are not currently in the online library can be produced on request.

Classification of interventions by type of action

LMP services

1. Labour market services

LMP measures

2. Training
4. Employment incentives
5. Supported employment and rehabilitation
6. Direct job creation
7. Start-up incentives

LMP supports

- 8. Out-of-work income maintenance and support
- 9. Early retirement

¹

http://epp.eurostat.ec.europa.eu/portal/page/portal/product_details/publication?p_product_code=KS-GQ-13-002

² http://epp.eurostat.ec.europa.eu/portal/page/portal/labour_market/labour_market_policy

B - Inventory of interventions

Category, intervention number and name (English/National language)

1	Labour market services	
39	UWV Werkbedrijf (UWV labour organisation)	CWI - Centra voor Werk en Inkomen
54	[Component] Minority-targeted LMP (Stimulation labour participation) - Individual case-management	[Component] Doelgroepenbeleid (Stimulering Arbeidsparticipatie) -
64	[Component] Participation budget - Individual case-management	[Component] Participatiebudget gemeenten (onderdeel Integratie-uitkering sociaal domein) -
46	[Component] Administration of passive interventions (cat. 8-9) - Abw/loaw/loaz	[Component] Uitvoeringskosten van passieve maatregelen (cat. 8-9) - Abw/loaw/loaz
46	[Component] Administration of passive interventions (cat. 8-9) - TW	[Component] Uitvoeringskosten van passieve maatregelen (cat. 8-9) - TW
46	[Component] Administration of passive interventions (cat. 8-9) - WW	[Component] Uitvoeringskosten van passieve maatregelen (cat. 8-9) - WW
47	Enforcement of WWB, IOAW, IOAZ and TW	Handhaving WWB, IOAW, IOAZ en TW
48	IT support (Suwinet, BKWI)	BKWI - Bureau Keteninformatisering Werk en Inkomen
2	Training	
33	[Component] National assistance benefit - Benefits paid to participants in cat. 2 Training	[Component] Bijstandsuitkeringen (Participatiewet) - Abw/WWB
64	[Component] Participation budget - Training	[Component] Participatiebudget gemeenten (onderdeel Integratie-uitkering sociaal domein) -
31	[Component] WW - Unemployment insurance - Benefits paid to participants in cat. 2 Training	[Component] WW - Werkloosheidswet - WW - Werkloosheidswet
54	[Component] Minority-targeted LMP (Stimulation labour participation) - Training	[Component] Doelgroepenbeleid (Stimulering Arbeidsparticipatie) -
70	Subsidy for the employment of apprentices	Subsidieregeling praktijkleren
4	Employment incentives	
64	[Component] Participation budget - Wage cost subsidy	[Component] Participatiebudget gemeenten (onderdeel Integratie-uitkering sociaal domein) -
69	Mobility fee	Mobiliteitsbonus
5	Supported employment and rehabilitation	
59	(Re)integration in employment of the occupationally disabled	Reintegratie Arbeidsgehandicapten (Wet REA)
6	Sheltered employment	Werk met ondersteuning / Beschut werk (onderdeel Integratie-uitkering sociaal domein)
6	Direct job creation	

Source: Eurostat LMP database. Date of extraction: 16 December 2016

7	Start-up incentives	
8	Out-of-work income maintenance and support	
31	[Component] WW - Unemployment insurance - Benefits paid to participants in cat. 1.1.2 Individual case-management	[Component] WW - Werkloosheidswet -
31	[Component] WW - Unemployment insurance - Regular benefits	[Component] WW - Werkloosheidswet -
32	TW - Supplementary benefits	TW - Toeslagenwet
33	[Component] National assistance benefit - Benefits paid to participants in cat. 1.1.2 Individual case-management	[Component] Bijstandsuitkeringen (Participatiewet) -
33	[Component] National assistance benefit - Regular benefits	[Component] Bijstandsuitkeringen (Participatiewet) -
34	IOAW - Income provisions for older or partially disabled, formerly unemployed persons	IOAW - Wet Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte werkloze Werknemers
35	IOAZ - Income provisions for older or partially disabled, formerly self-employed persons	IOAZ - Wet Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte gewezen Zelfstandigen
61	Unemployment benefits of former civil servants (WRO)	WRO - Wachtgeldregeling voormalig overheidspersoneel
9	Early retirement	
Mixed	\$\$353	
31	WW - Unemployment insurance	WW - Werkloosheidswet
33	National assistance benefit	Bijstandsuitkeringen (Participatiewet)
54	Minority-targeted LMP (Stimulation labour participation)	Doelgroepenbeleid (Stimulering Arbeidsparticipatie)
64	Participation budget	Participatiebudget gemeenten (onderdeel Integratie-uitkering sociaal domein)

Number of measures: **56**

C - Qualitative information by intervention

Identification

Country Netherlands 2015 Category 1 - Labour market services
Intervention n°/name 39 UWV Werkbedrijf (UWV labour organisation)
Type of action: 1.1.1 - Information services

Description

Aim:

To provide services that contribute to improving the position of jobseekers on the labour market.

Beneficiaries:

Registered jobseekers.

Action/Instrument:

At the beginning of 2002, the former Public Employment Services ("Arbeidsvoorziening") was replaced by the CWI - Centres for Work and Income ("Centra voor Werk en Inkomen").

The CWI introduced the idea of a "one-stop-shop for work and income" with the integration of clients (jobseekers/beneficiaries) into employment taking precedence over merely ensuring their income (through benefit). The CWI provided the gateway for unemployed (and non-employed) jobseekers to work and income and used "streaming" ("phasing") to classify jobseekers into 4 categories.

Clients who were classified as phase 1 (close to the labour market) could benefit from job matching and other basic services (e.g. the National Vacancies data base) provided by the CWI.

