

# INFORMATION

No. 9 March 1985

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

inforMISEP is the quarterly outcome of this system. It presents the changing policies and actions, particularly those sponsored by national ministries and agencies, aimed at promoting and improving employment within the European Community. It is compiled on the basis of information provided by national correspondents (listed on the back page). No statistical information is provided, readers being referred to the various Eurostat publications. The present issue covers the following areas:

#### Overall developments

- Denmark : Labour market prospects
- France : ANPE budget 1985
- Ireland : Protection of employees
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- United Kingdom : Enterprise zones

#### Employment maintenance

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# Developments at a glance

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## Belgium

By the framework law of January 22, 1985 the government has introduced the possibility of workers taking sabbatical leaves or opting for half-time work and being replaced by fully compensated jobseekers (p. 7), extended the replacement contract system from employees to workers (p. 7) and brought in a repatriation scheme (p. 8).

## Denmark

Recent labour market developments and prospects are outlined (p. 3) as are proposals aimed at modifying the Job Offer Scheme to encourage useful training and stimulate entrepreneurship (p. 8).

## France

Among the items included in the ANPE (National Employment Agency) 1985 budget (p. 11) is the further computerisation of its operational activities (p. 3).

## Germany

Recent extensions and simplifications - usually of limited duration - have been brought in to short-time allowances (p. 5), the time for which unemployment benefits are paid to older (50+) workers (p. 5), job creation measures - "ABM" (p. 8) and training for disadvantaged youths (p. 6). The Federal Employment Institute has also been negotiating working agreements with its Yugoslavian and Turkish counterparts (p. 12).

## Ireland

Workers' pay in cases of employer insolvency is protected by a new law (p. 3). In mid-1984 half the 1983 school leavers had employment and a quarter were in further education (p. 13); their changing attitudes to work and training have been studied (p. 13).

## Italy

Relief on some social security contributions has been extended (p. 5). Wage subsidies are being provided to hire 30,000 long-term unemployed youths (p. 9). The composition of regional employment commissions has been set out (p. 4).

## Netherlands

As regards temporary work, regulations on agencies have been eased (p. 12) and a wage subsidy experiment started for long-term unemployed youths (p. 10). Part-time work is, generally speaking, "good" (p. 11). Retirement age is falling (p. 11), women's re-entry to the labour market enhanced (p. 5), and sheltered labour regulations modified (p. 10).

## United Kingdom

Experience indicates that enterprise zones, started in 1982, attract new firms and jobs (p. 4). Experiments are being proposed for the government to make loans to adults for training (p. 6). Making trade unions more democratic is the prime aim of the Trade Union Act 1984 (p. 13).

## European Community

On December 13, 1984 the Council adopted a Resolution on action to combat long-term unemployment (p. 10) and a Recommendation on the promotion of positive actions for women (p. 10); other recent actions for women include a memorandum on income tax and a conference on equality of opportunity.

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# Overall developments

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## **DENMARK: Expectations as regards developments on the Danish employment market**

In the course of 1984 total employment in Denmark rose by about 40-45,000 persons. This represents an employment increase of 2% compared with 1983. At the same time, unemployment has fallen by about 20,000 persons at the end of the year. This implies a growth in the labour force of 35-45,000 persons compared with a normal increase of about 25,000 persons.

Growth in the labour force in 1985 is expected to fall back to its normal level. However, the estimate is surrounded with some uncertainty as the private sector - mainly manufacturing industries - is experiencing a period of strong growth. This may make it possible for more young persons than usual to break off their education in order to get a job. Likewise, it is possible that older workers postpone the timing of their retirement from the labour market as employment prospects improve.

Although the increase in employment is expected to continue throughout 1985 it will not be at the same rate as in 1984. There are three reasons for this: first, manufacturing industries cannot be expected to increase their growth rate further, having experienced a growth of about 8% in 1984; secondly, the building and construction sector is expected to stagnate in 1985 as a result of a slight fall in house building and decreasing investments in energy projects - in 1984 it experienced a growth rate of about 8-9%; finally, the remaining occupational and industrial investments are expected to be on a level with 1984 investments.

The overall impact on unemployment will be that the drop which set in in 1984 is expected to continue in 1985. Thus average total unemployment will be about 165,000 persons or about 13,000 persons less than in 1984.

## **FRANCE: ANPE 1985 budget**

In 1985 the ANPE (National Employment Agency) budget will amount to FFr 2,666,750,000 i.e. an overall increase of 11.7% compared with 1984.

Given the stringency measures within which the state budget has been worked out (a small increase in operating amounts and stagnation in persons employed), the ANPE budget is focused on the orientations set out in the IX Plan for economic and social development voted by Parliament.

### **1. Programme for helping jobseekers**

- There will continue to be an individualised follow-up of jobseekers reaching their 4th and 13th month of unemployment. This programme, which was launched as a prolongation of the scheme for long-term unemployed persons (see inforMISEP no. 6) aims to mobilise services provided for jobseekers in order to foster their redeployment: techniques for job search, in-depth guidance sessions, evaluation of the level of vocational abilities, and vocational questionnaires. A budget of FFr 121m has been allocated to this programme.
- Assistance to jobseekers to encourage geographical mobility (transport vouchers and allowances for job search - see inforMISEP no. 7). A budget of FFr

31.5m has been allocated to this programme. The conditions under which this aid is being given are being reexamined by the ANPE managing board to enlarge its use.

- ANPE action for wage-earners affected by industrial restructuring. A specific budget of FFr 7m has been earmarked for the first time in 1985 for ANPE to finance internal actions in this area.

### **2. Continuation and development of ANPE computerisation**

ANPE's budget for computerisation in 1985 is FFr 128m compared with FFr 56m in 1984. It consists of two parts: operational computerisation (managing job offers and demands) and computerising the administration and financial management of the establishment.

### **3. Physical facilities**

Affected by budgetary restrictions, this programme envisages an additional 17,000 square meters.

### **4. The continuation of the training effort begun in 1984**

A budget of FFr 23.37m will enable 100,000 trainee days to be provided, 60% of which will be devoted to the recurrent training of the present staff.

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The overall structure of ANPE's budget has continued to change in 1985 as in the previous two years: the increase in the amount of money allocated to financing equipment and intervention tools is the outcome of a greater technicity of the way ANPE operates.

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

This Act was passed by the Oireachtas (Parliament) in November 1984. It applies to insolvencies arising as and from October 22, 1983, and is designed to protect employees' interests in regard to matters relating to pay in the event of their employer becoming insolvent.

The Act extends the Redundancy Fund which was already in existence and retitles it as the Redundancy and Employers' Insolvency Fund. Under the Act, claims in regard to wages, arrears of statutory minimum wages, holiday pay, sick pay, entitlements under the Anti-Discrimination (Pay) Act, 1974, the Employment Equality Act, 1977, the Minimum Notice and Terms of Employment Act, 1973, the Unfair Dismissals Act, 1977, civil court orders in respect of wages, sick pay, holiday pay or unfair dismissal and outstanding contributions to company pension schemes, will be met from the Fund subject to certain limits and contributions.

The Act also reduces the weekly threshold for eligibility under the Redundancy Payments Acts from 20 hours to 18 hours and under the Minimum Notice and Terms of Employment and Unfair Dismissals Acts from 21 hours to 18 hours.

**European Community reference:** Council Resolution of October 20, 1980 - approximation of laws of member states relating to the protection of employees in the event of insolvency of their employer.

