

Table 9.1 *Main characteristics of unemployment benefits in seven countries*

	Belgium	Denmark	France	Germany	Netherlands	Sweden	United Kingdom
Work record (% of previous period)	56.8	33.3	a. 27.3 b. 60.0 c. 61.5	50.0	a. 72.2 b. 80.0	50.0	96.2
Benefit level (if possible expressed for single person)	40-60% to flat-rate	a. 90% b. €18,725 p/y	75%	a. 60/67% (net) b. €351 p/m	a. 75% b. 70%	a. 80/70% b. €33 p/d	a. €76 p/w b. €76-194 p/w
Maximum yearly benefit	€13,728	€23,278	€11,092	€19,248 (W) /16,116 (E)	€33,928	€18,744	€10,103
OECD gross summary RR (%)	40.9	48.9	39.0	24.2	35.3	23.8	12.4
Benefit duration	phased, but infinite	a. 4 y b. infinite	a. 7m b. 12m c. 23m	a. 6-18m b. infinite	a. 3m b. 38m	300 d	a. 6m b. infinite
Funding	contrib. + state subsidy	contrib. + state subsidy	contrib.	a. contrib. b. taxes	contrib.	contrib. + state subsidy	a. contrib. b. taxes

Denmark: a. uninsured workers, b. insured workers. France: a. when contributed 6 out of 22 months, b. when contributed 12 out of 20 months, c. when contributed 16 out of 26 months. Germany: a. Arbeitslosengeld-I, b. Arbeitslosengeld-II. Netherlands: a. short-term benefit, b. extended benefit if both work conditions are fulfilled. Sweden: a. universal basic unemployment insurance, b. voluntary income-related unemployment insurance. United Kingdom: a. contribution-based Job Seekers Allowance, b. Income-based Job Seekers Allowance.

Source: Chapters 2-8.

Table 9.2 *Main characteristics of employment protection legislation in seven countries*

	Belgium	Denmark	France	Germany	Netherlands	Sweden	United Kingdom
Average notice period after:							
- 9m tenure	bc: 35d wc: 3m	bc: 3w wc: 3m	1m	4w	1m	1m	0.2m
- 5y tenure	bc: 35d wc: 3m	bc: 8w wc: 4m	2m	1m	1m	3m	0.9m
- 20y tenure	bc: 112d wc: 15m	bc: 10w wc: 6m	2m	7m	3m	6m	2.8m
Average severance pay after:							
- 9m tenure	0	0	0	0	0	0	0
- 5y tenure	0	0	0.6m	0	6m ^a	0	1.1m
- 20y tenure	0	bc: 0 wc: 3m	4m	0	18m ^a	0	4.6m
Average trial period	no law, practice: bc: 7-14d wc: 1-6m	bc: 9m wc: 12m	no law, practice bc: 1-2w wc: 1-3m	6m	1-2m	max 6m	agreed in individual contract
Legislation on fixed-term contracts	Restricted use, max 4 successive contracts	Allowed for specific periods of time or tasks, max 2-3 years	Restricted use, max 2 successive contracts	Allowed for max of 2 years and 4 renewals	Allowed for max of 3 years or 3 renewals	Restricted use, objective situations	Allowed for max of 4 years
Deviation by collective agreements?	yes, but limited	yes	yes	yes	yes	yes	no
OECD EPL indicator (2003):							
- regular workers	1.7	1.5	2.5	2.7	3.1	2.9	1.1
- temp. workers	2.6	1.4	3.6	1.8	1.2	1.6	0.4
- overall	2.2	1.4	3.0	2.2	2.1	2.2	0.7

bc: blue-collar workers, wc: white-collar workers.

^a Netherlands: only in case of dismissal through Court.

