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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).

inforMISEP is the quarterly outcome of this system. It presents the changing policies and actions, particularly those sponsored by national ministries and agencies, aimed at promoting and improving employment within the European Community. It is compiled on the basis of information provided by national correspondents (listed on the back page). The present issue covers the following areas :

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Developments at a glance

- Belgium** The latest royal decree applying to unemployed workers within the "third work circuit" was published in June dealing with household helps (p. 5). A law recently passed by parliament aims at enabling 'marginalised' young persons to take up industrial apprenticeship contracts (p. 7). Compulsory schooling is being prolonged by a June law from 14 to 18 years of age, particularly to enable early schoolleavers continue part-time education (p. 7). A law was passed in July to give loans to the totally unemployed to set up on their own (p. 9). To stymie a rise of unemployment in hospitals, a government premium is given to those which have more than 10 percent part-time staff (p. 14).
- France** The government is ending the 'income guarantee' for the unemployed who can receive their old age pension at 60 years of age (p. 5). In addition to the "employment training" contract as such, two decrees of May have brought in "employment-adaptation" and "employment-guidance" contracts, which altogether should raise the number of contracts in 1983 to 200.000 from 70.000 in 1982 (p. 10).
- Germany** The government has introduced a series of measures aimed at increasing its income and decreasing its expenditure, especially to reduce the deficit of the Federal Employment Institute and unemployment assistance (p. 3). Reductions are being made in the rates of unemployment benefit, short-time allowance and bad weather allowance (p. 6) as well as in "large" and "small" subsistence allowances for training (p. 7), mobility incentives and vocational rehabilitation benefits (p. 15). A brief survey is made of youth unemployment and the range of measures taken to combat it (p. 10).
- Ireland** The government has established a cabinet task force on employment and a national planning board to bring about planned economic recovery (p. 3). A select committee of both houses of parliament has been set up to examine various aspects of the small business sector and to make recommendations on 11 matters (p. 9). A review is made of the achievements of the Youth Employment Agency during its first year of operation and its main activities for the current year (p. 11). The Young Scientists and Technologists Employment Scheme, introduced on a pilot basis in October 1982, has been extended to January 1984 (p. 11).
- Italy** Law 130 provides the Investment and Employment Fund with 7.820 billion lire in 1983, to be spread over 8 specified areas of activity (p. 3). Statistics are now available on the impact of the January joint agreement and subsequent law n° 79 relating to time contracts for young people to training within companies (p. 7) and 'nomitative' and 'numerical' employment (p. 15).
- Luxembourg** A special invalidity allowance for steelworkers at least 50 years of age and occupationally incapacitated was brought in with the 1983 State budget as a means of reducing the active labour force (p. 14).
- The Netherlands** The main lines of the government's 1984 policy for enhancing employment and fighting unemployment are now emerging. DFL 600 million is being earmarked for training, placement and job creation schemes (p. 4). The government has decided on the income and working conditions of those not covered by collective bargains which would foster employment (p. 4). It has circulated local authorities on the nature and conditions of jobs they can provide the unemployed with (p. 6). The ministries of education and employment have jointly launched a pilot project providing temporary work to unemployed graduates (p. 9). And a campaign has been launched aimed at schoolleavers to get them to do something about work with the motto "Ga nu al aan 't werk voor werk" (p. 12).
- United Kingdom** The Open Tech Programme, launched in 1982, extends distance training opportunities to adults for all types of groups according to their learning needs (p. 8). The Technical Vocational Education Initiative is a test programme for 14 to 18 year olds in schooling aimed at increasing the supply of skills which are in demand on the labour market (p. 8). For young unemployed persons an initiative is being developed to provide training over a one year period in the armed services (p. 12). The Young Workers Scheme, opened in 1982, "provides financial incentives to employers who recruit young people that properly reflect their value to the employer". Changes were brought in in August 1983 (p. 12).
- European Community** An agreement on the future orientations of the European Social Fund was reached in June ; it foresees in particular that at least 75 percent of the appropriations will be devoted to promoting employment of young people (p. 4). The June resolution on vocational training policies has been termed the "Youth Guarantee" (p. 13). Various experts' groups are operating within the 1982-85 equal opportunities for women programme (p. 13).

Overall measures

GERMANY : Raising income and reducing benefits

The creation of jobs, which is urgently required, can only be achieved by more investments and reduced public debt. This means that the expenditure of the 1984 federal budget which would amount to approximately DM 14.100 million to cover the deficit of the Federal Employment Institute and unemployment assistance will have to be reduced.

The requisite relief of the strain on the federal budget will be achieved through improving the revenues of the Federal Institute and through reductions in benefits. The charges will be spread over contributors and drawers of benefits in accordance with the Employment Promotion Act. It has, however, to be borne in mind that contributions to unemployment insurance were increased on January 1, 1983 from 4 percent to 4.6 percent, which means that employers and employed will have to raise an additional DM 3.600 million in 1983.

Increased inclusion of '**Zuwendungen**' (one-off payments of remuneration) in **contributory requirements** : In principle, Christmas and holiday money are already contributory. And many do pay contributions, but only when in the month of payment they remain below the contribution assessment limit. The chance nature of the date of payment decides on very different contributory requirements. The federal government intends to bring about greater justice in this respect. For allowances such as holiday and Christmas money, what should count is no longer the monthly assessment limit for contribution but the proportionate annual assessment limit at the date of payment.

Full inclusion of **sickness benefits in contributory requirements** : The regulations of the compulsory pension insurance for including sickness benefits and similar income replacement allowances in the contributory obligation are also to be valid as regards content for the contributory obligation according to the employment promotion act. The new regulation improves the unemployment insurance protection. The times of drawing the aforementioned benefits can, in the future, like times of employment, be the basis for claiming unemployment benefit. Reductions in the unemployment insurance protection because of protracted illness or taking part in a medical rehabilitation measure will thus in future be largely excluded.

ITALY : Allocations to the Investment and Employment Fund

Law 130 of April 26, 1983 provides the Investment and Employment Fund, set up in April 1982 under law 181 (see inforMISEP N° 00) with Lit 7.820.000 million in 1983. This sum is divided for use for the following schemes :

1. Lit. 500.000 million for further support to the revolving fund for movable investments;
2. Lit. 850.000 million for the National Electric Energy Corporation;
3. Lit. 300.000 million for major reductions in value added tax;
4. Lit. 4.190.000 million for interventions in public and private sectors of industry;
5. Lit. 450.000 million for interventions in the agricultural sector;
6. Lit. 1.300.000 million for financing infrastructural inter-

ventions either on the land or for the relevant economic interests of agriculture, too;

7. Lit. 30.000 million for increasing the endowment fund of the regional medium-term credit institutions of the Mezzogiorno to be divided after deliberation of the Interministerial Committee for Credit and Savings;
8. Lit. 200.000 million for interventions for the socio-economic development of the Calabria region.

inforMISEP N° 0 provided the breakdown of the 1982 allocation of Lit. 5.350.000 million.

IRELAND : Establishment of a cabinet task force on employment and a national planning board.

The government has set up a permanent structure for effective economic and social planning with the establishment earlier this year of a cabinet task force on employment and a national planning board. The primary objective of the task force, which is comprised of key economic ministers, is to identify measures that can be taken immediately to alleviate the unemployment situation. It is also concerned with planning the maximisation of output and employment and with making recommendations to the government on the policies and actions by which this can be achieved.

Closely related to the task force is the National Planning Board, an independent body comprised of a small number of experts of high national repute in different economic and social policy areas.

