

EMPLOYMENT OBSERVATORY

Policies

Developments in employment policies in Europe.
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37



Employment in
EUROPE

MISEP



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

DEVELOPMENTS AT A GLANCE

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MISEP INFORMATION

OVERALL DEVELOPMENTS

Germany

Approval of the Federal Employment Service's budget

Following a proposal from the Federal Minister of Labour, the 1992 budget for the Federal Employment Service (*BA*) was approved by the Federal Government. The budget earmarks expenditure of DM 87.3bn. In 1991, a federal subsidy of DM 6.75bn was already reserved to cover the envisaged *BA* expenditure in 1992. After the deduction of this subsidy from the 1992 draft budget, a deficit of about DM 1.8bn still remains. Much of this deficit will be covered by reduced expenditure on direct job creation (*ABM*) in western Germany (DM 560m), cuts in administrative expenditure for fixed assets (DM 250m) and an overall reduction of about DM 500m.

New federal states

Half of the expenditure will be channelled into the new federal states, including the following:

- DM 11.2bn for further training and retraining (*FuU*) and vocational training (DM 7.9bn in 1991);
- more than DM 10bn for *ABM*, DM 3bn of which from the Joint Effort Upswing East (*Gemeinschaftswerk Aufschwung Ost*; DM 5.2bn in 1991);
- DM 5.2bn for short-time working allowances;
- DM 12.6bn for unemployment benefits.

Total funds to support active labour market policies in the *BA*'s budget and the federal budget amount to DM 54bn, DM 36bn of which will go to the new federal states.

The funds which have been earmarked for *FuU* and vocational training enable 700,000 new admissions to be sponsored on training measures which will consequently improve these workers' employment chances on the labour market. In 1991, about 900,000 workers entered *FuU* measures, or one in ten workers in the new federal states.

In the forthcoming year, the necessary process of economic restructuring will also be made more socially acceptable with the help of extensive *ABM*. The funds which have been allocated enable about 400,000 *ABM*-employees to be financed in 1992, 150,000 of whom will be new admissions.

Old federal states

The expenditure for active labour market policies in the old federal states will rise from DM 17.9bn in 1991 to DM 18.3bn in 1992, only DM 8.3bn of which will be used for training. This means that an average of 373,000 training measures will be financed in 1992, compared to 357,500 in 1991.

The 1992 budget is based on the reduction of employers' unemployment insurance contributions by 0.5% to 6.3% since 1.1.92, which was approved mid 1991. The Labour Minister expects that with the economic recovery in the new federal states, the contributions can be cut even further in future.

France

New legislation on vocational training and employment

Law 91-1405 of 31.12.91 on vocational training and employment which appeared in the official journal on 4.1.92 has now come into force. It amends and supplements various measures of the labour code. On the one hand, much of the law comprises measures which relate to vocational training:

- modification of the regulations on the financing of recurrent training in companies (cf. BIR France II-2.7);
- the creation of the orientation contract for under 23-year-olds. On the other hand, the law also includes employment measures:
- exemptions from employers' social security contributions for the recruitment of young persons aged between 18 and 25 years who have no qualifications;

- the extension of forms of assistance which have already been decreed such as the Return to Work Contract (*CRE*; cf. iM 29) and assistance for hiring the first wage earner.

Vocational training and integration

In this field, the most important measures of this new law are as follows:

- employer participation in recurrent training in enterprises with fewer than 10 employees. The introduction of a compulsory contribution corresponding to at least 0.15% of the salaries paid during the year concerned. This payment must be made before March 1 of the year following the year for which the participation is due (i.e. 1.3.93 for the first time).
- financing in enterprises with 10 or more employees. The minimum contribution is brought to 1.4% of the wage bill as of 1.1.92, i.e. for the salaries paid during the year 1992 (1.2% up

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- until now). As of 1.1.93, the rate will be brought to 1.5%. As of the same date, the proportion of financing for the Individual Training Leave (*Congé individuel de formation - CIF*) will increase from 0.15% to 0.20% of the wage bill.
- the orientation contract replaces the "Initiation into working life traineeships" (*SIVP*; cf. iM 26). As opposed to the previous measure, this involves a real fixed-term contract (three to six months), non-renewable, available for under 23-year-olds (under 26-year-olds are also eligible according to conditions laid down by decree), who have few vocational qualifications (who have at the most completed the second cycle of secondary education). Recruitment on the basis of an orientation contract will be accompanied by exemption from employers' social security contributions due for insurance, occupational accidents and family benefits. Those holding such a contract will receive a salary which will be fixed as a percentage of the statutory minimum wage (*SMIC*).
 - the possibility to draw up an assessment of ability for certain wage earners with their consent. The aim is to enable an analysis to be made of their professional and personal skills so as to define a vocational project. Persons who have worked as wage earners for at least five years, which are not necessarily consecutive (12 months of which for the present employer), will be eligible for leave corresponding to a maximum of 24 hours of working time.

Employment promotion

The new measures to promote job creation are the following:

- exemption from contributions for companies with fewer than 500 employees which hire young unqualified persons aged between 18 and 26 years on a permanent contract between 15.10.91 and 31.5.92. Subject to certain conditions, this recruitment gives entitlement to an exemption

- from employers' contributions for social security, pension fund and unemployment. The exemption is for 100% for the first twelve months and 50% for the following six months;
- permanent exemption (was already extended until 31.12.91) from contributions in the case of *CRE* contracts. Persons receiving the Minimum Integration Wage (*RMI*; cf. iM 26), aged between 50 and 65 years, who have been unemployed for more than one year, and (in an 18 month period) other *RMI* beneficiaries who have been unemployed for more than one year (without necessarily having registered at the National Employment Agency, *ANPE*) can also benefit from this permanent exemption;
- exemption from employers' contributions for hiring the first wage earner has been extended to include certain associations which have been approved for this and certified associations which provide personal services (cf. iM 35). The exemption measure has been extended until 31.12.93;
- monitoring of jobseekers; a number of measures which formerly appeared in a decree, circular or *ANPE* regulation are now integrated into the Labour Code. Sanctions in the event of false declaration have been stepped up.

Finally, it is important to note that following the publication of this law, the government decided to boost the reintegration efforts to promote persons in difficulties, particularly persons who are unemployed or who have been laid off and who are older than 50 years. The *CRE* measure will be extended to include:

- persons aged 50 years or over who have been laid off;
- unemployed persons aged 50 years or over, whatever the length of the period of unemployment.

All of these measures will gradually come into force.

Italy

Labour market developments in last quarter 1991

Despite a few signs of an upturn in employment in the fourth quarter, the labour market is still characterised by:

- high rate of unemployment among young persons and women;
- a higher rate of participation in training among the labour force;
- persisting difference in employment rates between the north and the south of the country.

A more detailed analysis shows that of a total population of 57,144,000 inhabitants, the labour force represents 24,332,000, 62.9% of whom are male and 37.1% female.

Compared to the fourth quarter of 1990, the rate of activity remained stationary at 42.6% (55.1% for men and 30.7% for women). The employment figures registered an increase of 101,000 persons (for both men and women) which is due to the combined effect of a marked increase in the tertiary and agricultural sectors and an equally marked drop in the industrial sector.

The specific data for each sector of economic activity in fact confirms a trend which has prevailed for many years, namely that the employment rate is higher in the tertiary sector (59.7% of the total) than in industry (31.7%) and agriculture (8.6%).

The number of jobseekers dropped by 62,000 persons, due above all to the drop in the numbers

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of first-time jobseekers. The unemployment rate thus dropped from 11.3% to 11%. The share in this of young jobseekers aged between 14 and 29 years fell to 71.7% of the total group of unemployed.

From a geographic perspective, employment rose in the Central Region and in the Mezzogiorno, it

decreased in the North where the drop in the level of employment in industry is clear (125,000 fewer jobs). However, there are still major territorial differences and the drop in the unemployment rate is attributable to the drop in the unemployment rate in the Mezzogiorno by one percentage point (from 20.6% to 19.6%).

Table 1: Italian labour market developments (4th quarter 1991)

	Absolute values (in 1000s)	Variation 1990-91 (in 1000s)
Labour force	24,332	39
Employed	21,646	101
of whom in:		
Agriculture	1,852	10
Industry	6,854	-123
Other sectors	12,940	213
Unemployed	2,686	-62
of whom:		
First-time jobseekers	1,342	-21

	1990	1991
Employment rate (in %)	42.6	42.6
Unemployment rate (in %)	11.3	11.0

Italy

New labour regulations

Law 223 of 23.7.91 introduced a number of changes to labour regulations, in particular:

- reform of the Wage Compensation Fund (*CIG*; BIR Italy ii.2);
- new mobility lists (cf. BIR Italy ii.5);
- reform of recruitment procedures (cf. last edition of the MISEP bulletin).

Reform of the Wage Compensation Fund

Regulations governing special wage compensation and special unemployment benefits have been modified in relation to:

- the conditions governing eligibility for these allowances;
- the granting procedure to be followed.

Special wage compensation intervention is subject to an evaluation of the programme of recovery of full company operations submitted by the company and the length of the programme.

This intervention is only reserved for companies which employ more than 15 employees (including apprentices and persons with a training-cum-work contract) during the six-month period prior to the application for compensation. The applica-

tion must include the programme which the company intends to implement and possible provisions to remedy the social implications.

