



# Labour market policy

Qualitative report

**Germany 2001**



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## TABLE OF CONTENTS

- A Introduction
- B Inventory of measures
- C Qualitative information by measure

## A - Introduction

## A - Introduction

The first publication of the **Qualitative Reports** of the **Labour Market Policy (LMP) database** is issued in 16 volumes, one for each country participating in the LMP data collection<sup>1</sup>. The reports present qualitative information extracted from the database to describe, in total, 550 labour market policy measures included in the Eurostat database for the year 2001. The reports constitute a fundamental component of the Eurostat Labour Market Policy (LMP) database allowing the user to understand what lies behind the figures on expenditure and participants collected in the database. The qualitative reports give a succinct description of each of the labour market policy measures and should be considered as complementary information to the publication *Labour Market Policy - Expenditure and Participants - Data 2001*<sup>2</sup>.

The reports all have the same structure: Part A presents the Introduction, Part B includes the Inventory of measures - i.e. the list of all measures grouped by category, and Part C presents the main details of each measure in three sections: Identification, Description, and Supplementary information. The *Description* contains seven sub-sections: Aim, Beneficiaries, Action/Instrument, Financing/Support, Eligibility, Legal basis, and Recent changes. The *Supplementary Information* contains nine sub-sections covering the target groups, the conditions for participation and other characteristics of the measure. Together, these items summarise the qualitative information collected through the LMP questionnaire<sup>3</sup>.

The measure descriptions in the LMP database are up-dated every year with the contribution of the LMP delegates in each country and should be published by Eurostat every 2 years. They are also available as a chapter of the Basic Information Reports (BIRs) produced by the European Employment Observatory<sup>4</sup>.

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<sup>1</sup> The reports are issued primarily in English but French and German versions are also available on request. Eurostat makes every effort to ensure that measure descriptions entered in one language are updated in the other two languages but the alignment of translations cannot be guaranteed. Bearing this in mind, the preferred language for each country report is considered to be English for all countries except Belgium, France and Luxembourg (French); Germany and Austria (German).

<sup>2</sup> European Social Statistics - *Labour market Policy - Expenditure and Participants - Data 2001*. Eurostat Theme 3 - Population and Social conditions - 2003 Edition.

<sup>3</sup> *Labour Market Policy Database - Methodology* - April 2000. Eurostat Working Papers.

<sup>4</sup> The BIRs are produced on behalf of the European Employment Strategy Unit (General Directorate of Employment and Social Affairs) and can be accessed via <http://www.eu-employment-observatory.net/en/publications/bir>.

## B - Inventory of measures

| Category | Measure n°/name   |
|----------|---|
| <b>0</b> | <b>General PES</b>  |
|          | 5 Job placement   |
|          | 33 Apprenticeship placement   |
| <b>1</b> | <b>Intensive counselling and job-search assistance</b>  |
|          | 27 Independent measures   |
|          | 28 Involvement of third parties in the placement of unemployment-assistance recipients  |
|          | 35 Counselling and placement assistance   |
|          | 38 [Component] Immediate Action Programme against youth unemployment - Occupation accompanying assistance, social services                              |
| <b>2</b> | <b>Training</b>   |
|          | <b>2.1 Institutional training</b>   |
|          | 6 Measures to improve prospects of integration - training measures  |
|          | 11 Support for vocational preparation training measures for young people  |
|          | 12 Support for further vocational training  |
|          | 20 Subsidies towards measures included in social plans  |
|          | 26 Language tuition for new resettlers, persons having right of asylum and quota refugees   |
|          | 31 ESF Federal programme  |
|          | 38 [Component] Immediate Action Programme against youth unemployment - Vocational qualification for low qualified youth, to make up for main graduation |
|          | <b>2.2 Workplace training</b>   |
|          | <b>2.3 Integrated training</b>  |
|          | 38 [Component] Immediate Action Programme against youth unemployment - Work and qualification (AQJ)   |
|          | <b>2.4 Special support for apprenticeship</b>   |
|          | 19 Support for vocational training for those with learning difficulties/social disadvantage   |
|          | 34 Vocational training allowance  |
|          | 38 [Component] Immediate Action Programme against youth unemployment - Apprenticeship in non-operational training institutions                          |
| <b>3</b> | <b>Job rotation and job sharing</b>   |
|          | 3.1 Job rotation  |
|          | 3.2 Job sharing   |
| <b>4</b> | <b>Employment incentives</b>  |
|          | <b>4.1 Recruitment incentives</b>   |
|          | 7 Mobility allowances   |
|          | 8 Employee allowance  |
|          | 16 Recruitment subsidy for new businesses   |
|          | 17 Integration contract   |
|          | 18 Integration subsidies  |
|          | 25 Employment assistance scheme for long-term unemployed  |
|          | 38 [Component] Immediate Action Programme against youth unemployment - Wage-cost subsidies, mobility allowances   |
|          | <b>4.2 Employment maintenance incentives</b>  |
| <b>5</b> | <b>Integration of the disabled</b>  |
|          | <b>5.1 Regular employment</b>   |
|          | 23 Incentives for the recruitment and employment of the severely disabled   |
|          | <b>5.2 Sheltered employment</b>   |
|          | <b>5.3 Other rehabilitation and training</b>  |
|          | 13 Promoting integration of the disabled into working life  |

| Category     | Measure n°/name  |
|--------------|--|
| <b>6</b>     | <b><i>Direct job creation</i></b>  |
| 6.1          | <i>Permanent</i>   |
| 6.2          | <i>Temporary</i>   |
| 21           | Support for job-creation measures (ABMs)   |
| 22           | Support for structural adjustment measures   |
| 38           | [Component] Immediate Action Programme against youth unemployment - Qualifying job-creation measures |
| <b>7</b>     | <b><i>Start-up incentives</i></b>  |
| 9            | Bridging allowance   |
| <b>8</b>     | <b><i>Out-of-work income maintenance and support</i></b>   |
| 8.1          | <i>Full unemployment benefits</i>  |
| 1            | Unemployment benefit   |
| 3            | Unemployment assistance  |
| 29           | Integration assistance for new resettlers, persons having right of asylum and quota refugees         |
| 8.2          | <i>Partial unemployment benefits</i>   |
| 14           | Short-time working allowance   |
| 15           | Promotion of year-round employment in construction   |
| 8.3          | <i>Part-time unemployment benefits</i>   |
| 2            | Part-time unemployment benefit   |
| 8.4          | <i>Redundancy compensation</i>   |
| 8.5          | <i>Bankruptcy compensation</i>   |
| 4            | Bankruptcy compensation payment  |
| <b>9</b>     | <b><i>Early retirement</i></b>   |
| 9.1          | <i>Conditional</i>   |
| 24           | Support of part-time employment for older employees  |
| 9.2          | <i>Unconditional</i>   |
| <b>Mixed</b> | <b><i>Mixed measures</i></b>   |
| 38           | Immediate Action Programme against youth unemployment  |

**Number of measures: 33 (including 1 mixed measure(s) with a total of 6 components)**



## C - Qualitative information by measure

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 0 - General PES  
**Measure n°/name:** 5      **Job placement**  
**Type of action:** 0      General PES

**Description:**
**Aim:**

To provide jobseekers and enterprises with placement services. To bring together employers and jobseekers with a view to establishing an employment contract, taking account of the requirements of the vacancies and the suitability, aptitudes and capabilities of the jobseekers.

**Beneficiaries:**

Jobseekers, unemployed, inactive persons, employed at risk, employers

**Action/Instrument:**

Employment offices, as agencies of the Federal Employment Service, bring together employers and jobseekers with a view to establishing an employment contract, taking account of the requirements of the vacancies and the suitability, aptitudes and capabilities of the jobseekers. The Employment Offices are responsible for non-commercial job placement.

All employment offices have special services for handicapped persons. Further there are special job agencies addressing first of all pupils and students searching small part-time jobs or jobs for a limited duration up to three months. In addition, specialized agencies exist (on the regional level and centrally) for qualified job-seekers who are depended fundamentally on a rather supraregional labour market (e.g., artists, international placement, hotel craft and restaurant industry)

**Duration:**

No limited duration (for exceptions see eligibility)

**Financing/support:**

Social security funds

**Eligibility:**

- All registered unemployed receiving unemployment benefit or unemployment assistance
- Jobseekers not receiving benefits must renew their registration once in 3 months
- Employees who start working in a lower qualified job or a job not suitable for other conditions may use placement services for further 6 months after starting the employment.
- All jobseekers are obligated to cooperate.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 3 I No. 1, 35-40) since 1998

**Recent changes:**

None

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Employed at risk, Inactive, Registered jobseekers                   | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> n.a.<br><i>Registration continued:</i> n.a. | <b>Other cash benefits:</b>    | Unemployment benefit   |
| <b>Type of expenditure:</b>        |   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1918<br><i>Year ended:</i> Ongoing                         |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 0 - General PES  
**Measure n°/name:** 33      **Apprenticeship placement**  
**Type of action:** 0      General PES

**Description:**
**Aim:**

To assist young people choosing career options by vocational guidance. To bring together employers and the unemployed seeking training, with a view to establishing an apprenticeship contract (placement services) and to balance supply against demand.

**Beneficiaries:**

Young people, young unemployed seeking training, employers

**Action/Instrument:**

Vocational guidance contains information and advice about:

- Choosing a career, vocational development, returning to the labour market and changing occupations
- current conditions and trends on the labour market and in the various occupations
- opportunities for vocational training
- finding job and apprenticeship openings, and
- benefits available within the schemes for the promotion of employment.

