



**bmask**

FEDERAL MINISTRY OF  
LABOUR, SOCIAL AFFAIRS AND  
CONSUMER PROTECTION

# Labour Market and Labour Market Policy in Austria

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Organisation, Measures and Programmes  
Labour Market Situation

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June 2013

# Content

- **Institutional Features**
- **Labour Market Situation**
- **Active and Passive Labour Market Policies**
- **Crisis Measures**

# Survey

***The main reason for unemployment is:***

A) *The unemployed do not really want to work!*



Votes

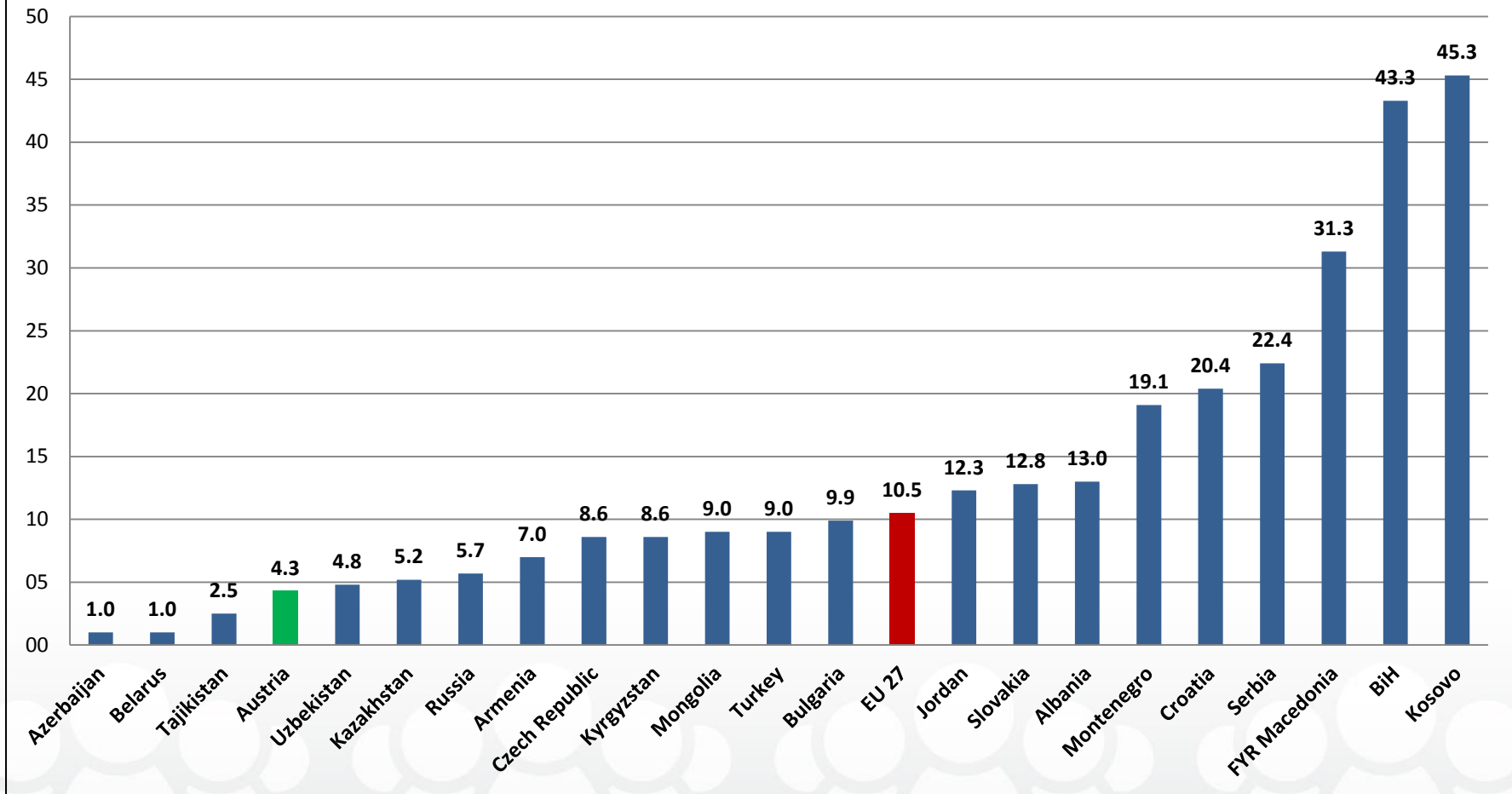
B) *There are not enough jobs!*



Votes

# Unemployment: AT, EU27, Your Countries

## Unemployment Rates 2012



# Organisation and Institutional Framework



# Institutional Framework

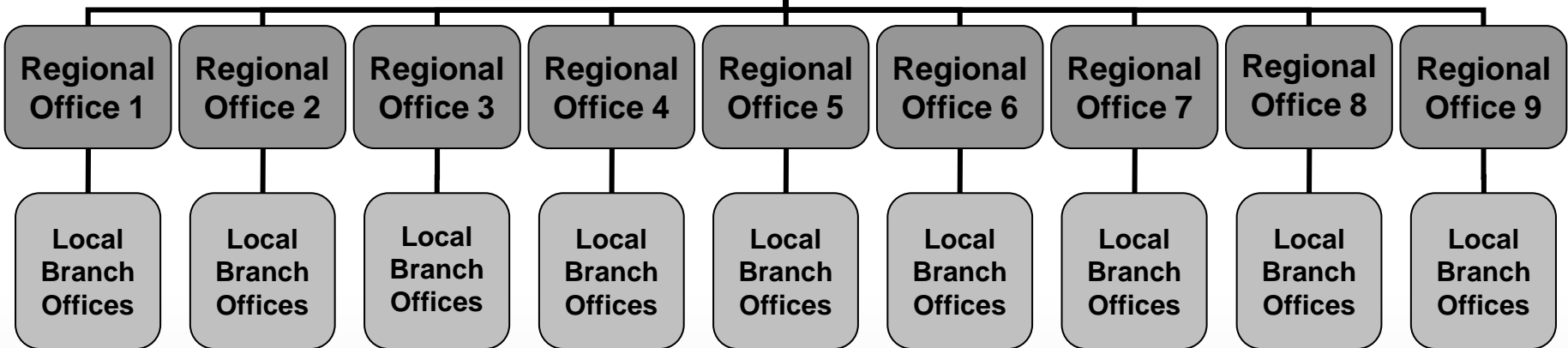
- The Labour market administration was outsourced from the Federal Ministry in 1994 and incorporated as **Public Employment Service PES** (Arbeitsmarktservice, AMS)
- **Functions:**
  - Private-sector functions (counselling, placement and support services)
  - Official functions (unemployment insurance, employment of foreigners)
- Labour Minister sets **overarching objectives** in accordance with the Social Partners

# Organisational Structure

## Federal Ministry of Labour, Social Affairs and Consumer Protection

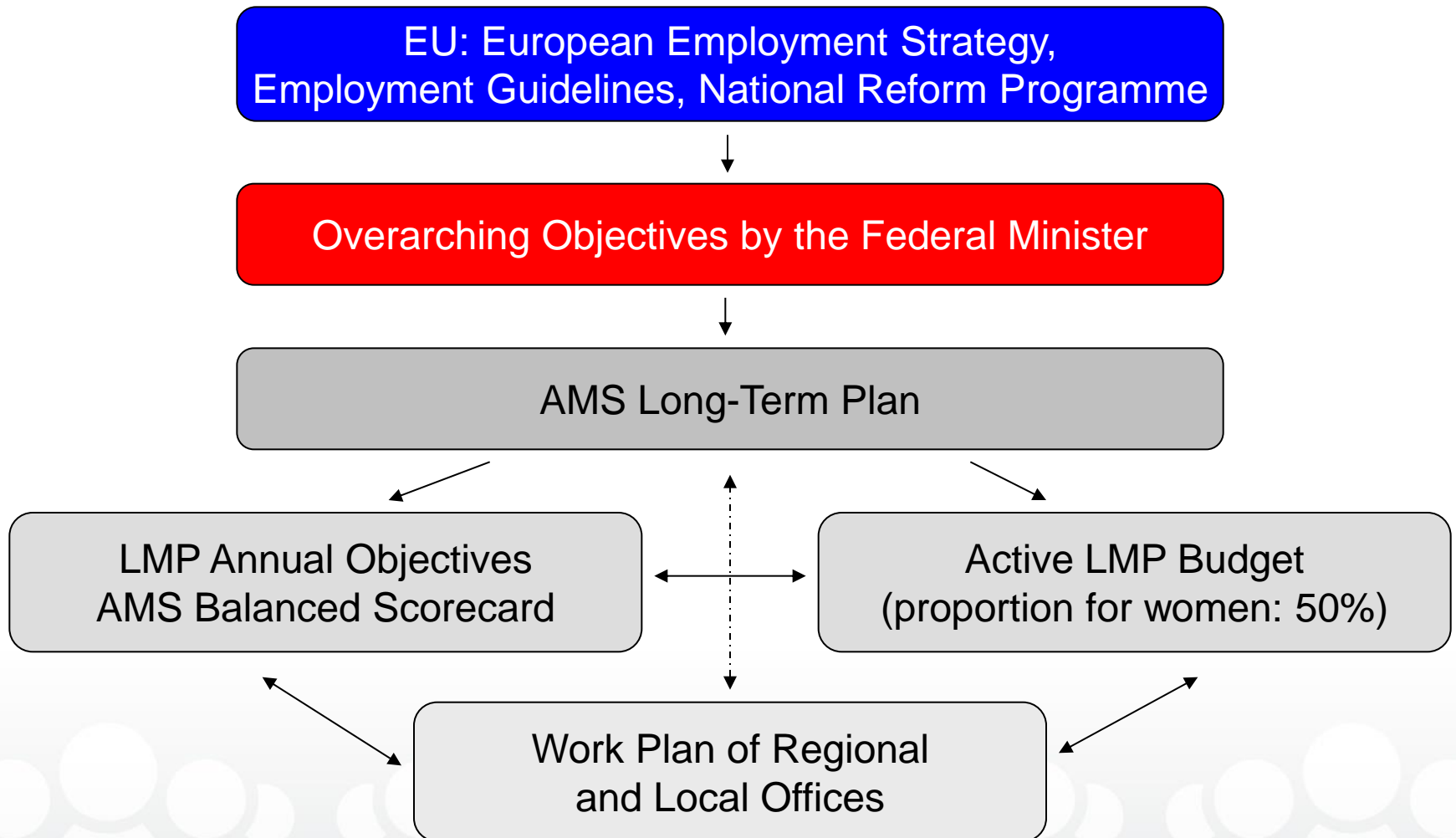
Overarching Objectives

Public Employment Service (AMS)  
Federal Head Office



**102 local offices (some 4.600 employees) + 2 branch offices, 66 career information centres**

# Hierarchy of Labour Market Policy Objectives



# Labour Market Situation



# The Austrian Labour Market in 2012

## Labour market data 2012 (yearly average)

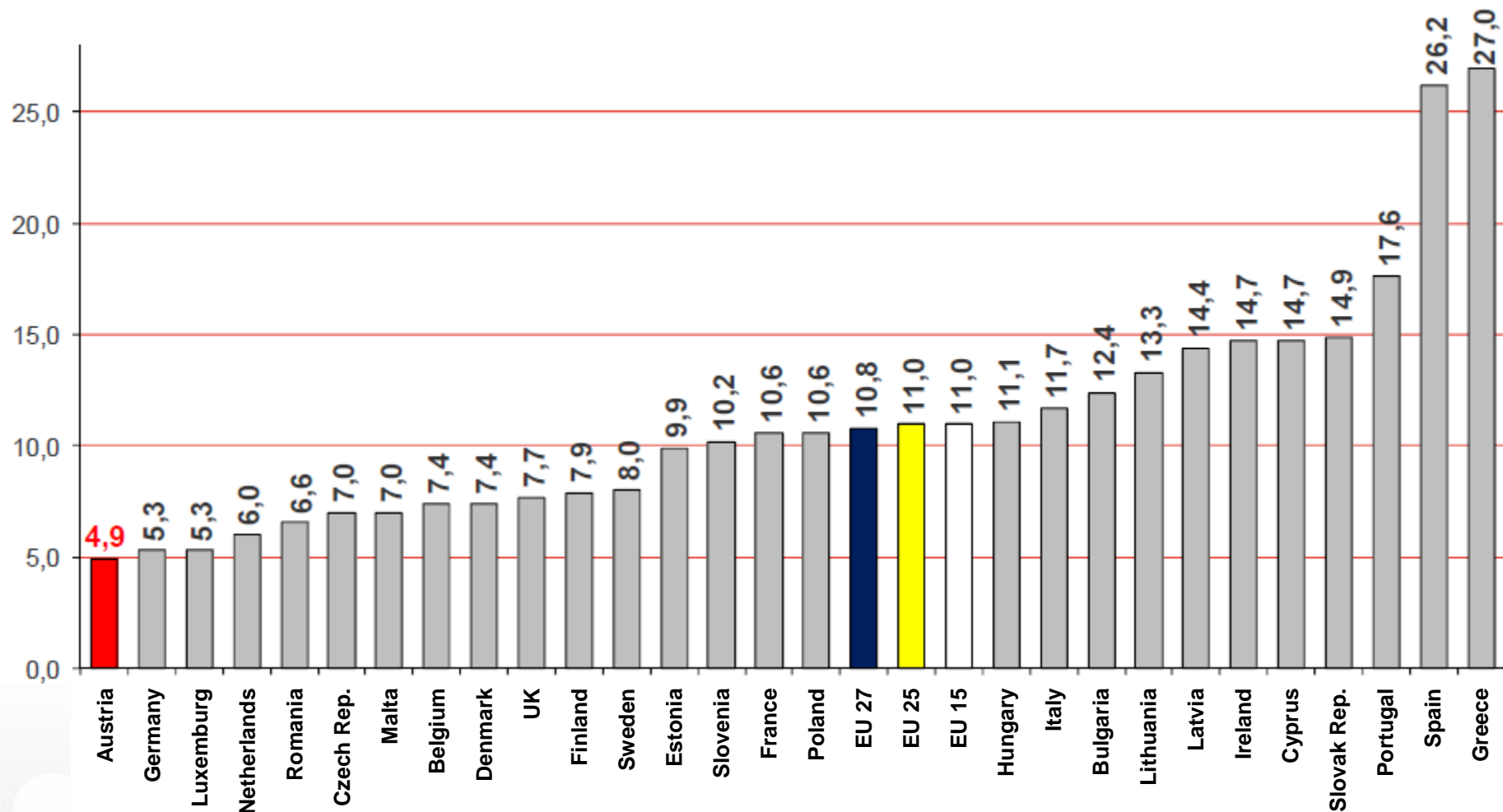
		Change to previous year	
		total	%
<b>Persons in dependent employment</b>	<b>3,466,000</b>	<b>+ 44,000</b>	<b>+ 1.3 %</b>
<b>Registered unemployed</b>	<b>260,643</b>	<b>+ 13,941</b>	<b>+ 5.7 %</b>
<b>Registered job openings</b>	<b>29,422</b>	<b>- 2,888</b>	<b>- 8.9 %</b>
<b>Unemployment rate (Eurostat)</b>	<b>4.3 %</b>	<b>0.0</b>	
<b>Average duration of unemployment</b>	<b>94 days</b>	<b>+ 1</b>	

