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Policies

Developments in employment policies in Europe.
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MISEP



Commission of the European Communities
Directorate-General
Employment, Industrial Relations and Social Affairs

DEVELOPMENTS AT A GLANCE

- Belgium** A collective agreement has recently been signed, providing a clear definition of outplacement and the conditions to be met by the employer, worker and outplacement agency concerned. (p.8)
Customs agencies and haulage firms, whose businesses will be affected by the internal market in 1993, will have more recourse to provisions such as early retirement and will be exempt from youth traineeships. (p.9)
- Greece** Redundant workers from so-called "problematic" firms in the public sector may opt for vocational retraining, self-employment or regular unemployment benefit. (p.3)
Employers may apply for wage-cost subsidies when employing unemployed persons in new jobs in the private sector; new entrepreneurs are also eligible for financial support. (p.4)
Greece and Bulgaria signed a protocol last year to cooperate in matters relating to labour force issues. (p.13)
- Spain** Urgent measures have been adopted by the Government to promote full-time permanent employment and to modify the conditions relating to unemployment benefits. (p.2)
- France** The *ANPE* took an active role in the organisation and recruitment of manpower for the Winter Olympics held in Albertville early in 1992. (p.10)
- Italy** New provisions apply to the residence of non-EC citizens in Italy, with a view to their integration in the labour force and to a more effective regulation of access and residence of this group. (p.2)
A law has been passed to foster female entrepreneurship, furthermore a National Fund and Committee have been established to actively support Italian businesswomen. (p.5)
A new law aims to promote cooperation in all fields with countries of Central and Eastern Europe. (p.13)
- Netherlands** To curb the incidence of industrial disability and hours lost at work due to illness, the Sickness Benefits Act has been amended and a bonus/penalty system for employers and a system of subsidies have been introduced. (p.6)
When registering jobseekers at employment offices, the place of birth of the applicant and of the parents will be recorded. (p.7)
The Cabinet wants part-time workers to be paid at the same rate as full-time workers for the same job. (p.7)
- Portugal** A legal framework has been established for vocational training, regulating, among other things, the contents of courses, and also introducing a system of diplomas. (p.4)
A new system of occupational information should foster employment, training and reintegration into working life. (p.9)
- United Kingdom** Euro-Action '92 will be a pan-European broadcasting initiative, planned for the autumn of 1992; it will involve several European countries. (p.11)
A campaign has been launched as part of a European Community-wide effort to combat sexual harassment at work; the aim is to inform employers and employees of their rights and duties. (p.12)

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MISEP INFORMATION

OVERALL DEVELOPMENTS

Spain

Measures promoting labour market reform

With the Royal Decree-law 1/1992 of 3.4.92 on Urgent Measures for Employment Promotion and Protection in case of Unemployment (*BOE* of 7.4.92), the Government has adopted a number of urgent measures. These measures enable on the one hand the allocation of public funds for active employment policies, which aim to stimulate permanent employment for categories of workers who have particular difficulties integrating professionally and offer better training to the unemployed. On the other hand, the measures enable a rationalisation of expenditure for protection in the case of unemployment, so as to ensure the future financial balance of the system and to offer efficient protection for the unemployed who are actively in search of a job.

Promotion of full-time, permanent employment

The Decree-law establishes the following economic incentives for the employment of certain categories of workers:

- a subsidy of PTA 400,000 for an employer who hires a young person aged under 25 years who has been unemployed for longer than one year, or a person aged between 25 and 29 years who has not worked for more than three months beforehand;
- a subsidy of PTA 500,000 and a 50% reduction of employers' social security contributions for hiring a worker aged over 45 years who has been out of work for more than one year;
- a subsidy of PTA 500,000 for hiring a woman, who has been unemployed for more than one year, in professions or occupations where women are under-represented, or for hiring a woman aged over 25 years who wishes to reintegrate into working life after a career break of more than five years;
- a subsidy of PTA 550,000 for each practical work contract or training contract (cf. BIR Spain v.4, v.5) which is converted into a permanent employment contract. At the same time, the reductions of employers' contributions which applied to the two forms of training contracts will be abolished.

Unemployment protection

The following measures have been adopted:

- the minimum period for which contributions have to have been paid in order to receive the unemployment insurance payments is extended to 12 months. At the same time the minimum duration for the temporary employment contract, as an employment promotion measure (cf. BIR Spain v.2) also extends from six to twelve months. The six years prior to the moment at which one officially becomes unemployed remain the point of reference for this period of contribution;
- the period for payment of unemployment benefit is between a minimum of four months (if contributions are paid for between 12 and 18 months) and a maximum of 24 months (if contributions are paid for more than 72 months). This measure, which modifies the relationship between period of contribution and period of payment of unemployment benefit, aims to encourage the unemployed to search actively for a job. In addition to this, specific plans relating to employment management, qualification and classification of the unemployed and vocational training will be set up to help the beneficiaries to find work again;
- during the first six months, the level of unemployment benefit remains at 70% of the amount serving as reference, and at 60% for the following months. The replacement rates for unemployment benefit are moderate compared to former salaries so that they do not constitute a possible hindrance to jobhunting;
- unemployed workers who are not entitled to unemployment benefit because they have not paid contributions for long enough, receive unemployment support subsidy for a period which is linked to the number of dependents. Thus, unemployed persons with dependents are entitled to unemployment support for a maximum period of 21 months. For workers who have no dependents and who have paid contributions for between six and twelve months, the Decree-law sets the duration of payment of the unemployment support subsidy at six months.

Italy

New regulations for non-EC citizens

Decree-law 416 of 30.12.89 which was converted to Law 39 of 28.2.90 (cf. iM 29) was the first structurally regulated provision to deal with the

complex and large-scale phenomenon of immigration of non-EC citizens, which is steadily increasing throughout Western Europe. This provision was intended to regulate the entry and residence of non-EC citizens, with a view to their

integration in the labour process.

The Ministerial Decree of 17.11.90 stipulated various phases of "regularisation" which enabled this group of citizens in Italy to enrol on placement lists and to thereby have direct access to the national labour market. When this decree ceased to apply, the Minister of Foreign Affairs, in consultation with all other Ministers concerned, adopted regulations relating to "programmed flows" for the entry of non-EC foreigners, limited to the following categories:

- persons requesting refugee status;
- family of non-EC citizens who are legal residents in Italy and who are employed;
- non-EC citizens who are specifically called upon and authorised to reside in Italy for work, on the condition that the employer provides suitable accommodation.

The Government recently passed Decree-law 193 of 29.2.92 which amends and incorporates the existing regulation. The first important new aspect is the allocation of funds for regional programmes aimed at creating centres, goods and services for immigrants following their arrival, whereas up until now funding was only provided for matters concerning the immediate arrival. The centres must make it possible to monitor the foreigners' progress from the moment they arrive and to solve the problems encountered during their social integration.

The other provisions introduce restrictions on residence for non-EC citizens in Italy. Firstly, foreigners who have been accused of crimes will

OVERALL DEVELOPMENTS

be deported from the country, even if their conviction is not yet definite (contrary to the initial decision to expel only when the conviction was definite).