Another important aspect of the modifications is the duration of the intervention. It may not, under any circumstances, exceed 48 months including extensions. This period will be reduced to 18 months for wage compensations during the time that a company is filing a petition for bankruptcy, and to 12 months in the case of a company crisis. Shorter periods are foreseen for enterprises in the building and agricultural sectors.

In the framework of the contributions which are payable by the enterprises, the amount of contribution due will be doubled at the end of the 24 months so as to discourage extensions. Furthermore, the regulation foresees that, for each production unit, the special wage compensation payments may not exceed a total of 36 months in a five-year period, irrespective of the reasons for which the grant has been awarded.

Enterprises which employed workers on the basis of a solidarity contract to avoid redundancies

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(cf. BIR Italy I-ii.4) are subject to limitations when appealing to the *CIG*. Enterprises which applied for ordinary intervention for production units, may not apply for the special compensation payment for these units for the same period.

Major limitations are thus envisaged to limit the use which is made of the *CIG* and to restore the *CIG*'s original role i.e. intervention in situations of temporary and occasional surplus manpower.

Mobility lists

An important new aspect has also been introduced by Law 223/91 as regards surplus workers whom enterprises, which benefit from the special intervention of the *CIG*, will be unable to re-employ. In this case, companies can initiate redundancy procedures which involve an initial written notification to the company's union representatives. The letter must indicate the number of persons involved, technical reasons for the redundancy, when it will take effect, etc.

After obtaining the unions' approval, the enterprise may place surplus workers and managers on the mobility list by informing each of them in writing and by sending a list to the Regional Labour Office of all workers who have been made redundant.

Workers who are made redundant are chosen according to the regulations laid down in the collective agreements or the following criteria:

- family dependants;
- length of service;
- worker's qualifications in relation to the technical requirements associated with production and administration.

For each worker who has been made redundant, the enterprise is required to pay thirty monthly payments to the responsible service of the National Social Insurance Institute (*INPS*). The payments are equal to six times the initial monthly redundancy payment received by the worker concerned. This amount is halved in the case of a union agreement. Reductions on payments are foreseen for enterprises which offer permanent employment contracts to workers which they have put on the mobility lists.

Based on directives which have been issued by the Ministry of Labour, after consultation with the Central Employment Commission and technical analysis conducted by the Employment Agency, the Regional Employment Office draws up a list of workers who have been made redundant. This list is based on files containing information which is useful for their reintegration, such as: occupation, preference for a job which is different to the previous position, willingness to accept a job in another area, etc.

A mobility list will therefore include the following:

- workers who have been made redundant due to overstaffing and through the above-men-

tioned procedure by the following employers:

- enterprises which receive special wage compensation for structural staff surpluses;
- enterprises which are subject to regulations when filing a petition for bankruptcy;
- enterprises (including handicrafts) which employ more than 15 wage earners and which, because of reduction or transformation of activities, intend to dismiss at least 5 employees, in the space of 120 days, in one or more production units, in the same area of a given province;
- workers receiving special unemployment benefit (cf. BIR Italy I-iii.2);
- workers employed in companies of the Industrial Management and Participation Group (*Gestione e Partecipazioni industriali - GEPI*) and the Sardinian Initiatives (*Iniziativa Sardegna Spa. - INSAR*) who were receiving a *CIG* allowance on 31.12.88 and were made redundant according to a reduced procedure.

Workers who have been made redundant are entitled to an allowance for a maximum period of 12 months, for 40 year-olds the period is 24 months and for 50 year-olds it is 36 months. This allowance covers 100% of the special wage compensation for the first 12 months, between the 13th and 36th months it covers 80%. It must therefore be linked to the worker's length of service.

Workers who have been made redundant and who wish to start their own business or to associate with a cooperative may capitalise their benefits. In any case, this sort of allowance may not exceed the amount of seniority premium accrued on the basis of length of working life.

Employers who recruit redundant workers, on the basis of a fixed-term contract (maximum of one year), benefit from reduced social security contributions which are reserved for apprenticeship contracts. These reductions can be extended by 12 months if the contract is altered to a permanent employment contract. If full-time permanent jobs are offered by employers then, for a period of 12 months, employers will receive monthly compensation equal to 50% of the redundancy payment that the worker would have been awarded

Workers are removed from the mobility list in the following cases:

- refusal to attend a vocational training course;
- refusal to accept work which is professionally equivalent or similar or corresponding to at least 90% of the former job;
- refusal to participate in works of public utility;
- failure to inform the *INPS* branch concerned of the work carried out;
- when employed on a full-time permanent contract;

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- when having made use of the possibility of capitalising the total amount of redundancy allowance;
- when the period has expired for which payments and allowances are awarded.

The aforesaid list differs from the list provided for by law 407/90 (art. 8) which includes persons who have been unemployed for more than 24 months or persons who have been laid off and

beneficiaries of special payments for longer than 12 months which applies to "reintegration contracts" (cf. iM 33).

Law 223/90 also extends the benefits of "reintegration contracts" to include persons who have already been receiving unemployment benefit for 12 months. These persons may be hired from the "nominative lists" and with reduced contributions.

AID TO THE UNEMPLOYED

Denmark

Changes in the early retirement pay scheme

In December 1991, the Danish Parliament adopted a law amending the voluntary early retirement pay scheme (cf. BIR Denmark vii.1). The most important change is the introduction of the so-called transitional allowance (*overgangsydelse*). This allowance will be payable to LTUs who are members of an unemployment insurance fund and who are in the age group 55-59 years. The age limit for joining the ordinary early retirement pay scheme is 60 years.

The new temporary scheme is operational as of 1.3.92 and will expire by the end of 1995. It is also a voluntary scheme which gives these LTUs the possibility of choosing to receive this transitional allowance instead of the job offer to which they would otherwise be entitled under the job offer scheme (cf. BIR Denmark iii.5, i.1). During the period until the member would have lost his/her entitlement to unemployment benefits, the tran-

sitional allowance will correspond to the person's individual level of unemployment (in the case of part-time unemployment) and after that time it will be payable at a fixed amount (DKR 334 per day).

Recipients of the transitional allowance are allowed to work. The income from such work will simply be deducted from the amount of the transitional allowance. The same rules apply as in the case of deductions from early retirement pay, i.e. normally on an hour-by-hour basis.

If the person who is a member of the unemployment insurance fund satisfies the conditions for requalifying for unemployment benefits (that is after having worked full time for 26 weeks within the past 18 months) he may choose to rejoin the ordinary unemployment benefit system and he may then, at a later date, join the voluntary early retirement system according to the standard regulations.

Germany

Amendments to the Labour Promotion Act

On 1.1.92, a number of amendments to the Labour Promotion Act (*AFG*) came into force. Some of these changes will be discussed in this article.

New partial maintenance allowance

The introduction of a new partial maintenance allowance (*AFG* Art. 44, par. 2b) will ensure a better combination of direct job creation measures (*ABM*; cf. BIR Germany v.1) with those of continuous vocational training. The financial benefits granted by the Employment Service make it possible for participants of a so-called "part-time *ABM*" (*Teilzeit-Arbeitsbeschaffungsmaßnahme*)

to take part in a part-time vocational training measure at the same time. The combination of "training-cum-work" provides the employees, on the one hand, with additional qualifications to enhance their placement chances. On the other hand, it provides the opportunity to consolidate and reinforce what is learned by applying it in practice. The best place to implement the "training-cum-work" model is in the framework of the Labour Promotion, Employment and Structural Development Enterprises (*Gesellschaften für Arbeitsförderung, Beschäftigung und Strukturentwicklung - ABS*) in the new federal states. They can be realised in these enterprises with only marginal administrative efforts to support the restructuring process.

Exceptional regulation on short-time working allowances

The exceptional regulation on short-time working allowances in the new federal states (Art. 63, par. 5 of *AFG-GDR*) expired on 31.12.91. Short-time working allowances were paid under conditions which were less stringent when working time lost was due to corporate restructuring linked to the advent of the monetary, economic and social union (cf. iM 32).

In many cases, the conditions will be satisfied as laid down by Art. 63, par. 4 AFG which applies nationwide. The payment of short-time allowances is often possible (under limiting conditions) when working time is lost for structural reasons. Payment is also possible in the case of severe structural downturn of an economic sector and under exceptional circumstances affecting the regional labour market in question.

In addition, employers' reimbursement of social

security contributions paid for employees who are working reduced hours is gradually being brought into line with regulations which apply in the old federal states. Consequently, only half of the health insurance contributions will be refunded by the Federal Employment Service (*BA*) until 30.6.92.

Unemployment assistance

On 31.12.91, Art. 137, par. 1a expired. As a result, since 1.1.92, "fictive" maintenance claims (i.e. legitimate claims which have, for personal reasons, not been collected) will no longer be included in the calculation of unemployment assistance. Consequently claims against family (eg. parents or children) will no longer be taken into account during a means test. However, alimony claims against a spouse who lives separately will continue to be considered; this also applies to divorced couples. The changes result from the legislation on claims which regulates the entitlement to alimony differently.

TRAINING

Ireland

School-leavers survey 1991

The Department of Labour's recent school-leavers survey was carried out in May and June 1991. The survey traced the career paths of second-level school-leavers from the 1989-90 academic year, approximately one year after they had left school. This time lapse allows a more settled picture to emerge in relation to school-leavers entering the labour market or continuing in further education. The results are based on a national sample of 2,200 school-leavers from an estimated total of 67,000 students who left second-level education in 1989-90.