Clients who are classified in phase 2-4 (distanced from the labour market such that their chances need to be improved before they will be able to integrate) were referred to the UWV ("Uitvoeringsinstituut werknemersverzekeringen" - Institute for Employee Benefit Schemes) or municipalities to take part in a trajectory to improve their changes on the labour market. In the case of phase 4 clients such trajectories are expected to take at least two years.

The UWV is responsible for the reintegration of clients with a greater distance from the labour market who are entitled to WW benefit ("Wetloosheidswet" - Unemployment Benefits Act) - until 2012* -, or disability (WAO, WAZ or Wajong) benefit.

Municipalities are responsible for the reintegration of clients with a greater distance from the labour market who are entitled to ABW, IOAW, IOAZ or ANW benefit or who are not entitled to any benefit at all.

Since 1 January 2009 the CWI became part of the UWV under the name of 'UWV Werkbedrijf' (UWV labour organisation).

* From 2012 WW-recipients are expected to re-integrate without the application of re-integration trajectories.

Financing/Support:

Central government budget

Eligibility:

Registered jobseekers.

Legal basis:

The start of the CWI is part of the new Act on the Structure of Organisation of Work and Income ("Wet structuur uitvoeringsorganisatie werk en inkomen", or "SUWI") of 29 November 2001. This new Act was published in de State Gazette ("Staatsblad 2001 nr. 624", 18 december 2001. Articles 2, 21-29 refer to the CWI).

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)

Source: Eurostat LMP database. Date of extraction: 16 December 2016

Other registered jobseekers (All)

Treatment of unemployment spells:	Not relevant			
Receipt of benefits:	None			
Planned duration:	Continuously available			
Responsible institution(s):	Public employment services			
Area of application:	National			
Implementation:	<i>Year started:</i>	1996	<i>Year Ended:</i>	Ongoing

Identification

Country Netherlands 2015 Category 1 - Labour market services

Intervention n°/name 46 Administration of passive interventions (cat. 8-9)

Type of action: 1.2.2 - Administration of LMP supports
X - Not classified

Description

Aim:

Administration of unemployment benefits (WW) and social assistance (WWB, loaw, loaz, TW).

Beneficiaries:

Unemployed receiving unemployment benefits or social assistance benefits.

Action/Instrument:

Administration of benefits in the Netherlands is carried out by:

- UWV (Uitvoeringsorganisatie werknemersverzekeringen = Institute for Employee Benefit Schemes) for WW and TW-recipients
- Municipalities for the WWB, loaw and loaz- recipients.

Financing/Support:

Central government budget

Eligibility:

Legal basis:

Acts regarding unemployment benefits (WW) and social assistance (WWB, loaw, loaz, TW) and the Regulation on unemployment benefits for former civil servants (WRO - Wachtgeldregeling voormalig overheidspersoneel) as formulated in the Rijkswachtgeldbesluit 1959.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Not registered (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not relevant

Responsible institution(s): Social security funds

Area of application: National

Implementation: Year started: 1966 Year Ended: Ongoing

Identification

Country Netherlands 2015 Category 1 - Labour market services

Intervention n°/name 47 Enforcement of WWB, IOAW, IOAZ and TW

Type of action: 1.2.3 - Others services / activities

Description

Aim:

To enforce the correct administration of social assistance benefits.

The objective is to reduce the misuse of funds for social assistance benefits and to decrease the influx and stock of unemployed in the WWB, loaw, loaz and TW benefits.

Beneficiaries:

Unemployed receiving social assistance benefits.

Action/Instrument:

Checking the administration of social assistance benefits, tracing fraud and dealing with cases of fraud by means of sanctions (partial to total denial of social assistance benefit) or requisition of social assistance benefits that have been granted on irregular grounds.

Financing/Support:

Central government budget

Eligibility:

Legal basis:

Act on Employment and Social Assistance (WWB - Wet Werk en Bijstand).

Act on Income provisions for older or partially disabled unemployed (loaw - Wet Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte Werkloze werknemers).

Act on Income provisions for older or partially disabled formerly self-employed persons (loaz - Wet Inkomensvoorziening Oudere en gedeeltelijk Arbeidsongeschikte gewezen Zelfstandigen).

Supplementary Benefits Act (TW - Toeslagenwet).

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Not registered (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not relevant

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 1 - Labour market services
Intervention n°/name 48 IT support (Suwinet, BKWI)
Type of action: 1.2.3 - Others services / activities

Description

Aim:

Implementation and management of the Suwinet.

Beneficiaries:

Registered jobseekers.

Action/Instrument:

In the context of the SUWI Act (Act on structure of the organisation of implementation in the area of work and income), the UWV, the CWI and the municipalities are working together on income provision (social Assistance, WW) and reintegration of customers.

CWI acts as the 'central counter'. The customer should not be affected by where he/she is in the chain.

All of the chain partners' activities must serve one purpose: finding jobseekers sustainable employment as quickly as possible.

The chain partners always need to take into consideration (or build on the activities of) the previous and next chain partner.

This cooperation can only be successfully achieved if there is computerised support, e.g. to view each other's files, electronic reports or mail.

This is why Suwinet has been created. Suwinet is managed by the BKWI (Bureau Keteninformatisering Werk en Inkomen), a section of the CWI.