**Placement in Apprenticeships:**

If an applicant states a desire to take up an apprenticeship, the counsellor can suggest companies or schools that provide appropriate training and that have asked the Vocational Guidance Service to help them fill their vacancies. This service is intended to help clients make their career choice a reality, while at the same time giving businesses a way to ensure an ongoing supply of properly trained workers. To get a general idea of the availability of vacancies, the Vocational Guidance Service makes early contact with the training companies. The Federal Employment Services must provide the unemployed seeking training with apprenticeship placement services impartially, free of charge and taking into account the requirements of apprenticeship openings and the suitability, aptitudes and capabilities of those seeking training.

All agencies of the Federal Employment Service have apprenticeship placement services. The Federal Employment Services must provide the unemployed seeking training with apprenticeship placement services impartially, free of charge and taking into account the requirements of apprenticeship openings and the suitability, aptitudes and capabilities of those seeking training.

**Financing/support:**

Social security funds

**Eligibility:**

All young people and young unemployed without vocational qualification

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 3 I No. 1, 35-40) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |                                     |         |                                |  |
|------------------------------------|-------------------------------------|---------|--------------------------------|--|
| <b>Target groups:</b>              | Inactive                            |         | <b>Detailed target groups:</b> | Youth  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | n.a.    | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>      | n.a.    |                                |  |
| <b>Type of expenditure:</b>        |                                     |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services          |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1957    |                                |  |
|                                    | <i>Year ended:</i>                  | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 1 - Intensive counselling and job-search assistance  
**Measure n°/name:** 27      **Independent measures**  
**Type of action:** 1      Intensive counselling and job-search assistance

**Description:**
**Aim:**

Integration of jobseekers and youths in regular employment or apprenticeship by extended active labour market promotion. To enable the employment services to react flexible on new demands of the local labour markets.

**Beneficiaries:**

Unemployed, employed at risk, inactive and youths looking for apprenticeship

**Action/Instrument:**

Employment Offices are given the possibility to design their own new active labour market policy measures in order to achieve more efficient and effective integration of the unemployed. Such measures must correspond to the aims and principles of statutory measures and may not simply extend existing measures.

The Employment Offices may invest up to 10% of funds earmarked for integration in discretionary active employment-promotion measures.

**Financing/support:**

Social security funds

**Eligibility:**

Due to the different arrangements of independent measures the eligibility varies.

**Legal basis:**

Social Code, Volume 3 (SGB III, § 10).

**Recent changes:**

1999: promotion of projects is allowed

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU), Employed at risk, Inactive, Registered jobseekers             | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> n.a.<br><i>Registration continued:</i> n.a. | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        |   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | Other  |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing                         |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 1 - Intensive counselling and job-search assistance  
**Measure n°/name:** 28      **Involvement of third parties in the placement of unemployment-assistance recipients**  
**Type of action:** 1      Intensive counselling and job-search assistance

**Description:**
**Aim:**

To facilitate the integration into the regular labour market of the hard-to-place unemployed thanks to the intervention of external service providers

**Beneficiaries:**

Long-term unemployed

**Action/Instrument:**

In order to deal with increasing demand for counselling for unemployment benefit recipients (LTU), employment services can turn to external service providers. The involvement of third parties in the placement activities of Employment Offices is framed within a limited labour market programme and exclusively concerns the placement of unemployment assistance recipients. These third parties have the following assignments:

- to seek vacancies;
- to help the unemployment benefit recipients with the application process;
- to accompany the jobseekers to interviews;
- to coach them after taking up a job, if necessary;
- to inform the employers about possible benefits, in particular the employment-assistance scheme for long-term unemployed.

Third parties receive an allowance for each unemployment benefit recipient they have placed into employment lasting at least 6 months. The placement has to take place within 12 months after the third party received the participant's data.

**Financing/support:**

Central government budget

**Eligibility:**

Participants have to be recipients of unemployment assistance (see D-3)

**Legal basis:**

Social Code, Volume 3 (SGB III, § 37) and special labour market programme of the Federal Government.

**Recent changes:**

None

**Supplementary information:**

|                                    |                                     |      |                                |  |
|------------------------------------|-------------------------------------|------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU)                    |      | <b>Detailed target groups:</b> | Public priorities and other                                    |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | Yes  | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>      | Yes  |                                |  |
| <b>Type of expenditure:</b>        | Transfers to service providers      |      | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services          |      | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1998 |                                |  |
|                                    | <i>Year ended:</i>                  | 2003 |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 1 - Intensive counselling and job-search assistance  
**Measure n°/name:** 35      **Counselling and placement assistance**  
**Type of action:** 1      Intensive counselling and job-search assistance

**Description:**
**Aim:**

Integration of jobseekers into the labour market by offering financial assistance for expenses connected with an application including travel costs.

**Beneficiaries:**

All jobseekers who cannot afford the expenses connected with applications.

**Action/Instrument:**

Counselling and placement assistance includes benefits for applications and travel costs. The following financial assistance is provided:

- expenses for job applications (e.g. application papers, postage) up to a maximum amount of DM 500 annually,
- travel costs incurred through participation in vocational guidance, placement efforts, assessment of suitability or job interviews, amounting to the normal cost of use of public transport. Daily and overnight expenses may be covered in the event of travel lasting several days.

**Financing/support:**

Social security funds

**Eligibility:**

The provision of the allowance is means-tested. The requirement for receipt of this assistance is that the claimant is unable to cover the costs him/herself, and the employer to whom the application is submitted does not provide similar support.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 45, 46) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Employed at risk, Inactive, Registered jobseekers                | <b>Detailed target groups:</b> | Public priorities and other                                    |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> No<br><i>Registration continued:</i> Yes | <b>Other cash benefits:</b>    | Unemployment benefit   |
| <b>Type of expenditure:</b>        | Transfers to individuals ( Reimbursements)                                   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1957<br><i>Year ended:</i> Ongoing                      |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 6      **Measures to improve prospects of integration - training measures**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To improve the integration prospects of the unemployed by aptitude tests, improving the applicants presentation and job-search abilities or practical training.

**Beneficiaries:**

Registered unemployed even if they don't receive unemployment benefit or unemployment assistance.

**Action/Instrument:**

Training measures consist of courses (at service providers) or practical activities (in a firm) carried out on the recommendation or with the approval of the Employment Office.

The following measures are supported:

- to assess the suitability of the unemployed person for employment or training (up to 4 weeks);
- to support the unemployed person's efforts to find work or efforts by the Employment Office to place him/her, especially through job-application training, counselling on job search possibilities or measures assessing the unemployed person's willingness and ability to work (up to 2 weeks);
- to provide the unemployed person with the necessary knowledge and skills to considerably improve his/her chances of placement or facilitate successful completion of a training or further training measure (up to 8 weeks).

**Financing/support:**

Social security funds

**Eligibility:**

The participation on a training measures depends on the recommendation or approval of the Employment Offices.

A promotion is not possible if the training measure should lead to a recruitment at an employer, who:

- had already employed the unemployed person during the last four years more than three months subject to compulsory insurance, or
- has offered an employment to the unemployed person before he/she became unemployed or
- can be expected to engage the unemployed person without such activities or measures, or
- can be served with placement of suitable experts.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 48-52) since 1998

**Recent changes:**

Since 1999: Also measures in another member state of the EU can be promoted (§ 48 paragraphs 2 SGB III) if additional means of the EU are granted.

**Supplementary information:**

|                                    |                                     |         |                                |   |
|------------------------------------|-------------------------------------|---------|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed                          |         | <b>Detailed target groups:</b> | None  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | Yes     | <b>Other cash benefits:</b>    | Unemployment benefit, Other benefit                       |
|                                    | <i>Registration continued:</i>      | Yes     |                                |   |
| <b>Type of expenditure:</b>        | Transfers to service providers      |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 12 Weeks |
| <b>Responsible institution(s):</b> | Public employment services          |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1998    |                                |   |
|                                    | <i>Year ended:</i>                  | Ongoing |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 11      **Support for vocational preparation training measures for young people**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To facilitate the integration of various target groups into the labour market by means of training

**Beneficiaries:**

Hard-to-place young people aged under 25 (low-skilled) and disabled people of any age

Tip-course: youths, problems with losing the connection to working life,

BBE-course: especially social disadvantaged, immigrants, educational drop-outs, exconvicts and prisoners

G-course: capability to take up vocational training, who can not be placed or didn't decide which occupation to be trained on

F-course: handicapped persons with the ability to start a vocational training but need special treatment because of learning deficits (F1), handicapped persons who can't take part in a vocational training because of the gravity or the kind of their handicap but whose skills are beyond the requirements of sheltered workshops (F2/F3), handicapped persons after medical rehabilitation of a longer duration whose qualifications are no longer competitive (F4).

**Action/Instrument:**

The measure consists of several types of training courses such as preparatory training, qualification training and work training:

- Tip-course: trying, information, duration: up to 3 months

Awakening or encouraging interest in commencing vocational training or employment as well as to state the necessity of further preparatory educational measures.

- BBE-course: Improvement of chances of vocational training and integration, duration: up to 12 months

Intense support, stabilization of the personality and intensification of the educational presuppositions for the admission of a vocational training; or, provided that a vocational training is not possible, instruction of practical and theoretical basic knowledge

- G-course: basic vocational education, duration: 2-12 months

Taking up a qualifying vocational training, strengthen the motivation for vocational training and the competitiveness of the participant, possibility to make or check an occupational decision.

- F-course: upgrading course, duration: F1 up to 12 months, F2 up to 24 months, F3 up to 36 months, F4 up to 6 months

To attain durable integration into vocational training and employment by providing specific offers.