The **main functions of the Planning Board**, which will report to the government through the cabinet task force, are :

- a) to review the potentialities and weaknesses of the productive sectors, assess their likely future contribution to output and employment on the basis of present policies, and recommend what policy changes may be needed to maximise this contribution;
- b) to examine and recommend the means by which public works, essential to the provision of infrastructure for productive development, might be undertaken and financed at minimum net cost to the exchequer as compared with the cost of unemployment compensation;
- c) to examine measures by which the needs of social equity and of securing an efficient use of public resources can best be reconciled.

Through these activities, and any other work the Board may consider necessary for the purpose, it will prepare for the task force a draft **medium-term programme for the economy** within the framework of which short-term economic planning will proceed.

Within the framework of the National Planning Board, the existing system of sectoral committees for different areas of economic activity is being extended. This will bring together government, management, workers and farming interests in maximising output and employment.

The primary short-term aim of the task force and the National Planning Board will be to bring about planned economic recovery based on the best advice from both sides of industry and agriculture. The results of these activities will constitute a plan for national development over a medium-term period, to be kept under continuous review.

NETHERLANDS : Policy considerations, 1984.

Internal discussions have begun about fulfilling the "policy by objectives" for 1984. The main lines are as follows :

Policy starting points : Plans are worked out on the level of the provinces as regards the use of the labour market instruments on the basis of what the expected labour market will be and the policy to be pursued for specific target groups both as regards the supply and the demand side of the labour market. These provincial policy plans are compared on the central level with national policy decisions.

1984 will see considerable stress put on fighting youth unemployment. In applying the schemes, an attempt will be made to have a balance between men and women as well as between Dutch nationals and foreigners. The table below provides figures for the break-down of resources for the major schemes for the last three years.

Financial resources for manpower regulations (millions of DFL)			
	1981	1982	1983*
Adult vocational training centres (CVV)	110,0	110,0	130,0
Careers' guidance and activities centres (CBB)	20,5	35,5	35,7
Joint government-industry training (SOB)	74,0	60,5	61,7
Tuition fees scheme for job-seekers (SKR)	12,7	15,0	15,0
Vocational qualifying education (BKE)	—	8,0	8,0
Courses for the young unemployed (CJW)	6,0	20,0	25,9
Youth vocational training (BVJ)	40,0	135,0	135,0
Short-medium vocational training (KMBO)	—	6,0	—
Relocation aid (PBM)	119,3	68,5	69,6
Employment creation scheme (WVM)	254,4	445,0	343,0
Experimental job creation for unemployed young people (EAJ)	30,0	35,0	35,0
Regional (ISP/PNL) funds	67,5	45,0	40,0
Miscellaneous	142,2	51,9	93,0
	876,6	1.035,4	991,9
of which structural schemes	207,6	210,4	391,9

*Situation at the beginning of 1983

Financial starting points : For applying schemes for training (exclusively CVV, BVJ and CJW), enhancing placement and employment creation, a sum of roughly DFL 600 million is being made available in 1984. This amount is not fully spread throughout the provinces. For the moment, DFL 100 million is being **centrally reserved** for the purposes of

- sectoral restructuring agreements, innovative projects which bring about adjustments to the socio-economic structure;
- central joint government-industry training projects (SOB);
- experimental job creation projects for young people (EAJ);
- special employment creation projects for specific target groups such as minorities and graduates.

As regards the break-down of the resources among the **provinces**, two aspects are noteworthy :

- for further stress on fighting unemployment in the traditional problem areas (the extreme northern and southern provinces), DFL 150 million (of the DFL 600 million) is earmarked for the four major towns and regions having an "obvious" regional unemployment problem;
- the remaining DFL 350 million is spread over the provinces on the basis of each province's proportion in the national total of the category of unemployed persons who have been registered for more than six months.

NETHERLANDS : Decision on 1983 non-collective bargain incomes

The Minister of Social Affairs and Employment has made known his decision on working conditions for those incomes not covered by collective bargains in 1983. The Ministry takes the decision on the basis of the Law on Non-collective Bargain Incomes. The law seeks to ensure that the working conditions agreed to for workers covered by collective bargains are also applied to workers where there are no such bargains.

The decision is at variance with that of the previous years in that only a limited amount of working conditions have been settled. Beside this, the decision consists of a number of recommendations. The Minister hopes that through these recommendations the decision will stimulate non-collective bargaining sectors to reach agreements on dropping wage claims, with the goal of enhancing profit recovery, employment and the redistribution of work and of fighting youth unemployment.

Also for working conditions not covered by this decision, such as regulations on early retirements, savings and pensions, profit-sharing and vacation allowances, the parties are urgently requested to practise the requisite moderation.

EUROPEAN COMMUNITY : Re-examination of the European Social Fund

The Social Council reached an agreement at its June 2, 1983 meeting as regards the re-examination of the European Social Fund.

The **main points** agreed are as follows :

- Aid from the Fund may be granted in the first instance to promote employment for young people under 25. The appropriations earmarked for this purpose will not be less than 75% of available appropriations.
- Aid will also be available from the Fund for the unemployed, particularly the long-term unemployed, women wishing to go back to work, the disabled, migrant workers, those in small and medium-sized undertakings and vocational guidance and placement officers.
- 40% of the appropriations available for projects carried out under Member States' labour market policies — which account for the major part of the Fund's interventions — will go to projects to foster employment in Greenland, Greece, the French overseas départements, Ireland, the Mezzogiorno and Northern Ireland. These regions will continue to be eligible for an additional 10% in the rate of aid.

The remaining appropriations will be concentrated on measures to promote employment in other areas of high long-term unemployment and/or industrial and sectoral restructuring.

- The Council also provided that aid could be granted from the Fund for specific action to implement innovative projects and to examine the effectiveness of such projects. In this connection, the Commission confirmed its deter-

mination to continue to promote measures to reorganize and reduce working time. A maximum of 5% of appropriations will be allocated to this type of action.

- Each year the Commission will lay down guidelines for the administration of the Fund, thereby making it possible to determine the projects which will meet the Community priorities laid down by the Council.
- Finally, the Council approved the Decision on the rules of

the Social Fund Committee and noted that the Member States would endeavour to involve both sides of industry in the examination of problems raised by requests for aid from the Fund.

The agreements reached by the Council constitute a common position which will be brought to the attention of the European Parliament with a view to possible conciliation.

The Council will then formally adopt the texts.

Aid to the unemployed

BELGIUM : Employment of household helps within the third work circuit (TCT) — Royal decree of June 6, 1983

The royal decree n° 115 of December 23, 1982 brought in modifications to the royal decree n° 25 of March 24, 1982 setting up an employment promotion programme in the non-market sector.

These modifications introduced :

- the possibility of making unemployed persons working within the third work circuit scheme available to third parties against payment;
- the obligation, when this happens, for the employers to pay back to the national employment office (ONEm) the amount charged to the users.

These arrangements were spelt out in the royal decree of June 6, 1983 as regards the employment of **household helps**. Thus can communes, public social aid centres and legal and de facto non-profit associations of persons (= the **employers**) hire household helps from among long-term fully compensated unemployed persons so as to make them available, for private purposes, to natural persons (= the **users**).

The household helps will be hired within the TCT scheme and hence remunerated by the State (the remuneration is equal to the starting wage given to a person employed by the State carrying out the same or a similar function).

Although the previous regulation did not forbid there being any financial contribution by the users, the **main aim** of the June 6 royal decree is to :

- lay out the limits of this payment
- require employers to pay a great amount of it back to the State
- clear up the undeclared charwomen market by offering individuals the possibility of hiring household helps quite legally but paying the employers a contribution round about the hourly cost of an undeclared charwoman and without having to fill in the social security formalities since these are ensured by ONEm.

