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DEVELOPMENTS AT A GLANCE

- Belgium** The social partners have successfully concluded a central agreement for 1991-1992, which will serve as a basis for future sectoral negotiations. (p. 1)
- Denmark/
Germany** A cooperation agreement has been signed by the neighbouring regional employment offices in Denmark and Germany. The aim is to improve cross-border placement cooperation by means of a computerised system. (p. 14)
- Germany** Due to the addition of the new *Länder*, the Federal Employment Service's budget has increased considerably this year. (p. 3)
Employment offices will refuse offers for training places where these contain restrictions on the nationality of applicants. (p. 7)
- Greece** New measures have been introduced in relation to the terms of retirement for civil servants. (p. 10)
- Spain** The latest labour market developments confirm the trend of a rising activity rate accompanied by a falling unemployment rate. (p. 3)
The minimum wage for all occupational groups was established for 1991. (p. 15)
Previously specified labour regulations now have a legal foundation. (p. 15)
- France** In the framework of the 'progress agreement' between the State and *ANPE*, indicators will serve to evaluate the results obtained by the application of set objectives. (p. 11)
- Ireland** The latest survey shows that the employment situation among school-leavers is still improving, especially for those who possess educational qualifications. (p. 7)
- Italy** The conditions under which companies can benefit from a reduction of social security contributions have been changed when employing persons on the basis of training-work contracts. (p. 8)
As a result of new rules governing integration and reintegration contracts, reductions of rates of social security contributions for employers who employ LTUs are revised. (p. 9)
- Netherlands** According to the government representation within the Employment Service, there should be a more active approach to employers and intensive supervision of jobseekers, who are difficult to place. (p. 4)
The *PALL* scheme which offered a subsidy to unemployed persons accepting a less well paid job has been abolished. (p. 7)
School-leavers who have completed secondary vocational training have the best job prospects. (p. 9)
As the result of a new law, both parents are eligible for unpaid part-time parental leave. (p. 11)
New regulations in the job placement sector cover agency licences and the question of which collective agreement applies. (p. 13)
- Portugal** A new agreement has been reached between the Government and the social partners in the field of incomes and prices policy and the economic and social policy. (p. 5)
- United
Kingdom** A continuation of the Government's step-by-step reform of industrial relations and trade union law leads, amongst other things, to the end of 'closed shop' practices. (p. 6)
There is a new symbol whereby a company can demonstrate a positive attitude towards the employment of people with disabilities. (p. 9)
The Employment Department Headquarters have been restructured and now consist of three directorates. The Training Agency no longer exists. (p. 14)

Belgium

Central Agreement 1991-1992

After several weeks of talks, the social partners have successfully concluded a central agreement for 1991 and 1992. This agreement which was officially signed on 27.11.90, will serve as a basis for future sectoral negotiations; it involves more than two million employees in the private sector. This article recalls the important aspects and comments on the main characteristics of this agreement.

1. Freedom of negotiation and competitive position

The partners are obliged to respect the freedom of negotiations at sectoral and company levels. They are equally concerned to safeguard competition which is a necessary ingredient for economic activity and employment. Subsequently, in the next rounds of wage negotiations, representatives of employers and employees will take the following factors into account: Belgium's position in the single market, the monetary policy linking the Belgian franc to the strong currencies within the EMS, developing competition, and uncertainty arising from the Gulf crisis.

In this spirit, the social partners have reached an agreement in which employment is the major priority and the economic context is also considered.

2. The minimum wage

The average guaranteed monthly minimum wage, which was agreed in the collective agreement (*CCT*) no. 43 (cf. iM 23), will be increased by BFR 500 from 1.7.91 and by BFR 400 from 1.7.92.

3. Employment and unemployment

The partners favour an overall approach rather than uncoordinated actions, depending on whether it involves young people, women, older workers, the disabled or high-risk groups amongst the unemployed or the employed. This explains the social partners' joint proposal of an overall plan of action in answer to the wishes expressed by the Government. The plan also takes into consideration the decision to maintain youth traineeships (cf. BIR Belgium iv.2), in view of uncertain labour market prospects.

The overall effort devoted to training and employment of high-risk groups will increase to 0.25% of the gross wages in 1991 and 1992,

including a special effort of 0.1% earmarked for the most vulnerable members of these high-risk groups.

The notion of high-risk groups now applies to all unemployed persons aged 50 years and above, to workers aged 50 years and above who have been the victims of mass redundancies, or of restructuring, or who have been confronted by new technological advances and finally to unskilled workers (for former notion of high-risk groups cf. iM 26).

The following categories are considered to be the most vulnerable:

- long-term unemployed (LTUs), i.e. unemployed persons who have received unemployment benefit for an uninterrupted period of at least one year;
- young persons falling under compulsory part-time schooling;
- the disabled: jobseekers enrolled in the National Fund for the Rehabilitation of the Disabled;
- persons who return to the labour market: jobseekers without compensation (unemployment benefit or reintegration allowance) and who have not carried out any professional activity during the last three years;
- the unskilled unemployed and workers who have neither a university degree nor a diploma of higher secondary education;
- in view of the nature of their activities, sectors and companies may define other categories of unskilled persons by means of a collective agreement.

Sectoral and company agreements give concrete expression to the efforts devoted to high-risk groups. The Minister of Employment and Labour will examine whether the effort of 0.25% and 0.10% is scheduled in the agreements. In the absence of such an overall or specific effort, a corresponding contribution will be paid to the Employment Fund (cf. BIR Belgium i.2).

The agreed efforts can take the form of new or renewed initiatives in the fields of training and employment, such as those which were elaborated during the implementation of the previous minimum wage agreement (cf. iM 25 and 26). Besides the particular effort for the most vulnerable categories, it can also involve positive action to favour women or transitional systems, i.e. reorientation initiatives which aim to

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introduce progressively shorter working hours for older workers who are facing the threat of involuntary career breaks.

The Employment Fund will take part in collective projects fostering high-risk groups as well as individual projects to employ persons at risk. Where individuals are concerned, the Fund will subsidise:

- a reduction of the wage costs when taking on and employing disabled persons;
- a reduction of the wage costs when taking on and employing LTUs and persons who are rejoining the labour market; this reduction will be greater according to the length of unemployment.

Within the framework of collective projects (by means of a collective agreement covering a number of persons belonging to high-risk groups), the Fund will intervene in the case of:

- projects which exceed the overall effort that has been anticipated;
- projects from sectors, companies and groups of businesses which have contributed to the Fund, in the absence of a collective agreement;
- projects which plan positive action with financial implications for women.

4. Older unemployed

As from 1.1.91, the amounts of 'seniority supplements', granted to unemployed persons aged between 50 and 55 years, have been brought into line with the amounts granted to unemployed persons aged 55 years and above. Consequently, the employer's contribution to this scheme (payable to the unemployment system) of 0.1% of the gross wages has been raised to 0.12% as from the aforementioned date.