# Current Labour Market Situation in Austria

## Austrian Labour Market – End of February 2013

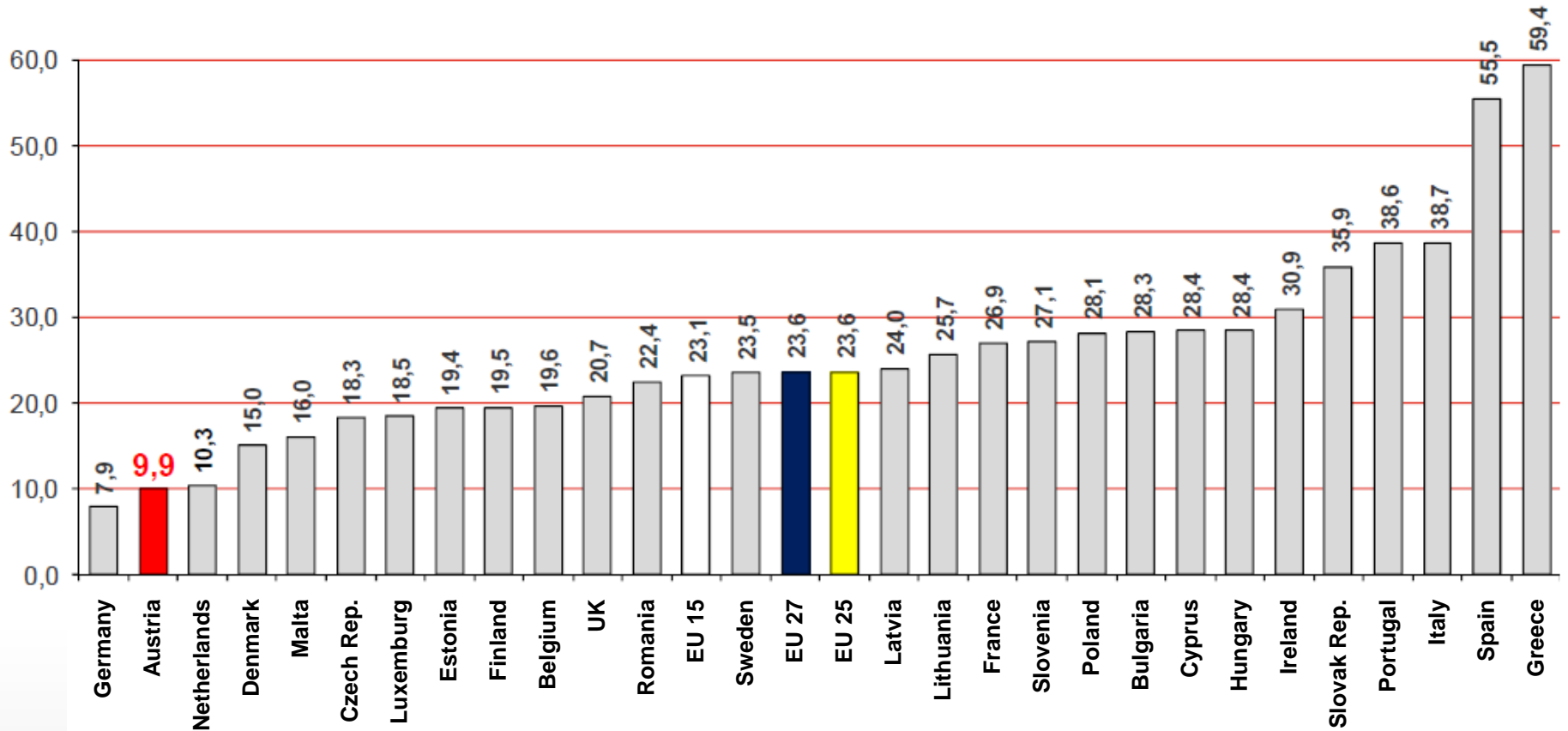
		Change over previous year			
		total	in %		
<b>Employed persons</b>	<b>3,415,000</b>	<b>+</b> <b>23,000</b>	<b>+</b> <b>0.7</b>		
<b>Registered unemployed</b>	<b>326,401</b>	<b>+</b> <b>16,337</b>	<b>+</b> <b>5.3</b>		
Registered unemployed women	115,162	+	4,372	+	3.9
Registered unemployed men	211,239	+	11,965	+	6.0
Registered unemployed 15-24 years of age	46,803	+	1,563	+	3.5
Registered unemployed over 50 years of age	75,674	+	5,524	+	7.9
<b>Average duration of unemployment (in days)</b>	96	<b>+</b>	<b>3</b>		
<b>Persons in training courses</b>	77,605	<b>+</b>	<b>7,209</b>	<b>+</b>	<b>10.2</b>
<b>Registered job openings</b>	24,757	<b>-</b>	<b>2,724</b>	<b>-</b>	<b>9.9</b>
<b>Unemployment rate acc. to EUROSTAT (Jan. 2013)</b>	<b>4.9%</b>	<b>+</b>	<b>0.9</b>		

# Unemployment Rates in the EU



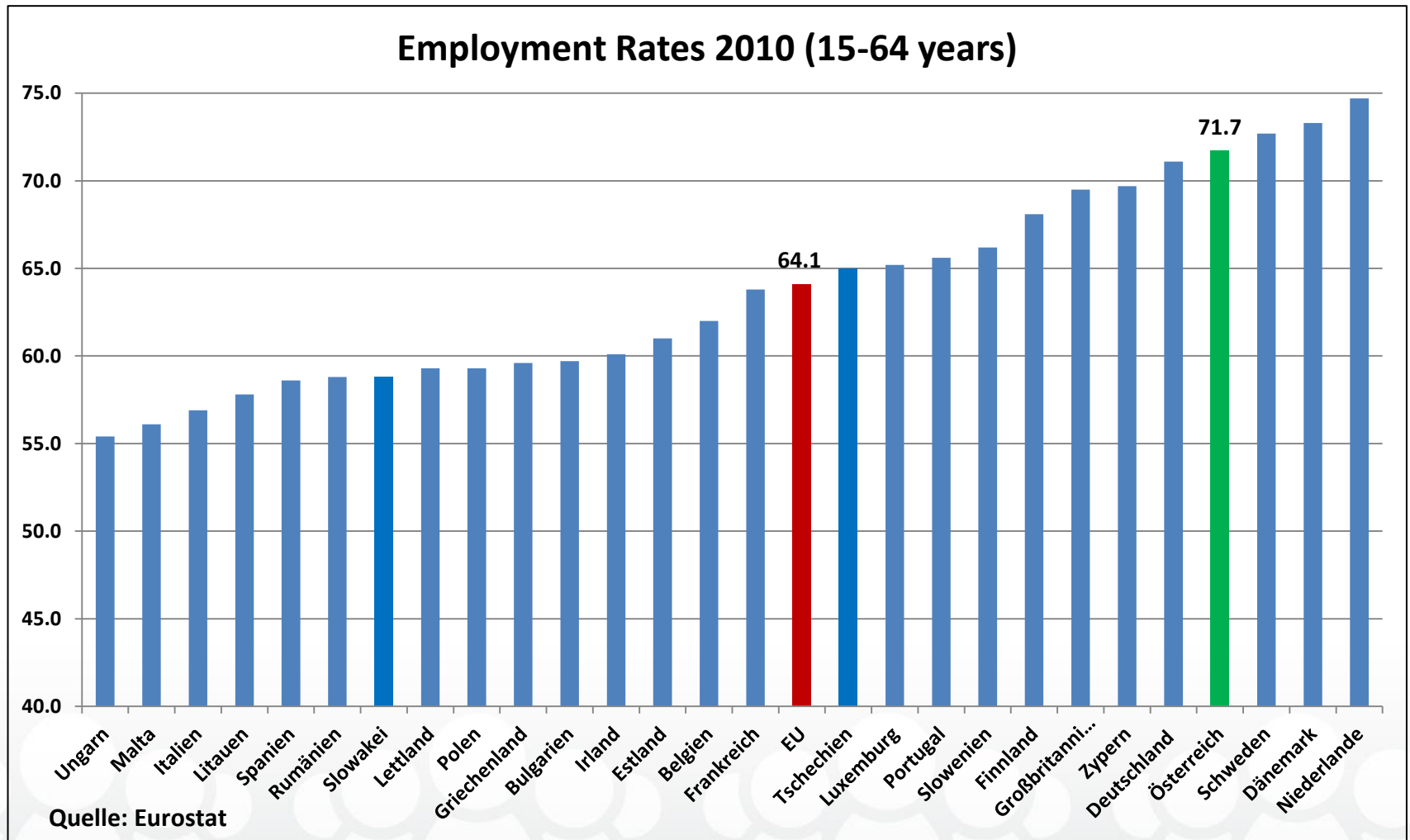
Latest monthly data: Eurostat 01/03/2013; Austria: January 2013