Level of the support:

- course fees

- training allowances: Participants of vocational preparation training courses receive a monthly allowance of 355,- DM if they live with their parents, otherwise the allowance amounts to 640,- DM and 80,- DM in addition if they pay a certain rental fee. In these cases income is not taken into account. Participants aged over 21 get higher allowances.

**Financing/support:**

Social security funds

**Eligibility:**

Participants must be registered as an applicant for vocational training at the vocational guidance of the employment service or at least be interviewed before the course starts.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 61, 66, 68, 71, 106) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Inactive  | <b>Detailed target groups:</b> | Youth, Disabled  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> No<br><i>Registration continued:</i> No       | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to service providers | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 3 Years |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing                           |                                |  |



**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 12      **Support for further vocational training**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To facilitate the integration of the unemployed, to prevent potential unemployment and to provide recognised vocational qualifications through training.

**Beneficiaries:**

Unemployed and workers threatened with unemployment, public priorities (low-skilled)

**Action/Instrument:**

Further vocational training includes measures by which vocational knowledge and skills are assessed, maintained and extended or adapted to technical developments. These measures offer opportunities for career advancement, provide a vocational qualification or enable the participants to work in other kind of employment.

**Level of the benefits:**

The local employment service may bear the costs of further training incurred directly through the training scheme, especially including course fees and the cost of ascertaining the suitability of the applicant, the cost of lodging and additional costs for board, where the necessary participation in the course requires the participant to live away from home, and in certain cases the cost of child care.

Participants in full-time courses may be paid a subsistence allowance (Unterhaltsgeld) if the conditions of entitlement are satisfied. Under certain conditions a proportional subsistence allowance may also be granted to persons who are participating in a part-time course. The subsistence allowance amounts to 67% for participants with at least one dependent child, otherwise 60% of wages (see D-1).

**Financing/support:**

Social security funds

**Eligibility:**

A support is possible if the following conditions are fulfilled:

- The training has to be necessary to reintegrate the unemployed, avoid unemployment of employed at risk or because the participant didn't achieve a vocational training yet.
- To receive a subsistence allowance during the training the person must meet the requirement of having been in employment for a minimum duration in a set period of time, i.e. at least 1 year in contributory employment
- A client must consult the employment office and obtain its consent before entering the training
- The measure and the service provider are approved.

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 77-87, 153-159, 417)

**Recent changes:**

None

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Employed at risk  | <b>Detailed target groups:</b> | Public priorities and other                              |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No      | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to service providers | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 2 Years |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing                           |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 20      **Subsidies towards measures included in social plans**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

- vocational integration of employees who are threatened with unemployment due to structural changes;  
 - creation of incentives for the social partners to provide in social plans for measures which have a positive employment effect instead of severance pay.

**Beneficiaries:**

Employees who are threatened with unemployment due to structural changes in an enterprise or enterprise closure.

**Action/Instrument:**

Employees threatened with unemployment due to structural changes in an enterprise or due to enterprise closure are entitled inter alia, if required for their vocational reintegration, to receive individual benefits, for example for further vocational training. The subsidies towards measures included in social plans may replace these individual benefits if individual active employment-promotion measures would otherwise have to be provided for each and every employee affected. The aim of the instrument of subsidies towards measures included in social plans is to use social plans in a way that has a positive employment effect for workers threatened by unemployment. The incentive for the social partners to provide measures that have a positive employment effect rather than severance pay in social plans is thus increased. Measures included in social plans which could serve the aim of integrating workers might be, for example, retraining in occupations with good labour market prospects. Support is only possible if, instead of these measures, the affected workers would foreseeably require other (individual) active labour market measures, for example support for further vocational training or ABMs. Accordingly, participants in integration measures within the context of a social plan are not entitled to additionally receive similar individual benefits. As in the case of individual support for further vocational training, support in the form of subsidies towards measures included in social plans is also not possible if the measure is primarily in the interests of the enterprise. Thus, support is not provided if the object of the measure is to train employees affected by the closure of one branch of production for employment in another branch of production within the same enterprise.

**Level of the subsidy:**

The amount of the subsidy will be in reasonable proportion to the total cost and duration of the integration measure. Unlike individual support for further vocational training, total financing of the measure through employment-promotion benefits is not possible.

The maximum subsidy may be a sum which is calculated by multiplying the number of participants at the beginning of the measure by the average annual net unemployment benefit (not including social security contributions) for person receiving unemployment benefit.

**Financing/support:**

Social security funds, subsidy as part of the total financing of the measure

**Eligibility:**

See Action / Instrument

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 254-259).

**Recent changes:**

None

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Employed at risk                            |         | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>         | No      | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>              | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to employers ( Lump-sum payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services                  |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                        | 1998    |                                |  |
|                                    | <i>Year ended:</i>                          | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 26      **Language tuition for new resettlers, persons having right of asylum and quota refugees**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To promote occupational outlook and integration into social life by supporting linguistic knowledge in written and spoken German.

**Beneficiaries:**

New resettlers, persons granted asylum and quota refugees.

**Action/Instrument:**

Reimbursement of the direct costs incurred for participation in the German language courses:

- course fees
- fares
- cost of lodging and additional costs incurred for board, when participation requires the participant to live away from home
- child-care expenses in certain cases up to a fixed monthly amount.

**Duration:**

Up to 6 months (full-time courses), in case of part-time courses up to 12 months.

**Financing/support:**

Central government budget, so called "guarantee funds"

**Eligibility:**

Participants who are entitled to integration assistance (see D-29), or are just not entitled because of missing neediness.

Others may participate if they fulfil the following conditions:

- Neediness
- employment in their country of origin of at least 70 days before departure
- missing of the necessary linguistic knowledge to enter employment
- intention to take up a job and not a vocational training after leaving the measure

For participants not entitled to benefit under the Directives of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth concerning assistance for the integration of young new resettlers and young refugees [the so-called Guarantee Fund (Garantiefonds)], the Federal Employment Service reimburses the necessary expenses incurred directly through participation in a course.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 419, 420) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |                                     |         |                                |   |
|------------------------------------|-------------------------------------|---------|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed                          |         | <b>Detailed target groups:</b> | Immigrants/ethnic minorities, Public priorities and other |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | Yes     | <b>Other cash benefits:</b>    | None  |
|                                    | <i>Registration continued:</i>      | Yes     |                                |   |
| <b>Type of expenditure:</b>        | Transfers to service providers      |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 6 Months |
| <b>Responsible institution(s):</b> | Public employment services          |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1998    |                                |   |
|                                    | <i>Year ended:</i>                  | Ongoing |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 31      **ESF Federal programme**  
**Type of action:** 2.1      Institutional training

**Description:**
**Aim:**

To supplement active labour market policy measures by means of the ESF in a meaningful and effective way

**Beneficiaries:**

Unemployed (especially long-term unemployed), unemployed at risk of long-term unemployment and older and young unemployed; low-qualified; re-entrants (especially women); short-term workers; employed at risk of unemployment

**Action/Instrument:**

ESF funds are always granted in combination with measures or benefits provided under the SGB III. An extended circle is included and / or specific additional measures or measure components are offered:

1. Support for further vocational training: extended circle of participants who receive subsistence allowance, payment of the cost of child care is possible under certain conditions. Financing of additional modules of foreign language courses, career-oriented general education courses, periods of practical work experience abroad and social educational assistance.
2. Training measures: extended circle of participants who receive subsistence allowance, financing socio-educational guidance.
3. Promotion of the start-up of new businesses: courses for entrepreneurs, subsistence allowance, counselling and coaching during the early stage of new businesses exclusively for participants with entitlement to bridging allowance according to SGB III
4. Vocational qualification measures for recipients of short-time working allowance: reimbursement of course fees and the payment of lump-sum travel expenses. In exceptional cases, the employer may also receive reimbursement of the social security contributions paid during the period of the qualification measure. The employer has to pay a certain amount of the course fees.
5. Subsidies for the recruitment of the particularly hard-to-place unemployed: If wage cost subsidies are paid according to SGB III, in addition socio-educational guidance and child care for lone parents can be financed by ESF.

**Financing/support:**

Social Security Funds, European Social Fund

**Eligibility:**

As ESF funds are always granted in combination with measures or benefits provided under the SGB III the eligibility follows the respective SGB III measure.

**Legal basis:**

Guidelines for the ESF Federal programme 2000 (duration: 2000-2006), subsequent to ESF Federal programme (AFG-Plus) of 1995-1999.

**Recent changes:**

None

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU)   | <b>Detailed target groups:</b> | Youth, Re-entrants/lone-parents, Public priorities and other   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> n.a.<br><i>Registration continued:</i> n.a.                    | <b>Other cash benefits:</b>    | Other LMP benefit  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments) | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing  |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 19      **Support for vocational training for those with learning difficulties/social disadvantage**  
**Type of action:** 2.4      Special support for apprenticeship

**Description:**
**Aim:**

A completed professional training is a prerequisite for integration into the labour market. This chance should also be offered to young persons who are likely not to be able to start or complete vocational education without help.

**Beneficiaries:**

Slow learners, social disadvantaged youths

**Action/Instrument:**

The measure includes different types of actions:

- Accompanying assistance is provided to support in-company vocational training insofar as this assistance goes beyond the usual company training or part-time vocational school of the "dual system". Duration of the aid is variable. It comprises remedial tuition to reduce language or educational deficits and to encourage the trainee to learn technical skills in practice and theory. Assistance can also include educational support needed for ensuring a successful outcome of training.

- Vocational training in a joint training centre is provided for cases where placement in training is not possible even with accompanying assistance and after participation in a preparatory vocational training programme. Training, remedial tuition, and educational support are the components of this measure. After the first year of vocational training, efforts should be made to transfer to in-company training.

