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**NOTE**

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From: General Secretariat of the Council  
To: Delegations

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Subject: Implementing of the Council Recommendation on long-term  
unemployment: joint EMCO and SPC key messages

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Delegations will find attached the Annex to the Key messages from the Employment and the Social Protection Committees on the 2020 review of the Council Recommendation on the integration of the long-term unemployed into the labour market.

## 2020 Joint EMCO and SPC review of the Council Recommendation on the integration of the long-term unemployed into the labour market

### ANNEX to the Key messages

#### **Section 1: Overall results – 2019 data collection for monitoring the integration of the long-term unemployed people into the labour market**

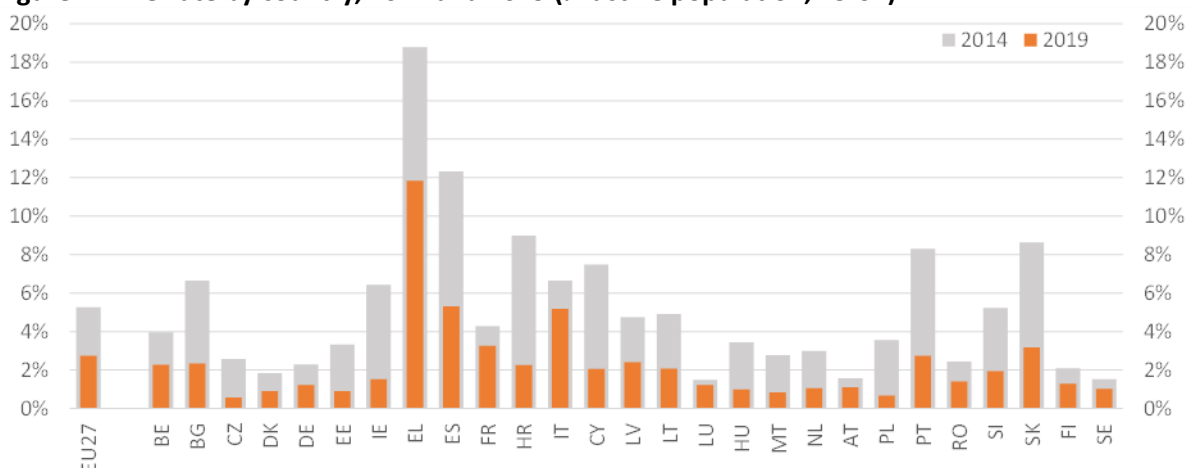
The [Council Recommendation on the integration of the long-term unemployed into the labour market](#)<sup>1</sup> (hereinafter the LTU Recommendation) was adopted in February 2016 in response to the high levels of long-term unemployment across the EU that arose following the large-scale job losses incurred during the economic and financial crisis. Long-term unemployment arises as the rates of transition from unemployment to employment decrease progressively as the time spent out of work increases. The primary aim of the LTU Recommendation is to provide individualised and integrated support for long-term unemployed people that involves all relevant services (employment, social, health) in order to improve transition rates and, thereby, reduce the economic and social costs associated with prolonged unemployment.

This section presents **results of monitoring the implementation of the LTU Recommendation in 2019**. Data collection was based on the associated [Indicator Framework](#)<sup>2</sup> and accompanying methodological manual, as revised by the Indicators Group of the Employment Committee (EMCO-IG) in February 2018.

#### ***Context for implementation of the LTU Recommendation***

Indicators at the aggregate level describe the context for the implementation of the LTU Recommendation in each Member State and EU level in terms of the general labour market situation and living conditions of LTU. The evolution of these indicators through time also represents an indirect means of monitoring the impact of the Recommendation and other relevant policies (e.g. preventative actions).

**Figure 1 - LTU rate by country, 2014 and 2019 (% active population, 25-64)**



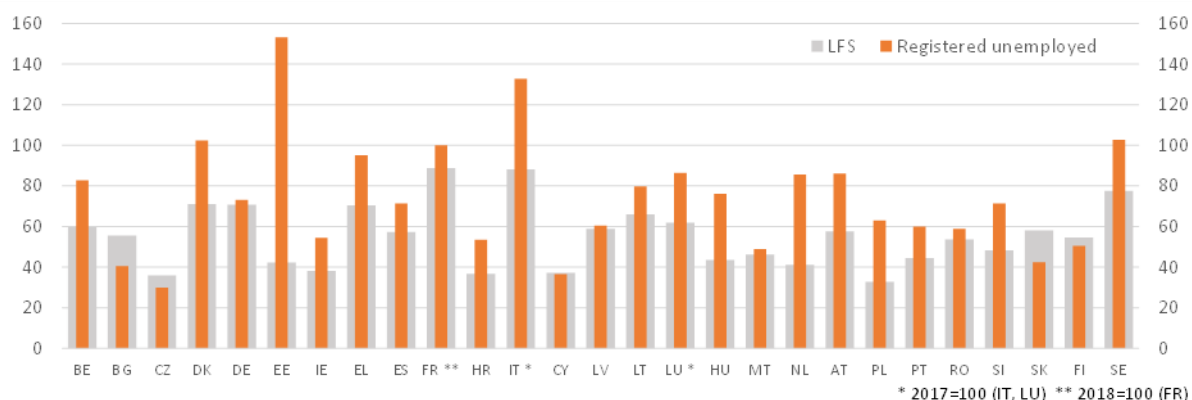
Source: Eurostat, Labour Force Survey, data extracted on 20 January 2021. Notes: 2019 data for EE and MT are estimated. Breaks in series DK 2015-2016 and BE, DK & IE 2016-2017.

<sup>1</sup> <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32016H0220%2801%29&qid=1456753373365>

<sup>2</sup> <http://ec.europa.eu/social/BlobServlet?docId=16934&langId=en>

In 2019, the LTU rate for persons aged 25-64 across the EU was 2.8% compared to the peak of 5.3% in 2014. LTU rates have fallen in all countries over this period (Figure 1). According to the EU Labour Force Survey, the number of long-term unemployed (LTU) aged 25-64 in the EU has almost halved from the peak of 9.9 million in 2014 to reach 5.3 million in 2019, with a decline of between 0.79 and 1.1 million each year since 2015. It is worth noting however, that this substantial improvement is not necessarily reflected in the numbers of people that have been registered as unemployed for a year or more by national public employment services (PES). Indeed, the number of long-term registered unemployed in the EU in 2019 was almost double the number recorded by the LFS (10.2 million vs. 5.3 million) and only slightly lower than in 2018 (10.5 million). In other words, the LTU case load seen by national PES is much higher than, and not reducing as fast as, the LFS data might imply.

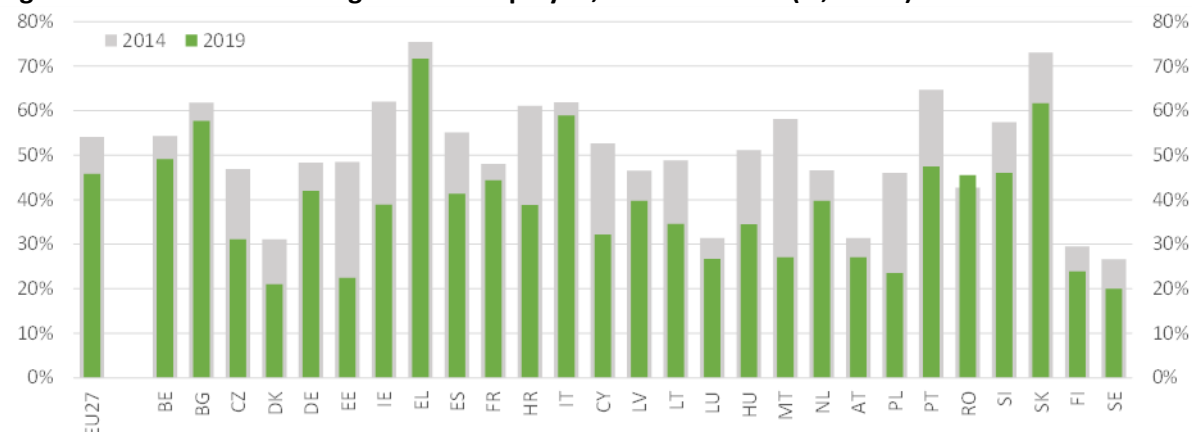
**Figure 2 - Number of LTU in 2019 compared to 2016, LFS vs register data (2016=100)**



Source: Eurostat, Labour Force Survey (data extracted on 20 January 2021) and DG EMPL, LTU monitoring database (data extracted on 13 January 2021).

In 2014, when long-term unemployment was at its peak, well over half (54.1%) of all unemployed people in the EU had been out of work for at least a year. Subsequently, as unemployment has fallen, that proportion has reduced progressively to reach 45.8% in 2019. Many countries have seen reductions in the share of LTU.

**Figure 3 - Share of LTU amongst the unemployed, 2014 and 2019 (% , 25-64)**



Source: Eurostat, Labour Force Survey, data extracted on 20 January 2021. Notes: 2019 data for EE and MT are estimated. Breaks in series DK 2015-2016 and BE, DK & IE 2016-2017.

### **Implementation of the LTU Recommendation**

The LTU Recommendation requires that all long-term unemployed are offered an in-depth individualised assessment and provided with a job integration agreement (JIA), signed with a single point of contact providing access to all relevant services, at the latest by 18 months of

unemployment. It is not, however, prescriptive in the way that countries implement the relevant services and countries have taken varied approaches, which have developed from different starting points.

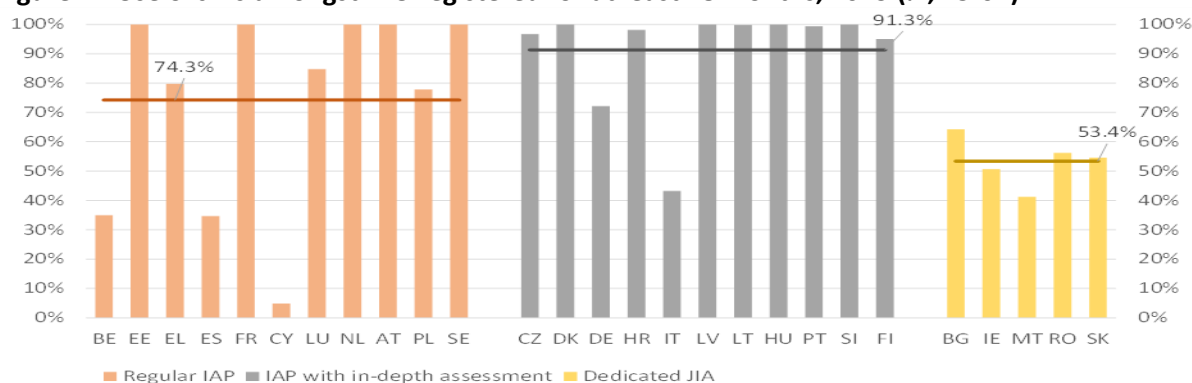
In terms of implementing the LTU Recommendation, three countries introduced changes that impacted on the delivery of JIAs during 2019. In Italy, since December 2018, PES are required to renew the service pact provided to all unemployed once they reach 12 months of continuous unemployment. In Greece, all people newly becoming unemployed are now required to have an individual action plan. And in Cyprus, long-term unemployed were added to the list of vulnerable groups eligible to receive an individual action plan, though to date still very few LTU have received one.

