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Conditions for early retirement by agreement have been modified with regard to the worker's age and years of service. (p. 14)
- Germany** This year's budget of the Federal Labour Minister is the largest to date, due to German unification and further improvement of the social security system. (p. 1)
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- France** The system of 'individualised training credit' has been extended to the group of adult jobseekers. (p. 6)
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- Ireland** A new programme agreed upon by the State and the social partners will provide stability and ensure structural reforms in the 1990's. (p. 2)
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- Netherlands** The Central Employment Board and the Labour Foundation have reached a consensus about the implementation of an agreement on ethnic minorities. (p. 12)
- Portugal** A new system has been developed to accelerate restructuring and industrial modernisation in the Ave Valley region. (p. 3)
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- United Kingdom** In the context of the recently redesigned Enterprise Allowance Scheme, the TECs and LECs are becoming increasingly responsible for new and growing enterprises. (p. 8)
The Jobclub for the deaf helps in the jobsearch process by supplying the necessary resources and advice. (p. 12)
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- European Community** A review of EC initiatives covers a number of fields, including equal opportunities, safety, mobility and training. (p. 18)

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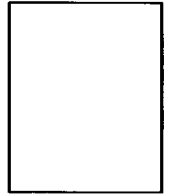
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OVERALL DEVELOPMENTS

Germany

The Federal Labour Minister's budget for 1991

As part of the draft federal budget for 1991 decided by the Federal Cabinet, the budget of the Federal Labour Minister is once again the largest single budget. At approximately DM 88 billion, it has reached a new record level, thus representing an increase of 6.6% compared with 1990 (including the supplementary budgets).

This increase is not only a consequence of the unification of Germany and the aid given to the new federal states as a result of it, it is also due to a further improvement of the social security system. The main points of this first budget of the Federal Ministry of Labour and Social Affairs for the whole of Germany are:

- DM 50.7 billion of subsidies for the national pension scheme;
- DM 15.3 billion for provisions laid down in the Labour Promotion Act (*AFG*) or similar provisions;
- DM 12.7 billion for war victims and similar cases;
- DM 4.9 billion to the national pension scheme for the extra expenditure incurred as a result of including the years spent rearing children in the calculation of pensions. These periods can either constitute a reason for entitlement or a reason for increased entitlement.

This article concerns the provisions laid down in the *AFG* or similar provisions, which are allocated in the federal budget.

Divergent development

There is a divergent development on the German labour market which is displayed both in the Federal Budget and in the Federal Employment Service's (*BA*) budget (cf. iM 33). On the one hand, in the old federal states, the trends of employment growth and falling unemployment continue, due partly to the intensive use of active employment policy instruments. On the other hand, in the new federal states, economic restructuring is resulting in a considerable burden on the labour market, the response to which must be a resolute and efficient labour market policy.

In the context of the continued and positive evolution of the labour market in the old federal states, labour market policy measures will concentrate even more on the high-risk groups (the lower qualified, the disabled, the elderly, the long-term unemployed, etc.), to facilitate their

entry or re-entry into working life. Apart from qualification and job creation measures, the special programme to combat long-term unemployment is of particular importance.

Combating long-term unemployment

Since the introduction of the promotion measures in July 1989, experiences have indicated that this programme forms a decisive contribution in reducing long-term unemployment. As a result, the programme has been extended to 1994 and the budget increased by DM 890 million.

This includes an additional DM 240 million for promoting 'measures for the particularly disadvantaged long-term unemployed and other very difficult-to-place unemployed persons'. This applies to those who have been registered as unemployed for more than two years, and who have few chances of professional integration in the absence of special initiation into work and intensive stimulation. This implies that the funds for the scheme will be practically doubled (cf. iM 31). The budget of the Federal Ministry for Labour and Social Affairs includes DM 158 million for this scheme.

DM 1.5 billion had been reserved for the main part of the programme, i.e. the wage-cost subsidies to employers for the reintegration of the long-term unemployed. However, this amount has now been increased by DM 650 million. DM 700 million have been earmarked for this scheme in the 1991 budget.

Federal subsidy to BA

To enable employees in the new federal states to hold their own in the current rapid process of economic restructuring, the intensive application of all instruments provided by labour market policy is essential. In view of the extraordinary situation, exceptional regulations are planned. The resulting deficits in the Federal Employment Service's budget will be mainly covered by the unemployment benefit system. Therefore, the rate of unemployment contributions has been raised by 2.5 percentage points as from 1.4.91. At the same time, the resulting extra load has been limited by reducing the rate of contributions to the pension fund by one percentage point. In addition, a federal subsidy of DM 2.3 billion has been allocated in the 1991 federal budget.

OVERALL DEVELOPMENTS

Qualification offensive

The creation of an extensive framework of vocational training institutions is an inevitable precondition for the continuation and enforcement of the large-scale qualification offensive in the new federal states (cf. iM 33). These institutions should meet approved western standards. The creation of such a framework has been promoted since mid-1990 by a separate federal programme, for which DM 200 million are available in the 1991 budget. In addition, a similar amount of BA funds is also available.

Early retirement benefit

Until the new federal states joined the Federal Republic on 3.10.91, older employees in this territory, who were threatened by unemployment were eligible for early retirement benefit. To meet these benefits, DM 4.1 billion have been made available in the 1991 budget.

Unemployment assistance

The 1991 budget includes DM 8.25 billion for unemployment assistance, the costs of which have to be met by the federal budget. This is to ensure that 475,000 unemployed persons in the old and new federal states can receive benefits.

Integration of migrant workers

The Federal Labour Minister is providing approximately DM 177 billion for the integration of migrant workers. These funds will be used above all for measures of vocational and language training, and for subsidies to independent charitable organisations for the care of migrant workers. The funds will also go to meet obligations arising from intergovernmental agreements signed by the former GDR. In the framework of language and vocational training, the accent will be on measures to promote young migrants and migrant women in particular. At present, three-quarters of migrant workers' children leave second-level education with a certificate.

Ireland

Programme for Economic and Social Progress

The success of the Programme for National Recovery (cf. BIR Ireland iii.1; iM 21) in terms of economic expansion and employment growth confirmed the desirability of continuing the process of national consensus between the Government and both sides of industry.

The new programme

The Programme for Economic and Social Progress (PESP) provides a strategic framework for the nineties with specific proposals for the early years of the decade on:

- macroeconomic stability policies - geared to low inflation, low interest rates and reduction of the national debt; and
- a programme of fundamental structural reforms, especially a continuation of the radical tax reform begun under the Programme for National Recovery, a major assault on long-term unemployment and a restructuring of social services, in particular social welfare, the health services, education and housing.

Features of the Programme which are of particular relevance to the labour market include:

- a comprehensive agreement on pay conditions between the Irish Congress of Trade Unions (ICTU) and employers organisations;
- the creation of 20,000 new jobs for each year of

- the Programme in manufacturing and international services (i.e. an average employment growth of 2% per annum);
- the introduction of an integrated, area-based response to break the cycle of long-term unemployment by way of a progression through the various education, training and work-scheme initiatives to employment;
- the introduction of a standards-based apprenticeship system and the creation of an additional 3,000 places for apprentices over the period of the Programme.

Key objectives

In agreeing the terms of a successor programme (PESP), the Government accepted the ICTU's proposal to adopt a long-term strategy for the national development over the next decade. Key objectives are:

- sustained economic growth and the generation of greater income to produce a narrowing of the gap in living standards between Ireland and the rest of the European Community, based on increased enterprise, efficiency and competitiveness and maintaining a low-inflation economy;
- a substantial increase in employment;
- a major assault on long-term unemployment;
- the development of greater social rights within our health, education, social welfare and housing services;
- the promotion of collective and individual social responsibility in relation to discharge of

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tax liabilities, fair conduct in business dealings, sensible treatment of the environment and reasonable use of the public

services; and
- the development of worker participation, women's rights and consumers' rights.

Portugal

Regional reorganisation of the Ave Valley

Within the framework of an Integrated Operation of Development (*Operação Integrada de Desenvolvimento - OID*), a new system has been developed in order to accelerate the process of restructuring and industrial modernisation of the Ave Valley region. The System of Incentives for Industrial Diversification of the Ave Valley (*Sistema de Incentivos à Diversificação Industrial do Vale do Ave - SINDAVE*) was created by the Resolution of the Council of Ministers no. 8/91 of 16.3.91. It aims to support industrial (non-textile) activities in the region.

The above-mentioned System complements the present system by means of actions that are developed to minimise the possible negative side-effects of the sectoral restructuring. The actions create conditions and aids which serve to progressively reduce the region's excessive dependence on one, single economic activity. This enables a variety of alternative activities to be undertaken.

Consequently, besides the investment incentives in the sectors of activity within the textile

industry and special means of social protection, other forms of technical and financial assistance are available. This aid is for the creation of jobs and new enterprises for the purpose of employing unemployed workers. It is also intended to help young people in finding employment, assist LTUs in setting up their own businesses and to create local employment initiatives.

In the field of vocational training, there is also a planned increase in the training grants for actions that are co-financed by the ESF, those workers affected have priority in the nominations for operational programmes and employment-training programmes.

Beyond the activities of the Ministry of Industry and Energy, there are activities which are within the competence of the Ministry of Employment and Social Security, notably a permanent and interdisciplinary steering committee. This will serve as a follow-up in the field of social working conditions, in liaison with the Executive Commission of the *OID*. Regional information bureaux are being set up in the field of information, advice and vocational orientation.

JOB MAINTENANCE

Ireland

New protection for regular part-time workers

Workers in the continuous service of the same employer for 13 weeks or more, who are normally expected to work at least eight hours per week, now enjoy the full benefits of the following pieces of legislation:

- Unfair Dismissals Act, 1977;
- Minimum Notice and Terms of Employment Acts, 1973 and 1984;
- Worker Participation (State Enterprises) Acts, 1977 and 1988.