- Transition allowances: where participants have left a training measure, financial support may be granted subsequent to accompanying assistance until they enter a new training course in order to ensure that they continue training; the same applies if training has been successfully completed and a transition allowance is needed to start employment. Transition allowances have a limited duration of 6 months and are granted only once.

**Level of the benefit:**

The promotion encloses subsidies towards the training pay plus the contributions to social security and to the accident insurance, the measure costs and other costs, e.g., travel costs due to participation in the measure.

The duration and the costs differ according to the varying intensity the sub-measures.

**Financing/support:**

Social security funds

**Eligibility:**

See Action / Instrument

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 240-247).

**Recent changes:**

None

**Supplementary information:**

|                                    |                                     |         |                                |  |
|------------------------------------|-------------------------------------|---------|--------------------------------|--|
| <b>Target groups:</b>              | Inactive                            |         | <b>Detailed target groups:</b> | Youth, Immigrants/ethnic minorities, Public priorities and other |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | n.a.    | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>      | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to service providers      |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available   |
| <b>Responsible institution(s):</b> | Public employment services          |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1998    |                                |  |
|                                    | <i>Year ended:</i>                  | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 2 - Training  
**Measure n°/name:** 34      **Vocational training allowance**  
**Type of action:** 2.4      Special support for apprenticeship

**Description:**
**Aim:**

To help overcome financial difficulties which are obstacles to an adequate vocational qualification by granting trainees a vocational training allowance.

**Beneficiaries:**

Trainees in company or in joint training schemes and participants of vocational preparation courses

**Action/Instrument:**

The vocational training allowance should guarantee the necessary, but missing financial means for a vocational training. If the training pay is not sufficient, the employment office grants a financial support to trainees of the "dual system" if they can not live with their parents, e.g. because of too big distance of the training place. Participants of vocational preparation training courses (see measure D-11) may also receive a vocational training allowance; course fees, travel costs and text books are financed, too. The costs for these participants are counted in measure D-11.

**Level of the allowance:**

For trainees of the "dual system" the allowance is means tested. The needs of subsistence amount to 865,- DM, a housing allowance up to 125,- DM, daily travel costs, a fixed sum for working clothes and the costs for a monthly journey home are added. The income of the participants and their parents / partners are taken into account subsidised by an amount of exception. If the participants were previously unemployed, they receive a vocational training allowance at least equivalent to the level of unemployment benefit or unemployment assistance they would receive if not in the programme. Participants of vocational preparation training courses (see measure D-11) receive a monthly allowance of 355,- DM if they live with their parents, otherwise the allowance amounts to 640,- DM and 80,- DM in addition if they pay a certain rental fee. In these cases income is not taken into account. Participants aged over 21 get higher allowances.

**Duration:**

The vocational training allowance is paid monthly for the planned duration of training.

**Financing/support:**

Social security funds

**Eligibility:**

The provision of the allowance for trainees of the "dual system" is means-tested. Eligible are trainees who are not living in the parental home and, as minors, could not live there.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 59 ff) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Inactive  |         | <b>Detailed target groups:</b> | Youth, Public priorities and other                       |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>               | n.a.    | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>                    | n.a.    |                                |  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> 3 Years<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services                        |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                              | 1940    |                                |  |
|                                    | <i>Year ended:</i>                                | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 7      **Mobility allowances**  
**Type of action:** 4.1.1 Permanent

**Description:**
**Aim:**

To remove financial obstacles to entry into contributory employment, increase the willingness to work in another district.

**Beneficiaries:**

Registered unemployed, applicants for apprenticeships

**Action/Instrument:**

Absorption of costs due to taking up a job.

Workers can benefit from the following mobility allowances:

- bridging subsistence loan until payment of the first wage of up to 80% of the expected first gross wage;
- equipment allowance of up to DM 500 for work clothes and tools which are normally provided by the employee;
- travel allowance for the first 6 months for the costs of daily travel between the beneficiary's home and the place of work in another district;
- double household allowance for the costs of financing a second place of residence for the first 6 months;
- relocation loan for removal costs from the previous to the new place of residence if the employee moves within 2 years of entering employment.

**Financing/support:**

Social security funds

**Eligibility:**

Unemployed persons who enter contributory employment may receive mobility allowances if these are required to enable them to commence employment if they are without the required means themselves.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 53-55) since 1998

**Recent changes:**

None

**Supplementary information:**

|                                    |  |         |                                |  |
|------------------------------------|--|---------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed   |         | <b>Detailed target groups:</b> | Public priorities and other                                    |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>  | Yes     | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>   | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments, Lump-sum payments, Reimbursements) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services   |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>   | 1998    |                                |  |
|                                    | <i>Year ended:</i>   | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 16      **Recruitment subsidy for new businesses**  
**Type of action:** 4.1.1      Permanent

**Description:**
**Aim:**

To encourage new entrepreneurs (not older than 2 years) to recruit unemployed workers

**Beneficiaries:**

Unemployed for at least 3 months, employers of new businesses

**Action/Instrument:**

Employers who have been self-employed for no more than 2 years are eligible for a wage subsidy if they recruit on a permanent employment contract and in a new job an eligible unemployed person. The employer's staff may not exceed 5 employees.

**Level of the benefit:**

The recruitment subsidy may not be granted for more than 2 employees at a time and is payable at a rate equal to 50% of calculable wages including the employer's contributions for social security.

**Duration:**

12 months at the most.

**Financing/support:**

Social security funds

**Eligibility:**

Enterprise created within the last 2 years and with fewer than 5 employees. Workers must have been unemployed for at least 3 months or have equivalent status (e.g. participants in measures).

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, 225-228) since 1998.

**Recent changes:**

In 1999 the condition was abrogated that the employer had to cover the efficiency of his new establishment.

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed                                      |         | <b>Detailed target groups:</b> | Public priorities and other                                |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>             | Yes     | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>                  | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to employers (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 12 Months |
| <b>Responsible institution(s):</b> | Public employment services                      |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                            | 1998    |                                |  |
|                                    | <i>Year ended:</i>                              | Ongoing |                                |  |



**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 18      **Integration subsidies**  
**Type of action:** 4.1.1      Permanent

**Description:**
**Aim:**

To facilitate the integration into the labour market of unemployed persons in need of assistance

**Beneficiaries:**

Long-term unemployed, other hard-to-place persons, older unemployed, (severely) disabled, lone parents, and re-entrants (especially women).

**Action/Instrument:**

Employers can be given integration allowances to take on workers in need of support who will reach a full level of performance only after a certain time working on the job.

- job introduction subsidy, where workers require a special period of vocational adjustment in order to be integrated, e.g. persons returning to the labour market: Maximum rate and duration of subsidy: 30% of calculable remuneration for 6 months.

- Integration subsidy for the hard-to-place, where workers (especially the long-term unemployed, severely or otherwise disabled) are difficult to place due to personal circumstances. Maximum rate and duration of subsidy: 50% of remuneration for 12 months.

- Integration subsidy for older workers, where workers are long-term unemployed and aged over 50 prior to commencing employment. Maximum rate and duration of subsidy: 50% of calculable remuneration for 24 months.

The rate and duration of the subsidies depend on the extent to which the employee's performance is reduced and on individual induction needs. An extended duration or higher rate of subsidy is possible in exceptional cases of reduced performance, integration needs or settling-in costs.

**Financing/support:**

Social security funds

**Eligibility:**

Long-term unemployed (>12 months), disabled, older workers (>50 and unemployed for more than 6 months), re-entrants (especially women) and hard-to-place unemployed.

Workers are said to be in need of support if they are not supposed to be integrated into working life without the subsidy.

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 217-222, 421f)

**Recent changes:**
**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU)                                | <b>Detailed target groups:</b> | Older, Disabled, Re-entrants/lone-parents, Public priorities and other |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>             | Yes                            | <b>Other cash benefits:</b>  |
|                                    | <i>Registration continued:</i>                  | No                             | None   |
| <b>Type of expenditure:</b>        | Transfers to employers (Periodic cash payments) | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 24 Months             |
| <b>Responsible institution(s):</b> | Public employment services                      | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                            | 1998                           |  |
|                                    | <i>Year ended:</i>                              | Ongoing                        |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 25      **Employment assistance scheme for long-term unemployed**  
**Type of action:** 4.1.1      Permanent

**Description:**
**Aim:**

To facilitate the integration of the long-term unemployed into working live.

**Beneficiaries:**

Long-term unemployed (>12 months)

**Action/Instrument:**

A wage-cost subsidy is payable to an employer who recruits a long-term unemployed person on a permanent employment contract. The employment of at least 15 working hours a week has to be liable to social security.

The rate of the subsidy expressed as a percentage of the subsidised wage depends on the duration of the unemployment. To increase the incentive to recruitment the subsidy is higher at a longer duration of unemployment. The level of the subsidy is further dependent on the collectively agreed or standard wages and must not exceed the maximum level of 75 % of the upper earning limit for social contributions:

- for employees previously unemployed for 1 - 2 years: up to 60% for the first 6 months, up to 40% for the second;
- for employees previously unemployed for 2-3 years: up to 70% for the first 6 months, up to 50% for the second;
- for employees previously unemployed for 3 years or longer: up to 80% for the first 6 months, up to 60% for the second.

**Duration:**

The wage-cost subsidy is payable for a maximum duration of 12 months.

**Financing/support:**

Social Security Funds

**Eligibility:**

The subsidy has to be necessary to integrate the long-term unemployed person into working live. The employer must apply for the subsidy to the local Employment Office before recruiting the unemployed person.

**Legal basis:**

Government guidelines of 16 February 1995, last amended on 23 November 2000

**Recent changes:**

2001: The funding of this programme was changed from Central Government Budget to Social Security Funds.