As regards the amount of payment, the Ministry of Labour and Employment fixes, according to the household help employed, the **amount of remuneration** which the users pay to the employers. This amount is decided on taking into account the hourly remuneration usually paid to the household helps in the region in question.

A part of the payment has to be paid back by the employers to ONEm; this amount is also fixed by the Ministry of Employment and Labour taking into account the amounts paid and the expenses incurred by making household helps available to the users.

FRANCE : Unemployment compensation-Ending of "income guarantee" for workers of 60 years of age or more who are made redundant

Income guarantees were set up in 1972 for wage-earners made **redundant** who were over 60 years of age and who, because of this, could not find any other job before reaching retirement age.

Being able to draw a guaranteed income was extended in 1977 through an agreement between the social partners to wage-earners over 60 years of age who **resigned**.

The rate of the guaranteed income, modified following the decree of November 24, 1982 reforming the unemployment compensation system, amounted at the beginning of 1983 to 65 percent of the previous wage for the amount below the social security ceiling and 50 percent for the amount exceeding this ceiling.

The cost of the income guarantee for the UNEDIC budget has been estimated at nearly 29.000 million francs in 1983.

The reduction of the retirement age to 60 years by the Order of March 26, 1982 meant that the income guarantee could no longer be justified since it was, at the outset, conceived of as an early retirement for workers made redundant at a time when the retirement pension could only be had at the full rate at the age of 65 years.

The July 5, 1983 order draws the consequences of this reform by clarifying the respective roles of the old age insurance and of the unemployment insurance :

- Income guarantees to wage-earners of 60 years of age and over are abolished.** In as far as they meet the required conditions (having paid old age insurance contributions for 150 quarters), they can from now on receive their old age pension at the full rate;
- acquired rights are maintained** : the rights to income guarantee operating before the new law came into force are not altered.

The consequences of substituting the old age insurance for an income guarantee from the unemployed insurance can be assessed as follows :

- as regards the **number of beneficiaries**, the conditions for giving the old age pension, which constitutes a right recognised by law, are much wider than those which prevailed for income guarantee based on an agreement of the social partners, which was aimed at a narrower target group;
- as regards the **amounts**, the level of a full old age pension cannot be less than a minimum fixed at 2.200 francs per month. For workers with wages under the social security ceiling, (7.410 francs per month), the pension paid for the old age insurance is equivalent to 70 percent of the wages of the last ten years.

Substituting retirement for an income guarantee would thus seem to be advantageous for non-executives.

GERMANY : Reduction in the rates of allowances

The rate for unemployment benefit, short-time allowance and bad weather allowance is set uniformly at 68 percent of the estimated net income. To date, it has been the same rate for receivers with or without children. **From 1984**, the rates for these three allowances of the Federal Institute for receivers with no children will be reduced by 5 percent to 63 percent.

Unemployment benefit according to training compensation

The unemployment benefit for persons who are unemployed after completing training is now calculated on the basis of 75 percent of the wages which could be obtained (skilled worker's wages). In the future the unemployment benefit shall be based on half the wages which the trained person could expect on the basis of the knowledge and skills acquired during his training, at least according to the training compensation granted to date.

Payment of bad weather allowance for one day per month by the employer

Construction workers can claim bad weather money (SWG) from the Employment Office for every day of loss of employment due to the weather between November 1 and March 31. The Federal Employment Institute covers :

- SWG (wage compensation allowance to the worker);
- a subsidy to the employer amounting to 50 percent of his expenditure for the contributions to the pension insurance of the workers drawing SWG.

The employers of construction workers shall henceforth pay back to the Federal Employment Institute the SWG costs for each worker for the first eight hours of non-work due to weather conditions (a full day) of each month of the recognised bad weather period. There are no changes in the workers' claims on the Federal Employment Institute.

Reduction of the rate of unemployment assistance

At present the rate of unemployment assistance amounts to 58 percent of the estimated net income, irrespective of whether the receiver has children or not. From 1984, the rate of benefit for receivers without children shall be reduced by 2 percent from 58 to 56 percent.

Up-dating the dynamic adjustment of the unemployment benefit

The work compensation setting standards for the assessment of the unemployment benefit, the unemployment assistance and the subsistence allowance is increased for the individual after each year by the percentage adjustment of pensions. As a consequence of the updating of the adjustment in pension rights, unemployment benefit, unemployment assistance and subsistence allowance will be adjusted to the updated rate of adjustment of pensions.

NETHERLANDS : Working while retaining the unemployment benefit

The secretary of state for social affairs and employment has set out in a letter to local authorities the possibilities and advantages of working whilst retaining unemployment benefit.

Working whilst retaining benefits can take place both **individually** and in an **organised way**. The latter can be within existing establishments or organisations which are not of a commercial character (the so-called "pro deo" work), within projects for the unemployed set up by public authorities (community jobs) or within other projects which are launched whether or not on their own initiative) by individuals (work projects for the unemployed).

Generally speaking, for persons receiving WWV (unemployment provision) and RWW (unemployment assistance) benefits who take part in this sort of unpaid work, the same **limiting conditions** apply : they must remain available to accept a paid job and they must continue to seek suitable work.

The secretary of state gives municipalities a series of **recommendations for judging** this type of activity. Unpaid work which was already carried out before someone became jobless can be continued if someone receives an allowance under the WWV or RWW. Unpaid work during the weekend or during the evening hours may be done without information of and checking by the executive organ (the municipal social service).

Unpaid work in non-commercial establishments which has previously been checked by an inspection committee need no longer be reported by the individual entitled to the benefit. The same applies for activities in the area of rendering services to and helping the family, neighbours and acquaintances.

Community jobs are carried out to enhance the living environment and the well-being of the local community. Those in charge of municipalities mostly organise projects for community jobs for the benefit of unemployed young people, to enable them to gain some work experience and to get to know their own abilities. If young people can participate in other schemes aiming at integrating or re-integrating them into the labour market, such as the "Kort Middelbaar Beroepsopleidings" (short-term senior secondary vocational education), the apprenticeship system, courses for the young unemployed, measures fostering placement or experimental work projects for unemployed young people, then these schemes take priority over participating in unpaid work. The following are the **conditions for a community job project** :

- it must be work which is outside the "regular working set-up" and remains outside the normal economic circuits;
- the work must be purposefully created for non-active people who are willing and able to work and who thereby make a meaningful contribution to society;
- participants must be able to do the work whilst retaining their benefits;
- it must preferably be "odd jobs" which can be stopped without any serious consequences;
- existing voluntary work must not be pushed aside;
- the work must not be part of the normal services package of the municipality or the non-commercial establishments and it must not be any work which is normally carried out by third parties (social bodies or companies) for the benefit of the municipality;
- work may only be carried out for private persons if these persons are not in a position either to carry the activities out themselves or have them carried out.

The difference between projects for community jobs and **projects for unemployed persons** is that the former, as a rule, are set up on the initiative of the local authority and take place within the boundaries of the municipality whereas the latter usually originate from private initiative and have rather a regional character.

In constituting the **inspection committees** which have to see if work carried out whilst retaining benefit is admissible from the point of view of competition and budgets being falsified and regular work being pushed aside as much use and regular work being pushed aside, as much use as possible is made of the existing managerial staff.

Training

BELGIUM : Prolonging compulsory schooling (law of June 29, 1983)

By the law of June 29, 1983 on compulsory schooling, the age of compulsory schooling was raised from 14 to 18 years, with the possibility of part-time schooling from the age of 15 years. This obligation will be brought in progressively. This measure will not in reality radically change current practice as regards schooling; but it does provide a juridical framework within which the problem of training young people having the least schooling might be solved.