5. Family and work

The partners approve the Government's decision to reinforce support structures in answer to the needs of workers who have problems arranging child-care when a child is ill, or when they have to work outside the normal opening hours of the support centres. To this end, the Government has earmarked BFR 200 million in the 1991 budget. The partners have agreed to ask the Government to reserve at least the same amount in the 1992 budget.

The partners have agreed to propose to the Government that maternity leave should be extended from 14 to 15 weeks; this extra week is to be taken prior to the calculated date of birth. The partners have also voiced their agreement with the reconversion of maternity leave in paternity leave in the case of death or hospitalisation of the mother. In answer to the requests from the Minister of Employment and

Labour concerning paternity leave when a child is born or adopted, the partners agree to propose three days of paid leave.

6. Holiday pay

As far as the calculation of holiday pay is concerned for workers aged 18 years and older, the ceiling for the notional wages for those days that have been paid out but not in fact worked, rose to BFR 1,900 (instead of the former figure of BFR 1,380), as from 1.1.90.

The partners have also agreed to conclude a temporary collective agreement at the National Labour Council. This extends the period for which holiday pay will be paid for 1992 by one day. Holiday pay which is now calculated on the basis of three weeks and two days will be calculated over three weeks and three days.

7. Miscellaneous

Good social relations with employees is a major priority for small and medium-sized enterprises. If differences of opinion on a collective level should arise, then the employers' organisations representing the companies concerned will endeavour to solve these differences, by increasing the standing of the conciliation services available for this or by means of direct contacts with the organisations representing the workers involved.

The partners have agreed to extend the CCT no. 44, governing early retirement, for the period 1991-1992 (cf. iM 27). Moreover, the CCT no. 19, which covers the employer's share of travelling expenses by public transport that employees pay to get to work, applies as from 1.1.91 to employees whose annual salary is below BFR 900,000. The partners have also agreed to present the National Labour Council with an evaluation of the planned consultations, in the case of a company that is undergoing restructuring. In such a case, they will examine the elaboration of a 'framework for social assistance' (*cadre pour l'accompagnement social*).

8. Final Clauses

The partners have agreed to formally ask for the Government's guarantee, for as long as the agreement applies, that no measures be adopted on matters which are the object of their agreement or which could aggravate the wage costs or the organisation of labour.

Between them the partners have agreed that, for the duration of the agreement, they have settled the demands that they had relative to each other at the level of the central agreement.

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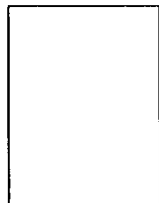
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Germany

The Federal Employment Service's 1991 budget

Following a proposal from the Federal Minister of Labour, the 1991 budget for the Federal Employment Service (*BA*) was approved by the Federal Government in January. The budget earmarks expenditure of DM 73.3bn. As part of the financing, a federal subsidy of DM 2.3bn has been allocated in the federal budget.

For further vocational training and retraining in the five new federal states (*Länder*), DM 6.6bn has been made available for 1991. With this amount, an annual average of 330,000 workers can follow vocational further training and retraining. In what was the old Federal Republic, DM 6.7bn has been designated for these tasks (1990: DM 6.4bn), whereby an annual average of 350,000 workers can benefit.

A total of DM 6.2bn will be provided for job creation measures (*ABMs*). The new federal states will receive DM 2.3bn of this amount, whereby an average of 130,000 *ABMs* can be financed this year. In what was the old Federal

Republic, DM 3.9bn (1990: DM 3.2bn) for an annual average of 92,000 persons is available. To promote *ABMs* in the new federal states, low-interest loans amounting to DM 883.5 million will be made available for financing non-personnel costs.

An amount of DM 26.5bn has been allocated for unemployment benefits (37.7% of total expenditure), and DM 7.3bn for short-time working allowances (10.3% of total expenditure).

Call for qualification offensive

In connection with the approval of the Federal Employment Service's budget, the Federal Minister of Labour said: 'This budget provides a good basis for an active labour market policy throughout Germany, and particularly in the new federal states. The money made available must be transferred into a broadly designed qualification offensive. For this, all parties concerned must make a contribution. Teamwork and co-operation are needed in order to open up vocational perspectives to the workers in the new federal states.'

Spain

Latest labour market developments

According to the most recent data of the Labour Force Survey (*EPA*), there were 12,656,900 persons in gainful employment during the third quarter of 1990. The number of new jobs created (100,400) represents a 0.8% increase of the employment level compared to the preceding quarter. An additional 53,900 persons joined the labour market (+0.4%), bringing the labour force up to 15,048,600, the highest figure in the history of the *EPA*. At the same time, the level of unemployment dropped by 46,500 persons (-1.9%) to 2,391,700 persons. Consequently, the activity rate rose to 49.4% and the unemployment rate dropped to 15.9%.

In yearly terms, the favourable developments in labour force, employment and unemployment confirm the stability of the Spanish labour market. Compared to the third quarter of 1989, there has been an increase in the level of employment of 230,100 (+1.9%). The labour force has grown by 153,400 persons (+1.0%), and the number of unemployed has dropped by 76,700 persons (-3.1%).

Changes by gender

Of the 100,400 new jobs registered in this quarter, 67,500 were taken by men and the remaining 32,900 by women. Given that the labour force of both sexes rose equally (28,500 extra men and 25,400 extra women), the drop in unemployment was concentrated in the group of unemployed men with a drop of 39,000, compared to a drop of 7,500 in the group of unemployed women.

Sectoral changes

As regards the sectors of economic activity, the employment level rose significantly in the service sector, with 131,900 additional jobs compared to the preceding quarter, and to a lesser extent in manufacturing industry (+30,500). In agriculture, it dropped by 50,200 and in the building industry by 11,900. However, unemployment dropped considerably in all sectors, except in the group of non-classifiable persons, where it rose by 13,900 persons (+1.3%).

In the quarter concerned, there was a significant increase of persons in dependent employment: 127,300 (+1.4%). This increase benefits those who have permanent labour contracts, as well as

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those who have fixed-term labour contracts.

Unemployment

In December 1990, the number of unemployed registered at the employment offices of the National Institute of Employment *INEM* rose to 2,351,241 persons, amounting to a negligible increase of 3,488 unemployed persons (+0.2%) compared to the preceding month. According to the figures of the employment offices rather than those of the EPA, the unemployment rate is 15.6%. Compared to December 1989, unemployment dropped by 75,331 persons, which means an annual decrease of unemployment of 3.1%.

Netherlands

Principles of employment policy 1992-1996

The Employment Service must give priority to improving the matching of supply and demand on the labour market. On the one hand, that means that employment offices must adopt an active approach towards those employers who have difficulty filling vacancies in their companies. On the other hand, intensive supervision is needed for jobseekers who have insufficient training and work experience to fill the existing vacancies. These are the basic policy pursuits of the government representation within the Central Employment Board (*CBA*; cf. iM 31 on the new tripartite structure).

