recurring unemployment like seasonal unemployment.

Compensation is reduced in accordance with a special pension abatement table for people who draw their old age pension early and also for certain retirement pensions. Persons seeking part-time employment are entitled to benefit only if they are seeking employment for at least three hours a day and a minimum average of seventeen hours a week.

Conditions governing entitlement to benefit:
A member has to satisfy one’s membership and one work requirement in order to be eligible for compensation. Accordingly, the insured person must have been a member for at least twelve months, and must within that same period have been gainfully employed to a certain extent during at least five months. Thus benefit cannot be paid until a year after the member has joined the society. A maximum of two months of national service, labour market training and time when the member has drawn parental allowance may be counted in aggregate as equivalent to time worked in any assessment of a
member's entitlement. Periods when a member has been prevented from working on account of illness, certain forms of training care of his or her own children for two years, and time spent in prison or in an institution for alcoholics may be omitted, as may national service and labour market training in so far as the time is not counted as equivalent to gainfully employed time. The member must provide proof of working time with a certificate from his employer, and this must also contain information as to the wage paid and the reason for termination of the employment.

An insured person who has been a member of another society immediately before joining a society can count the time spent in the previous society for the purpose of fulfilling membership and working requirements.

Under an agreement between Sweden, Denmark, Finland, Iceland and Norway, the time spent in working and contributions paid in one of the Nordic countries may likewise be credited on removal to another Nordic country. There are similar agreements with the United Kingdom, Italy, Australia, the Federal Republic of Germany, Greece, Portugal, France and Morocco.
A member who claims compensation from the unemployment benefit society must be registered with the public employment service as seeking work, and must appear person at the employment office in person on prescribed days. In addition, the member must be fit for work and able in other respects to accept employment, that is he must be willing to accept suitable work.

Through the requirement of registration with the employment service it is possible to exercise some control that the employed member really is looking for work while he is claiming benefit. The member receives a record card from the Employment Service on which he records day by day, whether he is unemployed or whether for any reason he is prevented from working. The Employment Office stamps the card to confirm that the member has fulfilled his obligation to attend. The society can then use the card as a basis for paying benefit to the member. If any circumstance which can affect the member's right to compensation comes to the notice of the Employment Office it should inform the society at once.
The responsibility for checking that the member seeking unemployment benefit is not himself responsible for his being unemployed, that has not worked during the day for which he has declared himself unemployed, and that he is willing to accept employment, rests mainly with the managers and their local reporters. By virtue of their local knowledge and personal contacts with the members, the reporters in particular, can readily carry out the necessary checks than the employment office, although the creation of larger trade union branches has led to changes in this respect. If a reporter does learn of some circumstance which may affect the member's entitlement he must inform the central office of the society.

Co-operation between the employment service and the unemployment benefit societies in these matters provides a better basis for assessing the right of the members to benefit.

Forfeiting the right to benefit: Any person whose
unemployment is voluntary or self-inflicted can be excluded from entitlement to benefit for a specified period. Unemployment under this category exists if the insured person, (i) has left employment voluntarily without a valid reason, (ii) has been dismissed from his job for misconduct, (iii) has refused an offer of suitable employment, (iv) without explicitly rejecting a suitable offer of employment, has nevertheless by his behaviour, patently been responsible for not having been engaged.

This no doubt avoids dependency on the state for welfare benefits, which is the normal negative impact of welfare.

These provisions may also be applied to labour market training. The period of exclusion is normally twenty eight days. If the job would have lasted for a maximum of five or ten days, however, the period of exclusion is only seven or fourteen days respectively. Repeated refusal to accept employment or unwillingness to work as demonstrated in other ways can lead to exclusion until
the member has actually been gainfully employed for twenty days.

If the employed person is unfit for work or prevented from accepting employment, he forfeits entitlement for as long as this condition continues.

Under the provisions of the Act of 1969, restricting social security support during a labour dispute, unemployment benefit may not be paid while a dispute is in progress to a member - employee or employer - who is unemployed by virtue of being directly involved in the conflict. Labour disputes are considered to exist when there is a lockout, a strike, or comparable coercive action. The Labour Court deals with appeals from decisions by the Labour Market Board regarding the restriction of entitlement to unemployment benefit under this Act.

Whether work is regarded as suitable or not is assessed in the light of the following considerations, that the insured person’s job experience and suitability in other respects for the work; whether the terms and conditions
of employment are in line with those paid for such work under a collective agreement; whether a labour dispute is in progress in the workplace and; whether the conditions of work conform to the provisions of the industrial safety ordinance.

