

inforMISEP

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

inforMISEP (iM) 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:

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Short notes

Developments at a glance

Belgium	Experiments with different approaches to working time are continuing to be authorised in private companies (p. 12) whereas there exists a variety of measures encouraging part-time working in the public sector (p. 12).
Germany	The numbers participating in recurrent vocational training reached an all time high (p. 8). Long-term unemployment remains a persistent problem (p. 10). The number of early retirees was way below estimates in 1985 (p. 14).
Spain	The social partners' interconfederal agreement on collective bargaining 1985-86, part of the economic and social agreement (AES), in particular sets pay rates below inflation (p. 3). Recent developments on the labour market are explained on p. 4.
Greece	The 1982 wage indexation system has been changed as part of stringent economic measures (p. 5). Two new job creation programmes in 1986 should absorb 10,000 unemployed youths and 12,000 long-term unemployed (p. 10).
France	Conversion agreements are filling a gap in the measures for helping workers threatened with redundancy (p. 6).
Ireland	The government has introduced four new measures to combat unemployment and is considering two more (p. 5). The 1985 survey of 1984 schoolleavers showed roughly 40% in work, 25% in further education and 30% unemployed, (p. 8).
Italy	The system of wage indexation has been modified (p. 5). A new law has come into force to increase employment in the south (p. 5). The structure and functioning of the new Campania employment agency should provide a model for other regions (p. 15).
Luxembourg	Since April 1985, the unemployed in receipt of benefit can be required to work in projects of public utility (p. 7).
Netherlands	The government is encouraging and analysing the spread of various work projects for the unemployed in receipt of benefit (p. 8). An evaluation of "Vocationally qualifying education" for adults (BKE) points to too many local rigidities (p. 9). Consideration is being given to actions to help the long-term unemployed (p. 10). The government has a new bill on work for the disabled (p. 11) and has introduced a repatriation scheme for non-EC foreign workers and refugees (p. 11). A Dfl. 10m scheme encourages employers to investigate innovative solutions to reducing working time (p. 15).
United Kingdom	The government is providing the local enterprise agency movement with £ 2.5m for 1986-87 (p. 5). Developments in the government's adult training strategy since mid-1984 are outlined (p. 9). Pilot schemes have been started for LTUs (p. 11).

Overall developments

SPAIN: Economic and social agreement (AES)

The government, the Spanish employers' confederation (CEOE), the small and medium-sized enterprises' confederation (CEPYME) and the UGT trade union signed a two year (1985-86) economic and social agreement (AES) on October 9, 1984.

This agreement is in keeping with the policy of "social concertation" brought in in Spain with the 1977 Moncloa agreements signed by the political parties represented in parliament within the framework of the unanimous approval of the Spanish constitution of 1978. But it was with the signing by the UGT and the CEOE of the AMI interconfederal (framework) agreement on January 5, 1980, renewed in 1981, that there were the beginnings of a succession of basic agreements between the social partners governing industrial relations. In this way the national employment agreement (ANE) was signed on June 9, 1981 by the government, the CEOE, UGT and CCOO (the trade union federation of workers' commissions) and the interconfederal agreement on February 15, 1983 between the CCOO, UGT and the CEOE. The minister of labour and social security considers that of all the social agreements of the last five years in Spain, AES is "the richest text in contents and opportunities to which the social forces of democratic Spain have subscribed; it brings together numerous important experiences while at the same time correcting errors of previous texts".

Thus concrete form is given to the idea often expressed by the Spanish prime minister and shared by the signatories of AES, that "in a period of crisis the only effective way of overcoming the crisis is to seek to bring together all efforts by means of dialogue and concertation".

AES has **two separate parts** preceded by a governmental declaration signed by its prime minister. The tripartite agreements signed by all the parties constitute the first section of the agreement, with the second consisting of the interconfederal agreement on collective bargaining signed by the representatives of the UGT, CEOE and CEPYME.

"The government declares that in the coming years its national economic policy will be focused on achieving this aim". Thus does the government preface its 1985-86 macro-economic aims for the period when AES is in force, setting out at the same time its forecasts for the growth of GNP and inflation. In addition to these forecasts the government made a declaration on a set of economic objectives, both quantitative (concerning fiscal pressure, the budgetary deficit, net job creation in the public sector) and qualitative (dealing with rates of interest, improving fiscal management, industrial policy, incomes policy and reforming public enterprise).

Tripartite agreements

This part of the AES is composed of a broad range of tripartite stipulations setting out the tasks and duties of the contracting parties in their respective fields of competence (Art. 1). The questions taken up mainly imply fiscal and economic commitments by the government as regards unemployment, employment contracts and vocational training, social security, occupational safety and health, labour law, institutional participation, public enterprises, trade union funds and the pay of state employees.

An important fact is the creation in 1985 of a **solidarity fund** of 62.52 billion pesetas for financing programmes inspired by European Social Fund projects such as training and vocational guidance programmes, wages subsidies for hiring new workers, integrating and re-integrating persons into working life, starting up innovative job creation projects and programmes aimed at levelling out regional disparities. In the light of Spain's imminent membership of the European community, the aim of the solidarity fund for employment was to bring certain mechanisms of employment policy in Spain closer to Community practices. Financing the fund is split three ways by the workers, enterprises and the state budget. It is financed on the one hand by a special contribution brought in in 1985 which amounts to 0.56% of the part of the social security contribution for vocational training paid in equal parts by the worker and the employer and by a state subsidy of 22.52 billion pesetas. Contributing to the solidarity fund does not imply additional charges for the employer since it was accompanied, for the transitional period, by a proportional reduction in the rate of contribution for vocational training. The signatories agreed to define subsequently what exactly will be the purposes of the Fund.

Other measures

As regards **taxes**, investment is being encouraged through increasing tax relief on financial and physical investments, and those with the lowest incomes are being helped through improving the conditions for tax deductions and exemptions.

On the level of the total **economy**, public investments amounting to 50 bn pesetas were made in 1985 for equipment and infrastructure projects, with 30 bn pesetas for projects for public works and services carried out jointly by INEM (the national employment institute) and other public bodies. For 1986 the amounts allocated to these two types of aid will be the same in real terms.

The objective as regards **unemployment protection** is to raise the rate of unemployment benefit coverage (i.e. the number of persons entitled by law to unemployment benefits as a percentage of the official count of persons without employment) to 48% by the end of 1986.

Other than reducing the rate of social' **social security** contributions by 0.3 points in 1985 and fixing the amounts of the other charges, raising pensions by 7% in 1985 and adjusting them to the price index (8%) in 1986 was foreseen.

In preparation for the **entry of Spain to the European Community**, revisions are being made to the current regulations concerning occupational safety and health and the government will be harmonising Spanish labour law with that applied in the Community.

The partners have agreed to reform the system of **vocational training** through the establishment of a General Council for Vocational Training and the implementation of a national vocational training programme.

Effective **institutional participation** is being introduced into the various managing bodies of the social services. Furthermore, in addition to committees set up to examine concrete problems, the partners are going to establish an AES steering committee to see to and periodically evaluate the agreement's implementation.

On its side, the government has agreed to examine with the UGT measures providing for trade union participation in public enterprises and to present a draft law to parliament related to trade union assets constituted during the period preceding the restoration of democratic liberties.

Interconfederal agreement on collective bargaining 1985-86

The key point of this section of the AES agreement concluded solely between the UGT, CEOE and the CEPYME concerns wages and salaries for 1985-86.

The agreement lays down that the margin for wage and salary increases for 1985 will be between 5.5% and 7.5% for a forecast inflation rate of 7% and of between 90% and 107% of the inflation rate forecast for 1986. Should the annual rate of inflation (December on December) have exceeded 7% in 1985, wages and salaries will be revised according to the scales fixed at the beginning of each agreement. Since the level of inflation for 1985 exceeded the one foreseen by 1.1 points, wages and salaries are being adjusted accordingly in the first quarter of 1986 along the lines set out in the AES.

In addition to establishing wages and salaries, the interconfederal agreement tackles other questions already the subject of previous agreements: working conditions (productivity and absenteeism); employment promotion (limiting overtime and cumulating jobs); the structure of collective bargaining (the aim being to throttle the multiplication of small scale collective bargaining, to replace working rules by framework agreements, to promote better adapted collective bargaining structures and to extend the duration of the agreements' validity to two years) and labour conflicts (giving settlements to industrial conflicts reached amicably the force of law).

The interconfederal agreement brought about the establishment of an interconfederal paritary committee entrusted with interpreting the agreement and ensuring that it is properly applied. The opinions of this committee have to be agreed to unanimously.