By actively approaching the employers, this must lead to a strengthening of the market position for the employment offices. That is necessary in order to increase the 'return' on all the efforts devoted to helping unemployed jobseekers, especially those from special target groups. In order to be able to make a good assessment of various aspects, the government representatives within the *CBA* will insist on good, systematic reporting on the implementation of the policy and the realisation of the targets set.

Evaluation of the tripartite employment policy

The cabinet will evaluate the tripartite employment service above all on results achieved in terms of the number of vacancies filled and the number of placements of unemployed jobseekers. In view of the extent to which the present targets are being achieved and the entrenched problems on the supply and demand sides of the labour market, a short-term increase in the number of vacancies filled is not realistic.

Finally, the most recent data from the *INEM* indicate that the number of registered placements at the employment offices rose by 309,419 in December 1990, so that the number of placements for 1990 amounted to 5,032,442; 16.3% higher than in 1989. As regards registered placements that fall within the system of subsidised employment contracts, these rose by 166,844 in December 1990, which is 53.9% of the total number of registered placements in December 1990. For 1990 the total number rose to 2,332,768.

For 1992, the target set for the number of successfully filled vacancies remains at 150,000. This also applies to the employment offices' aim to fill 20% of all vacancies in small and medium-sized enterprises. The objective to reduce the number of difficult-to-fill vacancies is to be continued.

Besides the realisation of the targets, an important factor in the cabinet's assessment will be the outcome of the institutional cooperation between Regional Employment Boards (*RBAs*) and municipalities, the business world, and educational institutions. The *RBAs* must have a free rein to attune their policy to the individual, regional situation; the budget must therefore be as decentralised as possible.

Special target groups

The government representatives will make proposals within the *CBA* to reach concrete agreements with those sectors offering plenty of placement possibilities for the special target groups, and in which the social partners are in agreement on the approach to employment policy.

The government representatives will advocate the deployment of more people and more means to prevent long-term unemployment. Those extra efforts must be geared towards the group of short-term unemployed who run a high risk of joining the ranks of the long-term unemployed, namely: minority groups, the older age groups, unskilled workers and particular groups of women. The target set with regard to the placement of the long-term unemployed must be continued.

The employment offices' contribution to the coordinated approach to the problem of youth

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unemployment consists of the systematic and intensive mediation of school-leavers into positions of work, training or apprenticeship. In 1991, the target group includes all school-leavers up to 21 years of age. In the years that follow, the target group will be broadened gradually and eventually all school-leavers up to 27 years of age will be included.

This means that in 1992, employment offices must find work or training for 3,500 young people. The influx in the apprenticeship system must be kept at its present level, amounting to roughly 50,000 new training-work contracts which are to be concluded in 1992. In addition, the cabinet has asked the employment offices to do their best to place young persons either in jobs or in training on the basis of a temporary work guarantee.

The cabinet is standing by the objective that in 1994, the employment offices must, in percentage terms, fill vacancies with unemployed women, proportionate to the number of women registered at the employment office. The employment offices must try to reach more women in search of work, who are not yet registered at the office. The cabinet requests that the employment offices pay particular attention to the group of women on welfare.

The government representatives in the *CBA* will recommend that the *CBA* contributes financially towards the training of those people in search of work, who have been declared partially incapable of working by the Joint Medical Service for Trade and Industry (*GMD*). Furthermore, the vocational training centres, and possibly other

educational institutes too, could reserve some places for this group of jobseekers. The cabinet believes that *RBA*s together with the local *GMD*s should examine how they can promote the reintegration of those people, who are partially incapable of working, into the labour market.

Training

Training is an important instrument in order to give jobseekers more chance of finding a job. Much of the training offered to jobseekers takes place at Adult Vocational Training Centres (*CVV*s) of the Employment Service, and the municipal Centres for Vocational Orientation and Preparation (*CBB*s; cf. BIR Netherlands iv.1 and 7). The remaining training capacity will be 'hired' on a regional basis through a tender procedure with price, quality and delivery time as selection criteria. This procedure will involve general educational institutes. In principle, the training effort of those schools involved will be covered by an allowance from the Employment Service for costs incurred.

Unemployed persons are requested to cooperate with all the efforts made to help them find work or improve their chances of doing so. In order to have a better idea of whether the unemployed do in fact cooperate, the cabinet is considering asking the *RBA*s to submit regular reports concerning the efforts of the unemployed receiving social security with regard to job applications and training. In addition to this, *RBA*s should make clear to employers that setting high demands on unemployed jobseekers is undesirable.

Portugal

Economic and social agreement

The economic and social agreement was laid down in 1991 within the framework of the Standing Council for Social Concertation (*CPCS*, cf. BIR Portugal, Ch.I.3). Its objective is to achieve a compromise between the Government and the social partners in the field of incomes and prices policy and the economic and social policy.

The incomes and prices policy

The aim of the incomes and prices policy is to achieve the effective growth of real wages, gradually coming into line with the European Community averages, without furthering inflation. In order to achieve this, the economic and social agreement has recommended an average wage increase of 13.5% for the first quarter of 1991. Care should be taken to avoid

any radical deviations from this ceiling, paying particular attention to the growth of productivity and the economic situation of the sectors and the companies. For the following quarters, the *CPCS* will adopt ceilings, based on the recommendations of the Tripartite Commission which monitors inflation rates.

Economic and social policy

One of the fundamental objectives of the economic and social policy is to ensure a low level of unemployment, as well as concerted actions in the fields of working conditions, social protection and social security. One noticeable aspect is the importance attributed to the role of education and vocational training, reflected both in the promoted integration of young people in working life, and in the development of programmes, aimed at integrating the most disadvantaged

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groups into the labour market. Vocational training is a recognised instrument in the preparation of human resources necessary for a company to function or for its modernisation. For this, it becomes essential to foster the training of those who are already employed, and to create conditions for the widespread implementation and intensification of continuous training.

To recapitulate, of those measures that have been agreed upon, the following points are of importance:

- the promotion of professional certificates which attest to workers' professional skills. This aims to bring about development and mobility on the labour market, both nationally

and within the EC;

- the right to information and advice for the workers and their representatives;
- strengthening the social partners' role, in particular more extensive participation in the running of the Institute for Employment and Vocational Training (*IEFP*);
- by means of regulations on the level of collective negotiations, fostering professional mobility within the company in combination with promotion of vocational training of employees, during their working life;
- the need for dialogue to establish policies governing employment and vocational training.

United Kingdom

Employment Act 1990

The provisions of the Employment Act 1990 are now all in force. The Act continues the Government's step-by-step reform of industrial relations and trade union law which, since 1979, has provided new means of protection for workers, employers and the public against abuses of industrial power.

Ending 'closed shop' practices

Earlier legislation gave any employee a remedy if dismissed because of membership, or non-membership of a trade union (or a particular trade union). However, while it was already unlawful to organise industrial action to establish or maintain any 'closed shop' practice, it was still lawful to refuse employment on grounds of jobseekers' union membership or non-membership.

