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basic information report

AG-197

**Ireland**  
institutions, procedures  
and measures

**1988**

**Commission of the European Communities**

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On the basis of an agreement of the directors general for employment, the Commission of the European Communities has created a Mutual Information System on Employment Policies (MISEP).

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States and a centralised secretariat under the overall responsibility of the Commission.

It was set up by the Commission in response to the desire expressed by the Member States' delegations in the Council to be mutually informed on developments in national employment policy measures and structures. The objective of the system is defined as "to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making", and aiding the Commission in its co-ordinating role at Community level.

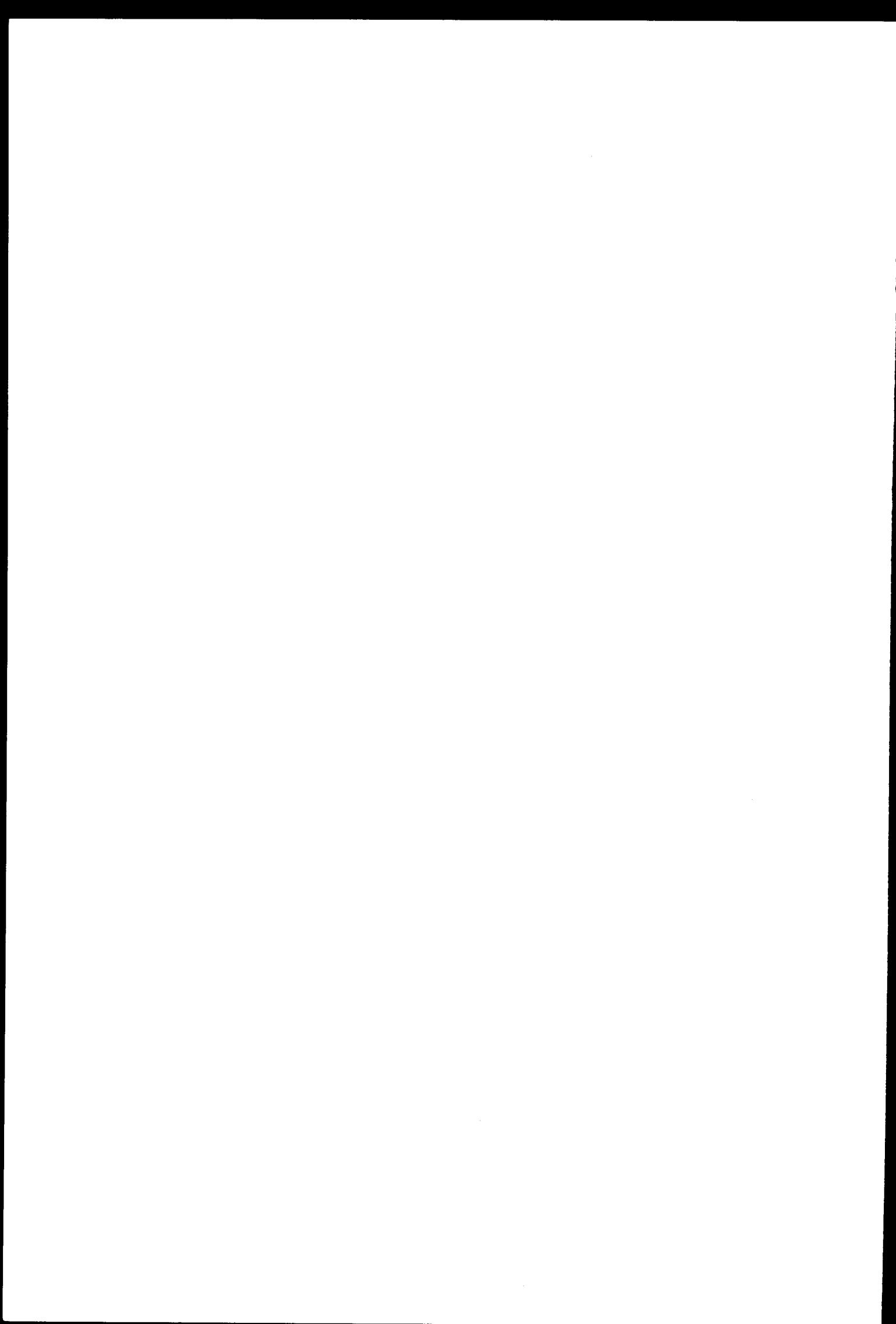
The "Basic Information Reports", as they are called by the correspondents, describe the structure and content of employment policy in each Member State. All reports follow the same structure and contain the same basic information which is essential to an understanding of the way employment policy is conceived and operated.

The material in the Basic Information Reports has been provided by the national correspondents and is correct as at 30 June 1988. It is intended as a guide and an explanation of national policy measures in force at that date and is not a substitute for the corresponding legal texts. It is designed to describe the policies and practices in Member States without value judgements either on the part of the Commission or the national correspondents.

While these reports will be updated periodically, further information and regular updating of measures are published in "inforMISEP", and reproduced in "Social Europe".

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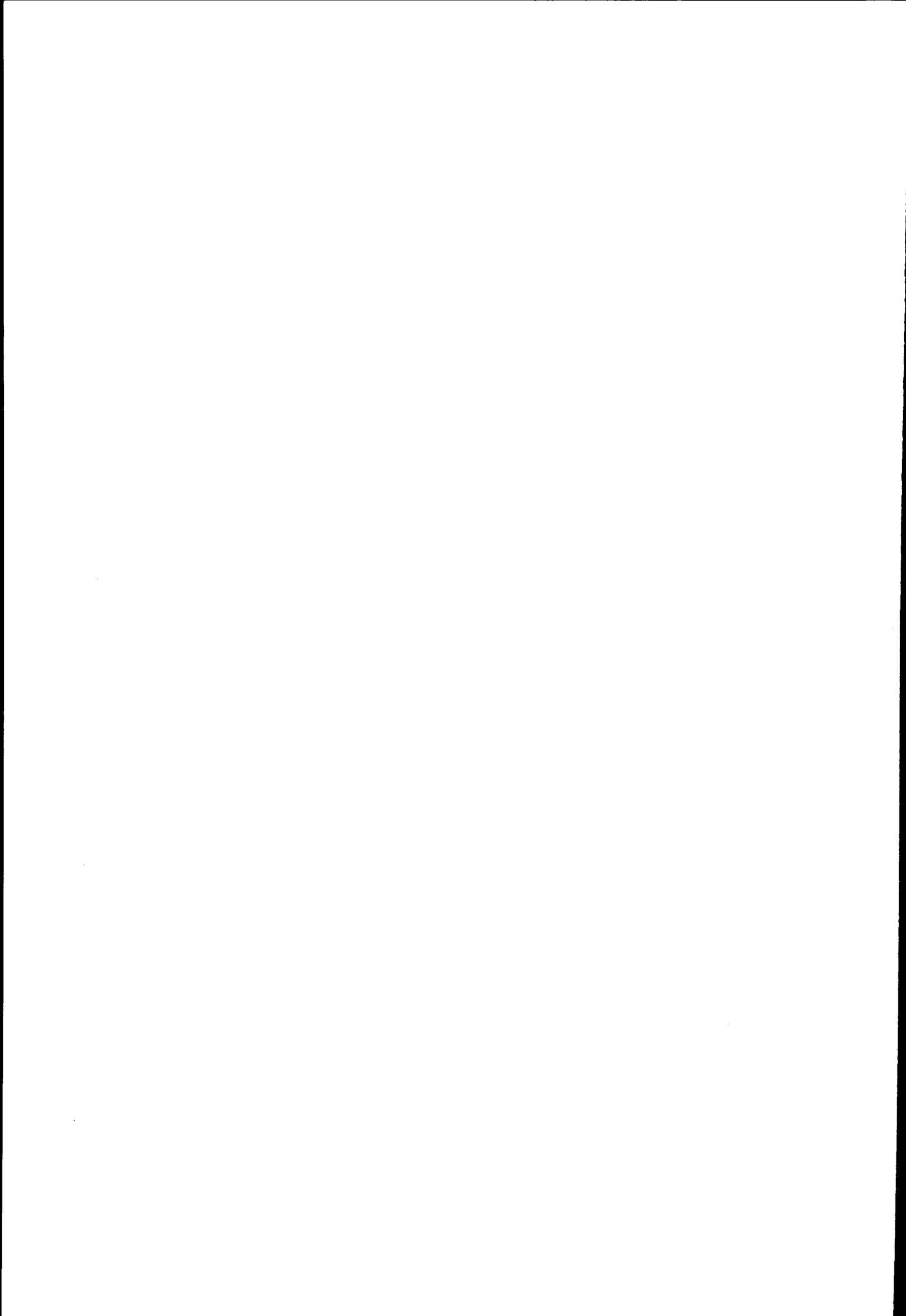


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## Chapter I : INSTITUTIONS

The three bodies described in this paper contribute to employment policy and its implementation in Ireland.

1. Department of Labour.
2. FAS - The Training and Employment Authority.
3. CERT - Council for Education, Recruitment and Training for the Hotel, Catering and Tourism Industries.

### 1. DEPARTMENT OF LABOUR

#### 1. Legal Status

The Department of Labour is one of the Departments of State as provided for under the Constitution. Its aim is to facilitate and contribute to social, economic and technological progress through the development of appropriate policies and programmes covering the areas outlined in 2 below.

#### 2. Decision-making bodies and decision-making procedures

The Minister for Labour is the head of the Department and has overall responsibility for all the functions of the Department of Labour which embraces manpower policy, conditions of employment (both from the social and safety point of view) and industrial relations :

##### Manpower Policy

The objectives of manpower policy are:

- (i) to take an overall view of the labour market and to ensure its efficient operation;
- (ii) to improve the employment opportunities of groups with special labour market problems.

The Department of Labour is responsible for the formulation of manpower policy while the two organisations under its aegis (FAS and CERT) are responsible for the delivery of the various manpower services, within the agreed policy framework.

##### Conditions of Employment

The objective of this area is to promote safety, health and welfare of workers and to encourage and influence improvements in conditions of employment and in the work environment generally. A wide range of regulations

in the area of worker protection falls within the responsibility of the Department of Labour. The measures cover the terms of employment (including holiday pay, terms of employment, procedure for dismissal, etc.) of the vast majority of the workforce. In addition, legislation exists which covers standards of occupational safety, health and welfare. Measures dealing with equality of treatment of workers applying for, and in employment are also within the competence of the Department of Labour.

One section of the Department deals solely with the formulation of new legislation in the employment field.

### Industrial Relations

The Department of Labour is the main Government Department responsible for Industrial Relations. In addition to administering industrial relations and trade union law, any new policies in regard to the industrial relations field are formulated in the Department of Labour.

A Monitoring Unit in the Department monitors developments in industrial dispute situations.

The Department of Labour provides for the staffing requirements of the Labour Court which is the main industrial relations forum in the country.

### 3. Diagram of the organisation

(see page 3)

### 4. Personnel

The Department of Labour currently employs 400 persons. Of these 30 are employed in the Manpower Division, 143 in the area of Conditions of Employment (including Safety and Health, Redundancy, Insolvency and the Employment Appeals Tribunal) and 68 in the Industrial Relations area (including the Labour Court and New Legislation Section). The balance are employed in support areas namely Personnel, Planning, Finance, Organisation and Computer Systems Support and in liaison sections for international agencies.

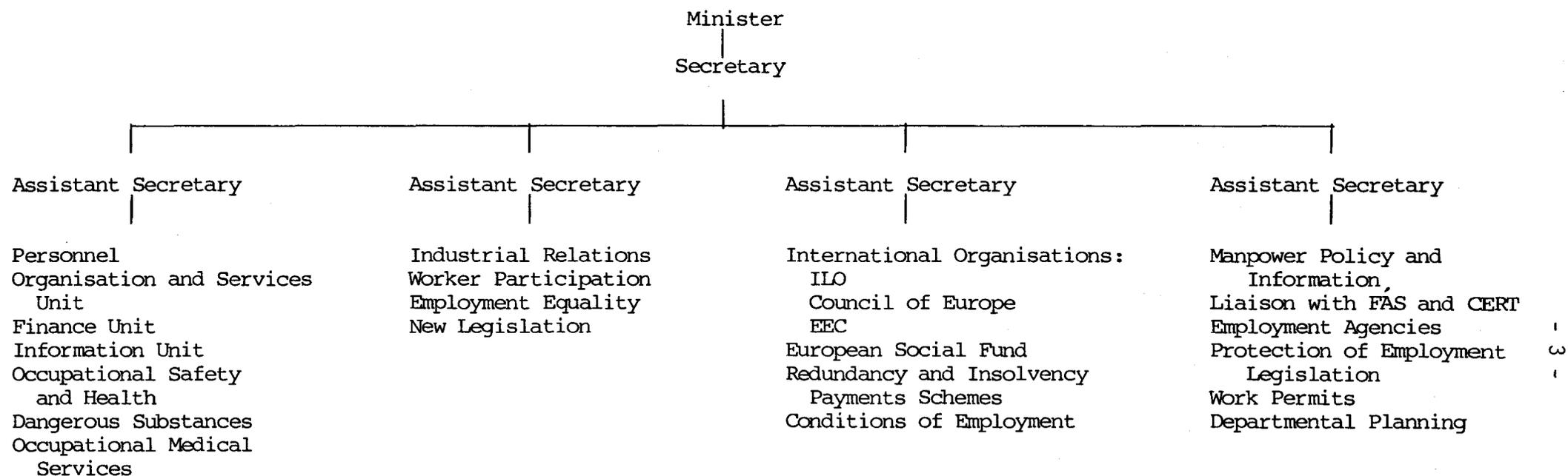
### 5. Budget

The overall estimate for 1988 is IRE 126m. This includes the cost of Exchequer funding to both FAS and CERT.

### 6. Cooperation and Coordination with other bodies

The Department maintains contact with many bodies as indicated in 1.3 above. Others with which it co-operates include the Confederation of Irish Industries (CII), the Federated Union of Employers (FUE) and youth voluntary organisations. Among Government bodies, close links are maintained with the Department of Education, the Department of Finance, and the Industrial Development Authority.