The report shows 36.7% of school-leavers were in employment one year later, while 36.0% were engaged in further education. A further 17.3% were unemployed, 12.0% were looking for their first job and 5.3% were unemployed after having had a job and lost it. Emigration accounted for a further 8.1%, and 1.9% were not available for work for a variety of reasons.

Compared with the 1990 survey (cf. iM 33), there was an overall decrease in the numbers at work (down by 2.7 percentage points to 36.7%) and an increase in the numbers of unemployed (up 3.6 percentage points to 17.3%). The proportion of school-leavers opting to continue their education has continued to increase (up 0.8 percentage points) and now accounts for over one-third (36.0%) of the school-leaver population compared

with just over a quarter (27.0%) in 1985. This reflects the continuing trend among school-leavers to improve their educational qualifications and/or postpone their entry into the labour market. In addition, the numbers emigrating showed a significant decline (-1.8 percentage points) in comparison with a rise of 0.4 percentage points last year. This is the first time that emigration has fallen among school-leavers in eight years.

As in previous surveys, Industry (46.7%) and Distribution (22.3%) were the two principal sectors in which male leavers found employment, followed by Banking and Finance (9.9%), Agriculture (9.0%) and Personal Services (7.4%). The main sectors of employment for female leavers continue to be Distribution (31.5%), Personal Services (18.6%) and Industry (18.5%), followed by Professional Services (12.1%) and Banking and Finance (11.9%).

As in previous years, the findings of the report have emphasised the importance of educational qualifications in determining employment prospects. Unemployment continues to be lowest, at 11.8%, among Leaving Certificate students while the corresponding figure for those who left after completing the junior cycle of secondary education (Intermediate/Group Certificate examinations) was 31.2% and for those leaving school with no qualifications it was 53.4%.

United Kingdom

Investors in People initiative

The Investors in People initiative was launched by the UK Secretary of State for Employment in November 1990. It is designed to help organisations make a permanent commitment to staff training and development, by setting a rigorous national Standard, based on best practice drawn from a wide range of businesses. Companies are encouraged to take a strategic approach to training and development, by linking it to their business objectives.

The initiative has been piloted in England and Wales by Training and Enterprise Councils (TECs) and in Scotland by Local Enterprise Councils (LECs), working with local organisations. Achievement of the Standard requires that the organisation:

- makes a public commitment, from the top, to develop all employees to achieve its business objectives;
- regularly reviews the training and development needs of all employees;
- trains and develops individuals on recruitment,

- and throughout their employment;
- evaluates the investment in training and development, to assess achievements and make improvements for the future.

All employees should have a clear vision of where their organisation is going, and what personal contribution they can make to its success. When an organisation feels that all these requirements have been met, it can apply to the TEC/LEC for assessment as to whether it meets the Standard. Evidence must be presented for each area, which is reviewed by a professional assessor. The final decision as to whether the organisation can be recognised as an Investor in People is taken by the TEC Board. This status will be reviewed at least every three years.

At the end of the first year of the initiative, 28 British companies had achieved the Standard and were awarded Investor in People status. A further 600 organisations, in both the public and the private sectors (including the Employment Department Group) had announced their commitment to achieving the Standard.

JOB CREATION

Belgium

Recruitment premium in the Brussels-Capital region

Since 1.11.91, employers in the Brussels-Capital region can benefit from a recruitment premium when hiring LTUs or young persons with little schooling. The premium is awarded by the Brussels Regional Employment Office (*ORBEM*).

Employers concerned

An enterprise which has its head office or place of business in the Brussels-Capital Region can apply for the premium. Besides this, to be eligible for the premium, the enterprise must:

- have informed *ORBEM* of the vacancy;
- hire the jobseeker on the basis of a permanent employment contract;
- have satisfied the requirements relating to youth traineeships (cf. BIR Belgium iv.2);
- employ the worker in the Brussels-Capital Region.

Furthermore, the recruitment must correspond to a net employment increase in the enterprise. The premium may be temporarily reserved for certain categories of enterprises on the basis of a shortage of manpower in a sector of activity.

Workers concerned

In order to be eligible for the premium, jobseekers must be unemployed and registered at *ORBEM*. The jobseekers must satisfy certain conditions when they are hired. There are four categories of jobseekers:

- young persons aged between 18 and 25 years with little schooling;
- jobseekers aged under 35 years who have been unemployed for at least 24 months during the four years prior to being hired;
- jobseekers aged 35 years and over who have been unemployed during the 12 months prior to being hired;
- disabled jobseekers who have been unemployed during the 12 months prior to being hired.

Amount of premium

The premium is BFR 15,000 per month for a full-time job and BFR 7,500 for a job for either half-time or part-time. It is granted for a maximum period of 12 months. The number of jobseekers for whom the enterprise may receive the premium is limited to:

- one, when its workforce is less than 10 employees;

CENTREFOLD

Index of articles published in nos. 1 - 36

Descriptors reflect the subjects dealt with in the different articles published in the MISEP bulletin. Each descriptor is followed by a country code and numbers which indicate the issue number of the bulletin and the sub-heading as they appear in the table of contents 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
IR = Ireland
I = Italy
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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APPRENTICESHIP

B: 3-4; **D:** 2-4, 4-4, 8-1, 21-4, 32-4, 36-4; **GR:** 2-4; **E:** 14-1, 14-4, 18-4, 21-4; **F:** 5-6, 15-6, 17-6, 20-4, 26-6, 28-1, 32-5, 36-1; **IR:** 28-1; **I:** 18-1; **L:** 5-4, 22-4, 25-4; **NL:** 2-4, 11-6, 14-4, 18-4, 19-4, 22-4, 23-6, 27-4; **P:** 20-1.

COLLECTIVE BARGAINING

B: 4-1, 5-9, 11-7, 12-6, 14-7, 24-1, 25-1, 26-1; **D:** 11-3, 14-7, 17-1; **GR:** 30-1; **E:** 13-1, 16-1; **F:** 14-7, 15-1, 28-2; **IR:** 12-1, 32-9; **I:** 2-1, 15-1, 32-9; **L:** 28-1; **NL:** 18-4, 18-9, 31-1; **UK:** 10-1.

DISABLED PERSONS

B: 11-1; **D:** 4-4, 7-6, 10-4, 15-6, 22-6, 29-1, 33-1; **GR:** 7-4, 10-6, 11-6, 14-4, 14-5, 18-5, 18-6, 21-5; **E:** 14-4, 16-5; **F:** 20-6; **IR:** 28-1; **I:** 4-6, 10-6, 28-1; **L:** 4-6, 28-1, 35-1; **NL:** 9-6, 11-1, 11-6, 13-6, 15-6, 17-3, 17-4, 20-6, 27-6, 29-6; **P:** 20-1, 23-4, 28-6,

36-6; **UK:** 7-6, 10-6, 11-6, 22-6, 23-4, 33-6, 34-6; **EC:** 3-1.

DISMISSAL AND REDUNDANCY

B: 12-6, 16-6, 25-1, 27-7; **D:** 8-1; **GR:** 4-2; **F:** 3-3, 13-2, 15-1, 17-1, 17-3, 28-2; **IR:** 9-1, 22-1; **I:** 7-3, 10-2, 18-3, 25-6, 26-1, 26-3, 31-2; **L:** 4-2, 22-1; **NL:** 1-7, 21-6, 21-6, 23-8; **P:** 23-4, 26-1; **UK:** 10-1, 12-2.

EMPLOYMENT CREATION (DIRECT OR LABOUR COST RELIEF)

B: 1-5, 2-1, 3-3, 3-7, 5-7, 6-5, 8-5, 9-5, 15-7, 16-6, 17-3, 17-5, 18-5, 18-6, 20-7, 22-5, 23-6, 24-1, 25-5, 26-1, 27-6, 29-5, 30-6, 31-6, 32-6, 33-1, 34-4, 34-5, 34-6, 35-8, 36-4; **DK:** 1-5, 5-5, 8-3, 9-6, 12-5, 14-3, 24-6, 31-6; **D:** 1-5, 3-8, 4-5, 7-6, 8-1, 8-7, 9-5, 11-1, 10-4, 12-1, 17-6, 18-8, 19-1, 25-1, 26-1, 27-6, 29-1, 30-6, 31-6, 32-1, 35-6; **GR:** 1-5, 2-6, 4-5, 6-5, 7-5, 13-5, 14-5, 15-1, 18-5, 20-1, 21-5, 21-7; **E:** 15-3, 16-5, 20-1, 21-6, 23-6, 27-1, 31-3; **F:** 5-5, 7-7, 8-6, 10-6, 10-7, 15-6, 17-6, 18-6, 18-8, 19-5, 24-1, 28-1, 29-5, 30-3, 32-5, 35-1, 36-5; **IR:** 3-6, 4-5, 5-6, 6-5, 8-1, 10-6, 20-1, 21-1, 24-6, 26-5, 28-1, 30-6; **I:** 6-2, 8-3, 9-6, 12-5, 14-5, 14-5, 15-5, 15-6, 17-4, 18-5, 19-3, 20-3, 21-1, 22-3, 22-5, 22-6, 24-4, 25-2, 25-6, 26-1, 26-6, 33-6; **L:** 4-6, 5-6, 6-5, 13-3, 20-7, 22-4, 35-6; **NL:** 2-5, 3-5, 4-3, 6-5, 7-5, 8-5, 8-6, 8-7, 9-6, 11-7, 12-5, 13-3, 14-5, 14-6, 15-6, 16-6, 17-6, 19-6, 21-4, 21-6, 22-6, 23-6, 25-3, 25-6, 26-6, 27-6, 28-1, 29-6, 30-6, 31-6, 32-5, 33-3, 34-6, 35-5, 35-6; **P:** 14-5, 16-5, 16-6, 17-5, 18-5, 25-4, 26-6, 28-6; **UK:** 1-5, 2-6, 2-7, 3-6, 7-6, 8-6, 9-1, 10-1, 11-6, 14-1, 16-1, 16-6, 17-5, 19-1, 19-5, 21-5, 22-1, 35-5; **EC:** 7-6, 23-5, 23-c, 36-c.