SPAIN: Recent developments on the labour market - 1984-85

The reform of the workers' statute was adopted on August 2, 1984. It ratified a permanent regulation of employment policy setting out a set of (standard) employment contracts which are characterised by their flexibility and adaptation to the labour market. This reform translates the policy of the socialist government (to create the greatest numbers of jobs possible) into institutional forms regulating the labour market. These forms needed to be adapted to the changed circumstances of the Spanish economy following ten years of crisis. The reform introduces innovations which are favourable to employment, particularly the employment of young people through practical traineeships and training contracts, approaches to part-time working and new activities.

The new provisions give a legal form to those types of contracts enabling temporary work to be made more flexible and to be given scope in the light of changed circumstances. They also open up new opportunities and do away with restrictive conditions for those groups of workers who are likely to work part-time. A programme of measures seeking to foster the hiring of young people under 26 years of age through open-ended contracts was also brought in.

These new provisions have impacted on the labour market in 1985 which has been much more dynamic than previously. According to the latest figures available, in the third quarter the census of the working population showed a slight

increase (0.33%) compared with that at the end of 1984, whereas for an equivalent period in 1984 there was a slight decrease (0.14%). This increase is due in the main to increased female participation on the labour market, whereas the number of working males stagnated; but this did not prevent a fall in the activity rate of the 16 to 29 years old age bracket, above all young men, as a consequence of lengthening the periods of training in the educational system, and a decline in the activity rate among older workers. For these older workers, the decline is due to withdrawal from the labour market for two reasons: first, because of the difficulties they face in looking for work and second, because of the employment effects of industrial restructuring in certain crisis-ridden industries, which primarily affect older workers. It should be pointed out that there was a slight drop in the activity rate of men in 1984 (68.7%) compared with 1983 (70.1%), with relative stability in female rates, although they remain low by European standards (27.8%).

Parallel to the increase in the working population, there was a positive development in employment for this same period of 1985. Contrary to previous years when employment was constantly declining, 1985 saw an increase in jobs. The same trend is seen with female rates of activity which rose more than male rates, whereas just the opposite was the case the year before. The previously mentioned reform of employment contracts, which came into operation in August 1984, contributed significantly to this positive development of employment compared with previous years.

The number of placements rose overall by 40% during the past year; but if account is only taken of placements resulting from employment promotion measures, this increase was of 123.5%; not taking into consideration the increase in the number of training contracts (311%) and traineeship (270%).

Thanks to more favourable trends in employment and in spite of the increase in the working population, unemployment rose less than in previous years. Despite the negative element of increased unemployment, its trend in 1985 bodes well in the medium term: the 2.7 million unemployed job-seekers registered at the end of the year represented a high rate of unemployment (20.5%) compared with the working population, but the increase was nevertheless less compared with the variations recorded in the last few years. The increase was in fact 4.9% in 1985 compared with 11.2% in 1984, 8.9% in 1983 and 23.3% in 1982.

This slowing in the rate of unemployment increase in 1985 is undoubtedly due to the drop recorded between the months of April and August and a lesser increase in December than that recorded previously for the same period. Examining the changes within different sectors, an unemployment decrease is at once seen in construction. The absolute volume of unemployment in this sector has been brought below the December 1983 figure. In other sectors the rates of variation were less than those recorded in previous years, being for instance 9.2% in the services in 1985 compared with 17% in 1984, 11.4% in 1983 and 22.6% in 1982. The number of persons seeking their first job increased by 6.0% compared with 10.5%, 21.4% and 50.3% during the previous years.

A very positive consequence of this improvement was its repercussions on the employment market of young people. The measures for promoting employment impacted positively on young workers since they enabled the percentage of young people of the total unemployed to drop to 47.3% in the first quarter of 1985, the percentage of youth unemployment in the overall figures for the same period in the two previous years was 53.6% and 50.5%.

GREECE: Changes to the system of wage indexation

With a view to improving the health of the economy, the Greek government has put forward a programme for stabilising the Greek economy and improving its competitiveness.

Spread over the two years 1986 and 1987, the programme aims at reducing the balance of payments' deficit and the rate of inflation. Various **measures** are being taken to these ends:

- a 15% devaluation of the Greek drachma
- modifying the wage indexation system
- contributions based on net profits of corporations and of professions
- increases in agricultural prices at rates below inflation
- depositing at the Bank of Greece 40% to 80% of the CIF value of a certain number of imported products six months prior to their being imported
- finally, a reduction of public sector expenditure, reducing tax evasion, delaying the introduction of VAT, etc.

Efforts are being made to ensure that the costs of this stabilisation plan are equitably spread over the various social strata.

Changing wage indexation

Automatic wage indexation in line with changes in prices was brought in in Greece in 1982 and modified in 1983. The system now applied provides for increases in wages three times a year, at the beginning of January, May and September.

The rate of wage increase will be the rate of inflation foreseen for the coming four months after having deducted the amount of imported inflation.

Increases vary in rate according to wage brackets. Thus, wages up to 50,000 Dra. will receive the entire increase, the bracket between 50,000 Dra. and 75,000 Dra. half the increase, and the one between 75,000 Dra. and 100,000 Dra. a quarter. There will be no increases for wages above 100,000 Dra.

A law voted by parliament at the beginning of February requires the public and the private sectors to give wage increases equal to the rates fixed by the government according to the procedure outlined above. Should enterprises not respect the income policies of the government and give larger increases, the expenditure corresponding to these increases will not be taken into account when determining the taxable incomes or when calculating the production costs. And furthermore a fine of 5% of gross profits will be levied.

IRELAND: Employment measures

As part of the ongoing evaluation of the National Plan (see iM 8) the Government has introduced further measures to combat the unemployment problem. These include:

1. Incentives to stimulate activity in the construction industry covering urban redevelopment, home improvements, and the development of community, leisure and tourism facilities.
2. Acceleration of the development of the natural gas grid which will also provide a substantial number of construction jobs.
3. The extension of the Employment Incentive Scheme to allow for a further two workers to be covered, i.e. four jobs per annum per employer.

4. A scheme of exemption from social insurance contributions for employers will be introduced for the tax year 1986/87. The exemption will apply to **additional** new full-time employees taken on by any private employer before 31st March, 1986 who have been on the Live Register for at least six months.

Other proposals being considered in consultation with the National Economic and Social Council are:

- modification of employers' social insurance contributions in order to favour labour intensive industries;
- the overhaul of the Disability Benefit Scheme with a view to reducing the costs of absenteeism.

ITALY: Modifying the system of adjusting pay to the cost of living

The new system will come into operation on May 1, 1986 for both the public and private sector. It has the following main **features**:

Periodicity: the pay adjustment to the cost of living will from now on take place every six months (in May and November of every year) instead of every three months as has previously been the case.

Pay basis: the basic reference pay taken as starting point is the one which is composed of the minimum scale rates of the various categories to which is added the cost of living bonus as of November 1985.

Indexing: a dual system of adjustment is foreseen: the first part of the monthly wages (LIT 580,000) will be indexed at 100% and the remainder at 25%.

ITALY: New law for the Mezzogiorno (South)

The aim of the law is to build up, strengthen and modernise the overall economic structure of the South. The new law is likely to have a considerable impact on employment by pumping LIT 120,000 billion into the economy over a 10 year period. The money will be administered by a legally constituted Fund, with an Agency being entrusted with ensuring that the development projects are properly carried out.

The Agency will draw on six operating companies to ensure technical support for the activities and initiatives.

Activities will be set out in triennial programmes which have been assigned the following objectives: to modernise the industrial structure, to set up an efficient network of services and research centres, to contain energy consumption and to foster employment.

With a view to promoting employment, tax relief and relief in contributions are being provided for.

UNITED KINGDOM: Local Enterprise Agencies

One facet of the UK Government's policy towards reducing unemployment is the stimulation of new economic activities at the local level. The private sector can make a very important contribution to this: many firms depend on the local area as a market for their goods and services. It clearly makes economic sense, therefore, for them to be involved in helping stimulate enterprise and job creation locally.

One of the principal ways in which they can do this is through sponsorship of **local enterprise agencies**. These are independent local organisations set up by private sector companies -- sometimes with public bodies -- to help tackle problems facing the local community. They were originally set up because of the rapid technological changes and associated redundancies that were affecting large firms in

particular areas where they had hitherto been major employers. The primary objective of the pioneering enterprise agencies was to encourage the creation and development of alternative sources of employment, especially in small firms, in those areas hit by large-scale industrial closures.