Despite these improvements however, still only half of Member States (14) fulfil the first objective of the Recommendation by providing a JIA or its equivalent to at least 95% of LTU that have been registered as unemployed for at least 18 months. There were nine countries in which at least one in three LTU registered for at least 18 months or more did not have a JIA.

For analytical purposes, countries have been grouped according to the characteristics of their JIA delivery: those that have not yet implemented a JIA, those that use the existing individual action plan (IAP) provided to all unemployed, those that use the existing IAP but with additional in-depth assessment or other differentiation for long-term unemployed, and those that have either developed a distinct JIA following the Recommendation or already had a similar policy approach in place.<sup>3</sup>

In the group of countries using IAPs plus in-depth assessment, an average of 91.3% of LTU registered for at least 18 months had JIA in 2019. Coverage was less in countries using regular IAPs (74.3%) and those using distinct JIAs (53.4%) (Figure 4).

**Figure 4 - Use of JIAs amongst LTU registered for at least 18 months, 2019 (% , 25-64)**



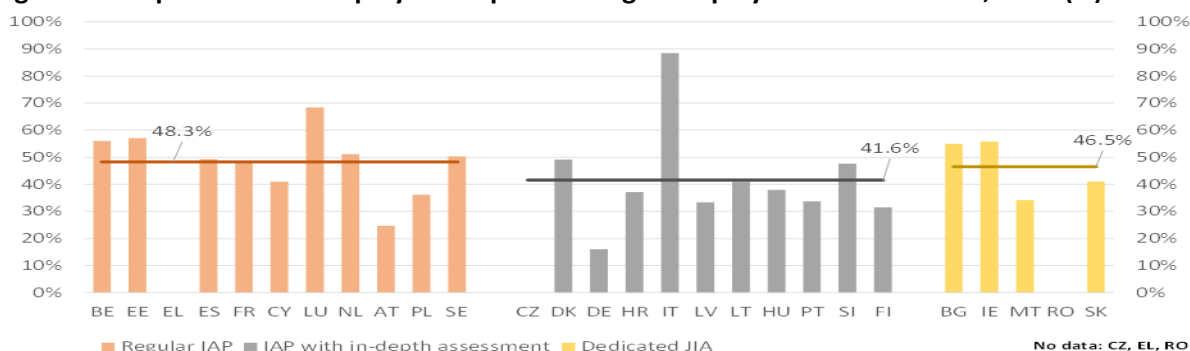
Source: DG EMPL, LTU monitoring database, data extracted 013 January 2021. Note: Lines show the average result for countries with data in each JIA delivery group. Data for BG and EL are based on estimations.

Data on transitions to employment in 2019 are available for 24 countries (Figure 6). Indicator results are best for the regular IAP group, for which an average of 48.3% of ending unemployment spells for JIA users in 2019 derived from a transition to employment. Results were slightly lower for the dedicated JIA group (46.5%) and lower still for the IAP with assessment group (41.6%), though there are differences between countries within all groups. Overall, in 2019, the 24 countries for which data

<sup>3</sup> The grouping is based solely on characterisation of the JIA delivery approach and does not take into account the quality of the JIAs and their ongoing management (e.g. in terms of what constitutes an in-depth assessment or the range of services and support measures covered). Such an assessment of quality is outside the scope of the monitoring exercise

on JIA exits by destination are available saw a total of just under 3.8 million JIA users end their unemployment spell, of which 1.7 million are known to have taken up employment.

**Figure 5 - Proportion of unemployment spells ending in employment for JIA users, 2019 (%)**



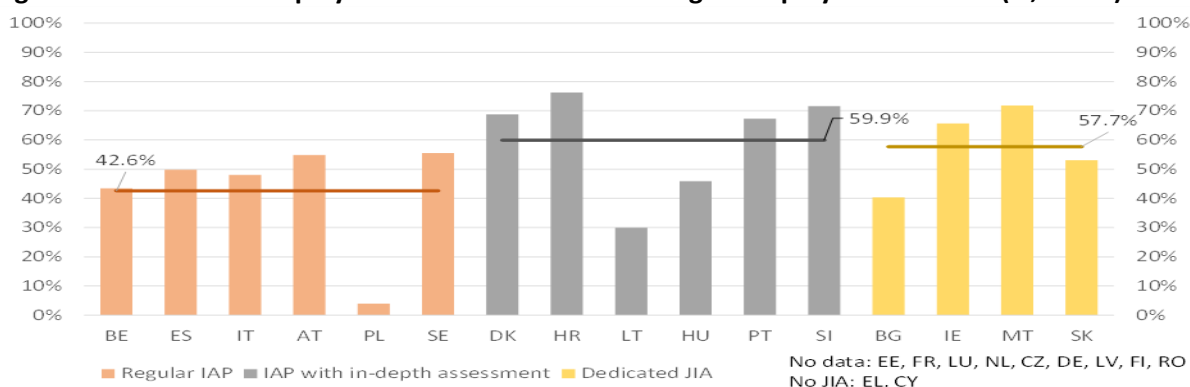
Source: DG EMPL, LTU monitoring database, data extracted on 13 January 2021. Note: Lines show the average result for countries with data in each JIA delivery group. Data for IE are based on estimations

### Follow-up monitoring

The overall indicator for the follow-up level of monitoring looks at the sustainability of employment outcomes achieved by JIA users. The indicator measures the proportion of JIA users that exited to employment in year n-1 who are still in employment 12 months later.<sup>4</sup>

The latest available results refer to those ending their unemployment spell in 2018. Values can be calculated for only 16 countries. The indicator results for JIA users taking up employment in 2018 (**Error! Reference source not found.**ure 6) show that higher proportions were in employment 12 months later for countries in the IAP with assessment group (59.9%) and dedicated JIA group (57.7%) than in the regular IAP group. Across the 16 countries covered, the data show a total of just under 612.000 JIA users whose unemployment spell ended as a result of starting work in 2018. Of these 284.000 (46.5%) were in work a year later, a slightly lower proportion compared to those ending their unemployment spell in 2017 (50.1%).

**Figure 6 - JIA users in employment 12 months after exiting to employment in 2018 (% , 25-64)**



Source: DG EMPL, LTU monitoring database, data extracted on 13 January 2021. Note: Lines show the average result for countries with data in each JIA delivery group. In IE data are based on estimations.

<sup>4</sup> Still in employment simply means that the person is in employment at the point of the follow-up observation (i.e. 12 months after the initial exit to employment). It does not mean that the person is in the same job, or even that they have been employed continuously since starting the initial job that ended their unemployment spell.

## **Section 2: Country factsheets**

This section presents, for each Member State, a summary of the country-specific results of the data collection.

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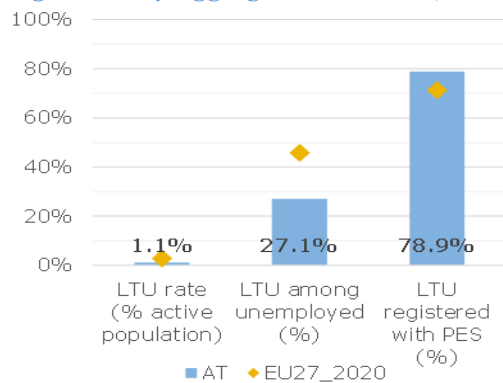
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## Austria

In Austria, all registered unemployed are provided with an Individual Action Plan (Betreuungsvereinbarung or Counselling Agreement), which is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). Plans are reviewed and updated on an ongoing basis and there is no specific in-depth reassessment after the client becomes long-term unemployed (LTU). The Austrian public employment services (PES) coordinates actions with organisations such as the social security agency, chambers of commerce, educational institutions for adults and youth, etc.

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Austria, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 1.1% of the active population in Austria was unemployed and had been seeking work for a year or more, below the share seen at the EU level (2.8%).
- ❖ LTU represent less than a third (27.1%) of all unemployed in Austria, again noticeably less than in the EU as a whole (45.8%).
- ❖ Four out of every five (78.9%) LTU in Austria report being registered with the PES, above the EU aggregate level of 71.3%.

### Key results

*Figure 2: Key monitoring results, Austria, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ AT    ▤ EU average    ➔ Target

Source: LTU monitoring database, data extracted on 13 January 2021.

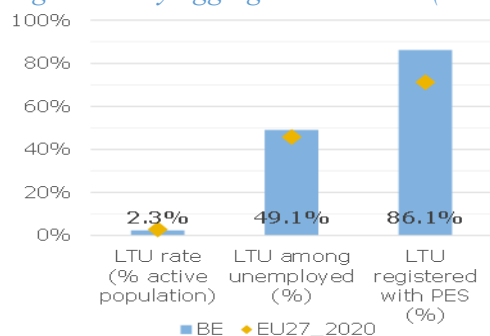
- ❖ In Austria all unemployed receive an IAP that is considered to fulfil the requirements of a JIA, consequently 100% of people becoming LTU already have a JIA.
- ❖ Only just under a quarter (24.6%) of JIA users whose unemployment spell ended in 2019 exited to employment, considerably below the EU average of 45.2% and slightly down compared to those whose spells ended in 2018 (26.5%).
- ❖ On the other hand, follow-up data on JIA users who took up employment in 2018 show that over half (54.9%) were in employment 12 months later.

## Belgium

In Belgium, the regional public employment services (PES) offer all unemployed at least one Individual Action Plan (IAP) during their unemployment spell. In Brussels and Wallonia (but not Flanders) the IAPs are time-limited (12 months) and may also be made inactive or terminated earlier for other reasons. Although time-limited IAPs can be renewed, this is effectively voluntary (i.e. subject to the request of the client) and there is no systematic re-assessment of needs. As a consequence, considerable numbers of long-term unemployed (LTU) do not have an IAP. The implementation of IAPs and the timing of delivery varies between regions but, in principle, they are developed on the basis of an individualised assessment and are updated on a regular basis according to the individual's needs and situation.

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Belgium, 2019*

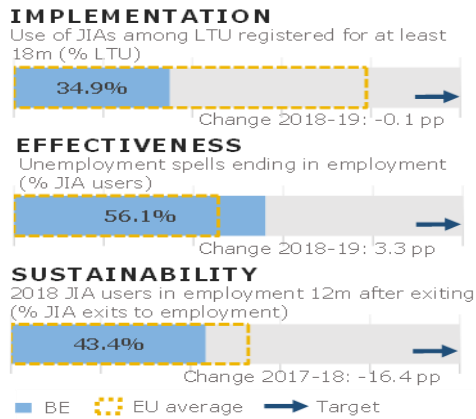


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 2.3% of the active population in Belgium was unemployed and had been seeking work for a year or more, slightly below the rate seen at EU level (2.8%).
- ❖ LTU represent half (49.1%) of all unemployed in Belgium, slightly more than in the EU as a whole (45.8%).
- ❖ Nearly nine out of ten (86.1%) LTU reported being registered with the PES in 2017, well above the registration rate seen across the EU (71.3%).