DIAGRAM OF THE DEPARTMENT OF LABOUR



Bodies associated with the Department (for staffing and finance)

Labour Court  
 Employer Labour Conference  
 Rights Commissioner Service  
 Employment Equality Agency  
 Employment Appeals Tribunal  
 Levy Appeals Tribunal  
 National Industrial Safety Organisation

State-sponsored bodies associated with the Department

FÁS - An Foras Áiseanna Saothair  
 CERT - Council for Education, Recruitment and Training in the Hotel and Catering Industry  
 Great Southern Hotels Ltd.

Bodies associated with the Department (for finance purposes)

Irish Congress of Trade Unions (Education and Training)  
 Irish Management Institute  
 College of Industrial Relations

## 7. International Contacts

The Department of Labour is involved in the formulation of social and employment policy measures in the European Community and formulates and transmits to the European Commission all Irish applications for assistance and claims for payment from the European Social Fund. The Department also engages in the promotion of employment standards set by the International Labour Organisation as well as in the work of the Council of Europe mainly in connection with the European Social Charter which guarantees social and economic rights.

In the area of the OECD the Department participates actively in the work of the Manpower and Social Affairs Committee of the OECD and its Working Parties dealing with Employment and Industrial Relations. The Department also acts for Ireland in the OECD Co-operative Action Programme on Local Initiatives for Employment Creation.

## 2. AN FORAS ÁISEANNA SAOTHAIR (FÁS) - The Training and Employment Authority -

### 1. Legal status and functions

FÁS - the Training and Employment Authority which replaces AnCO, the National Manpower Service and the Youth Employment Agency was established on 1st January, 1988 under the Labour Services Act, 1987.

The functions of FÁS are broadly those which were carried out by the three former manpower bodies. They are as follows:

- provision of training and retraining
- provision of employment schemes
- provision of a placement service
- assisting local community groups and cooperatives in providing employment
- development of its activities overseas

The main purpose behind the establishment of FÁS is to provide a more coordinated and integrated approach in the delivery of the various manpower services available.

### 2. Decision-making bodies and decision-making procedures

FÁS operates under the direction of a Board made up of a Chairman and 14 other members representative of employers' organisations, trade unions, youth organisations and Government. Provision is also made for the appointment of two members representing employees of FÁS to be elected as soon as possible after the setting up of FÁS. The Chairman and other members are appointed by the Minister for Labour and have a five-year term of office. The day-to-day operations of FÁS are under the control of the Director General.

FÁS is required to submit annually to the Minister for Labour a report on its activities for the previous year. In addition it is required to furnish for approval by the Minister a report outlining its programme of work, including expenditure estimates, for the coming year.

### 3. Diagram of the Organisation

(see page 6)

### 4. Personnel

The number of personnel employed by FÁS is 2,400.

### 5. Budget

FÁS is funded through monies voted by the Dail to the Department of Labour (including receipts from the Employment and Training Levy) along with grants from the European Social Fund. Its total budget for 1988 is IRE201m.

### 6. Co-operation and Co-ordination with other bodies

FÁS maintains close contact with the major interest organisations e.g. Federated Union of Employers (FUE), Irish Congress of Trade Unions (ICTU) and Confederation of Irish Industry (CII). There is also close co-operation with other Government bodies e.g. the Industrial Development Authority, the Department of Education and various educational agencies (vocational education schools, regional technical colleges) and regional development organisations.

### 7. International Contacts

FÁS has direct representation on various committees and working groups of the European Community, e.g. the EC Directors of Employment Group and the European Centre for the Development of Vocational Training (CEDEFOP). It also participates in the activities of other international organisations such as the OECD.

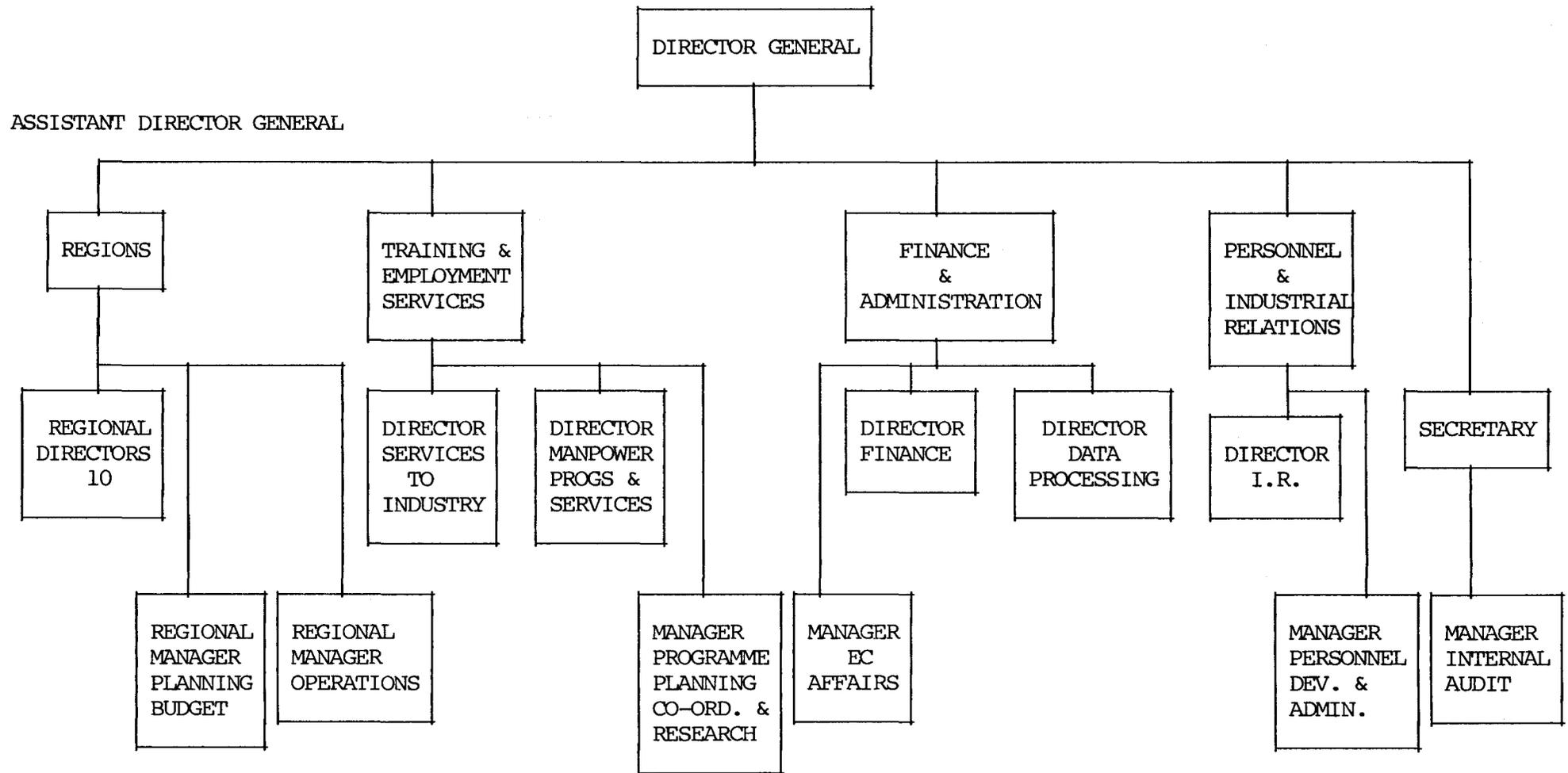
## 3. C E R T - COUNCIL FOR EDUCATION, RECRUITMENT AND TRAINING (For The Hotel, Catering And Tourism Industries)

### 1. Legal status

CERT Limited is a company, limited by guarantee and without share capital. Overall control is vested in the Minister for Labour through the Memorandum and Articles of Association.

CERT is the national body responsible for the education, recruitment and training of personnel for the hotel, catering and tourism industries in Ireland.

DIAGRAM OF AN FORAS ÁISEANNA SAOTHAIR (F Á S)  
 - The Training and Employment Authority -



## 2. Decision-making bodies and decision-making procedures

CERT is governed by a Council, the members of which are also the Directors of the Company. The members are appointed by the Minister for Labour. The Council currently has 20 members representative of the following organisations:

- CERT
- Bord Failte Éireann
- FAS - the Training and Employment Authority
- Catering Management Association
- Department of Education
- Department of Labour
- Irish Hotels & Catering Institute
- Irish Hotels' Federation
- Irish Restaurant Owners' Association
- Irish Transport & General Workers' Union
- Irish Vocational Education Association
- National Vintners Association
- National Rehabilitation Board.

## 3. Diagram of the Organisation

(see P. 8)

## 4. Personnel

The number of personnel employed by CERT at 31st December, 1987, was:

Industry Training Division	31
School Training Division	22
Administration/Finance Division	17
Total	70

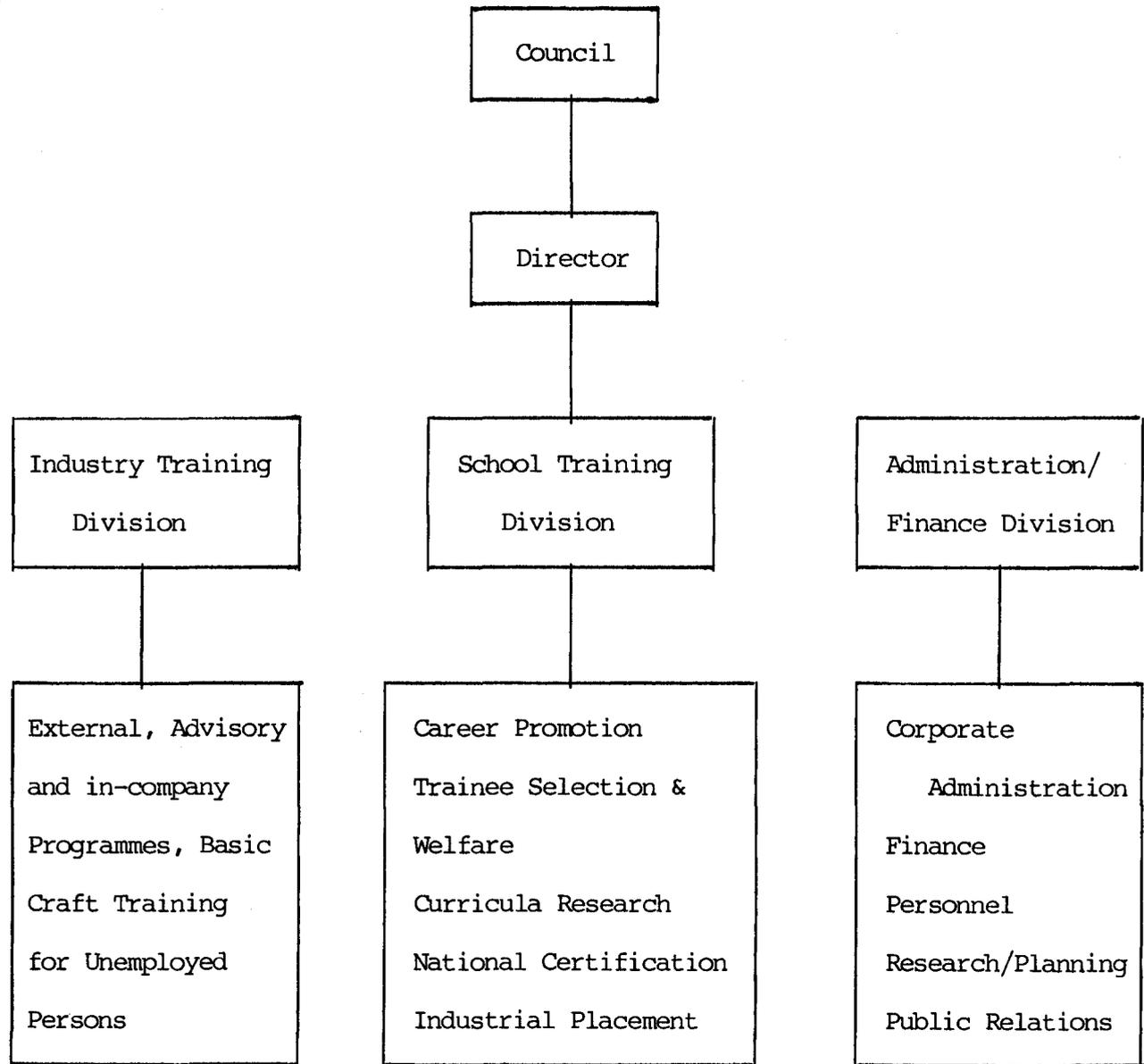
## 5. Budget

CERT's main sources of revenue are the Exchequer (Department of Labour) and the European Social Fund. Some funds are also obtained from training course fees, industry and sundry sources. The budget for 1987 was IR£5.7m.

## 6. Co-operation and co-ordination with other bodies

The structure of the Council ensures that a high degree of co-operation and co-ordination exists between CERT, other State bodies and the hotel and catering industry. In addition, CERT consults with individual public and private bodies when planning its activities and allocation of resources in order to take account of needs identified.