Financing/Support:

Central government budget

Eligibility:

Legal basis:

SUWI Act - 2001.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All)
Other registered jobseekers (All)
Not registered (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: None

Planned duration: Not relevant

Responsible institution(s): Public employment services

Area of application: National

Implementation: *Year started:* 2002 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 2 - Training

Intervention n°/name 70 Subsidy for the employment of apprentices

Type of action: 2.4 - Special support for apprenticeship

Description

Aim:

To encourage the employment of apprentices

Beneficiaries:

Apprentices

Action/Instrument:

Employers can receive a subsidy to compensate for costs of support, counseling and coaching of the apprentice. Annually a total budget of €205 million is available. For every created work experience place a maximum subsidy is granted of €2,700 (that is where the employer provided support of the apprentice for at least 40 weeks of the year).

Financing/Support:

Central government budget

Eligibility:

Apprentices following BBL ('beroepsbegeleidende leerweg'), that is one of the two tracks in secondary vocational training introduced by the WEB (Adult and Vocational Education Act). In this track students spend 60 percent of their time of practical training within a company or institution.

Legal basis:

Subsidy scheme 'Subsidieregeling praktijkleren' as published in the Staatscourant on 5 November 2013.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Lump-sum payments)

Target groups: Registered unemployed (All, Youth)
Other registered jobseekers (All, Youth)
Not registered (All, Youth)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Maximum: 12 Months

Responsible institution(s): Trade union or similar

Area of application: National

Implementation: *Year started:* 2014 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 4 - Employment incentives
Intervention n°/name 69 Mobility fee
Type of action: 4.1 - Recruitment incentives

Description

Aim:

Increase the possibilities for labour handicapped, and older people (50-plus) receiving a benefit, to (re)enter into employment, by encouraging employers to employ them.

Beneficiaries:

Employers newly employing labour handicapped people or older people (50-plus) receiving a benefit

Action/Instrument:

An employer can receive a reduction of social contributions for newly employed labour handicapped or older people (50-plus) receiving a benefit, who fulfil the requirements as stipulated by the Internal Revenue Service (IRS). The reduction can be received by the employer for a maximum of three years after employing the labour handicapped or older person receiving a benefit*). For labour handicapped employees already in employment and who are entitled to a WIA-benefit, the employer may receive a reduction if this employee – totally or partially - resumes his/her job, as long as this employee stays in service, and for a maximum of one year.

*) When the new employee is both labour handicapped and 50-plus receiving a benefit, only one reduction of social contributions is granted.

Financing/Support:

Central government budget

Eligibility:

Legal basis:

Staatsblad 2008, 598/599

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Reduced social contributions)

Target groups: Registered unemployed (Older, Disabled)
Other registered jobseekers (Older, Disabled)
Not registered (Older, Disabled)
Employed (Older, Disabled)

Treatment of unemployment spells: Broken

Receipt of benefits: None

Planned duration: Typical: 1 Years, Maximum: 1 Years

Responsible institution(s): Central government

Area of application: National

Implementation: *Year started:* 2009 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 5 - Supported employment and rehabilitation

Intervention n°/name 59 (Re)integration in employment of the occupationally disabled

Type of action: 5 - Supported employment and rehabilitation

Description

Aim:

The aim of the REA is to provide both employers and disabled persons with instruments to encourage their (re)integration into employment.

The objective is to make (re)integration easier and financially attractive as well as to reduce employer's reluctance to hire disabled people.

Beneficiaries:

Occupationally disabled persons (up to 65 years old).

Action/Instrument:

Employers hiring disabled persons or transferring a person in the REA target group to a different position within the company can apply to the UWV for a number of cost allowances.

These are: social security contributions discount (since 1 January 2002), additional subsidies for specific facilities, subsidy for reintegration activities (since 1 January 2002) and wage dispensation.

Disabled people can apply to the UWV for provisions aimed at the retention, recovery or encouragement of fitness for work. These relate to: training or education (including preconditions, necessary facilities to perform - unpaid - work on a trial basis or other activities geared towards (re)integration into regular employment (notably for disabled non-employees)). Other examples are: travel facilities, personal support, communication facilities, etc (notably for disabled employees).

REA also created the possibility to have a person-related budget (PRB) to be used for reintegration activities.

Financing/Support:

Employers and employees have to apply for REA facilities at the UWV (which administers the Reintegration Fund).

The resources of this fund reserved for the reintegration of disabled persons stem from the central government budget.

Eligibility:

Jobseekers who due to sickness/handicap are unable to resume their original work or perform alternative work.

This includes Sickness and Disability Act beneficiaries (ZW, WAO, Wajong and WAZ) as well as those in the target group of the Sheltered Employment Act (WSW).

Until five years after the end of the disability benefit, facility/subsidy or WSW-job, relevant persons remain within the REA target group.

The REA target group also includes persons (not receiving the benefits mentioned earlier) who due to sickness/handicap are expected to experience problems in finding or performing employment.

Those employed in a WSW job are not part of the REA target group.

Legal basis:

Act on the Reintegration of Labour Handicapped Persons in Employment (REA).

This act has been in force since 1 July 1998.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to employers (Periodic cash payments), Transfers to service providers

Target groups: Registered unemployed (Disabled)
Employed (Disabled)

Treatment of unemployment spells: Broken

Source: Eurostat LMP database. Date of extraction: 16 December 2016

Receipt of benefits: None
Planned duration: Typical: 2 Years
Responsible institution(s): Social security funds
Area of application: National
Implementation: *Year started:* 1998 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 5 - Supported employment and rehabilitation

Intervention n°/name 6 Sheltered employment

Type of action: 5.1 - Supported employment

Description

Aim:

To promote the participation of disabled people in the labour market.

Beneficiaries:

Disabled persons able to work but facing difficulties to find regular employment.

Action/Instrument:

Municipal authorities have the obligation to promote the employment of disabled persons.

To this end, special sheltered work places are created, in the aim of furthering productive capacity, and, as a second line of action, suitable places are sought in the open market.