### Key results

*Figure 2: Key monitoring results, Belgium, 2019*



Source: LTU monitoring database, data extracted on 13 January 2021.

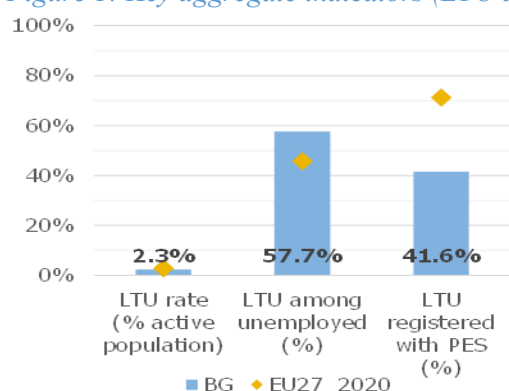
- ❖ In 2018, just over a third (34.9%) of LTU registered for at least 18 months had an active IAP (=JIA). This is similar proportion to 2018 (35.1%) but less than half the EU average of 77.3%.
- ❖ More than half (56.1%) of all JIA users in 2018 exited to employment, an increase compared to 2018 (up by 3.3 pp) and more than 10 pp above the EU average of 45.2%.
- ❖ Follow-up data on JIA users who took up employment in 2018 show that 43.4% were in employment 12 months later, much reduced compared to those exiting in 2017 (59.8%).

## Bulgaria

In Bulgaria, following an amendment of the Employment Promotion Act in 2017, since May 2018 all long-term registered unemployed (LTU) are provided with an employment integration agreement (Споразумение за интеграция в заетост) on the basis of in-depth individualised assessment. This is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). The public employment service (PES) coordinates access to employment, education/training, social, and healthcare services.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Bulgaria, 2019

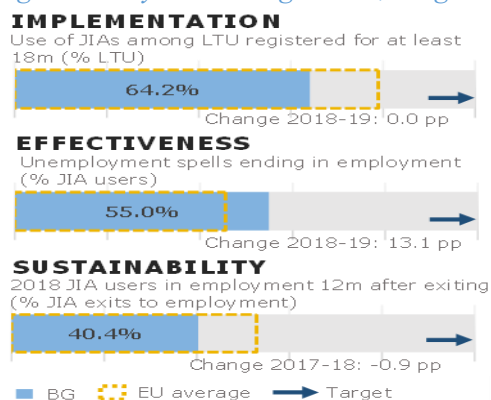


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 2.3% of the active population in Bulgaria in 2019 was unemployed and had been seeking work for a year or more, slightly below the rate at EU level (2.8%).
- ❖ LTU represent nearly six in ten (57.7%) of all unemployed in Bulgaria, noticeably more than in the EU as a whole (45.8%).
- ❖ Data on the proportion of LTU that are registered with the PES indicate a registration rate of 41.6%, well below the rate seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Bulgaria, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

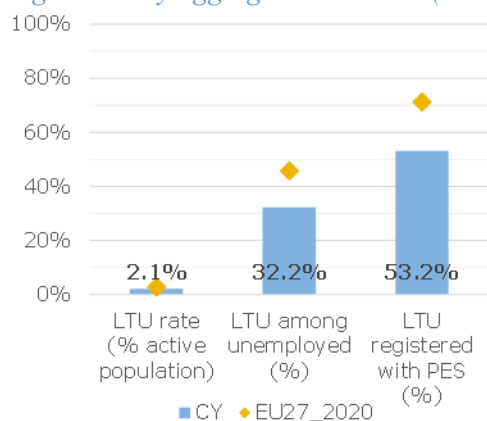
- ❖ On average during 2019, 64.2% of LTU registered for at least 18 months in Bulgaria had a JIA, some way below the EU average of 77.3%. This result is, however, estimated by the Bulgarian PES using the same proportion as in 2018, meaning that there is not yet any evidence of coverage improving through time since the introduction of the new JIA process in May 2018.
- ❖ More than half (55.0%) of JIA users whose unemployment spell ended in 2019 exited to employment, noticeably above the EU average of 45.2%.
- ❖ Two out of five LTU with a JIA (40.4%) who took up employment in 2018 were in employment 12 months later.

## Cyprus

Intensive individualised counselling was introduced in Cyprus only in January 2018 and delivered on a discretionary basis to people deemed vulnerable by the public employment services (PES). From January 2019, long-term unemployed (LTU) constituted one of the main target groups of vulnerable unemployed and thus became eligible for an individualised action plan (IAP). IAPs for vulnerable groups are normally provided within 6 months of registration but LTU without any other recognised vulnerabilities only qualify after 12 months of unemployment and the in-depth assessment then takes place before they reach 18 months duration. The IAPs provided are considered (at national level) to fulfil the requirements of a job integration agreement (JIA) although to date they cover only PES services and do not integrate other relevant services (social, health, etc.).

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Cyprus, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, 2.1% of the active population in Cyprus in 2019 was unemployed and had been seeking work for a year or more, below the EU level of 2.8%.
- ❖ In Cyprus, LTU represent a third (32.2%) of all unemployed, a considerably smaller proportion than in the EU as a whole (45.8%).
- ❖ Only just over half (53.2%) of LTU report being registered with the PES, well below the registration rate seen across the EU (71.3%).

### Key results

*Figure 2: Key monitoring results, Cyprus, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ CY ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

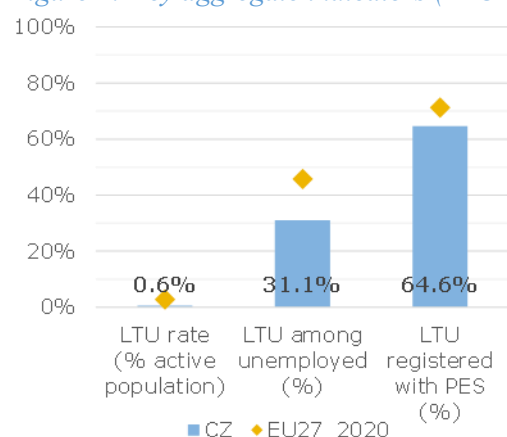
- ❖ In 2019, just 4.8% of LTU registered for at least 18 months in Cyprus had a JIA, way below the EU average of 77.3%. Although the detailed data indicate that around one in three of those becoming LTU are being provided with a JIA, the high numbers of very long-term unemployed, who have mostly not received a JIA, means that the indicator result is very low.
- ❖ Two in five (41.0%) of JIA users whose unemployment spell ended in 2019 exited to employment, slightly below the EU average of 45.2%.
- ❖ The Cypriot IAP (=JIA) became available to LTU only in January 2019 so there are no data for JIA users whose unemployment spell ended in 2018.

## Czech Republic

In the Czech Republic, all unemployed are provided with an Individual Action Plan (IAP) within 6 months of registration. After 12 months of unemployment, the plan is reviewed on the basis of a further in-depth assessment and on this basis the IAP is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). The Czech JIA currently covers only services provided by the public employment services (PES).

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Czech Republic, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, just 0.6% of the active population in the Czech Republic in 2019 was unemployed and had been seeking work for a year or more. This is the lowest LTU rate seen amongst Member States and well below the rate of 2.8% observed at EU level.
- ❖ LTU represent slightly less than a third (31.2%) of all unemployed, a share that is substantially lower than in the EU as a whole (45.8%).
- ❖ In the Czech Republic, almost two thirds of LTU (64.6%) report being registered with the PES in 2019. The registration rate is below the EU figure of 71.3%.

### Key results

*Figure 2: Key monitoring results, Czech Republic, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ CZ ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

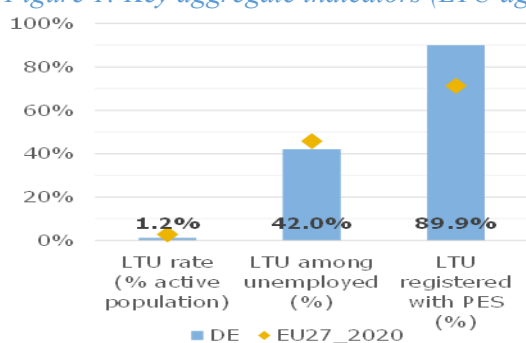
- ❖ In the Czech Republic, all unemployed receive an IAP within 6 months of registration. In principle, therefore, the indicator should show 100% coverage (i.e. all LTU are by default JIA users). In practice, the data for 2019 show a coverage of 96.8% with the remaining 3.2% being LTU that are not immediately available to work whose IAP is considered inactive.
- ❖ Though the number of JIA users that ended their unemployment spell by taking up work was provided, the total number of JIA users that ended their unemployment spell was not available and thus, it is not possible to calculate the proportion that exited to employment.
- ❖ The Czech Republic has still not managed to provide any follow-up data.

## Germany

In Germany, all registered unemployed are provided with an integration agreement that is based on a comprehensive initial assessment of employability and potential barriers and then reviewed at least every 6 months. This process is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). Integration agreements cover services provided by the public employment services (PES) and local social services provided by the municipalities. The coordination of services across providers is enhanced through the “Networks ABC” (Networks for activation, guidance and opportunities )<sup>5</sup>, through which local job centres coordinate with all relevant local actors, but in particular the municipalities.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Germany, 2019



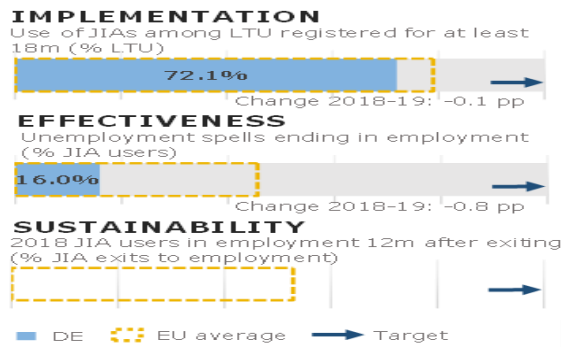
Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 1.2% of the active population in Germany was unemployed and had been seeking work for a year or more. That is less than half than the rate seen at the EU level (2.8%).
- ❖ LTU account for 41.7% of all unemployed in the country, slightly fewer than in the EU as a whole (45.8%).
- ❖ Nine out of ten (89.9%) LTU reported being registered with the PES in 2019, well above the registration rate seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Germany, 2019

<sup>5</sup> Netzwerke Aktivierung, Beratung, Chancen. See <https://www.sgb2.info/DE/Themen/ABC-Netzwerke/abc-netzwerke.html>



Source: LTU monitoring database, data extracted on 13 January 2021.