DIAGRAM OF THE C E R T  
(As at 31st December, 1987)



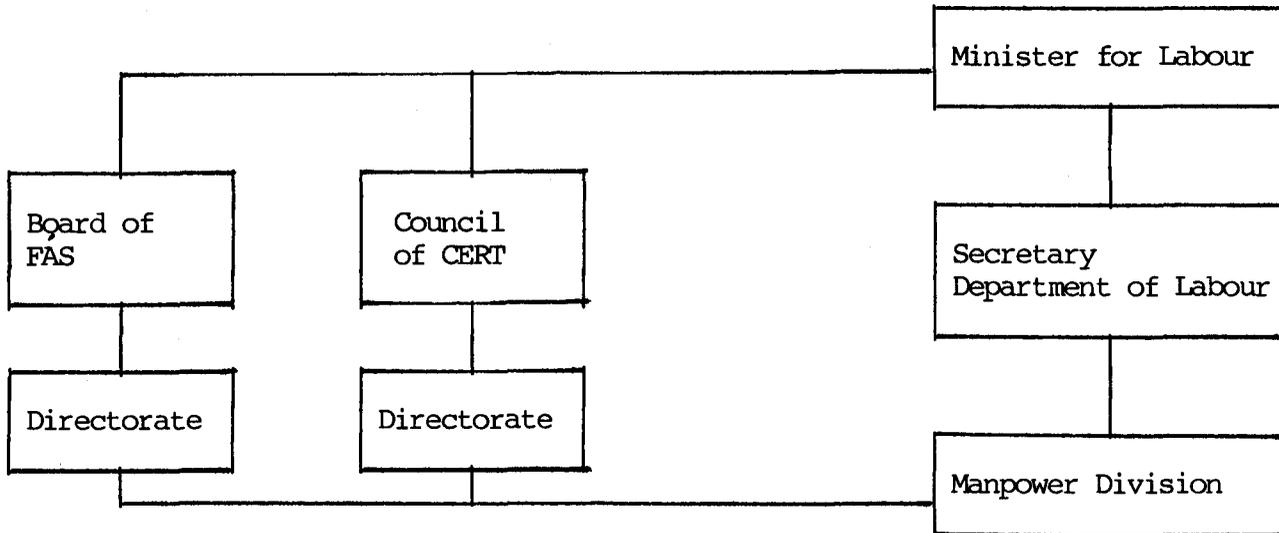
7. International contacts

CERT maintains regular contact and/or consultation with:

- Hotel & Catering Industry Training Board - United Kingdom
- Catering Industry Training Board - Northern Ireland
- International Hotel Association - Paris
- American Hotel & Motel Association - New York
- Association Internationale des Directeurs d'Ecoles Hotelières
- Council for Hotel, Restaurant & International Education - New York
- Swiss Hotel Association - Berne.

8. Organisation chart

LINKS BETWEEN DEPARTMENT OF LABOUR AND ITS AGENCIES



## Chapter II: LEGAL FRAMEWORK AND PROCEDURES

### I. LEGAL INSTRUMENTS

#### 1. Nature of Legal System Governing Work and Employment

##### The Constitution

The Constitution establishes general principles to which all other types of law must conform. The most important constitutional guarantees in relation to labour law and industrial relations are the following:

- (a) all citizens shall, as human persons, be held equal before the law.
- (b) the State guarantees in its laws to respect and, as far as practicable, by its laws to defend and vindicate the personal rights of the citizen.
- (c) the State guarantees the rights of citizens to form associations and unions subject to public order and morality. Laws however may be enacted for the regulation and control in the public interest of the exercise of the foregoing right.

##### Contract of Employment

In Ireland the contract of employment constitutes the main basis of the employment relationship. Anyone who works for an employer for a regular wage or salary has automatically a contract of employment. Although the contract need not be in written form, the Minimum Notice and Terms of Employment Act, 1973 enables an employee to require his employer to provide him with a written statement of the terms of employment. The written statement is not the contract but is evidence of the main terms of employment between the parties.

##### Labour Law

Labour Law, and in particular that dealing with the protection of workers, developed for the most part outside the framework of the contract of employment until well into this century. Only comparatively recently did legislation begin to confer on workers contractual rights which could not be set aside. Since the early 1970s a considerable number of enactments have been introduced and legislation is now an increasingly important source of labour law. Today the bulk of Irish collective labour law comprises legislation and caselaw. However, legislation does not always apply to all workers: self-employed persons and state employees are frequently excluded. Other sources of labour law are:

##### Collective agreements

They are the most important rules governing labour legal regulation of collective agreements and, although they are statutorily defined for certain purposes, there is no legislation dealing with the nature of such agreements. The generally accepted view by successive governments and by both sides of industry is that statute should not interfere in any area which is better regulated by collective bargaining. Even where statute intervenes, rights thereby accorded are frequently regarded by trade unions as a floor to be improved upon in collective bargaining.

### Common Law

Common Law is an important source of labour law although, due to the increase in legislation in the last decade the number of cases coming before the ordinary courts involving labour matters has decreased sharply.

### Custom and Practice

Custom and practice consists of informal arrangements and understandings which are recognised as conferring legal rights in certain circumstances.

### European Community Primary and Secondary Legislation

Both kinds of Community laws are binding on national governments and take precedence over national law.

## 2. Labour Legislation

The most important labour legislation concerns the duties imposed on employers in relation to the termination of employment through the Minimum Notice and Terms of Employment Act (1973), the Unfair Dismissals Act (1977) and the Redundancy Payments Act (1967-84) which provide security for workers in their jobs. These and other main items of legislation governing conditions of employment, pay, safety at work, employment equality and industrial relations are outlined below:

### 2.1. Conditions of Employment

#### Minimum Notice and Terms of Employment Act, 1973

In addition to giving employees the right to have a written statement of the terms of their employment (outlined above) the Act lays down minimum periods of notice to be given by both employers and employees when terminating a contract of employment.

#### Unfair Dismissals Act, 1977

This act provides protection to employees from being unfairly dismissed from their jobs by laying down criteria by which dismissals are judged to be unfair and by providing an adjudication system and redress for an employee whose dismissal has been found to be unjustified.

#### Redundancy Payments Acts, 1967-84

These acts impose obligation on employers to pay compensation to workers dismissed for reasons of redundancy. The Employment Appeals Tribunal was established under this Act (see page 14 below).

#### Protection of Employees (Employers' Insolvency) Act, 1984

This Act, which implements the EEC Insolvency Directive, protects certain outstanding entitlements relating to the pay of employees in the event of the insolvency of their employer. The scope of the Redundancy Fund - now known as the Redundancy and Employers' Insolvency Fund - was expanded to enable it cover the payment of these entitlements.

#### Holidays (Employees) Act, 1973

This act guarantees an employee's statutory entitlement in respect of annual and public holidays.

#### Maternity (Protection of Employees) Act, 1981

This act provides a statutory scheme of paid maternity leave for women in employment and the right to return to work after such leave.

#### Conditions of Employment Act, 1936 and the Shops (Conditions of Employment) Act, 1938

The 1936 Act regulates the working hours and conditions of workers on "day work" (i.e. those not on shifts) and also governs the conditions under which shift work may be carried on. The 1938 Act regulates the working hours and conditions of shop and hotel workers.

### 2.2. Payment of Wages

#### Payment of Wages Act, 1979

This act amends the Truck Acts, 1831 to 1896 so as to enable employees engaged in manual work, who are covered by those Acts, to be paid their wages otherwise than in cash, where those employees and their employers agree and provides the legal framework for mutual agreement between employer and employees.

### 2.3. Safety at Work

#### Safety in Industry Acts, 1955 and 1980

These Acts set out requirements for ensuring safety, health and welfare of persons employed in factories, construction work, docks and in certain other premises.

#### Dangerous Substances Acts, 1972 and 1979

These acts provide for the protection of persons and property against the hazards associated with the storage, labelling, packing, conveyance, loading and unloading of petrol and other dangerous substances.

#### Mines and Quarries Act, 1965

This Act contains provisions for protecting the lives, health and welfare of workers in mines and quarries.

#### Offices Premises Act, 1958

This act provides for the health, welfare and safety of persons employed in offices.

### 2.4. Employment Equality

#### Anti-Discrimination (Pay) Act, 1974

The purpose of this Act is to ensure that men and women receive equal treatment with regard to pay.

#### Employment Equality Act, 1977

This Act makes it unlawful to discriminate directly or indirectly on grounds of sex or marital status in relation to recruitment for employment, conditions of employment, training and promotion. The Employment Equality Agency was set up under this Act (see P.15 below).

### 2.5. Industrial Relations

#### Trade Union Acts 1971 to 1975 (including Trade Disputes Act, 1906, and Trade Disputes (Amendment) Act, 1982)

These Acts provide the framework within which Trade Unions may function and operate.

#### Industrial Relations Acts, 1946, 1969 and 1976

These Acts provide the framework for industrial relations. The Act of 1946 established the Labour Court and defined its functions (see P.14 below).

## II. LABOUR MARKET INSTITUTIONS AND PROCESSES

### 1. Collective Bargaining

Free collective bargaining is the principle on which industrial relations in Ireland are based - the role of the law is always secondary and auxiliary in this regard. The basic approach of Irish Law to industrial relations is one of voluntarism, that the law will not seek to impose a solution on the parties, but will, where appropriate, assist them in arriving at such a solution. Collective bargaining relies critically therefore on the willingness of both parties to involve themselves in dialogue with a view to the conclusion of collective agreements governing pay and conditions of employment.

## 2. Negotiation patterns and dispute-settling agencies

Matters relating to the employment or non-employment, the terms of employment or to the conditions of employment of any person may be the subject of negotiations between employers and workers or trade unions acting on their behalf. The vast majority of industrial disputes are settled by this means. In the event of failure to reach agreement disputes may be referred to the Labour Court for conciliation by its Industrial Relations Service or investigation by the Court. Labour Court recommendations in disputes are generally not legally binding on the parties.

Statutory minimum rates of pay and other conditions of employment for certain categories of workers (making up about 3% of the employee labour force) are contained in Employment Regulation Orders made by the Labour Court on the basis of proposals made by Joint Labour Committees. A Joint Labour Committee comprises equal numbers of representatives of workers and employers in a particular industry and up to three independent members, one of whom is chairperson of the Committee.

There are 16 Joint Industrial Councils in existence which are representative of workers of a particular class, type or group and their employers and which have as their object the promotion of harmonious industrial relations between such employers and such workers. The operations of eight Councils are currently suspended. Approximately 45,000 workers are covered by the eight Councils in operation. A JIC's rules must provide that if a trade dispute arises between such workers and their employers a lock-out or strike will not be undertaken in support of the dispute until the dispute has been referred to the Council and considered by it.

The Labour Court may register employment agreements. This has the effect of making the provisions of the agreement legally enforceable in respect of every worker of the class, type or group to whom it is expressed to apply and to his employer, even if such a worker or employer is not a party to the agreement. There are 56 employment agreements currently registered by the Labour Court though the substantive provisions of many of these have not been revised for some time and are out of date.

Under the Anti-Discrimination (Pay) Act, 1974 and the Employment Equality Act, 1977 the Court's Equality Officers investigate and recommend on claims concerning discrimination in pay and/or employment. Their recommendations may be appealed to the Court.

## 3. The Employment Appeals Tribunal

Which was originally set up to hear disputes under the Redundancy Payments Acts, now hears appeals also under the Minimum Notice and Terms of Employment Act, 1973, the Unfair Dismissals Act, 1977, the Maternity Protection of Employees Act, 1981 and the Protection of Employees (Employers' Insolvency) Act, 1984. The Tribunal consists of a chairperson and vice-chairperson with legal qualifications and an equal number of other members appointed on the nomination of the ICTU and employers' bodies respectively.

The Industrial Relations Act, 1969 provides for the appointment of Rights Commissioners to investigate trade disputes, other than disputes related to rates of pay, hours or times of work or annual holidays of a body of workers. They, therefore, normally deal with disputes affecting individual workers. Claims for redress for unfair dismissal may also be referred to the Rights Commissioners under the Unfair Dismissals Act, 1977. Having carried out an investigation in private a Rights Commissioner issues a recommendation to the parties setting out his/her opinion on the merits of the dispute. A party to a dispute referred under the Industrial Relations Act may appeal against a recommendation of the Rights Commissioner to the Labour Court. The Court's decision on the appeal is binding on the parties to the dispute. Under the Unfair Dismissals Act, 1977, an employee or an employer may appeal a Rights Commissioner's recommendation to the Employment Appeals Tribunal which will then make a determination. Disputes under the Maternity Protection of Employees Act, 1981 may also be referred to a Rights Commissioner.

#### 4. The Employment Equality Agency

Was established under the Employment Equality Act, 1977 to enforce and promote equality of opportunity in employment between men and women and to work towards the elimination of discrimination in employment.

#### 5. Trade Unions

Trade unions must, with certain limited exceptions, be licensed under the Trade Union Acts 1871-1982 in order lawfully to carry on negotiations for the fixing of wages or other conditions of employment. To obtain a licence unions must fulfil certain legal requirements regarding minimum membership amongst other things. Licensed unions also enjoy the full range of immunities conferred by the Trade Disputes Act 1906 in regard to protection from civil actions for torts arising from industrial action, including peaceful picketing.

At the end of 1986 there were 77 trade unions in the Republic of Ireland and these had a total membership of slightly over 500,000. 63 of these unions, representing approximately 440,000 members or 85% of total trade union membership, were affiliated to the Irish Congress of Trade Unions (ICTU). Trade union density was in the region of 50% of the employee workforce.

The eight largest unions represented more than half of total trade union membership and the 12 unions with membership in excess of 10,000 accounted for approximately 60% of the total membership. On the other hand, 50 unions with less than 3,000 members accounted for just over 10% of total membership.

There are at present 14 British-based unions operating in the Republic and their membership represented approximately 14% of total trade union membership. Unions with headquarters in Britain are required by the Trade Union Act, 1975 to devolve certain functions upon their Irish membership.

#### 6. Employer Associations

Employer organisations which engage in negotiations for the fixing of pay or conditions of employment must in general hold a negotiation licence.

There were 16 licensed employer associations at the end of 1986. The largest of these, the Federated Union of Employers (FUE), had a membership of 3,188 in 1987 drawn nationally from a broad range of activities in industry, services and distribution. FUE is the only employer body which devotes itself exclusively to labour matters. The Construction Industry Federation (CIF) is the employers association for the construction industry and with its 2,152 members in 1984 is the second largest employer association in Ireland.

## 7. Worker Participation

Legislation concerning worker participation in Ireland applies to State employees only. Under the Worker Participation (State Enterprises) Act, 1977 worker directors are elected by and from the particular workforce to the boards of seven commercial semi-state bodies. The Worker Participation (State Enterprises) Act, 1988, extended these arrangements to a number of additional State enterprises and also provided for the introduction of sub-board participative arrangements in a broad range of State enterprises by agreement between the enterprise and employee interests.