# Youth Unemployment Rates in the EU

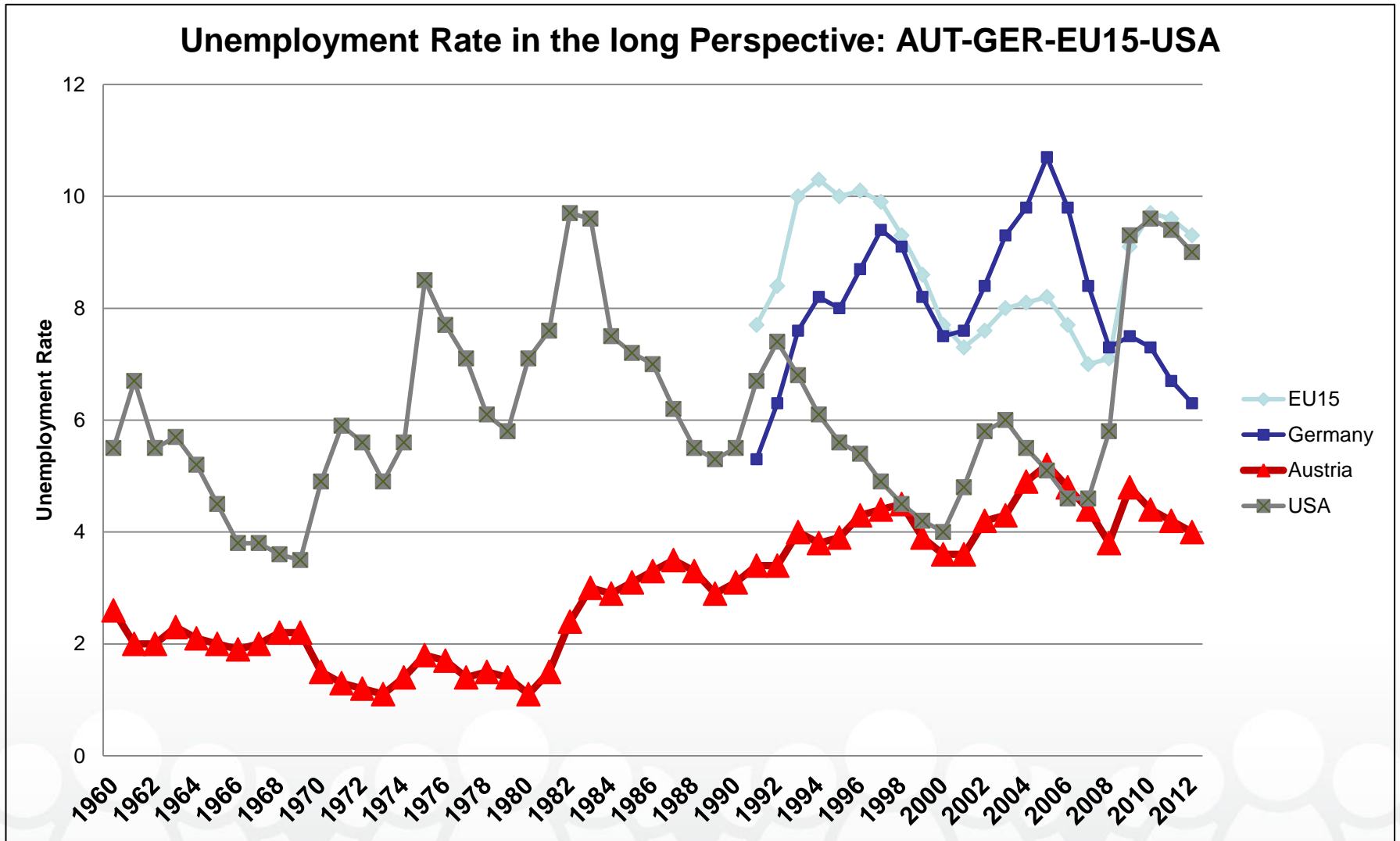


Latest monthly data: Eurostat 01/03/2013; Austria: January 2013

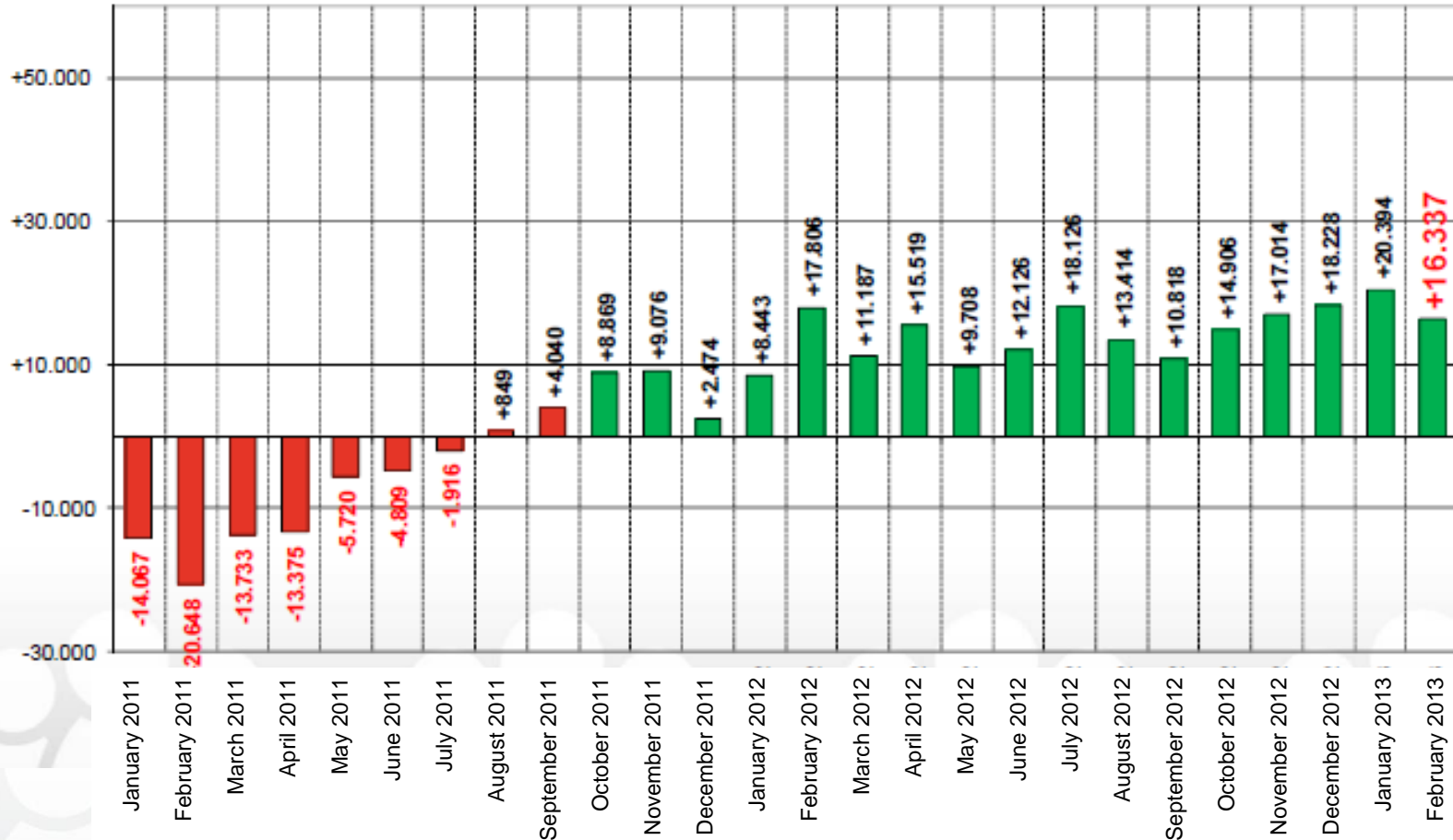
# Integration in the Labour Market



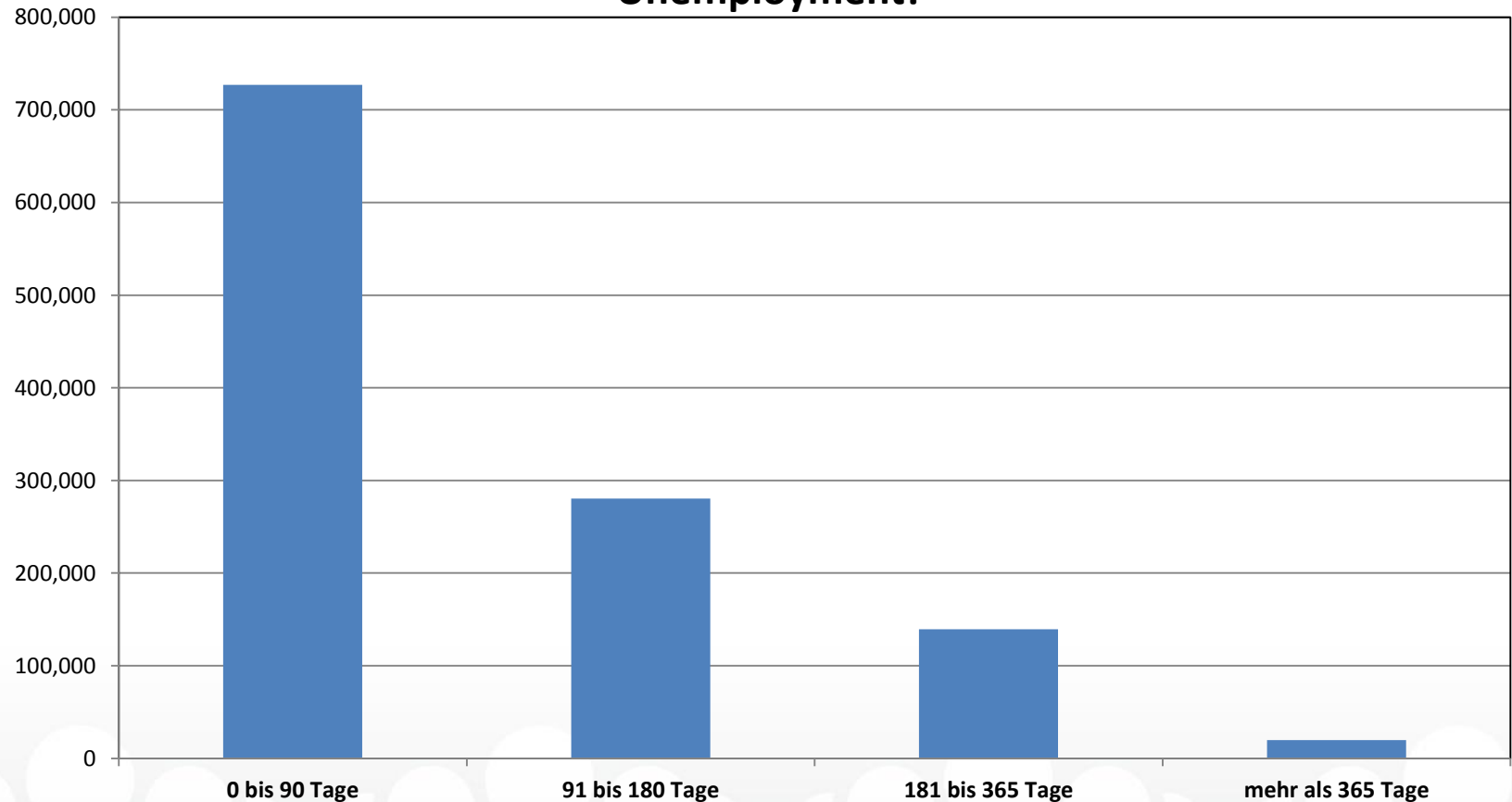
# Longterm Perspective



# Change of unemployment in Austria compared to the previous year

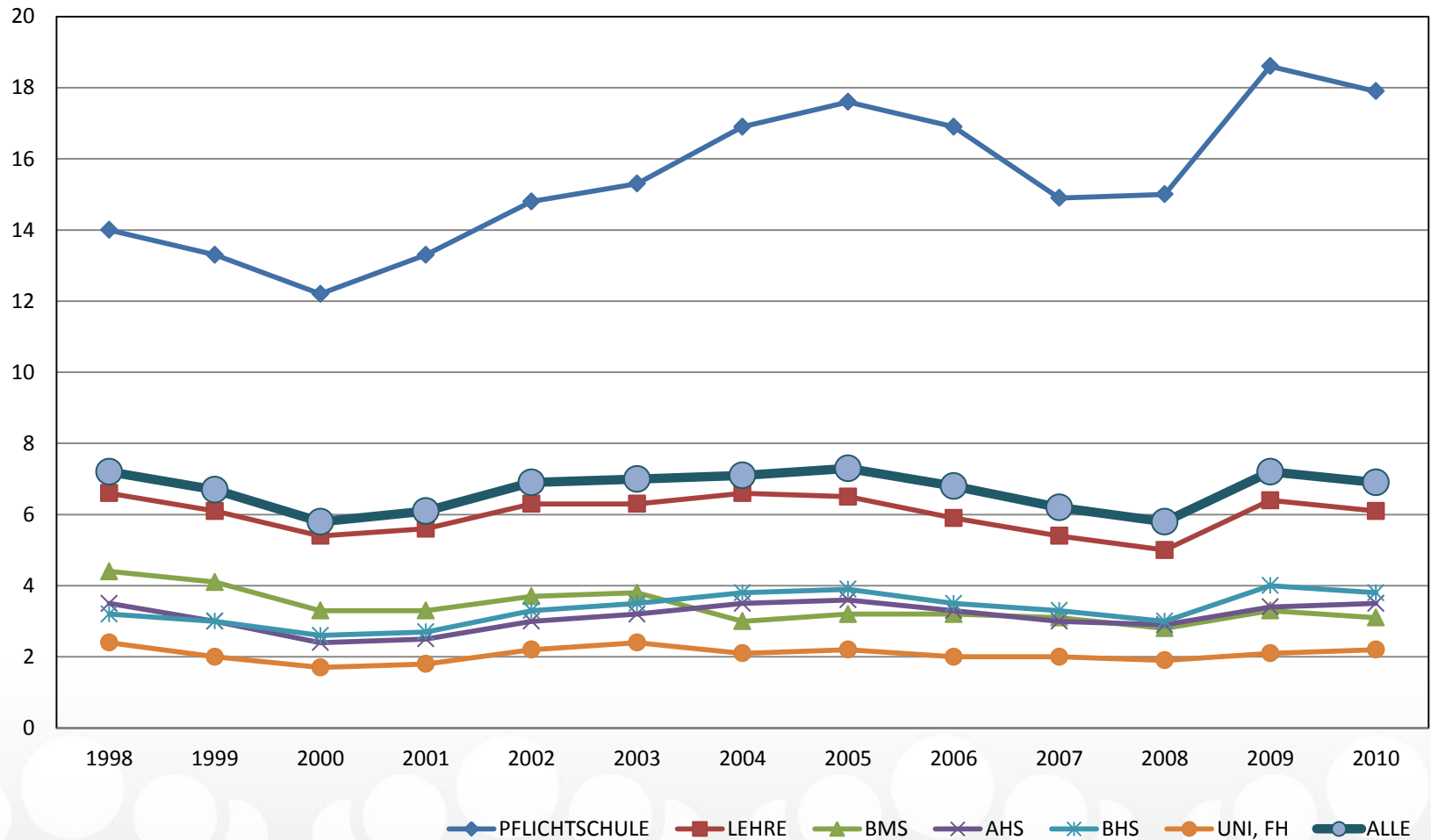


## Unemployment Duration (completed spells): 62,3% leave the register within 3 Months, 86,3% within 6 Months from Unemployment!