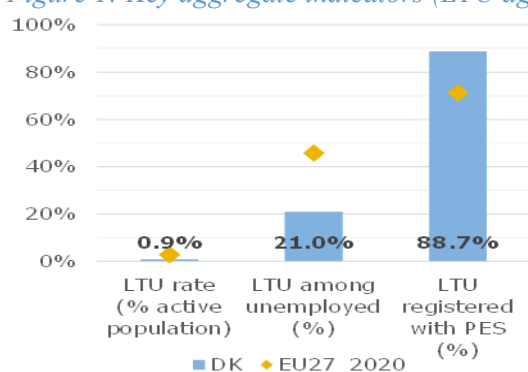
- ❖ In 2019, just over seven in ten (72.1%) of LTU registered for at least 18 months in Germany had a valid JIA, unchanged from 2018 (72.3%) but below the EU average of 77.3%.
- ❖ Just one in six (16.0%) unemployment spells for JIA users in 2019 ended as a result of starting work, well below the EU average of 45.3%.
- ❖ Follow-up data on the situation of JIA users 12 months after they took up employment in 2018 are not yet available but the 6-month situation data show 59.8% were still in work.

## Denmark

In Denmark, all registered unemployed receive an individual action plan (IAP, Jobplan) soon after registration, which is monitored and updated on a regular basis. In addition, people that have been receiving unemployment benefits for 16 months are given special attention in order to ensure that they do not lose their eligibility to benefits (which expires after 24 months). This extra effort includes a re-evaluation of circumstances and needs in line with the in-depth assessment envisaged by the Council Recommendation on the integration of the long-term unemployed into the labour market. The Danish public employment services (PES) coordinate activities with the unemployment insurance fund.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Denmark, 2019

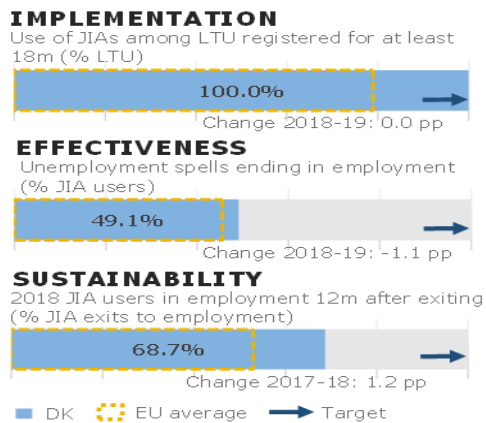


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020

- ❖ According to the LFS, just 0.9% of the active population in Denmark in 2019 was unemployed and had been seeking work for a year or more. The LTU rate is just a third of that in the EU as a whole (2.8%).
- ❖ LTU represent one in four (21.1%) of all unemployed, well below the proportion at EU level (45.8%).
- ❖ In Denmark, nine in ten LTU (88.7%) report being registered with the PES in 2019. The registration rate is well above the EU figure of 71.3%.

### Key results

Figure 2: Key monitoring results, Denmark, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

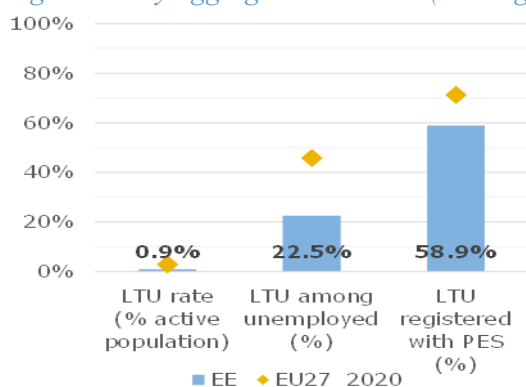
- ❖ All registered unemployed in Denmark receive an IAP which is subject to comprehensive reassessment at latest by 16 months of receiving unemployment benefits. By default, therefore, all registered LTU already have a JIA when they reach 12 months unemployment.
- ❖ Almost half (49.1%) of all people recorded as being LTU during 2019 (all of whom had a JIA), ended their unemployment spell by taking up work. This represents a marginal decrease compared to 2018 (50.2%) but remains above the EU average of 45.2%.
- ❖ Follow-up of JIA users who took up employment in 2018 show that nearly seven out of ten (68.7%) were still in employment 12 months later. Positive outcomes therefore appear to be sustainable.

## Estonia

In Estonia, all unemployed receive an Individual Action Plan (IAP) within 30 days of registration, which is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). The plans are reviewed and developed on an ongoing basis (at least once a month) and there is no specific additional in-depth assessment after the client becomes long-term unemployed (LTU). The Estonian IAP primarily covers services provided by the public employment services (PES) but may reference services delivered by other providers despite there being no formal cooperation arrangements.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Estonia, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 0.9% of the active population in Estonia in 2015 was unemployed and had been seeking work for a year or more. The LTU rate is only a third of that at EU level (2.8%).
- ❖ LTU represent less than a quarter of all unemployed in Estonia (22.5%), half the proportion seen in the EU as a whole (45.8%).
- ❖ Almost six in ten (58.9%) LTU in Estonia reported being registered with the PES in 2018, significantly less than at EU level (71.3%).

### Key results

Figure 2: Key monitoring results, Estonia, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ EE ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

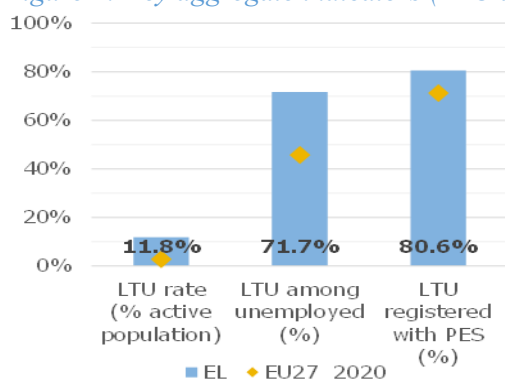
- ❖ In Estonia, all unemployed receive an IAP (=JIA), consequently 100% of people becoming LTU already have a JIA.
- ❖ Approaching six in ten (57.1%) of registered LTU that ended their unemployment spell during 2019 (all of whom had a JIA), did so as a result of starting work. This is a similar proportion to 2018, and noticeably above the EU average of 45.3% for LTU with a JIA.
- ❖ Estonia is so far unable to provide follow-up data on JIA users taking up employment.

## Greece

In Greece, it became obligatory for newly registered unemployed to be provided with individualised assessments (IAPs) in April 2018. Prior to that, they were provided only to those that were willing to cooperate with the PES. IAPs are offered within two months of registration and are a precondition for participation in ALMP measures, a precaution that ensures that IAPs are provided also to existing registered unemployed wanting to access support. Although the profiling methodology used in Greece has been updated to make IAPs more comprehensive, there is still no additional in-depth (re)assessment on becoming long-term unemployed (LTU). IAPs are updated on an ad hoc basis in response to individual needs. The Greek IAP covers only services provided by the public employment services (PES).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Greece, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020

- ❖ According to the EU Labour Force Survey, in 2019, one in eight (11.8%) of the active population aged 25-64 in Greece was unemployed and had been seeking work for a year or more. This rate is by some way the highest amongst Member States and four times the rate at EU level (2.8%).
- ❖ LTU in Greece account for nearly three quarters (71.1%) of all unemployed, again the highest share seen amongst Member States and a long way above the proportion seen in the EU as a whole (45.8%).
- ❖ Eight out of ten (80.6%) LTU report being registered with the PES, well above the rate of registration seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Estonia, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ EL ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

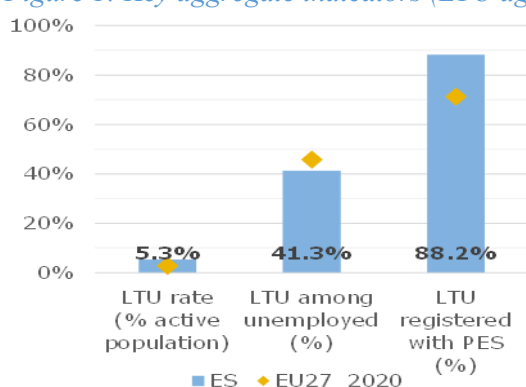
To date, Greece has not been able to provide any data to monitor flows of IAP users. The stock data provided are based on estimations and indicate that in 2018 eight in ten LTU registered for at least 18 months had an IAP (=JIA). This figure is on a par with the EU average of 77.3%.

## Spain

In Spain, all registered unemployed are offered an individual action plan (IAP) following an initial profiling, which is considered, at national level, to broadly fulfil the requirements of a job integration agreement (JIA). However, participation is in most cases voluntary so that not all long-term unemployed (LTU) have an IAP. IAPs can be provided by private employment agencies as well as the public employment service (PES) and though they may be updated on an ad hoc basis, there is no specific in-depth assessment after becoming LTU.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Spain, 2019

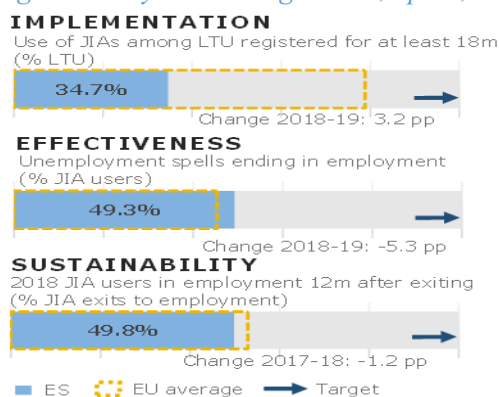


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 5.3% of the active population in Spain was unemployed and had been seeking work for a year or more. The LTU rate was nearly twice that seen at EU level (2.8%) and the highest amongst all Member States except Greece.
- ❖ LTU represent two fifths (41.3%) of all unemployed in the country, slightly fewer than in the EU as a whole (45.8%).
- ❖ More than eight out of ten (88.2%) LTU report being registered with the PES, well above the rate for the EU as a whole (71.3%).

### Key results

Figure 2: Key monitoring results, Spain, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

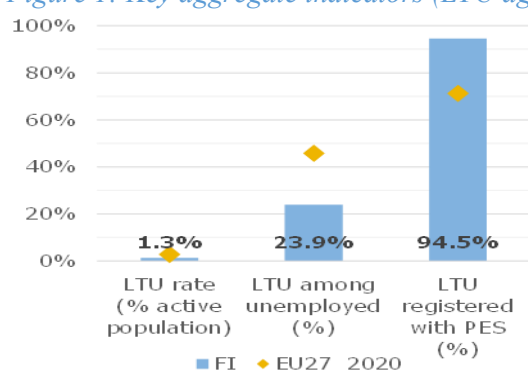
- ❖ In 2019, a third (34.7%) of LTU registered for at least 18 months in Spain had an IAP. That represents an improvement compared to 2018 (+ 3.2 pp) but coverage remains a long way below the EU average of 77.3%.
- ❖ Almost half (49.3%) of JIA (=IAP) users whose unemployment spell ended in 2019 exited to employment, down compared to 2018 (- 5.3 pp) but still above the EU average of 45.2%.
- ❖ Follow-up data on JIA users who took up employment in 2018 show that about a half (49.8%) were in employment 12 months later, little changed from the previous year (- 1.2 pp).