The 1990 Act, however, protects jobseekers from being refused employment (or the services of an employment agency) on grounds of trade union membership or non-membership. If this happens, the individual refused employment (or employment agency services) can now complain to an industrial tribunal; if a complaint is upheld, the tribunal can award compensation of up to a current maximum of UKL 8,925.

Reforming the law on industrial action

When industrial action is called for by a union official - such as shop steward - the members are likely to regard that as a call for 'official' action, even if the official is not actually employed by their union. The 1990 Act therefore makes a union responsible in law if industrial action is called for, or otherwise organised by any of its committees or officials. If a union wishes to avoid

liability for such an act, it can do so by going through a specified 'repudiation' process. This means that union members (and their employer) need no longer be left in any doubt as to where the union stands, or whether industrial action is 'official' or 'unofficial'.

The Act also aims to deter and discourage unofficial industrial action, a significant problem for industrial relations over many years, by enabling employers to dismiss any or all of those people taking such action without risk of facing claims of unfair dismissal. In addition, the law will no longer give special protection to the organisation of industrial action in support of an employee dismissed while taking unofficial industrial action.

Other reforms in the Act make it unlawful to organise 'secondary' industrial action among workers who have no dispute with their own employer (although calls for such action may still be made in the course of peaceful picketing). There is also additional protection of the union members' right to a proper ballot, before being called to take industrial action by their union. The changes to the law on union industrial action ballots also enable a court to allow the union's first call for industrial action to be made more than four weeks after the date of such a ballot where some or all of that time has been lost because of legal proceedings.

Other provisions

In order to help correct the material disadvantage that a union member might otherwise face, the independent Commissioner for Rights of Trade Union Members can now grant assistance for court proceedings by a union member about a breach of union rules on certain

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matters. In addition, to enhance the democratic conduct of union ballots, the voting papers for union executive election, and political fund ballots have to state the name of the independent scrutineer for the ballot concerned.

The Act enables the Secretary of State and the

independent Advisory, Conciliation and Arbitration Service (ACAS) to follow a simplified procedure to revise certain statutory Codes of Practice, so as to bring them up-to-date with changes to relevant primary legislation. The Secretary of State is now empowered to revoke certain Codes of Practice.

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Netherlands

Abolition of PALL scheme

The *PALL*, 'Grants Scheme for the Acceptance of Lower Wage', (cf. iM 20) ceased to exist as from 1.1.91. On the basis of this scheme, unemployed persons and those threatened with unemployment were eligible for a one-off tax-free subsidy, if they accepted a job offering considerably lower wages. It appears that only

limited use was made of *PALL*. An annual budget of HFL 10 million was earmarked for the scheme, enabling 3,300 persons to make use of it each year. In practice however, there were on average only 400 cases per year. With the abolition of the scheme, the funds that are made available will be added to the budgets of the new Regional Employment Boards (*RBA*s), for fighting unemployment.

TRAINING

Germany

No nationality restrictions on training offers

The Federal Employment Service (*BA*) has instructed all employment offices to refuse offers for training places where these contain restrictions on the nationality of applicants. If employment offices receive offers from companies which exclude the recruitment of applicants of a specific nationality, the offices must now work towards the withdrawal of the restriction. The offer must be rejected if the

company offering the training insists on enforcing the nationality restriction, in spite of any appropriate advice that may be offered.

By virtue of this regulation, foreign applicants for training places are to receive the same treatment as German citizens, on the condition that they are legal residents in Germany and they are able to follow vocational training. Therefore, foreign applicants must receive all the information available on suitable jobs, as is the case for German nationals.

Ireland

School-leavers survey 1990

The Department of Labour's most recent school-leavers survey was carried out in May and June 1990. The survey traced the career paths of second-level school-leavers from the 1988-89

academic year, approximately one year after they had left school. The time lapse allows a more settled picture to emerge in relation to school-leavers entering the labour market or continuing further education. The results are based on a national sample of 2,195 school-

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leavers from an estimated total of 67,300 students who left second-level education in 1988-89.

The report shows 39.4% of school-leavers were in employment one year later while 35.2% were engaged in further education. A further 13.7% were unemployed, 9.5% were seeking their first job and 4.2% were unemployed after having had a job and lost it. When account is taken of those who were participating in employment and training schemes, of which approximately 90% are State-sponsored, the number of unemployed school-leavers who were unoccupied falls to 10.6%. Emigration accounted for a further 9.9%, and 1.8% were not available for work for a variety of reasons.

Compared with the 1989 survey, the main findings show a further fall of 2.1% in the level of unemployment among school-leavers, following the decline of 3.6% recorded in the previous year (cf. iM 29). At 13.7%, the unemployment rate is now at its lowest level since 1980. Employment showed a decrease of 2.4% compared to the

previous year. At the same time, the percentage of school-leavers going on to further education continues to increase (3.7%) and now accounts for over one-third (35.2%) of the school-leaver population compared with just over a quarter (27.0%) in 1985. The rate of increase in emigration has slowed, rising by 0.4 percentage points to 9.9% in 1990, compared with an increase of 2.2 percentage points in 1989. It is not clear what proportion of emigrants are leaving to pursue further education overseas.

As in previous surveys, once again the importance of educational qualifications in determining employment prospects is highlighted. Almost 30% of those leaving school without qualifications during 1988-89 academic year were still seeking their first job one year later, compared to 18.5% of those who had left after completing the junior cycle of secondary education ('Intermediate/Group Certificate' examinations) and 6.9% of those who left after completing the senior cycle of secondary education ('Leaving Certificate' examinations).

Italy

Reductions in contributions for training-work

Law no. 407 of 29.12.90 which concerns State financing, introduces various measures on the allocation of public funds for 1991-1993. These new measures bring about changes, notably in the norms governing training-work contracts.

In article 8, paragraph 1, the reduction of the current rate of social security contributions is fixed at 25%. For the craft industry and also for companies operating in areas where the level of available work force is higher than the national average, the social security contributions have been reduced to the same level as that payable for apprentices (Law no. 25 of 19.1.55 and successive amendments). The firms from the commercial and tourist sector with less than 15 employees which do not operate in the Mezzogiorno (South of Italy) can benefit from a 40% reduction of the rate of contributions.

In addition to fixing the new exemption rate for social contributions, the law presents some criteria for approving training programmes. In paragraph 5, the possibility to stipulate training-work contracts is prohibited, when the sole aim is to give elementary qualifications to personnel. Paragraph 6 specifies that, when recruiting, the employer must adhere to the following

restriction in order to conclude new training-work contracts. The employer must retain 50% of those workers in employment whose training-work contracts expired within the last 24 months. This does not include workers who have been made redundant or dismissed for a just cause.

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Descriptors reflect the subjects dealt with in the different articles. Each descriptor is followed by a country code and numbers which indicate the issue number of inforMISEP and the sub-heading as they appear on the front page of every issue. When necessary, more than one descriptor is used to index an article.