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU)   | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to employers (Periodic cash payments)                              | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 1 Years |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> 2002                         |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category:** 4 - Employment incentives  
**Measure n°/name:** 8      **Employee allowance**  
**Type of action:** 4.1.2      Temporary

**Description:**
**Aim:**

To improve integration prospects by encouraging unemployed persons to accept low paid fixed-term employment, especially seasonal work.

**Beneficiaries:**

- Unemployment assistance recipients
- 1998 - 2002: Unemployed after receiving unemployment benefit for 6 months

This measure is focused especially on young persons.

**Action/Instrument:**

Financial incentive for unemployed persons to accept limited and low paid employment, particularly seasonal works.

An allowance on top of the wages is paid in case the employment

- is subject to compulsory insurance and limited at the most for three months, enclosing a weekly working time of at least 15 hours and

- has been offered to the previously unemployed employee by the local employment office.

**Level of the benefit:**

The Employment Office pays an allowance of DM 25 on top of the wages received from the employer for every day on which the employee has worked at least 6 hours. It is also paid for days in which the employee was occupied less than 6 hours if he has worked at least 30 hours and on average at least 6 hours daily in the corresponding calendar week.

The maximum duration of the aid is 3 months.

**Financing/support:**

Central government budget

**Eligibility:**

Employees who were in receipt of unemployment assistance directly prior to commencing employment.

From 1998 to 2002 unemployed persons can also be promoted if they received unemployment benefit directly before starting the fixed-term employment for at least six months.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, § 56, 421b) since 1998,

**Recent changes:**

1998 - 2002: People who receive unemployment benefit can also participate if their unemployment lasts at least 6 month.

**Supplementary information:**

|                                    |   |         |                                |   |
|------------------------------------|---|---------|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed                                    |         | <b>Detailed target groups:</b> | None  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>           | Yes     | <b>Other cash benefits:</b>    | None  |
|                                    | <i>Registration continued:</i>                | No      |                                |   |
| <b>Type of expenditure:</b>        | Transfers to individuals ( Lump-sum payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 3 Months |
| <b>Responsible institution(s):</b> | Public employment services                    |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                          | 1996    |                                |   |
|                                    | <i>Year ended:</i>                            | Ongoing |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 4 - Employment incentives  
**Measure n°/name:** 17      **Integration contract**  
**Type of action:** 4.1.2      Temporary

**Description:**
**Aim:**

To give the unemployed an opportunity to make a trial period in enterprises.

**Beneficiaries:**

Long-term and other hard-to-place unemployed who have been unemployed for at least 6 months.

**Action/Instrument:**

The integration contract gives employers the possibility to enter into an employment relationship (not an employment contract as defined by labour law) for a limited length of time without any financial risk. Employers concluding integration contracts undertake to provide unemployed workers with the possibility of gaining qualifications and familiarising themselves under normal working conditions with the ultimate aim of securing permanent employment after the successful completion of the measure. The employer must provide suitable supervision during the familiarisation period and allow monitoring through the Employment Office or a third party appointed by the Employment Office. The employer is further obliged to release the worker from his/her duties to participate in a further training measure agreed with the Employment Office.

**Level of the benefit:**

In case of hours lost due to absenteeism during the integration period, the employment office refunds to the employer the wages and the employer's social security contributions. The Employment Office may additionally pay an integration subsidy in the event of other obstacles to placement.

**Duration:**

2 weeks to 6 months (fixed-term contract).

**Financing/support:**

Social security funds

**Eligibility:**

The unemployed registered for at least 12 months, or 6 months for hard-to-place persons.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 229-234) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |  |                                |   |
|------------------------------------|--|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed (LTU Langzeitarbeitslose, die mindestens schon 12 Monate arbeitslos sind oder auch andere Arbeitslose, die mindestens 6 Monate arbeitslos sind und bei denen mindestens ein Vermittlungerschwernis vorliegt.) | <b>Detailed target groups:</b> | None  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No   | <b>Other cash benefits:</b>    | None  |
| <b>Type of expenditure:</b>        | Transfers to employers ( Reimbursements)   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 6 Months |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing  |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 23      **Incentives for the recruitment and employment of the severely disabled**  
**Type of action:** 5.1      Regular employment

**Description:**
**Aim:**

To facilitate the integration of severely disabled persons into primary labour market.

**Beneficiaries:**

Severely disabled persons who

- are particularly affected or hard-to-place
- long-term unemployed
- become employed as a trainee or apprentice
- become employed at the primary labour market after working in a sheltered workshop or integration project
- find a part-time employment.

**Action/Instrument:**

Employers who make training or permanent jobs available to the disabled may receive subsidies covering up to 100% of the training allowance or up to 80% of the contractual wage.

**Subsidies for apprenticeships / training:**

The subsidies amount up to 80 % of the monthly wages or the comparable remuneration the trainee would receive in the last year of the training. In case that exceptions are substantiated the subsidy may amount up to 100 %.

**Employment subsidies amount up to 70 % of the remuneration:**

- if the employee was subsidised as a trainee before, max. duration: 12 months
- as a rule (e.g. long-term unemployment, particularly affected or hard-to-place disabled persons), max. duration: 36 months
- for older employees at the age of 50+, max. duration: 60 months
- for older employees at the age of 55+, max. duration: 96 months

After a duration of 12 months (older employees: 24 months) the subsidy is decreased by at least 10 percents because of the supposed integration and capacity to work of the employed person.

**Financing/support:**

Ministry of Labour and Social Affairs' Compensation Fund (paid by employers who don't employ severely disabled in the legally sufficient scope).

**Eligibility:**

see beneficiaries

**Legal basis:**

Disabled Persons Act since 1986; Social Code, Volume 3 since 1998 (SGB III, §§ 222a, 235a since 2000); Social Code, Volume 9 since 2000.

**Recent changes:**

2000: Social Code, Volume 9 - Rehabilitation and Participation of handicapped persons was enacted

2000: Maximum duration for older participants was changed from 5 to 8 years - Social Code, Volume 3 (SGB III, §§ 222a, 235a).

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed                                      |         | <b>Detailed target groups:</b> | Disabled   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>             | Yes     | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>                  | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to employers (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 8 Years |
| <b>Responsible institution(s):</b> | Public employment services                      |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                            | 1986    |                                |  |
|                                    | <i>Year ended:</i>                              | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 5 - Integration of the disabled  
**Measure n°/name:** 13      **Promoting integration of the disabled into working life**  
**Type of action:** 5.3      Other rehabilitation and training

**Description:**
**Aim:**

To mitigate difficulties in working live caused by handicaps. The earning capacity should be recovered.

**Beneficiaries:**

Physically, mentally or psychologically disabled persons, or those threatened with such disability

**Action/Instrument:**

To (re)integrate disabled persons into working live especially the following can be offered:

**Benefits to participants:**

- means of subsistence:
- transition benefit for participants who are eligible for unemployment benefit or unemployment assistance.
- training benefit for participants who are in need and not eligible for unemployment benefit or unemployment assistance.
- other costs due to participation, e.g. course fees, text books, travel costs (these may be paid directly to the service provider)

**Benefits to employers:**

- Grants to the training payments (if an apprenticeship or further vocational training is not possible without support)
- Costs of special working equipment for disabled persons.

**Financing/support:**

Social security funds and Federal Employment Service. (The statutory pension fund, accident insurance and others have additional programmes.)

**Eligibility:**

- readiness of the participant for (further) vocational training
- the aim of the measure must be within reach for the participant.
- the measure should take the ability, bias and preceding employment of the disabled person into account, the participation should offer job prospects and integration into labour market.

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 97-115) combined with the relevant regulations of Social Code, Volume IX (SGB IX).

**Recent changes:**

None

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Employed at risk   | <b>Detailed target groups:</b> | Disabled   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> n.a.<br><i>Registration continued:</i> No  | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments), Transfers to service providers | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1998<br><i>Year ended:</i> Ongoing  |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 6 - Direct job creation  
**Measure n°/name:** 21      **Support for job-creation measures (ABMs)**  
**Type of action:** 6.2      Temporary

**Description:**
**Aim:**

To facilitate the integration of the long-term unemployed by creating temporary employment through projects of social interest.

**Beneficiaries:**

Long-term unemployed (at least 12 months) or persons unemployed for at least 6 of the 12 months preceding the start of the measure and entitled to either unemployment benefit, vocational training or vocational rehabilitation for disabled persons.

**Action/Instrument:**

The projects to be promoted must benefit the community and must be "additional", meaning that without support they would not have been carried out or postponed until a later date.

Priority is given to projects which:

- considerably improve the conditions for creating permanent jobs;
- prepare or supplement measures for structural improvements;
- provide employment opportunities for workers who are extremely hard to place; or
- improve the social infrastructure or the environment.

**Duration**

As a rule, aid is granted for 1 year, but it can be programmed for or extended to 2 years for priority measures. A measure may be supported for up to 36 months if the subsidised workers are subsequently given permanent employment.

**Level of the subsidy:**

The measures are promoted through subsidies and loans to the providers, who may be individuals or legal entities. As a rule, the subsidy is equal to between 30% and 75% of calculable wages, in special cases a subsidy of 100 % is possible. The subsidy is considered calculable if it does not exceed 80% of the wages for unsubsidised equal or comparable activities. Additional subsidies and loans can be granted for measures which are particularly important for the labour market.

**Financing/support:**

Social security funds

**Eligibility:**

Participants have to be in need of support (see Beneficiaries).