Other factors such as travelling time, cost of travel, family circumstances, ownership of a farm or other reasons which restrict a person to a particular locality are also taken into account. In this connection it should be stressed that unemployment insurance is not occupational insurance.

About three thousand to four thousand cases of rejection of work and other cases where entitlement is challenged are reported each year by the employment offices and are examined by the supervisory authority the Labour Market Board.

Financing:
Further, the scope for participation of citizen, employer and government is provided for in the running
insurance but also at insured persons who have not had time to satisfy the qualifying period of twelve months membership of an unemployment benefit society. Assistance can be given in addition to insured persons who no longer are entitled to benefit on attaining the age of sixty (in some instances fifty five). New entrants to the labour market who satisfy certain conditions are also covered by the scheme.

The Labour Market Board administers the assistance through the County Labour Boards and the local employment offices. The Boards assess entitlement to benefit, and there is a right of appeal against their decisions to the Labour Market Board. The final court of appeal is the Social Insurance Court. The payment of the assistance is administered by the National Social Insurance Board and the local social insurance offices. In 1983, the maximum cash assistance is hundred kroners per benefit day. The sum can be reduced if the recipient has assets worth a certain amount or if he draws a certain level of pension or annuity. For part-time employment a recalculation is made in accordance with a special table. The benefit is taxable, and also
qualifies for pension entitlement.

The maximum benefit period is one hundred and fifty days for persons below the age of fifty five. For persons between fifty five and fifty nine the period is three hundred days, and no limit is set for people of sixty or over (fifty five in the case of structural unemployment), that is benefit can continue until the recipient reaches the general retirement age of sixty five. The general conditions for entitlement to cash assistance are the same as those under 'unemployment insurance' - i.e. the applicant must be able and willing to take a job, he must be registered with the employment service as seeking for a job, and he must be unable to obtain suitable employment. The benefits can be paid from the age of sixteen years. In order to qualify for KASS the applicant must have worked for atleast five months, with at least ten days' and seventy hours' work in each month, within qualifying period of twelve months immediately preceeding the unemployment. As in the case of unemployment insurance, some time may be counted as equivalent to time worked, and some time may be omitted.
One difference, however, is that time spent by an applicant in looking after elderly or disabled people in a private home which prevents him from being available for work in the labour market is counted as equivalent to time worked. Another difference as compared with unemployment insurance is that training can qualify for KASS. A person who has completed youth training, adult training, or labour market training lasting at least three months and who has been registered with the public employment service for at least three months as seeking work can obtain KASS without previously having had a job.

The same rules, with regard to forfeiture of the right to benefit apply as in unemployment insurance. Similarly the suitability of a job is assessed according to the same criteria. The cash assistance programme is financed to sixty five percent by employer contribution and to thirty five percent over the State Budget.

In 1982, one hundred and forty four thousand persons drew KASS for one or more days of unemployment. Nine thousand two hundred new applications for support were
approved and ten thousand rejected. The majority of those granted support qualified via employment and one third via training. Two thousand and seven hundred (three percent) had been self-employed business men prior to becoming unemployed. Sixty two percent of the recipients were under twenty five, and fifty seven percent of the total were women. KASS disbursements totalled five hundred and twenty one million kroners in 1982.

The policy planners do not feel that there was undue delay in introducing this scheme. Majority of the executives when interviewed felt that the benefits to the non-unionised unemployment were provided as late as 1974 mainly because the trade union did not back the proposal as they wished the unemployment insurance to be disbursed only through unionised insurances, so as to increase their membership in the trade union. Some executives expressed that the problem of the non-unionised became acute only in 1970's. A few felt that the social democrats were sincere when implementing the scheme one after other slowly. The credibility of NLMB
would find it difficult to get youth in the future. The rationale for this project being that the parliament was convinced that it was dangerous to leave the youth to themselves without work after their school and they should have something to do. It was not like regular jobs, in that only in the morning hour they may have something to do. It was almost similar to AMU except the team approach and the responsibility with the kommunes paid by the Government cooperated by NLMB.