## Finland

In Finland, all registered unemployed are provided with an employment plan within two weeks of registration. For people assessed as requiring broader support and belonging to the target group of the relevant scheme/act, the employment plan is replaced by one of three types of tripartite plan coordinating services of all relevant agencies (i.e. employment, social and health services). Since 2017, plans of all types are reviewed at least every 3 months. This approach is considered (at national level) to fulfil the requirements of a job integration agreement (JIA).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Finland, 2019

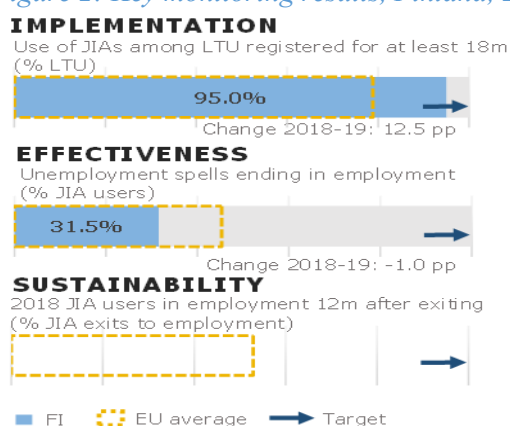


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 1.3% of the active population in Finland was unemployed and had been seeking work for a year or more. The LTU rate is half that at EU level (2.8%).
- ❖ LTU represent less than a quarter (23.9%) of all unemployed in Finland, a noticeably lower proportion than in the EU as a whole (45.8%).
- ❖ More than nine out of ten (94.5%) LTU report being registered with the PES. This the highest registration rate seen in the EU and well above the rate for the EU as a whole (71.3%).

### Key results

Figure 2: Key monitoring results, Finland, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

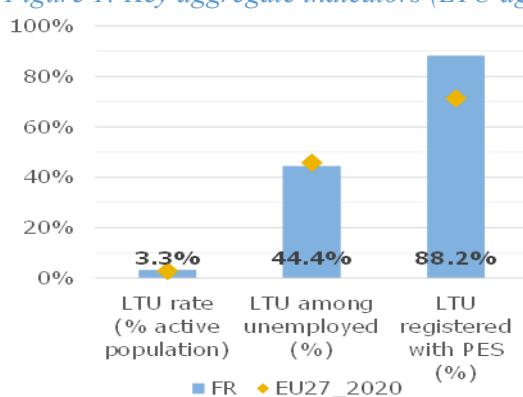
- ❖ In 2019, more than nine in ten (95.0%) of LTU registered for at least 18 months in Finland had an active JIA, a significant increase compared to 2018 (+ 12.5 pp) and well above the EU average of 77.3%. However, the results on coverage should be interpreted with some caution as different methods are used to compile data for LTU (monthly average stock) and JIA users (end-year stock).
- ❖ Just under a third (31.5%) of JIA users whose unemployment spell ended in 2019 exited to employment, some way below the EU average of 45.2%, and little changed from 2018 (- 1.0 pp).
- ❖ Finland has not yet been able to provide data on the follow-up of JIA users taking up employment in 2018.

## France

In France, all registered unemployed are provided with an Individual Action Plan (IAP) within a month of registration. The plan is updated on an ongoing basis according to individual needs but there is no specific in-depth (re)assessment after the person becomes long-term unemployed (LTU). Pôle Emploi (the French public employment services, PES) cooperates closely with agencies responsible for supporting particular groups: Mission Locales (young unemployed), Cap Emploi (people with disabilities) and APEC (executives). Partnerships are also fostered through the French Plan against LTU, with the local authorities (départements) in charge of social assistance and childcare structures.

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), France, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 3.3% of the active population in France was unemployed and had been seeking work for a year or more. The LTU rate is slightly above of that seen at the EU level (2.8%).
- ❖ LTU represented 44.3% of all unemployed in France in 2019, in line with the proportion seen in the EU as a whole (45.8%).
- ❖ Almost nine out of ten (88.2%) LTU report being registered with the PES, well above the rate of registration for the EU as a whole (71.3%).

### Key results

*Figure 2: Key monitoring results, France, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ FR ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

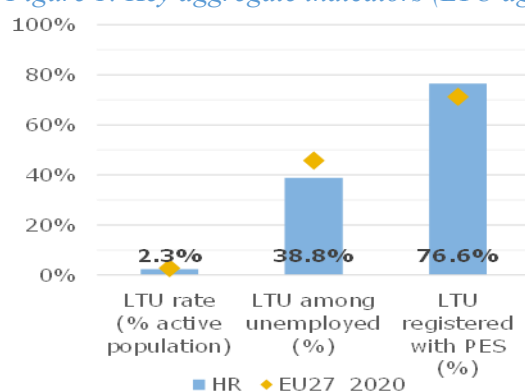
- ❖ In France, all unemployed receive an IAP that is considered (at national level) to fulfil the requirements of a JIA, consequently 100% of people becoming LTU already have a JIA.
- ❖ France provided data on exits by destination for the first time. Results show that almost half (48.4%) of JIA users whose unemployment spell ended in 2019 exited to employment, slightly above the EU average of 45.2%.
- ❖ Follow-up data for France are not available so that relevant indicators cannot be calculated.

## Croatia

In Croatia, all unemployed are provided with an Individual Action Plan (IAP, known in Croatia as the “Professional Plan”) within 60 days of registration. As of 2017, these plans have to be renewed every 12 months and an IAP renewed after 12 months of unemployment was considered equivalent to a JIA. Since 2018, however, unemployed are reassessed after 12 months and provided with a Job Integration Agreement (JIA, or Sporazum o uključivanje na tržište rada). In comparison to the initial IAP offered to all unemployed, the renewed IAPs and new JIAs require more frequent contact and provide access to additional services. The Croatian JIA currently covers only services provided by the public employment service (PES).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Croatia, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 2.3% of the active population in Croatia in 2019 was unemployed and had been seeking work for a year or more, a slightly below the rate at EU level (2.8%).
- ❖ LTU represent 38.8% of all unemployed in the country, fewer than in the EU as a whole (45.8%).
- ❖ More than three quarters (76.6%) of LTU report being registered with the PES, above the rate seen at the EU as a whole (71.3%).

### Key results

Figure 2: Key monitoring results, Croatia, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

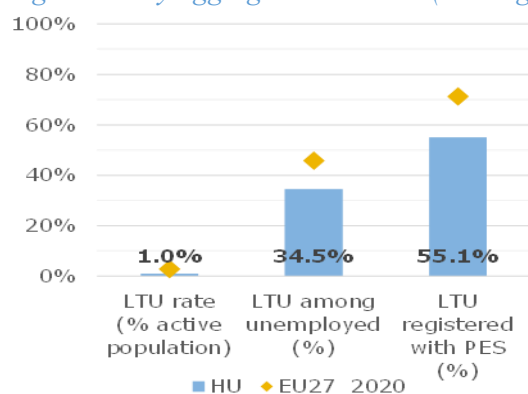
- ❖ In 2019, 98.2% of LTU registered for at least 18 months had an active IAP (=JIA), well above the EU average of 77.3%.
- ❖ Less than two in five (37.1%) JIA users whose unemployment spell ended in 2019 exited to employment, below the EU average of 45.2%, and a slight drop compared to 2018 (-1.7 pp).
- ❖ Follow-up data suggest that outcomes are sustainable in Croatia. More than three quarters (76.3%) of JIA users that took up a job in 2018 were found to be in employment 12 months later.

## Hungary

In Hungary, all registered unemployed are provided with an Individual Action Plan (IAP) soon after registration with the public employment services (PES). Plans are developed on the basis of an initial interview and profiling and are then revised every 6 months. Effectively, that means that after 12 months of registration (when a person becomes long-term unemployed (LTU)) the IAP undergoes a second revision. This is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). The Hungarian JIA currently covers only services provided by the PES.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Hungary, 2019

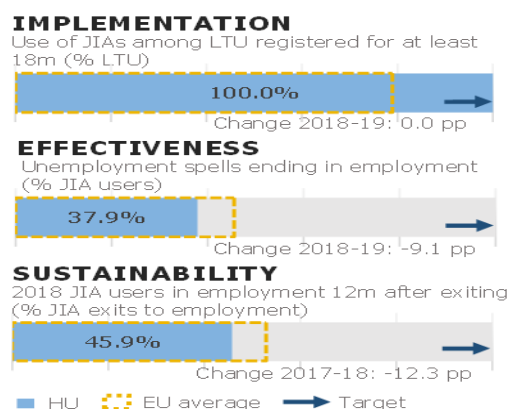


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, just 1.0% of the active population in Hungary in 2019 was unemployed and had been seeking work for a year or more, significantly below the level in the EU as a whole (2.8%).
- ❖ Over five in ten (55.1%) LTU in Hungary reported being registered with the public employment service (PES) in 2019. The registration rate is well below that seen in the EU as a whole (71.3%).

### Key results

Figure 2: Key monitoring results, Hungary, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

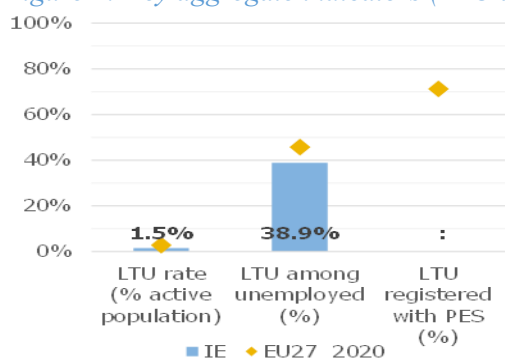
- ❖ In Hungary, all unemployed receive an IAP that is considered (at national level) to fulfil the requirements of a JIA, consequently 100% of people becoming LTU already have a JIA.
- ❖ Less than two in five (37.9%) of all JIA users whose unemployment spell ended in 2019 exited to employment, a considerable decrease compared to 2018 (47.0%) and below the EU average of 45.2%.
- ❖ Follow-up data on JIA users who took up employment in 2018 show that 45.9% were in employment 12 months later, also a much lower proportion than for the previous year (58.1% for exits in 2017).