Furthermore, if the foreigner is caught in flagrant violation of the law and is arrested for crimes including arson, grievous bodily harm, resorting to slavery, slave trade and purchase of slaves, kidnapping, theft, robbery and extortion, the authorities order immediate deportation. Immediate deportation also occurs, without the foreigner being caught in the act of the crime, in the case of child abuse or neglect and also in all cases in which the foreigner enters national territory, in violation of entry regulations, without a valid passport or equivalent document recognised by the Italian authorities or without a visa, if required.

The foreigner who is subject to penal procedures and who has been deported, may only return to Italy temporarily for the trial or to satisfy the completion of procedures for which his/her presence is necessary. When the above-mentioned trial requirements have been satisfied, the foreigner is again escorted to the frontier, unless the responsible authorities decide otherwise.

This measure, as can be deduced from the text above, aims at the most effective regulation and monitoring of access and residence of non-EC citizens in Italy to facilitate their integration and reduce the number of cases in which they are the object of discrimination and conflict.

AID TO THE UNEMPLOYED

Greece

Special programme for the workforce dismissed by "problematic" firms

A special programme is in force (Law no. 1892/90, article 33) for workforce which has been dismissed by so-called "problematic" firms in the public sector. According to this programme, the redundant workers have the following options:

- Vocational retraining: persons choosing this option receive a special subsidy amounting to the average of the last monthly wages earned (maximum of DRA 200,000) for a period of 12 months following the termination of the employment relationship. At the same time, these persons select and attend one of the training programmes of the National Manpower Employment Organisation (OAED).

- Self-employment: dismissed persons starting up their own enterprises may receive 12 months' special allowance in a lump sum.
- Regular unemployment benefit.

So far, 9,572 persons have benefited from this programme, the costs of which have been approximately DRA 16.7 billion.

TRAINING

Portugal

Legal framework for vocational training

In Decree-law 401/91 of 16.10.91, the legal framework is laid down for vocational training so as to make training more geared to working life. This follows the agreement on vocational training which was reached by the Government and the social partners (cf. MB 36) and incorporates it either into the educational system or into the employment market. Thereby, besides the general principles which define the concept to be followed and the objectives to be achieved, a definition is also given of the basic organisational precepts concerned. Among other points, it has proved necessary to introduce a range of diplomas into the vocational training system.

This legal instrument also regulates matters relating to persons providing vocational training, its methods (introduction, qualification, advanced training, retraining and specialisation), contents of training and job descriptions, and finally, financing, evaluation and coordination. This Decree-law assigns the financing of vocational training to the State, to training bodies and to other national and international bodies, particularly within the Community.

Vocational training will be submitted to systematic evaluation from an administrative and financial point of view, or focussing on teaching methods or employment. This will be conducted at national, sectorial and regional levels by bodies which are responsible for coordination. The coordination of vocational training courses which are incorporated in the educational system falls under the Ministry of Education, whereas the Ministry of Employment and Social Security (*MESS*) coordinates courses within the employment market. The social partners participate in

the overall coordination through the Permanent Council for Social Concertation.

Decree-law 405/91 of 16.10.91 complements the regulations mentioned above; it establishes the legal framework for vocational training which is incorporated in the employment market and is destined for (self-employed) workers and the adult unemployed. It in fact clarifies the role of the State, enterprises and other employer or training bodies; it gives concrete form to the coordination of the vocational training system and defines the basic criteria for awarding training grants.

The institutions which are primarily responsible for promoting training are the State, the social partners, enterprises and other employer bodies, employers' organisations and trade unions as well as other bodies (public, private, profit-making or non-profit-making) and cooperatives.

It is the role of the State and particularly of the *MESS*:

- to define vocational training policy;
- to contribute to the optimisation of the training capacities, taking the country's needs into account;
- to allocate funds to training bodies and to guarantee the recognition of training through a system of diplomas;
- to ensure training for the unemployed, including first-time jobseekers, whilst granting priority to those categories which have the most problems integrating into the employment market.

In order to implement these regulations, financing of vocational training will be assured by the funds allocated by the State Budget and by a higher percentage of social security contributions paid by workers and employers.

JOB CREATION

Greece

Subsidies to regular employment for 1992

Wage-cost subsidies are available for newly created jobs in the private sector (Decision no. 34152 of 30.12.91). On the condition that there have been no dismissals in the enterprise in the previous three months, employers (private enterpris-

es, local government enterprises and cooperatives) who employ unemployed persons in new jobs (lasting for at least 16 months) receive a subsidy, for a period of one year, amounting to:

- DRA 2,000/day for persons aged 25 years and older;
- DRA 2,200/day for under 25-year-olds.

JOB CREATION

Priority is given to specific target groups:

- employees who have been dismissed from "problematic" firms (i.e. certain firms in the public sector) and who attend a retraining programme: DRA 2,500/day for persons aged 18-55 years and DRA 2,700/day those aged 56-60 years;
- persons who are employed in areas which are in decline such as Lavrion, Kozani, Evia, Thebes and Ahaia: DRA 2,500/day for persons aged 18-55 years and DRA 2,700/day for those aged 56-60 years;
- inhabitants of Pontos in the former USSR, of Greek origin (cf. iM 29), returning to Greece: DRA 2,400/day;
- employees having completed higher education or a university degree: DRA 2,500/day;
- employees in enterprises in frontier regions:

DRA 2,200/day;

- employees in enterprises in frontier regions in the manufacturing, crafts or mining sectors: DRA 2,400/day;
- employees with disabilities: DRA 2,600/day.

Financial support for enterprise start-ups

Financial support is available for 18 - 50-year-olds who set up their own enterprises (Decision no. 34304 of 12.1.92). The new entrepreneurs receive a subsidy of DRA 350,000 (in services and commerce) and DRA 450,000 (in manufacturing). Persons who have been dismissed from "problematic" firms and who attend a retraining course receive DRA 450,000 and DRA 550,000 respectively. Furthermore, persons aged between 25 and 50 years must have been unemployed for at least one year to receive the subsidy.

SPECIAL CATEGORIES OF WORKERS

Italy

Positive actions to support female entrepreneurship

On 25.2.92, Law 215 was passed in order to foster basic equality and equal opportunities for men and women in economic and entrepreneurial activities. The main objectives are the following:

- to foster the creation and development of female entrepreneurship, particularly in the most innovative fields of the various productive sectors;
- to promote entrepreneurial training and to further the professionalism of businesswomen;
- to encourage (also in financial terms) enterprises with predominantly female personnel;
- to develop women's knowledge of the running and management of family businesses.

The envisaged benefits of the regulation apply to the following organisations:

- cooperatives and companies in which at least 60% of the workforce is female;
- companies where at least two-thirds of the shares are owned by women;
- individual enterprises which are managed by women;
- enterprises, associations, companies, companies to promote entrepreneurship, also those with combined public and private funds, training centres and professional associations which promote business training courses or enterprise creation, or consultancy services and technical and managerial support services which are reserved for 70% for women.

National Fund

Besides such regulations, a national "Fund" has also been established for the development of female entrepreneurship with a financial allocation of LIT 30 billion for 1992-1994, spread evenly over the period. Through the Fund, the first three types of enterprises mentioned above may obtain the following facilities:

- financing of up to 50% of expenditure for installation and equipment ;
- reimbursement of up to 30% of the costs incurred for the purchase of services which, amongst other things, are intended for increased productivity, for reorganisation, the transfer of technology and the development of quality systems.