On a modified basis, the benefits of the Holidays (Employees) Act, 1973 have also been extended

to these part-time workers.

In the near future, the intention is to extend the benefits of the following legislation to regular part-time workers:

- Redundancy Payments Acts, 1967-1990;
- Maternity (Protection of Employees) Act, 1981;
- Protection of Employees (Employers' Insolvency) Acts, 1984 and 1990.

The legislation which enabled the extension of benefits to regular part-time workers is called The Worker Protection (Regular Part-time Employees) Act 1991. If disputes arise as to whether or not employees qualify under the

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terms of the Act, these can be referred to the Employment Appeals Tribunal of the Department of Labour.

The Minister for Social Welfare has also

extended the eligibility limits for social insurance to cover many part-time workers who were not previously included. The income limits have been lowered so that 85% of part-time workers are now in insurable employment.

TRAINING

Belgium

Re-employment of retired workers as trainers

The law of 4.8.86 on a number of fiscal provisions, brought the early retirement payments into line with those of pensions and substitutive incomes, other than unemployment benefits. Socially, the consequence of this fiscal measure was that the system of authorised activities for retired persons was extended to those workers who had retired early.

Since then, every worker who has retired early, having given prior notification to the local authorities, can work according to the same restrictions as those applying to retired persons. However, this work cannot be performed for the former employer, as a wage earner nor as a self-employed worker.

Nevertheless, the training and supervision of young persons in work was considered to constitute an exception. In this case, the worker who has retired early is authorised to work for his/her former employer in accordance with the conditions and details laid down in the ministerial decree of 26.2.91. This decree concerns the training of young persons by

workers who have retired early (*Moniteur belge* of 7.3.91), and only applies to those workers whose early retirement took effect after 31.12.90.

Workers who have retired early are not subject to any specific conditions in the decree, the only conditions which are stipulated concern the definition of 'young person at work'. This refers to a worker under 30 years (or employed within the three years following the end of his/her education) who is bound by an employment contract, or a young person bound by an industrial apprenticeship contract.

The worker who has retired by joint agreement, who is reappointed by his/her former employer in order to train these young persons, must notify the National Employment Office (*ONEm*) of this beforehand. Moreover, the employer who wishes to reappoint workers who retired early for this purpose, must apply for preliminary authorisation from the Minister of Employment and Labour. This application must be accompanied by a description of the training project as well as documents confirming the fact that the young person complies with the conditions laid down.

Spain

Royal Decree on Plan FIP

In its meeting on 14.12.90, the Cabinet approved Royal Decree 1618/1990 which regulates the National Training and Vocational Integration Plan (*Plan FIP*) as envisaged last year (cf. iM 31).

A legal framework

Over the next few years, the Royal Decree will provide the legal basis for Spanish policy on vocational and further training. The legal framework integrates the experiences accumulated since *Plan FIP* was established six years ago, and aligns its objectives and contents

with the challenges to be faced in the nineties. Within this new structure, the following points are apparent:

First, the Royal Decree supplements and evolves from the Law 1/1990 of 3.10.90 on the General Regulation of the Education System (*LOGSE*, cf. iM 30). The Royal Decree relates to:

- practical vocational training which has a twofold aim: the integration and reintegration of workers into the labour market, and further training in companies;
- co-operation between the labour and education administrations in the fields of adult education and training;

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- the knowledge of the labour market and qualifications, provided by the Permanent Observatory for Occupational Trends.

Second, the Royal Decree on *Plan FIP* includes the changes derived from the new regulations concerning the European Social Fund, in accordance with its five main objectives.

Third, the Royal Decree also implies a profound move towards tripartism. This forms a major part of the agreements on vocational training which were reached on 28.2.90, between the Government, employers' organisations and those trade unions which were most representative in training matters (cf. iM 30).

Fourth, the new legal framework may be regarded as a forerunner to the drafting of the National Vocational Training Programme (*Programa Nacional de Formación Profesional*) by the General Council for Vocational Training (*CGFP*), which is made possible by the approval of *LOGSE*. This programme will link the provision of basic vocational training and specific vocational training, both of which will be managed by the education administration. It will also form a framework for practical vocational training, managed by the labour administration (cf. iM 30).

Introduction of new measures

The following measures have been introduced by this Royal Decree (cf. iM 30):

- the establishment of a plan of specific priority actions in the fields of vocational training and guidance, and professional integration, which are to benefit the most disadvantaged categories on the labour market;
- the creation of Provincial Monitoring Committees for Practical Vocational Training (*Comités Provinciales de Seguimiento de la Formación Profesional Ocupacional*) to enable the General Council of the National Employment Institute (*INEM*) and the *CGFP* to implement their institutional participation on a provincial level;
- the implementation of triennial programme contracts which allow the collaboration of the social partners in carrying out *Plan FIP*;
- improved awareness of how the labour market functions with the aid of the Permanent Observatory for Occupational Trends;
- the implementation of new mechanisms whereby the social partners may monitor, receive information and participate.

Integration of training activities

The integration of training activities into employment policy has been one of the main objectives of *Plan FIP* since its introduction in 1985. Of the measures included in the Royal

Decree designed to further this integration, the following should be mentioned:

- the promotion of alternated training and the regulation of periods of practical work experience in companies or in suitable training centres for young persons under the age of 25, which will ensure better pedagogic supervision;
- young persons hired on a training contract will be guaranteed:
 - training facilities outside the company;
 - a training course, of at least 200 hours, in accordance with labour market demands, if they are unemployed at the end of their contract and if the in-company training is not a Plan approved by *INEM*;
- a new programme offers practical vocational training to those persons aged between 25 and 30 who have not held a job for longer than three months;
- in matters of vocational guidance, entry into the labour market or social integration, there have been a number of measures added to the existing vocational training activities for the long-term unemployed.
- a new programme has also been developed for women over 25, wishing to return to working life.

Further training

Further vocational training constitutes a major development area in the nineties. The Royal Decree promotes this development by implementing triennial programme contracts. These contracts will be signed by employers' organisations and trade unions. They will lay down quantitative and financial arrangements as well as objective mechanisms for the quality control of training, as well as means of monitoring the implementation of the activities.

Structure of the vocational training

The new legal framework provides the basic structure for the future organisation of practical vocational training and further training, in accordance with Law 1/1990 on the *LOGSE* and negotiations with the social partners in the *CGFP*.

In future, this structure will be limited to the aforementioned National Vocational Training Programme. Two of the basic functions of this Programme, as laid down in the Royal Decree, will be:

- to determine the provisions of vocational training managed by the education and labour administrations;
- to regulate the uniformity and validity of vocational training, in line with the EC programme on the equivalence of vocational training qualifications.

France

Broader access to qualifications

The system of 'individualised training credit' (*Crédit de Formation individualisé - CFI*) has been on offer to young people aged between 16 and 25 years since September 1989. On 28.3.90, it was made accessible to wage earners by draft agreement. The circular no. 91-7 of 1.2.91 has just extended *CFI* to adult jobseekers. This represents the last step in the recognition of the right to professional qualifications, as set out in the law of 4.7.90. Today, the *CFI* appears to be a global measure enabling all of those who have no qualifications to acquire some, during a period of unemployment or at work.

General objectives

According to the terms of the law of 4.7.90, article L 900.3 of the Labour Code specifies that every person in working life has the right to professional qualifications. This person must be able to pursue, on his or her own initiative, a training course which will result in a qualification, whatever the status of the person concerned. The training course must either:

- fall under the law of 16.7.71 relating to the orientation of technological education (technological diplomas or similar nature); or
- appear on a list compiled by the joint national employment commission for each professional sector; or
- be recognised in the classifications of a national branch collective agreement.

Implementation of the *CFI* for jobseekers implies the organisation of the following tasks:

- an assessment which makes it possible to map out a training route;
- a personalised training route which is reflected notably in an individual follow-up;
- a system of authentication enabling recognition of the qualifications which have been acquired during the training route.

The training credit is not a new training form. Its implementation depends on the entire range of training initiatives that can be made available, depending on the situation of those interested.

Priorities

Excepting special cases, the *CFI* applies to those jobseekers aged over 26 years who do not have professional qualifications authenticated by a certificate of vocational aptitude, or by the certificate of vocational studies. The training routes, organised in this context, aim to steer jobseekers towards a first professional qualification. Recipients of the Minimum

Integration Income (*RMI*) are eligible for the training credit, whether or not they are registered at the National Employment Agency (*ANPE*).

With regard to training capacities that can be made available, from 1991 onwards, the training credit for unemployed adults will benefit approximately 45,000 jobseekers:

- 20,000 jobseekers eligible for the Redeployment Training Allowance (*AFR*; cf. iM 23);
- 25,000 other jobseekers, with priority given to long-term jobseekers.

Guidance towards the training credit

The adult jobseekers who are interested in the training credit are systematically steered in the direction of the *ANPE*, which is responsible for organising the training credit. The various options which are available are examined by the *ANPE* together with each jobseeker, for whom the absence of qualifications hinders vocational reintegration with regard to job vacancies. The *ANPE* appoints one of its agents as a correspondent for each *CFI* recipient. This person is responsible in particular for the elaboration and for the individualised follow-up of the training routes.

Training route

The elaboration of a personalised training route requires as much a diagnosis of the experience and training needs of the jobseeker as a prognosis on the steps necessary to obtain a recognised qualification.

Beyond the activities which the *ANPE* performs within the framework of its basic tasks (vocational support, evaluation of the level of vocational abilities, session of in-depth guidance, etc.), the correspondent can proceed to in-depth assessments of abilities. This assessment is not a prerequisite to the conclusion of a training credit contract.

As soon as the planned training route is finalised between the jobseeker and the correspondent, the contract is signed by these two parties and by the prefect of the *département*, on behalf of the State.