## ITALY: Regional employment commission

Law no. 863 of 19.12.1984 voted after amendment of DL 726 (decree with the force of law) of 30.10.1984 (formerly decree no. 94)

Law no. 863 has brought **new types of work contracts** into the Italian legal system. It deals in particular with the solidarity contract, the training and work contract and the part-time contract. It also introduces the possibility of hiring by nominal placement ("nominativamente") 50% of the manpower which is taken on numerically ("numericamente") (see inforMISEP no. 7).

Furthermore, article 4 sets out the **composition** of the **regional employment commission**:

- a) the Minister of Labour and Social Insurance or an under-secretary of state of the same ministry or the director of the regional labour and employment office or else, in the case of his absence or impediment, another officer of equal rank. This member assumes the functions of president;
- b) a member of the regional council appointed by the president of this same council, with the functions of vice-president. The vice-president, with the previous agreement of the president, can convene the commission and fix the agenda;
- c) two members appointed by the regional council of the region in question, having a single vote;
- d) six members appointed by the most representative trade union organisations at the national level;
- e) four members appointed by the most representative employers' associations at the national level; at least one of these must be appointed by the associations of enterprises having state shareholding and one by the associations of co-operatives in areas in which these have special importance as regards employment;
- f) two members appointed by the most nationally representative non-industry employers' associations and by organisations of self-employed persons, provided they are represented in CNEL (National Economic and Labour Council).

Every full member of the regional employment commission, with the exception of the president and the vice-president, will have a substitute.

The regional employment commission is convened on the initiative of the president or the vice-president and whenever a request is made by half the members plus one.

Meetings of the commission can be attended and addressed by the following persons: the head of the regional labour inspectorate, the director of the regional labour and employment office and one member, appointed by the Minister of Labour and Social Insurance, entrusted with advising on the implementation of principles of equal treatment between men and women as regards work. An officer of the regional labour and employment office having a grade not inferior to that of a divisional director acts as secretary to the commission.

According to the matter to be dealt with and taking into account the characteristics of the labour market, other persons can be invited to participate in the commission's work or admitted without voting rights, such as representatives of trade union organisations of

an industry or a sector, the chief regional school inspector or one of his deputies, or representatives of universities of that region, appointed by the respective rectors.

## UNITED KINGDOM: Enterprise Zones

Enterprise Zones (EZs) were started as an experiment in the UK to see how far private sector activity could be stimulated **in run-down urban areas** by the removal of some tax burdens and by relaxing or speeding up certain bureaucratic controls.

The individual **sites** chosen for EZ status vary widely but all are located in areas of above average unemployment. In size they range from about 50 to over 450 hectares. EZs are not part of regional policy nor are they directly connected with any of the government's other policies such as those for inner cities or derelict land. The sites chosen continue to benefit from whatever aid is available under these policies.

There are now **25 EZs in existence**. Eleven of these were designated between June 1981 and April 1982 and the remaining 14 were designated between July 1983 and April 1984.

Each EZ lasts for a **period of 10 years** from the date on which it was designated and during that time the **following benefits** are available to both new and existing industrial and commercial businesses:

- (i) exemption from rates (local property taxes) on industrial and commercial property;
- (ii) exemption from Development Land Tax;
- (iii) 100% allowances for corporation and income tax purposes for capital expenditure on industrial and commercial buildings;
- (iv) employees are exempt from industrial training levies and from the requirement to supply information to industrial training boards;
- (v) a greatly simplified planning regime: developments that conform with the published scheme for each zone will not require individual planning permission;
- (vi) those controls remaining in force will be administered more speedily;
- (vii) applications from firms in EZs for certain customs facilities will be processed as a matter of priority and certain criteria relaxed.
- (viii) government requests for statistical information will be reduced.

The Department of the Environment, who have policy responsibility for EZs, commissioned a firm of private consultants to **monitor the progress** of the first 11 zones. In their third and final report, published in January 1984, the consultants found that by December 31, 1983 the zones had been successful in attracting over 1,000 firms providing some 10,000 jobs, half of which were new ones.

Further monitoring of the zones is now being carried out using government data. The results of this are not yet available. However, reports received from the promoters of the 14 new EZs, at meetings with ministers, indicate that these zones are particularly **successful in attracting new firms**.

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# Employment maintenance

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## **GERMANY: Extending the allowance for short-time working**

The Federal Ministry of Labour and Social Affairs has brought in a statutory order enabling firms which are on short-time working for a protracted period to continue to pay a short-time allowance through 1985 for 24 months. The new order is in force until March 31, 1986. The legal openings for extending the duration of claiming short-time allowances have thus been fully exhausted.

Legally, a company cannot draw on short-time allowances for longer than the maximum period of time set out by law. Firms working short-time which come up against the maximum time limits without being able to revert to full-time working on a permanent basis, are being advised - in accordance with the statutory regulation - to create the necessary conditions for re-qualifying for short-time allowances by not drawing on them for at least three months.

The maximum length of payment of short-time allowances in 1985 was extended by an order of December

17, 1984 to 24 months. The special ruling for steel companies expired on December 31, 1984.

## **ITALY: Social security contributions**

Decree with the force of law no. 900 of December 22, 1984 extends the reduction in social security charges and the relief in contributions in the Mezzogiorno.

The decree provides for:

- the extension until May 31, 1985 of the reduction in social security charges;
- the extension until May 31, 1985 of the relief in contributions in the Mezzogiorno.

The cost of implementing the decree is estimated at Lit 4775bn in 1985.

The decree, which comes into operation immediately, has to be passed by the Chambers within 60 days.

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# Aid to the unemployed

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## **GERMANY: Improving the unemployment insurance coverage of older workers**

The proportion of persons drawing unemployment benefit in the grand total of those drawing benefits for the unemployed (unemployment benefit and unemployment assistance) has declined considerably since 1983. This can be explained in particular by the increasing length of unemployment of older workers.

To counteract this development, the maximum length of time for which unemployment benefit can be claimed was raised as of January 1, 1985 from 12 to 18 months for persons having completed their 49th year at the moment they qualified for unemployment benefit and having been employed and paid contributions for at least six of the last seven years. This extension in the payment of unemployment benefit is included in the amendment to the Employment Promotion Act and the Pensions Insurance Act. Since there is expected to be an improvement in the labour market situation in the foreseeable future, the regulation was limited to December 31, 1989.

### **Prevention of abuse**

As of January 1, 1985, the period of disqualification will be raised from eight to 12 weeks for persons

having brought about their own unemployment. The aim is to improve the prevention of abuses. This regulation is linked with the extended duration of the entitlement to unemployment benefit and is hence also limited to December 31, 1989.

### **Lowering the contribution rate**

The lower demand on resources of the Federal Employment Institute has enabled the contribution rate to be lowered from January 1, 1985 by 0.2% to 4.4% (2.2% each for the employer and the employee). The Act provides at the same time for an increase in the contribution to the pension insurance from 18.5% to 18.7%.

## **NETHERLANDS: Female jobseekers aided**

10%, or Hfl 35m, of the financial resources which the regional labour offices (GABs) can draw on in 1985 within the framework of the programme budgeting system (the so-called "task assigning policy") are earmarked for women wanting to enter or re-enter the labour market. To this end, they can be offered training in applying for a job, work orientation and work experience projects, training projects, individual training activities and placement promotion measures.

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# Training

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## GERMANY: Training disadvantaged youths

The federal government has provided another 5,000 places for a programme for promoting the vocational training of disadvantaged young people. The programme seeks to provide recognised vocational training to young people who have social, personal or educational deficiencies.