### III. SOCIAL SECURITY BENEFITS

#### 1. Introduction

The Department of Social Welfare is responsible for the administration of the Irish social security system. This system provides income-maintenance schemes in respect of all the recognised branches of social security. These schemes are in two broad categories viz. insurance based schemes and assistance or means-tested schemes.

For unemployed people schemes in both of these categories are provided:

- Unemployment Benefit and Pay-related Benefit are insurance based;
- Unemployment Assistance is means-tested.

The unemployment schemes are administered directly by the Department of Social Welfare. Policy and decision-making is centralised in the Department's Headquarters in Dublin. Claims and payments are administered through the Department's local Employment Exchanges and Employment Offices throughout the country. Means-tests for Unemployment Assistance are carried out locally by Social Welfare Officers who interview claimants.

The statutory provision for all the social security services, including the unemployment payments, is contained in the Social Welfare Acts 1981 to 1987 and regulations made thereunder. The basic legislation is the Social Welfare (Consolidation) Act, 1981.

#### 2. Unemployment Benefit (UB)

##### \* Eligibility

UB is a flat rate benefit, with increases for dependants, for insured persons between the ages of 16 and 66 who are unemployed.

To qualify for UB a person must:

- 1°) be available for work, capable of work and genuinely seeking work;
- 2°) satisfy the social insurance contribution conditions (see below); and
- 3°) be free from disqualification (see below).

#### \* Contribution Conditions

Specific social insurance conditions must be satisfied in order to qualify for UB. The claimant must have:

- 1°) at least 39 weeks contributions paid; and
- 2°) at least 39 weeks contributions paid or credited in the governing contribution year.

To receive UB at the maximum rate, 48 weeks contributions are needed. The governing contribution year is the last complete income tax year before the benefit year in which the claim is made. The benefit year begins on the first Monday in January each year.

#### \* Disqualifications

- 1°) A person who has lost employment because of a trade dispute is disqualified except in certain circumstances (see point 6, Page 20)
- 2°) A person is disqualified for up to six weeks if he/she:
  - (i) loses employment through his/her own misconduct;
  - (ii) voluntarily leaves employment without just cause;
  - (iii) refuses an offer of suitable employment;
  - (iv) unreasonably refuses to undergo suitable training provided or approved of for him/her by FAS - The Training and Employment Authority;
  - (v) fails or neglects to avail himself/herself of any reasonable opportunity of obtaining suitable employment.
- 3°) A person is normally disqualified for any period during which he/she is in prison or absent from the state unless his/her absence is covered by the EEC regulations.
- 4°) If he/she is convicted of an offence in relation to Unemployment Benefit, a person can be disqualified for 6 months.
- 5°) If he/she refuses to participate in the Jobsearch Programme, a person's claim will be reviewed.

#### \* Duration of Benefit

UB is normally paid from the fourth day of unemployment. However if there was a UB or sickness benefit claim in the preceding 13 weeks, payment may be made from the first day of unemployment.

For claimants under 18, the duration of UB is 156 days. For claimants under 65, the duration is 390 days. For claimants aged 65 or over who have at least 156 weeks social insurance paid, UB may be paid up to 66. The claimant may, however, opt for retirement pension instead.

UB is not paid for any day of employment: in counting the number of days UB, Sundays are excluded.

\* Requalifying

A person who has used up his/her UB can re-qualify once he/she gets 13 weeks work for which social insurance is paid. He/she would still have to satisfy the contribution conditions outlined above.

\* Rates of UB

UB is a flat rate payment made up of a personal rate for the claimant and extra amounts for dependants. The maximum rates per week (July 1988) are:

	IR£
Personal rate	43.60
Adult dependant	28.20
First child dependant	10.60
Second child dependant	10.60
Third to fifth child	9.30 each
Sixth and other children	9.30 each

Reduced rates of benefit are payable to claimants whose level of social insurance contributions is low.

Reduced rates are also payable to women receiving widow's pension, deserted wife's benefit or allowance or unmarried mothers allowance from the Department of Social Welfare.

\* Short-time Workers

Systematic short-time workers are entitled to 1/5 of the benefit rates shown above for each day of unemployment. However, the combination of the number of days UB and the number of days worked may not exceed five. For example, if a person is on a three-day week, he/she will be paid by his/her employer for three days and will receive UB for two days.

### 3. Pay-related Benefit (PRB)

PRB is a supplement in addition to unemployment benefit from the fourth week of unemployment. It is based on the claimant's earnings in the last complete tax year before the year in which the claim begins.

\* Calculations of PRB

PRB is calculated on the claimant's weekly earnings between two fixed amounts called a "floor" and a "ceiling". At present the floor is IR£66 and the ceiling is IR£220. PRB is payable for a total of 375 days, excluding Sundays.

Example

Weekly earnings (IR£11,000 : 50) = IR£220  
Deduct "floor" of IR£66 (IR£220 - IR£66) = IR£154  
PRB (12% of IR£154) = IR£18.48

**\* Benefit Limit**

The combination of person's flat rate of UB (including increases for dependants) PRB and income tax refunds may not exceed 85% of his/her average weekly take-home pay.

**\* Short-time Workers**

PRB is not payable to people working on a systematic short-time basis.

**4. Unemployment Assistance (UA)**

**\* Eligibility**

An unemployed person who is not entitled to unemployment benefit may qualify for unemployment assistance provided he/she:

- (i) is aged between 18 and 66;
- (ii) is capable of work, available for work and genuinely seeking work;
- (iii) satisfies a means test.

**\* Means Test**

In assessing an applicant's means, account is taken of such items as cash income, the value of investments or capital, the value of any property the applicant owns except his/her own home.

**\* Duration of Payment**

UA may be paid up to 66 (pension age) provided the applicant remains unemployed.

**\* Rates of UA**

The rates of UA vary as between persons living in an urban area and a rural area, and also between the short-term and long-term unemployed. The assistance is made up of a personal rate and extra amounts for dependants. The maximum rates per week (July 1988) are :

	<u>SHORT-TERM</u>		<u>LONG-TERM</u>	
	<u>Urban</u>	<u>Rural</u>	<u>Urban</u>	<u>Rural</u>
	IR£	IR£	IR£	IR£
Personal Rate	39.00	37.80	42.00	40.70
Adult dependant	26.10	25.40	28.00	27.40
1st child	9.50	9.50	10.20	10.20
2nd child	9.50	9.50	10.20	10.20
3rd to 5th child	8.00 each	8.00 each	8.40 each	8.40 each
6th and other children	8.00 each	8.00 each	8.40 each	8.40 each

## 5. Applying for Unemployment Payments

### \* Making an Application

Application for UA or UB should be made to the nearest Employment Exchange on the first day of unemployment. The applicant will then be given a day and time each week to attend at the Exchange. The application may be made by post if the person lives more than six miles from the Exchange.

### \* Returning to the Labour Force

If a person has been out of the labour market for some time he/she should apply for UB or UA on the first day he/she becomes available for work. It is unlikely that such a person would satisfy the contribution conditions for UB outlined in 2 (page 16) but he/she could, of course, apply for UA. When a person returns to work after being out of the labour force for some time, he/she would not become entitled to UB until he/she had sufficient social insurance contributions to satisfy these contribution conditions.

## 6. Decisions and Appeals

### \* Decisions

Claims for all social welfare benefits are decided by Deciding Officers who are statutorily appointed.

### \* Appeals

A person who is dissatisfied with a Deciding Officer's decision has the right of appeal to an Appeals Officer. Appeals must be made within 21 days of the decision. Appeals Officers are also statutorily appointed and are therefore free of any direction or influence in arriving at their decisions.

### \* Social Welfare Tribunal

A person whose claim to unemployment benefit or assistance has been turned down under the decisions and appeals machinery described above on the grounds that he/she lost his/her employment due to a trade dispute may apply to the Social Welfare Tribunal for an adjudication if he/she can contend that he/she has been unreasonably deprived of his/her employment by an employer who has failed or refused to utilise negotiating machinery normally available for the settlement of disputes. The Tribunal will determine in such cases whether benefit should be paid and the decision of the Tribunal is binding on all parties.

#### IV. MATCHING LABOUR SUPPLY AND DEMAND

##### 1. Placement

One of the functions of An Foras Áiseanna Soathair (FÁS) as outlined in Chapter I is the administration of the placement service. The service is provided free of charge and there is no obligation on employers to notify vacancies.

A register of notified job vacancies is maintained in each office. Employers are provided with short lists of suitable applicants on the basis of which they make final selections. Most vacancies are filled at local level and where an office experiences difficulties details are circulated nationwide. Computerisation of the system which is well advanced will enable all vacancies to be available on a nationwide basis at all times. FÁS also operates a self-service system in conjunction with the normal placement service and many vacancies are now filled through this method.

Jobseekers who register with FÁS are interviewed by a Placement Officer and advised of existing job opportunities. In a situation where employment is not immediately available FÁS will endeavour to place them on a training/employment programme appropriate to their needs and abilities. Any person judged to be in need of special assistance will be referred to an Occupational Guidance Officer for further counselling.

Under the Jobsearch Programme (see Chapter 3) unemployed persons on the Live Register are invited to attend an in-depth interview with priority being given to the long-term unemployed. On the basis of this they are referred to appropriate employment or training opportunities. All participants in the programme are automatically registered with FÁS on the basis of information supplied by the Employment Exchanges.

##### 2. Relationship between FÁS and Employment Exchanges

Against the background of high unemployment, the priority of FÁS is to provide greater assistance to the unemployed with less emphasis being placed on those already in employment. Accordingly close contacts have been developed with the Department of Social Welfare and its network of Employment Exchanges in order to ensure that resources are concentrated on those in need, especially those who have difficulty in getting a foothold in the labour market. Liaison arrangements have been further strengthened through the operation of the Jobsearch Programme which involves a considerable degree of cooperation between FÁS and the Employment Exchanges.

##### 3. Private Employment Agencies

A large number of private employment agencies also operate in Ireland. These agencies must be licensed under the Employment Agency Act, 1971 and are required to send six-monthly returns of placements to the Department of Labour. In addition, their records must be available for inspection by an Inspector of the Department.

### Chapter III: MEASURES

#### 1. OVERALL MEASURES

- Programme for National Recovery
- White Paper on Manpower Policy

#### 2. EMPLOYMENT MAINTENANCE

No measures

#### 3. AID TO THE UNEMPLOYED

- Unemployment Benefit (IR-iii.1)
- Pay-related Benefit (IR-iii.2)
- Unemployment Assistance (IR-iii.3)
- Voluntary work for the unemployed (IR-iii.4)
- Redundancy Payments Scheme (IR-iii.5)

#### 4. TRAINING, RETRAINING, OCCUPATIONAL MOBILITY

- Apprenticeship training (IR-iv.1)
- Specific Employable Skills (IR-iv.2)
- Skills Foundation Programme (IR-iv.3)
- Enterprise training (IR-iv.4)
- Community Response (IR-iv.5)
- Training in Agriculture by TEAGASC (IR-iv.6)
- Farm Apprenticeship Scheme (IR-iv.7)
- CERT training courses (IR-iv.8)

#### 5. JOB CREATION

- Employment Incentive Scheme (IR-v.1)
- Enterprise Scheme (IR-v.2)
- Community Enterprise Programme (IR-v.3)
- Job sharing in the Public Service (IR-v.4)
- Career breaks in the Public Service (IR-v.5)

#### 6. SPECIAL CATEGORIES OF PEOPLE

##### Youth

- Vocational Preparation and Training Programmes (IR-vi.1)
- Teamwork (IR-vi.2)
- Community Youth Training Programme (IR-vi.3)
- Graduate Employment Programmes (IR-vi.4)
- Youth Traineeship Initiative (IR-vi.5)
- Community Training Workshops (IR-vi.6)

##### Long Term Unemployed

- Jobsearch Programme (IR-vi.7)
- Social Employment Scheme (IR-vi.8)
- Building on Experience Programme (IR-vi.9)

##### Disabled

- Vocational Services of the National Rehabilitation Board (IR-vi.10)
- Training services for the disabled provided by the NRB (IR-vi.11)
- Scheme of technical aids to employment provided by the NRB (IR-vi.12)

## 1. Overall Measures

### Introduction

Overall Government policy in relation to economic growth, employment, social equity, pay and taxation is set out in the Programme for National Recovery, which was drawn up in consultation with the social partners and covers the period until the end of 1990.

The Programme provides a framework for economic growth and lists a range of activities to be undertaken in the three year period to which it relates. The Programme envisages progress being made in four broad areas :

- creation of a fiscal, exchange rate and monetary climate conducive to economic growth;
- movement towards greater equality and fairness in the tax system;
- diminishing or removing social inequities; and
- intensification of practical measures to generate increased job opportunities on a sectoral basis.

The Government's main objective in relation to employment is to create the environment which will lead to self-sustaining jobs. A series of specific measures to help employment creation has been detailed in the Programme. The creation of an average of 20,000 extra jobs per year over the next ten years in manufacturing industry has been set as a major policy objective. It is intended that most of this additional employment should come through a strengthening of the indigenous manufacturing sector with industrial policy being re-directed more towards attending to the needs, and deficiencies of indigenous firms. Other sectors which have been identified as offering good prospects for growth are horticulture, forestry, marine, tourism and financial services.

The Programme for National Recovery also commits the Minister for Labour to taking action on a range of issues in the area of labour legislation. Included among such issues are :

- the publication of a discussion document reviewing legislative provisions in relation to unfair dismissal, employment equality and the payment of wages. This discussion document was published in November 1987.
- the introduction of legislation to facilitate worker participation at sub-board levels in State enterprises. The Worker Participation (State Enterprise) Act, 1988, subsequently became law in June, 1988.
- the holding of discussions with the social partners about changes in industrial relations.

Two separate agreements on pay covering the private and public sectors were also negotiated in conjunction with the Programme. They provide for a basic pay increase averaging around 2½% in each of the three years covered by the Programme.

The agreements are aimed at achieving long-term wage stability in an environment of low inflation. This means that employers will be able to predict cost increases due to pay in the medium term and plan accordingly. By providing a framework for pay agreements over the next three years the possibility of industrial conflict is reduced and confidence in the potential performance of both the private and public sectors increased.