An annual subsidy is provided by the State, the level of which is decided by ministerial decree and is linked to the severity of the handicap.

Initial employment contract of 2 years, which is reassessed and valid for another 3 or 5 years, after which a new reassessment will follow.

If the wage earned is less than the benefit the participant would otherwise have been entitled to, a supplementary benefit (WAO, WAJONG or WAZ) will be paid.

The act includes the possibility of job coaching: an employment contract in the open market is supported by a job coach.

Since 2005, the eligibility assessment has been transferred to the CWI (Central organisation for Work and Income).

Financing/Support:

Central and local government budget

Eligibility:

Eligible people for a sheltered work place are people who because of physical, mental or psychological impediments are only capable of regular work in a sheltered environment. The following criteria are to be met:

- to be capable of reaching a minimum of 10% of the normal working capacity
- to be capable of working continuously for at least one hour.
- coaching time is limited.
- the person qualifies for more than one function.

A committee of independent specialists screens applicants on the basis of procedures prescribed by the central government and advises the municipal authorities on the degree of suitability and eligibility.

After the committee has determined that the person in question belongs to the target group, it classifies the person in one of the three disability levels: light, moderate, severe.

Legal basis:

Sheltered Employment Act, Stbl. 1997/465.

Recent changes:

Starting 1 January 2015 everybody who has capacity to work but needs assistance to translate this capacity in an actual workplace, falls under the Participation Act (Participatiewet). This Act aims at helping as many persons - with or without a disability - as possible to find a workplace. The Participation Act replaces the former Work and Social Assistance Act (WWB – Wet werk en bijstand), the Sheltered employment act (WSW – Wet sociale werkvoorziening). And a large part of the Disablement Assistance Act for Handicapped Young Persons (Wajong - Wet werk en arbeidsondersteuning jonggehandicapten).

Consequences for persons who depend on sheltered work (under the former Wsw):

Starting 1 January 2015 the Wsw has been cancelled for new entrants. This also pertains to persons with a Wsw-indication on the waiting list for a Wsw-workplace. Possibly they will receive a social assistance benefit, or another (disability) benefit

Source: Eurostat LMP database. Date of extraction: 16 December 2016

which they already receive.

For persons employed in a Wsw-workplace on 31 December 2014 nothing changes. Their contract stays the same.

Supplementary information

Breakdown of expenditure:	Transfers to service providers			
Target groups:	Registered unemployed (Disabled)			
	Other registered jobseekers (Disabled)			
	Not registered (Disabled)			
	Employed (Disabled)			
Treatment of unemployment spells:	Broken			
Receipt of benefits:	Cash benefits (Source: Other)			
Planned duration:	Unlimited			
Responsible institution(s):	Local government			
Area of application:	National			
Implementation:	<i>Year started:</i>	1968	<i>Year Ended:</i>	Ongoing

Identification

Country Netherlands 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 61 Unemployment benefits of former civil servants (WRO)

Type of action: 8.1.1 - Unemployment insurance

Description

Aim:

To provide a benefit to unemployed former civil servants (WRO).

Beneficiaries:

Unemployed civil servants.

Action/Instrument:

To provide a benefit to unemployed civil servants.

The scheme is executed by the the ABP (Algemeen Burgerlijk Pensioenfonds = Dutch Pension Fund for the Public and Educational sectors).

Since 2001, new unemployed civil servants receive a benefit paid by the Executive Fund of the Government (UFO) instead of the WRO-benefit.

Financing/Support:

Directly by the former employer.

Eligibility:

Unemployed civil servants accepting another job receive a reduced WRO-benefit.

Legal basis:

Collective agreements between employers and employees.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1959 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 32 TW - Supplementary benefits

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To supplement the income of unemployment/disability benefit recipients.

Beneficiaries:

Unemployed or disabled persons receiving a benefit which is under the level of the applicable guaranteed minimum income.

Action/Instrument:

The TW provides a financial assistance to unemployed or disabled persons already receiving a benefit if their income (plus that of their partner) falls below the applicable guaranteed minimum income.

The supplementary benefit is the difference between the applicable guaranteed minimum income level and the total income of the beneficiary and his/her partner.

The guaranteed minimum income is 100% of the gross minimum wage for married persons, 90% for single parents and 70% for single aged 23 or over. For single aged under 23, the guaranteed minimum income is less.

Any property (such as a private home) or capital (such as savings), is not taken into account.

This is an important difference from the regulation under the National Assistance Act (see measure NL-33).

Supplementary benefits are bound to the following maximum rates: 30% of the minimum wage for married persons, 27% for single parents and 21% for single persons.

Financing/Support:

Central government budget

Eligibility:

Unemployed or disabled persons receiving a benefit which is under the level of the applicable guaranteed minimum income.

Legal basis:

Supplementary Benefit Act.

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Variable

Responsible institution(s): Social security funds

Area of application: National

Implementation: *Year started:* 1987 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 34 IOAW - Income provisions for older or partially disabled, formerly unemployed persons

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To provide a minimum social income to older and partially disabled persons.

Beneficiaries:

Persons older than 50 and disabled persons having exhausted their rights for unemployment benefit.

Action/Instrument:

The IOAW provides beneficiaries with a guaranteed social minimum income. The benefit becomes payable after the maximum duration of unemployment benefit expires. For those persons with generally very poor chances in the labour market, it prevents the necessity of turning to the National Assistance Act (see Measure NL-33).

Analogous to the above-mentioned law, the total income of eligible persons and their partners is topped up to the guaranteed minimum level, and, in assessing entitlement to the benefit, fixed assets, such as a private home, or capital, such as savings, is not taken into account.