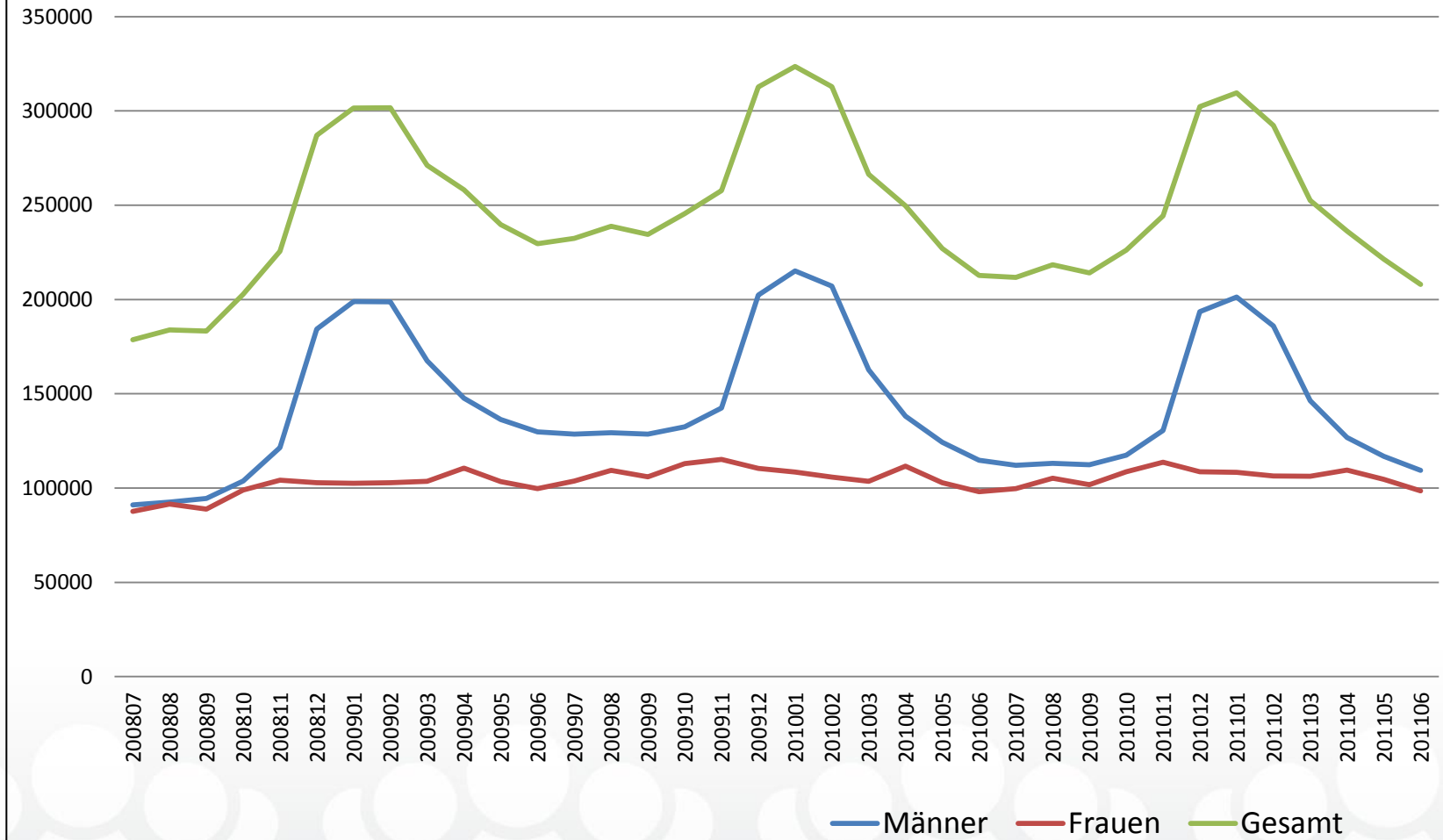
Quelle: AMS

## Unemployment by Educational Attainment



Quelle: AMS

## Saisonal Unemployment in Austria (July 2008-June 2011)



Quelle: AMS

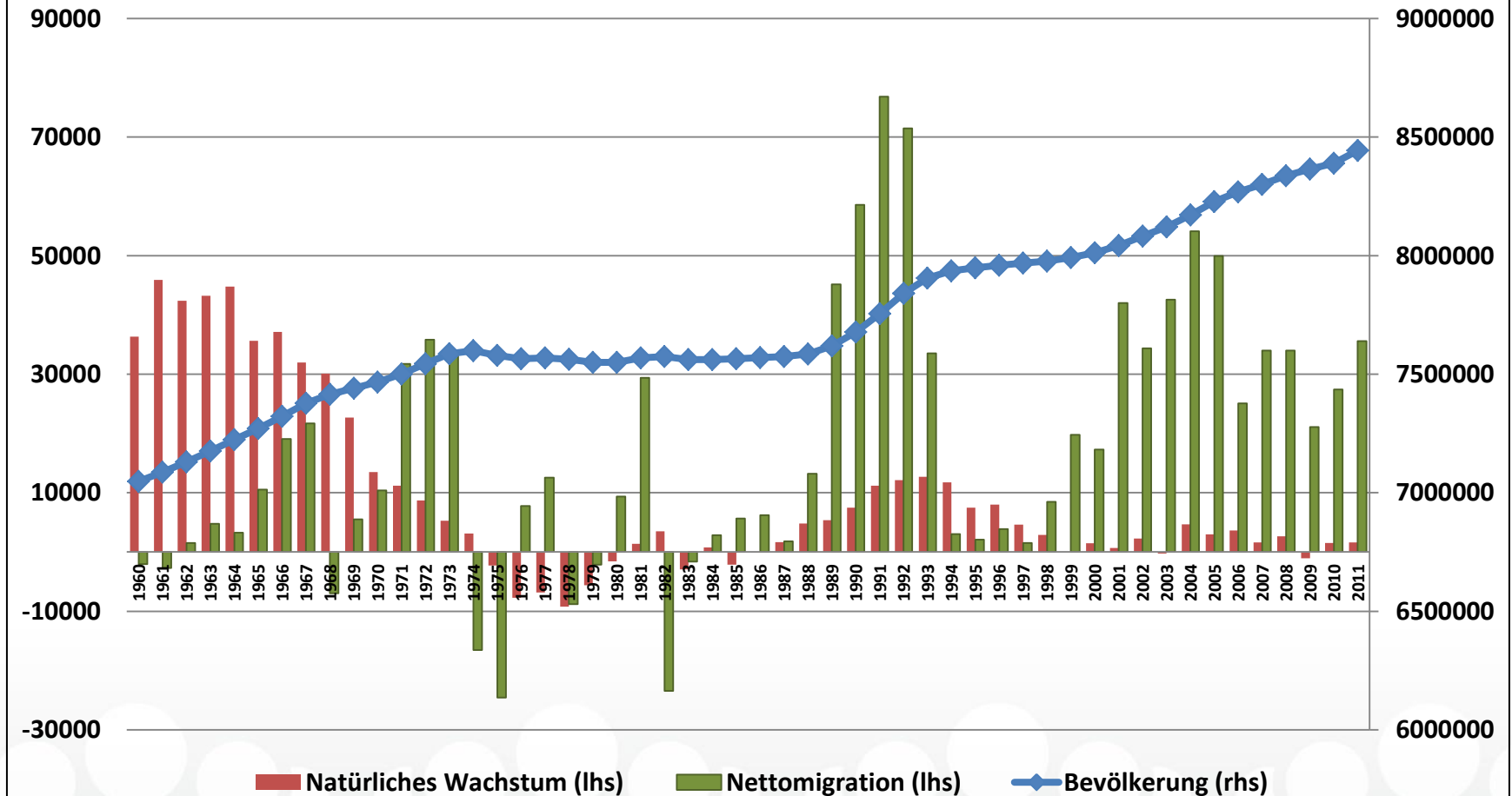


# Employment of Foreign Nationals – Facts & Figures

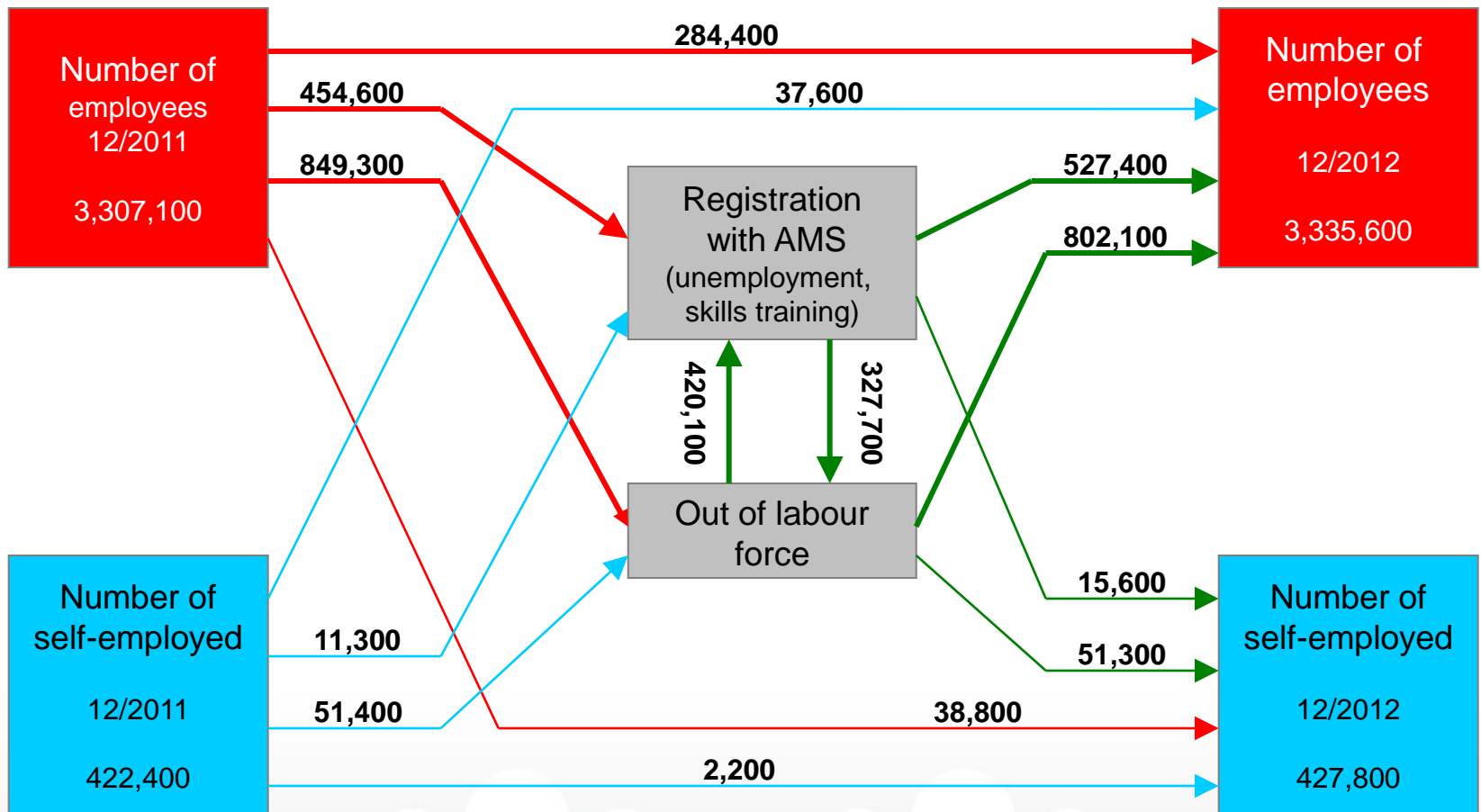
<b>2012</b>	<b>Total</b>	<b>Foreigners</b>	<b>Share</b>
Resident population	8,443,018	970,541	11.5%
Workforce	3,726,096	583,933	15.7%
Employed persons	3,465,453	527,062	15.2%
Employment rate *	73.6%	65.5%	
Registered unemployed	260,643	56,871	21.8%
Unemployment Rate *	4.3%	9.0%	(2.09x)

\* Eurostat, Q3/2012

## Population Growth and Its Components: *Natural Growth und Migration 1960-2011*



# Labour Market Dynamics in Austria 2012

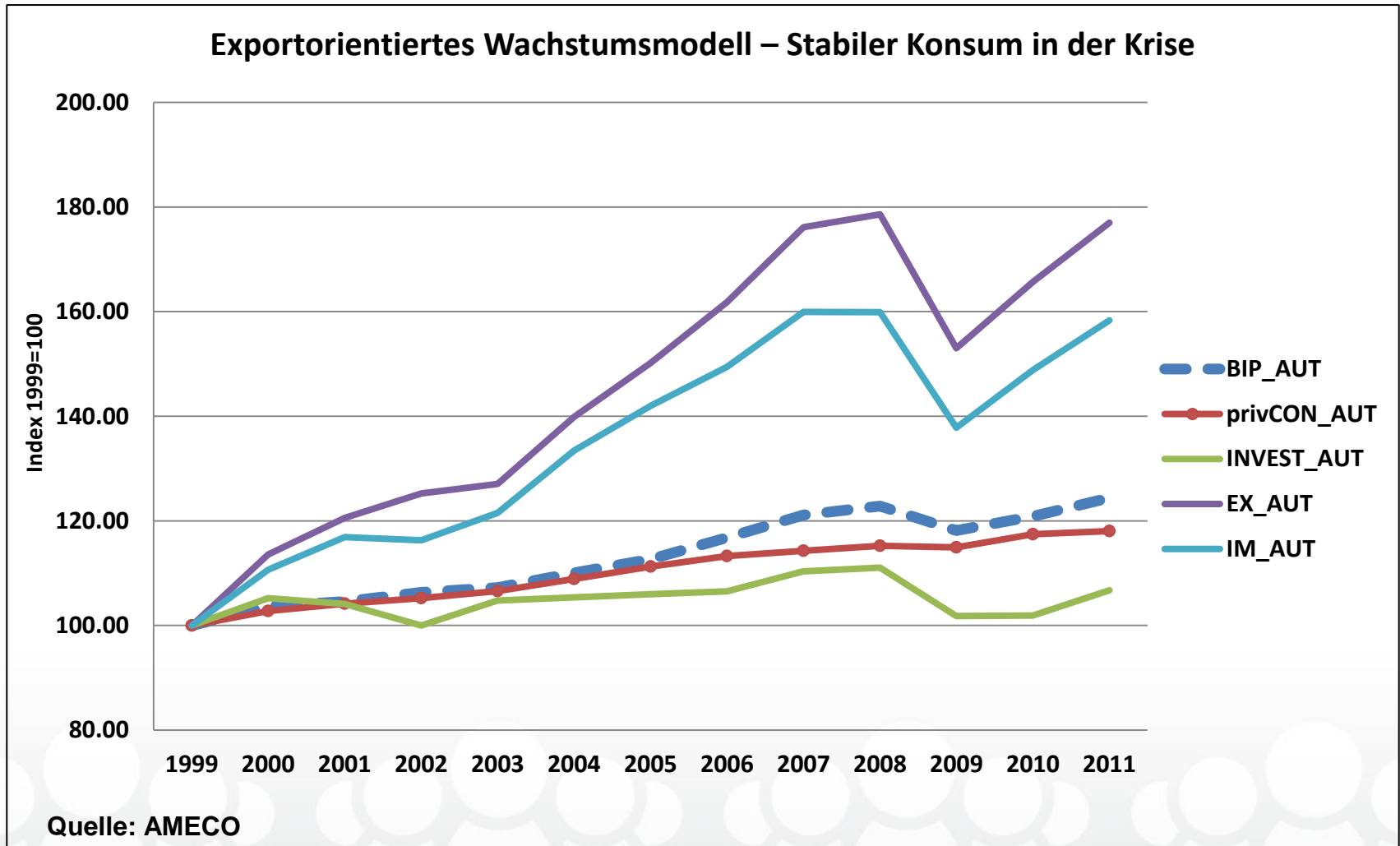


Data source: all data AMS Data Warehouse, Monitoring of Employment Histories.