Training

Training courses that can be made available for the *CFI* system, depending on the situation of the person interested, are:

- run by public training institutes and bodies under the supervision of the various ministerial departments;

- subsidised or regulated by the State;
- accessible to those receiving the *AFR*;
- (traineeships or employment contracts) accessible in accordance with the programme of training and assistance for the reintegration of long-term jobseekers, or those in difficulties;
- initiatives in the framework of the employment-solidarity contract (*CES*; cf. iM 32);

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- financed by the territorial authorities, subject to their agreement.

The contents of the personalised training route can be the combination of several training initiatives of suitable length to ensure progress towards an authenticated qualification. Excepting special cases, the length of training prior to receiving a diploma or a vocational title at (so-called) level V, should be under 1,200 hours.

JOB CREATION

Belgium

New employment incentives in the Walloon Region

The Regional Walloon Executive has adopted two decrees within the framework of '*Programme Plus*' (a long-term programme of revitalisation of Wallonia, covering several sectors). By means of subsidies, one decree aims to promote the hiring of jobseekers for training (*Moniteur belge* of 5.3.91), and the other aims to foster the employment of jobseekers who are difficult to place (Decree of the Regional Walloon Executive of 12.12.90 which grants an employment subsidy to employers who take on jobseekers - *Moniteur belge* of 5.3.91). Both decrees took effect on the date of publication of the *Moniteur belge* and will cease to be effective on 31.12.92.

Training measures

The decree which concerns the employment of jobseekers, applies to industrial or commercial enterprises with a place of business in the Walloon Region. However, it excludes enterprises involved in the production and distribution of energy, or those in the tertiary sector dealing with the wholesale or retail distribution of goods and services (cf. iM 22). Three incentives are planned, these are respectively:

1. Enterprises intending to train employees receive an employment and training subsidy when they hire persons who are unemployed and registered at the Community and Regional Vocational Training and Employment Service (*FOREM*) or in a similar situation to jobseekers, namely:
 - persons in part-time employment, whose working hours amount to one third of the normal working hours for full-time work in the same company;

- elderly unemployed;
- unemployed persons working at a sheltered workplace, etc.

The amount of subsidy is related to the length of the period for which the jobseeker has been out of work, prior to being hired. This amounts to:

- BFR 50,000 for hiring a jobseeker who has been unemployed for up to six months;
- BFR 75,000 for hiring a jobseeker who has been unemployed for between six months and one year;
- BFR 100,000 for hiring a jobseeker who has been unemployed for more than one year.

2. *FOREM* will contribute towards selection and training costs for personnel appointed to replace workers who have been transferred to new production plants. This is granted on the condition that when trained workers are taken on, they have been unemployed for at least six consecutive months. Furthermore, they must be:
 - nationals of an EC Member State or resident in the Walloon Region;
 - at least 18 years old; and
 - employed by an enterprise on a permanent labour contract.

FOREM will cover 50% of the expenses declared by the employer, this includes an undertaking to partially and temporarily reimburse the wage costs of the training instructors and of those who receive the training.

3. *FOREM* will also cover some of the costs inherent in the selection and training of personnel who are recruited to fill a position requiring lower qualifications, as a direct or indirect consequence of the application of new techniques. This subsidy is of the same nature as the previous subsidy. It is also limited to 50% of

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the expenses declared by the employer; it is subject to the same conditions (nationality, residence, age, etc.), however, in this case, the jobseeker must be registered as such for a period of 12 months.

Employment measures

The second decree concerns the hiring of jobseekers who are difficult to place. It applies to individuals or legal entities who have a place of business in the Walloon Region and who offer permanent employment to a person both registered and resident in the Walloon Region who is:

- either an unemployed person who is in receipt of full benefit, but not a jobseeker (i.e. an elderly unemployed person, with a reduced capacity to work or exempted for family and social reasons);
- or a jobseeker registered at *FOREM*, meeting one of the following criteria:
 - be in a period of compulsory part-time education;
 - be between 18 and 25 years old, be considered as a person with few qualifications and be registered as a jobseeker for a period of at least 12 consecutive months;
 - be at least 40 years old and be registered as a jobseeker for a period of at least 12 consecutive months;
 - receive minimum subsistence wages for at least three months, except for those cases where the minimum wages have been granted following a refusal to work or cessation of work;
 - have a reduced ability to work as a result of insufficient or reduced mental or physical capacities;
 - be in part-time employment, whereby the working hours are equivalent to or less than one third of the normal working hours for full-

time work in the same company;

- be employed at a sheltered workplace or follow vocational training, organised or approved by *FOREM* or by the National Fund for the Social Rehabilitation of the Disabled.

The decree grants a subsidy, for a maximum of four quarters, which is equal to BFR 40,000 per quarter for full-time work, or a proportion of this amount for part-time work. Payment of the subsidy is subject to the following conditions:

- at the end of each of the first three quarters during which *FOREM* funding is given, the number of workers registered at the National Social Security Office (*ONSS*) must be higher than the number registered at the end of the three corresponding quarters of the previous year. There must also be at least as many units (i.e. workers) as there are grants approved (a maximum of four per employer). As far as the last quarter of *FOREM* funding is concerned, the number must be at least equal to that registered at the end of the quarter during which the hiring took place;
- additional jobs resulting from the hirings which give rise to the subsidy must be maintained for two years, as of the date of the first quarter of *FOREM* funding. Proof of the continued employment of workers for whom the subsidy was granted is established by means of a list of names submitted to the *ONSS* at the end of each of the eight quarters concerned.

However, it should be noted that certain employers are not eligible for a '*PLUS*' subsidy. This applies in particular to public legal entities and educational institutes, enterprises without industrial or commercial purposes, temporary work agencies and holders of certain professions.

United Kingdom

Local flexibility in enterprise allowance scheme

The recently redesigned Enterprise Allowance Scheme (EAS; cf. BIR United Kingdom iii.3) aims to improve small business expertise and its survival rate.

Responsibility for new and growing enterprises is progressively shifting from the Employment Department's Small Firms Service to Training and Enterprise Councils (TECs, cf. iM 25) and in Scotland, Local Enterprise Companies (LECs). Government payment to TECs and LECs will be according to results, i.e. startups and survival at 12, 26, 52 and 78 weeks. The Employment

Department said: 'This will encourage sound preparation, after-care and longer-term survival.'

Financial support

The startup allowance is likely to depend on having an approved business plan and can vary between UKL 20 and UKL 90 a week, for a period ranging from 26 to 66 weeks. This replaces the fixed UKL 40 a week payment for a year. Under the new scheme, the weekly payout for some entrepreneurs could double, but it will depend on local variations. Some TECs, such as Devon and Cornwall, will give greater financial support to a business than to a self-employed person whose allowance may be scaled down or last for less time.

JOB CREATION

Training

Training and counselling are built into the new schemes. In County Durham for example, initial counselling may be followed by startup with further counselling, or by a day at a business ideas generation workshop.

Most TECs also offer eight days of core training spread over as many weeks, supplemented by individual research. People with a strong plan will receive a UKL 40 allowance and after 26 weeks the TEC will assess whether this is still needed. Sophisticated enterprises, and those with special problems, will continue to receive help for a year, while businesses geared to job creation may be supported for up to 66 weeks.

Essex TEC is hoping to run eight-week training programmes, followed by an allowance for 60 weeks and a series of 20 one-day seminars. The TEC has spent UKL 20,000 on open learning resource centres at Chelmsford and Southend.

Easier access

In another change, the new EAS will include people who are not on a benefit. The qualifying period of eight weeks' unemployment is reduced to six weeks, and can be waived altogether for the following groups - people with disabilities, ex-Forces, ex-offenders, returners who have been out of the labour market for two years or more, victims of large-scale redundancies and people leaving Employment Training (cf. iM 25).

SPECIAL CATEGORIES OF WORKERS

Belgium

Special projects for LTUs in Flanders (Part 1)

Projects which provide training and guidance for LTUs can be classified as follows:

1. Training focussed directly on the employment market:
 - Technical training:
 - pre-training,
 - basic training,
 - retraining,
 - advanced training,
 - individual training in companies;
 - Training in jobsearch techniques: jobclubs.
2. Training focussed indirectly on the employment market:
 - Projects of integration training (*formations d'insertion/ schakelopleidingen*);
 - other training projects focussing on specific target groups: eg. migrants, the disadvantaged.
3. Vocational guidance and orientation:
 - 'Weer-werk' action (back to work).

So as to meet the specific needs of LTUs, there is good reason to consider the various forms of training and guidance as one coherent entity. The aforementioned actions are organised either in centres of the Flemish Office of Employment and Vocational Training (*V.D.A.B.*), or by the *V.D.A.B.* in collaboration with associations, companies or other training bodies.

The jobclubs, the 'Weer-werk' action and the projects of integration training are specially designed for this target group. In this article, the first two actions will be described, whilst the projects of integration training will be the subject of an article in the next inforMISEP (Part 2).

Moreover, it should be noted that since 1989, new collaborative efforts to benefit LTUs have been set up between the Community Minister of Employment, the *V.D.A.B.*, and various industrial sectors (lumber, clothing, construction, hotel and catering, and food). The *V.D.A.B.* has undertaken to train a set number of LTUs for these sectors. For their part, the industrial sectors undertake to mediate with their companies to take on these persons after their training. Under the auspices of the Community Minister of Employment, the respective sectors and the *V.D.A.B.* are leading a campaign of information and consciousness-raising to publicise the *V.D.A.B.* training courses which are relevant for these sectors.

These sectoral initiatives are part of a global effort which earmarks 0.18% of the wage bill for training and employing high-risk groups. For 1991 and 1992, the central agreement aims to increase this effort to 0.25%, including 0.1% which will be allocated to the most vulnerable categories (cf. iM 33).