## Ireland

In Ireland the concept of registered unemployed refers to recipients (aged 18-64) of the main unemployment benefits – Jobseeker Benefit and Jobseeker Allowance. All claimants of these benefits get an Individual Action Plan (IAP, known in Ireland as a Personal Progression Plan - PPP) within 6 weeks of registration, which is updated on a regular basis. People claiming full unemployment benefits for 12 months or more (i.e. long-term unemployed, LTU) become eligible for referral to the JobPath programme, which is delivered by private contractors and provides further individualised assessment and intensified support. LTU not referred to JobPath continue to be supported by Intreo (the Irish PES) on the basis of their existing PPP. Monitoring data for 2016-2018 treated both groups as JIA users. Data for 2019 count only the JobPath referrals and are therefore not comparable with previous years.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Ireland, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 1.5% of the active population in Ireland in 2019 was unemployed and had been seeking work for a year or more, just over half the LTU rate in the EU as a whole (2.8%).
- ❖ LTU represent 38.9% of all unemployed aged 25-64, well below the proportion seen at EU level (45.8%).
- ❖ No figures are available regarding the share of LTU that report being registered with the PES because the relevant variable in the LFS is not collected. At EU level, the registration rate for 2019 was 71.3%.

### Key results

Figure 2: Key monitoring results, Ireland, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ IE    ■ EU average    → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

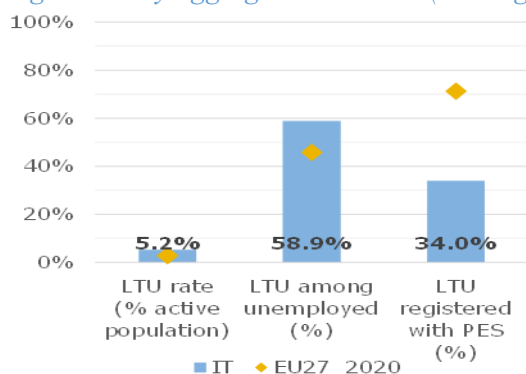
- ❖ 50.7% of registered LTU in Ireland had a JIA in 2019 (i.e. were engaged in the JobPath activation programme), well below the EU average of 78.8%. The result is not comparable with previous years which counted also LTU with an active IAP supported by the PES.
- ❖ More than half (55.8%) of JIA users that ended their unemployment spell in 2019 exited to employment, some way above the EU average of 45.2%. The result is estimated and has the same value as in 2018.
- ❖ Follow-up of JIA users who took up employment in 2018 suggest that positive outcomes are sustainable, as nearly two thirds (65.7%) were found to be in employment 12 months later. Similar to exits the result is imputed based on the data that were provided last year.

## Italy

In Italy, all registered unemployed are provided with an Individual Action Plan (IAP) within 3 months of registration. The plan (Service Pact) is updated regularly but it is only after the adoption of the new "Italian Strategy for LTU integration in the labour market" approved in December of 2018, that the PES is required to recall all registered LTU to renew their agreement after the 12th month of unemployment. Accordingly, the Italian data on numbers of LTU with a JIA refer to LTU whose plan (Service Pact) has been renewed after becoming LTU. The Italian IAP currently covers only services provided by the public employment services (PES).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Italy, 2019

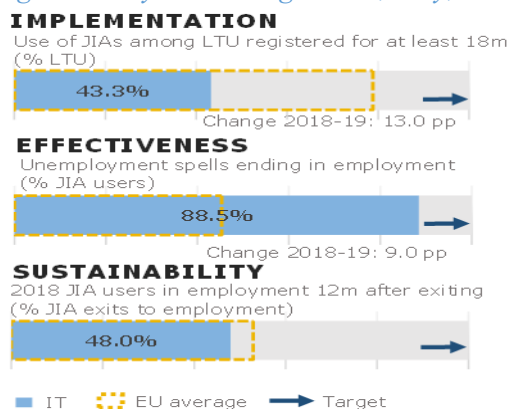


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 5.2% of the active population in Italy was unemployed and had been seeking work for a year or more. The LTU rate is almost double that seen at EU level (2.8%) and Italy is one of only three Member States to have a rate in excess of 5%.
- ❖ LTU represent three fifths (58.9%) of all unemployed in the country, noticeably more than in the EU as a whole (45.8%).
- ❖ A third (34.0%) of LTU reported being registered with the PES in 2019, well below the rate of registration seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Italy, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

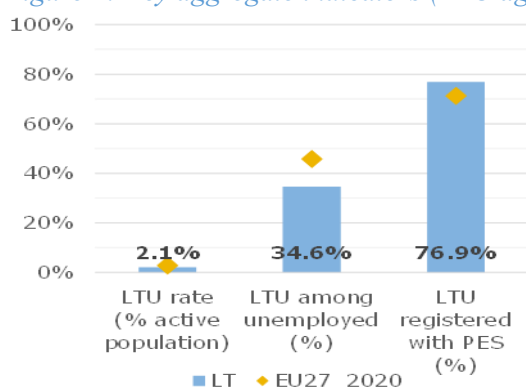
- ❖ In 2019, 43.3% of LTU registered for at least 18 months in Italy had a JIA (i.e. renewed service pact), well below the EU average of 77.3%.
- ❖ Almost nine in ten (88.5%) of JIA users whose unemployment spell ended in 2019 exited to employment, almost double than the EU average of 45.3%. This result reflects the unique practice in Italy, whereby people effectively remain on the register until they find work lasting at least 180 days or retire. The data are thus not comparable with other countries.
- ❖ Italy provided data on the follow-up of JIA users 12 months after taking up employment. Just under half (48.0%) of JIA users that started work in 2018 were still employed 12 months after (not necessarily in the same job).

## Lithuania

In Lithuania, all unemployed are provided with an Individual Action Plan (IAP) based on an individual assessment. The plan is regularly updated and is valid for a period not longer than a year. Effectively, that means that after 12 months of registration (when a person becomes long-term unemployed (LTU)) a new plan is provided. This is considered (at national level) to fulfil the requirements of a job integration agreement (JIA). Currently the Lithuanian JIA covers only services provided by the public employment services (PES).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Lithuania, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 2.1% of the active population in Lithuania in 2019 was unemployed and had been seeking work for a year or more, slightly below the rate at EU level (2.8%).
- ❖ LTU represent a third (34.6%) of all unemployed in the country, more than 10 pp lower than in the EU as a whole (45.8%).
- ❖ Just above three quarters (76.9%) of LTU report being registered with the PES, slightly more than at EU level (71.3%).

### Key results

Figure 2: Key monitoring results, Lithuania, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ LT    ▨ EU average    → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

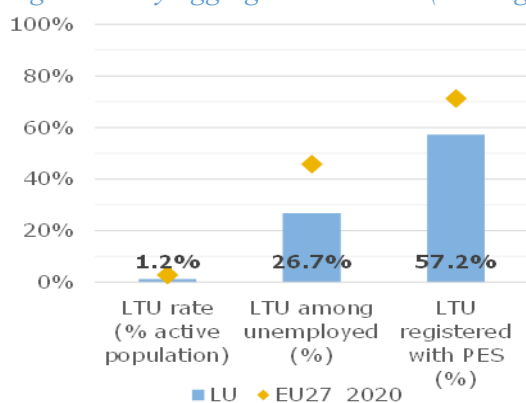
- ❖ In 2019, nearly all (99.8%) registered LTU registered for at least 18 months in Lithuania had a JIA, well above the EU average of 77.3%.
- ❖ Just over two fifths (40.9%) of JIA users whose unemployment spell ended in 2019 exited to employment, below the EU average of 45.2%, and slightly lower than in 2018 (42.6%).
- ❖ Follow-up data show that positive outcomes are less sustainable than average since only 29.9% of JIA users that took up a job in 2018 in Lithuania were known to be in employment 12 months later.

## Luxembourg

In Luxembourg, all registered unemployed receive an Individual Action Plan (IAP) on the basis of an individualised assessment at registration. Those closer to the labour market will continue to benefit from the type of activation and support provided by the PES as documented in the IAP throughout their unemployment spell. For those furthest from the labour market, however, additional, more intensive support is provided through a supplementary Action Plan. The provision of this additional plan is not linked to unemployment duration but to (low) employability. The monitoring data for JIA users in Luxembourg cover only the additional support provided through Action Plans.

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Luxembourg, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, 1.2% of the active population aged 25-64 in Luxembourg was unemployed and had been seeking work for a year or more, less than half the rate seen at EU level (2.8%)
- ❖ LTU represent a quarter (26.7%) of all adult unemployed in the country, a much lower share than in the EU as a whole (45.8%).
- ❖ Almost six in ten LTU (57.2%) reported being registered with the PES in 2019, noticeably below the registration rate for the EU as a whole (71.3%).

### Key results

*Figure 2: Key monitoring results, Luxembourg, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ LU ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

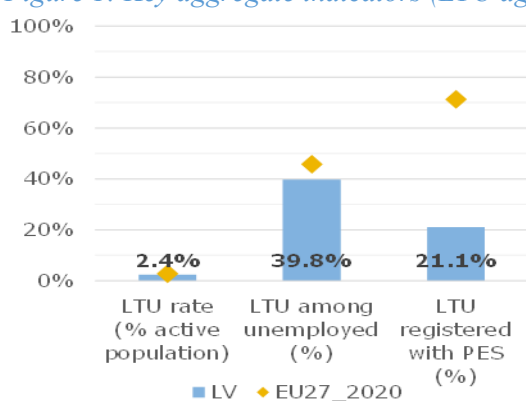
- ❖ In 2019, 84.8% of LTU registered for at least 18 months in Luxembourg had a JIA (i.e. a supplementary Action plan), improved compared to 2018 (+ 6.3 pp) and above the EU average of 77.3%.
- ❖ Almost seven in ten (68.5%) JIA users whose unemployment spell ended in 2019 exited to employment, well above the EU average of 45.2% and improved compared to 2018 (+ 7.0 pp).
- ❖ Luxembourg was not able to provide follow-up data on the subsequent situation of JIA users starting work in 2018.

## Latvia

In Latvia, all registered unemployed are provided with an individual action plan (IAP) at registration following an initial profiling. IAPs are normally updated every 1-2 months and there is a re-profiling every 6 months (or sooner if required). This pre-existing service provision is considered (at national level) to fulfil the requirement for a job integration (JIA) laid out in the Council Recommendation on the integration of the long-term unemployed into the labour market. The Latvian IAP covers only PES services.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Latvia, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, 2.4% of the active population in Latvia in 2019 was unemployed and had been seeking work for a year or more. The LTU rate is slightly below the rate seen at EU level (2.8%).
- ❖ LTU represent two fifths (39.8%) of all unemployed in the country, fewer than in the EU as a whole (45.8%).
- ❖ One in five (21.1%) people considered to be LTU by the LFS reported being registered with the PES in 2019. This is well below the registration rate at EU level of 71.3%.

### Key results

Figure 2: Key monitoring results, Latvia, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ LV   ■ EU average   → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

- ❖ In Latvia, all unemployed receive an IAP that is considered to fulfil the requirements of a JIA, consequently 100% of people becoming LTU already have a JIA.
- ❖ A third (33.4%) of registered LTU that ended their unemployment spell during 2019 (all of whom had a JIA) moved into work, well below the EU average of 45.2%. This figure is known, however, to be understated because a significant number of LTU start work without informing the PES<sup>6</sup>.
- ❖ Latvia has not yet been able to provide data for the follow-up of JIA users taking up employment in 2018.