Finanacina/Support:

Central government budget

Eligibility:

Unemployed persons who were aged between 50 and 57.5 when they became unemployed and have received wage-related benefit plus the follow-up benefit under the Unemployment Benefits Act (WW);

- unemployed persons who were 57.5 or over when they became unemployed and who meet the "26 weeks" requirement but not the "four out of five" requirement of the WW scheme, implying that they only receive unemployment benefit for a short period of time;

- partially disabled persons who are receiving a partial WAO or other statutory disability, invalidity or industrial injuries benefit, who are unemployed and who have received wage-related benefit and the follow-up benefit under the Unemployment Benefits Act;

- young disabled persons receiving a Wajong benefit based on a disability level of less than 80%.

Legal basis:

Act on income provisions for older or partially disabled, formerly unemployed persons

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All, Older, Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Unlimited

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 1987 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category 8 - Out-of-work income maintenance and support

Intervention n°/name 35 IOAZ - Income provisions for older or partially disabled, formerly self-employed persons

Type of action: 8.1.2 - Unemployment assistance

Description

Aim:

To provide a minimum social income to older and partially disabled persons.

Beneficiaries:

Older (>55) or partially disabled who are unemployed and were formerly self-employed persons.

Action/Instrument:

The IOAZ provides with a guaranteed social minimum income (see measure NL-34 and NL-33) some designated categories of formerly self-employed persons who were forced to terminate their business or profession.

Financing/Support:

Central government budget

Eligibility:

Self-employed aged 55 years and older, who earn less than the minimum guaranteed income for a period of at least three years and are thus forced to end their professional or business activities;

Partially disabled self-employed persons aged under 65 who are forced to end their professional or business activities due to their disability. Claimants must be receiving a WAZ benefit for a disability level of less than 80%.

In both cases, their average annual income must have been below the minimum guaranteed level for the three preceding years.

Legal basis:

Act on income provisions for older or partially disabled, formerly self-employed persons

Recent changes:

Supplementary information

Breakdown of expenditure: Transfers to individuals (Periodic cash payments)

Target groups: Registered unemployed (All, Older, Disabled)

Treatment of unemployment spells: Not relevant

Receipt of benefits: Cash benefits (Source: Current intervention)

Planned duration: Unlimited

Responsible institution(s): Local government

Area of application: National

Implementation: *Year started:* 1987 *Year Ended:* Ongoing

Identification

Country Netherlands 2015 Category Mixed

Intervention n°/name 64 Participation budget

Type of action: 1.1.2 - Individual case-management
2.1 - Institutional training
4.1 - Recruitment incentives

Description

Aim:

To activate the unemployed target group of municipalities (that is: beneficiaries of WWB, loaw, loaz, ANW and registered unemployed not eligible for a benefit) by means of training, social activation trajectories or subsidised employment.

Beneficiaries:

Registered unemployed jobseekers in the target group of municipalities facing difficulties to find a job, according to the assessment by the CWI at the moment of registration at the CWI: those who are expected to face difficulties are classified as "Route B".

(Persons who are expected to find a job without special activating measures are classified as "Route A").

Action/Instrument:

With the SUWI-Act (2002) and the new Work and Social Assistance Act (Wet Werk en Bijstand - WWB, 2004), the budgets under the Jobseekers Employment Act (WIW) were rearranged.

Before, the WIW consisted of the following budgets:

1. Standard subsidy for WIW-jobs (Normbedrag WIW-dienstbetrekkingen). This subsidy on top of the Basic subsidy was meant for activities like social activation, training, (day) nursery, and other activating instruments
2. Basic subsidy for WIW-jobs (Basisbedrag WIW-dienstbetrekkingen)
3. WIW-work-experience positions (WIW-werkervaringsplaatsen)
4. WIW-training & social activation (WIW-scholing & activering).

Since 2003, budgets 1 and 4 became part of the new budget "Comprehensive reintegration" (Sluitende reïntegratie), and budgets 2 and 3 became part of the new budget "Basic subsidy for WIW-jobs + WIW-work-experience positions".

Since 2004, all budgets for municipalities were gathered in one "Flexible reintegration budget", comprising the budgets for "Comprehensive reintegration" (NL-41), "Basic subsidy for WIW-jobs + WIW-work-experience positions" (NL-42) and "Extra jobs for longterm unemployed (ID-banen)" (NL-3). The monitoring of NL-42 and NL-3 was continued until the end of 2004.

Since 2005, the activities under the "Flexible reintegration budget" are monitored in the new SRG - Statistiek Reïntegratie door Gemeenten (= Statistic on Reintegration activities by Municipalities).

All short term subsidised work in the SRG is monitored in one instrument (LKS - Loonkostensubsidie (= Wage cost subsidy), succeeding to the measures NL-42 and NL-3).

Financing/Support:

Central government budget

Eligibility:

Target group of the municipalities: beneficiaries of WWB, loaw, loaz, ANW and registered unemployed not eligible for a benefit.

Legal basis:

Work and Social Assistance Act (Wet Werk en Bijstand - WWB), implemented on 1 January 2004.

Recent changes:

Starting 1 January 2015 everybody who has capacity to work but needs assistance to translate this capacity in an actual workplace, falls under the Participation Act (Participatiewet). This Act aims at helping as many persons - with or without a disability - as possible to find a workplace. The Participation Act replaces the former Work and Social Assistance Act (WWB - Wet werk en bijstand), the Sheltered employment act (WSW - Wet sociale werkvoorziening). And a large part of the Disablement Assistance Act for Handicapped Young Persons (Wajong - Wet werk en arbeidsondersteuning jonggehandicapten).