The abbreviations of countries concerned:

B	= Belgium
DK	= Denmark
D	= Germany
GR	= Greece
E	= Spain
F	= France
I	= Italy
IRL	= Ireland
L	= Luxembourg
NL	= Netherlands
P	= Portugal
UK	= United Kingdom
EC	= European Community

The codes of the sub-headings referred to, are:

1. Overall measures/developments
2. Employment maintenance
3. Aid to the unemployed
4. Training/retraining/occupational mobility
5. Job creation
6. Special categories of workers
7. Working time
8. Placement
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10. Short notes
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B: 10-4, 24-1, 25-1; DK: 1-4, 4-1, 6-4, 6-6, 8-9, 9-6,
12-4, 14-1, 22-4, 22-6, 24-6; D: 4-4, 8-1, 9-4, 10-4,
12-1, 13-4, 16-4, 17-6, 21-4, 24-4, 29-1; GR: 2-4, 7-4,
10-4, 11-4, 23-1, 28-1; E: 14-4, 15-4, 18-4, 20-1, 21-1,
21-4, 26-4, 27-1, 28-4, 30-4, 31-4; F: 1-6, 11-6, 20-4,
24-1; I: 27-4, 28-4; IRL: 3-6, 5-4, 6-4, 10-4, 16-1,
20-1, 30-1; NL: 1-4, 2-4, 15-4, 17-4, 18-4, 19-1, 20-1,
22-4, 23-1, 23-8, 24-1, 27-4, 29-4; P: 20-1, 25-4, 30-4;
UK: 5-4, 6-4, 7-4, 9-4, 10-1, 12-4, 13-4, 13-6, 15-4,
16-1, 17-3, 18-4, 20-4, 21-4, 22-1, 23-4, 23-9, 24-1,
24-4, 25-4, 27-4, 29-1, 29-4, 31-4, 32-4; EC: 7-6, 8-1.

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DK: 8-3, 12-4, 14-3; D: 3-4, 12-1, 13-4, 16-4, 25-1,
29-6; GR: 7-4, 14-4; E: 14-4, 20-1, 27-1; F: 4-6, 6-2,
11-6, 13-2, 18-4, 18-6, 28-1, 28-2, 29-5, 32-5; I: 12-5,
25-6, 26-1; IRL: 14-4; L: 22-4; NL: 15-7, 16-6, 17-4,
19-4, 20-1, 22-4; P: 19-4, 23-4, 28-4; UK: 3-4, 7-4,
13-4, 13-6, 15-4, 17-3, 18-4, 18-6, 23-4, 27-4.

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B: 2-3, 8-7, 10-3; F: 18-5; IRL: 7-3, 24-3; NL: 3-3, 6-3, 8-3, 10-3, 13-3, 15-3, 19-6; UK: 2-3, 10-1, 11-3.

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B: 23-6, 27-6; DK: 19-6, 24-6; D: 1-8, 18-8, 20-6, 23-6; GR: 2-4, 4-8, 14-4; E: 14-4, 20-1, 21-6, 22-4, 26-6; F: 1-6, 4-6, 11-6, 13-2, 25-3, 27-8; I: 24-9, 26-8, 27-4; IRL: 11-3, 16-1, 16-6, 18-6; NL: 14-4, 16-4, 20-1, 20-6, 22-6, 23-1, 23-6, 25-6, 27-6; P: 28-6; UK: 4-6, 11-6, 13-6, 14-1, 26-3, 27-6; EC: 7-6.

VOCATIONAL REHABILITATION

B: 27-6; D: 3-8, 12-1, 27-6; GR: 10-6; F: 4-6, 15-4, 16-6, 18-6; IRL: 16-1; NL: 9-6, 27-6; P: 28-6; UK: 10-6, 11-6, 18-6, 27-6.

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B: 2-1, 4-1, 7-1, 11-1; DK: 10-1; D: 11-3; GR: 2-1, 13-1, 20-1; E: 16-1, 29-9; I: 1-1, 2-1, 13-1, 15-1; IRL: 7-1, 12-1, 21-1, 22-1; NL: 3-1, 19-1, 20-3, 20-6, 23-1, 24-1, 25-1, 26-1, 27-4, 27-5, 31-5, 32-1; P: 17-1; UK: 3-6, 10-1, 12-5, 16-5.

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B: 20-6, 25-1, 32-7; DK: 8-9, 15-6, 19-6, 28-9; D: 8-7, 11-1, 15-8, 17-6, 23-6, 25-1, 26-6, 32-6; GR: 5-6, 7-4, 8-1, 14-4, 21-5; E: 21-4, 21-6, 24-6, 26-4, 27-1, 30-4; F: 18-6, 19-7, 28-1; I: 8-9, 18-6, 25-2, 28-1; IRL: 19-6; L: 28-1; NL: 8-5, 8-9, 9-3, 9-7, 15-4, 17-4, 18-7, 19-6, 20-1, 20-6, 21-6, 23-6, 25-6, 28-1, 28-6; P: 19-4, 20-1, 23-4; UK: 11-9, 17-7, 26-3, 29-1; EC: 3-1, 3-6, 4-6, 4-6, 7-6, 9-6.

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B: 6-4; DK: 6-6, 12-4, 12-5; E: 16-5; F: 3-6, 24-1, 26-6; IRL: 3-6, 6-6, 10-4, 10-4, 12-6, 30-6; L: 5-6; NL: 4-3, 6-6, 8-6, 9-3, 9-6, 11-7, 13-3, 19-6, 19-6, 20-1, 23-1, 23-6, 24-1, 26-6, 27-4, 27-6, 28-1, 30-6, 31-4; UK: 2-3, 10-4, 11-3, 11-6.

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B: 25-1; D: 17-1; GR: 27-6; E: 22-9; IRL: 28-9; L: 25-7, 28-1; NL: 2-9, 17-9, 19-9, 26-1, 28-5; UK: 29-1.

WORKING TIME

B: 2-1, 2-3, 2-7, 3-7, 4-1, 4-7, 5-7, 6-7, 7-7, 8-5, 11-7, 13-7, 14-7, 15-7, 19-7, 24-1, 30-7; DK: 1-7, 6-7; D: 2-7, 3-3, 8-1, 8-7, 9-2, 10-4, 11-1, 12-1, 13-7, 14-7, 17-1, 17-3, 18-2, 19-1, 22-7, 25-1, 29-1; GR: 15-1, 21-7, 32-7; E: 16-1, 17-7; F: 6-2, 7-7, 14-7, 19-7, 28-1; I: 1-1, 2-1, 6-2, 9-1, 10-1; IRL: 2-3, 6-5; L: 22-1, 25-7, 28-1; NL: 2-7, 4-7, 7-7, 8-7, 8-9, 9-7, 13-7, 15-7, 17-9, 18-7, 19-6, 21-1, 26-1, 29-7; UK: 1-5, 2-7, 17-7, 19-5, 29-1; EC: 1-7, 4-7, 32-7, 32-9.

