Perlos

Reference	EGF/2007/004
Member State	Finland
Sector	Mobile phones
Submitted to European Commission	18 July 2007
Total expenditure	€ 2 642 506
EGF contribution	€ 1 321 253
Intervention criterion	Article 2(c) 'small labour market' Regulation (EC) No 1927/2006
Period of implementation	5 March 2007 to 18 July 2008
Redundancies during period of reference	915 redundancies in total, comprising 906 in Perlos Oyj, in two factory sites (in Joensuu and Kontiolahti) and 9 from upstream suppliers. All the redundancies occurred in companies in the Northern Karelia region of Finland
Active employment measures	Include: - occupational guidance, - training and re-training, - entrepreneurship promotion, - mobility allowances, - pay subsidy vouchers and - vocational skill and competence analyses.

LESSONS LEARNT / GOOD PRACTICES

- Value of counselling / guidance provided already during the notice period.
- Implementation period was not long enough for several planned measures, including the preparation of business start-ups.
- Training some 400 participants for new jobs with a future is a significant benefit not only for the workers themselves, but also for the region as a whole, which is remote and threatened with depopulation.
- The Perlos measures have enabled the North Karelia authorities to draw up contingency plans for any future large-scale redundancies.
- Development and maintenance of a broad network of stakeholders is helpful for the support of the redundant workers and their rapid reintegration into employment.
- Early collaboration with the Commission meant that a more ambitious package of measures could be designed for the workers, than would otherwise have been possible, with a reasonable degree of assurance that it could be implemented through EGF help.
- Some innovative ideas could not be implemented as a result of national legislation which made no allowance for them.
- The final report contains an analysis of strengths and weaknesses, threats and opportunities encountered in this case, which may be helpful in planning other cases too.