### White Paper on Manpower Policy

A White Paper on Manpower Policy, was published in September 1986. Its purpose is to redefine the role of manpower policy in present social and economic conditions, to identify its contribution to overall employment policy and to set down guidelines for its development for the next five years or so.

Policy in relation to four key areas of activity is outlined in the White Paper, namely:

- (a) transition to working life;
- (b) training;
- (c) special labour market measures;
- (d) placement and guidance service.

The White Paper also included a decision that, in order to provide a more coordinated and integrated approach in the delivery of the various manpower services, the existing manpower agencies should be amalgamated into a single body. The Labour Services Act, 1987 provided for the amalgamation of AnCO - the Industrial Training Authority - the National Manpower Service and the Youth Employment Agency. The new organisation, known as An Foras Aiseanna Saothair (FAS) was established with effect from 1 January 1988 (details are provided in Chapter 1.)

The White Paper also decided that, in recognition of the changing age structure of the population and of the labour force, the existing Youth Employment Levy should be changed into a General Employment and Training Levy, thus making the funds available to assist all age groups and not just those under 25. Provision to give effect to this proposal was included in the Labour Services Act, 1987.

### 3. Measures Giving Aid To The Unemployed

- Unemployment Benefit (IR-iii.1)
- Pay-related Benefit (IR-iii.2)
- Unemployment Assistance (IR-iii.3)
- Voluntary work for the unemployed (IR-iii.4)
- Redundancy Payments Scheme (IR-iii.5)

UNEMPLOYMENT BENEFIT (UB)

IR-iii.1

Aim

To compensate insured workers who are unemployed.

Legal basis

Social Welfare Acts 1981 to 1987 and regulations thereunder.

Contents

Qualifying conditions : See Chapter II - Page 16 to 18  
UB is normally payable for 390 days, excluding Sundays, at the rate of IR£43.60 a week, to persons who are capable of work, available for work and genuinely seeking work and who satisfy the social insurance conditions. There is an extra IR£28.20 payable for an adult dependant and between IR£9.30 and IR£10.60 extra for each dependant child.

Financial resources

UB is financed by employers' and employees' contributions to the Social Insurance Fund and by and Exchequer subvention.

Institutional support

The unemployment payments are administered by the Department of Social Welfare. Policy and decision-making are administered centrally in the Department's Headquarters and payment of benefit is administered through a network of local employment exchanges and employment offices.

Duration

Ongoing

Effects

Year	Recipients at 31 December	Total Expenditure in IR£
1983 -	94,235	217,660,000
1984 -	91,606	219,619,000
1985 -	89,219	235,070,000
1986 -	87,676	237,100,000

## PAY-RELATED BENEFIT (PRB)

### Aim

To compensate workers who are ill or unemployed in relation to their earnings.

### Legal basis

Social Welfare Acts 1981 to 1987 and regulations thereunder.

### Contents

Qualifying conditions: see Chapter II - Page 18/19

PRB is payable as a supplement to UB to unemployed persons who are unemployed for longer than 18 days (excluding Sundays).

PRB is based on the claimant's reckonable earnings in the relevant income tax year. It is payable as a percentage of those earnings for a total of 375 days (excluding Sundays).

The rate of PRB is:

12% for a maximum of 375 days

The combination of a person's UB, PRB and income tax rebates may not exceed 85% of his/her average weekly take-home pay.

### Financial resources

PRB is financed by employers' and employees' contributions to the Social Insurance Fund, and by an Exchequer subvention.

### Institutional support

PRB is payable as a supplement to UB, and is administered together with UB.

### Duration

Ongoing.

### Effects

Year	Average weekly number of recipients	Average weekly Payment IRE
1983	53,541	17.50
1984	46,817	16.12
1985	44,782	17.09
1986	39,868	17.28

## UNEMPLOYMENT ASSISTANCE (UA)

### Aim

To provide income maintenance for a person who is genuinely unemployed and who has used up his/her unemployment benefit, or who does not satisfy the social insurance conditions for UB.

### Legal basis

Social Welfare Acts 1981 to 1987 and regulations thereunder.

### Contents

UA is payable to persons between the ages of 18 and 66 (pension age) who are available for work, capable of work and genuinely seeking work. UA is means-tested (see Chapter II, page 19).

The maximum rates of UA are IR£39.00 for a single person with an extra IR£26.10 for an adult dependant and between IR£9.50 and IR£8.00 for each dependent child. Lower rates of UA are paid to people in rural areas. Higher rates are paid to people who have been unemployed for longer than 15 months (approximately 8% higher).

### Financial resources

UA is financed by the Exchequer out of general taxation.

### Institutional support

UA is administered by the Department of Social Welfare. Policy and decision making are administered centrally. Means-testing and payment is carried out locally.

### Duration

Ongoing.

### Effects

Year	Number of Recipients at 31 December	Total Expenditure in IR£
1983	96,542	224,066,000
1984	113,280	291,770,000
1985	120,985	351,458,000
1986	130,575	391,538,000

Expenditure includes UA paid to certain small farmers who may not be employed. These farmers are not included as recipients.

## VOLUNTARY WORK FOR THE UNEMPLOYED

### Aim

To encourage people receiving unemployment benefit or assistance to do voluntary work.

### Legal basis

Social Welfare Acts 1981 to 1987

### Contents

This scheme was introduced in October 1983. It covers many forms of voluntary work including the following :

- helping the elderly, sick or disabled;
- helping church groups, youth clubs, residents or local development associations.

Provided that the unemployed person is still available to take up paid employment and is actively looking for paid employment, he/she may engage in voluntary work without affecting his/her unemployment payments.

### Institutional support

The Scheme is administered by the Department of Social Welfare.

### Duration

Ongoing.

### Effects

This Scheme is of benefit both to the unemployed people involved (by developing their existing skills or by providing them with work preparation) and to the community.

## REDUNDANCY PAYMENTS SCHEME

### Aim

To provide payment of compensation to workers who are made redundant.

### Legal Basis

Redundancy Payments Acts, 1967-1984

### Contents

An employee whose employment is terminated because of redundancy is entitled to a redundancy lump-sum payment. The main qualifying provisions for payment of the lump-sum are:

- (a) to have been dismissed by reason of redundancy;
- (b) to have been in continuous employment with the same employer for at least 104 weeks after attaining the age of 16 years;
- (c) to have been in employment which was fully insurable for all benefits under the Social Welfare Acts, at any time within the four years prior to the redundancy;
- (d) to have been between the ages of 16 and 66 (Old Age Pension age) while in employment; and
- (e) to have been normally expected to work for at least 18 hours per week for the same employer.

The lump-sum is normally paid to the employee by the employer who then claims a 60% rebate from the Redundancy and Employers Insolvency Fund. In cases where the employer fails/refuses to make the payment, it is paid direct to the employee from the Fund. The lump-sum is calculated on the basis of age, length of service and the outgoing wage of the redundant worker. The wage taken into account in the calculation of the lump-sum is subject to a statutory ceiling which at present is IR£11,000 per annum or IR£211.54 per week.

The method of calculation is as follows :

- (i) a half week's pay for each year of continuous and reckonable service between the ages of 16 and 41 years;
- (ii) a week's pay for each year of continuous and reckonable service between the age of 41 years and the old age pension age which is 66 years at present; and
- (iii) an addition of one full week's pay.

Any disputes concerning redundancy payments are dealt with by the Employment Appeals Tribunal.

### Financial resources

Rebate and lump-sum payments are made from the Redundancy and Employers Insolvency Fund which is financed solely by contributions from employers.

### Institutional support

The Scheme is administered by the Department of Labour.

### Duration

Ongoing.

### Effects

Proposed redundancies notified to the Department of Labour :

1982	-	26,334
1983	-	29,915
1984	-	31,290
1985	-	22,534
1986	-	22,790
1987	-	24,090

#### 4. Measures Aimed At Training And Retraining

- Apprenticeship training (IR-iv.1)
- Specific Employable Skills (IR-iv.2)
- Skills Foundation Programme (IR-iv.3)
- Enterprise training (IR-iv.4)
- Community Response (IR-iv.5)
- Training in Agriculture (IR-iv.6)
- Farm Apprenticeship Scheme (IR-iv.7)
- CERT training courses (IR-iv.8)

## APPRENTICESHIP TRAINING

IR-iv.1

### Aim

The overall objective of these schemes is to ensure that apprentices are trained in sufficient numbers and to an appropriate level of skill to meet the existing and projected needs of the economy for skilled workers. In so doing, young persons will be given the opportunity of training for worthwhile careers.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

The main features of the apprenticeship system are:

- (i) a period of full-time 'off-the-job' training in the first year for all apprentices in industrial type training centres where they follow standard national curricula;
- (ii) a four-year apprenticeship with the provision for three years under certain circumstances;
- (iii) a planned annual intake of apprentices to ensure sufficient numbers of skilled workers in all trades; and
- (iv) a system of testing and certification of apprentices.

Training is provided free by FÁS during the first year off-the-job but the employer must pay the wages of the apprentice while in training. In some cases apprentices are employed (sponsored) directly by FAS during their first year and receive the same wages as if they were employed by a normal employer. Grants are available to companies who send apprentices for off-the-job training.

### Financial resources

In 1987, total expenditure on apprenticeship training amounted to IRE18.73m.

### Institutional support

Apprentices are trained during their first year in off-the-job industrial training centres run by FAS. During their first year of training they also attend educational institutions for instruction in related theory and more general subjects. Apprentices also attend educational institutions during the second and third year of apprenticeship.

### Duration

Ongoing.

### Effects

During 1987, FÁS provided training for a total of 2,225 apprentices.

## SPECIFIC EMPLOYABLE SKILLS

### Aim

To provide training opportunities for individuals so that they may be able to improve their standards of skill in order to increase their earning power and derive greater job satisfaction.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

FÁS provides a very wide range of courses in both manual and white-collar and service skills, ranging from operative to managerial level. The courses emphasise practical training in simulated 'real-life' situations. Courses vary in duration from six weeks to one year. The average is about four months. FAS pays standard training allowances to the trainees.

### Financial resources

The total cost of FÁS training activities in 1987 was IRE30.7m (including adults and apprentices, external and internal). European Social Fund assistance was available for these FAS training operations to the extent of 55% of approved costs.

### Institutional support

FÁS trains persons through its network of training centres and also through external contractors.

### Duration

Ongoing.

### Effects

Approximately 75% of trainees of FÁS skills courses gain employment upon completion. The remainder use their enhanced skills to obtain jobs later or, increasingly, create their own employment.

In 1987, FÁS trained 16,149 people (including apprentices) in its training centres or through its External Training Division. 85% of trainees in 1987 were under 25 years of age.

## SKILLS FOUNDATION PROGRAMME

### Aim

To aid in the transition from school to work those early school leavers who have no employable skills.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

The programme is geared towards early school leavers who have no employable skills. It provides young people with an integrated programme of training, education and work experience and helps them develop a general skills foundation. During the 27 week programme participants prepare work and training plans, and learn basic and specific skills relevant to their area of interest. A four week period of practical training is also incorporated into the programme.

### Financial Resources

Total costs:	1987	-	IR£7.5m
	1988 (estimated)	-	IR£7.6m

### Institutional Support

The programme is administered by FÁS.

### Duration

Ongoing.

### Effects

The total number of persons participating on the Skills Foundation Programme in 1987 was 2,328.

## ENTERPRISE TRAINING

### Aim

FÁS operates a number of training programmes under this heading, such as 'Start Your Own Business' 'Women into Enterprise' and 'Self-Employment' programmes. These programmes are designed for potential entrepreneurs to test the feasibility of their business idea and thus to facilitate the rational development of the small business enterprise.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

The Enterprise Training programmes combine an initial period of intensive training, followed by more practical fieldwork where the participant is allowed to get to work on his/her own idea and develop it in the market place. Among the topics covered in the training element of the programme are enterprise motivation, marketing and market research, product development, finance/costing, managerial techniques, production, sales and business administration.

### Financial resources

Total costs:	1987	-	IR£8.3m
	1988 (estimated)	-	IR£8.8m

### Institutional support

Administered by FÁS through its network of Training Centres and External Training Division.

### Duration

Ongoing.

### Effects

Training for self-employment in the form of enterprise training or "Start Your Own Business" courses is critical to the development of successful indigenous enterprises, particularly where the potential entrepreneur may have no previous experience of self-employment.

FÁS's enterprise development courses catered for 2,782 participants in 1987 while estimated participation in 1988 is 2,770.

## COMMUNITY RESPONSE

### Aim

Community Response covers a number of community-based training programmes designed to make training services available to local communities which have identified a need for such services within their area. Through the provision of training services, it is hoped to facilitate the creation of commercially viable community based enterprises.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Service Act, 1987

### Contents

The training requirements of local communities are catered for by a variety of programmes each designed to meet different needs e.g. Community Development, Community Enterprise and Co-operative Development. The type of training provided is similar to that provided on Enterprise Training programmes with the emphasis very much on imparting relevant financial, technical and business skills, as well as (where necessary) developing leadership and communicative abilities.

### Financial Resources

Total costs:	1987	- IRE8.2m (incl. ESF funding)
	1988 (estimated)	- IRE7.2m (incl. ESF funding)

### Institutional Support

Training is provided within the community on premises provided by the local community, while FAS is responsible for the provision of instructors and - where necessary - equipment.

### Duration

Ongoing

### Effects

A total of 2,289 persons were trained on Community Response programmes in 1987, while estimated participation in 1988 is 2,445.

TRAINING IN AGRICULTURE BY T E A G A S C  
- The Agriculture And Food Development Authority -

Aim

To further the development of agriculture by providing education, training and advisory services and by making available the scientific and practical knowledge required by the agriculture industry.

Legal Basis

- (i) Agriculture (An Chomhairle Oiliuna Talmhaiochta) Act, 1987.
- (ii) Agriculture (Research, Training and Advice) Act, 1988.