ABM can only be supported if the work to be done is additional and benefits the community.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 260-271) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU mindestens 6 Monate arbeitslos.)                             | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to service providers   | <b>Planned duration:</b>       | <i>Typical:</i> 1 Years<br><i>Maximum:</i> 3 Years |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1969<br><i>Year ended:</i> Ongoing                      |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 6 - Direct job creation  
**Measure n°/name:** 22      **Support for structural adjustment measures**  
**Type of action:** 6.2      Temporary

**Description:**
**Aim:**

To facilitate the integration of workers in need of assistance by creating temporary subsidised employment in the environmental and social sectors.

**Beneficiaries:**

Unemployed and workers threatened with unemployment facing specific difficulties on the local labour market.

**Action/Instrument:**

The following kinds of measures can be supported: work which conserves or improves the environment or the infrastructure or improves social services or youth aid provisions, preparation of preservation of historical monuments and measures to support mass sports and culture. As in the case of ABMs, employment in the commercial sector may be supported in economic enterprises only.

**Duration:**

As a rule the subsidy is paid for 36 months until end of 2006.

Measures for older employees aged at least 55 may be subsidised up to 60 month until end of 2006.

**Level of the benefit:**

The wage-cost subsidy amounts to up to 2100 DM a month.

**Financing/support:**

Social security funds

**Eligibility:**

The target area is limited, in principle, to support for work which protects or improves the environment or improves social services or youth assistance schemes. In the new Federal States in the East and in Western Berlin it is possible to support additional recruitment in private enterprises.

Support may be provided only for workers who are unemployed or threatened with unemployment; have fulfilled the qualifying conditions for unemployment benefit or unemployment assistance prior to participation in the measure and who, without participation in the measure, cannot be placed in employment in the foreseeable future.

**Legal basis:**

Social Code, Volume 3 (SGB III, §§ 272-279, 415).

**Recent changes:**

1999: "year ended" was changed from 2002 to 2006.

2001: This measure is now completely financed by social security funds. Until 2000 part of the expenditure was financed by central government budget.

**Supplementary information:**

|                                    |                                     |      |                                |  |
|------------------------------------|-------------------------------------|------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Employed at risk        |      | <b>Detailed target groups:</b> | Older  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> | Yes  | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>      | No   |                                |  |
| <b>Type of expenditure:</b>        | Transfers to service providers      |      | <b>Planned duration:</b>       | <i>Typical:</i> 3 Years<br><i>Maximum:</i> 4 Years |
| <b>Responsible institution(s):</b> | Public employment services          |      | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                | 1998 |                                |  |
|                                    | <i>Year ended:</i>                  | 2006 |                                |  |



**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 7 - Start-up incentives  
**Measure n°/name:** 9      **Bridging allowance**  
**Type of action:** 7      Start-up incentives

**Description:**
**Aim:**

To encourage self-employment of the unemployed and thus avoid or finish unemployment.  
To assure subsistence in the beginning of self-employment.

**Beneficiaries:**

Unemployed persons or those with equivalent status (receiving benefits like short-time working allowance or employed in ABM/SAM) becoming self-employed.

**Action/Instrument:**

Level of the benefit:

The rate of the allowance is equal to the rate of unemployment benefit or assistance which the claimant had previously received or could have received including social security contributions at a flat rate. The social security contributions are calculated as a proportional surcharge.

Duration:

The bridging allowance is paid as a rule for six months; in exceptional cases a shorter period is possible.

**Financing/support:**

Social security funds

**Eligibility:**

Before starting self-employment:

- participating in one of the following measures/benefits for at least 4 weeks (until 2001): unemployment benefit (D-1), part-time unemployment benefit (D-2), short-time working allowance (D-14) or unemployment assistance (D-3), job creation measures (D-21), structural adjustment measures (D-22).
- Application for the allowance at the local employment office
- An evaluation from an expert authority on the feasibility of the individual's self-employment plans is required; expert places are particularly the chambers of industry and commerce, chambers of trade, professional chambers, professional associations and credit institutes.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 57,58) since 1998

**Recent changes:**

1999: Legal Definition of the accepted experts (see eligibility)

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed  |         | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>               | Yes     | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>                    | No      |                                |  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> 6 Months<br><i>Maximum:</i> 6 Months |
| <b>Responsible institution(s):</b> | Public employment services                        |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                              | 1985    |                                |  |
|                                    | <i>Year ended:</i>                                | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category:** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 1      **Unemployment benefit**  
**Type of action:** 8.1.1      Unemployment insurance

**Description:**
**Aim:**

To assure subsistence, to compensate partially for loss of earnings due to unemployment.

**Beneficiaries:**

Unemployed workers who have been in contributory employment for a minimum duration of 360 days in the last 3 years before getting unemployed and are in search of employment of at least 15 hours a week.

**Action/Instrument:**

Payment of unemployment benefit through the Local Employment Office in the unemployed persons' place of residence.

**Duration:**

Unemployment benefit is graduated by age and duration of preceding employment for 6 - 32 months. Unemployed under the age of 45 years may claim unemployment benefit up to 12 months; the maximum duration of 32 months is applicable for unemployed from the age of 57 years upwards, see the following table: SGB III, § 127 II.

**Level of unemployment benefit:**

Unemployment benefit is an insurance benefit which is payable at a "wage-replacement rate" of 60% of wages/salary after normal statutory employee deductions (67% in the case of a worker with at least one child for whom he receives tax allowance). The last 52 weeks (seasonal workers: 26 weeks) in insured employment prior to the claim are usually taken as the basis.

**Financing/support:**

Social security funds: Unemployment benefit is financed from contributions paid by employers and employees in equal parts including monthly earnings exceeding 630,- DM (2001) or at least 15 working hours a week as a compulsory insurance.

**Eligibility:**

The claim to unemployment benefit presupposes that the claimant is registered unemployed and has completed his/her qualifying period. He/she cannot claim benefit from the age of 65 onwards. The qualifying period is fulfilled by those who have been employed and paid compulsory contributions in the reference period for at least 360 days (seasonal workers: 180 days) within the last 3 years before registering as unemployed.

An unemployed person is an employee who is temporarily out of work (unemployment requirement) and in search of insured employment (jobsearch requirement).

The unemployment requirement encompasses availability for placement and efforts on the part of the unemployed individual to terminate unemployment. On the request of the Employment Office, the beneficiary must show proof of the efforts made.

Suitability: An offered employment which is reasonable corresponding to the legal regulations may not be rejected (e.g. the suitability of level of income, daily driving times, temporary requirement of separated housekeeping, fixed-term contract of employment are regulated). Rejecting an employment offered by the employment service may result in an off-period for up to 12 weeks. The claim may cease completely if off-periods add up to 21 weeks.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, volume 3 (SGB III, §§ 117-151, 309-313, 323-325) since 1998

**Recent changes:**

None

**Supplementary information:**

|                                    |   |         |                                |  |
|------------------------------------|---|---------|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed  |         | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>               | Yes     | <b>Other cash benefits:</b>    | None   |
|                                    | <i>Registration continued:</i>                    | Yes     |                                |  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 32 Months |
| <b>Responsible institution(s):</b> | Public employment services                        |         | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i>                              | 1923    |                                |  |
|                                    | <i>Year ended:</i>                                | Ongoing |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 3      **Unemployment assistance**  
**Type of action:** 8.1.2      Unemployment assistance

**Description:**
**Aim:**

To assure subsistence for the unemployed who have exhausted their entitlement to unemployment benefit.

**Beneficiaries:**

Unemployed persons who have exhausted their entitlement to unemployment benefit and are considered to be in need.

**Action/Instrument:**

Certain conditions lead to the entitlement of unemployment assistance after the entitlement of unemployment benefit is exhausted.

**Level of unemployment assistance**

Unemployment assistance amounts to 57% of net wages, after the usual legal deductions have been made, in so far as the unemployed person has at least one dependent child who is taken into account for tax purposes. In all other cases it amounts to 53%. Unemployment assistance is granted following the receipt of unemployment benefit, the amount is based on the wages which were last used as the assessment basis for unemployment benefit.

The wages/salaries on which the assessment of the unemployment assistance are based is adapted annually - with a flat rate reduction of 3% - to the general development of pay. The deduction is suspended, if the beneficiary meanwhile was in a measure or employed for at least 6 months.

**Duration:**

As a rule, follow-up unemployment assistance is granted for an unlimited period - until the claimant reaches the age of 66. It is usually only payable for 1 year at a time. Thereafter eligibility must be proved again.

**Financing/support:**

Central government budget

**Eligibility:**

- Unemployment (for further conditions see D-1, unemployment benefit), on certain conditions unemployed aged at least 58 may also receive unemployment assistance if they don't
- Personal registration at the local employment service
- Exhausted entitlement of unemployment benefit, neediness, entitlement to unemployment benefit the year before first receiving unemployment assistance.

An unemployed person is considered to be in need if he/she cannot provide for him/herself by any other means than by claiming unemployment assistance. The means test is based on the income and assets of the unemployed person and of his/her spouse (if he/she is alive and they are not legally separated) in so far as certain tax allowances are not exceeded. Some benefits are, however, not taken into account, including benefits for preventive and continuing health care, basic pension under the Federal Pensions Act, child benefit under the Federal Child Benefit Act, parental allowance under the Federal Parental Allowance Act and the housing subsidy according to the housing subsidy act.

**Legal basis:**

Labour Promotion Act until 1997, Social Code, Volume 3 (SGB III, §§ 190-206, 324-325) since 1998

**Recent changes:**

Primary unemployment assistance (originäre Arbeitslosenhilfe) has been cancelled 2000. Persons who became unemployed after a short qualifying period of at least 150 days of contributory employment were entitled to 312 days of benefits.