When the Social Democrats, favoured it, interestingly the communists together with the non-socialists, were against it and the proposal had to go back to the committee. Then, there was a compromise between the socialists and the non-socialists except the communists (VPK) who were still opposing. The VPK wanted the team to work for eight hours whereas the government, as it could not afford, wished to work only for four hours. However, a final compromise was reached for a couple of hours more. The kommune were finding it difficult as to the kind of work that could be allotted to them. Also the staff with the Kommune are less in number to handle this.
<table>
<thead>
<tr>
<th>Programmes of AF related to aims</th>
<th>Policy Planners N = 10</th>
<th>Executives N = 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Positive</td>
<td>90</td>
<td>31</td>
</tr>
<tr>
<td>ii) Negative</td>
<td>10</td>
<td>69</td>
</tr>
<tr>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>
On the question of whether the goals of care of unemployed are translated into programmes' objectives and activities, though policy planners reply in the affirmative, the third of the executives feel that it is not related since they are unable to influence the national policy. However, two thirds of the executives have job satisfaction of working within national labour market board. This is depicted in Table 27.

ORGANISATION SERVICES

The major task of carrying out the programmes with reference to the objectives laid down falls on the National Labour Market Administration.

The National Labour Market Administration comes under the Cabinet and Ministry of Labour. The policies of the Cabinet and Legislature are implemented by an independent administration at the national level called Labour Market Board (NLMB). As the organisational Figure 8 shows, the NLMB is an organisation of employers and employees associations and works in collaboration with the National Board of Education for
Figure - 8

ORGANISATIONAL DIAGRAM

Labour Market Board

Joint Committee organisations of employers & employees

Country labour board Secretariat

Course Board

Course Committee 1

Course Committee 2

Course 1

Course 2

Director of Studies

Employment Office

Training department

National Board of Education

Director of Studies

Director of Studies
the Labour Market Training. The Course Board and the Country Labour Board Secretariat, the Executive Administration Level find their place in the counties. At the local level, municipality, the Training and Employment Offices are located.

Hence, a four tier administrative framework is evident in Chart 4.
<table>
<thead>
<tr>
<th>LEVEL</th>
<th>ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>NATIONAL</td>
<td>Cabinet &amp; Ministry of Labour</td>
</tr>
<tr>
<td></td>
<td>National Board of Education, NLMB</td>
</tr>
<tr>
<td>REGIONAL</td>
<td>National Committee of AMI</td>
</tr>
<tr>
<td></td>
<td>Employers &amp; Employees AMU</td>
</tr>
<tr>
<td></td>
<td>AMI</td>
</tr>
<tr>
<td></td>
<td>AMI-S</td>
</tr>
<tr>
<td></td>
<td>District Labour Board,</td>
</tr>
<tr>
<td></td>
<td>comprising of representatives</td>
</tr>
<tr>
<td></td>
<td>from Kommune</td>
</tr>
<tr>
<td></td>
<td>(with mobile employment service units)</td>
</tr>
<tr>
<td>MUNICIPALITY</td>
<td>AF Local Office Manager (placement</td>
</tr>
<tr>
<td></td>
<td>and job planning)</td>
</tr>
</tbody>
</table>
It is found that all the top three levels whether national, counties (regional) and local, are constituted by representatives of both employers and employees. The collaboration with National Board of Education continue at the Regional and District level. At the Municipal level, a bureaucrat heads the service delivery unit.

Thus, NLMB functions as the central administrative agency for labour market matters and is directly incharge of the county labour boards and employment service offices. Correspondingly, the county labour boards are regional agencies for general labour market matters and for the employment services. Each county in turn has one or more district labour board offices with district offices, local offices and mobile employment service units. The employability assessment centres which are responsible for vocational rehabilitation and intensified counselling are located throughout the country in liaison with the county labour boards. The employment office handles all job placements as private employment agencies are forbidden in Sweden. Thus it can provide, universal services.
through the organisation and redistribute Welfare Social Policy.

PERSONNEL

The SOU (1956:667) document on the formation of NLMB stipulates the composition of the personnel at the various levels. The members of the Board shall constitute General Director, who is the Chairman of the Board; Chief Director; Vice-Chairman; and eleven other members. Three proposed by Swedish Employers Association (SAF); three proposed by the National Trade Union (LO); two proposed by Civil Servants Central Organisation (TCO) and one proposed by the Swedish Academic Workers Central Organisation (SACO). The Government receives the proposal and appoints the nine members with reserves.

The Board has an Unemployment Insurance delegation. The members are the General Director, the Chief Director and three representatives of the recognised unemployment insurance funds.
As regards the execution at NLMB, the General Director is the Manager of the Board while the Chief Director is Vice-Manager.