In Belgium 9 children out of 10 are still at school at the age of 16 years. By 18 years only one third of young people have left school. Raising compulsory schooling to 18 years will thus only affect a relatively small margin of young people of the age group concerned.

But young people who leave school early are those experiencing the greatest problems in finding a job. Their chances of becoming unemployed are relatively much higher than for those who have been able to complete normal schooling. However, for these young people the mere prolongation of compulsory full-time schooling cannot be a solution. For them it has rather to be acknowledged that, as it now exists, school is unsuitable to provide them with appropriate training. So it is being foreseen that compulsory schooling from 15 years will only be part-time, thereby enabling there to be mixed working and teaching approaches which are more suitable given the profile of these young people.

The application of this law is foreseen for September 1, 1983. However, for young people now aged between 15 and 18 years, a transitional period is foreseen during which the obligation is attenuated.

BELGIUM : Industrial apprenticeship contracts

Today Belgium is endowed with a very dense network of institutions which can offer a great variety of vocational training, both within and outside the schooling framework. The whole, although constituting a flexible arrangement, has not, however, yet been able to provide a solution to the situation of those young people who have not been able to find their place within one or other training so as to take up the career they would like.

These young people, relatively few in number, are those who have been edged out of schooling and who have not been able to find within organised training the means for achieving their desired qualifications. For this specific group it has been necessary to design a system which sets the young person up in his first steps towards an industrial career. The law on apprenticeships for wage-earners' jobs, recently voted by the Belgian parliament, aims to meet this requirement.

The law puts forward an overall regulation which can enhance the development of apprenticeships under the aegis of representative trade-union and employer organisations. It is aimed explicitly at young people who have not been able to find, in their own region, teaching appropriate to the jobs they would like to do; it is also aimed at young people who have not been able to complete the training they started out on, so as to help them to qualify for the jobs of their wishes; and finally it is aimed at those young people who, late in the day, would like radically to change their career, even if they have successfully completed training for another job.

The importance of the joint bodies should be stressed here which are called upon to draw up specific apprenticeship

standards and to monitor their progress, both on the level of each industry and on that of enterprises.

GERMANY : Reduction of the "large" subsistence allowance

When participating in vocational training schemes, the unemployed, those threatened with unemployment, the unskilled and those being retrained in vocations with labour shortages receive a

- subsistence allowance amounting to 75%, if the participant has children or if his/her spouse needs care
- subsistence allowance amounting to 68% in all other cases.

The "large" subsistence allowance shall be **reduced in 1984** by 5 percentage points for

- those receiving allowances with children or spouses needing care from 75 percent to 70 percent
- all other allowance receivers from 68 percent to 63 percent.

The large subsistence allowance is granted when participation in a training scheme is necessary so that the applicant who

- is unemployed can be re-integrated into working life
- is directly threatened with unemployment can avoid unemployment
- has no vocational certificate can obtain a vocational qualification
- wishes to take up a vocation for which there is a manpower shortage on the labour market for which he qualifies or can be expected in the foreseeable future, can take up this vocation.

Allocations of the "small" subsistence allowance are to be switched from being compulsory to being **optional**. The "small" subsistence allowance will be granted as a loan to workers and employers who participate in an advanced training scheme which is considered exclusively as being purposeful for labour market policy (eg. further training from journeyman to master craftsman).

ITALY : Time contracts for young people

The January 1983 national agreement on labour costs and employment, which was converted into law n° 79 of March 25, 1983, foresaw in particular new time contracts for young people (see inforMISEP N° 2). Enterprises are enabled to take on young people from 15 to 29 years of age by name call ('chiamata nominativa') with a time-contract which does not exceed 12 months and is aimed at training them by working in the company.

The figures for persons employed through this scheme from February to June are as follows :

Of the total 63.007 young workers with such a time-contract for training, 42.620 were male and 20.387 were female. The sectoral break-down was :

□ agriculture	1.920
□ industry	44.440
□ services	16.647

with the company break-down by numbers of employees being

□ up to 49 persons	45.128
□ 50-249 persons	13.398
□ 250-499 persons	2.295
□ more than 500 persons	2.186

UNITED KINGDOM : The Open Tech Programme

In August 1982 the Manpower Services Commission launched its Open Tech Programme as part of the New Training Initiative. Managed by the Open Tech Unit at the MSC's headquarters in Sheffield, the Programme has been based on responses to consultations and the recommendations made to the MSC by a representative Task Group.

The Programme **aims** to extend the training opportunities available to adults. Its starting point is identified needs — by employers and individuals — for training, retraining and updating in skills and knowledge at technician and supervisory levels.

Within this its focus is on those **needs** which the present kinds of education and training provision do not reach adequately. There are often many barriers in the way of adults who want to enter, return to, or continue education and training. These **barriers** may be :

- geographical - travel problems, no local course available
- personal - domestic ties, personal disability
- work demands - shifts, difficulties of getting away
- inflexible or unsuitable course times, content, etc
- anxieties - reluctance to return to formal study, "I've forgotten how to study", "I'll be shown up".

The Open Tech Programme is designed to tackle these and similar problems through open learning.

Open learning enables people to learn at a time, place and/or pace which suits them best and also gives them a wide choice of what they study. It may involve self-study at home or work at convenient times, supported by telephone tutorials and practical work. It may also involve tailor-made workshops and groups, or flexible access to equipment, training centres, colleges or other sources of help and advice. It can make use of tapes, video, computer based learning and so on. Whatever form it takes, open learning starts with the needs and circumstances of particular groups of people and tries to meet them.

The Programme is **for everyone** to consider. Employers, trade unions, local authorities, colleges, professional bodies, training organisations, skillcentres, voluntary groups and individuals could all be involved, either as users or providers of open learning, often collaborating closely.

The Programme is **focused** primarily on :

- adults
- people in or seeking to return to employment
- technician and supervisory level skills
- filling specific present and future skill shortages

It is intended particularly to help people face up to the consequences of change in their work.

There are no hard and fast definitions of individuals or situations that might be eligible for support. For example, there is no set age range for "adults", but it is likely that most participants in the Programme will have completed full-time education or initial vocational training.

The Programme does not replace existing education and training provision. Its key tasks are to open or widen access to this provision and to make possible new provision which is more flexible and thus accessible to participants.

The 'Open Tech' is not an institution. The Programme is made up of projects commissioned by the Open Tech Unit and run by outside organisations. **Projects** cover a wide range of activities and are of two kinds :

- operational ie. making learning materials and/or facilities more widely available
- supporting ie. providing information services, helping with training of staff involved in open learning projects, evaluating individual projects and the Programme as a whole.

Most of the money available will be allocated to operational projects.

The Programme provides **development funding** to enable projects to get off the ground and prove themselves. After an agreed period they should be capable of supporting themselves under other auspices. Project managers are responsible for the successful achievement of their objectives. It is the projects and not the Open Tech Unit that will enrol individuals, design and produce learning packages and keep in touch with participants.

Projects approved so far range over a wide variety of subjects, industries and levels of education and training. They include open learning provision in engineering, avionics, textile coloration, micro-electronics, refrigeration, quality assurance, supervisory skills and are run by colleges, employers training bodies, or a number of these organisations in concert.

Some of these projects provide the opportunity of achieving a national qualification through open or distance learning.

UNITED KINGDOM : Technical and Vocational Education Initiative

To help meet the challenge to education of industrial, occupational and technological change the Government announced in November 1982 a Technical Vocational Education Initiative to begin in September 1983 and to last for five years.