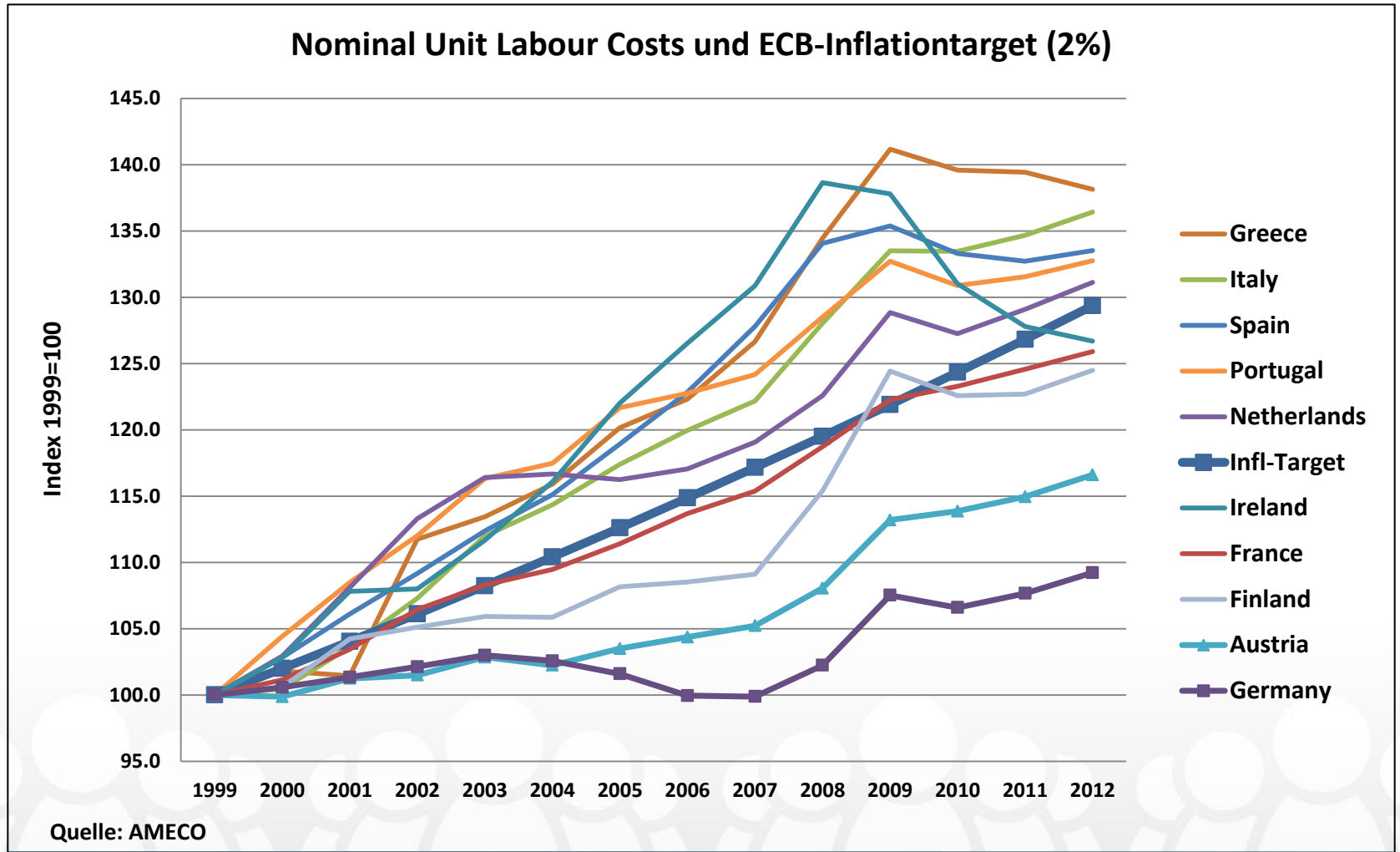
Number of employees: employees actively working. Data source: Federation of Austrian Social Insurance Institutions; as at 15.02.2013; rounded figures.



# Employment led growth



# Wage Policies



# Active Labour Market Policy



# Active Labour Market Policy

## Budget for active labour market policy

(PES, BMASK and subsidies to company-based apprenticeships)

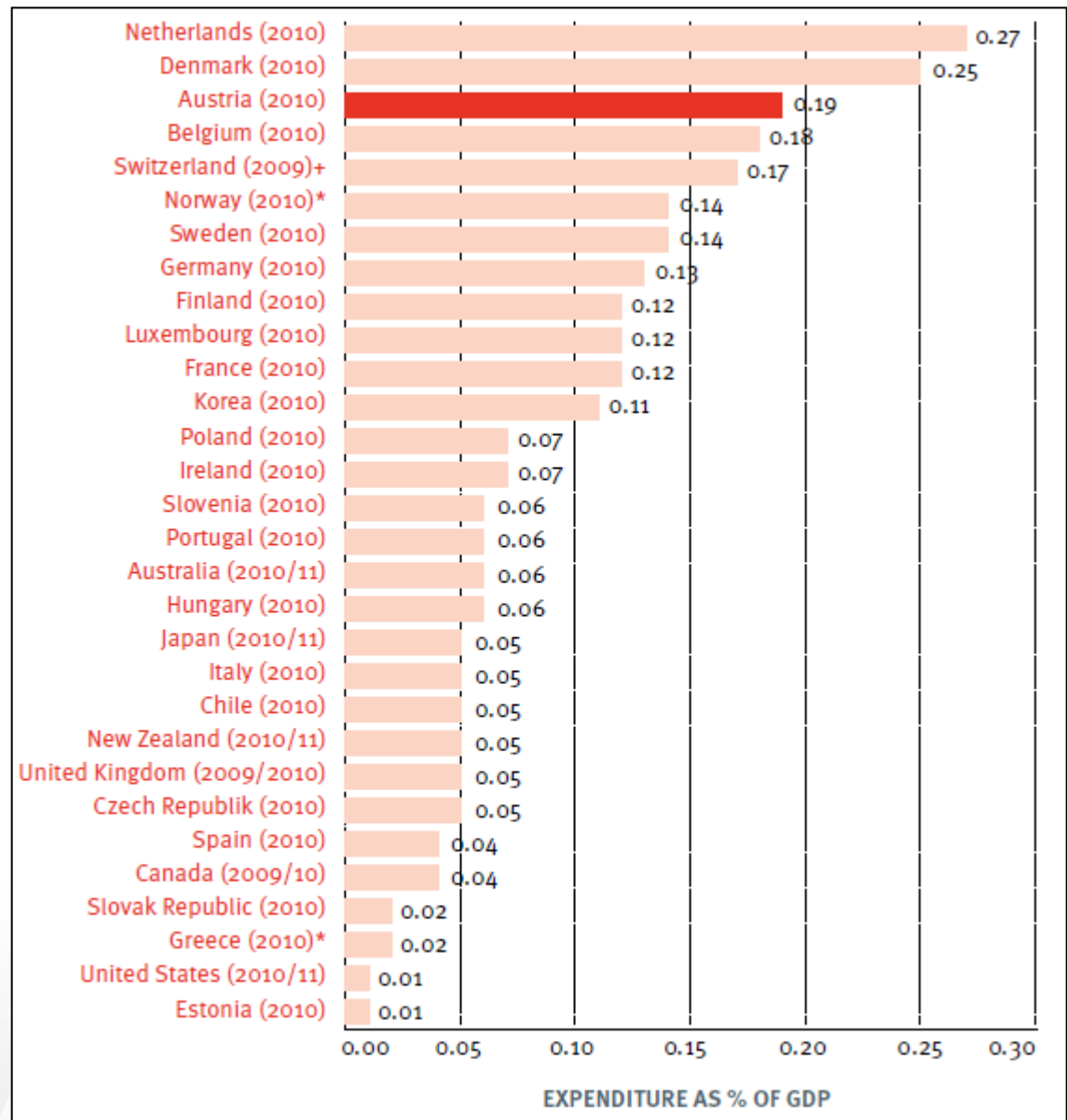
- 2010: 1.324 billion € (record budget during the crisis)
- 2011: 1.177 billion €
- 2012: 1.175 billion €
- 2013: 1.295 billion € (forecast)

## Types of measures:

- Qualification measures (66% of the PES' active budget in 2012)
- Employment subsidies (25%)
- Support measures (9%)
  
- **Level of inclusion** of unemployed persons in measures and subsidies  
2012: **35%** (women: 41%, men: 31%)

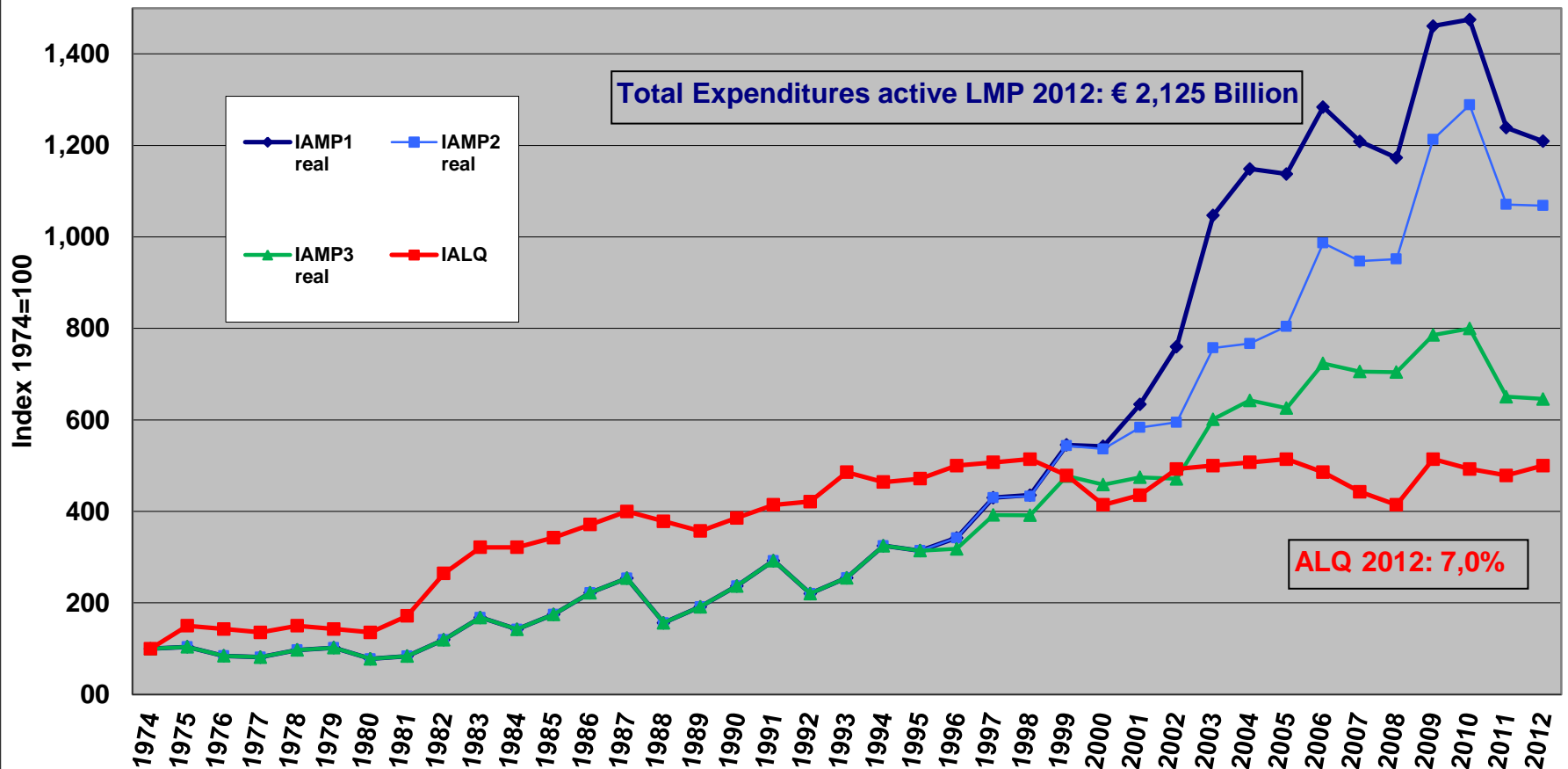
## Expenditure on active and activating labour market policy as a share of GDP, referenced to 1% unemployment rate (2010)

Sources: OECD Employment Outlook 2012; Eurostat; BMASK's own calculations  
 \* Greece, New Zealand and Norway: only Eurostat LMP database categories 2-7 active LMP spending  
 + Emp 2011