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed (LTU)  | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> Yes | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments)                             | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1926<br><i>Year ended:</i> Ongoing                       |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 29      **Integration assistance for new resettlers, persons having right of asylum and quota refugees**  
**Type of action:** 8.1.2      Unemployment assistance

**Description:**
**Aim:**

To give social security to new resettlers, persons entitled to asylum and quota refugees.

**Beneficiaries:**

Unemployed new resettlers, persons entitled to asylum and quota refugees, who participate in language courses.

**Action/Instrument:**

Integration assistance can be considered an earnings-replacement benefit and is often linked to D-26. German language courses are often taken while receiving integration assistance.

**Level of the benefit**

The rate of assistance (60 percent of the reference quantity; see Social Code IV, § 18) is stipulated by edict every year.

Maximum duration of the benefit is 6 months.

**Financing/support:**

Central government budget

**Eligibility:**

Integration assistance is payable from federal funds to new resettlers if they:

- are unemployed and have registered as such at their Employment Office;
- were employed in their country of origin for at least 5 months within the minimum period of one year prior to the day on which the other conditions are fulfilled;
- are in need and
- are not entitled to receive unemployment benefit or unemployment assistance.

In special cases different conditions are valid. To receive integration assistance while participating in a language course the following conditions have to be fulfilled by the participant:

- neediness
- employment of at least 70 days during the year before leaving the country of origin (if employment was possible due to the special conditions of the country left)
- missing of linguistic knowledge needed to integrate into employment
- Intention to find employment after the language course and not a (further) vocational training.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 418, 420, 421) since 1998.

**Recent changes:**

None

**Supplementary information:**

|                                    |   |         |                                |   |
|------------------------------------|---|---------|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed  |         | <b>Detailed target groups:</b> | Immigrants/ethnic minorities, Public priorities and other |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>               | Yes     | <b>Other cash benefits:</b>    | None  |
|                                    | <i>Registration continued:</i>                    | Yes     |                                |   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 6 Months |
| <b>Responsible institution(s):</b> | Public employment services                        |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                              | 1998    |                                |   |
|                                    | <i>Year ended:</i>                                | Ongoing |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 14      **Short-time working allowance**  
**Type of action:** 8.2      Partial unemployment benefits

**Description:**
**Aim:**

To keep employees from being laid off during temporary, unavoidable work shortages when their earnings would otherwise be lost. The object is to allow businesses to retain their experienced personnel wherever possible.

**Beneficiaries:**

Employees eligible for social security benefits (including home-workers) who, because of unavoidable temporary loss of working hours, would otherwise be dismissed.  
 Certain enterprises of arts and crafts are excluded.

**Action/Instrument:**

Beneficiaries receive a short-time working allowance. The money is paid to the employer who then pays the eligible employees.

**Level of benefit:**

The amount of the allowance is based on the difference between the lump-sum net earnings at full pay less the equivalent amount for the pay the employee is still receiving. It is 67 % of this difference for the employee with at least one dependent child as defined in the tax regulations, and 60 % for those without dependent children.

**Duration**

The short-time working allowance is granted fundamentally for six months at the most; for the structural short-time working allowance at the most up to 12 months if after 6 months for the employees affected, measures are intended to their professional qualification or better integration. If difficult circumstances are present in certain branches of industry or districts on the labour market, the duration may be extended by legal regulation up to 12 months, in case of extraordinarily difficult economic situations on the whole labour market the allowance may be granted for up to 24 months.

**Financing/support:**

Social security funds

**Eligibility:**

Short-time working allowance is paid to workers in companies in the event of a temporary loss of working hours for economic reasons or as a result of an inevitable event and in the event of a permanent loss of working hours due to structural changes in an enterprise, provided the following conditions are met:

- the reduction in working hours must affect at least one-third of the workers employed in the firm in the month in question and lead to a loss in remuneration for each worker of over 10 % of their gross monthly remuneration;
- the Employment Office must be notified of the loss of working hours;
- the workers are liable for contributions to the Federal Employment Service.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, §§ 169-182) since 1998.

**Recent changes:**

1999: SGB III, § 170 Abs.1 Nr. 4 was changed: At the calculation of the loss of earnings trainees are not to be counted.

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Employed at risk  | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> No<br><i>Registration continued:</i> No | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to employers (Periodic cash payments)                             | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 2 Years |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1927<br><i>Year ended:</i> Ongoing                     |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 15      **Promotion of year-round employment in construction**  
**Type of action:** 8.2      Partial unemployment benefits

**Description:**
**Aim:**

Continuous employment in the construction sector: to maintain the jobs of experienced construction workers during bad weather periods in winter, to avoid unemployment, to compensate for aggravated working conditions in winter.

**Beneficiaries:**

Experienced workers of trades affected by winter weather conditions (see eligibility).

**Action/Instrument:**

Benefits for employees:

- Cost-increase winter allowance of 2 DM for every hour worked during the winter months to compensate for the additional costs incurred

- Additional winter allowance of 2 DM for every hour lost from the 31st hour onwards due to bad weather conditions to supplement the "advance bad weather allowance" paid by the employer.

- Bad weather allowance can be paid from the 31st hour lost due to bad weather. The level of the benefit is equivalent to the short-time working allowance (see D-14). The financing of this is shared by all participating parties:

1 - 30 hours: compulsory employee contributions

31 - 100 hours: winter-building levy paid by the employers in the construction sector. The rate of the levy is 1.0 % of the taxable wages of the employees in the building firm

From 101 hours onwards: social security

The bad weather allowance and additional winter allowance are payable from 1 November to 31 March. The cost-increase winter allowance is payable from 15 December to the last day in February.

Benefits to employers:

The contributions to social security for the employees of the main construction trade are refunded from the 31st up to the 100st hour lost completely.

**Financing/support:**

Winter building levy paid by the employers, Social Security (see Action/Instrument)

**Eligibility:**

Employment liable to social security in the construction sector, including certain firms of horticulture, roofer trade and building of sports fields. The employee can not be dismissed due to bad weather conditions.

**Legal basis:**

Labour Promotion Act (AFG) until 1997; Social Code, Volume 3 (SGB III, 209-211, 214-216, 323-325, 327, 354-357) since 1998.

**Recent changes:**

1999, bad weather allowance: the compulsory contributions of the employees was reduced from 50 to 30 hours. The compensation of the contributions to social security to be paid by the employer are refunded completely (before 1999 just the half of the emplo

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Employed at risk   | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> No<br><i>Registration continued:</i> No                | <b>Other cash benefits:</b>    | Other benefit  |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to employers (Reimbursements) | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1960<br><i>Year ended:</i> Ongoing                                    |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 2      **Part-time unemployment benefit**  
**Type of action:** 8.3      Part-time unemployment benefits

**Description:**
**Aim:**

To assure subsistence of employees who are lose one of several part-time employment relationships.

**Beneficiaries:**

Persons with more than one insured part-time job, who then lose one of the jobs, can claim part-time unemployment benefit while still employed in another insured part-time job.

**Action/Instrument:**

Payment of part-time unemployment benefit by the local employment service.

The level of part-time unemployment benefit depends on the net wage and the wage tax category of the lost employment. For part-time unemployed with at least one child for whom they receive tax allowance the benefit is payable at a wage replacement rate of 67 % of their last net wage, otherwise the rate is 60 %.

Duration of entitlement: 6 months.

**Financing/support:**

Social security funds

**Eligibility:**

- The employment on which the claim is based lasted at least 12 months during the preceding 2 years
- The part-time unemployed person is still employed in another insured part-time employment
- Availability for placement and efforts on the part of the part-time unemployed to take up new insured part-time or full-time employment (in addition to the existing employment)
- Personal registration at the local employment service

See also description in measure D-1 (The regulations concerning unemployment benefit are also valid for part-time unemployment benefit unless specialties of this measure lead to different results).

**Legal basis:**

Social Code, Volume 3 (SGB III, § 150)

**Recent changes:**

None

**Supplementary information:**

|                                    |   |         |                                |   |
|------------------------------------|---|---------|--------------------------------|---|
| <b>Target groups:</b>              | Unemployed  |         | <b>Detailed target groups:</b> | None  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>               | Yes     | <b>Other cash benefits:</b>    | None  |
|                                    | <i>Registration continued:</i>                    | Yes     |                                |   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 6 Months |
| <b>Responsible institution(s):</b> | Public employment services                        |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                              | 1998    |                                |   |
|                                    | <i>Year ended:</i>                                | Ongoing |                                |   |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 8 - Out-of-work income maintenance and support  
**Measure n°/name:** 4      **Bankruptcy compensation payment**  
**Type of action:** 8.5      Bankruptcy compensation

**Description:**
**Aim:**

To guarantee the payment of employees in the event of the insolvency of their employer.

**Beneficiaries:**

Workers (including home workers, apprentices, employees without social insurance) who have not been paid during the last 3 months of employment before insolvency proceedings are instituted.

**Action/Instrument:**

Compensation for loss of earnings due to insolvency of the employer. Payment of the lost net wages for the last 3 months of employment. Additional payments as for example Christmas bonus, additional holiday pays, anniversary allowances and commissions may also be added just like compulsory contributions for social assurances (health care, pensions, unemployment).

**Duration and level of the benefit:**

The amount of bankruptcy compensation payment is usually based on the net earnings not paid to the employee during the last 3 months of employment before insolvency proceedings are instituted.

The limitation on the income of the last three months usually leads to the fact, that the special payments (e.g., Christmas bonus, extra salaries, additional holiday pay) are considered maximally 3/12 of the total output.

There is no ceiling for the assessment of compensation.