The **purpose** of the Initiative is to test programmes of general technical and vocational education for 14-18, year olds within the educational system, including ways of managing and resourcing such programmes, and the curricula and learning methods required for success. The Government proposed that a number of pilot projects in England and one in Wales should be instituted to this end from the beginning of the next school year. The Initiative will cost £7m in 1983/84 and somewhat larger sums thereafter.

The Manpower Services Commission (MSC) was asked to launch the scheme and the Commission established a National Steering Group (NSG) composed of members from local education authority associations, schools and further education, industry and trade unions to advise it and oversee the scheme.

At the beginning of 1983, the Commission and MSC established the **basic criteria for projects** under the scheme. Among these are the following :

- Projects should cater for young people across the ability range.
- Equal opportunities should be available to young people of both sexes and they should normally be educated together on courses within each project. Care should be taken to avoid sex stereotyping.
- They should provide four-year curricula, with progression from year to year, designed to prepare the student for particular aspects of employment and for adult life in a society liable to rapid change.
- They should have clear and specific objectives, including the objectives of encouraging initiative, problem-solving abilities, and other aspects of personal development.
- The balance between the general, technical and vocational elements of programmes should vary according to students' individual needs and the stage of the course, but throughout the programme there should be both a general and a technical/vocational element.
- The technical and vocational elements should be broadly related to potential employment opportunities within and outside the geographical area for the young people concerned.
- There should be appropriate planned work experience as

an integral part of the programmes, from the age of 15 onwards.

- Courses offered should be capable of being linked effectively with subsequent training/educational opportunities.
- Arrangements should be made for regular assessment and for students and tutors to discuss students' performance/progress. Each student and his or her parents, should also receive a periodic written assessment, and have an opportunity to discuss this assessment with the relevant project teachers. Good careers and educational counselling would be essential.

Local Education Authorities (LEAs) in England and Wales were invited to submit proposals and two-thirds of them did so by March 1983. Proposals for projects from 14 LEAs have been provisionally accepted by the Commission as the basis for the Initiative. Within the national framework the projects vary in their approach and in their technical and vocational components. All, however, meet the criteria and

- offer new technical and vocational opportunities to some 250 young people across the ability range in each year band, rising to around 1,000 in total in each project at the end of 4 years;
- make use of existing schools and colleges;
- ensure that entry into the project is voluntary;
- lead to nationally recognised qualifications;
- seek to develop within a framework of general education, broad based transferable technical skills.

Detailed work in the LEAs and schools concerned to enable young people to enter projects from September is now in hand. Teachers are being recruited and young people and parents consulted. An essential part of the scheme is careful monitoring, evaluation and dissemination of the experience of the projects, and the National Steering Group and local education authorities are also turning their attention to this.

Job creation

BELGIUM : Loans to some totally unemployed persons to set up on their own (law of July 13, 1983)

The two Chambers have recently adopted a draft law put forward by the government to enable the 'Fonds de Participation de la Caisse nationale de crédit professionnel' to grant at the expense of the Ministry of Employment and Labour, subordinate loans to certain fully compensated unemployed persons who wish to set up on their own or create their own enterprise. The peculiarity of these subordinate loans is that in cases of bankruptcy of the debtor, the creditor of such a loan only ranks after all the other creditors, both privileged and ordinary.

The operating arrangements relating to this law are currently being drafted. As soon as they have been published the characteristics of this new scheme for mopping up unemployment will be set out in detail in these columns.

IRELAND : Establishment of a select committee of parliament on small businesses

A select committee of both houses of the Oireachtas (parliament) is to be set up to examine various aspects of the small business sector and to make recommendations for its development.

The committee, which will be known as the Joint committee on Small Businesses, has been assigned the **task of examining and making recommendations** to each house on the following matters :

- a common definition of small businesses having regard to the criteria applied by state agencies, the Small Firms Association of the Confederation of Irish Industry and definitions used in other EEC countries;
- the development of the small business sector of the economy;
- the means of facilitating the financing of small businesses with particular reference to existing loan schemes;
- the provision of finance for innovation, research and development for small businesses with particular reference to EEC initiatives, including the setting up of an industrial innovation and development fund;
- existing export financing arrangements to see if they are adequately tailored to the needs of small businesses;

- the small industry programmes of the Industrial Development Authority and the Shannon Free Airport Development Company Limited;
- how to ensure greater linkage between new foreign industry and small domestic businesses;
- the use of state purchasing decisions as an encouragement to the development of small businesses;
- how to improve the marketing capability of small business;
- existing management training techniques insofar as small businesses are concerned and, in particular, the re-training of management; and
- the working of the committee of enquiry to be established by the minister for finance, which is to recommend a simplified tax regime for family businesses.

NETHERLANDS : Temporary work for unemployed graduates

The Ministries of Education and Science and Social Affairs and Employment have launched a test project to help 60 unemployed graduates by giving them a temporary job for one year. The **purpose of the test project** is to increase the chances of graduates of finding a permanent job.

The test is being carried out in collaboration with the State University of Groningen, the Technical University of Twente and the Agricultural University of Wageningen.

The project, which is being **funded** through additional resources for fighting unemployment, has had an amount of DFL 2.5 million made available to it for the current year.

The graduates are provided with work through the assistance of a steering committee which is being established in each of the three regions — Groningen, Twente and Wageningen.

An **evaluation** will be made of the effects of the test project.

Special categories of workers

FRANCE : Vocational integration of young people — the new employment training contract

The new "employment training" contract is aimed at untrained young people to whom an enterprise wants to give skills. It is based on a common law work contract matched with a training requirement which justifies aid by the state. Set up in 1975, it is a well tested approach for integrating young people into working life.

The government has decided to extend and diversify this tool to adapt it better to the specific needs of various categories of young people. Three specific types of contracts are hence currently available to help in vocationally integrating unemployed young people less than 26 years of age :

- the "employment-training" contract as such,
- the "adaptation-employment" contract and the "employment-guidance" contract, which are two new forms derived from the employment training contract. Two decrees of May 19, 1983 spell out the rules for these contracts.

Unlike the employment training contract intended for untrained young people, the **employment adaptation contract** is intended for young people who have had some training but need to have it completed and/or adapted in line with the specific characteristics of the job offered. It is a diversified form of an employment training contract, shorter in length (150 hours of training compared with an employment training contract which can last from 200 to 1.200 hours) which must enable a young person to acquire a certain practical know-how.

The **employment guidance contract** is an original approach aimed at young people who have neither training nor any idea of what they would like to do as a job. It is intended to enable a young person, guided by a person specially designated within the enterprise, to gain some preliminary experience of working life and to better decide on what he/she would like to do.

As for the employment training contract, both these approaches pre-suppose the signing of a written full-time work contract for a length of time equal to

- a minimum of one year for an employment adaptation contract, or
- a minimum of four months for an employment guidance contract

70.000 employment training contracts were concluded in 1982. For 1983 the aim is 200.000 contracts, adding up all three types.

GERMANY : Unemployment of younger people

In the Federal Republic **young unemployed people** under 20 years of age are **differentiated** from those between 20 and 25 years. Some two thirds of unemployed young people under 20 have not completed any vocational training whereas more than half of those aged between 20 and 25 years at the end of September 1982 had had vocational training in a school or workplace. Some 80 percent of the young unemployed come from workers' professions; roughly one third of the 20-25 year olds who are unemployed come from white-collar vocations.

The **length of the unemployment** of the young people is significantly lower than that of the other age groups. A good 60 percent of the unemployed under 20 years of age are

unemployed for up to 3 months, the average for all unemployed persons being only 35 percent.

Young **unemployed foreigners** amount to 17 percent. Almost 95 percent of them have not completed any vocational training.

