

Nokia



Reference	EGF/2009/002
Member State	Germany
Sector	Mobile phones
Submitted to European Commission	6 February 2009
Total expenditure	€10 271 292, 38
EGF contribution	€5 135 646, 19 (50%)
Intervention criterion	Article 2(a) Regulation (EC) No 1927/2006
Period of implementation	1 August 2008 to 6 February 2010
Redundancies	1 337 redundancies in one enterprise, Nokia GmbH
Active employment measures	Targeted at 1 316 workers, and included: <ul style="list-style-type: none"> ▪ short-time allowance ▪ training for basic and specific qualifications ▪ group training for qualifications and peer groups ▪ entrepreneurship support ▪ support for international job applications ▪ support at the start of employment and aftercare

LESSONS LEARNT / GOOD PRACTICES

- The Bundesministerium für Arbeit und Soziales (Federal Ministry for Labour and Social Affairs) provided pre-financing until the European Funds were received.
- Training was only provided for qualifications for which demand existed on the labour market.
- The EGF activities were additional to training already provided by the ESF.
- The "counsellor ratio" per job-seeker was 1:40 as opposed to the normal rate of 1:200 thanks to the EGF funding. (>>a lot more individual and effective)
- Good examples for measures:
 - A seminar on learning techniques was provided with EGF funding, which could not have been financed otherwise. It showed a visible effect in motivating participants in their further training
 - Coaches were chosen to match participants. (e.g.: coaches with a migration background for ex-workers with a migration background so as to reduce communication obstacles.)
 - Measures included support groups ("peer groups") for various topics. (Concept of continuous reflection and support; 82,1% females)
- Evaluation shows low willingness to accept mobility, especially among ex-workers with a lower education level. This was linked to family ties, anxiety about rebuilding a livelihood elsewhere & the higher age group of many targeted workers.
- The effectiveness of the EGF was found to be linked directly to the present economic development & absorption capacity of the local labour market.
- A study by the University of Duisburg/Essen shows the positive influence of the "Transfergesellschaft" as an active labour market instrument. It demonstrated that on average participants spent 33,6 hours per week on labour-market policy activities, which was higher than expected.
- An art director created a theatre piece based on the stories of loss, fear and disappointment amongst ex-Nokia workers and also of the defiant determination of some redundant workers he interviewed.