Consequences for the social assistance beneficiaries:

Starting 1 January 2015 all social assistance beneficiaries have to comply with the same – harmonized - obligations and accompanying measures (where an obligation is not met). New in 2015 is the obligation for social assistance beneficiaries to perform unpaid community work in return for their benefit, when told to by the municipality, the so-called “tegenprestatie” (return effort). Municipalities are obliged to cut back the benefits for beneficiaries who do not meet their obligations. New is also the introduction in 2015 of the so-called “kostendelersnorm” (cost standard divisor) which adjusts the level of the social assistance benefit according to the composition of the household. The more persons of at least 21 years of age are living in the same house the lower the social assistance benefit. The reason for the adjustment is that the housing costs can be divided amongst more than one person.

Supplementary information

Breakdown of expenditure:	Transfers to service providers			
Target groups:	Registered unemployed (All)			
Treatment of unemployment spells:	Continuous/Continuous			
Receipt of benefits:	Cash benefits (Source: Unemployment benefit)			
Planned duration:	Variable			
Responsible institution(s):	Local government			
Area of application:	Regional			
Implementation:	<i>Year started:</i>	2005	<i>Year Ended:</i>	Ongoing

Identification

Country	Netherlands	2015	Category	Mixed
Intervention n°/name	54	Minority-targeted LMP (Stimulation labour participation)		
Type of action:	1.1.2 - Individual case-management 2.3 - Alternate training			

Description

Aim:

To raise the employment rate of specific target-groups for whom general labour market measures are apparently not sufficient to prevent or remedy their weaker position on the labour market.

Beneficiaries:

Persons with a weak position on the labour market (and consequently a relatively low activity rate).

Action/Instrument:

Since 2000, an extra budget has been provided aimed at enhancing the employment rate of ethnic minorities.

This extra budget was spent on several measures:

- the MKB-minderhedenconvenant: agreements with small and medium-size companies to report vacancies to the PES to be filled especially by ethnic minorities
- KOM-projects: projects aimed to develop and implement a branch-oriented approach for improving the possibilities for employers to make more use of the potential labour supply of ethnic minorities, with multicultural management and regional cooperation as key elements
- Stimuleringsprojecten allochtone groepen - SPAG: projects aimed to improve the (re)integration of difficult-to-place ethnic minority-groups (especially the young people).

In more recent years, several measures were implemented:

- for young people: youth employment action plan with - amongst other initiatives - the ambition to create an additional 40,000 combined training and employment places between 2003 and 2007
- for women: agreements with several parties - amongst which the CWI - to increase the number of women re-entering the labour market
- for elderly workers: stimulation of mobility and age diversity policies and
- for higher educated refugees.

Starting 2009 this budget includes the 'Actionplan Youth-unemployment' (Actieplan Jeugdwerkloosheid). This Actionplan aims to prevent that the unemployment of young people will raise sky-high as a result of the economic crisis, resulting in a 'lost generation'. The plan includes a number of initiatives:

1. Prolong the participation in education of pupils leaving (pre)vocational education on ISCED level 2 and 3 ('School Ex Programme').
2. Covenants with 30 regions for the creation of possibilities for young people to participate on the labour market.
3. A 'matching plan' to enhance the matching of young people looking for work and employers with vacancies.
4. The offering of a trainee post to every schoolleaver who is unemployed for more than 3 months.
5. Special arrangements for young (labour handicapped) people who need more extensive help.

In 2011 the efforts falling under the budget for Stimulation labour participation have ended. In 2012 there were no similar efforts in force. In 2013 several new measures have started, that will lead to expenditure in line with NL-54 (stimulation of labour participation):

a. Sector plans (€600 million in the period 2013-2018). The co-financing by the central government of plans formulated by sectors of the economy (or regions) aimed to improve: 1) the entrance and coaching of young people into employment; 2) preservation of older professionals and skilled workers in employment; 3) entrance into employment of people with a distance to the labour market; 4) mobility and employability of employees; 5) training; 6) from-work-to-work mobility of employed that risk involuntary job loss; 7) good employership and good employeeship.

b. Efforts to reduce youth unemployment (€75 million in the period 2013-2015): 1) Regional youth unemployment approach (€25 million co-financed out of national funds and €25 million out of local funds). Concrete examples of activities that regions

Source: Eurostat LMP database. Date of extraction: 16 December 2016

have undertaken are traineeships, apprenticeships, youth coaching programmes, the 'Startersbeurs' (an initiative for creating work experience places), Youth-for-youth programmes and the 'Jongerenloket' (local offices where young people can get advice and support on educations and opportunities for work and jobs); 2) Program School EX 2.0 (€25 million). Subsidy for the interviewing and coaching of students graduating from secondary vocational education, in order to achieve that graduates continue their study instead of entering the labour market too soon (causing an increase in youth unemployment) and increase their chances to find work in the future through an increase of their educational attainment and also by choosing a further study with better labour prospects.

c. In the period 2014-2015 employers can receive for a maximum of 2 years a premium discount for every young (18-26 years of age) WW- or WWB-beneficiary they take into service in this period. Originally a total budget was reserved of €300 million, but the use in 2014 has been much lower than expected, and the total budget has been lowered to a total of €47 million, to be spent in the period 2014-2017.

d. Actionplan 55plus works (Actieplan 55pluswerkt) (€67 million in the period 2013-2017). Starting July 2014 the measure has been extended to 'Actionplan 50plus works' (including older people aged 50-54 years). To accommodate the extension of the target group the budget has been increased with €34 million. Components of this Actionplan are: 1) Network training (increasing - insight in - presentation skills and network); 2) Inspiration days (to inspire older jobseekers to search for work, and employers to take them into service); 3) trainings vouchers (for the older jobseekers themselves and/or for their employers) and placement fees (for the private employment or re-integration agencies who succeed in finding a -temporary - job for an older jobseeker).