The amount allocated to the programme in the 1985 budget has been increased by a further DM 86m to a **total of DM 256m**. During the 1984/85 training year, this sum will provide 18,500 young people with training in a recognised trade, some 13,500 in general training establishments and up to 5,000 within companies drawing on the support of experienced monitors.

37% of the programme participants are foreigners. In the 1983/84 training year, the proportion of girls among the German participants reached 43%, which exceeded the proportion of girls in the dual system. The proportion of girls among the foreigners was 17% compared with 10% in the first two years.

Training schemes under the programmes are currently being carried out by some 350 programme operators in virtually all employment office areas. Training is in 189 occupations, the greatest proportion being in engineering (39%).

In the framework of the enlarged programme, regions with relatively few training places will be provided with a one-off number of 2,500 training places in the 1984/85 training year which are to be given to unsuccessful applicants for other training places who have completed short-course secondary school ("Hauptschule"). This should provide an additional contribution to improve the situation as regards training places for girls.

**European Community reference:** Council Resolution of July 11, 1983 on vocational training policies in the Community in the 1980s.

## UNITED KINGDOM: Proposed experimental training loans scheme

In the White Paper "Training for Jobs" (Cmnd 9135, January 1984 - inforMISEP no. 6) the government announced its intention of examining the possibility of introducing a scheme of loans for adults who want to finance training of their own choice. The results of that examination were published by the Secretary of State for Employment in a consultation paper in November 1984.

Subject to the outcome of consultations, it is proposed to mount an experimental pilot scheme of training loans, to begin in the financial year 1985/86 for which an additional £5m has been set aside. The pilot scheme would be separate from and additional to existing training arrangements.

The proposed scheme could be one way of providing wider opportunities for adults to acquire and improve their skills, which is one of the national training objectives. It is in line with the government's policy to encourage people to regard training as an investment and to encourage individual enterprise.

The main **purpose** of the proposed pilot scheme is to test the market for people who may want to undertake training independently of either their employer or the government.

The pilot scheme would be closely monitored in order to assess its long-term viability and whether, in time, a permanent scheme might be introduced.

The main features of the proposed pilot scheme are:

- loans would be **shared** between the government and existing financial institutions such as banks;
- individuals would apply directly to a **financial institution** participating in the scheme, which would handle all administration;
- the loan would be made in **commercial terms** with payments made to the financial institution according to a timetable negotiated between it and the applicant;
- the financial institution would assess the risks and determine the **terms** on which it would be prepared to offer the loan;
- the loan could cover maintenance as well as fees and the **individual** would be expected to **contribute**, for example, 20% of the total cost, with the remainder as a loan;
- the **type of courses** covered would be vocational full-time, part-time or "distance learning" courses;
- it would only be open to **adults** aged at least 21, resident in Great Britain and who do not receive any other form of public support for the course in question.

## Scale of the pilot scheme

The government is prepared to earmark **£5m** for the pilot scheme to be allocated to participating financial institutions and passed on by them in the form of loans. With matching contributions from the financial institutions this would enable some 10,000 loans averaging around £1,000 each to be made.

**European Community reference:** Council Resolution of July 11, 1983 on vocational training policies in the Community in the 1980s.

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# Job creation

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## **BELGIUM: Extending the replacement contract**

Law of January 22, 1985 - Chapter IV - Section 4 - Subsection 1

### **The principle**

To ensure that the work that is available is better distributed and to facilitate hiring temporary workers to replace workers whose contract of employment has been put in abeyance, this law extends to all workers the possibility of signing a replacement contract which has until now been reserved solely for employees.

Furthermore, whereas the current ruling only allows a "replacement contract" to be signed in cases of military service or of incapacitation for work, the new provision authorises such a contract to be concluded in all cases where a contract is put in abeyance, except in cases of lack of work resulting from lay-offs (economic reasons), the weather, strikes or lock-outs.

The person replacing the worker whose contract is thus put in abeyance can be hired under conditions which depart from the rules of the law of July 3, 1978 relating to contracts of employment in as far as the duration of the contract and the period of notice are concerned.

Given the range of situations, the parties themselves decide whether or not there is a period of notice and its clauses.

### **Need to put matters in writing**

In order to avoid any improper pressure on the worker, the reasons for and the identity of the worker(s) replaced as well as the conditions for hiring must be put into writing for each individual worker at the very latest at the time of his entering service.

### **Maximum length: two years**

The maximum duration of the placement contract is two years. This holds for successive contracts concluded with the same worker without there being any break attributable to the latter between these contracts.

Where there is nothing in writing or where the two year period is exceeded, the contract falls under the same conditions as contracts concluded for an indefinite period of time.

## **BELGIUM: Career breaks**

Law of January 22, 1985 (Chapter IV - Section 5)

This scheme consists of two parts: the first enables the King to award, subject to certain limits and conditions, an allowance to a worker whose contract of employment has been put in abeyance; the second contains special provisions for workers so that the National Employment Office (ONEm) can, under certain conditions, pay an allowance to full-time workers who want to carry on working but on a half-time basis.

### **1. Career break**

The law enables workers having at least six months seniority within the enterprise and giving three months notice either:

- to fully put their contract of work or employment into abeyance for a period of between six months and one year on the basis of a one-off agreement between the employer and the worker; or
- to request that a collective work agreement be applied which foresees such a suspension provided that the worker is replaced by a person drawing full unemployment benefit.

This claimant of full unemployment benefit can carry out a completely different job from the replaced worker taking a career break.

The law regulates protection against dismissal in cases where a worker makes use of the opportunity of taking a career break. For the employer is not allowed to undertake any action aimed at affecting the work relationship except for serious reasons or one deemed sufficient. A reason is deemed sufficient if it would be considered so by a judge whose nature and origin fall outside the suspension envisaged here.

If, despite these provisions, an employer unilaterally puts an end to a work contract or terminates it without a serious or sufficient motive, he will be required to pay a lump sum compensation equal to six months pay, without prejudice to the compensation due to the worker in the case of his work contract being broken.

### **2. Possibility of continuing to work half-time**

The same law provides for two possibilities for the worker having served the same enterprise for at least six months and giving three months notice:

- to request half-time work on the basis of an agreement with his employer; or
- to request that a collective work agreement be applied which provides for such a system.

In both cases the workers have to be replaced by a worker drawing full unemployment benefit.

If a worker aged 50 years or more, who has made such an agreement or has asked for the collective work agreement - which provides for a similar regulation - to be applied, is dismissed by his/her employer, the length of his/her period of notice must be determined as if he/she had still been employed full time.

For calculating the allowance compensating for notice, account must also be taken of the length of the period of notice which would have been required if the worker had continued to work full time.

### **3. Break allowance**

The worker who reaches an agreement with his/her employer either to put his/her work contract fully in abeyance, as provided for under 1, or to work half time from then on, as provided for under 2, or who asks for a collective work agreement to be applied which covers such a suspension or such a half-time system, will receive an **allowance** provided he/she is replaced for the same period by a

person drawing full unemployment benefit. The rules and regulations concerning the granting of this allowance will be set out in a royal decree.

#### 4. Social security aspects

The necessary measures will be taken to adapt legislation relating to social security for the benefit of the workers aimed at under points 1 and 2 above.

The employer who does not respect the obligation he/she has signed of replacing these persons by a person drawing full unemployment benefit has to pay ONEm a lump sum equal to the amount of the allowance made to the worker.

The conditions foreseen under 1 and 2 above can, under certain conditions, be extended to statutory and/or temporary staff employed by the state, provinces, municipalities and public establishments which are dependent on them.