EMPLOYMENT SERVICE

B: 20-8, 23-6, 26-1, 31-4, 36-12; **DK:** 8-8, 14-1, 29-12, 30-8; **D:** 1-8, 4-9, 9-9, 10-6, 14-3, 16-8, 18-8, 18-8, 19-1, 20-8, 21-8, 23-6, 25-8, 30-9, 33-1, 34-12, 35-8, 36-1; **GR:** 4-8, 28-1; **E:** 16-8, 21-1, 23-1, 26-6; **F:** 4-1, 4-6, 4-8, 8-8, 9-1, 9-8, 11-8, 12-8, 15-1, 15-8, 17-8, 23-8, 25-3, 27-8, 28-1, 31-8, 32-1, 33-8, 34-8, 35-1, 36-1; **IR:** 6-6, 8-1, 11-3, 18-6, 27-8; **I:** 5-8, 9-1, 11-8, 11-8, 13-8, 18-1, 20-3, 22-5, 26-8; **NL:** 5-8, 7-8, 8-5, 10-9, 18-8, 20-1, 21-6, 22-6, 23-1, 23-8, 25-3, 26-8, 31-9, 33-1, 35-1; **P:** 14-1, 17-8, 20-1, 20-1, 23-8, 31-12, 34-12; **UK:** 1-3, 1-8, 2-6, 4-6, 5-6, 6-3, 11-6, 14-3, 21-1, 26-3, 29-1, 29-12, 33-12, 34-6, 34-12; **EC:** 5-5.

ENTERPRISE CREATION

B: 3-5, 5-5, 22-5, 27-5; **DK:** 9-6, 14-3, 24-6; **D:** 7-5, 12-1, 12-5; **GR:** 2-5, 15-1, 17-5, 18-5, 20-1, 21-5; **E:** 16-5, 18-5, 19-1, 20-1, 27-1, 28-1; **F:** 7-7, 24-1, 32-5; **IR:** 4-5, 4-6, 5-5, 5-6, 6-5, 6-6, 8-1, 8-5, 10-5, 19-6, 28-1; **I:** 7-5, 10-2, 18-3, 26-1, 36-6; **L:** 5-5; **NL:** 5-5, 8-5, 10-5, 15-1, 25-5; **P:** 14-5, 15-5, 18-5, 20-1, 20-5, 21-5, 34-1; **UK:** 2-5, 5-5, 7-5, 8-5,

13-1, 14-1, 16-1, 17-3, 18-6, 22-1, 22-5, 23-5, 34-5;
EC: 4-5, 5-5, 7-5, 21-5, 21-c.

EQUAL OPPORTUNITY

B: 20-6; **DK:** 4-1, 8-9, 19-6, 28-9; **D:** 8-7, 11-1, 5-8, 23-6; **GR:** 5-6, 6-9, 8-1, 21-9; **E:** 21-6, 24-6; **F:** 19-7; **IR:** 22-1; **I:** 8-9, 17-6, 18-6, 27-6, 28-1, 31-9, 34-9; **NL:** 7-9, 8-9, 9-6, 17-4, 19-6, 20-1, 21-6, 21-6, 23-6, 25-6, 25-6, 26-1, 35-6; **UK:** 5-6, 10-6, 11-9, 20-6; **EC:** 3-6, 4-6, 4-6, 7-6, 9-6.

FAMILY ALLOWANCE/ POLICY

B: 11-1, 11-7, 27-9, 33-1; **D:** 12-6; **GR:** 8-1, 8-6; **F:** 28-1; **I:** 2-1, 6-1, 7-1; **NL:** 32-3.

FURTHER TRAINING/CONTINUING EDUCATION

B: 10-4, 34-5; **DK:** 9-6, 12-4; **D:** 12-1, 13-4, 16-4, 25-1, 32-1; **E:** 15-4, 20-1, 21-4, 23-4, 34-4; **F:** 3-6, 11-6, 18-4, 32-5; **IR:** 5-4, 24-6, 24-6; **L:** 22-4; **NL:** 15-7, 19-4, 21-4, 28-1; **P:** 28-4; **UK:** 7-4, 9-4, 10-4, 12-4, 13-4, 15-4, 27-4, 29-4, 32-4.

GENERAL GOVERNMENT POLICY

B: 4-1, 7-1, 11-1, 24-1, 24-1, 25-1, 25-1, 28-1; **DK:** 4-1, 6-7, 10-1, 14-1, 15-9, 17-1, 17-6, 19-1, 19-6, 25-1, 30-8; **D:** 2-1, 3-1, 4-6, 6-1, 8-1, 12-1, 14-1, 19-1, 25-1, 26-1, 29-1; **GR:** 11-9, 15-1, 20-1, 23-1, 28-1; **E:** 13-1, 15-4, 19-1, 20-1, 21-1, 23-1, 27-1, 28-1; **F:** 6-2, 7-1, 17-9, 22-1, 24-1, 28-1, 30-9, 35-1; **IR:** 1-1, 2-9, 3-1, 3-5, 7-1, 8-1, 8-1, 9-1, 10-9, 11-5, 12-1, 13-1, 16-1, 20-1, 21-1, 22-1, 26-1, 27-1, 28-1, 34-1, 34-9; **I:** 1-1, 4-1, 6-1, 7-1, 11-1, 14-1, 16-1, 18-1, 18-6, 20-1, 21-1, 22-1, 24-1, 25-1, 28-1, 32-1; **L:** 22-1, 28-1; **NL:** 1-1, 3-1, 3-6, 10-9, 11-6, 13-6, 16-1, 16-4, 19-1, 20-1, 23-1, 24-1, 25-1, 25-6, 26-1, 27-1, 27-4, 28-1, 32-1, 33-1; **P:** 19-1, 20-1, 24-1, 26-1; **UK:** 4-1, 9-1, 9-9, 11-5, 12-1, 12-5, 14-1, 17-5, 19-1, 20-6, 21-1, 22-1, 24-1, 26-1, 27-4.

INDUSTRIAL/LABOUR RELATIONS

B: 12-6, 23-9, 25-1, 27-7; **DK:** 19-1; **D:** 14-3, 17-1, 27-6; **E:** 13-1, 14-4, 16-1, 21-1, 21-4, 22-4, 22-9, 23-1, 23-4, 26-4, 27-1, 28-1, 29-1, 34-9, 36-9; **F:** 13-2, 17-1, 17-3, 23-8, 28-2; **GR:** 23-1, 30-1; **IR:** 7-1, 10-9, 11-3, 17-9, 20-1, 21-1, 24-9, 27-1, 32-9; **I:** 9-1, 15-1, 17-1, 28-1, 31-1, 32-9; **L:** 20-7, 28-1; **NL:** 1-1, 2-7, 8-6, 8-9, 10-9, 18-9, 20-1, 20-6, 21-6, 23-1, 23-8, 23-9, 26-6, 26-8, 27-4, 27-5, 27-6, 31-1; **P:** 14-1, 17-1; **UK:** 9-9, 10-1, 23-9, 24-1, 33-1; **EC:** 8-1.

INDUSTRIAL RESTRUCTURING

B: 22-5; **E:** 21-4; **F:** 6-2, 17-3, 30-9; **IR:** 26-1; **I:** 25-6, 26-1, 28-5; **L:** 3-7, 4-2, 20-7; **P:** 20-1, 23-4, 24-1, 32-1, 34-1; **UK:** 9-1; **EC:** 2-6.

LABOUR MOBILITY (GEOGRAPHICAL)

B: 36-8; **DK:** 28-3; **D:** 3-8; **GR:** 20-1; **E:** 19-8; **F:** 7-8, 9-1; **IR:** 27-8; **I:** 18-3, 21-8, 24-9; **L:** 4-2; **NL:** 15-8, 20-3; **P:** 20-1, **P** 23-8; **UK:** 11-3, 13-6.

LONG-TERM UNEMPLOYED

B: 1-5, 10-3, 11-1, 16-6, 17-5, 17-5, 18-1, 18-5, 20-8, 23-6, 24-1, 25-1, 26-1, 27-6, 30-6, 31-6, 34-6, 35-6; **DK:** 8-3, 9-6, 24-6; **D:** 4-5, 5-9, 9-3,

9-5, 12-1, 13-6, 16-4, 19-1, 26-1, 27-6, 28-6, 29-1, 30-6, 31-6, 34-1, 35-6; **GR:** 10-3, 13-5, 14-4, 20-1; **E:** 14-4, 16-5, 17-3, 21-1, 26-3, 26-4; **F:** 1-6, 2-6, 4-6, 6-6, 9-1, 10-6, 11-6, 15-4, 15-6, 16-6, 18-6, 21-3, 28-1, 29-5, 35-1, 35-13; **IR:** 3-6, 4-6, 5-4, 6-5, 8-1, 10-6, 12-6, 15-6, 16-1, 16-6, 18-6, 24-6, 26-5, 28-1, 30-6, 35-6; **I:** 9-6, 14-5, 15-5, 15-6, 22-5; **L:** 4-6, 28-1; **NL:** 2-5, 6-3, 6-5, 7-5, 8-3, 8-6, 9-6, 10-3, 11-1, 11-7, 12-5, 13-6, 14-6, 16-6, 17-6, 19-1, 19-6, 20-1, 22-6, 23-1, 25-6, 26-6, 27-4, 27-6, 28-1, 29-6, 30-6, 32-5, 35-5; **P:** 14-5, 16-5, 16-6, 18-3, 18-5, 20-1, 21-5, 23-4, 26-6; **UK:** 2-6, 8-6, 10-1, 11-3, 13-6, 14-1, 17-3, 18-4, 18-6, 21-1, 21-4, 23-4, 27-6; **EC:** 3-1, 8-6, 9-6, 17-c, 30-c.