Finanacina/Support:
Central government budget

Eligibility:

Projects and measures meeting the requirements as specified in the administrative agreements (MKB, CWI, employers, municipalities) or as specified in subsidy regulations (SPAG-projects).

Initially, ethnic minorities were the most important target group.

In recent years, the attention shifted to young people (<23) without basic qualifications for the labour market, women (re-entering the labour market), especially women of foreign origin, elderly workers (55-64) and highly educated refugees.

Legal basis:

Tweede Kamer (House of Representatives), 27083 nr. 20 (SPAG).

26695 nr.2 and nr. 16 (early schoolleavers).

23972 nr. 64 (youth employment).

27853 nr. 3 (women re-entering the labour market).

29203 nr. 3 (participation of women with foreign background).

29389 nr. 5 (elderly workers).

27223 nr. 56 (higher educated refugees).

Recent changes:

Starting 2014 employers can receive a 'Premium discount for young (18-26 years of age) WW- or WWB-beneficiaries who are taken into service' ('Premiekorting bij indienstneming van jongere uitkeringsgerechtigden').

Starting July 2014 Actionplan 55plus works ('Actieplan 55plus werkt') has been extended to: 'Actionplan 50plus works' ('Actieplan 50plus werkt'), including older people aged 50-54 years. Components of this Actionplan are: 1) Network training (increasing - insight in - presentation skills and network); 2) Inspiration days (to inspire older jobseekers to search for work, and employers to take them into service); 3) trainings vouchers (for the older jobseekers themselves and/or for their employers) and placement fees (for the private employment or re-integration agencies who succeed in finding a -temporary - job for an older jobseeker).

Supplementary information

Breakdown of expenditure: Transfers to service providers

Target groups: Registered unemployed (All, Youth, Older, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)
Other registered jobseekers (All, Youth, Older, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)
Not registered (All, Youth, Older, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)

Source: Eurostat LMP database. Date of extraction: 16 December 2016

	Employed (All, Youth, Older, Immigrants/ethnic minorities, Re-entrants/lone parents, Public priorities and Other)
Treatment of unemployment spells:	Not relevant
Receipt of benefits:	Cash benefits (Source: No answer)
Planned duration:	Variable
Responsible institution(s):	Central government
Area of application:	National
Implementation:	<i>Year started:</i> 2000 <i>Year Ended:</i> Ongoing

Identification

Country Netherlands 2015 Category Mixed

Intervention n°/name 33 National assistance benefit

Type of action: 2.1 - Institutional training
8.1.2 - Unemployment assistance

Description

Aim:

To provide a minimum social income to persons with insufficient financial resources.

Beneficiaries:

Unemployed willing to work, inactive, and persons older than 57.5 years.

Action/Instrument:

The National assistance benefit (Abw) is a supplementary benefit (mean-tested, including capital income) in order to provide beneficiaries with the relevant social assistance level.

There exists 3 assistance levels for people aged 21 and over, depending on their social status:

- for married people and cohabitants, the benefit is 100% of the net statutory minimum wage
- for single parents, it is 70% and
- for single persons, it is 50%.

Unemployed persons benefiting from the Abw benefit have to search a job actively. Exceptions exist for people having children <5 years old and people older than 57.5.

Local authorities (municipal departments of social services) are responsible for the implementation of the measure; they also have to actively support the jobseekers in their search (job interview courses, acquisition of work experience and participation to a social integration contract). Unemployed not cooperating with the municipal department of social services receive sanctions.

Financing/Support:

Central (Ministry of Social Affairs and Employment) and local government budget

Eligibility:

The National Assistance Act (Abw) provides a minimum income for all those with insufficient financial means to meet essential living costs (household mean-tested, including capital income).

Beneficiaries must take all possible steps to support themselves. If possible, the partners of Abw-beneficiaries should also look for work, though medical and social circumstances are taken into account here.

If a person is responsible for the care of one or more children (<5 years old), there is no obligation to look for work. If children are aged 5+, the authorities examine the situation on a case by case basis in order to determine whether there are grounds for exempting clients from the obligation to look for work. Unemployed people who are aged 57.5 or older are not obliged to look for work.

As of 1 July 1997, municipalities may also draw up categories of people eligible for special social assistance.

A person is entitled to claim special social assistance if, according to the municipal authority, the person in question is unable to undertake essential costs.

Legal basis:

National Assistance Act

Recent changes:

Starting 1 January 2015 everybody who has capacity to work but needs assistance to translate this capacity in an actual workplace, falls under the Participation Act (Participatiewet). This Act aims at helping as many persons - with or without a disability - as possible to find a workplace. The Participation Act replaces the former Work and Social Assistance Act (WWB – Wet werk en bijstand), the Sheltered employment act (WSW – Wet sociale werkvoorziening). And a large part of the Disablement Assistance Act for Handicapped Young Persons (Wajong - Wet werk en arbeidsondersteuning jonggehandicapten).

Consequences for social assistance beneficiaries:

Source: Eurostat LMP database. Date of extraction: 16 December 2016

Starting 1 January 2015 all social assistance beneficiaries have to comply with the same – harmonized - obligations and accompanying measures (where an obligation is not met). New in 2015 is the obligation for social assistance beneficiaries to perform unpaid community work in return for their benefit, when told to by the municipality, the so-called “tegenprestatie” (return effort). Municipalities are obliged to cut back the benefits for beneficiaries who do not meet their obligations. New is also the introduction in 2015 of the so-called “kostdelersnorm” (cost standard divisor) which adjusts the level of the social assistance benefit according to the composition of the household. The more persons of at least 21 years of age are living in the same house the lower the social assistance benefit. The reason for the adjustment is that the housing costs can be divided amongst more than one person.