'Weer-werk' (back to work)

The 'Weer-werk' initiative aims to accompany and guide LTUs into work (cf. iM 27).

SPECIAL CATEGORIES OF WORKERS

1. Target group:

'Weer-werk' is aimed at LTUs, i.e. persons who have been unemployed for longer than one year or who receive a minimum allowance from the General Centre for Social Work, CPAS. A survey has shed some light on the problem of long-term unemployment:

- there is a disproportionately high number of persons with very little education; half of the LTUs have received basic secondary education;
- 65% to 80% of the LTUs are women;
- male LTUs are generally older and less educated than female LTUs;
- participation of LTUs in the positive developments on the labour market in past years has been negligible: the longer one remains unemployed, the less chances one has of finding a job.

2. Long-term plan:

'Weer-werk' is a plan lasting several years and is structured in three phases:

- a pilot phase (1989), during which time experiments began in four locations;
- an expansion phase (1990), during which time the 'Weer-werk' action was extended to 12 Subregional Employment Services (SSEs);
- the general implementation phase (1991) to cover 16 SSEs.

3. Organisation and supervision:

In the pilot phase of 'Weer-werk' there are four guiding teams. Each team, consisting of five colleagues, has:

- a team leader (responsible for the coordination and canvassing of the labour market and training possibilities);
- an assistant team leader (responsible for the supervision of guidance (counselling));
- two vocational counsellors;
- an administrative assistant.

4. Objective and basic principles:

The aim of the 'Weer-werk' is to accompany and guide LTUs into lasting work. That can be accomplished directly or indirectly (through training, assistance, etc.). Meanwhile, there will be an ongoing survey of the target group's needs in relation to employment and training. Some important principles are inherent in this accompaniment:

- an individual approach: the problems of unemployment are not the same for everyone, accompaniment must be 'made-to-measure'.
- a permanent approach: the reintegration of LTUs will rarely be achieved after just one meeting; this reintegration will often require a long process of accompaniment.
- participation in the 'Weer-werk' plan is voluntary; jobseekers will be informed of this new possibility. Non-participation cannot be penalised.

5. Vocational guidance:

- The target group

The target group is analysed; its size and profile are known. Relying on a number of criteria, priorities can be set as regards the target group. On this basis, grading can then be established.

- Information and motivation

LTUs are informed of this action through the media and trade unions. On a local level, organisations, associations and persons in contact with the target group are informed of and if possible involved in recruitment. In this way, candidates can apply voluntarily, or be sent to 'Weer-werk' or receive a written invitation to participate in the project. An appointment is made with each prospective candidate for an introductory interview.

- Preliminary interview

The nature of the underlying problems associated with long-term unemployment can vary considerably. It is not unusual to detect a marked anxiety in the unemployed person in the face of formal situations in general, and confronted by the V.D.A.B. in particular. This is why the initial contact is individual and conducted informally. The preliminary interview is an initial exploration carried out by the vocational counsellor, as well as an opportunity for the jobseeker to express his/her problems, and to become acquainted with the 'Weer-werk' initiative.

- Orientation and guidance

Counselling is orientated in such a way that both the vocational counsellor and the unemployed person become aware of the real possibilities which are open to this person on the labour market. Studying the client's possibilities (capacities, interests, vocational knowledge) should provide a global picture of his/her prospects on the labour market. The vocational counsellor supplies the client with employment and training information and if necessary, forms of assistance.

Counselling is a personal relationship between the vocational counsellor and the client, in which trust and cooperation play an essential part. The vocational counsellor stimulates, motivates and supports the client who participates actively, and who, at all stages in the process, decides for himself/herself which steps are to be taken. In theory, the accompaniment lasts for as long as is judged necessary. Counselling leads to a plan of action. In this case, the vocational counsellor offers personal support to establish and also to carry out the plan. The 'reintegration protocol' which is signed by the vocational counsellor and the client is a concise, written account of the plan of action; it expresses the moral obligation of both parties.

Centrefold

Aid to the unemployed: unemployment assistance and social assistance

This comparative table presents a brief description of the different unemployment assistance and social assistance systems in the Member States of the European Communities. The unemployment benefits (UB) under insurance systems were described in the centrefold of inforMISEP 31.

Unemployment assistance schemes are, in general, nationally applied support schemes which guarantee a minimum income to unemployed persons who do not qualify under unemployment insurance schemes or have exhausted their entitlement to these benefits. Most assistance schemes are not financed by employers' and employees' contributions, like UB, but by the State. As unemployment assistance schemes do not exist in all EC Member States and to allow comparison, nationally applied social assistance schemes are described as well. In some countries there are temporary schemes for special groups such as older unemployed and the (partially) disabled. These are not fully described.

The following features have been selected:

1. Name and financing
2. Qualifying conditions
3. Rates of benefit
4. Duration of payment
5. Type and adjustment
6. Supervising and implementing bodies

If earnings are taken as a reference while adjusting the amount of a payment, the reference is the same as is the case with unemployment benefit (cf. iM 31). If not otherwise stated, the benefits are not subject to income tax.

Belgium

1.

Bestaansminimum (BM) / Minimum de moyens d'existence (Minimex), financed by general taxes. It is paid out of the budget of the General Centres for Social Aid (*Centre Public d'Aide Sociale - CPAS*) with a State subsidy of 50%.

2.

Applicants must:

- be Belgian national, stateless or refugee, or fall under the regulation concerning the free movement of workers within the European Community;
- actually reside in Belgium;
- be of age (18 years or older);
- have no means and not be in state to procure any, either through personal efforts, or in any other way;
- be able to prove his/her availability for work;
- be eligible to receive benefits under Belgian or foreign social legislation.

3.

Spouses living together: BFR 293,786 per year (1991); single parents of minors: BFR 279,097; one-person households: BFR 220,344; others living together with one or more persons: BFR 146,893.

4.

Unlimited duration. The CPAS checks the eligibility at least once a year.

5.

The amounts are means-tested. Means of applicant and of those with whom he/she lives may not exceed an amount fixed by Royal Decree. The amounts of *BM/Minimex* are linked to the consumer price index and subject to an annual re-evaluation rate fixed by Royal Decree.

6.

Supervised by Ministry of Health and Welfare and implemented by local CPASs.

Denmark

1.

Social bistand, financed by general taxes.

2.

Applicants must:

- have no eligibility for any other benefit;
- have income below established minimum.

3.

Basic amount for singles is DKR 2,796 per month. Couples receive twice this amount. After 9 months, the basic amount is lowered to DKR 2,460. For each child, a supplement of DKR 1,078 is paid. Supplements for housing costs, for exceptional expenses and for single parent families. Maximum of total benefits cannot exceed 90% of last income. Young persons under 23 with no family responsibilities receive DKR 1,881 when living at home and DKR 3,135 when living alone. They receive no supplements.

4.

Unlimited until retirement age.

5.

Means-tested. Annually adjusted. No fixed link with wages or price index.

6.

Supervised by Ministry for Social Affairs and implemented by *Socialforvaltningen* (communal social service) and communities.

Germany

1.

Arbeitslosenhilfe (AH), financed by general taxes.

Sozialhilfe (SH), financed by local taxes.

2.

AH covers unemployed workers who:

- do not qualify under the insurance scheme or have exhausted their entitlement to benefit;

- have had at least 150 calendar days of contributory employment or have received unemployment benefit in the preceding year;

- are registered at the employment office as unemployed;
- are in a state of need.

SH covers all other citizens who are not eligible for other benefits and are in a state of need.

3.

AH: 58% of net earnings and 56% for recipients having no dependent child(ren).

SH: fixed amounts established separately in each State (*Land*). On average the amounts until 1 July 1991 were: DM 448 for wage earners or single persons. For dependent children additional amounts are paid, depending on age: DM 224-403. For dependents over 18: DM 358. Possible supplementary benefit for housing costs, exceptional expenses and single parents.

4.

AH: unlimited until retirement age but eligibility has to be proved every year.

SH: unlimited until retirement age.

5.

AH and SH are means-tested and fixed every year by Central Decree.

6.

AH is supervised by the Federal Ministry for Labour and Social Planning, implemented by Federal Employment Service (*BA*) and local employment offices.

SH is supervised by the Federal Ministry for Family and Elderly and implemented by the districts (*Kreis*) or autonomous municipal authorities (*Kreisfreie Stadt*).

Error in Centrefold iM 31:

Ceiling applied to rates of unemployment benefits is DM 649.50 per week, not per month.

Greece

1.

There is no scheme guaranteeing a national minimum income in Greece. Extraordinary benefit is financed by employers' and employees' contributions and state subsidies. Some public and private organisations provide social assistance.

2.

Extraordinary benefit can, under special circumstances, be granted to persons who do not qualify for the 'ordinary' unemployment benefit.

3.

40% (manual workers without qualifications) or 50% (salaried employees) of earnings in wage class + 10% of benefit for each dependent. Minimum total benefit is DRA 1,098 per day. Amount for young persons is decided by ministerial decision: DRA 15,000 per month.

4.

Up to 45 days.

5.

Annually adjusted in line with modifications to minimum statutory wages.

6.

Supervised by the Ministry of Welfare, Health and Social Security and implemented by National Manpower Employment Organisation (*OAED*).

Spain

1.

There is no scheme guaranteeing a national minimum income in Spain. *Subsidio por desempleo (SD)* is financed by contributions from the State, employers and employees.

Asistencia social: variety of local, regional or national provisions for special categories which are often of a specific or incidental nature (eg. 'social salary', reductions for large families, school fees, etc.).

Subsidio agrario protege (SAP) for unemployed in Andalucia and Extramadura.

Plan Nacional de Formación e Inserción Profesional (FIP) grants benefits to unemployed in a vocational training programme.

2.