MIGRANT WORKERS, FRONTIER WORKERS, ETHNIC MINORITIES

B: 9-6; **D:** 4-6, 7-6, 8-1, 8-6, 9-9, 11-6, 15-6, 16-8, 18-6, 19-1, 20-6, 21-4, 22-4, 22-6, 26-6, 28-6, 29-1, 29-6, 30-6, 32-4, 33-4, 34-1; **GR:** 4-5, 7-5, 14-4, 20-1, 21-9, 29-6; **E:** 14-4, 26-4, 26-6; **F:** 7-6, 20-6; **I:** 7-3, 17-6, 19-6, 19-8, 27-6, 29-6; **NL:** 9-6, 13-6, 17-4, 18-6, 20-6, 21-6, 22-4, 23-6, 24-6, 25-3, 27-4, 27-6, 28-1, 30-6, 34-6, 35-1; **P:** 23-4; **UK:** 5-6, 16-1, 22-1, 31-9, 34-12, 36-9; **EC:** 3-1.

OLDER WORKERS

B: 2-3, 10-3, 16-6, 20-7, 23-6, 25-1; **D:** 5-7, 6-7, 9-3, 9-5, 12-1, 16-4, 17-3, 19-1, 25-1, 25-7, 33-1, 34-4; **GR:** 4-5, 10-3, 11-3, 15-1; **E:** 16-5, 26-3, 27-1; **F:** 3-3, 10-7, 16-5, 28-1, 28-2; **IR:** 4-6, 6-5, 28-1; **I:** 22-5, 28-1; **L:** 3-7; **NL:** 1-7, 2-5, 2-7, 11-1, 17-3, 18-6, 20-6; **UK:** 2-7, 10-7, 23-4, 27-6.

PAID AND UNPAID LEAVE

B: 2-3, 9-5, 13-7, 15-7, 25-1, 26-7, 27-9, 29-7, 31-7, 32-7, 34-7, 35-7; **DK:** 4-1; **D:** 12-6; **GR:** 8-1; **E:** 21-6, 24-6; **IR:** 8-5; **L:** 25-9; **NL:** 15-7, 21-4, 33-7; **EC:** 4-6.

PART-TIME WORK

B: 3-7, 9-5, 13-7, 15-7, 17-7, 20-7, 25-3, 29-7; **D:** 8-1, 11-1, 25-7, 26-1; **GR:** 15-1, 32-7; **E:** 14-1, 16-5; **F:** 7-7, 10-7, 16-5, 28-1; **IR:** 16-6, 24-6, 34-2; **I:** 6-2, 9-1, 10-1, 21-1, 22-5; **L:** 13-3, 22-1, 28-1, 35-1; **NL:** 4-7, 9-6, 9-7, 11-7, 16-6, 17-6, 21-1, 21-6, 26-7, 27-6, 28-1, 28-5; **P:** 20-1; **UK:** 27-6; **EC:** 28-7, 29-c.

PLACEMENT

B: 21-3, 23-6, 26-1, 35-12, 36-12; **DK:** 9-6, 24-6, 28-3, 30-8, 33-13; **D:** 1-8, 4-9, 15-8, 16-8, 18-8, 18-8, 18-8, 20-8, 21-8, 25-8, 25-8, 33-13, 35-8; **E:** 15-3, 16-5, 21-1; **F:** 4-8, 9-8, 11-8, 15-8, 17-8, 17-9, 23-8, 27-8, 32-1, 34-8; **GR:** 4-8; **IR:** 8-1, 16-1, 18-6, 20-1; **I:** 2-1, 5-8, 6-2, 10-6, 18-1, 22-1; **L:** 4-3; **NL:** 4-8, 7-6, 8-7, 9-3, 16-6, 20-3, 21-6, 21-6, 22-6, 23-1, 23-8, 28-1, 33-8, 35-12; **P:** 17-8, 20-1, 23-8, 27-8; **UK:** 1-3, 1-8, 2-6, 7-6, 11-6, 21-1, 22-6, 27-6, 35-5.

RECRUITMENT

B: 7-3, 22-5, 35-6; **DK:** 30-8; **D:** 15-6; **GR:** 10-6, 18-6; **E:** 20-1; **I:** 3-8, 4-1, 10-1, 10-6, 14-5, 19-8, 20-3, 21-1, 25-6, 26-6, 35-20, 36-8; **NL:** 19-6, 21-6, 27-6; **P:** 20-1; **UK:** 20-6, 32-9.

REGIONAL DEVELOPMENT

B: 22-5, 23-6, 24-1; **GR:** 23-1; **E:** 20-1, 30-3;
F: 5-5, 6-2; **I:** 4-1, 6-1, 7-5, 8-5, 9-2, 13-1, 17-1,
19-3, 21-1, 22-1, 22-3, 22-5, 25-2, 25-6, 26-2, 28-1,
28-5, 36-6; **NL:** 3-1, 8-5; **P:** 16-1, 17-5, 18-5, 20-1,
20-5, 28-4, 34-1; **UK:** 6-5; **EC:** 3-1.

RETIREMENT AND EARLY RETIREMENT

B: 8-7, 11-1, 16-6, 20-7, 25-1, 25-7, 27-7; **DK:** 2-7;
D: 2-7, 5-7, 6-7, 8-7, 13-7, 34-1; **GR:** 15-1, 33-7;
E: 19-7, 29-5; **F:** 6-2, 16-5; **IR:** 30-7; **I:** 7-7, 18-3,
19-3, 25-6, 26-1, 26-3; **L:** 2-9, 20-7, 28-1, 35-1;
NL: 8-9; **UK:** 2-7, 9-7, 10-7, 21-5.

RETRAINING AND UPGRADING

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; **IR:** 14-4, 3-5, 3-6, 4-4, 10-5, 20-1; **I:** 12-5,
25-6, 26-1; **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.

SEASONAL WORKERS

E: 14-4, 18-3, 35-8; **GR:** 2-6, 10-3, 20-1; **P:** 26-1.

SMALL AND MEDIUM-SIZED ENTERPRISES AND INDUSTRY (SME/SMI)

B: 1-5, 6-5, 22-5, 25-1, 27-5, 29-5; **DK:** 4-1; **D:**
4-4, 8-1, 10-4; **GR:** 15-1, 17-5, 18-5, 21-7; **E:** 27-1,
28-1, 28-4; **F:** 5-5, 26-5, 28-1, 32-5, 35-1, 36-1;
I: 10-2, 19-1, 22-5, 26-1, 27-4; **NL:** 23-1, 25-5;
P: 20-5, 28-4; **UK:** 6-5, 14-1, 17-5, 19-1, 22-1,
22-5, 23-5, 27-4, 32-4; **EC:** 3-1, 5-1, 5-5.

SOCIAL PROTECTION / UNEMPLOYMENT BENEFITS

B: 2-3, 5-5, 9-5, 10-1, 10-3, 10-4, 11-1, 11-7, 12-3,
16-3, 17-7, 18-1, 20-7, 20-8, 22-3, 24-3, 25-1, 25-3,
26-3, 31-3, 36-3; **DK:** 9-6, 14-3, 35-3; **D:** 1-3, 3-1,
3-3, 4-4, 5-3, 8-1, 9-3, 10-4, 11-3, 12-1, 12-6, 14-3,
17-3, 19-1, 25-1, 28-3, 29-1, 30-6, 32-1, 33-1, 34-1;
GR: 6-9, 10-3, 11-3, 32-3; **E:** 15-3, 16-5, 17-3,
18-3, 18-5, 21-1, 21-6, 25-3, 26-3, 30-1; 30-3, 31-3;
F: 1-3, 3-3, 5-3, 6-3, 17-3, 21-3; **IR:** 2-3, 8-5, 9-1,
16-6, 30-7; **I:** 2-1, 7-3, 8-5, 10-2, 17-1, 18-3, 19-8,
21-1, 22-3, 25-2, 25-6, 26-3, 29-2, 31-1; **L:** 3-7,
5-5, 13-3, 20-3, 22-4; **NL:** 2-7, 6-3, 8-3, 8-9, 9-6,
10-3, 10-5, 11-1, 11-6, 17-3, 20-6, 26-1, 28-5, 31-4,
36-6; **P:** 18-3, 26-3, 33-1; **UK:** 14-3, 21-1, 26-3;
EC: 8-1, 31-c, 34-c.

TAXATION (OF EMPLOYERS AND WORKERS)

B: 8-5, 25-1, 35-6; **F:** 21-3, 21-3, 36-5; **I:** 2-1, 9-2,
17-1, 25-2; **NL:** 19-1; **UK:** 9-1, 10-1.