#### GERMANY: Changes in job creation ("ABM") regulations

Changes in the rules on implementing job creation measures ("ABM") were introduced on March 1, 1985. These are spelt out in the order of the governing body of the Federal Employment Institute of December 13, 1984 which strives to make the whole system more practical.

Changes concern:

- 1) The **target group**. That of "the difficult to place" has been enlarged to include:

- the long-term unemployed (those out of work for 12 months or more);
- persons over 50 years of age (the previous figure having been 55);
- young people under 25 years of age who will not in the foreseeable future be able to be placed in vocational training or on a vocational training scheme.

- 2) The temporary possibility for promoting measures for **unemployed trainers** has been extended to December 31, 1987 (§ 5a).

- 3) In determining the amount of the subsidy, the position held by the programme operator and its own action possibilities have in future to be weighed up against the labour market impact of the scheme (§ 10).

The **subsidy** should amount to from 60% to 80% of the remuneration to be paid.

For schemes which deal mainly with workers falling into the difficult-to-place group, the rate of the subsidy can amount to:

- 100% in so-called "bad labour office areas" (according to § 87, section 2, p.3 AFG); and
- 90% in the remaining labour office areas (with the exception of those having relatively good labour market situations).

The accounting procedures have been significantly simplified.

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## Special categories of workers

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#### BELGIUM: Premium for foreigners to return home

Law of January 22, 1985 (Chapter IV - Section 8)

Foreigners who have been receiving unemployment benefit for more than a year can, on their request, receive a "reinsertion premium".

The scheme is based on the **voluntary departure** of the persons in question as well as of their financially dependent relatives and relations living with them. This is defined as any person not having earned income of at least BFr 160,000 per year - this amount being linked to the cost of living index of the Kingdom.

The following groups of persons do not qualify for the scheme: beneficiaries of EEC rules and directives as well as comparable categories, political refugees as well as comparable categories, and foreigners who have been detained or expelled.

The decision to grant a premium is deferred if the beneficiary is in custody resulting from an administrative or judicial decision. Granting the premium invalidates the work permit and the residence permit of the beneficiary of the premium and of the relatives and relations who must accompany him. The beneficiary as well as the aforementioned relatives and relations will no longer be admitted as of right to reside in the Kingdom for more than three months.

The **reinsertion premium** is, in principle, equal to 312

times the daily amount of the unemployment benefit received for the last day of indemnification. The premium is increased:

- by BFr 50,000 for the spouse admitted or authorised to reside in the Kingdom or authorised to set up home within it and living with the beneficiary of the premium at the time of his/her applying for it;
- by BFr 15,000 for each single legitimate, natural or adopted child aged less than 18 at the time of making the request who lives under the same roof, as well as for children over 18 years of age who can claim family allowances.

Increases are not granted for persons who could themselves claim a reinsertion premium.

#### DENMARK: Long-term unemployed - training offer and new enterprise allowance

Under the job offer scheme - as it has been operating until now - unemployed persons have been entitled to a job offer of seven months' duration (in the public sector) or nine months' duration (in the private sector) after two years of unemployment during which period they were receiving unemployment benefits. On termination of the job offer period they again qualified for unemployment benefits and they could thus continue in an uninterrupted chain of unemployment benefits and job offers.





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# INDEX

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## inforMISEP

Index of articles published in inforMISEP from no. 00 (September 1982) to no. 8 (December 1984) (10 issues).

Descriptors of the ILO Thesaurus have been used which try to reflect the subjects dealt with in the different articles. Each descriptor is followed by numbers, indicating the issue number of inforMISEP and the sub-heading as they appear on the front page of every issue, i.e.:

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
9. Other measures/miscellaneous

The abbreviations in parenthesis refer to the countries concerned. When necessary, more than one descriptor is used to index an article.

**Absenteeism:**

2-1 (I)

**Agricultural training:**

2-4 (IRL)

**Apprenticeship:**

00-4 (DK, UK); 0-4 (GR); 2-4 (GR); 3-4 (B); 4-4 (D); 5-4 (L); 6-4 (UK); 8-1 (D).

**Arrangement of working time:**

00-1 (D, EEC); 00-7 (F, EEC); 0-1 (NL); 0-7 (B, GR, EEC); 1-1 (I, NL, EEC); 1-7 (DK, NL, EEC); 2-1 (B, D, I); 2-7 (B, DK, D, L, NL, UK); 3-1 (EEC); 3-7 (B, L); 4-1 (B, DK, I); 4-7 (B, NL, EEC); 5-1 (D); 5-7 (B, D); 6-2 (I); 6-7 (B, DK, D); 7-7 (B, F); 8-5 (B); 8-7 (D, DK, NL).

**Child care:**

2-9 (IRL); 8-1 (GR).

**Compulsory education:**

3-4 (B).

**Dismissal:**

0-9 (UK); 1-7 (NL); 4-2 (GR); 8-1 (D).

**Employee's attitude:**

0-9 (D).

**Employment creation:**

00-3 (UK); 00-5 (DK, D, GR); 00-9 (IRL); 0-5 (IRL, NL, UK); 1-5 (B, DK, D, GR, UK); 2-1 (B); 2-5 (GR, NL, UK); 3-1 (NL); 3-5 (B, IRL, NL); 4-1 (B, I); 4-5 (D, GR, IRL, EEC); 5-1 (D); 5-5 (B, D, DK, F, IRL, L, NL, UK, EEC); 6-1 (I); 6-2 (I); 6-5 (B, GR, IRL, L, NL, UK); 7-5 (D, GR, UK, EEC); 8-1 (D); 8-5 (B, I, IRL, NL); 8-6 (NL).

**Employment security:**

00-2 (L); 4-1 (DK); 4-2 (L); 6-2 (DK, F, I).  
see also Dismissal

**Employment service:**

00-8 (I, NL); 00-9 (IRL); 0-3 (D, IRL); 0-8 (D, I); 0-9 (D); 1-3 (UK); 1-8 (D, UK); 2-1 (I); 4-1 (F, I, UK); 4-8 (F, GR, NL); 5-8 (I); 6-3 (NL, UK); 8-6 (NL); 8-7 (NL); 8-8 (DK, F); 8-9 (UK).

**Family allowance:**

2-1 (I); 8-6 (GR).

**Financial aid:**

00-3 (DK, UK); 1-3 (D, F); 2-1 (I); 2-3 (B, IRL, UK); 3-3 (D, F, NL); 4-3 (L); 5-3 (D, F); 6-3 (F, NL); 7-1 (I); 7-5 (NL); 8-3 (D, NL); 8-7 (NL).

**Flexible hours of work:**

2-9 (IRL).

**Frontier worker:**

7-3 (I).

**Further training - continuing education:**

00-3 (DK); 00-4 (UK); 1-4 (DK); 3-4 (UK); 6-4 (IRL, UK); 7-4 (IRL, UK); 8-3 (DK, I).

**Government policy:**

00-1 (D, GR, I, NL, EEC); 0-1 (F, I, NL, EEC); 1-1 (IRL, NL); 2-1 (B, D, I); 3-1 (IRL, NL); 4-1 (DK, F, I); 5-1 (D); 6-1 (DK, D, I); 7-1 (F, I); 8-1 (D, IRL, EEC).

**Handicapped:**

00-5 (D); 0-6 (GR); 2-1 (I); 3-1 (EEC); 4-4 (D); 4-6 (I); 5-5 (GR); 7-6 (D, UK).