There are nine bureaus: Labour Distribution Bureau, Labour Care Bureau, Trade Orientation Bureau, Insurance Bureau, Localisation Bureau, Research Bureau, Technical Bureau, Office Bureau and Accounts Bureau. Each Bureau has its Manager. In addition, the Board employs Officers and other personnel according to needs and funds available. The Board may also appoint experts and consultants. Now there are ten thousand and eight hundred employees in NLMB of which two thousand and three hundred are placement officers, one thousand and three hundred counsellors, two thousand and three hundred occupational counsellors and psychologists; and the rest at the headquarters in Solna of two thousand three hundred and fifty are staff.

Among the Executives, a majority feel that the AF are understaffed. This is true as the state does not wish to expand the staff.
Whereas one policy planner of the parliamentary committee opines that NLMB is over staffed, in all they employ twelve thousand people. Still another Mr. Gunnar Eklund, leader of a trade union for white collar workers (TCO), felt that NLMB was an expensive scheme for matching jobs.

To a question on non-professionals in the AF, the secretary for Parliamentary Committee for NLMB replied that his committee aware of the situation and was reviewing it. Whereas when the same question was posed to the executives, eight percent of them felt that the staff of NLMB were skilled. Some of the jobs do not require speciality training but foundation course was given to every one of them when they joined. The answer to the question whether AF evaluates, reveals that they provide data to the statistics and research department of NLMB who in turn analyse and evaluate. Thus evaluation was not decentralised. The executives follow the following measures for self-evaluation meetings held once in fortnight in their offices, the head of AF meet the staff once in a month and besides there are group
meetings separately.

The beneficiaries and executive while commenting on the personnel of the NLMB, do feel that the members of the trade union are given preference in appointments which indicate that professionals are overlooked. Rothstein (1983) observes that bureaucrats are replaced by cadres of the Trade union. A sizeable number of executives admit that the promotional policy was convenient for the head to discipline the organisation according to the objectives for which NLMB was formed. In general, the beneficiaries feel that the organisation is too bureaucratic. Training suggest that the personnel of the exchange offices should more frequently do out-door visits in probing employment possibilities, rather than doing paper work. There seems to be relatively more emphasis placed on the welfare dimension of the social policy towards care of unemployed by providing matching services within the office in a bureaucratic manner, while the long term development aspect of generating jobs by frequent field visits are not given due importance by the staff in the employment exchanges.
Budget

Between late 1960 and 1984, the budget accounted for a range of five to eight percent of the national Government expenditure which is three to five times its share of expenditure in the mid-1950’s. Though unemployment had not increased three to five times more as per Figure 4, the expenditure pattern shows the political will of the Government to combat unemployment. The expenditure in Sweden for unemployed is three times more than that of other countries (Rothstein 1983:23).

However, according to policy planner, Mr. Anders Forberg, the Government is also conscious of the fact that the expenditure of creating one job than the actual production returns of the jobs. He is concerned that from four and a half million kroner in 1960, the NLMB budget had risen to eight thousand million kroner in 1982.

The evaluation studies of FFA and others over the total expenditure on Swedish Labour Market describe the trends of change.
Figure 9 presents the total expenditure for the National Labour Market Board including the Labour Market Training of the National Board of Education during the period 1965-1982.

During the recession of 1957-1959, there was a remarkable expansion of expenditure in the labour market constituting four percent of the total Government expenditure which is one percent of GNP, while, the 1977/78 expenditure shot up to a percent of the total expenditure and three percent of the GNP. Three phases are clearly emerging from the expenditure pattern: (i) Till 1960, the total expenditure on labour market policy followed a fairly distinct cyclical pattern increasing its share of Government expenditure and GNP during periods of recession and then declining during the period until 1969. (ii) 1961-1969, the expenditure rose continuously. (iii) 1970's present a cyclical pattern of expenditure. For example, improvement in the economic activity during 1974/75 brought about a fall in expenditure.
Figure 9: Total expenditure for the National Labour Market Board (inclusive of the expenditure for Labour Market training of the National Board of Education 1948 - 1977

1) From 1967 the figures refer to the budget year, e.g. 1967=1966/67, 1968=1967/68 etc.