Local enterprise agencies are now seen more generally as an expression of the private sector's commitment to healthy local economic communities and as a practical means of harnessing private, and some public, support in the creation of enterprise, new firm formation and jobs. They provide free business advice, mainly to potential and existing enterprises. Some also provide finance, premises and run training courses and business skills' courses. However, the **primary task** of all agencies is to provide the small businessman with advice.

There has been a rapid growth, largely due to private sector support, in the agency movement over the last 3 years. Currently, there are over **300 agencies** throughout the UK. A number of local authorities also provide support. This can take the form of either cash donations and/or in-kind assistance through, e.g., secondments, free premises, etc. A number of agencies -- about 220 -- are approved for tax relief purposes: private sector contributions to these agencies -- whether cash or kind -- are tax deductible. In England, enterprise agencies receive, in varying degrees, support from a number of central government departments including the Department of Employment and the Department of the Environment with its agency, the Development Commission. Scottish and Welsh public support for enterprise agencies is channelled through the respective development agencies.

The enterprise agency movement is also assisted by **Business in the Community**, the private sector umbrella organisation whose role is essentially to foster the development and growth of the movement. An annual grant from the government helps in this task.

While the enterprise agency movement is making a significant contribution to job creation and enterprise at the local level, the UK Government recognises that many agencies lack a firm financial base and an adequate level of private sector support. It is therefore introducing a **major funding scheme** to support enterprise agencies in England on 1 April 1986 to run for 5 years. A sum of £ 2.5m is to be provided by the Department of Employment for the first year - 1986/87. There will be no automatic entitlement to assistance; it will be limited to agencies with longterm potential but without adequate current funding. Assistance will also be restricted to agencies with an operating income in the first year of the scheme of not more than £ 60,000 per year. Agencies will have to obtain private sector support to trigger government assistance -- initially on a pound for pound basis. Applications will need to be supported by a **satisfactory business plan** and funding strategy. The exact level of grant will be determined by a business plan and funding strategy as well as the matching criteria up to a maximum of £ 20,000 per agency in the first year of the scheme. Because the ultimate aim of the scheme is to establish a network of viable self-supporting enterprise agencies, largely funded by the private sector, government assistance will be reduced in later years while the amount of private sector funding required to trigger support will increase.

Employment maintenance

FRANCE: Leave of absence for conversion

By bringing in conversion agreements, the law of August 5, 1985 fills a gap in the measures for helping workers threatened with redundancy. For these new agreements enable actions for re-employment ("reclassement") and training to be undertaken which are more tailored to the individuals' needs, more active and involve the enterprise to a greater extent than the traditional training measures or the early retirement schemes.

Under the new law the ministry dealing with employment can conclude agreements with enterprises to grant conversion allowances to wage-earners who have been given leave so that they can undergo actions which further their re-employment. During this period of leave their work contract is temporarily suspended.

As with other FNE (National Employment Fund) agreements concluded between the State and enterprises, the all-round voluntary character of conversion agreements is stressed: with the enterprises so as to foster their involvement in finding jobs for persons whose redundancy they have requested (public authorities need to authorise collective dismissals) and with the individual wage-earners whether or not they are a party to these agreements. Agreements are concluded after consulting the representatives of the enterprise.

The legislator sought only to set the framework of State participation, leaving wide open all the possibilities for collective agreements to complete these measures.

Conversion agreement

A conversion agreement enables an enterprise to propose a **conversion leave** to its wage-earners who are being made redundant.

The leave seeks to help the wage-earners concerned to be re-employed through measures helping the person in job search as well as, where necessary, in training.

The enterprise can propose the leave to its wage-earners for whose redundancy it has requested official authorisation. Where wage-earners accept the leave, the work contract is suspended but not broken: the dismissal will only be notified in the case of new employment being found or in cases where there is a refusal of an offer of new employment or of training, under conditions previously set out, and at the latest at the end of the leave.

The State takes over part of the allowance paid by the enterprise as a guaranteed minimum income to the wage-earner and, where necessary, a part of the operating expenses of training. Furthermore, for the whole of the period, the enterprise is exempted from paying taxes on wages and social security contributions relating to the allowances paid.

Conditions of entitlement to aid

– After consulting the representatives of its workforce in line with the internal procedure for consultation on proposed redundancies and on measures of the social plan, the enterprise must apply to the Labour and Employment

Services for an agreement by indicating the reasons for going ahead with the action and its proposed contents.

The agreement must be signed before the public authorities take a decision on the request for redundancy dismissals.

- During the 4 to 10 months for which the conversion leave can last, the enterprise agrees to put into operation a "programme d'aide au reclassement" (a reemployment aid programme). To this end it must set up the appropriate structures to advise wage-earners and actively canvas the local employment market.
- The help given to the wage-earners must start off with a key phase provided by the enterprise: that of reception, evaluation and guidance. The purpose is to enable the wage-earner to see how he fits into the labour market, to evaluate his previous professional experience, to pinpoint unused potential and to map out the stages enabling him to find another job.
- Training in job-search techniques can also be found to be necessary. Training can be closely linked with job prospects:
 - updating actions enabling the person to respond rapidly to the job offers available
 - adaptation actions for a job which has been identified, and
 - possibly skill training likely to lead to a job.
- To carry out its re-employment aid programme, the enterprise can draw on the services of ANPE (the National Employment Agency), AFPA (the adult vocational training agency) and DDTE (the 'départemental' labour and employment directorate).

Rate of aid

- During the conversion leave the wage-earner receives 65% of his previous pay. This income cannot fall below 85% of the SMIC (minimum guaranteed wage). The aid provided by the FNE covers up to 50% of the allowance paid by the employer within the limits of twice the ceiling on which the social security contributions are based. This percentage can be degressive according to both the quality of the measures proposed for finding another job and the financial situation of the enterprise.
- When the aid programme for finding another job includes training, the FNE normally takes on 50% (maximum) of the operating expenses.
- For the time of the conversion leave, the enterprise is exempted from paying the tax on wages and social security contributions relating to the special conversion allowances.
- The DDTE can either pay the whole of the aid at the end of the conversion leave or make part payments at different stages.

Evaluation

A first check made at the beginning of February 1986 indicated that there were some 13,500 potential wage-earning beneficiaries of agreements signed nationally (28 agreements covering 8,500 persons) and locally (5,000 wage-earners concerned). But by that time only a few hundred possible beneficiaries had in fact started their conversion leave.

Aid to the unemployed

LUXEMBOURG: A pilot project to put the unemployed to work

The amended law of June 30 1976 establishing an unemployment fund and regulating compensation for full unemployment provides that the granting of an unemployment benefit can be made dependent on carrying out work declared to be of public utility by the government. This was the basis for the government (in council) deciding in April 1985 to set up a pilot programme for putting those in receipt of unemployment benefit to work.

The government declared the following to be works of public utility:

- works of clearance, upkeep and reforestation including planting nurseries and maintaining natural sites
- the maintenance of historical sights
- one-off, urgent archeological excavations.

These proposals stem from an agreement between the ministers of labour, the environment and cultural affairs to whom were associated the employment administration and the general inspectorate of finance. By this ruling, the employment administration is authorised to assign the unemployed in receipt of benefit to work which is organised within the framework of programmes for putting such persons to work temporarily. These programmes must be put forward by the appropriate ministers, by municipalities ("communes") or by other public law bodies previously recognised by the minister of labour.

Programmes indicate the approximate number of jobs as well as their nature and their duration. They also set out the measures for training and supervising the unemployed, the means of transport as well as the resources made available to them.

For the whole of the time they are doing such work, the unemployed persons will be governed by the legal and regulatory provisions protecting wage-earners in the exercise of their jobs.

The programme promoter pays the unemployed person assigned to carrying out work of public interest a monthly flat-rate compensation to cover his expenses to the amount of 10% of the reference pay on which the unemployed benefit is based.

The promoter takes on the transport expenses of the unemployed persons from the meeting place indicated to them by the employment administration to the place where they are to carry out their designated work.

The promoter of the works takes out a third party insurance to cover any damage caused by the activities carried out during the works. He informs the accident insurance association of the unemployed person having been assigned to works of public utility and pays the contributions stemming from the change in the risk class.

The duration of the job must not exceed 32 hours per week spread over four working days.

Before the assignment of the unemployed person, the

promoter is required to run initiation and information sessions taking into account the special tasks the unemployed will be given.

The unemployed concerned can claim annual paid holidays in accordance with the law.