These subsidies can be increased to 60% and 40% respectively if the beneficiaries work in the areas as specified in EEC regulation no. 2052/88 of the Council of 24.6.88 (Abruzzo, Basilicata, Calabria, Campania, Molise, Apulia, Sardinia and Sicily) and in the territories hit by industrial decline. Furthermore, the last category of enterprises listed above may be reimbursed by the Fund for up to 50% of the costs incurred for activities undertaken.

The regulation also provides for financial facilities through credit institutions and concerns (banks) of no more than LIT 300 million for a maximum of 5 years. The interest rate will be 50% of the rate that applies in the sector to which the beneficiary company belongs. The interest rate may be reduced to 40% in relation to the going rate for enterprises which are active in the south of the country, as indicated above.

SPECIAL CATEGORIES OF WORKERS

Committee for Female Entrepreneurship

The Committee for Female Entrepreneurship has been set up at the Ministry of Industry and Trade. It consists of the Minister of Industry and Trade (Chairman), the Minister of Labour and Social Security, the Minister of Agriculture and Forestry, the Minister of Finance, or their delegates. Furthermore, credit institutions are also represented, as is each organisation which is the most representative for the cooperative sector, for small industry, trade, handicrafts, agricul-

ture, tourism and services.

The members of the Committee are nominated by decree by the Minister of Industry and Trade and sit on the Committee for a period of three years. This Committee is responsible for the management and general programming of the subsidies which are laid down by the regulation (Law 215/92) and promotes studies, research and information on female entrepreneurship. A sum of LIT 500 million has been set aside for the implementation of the Committee's activities.

Netherlands

Upper House agrees to Law to curb incidence of industrial disability

The Upper House has accepted the draft law on the Reduction of the Number of Persons Incapable of Working (*TAV*; cf. MB 36). The *TAV* law (the first of a series of three) contains a number of measures which should urge employers and employees to limit the number of working hours lost through illness and the incidence of industrial disability in their company. Much of the law came into force on 1.3.92.

Bonus and penalty system

As of 1.3.92, an employer who offers employment for at least one year to a person who has been declared unfit for work, can apply to the industrial insurance board for a bonus payment. This bonus amounts to half of the gross annual salary and is paid from the coffers of the General Disablement Fund. On the other hand, employers must pay a penalty payment to the fund if an employee becomes (more) unfit for work. The amount of penalty due depends on the risk that employees run of becoming unfit for work in the branch of industry concerned. The maximum amount is equal to six months of the employee's salary, which will be increased in future to a maximum of 12 times the gross salary. However, in a year, an employer never has to pay in total more than 5% of his/her gross labour costs.

Sickness Benefits Act

The contribution differentiation Sickness Benefits Act (*ZW*) becomes effective, at the earliest, on 1.7.92. The number of working hours lost through illness in an individual company co-determines the level of the *ZW* contribution. If the number of hours lost is higher than the average for the branch of industry concerned, then the level of contribution increases. Employers who are below the average, pay less contribution.

The effects of contribution differentiation are also noticeable in the employees' part of the contribution. Industrial insurance boards can charge employees a maximum of half of the extra

contribution. Employees now pay approximately 1% of the gross salary.

If persons who have been declared partially unfit for work do return to work, but fall ill, their sickness benefit is increased to 100% of the salary which they would otherwise receive. This means that the employer no longer has to supplement the sickness benefit which is 70% at the moment. The measure should stimulate employers to employ more persons who have been declared partially unfit for work, and, it will provisionally be effective for a period of three years.

Under the Sickness Benefits Act, sick employees are now often able to gradually resume their work under modified circumstances, or even go and work for another employer. Application of this provision is extended in the *TAV* law. It will be simpler to resume work for another employer. If the original employer is unwilling to comply with the regulation he/she has to pay an amount equal to what the sick employee could have earned in suitable employment. The employee must also be willing to cooperate, refusal to do so will lead to a reduction of the employee's benefit.

A similar regulation has been introduced into the Disablement Insurance Act (*WAO*) and the General Disablement Benefits Act (*AAW*) so that application of this measure can be continued after the year in which the *ZW* applies.

The *TAV* also contains a provision enabling the social partners to establish by collective agreement that the employee forfeits days of his/her holiday in the event of illness. Furthermore, through the *TAV*, the social partners can arrange that employers do not continue to pay wages during the first two days of illness.

Wage-cost and supervision subsidy

The participation of the disabled in the labour process can be furthered by means of subsidies and training. All employers who take on a person who has been declared unfit for work can apply for wage-cost subsidy. This amounts to a maximum of 20% of the salary and can be paid for no

longer than 4 years. In addition, there is a supervision subsidy of a maximum of NLG 4,000. This is only awarded if it is evident that extra time and effort would be necessary to integrate a potential candidate (i.e. declared unfit for work) into the workplace. The subsidies are granted by the Joint Medical Service for Trade and Industry (*GMD*) or by the National Civil Pension Fund (*ABP*). An employer is not eligible for wage-cost subsidy if he/she has already received a bonus through the bonus/penalty system.

After completing a training course, persons who have been declared unfit for work will have a year (maximum) to find employment before the benefit is subject to review. This occurs now in theory after the course has finished. The review can lead to a reduction of the degree of industrial disability, and consequently to reduced benefit also, even though the person concerned has not yet been able to find employment. This regulation has been changed because it hindered persons who had been declared unfit for work from at-

SPECIAL CATEGORIES OF WORKERS

tending further training or retraining courses. If a person who is unable to work finds suitable work, and thereby earns an income, the disability allowance is not always immediately revised. On the basis of the *TAV* law, the revision of the allowance can be delayed for a maximum of three years, for as long as there is uncertainty over whether it concerns a permanent form of income.

Registration obligation

It is laid down in the Act on the Employment of Disabled Workers (*WAGW*) that employers must register the numbers of disabled persons whom they employ.

Reporting illness

The industrial insurance board must promptly report cases of illness to the *GMD*. In this way, all possibilities for resuming work or finding suitable work can be analysed at an early stage. The so-called "six-month-report" is already in force in the agreements reached for cooperation between industrial insurance boards and the *GMD*.

Netherlands

Employment Service maintains registration method for minorities

The Central Employment Board (*CBA*) is going to maintain the registration method for ethnic minorities, which was introduced early in 1992. This means that during the registration process at the employment offices, each applicant is asked to give his/her own place of birth, as well as that

of the parents. This information is often sufficient to determine whether they belong to a minority group, but if not, applicants are asked to indicate which group they feel they belong to ("self-identification"). Each registration is conducted with meticulous care and the privacy of the applicants is guaranteed. This registration method does not contravene any national or international legislation which is currently in force.

WORKING TIME

Netherlands

Same rate of pay for part-time work

The Cabinet wants to introduce a new law which would entitle part-time workers to claim the same hourly wages as full-time workers in the same jobs. A satisfactory and precise regulation of pay in relation to working time is considered increasingly important. Well over two million people are in part-time employment, which constitutes roughly a third of the working population.