**Illegal work:**

4-1 (D); 8-1 (D).

**Investment promotion:**

00-1 (D, GR, I, NL, EEC); 0-1 (I, NL); 1-1 (IRL, NL, EEC); 2-1 (D); 3-1 (I); 4-1 (DK).

**Iron and steel industry:**

2-6 (EEC); 2-7 (L); 3-7 (L).

**Job placement:**

00-8 (D, I, NL); 0-8 (D, F, I, IRL); 1-1 (UK); 1-8 (D, UK); 2-1 (I); 3-1 (NL); 3-8 (D, I); 4-8 (F); 5-8 (I, NL); 7-8 (NL); 8-3 (I).  
see also Employment service

- Labour mobility:**  
00-2 (L); 00-3 (D); 00-8 (D, I); 2-1 (I); 3-8 (D); 4-1 (I); 4-2 (L); 4-3 (L); 6-2 (F); 7-3 (I); 7-8 (F); 8-7 (NL).
- Labour relations:**  
00-9 (F, UK); 8-1 (D).
- Long-term unemployed:**  
00-2 (L); 00-9 (IRL); 0-5 (IRL); 0-8 (F); 1-1 (NL); 1-5 (B); 2-6 (F, UK); 3-1 (EEC); 3-3 (B); 4-5 (D); 4-6 (F, IRL, L); 5-4 (IRL); 5-9 (D); 6-4 (DK); 6-5 (IRL, NL); 6-6 (F); 7-5 (NL); 8-3 (DK); 8-6 (NL, UK, EEC).
- Migrant worker:**  
00-8 (D); 0-6 (D); 3-1 (EEC); 4-5 (GR), 4-6 (D); 5-1 (D); 5-6 (UK); 7-5 (GR); 7-6 (D, F); 8-1 (D); 8-6 (D, NL).
- Older worker:**  
2-3 (B); 2-5 (NL); 2-9 (L); 3-5 (F); 5-5 (GR); 6-5 (IRL); 8-7 (B); 8-9 (NL).
- Overtime:**  
5-7 (B).
- Paid leave:**  
3-1 (D); 4-1 (DK).
- Part-time employment:**  
00-1 (NL); 00-7 (EEC); 2-1 (D); 2-7 (D, UK); 2-9 (IRL); 3-7 (B); 4-1 (I); 4-7 (NL); 7-7 (F); 8-1 (D).
- Practice period:**  
00-4 (DK, UK); 1-1 (NL); 2-4 (D, GR, IRL, NL); 3-4 (I); 4-1 (I); 4-4 (D, IRL); 5-1 (D); 5-4 (I, IRL); 6-1 (I); 6-2 (I); 6-4 (B, UK).
- Recruitment:**  
00-9 (IRL); 2-6 (UK); 7-3 (B).
- Regional development:**  
00-1 (GR, EEC); 00-3 (UK); 00-8 (I); 0-1 (EEC); 0-8 (I); 2-1 (I); 2-5 (GR); 3-1 (NL, EEC); 3-4 (UK); 4-1 (I); 4-5 (D, IRL, EEC); 5-4 (UK); 5-5 (DK, F, EEC); 5-8 (I); 6-1 (I); 6-2 (F); 6-4 (IRL); 6-5 (NL, UK); 7-5 (I, EEC); 8-3 (I); 8-5 (I).
- Retirement:**  
00-7 (F); 0-7 (B); 2-7 (DK, L, UK); 5-7 (D); 6-7 (D); 7-7 (I); 8-7 (B, D).
- Sandwich training:**  
00-4 (UK); 8-6 (F).
- Seasonal worker:**  
2-6 (GR); 5-8 (I).
- Sick pay:**  
3-1 (D); 4-1 (I).
- Small scale industry:**  
00-1 (EEC); 1-1 (IRL); 1-5 (B); 2-1 (B); 2-5 (GR); 3-1 (EEC); 3-5 (IRL); 4-1 (DK, I); 4-4 (IRL); 4-5 (GR); 5-1 (EEC); 6-5 (B); 8-5 (IRL, NL, UK).
- Social protection legislation:**  
6-9 (GR).
- Taxation:**  
2-1 (I); 4-1 (DK).
- Teacher:**  
4-3 (NL).
- Technological change:**  
4-1 (I); 5-9 (B, EEC).
- Temporary employment:**  
2-6 (NL); 2-9 (IRL); 8-1 (D).
- Trade unionism:**  
0-9 (UK); 8-9 (NL).
- Training (unemployed):**  
00-3 (DK).
- Training centres:**  
1-4 (NL); 4-4 (IRL); 5-4 (UK); 6-4 (IRL).
- Unemployed:**  
0-3 (NL); 4-9 (NL); 5-9 (D).
- Unemployment duration:**  
4-9 (D, NL).
- Unemployment insurance:**  
see Financial aid.
- Vocational guidance:**  
00-6 (DK, F); 0-4 (GR); 2-4 (GR); 4-6 (UK); 6-6 (IRL).
- Vocational training:**  
00-4 (DK, UK); 0-4 (IRL); 1-4 (NL); 2-4 (NL); 3-4 (B, D, I, UK); 4-1 (DK); 6-4 (DK, UK); 7-4 (GR).
- Volunteer work:**  
1-1 (NL); 2-3 (B, UK); 3-3 (NL); 7-3 (IRL); 8-3 (NL).
- Wage policy:**  
0-1 (B, DK); 1-1 (I, NL); 2-1 (B, GR, I); 3-1 (D, NL); 4-1 (B, I); 7-1 (B, IRL); 8-1 (D).
- Women:**  
00-9 (EEC); 0-9 (EEC); 1-6 (D); 3-1 (EEC); 3-3 (B); 3-6 (EEC); 4-1 (DK); 4-6 (EEC); 5-6 (GR); 7-6 (EEC); 7-9 (NL); 8-5 (NL); 8-7 (D); 8-9 (DK, I, NL).
- Work sharing:**  
00-9 (IRL); 0-5 (UK); 1-1 (NL); 1-5 (UK); 2-7 (B); 3-7 (B); 4-1 (B); 6-2 (D, I); 6-5 (IRL).
- Working conditions:**  
00-2 (NL); 00-9 (F); 2-9 (NL); 5-9 (EEC); 8-7 (D).
- Youth:**  
00-1 (F, D, NL, EEC); 00-5 (DK, GR); 00-6 (DK, F, IRL, NL, UK); 00-9 (IRL); 0-1 (NL, EEC); 0-4 (IRL); 0-5 (IRL); 0-6 (F, GR); 0-7 (EEC); 0-8 (IRL); 1-1 (EEC); 1-4 (DK, NL); 1-5 (DK, GR); 1-6 (F, D); 2-1 (I); 2-4 (IRL); 2-5 (NL); 2-6 (GR, EEC); 3-1 (NL, EEC); 3-4 (B, I, UK); 3-6 (D, F, IRL, NL, UK, EEC); 4-1 (I); 4-3 (NL); 4-4 (D); 4-5 (GR, IRL); 4-6 (IRL); 4-7 (NL); 5-4 (I, IRL, L, UK); 5-5 (GR, NL); 5-6 (F, IRL, L, EEC); 6-1 (I); 6-2 (DK, I); 6-4 (B, DK, UK); 6-5 (GR, IRL, L); 6-6 (D, DK, F, IRL, NL); 7-5 (GR); 7-6 (NL, UK); 8-6 (F, IRL, NL).