If no petition has been submitted to institute bankruptcy proceedings and such proceedings can obviously not be instituted on grounds of insufficient assets, then the institution of proceedings is equivalent to dismissal of the petition for bankruptcy proceedings on grounds of insufficient assets and the complete shutdown of business activities. If an employee has continued or begun working with no knowledge of a petition for bankruptcy having been dismissed on grounds of insufficient assets, a special regulation applies as regards the 3-month period.

**Financing/support:**

The funds for insolvency compensation payments are raised each year by professional associations through a levy on employers paid to the Federal Employment Service.

**Eligibility:**

The application for insolvency compensation payment must be placed within an exclusion term by two months after the insolvency.

**Legal basis:**

Social Code, Volume 3 (SGB III, § 183-189, 314,316)

**Recent changes:**

1999: Due to legal changes in case of an employers insolvency the former bankruptcy compensation payment (Konkursausfallgeld) was replaced by insolvency payment (Insolvenzgeld)

**Supplementary information:**

|                                    |   |         |                                |   |
|------------------------------------|---|---------|--------------------------------|---|
| <b>Target groups:</b>              | Employed at risk                              |         | <b>Detailed target groups:</b> | None  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i>           | No      | <b>Other cash benefits:</b>    | None  |
|                                    | <i>Registration continued:</i>                | No      |                                |   |
| <b>Type of expenditure:</b>        | Transfers to individuals ( Lump-sum payments) |         | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 3 Months |
| <b>Responsible institution(s):</b> | Public employment services                    |         | <b>Area of Application:</b>    | National  |
| <b>Implementation:</b>             | <i>Year started:</i>                          | 1974    |                                |   |
|                                    | <i>Year ended:</i>                            | Ongoing |                                |   |



**Identification:**

**Country:** Germany      **Year:** 2001      **Category** 9 - Early retirement  
**Measure n°/name:** 24      **Support of part-time employment for older employees**  
**Type of action:** 9.1.2 Partial

**Description:**
**Aim:**

To give older employees the opportunity to make a gradual transition from working life to retirement through part-time employment and thus to enable the recruitment of the unemployed.

**Beneficiaries:**

Employees over 55 may halve their working hours and the unemployed replace such workers.

**Action/Instrument:**

Employees aged over 55 can reduce their working hours to half of their weekly working hours. Their remuneration must be increased by at least 20% of the gross wage for part-time employment so that they receive 70% of the flat-rate net remuneration they would have received had they continued working as before. Furthermore, the employer must pay additional statutory pension contributions of at least the rate payable on the difference between 90% of the former remuneration and the remuneration for part-time employment for older employees.

Within the duration of the measure the working time is reduced to the half. There are different models like working half time every day or a release time mostly at the end of the measure.

Under certain conditions the employer is entitled to a refund from the Employment Office of his payments to older employees working part time. The main prerequisite for the refund (but not for the part-time employment itself) is that the vacant job is filled by an unemployed person registered at the Employment Office.

**Level of the benefit:**

The employment service refunds the increased wages and the additional statutory pension contributions to the employer. If the employee receives sickness benefit in case of longer illness the extra amount for compulsory pension insurance scheme is paid by the employment service. The employment service may not pay any benefit until the vacant job is refilled.

**Duration:**

- Up to a maximum duration of 6 years until one of the following conditions is fulfilled: age of 65, claims to full retirement pension

**Financing/support:**

Social security funds

**Eligibility:**

Employees aged over 55 and registered unemployed

**Legal basis:**

Law on part-time employment for older employees (Altersteilzeitgesetz, AtG)

**Recent changes:**

2000: Maximum duration was changed from 5 to 6 years.

2001: "year ended" was changed from 2004 to 2009 (see comments)

**Supplementary information:**

|                                    |  |                                |  |
|------------------------------------|--|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed   | <b>Detailed target groups:</b> | Youth, Older   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No                       | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments), Transfers to employers (Periodic cash payments) | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 6 Years |
| <b>Responsible institution(s):</b> | Public employment services   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1996<br><i>Year ended:</i> 2009   |                                |  |

**Identification:**

|                         |           |  |      |                 |       |
|-------------------------|-----------|--|------|-----------------|-------|
| <b>Country:</b>         | Germany   | <b>Year:</b>   | 2001 | <b>Category</b> | Mixed |
| <b>Measure n°/name:</b> | <b>38</b> | <b>Immediate Action Programme against youth unemployment</b> |      |                 |       |
| <b>Type of action:</b>  | 2.3       | Integrated training  |      |                 |       |
|                         | 2.4       | Special support for apprenticeship                           |      |                 |       |
|                         | 1         | Intensive counselling and job-search assistance              |      |                 |       |
|                         | 4.1.1     | Permanent  |      |                 |       |
|                         | 6.2       | Temporary  |      |                 |       |
|                         | 2.1       | Institutional training                                       |      |                 |       |

**Description:**
**Aim:**

To place unemployed youths in vocational training, qualification measures or jobs, through a package of measures to counter youth unemployment

**Beneficiaries:**

Registered unemployed youths aged under 25 applying for vocational training or for a job.

**Action/Instrument:**

Youths still looking for a vocational training course in the present training year can benefit from the following measures:

1. Promotion of local and regional projects to make full use of existing capacity and to increase occupational training opportunities
2. Training programme for applicants not yet placed
3. Initial practical training year in non-operational training for applicants not yet placed in February/March and, if necessary, continuation of the training in non-operational training up to the completion of vocational training
4. To make up for main graduation
5. Work and qualification for young people (AQJ) not yet ready for training
6. To qualify unemployed youths without vocational training and to facilitate integration for unemployed youths who have completed vocational training with additional qualifications
7. Wage-cost subsidies for unemployed youths
8. Qualifying job-creation measures (Quali-ABM)
9. Occupation accompanying assistance
10. Social services leading to occupation and qualifying measures.
11. Mobility allowances.

**Financing/support:**

Social Security Funds and European Social Fund

**Eligibility:**

Youths have no legal claim on participation. Eligibility differs according to the sub-measures.

**Legal basis:**

Agreement between the Federal Government and the Federal Ministry of Labour on the implementation of the Immediate Action Programme against youth unemployment - training, qualification and employment of young people, co-funded by the EFS, Guidelines for the implementation of the Immediate Action Programme against youth unemployment (SPR), 9 December 1998

**Recent changes:**

2001: Mobility allowances were added as an additional sub-measure.

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | Unemployed, Inactive  | <b>Detailed target groups:</b> | Youth  |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i> Yes<br><i>Registration continued:</i> No  | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        | Transfers to individuals (Periodic cash payments, Lump-sum payments), Transfers to employers (Periodic cash payments), Transfers to service providers | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> 1 Years |
| <b>Responsible institution(s):</b> | Public employment services  | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i> 1999<br><i>Year ended:</i> 2003  |                                |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category:** R - Reference data  
**Measure n°/name:** 39      **Registered unemployed**  
**Type of action:** R      Reference data

**Description:**

**Aim:**

**Beneficiaries:**

**Action/Instrument:**

**Financing/support:**

**Eligibility:**

Persons aged 15 to 64, who

+ are not employed, i.e. have no employment or are employed less than 15 hours a week (up to 18 hours in case of self-employment or family workers)

+ are seeking insured employment and are immediately available for work

- immediate availability: Employability and readiness to accept employment offered under the usual conditions of the labour market

- insured employment must be for at least 15 hours a week and at least 7 calendar days in total

+ have registered as unemployed at the local employment service.

**Legal basis:**

**Recent changes:**

None

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | None  | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i><br><i>Registration continued:</i> | n.a.<br>n.a.                   | <b>Other cash benefits:</b><br>None                            |
| <b>Type of expenditure:</b>        |   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> |   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i><br><i>Year ended:</i>                            | Not available<br>Ongoing       |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** R - Reference data  
**Measure n°/name:** 40      **Registered jobseekers (total)**  
**Type of action:** R      Reference data

**Description:**

**Aim:**  
**Beneficiaries:**  
**Action/Instrument:**  
**Financing/support:**  
**Eligibility:**  
**Legal basis:**  
**Recent changes:**  
 None

**Supplementary information:**

|                                    |   |                                |  |
|------------------------------------|---|--------------------------------|--|
| <b>Target groups:</b>              | None  | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i><br><i>Registration continued:</i> | n.a.<br>n.a.                   | <b>Other cash benefits:</b> None                               |
| <b>Type of expenditure:</b>        |   | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> |   | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i><br><i>Year ended:</i>                            | Not available<br>Ongoing       |  |

**Identification:**

**Country:** Germany      **Year:** 2001      **Category** R - Reference data  
**Measure n°/name:** 41      **Registered jobseekers (not unemployed)**  
**Type of action:** R      Reference data

**Description:**

**Aim:**  
**Beneficiaries:**  
**Action/Instrument:**  
**Financing/support:**  
**Eligibility:**  
**Legal basis:**  
**Recent changes:**  
 None

**Supplementary information:**

|                                    |   |                          |                                |  |
|------------------------------------|---|--------------------------|--------------------------------|--|
| <b>Target groups:</b>              | None  |                          | <b>Detailed target groups:</b> | None   |
| <b>Unemployment registration:</b>  | <i>Condition for participation:</i><br><i>Registration continued:</i> | n.a.<br>n.a.             | <b>Other cash benefits:</b>    | None   |
| <b>Type of expenditure:</b>        |   |                          | <b>Planned duration:</b>       | <i>Typical:</i> Not available<br><i>Maximum:</i> Not available |
| <b>Responsible institution(s):</b> |   |                          | <b>Area of Application:</b>    | National   |
| <b>Implementation:</b>             | <i>Year started:</i><br><i>Year ended:</i>                            | Not available<br>Ongoing |                                |  |