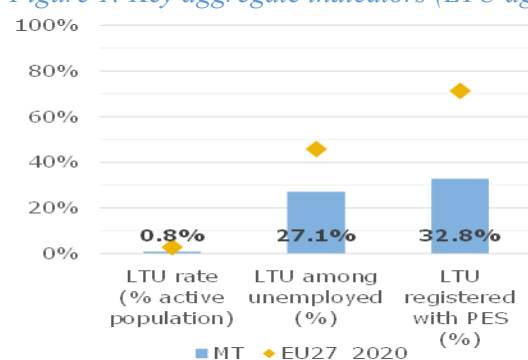
<sup>6</sup> Alternative data cross-referenced with the State Revenue Service show a much higher proportion of LTU taking up work in 2019 (70.8%) but this dataset is not entirely coherent because some of the employment starts recorded refer to people that ended their unemployment spell in the previous year.

## Malta

In Malta, all registered unemployed receive a Personal Action Plan (PAP) on the basis of an individualised assessment soon after registration. Until September 2019, LTU furthest from the labour market received additional, more intensive, support through the Work Programme Initiative (WPI), formulated on the basis of an in-depth assessment and delivered by private providers. The WPI agreement was considered (at national level) to fulfil the requirements of a job integration agreement (JIA) as set out in the LTU Recommendation. The WPI was also open to inactive people that had not been registered as unemployed in the past 12 months. From September 2019, the WPI has been replaced by a nationally funded scheme with similar characteristics. The Maltese monitoring data on JIA users for 2019 cover only those benefitting from the WPI (the new scheme will be covered in 2020 data). LTU that continue to receive support through the PAP are not counted as having a JIA.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Malta, 2019

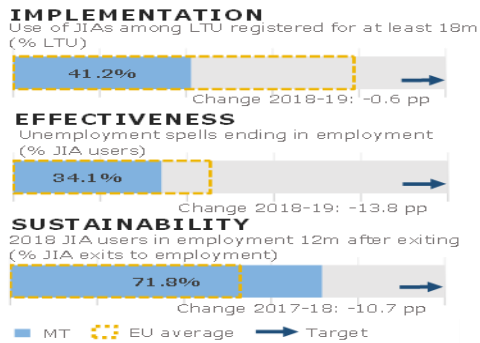


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES) 2020.

- ❖ According to the EU Labour Force Survey, in 2019, just 0.8% of the active population aged 25-64 in Malta was unemployed and had been seeking work for a year or more. The Maltese LTU rate is the lowest amongst Member States and less than a third of the rate at EU level (2.8%).
- ❖ LTU represent 27.1% of all unemployed aged 15-64 in Malta, far fewer than in the EU as a whole (45.8%).
- ❖ Only a third (32.8%) of people recorded as LTU by the LFS reported being registered with the PES in Malta in 2019, noticeably below the proportion in the EU as a whole (71.3%), though the Maltese figure may not be reliable due to the small sample size.

### Key results

Figure 2: Key monitoring results, Malta, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

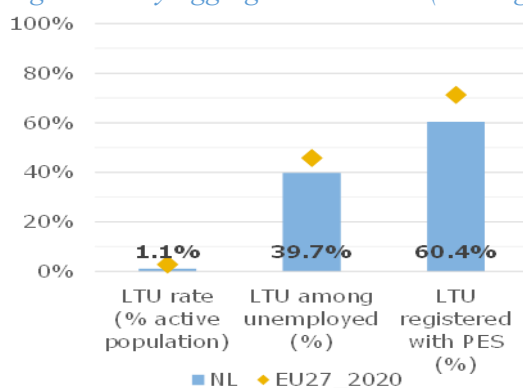
- ❖ In 2019, 41.2% of LTU registered for at least 18 months in Malta were enrolled in the WPI programme. The result may be overstated as the data can include people that were previously inactive and others whose unemployment spell was interrupted during participation in the WPI programme.
- ❖ Just over a third (34.1%) of JIA users whose unemployment spell ended in 2019 exited to employment, a much lower share than in 2018 (- 13.8 pp) and below the EU average of 45.2%.
- ❖ More than two thirds (71.8%) of JIA users who took up employment in 2018 were in employment 12 months later.

## Netherlands

In the Netherlands, there is no specific concept of registered unemployed. Rather, for the purposes of EU level monitoring, “registered unemployed” refers to claimants of the unemployment benefit (WW) provided by the Employee Insurance Agency (Dutch public employment services (PES), UWV) and the social assistance benefit (Participatiewet) provided by municipalities. Following an initial profiling, those considered to be at risk of becoming long-term unemployed (LTU) are offered an individual action plan (IAP, the “persoonlijk werkplan”) at registration (or shortly afterwards). Others will receive a plan later based on needs, as determined by the PES, so that all claimants will have an IAP (considered at national level to fulfil the requirements of a JIA) before becoming LTU. There is no specific in-depth (re)assessment triggered by a person becoming LTU but plans are reviewed and updated on a continuous basis taking into account any change in circumstances.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Netherlands, 2019

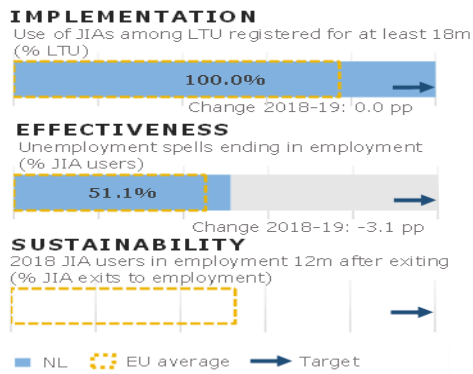


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, in 2019, 1.1% of the active population in the Netherlands was unemployed and had been seeking work for a year or more. The LTU rate is less than half that at EU level (2.8%).
- ❖ LTU represent 39.7% of all unemployed in the country, below the share seen in the EU as a whole (45.8%).
- ❖ Three fifths (60.4%) of LTU report being registered with the PES, some way below the registration rate at EU level (71.3%)

### Key results

Figure 2: Key monitoring results, Netherlands, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

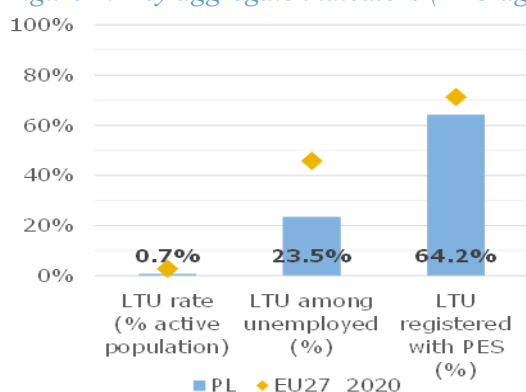
- ❖ All unemployment (WW) and social assistance (Participatiewet) benefit claimants receive an individual action plan before becoming LTU. By default, therefore, all LTU already have a JIA at the time that they reach 12 months unemployment.
- ❖ Just over half (51.1%) of JIA users whose unemployment spell ended in 2019 exited to employment, above the EU average of 45.2%, but lower than in 2018 (54.2%).
- ❖ The Netherlands have not provided any follow-up data.

## Poland

In Poland, all registered unemployed receive an Individual Action Plan (IAP) that is based on an initial individualised assessment and monitored every two months. There is no additional in-depth (re)assessment triggered by a person becoming long-term unemployed (LTU). Currently, the Polish JIA covers only services provided by the public employment services (PES), but the PES cooperates closely with welfare institutions within the framework of the "Activation and Integration Programme" (Program Integracja i Aktywizacja).

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Poland, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

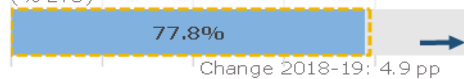
- ❖ According to the EU Labour Force Survey, in 2019, just 0.7% of the active population in Poland was unemployed and had been seeking work for a year or more. The LTU rate is less than a third of that at EU level (2.8%)
- ❖ LTU represent almost a quarter of all unemployed in Poland (23.5%), half the proportion seen in the EU as a whole (45.8%).
- ❖ Two thirds (64.2%) of LTU in Poland report being registered with the PES, below the rate of registration seen at EU level (71.3%).

### Key results

Figure 2: Key monitoring results, Poland, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ PL ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

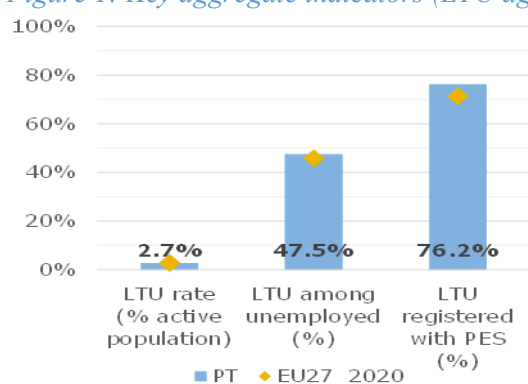
- ❖ On average during 2019, four in five (77.8%) of LTU registered for at least 18 months in Poland had an active JIA (=IAP), an higher share than in 2018 (+ 4.9 pp) and close to the EU average of 77.3%
- ❖ More than a third (36.2%) of JIA users whose unemployment spell ended in 2019 exited to employment, much as in 2018 (-1.2 pp), and still some way below the EU average of 45.2%.
- ❖ Follow-up data show that only 3.9% of JIA users that took up a job in 2018 were known to be in employment 12 months later. However, this result is not meaningful as the subsequent situation is unknown for 86.3% of cases.

## Portugal

In Portugal, all unemployed benefit from an Individual Action Plan (IAP) within 15 days from registration. The IAP is updated on an ongoing basis depending on needs and mandatorily at least every 6 months. As of January 2019, a new JIA model extends the basic support of the IAP and ensures that people becoming long-term unemployed (LTU) participate in a dedicated guidance intervention (“Coaching - Supporting Activities”) before reaching 18 months of unemployment. This is considered (at national level) to fulfil the requirement for an additional in-depth assessment. Thereafter, the JIA is reviewed and updated at least every six months.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Portugal, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

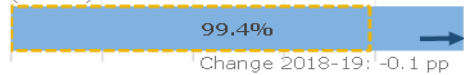
- ❖ According to the EU Labour Force Survey, 2.7% of the active population in Portugal in 2019 was unemployed and had been seeking work for a year or more, in line with the LTU rate at EU level (2.8%).
- ❖ LTU represent approaching half of all unemployed in Portugal (47.5%), slightly more than in the EU as a whole (44.6%).
- ❖ Three quarters (76.2%) of LTU are reported to be registered with the PES, slightly above the rate of registration seen in the EU as a whole (71.3%).

### Key results

Figure 2: Key monitoring results, Portugal, 2019

## IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



## EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



## SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ PT    ▨ EU average    ➔ Target

Source: LTU monitoring database, data extracted on 13 January 2021.