TECHNOLOGICAL CHANGE

B: 5-9; **D:** 16-4; **GR:** 28-1; **E:** 23-1; **F:** 30-9;
IR: 6-4; **I:** 12-4, 22-5, 27-4; **NL:** 12-4, 22-4, 23-1;
P: 23-4; **UK:** 14-3; **EC:** 5-9.

TEMPORARY EMPLOYMENT

B: 5-7, 9-5, 17-3, 17-5, 20-7, 23-6, 35-8; **DK:** 9-6,
14-3, 30-8; **D:** 4-5, 8-1, 10-4, 11-1, 29-1; **GR:** 4-5;
E: 14-1, 15-3, 16-5, 20-1; **F:** 10-6, 16-5, 19-5;
IR: 3-6, 10-6, 24-6; **I:** 3-4, 5-4, 9-6, 10-1, 14-5,

15-5, 17-4, 18-5, 21-1, 22-5; **L:** 5-6, 13-3, 22-1,
22-4, 28-1; **NL:** 2-6, 3-5, 4-8, 8-6, 8-7, 9-6, 9-8,
11-7, 12-5, 14-5, 14-6, 17-6, 17-8, 19-6, 21-1,
21-4, 21-6, 23-1, 23-8, 25-3, 27-6, 28-1, 28-5, 29-7,
33-8, 35-1; **P:** 14-5, 16-6, 18-5, 26-1, 27-8, 29-7;
UK: 2-6, 8-6.

TRAINING ALLOWANCES/GRANTS

B: 6-4, 12-4, 35-6; **DK:** 6-6, 9-6, 14-3, 35-4; **D:**
3-4, 4-4, 5-3, 7-6, 12-1, 21-4, 25-1, 29-1; **GR:** 2-4,
11-4; **E:** 14-4, 15-4, 18-4, 21-4, 26-4; **F:** 6-2, 6-6,
15-6, 21-3, 23-4, 26-6, 28-1, 28-2; **IR:** 2-4, 10-4,
12-6, 16-1, 28-1, 29-4, 30-6, 33-4; **I:** 9-6, 17-4; **L:**
5-4, 22-4, 25-4; **NL:** 14-4, 14-6, 16-6, 17-4, 19-4,
22-4; **P:** 25-4, 25-4; **UK:** 3-6, 5-4, 7-4, 8-6, 9-4,
10-4, 11-6, 13-4, 21-4, 29-4.

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B: 18-6, 36-4; **D:** 12-1; **E:** 14-1, 21-4, 22-4; **F:** 3-6,
8-6, 17-6; **IR:** 30-6; **I:** 6-2, 9-1, 9-6, 10-1, 14-5,
15-1, 15-6, 17-4, 21-1, 24-4, 27-4, 33-4; **NL:** 11-6;
PT: 21-5, 25-4; **UK:** 3-6, 29-4; **EC:** 22-c.

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B: 18-6, 23-6, 26-1, 27-6, 32-6, 34-6, 35-6, 36-4;
DK: 8-3, 9-6, 14-3, 22-6, 24-6; **D:** 3-4, 4-5, 9-4,
12-1, 13-4, 16-4, 20-6, 22-6; **GR:** 14-4; **E:** 14-4,
20-1, 21-4, 26-4, 30-4, 35-4; **F:** 1-6, 3-6, 6-6, 11-6,
13-2, 15-4, 15-6, 16-6, 18-4, 18-6, 19-4, 21-3, 23-4,
24-1, 26-6, 28-1, 28-2, 34-4; **IR:** 4-6, 5-4, 7-4,
10-4, 12-6, 24-6, 24-6; **I:** 9-6, 12-5, 14-5, 15-6,
25-6, 26-6; **L:** 22-4; **NL:** 9-3, 12-4, 14-6, 16-6,
17-4, 19-1, 19-4, 19-6, 20-1, 21-4, 22-4, 23-1, 23-8,
25-6, 27-4, 28-1, 33-1; **P:** 14-1, 19-4, 21-5, 23-4,
25-4; **UK:** 3-6, 5-4, 7-4, 8-6, 10-1, 10-4, 13-4, 13-6,
17-3, 18-4, 18-6, 21-4, 23-4, 28-4, 29-4

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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,
34-4, 35-4; **F:** 1-6, 11-6, 20-4, 24-1, 34-4, 35-1; **IR:**
3-6, 5-4, 6-4, 10-4, 16-1, 20-1, 30-1; **I:** 27-4, 28-4;
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, 33-1; **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,
34-12; **EC:** 7-6, 8-1.

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B: 2-3, 8-7, 10-3; **F:** 18-5; **IR:** 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, 34-6, 35-6; **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, 3-2, 25-3, 27-8,
34-4; **IR:** 11-3, 16-1, 16-6, 18-6; **I:** 24-9, 26-8,
27-4; **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, 35-9; **EC:** 7-6.

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B: 27-6; **D:** 3-8, 12-1, 27-6; **GR:** 10-6; **F:** 4-6, 15-4, 16-6, 18-6; **IR:** 16-1; **I:** 34-6; **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, 33-1; **DK:** 10-1; **D:** 11-3; **GR:** 2-1, 13-1, 20-1; **E:** 16-1, 29-9, 33-9; **IR:** 7-1, 12-1, 21-1, 22-1; **I:** 1-1, 2-1, 13-1, 15-1; **L:** 35-1; **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, 33-1; **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; **IR:** 19-6, 35-6; **I:** 8-9, 18-6, 25-2, 28-1; **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, 35-1; **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, 34-4; **IR:** 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, 35-6; **UK:** 2-3, 10-4, 11-3, 11-6.

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B: 25-1; **DK:** 35-9; **D:** 17-1; **GR:** 27-6; **E:** 22-9; **IR:** 28-9; **L:** 25-7, 28-1; **NL:** 2-9, 17-9, 19-9, 26-1, 28-5; **UK:** 29-1.

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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; **FR:** 6-2, 7-7, 14-7, 19-7, 28-1; **IR:** 2-3, 6-5; **I:** 1-1, 2-1, 6-2, 9-1, 10-1; **L:** 22-1, 25-7, 28-1, 35-1; **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.

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B: 3-4, 6-4, 12-3, 12-4, 18-5, 18-6, 24-1, 25-1, 25-3, 26-1, 36-4; **DK:** 1-4, 1-5, 5-5, 6-2, 6-6, 12-5, 17-6, 21-6, 31-6, 34-4; **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, 35-1, 36-1; **IR:** 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, 33-4; **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; **L:** 5-4, 5-6, 6-5, 22-4, 5-4, 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, 33-1, 33-4, 35-6; **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, 35-5; **EC:** 2-6, 3-1, 3-6, 5-6.

- two, when the workforce is between 10 and 19 employees;
- 10% of its personnel when the workforce is 20 employees or more.

SPECIAL CATEGORIES OF WORKERS

Belgium

Employment promotion for groups which are at risk

For 1989-1990, the programme-law of 30.12.88 stipulated that employers had to sign collective agreements which reserved 0.18% of the wage bill for employment promotion of the groups among the unemployed which were at risk (cf. iM 32). For 1991-1992, the contribution has risen to 0.25% of the wage bill. Of this amount, 0.10% must be set aside for the most vulnerable of the groups which are at risk (cf. iM 33).

Enterprises which are not bound by a collective agreement must make an equivalent contribution to the Employment Fund (cf. BIR Belgium i.2). The total sum of these contributions is allocated to other initiatives to promote the vocational integration of groups which are at risk by financing new projects.

The Royal Decree of 23.9.91 implementing article 174 of the law of 29.12.90 on social measures (*Moniteur belge* of 23.9.91) and the Ministerial Decree of 4.11.91 implementing the Royal Decree of 23.9.91 (*Moniteur belge* of 10.12.91) specify the modalities of allocation of the 0.25% contribution.

Projects

The Employment Fund may provide financing:

- directly to the employers, in the framework of individual make-work projects for persons belonging to the groups which are at risk;
- to promoters of collective projects as stated in collective agreements which affect a number of persons from groups which are at risk.

Projects can therefore be considered which are put forward by sectors, enterprises or groups of enterprises, and in some cases in cooperation with the regional and community employment and vocational training offices (*FOREM*, *VDAB* or *ORBEM*) and which:

- exceed the overall target of 0.25% of the wage bill;
- include positive actions for women;
- come from sectors, enterprises or groups of enterprises which, not being bound by a collective agreement, have made the equivalent contribution of 0.25% to the Employment Fund.

Vocational integration agreement

Individual or collective projects are implemented by the employer or promoter in the framework of a vocational integration agreement. This agreement lasts for between six months and one year. It must be signed by the Minister of Employment and Labour after the Evaluation Commission has passed judgement. This Commission consists of a president, two secretaries, and employers' and workers' representatives. It also includes representatives of the regional and community Ministers who are responsible for employment, training and education. The Commission has a period of two months in which to pass judgement; the Minister must adhere to the finding if it was reached unanimously.

As soon as the signed agreement is received, the employer or promotor proceeds to implement the project and hires those persons which it is designed to help. Employment must be on the basis of a permanent employment contract, an industrial apprenticeship contract or a youth traineeship contract (cf. BIR Belgium iv.1 and iv.2).