Already in previous years there has been a **variety of schemes for fighting the unemployment** of young unemployed job-seekers. Finance has been provided by means of the Employment Promotion Act. The Federal government and individual Land governments have provided complementary resources for special programmes. It has been estimated that without these schemes the unemployment of young people would have been 20 to 25 percent higher.

The existing **catalogue of measures** has been further developed. Since March 30, 1983 the following measures have been prominent :

- young unemployed with work experience can participate in the wide variety of continuing **training and re-training programmes** provided that the conditions of the Employment Promotion Act are fulfilled in each individual case;
- the supply of measures preparatory to the "**external exam**" is intended to be expanded. Unemployed persons who have not passed any vocational training exam but have been employed for a period which is at least twice as long as the prescribed training period can sit this final vocational exam as "externals" (without proof of a vocational training relationship);
- **job creation measures** ("ABM") can foresee, in addition to their practical function, vocational qualifications accompanying the work (integrated into the measure). ABMs can also be especially designed for unemployed young people who have completed their vocational training so that the skills learned can be strengthened and vocational experience gathered. Experience shows that in this way placement prospects are improved. A further variant of this is connecting job creation measures with training measures. This "working and learning" system should furthermore make it possible to achieve a vocational qualification and/or catch up on general educational subjects;
- young people without vocational training can acquire basic or additional qualifications in individual vocational areas through appropriate **courses**, such as in metal- or wood-processing, or in hotels and catering. Experience shows that participation improves the prospects for being integrated or re-integrated into working life;
- in measures aimed at **preparing young people for a career**, vocational knowledge in various vocational areas should be practised and deepened so as to obtain a job. Provided that aptitude and inclination are available, this measure should also generate interest in vocational training;
- another form of measure preparing for a career is **vocational guidance** providing information on vocational training opportunities and the local labour market conditions. Training in applying for jobs is included;
- **general education programmes**, particularly in German and maths, are intended to fill educational gaps. It has been seen that young unemployed persons with limited success at school in this way gradually become more open to vocational and general learning. This special programme of the federal government also makes it possible to complete secondary school;

- **young foreigners** should, in as far as possible, take part in these measures with young Germans. The training programme can in addition provide courses in German;
- The Confederation of German Employers (BDA) has requested its member associations and industrial training institutions to provide **additional training space**. Particularly young people over 18 who are not (or not yet) considered for vocational training, should by priority be given vocational knowledge in measures aimed at preparing for a career.

It is often difficult to convince young unemployed persons to take part in vocational training measures. Bringing in **specialist social workers** has been shown to be helpful. Their employment can also be fostered as a job creation measure.

Through these various measures an attempt is being made to stop, or at least to limit, the unemployment of younger workers.

IRELAND : Activities of the Youth Employment Agency since its establishment in March, 1982.

Establishment of the Agency

A major initiative in relation to youth unemployment was taken in Ireland with the establishment of the Youth Employment Agency (YEA) in March 1982 under the Youth Employment Agency Act, 1981.

The initiative was taken against a **background** of rising youth unemployment, a steadily growing young labour force, a slow international recovery from the recession and public finance constraints which limited the scope for increasing employment in the public sector.

The agency is **charged** with bringing about a united and concerted approach to training, work experience and educational measures designed to tackle the problem of youth unemployment. It is backed by statute and was established as a limited company so as to ensure that it can act with flexibility, efficiency and speed.

The agency acts, under the Minister for Labour, as the body with overall national responsibility for furthering the employment of young persons. In general, it has looked to the existing manpower authorities such as AnCo and the National Manpower Service to implement programmes rather than itself assuming an executive role.

Youth employment levy

The activities of the YEA, and other activities in the area of youth employment, training and work experience, are **funded** by a 1 per cent youth employment levy which was introduced in April 1982. The amount collected during 1982 was IR£ 38m. In 1983 the first full collection year, the levy will raise an estimated IR£ 77.5 m.

The introduction of the levy has enabled expenditure to be increased substantially on youth employment, training and work experience schemes : the amounts for 1981 and 1982 were IR£ 19 m and over IR£ 32 m respectively.

Activities

Since its establishment, the agency has concentrated on the **following areas** :

- the expansion of existing youth employment programmes so as to absorb as many new participants as possible ;
- the development of better information systems about youth unemployment, so as to achieve greater precision in the designing and targeting of programmes ; and
- the establishment of projects at community level for disadvantaged groups and areas.

Over 57,000 young people are expected to participate in programmes financed from the youth employment levy in 1983, more than twice the participation level in 1981 and over 40 percent up on 1982 participation.

While directing much of its attention to the operations of existing programmes as these expanded throughout 1982, the YEA also funded directly a number of projects which could not be accommodated within existing programmes. By the end of 1982 the Agency had approved financial support for over 50 projects.

The main **thrust of the Agency's activities in 1983** is in the following areas :

- support for the continued expansion of state-aided training and work experience programmes for young people ;
- a greater concentration on the longer-term unemployed (i.e. those on the unemployment register in excess of six months) by improving their access to programmes ;
- the replacement of the current temporary employment activities with a new integrated approach ;
- improved access to training for disadvantaged teenagers (young travelling people and young people - mainly in inner city or large urban areas - who have left the educational system relatively early) through the extension of the network of community training workshops ;
- support for local and youth initiatives in job creation ;
- the promotion of priority developments in the educational system relating to the transition from school to work.

An estimated 17,000 young people in Ireland registered as unemployed, have been out of work for six months or more. The YEA recognises the need to give priority access for this group to the range of training, work experience and employment schemes provided for young people generally. To this end the objective of the Agency, over 1983, will be to move towards a situation where **recruitment** will take place **exclusively from among the longer-term unemployed for the programmes providing employment on community and environmental facilities**. The intention also is that up to 500 of the existing training places for young people will be progressively devoted to those out of work for longer periods.

The YEA's **Community and Youth Enterprise Programme**, which is now getting off the ground, is aimed at making a significant contribution towards the creation of economically sustainable employment. This pilot programme involves three main elements :

- provision of support to community and youth groups at local level who wish to employ community enterprise workers to carry out a specific and developed programme of work ;
- provision of support to such groups at an earlier stage of development who want to assess and quantify the extent of local employment needs and potential ; and
- provision of support to community and youth groups who have reached a relatively advanced stage of development and who require additional resources.

Another YEA initiative during 1983, is the proposal to establish about six demonstration projects at community level which would integrate the activities of the education, training, recruitment, job creation and local authorities. The projects are based on the establishment of community training and employment consortia (comtecs), representative of all local manpower and community interests.

IRELAND : Young scientists and technologists employment scheme.

An employment scheme for young scientists and technologists was introduced by the Youth Employment Agency on a pilot basis for one year in October, 1982. The scheme is

administered by the National Board for Science and Technology in conjunction with the Institute of Industrial Research and Standards (IIRS)

The main **purpose** of the scheme is to promote the employment of young people under 25 years of age who hold degree or diploma qualifications in science or engineering and who are unemployed or in employment outside the science and engineering fields for at least three months. The scheme is also aimed at assisting firms in the private sector to increase their technological capability. For this reason special consideration is given to firms hiring technical personnel for the first time. Appointments made under the scheme must be additional to normal manpower intakes.

The scheme was initially confined to **firms with under 50 employees** but its scope was subsequently extended to include firms with up to 100 employees. Firms participating in the scheme are required to :

- employ, on a full-time basis for a period of twelve months, a technically qualified person ;
- sign a contract of employment with the employee as supplied by the sponsors ;
- enter an agreement on a work programme for the year and permit the non-intrusive monitoring of the programme on a quarterly basis ; and
- take a decision on the future employment of the graduate by the end of the first nine months.