These repeated job offers alternating with periods of unemployment do not open up any real perspectives and provide only poor chances of returning to employment. To improve their chances of becoming engaged in some useful and constructive activities in the form of training or setting up a business, the following **proposals** have been made to change the job offer scheme.

### **Training offer**

Unemployed persons who have already been through one job offer and who have reached the age of 25 are now offered 18 months' training during which they receive a training allowance. The training must take place within the first 2½ years with unemployment benefits after termination of the job offer period. The training allowance corresponds to the amount of the unemployment benefits which the unemployed persons would be entitled to, as opposed to the training allowance for young unemployed persons under the age of 25 where the allowance corresponds to half the maximum amount of unemployment benefits.

The normal training period with a training allowance may last up to 18 months, but it will be possible to prolong it by a further period of up to six months.

During the training period the unemployed person is not under any duty to interrupt the training in order to take on appropriate or reasonable work.

The whole training system is open to the unemployed. The government will ensure that a sufficient number of training offers are available in fields with good employment prospects. The training offers are adapted to both the need for further and advanced training of the unemployed and to the demand for labour on the labour market, taking regional differences into account.

### **Allowance to entrepreneurs**

In addition to the training offer it will also become possible to set up a business with an allowance. This will correspond to 50% of the maximum rate of unemployment benefits, i.e., about DKr 52,000 per year for persons who are insured full-time against unemployment and nearly DKr 35,000 for persons insured part-time. The allowance may be granted for up to 3½ years after termination of the job offer period. During this period it will be possible to revert to the employee status.

A person becoming unemployed after the first job offer will thus have the following options: participating in training with a training allowance, setting up his/her own business with an allowance for entrepreneurs or receiving unemployment benefits as an ordinary jobseeker.

A person having undergone vocational training of at least 18 months' duration will - if he/she becomes unemployed on completion of the training - receive unemployment benefits at the special starting rate for persons who have just completed training, i.e., about DKr 83,000 per year. A person who has been in employment for 26 weeks will - as under the old scheme - again be entitled to unemployment benefits. In both cases the person concerned will thus have obtained such an attachment to the labour market that he will be entitled to a job offer after a certain period of unemployment.

If an unemployed person does not undergo vocational training of at least 18 months' duration or does not

obtain 26 weeks' employment he/she preserves his/her right to unemployment benefits for a total period of 2½ years after termination of the first job offer in accordance with the existing rules. It is, however, also proposed to prolong the period for which an unemployed person is entitled to unemployment benefits, but that benefits are paid at a lower rate.

### **Extension of the benefit period**

During the first year of the extended benefit period the unemployed person receives 70% of the maximum amount of unemployment benefits, i.e., about DKr 73,000 per year. After this period he will receive 55% of the maximum amount of benefits, i.e., about DKr 57,000 per year. There is no time limit as regards this last-mentioned rate of benefits.

For members whose benefit period has been extended the rules concerning refusal of job offers have become stricter. Thus the unemployed person now has a duty to take on "reasonable" work - and not as previously "appropriate" work - to which he is assigned by the public employment service. The public employment service has also been asked to intensify its activities to provide jobs for these categories of the unemployed.

### **Advancing the time of the job offer**

As a further improvement of the job offer scheme, consideration is being given to advancing the time at which the job offer is made to unemployed persons who have attained the age of 25 so that the job offer is given after 1½ years of unemployment. Legislation in this field currently provides for the job offer to be given after 21 months of unemployment, but on average it is given after 22 to 23 months of unemployment.

Advancing the time will take place administratively in line with the diminishing pressure on the job offer scheme.

**European Community reference:** Council Resolution of December 13, 1984 on action to combat long-term unemployment.

### **ITALY: Special youth employment project**

The Ministry of Labour has proposed and the Council of Ministers approved a bill concerning a special project for the employment of young people. The bill is at present (January 1985) being examined by Parliament.

The bill provides for temporarily hiring 30,000 young persons aged between 18 and 29 years by means of a training-work contract. Applicants have also to have been, at the date of submitting the project, registered for at least 12 months in the first and second category of the placement lists. Projects are approved by the Minister of Labour after seeking the advice of an appropriate evaluation unit. Hirings can be made either by private companies or by public for-profit corporations. Employers are responsible for the training courses for which Lit 279bn has been allocated for the two year period 1985/86.

Priority will be given to areas with a high level of youth unemployment, young persons who are difficult to integrate into working life, and employment projects which have been agreed to with the trade unions.

Wage subsidies of from 15% to 40% are foreseen for

the training period. A grant of Lit 100,000 per month for a one year period will be made for each worker who will subsequently be kept in employment for an indefinite period of time.

**European Community reference:** Council Resolution of July 11, 1983 on vocational training policies in the Community in the 1980s.

#### **NETHERLANDS: Experimental START project**

Termed "JOB", an experiment has been launched in the catchment areas of the Veendam, Enschede and Nieuwe Waterweg-Noord (Schiedam) labour offices. Its aim is to provide long-term unemployed youths with work experience through temporary employment agencies (see inforMISEP no. 8). Thus the START project of the Minister of Social Affairs and Employment has been implemented for an experimental period until April 1, 1985.

The Cabinet has allocated Hfl 100m aimed in the first instance at putting some 16,000 young people to work in temporary jobs. They represent nearly one third of the total long-term unemployed young people (50,000).

Employers from both the market and non-trading sectors have been asked to offer an opening of from 20 to 32 hours per week. The persons concerned sign a subcontracting agreement with START - the temporary work agency in which the state as well as the trade unions and the employers' organisations are involved. This has the advantage for the employer of avoiding administrative bother and of reducing complications at the beginning and end of an employment contract. Furthermore, employers receive a wage subsidy amounting to 33% of the minimum (youth) wage.

The minister has enlisted the services of START since its administrative set-up enabled it to meet the requirements of carrying out the project.

#### **NETHERLANDS: Proposed amendment to the Sheltered Labour Act (WSW)**

One of the amendments to the Sheltered Labour Act (WSW) which has been submitted to the Second Chamber involves the introduction of a minimum age of 18 years for persons to be considered for sheltered employment. The introduction of this minimum age to qualify for sheltered employment links up with other sub-divisions of the social security system. In the explanatory note to the bill the government states its opinion that until the age of 18 young persons should normally count on being provided for by their parents.

A second modification to the WSW aims at having foreigners, legally living in the Netherlands, admitted to sheltered work in the same way as Dutch nationals. Until now in order to be admitted to sheltered employment, foreigners had to go through a procedure for equal treatment.

Thirdly, it is proposed to drop the compulsory registration at the labour office for those in sheltered employment. At present, anyone accepting sheltered work has to remain registered as a jobseeker at the labour office. The regulation is based on the premise that sheltered employment has undoubtedly a rehabilitating character and that many persons will be able to go on from there to normal working life. But it has become evident that compulsory registration is no longer meaningful since only a very few workers move on from sheltered work to other work. The majority remain

dependent on sheltered work for permanent employment.

#### **EUROPEAN COMMUNITY: Long-term unemployment**

On December 13, 1984 the Council adopted a Resolution on action to combat long-term unemployment. On the basis of a Commission Communication (see inforMISEP no. 8) it noted that an effective Community budget policy to combat long-term unemployment must depend on both a general policy to stimulate economic growth and specific measures which should seek to increase the efficiency of existing social and employment policies.