Financial support

The financial support provided by the Employment Fund is laid down in the vocational integration agreement and depends on the nature of the project, the initiator, and if relevant, the profile of the jobseekers concerned. For individual make-work projects, it amounts to a maximum of BFR 30,000 or BFR 15,000 per month and per jobseeker, depending upon whether the person concerned is aged 18 years or younger. For collective projects which appear in a collective agreement, support is set at a maximum of BFR 406,224 per year and per person concerned in the project. In the case of collective projects which include positive actions for women, the financial support corresponds to the actual costs of the project which have been laid down in a collective agreement.

Belgium

Reintegration of the long-term unemployed

In March 1990, a cooperation programme known as "Plan 1+1=3" was signed. This was an initiative of the national Ministry of Employment and Labour (cf. iM 30). All competent authorities (national, regional and community) participate in this plan which aims to maximise the chances of reintegration for LTUs. A "Round Table Fund" has been created so as to ensure the necessary financial support. A transfer of BFR 150 million was recently made to this fund from the budget of the national Minister of Employment and Labour. With these funds, it will be possible to award grants for certain initiatives which aim to reintegrate the LTUs.

Legal basis

The programme-law of 29.12.90 provides that a premium can be granted to the initiators of projects with whom the Minister of Employment and Labour has concluded a cooperation agreement on initiatives to foster the integration of LTUs. On 5.6.91, an agreement of this sort was signed by the State, the Communities and the Regions. The Royal Decree of 5.9.91 stipulates the conditions and modalities for granting and has extended the range of the measure to allow other groups which are at risk among the unemployed to benefit.

Targeted jobseekers

The aforementioned programme-law was only intended for jobseekers who received unemployment benefit (or waiting allowance) for every day of the week for at least two years preceding the jobseeker's integration. The Royal Decree of 5.9.91 extends the measure to include the following categories:

- jobseekers who have received unemployment benefit (or waiting allowance) for every day of the week for at least the year preceding the implementation of the integration;
- jobseekers who are registered at the National Fund for the Social Rehabilitation of the Disabled (cf. BIR Belgium vi.3);
- persons receiving minimum subsistence benefit who are registered as jobseekers;
- registered jobseekers who wish to integrate or reintegrate into the employment market and who at the same time satisfy certain conditions which stipulate that:
 - they may not have worked during the three years prior to their integration;
 - they may not have received unemployment benefit, waiting allowance or career break allowance;
 - during the aforementioned period of three years, they must have interrupted their career or never have worked in order to either bring up children or to care for a

parent;

- jobseekers whose entitlement to unemployment benefits is suspended for an exceptionally long period of unemployment.

Beneficiaries of the premium

Only those initiators of projects which have been approved may receive the premium, namely:

- the Brussels Regional Employment Office (*ORBEM*), the National Employment Office (*ONEM*), the Walloon Community and Regional Vocational Training and Employment Service (*FOREM*) and the Flemish Office of Employment and Vocational Training (*VDAB*);
- an enterprise or a group of enterprises, a subsistence insurance fund, an association installed by an organisation which represents employers or workers, a non-profit-making association, any part of the public sector which has concluded an agreement with one of the aforementioned bodies;
- a service or part of the public sector which has concluded an agreement with one of the bodies of the second category above, with the approval of the competent regional and community Ministries.

Projects

Initiatives to promote the integration of LTUs involve operational programmes consisting of the following elements:

- a general description of the programme;
- a quantitative and qualitative description of the categories of jobseekers targeted in the programme;
- the way in which the programme supports the chances of integration in the work circuit or increases the employment prospects of those jobseekers concerned;
- a description of the tasks of those participants associated with the programme;
- the duration and place of the action;
- evaluation of the costs of the action;
- modalities of evaluation and control.

Procedure

In order to obtain the premium, the initiator of the project must submit the operational programme to the Ministry of Employment and Labour. The Evaluation Commission, set up in the framework of the 0.18% operation (cf. iM 32), then passes judgement on the programme. The decision, which is reached unanimously by the members present, must be made known within two months of the application being made.

The Minister of Employment and Labour signs a cooperation agreement with the project initiator, following the Evaluation Commission's recommendations. The cooperation agreement includes the operational programme and stipulates the amount of funding to be awarded.

Denmark

Personal assistance to disabled workers

In December 1991, the Danish Parliament adopted a law under which personal assistance may be given to disabled workers so that they have the same chances of performing a job as able-bodied persons.

The new legislation is based on the findings of a pilot project which included personal assistance to disabled workers. This has become a statutory and permanent scheme as of 1.1.92 and is administered by the public employment service. The new facility of personal assistance is now available not only to employees, but also to self-employed persons who need special assistance to perform their work due to blindness, diminished

sight, deafness, impaired hearing or other serious handicaps.

The subsidy is granted to enterprises which employ persons with disabilities, or to the disabled self-employed persons themselves. The role of the personal assistant is to help the disabled person with practical aspects of work which he would otherwise be unable to perform himself. The personal assistant is employed by the enterprise under standard terms of employment and must be approved by the disabled person prior to his/her recruitment. The subsidy which corresponds to the contractual wage for students working within the public sector can be paid for up to 20 hours per week.

Italy

Labour market reintegration of "Italian refugees"

Law 344 of 15.10.91 is designed to assist the integration of so-called "Italian refugees" (*profughi italiani*) i.e. persons of Italian descent, who have lived abroad but who for political and economic reasons find themselves forced to seek Italian refuge. Members of this group may be hired in the framework of training-cum-work contracts by public establishments, enterprises and their plants and by employers who are reg-

istered professionally. There is no age limit and the contracts are for 36 months.

The participation quota is paid by employers at the same rate as for apprentices (cf. BIR Italy I-vi.1).

Measures also stay in force which regulate compulsory placement of these refugees and the reserve of 5%, provided for in law 863/84, intended to reserve training-cum-work contracts for repatriated Italian citizens. (cf. BIR Italy I-vi.2).

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Germany

Self-service in employment offices now nationwide

Last year saw the start of the nationwide installation of the Job Information Service (*SIS*; cf. iM 25). The *SIS* is a self-service system whereby jobseekers can sift through vacancies themselves. The job offers they choose from are updated daily.

In the *SIS*, each job offer is registered with the full name, address and telephone number of the company which has registered a vacancy. The users can retrieve the job offers on a screen and telephones are available so that jobseekers can contact employers immediately.

SIS underwent thorough testing in a two-year pilot scheme which was held in five differently structured employment offices. The acceptance by employees and employers surpassed all expectations. As a result of the *SIS*, labour market partners make more use of the employment offices. At the same time, vacancies are filled faster and individual periods of unemployment are shortened.

The Federal Employment Service (*BA*) considers the *SIS* to be an addition to the traditional placement procedure, and not a substitute for it. Those who wish to continue to make use of a placement officer may of course do so. However, with the new service, jobseekers can themselves

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determine to what extent they want to make use of the job placement and job counselling department of the employment office.

The installation of *SIS* in 10 employment offices

Germany

High demand for vocational counselling in east and west

During the counselling period 1990/91, which ran from the beginning of October until the end of September, 1.57 million young people turned to the counselling services of the employment offices with questions about their future working lives. 280,000 of these young people were to be found in the new federal states.

The decision to request a counselling interview apparently has little to do with the situation on the apprenticeship and labour markets. Counselling experts are in demand whether one has difficulties in choosing from the many training opportunities which are available, or if one wants to find the best solution when possibilities are limited. The high number of young people who make use of vocational counselling in the new federal states points towards the growing competence and acceptance of the counselling offered in the eastern employment offices.

Germany

Reorganisation of foreign department of the Central Office for Job Placement

Since January 1992, the services of the foreign department of the Central Office for Job Placement (*Zentralstelle für Arbeitsvermittlung - ZAV*), which place skilled and managerial personnel, have been reorganised. The most important aspect of the reorganisation is the shift towards responsibilities which relate to specific countries. The decisive factors behind the reorganisation are the prospective demands of the European Single Market and the increasingly open East European markets. In the coming years, *ZAV*'s foreign department will also concentrate on these areas.

Three new placement sections have been formed for the European Community area, they are specialised in the following groups of countries:

1. Denmark, Ireland and the UK;
2. Belgium, France, Luxembourg and the Netherlands;
3. Spain, Greece, Italy and Portugal.

was foreseen for 1991 and the other offices follow step by step, both in the west and in the east. The total costs will amount to approximately DM 100m.

Careers Information Centre

Apart from the personal interview with a counsellor, the use of installations for self-information in Careers Information Centres (*Berufsinformationszentren - BIZ*) is very important. More than 2.8 million visitors made use of these facilities last year. The fact that more than 60,000 group counselling sessions were held during 1990/91 is an indication of the need for and acceptance of this kind of information transfer. More Careers Information Centres will be set up this year, particularly in the new federal states.

New federal states

In the new federal states, the service package providing vocational counselling had to be publicised for the first time. The employment offices organised more than 40,000 events in local schools there. The counselling service had to be presented to the firms providing apprenticeships as well. The counsellors stressed the importance of vocational training during 63,600 visits made to enterprises in the new federal states. At the same time, they promoted the establishment of apprenticeship places.

A further section has been formed for the European EFTA countries.

Members of staff who possess language skills and international experience are responsible for the placement of German citizens into jobs in the countries concerned, and for the placement of citizens coming from those countries to the Federal Republic. There will be increased cooperation with public placement agencies and state-authorized, private placement agencies in these countries.

The cooperation also serves the further development of the European System for the International Clearing of Vacancies and Applications for Employment (*SEDOC*) by the European Commission. The idea is that all placement officers in this area will be trained to be "Euro-advisers". A separate team has been formed within the foreign department in order to participate in the development of the *SEDOC* system.