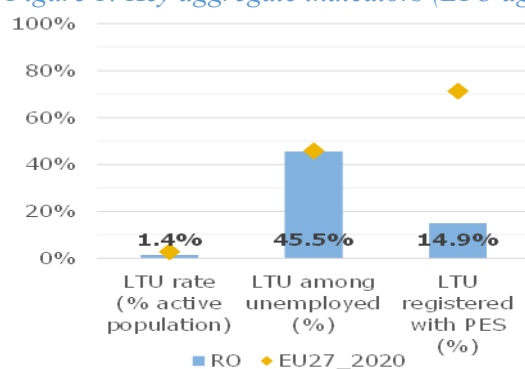
- ❖ In 2019, nearly all LTU registered for at least 18 months (99.4%) had an active JIA (remaining 0.6% refers to those not available for work). This figure is virtually the same as in 2018, and well above the EU average of 77.3%.
- ❖ A third (33.8%) of JIA users whose unemployment spell ended in 2019 exited to employment, some way below the EU average of 45.2%.
- ❖ For those that do find employment, however, follow-up of JIA users that started work in 2018 suggest that positive outcomes are sustainable. Two thirds (67.3%) were found to be in employment 12 months later. This proportion has, however, decreased compared to 2017 (- 7.5 pp).

## Romania

In Romania, the delivery of individualised support for unemployed has undergone progressive reform over recent years. From December 2016, all unemployed benefit from an initial assessment immediately after registration, which is used as the basis for an Individual Action Plan that is updated monthly. In 2018, the assessment process was upgraded to include a profiling to determine employability and the most appropriate support pathway. The concept of a Job Integration Agreement for LTU was recognised in law in January 2017 but not implemented until August 2018 when relevant procedures were published in the Official Journal of Romania. This requires unemployed reaching 12 months of unemployment to be invited to the PES for a further in-depth assessment to re-evaluate their profile and for the service plan to be updated accordingly, including referral to other public support services where relevant.

### Context for implementation

*Figure 1: Key aggregate indicators (LTU aged 25-64), Romania, 2019*



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, 1.4% of the active population in Romania in 2019 was unemployed and had been seeking work for a year or more, half the rate seen at EU level (2.8%).
- ❖ LTU account for 45.5% of all unemployed in the country, almost exactly the same as in the EU as a whole (45.8%).
- ❖ Only about one in seven people recorded as LTU by the LFS (14.9%) reported being registered with the PES in 2019. This is by some way the lowest registration rate seen amongst Member States and a long way below the rate at EU level(71.3%).

### Key results

*Figure 2: Key monitoring results, Romania, 2019*

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ RO ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

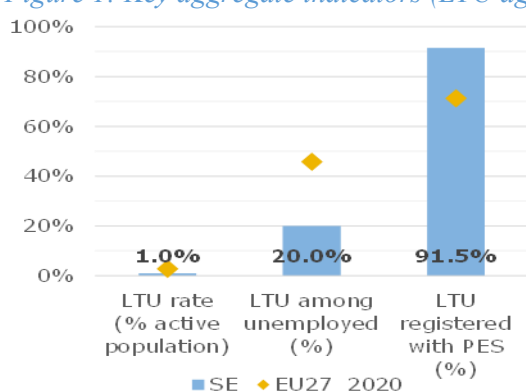
- ❖ In 2019, 56.1% of registered LTU for at least 18 months in Romania had a JIA. This result remains a long way below the EU average of 77.3% but represents a significant increase compared to 2018 (14.5%), reflecting the progressive roll-out of the JIA process since its introduction in August 2018.
- ❖ To date the data available on LTU (with or without a JIA) in Romania remain limited and other key indicators for monitoring the implementation of the Recommendation and the sustainability of results cannot be calculated.

## Sweden

In Sweden, all registered unemployed benefit from an individual action plan (IAP) within 30 days of registration following an initial assessment/profiling. Plans are updated continuously on a case-by-case basis, but there is no specific in-depth (re)assessment after the person becomes long-term unemployed (LTU). The IAPs are considered, at national level, to fulfil the requirements of a job integration agreement (JIA). Cooperation between public employment services (PES) and social services is common at local level but the Swedish IAP covers only services provided by the PES.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Sweden, 2019

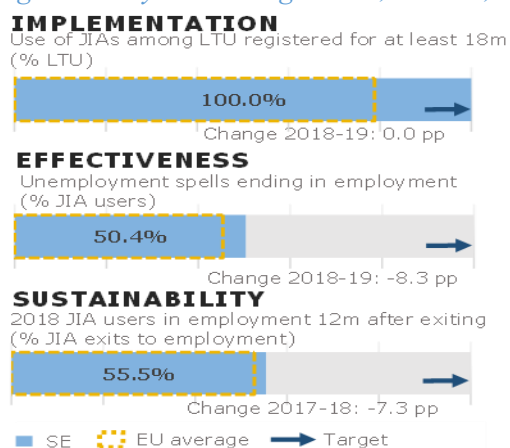


Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, in 2019, just 1.0% of the active population in Sweden was unemployed and had been seeking work for a year or more. The LTU rate is less than half of that at EU level (2.8%).
- ❖ LTU represent a fifth (20%) of all unemployed in Sweden, again less than half the proportion in the EU as a whole (45.8%).
- ❖ Nine in ten (91.5%) LTU report being registered with the PES, significantly above the rate of registration across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Sweden, 2019



Source: LTU monitoring database, data extracted on 13 January 2021.

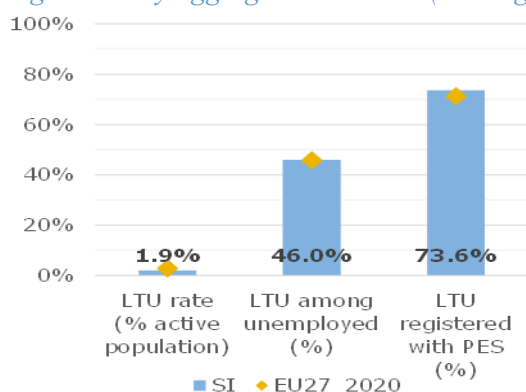
- ❖ All registered unemployed in Sweden receive an individual action plan (IAP) which is considered at the national level to fulfil the requirements of a JIA. By default, therefore, all LTU already have a JIA at the time they reach 12 months unemployment, so coverage is always 100%.
- ❖ Half (50.4%) of JIA users whose unemployment spell ended in 2019 exited to employment, some way above the EU average of 45.3% but down compared to 2018 (58.6%).
- ❖ Follow-up of JIA users suggest that the positive outcomes that are achieved are reasonably sustainable over time. More than half (55.5%) of those who found a job in 2018 were known to be in employment 12 months later.

## Slovenia

In Slovenia, all registered unemployed are provided with an Individual Action Plan (IAP) within 15 days from registration. Plans are revised at least every 4 months. The first revision after a person has become long-term unemployed (LTU), which by default takes place between 12 and 18 months of unemployment, is undertaken on the basis of an in-depth (re)assessment. The pre-existing service provision (IAPs with additional review for LTU) is thus considered, at national level, to fulfil the requirements of a job integration agreement (JIA). The Slovenian JIA covers only services provided by the public employment services (PES), but the PES case managers will refer those in need of support to the relevant social services.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Slovenia, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, 1.9% of the active population in Slovenia in 2019 was unemployed and had been seeking work for a year or more, roughly two thirds the rate at EU level (2.8%)
- ❖ LTU represent 46.0% of all unemployed in the country, more or less the same as in the EU as a whole (45.8%).
- ❖ The proportion of LTU reporting being registered with the PES was 73.6%, just above the rate of registration seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Slovenia, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m  
(% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment  
(% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting  
(% JIA exits to employment)



■ SI    ■ EU average    → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

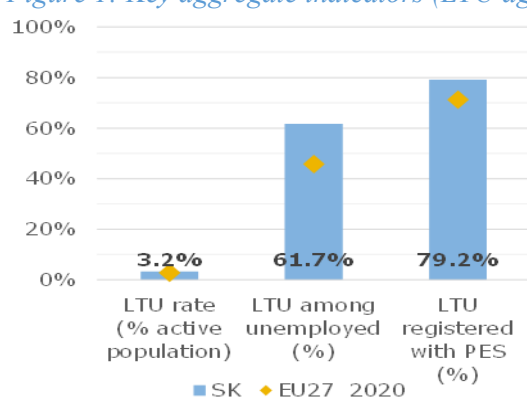
- ❖ In Slovenia, all unemployed receive an IAP that is deemed to fulfil the requirements of a JIA. Consequently 100% of people becoming LTU already have a JIA.
- ❖ Almost half (47.6%) of JIA users whose unemployment spell ended in 2019 exited to employment, slightly above the EU average of 45.2% but down compared to 2018 (52.4%).
- ❖ Follow-up data show that seven in ten (71.6%) of JIA users who took up employment in 2018 were in employment 12 months later.

## Slovakia

In Slovakia,JIAs are delivered through the project “Increased Activity for Employment” (ZAZ), which has been running since February 2017. When registered unemployed reach 12 months of unemployment (and thus become long-term unemployed), they are provided with an initial in-depth assessment, which results in the formulation of a plan of intensive actions over a 4-month period. At the end of the 4-month period there is another assessment and if the participant has not been placed in work or in an ALMP, the process re-starts. The Slovakian public employment services (PES) coordinate actions with employers and local authorities.

### Context for implementation

Figure 1: Key aggregate indicators (LTU aged 25-64), Slovakia, 2019



Source: Eurostat, Labour Force Survey (EU-LFS), data extracted on 01 October and 22 December (share of LTU registered with the PES).

- ❖ According to the EU Labour Force Survey, in 2019, 3.2% of the active population in Slovakia was unemployed and had been seeking work for a year or more, slightly above the rate seen at EU level (2.8%).
- ❖ LTU represent more than three fifths (61.7%) of all unemployed in the country, noticeably more than in the EU as a whole (45.8%).
- ❖ Eight out of ten (79.2%) LTU report being registered with the PES, somewhat above the rate of registration seen across the EU (71.3%).

### Key results

Figure 2: Key monitoring results, Slovakia, 2019

### IMPLEMENTATION

Use of JIAs among LTU registered for at least 18m (% LTU)



### EFFECTIVENESS

Unemployment spells ending in employment (% JIA users)



### SUSTAINABILITY

2018 JIA users in employment 12m after exiting (% JIA exits to employment)



■ SK ■ EU average → Target

Source: LTU monitoring database, data extracted on 13 January 2021.

- ❖ In 2019, 54.6% of registered LTU in Slovakia had a JIA. This proportion has increased progressively as the ZAZ project has been further rolled out (up from 47.2% in 2018), but remains well below the EU average of 77.3%.
- ❖ Just above two fifths (41.1%) of JIA users whose unemployment spell ended in 2019 exited to employment, below the EU average of 45.2% and down compared to 2018 (47.2%).
- ❖ Follow-up data on JIA users who took up employment in 2018 show that 53.1% were in employment 12 months later, a lower proportion than amongst exits in 2017 (65.0%).