If necessary, assigning the person to a job can be made dependent on the employment administration or the programme promoter having the person undergo a medical, the cost of which is borne by the promoter.

NETHERLANDS: Working whilst in receipt of benefit

a. Proposed modification of the Unemployment Provisions Act (WWV) (art. 36) Extension to all beneficiaries

The Unemployment Provisions Act (WWV) enables the municipalities to organise socio-cultural work for the unemployed. The current thrust of such activities is to open up opportunities for reintegrating the unemployed into the labour market rather than combatting the negative consequences of unemployment. Thus the sort of initiatives taken include training for work, adapting to a job or seeking out, selecting and offering unpaid work possibilities whilst in receipt of benefit.

There is no doubt that socio-cultural work counteracts the negative behavioural consequences of unemployment; but it is only remotely connected with reestablishing contact with working life, a matter which is also mentioned in article 36 of the WWV. Furthermore, such activities are difficult to distinguish from the local socio-cultural work efforts of municipalities in general.

To bring clarity to the situation, the Cabinet proposes to replace the concept of "socio-cultural work" in the article by "provisions" ("voorzieningen") aimed at maintaining, restoring or encouraging the ability to work with a view to

getting back to work. "Provisions" mean those activities which specifically aim at improving the position on the labour market, acquiring professional knowledge or taking part in training activities connected with these aims. The draft bill also aims at extending the target group (at present limited to people in receipt of benefit under the terms of the Unemployment Insurance Act (WW) or the Unemployment Provisions Act (WWV)) to cover all unemployed and disabled persons who have been registered at the employment office as jobseekers for more than one third of their regular working time.

b. Development of projects for the unemployed

The Ministry of Social Affairs and Employment has commissioned further research into the development and spread of work projects for the unemployed. This shows that the number of projects in which the unemployed can work whilst retaining their benefit, has grown considerably over the past years and will continue to do so in the near future. There will be an increasing number of projects which could lead to unfair competition and redundancies.

Growth started in 1980 when 48 projects were launched, rising to 67 in 1981, 248 in 1982 and 438 in 1983. The number of participants also rose considerably: from 3,311 unemployed persons starting to participate in projects in 1980 to 11,018 participants in 1983.

The investigation seems to indicate that the number of participants per 1,000 unemployed rises with the size of the municipality. The medium-sized municipalities are an exception to this rule. The report indicates that there are twice as many participants in projects per 1,000 unemployed in municipalities with a relatively high rate of unemployment than elsewhere.

The most expensive projects are in small scale production workplaces.

Training

GERMANY: Recurrent vocational training

The number of wage and salary earners who have been able to benefit from the terms of the Labour Promotion Act (AFG) to participate in recurrent vocational training has reached an all time high: 408,324 persons in 1985, which is 15.9% more than in 1984 and 54.2% more than in 1982.

336,500 (82.2%) took part in continuing training programmes, 45,100 (11%) in retraining schemes and 27,700 (6.8%) in on-the-job adaptation ('Einarbeitung') measures. The proportion of those who were out of work before starting on the training scheme was the same as in previous years: 65.7%. This indicates that those having jobs were strongly represented in vocational training schemes, taking up the challenge of technological change and facing up to the growing demands of the workplace.

The proportion of women continued to rise, from 32.6% in 1984 to 33.4% or 136,932 participants in 1985.

The expenditure of the Federal Employment Institute for recurrent vocational training, including subsistence allowances; amounted to DM 3.4 billion.

There should be a further increase in participants in 1986. This will be due in particular to the seventh revision of the Labour Promotion Act which further improves training incentives. The Federal Employment Institute foresees some

DM 4.4 billion for these incentive programmes for recurrent vocational training.

IRELAND: School Leavers Survey

The main results of the Department of Labour's annual survey of the career paths of second-level school leavers were published in December 1985. The survey related to young people who left second-level education during the school year ending in June 1984. In line with the practice in previous years, almost a full year was allowed to elapse before conducting the survey in May/June 1985. This time lapse allows a more settled picture to emerge of the labour market position of the school leavers. The results are based on a national sample of 2,227 school leavers from an estimated total of 60,900 students who left second-level education.

The main findings are that an estimated 25,000 school leavers (41.0%) were in employment, while 16,100 (26.4%) were engaged in further education. A further 14,900 leavers (24.5%) were still seeking their first job while 2,400 (4.0%) were unemployed after having had a job and lost it; of these, however, almost one-third were participating in state-funded manpower programmes at the time of the survey. Approximately 1,800 (2.9%) had emigrated and the remainder, about 700 (1.2%) were unavailable for work.

INDEX OF ARTICLES PUBLISHED IN inforMISEP

(Nos. 1 - 12 of March 1983 to December 1985)

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
10. Short notes

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)

Alternating training :

8-6 (F); 12-6 (IRL).

Apprenticeship:

2-4 (GR); 3-4 (B); 4-4 (D); 5-4 (L); 6-4 (UK); 8-1 (D); 10-4 (D); 12-10 (UK).

Arrangement of working time:

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); 9-7 (NL); 10-7 (F); 11-7 (B); 11-10 (NL).

Child care:

2-9 (IRL); 8-1 (GR); 12-6 (D).

Clandestine employment :

4-1 (D); 8-1 (D); 10-1 (B).

Compulsory education:

3-4 (B).

Disabled person :

2-1 (I); 3-1 (EEC); 4-4 (D); 4-6 (I); 5-5 (GR); 7-6 (D, UK); 9-6 (NL); 10-4 (D); 10-6 (GR, I, UK); 11-6 (GR, NL, UK); 11-10 (UK).

Dismissal:

1-7 (NL); 4-2 (GR); 8-1 (D); 9-1 (IRL); 10-1 (UK); 10-4 (B); 11-10 (NL); 12-2 (UK); 12-6 (B).

Employment creation:

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); 9-5 (B, D); 10-5 (D); 10-7 (UK); 11-1 (D); 11-5 (IRL, UK); 11-6 (NL); 11-10 (D); 12-5 (DK, D, I, NL).

Employment security:

4-1 (DK); 4-2 (L); 6-2 (DK, F, I); 12-6 (B).
see also : Dismissal

Employment service:

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); 9-1 (F); 9-8 (F, NL); 11-8 (I); 12-4 (D); 12-8 (F).

Family allowance:

2-1 (I); 8-6 (GR); 11-7 (B).

Financial aid:

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); 9-2 (D); 9-3 (B); 9-6 (DK); 10-3 (GR, NL); 10-5 (NL); 11-1 (NL); 11-3 (GR); 11-6 (NL); 12-1 (D); 12-3 (B); 12-4 (B).

Flexible hours of work:

2-9 (IRL).

Frontier worker:

7-3 (I).

Further training - continuing education:

1-4 (DK); 3-4 (UK); 6-4 (IRL, UK); 7-4 (IRL, UK); 8-3 (DK, I); 10-4 (B); 12-4 (I, NL, UK).

Government policy:

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); 9-1 (DK); 10-1 (UK); 11-1 (I); 11-9 (GR); 12-1 (D, UK).

Investment promotion:

1-1 (IRL, NL, EEC); 2-1 (D); 3-1 (I); 4-1 (DK); 10-1 (I).

Iron and steel industry:

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

Job placement:

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); 9-8 (NL); 11-8 (F, I); 12-8 (F); 12-10 (UK).

see also : Employment service

Labour mobility:

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); 9-1 (F); 11-3 (UK).

Labour relations:

8-1 (D); 10-9 (IRL, NL).

Long-term unemployed:

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); 9-1 (F); 9-5 (D); 9-6 (DK, I, NL, EEC); 10-1 (UK); 10-6 (F, IRL); 10-7 (F); 11-6 (F); 11-7 (NL); 12-5 (NL); 12-6 (IRL); 12-10 (UK).

Migrant worker:

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); 9-6 (B); 9-9 (D); 11-6 (D).

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); 9-3 (D); 9-5 (D); 10-7 (UK).

Overtime:

5-7 (B); 11-1 (D); 11-7 (B).

Paid leave:

3-1 (D); 4-1 (DK); 12-5 (UK).

Part-time employment:

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); 9-5 (B); 9-7 (NL); 10-1 (I); 10-6 (IRL); 10-7 (F, UK); 11-1 (D); 11-7 (NL).

Practice period:

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); 12-6 (IRL).

Recruitment:

2-6 (UK); 7-3 (B).

Regional development:

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); 9-1 (I, UK); 9-2 (I); 12-5 (D).