SD covers all workers who:

- have signed on at the employment office;
- are not or no longer eligible for *UB*;
- have income below national minimum wage (*SMI*);
- have family responsibilities;
- have not refused a reasonable job offer during waiting period;

Workers over 52 must satisfy all conditions -except age- to become eligible for retirement pension and have contributed at least 6 years to unemployment insurance.

3.

SD: 75% of current minimum wage (*SMI*): PTA 39,938 per month. Certain categories receive 125% of *SMI*.

SAP and *FIP*: 75% of *SMI*.

4.

SD is paid for a period of 18 months and for certain categories of workers it can be extended to a maximum period of 30 months.

SAP: depends on age (eg. 300 days per year for over 60's).

5.

-

6.

Supervised by Ministry of Labour and Social Security and carried out by National Employment Institute (*INEM*).

France

1.

Allocation de Solidarité Spécifique (ASS), *Allocation d'Insertion (AI)* and *Revenu Minimum d'Insertion (RMI)*. *RMI* is financed from a special tax on capital (*Impôt de Solidarité sur la Fortune*).

2.

ASS is granted to persons who:

- have exhausted their entitlement to insurance benefits (*AB/AFD*);
- have completed 5 years of dependent employment in the 10 years prior to the termination of the employment contract;
- do not have means of monthly income (including *ASS*, excluding family allowances) above FF 4,861.50 for a single person, FF 9,723 for a couple;
- are jobseekers.

AI is granted to jobseekers who are eligible to only 3 months of benefits from the unemployment insurance system, eg. young persons between 16 and 25 years, single women with children, ex-prisoners, victims of occupational accidents, refugees, etc.

RMI is granted to all persons in a state of need, over 25 years, residing in France (at least 3 years for foreigners) on the condition that they undertake to participate in integration activities.

3.

ASS (1.1.91): between FF 66.45 and FF 99.74 per day.

AI (1.1.86): between 43.70 and FF 87.40 per day.

RMI (1.1.91): between FF 2,146 and FF 5,579 per month for single person; between FF 3,219 and 6,223.40 per month or for a household depending on means, whereby FF 858.40 is added for each extra person.

4.

ASS: unlimited until retirement age, granted per period of 6 months.

AI: one year maximum, granted per period of 6 months.

RMI: unlimited.

5.

ASS, *AI* and *RMI*: means-tested.

6.

ASS and *AI*: supervised by Ministry of Labour and implemented by *ASSEDICs* (regional industrial insurance boards).

RMI: supervised by Ministry of Social Affairs and implemented by *CNAF* and *CAF* (national and local funds for family benefits) and the *départements*.

Ireland

1.

Unemployment assistance (*UA*), financed by general taxes.

2.

Paid to persons who:

- do not qualify or have exhausted their entitlement to unemployment benefit;
- are between 18 and 66;
- are unemployed and unable to find suitable work;
- are capable of, available for and generally seeking work;
- are holders of a special Qualification Certificate which shows their means.

3.

Rate depends on the amount of means, number of dependents and whether one lives in an 'urban area' or elsewhere. Maximum rate is IRL 45 per week plus rates for dependents. A higher rate of assistance (IRL 52) is payable to the *LTUs* who have been unemployed for more than 15 months, again with extra rates for dependents.

4.

Unlimited until reaching the pension age of 66.

5.

Means-tested. Increased once a year in the context of the annual budget.

6.

Supervised and implemented by Department of Social Welfare and its local offices.

Italy

1.

There is no scheme guaranteeing a national minimum income in Italy. Besides the ordinary unemployment benefit and special benefits a *Sussidio straordinario (SS)* can be granted in some regions, which is financed by the State.

2.

Applicants must:

- have exhausted their entitlement to ordinary unemployment or special benefit;
- have been in contributory employment for at least 4 weeks;
- be registered as jobseeker.

Granting of *SS* is limited to workers in a number of occupations, which are specified by Ministerial Decree, and in a number of regions.

3.

Rates are established locally.

4.

Maximum of 90 days per year, with a possible extension to 180 days per year.

5.

-

6.

Supervised by Ministry of Labour and Social Security and implemented by regional labour offices.

Luxembourg

1.

A minimum income is guaranteed in Luxembourg (*Revenu Minimum Garanti - RMG*). It covers two measures: *Sécurité sociale* (SS) and *Assistance sociale* (AsS). The National Solidarity Fund (*FNS*) grants the benefits and is financed by the State, the municipalities and the national lottery. *Aide sociale* (AiS) can be granted from funds collected from public organisations.

2.

To be eligible for *RMG* a person must be:

- Luxembourg national or have resided in Luxembourg for 10 years in the last 20 years;
- available for the labour market and ready to accept a job-offer;
- at least 30 years of age;
- prepared to participate in courses, apprenticeships or other measures which prepare for working life, or to participate in temporary community work programmes.

RMG also applies to persons who do not fulfil these conditions but who:

- are incapacitated to work due to illness or a handicap; or
- raise a child of under 15 years of age or a handicapped child; or
- care for an elderly or handicapped person.

Finally, *RMG* can be granted to persons who do not fulfil these conditions but who:

- are over 60 years of age; or
- raise a child of school-age.

AiS can be granted to persons who have insufficient means.

3.

RMG is fixed at LFR 5,430 per month for the first person of a household. When two or more persons who are both eligible for *RMG* live together the basic amount is increased with LFR 1,864 for the second person and for LFR 1,554 for third and subsequent person(s). For each child for whom family allowance is received, the basic amount is increased by LFR 1,000. AiS: lump sum payment or support in kind.

4.

RMG: unlimited until retirement age. AiS: occasional.

5.

All benefits are means-tested.

6.

All systems are supervised by Ministry of Family, Public Housing and Solidarity and implemented by local social offices.

Netherlands

1.

Bijstandsuitkering (*ABW and RWW*). Financed by the State (up to 90%) and municipalities (from 10%).

2.

ABW or RWW can be granted to persons who:

- do not qualify or have exhausted their rights to unemployment benefit (*WW*);
- are registered at the employment office (for *RWW*);
- are willing but unable to acquire a source of income, unless they cannot reasonably or physically be expected to do so (eg. single parents);
- are in a state of need.

3.

Those over 23 sharing the same accommodation: HFL 975; singles over 23, living alone: HFL 1,148; single-parent families: HFL 1,476; couples: HFL 1,640. Lower rates apply to those under 23. Possible supplements for exceptional costs.

4.

Unlimited until retirement age.

5.

Means-tested. Adjusted twice a year.

6.

Supervised by Ministry of Social Affairs and Employment and implemented by municipal social services.

Portugal

1.

There is no scheme for the unemployed which guarantees a national minimum income in Portugal. *Subsidio social de desemprego* (*SSD*) is financed by the State.

2.

SSD is available to unemployed persons who:

- have exhausted entitlement to unemployment benefit (*SD*);
- do not meet the conditions for granting an *SD*;
- are in difficult financial circumstances;
- are involuntarily unemployed;
- have worked at least 180 days in the course of the 360 days preceding unemployment.

3.

The amount of *SSD* depends on the number of dependents and of the guaranteed minimum monthly wage, varying between 70% of the minimum wage for single beneficiaries, to 90% for those with a maximum of 3 dependents and up to 100% for those with at least 4 dependents.

4.

For those who have not received *SD*, the period of receipt of *SSD* is equivalent to that of *SD*. After having received *SD*, the *SSD* is granted for a period corresponding to half of the period for which *SD* was granted. This period varies between 10 months for under 25's to 30 months for over 55's. Beneficiaries aged 55 or over, having exhausted their entitlement to benefits, are given an extension of benefit until the age of 60, in anticipation of their entitlement to old-age pension.

5.

Annual adjustment linked to minimum wages.

6.

Supervision by the Ministry of Employment and Social Security. Implemented by Regional Centres for Social Security (*CRSS*) with local offices.

United Kingdom

1.

Income support (IS), financed by general taxes.

2.

Payable to all persons in Great Britain who are:

- 60 or over; or
- bringing up children on their own; or
- too sick or disabled to work; or
- staying at home to look after a disabled person; or
- unemployed, but registered with the Department of Employment as available for full-time work; or
- only able to work less than 24 hours per week; and
- in a state of need.

Those who work 24 hours a week or more, but have insufficient means of income, can apply for Family Credit.

3.

Weekly personal allowances (April 1991) for singles of 16-17 years (if entitled): UKL 23.65; 18-24 years: UKL 31.15; single parents (over 18) and 25 years and over: UKL 39.65; couples both under 18 (if entitled): UKL 47.30; couples, one or both over 18: UKL 62.25.

For each child: UKL 13.35 - 31.15 depending on age group.

Weekly premiums can be granted to families with extra needs, to pensioners, disabled claimants, and their carers. Possibility to apply for Housing Benefit and for support from Social Fund.

4.

Unlimited, or when qualification ceases.

5.

Means-tested. Annually adjusted.

6.

Supervised by Department of Social Security and implemented by the Benefit Agency through Area, District and Branch Offices.

SPECIAL CATEGORIES OF WORKERS

- The follow-up

The vocational counsellor maintains regular contact with the client and with the authorities to which he has sent the client (employer, training institute, etc.). The follow-up is carried out particularly during transitional periods, at the end of training or at the end of a period of work.

6. Initial results: (cumulative results as on 30.9.90)

In the 12 regions, 3,000 LTUs came forward during the expansion phase (70% were women, 65% were persons who had been unemployed for longer than two years). 23% of the 3,000 persons found work in the private sector, 21% are following vocational training courses.

Jobclubs

The aim of jobclubs is to help LTUs to find suitable work in the shortest possible time by more efficiently organising their 'job-hunting' (cf. iM 21). This is achieved by the acquisition of carefully developed strategies for job application and by intensive job application in the clubs. Beyond this, it is a question of accompanying the LTUs, through individual initiative and belonging to the group, by helping them to find job vacancies, and then, to get them to undertake the steps to obtain these jobs.