Measures are proposed at both national and Community level. **National governments** are requested to take the following action:

- obtain or improve statistical information about the long-term unemployed;
- provide the necessary counselling and training measures for workers about to be made redundant;
- ensure that the various services are equipped to identify the long-term unemployed;
- review the functioning of the labour market;
- examine the role of new forms of adjustment of working hours;
- ensure that specific work programmes for the unemployed are prepared;
- review the rules for payment of social security and unemployment benefit;
- encourage and assist unemployed people to set up their own business;
- encourage both sides of industry in positive actions to help the long-term unemployed;
- help the long-term unemployed to reintegrate into the labour market;
- encourage awareness of activities and schemes for the long-term unemployed.

The **Commission** was requested to undertake a series of supplementary actions, and where appropriate present proposals to the Council, including:

- improve, in collaboration with Member States, statistics, information and understanding about the long-term unemployed;
- encourage and support the actions of the Member States and the two sides of industry;
- consider positive measures relating to training and retraining for the long-term unemployed;
- carry out further research into measures which have been successful in combatting long-term unemployment.

The Council noted that the Commission's work on long-term unemployment, particularly job creation and labour market flexibility, social support schemes, education and training, etc., are part of its medium-term social action programme (see inforMISEP no. 8).

The Commission will report back to the Council every two years.

#### **EUROPEAN COMMUNITY: Action for women**

1. On December 13, 1984 the Council adopted a **Recommendation on the promotion of positive action for women.**

The Recommendation is designed, as an extension to Directive 76/207 on the equality of treatment between men and women in employment of Februa-

ry 9, 1976 (article 2.4), to remedy inequalities which women have to face in their working life.

It is recommended that Member States should take a series of measures to promote positive actions in the private and public sectors, with the latter in the forefront.

In all the areas mentioned in the Recommendation - information, increasing awareness, vocational guidance and training, access to employment, working conditions, participation in decision-making bodies, etc. - there will be an exchange of information and experiences and an evaluation of progress achieved on the actions undertaken. The Commission will report to the Council in three years.

2. On December 14, 1984 the Commission presented to the Council a **memorandum on income taxes and equality of treatment** between men and women. This memorandum is the follow-up to a comparative study carried out for the Commission in the framework of the New Action Programme on the promotion of equality of opportunities for women (1982-1985) which identified and analysed the effects of income tax systems on women at work.

In the Commission's opinion, "a system of totally independent taxation is to be recommended from

the point of view of achieving equal treatment, and thus at least an option of separate taxation should be available to couples".

The Commission also proposes the organisation of a debate at Community level on the subject of the effect of income tax systems on the equality of treatment between men and women on the labour market.

3. On November 27 and 28, 1984 the Commission, in conjunction with the Irish Presidency of the Council, organised a **conference on the equality of opportunity between boys and girls in education**. At this meeting, the views of senior officials from national education ministries, members of national equal opportunity committees and various other experts in this field were discussed.

To remedy school situations which remain largely inegalitarian and to achieve real co-education between boys and girls, participants put forward a series of specific positive actions in areas such as school books, teacher-training, guiding and widening of school and job choice and the opening of school to the world of work.

A **draft resolution** will be presented to the Council shortly on the basis of these conclusions.

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## Working time

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### NETHERLANDS: Early retirement regulations (VUT)

A recent study by the Ministry of Social Affairs and Employment shows that most workers are covered at present by a regulation on early retirement (VUT). This is the case of almost 90% (more than 2 million workers) who are covered by a collective agreement. Such regulations also apply to civil servants and assimilated persons (known in Dutch as "trend-followers").

The study indicates that most workers can retire early at the age of 62. In 1982 a first push was given to a further reduction towards 61½ to 61 years, a trend which gained further ground in 1983.

### NETHERLANDS: Part-time work - benefits exceed costs

The experience of Dutch companies with part-time work is the subject of a publication produced on the initiative and under the auspices of the Socio-Economic Council.

It brings out in particular that there are three reasons for introducing part-time work:

- it is of interest to the organisation;
- people want it;
- and, for some time now, it has been a means of redistributing work.

Nearly 50% of wage-earning women work part-time, compared to 5% of men. To stimulate part-time work as a means of redistributing work thus requires targeting on men as much as women.

Whether part-time work fosters emancipation cannot be determined in advance. On the one hand, there are more openings for women to find paid employment but, on the other, part-time work is exclusively found in lower positions and concerns lower paid work. Furthermore, labour law and social security cannot be easily adapted to part-time work.

As regards the economics of part-time work, the benefits are in many cases greater than the costs. However, every enterprise needs to make its own cost/benefit analysis.

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## Placement

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### FRANCE: Computerising ANPE

One of the prime objectives given to the National Employment Agency, ANPE, in the "Acting for employment" programme of the IX national Plan is that of its computerisation. This should be one of the key

conditions for improving its services to users by changing its working methods.

This computerisation covers two areas:

### 1. Operational computerisation

Developing the computerisation of the Agency's operations during the IX Plan (1984-88) lies within the framework of the "overall computerisation scheme" drawn up for the public employment service (ANPE, AFPA and the External Services of the Ministry of Labour).

Four computerised programmes are under way in 1985:

- Setting up a **computerised job demand system (GIDE)** linked in with UNEDIC's computerised system

This scheme computerises the enrolment of jobseekers in real time, updates the files of jobseekers and periodically brings demand up to date. All units will be equipped with this system and will be operational by early 1986.

- **Computerised operational management system of job offers (SAGE system)**

Initiated experimentally in February 1983 in some units in the Rouen region, this application was evaluated in depth in 1984. It computerises incoming job offers, their handling within the local agency, the help in matching job supply and demand, the follow-up of placement offers and the system for displaying job offers. This application enables all job offers in any one of the units of the Rouen employment catchment area to be consulted in real time.

- **Testing a computerised system for the operational management of job demands (GIDE 2)**

GIDE is being applied in Upper Normandy in a special way: in addition to computerising job demand management (enrolment, updating) the data of job demand which is needed for its operational processing (help in matching, the follow-up of job demands and implementing services) is also being computerised.

This improved version of computerised management of job demand will be experimented with in 1985 in Upper Normandy jointly with the SAGE system which has itself undergone some improvements after the trial period.

Extending the joint use of these two applications of computerising job supply and demand will be considered as the regions are equipped with computers.

- **Computerising flows of job offers (MECODE)**

This application is based on using telematics for circulating job offers in an employment catchment

area to the agencies and making the data available to jobseekers in certain points outside the agencies (town halls). It is being experimented with since 1984 in the Riviera area and will be tried out in 1985 in Upper Normandy.

Developments relating to the last three applications are, in certain regions, being financially helped by the regional councils (the regionally elected assembly).

### 2. Computerising management tools

Devolving to regional officers some of the responsibilities previously ensured by ANPE headquarters is part of a new move to set up smoothly functioning and reliable management tools.

This is the setting within which the following will be achieved by the end of 1985:

- computerising personnel management and payments;
- procedures for accounting and financial administration;
- the file of the network's resources (local agencies and supplies);
- a computerised system of following up operations (operating statistics).

Bringing in these management tools will be done in an integrated way and so as to enable data to be entered and consulted in real time according to the various levels of responsibility.

### NETHERLANDS: Temporary employment agencies

The 1983 report on the working of the Law on Temporary Agencies shows that there was a considerable increase over the previous year in the number of people finding temporary work through a temporary employment agency. Since 1970, temporary work agencies have to be licenced by the Minister of Social Affairs and Employment. The most important regulation continues to be that subcontracting (supplying workers on contract) has to be restricted to temporary work.