YOUTH

B: 3-4, 6-4, 12-3, 12-4, 18-5, 18-6, 24-1, 25-1, 25-3, 26-1; DK: 1-4, 1-5, 5-5, 6-2, 6-6, 12-5, 17-6, 21-6, 31-6; D: 2-4, 3-6, 4-4, 6-6, 9-4, 9-5, 10-4, 12-1, 16-4, 19-1, 20-6, 21-4, 22-4, 23-6, 26-6, 29-1, 32-4; GR: 1-5, 2-4, 2-6, 4-5, 6-5, 7-4, 10-3, 11-3, 11-4, 13-5, 14-4, 17-5, 27-6; E: 14-1, 14-4, 15-4, 16-5, 21-1, 21-4, 22-4, 23-4, 23-6, 26-4, 26-6, 27-1, 30-3, 30-4; F: 1-6, 3-6, 5-6, 6-6, 8-6, 15-6, 16-6, 17-6, 18-6, 19-5, 20-4, 26-6, 28-1, 29-5; I: 3-4, 5-4, 6-1, 6-2, 7-5, 9-6, 10-1, 14-5, 15-5, 15-6, 18-5, 21-1, 22-5, 22-6, 25-2, 25-6, 26-6; IRL: 2-4, 3-6, 4-5, 4-6, 5-4, 5-6, 6-5, 6-6, 8-1, 8-5, 8-6, 9-9, 10-4, 10-6, 11-3, 13-4, 14-4, 15-4, 15-6, 16-1, 17-4, 21-6, 24-6, 25-4, 28-1, 29-4, 30-6, 31-4; L: 5-4, 5-6, 6-5, 22-4, 25-4, 28-1; NL: 2-4, 2-5, 3-6, 4-7, 6-3, 6-6, 7-6, 8-6, 8-7, 9-6, 11-6, 11-7, 12-4, 14-4, 16-6, 17-6, 18-6, 19-4, 19-6, 20-1, 20-6, 21-6, 22-4, 23-1, 25-3, 27-4, 27-6, 28-1, 29-6, 31-4, 31-6; P: 14-5, 16-5, 18-3, 18-5, 19-4, 20-1, 21-5, 22-4, 23-4, 25-4, 28-4; UK: 3-4, 3-6, 4-6, 5-4, 6-4, 7-6, 10-1, 10-4, 14-1, 15-4, 16-6, 17-3, 18-4, 21-5, 22-5, 23-4, 26-4, 29-4, 31-4, 32-4; EC: 2-6, 3-1, 3-6, 5-6.

Netherlands

Job prospects for school-leavers

More than 90% of school-leavers find a job within the first year of leaving school. Those with an *MBO* certificate (secondary vocational education) have the best chances of finding work. Pupils leaving the lower ranks of secondary education (*MAVO* - junior general secondary education, *LBO* - lower vocational education, and *VSO* - secondary special education) without any formal qualifications, have the least chances of success.

In 1988, the number of school-leavers reached a peak of roughly 255,000. According to the Central

Planning Bureau, the number of school-leavers fell to approximately 234,000 in 1990 and will be in the order of 205,000 by the year 2000.

The demand for school-leavers has increased in recent years. Especially those with *LBO*, *MAVO* or *MBO* certificates are popular in industry, the building industry and in the small and medium-sized enterprises. The opportunities for school-leavers with *LBO* and *MAVO* certificates are favourably influenced by the fact that they can continue with apprenticeship schemes. At the end of September 1989, there were well over 37,000 vacancies for school-leavers as opposed to 21,000 in 1988.

SPECIAL CATEGORIES OF WORKERS

Italy

Integration and reintegration contracts

Law no. 407 of 29.12.90 which concerns State financing, introduces a number of measures on the allocation of public funds for 1991-1993. These new measures involve the introduction of integration and reintegration contracts.

As from 1.1.91, paragraph 9 specifies that employers have to pay only 50% of social security contributions for a 36 month period, if they employ unemployed workers on the basis of a permanent contract. However, these unemployed persons must have been unemployed for at least 24 months or benefit from the extraordinary intervention of the Wages

Compensation Fund (*CIG*) for the aforementioned period. However, employers cannot profit from these reductions in order to replace workers who have been dismissed or suspended.

The firms located in the Mezzogiorno (South of Italy) which hire such unemployed persons are totally exempt from any social security contributions for a period of 36 months. Furthermore, there is a list in each region that employers can consult to recruit these unemployed persons. These lists have been drawn up in answer to the Ministry of Labour's directives, 30 days after the publication of the law.

United Kingdom

New campaign for people with disabilities

On 16.10.90, a major new development in the field of employing people with disabilities was launched by the Secretary of State for Employment. This is a new symbol which gives employers a simple, practical and effective means of showing that they are committed to

good policies and practices in the employment of people with disabilities. It shows that employers who use the symbol:

- support and apply these policies and practices, and
- will give these persons fair consideration for vacancies, training, career development and promotion.

SPECIAL CATEGORIES OF WORKERS

Criteria

The criteria for use of the symbol are based on the Employment Department's Code of Good Practice on the Employment of Disabled People published in 1984, and are as follows:

Where employers use the symbol, this means that they support and are willing to apply the policies and practices set out in the Code of Good Practice on the Employment of Disabled People. Such employers will adopt, articulate and implement a sound and effective policy on the employment of people with disabilities, and will monitor and keep under review its effectiveness. In particular they will:

- make it clear that people with disabilities are welcome to apply for jobs, and consider those who do so fairly and on the basis of their ability to do the job;
- offer effective induction and training to recruits with disabilities to secure their integration into the workplace;
- consider whether effective integration requires meeting special needs (eg. special equipment) and, if so, seek to meet those needs, utilising sources of advice and help available, as appropriate;
- provide equal opportunities for training, career development and promotion for employees with disabilities;
- wherever possible, retain in suitable employment existing employees who become disabled;
- involve employees with disabilities in developing and applying good practices.



In applying these principles in the case of people with more serious disabilities, they will take account of the help available under the Sheltered Placement Scheme (cf. BIR United Kingdom, vi.4). The use of the symbol is entirely voluntary. It is for employers to judge for themselves whether their practices meet the criteria, to ensure implementation by their organisations, and to show, by their example, the effectiveness of good practices. Information leaflets for employers, people with disabilities, and voluntary organisations are available from any Employment Service Jobcentre.

WORKING TIME

Greece

Terms of retirement for civil servants

Law 1902/90 introduces certain amendments to the terms of retirement for civil servants. Since 17.10.90, women who entered into employment before 1983 are eligible for retirement after 15 years of service, on the condition that they are at least 42 years old and that their children are minors. Furthermore, those women who entered into employment before 1983 who will have worked for 25 years, and who will be at least 53 years old on 31.12.97 (the deadline for the application of this law) are also eligible for retirement.