Italy

Occupational rehabilitation of (former) drug addicts

Law no. 162 of 26.6.90 amended law 685/75 on drugs regulations, with particular reference to drugs prevention and the cure and rehabilitation of (former) drug addicts, to promote their integration into the labour market.

Article 35 of law 162/90 provides the possibility of financing projects for the employment of drug addicts who have completed a programme of therapy, and who wish to join or rejoin the working population. The projects can be elaborated by therapists and by cooperatives which work towards labour integration. These projects must be submitted to the Ministry of Labour and Social Security which, within 60 days of receipt, makes a recommendation to the Commission which is presided over by the Minister for Social Affairs. The recommendation comments on the feasibility and the economic and financial suitability of the project, with reference to the demands of the labour market.

The projects can provide an initial phase of personnel training and can also lead to

1. Scale of the action

In the entire Flemish community, 18 jobclubs have been set up, each consisting of 12 to 15 members, one of these was set up by the SSE. A new group is recruited every three weeks. Recruitment takes place through brochures which are distributed in public places, by posters and by means of personally addressed letters sent by those responsible.

2. Status of the members

The members maintain their unmodified status of unemployed person, in receipt of an allowance or not, they do not have a vocational training contract. Therefore, they do not receive the hourly allowance of BFR 40 as is the case for trainees on vocational training courses. Nevertheless, they are insured against industrial injuries and their travelling expenses are reimbursed. Members undertake to follow the group activities meticulously.

3. Results

Since October 1987 (start of this action) up to 5.10.90, there were 4,720 members, of which 57% found work after two months and 64% within one year.

employment in the form of cooperatives. Once the Commission, presided over by the Minister for Social Affairs, has received the recommendation from the Minister of Labour and Social Security, it authorises the implementation of the project and the advance of the necessary funds.

Article 99 establishes that working drug addicts who intend to join the rehabilitation programmes maintain the right to keep their job for a maximum period of three years. The period of absence is considered as 'leave of absence'. Members of the family can also obtain leave of absence in order to participate in the rehabilitation programmes. Employers can resort to appointments bound by fixed-term contracts to replace workers during this time.

In cases where the state of drug addiction is verified (art. 100) at work, the employer is obliged to withhold the worker from carrying out duties which could endanger the security, safety and health of third parties.

Netherlands

Agreement on ethnic minorities

The Central Employment Board (*CBA*) and the Labour Foundation have reached a consensus about the implementation of an agreement on ethnic minorities. The Employment Service will appoint 50 extra staff members to assist in the implementation. The *CBA* also wants to pay extra attention to training jobseekers from minority groups.

The *CBA* considers the agreement to be an important underpinning for the success of its own long-term target aims for the end of 1994. These include the placement of the same percentage of jobseekers from ethnic minority groups as their share in the unemployment figures.

The agreement aims to create 60,000 new jobs in industry and trade for minority groups within 4 - 5 years. It is intended that companies set their own targets in the form of work plans. The additional 50 members of staff will be financed by the Employment Service and will be assigned

to the regional employment boards (*RBA*s). Their task will be to assist the companies in the formulation of their plans, and in the implementation of the plans, by liaising with the Employment Service. During talks between the *CBA* and the Labour Foundation, the companies' own responsibility in the creation of work plans was underlined.

The *CBA* and the Labour Foundation both consider the training of minority groups to be of the utmost importance. In order to be better able to train these groups, the Employment Service will improve accessibility to training facilities and will ensure a better transition from training through to the actual process of job placement.

The *CBA* and the Labour Foundation have observed a divergence between the various methods of registration and definitions of target groups. Through a joint working party, both organisations want to arrive at a common registration method for minority groups on the labour market and a common definition of these groups, within the near future.

United Kingdom

Jobclub for the deaf

The first Jobclub for the deaf in the United Kingdom was opened in May 1988. It is based in the borough of Hackney in North East London and is run by the Family Welfare Association, on behalf of the Employment Service. The purpose of the Jobclub is to help members who are deaf or hard of hearing to find the best possible job in the shortest possible time.

The Jobclub opens four mornings per week. It is run by two Jobclub leaders, one is deaf and the other, who is hearing, is also a British sign language interpreter. Each intake consists of approximately ten members. During the first two weeks of membership the Jobclub leaders

provide new members with advice and training designed to help them with their jobsearch.

Jobclubs provide resources which may not always be available to those without work. These include typewriters, photocopiers, minicom telephones, stationery, stamps, newspapers and trade journals.

A Claimant Adviser (cf. BIR United Kingdom iii.5) attends on a regular basis, and with the aid of a sign language interpreter, gives advice on various benefits available to members.

Since 1988, more than 60% of members have found jobs or enrolled on vocational training courses. Successful deaf jobseekers have found work in computing, Desktop publishing, cabinet making and even juggling.

United Kingdom

New jobs bus for homeless people in London

It is widely recognised that homeless unemp-

loyed people are disadvantaged in their attempts to find work and need extra assistance. Consequently, a package of measures has been developed in London by the Employment

SPECIAL CATEGORIES OF WORKERS

Service to provide such assistance.

Homeless Employment in London Project (HELP) is a mobile job placement service run from a large van. The project is funded by the Programme Development Fund (PDF), which is financed by the Employment Service.

The target audience are young unemployed people arriving in London with nowhere to go. The van, which travels around London's West End, has two staff who offer a job placement service to the homeless, give advice on their entitlement to benefits and, where possible, the availability of accommodation. This is a particularly important element of the service, as

the ability to obtain employment and accommodation are often dependent on one another. The staff also liaise strongly with other organisations which offer help to homeless people.

After 12 weeks, the HELP van had already placed 50 homeless people in jobs. HELP is just one of the special initiatives which are aimed at homeless people. Jobclubs also give advice and support to people who have been unemployed for some time and want to get back to work. A new Jobclub was opened recently in London which provides help specifically for homeless people. Since September, it has found jobs for 23 homeless people.

WORKING TIME

Belgium

New measures for combining family and work

A number of new measures have just been adopted in the field of maternity leave and leave for either birth or adoption. This is in answer to a current political wish to better attune work and family life (cf. iM 27).

Further to the application of the law of 29.12.90 and its social regulations (*Moniteur belge* of 9.1.91), pregnant working women are entitled to a fifteenth week of maternity leave. This extra week must be taken in the week preceding the birth, and may not, under any circumstances, be taken afterwards. Henceforth, pregnant working women are prohibited from carrying out any work, as from the seventh day prior to the estimated date of birth, until the end of the compulsory period of eight weeks' post-natal leave.

The optional maternity leave is still six weeks, this can be taken either before or after the compulsory leave, it can also be taken partly before and partly after this leave. If the newborn baby has to stay in hospital for at least eight weeks after the birth, then the optional leave can also be delayed until the time that the newborn baby goes home.

Furthermore, the aforementioned law of 29.12.90 also covers the eventuality of death or hospitalisation of the mother, in which cases maternity leave can be converted into paternity

leave. The duration, conditions and details of this conversion will be laid down in a Royal Decree.

In addition, two Royal Decrees of 7.2.91 (*Moniteur belge* of 15.2.91 and 16.2.91) modify the Royal Decree of 28.8.63, which lays down the number of days' leave (with normal pay) to which a worker is entitled in certain situations. A first modification concerns the father's right to take leave for the birth of one of his children; this entitlement has been increased from two to three days, during the two weeks following the birth. However, proven paternity is a precondition. The second modification concerns the right to take adoption leave. The new text stipulates that a worker may take three days' leave in order to receive an adopted child into the family. This leave is however subject to the following conditions:

- the child must be registered on the civil list or on the local list of foreigners as being part of the worker's household;
- the leave must be taken in the month following the registration.

Belgium

Modifications to system of early retirement by agreement

The Royal Decree of 16.11.90 (*Moniteur belge* of 23.11.90) brought certain modifications to the system of early retirement by joint agreement (cf. BIR Belgium vii.2), effective as from 1.1.91. The modifications cover the conditions governing eligibility, the amount of compensation and compulsory replacement. Further, the law of 29.12.90 which included social regulations (*Moniteur belge* of 9.1.91), introduced a new employer's contribution, payable to the National Employment Office (*ONEm*) for each worker who retires early.

Conditions of eligibility

These conditions relate to the worker's age and his/her working life. As a rule, the minimum age has been set at 58 years. However, this age limit can be lowered to 57 years (if 57 years was already stipulated in a collective agreement concluded prior to 31.8.87), and to 55 or 56 years (if these ages were already stipulated in a collective agreement concluded prior to 31.5.86). In 1993 and 1994, the minimum age of 55 or 56 years will nevertheless have to be raised to 57 years. For those workers employed at a company which is undergoing difficulties or reorganisation, the minimum age may be lowered to 55, 52 or even 50 years.

With regard to conditions relating to working life, the worker must have proof of having been a wage earner for 25 years or an equivalent period. However, for workers who are at least 60 years old, the required length of service is reduced to either 10 years of work (or an equivalent period) in the same sector during the last 15 years, or to 20 years as a wage earner (or equivalent period). A shorter period of working life is also acceptable if the company concerned is undergoing difficulties or a reorganisation. This condition on the length of service must be satisfied when the period of notice or the period covered by compensation takes effect.

Compensation

The system entitles workers, who have retired early by joint agreement, to unemployment benefit and to a supplementary allowance which is paid by the last employer. The standard rate of unemployment benefit is set at 60% of the gross wages (upper limit of BFR 51,621 set on 1.3.91), even if the employer fails to employ a replacement.

It should be remembered that the supple-

mentary allowance must be equal to at least half of the difference between payment lost (upper limit of BFR 86,215) and the unemployment benefit.

Compulsory replacement

As a rule, the worker who has retired early must be replaced in the company by an unemployed person in receipt of full unemployment benefit (or in a similar situation). On average, the number of hours worked by the replacement is the same as those worked by the worker who has retired early. This obligation however does not apply in the case of workers who are at least 60 years old, who retire early.