Personnel recruited under the scheme can be **located** either in the firm itself or a higher education institution. The latter arrangement is to facilitate firms which wish to avail themselves of the advanced equipment in colleges and the element of expert supervision from scientists or engineers employed there.

It was planned to employ up to 80 young people during the pilot phase of the scheme. 73 were finally placed including 14 in higher education institutions. Minimum annual **salaries** were fixed at IR£ 6,000 for degree holders and IR£ 5,300 for diploma holders. Under the scheme the Youth Employment Agency is contributing up to IR£ 3,600 per annum towards the salaries of graduates and up to IR£ 3,000 per annum in the case of diploma holders.

Experience to date indicates that the scheme has been very successful in achieving its stated objectives. Over half the 71 firms participating are now employing technologists in development work for the first time. Moreover, there is a better than average possibility that the majority of these firms will retain these young people in permanent employment.

It has been decided to **extend the existing scheme** from its expiry date in September up to the end of this year and to continue it on a pilot basis for a further year from the 1st January, 1984.

NETHERLANDS : Schoolleavers' campaign

The Minister of Social Affairs and Employment has sent a **personal letter** to some 200,000 employers. This letter is a part of an information campaign launched by the Ministry aimed at employers and young people who are leaving school this year.

The schoolleavers are in particular being advised to become enrolled in good time (before July) at the labour office under the **slogan** «get working now to get work». Enrolment is necessary for receiving a benefit or children's allowance.

From the 1983 schoolleavers' letter, sent to all careers masters, it appears that the **number of schoolleavers** who become enrolled at the labour offices has more than doubled since 1977 : from ± 105,000 in 1977 to ± 220,000 in 1982. These 220,000 represent some 84 percent of total schoollea-

vers. Presumably the deteriorating labour market situation and modifications in social security legislation provide additional incentives for young people to be enrolled at the labour office.

According to estimates, the numbers of schoolleavers will continue to grow to 1987, when some 269,000 young people will be leaving school. Subsequently there should be a drop which will continue well into the 'nineties' virtually exclusively as a result of the drop in births which set in after 1970.

In the coming years there will be an increase in both male and female schoolleavers in semi-higher or **higher education**. The most important reason for this is already perceptible : greater numbers of young people are choosing to spend more time in training. Roughly two thirds of last year's schoolleavers were no longer enrolled at the labour offices at the end of March. The number of enrolled went down then to 84,000.

Of the 1977-80 schoolleavers, 19 percent were trained for the quaternary sector. Proportionately more women than men took up this line of training. For example, on the level of the secondary school education 2 percent of men compared with roughly 54 percent of women took up this sector.

According to the **forecast** of the schoolleavers' letter, the proportion of both secondary school educated men and women who will go specifically into this quaternary sector will remain almost constant through to 1990. On the higher vocational training level, there will be some decrease, notably with the men. The proportion of women taking up the quaternary sector is expected to be substantially higher than of men.

UNITED KINGDOM : Youth training in the armed services

The UK Government has been considering the role of the armed forces in meeting its objective of providing training and work experience for unemployed school leavers. The high quality of the training provided in the armed forces has convinced the Government that they should play a part. It is therefore proposed that about 5,200 places should be made available in the forces for the young unemployed. The precise number of places in the first year will depend on the number of applications and the capacity of the services training organisation.

All applicants for the scheme will be volunteers, will have to satisfy existing entry standards and will be able to leave at any time on 14 days' notice. They will volunteer to join one of the services on a 12-month engagement, part of which will be spent in formal training and the remainder in work experience. All volunteers will receive the same basic training as regular service men and women and some will go on to learn skills and trades.

They will be service men and women and, in all but a few respects, will qualify for the same benefits as single regulars and be subject to the same disciplines. They will receive, as will youngsters joining civilian employers in the Youth Training Scheme, an allowance of £ 25 per week. A deduction of £ 10 per week will be made for food and accommodation.

The Scheme will become operational in the autumn. Full details are currently being finalised.

UNITED KINGDOM : Young Workers Scheme

The Young Workers Scheme, briefly featured in inforMISEP N° 00, has now been in operation for over a year and a half. The Scheme opened on 4 January 1982 under the 1978 Employment Subsidies Act. One of the Department of Employment's Special Measures, it is **aimed** at alleviating the unemployment of young people under the age of 18 who are entering the labour market. The Scheme also aims at keeping juvenile wage rates at realistic levels which more accurately

reflect their inexperience and frequently their need for training.

It is the UK Government's view that the narrow margin of **wage rates** between those for experienced adults and the comparatively inexperienced young workers contributes to today's high youth unemployment. There are many employers who cannot afford to support young people whose contribution to production may be small in comparison to experienced workers; to correct this distortion in the labour market, young people's wage rates need to be set at a level which reflects their relative inexperience.

The Young Workers Scheme therefore provides **financial incentives** to employers who recruit young people at wage rates that properly reflect their value to an employer. The Scheme's payments are not a contribution to an employer's wage costs but they help to offset the employer's costs of employing eligible young people. This will result in an increase in the number of jobs offered to young people. In addition, by providing incentives to employers to price young people's jobs at realistic levels, the Scheme will enable companies to become more competitive, to expand and to create more job opportunities for both young and older workers alike.

The Scheme is **open to all employers** in Great Britain except public services, for example Civil Service, local authorities, National Health Service, and domestic households. A similar scheme operates in Northern Ireland. Employees and employers are required to satisfy all the Scheme's conditions for employers to be able to claim its payments. Employees must be under 18 years of age and in their first year of employment on the date the job commenced. Employers who recruit eligible young people into jobs that are intended to be permanent, to work a minimum of 35 hours a week and whose wage rates do not exceed the Scheme's earnings limits may be eligible to claim the Scheme's payments. Jobs that last less than 8 weeks will not qualify. Training is not a requirement but it is hoped employers will provide appropriate training and time spent on training is regarded as being at work.

The first date from which payment is successfully claimed begins a young person's "payment year" which continues to run even if the young person later becomes unemployed or goes on a training course. A subsequent employer will be able to claim payment for the balance of the payment year in respect of that young worker, provided the young worker remains eligible when that employment begins.

Once approval of the application is obtained, employers are required to submit **claims for payment** quarterly in arrears and payments are made in respect of the quarter as a whole on the basis of the gross average weekly pay. If, for any reason, employment ceases during a quarterly period claims may be submitted up to that date without employers having to wait until the end of that quarter. In any event claims remain payable up to 3 months after a young person's payment year has ended. The Scheme is **administered** by the Department of Employment's Regional Offices. Employers are not exempt from meeting their statutory obligations and employees are subject to normal income tax and National Insurance liabilities.

From August 1983 there have been several **changes to the current rules** of the Young Workers Scheme. Applications in respect of young people now need to be submitted within 3 months from the first date payment could be claimed. Prior to August the time limit was 6 months for applications. This change in the time limit for applications is in order to focus support on those who genuinely need it.

Another major change in the Scheme is the alteration of the **earnings limits**. These have been increased to £ 42 and £ 47 a week so that employers whose employees' gross average wage rates are £ 42 or less a week will be able to claim the higher rate of £ 15 a week and employers whose employees' gross average wage rates are between £ 42 and £ 47 a week may claim the lower rate of £ 7.50 a week. Gross average wage rates exceeding £ 47 a week attract no

payment. The rationale behind the changes in these earnings limits is to maintain take-up, which has been encouraging.

Over 200.000 **applications** have been approved since the Scheme began and more than 150.000 applications were approved in the 1982/3 financial year. The number of young people currently being supported under the Scheme in May 1983 is estimated at 104.000.

Take-up has been most concentrated in the distributive sector (26%) followed by miscellaneous services (17%) which includes the leisure industry, hairdressing and garages, and the construction industry (10%).