Contents

TEAGASC, the state-sponsored body responsible for the provision of education and training in agriculture, was established in September 1988 following the amalgamation of ACOT - the Council for Development in Agriculture and An Foras Taluntais - the Agriculture (Research) Institute. It operates a range of courses, both full- and part-time, covering all aspects of agriculture, e.g. general agriculture, dairy husbandry, machinery operation and maintenance, commercial and amenity horticulture, etc. The full-time courses are generally of 1-3 years duration and lead to the award of national qualifications.

An important element in TEAGASC's training activities is the Certificate in Farming programme, introduced in 1982. This programme is aimed at young entrants to farming and involves formal training and on-farm work experience over a period of 3 to 3½ years.

Financial resources

Exchequer funding, in the form of a State grant, is provided for general (current) purposes. The Minister for Agriculture, on the basis of the approved annual programme, decides the amount of this grant. In 1988, provision has been made for an allocation of IR£20m.

TEAGASC also derives income, totalling IR£6.53m in 1987, from EEC, FÁS and miscellaneous sources and charges for services. The legislation also provides that TEAGASC may accept contributions and donations towards its expenses from farming organisations, co-operatives, financial institutions and other bodies or persons. TEAGASC may borrow funds subject to the consent of the Ministers for Agriculture and Finance.

### Institutional support

Full-time courses are administered through TEAGASC's own network of residential agricultural/horticultural colleges, and also through a number of privately owned agricultural/horticultural colleges. TEAGASC also operates a number of agricultural training centres, generally located in county towns, where part-time and day-release courses are provided.

### Duration

Ongoing.

### Effects

#### Student number 1986/87

Agricultural Colleges	900
Horticultural Colleges - Commercial	174
- Amenity	83
Total	1157

## FARM APPRENTICESHIP SCHEME

### Aim

To provide husbandry and management training for entrants to farming either as inheritors or as hired managers.

### Legal basis

The Farm Apprenticeship Board which implements the Scheme is a registered company.

### Contents

This is a full-time apprenticeship programme with an annual intake of about 160 students. It provides practical on-the-job training interspersed with periodical block and day release courses. A prerequisite for entry is satisfactory completion of a one year course in general agriculture at an agricultural college. The practical training period lasts three years, during which apprentices are placed on farms of master Farmers, selected by the Farm Apprenticeship Board, and work under the supervision of the Board.

Apprentices are paid by the Master Farmer at rates not less than the statutory minimum rates for agricultural wages. Under the Trainee Farmer Scheme the apprenticeships are carried out on the person's home farm with a twelve month period on a master farm.

### Financial resources

The Farm Apprenticeship Board is financed mainly by a grant from TEAGASC - the Agriculture and Food Development Authority. The grant was IR£351,316 in 1986 and IR£173,400 (estimated) in 1987.

### Institutional support

The Board is an autonomous body comprised of representatives of a number of voluntary agricultural organisations. A representative of TEAGASC acts as an adviser to the Board and attends its meetings.

### Duration

Ongoing.

### Effects

Practically all apprentices, on qualifying, take up careers in agriculture either as inheritors or employees in management positions. A total of 344 apprentices were in training in 1986/87.

## C E R T TRAINING COURSES

### Aim

CERT operate a range of training programmes designed to meet the needs of the hotel and catering industry for a skilled and qualified workforce. CERT also provides training programmes for unemployed persons wishing to enter the industry.

### Legal basis

CERT was incorporated as a limited company in 1963 under the Companies Act, 1908-59.

### Contents

The range of CERT training activities fall under four main headings:

- (i) Recruitment and training of school-leavers wishing to enter the industry;
- (ii) Provision of training and advisory services to the hotel and catering industry, aimed at raising operational standards and performance;
- (iii) Provision of basic craft training for unemployed persons seeking jobs within the industry;
- (iv) Provision of skills designed to be of assistance in the promotion of tourism.

### Financial resources

Total costs:	1987	-	IR£5.7m
	1988 (estimated)	-	IR£5.7m

### Institutional support

CERT operates its services through one main training centre in Dublin. Courses are also organised in leased accommodation at various locations around the country. An important feature of CERT's activities is the provision of 'in-house' training services, both in hotels and catering colleges, as well as in schools.

### Duration

Ongoing.

### Effects

The total number trained by CERT during 1987 was 7,431. Included in this total were 740 unemployed persons over 18 years who participated in basic craft courses. Approximately 100% of Formal Craft Students and 90% of Unemployed Trainees were subsequently able to be placed in employment with the industry.

## 5. Job Creation Measures

- Employment Incentive Scheme (IR-v.1)
- Enterprise Scheme (IR-v.2)
- Community Enterprise Programme (IR-v.3)
- Job sharing in the public service (IR-v.4)
- Career breaks in the public service (IR-v.5)

## EMPLOYMENT INCENTIVE SCHEME

### Aim

The objective of the Employment Incentive Scheme is to effect a net increase in employment levels by encouraging employers to recruit unemployed persons. It provides a financial incentive for a limited period of time to employers who recruit additional eligible employees for jobs of a stable nature.

### Legal Basis

Labour Services Act, 1987

### Contents

The Scheme is open to profit-making and non-profit making enterprises (including community, charitable and sporting organisations, etc.) in all sectors with the exception of the following: public sector; banking; insurance; building societies and similar financial activities. Assistance under the Scheme is confined to the establishment of four jobs per annum per employer. To satisfy the conditions for employee eligibility, a person must have been unemployed and on the Live Register for at least 13 weeks immediately preceding recruitment, or participating in a programme of work experience financed by a state department, public authority or state agency prior to or followed by a period on the Live Register.

A subsidy of IR£60 per week is payable in respect of persons aged over 25 and who have been unemployed for twelve months. A standard rate of IR£30 per week is payable in all other circumstances. All premiums are payable for 24 weeks.

### Financial resources

The Scheme is financed from the Exchequer, the 1% Employment and Training Levy on income and European Social Fund assistance which is available in respect of those under 25 years and the older long-term unemployed recruited under the Scheme. The cost of operating the Scheme was IR£5.2m in 1987 while estimated costs in 1988 are IR£5.2m.

### Institutional support

Administered by FÁS.

### Duration

Ongoing. The conditions governing the Scheme are reviewed at regular intervals.

### Effects

The present scheme is structured in favour of smaller employers who are more representative of the Irish economic situation and for the older longer-term unemployed. The participation rate among the long-term unemployed has increased from 3% in 1983 to 17% in 1987, since the special subsidy for the long-term unemployed was introduced in 1984.

During 1987, a total of 5,600 recruitments were notified under the Employment Incentive Scheme. Since the inception of the scheme in 1977, approximately 71,000 recruitments under the scheme have been notified.

## ENTERPRISE SCHEME

### Aim

The Enterprise Scheme is designed to assist eligible unemployed persons to set up their own businesses and to become economically self-reliant.

### Legal basis

Labour Services Act, 1987.

### Contents

Projects in most sectors of economic activity will be considered. The business must be new and independent and not linked in any way with an existing enterprise. It must also comply with the law, must not exceed a capital outlay of £30,000 per participant in the first year of business, and must be a full-time activity.

To enter the Scheme applicants must have been:

- (i) on the Live Register and in receipt of Unemployment Benefit/Assistance during the preceding 13 weeks;
- (ii) on the Live Register and in receipt of Unemployment Benefit/Assistance following a period of at least 13 weeks duration during which they were in receipt of Disability Benefit;
- (iii) attending an approved training course following a period on the Live Register during which they were in receipt of Unemployment Benefit/Assistance provided that the two periods together make up at least 13 consecutive weeks; or
- (iv) in receipt of the Disabled Persons Rehabilitation Allowance during the preceding 13 weeks while attending a training course approved by the National Rehabilitation Board.

Applicants must show that they can invest IRE500 from their own resources in the business if this is necessary and that they have access to sufficient working capital for the operation of the business. Applicants must also be able to show that they have the necessary skills for the business and that the business chosen is potentially viable.

The allowance is IRE50 per week for a married person and IRE30 per week for a single person and is payable in lieu of Unemployment Benefit/Assistance. The allowance will be paid for a maximum of 52 weeks provided the business continues for that period. In exceptional circumstances and provided a participant can demonstrate that he/she can meet day-to-day living expenses from some other source, the weekly allowance or part thereof, may be paid in the form of a lump-sum to facilitate the purchase of capital assets.

There is a further facility whereby participants who at the time of their commencement on the Scheme had some residual entitlement to pay-related benefit (P.R.B., payable with unemployment benefit) can apply to have the balance capitalised in a lump-sum subject to a maximum of 26 weeks. Such lump-sums are paid to assist with start-up costs and where the applicant is putting up IR£500 of his/her own capital towards these costs.

#### Financial resources

The Scheme is financed by the Exchequer, the Employment and Training Levy and the European Social Fund. Operating costs were IR£8.244m in 1987 and IR£7m (estimated) in 1988.

#### Institutional support

The Scheme is administered by FÁS.

#### Duration

Ongoing.

#### Effects

During 1987, a total of 2,364 persons were recruited on the Enterprise Scheme, with approximately 18% of these under 25 years of age. Since the Scheme commenced in December, 1983, over 18,000 people have been assisted to set up their own businesses. The majority (75%) of these projects have been in the services sector, while approximately 17% were in the manufacturing area. The Scheme has proved an effective measure for re-integrating the long-term unemployed into the workforce, with a sample survey revealing that approximately 40% of participants over 25 years of age had previously been unemployed for a year or more.

## COMMUNITY ENTERPRISE PROGRAMME (CEP)

### Aim

The goal of the Community Enterprise Programme (CEP) is to help community based groups and worker co-operatives to generate extra income and employment by either setting up businesses directly or helping individuals and groups to set up businesses. The programme is particularly geared towards disadvantaged groups/areas, and the unemployed.

### Legal basis

- (i) Youth Employment Agency Act, 1981 (Section 4)
- (ii) Labour Services Act, 1987

### Contents

The term "community enterprise" is shorthand for the range of organisations (e.g. community councils, youth organisations and employment committees) which operate in the community for the good of the community. The approach of the Programme is essentially to help communities to help themselves by providing the following assistance:

- advice to groups who want to take a community enterprise initiative;
- planning grants for groups wishing to identify and investigate goods and services which might be provided locally;
- enterprise workers recruited by local community groups to be financially assisted through CEP by FAS for up to twelve months;
- linkages into the programmes and grant aid schemes of other state and commercial agencies - the Community Enterprise Programme is complementary to the enterprise development programmes available from other bodies, such as the IDA, Shannon Development, Udaras na Gaeltachta and County Development Teams;
- direct financial aid for groups at the point of the "start-up", specifically to contribute towards capital and revenue requirements and project management costs for up to twelve months.

### Financial resources

The Programme is funded by FAS with some assistance from the European Social Fund. Expenditure on CEP in 1987 was IR£2.19m while estimated expenditure in 1988 is IR£2.13m.

### Institutional support

Individual projects are administered by community and youth groups.

**Duration**

Ongoing.

**Effects**

Over 350 community organisations were assisted under the Community Enterprise Programme during 1987. At the end of 1987, a total of 390 jobs were created in businesses directly supported by CEP. A number of local business advice services and community owned workspaces have also been supported with job potential for 300. By the end of 1988, it is estimated that the Programme will have supported, directly or indirectly, some 700 new jobs.

## JOB SHARING IN THE PUBLIC SERVICE

### Aim

To provide new job opportunities in the public service and to facilitate public servants who wish to make use of a job sharing arrangement.

### Legal basis

Non-statutory.

### Contents

Under the scheme two public servants may, in agreement with management, volunteer to share equally the duties and responsibilities of a particular post. Each member of the job sharing scheme receives half of the pay and other benefits associated with the post. After a minimum of three years job sharing an officer may return to full-time employment subject to the occurrence of a suitable vacancy in the particular area concerned. In exceptional cases applications for return to full-time employment before the end of the three year period will be considered. Staff who are recruited from competitions on a job sharing basis will be offered full-time employment after about two and a half years.

### Financial resources

Non-applicable.

### Institutional support

The Scheme is administered by the Department of Finance through individual Government Departments, Health Boards, Local Authorities and State-Sponsored Bodies.

### Duration

Ongoing.

### Effects

Up to the end of December 1987, a total of 750 persons were participating in job sharing arrangements in the civil service. In addition, there were 361 non-civil service employees in the public sector job sharing as of 31 October 1987.

## CAREER BREAKS IN THE PUBLIC SERVICE

### Aim

To provide new job opportunities in the public service and to facilitate public servants who wish to take career breaks.

### Legal basis

Non-statutory.

### Contents

The Scheme allows public servants to take special leave without pay (subject to a minimum of one year and a maximum of five years) for a wide range of purposes, e.g., to set up a business, to rear children, or to work in another job. Officers returning to work after a career break will be assigned to suitable vacancies as and when they arise in the particular area concerned.

### Financial resources

Non-applicable.

### Institutional support

The Scheme is administered by the Department of Finance through individual Government Departments, Health Boards, Local Authorities and State-Sponsored Bodies.

### Duration

Ongoing.

### Effects

At the end of December, 1987, a total of 9,664 public servants were availing themselves of career breaks. The breakdown of this total between individual areas of the public service was as follows:

Civil Service	2,818
Health Boards	3,509 (up to 31 July 1987)
Local Authorities	874
Teachers	1,580
Vocational Education Committees	78
Garda Siochana (Police)	124
State-sponsored Bodies	681
	9,664

## 6. Measures In Favour Of Special Categories Of People

### Youth

- Vocational Preparation and Training programmes (IR-vi.1)
- Teamwork (IR-vi.2)
- Community Youth Training Programme (IR-vi.3)
- Graduate Employment Programmes (IR-vi.4)
- Youth Traineeship Initiative (IR-vi.5)
- Community Training Workshops (IR-vi.6)

### Long Term Unemployed

- Jobsearch Programme (IR-vi.7)
- Social Employment Scheme (IR-vi.8)
- Building on Experience Programme (IR-vi.9)

### Disabled

- Vocational Services of the National Rehabilitation Board (IR-vi.10)
- Training services for the disabled provided by the NRB (IR-vi.11)
- Scheme of technical aids to employment provided by the NRB (IR-vi.12)

## VOCATIONAL PREPARATION AND TRAINING PROGRAMME

### Aim

This programme provides vocational training and work preparation for young persons who have completed compulsory schooling, and who propose to enter the labour market, but whose qualifications are inadequate or inappropriate to enable them to secure full-time employment.