Belgium

Collective agreement on outplacement

The National Labour Council concluded collective agreement no. 51 on outplacement during its sitting on 10.2.92. This was called for by the Minister of Employment and Labour at the end of 1989. This legal instrument includes the essential elements necessary to arrive at a better framework for outplacement, such as a definition, the conditions which must be fulfilled before having recourse to it, and the procedure of consultation with trade-union representatives.

Definition

Outplacement covers a range of services and counselling sessions which are given individually or in groups by an outplacement agency (private or public individual or legal entity, institution or body established under public law). This takes place in return for payment and at the request of an employer, to enable a worker to find a job for a new employer as quickly as possible. Alternatively, the worker may establish himself/herself as self-employed.

In view of the fact that outplacement is not the same as placement (moreover, placement for profit purposes is expressly prohibited by ILO convention no. 96), the services offered by outplacement agencies are limited to psychological guidance, drawing up a personal assessment and assistance in working out a job hunting campaign. Furthermore, they assist in the negotiation of new employment contracts and in the process of integration into the new work situation, as well as providing logistic and administrative support.

Conditions

The wheels of outplacement may only be set in motion if the worker concerned has given prior written consent. This statement must contain the date upon which the outplacement process begins, the type of outplacement intended (individual or group), the name of the agency and the worker's programme during outplacement.

When outplacement is linked to a dismissal, the worker can only consent to the outplacement procedure being started after confirmation of the period of notice or of the immediate termination of the employment contract. The worker who has consented to the outplacement procedure must cooperate willingly. The costs of the operation are for the individual employer who gave the commission.

The outplacement agency must undertake to do the following:

- to continue its activities, for a maximum of two

- years, until the worker has found a new job (the period may be lengthened or shortened by collective agreement drawn up together with all employees' organisations represented in the enterprise's trade-union delegation);
- to continue its activities, even if the employer fails to respect his/her obligations;
- to resume its activities if the worker is dismissed within a year of being employed (except if the dismissal is for a serious reason or refusal on the part of the worker);
- to guarantee that information obtained about the worker is treated confidentially;
- to pass on the file relating to the worker concerned if he/she so wishes at the end of the procedure;
- to not interfere with contacts between the worker and potential employers, nor to operate as an agency for placement, recruitment or selection purposes;
- to not influence either the dismissal decision or the negotiations relating to it;
- to guarantee compensation for the worker, equal to three months' salary in the event of failure to respect the above-mentioned commitments.

Furthermore, the outplacement agency must undertake, in relation to the former employer, to arrange insurance which guarantees, during the outplacement activities, the same cover for the worker as that which is guaranteed by legislation for accidents at the workplace.

Information and consultation

The employer who intends to make use of outplacement in his/her enterprise is obliged to inform and consult the works council or, in its absence, the trade-union delegation, on such matters.

In addition, it is the works council that decides which outplacement agency will be called in when a given number of workers are concerned (at least 10 workers in enterprises with an average of between 20 and 100 employees, 10% of workers in enterprises with between 100 and 300 employees, at least 30 workers in enterprises with at least 300 employees during the fiscal year (1.1. - 31.12.) prior to the outplacement commission). The works council's decision is taken on the basis of a majority of votes cast by the staff delegation. This decision does not affect the proposal and organisation of outplacement for which the employer retains the initiative and right of decision.

On the request of the worker to whom outplacement is proposed, an interview is held with the employer, at which the worker may request the assistance of the union delegate.

Centrefold

Nordic labour market policy and institutions in Finland, Iceland, Norway and Sweden.

In November last year a joint meeting took place between the MISEP correspondents and the information officers of the Nordic Labour Market Committee in Copenhagen, Denmark. This meeting was organised to exchange information on the labour market policies in view of the increasing cooperation between Member States of the EEC and the Member States of the Nordic Council. As a follow-up to this meeting the following comparative overview presents a brief description of the Nordic labour market policy and institutions in Finland, Iceland, Norway and Sweden.

The information below has been provided by the Ministry of Labour in each country. If there is no statistical information available it is stated in the text (n.a. = not available).

The following features have been selected:

- 1. Ministry responsible for labour market policy.**
- 2. Structure of the labour market administration.**
- 3. Tasks of the labour market administration.**
- 4. Special labour market institutions.**
- 5. Total population in 1991.**
- 6. Labour market statistics:**
 - Labour force participation rates (15/16 - 64/74 years).
 - Average annual growth rates of the labour force.
 - Number of employed and their share in the labour force.
 - Number of unemployed and their share in the labour force.
 - Number of long-term unemployed (unemployed for more than 6 months) and their share in total unemployment.
 - Average number of unemployed persons per staff member in employment offices.
- 7. Public expenditure on labour market programmes in national currencies:**
 - Total.
 - Administration.
 - Active measures.
 - Income maintenance.
- 8. Percentage of labour market policy budget spent on:**
 - Employment services and administration.
 - Active measures.
 - Income maintenance.
- 9. Main employment measures:**
 - Training.
 - Job creation.
 - Special categories of workers.
 - Aid to the unemployed.
 - Placement.
 - Other.

Norway

1. The Royal Ministry of Labour and the Government Administration - Department of Labour

2. The Norwegian Labour Market Administration is structured as follows:

- Directorate of Labour;
- 18 County Employment Offices;
- 111 District Employment Offices;
- 18 Employment Counselling Services.

3. The Directorate of Labour monitors developments in the labour market, provides information and advice to the Ministry and external agencies, submits proposals for legislative amendments, and controls activities at the offices of the service around the country.

The County Employment Offices monitor developments in the labour market and chart the need for services for jobseekers and employers. They plan, develop and coordinate measures aimed at reducing maladjustments in the labour market.

The District Employment Offices are service offices for jobseekers and employers. They:

- provide information on vacancies;
- give guidance in matters concerning occupations and education;
- offer and implement relevant schemes, e.g. qualification and training courses;
- make appropriate arrangements for rehabilitation schemes and on-the-job rehabilitation and follow-up programmes of action for different groups;
- pay visits to employers;
- administer the unemployment benefit scheme.

4. The Employment Counselling Services serve the vocationally handicapped and others who are in need of more guidance than the District Employment Offices can provide. The Services give advice to jobseekers concerning choice of education and occupation. They provide assistance in connection with problems in the job sector and recommend training which will improve jobseeking behaviour and work capacity.

They assist employers in adapting workplaces to the needs of the vocationally handicapped, develop methods and provide training for the Service's employees in matters relating to occupational rehabilitation.

5. 4.2 million

6. Labour force participation rates in 1991:

Men: 74.6 %
Women: 62.3 %

Average annual growth rates of the labour force:

1990: 0 %
1991: -0.75%

Number of employed and their share in the labour force:

1990: 2,030,000 95.6 %
1991: 2,010,000 95.2 %

Number of unemployed and their share in the labour force:

1990: 92,700 4.4 %
1991: 100,700 4.8 %

Number of long-term unemployed (unemployed for more than 6 months) and their share in total

unemployment:

1990: 29,300 31.6 %
1991: 30,700 30.5 %

Average number of unemployed persons per staff member in employment offices:

1990: 46
1991: 45

7. In 1991, amounts and in percentage terms of GDP:

Total NOK 15,543.3 million - 2.3 %
Administration NOK 853.8 million - 0.1 %
Active measures NOK 6,186.3 million - 0.9 %
Income maintenance NOK 8,503.2 million - 1.2 %

8. In 1991:

Employment services and admin. - 5.5 %
Active measures - 39.8 %
Income Maintenance - 54.7 %

9. Training

- Qualification and upgrading of unemployed, employed in an insecure job situation and groups with special needs;
- Apprenticeships in government services.