However, those women who entered into

employment after 1.1.83 and those who will not yet be 53 years old on 31.12.97, will have to have worked for a minimum of 25 years and be 58 years old to be eligible for retirement. The group of women whose children are minors and who will not yet be 42 years old on 31.12.97 are subject to the same conditions, except for the fact that the minimum retirement age then falls to 50 years. Those women with at least three children are eligible for retirement after 20 years of employment, whatever their age.

Men who entered into employment prior to 1.1.83 are eligible for retirement if they have worked for between 25 and 35 years and if they are at least 55 years old on 31.12.97. As from 1.1.98, it is important to note that all those persons who

entered into employment after 1.1.83, will have to have worked between 25 and 35 years and be aged 60 years before being eligible for retirement. These are the basic principles of Law 1902/90, in force since 17.10.90. There is a likelihood that the

WORKING TIME

aforementioned facts will undergo modifications, with particular reference to the group of women who entered into employment prior to 1.1.83 and whose children are minors.

Netherlands

Parental leave regulation

As from 1.1.91, men and women who have been working for their present employer for at least one year and who have children aged under four, are entitled to parental leave, consisting of unpaid part-time leave for a maximum period of

six months. During this period, the working week can be reduced to a minimum of 20 hours. The provision applies to employees who are parents or guardians of children aged under four. Both parents may make independent use of the parental leave regulation.

PLACEMENT

France

The indicators of the 'Progress Agreement'

In July 1990, the 'progress agreement' (*contrat de progrès*; cf. iM 32) was signed for a period of three years by the State and the National Employment Agency (*ANPE*). It specifies the Agency's main objectives and also the planned methods of achieving them:

- the Agency is committed to achieve specific objectives in terms of support to companies and persons facing employment difficulties;
- as far as the State is concerned, it is committed to provide the Agency with the requisite resources for the intensification of its activities in terms of the objectives of the agreement and their realisation.

The results will be gauged by means of indicators which are clearly defined in the annex of the agreement. There are two types:

- the first are quantitative and concern actions benefiting jobseekers and companies. An 'indicator panel' will allow a nationwide follow-up of each region on three-monthly and yearly bases;
- the second focus on the quality of services, appraised by means of annual opinion surveys held amongst the *ANPE*'s clients (jobseekers and employers).

The result indicators

The different indicators measure the

accomplishment of the following objectives. The objectives in points 1-4 concern services to persons in search of a job, training or vocational guidance, points 5-8 concern services to companies.

1. Reduction of the period between the client's inscription and his/her actual access to the *ANPE* services, i.e. the number of days between the jobseeker's first visit to the local agency or town hall and the registration of inscription at the data bank of jobseekers (Computerised management of the demand for jobs, *GIDE*; BIR France Ch. II.5.4). This is jointly administered by the *ANPE* and *UNEDIC* (the central body responsible for the unemployment insurance system).

Jobseekers who are entitled to unemployment benefit must submit their applications as soon as possible.

The indicator measures how long clients have to wait, namely:

- persons who come to register at a local agency (the *ANPE* is committed to increase the proportion of job applications registered within 48 hours);
- those who register at the town hall (the objective is the same but the waiting period is between 0 and 5 days).

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2. Reduction of the proportion of clients who reach their 7th and 13th month of unemployment without being offered a job or training.

The *ANPE's* action must prevent long-term unemployment (LTU); this indicator measures its intensity. For a group of jobseekers registered in the month *M*, the goal is to increase the proportion of jobseekers who have been offered jobs or training places by the *ANPE* by *M + 6* and *M + 12*, respectively. In each of these periods, the indicator is obtained by relating the number having received a job or training offer to the number of those in the original group. This enables an assessment of the particular effort that must be realised for jobseekers undergoing the most integration problems. The next indicator measures the effectiveness of this effort.

3. Increase of the proportion of LTU jobseekers and *RMI* recipients (Minimum Integration Income) benefiting from the *ANPE's* services.

ANPE services include all forms of interviews and specific orientation services, assistance in jobhunting, evaluation, information and enterprise creation aid. The proportion of LTU jobseekers (12 months or more at the last registration) on the one hand, and *RMI* recipients amongst those receiving *ANPE* services on the other hand, must be given more priority than their numbers would suggest compared with total jobseekers. The indicator can be obtained by relating the total of services realised for LTU jobseekers to the total services offered to all groups, however long the period of inscription. The methods of calculation are the same for *RMI* recipients.

4. Increase of the proportion of LTU jobseekers and *RMI* recipients who resume work and begin training courses.

The indicator is calculated by relating, on the one hand the number of jobseekers registered for 12 months or more, and on the other hand the number of *RMI* recipients (both groups having left the system to resume work), to the total number of jobseekers who have left the system to resume work. In order to calculate the number of persons who begin training, the methods are the same.

The aforementioned indicators will be calculated automatically by the *GIDE* system. By consulting the *GIDE* indicator panel at the beginning of every month, the local agency will have the previous month's results. In addition, the results of these indicators will be calculated and be available at the level of the employment

catchment areas and regional *ANPE* delegations.

5. Improvement of the placement rate for those vacancies registered at the *ANPE*.

The indicator is obtained by relating the number of filled vacancies to the number of vacancies registered. This relationship will be made on the one hand for all the job offers and on the other hand for the offers belonging to categories 1, 2 and 3 respectively (1: permanent contracts, full-time; 2: permanent contracts, part-time; 3: fixed-term, temporary or seasonal contracts, full-time or part-time).

6. Increase of the proportion of vacancies requiring particular skills that are filled by suitably qualified candidates, within a set time scale.

Therefore the development will be traced:

- of the number of unskilled vacancies filled within 15 days compared to the total number of unskilled vacancies filled;
- of the number of vacancies requiring skilled workers filled within one month compared to the total number of these vacancies that are filled;
- of the number of vacancies for supervisors/technicians/managerial staff filled within three months compared to the total number of vacancies for these groups that are filled.

The results of the indicators elaborated in points 5 and 6, will be calculated every month on a sliding three-monthly scale. Each unit will be able to consult the computer system for vacancy administration within the framework of *SAGE* (System for helping the management of employment; BIR France Ch.II.5.4) within the first days of each month for details of the previous period. These indicators will also be calculated at the level of the employment catchment area and regionally.

7. The number of vacancies registered must increase more rapidly than the number of hirings by companies.

The indicator of the progress agreement which is monitored each year both nationally and regionally is calculated across the whole range of sectors of activities (except the agricultural sector). In the short term, taking into account information available on company hirings, matching can be assessed only for companies with 50 or more employees. Therefore the matching of job offers will be assessed:

- on the basis of the regional matching rate estimated by the *ANPE* for 1987-1989,

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according to sector and company size (50-199 employees and 200 and more employees);

- on the basis of a growth differential 88/87 and 89/88 according to sector and company size (50-199 employees and 200 and more employees);

In the medium term, the Studies and Statistics Service (*SES*) and the National Institute of Statistics and Economic Studies (*INSEE*) will have to supply the necessary elements for the calculation of the indicator, whilst incorporating hirings in companies with between 10 and 49 employees, and also those companies with less than 10 employees.