Supplementary information

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments)		
Target groups:	Registered unemployed (All, Public priorities and Other) Not registered (All, Public priorities and Other)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Unlimited		
Responsible institution(s):	Local government		
Area of application:	National		
Implementation:	<i>Year started:</i>	1996	<i>Year Ended:</i> Ongoing

Identification

Country	Netherlands	2015	Category	Mixed
Intervention n°/name	31	WW - Unemployment insurance		
Type of action:	2.3 - Alternate training 8.1.1 - Unemployment insurance			

Description

Aim:

To provide income support to people having involuntarily lost their job.

Beneficiaries:

Insured unemployed who are able and available to work.

Action/Instrument:

The WW insures employees against the financial consequences of unemployment.

Two types of allowance exist depending on eligibility criteria.

In the first case, unemployed people can receive unemployment benefit equal to 70% of the legal minimum wage for at most 6 months.

Second, if unemployed people match additional eligibility requirements, they can receive a salary-related WW benefit (70% of the former wage). Salary-related benefits last for a period of at least 6 months and at most 5 years according to the person's employment record and age. If the person is still unemployed after this period, he/she receives a benefit of 70% of the statutory minimum wage for another two years.

If the benefit, together with any other family income, is less than the social minimum income, a supplement may be added (see Supplementary Benefits Act).

Depending on personal circumstances, other arrangements may be possible.

In 2006 there have been several changes in the WW:

- Starting 1 April 2006 entitlement for receiving salary-related benefits is based on an employment record of at least 26 weeks over the 36 weeks (instead of 39 weeks) immediately prior to becoming unemployed;
- Starting 1 October 2006 the first two months the unemployment benefit equals 75% of the legal minimum wage (instead of 70%);
- Starting 1 October 2006 the maximum period for salary-related benefits has been changed from 5 years to 3 years + 2 months;
- Starting 1 October 2006 the so-called "vervolguitkering" (follow-up benefit after the expiration of the salary-related benefit, equalling no more than 70% of the legal minimum wage) was abolished for persons who became unemployed on or after 11 August 2003. The maximum period of the "vervolguitkering" was 2 years for persons younger than 57,5 years, and 3,5 years for persons aged 57,5 years or older.

Financing/Support:

Social security funds

Eligibility:

Entitlement for receiving salary-related benefits is based on an employment record of at least 26 weeks over the 36 weeks immediately prior to becoming unemployed.

An additional requirement must be satisfied in order to become entitled to the salary-related WW-benefit: wages must have been received for over 52 days during the four of the five calendar years prior to the year in which the person has become unemployed.

Legal basis:

Unemployment Benefit Act

Recent changes:

Supplementary information

Source: Eurostat LMP database. Date of extraction: 16 December 2016

Breakdown of expenditure:	Transfers to individuals (Periodic cash payments)		
Target groups:	Registered unemployed (All)		
Treatment of unemployment spells:	Not relevant		
Receipt of benefits:	Cash benefits (Source: Current intervention)		
Planned duration:	Maximum: 38 Months		
Responsible institution(s):	Social security funds		
Area of application:	National		
Implementation:	<i>Year started:</i>	1986	<i>Year Ended:</i> Ongoing

D - Reference data

R.1 Registered jobseekers (total)**45 Total registered jobseekers**

All persons registered as jobseekers at the Centers for work and income (CWI).

The CWI uses the tool of 'phasing' (in Dutch "fasering") to classify all jobseekers (employed and unemployed) into 4 categories assessing their distance to the labour market:

- Phase 1 - jobseekers are considered ready to start a job (information, referral to vacancies)
- Phase 2 - chance of work needs some - but for <1 year - improvement (job application training, re-training)
- Phase 3 - chance of work needs ample improvement: for at least 1, up to 2 years (intensive training and counselling, subsidised employment)
- Phase 4 - hardly any chance of work. The person involved faces great problems seriously reducing the chance to find work in a foreseeable future (social activation, psychological assistance, rehabilitation programmes, debt re-scheduling programmes etc.).

43 Registered unemployed

Persons registered as unemployed jobseekers at the Centers for work and income (CWI).

In order to be considered as unemployed a person must be out of work (part-time work of less than 12 hours per week is possible), available to work (within 2 weeks) and actively seeking work of at least 12 hours per week.

1. Minimum age to be Registered Unemployed: 16.
 - School leaving age: 16. Minimum employment age: 16.
 - Students can register as jobseekers - looking for (part-time) job - but not as RU.
 - No specific restrictions for school-leavers/first-time jobseekers.
2. Maximum age to be Registered Unemployed: -.
 - No maximum age to be RU.
 - General retirement age is 65. People beyond retirement age cannot be RU.
 - UBR aged over 50 have to follow the same obligations that generally apply to seek work.
3. Registered Unemployed are allowed to work? Yes.
RU can work less than 12 hours per week.
4. RU have to be immediately available for work: Yes.
Must be available to start work within 2 weeks.
5. Restrictions on the type of work sought (full/part-time, permanent/temporary, etc.): Yes.
Dutch definition of unemployed requires that people are seeking work of at least 12 hours per week.
6. Notes: -.
7. RU and UBR - Are all UBR counted as RU? No.
Around 16% of UB recipients are working (mainly in part-time jobs and/or jobs with low salary), and are therefore not counted as RU anymore but as registered jobseekers.
8. RU and UBR - Do all RU receive benefits? No.
According to CBS research, 81.5% of RU receive full UB.
9. Treatment of periods of activation during unemployment.
Always broken.

44 Registered employed jobseekers

Employed persons registered with the CWI as looking for alternative employment.

Abbreviations

Abbreviation, Description