Job creation

- Wage-cost subsidies to stimulate employers to set up in-plant rehabilitation programmes;
- Grants for setting up enterprises and self-employment. Priority is given to unemployed, women and economically deprived areas.

Special categories of workers

- Work training on group basis: subsidies for work experience for persons with social handicaps;
- Subsidies for in-plant training programme to train and educate persons employed in enterprises encountering difficulties;
- Work experience vocational programmes, specially for young jobseekers and those with special needs;
- Wage subsidies for employers to improve employment possibilities for special groups of unemployed persons (eg. refugees, LTUs, youth);
- Job creation in public sector for the unemployed who are unfit for work;
- Labour market enterprises: temporary sheltered employment in "transition firms" for persons who are unfit for work.

Other

- Promotion of labour market mobility: subsidies covering travel costs for job interviews or removal expenses;
- Working while retaining benefits, to maintain working life experience of the unemployed.

Sweden

1. Ministry of Labour

2. The Swedish Labour Market Administration is structured as follows:

- National Labour Market Board;
- 24 County Labour Boards;
- about 360 Employment Services;
- 120 Employability Institutes.

3. The National Labour Market Board is the central administrative authority for labour market affairs and supervises the activities of the other labour market organisations. State, employer and union

representatives form a board of 14 members. Head of the board is the Director General. It has a relatively independent position vis-à-vis the Government and Parliament.

The County Labour Boards direct, co-ordinate and follow up activities in their various counties. The board is headed by the County Labour Board Director and 8 other representatives of the state, the employers and the union.

The Employment Services provide services for job seekers and companies, inter-regional placement and job counselling. There are about 360 employment services with sub-branches, including about 50 employment offices offering special services in the field of technology, economics and information processing.

4. The Employability Institutes offer jobseekers with reduced and limited work capacity counselling and vocational rehabilitation.

The Employment Training group provides employment and occupational training for adults. It does not receive any government funding and is free to sell its services on the entire training market. Most training is purchased from the County Labour Boards.

5. 8.5 million

6. Labour force participation rates in fiscal year 1990/1991

Men:	86.8 %
Women:	82.4 %

Average annual growth rates of the labour force:

1990:	1.1 %
1991:	-0.5 %

Number of employed and their share in the labour force:

1990:	4,507,700	98.5 %
1991:	4,430,400	97.3 %

Number of unemployed and their share in the labour force:

1990:	69,300	1.5 %
1991:	122,000	2.7 %

Number of long-term unemployed (unemployed for more than 6 months) and their share in total unemployment:

1990:	11,000	15.9 %
1991:	21,000	17.2 %

Average number of unemployed persons per staff member in employment offices:

1990:	14
1991:	22

7. In fiscal year 1990/91, amounts and in percentage terms of GDP, excluding sheltered workshops:

Total	SEK 27,553 million	- 2.0 %
Administration	SEK 3,327 million	- 0.2 %
Active measures	SEK 15,927 million	- 1.2 %
Income maintenance	SEK 8,299 million	- 0.6 %
Sheltered workshops	SEK 4,248 million	- 0.3 %

8. In fiscal year 1990/91:

Employment services and admin.	7.8 %
--------------------------------	-------

Active measures	66.0 %
Income maintenance	26.2 %

9. Training

- Free employment training paid by the government;
- Special support to unemployed people who enter regular forms of education or training (part of employment training);
- Financial government support for in-plant training.

Job creation

- Tax deductions for companies which hire a temporary replacement for an employee who is undergoing training;
- Start-up grants for unemployed individuals who want to start their own business;
- Legal obligation for municipality to offer jobs to unemployed 18- and 19-year-olds.

Special categories of workers

- Subsidies for firms for training tenured employees who are threatened by lay-offs;
- Programmes to provide young unemployed with work practice;
- Recruitment subsidies of 50% of wage costs for hiring long-term unemployed;
- Temporary work programmes within the public sector for long-term unemployed;
- Sheltered workshops for disabled people run by local or regional bodies;
- Recruitment subsidies and vocational testing for refugees and immigrants;
- Wage-cost subsidies for disabled persons in the regular labour market;
- Rehabilitation programmes for disabled people.

Aid to the unemployed

- Unemployment benefits for people of 18 years and older.

Placement

- Legislation to notify vacancies for employers.

Other

- Subsidies to persuade workers to move house.

Finland

1. Ministry of Labour

2. The Finnish Labour Market Administration is structured as follows:

- 13 Labour Districts;
- 188 Employment Offices;
- National Board of Labour Protection;
- 14 Labour Protection Districts;
- National Conciliators' Office;
- 6 Regional conciliators;

3. The Ministry of Labour is the central administrative authority for labour market affairs and supervises the activities of the labour administration.

The Labour District direct, co-ordinate and monitor activities in their various districts. Employment offices provide services for jobseekers and companies, job-counselling and labour market training for adults.

- 4.- Council for Labour Affairs (responsible for relations between social partners and Ministry of Labour);
- Seamens' service;
 - Labour Institute;
 - Labour Council,

5.5.1 million

6. Labour force participation rates in 1990:

Men: 78.9 %
 Women: 72.5 %

Average annual growth rates of the labour force:
 1990: - 0.2 %

Number of employed and their share in the labour force:

1989:	2,470,200	n.a.
1990:	2,467,000	96.5 %
1991:	2,346,473	92.4 %

Number of unemployed and their share in the labour force:

1990:	88,000	3.4 %
1991:	193,000	7.6 %

Number of long-term unemployed (unemployed for more than 6 months) and their share in total unemployment:

1990:	14,696	16.7 %
1991:	37,056	19.2 %

Average number of unemployed persons per staff member in employment offices:

1988:	55
1990:	41

7. In 1990, amounts and in percentage terms of GDP:

Total	FMK 11,121 million	- 2.1 %
Administration	FMK 589 million	- 0.1 %
Active measures	FMK 4,575 million	- 0.9 %
Income maintenance	FMK 5,957 million	- 1.1 %

8. In 1990:

Employment services and admin.	- 5.3 %
Active measures	- 41.1 %
Income maintenance	- 53.6 %

9. Training

- Special training for unemployed who contemplate starting a business.

Special categories of workers

- Wage subsidies for disadvantaged applicants;
- Wage subsidies granted by the state and municipalities, to enterprises, associations and the private sector for the employment of disabled people;
- The municipalities are obliged to arrange for work or training placements for young people aged 17 to 19 years after three consecutive months of unemployment;
- The state or the municipalities are obliged to arrange employment opportunities for long-term unemployed;
- Wage-cost subsidies granted to an enterprise, association or a private enterprise employing a long-term unemployed or a person who is threatened by long-term unemployment;
- Rehabilitation programmes for disabled people;
- Vocational guidance programmes for adults and the disabled.