SOU 1968:60 Labour Market Policy in transition
However, the cyclical pattern of expenditure, reflects the cyclical variations in traditional manpower training and the introduction of new counter recessionary measures such as, financial assistance for stock piling and for in-plant manpower training to avoid lay-offs. Table 28 shows the proportion of budget allocation among the various programmes. The question is whether the percentage of Government expenditure on care of unemployed increases or decreases over the previous years, the proportion spent on job creation, the long term development society measures, are matched with that of providing relief and rehabilitation, Welfare Social Policy; However looking at the data, one could conclude that in Sweden, a balanced approach is provided to both, Welfare and the development dimensions in the Social Policy perspective.
Table - 28

PROPORTION OF BUDGET ALLOCATION

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Labour Market Information</td>
<td>8</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Occupational and Geographical mobility</td>
<td>17.4</td>
<td>18</td>
<td>25</td>
</tr>
<tr>
<td>Employment Generation Measures</td>
<td>54.9</td>
<td>40.4</td>
<td>31</td>
</tr>
<tr>
<td>Regional Development</td>
<td>2.2</td>
<td>8</td>
<td>11</td>
</tr>
<tr>
<td>Rehabilitation</td>
<td>0.9</td>
<td>8</td>
<td>3.7</td>
</tr>
<tr>
<td>Measures to create employment</td>
<td>5.8</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>Measures for refugees</td>
<td>0.6</td>
<td>0.8</td>
<td>0.01</td>
</tr>
<tr>
<td>Care assistance to unemployed</td>
<td>2.6</td>
<td>11.7</td>
<td>11</td>
</tr>
<tr>
<td>Others</td>
<td>2.7</td>
<td>1.0</td>
<td>1.3</td>
</tr>
</tbody>
</table>


From the Table 28 one infers that budget allocation for the programmes - occupational and geographical mobility, measures to create employment, measures for refugees and cash assistance to unemployed where positively on increased. While the case of others in declining.

<table>
<thead>
<tr>
<th></th>
<th>increasing</th>
<th>declining</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment generation</td>
<td>6</td>
<td>3</td>
</tr>
<tr>
<td>Employment disbursement</td>
<td>2</td>
<td>1,4</td>
</tr>
<tr>
<td>Unemployment care</td>
<td>7,8</td>
<td>5</td>
</tr>
</tbody>
</table>

Impact of unemployment:

The increase of those in the unemployment category has varied since long, to different age groups. The largest increase, however, in absolute terms occurred for the teenagers, although the age group 20-24 and 55-64 had experienced significant increase. However, the age group 25-54 have had relatively small or insignificant increases in unemployment.

This cyclical pattern however changed during the period 1975-1977, when the low capacity utilisation had not
resulted in an equivalent increase in the level of open unemployment. This is mainly because of the fact that increase in unemployment due to lay-offs and close-downs have been counteracted by vigilant policy measures. This is evident when we compare the number of unemployed entrants and re-entrants into the labour market which has not increased in 1975-77, in relation to the recession of 1971-1973. However, the burden of unemployment was shared by fewer groups and more heavily. For example, the age group twenty four to fifty four in 1970 experienced unemployment for almost ten weeks while in 1976, it increased to thirteen weeks.

However, well defined the programmes are, it needs to be related to policies and the evaluation process can determine this linkage. The following chapter deals with this.
Evaluation of Labour Market Policy is also done by an expert group called Labour Market Research (EFA), consisting of researchers, administrators and representatives of Trade union and Employers' Organisations set up 1967. The Committee of 1980 has representatives from LO, SACO/SR, TCO and SAF; research studies include those from Institute of Social Research, University of Vaxjo and the administrators include those from Ministry of Labour and Swedish Agency for Administrative Development. EFA functions under the Ministry of Labour.

The main task of the group is to initiate research concerning the labour market policy measures. The first report, "The Evaluation of Labour Market Policy" SOU 1974: 29, presented studies dealing with the employment service and with problems of information in the labour market as well as evaluation studies of man power training, geographical mobility grants and immigration. Further, it discussed at length the theoretical and methodological problems involved in evaluating labour market policy.
EFA also studied the Integrated Labour Market Policy. The aim of the demand-oriented labour market policy is to increase the demand for labour in certain specific labour force groups, branches or regions. However, the employment effects cannot be restricted to one particular group only. The increase in the demand for labour can also arise in regional sub-markets where there is already a relatively high level of demand and considerable risk for wage-drift. Towards increasing employment without excessive inflationary efforts, labour market policy should aim towards indirect employment effects including excessive supply of labour and relatively low risk for wage-drift. Thus, special orders from central and local Government to promote employment is one such.