### Legal basis

Non-statutory.

### Content

In general, courses are of 1 year's duration. From 1 September 1985 an optional further one year programme for a limited number of trainees was introduced. There are three main elements in each course:

- (i) General Studies, including communications and knowledge of the work milieu, counselling and career guidance.
- (ii) Technical Skills : each trainee takes two modules of technical skills in areas of good employment prospects.
- (iii) Work Experience : supervised and evaluated work experience, related as far as possible to the areas of technical skills training.

### Financial Resources

The programme is funded by the European Social Fund at 55% of total costs and from Central Exchequer Funds at 45%. Total cost of the programme in 1987 was IR£40.0m.

### Institutional Support

Department of Education through Vocational Education Committees and other school authorities (Secondary, Community and Comprehensive schools).

### Duration

Ongoing.

### Effects

The number of trainees participating in the programme has risen from under 4,000 in the 1982/83 session to 20,000 in the 1987/88 session.

A total of 39,500 trainees participated in 1987 - 19,500 who completed a 1-year programme in August 1987, and 20,000 commencing in September 1987.

Number of trainees:

1982/83	1983/84	1984/85	1985/86	1986/87	1987/88
3,649	3,678	16,130	18,925	19,500	20,000

## TEAMWORK

### Aim

Teamwork has been designed to help local communities provide temporary community based employment for young persons who have been unemployed for at least six months. In doing so, it provides an opportunity for young people to get first hand experience of work and working conditions while also enabling sponsors to provide worthwhile services which otherwise might not be possible.

### Legal Basis

Labour Services Act, 1987

### Contents

Grants are made for the employment of young people on projects. Applicants must be:

- (a) between 17-25 years of age;
- (b) registered as unemployed at least 6 months prior to recruitment;
- (c) registered with and recruited by FAS.

The minimum duration of a project must be six months and no individual participant may stay on the programme for more than 52 weeks. The type of work involved is mainly service type projects, such as youth services, local developments, social services, community services and cultural and sport activities. No programme can have a ratio of more than 2 to 1 of males to females or vice versa. Disabled persons should be allocated 3% of places available on a project.

FAS pays a grant of IR£60 per worker per week and IR£105 per supervisor per week. Sponsors have to record, deduct and make PAYE and PRSI payments. In addition, projects may claim approved running costs to a maximum of 15% of total labour costs.

### Financial Resources

The scheme is financed by an allocation from the 1% Employment and Training Levy. Expenditure on the Teamwork Scheme was approx. IR£4.55m in 1987, while the allocation for 1988 is IR£4.6m.

### Institutional Support

The scheme is administered by FAS while the various sponsoring clubs/organisations take on the role of employer.

### Duration

Ongoing.

### Effects

During 1987, a total of over 1700 places were provided for participants on the Teamwork scheme.

## COMMUNITY YOUTH TRAINING PROGRAMME

### Aim

To give basic training coupled with work experience to young people under the age of 25 who are unemployed. This training will be provided through projects which will be of benefit to the community.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

Projects must be of benefit to the community, for example, renovation of old peoples' homes, decoration of community centres, extension of community halls. Since 1984 this programme has also served as the main support vehicle for any local communities wishing to undertake major construction projects.

Depending on the nature of the work, the project team may include unemployed craftsmen and apprentices as well as unskilled youths. Young persons gain a combination of basic training, work experience, core industrial skills and an opportunity to develop self-reliance and maturity. Projects may last up to one year.

FÁS pays standard training allowances to the trainees and for the instructor costs. The community organisation sponsoring the project must pay for the costs of materials.

### Financial resources

The total cost to FÁS in 1987 was IR£13.31m and this involved the payment of grants in respect of 120 projects which were completed in 1987 together with 110 projects which commenced in 1987. It is estimated that a similar number of projects will be grant-aided in 1988.

### Institutional support

The Community Youth Training Programme is administered by FÁS. Under the Programme, every project must have a sponsoring body within the community which will take legal responsibility for the project in such matters as insurance, planning permission, etc.

### Duration

Ongoing.

### Effects

Total participation on the Community Youth Training Programme in 1987 was 4,021, while estimated participation in 1988 is 4,447.

## GRADUATE EMPLOYMENT PROGRAMMES

### Programmes

- i Market Place - for marketing degree holders;
- ii Design Place - for design graduates;
- iii Scientists and Technologists Employment Programme (STEP) - for science and engineering degree and diploma holders;
- iv European Orientation Programme - for graduates of all disciplines;
- v Financial Graduates Employment Programme - for commerce and business studies graduates.

### Aim

The objectives of these programmes are to promote employment for young graduates and allow Irish companies an opportunity to recruit specialists.

### Legal basis

- (i) Youth Employment Agency Act, 1981
- (ii) Labour Services Act, 1987

### Contents

The key to the success of the programmes is the matching of graduates with identified vacancies in companies where the graduates' skills will benefit the company. The Schemes are confined to graduates under 25 years of age and who are either unemployed for more than three months or working in a job outside their area of qualification.

All participants must be registered with FÁS. Firms while participating are required to employ a graduate on a full time basis for a period of 12 months.

### Financial Resources

Contributions towards salaries are made available by FÁS to participating firms. The Industrial Development Authority, Coras Trachtála (the export promotion body), the Bank of Ireland and the European Social Fund also provide assistance.

FÁS's financial contribution to the Programmes in 1987 was IR£1.1m, while estimated expenditure in 1988 is IR£0.975m.

### Institutional Support

The Programmes are administered by the following organisations:

- i Market Place is administered by the Irish Goods Council;
- ii Design Place is administered by the Irish Goods Council;
- iii Scientists and Technologists Employment Programme is administered by EOLAS, the state body for science and technology;
- iv European Orientation Programme is administered by the Confederation of the Irish Industry;
- v Financial Graduates Employment Programme is administered by the Irish Productivity Centre and by Shannon Development (SFADCo).

Duration

Ongoing

Effects

A total of 265 graduates were placed through Graduate Employment Programmes in 1987. A high proportion of participants have been retained to date by their host companies.

## YOUTH TRAINEESHIP INITIATIVE

### Aim

The objective of the scheme is to fill a gap in the training needs of young people in first-time employment whose jobs do not provide any real opportunity of structured training. This is particularly relevant to the needs of early school-leavers with little or no qualifications.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

Training agreements are arranged between each participating employer and employee. Training consists of two elements:

- "on-the-job" training provided by the employer with assistance from FÁS on programme structure and content;
- "off-the-job" training provided through a combination of FÁS training centres and local educational colleges.

### Financial Resources

Total estimated costs in 1987 are IRE106,600.

### Institutional Support

The programme is administered by FÁS.

### Duration

Operating on a pilot basis at present.

### Effects

A total of 81 training contracts had been signed by the end of the pilot period 1986/87. A major evaluation of the programme is currently being conducted, on the basis of which decisions as to its future development will be made.

## COMMUNITY TRAINING WORKSHOPS

### Aim

To provide special training facilities within the community for disadvantaged young people (e.g. young people who leave school with no qualifications), many of whom are educationally disadvantaged and/or come from economically deprived families.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

Course content varies in the different centres but is aimed to provide a basic introduction to manual and/or clerical skills. Trainees may then be suitable to proceed to normal vocational training courses or gain employment directly. Courses run include Introduction to Sewing, Basic Engineering, Woodwork, Basic Office Skills, Hairdressing, Crafts, Introduction to Catering, Welding/Fabrication and Introduction to Industry. The training programmes are geared towards developing self confidence as well as learning practical skills.

The duration of courses varies from 2-3 months up to one year for all workshops. FAS pays standard training allowances to trainees.

### Financial resources

	1987	1988
Total costs: capital	IR£0.56m	IR£ 0.45m)
current	IR£8.83m	IR£11.11m) estimated

### Institutional support

FAS has continued to expand its network of Community Training Workshops. By the end of 1987, there were 78 such workshops throughout Ireland including 27 specially designed for young travellers, with a total training capacity of 2,242 places.

### Duration

Ongoing.

### Effects

During 1987, a total of 3,646 persons received training in Community Training Workshops, compared to 3,141 in 1986.

## JOBSEARCH PROGRAMME

### Aim

The Jobsearch Programme is designed to help the unemployed, particularly the long-term unemployed, by improving their job-searching skills and giving them priority access to training and employment schemes.

### Legal basis

Non-statutory.

### Contents

The intention behind the Programme is to offer a one-to-one counselling interview to unemployed persons, with priority given to those who are longest on the Live Register. On the basis of this interview, participants are then directed to suitable manpower opportunities appropriate to their needs. These opportunities can take the form of:

- (i) a place on an existing manpower programme or scheme;
- (ii) a job vacancy; or
- (iii) a place on a special jobsearch course.

The special jobsearch courses are of four weeks' duration and are designed to improve the job-searching skills of participants. All necessary facilities (postage, telephones, typewriters, etc.) are provided free of charge, while in certain cases expenses will be paid to cover the cost of travelling to job interviews. Participants continue to receive their normal unemployment pay entitlements during the duration of the programme.

### Financial resources

Estimated expenditure under the Jobsearch Programme in 1988 is IRE100m. This figure includes the cost of provision of places on mainline employment/training schemes as part of the Programme.

### Institutional support

The administration of the Jobsearch Programme is the responsibility of the Department of Social Welfare, in cooperation with the Department of Labour and FAS. The special, four-week jobsearch courses are run by FAS through its network of training centres.

### Duration

Ongoing.

### Effects

During 1987, a total of 141,500 persons were interviewed as part of the Jobsearch Programme. Of these, 31,400 were placed on manpower programmes, 4,200 were successfully referred to job vacancies and 10,300 participated on the special Jobsearch courses.

A total of 50,000 Jobsearch interviews are scheduled to be conducted in 1988.

## SOCIAL EMPLOYMENT SCHEME

### Aim

To assist the long-term unemployed by providing them with work on projects which are socially and culturally beneficial to the community, for an average of 2½ days per week for up to one year.

### Legal basis

Labour Services Act, 1987

### Contents

Under the Scheme, public sector and voluntary organisations may submit projects for consideration. To be eligible, projects must be non-profit orientated, must respond to clearly identified community needs and must not substitute for existing employment. Participants must be over 25 and be registered unemployed for not less than twelve months. All participants must be registered with, and recruited by FÁS. Participants may engage in other employment during the time they are not working on the scheme.

Each employee is paid £60 per week and those entitled to adult dependence allowance are paid £85 weekly. In addition, the sponsor is entitled to claim a percentage of the total wage bill to provide materials and a full-time supervisor where one can be approved. Remunerations are subject to nominal amounts of income tax and PRSI.

### Financial Resources

The Scheme is financed by the Exchequer. Approximately £43.5m was spent on the Social Employment Scheme in 1987 while the allocation for 1988 is £43.4m.

### Institutional Support

The Scheme is administered by FÁS while the various sponsors take on the role of employer.

### Duration

Ongoing.

### Effects

The Scheme provides an opportunity for the long-term unemployed to achieve experience of work and the working environment. It also enables communities to provide employment for those out of work.

At the end of 1987, over 11,200 persons were participating on the Social Employment Scheme, compared to an end-1986 participation figure of 8,500. It is estimated that approximately 9,550 man/years of employment will be provided on the Social Employment Scheme during 1988.

## BUILDING ON EXPERIENCE PROGRAMME

### Aim

To expand the range of occupational options available to the long-term unemployed.

### Legal basis

- (i) Industrial Training Act, 1967
- (ii) Labour Services Act, 1987

### Contents

The Scheme is aimed at persons between the ages of 25 and 44 who have been unemployed for more than one year and in receipt of unemployment assistance. The programme consists of alternating periods of formal training with periods of relevant practical job training in a work environment. The programme is of six months duration and is divided into four months off-the-job training and two one month practical job training periods. Participants receive a standard training allowance from FAS.

### Financial Resources

Total costs:	1987	- IRE6.2m
	1988 (estimated)	- IRE5.4m

### Institutional support

The Scheme is administered by FÁS.

### Duration

Ongoing.

### Effects

The goal of the programme is to help the long-term unemployed by restoring self-confidence, developing initiative and job finding skills. It encourages trainees to examine alternative occupational options which include self-employment, co-operative ventures and community service.

During 1987, 2,009 persons received training under the Building on Experience programme, while estimated participation in 1988 is 1,790.

## VOCATIONAL SERVICES OF THE NATIONAL REHABILITATION BOARD (NRB)

### Aim

The aim of these services is to assist disabled persons towards vocational integration in the community, and consequently towards the attainment of the highest possible level of financial, social and vocational independence.

### Legal basis

The NRB was established by the Minister for Health in 1967 under the Health (Corporate Bodies) Act, 1961. Its functions outlined under Section 4(b) of the National Rehabilitation Board (Establishment) Order 1961, include:

- (i) the provision of a service for the assessment of disability and the giving of vocational guidance to disabled persons;
- (ii) the training of disabled persons for employment suitable to their conditions of health; and
- (iii) the provision of a service for the placement of disabled persons in employment.

### Contents

For the purpose of providing assessment, counselling and placement in employment, training and/or sheltered work, the Board provides the following services:

(1) The Vocational Service: Fifty field staff are engaged in the vocational assessment of disabled young people and adults, in seeking suitable employment on the open labour market, in arranging skill training, activation (general work preparation) and sheltered employment. In relation to disabled school leavers, the Vocational Officers are involved in their preparation for employment, in assisting the transition from school to work, and in arranging any necessary post-school services.

(2) Psychological Service : The Board's seven psychologists are involved in psychological testing, vocational assessment and counselling of disabled persons referred to the Board.

(3) Medical Service: The Board's Medical Director and his staff provide medical assessment of disabled persons referred to the Board and participate in the vocational assessment services.

### Financial resources

Budget allocation from Department of Health. The allocation for 1986 was IRE3,243,000 and 1987, IRE3,413,000.