Placement

- Guided groups for jobseekers;
- Consultation services for employers;
- Computerised self-service facilities for jobseekers;
- Electronic data-base information of vacancies via television and 'Tele'(computer).

Iceland

1. Ministry of Social Affairs

2. The Labour Market Administration of Iceland is structured as follows:

The municipal authorities are responsible for placement services. The placement services are under the supervision of the Ministry of Social Affairs.

3. n.a.

4. Occupational Safety and Health Administration.

5. 250,000

6. Labour force participation rates in 1990:

Men: 89.6 %
 Women: 65.5 %

Average annual growth rates of the labour force:
 1990: -0.4%

Number of employed and their share in the labour force:

1990:	125,389	98.2 %
1991:	126,666	98.5 %

Number of unemployed and their share in the labour force:

1990:	2,255	1.8 %
1991:	1,900	1.5 %

Number of long-term unemployed (unemployed for more than 6 months) and their share in total unemployment:

1990:	620	27.5 %
1991:	443	23.3 %

Average number of unemployed persons per staff member in employment offices:

1990:	n.a.
1991:	n.a.

7. n.a.

8. n.a.

9. Training

- Bill concerning vocational training.

Other

- Act of 1991 concerning equal rights and opportunities for men and women;
- Cooperation with the EC in implementing the European Year of Safety, Hygiene and Health Protection at work;
- Appointment of a National Committee for the International Year of the Family in 1994;
- Survey of Foreign Workers in Iceland;

Portugal

System of occupational information

In the context of the agreement on vocational training policy which was reached by the Government and the social partners (cf. MB 36), D.L. no. 59/92 of 13.4.92 has introduced the system of occupational information for employment, training and reintegration into working life. This aims to encourage social dialogue in the definition, development and implementation of employment policy.

All private and public bodies which are interested may contribute to the system. Its principal objectives are:

- to provide information on employment and vocational training opportunities and conditions;
- to match supply and demand in the fields of employment and training;
- to encourage initiatives, innovation and development.

MISCELLANEOUS

Belgium

Customs agencies and haulage companies in the face of Europe in 1993

The dismantling of the European national borders on 1.1.93 will have unfavourable economic and social consequences for workers employed by customs agencies and haulage companies.

In order to ease the negative effects, and above all to limit the number of dismissals, a decision has been taken to modify the regulations relating to early retirement by joint agreement (cf. BIR Belgium vii.2) and youth traineeships (cf. BIR Belgium iv.2).

Until 31.12.93, it will be possible for certain enterprises, which come under the jurisdiction of the joint commission for import, export, transit, foreign trade, shipping companies and haulage firms, to be considered as enterprises undergoing difficulties. These companies will, as such, have more recourse to early retirement and the benefit of dispensation from the requirement of employing young trainees.

As far as early retirement is concerned, this adjustment in the application of the system will

PLACEMENT

In the public sector, occupational information should be provided directly not only by the public employment service, but also by educational establishments, regional social security centres and local authorities.

In the private and cooperative sectors, this task is the responsibility of trade union organisations, employers' associations, professional and company organisations, placement agencies, temporary employment agencies and of others, notably the private social solidarity institutions.

The Ministry of Employment and Social Security coordinates occupational information jointly with the other Ministers and with the participation of the social partners. The different Ministries and the social partners contribute to the coordination of the system through the Management Board of the Institute for Employment and Vocational Training (*IEFP*) or the Cross-departmental Employment Committee.

Furthermore, the *IEFP* provides basic services and financing necessary for the organisation, functioning and coordination of the system.

not be automatic. A collective agreement will soon be drawn up in the joint commission (cf. BIR Belgium, Ch.I.4). It will include the possibility of early retirement for employees aged 50 years and older (the normal age is 58 years and older) and a reduced period of notice. In addition, the workers who retire early will not have to be replaced by unemployed persons and the special contribution to the National Employment Office (*ONEM*; cf. iM 34) will not be payable for as long as the enterprise is recognised as undergoing difficulties.

For the youth traineeship, not all enterprises of the sector are automatically considered as enterprises undergoing difficulties either. A collective agreement must be concluded in the joint commission so as to set the criteria and modalities which apply for exemption from the obligation to take on young jobseekers at the rate of 3% of staff numbers.

Enterprises wishing to benefit from these temporary measures will be able to submit their requests to the joint commission. The commission will then convey its opinion to the Minister of Employment and Labour who will decide on official recognition of an enterprise undergoing difficulties.

France

The ANPE and the Olympic Games

The ANPE participated in the five years of preparations which preceded the Winter Olympic Games, in the framework of State intervention programmes. This operation was organised in three phases:

- **Phase 1:** The creation of a specific structure, based in Albertville (the A3 network), responsible for processing job offers and specific or seasonal applications as well as pinpointing training needs.
- **Phase 2:** The realisation of recruitment programmes and the permanent development of training. The A3 network was accompanied by other ANPE units, in particular "construction" correspondents were designated in each Savoy agency, relations were established with other major yards/sites with available manpower (the shipyards of La Hague, mines and coal mines of the North and Lorraine departments, etc.). The ANPE also participated in the Monitoring Committee and in the training recruitment programme - "Enjeu 92".
- **Phase 3:** The preparation of specific conversion instruments for retraining purposes in cooperation with the Savoy prefecture which assigned the Council Cabinet "Development and Employment" to provide an outlook on the period following the Games.

Some important observations can be made as a result of quantitative activity reports which have already been compiled:

- a doubling of the number of job offers registered by the ANPE in the department;

- the modernisation of the ANPE network for seasonal work has been extended to the Northern Alps, and will be extended to other French regions in the near future;
- a strong stimulus for all sectors of activity, particularly services to companies.

A range of know-how has also been acquired at the various levels within the ANPE:

- studies have been converted into steering instruments in a partnership framework for the years to come;
- skills recall networks have been extended to the entire region in the fields of employment and training;
- a procedure to ensure quality and accuracy in the conduct of recruitment and conversion/retraining operations.

Even if the programmes only have long-term effects, this period has demonstrated the necessity to restore stability in the key sectors of the Savoy economy, namely:

- the tourist sector and hotel industry in its call for external manpower;
- the creation of industrial centres to boost employment throughout the department;
- consideration of the future of major industrial groups in the Savoy and their future relation with the web of SMEs and SMIs.

The preparation of the "Savoie Horizon 2000" plan is the first effect of the period following the Winter Olympics. The plan is indicative of the direction that the implementation of the internal development plan of the ANPE will have to take in the Savoy.

A3 NETWORK

With the prospect of the Games, but also in response to growing needs for seasonal personnel in the mountain resorts, the ANPE resources were reinforced and reorganised in a network which was baptised "A3 Network".

It is led and coordinated by the A3 Agency in Albertville and consists of 10 permanent local agencies, 15 seasonal sub-branches in the winter and 11 in the summer, situated in the three departments of the Upper Savoy, Savoy and Isère.