The Integrated Labour Market Policy is therefore a step in this direction for estimating the indirect employment effects. It aims at determining the distribution between various sub-markets of indirect effects arising from public works project or special order to industry. The study in the above area covered the period 1971 and 1972. The indirect efforts proved to be greater than
the direct effects and were distributed amongst branches, occupations and regions that were not direct recipients of the policy measures in question. The implication is that, where a relatively high level of demand prevails in a number of sub-markets, considerable care should be taken in using these type of measures.

The following presentation will amply provide the sub goals and the research projects undertaken in relation to it.
Labour Market Policy

The period between 1960's and 1970's saw rapid expansion of Swedish Labour Market Policy. Along side, were changes in many other factors affecting the labour market situation, confronting different individuals. The combined effect had been change in the labour force participation rate and the level and structure of unemployment for different groups. Interestingly, a redistribution of unemployment can be said to have taken place both between and within different groups.

The unemployment was at a low level in the period following the recession of 1975 due to restricting the number of lay-offs and production cut-backs. The risk of becoming unemployed at the beginning of the life cycle has decreased while the risk of becoming unemployed in older age has increased. The latter statement of EFA seems to be untrue. Those who do become unemployed among the older group suffer for more period than earlier. This has reflected in the increase in early retirement pension.
The evaluation studies of labour market while analysing the impact of particular policy have weighed the choices between the policy and a "zero alternative". The EFA realises the need for continuous evaluation of the measures, comprehensive cost-benefit analysis.

On interviewing the policy planners, it was realised that they consider it crucial to go into the per capita expenditure of creating jobs. If the expenditure of creating one job is more than the actual production returns of the job, one has to have a thorough and serious look at the whole problem.

The second aspect of the EFA recommendation is the need for comparative study of different labour market policies. This further suits organisationally as AMS is a central authority of policies. This facilitates the job applicant to choose between different measures rather than between one specific policy measure run by one agency with all other measures run by another agency. The EFA initiated a project in 1974, "Integrated Labour Market Policy", underlying the need to develop methods of evaluation related to problems
concerning the balance and selection between the labour market policies. One objective was to develop methods for continuous follow up of the participants of programmes. The emphasis was on analysing the actual implementation of the policy, particularly at the Employment Service level and on the development of various models that could lead to an improvement in planning procedures.

Matching Services:
As per the evaluation study conducted by the EFA (SOU:1974:29) on the Information System in the Labour Market, with an aim to increase the efficiency of the search process, there are two studies: One was on the intensified placement assistance for Long-Term unemployed, an exploration study with four hundred persons - two hundred and sixteen in experimental group and one hundred and ninety four in control group - was conducted in Eskiltuna 1975. On comparing the wage levels of the two groups at the time of follow up, it was found that the average monthly wage in the experimental group was three thousand five hundred and
eighty eight swedish kroners compared to three thousand three hundred and eighty six swedish kroners in the control. The market value of production was thirty six thousand kroners, twenty five thousand and five hundred kroners; and for the average disposable income - 16000:11500. Thus, the difference in both the value of production and disposal income accrue to the society, which comes to 20000:14000. The society thus gains six thousand kroners by introducing the programme. Further, the time spent by the employment office on both groups on the average ratios in hours per individual 7.5:1.5. However in absolute terms, the substantial increase is low, compared to alternative market policies. The nett savings, after allowing for all comes to two hundred and fifty kroners per applicant. On the feedback, it indicates that an improvement in the search process for the long-term unemployed requires a considerable change in the personnel.

A similar study with women showed that women in intensive placement assistance show increasing willingness to non-traditional jobs.
An evaluation study on model office resulted in substantial shortening of vacancy times and search times for job applicants. Further, as a result, various governmental units have reduced their budgets. AMS conducted a study (also cited in Johannesson, 1978:37) in October 1977 and found that the proportion of job seekers with the Employment Office have increased while in the last decade, the total number of vacancies notified had decreased sharply. Only sixty per cent of the actual available jobs are notified to the Employment Office. The Government recommended on a trial basis, a legislation on the compulsory notification of vacancies from 1 October 1976 onwards. The evaluation shows that due to the legislation, notification of vacancies have increased by forty per cent, this after taking care of increase in job in the society. However one gets a feeling that the employer considers compulsory notification as a punitive measure.