The employer who fails to respect the obligation to replace the worker is liable to penal and administrative sanctions. However, exemption from this obligation is possible in two cases:

- individual dispensations for enterprises in the process of reducing manpower, providing that this is a structural reduction and that dismissals of those workers who are not eligible for early retirement can be avoided (the Minister of Employment and Labour can grant this dispensation after consulting the advisory commission, responsible for deciding whether a company can be considered to be undergoing restructuring or not);
- when the employer provides objective proof that among the group of unemployed persons in receipt of full unemployment benefits or similar cases, there is no available replacement at the same level needed to fill the job vacated by the worker who has retired early, or at the level of another vacancy which has become open in the enterprise following early retirement (the regional unemployment inspector grants this dispensation).

Lastly, as has been the case in the past, compulsory replacement does not apply to enterprises undergoing difficulties or restructuring.

Special contribution

The employer must pay a special contribution to *ONEm* for each worker:

- who has received notice of this after 31.8.90;
- and whose early retirement by agreement takes effect as from 1.1.91.

This contribution varies depending on the age of the worker at the time that the early retirement takes effect. The contributions have been set as follows:

- BFR 1,000 for those workers in the early

retirement scheme who are at least 60 years old;

- BFR 3,000 for those workers who joined the early retirement scheme in enterprises which after 31.12.90 were recognised as being in the throes of restructuring and where the age for taking early retirement is at least 52 years, i.e.

PLACEMENT

lower than the normal age for early retirement in the same sector;

- BFR 4,500 for those workers who joined the early retirement scheme in enterprises which after 31.12.90 were recognised as being in the throes of restructuring and where the age for taking early retirement is under 52 years;
- BFR 2,000 for all other workers.

PLACEMENT

France

Internal development plan

After considerable work, an internal development plan was adopted on 19.12.90 by the management board of the National Employment Agency (*ANPE*). It is the realisation of the 'progress agreement' (*Contrat de progrès*) which was signed on 18.7.90 by the State and the *ANPE*. The contract sets the *ANPE*'s objectives for the coming three years and also provides the corresponding means of achieving them (cf. iM 32 and iM 33).

The *ANPE* has distributed a document of some 50 pages to all of its decision-making, functional and operational bodies. It indicates the paths that have been chosen in five strategic fields, as described below, so as to accomplish the objectives set by the 'progress agreement'.

Priority objectives in local agencies.

In the agencies, two priority objectives have been laid down:

- to successfully fill a greater number of job vacancies in the shortest possible time;
- to offer support in the early stages to those persons who are looking for a job or training, being careful to limit the risks of exclusion.

The internal development plan stipulates:

- methods envisaged for developing contacts with users;
- the conditions which must be satisfied for the improvement of services rendered to enterprises and jobseekers;
- the nature of the support which can be offered to enterprises and professional sectors which are experiencing recruitment difficulties;
- the specifications concerning subsidies that can be granted to the users to help with evaluation, guidance and jobsearch;
- possible forms of cooperation in the towns with more than 2,000 inhabitants where the *ANPE* does not have an office.

Improved operations and use of available working time.

By 1993, the internal plan aims to have increased the time devoted to services rendered to users, by an additional 210,000 days. The local representatives rely on the indicators of activity which should enable the agencies to fulfil their basic task vis-à-vis the users in a balanced way (cf. iM 33). Some of the staff will be involved in particular programmes which will be implemented by the State (Minimum Integration Income - *RMI*, training credit, retraining agreements, youth, etc.).

Modernisation programmes

The different echelons within the Agency will have to implement a programme for the improvement of the conditions in which the users are received and of the working conditions of the *ANPE* staff, especially as regards office furniture and premises, and the development of information systems.

Methods and steps of implementation

Each region has been asked to submit a development plan for its network and to present it to the social partners represented in the regional committees for their comments.

Follow-up and adjustments

The internal development plan also provides for a follow-up of the results obtained by three complementary means:

- indicators which characterise the services rendered;
- an annual opinion poll conducted among the users;
- an annual target indicative of progress in the various authorities of the establishment.

A national support team is responsible for providing the assistance required at regional and local levels to carry this undertaking through to a successful conclusion.

STRUCTURAL CHANGES

Germany

Establishment of new Regional Employment Offices

Two new Regional Employment Offices (*Landesarbeitsämter* - *LAA*s) have been established in the new part of the Federal Republic. One office is for the federal state (*Land*) of Sachsen, and the other is for the federal states (*Länder*) of Sachsen-Anhalt and Thüringen. The addition of the federal state of Mecklenburg-Vorpommern has extended the catchment area of the Schleswig-Holstein - Hamburg *LAA*. The Berlin (West) *LAA* now also includes the eastern part of Berlin and the federal state of Brandenburg. Decisions to this effect have been taken by the Executive Board of the Federal Employment Service (*BA*).

The seat of the 'Nord Regional Employment Office' will be in Kiel. The 'Berlin-Brandenburg Regional Employment Office' will remain in Berlin for the time being. However, the Executive Board reserves the right to relocate the seat to Brandenburg, if a federal state of Berlin-Brandenburg is created, or if Berlin becomes the

seat of the Federal Government. The seat of the new 'Sachsen-Anhalt - Thüringen Regional Employment Office' will be in Halle, and Chemnitz will be the location for the new 'Sachsen Regional Employment Office'. There are nine members in the administrative committees of the *LAA*s from each group represented (employers, trade unions and public bodies). The exception is Sachsen, with seven representatives from each group.

The *LAA*s for Nord and for Berlin-Brandenburg have been responsible for their new areas since 11.3.91. The Central Employment Service (*Zentrale Arbeitsverwaltung*) in the eastern part of Berlin has, up to now, exercised the functions of the *LAA*s in the new parts of the Federal Republic. Its work for the areas of these two *LAA*s finished at the end of April. It will however continue to be responsible for Sachsen, Sachsen-Anhalt and Thüringen until the two *LAA*s, which are yet to be established, will be able to fulfill these tasks. The Central Employment Service will subsequently be dissolved.

Portugal

New structure of the Ministry of Employment

The basic aim of the new law which covers the organisation of the Ministry of Employment and Social Security (*MESS*), approved by D.L. no. 87/91 of 20.2.91, is to adapt the present institutional organisation to the changes that have taken place since 1978 (former law). These changes concern primarily problems of employment and vocational training, of industrial relations and of Social Security.

Some of the services no longer exist, others have been up-dated and new services have been created which are responsible for producing prescriptive studies and short-term economic analyses. These contribute to the formulation of the Ministry's general policy.

In the field of employment policy, a General Directorate for Employment and Vocational Training (*Direcção-Geral do Emprego e*

Formação Profissional - *DGEFP*) has been created as the central service. Its tasks are to develop and to provide guidelines and technical support in the fields of employment and vocational training. The Institute of Employment and Vocational Training (*IEFP*) is the executive body for the implementation of employment policy. The Institute for the Financial Management of Social Security (*IGFSS*) is the body which finances employment policy.

The new *DGEFP* has the following tasks:

- to carry out studies in collaboration with the Department of Studies and Planning (*DEP*), to perform applied research and to make the necessary policy suggestions for the formulation of employment and vocational training policy;
- to propose the definition of guidelines with regard to employment, training and vocational rehabilitation.

- to define objectives that govern the formulation of projects, and action programmes in matters of employment and

vocational training and to evaluate their implementation.

United Kingdom

TEC network 90% complete

With the award of contracts to 22 more Training and Enterprise Councils (TECs), 90% of the TEC network is now operational, i.e. 73 out of a planned 82 TECs. The remaining 9 TECs are expected to become operational later in the year. The TEC network is on course for completion two years ahead of schedule.

Ten TECs in England and Wales and one Local Enterprise Company (LEC) in Scotland have been preparing to run pilot schemes for training credits. These credits put the buying power for training into the hands of young people.

A highly successful Back to Work programme for women returners has been set up in Hertfordshire TEC, with a target of 500 in training or in jobs by the end of April, 1991. Calderdale and Kirklees TEC are piloting a skills ladder approach to training in engineering and textiles, linking the upgrading of training of existing trainees with 'back-filling' of unemployed people at lower skills levels.

By being locally based, TECs can identify clearly with the areas they serve. Working in partnership with other important local interests such as

education, industry, business and voluntary groups, they have developed many exciting projects. Proposals contained in the plans of the TECs starting in April will extend the variety of opportunities on offer.

One TEC, for example is introducing a 'Business of Life' programme to make young people aware of career opportunities in the manufacturing industry, and to encourage employers to improve their induction programme for new workers. Another TEC is proposing to move the existing Compact (cf. iM 29) from a fourth and fifth year initiative to become a whole school Compact, possibly even leading it back into primary schools.

All TECs are paying special attention to those with special needs. A 'Ten Company Venture' is being set up by one TEC where a group of leading employers work to ensure that young people from ethnic minority groups, or with special needs are aware of training opportunities in employer-based schemes and that employers recognise the potential within these groups. It is also setting up a Centre of Excellence for adults with special training needs. Here they will receive detailed and proper assessment, training and work experience to help realise their full potential.

United Kingdom

Scottish Enterprise and Local Enterprise Companies

The White Paper 'Scottish Enterprise - A New Approach to Training and Enterprise Creation' was published in December 1988. It set out wide-ranging plans for restructuring and integrating the separate activities of the Government's enterprise and training bodies in Scotland. The new approach had three main strands:

- Integration of economic development programmes and planning;
- Private sector leadership of partnerships to ensure relevance and acceptance;
- local control of the design and delivery of programmes and projects within a national framework.