Initially, it functioned on a double system of circulating job offers and processing applications, it was transformed on the basis of a specific telematic file (French Minitel system) to check the suitability of applications and to obtain access to all of the computer files (job offers and applications) of the Rhône/Alps region.

Quantitative results

Results were obtained thanks to the work of the ANPE A3 Network in the Alps, but also thanks to the efforts of all local employment agencies which sent their applicants.

The results of the following programmes are especially significant:

- construction and civil engineering, and conversion/retraining courses;
- vocational training courses;

Table: Some results

	1988	1989	1990	1991
Job offers collected (*)	10,000	15,000	15,000	17,000
Recruitments achieved by the ANPE	6,000	8,000	9,000	12,000

(*): These are the job offers collected by the three alpine departments.

The hotel industry represents the largest volume of jobs offered (cooks, waiters/waitresses, barpersonnel, chambermaids). The second group includes all of the service jobs which are connected with the activities at the resorts (specialist salespersons, cashiers, skiers, organisers, shuttle bus drivers, lifeguards, etc.).

Construction and civil engineering

The preparations for the Winter Olympics meant recruiting 2,500 persons in a record time, and then to ultimately return to the original employment level at the end of the Games. Since the labour market was strained as a result of the considerable increase in demand for civil engineering companies from the second year onwards, the call for external manpower was necessary. The adjustment was achieved by a major use of temporary workers, particularly on a regional level. The sector of construction and civil engineering is the main beneficiary of the conversion plan for after the Games, thanks to the committee, known as PACT, run by the local Albertville agency and set up in December 1991. In this way, some of the workforce have been able to move towards maintenance and enterprise-orientated service activities as a result of their higher qualifications.

Vocational training courses

The well-coordinated strategy, implemented on a top-down basis, proved itself to be efficient in responding to the double concern of adjustment in the key professions and development of qualifications in a much broader sense to avoid the risks of exclusion.

Almost FF 15 million will have been channelled into this programme for running costs, in addition to the normal local funds, for more than 1,500 trainees with actions of 400 to 900 hours organised in some ten different places (as pre-qualification actions were generally paid for by the State and qualification actions were co-financed by professional bodies, they mostly appealed to establishments which were situated over the department boundaries). The profes-

sional sectors concerned were: tourism-hotel industry (300 persons), hosting/hostessing and languages (960 persons), construction (170 persons) and sporting professions (90 persons).

Thanks to constant collaboration with heads of companies and the involvement of specialists' know-how, more than 70% of the trainees found a job. Certain programmes, particularly for youth, took on a European dimension favouring the emergence of future skills.

Quality training thus proved itself to be the best protection against unemployment. The transformation of available training capacity remains one of the strong assets for the years to come, particularly for seasonal workers.

Conclusions

Without wanting to present an overall assessment, as the "promotional effect" of the Olympic Games can only be gauged in time, the economic successes of the Savoy are remarkable:

- 17% increase of paid work (14,000 jobs created) and twice as many job offers registered by the ANPE;
- keeping the unemployment rate lower than the regional and national averages (7%) which suggests a certain control over the labour market;
- marked pause in the construction of resorts which is an indication of the wish for a certain readjustment towards the quality of the tourist offer;
- major relaunch of the large Chambéry employment catchment area: an asset in the diversification expected in the Savoy economy, the first indicator of this was the positive balance of industrial jobs at the end of 1990.

United Kingdom

Euro-Action '92

In October 1992, the Employment Department will be joining with BBC Radio 1 to promote "Euro-Action '92" - a week of programmes and broadcasting support aimed at those wishing to

work, train or be educated in Europe. The series is an extension of the long-running and successful "Action Special" which has been an annual event in the UK for the last 13 years. (cf. iM 35)

Euro-Action '92 is planned as a pan-European

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broadcasting initiative, and, to date, 12 of Europe's national broadcasters and employment and training organisations have agreed to participate. Together with the UK, Euro-Action will be supported by Belgium, Czechoslovakia, Denmark, Finland, France, Germany, Hungary, Poland, Spain, Ireland and Sweden. It is hoped that other European countries will decide to join in as well.

Firstly, during the week of the campaign, 9-16 October, a national telephone line will be in operation in each participating country to answer specific questions and requests for advice from interested members of the public. The helplines will be staffed by specialists on opportunities in Europe including many representatives from employment, training and careers organisations from other European countries. The helpline is free and confidential and will be open for 12 hours each day during the week in question. It is anticipated that in the region of 40,000 queries will be dealt with by the UK alone during the week.

Secondly, the broadcasting unit is producing a comprehensive booklet to coincide with the campaign. The theme will be studying, working and living in Europe and will include information on job hunting, training opportunities, further and higher education, qualifications, starting a business, travel and much more. The booklet will be free to helpline callers and via freepost in the UK. Other countries are expected to do something similar.

Underpinning the event will be extensive programming on BBC Radio 1, with support coverage on Radio 2, 4 and 5 and BBC local radio. It is very widely expected that BBC TV will undertake some programming under the Euro-Action banner. Programmes will take the form of short informative pieces and interviews and much of the Radio 1 output will be from Europe. The helpline and booklet will be advertised frequently on air. The broadcasting authorities for the other countries will be adapting this model to suit their own circumstances. The event will be supported by the European Social Fund.

United Kingdom

Sexual harassment at work

On 5.3.92, the Employment Department published a booklet for employers and a companion factsheet for employees on combatting sexual harassment at work (Northern Ireland's Department of Economic Development are planning to produce their own booklet which will address their own particular needs). These were distributed to 100,000 employers in Great Britain with 10 or more employees as part of the UK's policy to raise awareness of sexual harassment at work. The initiative is also part of a European Community-wide effort to combat sexual harassment at work in the wake of the European Commission's recent Recommendation and Code of Practice on sexual harassment and the supporting Council of Ministers' Declaration.

The employers' booklet, "Sexual Harassment in the Workplace - A guide for employers", offers comprehensive guidance on how to deal with the difficult problem in the best interests of both employers and employees. It explains that all cases of sexual harassment are unwanted, and, if not checked, could cause serious problems with staff morale and could even affect the efficiency of the business. The onus is on employers to ensure that the dignity and respect of their employees is protected as far as possible.

The booklet gives examples of what could constitute sexual harassment, and also warns that some cases of harassment could amount to serious assault and give rise to civil or criminal proceedings. The annex to the booklet explains

the legal position of employers in the UK, and their obligations under existing employment legislation and the Sex Discrimination Act 1975.

Preventative measures and complaints procedure

It advocates the adoption by employers of sensible preventative measures, suggesting that a code of practice or standards be drawn up that all employees know about and are expected to conform to. Usually, this adoption of a formal policy on harassment is enough to act as a deterrent. This, however, will not work all the time, so the guide also advises the employer on how to deal with complaints if and when they arise and where to go for further information. It stresses that the best way to resolve problems is usually informally, but if the complaint is too serious then the matter has to be pursued through a formal complaints procedure. It also suggests training of staff and managers to be aware of the problem, how to recognise harassment in their work area and deal fairly with complaints.

People who have been victims of sexual harassment also need to be aware of the steps they can take, either through their company's personnel or welfare department, or in the most severe cases, through an industrial tribunal. The victim should be able to receive confidential counselling and advice which should not interfere with any agreed complaints procedure.