8. More time is to be devoted to business relations and to the processing of job offers.

This time will have to exceed 35% of the total number of operational days, of which at least 12 percentage points will be devoted to business relations. The indicator will be available and monitored on a monthly basis at the level of the unit, of the employment catchment areas and regions.

An indicator of organisational development

The proportion of local agencies which apply the selected organisational principles (services without prior appointment, teams organised per professional sector) will be the object of a regular follow-up. The number of units that have implemented a reorganisation must be preponderant in the third year of the progress agreement.

Netherlands

New regulations for job placement activities

As from 1.1.91, agencies other than employment offices can be engaged in job placement activities. Those wishing to do so must be in possession of a licence issued by the Central Employment Board (*CBA*). Licence-holders will have to adhere to a number of regulations, for example no commission may be charged to the jobseekers, nor may jobseekers be obstructed in their efforts to look for work in other ways.

The regulations for TWAs (Temporary Work Agencies) remain largely the same. A new addition to the existing regulation that temporary workers can work at the same company for a maximum period of six consecutive months, is that part-time workers may now work a maximum of 1,000 hours per 12 months.

Opinion surveys

Every year, for the duration of the progress agreement, an opinion survey will be carried out amongst *ANPE* clients, namely:

- jobseekers, persons in search of training or vocational guidance, to gauge opinions on the quality of the reception and services (services with or without prior appointment, access to job vacancies);
- companies, to discover how satisfied the companies are with *ANPE* services.

Each unit will have the results obtained from their clients. The results will be consolidated regionally and nationally. They will:

- measure the degree of client satisfaction with the *ANPE* services nationally;
- serve as a local tool to encourage and pilot *ANPE* activities, thus aiming at more involvement of Agency officials in the present phase of development;
- be an extra tool in the dialogue between the *ANPE* and its clients, this conforms with the public powers' wish to modernise the public service.

The indicators will be the object of a regular follow-up carried out by each agency. Their results will be examined by the regional board and committees within the framework of the revision of the annual programme of activity. They will also constitute necessary elements for the evaluation committee whose task it is to monitor the implementation of the commitments included in the progress agreement.

Which collective agreement applies?

The present regulation, stipulating that a temporary worker earns a wage equivalent to that earned by employees of the client company carrying out similar work, will only be applicable in the future if there is no collective agreement in force. In principle, temporary workers will be paid in accordance with the collective agreement covering the TWA sector, regardless of whether the client company has its own collective agreement or not.

However, if there are specific regulations for temporary workers included in the client company's collective agreement, then this takes precedence over the collective agreement of the leasing company. This priority regulation is laid down in the collective agreement governing the TWA sector.

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Licences

The new TWA regulations also apply to those already in possession of a licence. As from 1.1.91, applications for licences for TWAs and for other job placement agencies must be made to the CBA, which makes a decision regarding the application within three months.

As from 1.1.91, agencies for jobhunting,

headhunting, recruitment and selection, and outplacement etc. must also have a licence for placement activities. Up until now, a licence has not been necessary. A transitional period of three months will be introduced for these organisations, during which time placement activities performed without a licence will be permitted.

STRUCTURAL CHANGES

United Kingdom

Reorganisation of Employment Department and Training Agency

The organisation of the Employment Department's training, education and enterprise functions was reviewed, following the establishment of Training and Enterprise Councils (TECs). TECs are private sector companies which deliver the majority of the Department's training and enterprise programmes under contract (cf. iM 25). The Training Agency (TA) has subsequently ceased to exist in England and Wales as a separate agency within the Department, and its functions have been combined with those of the Employment Department Headquarters (EDHQ), so as to better provide the support that the TECs need.

Three Directorates

The Employment Department Headquarters are now divided into three directorates. The Training, Enterprise and Education Directorate (TEED) has a regional structure and is responsible for training, enterprise and education policy, contract management for TECs and other bodies, work on training standards and systems, and direct delivery of some programmes. The other EDHQ Directorates are the Industrial Relations and Europe Directorate and the Resources and Strategy Directorate. The Employment Service, dealing with Unemployment Benefit Offices and Jobcentre services, is a separate agency reporting to the Secretary of State for Employment.

INTERNATIONAL

Denmark/Germany

Across the borders with JET

In November 1990, a cooperation agreement was signed between the president of the North German regional employment office of Schleswig-Holstein - Hamburg and the manager of the Danish regional employment service in Southern Jutland. The aim of this agreement is to intensify the cross-border placement cooperation between the two regions, as it will now be possible to exchange job offers through the computerised placement system JET. The employment offices in Flensburg and in

Sønderborg are the contact points in the two regions.

JET stands for Job Euro Transfer which is a system for the exchange of job offers at a European level. This has been developed by a Dutch firm in cooperation with the German and Dutch employment services. The system is already operating between a number of Dutch and German employment offices.

In the long term, the aim is that this system will contribute to ensuring the free movement of

BASIC INFORMATION REPORTS

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

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

Government established the new minimum interprofessional wage, in force on 1.1.91, for workers who have permanent contracts, for those who have fixed-term or casual contracts and also for the domestic sector.

The minimum interprofessional wage has increased by 6.5% compared to that of 1990. This takes into account the anticipated rate of inflation for 1991, productivity increase, the development of labour's share in national income

Spain

New labour regulations

In recent months, the Official State Bulletin has published three new labour regulations, as a result of the agreements reached between the Government and the social partners during the social dialogue in 1990. MISEP was already informed of these new regulations through articles published in inforMISEP. At a later date, articles will appear giving more detail of the concrete aspects of these new regulations. The legal bases comprise:

- Royal Decree 1387/1990 of 8.11.90, on the regulation of financial support for the unemployed casual workers within the Special Agricultural Social Security System (cf. iM 30);
- Royal Decree 1618/1990 of 14.12.90, on the regulation of the National Training and Vocational Integration Plan (*Plan FIP*, cf. iM 30 and iM 31);
- Law 2/1991 of 7.1.91, on workers' representatives' right of information in matters which concern the settlement of employment contracts (cf. iM 29).

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recast for 1991. for any activity ne service sector, e fixed at PTA

53,250 per month for workers aged 18 or older, and PTA 35,160 per month for workers under 18.

On the whole, this Decree continues the new legal provisions introduced in the minimum wage system in 1990. Firstly, a fixed, annual minimum wage of PTA 745,500 is guaranteed, including two extra payments of 30 days. Secondly, there are still two wage groups based on age: workers under 18 and workers aged 18 and older, in accordance with the principle of 'equal work - equal pay'.

Rough currency conversion rates

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

Belgium	BFR	42.2
Denmark	DKR	7.89
Germany	DM	2.05
Greece	DRA	218
Spain	PTA	128
France	FF	6.96
Ireland	IRL	0.77
Italy	LIT	1,537
Luxembourg	LFR	42.2
Netherlands	HFL	2.31
Portugal	ESC	181
United Kingdom	UKL	0.70

MISEP INFORMATION

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

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