The second study of EFA on the Information in Labour Market is on the compulsory notification of vacancies at the Public Employment Service introduced in the counties
of Blekirge, Kristianotad, and Malmohus in 1976 and subsequently in 1977/78 in the counties of Stockholm, etc. The study was restricted to the initial three counties. The impact was that there was an increase of forty per cent in the inflow of vacancies. Along with the inflow of employed job, applicants looking for a change of job, has risen for all occupational groups. Only a small number of companies in these counties considered that the reform had resulted in marked increase in recruitment costs; however they also admitted a qualitative improvement in recruitment. Thus the programme has led to an improvement in the search process.

The project at the very outset, examined the criteria currently used by employment service when selecting individuals for various programmes. The study was based on the job applicant statistics of February, April and October 1976. The inference of the study is that the young men and persons classified as having some kind of employment handicap are more frequently placed in labour market policy programmes than are old workers, women and persons without an employment handicapped, especially so
in temporary projects. This study thus provided a clear picture of different groups in the labour force. This statistics further helped to development methods of forecasting and duration of unemployment for different categories. The study found no systematic variation among the various categories. However, adequate policy has to be taken to avoid unemployment risks.

EFA made a study on the relationship between unemployment and vacancies at the national level. The results showed that the period 1968-1974 was characterised by a higher level of structural and frictional unemployment than had prevailed during earlier years. Further, it showed that the higher rate of unemployment in the northern part of Sweden was partly due to less satisfactory matching between vacancies and unemployment. The geographical distance gives rise to substantial difficulties in establishing contacts between companies and job applicants.

A study to investigate the changes in the employment situation of those who had undertaken relief work for
two years up to January 1979 in the age group sixteen to twenty four was conducted by the Central Bureau of Statistics (SCB) on behalf of the National Labour Market Board (AMS). The postal questionnaires and telephone interviews had covered a total of four thousand and two hundred persons. The results are summarised as follows:

Over sixty per cent were beneficially employed in January 1980, of which thirty per cent got jobs immediately after the relief work in January 1978 and just over forty per cent in January 1979. Eighty four per cent of these young people were employed sometime in 1979. Ninety one per cent of these were gainfully employed sometime between 1978 and 1979, roughly the same for men and women.

The proportion of the unemployed at the time of the study in January was eight per cent as against the twelve per cent, of the preceding year. On comparing different types of relief work, it is found that the proportion of gainfully employed was far greater among young persons including private relief work and constitutes seventy seven per cent against the sixty per cent of those employed on national and local Government.
relief work. The largest employment participation are reported for young persons competing relief work at firms with eleven to two hundred employees ninety four of these young persons said that they were gainfully employed. Most of them were employed in industry. One conceivable reason for young persons joining private relief work projects still having a higher employment participation rate than those involved in relief work projects in the public sector is that the former had far great opportunities of obtaining regular work immediately after their relief work. Private relief work projects, unlike normal relief work projects in the national and local Government sectors, have had the explicit objective of leading to permanent employment. Another probable reason is that the proportion of men is greater among young persons completing private relief work projects in the public sector. Another conceivable reason is that different principles of selection may have been applied to the different types of relief work, both at employment offices (as regards referral to relief work) and by employers (as regards recruitment).
EFA studied the marginal employment subsidies. As an anti-inflationary measure, the employment subsidies aimed to maintain and/or increase employment. The study found that it is only the increase in employment that is covered by the subsidy, or a company not undertaking a planned reduction in its workforce. It recommended that the programme may cover not only specific categories but also consider the entire labour force leading to stabilization policy.

EFA studied Algot Johansson Inc, the company which originally had good prospects of surviving the crisis in the textile and clothing industry and was supported by Government grant to avoid closing down the plant; and however was declared bankrupt and the Government took over. The study is concerned with social and economic effects on the establishment of Algots Nord A.B. on three communities. It led to the increase in employment opportunities for women in the three communities. However, there was a decline in the younger women who may have had reservation about the long term solution of their employment problem with this company. There was high absenteeism among younger employees. However, the
large group of women got a possibility of employment at a relatively late date in their working lives. The social return from the plant location was estimated to a loss of approximately seventeen million kroners for the period of 1973-1976. The EFA evaluation studies have had detailed information on the effects of the policy on the individual as well as the society as a whole. As a case, the Eskiltuna study of intensified placement assistance for the long-term unemployed has demonstrated this fact. However, as seen from the Figure 10, this had placed considerable demand on the feed back affecting the organisational structure, and increase in personnel.