# Active Labour Market Policies

## Real Expenditures for active LMP and Unemployment Rate 1974-2012

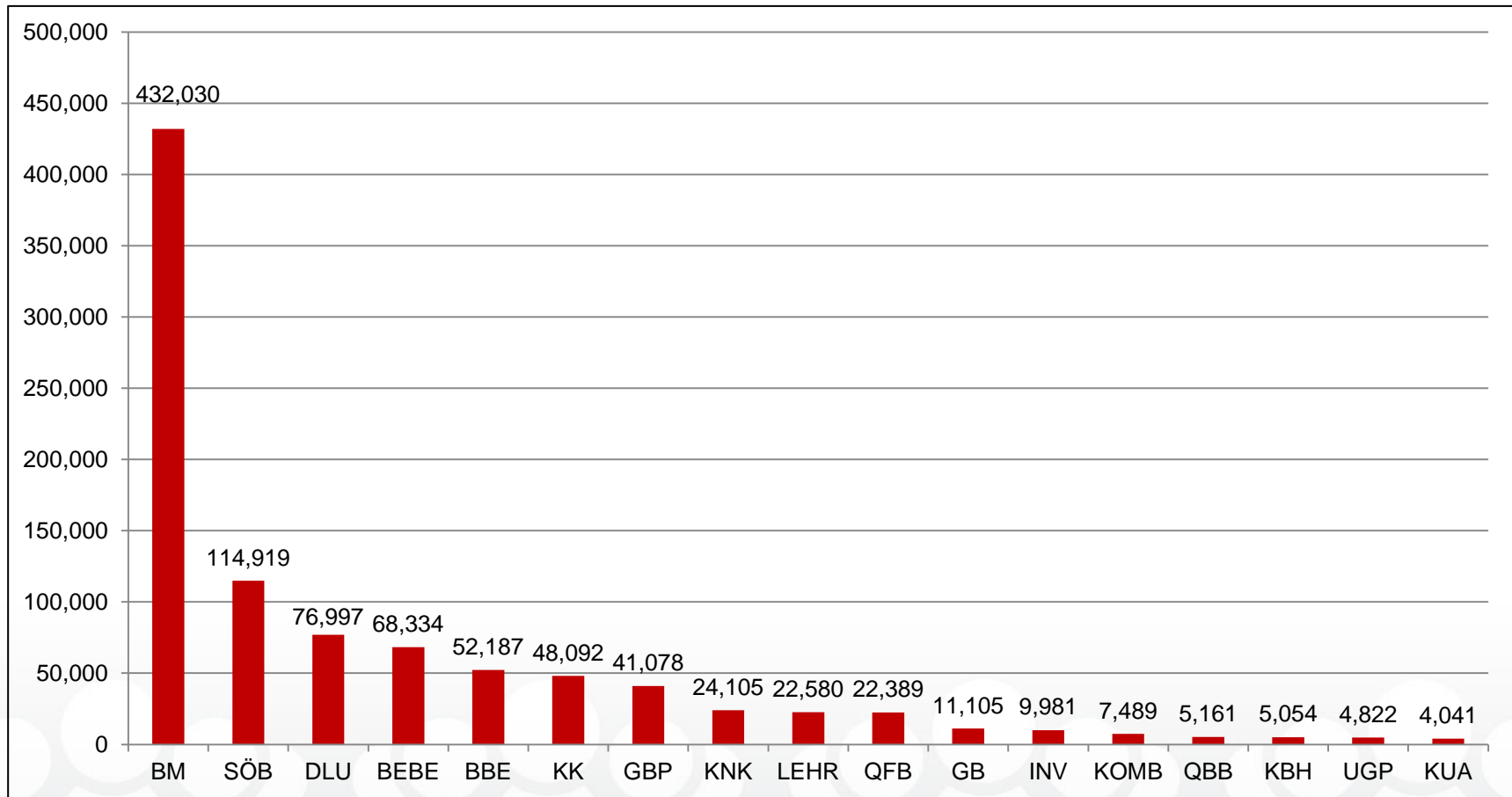


IAMP1real: Aktive + Aktivierte (Qualifizierung, ATZG) + JASG + KUA  
 IAMP2real: Aktive + Aktivierte Qualifizierung + JASG (ohne ATZG, ohne KUA)  
 IAMP3real: Aktive (ohne KUA) + JASG

# Active Labour Market Policy Measures

- **Employment:**
  - Integration subsidies, in-work benefit scheme
  - Socio-economic enterprises and non-profit employment projects
  - Short-time work (and qualification)
  - Solidarity premium
  - Subsidies to single-person businesses
- **Qualification:**
  - Labour foundations
  - Professional mobility (active job-search, orientation, qualification, training)
  - Allowances for training course costs and ancillary course costs
  - Training of employees
  - Subsistence allowance
  - **Youth programmes**
- **Support Measures:**
  - Counselling and guidance centres
  - Childcare subsidies
  - Business start-up programme and subsidies
  - Geographical mobility (job interview grants, distance & relocation subsidies)

# Comparison of ALMP measures according to expenditure (2012, in thousands of €)



# Qualification Measures (2012)

- **Approximately 286,000 persons used PES course offers.**
- **46% benefitted from courses of especially high quality.**
- **Skilled workers training** for approximately 175,000 low-qualified unemployed
- **“Women in crafts and engineering”**: approx. 7,000 participants in qualification measures
- **German language courses and integration-promoting courses** for more than 22,000 immigrants
- **Labour foundations**: approximately 12,000 participants

# Labour Market Policy for Young People



# Labour Market Policy for Young People (I)

## Youth Employment Package 2008

- **Training Guarantee** for young people up to the age of 18
- Appreciation of **supra-company apprenticeship training** as fully-fledged element of the dual system
- Places in supra-company apprenticeship training entities: 11,700 in the training year 2012/2013
- Offering of more than 100 apprenticeship trades
- **In the end of 2012, the number of apprentices amounted to 127,000. 9,400 young people participated in supra-company apprenticeship training.**

# Labour Market Policy for Young People (II)

## “Future for Youth” Programme

- **Training or employment guarantee for young jobseekers aged 19 to 24** within 6 months (since April 2009)
  - In 2012 80,800 young people could benefit from a PES training and 133,500 could take up employment after a period of unemployment.
  - Budget planned for LM integration of youth (2013): € 641 million
- + **“Production schools”** (combination of working and learning)
- + **“Fit for training”** (new offer)

# Labour Market Policy for Young People (III)

## Innovative Counselling and Support Offers:

- „Youth Coaching“ in co-operation with BMUKK  
**Preventative offer** in order to avoid problems in **the transition from school to work** after compulsory school. Pupils in their 9<sup>th</sup> year of school can benefit from these counselling and support offers.
- „Apprenticeship Coaching“ in co-operation with BMWFJ  
**Coaching for apprentices and companies** offering apprenticeship, if the successful completion of the apprenticeship is at risk. The aim of this measure is to **avoid dropouts** and to **ensure the successful completion** of the apprenticeship and its final exams and thereby increase the number of skilled workers.

# Reform of Invalidity Pension and Labour Market Initiative for Older and Health-Impaired Persons

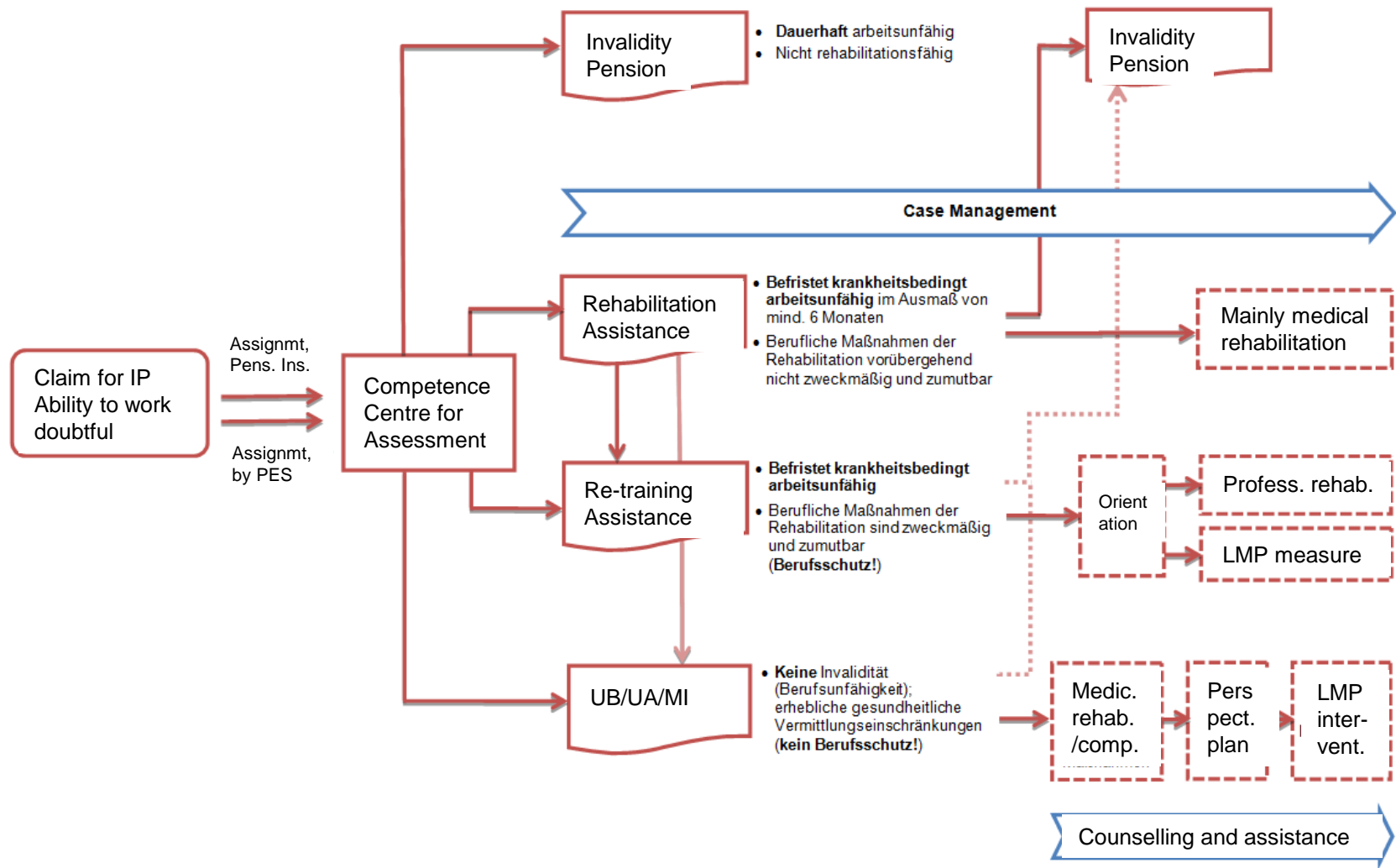
# SRÄG 2012: Act amending social legislation

- **Aim:** enable health-impaired persons to **work longer** with the help of **medical and professional rehabilitation** and thereby avoid health-induced retirements  
+ use experience of older workers, avoid old-age poverty (longer contribution periods – higher pensions)
- **Strategic approach:**
  - Standardised, inter-institutional cooperation (social insurance institutions, public employment service, social welfare office)
  - Uniform competence centre for assessment of ability to work
  - Individualised support and case management
  - Coordination of medical and professional rehabilitation and LMP measures, gradual re-integration

# SRÄG 2012: Benefits and support

- **Target Group** of the reform: all persons who are younger than 50 years on 1 January 2014
- Qualification (re-training) and professional rehabilitation compulsory, if advisable and reasonable
- Securing livelihood by means of **rehabilitation assistance** and **re-training assistance** (instead of temporary invalidity pensions)
- Amount of re-training assistance: same as unemployment benefit + 22% when in qualification measure (minimum: € 977 monthly)
- Additional PES re-integration efforts for health-impaired persons
- **Stability Package 2012**: supplementary investment of € 600 million to support 200,000 persons by 2016

# „Invalidity Pension new“ Process



# Examples of Active LMP Measures

## Short-Time Work (with Qualification)

- The subsidy on short-time work is paid in case of a **temporary reduction of working time** due to temporary economic difficulties
- **Prerequisites:** PES counselling, social partner agreement
- **Subsidy level:** fictitious unemployment benefit + social insurance contributions (calculations by means of lump sum rates)
- **Volume** of working-time reduction: 10 to 90%
- **Duration:** up to 18 (3 x 6) months
- **Retention period** (depending on the duration): 1 to 4 months
- **Short-time work with qualification:** the subsidy is augmented by 15 % during qualification measures (general, transferable, internal or external, with education and training plan) in order to increase incentives for qualification measures

# Labour Foundations

- Austrian (social partner) LMP instrument in order **to support adjustment processes due to structural change**
- 2 main types: **outplacement** (in case of impending personnel reductions) and **implacement foundations** (in case of personnel or qualification shortages)

## Characteristics:

- Involvement of and co-financing by local labour market stakeholders and affected companies
- Combination of Measures (occupational orientation, support with job-seeking, qualification and training, support in business start-ups, traineeships)
- Duration: up to 3 years (average: between 1 – 1.5 years)

# Socio-economic enterprises (SÖB) and non-profit employment projects (GBP)

- Institutions of the “**subsidised intermediate labour market**”
- Offering of **intermediate employment** including targeted skills training measures and socio-pedagogic support aiming at a sustainable (re-)integration of unemployeed workers with special employment handicaps into the mainstream labour market
- **Duration**: up to 12 months (average: 3-5 months)
- **SÖB**: real-business entities combining economic aspects and LMP success criteria; thus, real-business-like situation at work; fixed-term contracts
- **GBP**: Subsidisation of jobs in GBP targeted at long-term unemployed (up to 2/3 of the wage costs; most jobs having low qualification requirements); costs for key employees are fully covered

# Integration Subsidies

- **Support of employment: Wage subsidy** facilitating (re-)inclusion of vulnerable groups
- **Target group:** long-term unemployed (more than 12 months resp. 6 months for persons aged under 25), persons in danger of becoming long-term unemployed (e.g. far from the labour market, lacking qualifications, graduates lacking work experience, returners to work, health-impaired) and older persons
- **Subsidy level:** up to 2/3 of wage costs
- **Duration:** for the duration of the employment relationship, up to 2 years (average: 3 months)

# Unemployment Insurance



# Unemployment Insurance (I)

## Unemployment benefit

- **Amount:** basic amount of 55% of the net income  
+ family supplements (€ 0.97 per day)  
+ additional supplements
- Minimum: € 26.45 – max. basic amount: € 45.75 (daily basis, 2011)
- Average level 2011: € 27.7 per day or € 842.5 per month respectively
- **Duration:** 20/30/39/52 weeks (depending on insurance period and age)
- Average duration of benefit receipt 2011: 69 days