Retirement:

2-7 (DK, L, UK); 5-7 (D); 6-7 (D); 7-7 (I); 8-7 (B, D); 9-7 (NL); 10-7 (UK); 11-10 (D).

Seasonal worker:

2-6 (GR); 5-8 (I).

Sick pay:

3-1 (D); 4-1 (I); 11-1 (NL); 11-7 (B).

Small scale industry:

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); 10-2 (I); 10-5 (IRL, NL).

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); 12-4 (I, NL); 12-10 (NL).

Temporary employment:

2-6 (NL); 2-9 (IRL); 8-1 (D); 9-5 (B); 9-6 (I, NL); 9-8 (NL); 10-1 (UK); 10-6 (F, IRL); - NL; 9-8 (NL); 11-1 (D).

Trade unionism:

8-9 (NL); 9-9 (UK).

Training (unemployed):

9-6 (DK); 10-4 (IRL, UK); 11-6 (F, NL); 12-10 (UK).

Training centre :

1-4 (NL); 4-4 (IRL); 5-4 (UK); 6-4 (IRL); 10-4 (GR).

Unemployed:

4-9 (NL); 5-9 (D); 10-1 (B); 10-3 (B); 11-1 (NL); 11-3 (D, GR, IRL, UK); 11-6 (NL).

Unemployment duration:

4-9 (D, NL).

Unemployment insurance:

see Financial aid.

Vocational guidance:

2-4 (GR); 4-6 (UK); 6-6 (IRL); 11-3 (IRL).

Vocational training:

1-4 (NL); 2-4 (NL); 3-4 (B, D, I, UK); 4-1 (DK); 6-4 (DK, UK); 7-4 (GR); 9-1 (F); 9-4 (D, UK); 10-1 (UK); 10-4 (D, IRL, UK); 11-4 (GR); 11-6 (UK); 11-10 (UK); 12-1 (D); 12-4 (B, D, I, UK).

Volunteer work:

1-1 (NL); 2-3 (B, UK); 3-3 (NL); 7-3 (IRL); 8-3 (NL); 11-3 (UK).

Wage policy:

1-1 (I, NL); 2-1 (B, GR, I); 3-1 (D, NL); 4-1 (B, I); 7-1 (B, IRL); 8-1 (D); 10-1 (DK, UK); 11-1 (B); 11-3 (D); 11-7 (B); 12-1 (IRL); 12-5 (UK).

Women:

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); 9-3 (NL); 9-6 (EEC); 11-1 (D); 11-9 (UK).

Work sharing:

1-1 (NL); 1-5 (UK); 2-7 (B); 3-7 (B); 4-1 (B); 6-2 (D, I); 6-5 (IRL); 11-7 (B)-

Working conditions:

2-9 (NL); 5-9 (EEC); 8-7 (D); 9-1 (I); 10-1 (I); 10-4 (D); 11-10 (UK); 12-6 (B).

Youth:

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); 9-4 (D); 9-5 (D); 9-6 (I, NL); 9-9 (IRL); 10-1 (I, UK); 10-4 (D, IRL, UK); 10-5 (D); 10-6 (D, IRL); 11-6 (NL); 11-7 (NL); 12-3 (B); 12-4 (B, I, NL); 12-5 (DK); 12-10 (UK).

A comparison of this year's results with those of the 1984 survey shows a decline of 4.7% in those school leavers who were in employment and an increase of 3.2% of those unemployed. The number who went on to further education showed an increase of 1.4%. There was also a slight increase (0.4%) in those leavers who emigrated.

Employment was highest again among those students leaving school after the first three years of secondary school, i.e., at the Intermediate/Group Certificate Level 60.4% compared to 34.7% for Leaving Certificate (final school examination) students and 32.9% for those with no qualifications. However for Leaving Certificate students further education continued to be the preferred option accounting for 38.7%. Unemployment was lowest, at 21.8%, among holders of the Leaving Certificate, compared with 35% among Group/Intermediate Certificate leavers, and 62.8% among those who left school with no qualifications.

The table below gives details.

Economic status of all leavers classified by the level at which they left school - May/June 1985
- %

Status	No qualifications	Intermediate Certificate/ Group Certificate	Leaving Certificate	Total
Employed	32.9	60.4	34.7	41.0
Unemployed	6.0	5.5	3.2	4.0
- After loss of job (of which on Schemes)	(1.0)	(0.7)	(0.8)	(0.8)
Unemployed	56.8	29.5	18.6	24.5
- Seeking first job (of which on Schemes)	(7.2)	(7.3)	(17.9)	(7.7)
Student	0.2	2.3	38.7	26.4
Unavailable for work	2.9	1.3	0.9	1.2
Emigrated	1.3	1.0	3.8	2.9
TOTAL	100.0	100.0	100.0	100.0
NUMBER	5,100	15,200	40,700	60,900

NETHERLANDS: Evaluation of BKE

BKE projects aim to provide insight into the training opportunities for adults through cooperation between different institutions. One of the conditions of such training is that it can improve a person's chances of finding employment. Thus it is termed "vocationally qualifying".

The target group consists of adults who have only very little or no previous vocational training and are vulnerable on the labour market. It is virtually impossible to reach such a target group by existing training facilities or by the opportunities provided by special institutions. Cooperation between the institutions to link their opportunities seems to be valuable for the target group.

There were a good 2,000 participants in the BKE projects on May 1, 1984: 1,187 men, including 341 persons from minority groups, and 837 women, including 286 from countries outside the European Community. 60% were older than 27 years.

A recently completed evaluation points out that local institutions have insufficient possibilities for cooperating effectively in BKE projects because they come up against rigid regulations. If these institutions were to be given more leeway through more flexible regulations, they would be in a better position to cater for local and regional educational needs of the labour market, for instance.

UNITED KINGDOM: Adult training programmes update

As part of action under the government's **Adult Training Strategy**, the Manpower Services Commission (MSC) began restructuring its programmes in 1984, (see iM no. 7). The wider portfolio of measures introduced, which included some new schemes as well as developments from existing schemes, offers more opportunities for both employed and unemployed people. The programmes are expected to help about 250,000 people in 1986.

During 1985, the Commission continued to develop the programmes so as to improve the potential for **business growth and job generation** of industry, particularly for **small businesses** by improving their competence, while continuing to help meet local and national skill needs more generally. It also aimed to increase and improve the range of provision **helping unemployed people, to improve management development**, and to promote and exploit the advantages of **open learning** for industry and individuals, including unemployed people.

Expenditure on those schemes most helpful to **small firms** has been increased in recognition of the importance of this sector. There was a significant growth in the **local grants scheme** which helps employers in meeting their skill needs which are important to the local economy by helping them identify these needs and train or retrain people for important vacancies. When considering applications for the scheme, MSC gives preference to small firms. The other important growth area was in **training for enterprise** which includes a range of training to equip small businesses or potential entrepreneurs with the skills needed to launch and manage a small business successfully.

Following a request from the government, the Commission recently considered if and how its other adult training schemes might help small firms more.

In addition to more help for small firms, the government also proposed a scheme to help **management development** through the promotion and exploitation of the advantages of **open learning** as areas for increased support. As well as looking at this aspect of open learning, the Commission has consulted widely about what might succeed the **Open Tech Programme** (see iM no. 3) which ends in its present form in March 1987. The Commission is considering the views and comments it has received and some proposals for future action are likely later this year.

Job creation

GREECE: Job creation programmes

22,000 new jobs will be created by the National Manpower Organisation (OAED) in 1986 through two new programmes.

The one is for 10,000 young unemployed persons and the other for 12,000 long-term unemployed. Jobs can be created by private enterprises, enterprises of local authorities, cooperatives and trade groupings, but the public sector, public enterprises and the banks are all excluded.

A ministerial decision fixes the amount of the subsidy according to the categories of persons employed and the sector where the new jobs are being created. Money will be made available in the form of daily grants as follows:

- 800 Dra. for men and 900 Dra. for women for jobs in the tertiary sector
- 900 Dra. for men and 1,000 Dra. for women for jobs in the secondary sector
- 1,000 Dra. for men and 1,100 Dra. for women who will work in jobs in the frontier regions or in enterprises bringing in new technologies
- 1,100 Dra. for male and female repatriates
- 1,300 Dra. for male and female ex-convicts released after January 1, 1985
- 1,500 Dra. for unemployed male and female university graduates who are hired by municipalities' and local authorities' enterprises.

Grants are given for 12 months. Only enterprises which have not dismissed anyone in the three months preceding the hire of a grant-aided person qualify for the programmes.