Placement to and from the East European

countries has been extended. In addition, further placement sections have been established for the overseas industrial nations and developing countries. The ZAV's foreign department plans to set up a self-service info-desk for information on other countries. A Euro-Info Centre will also be

installed. A separate team has been formed in connection with the restructuring to pursue this. In 1990 the ZAV's foreign department placed 7,000 jobseekers from abroad in jobs in Germany and 6,800 German citizens in jobs all over the world.

Italy

Recruitment in the public administration

For central and northern regions of Italy, the number of jobs which are reserved annually in the public administration, as laid down in article

1 of law 407/90 (cf. iM 35), has been increased from 30% to 50%. This applies to workers who have been made redundant for structural reasons and who have been receiving special wage compensation for more than 12 months (according to law 223/91).

Netherlands

More emphasis on search for vacancies

The employment offices must concentrate more on acquiring vacancies which can be filled by persons who are currently looking for work. As many jobseekers who are registered at the employment office have few qualifications, this means that the employment offices must aim particularly at vacancies for unskilled work, or work for which these people can be trained.

This is advocated by the Minister for Social Affairs and Employment in the Document outlining priorities for 1993-1997 which he has sent to the Parliament, also on behalf of his colleagues from the Ministries of Economic Affairs and Education and Science.

The Cabinet indicates which areas of the Employment Service's policy ought to be changed. The document has triggered talks in the Central Employment Board (CBA) on the subject of the labour market policy to be pursued and the consequent market strategy for the period 1993-1997. Results of these talks will be embodied in the National Multi-year Policy framework 1993-1997 which will be drawn up by the CBA.

The Employment Service should devote its energies to improving the quality of the services it offers. The target to fill 144,500 vacancies in 1992 must not be increased in 1993. Moreover, there is also call for extra efforts for four special groups of unemployed persons:

- ethnic minorities;
- unemployed persons who are partially incapable of working;
- the long-term unemployed (longer than one year);
- unemployed persons who run a high risk of becoming long-term unemployed.

A so-called "proportional target" applies for the

first three groups. This means that the employment offices must aim to fill the same proportion of vacancies with members of the target groups as these groups' share in the file of registered jobseekers.

The priority given to the fourth group must be determined on a regional basis. The Minister believes that the Framework Regulation Integration into Working Life (KRA; cf. BIR'91 Netherlands vi.2) can be made more flexible for this group especially. In national regulations which involve wage-cost subsidies, only the maximum level and duration of the subsidy should be set. The Regional Employment Boards (RBAs) would thus be given the possibility of adapting the subsidy to regional circumstances. If the CBA agrees with the relaxation of the regulation, then the Minister will propose a similar amendment of the *Vermeend/Moor* Law, which also exempts employers from paying social security contributions.

The Minister believes that persons who are partially incapable of working should be helped in their search for work by the employment offices, in close collaboration with the labour experts from the industrial insurance board. For this group of partially disabled persons, the proportional target must be attained by the end of 1996.

Up until now, unemployed women have constituted a separate target group. The proportional target has virtually been reached for this group. In future therefore, employment offices must concentrate on those groups of women who nevertheless still hold a weak position on the labour market, i.e. from ethnic minorities, long-term unemployed and partially disabled women. Extra attention must be paid to women who receive unemployment benefit (RWW) or social

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assistance (ABW) and who register at the employment office, to prevent them joining the ranks of the long-term unemployed. The Minister proposes that in 1993, employment offices offer training and routing to 4,500 young persons. The target is to allow 4,000 young people to partici-

pate in training which prepares them for the apprenticeship system. Finally, the Minister expects that the employment offices will help to maintain the level of influx into the apprenticeship system of 56,000 young persons per year.

STRUCTURAL CHANGES

Spain

National Institute for the Development of the Social Economy

Since the end of December 1991, the National Institute for the Development of the Social Economy (*Instituto Nacional de Fomento de la Economía Social - INFES*) has assumed the functions and tasks of the dismantled Directorate General for cooperatives and workers' companies. The institute was created by virtue of the Law 31/1990 of 27.12.90 on General State Expenditure.

INFES is an autonomous administrative body falling under the Ministry of Labour and Social Security, as management body of policy on the social economy. Royal Decree 1836/1991 of 28.12.91 defines the basic structure and func-

tions of the Institute and attributes it with the following tasks:

- coordination with the ministerial departments which implement promotional actions for units in the social economy (cooperatives, workers' companies, consumer associations, other associations, etc.);
- signature of agreements and conventions with the autonomous communities, local corporations, universities, and the establishment of links of coordination and cooperation with international bodies and institutions;
- facilitating means of financing to enterprises and associations of the social economy through the creation, management, follow-up and monitoring of subsidy and assistance programmes, and the participation in instruments of financing and enterprise cooperation.

MISCELLANEOUS

Spain

Minimum interprofessional wage regulation 1992

By Royal Decree 3/1992 of 10.1.92, the Government has established the minimum interprofessional wage which has been in force since 1.1.92, for permanent, non-permanent and domestic workers.

The amount of the new minimum wage has increased by 5.7% compared to that of 1991. This increase takes account of the estimated rate of inflation for 1992 (5%), the readjustment of the inflation rate for 1991, increased productivity, the development of labour's share in the national income and the general economic situation. It is situated in the context of a policy which aims to increase the vitality of economic activity and the competitiveness of the Spanish economy before

Spain's entry into the Single Market in 1993. This prospect will force it to a new effort to contain inflation and to impose wage moderation.

Thus, the monthly minimum wages for any activity in the agricultural, industrial or service sectors, for either male or female workers are PTA 56,280 for workers who are aged 18 and older, and PTA 37,170 for workers aged under 18. Annual minimum wages have been fixed at PTA 787,920 or PTA 520,380 depending on whether the workers are 18 years or younger. This includes two extra payments of 30 days' salary.

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BASIC INFORMATION REPORTS

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

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

The updated Basic Information Reports of Luxembourg and Greece will soon be available. In 1992, the other country reports will also be updated.

Netherlands

Employers must combat occupational hazards

In the Netherlands, all employers are obliged to itemise potential hazards in their company which may adversely affect the health, safety and well-being of their employees. They must also design

nate one or more employees, with relevant knowledge, whose task it is to help avoid occupational hazards. Moreover, as of 1.1.93, legislation will be in force which will put employers under an obligation to actively work towards a reduction of the number of hours lost due to illness and to set up a registration of these hours.

United Kingdom

Jobseekers' charter

On 17.12.91, the Employment Service (ES) launched the Jobseekers' Charter which is an initiative specifically designed to improve the service at local offices and to help the unemployed find work as quickly as possible. It is part of the Government's initiative known as the Citizen's Charter, and aims to provide a better relationship between client and Agency. It was drawn up after consultation with staff in local and area offices and staff in Employment Service Headquarters.

Under the standards set by the Charter, ES has to make its commitment to the clients clear and to tell them what they can expect from them. "... the public will know exactly what standards of service they can expect ... and what to do if they are unhappy about the service they receive," said the Employment Secretary, speaking at the launch of the Charter at a London jobcentre. The onus is then on the client to share the responsibility of looking for work, in order to gain the most from ES facilities.

Information will be easily available to the public, being displayed at every jobcentre on a Client Service Board, and will explain what the Charter hopes to achieve, for example:

- upper limits for the time someone has to wait to be seen;
- upper limits for the time it takes to answer the telephone;
- overall standards of promptness and accuracy of benefit payments.

"Any person visiting or calling an Employment Service jobcentre will know how long they can expect to wait to be seen or how quickly their telephone calls will be answered", said the Employment Secretary, and if clients are not satisfied with the service there is a complaints procedure designed to put things right as quickly and easily as possible. In keeping with a more professional service, staff in the Employment Service will wear identity badges and use their names when answering the phone. This will create a more personal atmosphere.

The ES has stated through the Charter its commitment to helping the unemployed get back to work. All local offices will work out their own targets for customer service, along with the targets for the future, which will be displayed in the office. Performance against local standards will be regularly reviewed to let the public know how well these targets are being met. The Jobseekers' Charter initiative is the first stage in a programme of continuous improvement of the ES. The aim is to have all local offices working to the Jobseekers' Charter standards, and in particular to their own local service's targets, as soon as possible.

Rough currency conversion rates

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

Belgium	BFR	42.1
Denmark	DKR	7.92
Germany	DM	2.04
Greece	DRA	236
Spain	PTA	128
France	FF	6.96
Ireland	IRL	0.77
Italy	LIT	1,536
Luxembourg	LFR	42.1
Netherlands	HFL	2.30
Portugal	ESC	176
United Kingdom	UKL	0.71

MISEP INFORMATION

The MISEP bulletin (formerly inforMISEP - iM) is compiled on the basis of information provided by national correspondents. The MISEP bulletin is published in English, French and German.

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EMPLOYMENT OBSERVATORY

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

Policies

The series on "Policies" presents those measures, policies and actions adopted by the Member States which are aimed at promoting and improving employment within the European Community. It is compiled on the basis of information provided through the Mutual Information System on Employment Policies (MISEP). MISEP was created to meet the need for an exchange of information on employment policies and structures within the European Community. A bulletin of recent developments in employment policies is published quarterly in English, French and German. Basic Information Reports describing the national employment institutions and procedures are updated and published periodically.

Trends

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

Research

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

Central and Eastern Europe

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