# Unemployment Insurance (II)

## Eligibility

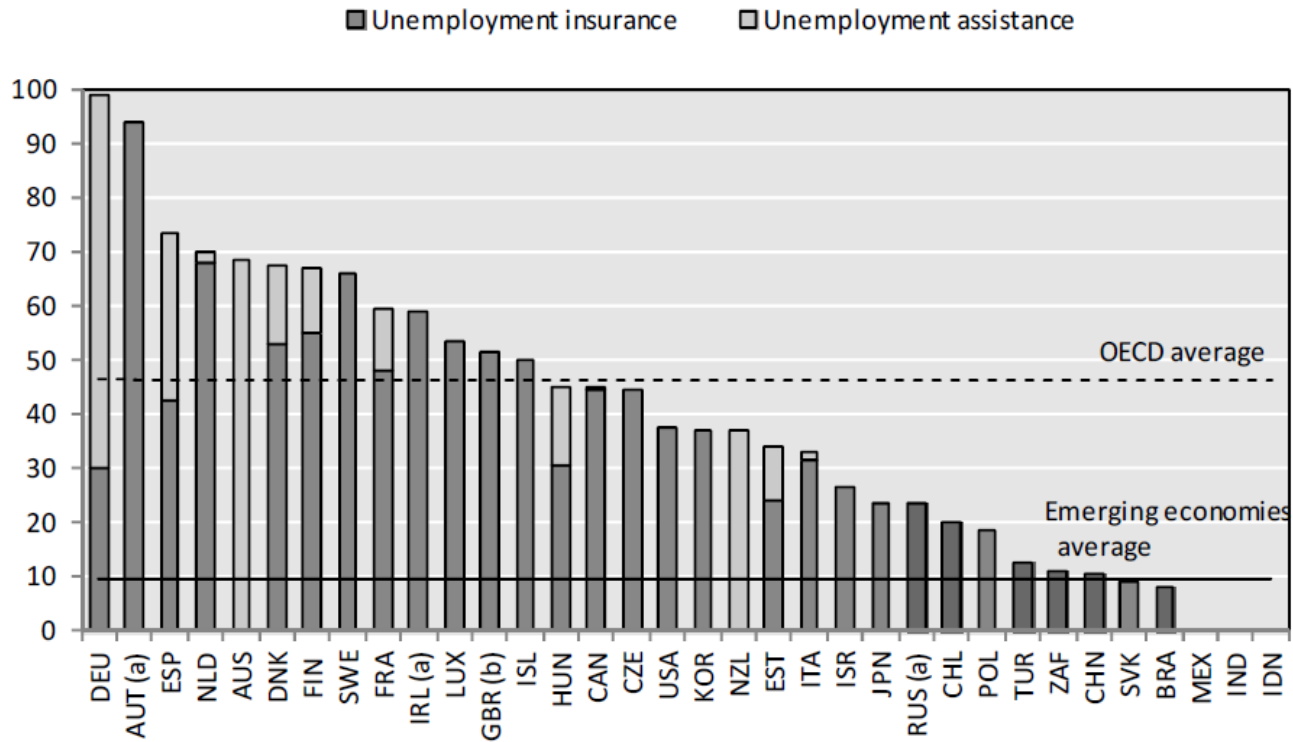
- **Availability** for job placement
- **Ability** to work
- **Willingness** to work
- **Unemployment**
- Compliance with **eligibility criteria**  
(52 weeks of contributory employment within two years,  
in case of anew claim – 28 weeks within one year)

# Unemployment Insurance (III)

- **Unemployment assistance**
  - Requirements: claim for unemployment or transition benefits is exhausted, financial distress and availability for placement
  - 92% resp. 95% of UB basic amount + family supplements
  - Average amount 2011: € 22.30 per day (€ 678.30 per month)
  - Assessment of partner income
  - Granted for up to 52 weeks at a time, renewable
- **Other cash benefits:** transition benefits, advance on social pension insurance benefits, further training allowance, part-time allowance for older workers, transition benefits following on part-time scheme for older workers

Figure 2.5. Unemployment benefit reciprocity rates

Percentage of total unemployed, 2007/2008



a) Data are not available for recipients of unemployment assistance which exists in case the unemployed do not meet minimum eligibility conditions for UI or exhausted the right to UI benefits. The overall percentage of covered unemployed is underestimated.

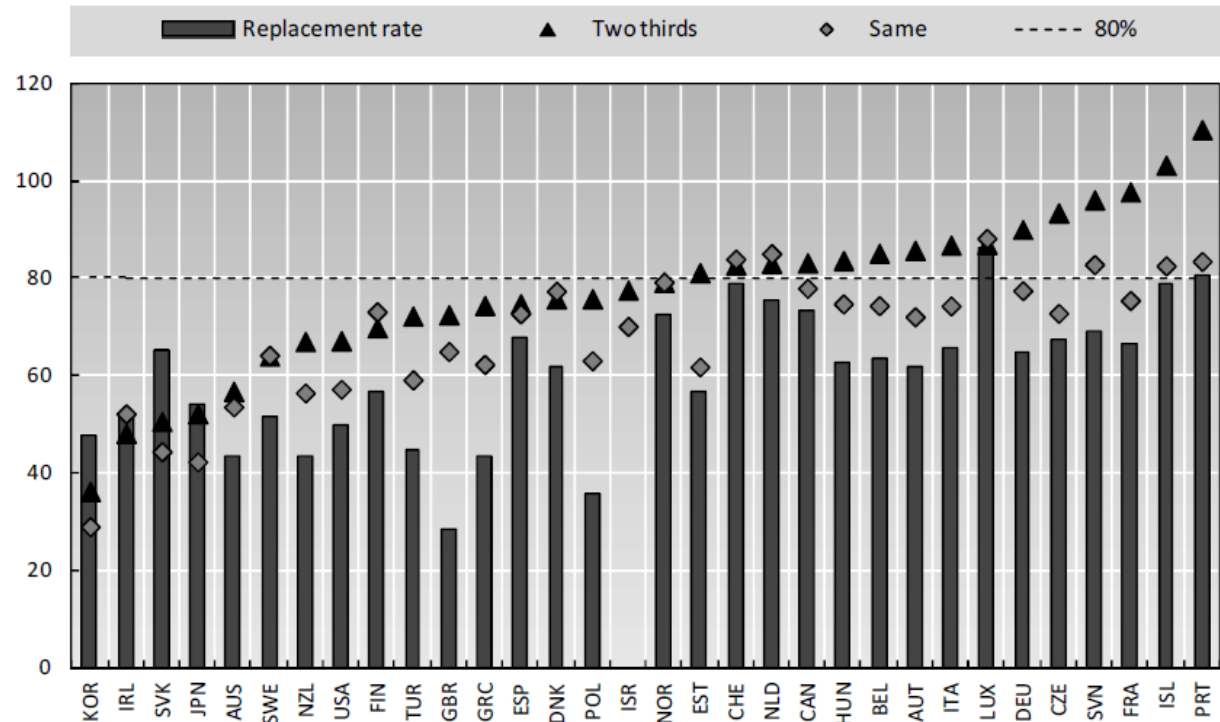
b) Includes Jobseeker's allowance (social insurance and social assistance)

Source: ILO Social Security Inquiry database and national sources.

# Incentives to take up a Job

Figure 1.24. Incentives to re-enter employment: transition from unemployment benefits to work, 2009

Average effective tax rate and replacement rates, average of singles and one-earner couples with or without children at 100% of AW level<sup>a</sup>

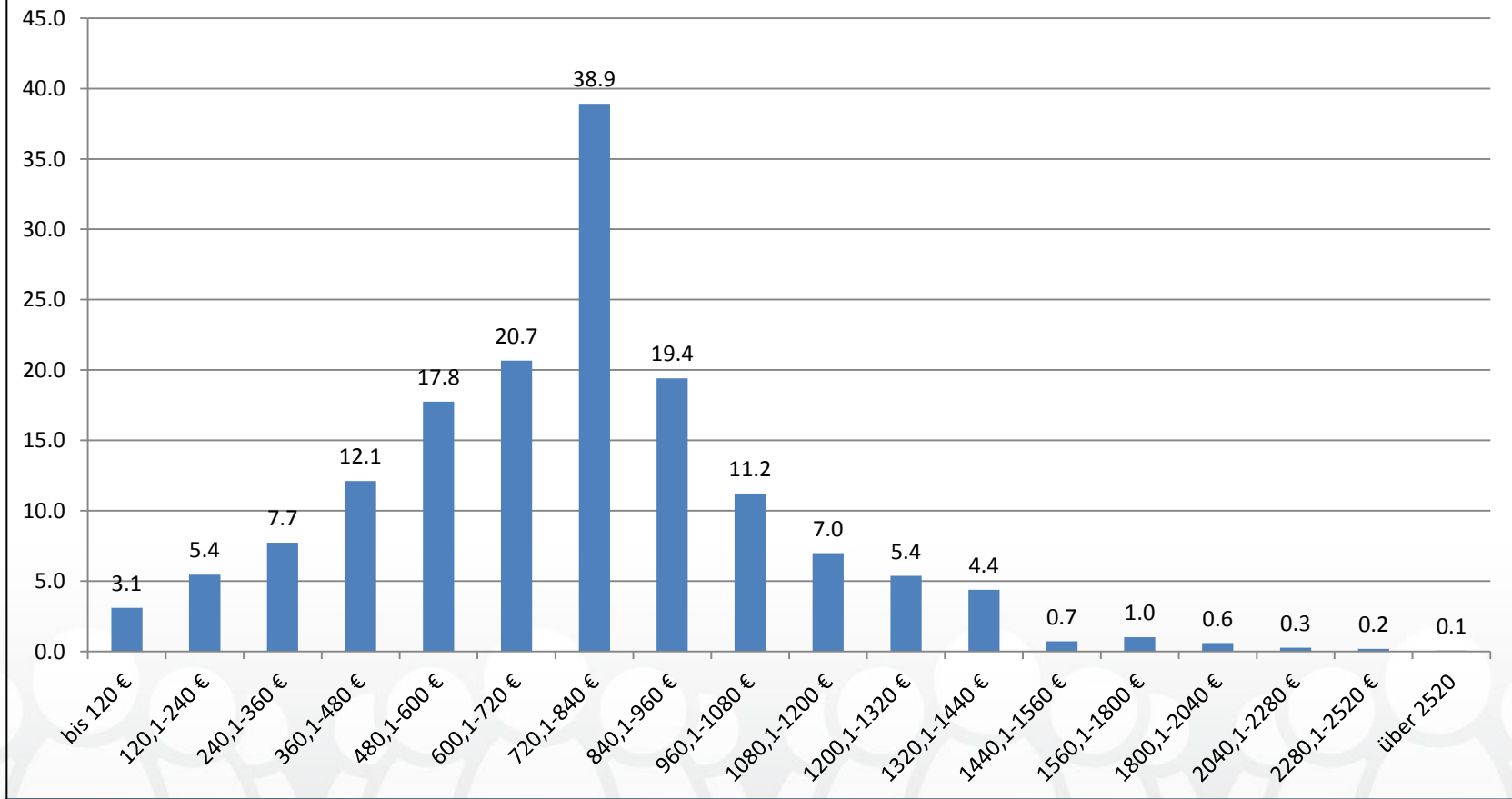


a. Results relate to the situation of a person who has just become unemployed and receives unemployment benefits (following any waiting period) based on previous earnings equal to the average wage (AW). Hourly earnings following the subsequent transition into work correspond to the AW level throughout so that a person making a transition into a half-time job would have total earnings equal to 50% of AW. No social assistance "top-ups" are assumed to be available in either the in-work or out-of-work situation. Any income taxes payable on unemployment benefits are determined in relation to annualised benefit values (i.e. monthly values multiplied by 12) even if the maximum benefit duration is shorter than 12 months. See Annex A for details. Given the transition into employment, in-work benefits that depend on the transition are available. Children are assumed to be aged four and six years and neither childcare benefits nor childcare costs are considered. For married couples, the percentage of APW relates to one spouse only; the second spouse is assumed to be inactive with no earnings in a one-earner couple.

Source: OECD tax-benefit models ([www.oecd.org/els/social/workincentives](http://www.oecd.org/els/social/workincentives)).

# Distribution of Unemployment Benefits in % (2010)

(Average Unemployment Benefit: 840 €, Unemployment Assistance: 636 €)



# Incentives to take up a Job

Net Replacement Rates for six family types: initial phase of unemployment 2009, different earnings levels <sup>1</sup>																		
	67% of AW						100% of AW						150% of AW					
	No children			2 children			No children			2 children			No children			2 children		
	Single person	One-earner married couple	Two-earner married couple	Lone parent	One-earner married couple	Two-earner married couple	Single person	One-earner married couple	Two-earner married couple	Lone parent	One-earner married couple	Two-earner married couple	Single person	One-earner married couple	Two-earner married couple	Lone parent	One-earner married couple	Two-earner married couple
<b>OECD countries</b>																		
Australia	43	63	55	60	71	69	31	49	46	52	60	60	22	35	37	42	48	51
<b>Austria</b>	<b>55</b>	<b>57</b>	<b>80</b>	<b>71</b>	<b>73</b>	<b>85</b>	<b>55</b>	<b>56</b>	<b>77</b>	<b>67</b>	<b>69</b>	<b>81</b>	<b>43</b>	<b>44</b>	<b>64</b>	<b>51</b>	<b>52</b>	<b>68</b>
Belgium	89	77	85	87	77	87	67	58	73	69	60	75	49	44	60	53	47	63
Canada	64	65	81	75	76	85	63	65	77	83	84	81	44	46	61	64	64	66
Czech Republic	75	76	87	82	79	92	66	69	83	74	67	87	52	50	70	54	51	72
Denmark	84	85	91	90	88	93	60	63	74	75	73	77	46	48	61	64	59	64
Estonia	54	56	77	62	56	79	53	55	72	60	59	74	53	54	68	57	57	69
Finland	64	75	78	85	83	83	52	60	72	74	72	76	44	47	63	60	57	67
France	70	72	84	82	82	84	67	66	80	71	71	82	69	67	77	68	67	78
Germany	60	64	88	82	81	92	60	59	85	73	76	89	57	57	79	65	67	85
Greece	65	70	83	78	83	92	52	56	69	57	60	75	37	40	56	47	49	61
Hungary	73	75	86	81	79	89	58	60	76	68	67	80	43	44	63	53	53	68
Iceland	77	72	89	84	77	91	77	80	86	83	83	88	56	61	71	65	67	74
Ireland	46	72	73	67	76	77	33	52	61	60	63	65	25	39	50	48	49	55
Israel <sup>2</sup>	74	74	86	66	70	89	66	66	80	64	67	83	58	58	72	59	59	76
Italy	72	75	86	77	74	88	59	64	75	72	71	77	43	47	61	57	56	65
Japan	67	66	85	70	65	85	55	54	74	54	54	75	46	45	64	45	45	64
Korea	55	55	77	57	54	78	48	48	69	49	47	69	33	33	55	34	33	54
Luxembourg	82	81	89	88	89	93	84	82	88	91	88	92	76	74	82	80	77	84
Netherlands	76	88	84	75	84	81	74	76	82	77	86	80	57	59	69	57	62	68
New Zealand	52	71	57	70	75	64	36	54	46	55	59	55	26	39	37	44	48	46
Norway	67	69	84	88	89	86	65	67	80	87	71	82	47	49	65	65	52	67
Poland	66	69	71	86	62	77	45	47	58	65	49	63	31	32	45	45	35	50
Portugal	78	75	91	79	77	91	84	78	92	82	78	93	82	76	88	82	76	88
Slovak Republic	60	58	83	69	61	84	64	58	81	80	60	82	66	61	79	78	63	80
Slovenia	76	83	88	82	83	92	65	73	79	87	83	82	46	52	64	67	66	67
Spain	78	74	89	75	75	88	60	60	77	75	75	85	41	41	61	53	53	68
Sweden	69	69	85	83	80	86	48	48	69	65	58	71	36	36	58	51	44	60
Switzerland	81	82	88	83	83	89	71	72	81	86	87	88	72	70	79	81	81	86
Turkey <sup>3</sup>	65	64	86	64	63	86	45	45	70	45	44	70	31	31	55	31	31	55
United Kingdom	55	66	59	74	79	68	38	46	49	64	71	57	26	32	39	46	51	46
United States	60	58	82	52	49	85	51	51	73	50	47	74	37	36	58	35	34	59
<b>Non-OECD countries</b>																		
Bulgaria	77	77	88	81	81	89	54	54	72	60	60	75	36	36	56	42	42	59
Cyprus <sup>4</sup>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Latvia	83	78	94	76	73	95	84	80	93	78	75	93	84	82	91	80	78	92
Lithuania	83	83	91	81	81	92	68	68	81	68	68	82	46	46	63	47	47	67
Malta	48	65	73	70	70	77	36	49	60	57	57	64	25	34	49	41	41	52
Romania	64	63	82	67	66	83	48	47	69	53	52	73	36	36	57	43	42	60