Scottish Enterprise came into operation on

1.4.91, when it assumed responsibility for economic development and environmentally approved programmes from the Scottish Development Agency. It also assumed responsibility for training programmes from the now-abolished Department of Employment Training Agency. Scottish Enterprise is publicly funded by the UK Government. The area covered by the new body is all of Scotland south of the Highland line. A similar body, Highlands and Islands Enterprise, has been established in the north and west of Scotland.

A network of 13 Local Enterprise Companies (LECs), contracting with Scottish Enterprise, will deliver the full range of economic development, training and environmental improvement functions. The LECs are private companies, controlled by boards of directors

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drawn from senior positions in industry, commerce, education, trade unions and the community. The boards must contain a majority senior business people and all directors must be locally based. The boards therefore form strong local partnerships between private and public sectors throughout Scotland, and they will develop local solutions to local needs (within overall national and EC frameworks).

Scottish Enterprise will itself exercise a strong strategic role, handle major projects and certain functional activities. These will include major investments and inward investment attracted by 'Locate in Scotland', as well as setting the policy framework and monitoring the LECs.

The LECs have a much wider range of functions, and discretion, than the TECs in England and Wales, which have none of the wider responsibilities for economic development. As such, the LECs form a natural focus for regeneration and development efforts in Scotland, whether funded by the UK Government, other public sources, or indeed, privately. The partnerships on which the LECs are based mean that they are able to draw support and acceptance from all sections of the community.

Together, the LECs and Scottish Enterprise represent a very significant new direction in fostering enterprise and promoting the development of skills for industrial competitiveness.

INTERNATIONAL

European Community

Recent EC initiatives

On 26.9.90, within the framework of the European Social Fund, the Commission gave its approval to grant aid amounting to a total of ECU 391.6 million for training and job creation (in Germany, France and Italy). Within the framework of the European Social Fund, the decision was taken to grant ECU 219.92 million of assistance for operational programmes and projects related to the third and fourth objectives (long-term unemployment and youth unemployment), in Germany, Spain and Italy.

On 10.10.90, the Commission adopted three texts concerning the Community's future activities with regard to young people:

- intensification and continuation of the Community Action Programme for Vocational Training of Young people (*PETRA*);
- increased contribution towards the 'Youth for Europe' programme (youth exchanges);
- memorandum 'Young people in the Community'.

On 17.10.90, the Commission adopted its third action programme on equal opportunities for men and women. The aim is to promote full and entire participation of women on the labour market and enhanced esteem for their contribution.

On 12.11.90, the Commission decided to propose to the Council that 1992 be declared 'European year for safety, hygiene and health at work'.

On 27.11.90, adoption of a report from the Commission on the living and working conditions of Community citizens who live in border areas and especially of border workers.

On 28.11.90, the Commission adopted a draft directive establishing written proof for employee-employer relations (for all employee-employer relations of more than eight hours per week which are not already protected by a written employment contract or by a letter of appointment).

On 5.12.90, adoption of a draft directive on informing and consulting employees within companies. The Commission also adopted the principle of creating the Safety, Hygiene and Health Agency. Finally, on the same day the Commission adopted an annual report on the implementation of the reform of the Structural Funds which provide financial contributions within the framework of objectives 3 and 4 of a global amount of ECU 3,972 million.

On 23.1.91, President Delors presented the Commission's work programme for 1991 to the European Parliament. One of the priorities relates to free movement of persons, for which it is necessary to make some progress for the realisation of the 1993 single market and the implementation of 'Accompaniment measures' in the social sector and in the sectors of environment, research and development and the renewed Structural Funds.

On 6.2.91, the Commission adopted a draft Directive aimed at improving the mobility and the transport security on the way to work for those workers with reduced mobility. This Directive, already announced in the Action

Programme for the implementation of the Community Charter, concerns all categories of workers with reduced mobility including those with motor, physical, sensory or mental disabilities.

MISCELLANEOUS

Spain

Employment Contract Monitoring Commissions

On 7.1.91, Law 2/1991 was adopted on the right of workers' representatives to information in relation to employment contracts which have been concluded, as mentioned in iM 33. Royal Decree 355/1991 came into force on 15.3.91 to supplement this law. The decree regulates the Employment Contract Monitoring Commissions (*Comisiones de Seguimiento de la Contractación Laboral*), which will operate under the Provincial and Island Executive Committees of the National Employment Institute (*INEM*). The introduction of this Royal Decree signifies another phase in the implementation of the agreement, which was reached between the Government and the main trade union confederations on 31.1.90 (cf. iM 29).

Public authorities, trade unions and employers' organisations are equally represented in the

Monitoring Commissions, which have several important functions, namely:

- to monitor and analyse employment contracts concluded in the region;
- to evaluate results obtained by the application of various programmes and measures created to promote employment in the regions;
- to establish criteria for the elaboration of fraud control plans and programmes in the conclusion of employment contracts.

For this purpose, use can be made of original copies of contracts which are sent to the employment offices.

The adequate application of the powers which are designated to the Employment Contract Monitoring Commissions will allow better management and control of the public subsidies and assistance allocated for employment promotion and protection. At the same time it confers joint responsibility on the social partners in this important field.

Ireland

Seminar on Manpower Policy

The White Paper on Manpower Policy, published in 1986 (cf. iM 16), contained a commitment that manpower policy would be subject to review every five years. In that connection, the Department of Labour hosted a one-day forum to

bring together about 80 labour market experts and academics. The aim was to discuss and exchange views on a number of specific policy issues which required consideration in conjunction with the review. The papers arising from this forum will be published in the near future.

Ireland

'Year of the manager'

A programme entitled the 'Year of the Manager' was launched on 4.2.91 to overcome the lack of commitment to management development. This

was identified in the Report of the Advisory Committee on Management Training (cf. iM 25).

The programme will stress the practical application and advantages of management

MISCELANEOUS

training and development. It comprises a series of conferences, training workshops, seminars, promotional events and the publication of papers and videos on the process and benefits of management development. The overall emphasis will be on getting the best companies to influence those who spend little time or money

on management development.

The 'Year of the manager' which is being run by the Irish Management Institute (IMI) is being funded by the European Social Fund, the Irish Exchequer and the IMI.

Italy

Positive steps towards sexual equality

The measures included in law no. 125 of 10.4.91 aim to foster employment among the female population, and to achieve real equality between men and women in matters pertaining to work, vocational training and career prospects.

Article 2 provides for the possibility of financial support for those enterprises or cooperatives and public economic bodies which undertake and bear the costs of positive actions.

Article 5 establishes the National Committee to implement the principles of equal treatment and equal opportunities on the labour market for male and female employees. It also has the following tasks:

- to deter behaviour which is sexually discriminating and any obstruction to sexual equality;
- to promote the introduction of positive actions;

- to promote the development and improvement of legislation that is already in force;
- to request the labour inspectorate to gather information from employers on male and female employment.

The Committee encourages women to be adequately represented in the national and local public institutions which are competent in the fields of employment policy and vocational training. It is assisted by a Monitoring Board and a technical secretariat.

Advisers on equality undertake initiatives which are aimed at the realisation of the objectives, as defined in this law. They have the same status as civil servants and are represented at all offices of the Ministry of Labour. Article 8 stipulates that advisers on equality are empowered to vote in the Central, Regional and District Commissions.

Rough currency conversion rates

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in June 1991:

Belgium	BFR	42.3
Denmark	DKR	7.88
Germany	DM	2.06
Greece	DRA	225
Spain	PTA	128
France	FF	6.99
Ireland	IRL	0.77
Italy	LIT	1.530
Luxembourg	LFR	42.3
Netherlands	HFL	2.32
Portugal	ESC	179
United Kingdom	UKL	0.69

BASIC INFORMATION REPORTS

Comparable information on labour market operations and policies from the EC-Member States is published in Basic Information Reports. The following country reports are still available in English, French and/or German at the price of ECU 6 each, or ECU 50 for the set of 12.

Country	Published in	Languages
Belgium	1989	F
Denmark	1988	E / F
Germany	1988	E / G
Greece	1986	E
Spain	1988	E / F / G
France	1987	E / F
Ireland	1988	E
Italy	1988	E / F
Luxembourg	1986	E
Netherlands	1987	E / F / G
Portugal	1987	E / F / G
U.K.	1988	E / F

MISEP

InforMISEP is the quarterly newsletter of the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the need for an exchange of information on employment policies within the European Community. InforMISEP (iM) presents those measures, policies and actions adopted by the Member States which are aimed at promoting and improving employment within the European Community. It is compiled on the basis of information provided by national correspondents. The information serves to update the Basic Information Reports (BIRs). InforMISEP is published in English, French and German.

Correspondents

Belgium	Joseph Remy Ministère de l'Emploi et du Travail
Denmark	Karen Thryssø Arbejdsministeriet
Germany	Felicitas von Weichs Bundesministerium für Arbeit und Sozialordnung Detlef Hein Bundesanstalt für Arbeit
Greece	Lily Apostolakis Ministry of Labour
Spain	Beatriz Quintana Solana Ministerio de Trabajo y Seguridad Social
France	Henri Roux Ministère de l'Emploi Cristina Marino Agence Nationale pour l'Emploi
Ireland	Fergus McCafferty Department of Labour
Italy	Teodosio Zeuli Ministero del Lavoro e della Previdenza Sociale
Luxembourg	Jean Hoffmann Administration de l'Emploi
Netherlands	Chris Smolders Arbeidsvoorzieningsorganisatie
Portugal	Victor Viegas Ministério do Emprego e da Segurança Social
United Kingdom	Jeanie Cruickshank Department of Employment
European Commission	Panayotis Sigonis DG V/B/1
MISEP Secretariat	Marjolein Peters Hans Weening Carole Leblond Aileen Stronge Martin Touwen

Institute for Policy Research
P.O.Box 985
2300 AZ Leiden
Netherlands
tel: (31) 71 / 25 37 37
fax: (31) 71 / 25 37 02