The employers' guide is accompanied by a leaflet, "Sexual Harassment in the Workplace - the facts the employees should know", which is aimed at

employees. This leaflet goes into more detail about the action to take if they are being sexually harassed. Such action may include informal and formal approaches to their supervisors and/or

employee representatives. It also explains the range of possible remedies available to them under both the sex discrimination and employment protection legislation.

INTERNATIONAL

Greece

Cooperation with Eastern Europe

On 18.6.91, a cooperation protocol was signed by Greek and Bulgarian Labour Ministers for the regulation of labour force issues. The most important activities which were agreed upon were:

- Interchange of high ranking civil servants between the two Ministries aimed at developing regulations to support the modernisation of the Bulgarian labour system.
- The National Manpower Employment Organisation (*OAED*) is undertaking the task of training a number of Bulgarian trainees in the

development of human resources.

- The Greek Ministry of Labour is offering 10 scholarships to natives of the Republic of Bulgaria for their training in sectors of their own choice.
- The *OAED* is bearing the costs of training high-ranking union members in order to participate actively in the process of restructuring production with the aim of upgrading the workforce's capabilities and to promote employment.
- In the framework of the European PHARE programme, cooperation with Bulgaria in training issues, as well as in the privatisation of SMEs will be promoted.

Italy

Cooperation with Central and Eastern European countries

On 26.2.92, law 212 was enacted which relates to "Cooperation with Central and Eastern European countries". This provision is in line with actions which the Italian Government has conducted in the past which aimed at increased international cooperation. It is also particularly interesting since the area in question is in need of concrete initiatives and programmes for the elaboration of structural reforms which are essential for the transition to new market economy forms.

It is envisaged that the forms of cooperation, as laid down by law, can be effective in stemming the exodus of human resources "fleeing" in the direction of Western Europe. This phenomenon aggravates the situation on the labour market in countries, such as Italy, where immigration of non-European workers is already on the increase.

The law therefore fosters cooperation on all fronts - economic, social, scientific, technological, educational and cultural - in the context of the European integration process, in order to promote improved human and natural resources, the consolidation of democratic values of pluralism and the guaranteed protection of human rights.

Initiatives which are launched in the framework of multilateral EC cooperation, and other international organisations in which Italy participates, are considered as priorities. The formulation of the general directives and the approval of the overall programme are the responsibility of the Cross-departmental Committee for Foreign Economic Policy (*Comitato interministeriale per la politica economica estera - CIPES*). This committee consists of the Minister of Foreign Affairs and the Ministers from other Ministries inasmuch as their departments are involved.

Subsidies are awarded to enterprises from Italy, from the EC or from the countries in question, which participate in industrial and agrarian reform, in reorganisation in the fields of environment, hygiene and health, energy, the modernisation of tourism and art and urban reconstruction.

Furthermore, the *CIPES* reserves an amount, equal to at least 15% of the funds earmarked for each financial year for projects which are developed by or entrusted to regions, provinces, local bodies, universities, scientific institutes, vocational training institutions, environmental associations, cooperations which work together with similar bodies in the foreign country concerned. These projects are conducted with the following

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aims:

- vocational training, technical assistance and supervision for repatriation programmes or programmes for the creation of economic activity in the countries of origin;
- training and assistance in the legal-institutional field, especially aimed at young persons and youth organisations;
- programmes which are coordinated by the Minister of Employment for retraining employees and for their employment in "joint ventures", in SMEs and handicrafts;
- programmes of promotion and cooperation in the areas of the social and cooperative economy and environmental protection, for the development of production activities and management of services involving the direct participation of members;
- cooperation in the field of science, technology, culture, education, information and training;
- research and projects in the transport, telecommunication and distribution sector.

Rough currency conversion rates

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in May 1992:

Belgium	BFR	42.3
Denmark	DKR	7.94
Germany	DM	2.06
Greece	DRA	243
Spain	PTA	128
France	FF	6.90
Ireland	IRL	0.77
Italy	LIT	1,548
Luxembourg	LFR	42.3
Netherlands	HFL	2.31
Portugal	ESC	171
United Kingdom	UKL	0.70

BASIC INFORMATION REPORTS

Comparable information on labour market operations and policies from the EC-Member States is published in Basic Information Reports. These are currently being updated. So far, only recent versions of the Netherlands and Portugal BIRs are available. By the beginning of 1993, the BIRs for all countries will have been updated and will be available in English, French and /or German at the price of ECU 10 each (ECU 90 for set of 12). If you want the complete set to be sent to you in January 1993, please indicate this on the card provided.

The following reports are at this moment available in English, French and/or German:

Country	Published in	Languages
Belgium	1989	E / F
Denmark	1988	E / F
FR Germany	1988	E / F / G
Greece	1992	will soon be available
Spain	1988	E / F / G
France	1987	E / F
Ireland	1988	E / F
Italy	1988	E / F
Luxembourg	1992	will soon be available
Netherlands	1991 (update)	E
Portugal	1991 (update)	E / F
U.K.	1988	E / F

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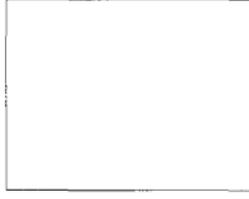
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EMPLOYMENT OBSERVATORY

The Employment Observatory of the European Commission currently produces four series of regular reports covering different aspects of the Community's labour market. The Employment Observatory complements the Commission's "Employment in Europe" report published annually in all Community languages.

Policies

The series on "Policies" 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 through the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the need for an exchange of information on employment policies and structures within the European Community. A bulletin of recent developments in employment policies is published quarterly in English, French and German. Basic Information Reports describing the national employment institutions and procedures are updated and published periodically.

Trends

The series on "Trends" contains summaries and analyses of employment developments in the European Community on the basis of published work (books, reports and scientific papers) throughout the Member States. It disseminates the information collected by the European System of Documentation on Employment (SYSDEM), which aims to collect, analyse, synthesise and disseminate available information on employment in the Community. It is published quarterly in English, French and German.

Research

The "Research" papers present the results of studies on specific themes carried out jointly each year by the Commission and the Member States. The themes for these studies are chosen by the Commission in consultation with the Member States and the Social Partners in the light of the contribution which can be made by the national co-ordinators and for their relevance for on-going policy analysis. They are published annually in English, French and German.

Central and Eastern Europe

The "Central and Eastern Europe" bulletin is a new addition to the Employment Observatory containing regular reviews of employment in the countries of Central and Eastern Europe. It aims to present up-to-date information on labour market and social conditions in these countries. It contains not only the latest statistical labour market indicators, but also analytical articles on employment developments in the five countries currently covered: Bulgaria, Czechoslovakia, Hungary, Poland and Romania. It is published twice a year, in English only at present.

East Germany

The aim of the series on "East Germany" is to present analytical and up-to-date information on the transformation process and its implications for the labour market in that part of the former Eastern Bloc which has already become a part of the European Community: the new German Federal States (Länder). The publication is addressed to persons and institutions in Western, Central and Eastern Europe who have an interest in the transformation process from a planned economy to a market economy. This newsletter is published every two months in German, English and French.