1. Initial phase of unemployment but following any waiting period. No social assistance "top-ups" are assumed to be available in either the in-work or out-of-work situation. Any income taxes payable on unemployment benefits are determined in relation to annualised benefit values (i.e. monthly values multiplied by 12) even if the maximum benefit duration is shorter than 12 months. See Annex A for details. For married couples the percentage of AW relates to one spouse only; the second spouse is assumed to be "inactive" with no earnings in a one-earner couple and to have full-time earnings equal to 67% of AW in a two-earner couple. Children are aged 4 and 6 and neither childcare benefits nor childcare costs are considered.

2. The statistical data for Israel are supplied by and under the responsibility of the relevant Israeli authorities. The use of such data by the OECD is without prejudice to the status of the Golan Heights, East Jerusalem and Israeli settlements in the West Bank under the terms of international law.

3. AW value is not available. Calculations are based on APW.

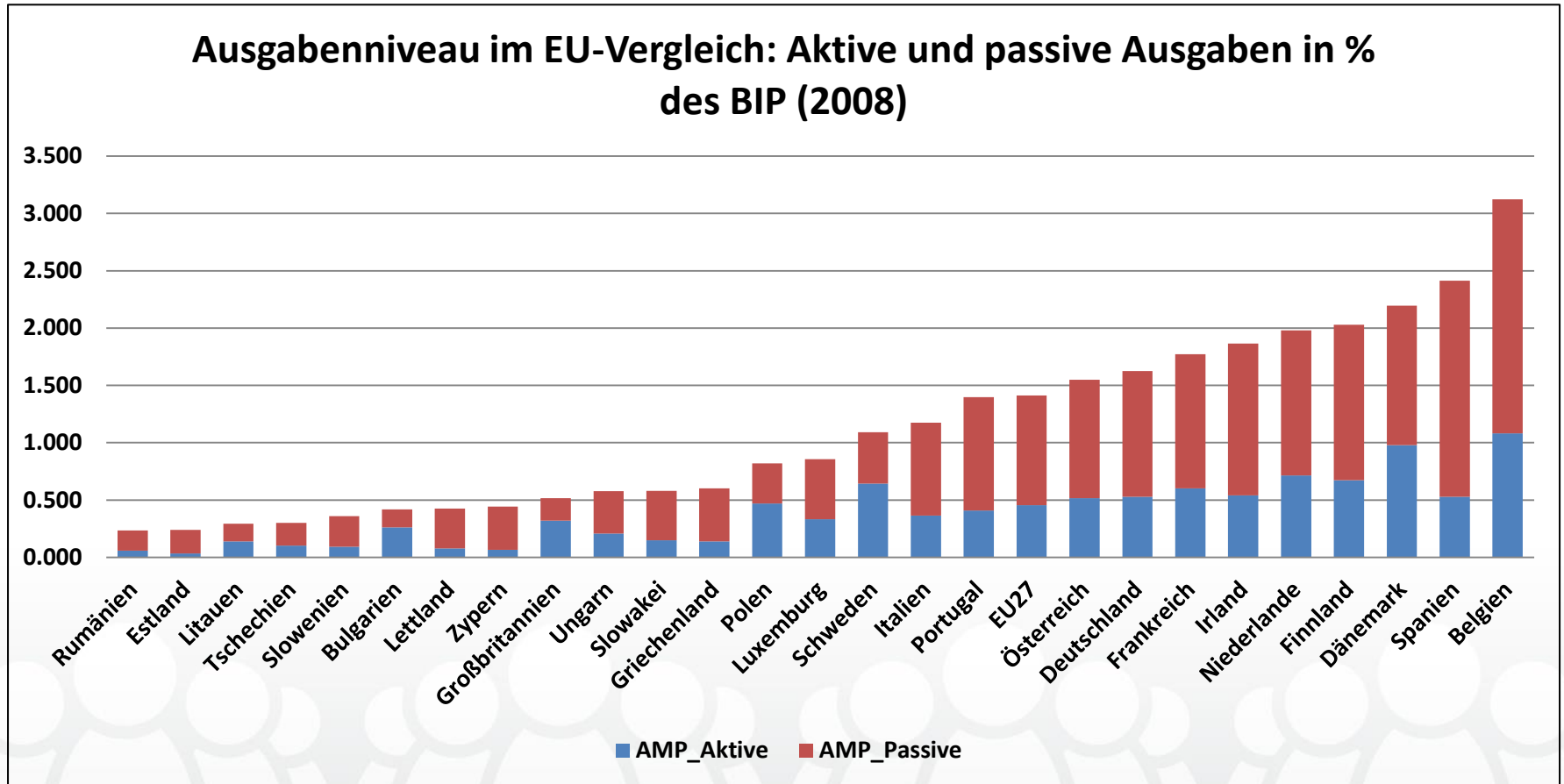
4. \* Footnote by Turkey: The information in this document with reference to « Cyprus » relates to the southern part of the Island. There is no single authority representing both Turkish and Greek Cypriot people on the Island. Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC). Until a lasting and equitable solution is found within the context of United Nations, Turkey shall preserve its position concerning the "Cyprus issue".

\* Footnote by all the European Union Member States of the OECD and the European Commission: The Republic of Cyprus is recognized by all members of the United Nations with the exception of Turkey. The information in this document relates to the area under the effective control of the Government of the Republic of Cyprus.

Source: OECD, Tax-Benefit Models. [www.oecd.org/els/social/workincentives](http://www.oecd.org/els/social/workincentives)

# Active and Passive LMP

**Contributions:** 3% von AG und 3% von AN of Gross Earnings (between 366,33 € and 4110 €)

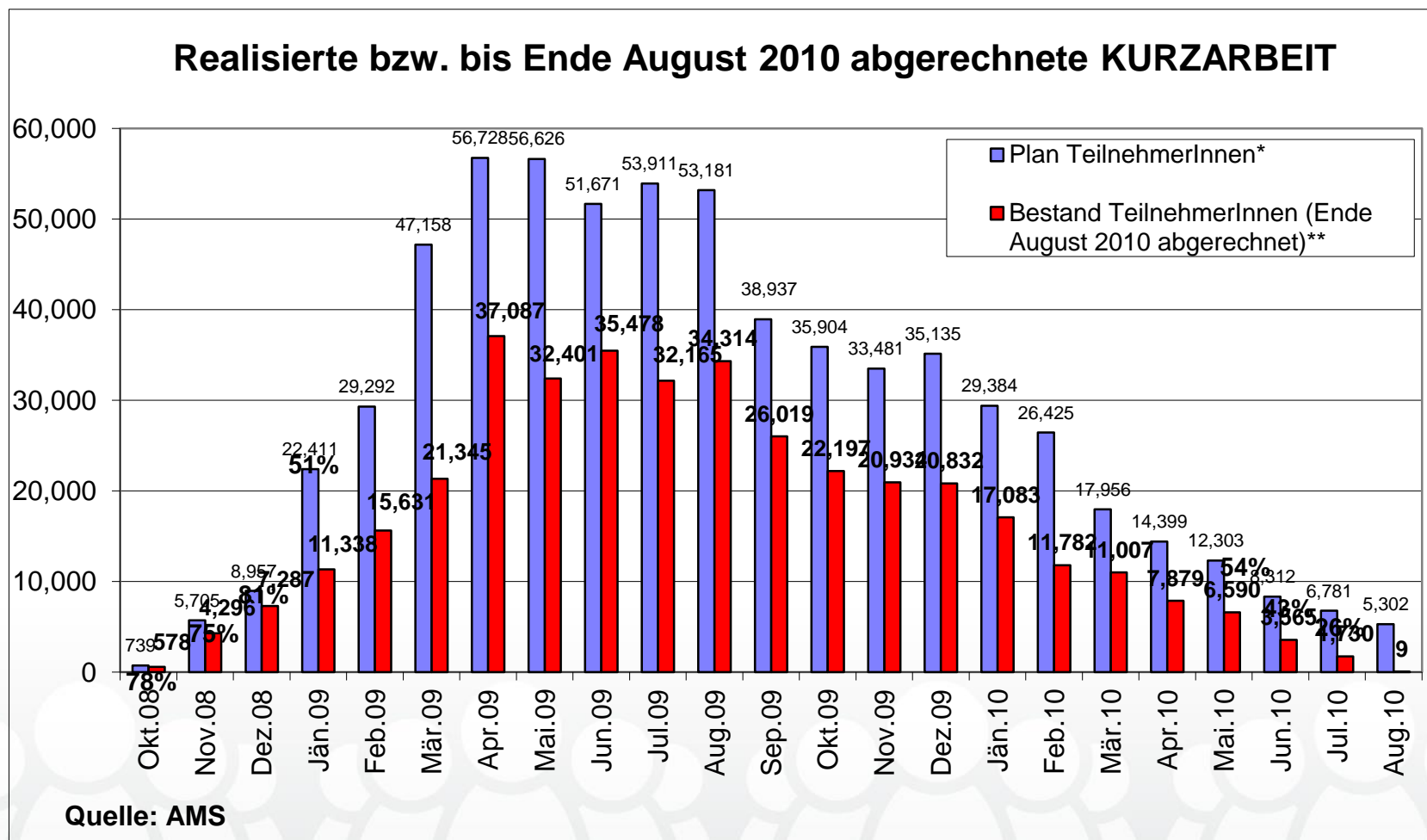


# Crisis Measures



# Social Partnership – Short Term Work

2009: Ca. 66.000 effektiv Kurzarbeitende (durchschnittl. ca. 26.000; ca. 20% Frauen) in 300 Betrieben; 113 Mio. € (=0,05% BIP) , durchschnittl. 24% AZ-Reduktion (13 Mio. Stunden von 5,6 Mrd., 0,25% AZ-Reduktion)



# Financial Crises - Austria

- ❖ **Historic Downturn of Austrian Economy (-3,9% of GDP, -1,4% dep. Employment, +22,6% Unemployed)**
- ❖ **Co-ordinated Stimulus Package in Austria (Makro and Mikro) and in the EU**
- ❖ **Imported Crises (Financial Market Turbulances)**
- ❖ **Very unusual reaction pattern of Austrian Economy (no hysteresis effects)**
- ❖ **Unemployment Rate: 3,8% (2008) – 4,8% (2009)**
- ❖ **Employment Rate: 72,1% (2008) – 71,6% (2009)**
- ❖ **Piecemeal Engineering – Trial and Error!**

# Financial Crises – General Measures

- ❖ **Economic Stimulus Package I: approx. € 1 billion**  
Financing for SME and infrastructure measures
  - ❖ **Economic Stimulus Package II: approx. € 2 billion**  
“Investment Campaign” (a.o. regional employment programmes amounting to € 150 million)
  - ❖ **Tax reform amounting to € 2.7 billion**  
in order to encourage demand and boost purchasing power
- = Altogether more than 2% of the Austrian GDP**

# Financial Crises – Austria - LMP

- ❖ Record budget for **active labour market** policy in 2010: some € **2,1 Billion/0,75% of GDP (active)** and **€ 3,3 Billion/1,2% of GDP passive LMP**
- ❖ Increase of AMS **staff** by 200 (about 5%) to 4,680
- ❖ **Labour Market Package I**: revision of **short-time working scheme**, focus on high-quality qualification
- ❖ **Labour Market Package II**: reforms of short-time working (relaxing criteria), part-time allowance scheme for older workers, **educational leave** and solidarity premium model, establishment of a youth foundation
- ❖ **Labour Market Package III**: further education for women and youth

# Financial Crises – Short Time Working

**Subsidized temporary reduction of working time (10-90%), in companies suffering from transitory economic difficulties**

- 2007: average of 42 persons working short-time, 2008: 798
- Peak in April 2009: more than 37,000 persons working short-time

## **Reform of short-time working**

- Extended eligibility criteria (all employees except apprentices)
- Prolonged maximum duration (up to 24 months)
- Increased financial support
- **Combination with qualification measures possible**