EUROPEAN COMMUNITY : "Youth Guarantee"

The joint Council of ministers of labour and social affairs and of education of June 3, 1983, approved the substance of the Resolution concerning vocational training policies in the Community in the 1980's.

This Resolution, which makes an important contribution to combating unemployment in the Community, incorporates guidelines for action to be taken by the Member States and provides for measures to be implemented by the Commission to supplement and back up Member States' action.

The Resolution makes particular provision for specific measures to assist young people in response to the wishes expressed by the European Council.

During the next five years taking account of the responsibilities of the two sides of industry in this area, Member States :

- will do their utmost to ensure that all young people who so wish, and particularly those without educational or vocational qualifications, can benefit over a period of at least six months and if possible one year following full compulsory education from a full-time programme involving basic training and/or initial work experience to prepare them for an occupation ;
- moreover, pursue their efforts, in the context of their national policies and practices, to see that for young people without sufficient qualifications, including particularly those who are looking for work, adequate opportunities of vocational training designed to improve their skills and qualifications are available.

EUROPEAN COMMUNITY : Action for women

Two networks of experts set up within the framework of the new Community Action Programme for Promoting Equality of Opportunity for Women have started, or continued, their tasks during the May-July 1983 period.

These networks consist of national experts selected by the Commission who are independent of all political, trade union or other institutions so as to guarantee the objectivity of their research and conclusions.

The network called "**women in employment**" seeks to carry out action B 13 of the new Action Programme. This consists in evaluating the forward or backward movement towards equality of treatment in employment and working conditions and in the achievement of job spread, through an observation arrangement.

A first meeting was held in Brussels on May 31, 1983 to discuss the working plan proposed by the coordinator. The very full grid covers a multitude of aspects and indicators, more qualitative than quantitative, on trends as regards the employment of women so as to bring out the main common strands for all the member states and to determine their impact on the work of women.

The second network of contacts and exchanges concerns the application of Community directives as regards **equality of treatment** (remuneration, employment and social security).

Created under Action A 1 of the new Action Programme, it has been entrusted with uncovering the obstacles, legal and in reality, which prevent the proper application of these directives.

The group of experts, which met for the second time on June 30, examined the interim reports presented by national experts and discussed the notion of indirect discrimination

and the future orientation of the work.

The advisory committee on equality of opportunity, which held its fifth meeting on July 6 and 7, 1983, analysed in priority various documents having the same objective, the development of positive actions for women, and came out in favour of recommendation in this area.

Working time

BELGIUM : Re-arranging working time in hospitals

The **objective** of this measure (royal decree of May 3, 1983) is to fight unemployment by ensuring the distribution of the work available over a greater number of persons by encouraging part-time work.

The specific **characteristics of hospitals** necessitated an original measure. The hospital sector has been a huge creator of jobs between 1975 and 1981 with an increase of 29 percent in numbers employed. Now the number of hospital beds has been frozen at the number approved and existing on July 1, 1982. The ensuing strict application of staff norms has brought in serious threats of extending unemployment in the sector. The promotion of part-time work has been seen as a solution in the light of the sector's characteristics. On the one hand, the 1983 wage moderation will bring about few additional jobs in it, given the new indexation procedure of per day prices and, on the other, the type of work of the care staff and the predominance of female staff implies a greater demand for part-time or reduced work than in other sectors.

It has thus been foreseen that **premia** be given to hospital establishments which re-arrange their working time and thereby enable additional workers to be taken on. These additional jobs can only be filled by fully compensated unemployed persons. Whenever re-arranging working time gives rise to hiring one or more additional workers whose performances are equivalent, in time, to a full-time job, a premium of FB 100.000 or FB 150.000 is given to establishments where the part-time percentage is between 10 and 20 percent or is more than 20 percent compared with the total staff. These premia are given annually and are covered by the Ministry of Employment and Labour.

LUXEMBOURG : Special invalidity allowance (ASI)

The law of December 20, 1982 dealing with the State's income and expenditure budget for 1983 brought in a special invalidity allowance (ASI).

The same as for early retirement (see inforMISEP N° 2), this short term measure is a part of the social programme of re-structuring the steel industry. The **aim** of the allowance is to accelerate the run-down of manpower overcapacity in the steel industry.

Granting the special invalidity allowance depends on the following **conditions** :

- the worker has to be employed in an enterprise belonging to the steel-industry ;
- he must be over 50 years of age ;
- he must not be receiving a waiting allowance in cases of early retirement ;
- he must be occupationally incapacitated according to the definition foreseen by the pension insurance system for private employees. According to this, only those workers are involved "who, following an illness, infirmity or weakening of their powers will be permanently incapable of carrying out the job they last performed or a similar job corresponding to their training and to their work experience" ;
- the applications must be made before February 28, 1983.

The special allowance is **calculated** on the same bases as the disablement pension which the person in question would be paid. But this amount is increased until the age of 60 years — at which age he usually has the right to an early old age retirement pension — by an allowance corresponding to 12.5 percent of the previous remuneration, with a ceiling at 4 times the minimum social wage (95.655 francs at the 382.62 index applicable from May 1, 1983).

The increased special invalidity allowance is subjected to social and fiscal charges. Expenditure resulting from this scheme is covered by the Unemployment Fund.

As regards the **effects** of this scheme, it has, on the basis of the requests made, been estimated that some 750 persons will be admitted to the ASI system.

The **cost** of the system has been estimated as follows :

1983	FL 400 m
1984	FL 405 m
1985	FL 415 m
1986	FL 420 m
1987	FL 430 m
1988	FL 400 m
1989	FL 312 m
1990	FL 222 m
1991	FL 54 m
Total	FL 3 058 m

Placement

GERMANY : Reductions of adaptation subsidies

A reduction in the expenditure for adaptation subsidies is to be achieved by reducing the maximum amount of the aid from its previous rate of 80 percent of work compensation to 70 percent. Furthermore, no subsidies will be granted for employees/workers who already belong to the firm.

Restrictions in granting incentives to enter employment : Savings will be made in mobility aids to foster employment being taken up (a.o. costs of application, travel costs, allowances for working equipment) for example by raising minimal limits.

Restrictions in vocational rehabilitation benefits : Bridging money which is paid for vocational rehabilitation schemes will, following the reduction in the allocation rate of subsistence allowance, be brought down from 80 percent to 75 percent (if the person in question has children or the spouse is in need of care) and from 70 percent to 65 percent for all other cases.

ITALY : 'Nominative and numerical' employment

Law n° 79 of March 25, 1983, enabled employers to submit, for one year, a nominative request (*'richiesta nominativa'*) for a quota which is equal to half of the number of workers for whom the numerical request (*'richiesta numerica'*) is compulsory.

Between February and June 1983 this brought about the placement of 60.490 workers, of whom 18.957 were women and the remainder men. The sectoral break-down was as follows :

<input type="checkbox"/> agriculture	5.756
<input type="checkbox"/> industry	37.685
<input type="checkbox"/> services	17.049

with the company break-down by numbers of employees being :

<input type="checkbox"/> 49 persons or less	48.940
<input type="checkbox"/> 50-249 persons	9.333
<input type="checkbox"/> 250-499 persons	1.499
<input type="checkbox"/> more than 500 persons	718

Rough currency conversion rates

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in mid-1983 :

● Belgium :	45 Bfrs
● Denmark :	8.05 DAKs
● Germany :	2.27 DM
● Greece :	77 Drx
● France :	6.8 FF
● Ireland :	0.72 IR£
● Italy :	1348 Lit
● Netherlands :	2.54 Hfl
● United Kingdom :	0.59 U.K£

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