As from January 1, 1985 the minister has brought in modifications to some of the regulations. Thus temporary employment agencies can now supply workers on contract for a maximum period of six months. Previously subcontracted workers have only been allowed to stay with a company for three months at the end of which there could be a three months' extension. From now on workers can be hired out for a maximum of six months without the term being prolonged. The new regulations also lift the ban on supplying workers on contract who are under 18 years of age.

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## Miscellaneous

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### GERMANY: Discussions with Yugoslavian and Turkish authorities

A German delegation led by Dr Manfred Leve, subdivision head in the Federal Employment Institute (BA) negotiated with Turkish authorities in Turkey in November on improving information and advice to Turkish nationals in the Federal Republic of Germany (FRG).

These negotiations followed in content the agreement which had been reached in October between BA's President, Dr Franke, and Professor Djordjevic, head of the Yugoslavian Federal Office for Employment Affairs.



The negotiations in both cases covered in essence the following matters:

- intensifying the advisory and information services for Yugoslavian/Turkish workers in the FRG;
- taking account of the occupational and labour market situation in the country of origin when advising young people and adults living in the FRG;
- exchanging information to these ends between the Yugoslavian/Turkish labour administrations and BA;
- advising and enhancing the linguistic and vocational training of Yugoslavian and Turkish nationals living in the FRG;
- providing the necessary material for advising and informing Yugoslavian/Turkish workers and their families who are willing to return to their country of origin in so far as the requisite material can be provided by the Yugoslavian/Turkish authorities;
- arranging regular exchanges of experiences between the labour administrations concerned;
- contributing to the vocational further training of the staff of the Turkish labour administration provided that the financial and linguistic conditions are fulfilled;
- it was agreed with the Yugoslavian authorities to include those subjects in vocational training measures that will lead to recognised vocations in Yugoslavia;
- the importance of co-operation with Yugoslavian training establishments in the FRG was underlined.

#### **IRELAND: School leavers' survey**

The main results of the Department of Labour's annual survey of the career paths of second level school leavers from the 1982-83 academic year were published in November 1984. In line with the practice in previous years almost a full year was allowed to elapse before conducting the survey in May/June 1984.

The **main findings** are that an estimated 28,400 leavers, just under 46% of the total, were in employment and more than 15,600 leavers (25%) were enrolled in further education. A further 13,400 (21.6%) were still seeking their first job, while 2,300 leavers (3.7%) were unemployed after having had a job and lost it. Emigration accounted for 1,500 leavers (2.4%).

These findings show an improvement in the position of school leavers with a 3.1% increase in employment compared with the previous year while unemployment showed a 2.1% decline. There was a small decline of 1.5% among those pursuing further education. The number who had emigrated showed an increase of 1.1% over the previous annual survey.

The results are based on a **national sample** of 2,050 school leavers from an estimated total of 62,200 students who left second level education.

#### **IRELAND: "After School" - AnCO report of a national survey on attitudes to work and training after school**

What are the job hopes of young people in Ireland and their attitude to work and career guidance activities? Are they attracted to work in industry and how interested are they in AnCO training? These were just some of the questions a national survey of almost 4,000 young people set out to answer. The survey was carried out by AnCO - The Industrial Training Authority.

As much as half the young people surveyed said they did not expect to get the job they really wanted and

less than half the parents actually expected their children to get the job they most wanted for them. Most school-going young people have their sights set on the traditionally popular careers and the overall impression of employment in a factory is, still, negative. About 75% of the young people associated such work with the image of repetitive tasks and the threat of redundancy. Boys were more inclined than girls to see industrial work in a positive light.

The opportunities that exist in industry for training and acquiring new skills need to be highlighted for young people. They also need to be shown how certain career aspirations (particularly in new technological areas) can be met within the industrial sector. The most important feature of any job in the eyes of the young people was that it should offer them the opportunity to use their talents and abilities. Less than one in ten regarded money as the most important factor. Generally young people preferred to look for career advice from their parents or career guidance teachers rather than from an official agency. Leaflets were seen as the best source of career information.

Most young people wanted to go on to further education or training before looking for a job. While almost all knew about AnCO in a general way they lacked real knowledge of courses and allowances. Over half were interested in training with AnCO though interest was confined to a narrow range of courses - evidence of an information gap.

Given young people's job hopes, and their interest in acquiring further education/training as established by this survey, two **major recommendations** emerge:

- first, that young people be helped to appreciate the value of any formalised work situation and the transferable skills that can be used in a variety of areas;
- that the content of educational and training programmes reflect the scope for development the young people so clearly desire.

#### **UNITED KINGDOM: Trade Union Act 1984**

The Trade Union Act 1984 has now received the Royal Assent.

Its **main purposes** are to:

- provide for the members of trade union governing bodies to be directly elected by individual secret ballot of the union's members;
- make trade unions' immunity for organising industrial action conditional on the holding of secret and properly conducted strike ballots;
- enable members of trade unions with political funds to vote at regular intervals on whether their union should continue to spend money on party political matters.

#### **Timing of implementation**

The Act's provisions come into force as follows:

- provisions requiring trade unions to begin work on compiling a register of their members' names and addresses for use in union elections come into force immediately; trade unions are under a duty to complete the register by the time the remaining provisions on union elections come into force which will be towards the end of 1985;

- the strike ballot provisions came into effect on September 26, 1984 and apply to any industrial action which is initiated by a trade union after that date;
- the political fund provisions will come into effect on March 31, 1985 and will mean that all trade unions with political funds will need to hold review ballots by March 31, 1986 unless they have already balloted their members in the previous ten years.

In more detail the Act:

- requires trade unions to ensure that all voting members of their executive committees are directly elected at least once every five years;
- provides that all elections for voting members of union executives must be conducted by secret **postal** ballot unless the trade union can be satisfied that a workplace ballot (the only permitted alternative to a postal ballot) will:
  - . be secret and free from any interference or constraint;
  - . provide a convenient opportunity for members to vote during, or immediately before or after, working hours without direct cost to themselves;
  - . be one in which voting is by the marking of a ballot paper and in which votes are fairly and accurately counted;
- requires trade unions to compile and maintain an accurate and up to date register of their members' names and addresses;

- makes it a condition of legal immunity that trade unions do not organise strikes or other industrial action without first ascertaining by means of a ballot held not more than four weeks before the action begins that a majority of those voting wish to take such action;
- provides that ballots on strikes and other industrial action must be conducted by post or at the workplace, must involve the marking of a ballot paper, must be secret and must be followed by an announcement of the voting figures to the members concerned;
- provides that any trade union which has adopted a political fund resolution under the Trade Union Act 1913 must pass a new resolution by means of a secret ballot of all its members at intervals of not more than ten years if it wishes to continue to spend money on party political matters;
- updates the balloting provisions of the 1913 Act by providing that the Certification Officer will not approve rules for political fund ballots unless they provide for postal or workplace ballots;
- updates and clarifies the 1913 Act's definition of the "political objects" on which a trade union may spend money only if it does so from a separate political fund;
- places a duty on employers who have "check-off" arrangements deducting trade union subscriptions from their employees' pay not to continue to deduct the political levy from any employee who certifies that he has contracted out of paying the levy.

**Rough currency conversion rates**

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in February 1985:

. Belgium	44.5 Bfr
. Denmark	7.9 DAK
. France	6.8 FF
. Germany	2.2 DM
. Greece	91 Drx
. Ireland	0.71 IR£
. Italy	1371 Lit
. Luxembourg	44.5 Lfr
. Netherlands	2.5 Hfl
. United Kingdom	0.62 UK£





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