Long-term unemployed

GERMANY: Hardening of long-term unemployment

A short evaluation of the results of the structural analysis of unemployment of the Federal Employment Institute indicates that there has been a hardening of long-term unemployment but a decline in the unemployment of other categories of the unemployed.

Duration of unemployment

Whereas unemployment in the group of workers unemployed for more than two years is hardening, the number of wageand salary-earners unemployed for less than two years has dropped in both relative and absolute terms (this includes the group who have been unemployed for between 1 and 2 years). Thus it would seem that labour market movements and employment increases have helped job-seekers who have been unemployed for a shorter time but not -- at least so far -- the longer and long-term unemployed. In fact, the proportion of those unemployed for two or more years rose from 11.5% of the total unemployed in 1984 to 14.1% in 1985.

The increase in the average length of unemployment from 10.5 months in 1984 to 11.6 months in 1985 is solely attributable to those persons who have been unemployed for two years or more. This should explain why the average length of unemployment of workers leaving the unemployment register dropped from 6.9 to 6.8 months compared with the previous year.

Skills

Differing from past years, the unemployment of skilled wageand salary earners dropped both in relative and absolute terms, whereas the unemployment of unskilled workers (still compared with previous years) rose. The ratio of skilled to unskilled workers in the ranks of the unemployed was 41:59 compared with 43:57 in 1984. This backs up the need for employment policy to launch a "skills offensive" (Seventh amendment of the Labour Promotion Act - see iM no. 12).

Age

Unemployment is increasingly concentrated on the older workers (45 years and older), with unemployment among young workers having dropped again. Unemployment increased most among workers aged 45 to 54 years, both in absolute and percentage terms (+7.2%). Nearly 30% of the unemployed are now at least 45 years old. The group with the highest rate of unemployment are those aged 55 to 59 years. These figures support the extension of the duration for which unemployment benefit can be claimed, provided for under the 7th amendment of the Labour Promotion Act, as well as the reduction of the age limit to 50 year for job creation measures for older workers.

Conclusions

Data concerning its structure show that the labour market is in constant flux and that the unemployed participate in the increase in employment provided that:

- they are under 45 years of age
- they are skilled (with the exception in particular of teachers)
- they have not been unemployed for too long.

Thus it is essential that employment policy in the coming years continue to carry through significant numbers of skilling and job creating measures.

NETHERLANDS: Long-term unemployed

Confronted with 400,000 people who have been unemployed for more than a year, and a hard core of 150,000, the government has drawn up a discussion paper. The aim of the paper is to arrive at a joint approach with the social partners.

The paper sets out for discussion a number of specific measures to combat long-term unemployment. The Cabinet believe that the concerted effort of the social partners and the government to combat long-term youth unemployment must be continued, particularly as the first results of these

efforts are now becoming visible. The Cabinet want to examine with the social partners how to reach a more integrated approach to combatting long-term youth unemployment, in particular by limiting young people to a 32 hours work week. For the long-term unemployed aged 25 years and more who have "fewer chances" and whose integration into working life is for the time being seriously hampered by various factors, the Cabinet are considering a new manpower measure: this would provide for temporarily subsidizing employers who are willing to hire persons who have been unemployed for a very long time and providing them with the necessary back-up. The Cabinet believe that this measure should enable a substantial number of the persons who have been unemployed for a very long time to be reached each year.

The Cabinet consider that trades unions and employer organisations should be able to stimulate companies to set up training pools. In such pools the unemployed can, whilst retaining their benefit, be retrained or receive refresher training up to the required level. The companies concerned would be required to commit themselves to having the practical training take place on their premises. The government are prepared to share in the training costs and the possible overheads of the training pools.

The Cabinet do not consider that it would be wise to impose a large scale obligation to take part in training. Nevertheless it can be useful in some specific cases to activate the sanctions which have already been included in the regulations relating to unemployment.

UNITED KINGDOM: Pilot Schemes for the long-term unemployed

In November 1985 the Secretary of State for Employment announced new pilot schemes to help the long-term unemployed (LTU). LTUs now constitute over 40% of the total number of unemployed in the UK. The measures are in line with the resolution on long term unemployment adopted by the European Community Council of Ministers in December 1984.

The measures are aimed at helping LTUs into jobs or training. They began on 6 January and will run for six months in nine areas.

There are three **main elements**:

The **first element** is a personal invitation to long-term unemployed in the pilot areas to attend an in-depth **interview** in the Jobcentre. This leads to the offer of a job vacancy to apply for, a place on the expanding Community Programme, entry to the Enterprise Allowance Scheme, a place on a Manpower Services Commission training course, or membership of a Jobclub.

The **second element** is an entirely **new short course**. Known as 'Restart', this lasts one to two weeks. It has been designed specifically to meet the LTU needs. The courses will concentrate on assessing the potential and aptitudes of LTUs who participate, updating their basic working skills and their techniques for job search, application and interviews.

The **third element** is a **Job Start allowance** of £ 20 a week for up to six months. This is payable to anyone who lives in one of the pilot areas, has been out work for twelve months or more and finds a full-time job (at least 35 hours per week) with gross earnings of up to £ 80 per week. The aim of the allowance is to give long-term unemployed people -- particularly those with high benefit entitlement -- a greater financial incentive to take jobs from the number of unfilled vacancies (which are higher than they have been for some years). The Job Start allowance is not taken into account in calculating Family Income Supplement or Housing Benefit; nor does it attract National Insurance Contributions (it is paid direct to the employee); it will, however, be taxed.

Ministers will monitor the pilot schemes carefully to see whether they have the desired effect. If they are successful, it is hoped that they will be extended.

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

Special categories of workers

NETHERLANDS: Act on work for the disabled (WAGW)

The purpose of the government's bill on work for the disabled is to foster and ensure that the handicapped participate in working life, thereby exercising their right to self-development and social integration. The law furthermore aims at reducing the expenses borne by social security.

The draft bill has now been adapted to a number of key points, especially concerning the quota requirement. The Cabinet originally intended to make a uniform quota requirement legally binding; this meant that all companies had to employ one disabled person for every twenty workers. In May 1985 the Secretary of State announced in an amending note the abandonment of the 5% quota requirement. In its place he wanted to open up the possibility of imposing the requirement by decree so that a certain percentage of the persons employed in individual branches of industry (varying between 3% and 7%) had to be drawn from the ranks of the disabled. The percentage imposed by decree can take into account the specific circumstances of the branch of industry or of the public service. In principle, the percentage will be imposed per branch of industry or

sub-branch of the public service.

Again differing from the initial plans, the WAGW shall now apply to all companies and the public service irrespective both of size and of whether they are covered by a collective agreement. The possibility of being exempted remains. When granting an exemption, account will be taken of the way in which the social partners have carried out their job and of the more specific conditions pertaining to the industry or the branch of the service in question.

NETHERLANDS: Repatriation scheme for foreign workers and refugees

After an initial experimental period, the government have now introduced a repatriation scheme. It consists of two components:

- The basic settlement provides for reimbursing the removal costs for persons and a limited quantity of the goods' removal and a payment of the resettlement costs during the first three months after the repatriation. This scheme is intended for repatriation to Surinam, Turkey, Morocco, Tunisia, Yugoslavia, the Cape Verde islands and (for the less well-off) to the Dutch West Indies.

- The additional experimental scheme for older persons applies in principle to the same target groups (provided they are not Dutch nationals). It is being run on an experimental basis for one year aimed solely at the most vulnerable groups: persons between 55 and 65 years of age, who have been unemployed for at least six months or who are disabled. Two key conditions are that they return to their country of origin of their own free will, having rightfully lived in the Netherlands for at least 5 years. A benefit is granted periodically to provide for the subsistence costs in the country of origin until the beneficiaries are 65 years old.

If, having reached 65 years of age, it transpires that the claims built up in the Netherlands are lower than the level

of the repatriation benefit, topping up to that level will take place. Under 65 years of age, any legally claimed benefit will be deducted from the repatriation allowance. Possible supplementary income in the country of origin will not be deducted from the respective allowance.

The amount of the allowance is fixed according to the country of origin based on Dutch assistance standards and adjusted according to the key subsistence costs in the country of origin. Furthermore, the removal costs for persons are paid as is a part of those of goods. The repatriated person cannot settle again in the Netherlands.

The government have declared this scheme to be also applicable to refugees who wish to leave the Netherlands.