Source: Chapters 2-8 and OECD Economic Outlook 2004

Table 9.3 *Output of social policy in seven EU countries (averages for 1991-1995 and 2001-2005)*

	BE		DE		DK		FR		NL		SE		UK	
	91-95	01-05	91-95	01-05	91-95	01-05	91-95	01-05	91-95	01-05	91-95	01-05	91-95	01-05
<u>Unemployment benefits</u>														
Expenditures (% GDP)	3.1	3.2	1.6	1.7	4.8	3.1	1.7	1.7	2.7	1.4	2.3	1.2	0.7	0.3
Benefit claimants (% of labour force)	n.a.	10.1	n.a.	4.6	n.a.	5.5	n.a.	7.6	n.a.	4.3	n.a.	3.9	n.a.	3.1
<u>Employment protection legislation</u>														
Average job tenure	10.7	11.6	10.0	10.6	7.9	8.3	10.2	11.4	8.4	10.1	10.3	10.9	7.8	8.1
<u>Active labour market policy</u>														
Expenditures (% GDP)	1.1	1.1	1.3	1.1	1.3	1.9	1.1	1.1	1.4	1.5	2.6	1.4	0.5	0.5
Number of participants (% of labour force)	n.a.	8.3	n.a.	4.8	n.a.	5.3	n.a.	2.9	n.a.	4.2	n.a.	5.6	n.a.	0.6
Ratio of participants ALMP to benefit claimants	n.a.	0.82	n.a.	1.04	n.a.	0.96	n.a.	0.38	n.a.	0.98	n.a.	1.44	n.a.	0.19

Source: OECD Labour Force Statistics and Social Expenditure Database

Table 9.4: Indicators for employment security, labour market flexibility and income security for seven EU-countries (averages for 1991-1995 and 2003-2007^a)

	BE		DE		DK		FR		NL		SE		UK	
	91-95	03-07	91-95	03-07	91-95	03-07	91-95	03-07	91-95	03-07	91-95	03-07	91-95	03-07
<u>Employment security</u>														
Employment rate (% of population 15-64)	56	61	66	66	74	76	59	63	64	72	75	74	69	73
Unemployment (% of labour force)	8	8	7	10	9	5	11	9	6	5	8	7	9	5
<u>Labour market flexibility</u>														
Inflow into employment ^b	11	13	14	14	22	23	14	15	13	9	14	18	17	19
Inflow into unemployment ^c	8	6	9	6	19	12	5	4	5	2	16	17	12	10
Share of temporary work (% of dependent employment)	5	9	10	13	12	10	11	13	10	16	.	16	6	6
Share of long-term unemployment (% of total unemployment)	59	51	40	54	29	21	38	41	48	38	19	17	39	23
Average unemployment duration (months)	12.7	11.5	10.0	12.0	8.3	6.8	9.3	10.0	10.8	9.7	6.5	5.7	9.8	7.0
<u>Income security</u>														
Average income loss due to unemployment ^d	62	33	66	72	15	4	73	68	37	26	50	70	83	90
Expected income loss due to unemployment ^e	7,2	2,4	4,9	6,8	1,4	0,2	7,2	5,8	2,5	1,1	4,1	4,3	7,7	4,3

^a Average for 2001-2005 for income security

^b The number of employed who have their present job for less than one year as a percentage of the labour force. These figures are an estimate of the average annual inflow into employment from 1992 to 1996 and from 2003 to 2007, respectively

^c The number of unemployed who are unemployed less than one month, multiplied with 12 as a percentage of the labour force. These figures are an estimate of the annual inflow into unemployment

^d Calculated as the average replacement rate for all unemployed as a percentage of the average wage. This percentage is subtracted from 100 to get the average income loss as a percentage of the average wage. The average replacement rate is calculated as the average expenditure on unemployment benefits per unemployed person (including those without a benefit) divided by the total compensation for employees per full-time employee.

^e Calculated as the unemployment rate multiplied by the average replacement rate for all unemployed (see note c) as a percentage of the average wage. This percentage is subtracted from 100 to get the expected income loss as a percentage of the average wage.

Source: OECD (2008) and own calculations.