### Institutional support

The Board works closely with statutory and voluntary organisations engaged in the provision of services for disabled persons and has a special relationship with the National Medical Rehabilitation Centre.

Duration

Ongoing.

Effects

Between 1985 and 1986 the Board's services effected the following numbers of placements:

	1985	1986
To open employment	988	1178
To training/education	1870	1856
To sheltered work/day care	458	467
New referrals/re-opened cases	4271	3906

## TRAINING SERVICES FOR THE DISABLED PROVIDED BY THE NRB

### Aim

The aim of these services is to supplement community training services, by providing special services for those disabled persons whose disability is such as to prevent them from availing themselves of training on an integrated basis.

### Legal basis

Health Act, 1970. The Health Act provides that Health Boards should make arrangements for the training of disabled persons. In practice, this statutory responsibility is discharged mainly through voluntary organisations, which receive state financial support for the provision of training.

### Contents

(1) Skill training: Training at apprenticeship level is provided in woodwork and light engineering. Other areas of skill training include secretarial and business studies, draughting, watch and clock repair, horticulture, garment-making, driving (for mobility-impaired persons), electronic assembly, graphic design and computer appreciation.

(2) General Work Training: Training in work skills and social/personal competence is provided in community workshops, located in most counties. These workshops are available to persons having any disability, provided they have been referred by the Vocational Service of the National Rehabilitation Board.

(3) Vocational Training Units: Two year vocational preparation courses are carried out at a number of centres. These courses cater primarily for mentally handicapped school leavers. Their aim is to prepare such people for the transition from school to open or sheltered work.

(4) Sheltered Work: Within the community workshops (see (2) above), long-term sheltered work is provided for any disabled person who does not have the capacity to cope with the demands of the open labour market. Voluntary organisations in the mental handicap field provide extensive sheltered work facilities for adult mentally handicapped persons. One sheltered workshop provides employment for approximately fifty visually handicapped persons. A small number of sheltered workshops catering mainly for physically disabled persons are also provided by voluntary organisations.

### Financial resources

State subvention, European Social Fund grants and private fund-raising (in the case of voluntary organisations).

The State contribution to running costs will usually take the form of capita-tion fees paid in respect of each client and a contribution to transport costs of trainees. The State normally contributes to capital costs also. These contributions are in addition to allowances paid by the State to each disabled person.

Duration

Ongoing.

Effects

	1985	1986
Placements to training/education	1870	1856
Placements to sheltered work/day care	458	467

## SCHEME OF TECHNICAL AIDS TO EMPLOYMENT PROVIDED BY THE NRB

### Aim

The scheme offers financial assistance to an employer wishing to adapt machinery or premises in order to employ a disabled person or maintain a newly disabled employee.

### Legal basis

This scheme is operated at the discretion of the Board.

### Contents

Grant aid for suitable schemes is available to a maximum of IRE5,000 for any one project. In order to qualify, the employer must be offering permanent employment to the disabled person concerned. Proposals for schemes are examined by personnel of the NRB and are subject in each case to the approval of the Board.

### Financial resources

Exchequer funding. The allocation for 1985 was IRE13,120, 1986 IRE10,000 and 1987 IRE3,000.

### Duration

Ongoing.

## Chapter IV: INFORMATION AND RESEARCH

### 1. The Central Statistics Office (CSO)

CSO is a government office which collects, compiles, analyses and publishes statistics relating to the various aspects of the social and economic life of the country. The sources of employment data published by the CSO are :

- (i) Census of Population;
- (ii) Labour Force Surveys;
- (iii) Registered Unemployment, for which the following analyses are carried out :
  - (a) monthly analysis of Live Register by area and sex which includes details of the numbers of persons under 25 years of age registered as unemployed. Also provided are a seasonally adjusted series, and the Live Register total as a percentage of the estimated total labour force;
  - (b) quarterly analysis by age-group, area and sex; for two of the quarters the information collected is expanded to incorporate an analysis by duration of continuous registration;
  - (c) other analyses: industrial analysis which includes information concerning flows on and off the Live Register in the preceding month (monthly); an occupational analysis (quarterly); and an analysis by area of residence (quarterly).

### 2. Department of Labour

The Department of Labour through its research budget commissions outside bodies such as the ESRI (Economic and Social Research Institute), Universities, etc. to undertake research projects on various aspects of the labour market on its behalf. The Department also finances the annual School Leaver's Survey which is conducted in co-operation with the ESRI. This survey gives information on the employment status of young people who have left second-level education in the preceding year.

The Department of Labour publishes an annual report of its activities. This gives a comprehensive review of policy developments, as well as outlining progress in the delivery of the Department's programmes.

The Department of Labour monitors and evaluates, on an on-going basis, the various manpower programmes operated by FAS and CERT. Management data systems have been introduced which facilitate the regular monitoring and review of all programmes. This is supplemented by in-depth evaluations of selected programmes which enable detailed assessments of their effectiveness to be undertaken.

### 3. FÁS - the Training and Employment Authority

FÁS has responsibility for the dissemination of information on the services which it provides. FÁS also undertakes, in consultation with the Department of Labour, research on matters relevant to its activities.

### 4. National Economic and Social Council (NESC)

The Council is a state-sponsored body established in November 1973. Its main task is to provide a forum for discussion of the principles relating to the efficient development of the national economy, and the achievement of social justice, and to advise the Government, through the Taoiseach (Prime Minister), on their application. In this way, it is intended that the Council should have an important input into the formulation of policy at the macro level.

Reports produced by the Council are submitted to the Government, laid before each House of the Oireachtas (Parliament) and then published. Over eighty reports on a wide variety of economic and social topics have already been published by the Council, including a major report on "Manpower Policy in Ireland" published in December 1985. The Council also regularly produces reports on overall economic and social strategy, the most recent being Strategy for Development 1986-1990.

### 5. The Economic and Social Research Institute (ESRI)

An independent, non-profit-making body set up in 1960, the ESRI works to increase knowledge of the social and economic conditions of society with particular reference to Ireland. It is essentially a research organisation, with its own specialist staff conducting research in close co-operation with the Universities and those other organisations, such as the Department of Labour, which may commission projects.

Since its foundation the ESRI has prepared at regular intervals a plan of research for the following five years. All research by Institute staff is undertaken with a view to publication. The Institute's main publication series are:

- General Research Series;
- Broadsheet Series;
- Policy Research Series; and
- Quarterly Economic Commentary.

The Institute has also evolved a training role to increase the stock of qualified economic and social research workers in Ireland and to provide a base for visiting scientists from outside Ireland.

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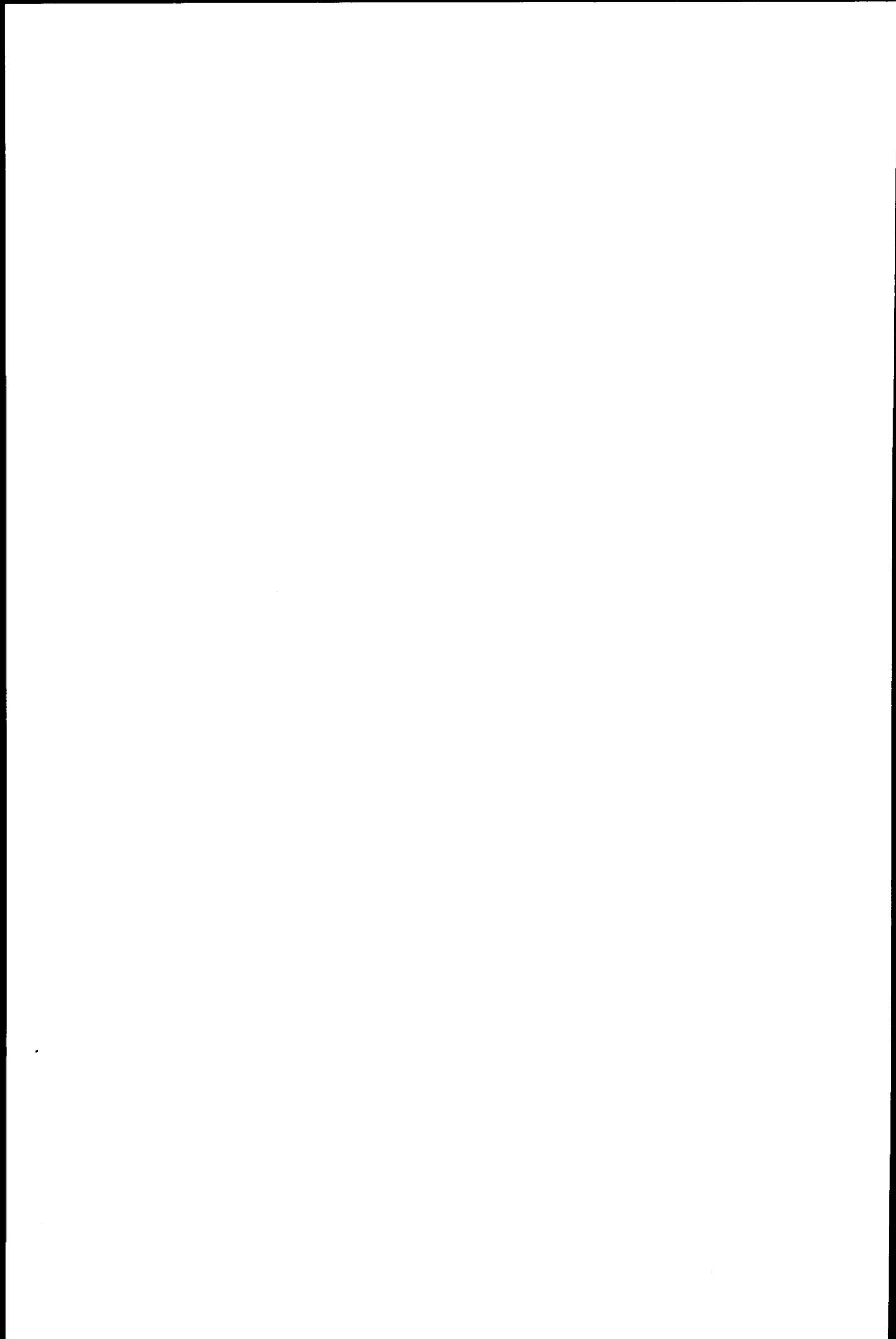
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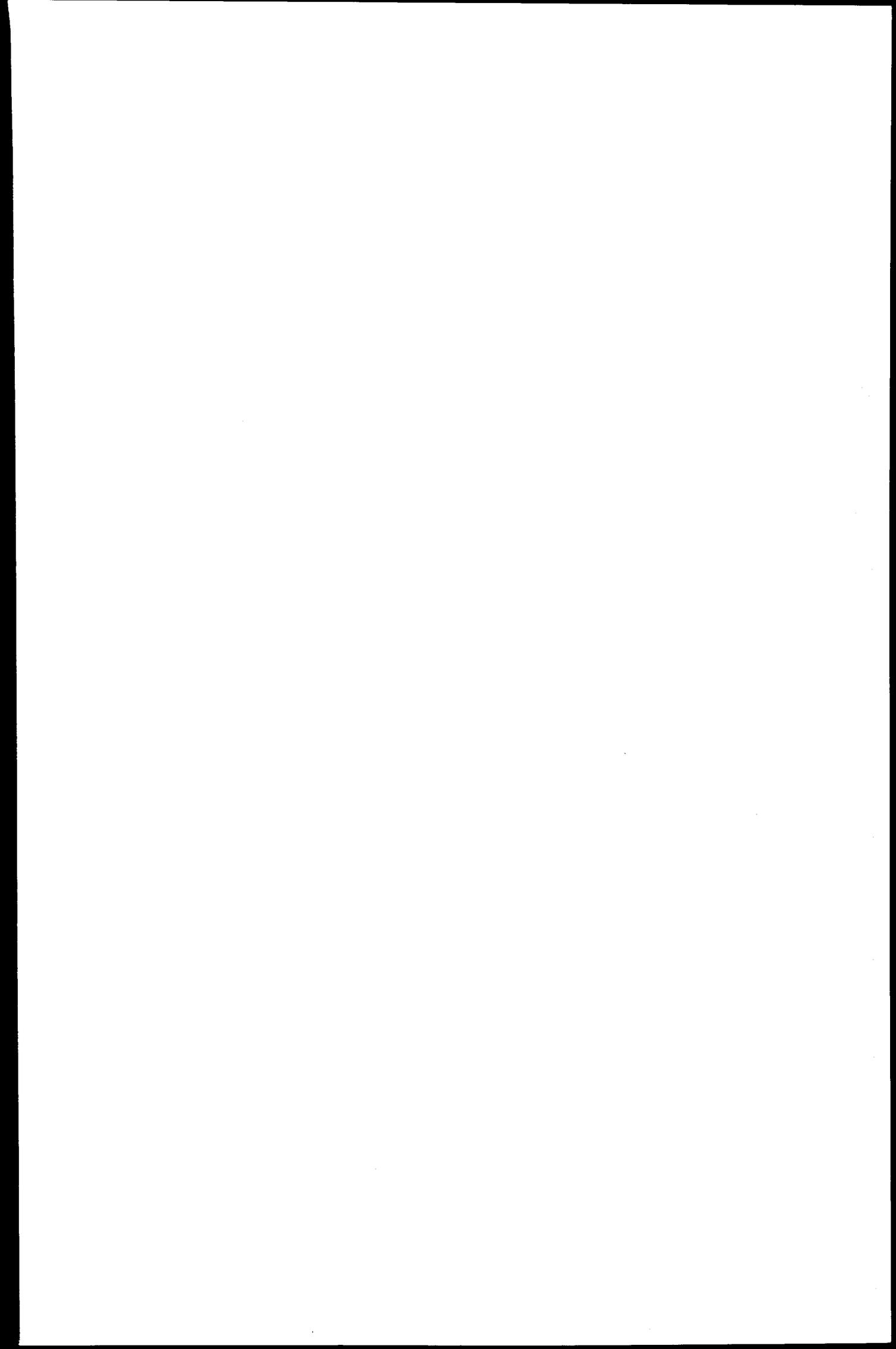
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