Working time

BELGIUM: Experimenting with re-arranging working time

Royal decree no. 179 of December 30, 1982 provided for corporate agreements on experimentally re-arranging working time. 50 such agreements have so far been approved. Through these experiments, the 44 enterprises currently concerned have hired or will be hiring 792 to 938 persons in addition to their current 15,487 workers, an increase of 4.9% to 5.8%.

There is a continuing demand for experiments in 1986 with a regular flow of new requests. Thus, two important new agreements (Philips and Volvo) are currently being studied.

A run-down of the variety of approaches experimented with was provided in iM no. 6, June 1984. Their success in terms of corporate profitability, quantitative impacts on employment (significant compared with other employment promotion measures), and workers' satisfaction show that far from having to be considered as dangerous deviations from standard rules, they can be beneficial to all parties concerned -- to the extent, that is, that the social innovations which these approaches imply are accompanied by a dialogue with the persons directly concerned.

Experiments in re-arranging working time should be the starting point for thoughts on generalising new provisions pertaining to labour law, more especially as regards the systems and length of work.

An in-depth examination is currently being made of the various experiments. Particular interest is focused on the timeliness of adjusting the labour law of March 16, 1971 to new economic and social realities. The clauses concerning shift work, Sunday rest and the duration of work are being especially examined. The aim would be to enable continuous working to be carried out for economic reasons without there being any need to resort to an experiment with re-arranging working time. This examination is being carried out in an overall context to enable account to be taken of certain accompanying measures and of the effects on employment.

BELGIUM: Part-time working in the public sector

Since the end of 1981 the government has been generalising the application of measures fostering the voluntary take-up of part-time work within public administration (1). This is part of an approach of governmental action aimed at improving public finances and safeguarding the overall volume of employment. Account is taken of the impact of bringing in

new technologies. The whole strives to contribute to the key aim of improving the quality of services to the citizens, since it lengthens opening hours and improves the public's access to the state's services.

Indeed, only through re-organising and re-arranging working time is it possible to harmonise the apparently contradictory requirements of budgetary demands, on the one hand, and those of the particular status of the State employee and the quality of the public services, on the other.

Contributing to maintain the overall numbers of jobs, the measures are also in tune with the emergence of new aspirations through flexible working time. For once a minimum level of income is reached, greater availability is preferred over more material well-being. Thus can the values which are too often sacrificed for working life, such as family life or voluntary work for the community, come to the fore. Furthermore, encouraging part-time work puts a brake on increasing the public service payroll by reducing the average number of hours paid for each state employee without reducing -- and perhaps even increasing -- their total numbers.

The **measures taken by the government** to achieve these objectives are reviewed below:

- 1) Reduced hours of work during the first year of service
- 2) Two general systems of reduced hours of work for (permanent) employees of State administrations (trainees being excluded):
 - a) the system of reduced hours of work for social or family reasons
 - b) the system of reduced hours of work for personal convenience.
- 3) Two specific systems of reduced hours of work for (permanent) State employees aged at least 50 as well as those having at least two dependent children under the age of 14.
- 4) System of reduced hours of work for certain State employees and temporary workers
- 5) System of reduced hours of work for the personnel of public interest bodies which are under the authority, control or supervision of the State.
- 6) Adjusting the public sector pensions' system to part-time working
- 7) Drafting a plan for re-arranging working time
 - a) within ministries
 - b) within public interest bodies which are under the authority, control and supervision of the State
- 8) Making available to local and regional authorities a number of tools which enable them to carry out,

according to their own political priorities, measures aimed at encouraging part-time work.

I. Reduced hours of work during the first year of service
(AR no. 259 of 31.12.83) (2)

This is a measure for maintaining and promoting employment. It consists of limiting to 80% of the full salary the pay of State employees newly recruited to ministries and certain public interest bodies in return for working 4/5 of the working time.

The aim is to promote a form of compulsory part-time working in ministries and certain public interest bodies which at the same time as improving the state of public finances seeks to enable hiring to take place which would otherwise be significantly less.

II. The two general systems of reduced hours of work for (permanent) employees of State administrations (AR of 1.06.64, 30.03.83, 3.07.85) can be outlined as follows:

1. General systems for (permanent) State employees
(AR of 3.07.85)

	Social or family reasons	Personal convenience
Reason	to help a defined set of persons (spouse, children, etc.)	
Amount of time taken off	between 50% and 100% of normal working time	50%, 75% or 80% of normal working time
Working time schedule	each day or another schedule by week or month	half-day, one day in two or another schedule over one or two weeks
Duration of authorisation	for at least 3 months and at most 24 months extensions possible	for at least 3 months and at most 24 months extensions possible
Administrative position during absence	service activity (leave)	non activity
Entitlement to salary	proportional to work done	proportional to work done
Entitlement to salary advancements during absence	yes	yes
Length of service for promotion and eligible services for pension	calculated as if the person was in full service	calculated on a prorata basis of the work actually performed
Total authorised time over the career	5 years	no limits

2. Specific systems for (permanent) State employees
(AR of 3.1.85)

These systems are for State employees who have reached the age of 50 years or who have two dependent children under 14 years of age.

	Social or family reasons	Personal convenience
Amount of time worked	50%, 75% or 80% of normal time worked	50%, 75% or 80% of normal time worked
Working time schedule	each day or another schedule over the week or month	each day or another schedule over the week or month
Duration of authorisation	for at least 3 months and at most 24 months extensions possible	for at least 3 months and at most 24 months extensions possible
Administrative position during absence	service activity (leave)	non activity
Salary as % of full salary		
half-time	50	60
3/4 time	75	80
4/5 time	80	84
Entitlement to salary advancements during absence	yes	yes
Length of service for promotion and eligible services for pension	calculated as if the person was in full service	calculated on a prorata basis of the work actually performed
Total authorised time over the career	5 years (3)	no limits

III. Systems applicable to certain temporary State employees and workers (AR of 31.12.84, Art. 10)

Certain temporary State employees and workers can draw on the systems of reduced hours of work for family reasons and personal convenience described above under the same conditions as permanent State employees, including the specific systems for State employees aged at least 50 years and those having at least two dependent children under the age of 14.

Absences justified by the reduction of working time for social or family reasons are, for these persons, unpaid periods during which service is suspended. These periods are, however, assimilated with service activity.

Absences justified by the reduction of working time for personal convenience make up unpaid periods during which service is suspended which are assimilated with nonactivity.

IV. System applicable to the personnel of public interest bodies which are under the authority, control or supervision of the State (law of 1.08.75, Art. 21)

Subject to specific modes of enforcement and exceptions laid down by the King, the provisions set out under I, II and III above can be applied to persons working for public interest bodies which are under the authority, control or supervision of the State.

V. Drafting a plan for re-arranging working time
a) within ministries (AR of 31.12.84)

To ensure that the greater flexibility characterising the generalisation of part-time working did not become a factor disorganising the public services, the authority and responsibilities of the top civil servants working under the minister needed to be strengthened. According to the texts in force, each minister can draw up, for the whole or a part of his services, a plan for re-arranging working time. This plan work can contain proposals aimed at:

- re-arranging the working week and adjusting the schedule over the working week, the working month or the working year (where this is applied, performance which must be considered as being "complete" needs to be determined);
- setting aside the rules in force for all or part of the personnel as regards flexible working hours, a system enabling State employees to better organise their family life in particular;
- determining the number of persons needed and recruiting them
- changing the framework
- changing the organic regulations as regards allowances, compensation or benefits in kind covered by public finance
- departing from the rules for certain leaves given to State employees and for absences for personal convenience to enable the person to perform more or less than the duration of the working time fixed (where this is applied, the percentage of reduced working time is fixed for each person and on his request by the minister, taking the requirements of the plan into account).

Each State employee is required to carry out the work according to the fixed schedule for the duration of the plan, unless dispensation is given and as far as the total amount of the hours remains constant.

b) **within public interest bodies which are under the authority, control or supervision of the State** (law of 1.8.85 Art. 21)

Subject to specific modes of enforcement and exceptions laid down by the King, the provisions set out under a) above can be applied to persons working in the above-mentioned bodies.

VI. Adjusting the public sector pensions' system to part-time working (AR no 206 of 2.08.83)

The period covered by part-time working is only taken into consideration for its actual duration. However, if pay pertaining to this period plays a role in fixing the basic salary, account is taken of the pay corresponding to full services.

The leave for reduced hours of work justified by social or family reasons, by illness or infirmity is assimilated with actual service. In this case the State employee is presumed to continue his activity performed immediately prior to taking the leave.