Further, there needs to be effective utilisation of available resources by coordinating the AMU with that of training undertaken by kommune or state. Annual evaluation shows that sixty to seventy get employed within six months. EFA conducted a follow up of earlier follow up study of grants to geographic mobility. This study is a follow-up after two years of the immigration in 1969/70 of the six districts in the counties of

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Vasterbotton and Norrbotten which received geographic mobility grants conducted in 1972. The present study was done in 1975. The 1972 follow up study showed that fourteen per cent of the migrants had already moved to another area and 1955 follow up study indicated that only twenty two per cent of the migrants had remained in their area. Thirty five per cent have moved back to their original districts and others elsewhere. The return migration stresses the considerable problems of adjustment in connection with the migration. The cost-benefit of migration of those migrants who did not return (sixty five per cent approximately) showed that the type of work and stability of employment obtained and a satisfactory use of leisure are the main factors determining the well-being of the migrants five years after migration.

A research study on this was also conducted by the University of Umea. It showed that not less than sixty per cent of those who were compelled to migrate liked to return to their home regions. The migration did not actually fulfil their desires to get higher wages to have greater freedom to choose among different types of
FIGURE - 10  
EFA Evaluation Study Concerns

<table>
<thead>
<tr>
<th>Main Goal</th>
<th>Sub Goals</th>
<th>Evaluation Studies of</th>
<th>Prog</th>
<th>Impact</th>
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<tr>
<td>Effect of Labour Market Policy Measures</td>
<td>Functioning of Labour Market Board</td>
<td>Unemployment and Wage Formation 1978</td>
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<td>Analysis of Labour Market Policy</td>
<td>Unemployment and Job Searching 1979</td>
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<td>Effects on Income Distribution of Unemployment and Unemployment Policy 1979</td>
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<td>Increase of 40% in the billing of vacancies, more inflow of job seekers including employed in all occupational groups.</td>
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<td>140% moved 1972</td>
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<td>225 only remain-end 1975</td>
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<td>Considerable problem of adjustment in new areas</td>
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<td>Decline in 1978</td>
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<td>Return Migrant -can aid</td>
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<td>Unemployed married people settled in Northern Coast</td>
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<td>Increase in Migration in 1978</td>
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<td>Unemployed married people settled in Northern Coast</td>
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<td>Stability avoids risks</td>
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<td>Stabilisation Policy</td>
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<td>Demand oriented lab -our Market policy for specified group or region</td>
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<td>Increase in employment of special category</td>
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<td>Integrated Labour Market Policy 1979</td>
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<td>Risk for Wage drift</td>
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- The Effects of Institutionalisation Assistance 1978

- The Effects of Compulsory Registration of Vacancies 1978

- Economic & Social: Effects of Geographic Social Cohesion (1978)

- Government - aided Plant location - Kigata Textile Industry (1978)

- Effects of Marginal Employment Subsidy 1979

- Integrated Labour Market Policy 1979

- Increase in employment of special category.
job, or a lack of consumption services and a lower standard of living in home regions.

The follow-up study in 1975 showed that ninety one per cent of the migrants were employed either on a full-time or a part-time basis, while two per cent was unemployed, while for the control group it was seventy per cent and two per cent respectively. The average size of the migration losses was five thousand to nine thousand kroners. This marginal increase in the north was at its peak in 1960's and 1970's. However, the low level of economic returns led to substantial decline of individual migrating with the aid of geographical mobility grants during 1970's. In such a situation, return migration appeared to be the best solution for the individuals who had migrated. The state then evolved policies towards aiding return migration which would increase the possibility of willing to try geographic mobility as one possible solution to their employment problem.

The follow up on geographic mobility had provided
deeper understanding of the migration and their consequences. Though on one hand it provided ninety one per cent employment either full-time or part-time for those who moved, on the other hand it had caused adjustment problems in new areas including a financial strain. This had led to re-migration and policies of aid governing return provided opportunity for people to avoid mobility risks.

The study of Algot Plants showed that the employees were largely from groups with severe employment difficulties. The younger women did not, however, seem to consider job satisfaction as a long term solution to their employment problems.

With reference to the Integrated Labour Market Policy, EFA feels that the responsibility for keeping a high level of employment has increasingly become divided between labour market policy; and industrial and regional policy. The labour Market Policy has been given a vital role in the stabilisation policy. Problems of coordination do exist between educational policy, retirement and pension policy.
The EFA views that state should attempt to maintain a balance between employment protection measures and measures to stimulate mobility.