If the period starting from January 1, 1983 comprises at least five years of career, the relationship between the duration of the services actually performed from this date and the services corresponding to a full time job applies to the whole of the previous career. The person in question can, however, provide proof of there being more services. When the relationship is at least equal to 80%, the services before 1983 are considered as having been complete. If the period from 1985 does not comprise five years of career, the years immediately prior to this date are added to it in due proportions.

VII. Making available to local and regional authorities a number of tools which enable them to carry out, according to their own political priorities, measures aimed at encouraging part-time work.

The personnel of municipalities ('communes'), public social aid centres, public utilities ('intercommunales') and of the provinces have their own employment and pay structures within the framework of the broadly autonomous functioning of the local and regional authorities.

1) The part-time systems set out above for the personnel of State administrations will only apply to local and regional authorities if they specifically decide so.

There is, generally speaking, no requirement for the aforementioned local and regional services to conform to the regulations which are in force in State administrations. They have, however, the freedom to do so. A circular has, however, been sent to these authorities inviting them to enable their staffs to draw on the same facilities as those of the State. It is the wish of the government that broad use be made of the new openings.

2) A system of leave on account of reduced hours work has been brought in by law which is directly applicable to certain members of personnel of the 'communes', public social aid centres, towns and federations of municipalities. This is the leave instituted by royal decree (AR) 261 of December 31, 1983. It authorises communes which have adopted a programme to improve their financial situation which has been approved by their supervisory body, to establish a system of leave on account of reduced hours of work for those members of their personnel who have been permanently appointed, are at least 55 years old and have 20 years of real service, having in fact been in active service during the previous 12 months. It enables the older staff to work half-time while still being paid three quarters of their salary.

The pension and social security contributions are calculated on the full salary which the claimants would have received had they not taken the leave.

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- (1) This article does not cover similar measures in teaching.
 - (2) See also iM no. 7, September 1984.
 - (3) Periods under the general system of reduced hours of work for social or family reasons are taken into account.

GERMANY: Early retirements -- below expectations

The 1985 starting point

Collective agreements on early retirement concerning more than one third of male wage and salary earners between 58 and 62 years and female wage and salary earners between 58 and 59 years have come into operation in 1985. The target group is still estimated at some 275,000 persons of whom 55,000 are in the construction industry. These figures do not take into account non-collective individual agreements which also deal with early retirement.

At the end of 1985 there were estimated to have been between 40,000 and 45,000 beneficiaries of early retirement pensions. This corresponded to an annual average for 1985 of between 20,000 and 25,000 early retirees. Generally speaking, early retirement has by far not been accepted to the extent originally estimated (these were of some 70,000 persons in 1985).

Estimates for 1986

Some of those initially foreseen for 1985 (70,000 early retirees) will only be forthcoming in 1986, or later, because of the long running-in period and of the possibility of taking a decision on early retirement later. On the basis of the spillover from 1985 (20,000) and of the impact of early retirement in 1986 on wage and salary earners of 58 years entering the system (10,000), there will be an additional 30,000 odd early retirees in 1986, bringing their number at the end of the year to between 70,000 and 75,000. The corresponding annualised figure for 1986 should be of the order of some 60,000 persons.

Impacts on employment

A survey by the textiles and clothing workers trade union indicated a country-wide replacement rate of retiring workers of 77.9%. A representative survey carried out in April 1985 by the trade union and the employers' association in the food and catering industry showed a replacement rate of 77.2%. A statistical survey of the employers' association showed that 70% of the jobs freed in the insurance industry had been filled again. A telephone survey of the three major firms of the automobile industry indicated that this industry was also expecting a high replacement rate. On the other hand, the building industry expected a much lower rate. But it is just the building industry which shows that each case of early retirement helps to avoid potential redundancies and has thus the same employment effects.

The compensatory effect resulting from new hirings and avoided redundancies is thus, generally speaking, higher than the replacement rate of retiring workers. It is estimated to be of the order of 80% to 90%.

NETHERLANDS: Reducing working time

The Minister of Social Affairs and Employment has started a scheme to stimulate the quest for introducing a reduction in working time. More than 10 million guilders have been earmarked for subsidising employers who have commissioned investigations to reduce working time or who have taken concrete steps towards further reducing working time or bringing in part-time work.

The experimental scheme, recently described in the 'Nederlandse Staatscourant' (official gazette), runs until January 1, 1987. The Minister previously informed the houses of parliament and the Labour Foundation of the scheme.

Through this scheme an employer can claim a subsidy for investigating the causes of and innovative solutions to bottlenecks. Under certain conditions the scheme provides a subsidy of 80% of the expenses, with a maximum amount of Hfl. 100,000. Employers who are willing to take specific steps towards reducing working time further in their company or institution can, under certain conditions, qualify for a grant under the terms of this scheme.

The grant is mainly intended to cover the costs of recruiting and integrating new employees hired as a consequence of bringing in working time reductions.

The results obtained by reducing working time since the agreement reached in the Labour Foundation in November 1982, indicate that the redistribution of work has taken a variety of forms. It has contributed significantly to combatting unemployment: since 1983, it has enabled more than 200,000 people to obtain permanent work. This number should rise to 250,000 in 1986.

Selective forms of reducing working time, such as part-time work and early retirement, provide an important contribution and thus contribute to combatting unemployment.

Placement

ITALY: Employment agency in Campania

The ministerial decree of January 29, 1985 published in the Official Gazette no. 23 of January 29, 1986 sets out the structure and functioning of the employment agency in Campania. This decree modifies that of 19.5.1982.

The **tasks** of the employment agency are:

- (a) to develop publicly and privately financed job creation programmes drawing in particular on the resources available for the South of Italy, EEC funds, etc.
- (b) to foster initiatives in production and services as well as in local authorities.
- (c) to carry out research and studies preparing for projects referred to under (a) on the basis of data and information provided by the labour market observatory.

The work programme and possible expenses for the functioning and activities of the Agency are decided on and monitored by the Regional Employment Commission.

The Agency will be **staffed** by 30 people:

- (a) a technico-scientific coordinator
- (b) 13 experts in analysing and studying the structure of the labour market and occupational dynamics, in analysing production processes and corporate structures, in economics, in statistics and in vocational guidance and training
- (c) 16 administrative and clerical staff.

It should be possible to use this approach as a model for the other experiments in setting up employment agencies in other regions specifically indicated in the agreement of February 14, 1985.

Short notes

GREECE: Appointments

Mr. E. Giannopoulos, having previously held the same position from July 1982 to June 1985, was re-appointed minister of labour from July 1985.

The new president of the board of directors of the National Manpower Organisation (OAED) is Mr. A. Amalos.

NETHERLANDS: Employment projects for refugees

Work is an important factor in helping refugees to hold their own in society and to find a place of their own. To contribute to this, an employment project has been announced for refugees who have been in the Netherlands for less than two years. The programme, which started in February 1986, aims to provide these people with a real chance of finding a job on the labour market.

MISEP correspondents

Belgium	Alfons Verlinden, Ministère de l'Emploi et du Travail	Ireland	Padraig Cullinane, An Roinn Saothair
Denmark	Erik Lyngse, Arbejdsministeriet	Italy	Teodosio Zeuli, Ministero del Lavoro e della Previdenza Sociale
Germany	Magda Kugler-Dabrowski, Bundesministerium für Arbeit und Sozialordnung Lutz Vogt, Bundesanstalt für Arbeit	Luxembourg	Jean Hoffmann, Administration de l'Emploi
Spain	Lorenzo Cachon Ministerio de Trabajo Y Seguridad Social	Netherlands	Chris Smolders, Ministerie van Sociale Zaken en Werkgelegenheid
Greece	Anastassio Bougas, Ypourgion Ergasias Angelo Zisimopoulos, O.A.E.D.	Portugal	Victor Viegas Ministère du Travail et de la Sécurité Sociale
France	Denise Annandale, Agence Nationale pour l'Emploi Giles Bienvenu Ministère de l'Emploi	United Kingdom	Peter Irwin, Department of Employment
		European Commission	Andrew Chapman, DG V/A/1
		Technical secretariat	European Centre for Work and Society (H. Hubert)

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Rough currency conversion rates

One European Currency Unit (ECU) was roughly equivalent to the following amounts of national currencies in mid February 1986:

● Belgium	45 BFR
● Denmark	8.0 DKR
● Germany	2.2 DM
● Spain	136 PTA
● Greece	133 DRA
● France	6.7 FF
● Ireland	0.72 IR£
● Italy	1,490 LIT
● Luxembourg	45 LFR
● Netherlands	2.45 HFL
● United Kingdom	0.62 UK£